



The ENTERTAINER

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Construction Begins on New Hollywood Joliet

On December 13, officials at SEATU-contracted Penn Entertainment officially broke ground on the site of a new property which will replace the current Hollywood Joliet. The new property will be located within Rock Run: a multi-purpose entertainment and residential complex that will be built on a 350 acre site at the crossroads of I-55 and I-80 in Joliet, Illinois.

According to Penn Entertainment, the new casino property will include:

- 850 slots
- 44 live table games
- a baccarat room
- a retail sportsbook
- several high quality bars and restaurants
- a 10,000-square foot event center

The property is expected to open in 2025, and will add another 150 casino employees.



Joliet Mayor Terry D'Arcy

Penn Entertainment employees and local officials take part in a ceremonial groundbreaking for the new property, which is expected to open in 2025.

President Biden To Use Trade Pacts, Leverage To Advance Worker Rights Across The Globe

Building on the provisions of the U.S.-Mexico-Canada Trade Agreement (USMCA), the Biden administration recently launched a whole-of-government initiative, via an executive order to use trade pacts and other leverage to advance worker rights worldwide.

Biden's objective, said Secretary of State Antony Blinken, U.S. Trade Representative Katherine Tai and Acting Labor Secretary Julie Su, is to expand and increase worker rights and incomes abroad. When those rights advance and incomes advance, those workers benefit – and U.S. workers do, too, the three said.

That's because advancing workers' rights and wages abroad also removes low-wage exploitation, which many businesses commonly use to export U.S. jobs and undercut U.S. workers, the officials said.

"In support of workers and our national security interests, my administration will consider actions to integrate and elevate workers' rights and the promotion of high labor standards in our foreign, international development, trade, climate, and global economic policy priorities," Biden's executive order declares.

Biden's order supersedes more corporate-leaning trade policies, some of which date back to the Gilded Age, which heavily rely on foreign labor to produce U.S. goods. These policies often came at a great cost to laborers in "opening markets," many of whom suffered abuse and repression. Some examples include NAFTA, USMCA's predecessor, which passed in spite of strong union opposition.

Now, Biden is pivoting the government in a pro-worker direction, and that drew cheers from the AFL-CIO. Its then-top trade expert, Deputy Chief of Staff Thea Lee, led the crafting of tough, enforceable worker rights into the USMCA during the Trump presidency. Legislative directors from the Steelworkers, the Auto Workers and the Teamsters helped.

Labor then worked with U.S. Rep. Rosa DeLauro, (D-Conn.) and other pro-worker lawmakers, to ensure those tough standards remained and the USMCA passed. Tai noted it's led to large growth in Mexico in both independent unions – as opposed to company and pro-government unions – and rising wages there, notably in the auto industry.

With that as a model, as Tai and Su pointed out, Biden's executive order framework "will

reshape how U.S. government agencies conduct international diplomacy by putting workers' rights and standards at the center," AFL-CIO President Liz Shuler said.

"Across the globe, working people are united in our fight against growing corporate overreach and abuse, low wages, attacks on organizing, the absence of strong benefits, and poor working conditions. This new strategy is a major victory for workers everywhere and underscores workers' rights are essential to our country's national and foreign policy, and national and economic security."

Shuler added, "This framework will leverage diplomacy to promote internationally recognized labor rights and worker organizing; create measures that enable swift responses to violence and threats against trade union leaders, activists and organizations; improve the capacity of U.S. agencies and foreign missions to engage with workers and their representatives to improve the lives of working people; and enhance and enforce fair trade practices. The directive recognizes that no matter where we live, all workers deserve dignity and respect on the job. We need a global economy that puts working people at the center."

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President's Column

Elections Past and Present

Depending on where you live, you may be exhaling now that you're not being swamped with off-year election ads, or you may not have noticed much about the races and ballot initiatives in other states that largely were decided Nov. 7. But no matter what, I feel reluctantly confident in saying none of us will escape from the all-out advertising blitz and media saturation ahead of next year's presidential and congressional elections.



David Heindel

SEATU will not deviate from our decades-long stance when it comes to deciding which candidates to back, at every level of government. Our first question is always, where do you stand on workers' rights? It's our top priority, and a candidate's values must align with ours if they expect our support.

One lesson from last month's elections that shouldn't be overlooked is the genuine power of voting, period. Turnout makes all the difference, as we've seen time after time, year after year. Keep that in mind ahead of Election Day 2024. Make sure you are registered to vote, and support the candidates who will support your job.

Last but not least, I'm trying to get a jumpstart on asking everyone who reads this column to practice civility throughout the election process. This isn't exactly a revelation, but it doesn't do our country any favors when we lose the capability or the willpower to engage in respectful dialogue about candidates and issues. There's nothing wrong with spirited debate; there's plenty wrong with closed-mindedness and outright malice.

Here's to taking the high road and giving our fellow Americans the benefit of the doubt.

Good News for Workers

At press time, President Biden issued a statement coinciding with the implementation of the White House's final rule on project labor agreements (PLAs). You may remember from our prior reporting that PLAs protect workers and consumers by helping ensure good wages, accountability, and highly skilled labor.

As the president noted, "We must do everything we can to build a better America. Today, my Administration is marking another major step that will benefit American workers, communities, the economy, and our government. For the first time in history, Project Labor Agreements will be required on federal construction projects valued at or above \$35 million. This means that projects funded by my Investing in America agenda will move faster and without delays, giving taxpayers better bang for their buck. Workers will have the security and peace of mind that collectively bargained wages and benefits bring, better pathways to good-paying jobs, and stronger health and safety protections."

The final rule is rock-solid evidence that the Biden administration continues living up to its pledge to be pro-worker. In expanding the use of PLAs on large federal construction contracts, the new regulation promotes economy and efficiency in federal procurement by eliminating the risk of delay associated with labor unrest; ensuring parties agree to dispute-resolution procedures and mechanisms for labor-management cooperation on matters like safety; making clear that PLAs may include other provisions designed to support workers from underserved communities and small businesses; helping ensure a steady supply of skilled workers for federal construction projects; and promoting competition on government contracts by allowing all contractors – including those who are non-union – to bid on contracts that require PLAs.

Federation, Microsoft Announce 'First of Its Kind' Partnership Agreement

Editor's note: The following was part of an announcement was posted by the AFL-CIO on December 11.

The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) and Microsoft Corp. on Monday announced the formation of a new partnership to create an open dialogue to discuss how artificial intelligence (AI) must anticipate the needs of workers and include their voices in its development and implementation. This partnership is the first of its kind between a labor organization and a technology company to focus on AI and will deliver on three goals: (1) sharing in-depth information with labor leaders and workers on AI technology trends, (2) incorporating worker perspectives and expertise in the development of AI technology, and (3) helping shape public policy that supports the technology skills and needs of frontline workers.

Building upon the historic neutrality agreement the Communications Workers of America negotiated with Microsoft covering video game workers at Activision and ZeniMax, as well as the labor principles announced by Microsoft in June 2022, the partnership also includes an agreement with Microsoft that provides a neutrality framework for worker organizing by AFL-CIO affiliate unions. This framework confirms a joint commitment to respect the right of employees to form or join unions, to develop positive and cooperative labor-management relationships, and to negotiate collective bargaining agreements that will support workers in an era of rapid technological change.

"This partnership reflects a recognition of the critical role workers play in the development, deployment, and regulation of AI and related technologies," said AFL-CIO President Liz Shuler. "The labor movement looks forward to partnering with Microsoft to expand workers' role in the creation of worker-centered design, workforce training, and trustworthy AI practices. Microsoft's neutrality framework and embrace of workers' expertise signals that this new era of AI can also catalyze a new era of productive labor-management partnerships."

"By working directly with labor leaders, we can help ensure that AI serves the country's workers," said Brad Smith, vice chair and president of Microsoft. "This ground-breaking partnership honors the rights of workers, learns from the advice of labor leaders as we

develop technology, and helps us provide people with the skills that will become essential in a new AI era."

The partnership will deliver on the following goals: AI education for workers and students; Microsoft will provide formal learning opportunities on the latest and prospective developments in AI, providing labor leaders and workers with critical information and insights on this new technology as it evolves.

This will begin with learning sessions that will take place during the winter of 2024 facilitated by Microsoft's AI experts, who will provide information about how AI works and where it's going, outline its opportunities, and analyze the potential challenges. These sessions will be augmented by on-demand digital resources that labor leaders and workers can access online. Working with the American Federation of Teachers, Microsoft will explore joint opportunities for career and technical education work that prepares students for high-paying jobs of tomorrow. In addition, they will hold deep-dive and experiential workshops from 2024 through 2026 that will be tailored to specific careers and roles.

Direct feedback from labor leaders and workers: To ensure that the expertise and perspectives of workers inform the work of Microsoft's AI developers, the partners have developed a mechanism for labor leaders and workers to share experiential insights, concerns and feedback directly to the people who develop this technology. This collaboration will begin with a focus on unions and workers in selected key sectors.

This collaboration will start this winter and take the form of Microsoft-hosted labor summits. The partners will bring labor leaders and workers together with Microsoft's key AI product developers, researchers and business leaders for intensive discussions intended to co-design and develop "worker-centered technology."

Both partners acknowledge AI creates a real capacity to enhance workers' jobs if used to augment work rather than diminish workers' agency and responsibilities. According to new polling by AFL-CIO, 70% of workers worry about being replaced by AI. At the same time, a recent Microsoft study of workers found that 70% would delegate as much work as possible to AI to lessen their workloads. To improve work while creating richer possibilities for our lives on the whole, the transition to an AI-assisted future must center around workers' voices.

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Union Member Rights, Officer Responsibilities Under The Labor-Management Reporting and Disclosure Act

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS) enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in Federal court.

Union Member Rights

Bill of Rights - Union members have:

- Equal rights to participate in union activities
- Freedom of speech and assembly
- Voice in setting rates of dues, fees, and assessments
- Protection of the right to sue
- Safeguards against improper discipline

Copies of Collective Bargaining Agreements:

Union members and nonunion employees have the right to receive or inspect copies of collective bargaining agreements.

Reports: Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information

and copies are available from OLMS.

Officer Elections: Union members have the right to:

- Nominate candidates for office
- Run for office
- Cast a secret ballot
- Protest the conduct of an election

Officer Removal: Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships: Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

Prohibition Against Certain Discipline: A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right.

Prohibition Against Violence: No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

Union Officer Responsibilities

Financial Safeguards: Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employ-

ees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

Bonding: Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

Labor Organization Reports: Union officers must:

- File an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.
- Retain the records necessary to verify the reports for at least five years.

Officer Reports: Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

Officer Elections: Unions must:

- Conduct elections for officers of national unions or intermediary districts at least every four years by secret ballot.
- Conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year.
- Mail a notice of election to every member at least 15 days prior to the election.

■ Comply with a candidate's request to distribute campaign material.

■ Not use union funds or resources to promote any candidate (nor may employer funds or resources be used).

■ Permit candidates to have election observers.

■ Allow candidates to inspect the union's membership list once within 30 days prior to the election.

Restrictions on Holding Office: A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

Loans: A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

Fines: A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

Note: The above is only a summary of the LMRDA. Full text of the Act, which comprises Sections 401-531 of Title 29 of the United States Code, may be found in many public libraries, or by writing the U.S. Department of Labor, Office of Labor-Management Standards, 200 Constitution Ave., NW, Room N-5616, Washington, DC 20210, or on the internet at www.dol.gov

Beck Notice

Notice to Employees Covered by Union Agreements Regulated Under the National Labor Relations Act

The Seafarers Entertainment and Allied Trades Union (SEATU) assists employees by representing them in all aspects of their employment and work aboard vessels which are involved directly or indirectly in the gaming and entertainment industries. For the most part, the union spends a majority of its financial resources on collective bargaining activities and employee representation services. In addition to these expenditures, the union also spends resources on a variety of other efforts such as organizing, publications, political activities, international affairs and community services. All of these services advance the interests of the union and its membership.

This annual notice is required by law and is sent to advise employees represented by the Seafarers Entertainment and Allied Trades Union about their rights and obligations concerning payment of union dues. This notice contains information which will allow you to understand the advantages and benefits of being a union member in good standing. It also will provide you with detailed information as to how to become an agency fee payor. An agency fee payor is an employee who is not a member of the union but who meets his or her financial obligation by making agency fee payments. With this information, you will be able to make an informed decision about your status with the Seafarers Entertainment and Allied Trades Union.

1. Benefits of union membership — While non-members do receive material benefits from a union presence in their workplace, there are significant benefits to retaining full membership in the union. Among the many benefits and opportunities available to a member of the Seafarers Entertainment and Allied Trades Union are the right to attend union meetings, the right to vote for candidates for union office and the right to run for union office. Members also have the right to participate in the development of contract proposals and participate in contract ratification

and strike votes. Members also may play a role in the development and formulation of union policies.

2. Cost of union membership — In addition to working dues, to belong to the union as a full book member the cost is \$300.00 (three hundred dollars) per year or \$75.00 (seventy-five dollars) per quarter.

3. Agency fee payors — Employees who choose not to become union members may become agency fee payors. As a condition of employment, in states which permit such arrangements, individuals are obligated to make payments to the union in the form of an agency fee. The fee these employees pay is to support the core representational services that the union provides. These services are those related to the collective bargaining process, contract administration and grievance adjustments. Examples of these activities include but are not limited to, the negotiation of collective bargaining agreements, the enforcement and administration of collective bargaining agreements and meetings with employers and employees. Union services also include representation of employees during disciplinary meetings, grievance and arbitration proceedings, National Labor Relations Board hearings and court litigation.

Employees who pay agency fees are not required to pay for expenses not germane to the collective bargaining process. Examples of these expenses would be expenses required as a result of community service, legislative activities and political affairs.

4. Amount of agency fee — As noted above, dues objectors may pay a fee which represents the costs of expenses related to those supporting costs germane to the collective bargaining process. After review of all expenses during the 2022 calendar year, the fee cost associated with this representation amounts to 97.68

percent of the dues amount. This means that the agency fee based upon the dues would be \$293.04 (two hundred ninety-three dollars and four cents) for the applicable year.

This amount applies to the 2024 calendar year. This means that any individual who wishes to elect to pay agency fees and submits a letter between December 1, 2023 and November 30, 2024 will have this calculation applied to their 2024 dues payments which may still be owed to the union. As noted below, however, to continue to receive the agency fee reduction effective January 2025, your objection must be received by December 1, 2024.

A report which delineates chargeable and non-chargeable expenses is available to you free of charge. You may receive a copy of this report by writing to: Secretary-Treasurer, Seafarers Entertainment and Allied Trades Union, 5201 Capital Gateway Drive, Camp Springs, MD 20746. This report is based upon an audited financial report of the union's expenses during 2020.

Please note that as the chargeable and non-chargeable expenses may change each year, the agency fee amount may also fluctuate each year. Individuals who are entitled to pay agency fees and wish to pay fees rather than dues, must elect this option each year by filing an objection in accordance with the procedure noted below.

5. Filing of objections — If you choose to object to paying dues, an objection must be filed annually. To receive the deduction beginning in January of each year, you must file by the beginning of December in the prior year. An employee may file an objection at any time during the year, however, the reduction will apply only prospectively and only until December 31 of that calendar year. Reductions in dues will not be applied retroactively. As noted above, each year the amount of the dues reduction may change based upon an auditor's report from a previous year.

The objection must be sent in writing to: Agency Fee Payor Objection Administration, Secretary-Treasurer's Office, Seafarers Entertainment and Allied Trades Union, 5201 Capital Gateway Drive, Camp Springs, MD 20746.

6. Filing a challenge — Upon receiving the notice of calculation of the chargeable expenditures related to core representation activities, an objector shall have 45 days to submit a challenge with the Secretary-Treasurer's office if he or she believes that the calculation of chargeable activities is incorrect. Every person who wishes to object to the calculation of chargeable expenses has a legal right to file such an objection.

7. Appeal procedure — Upon receiving the challenge(s) at the end of the 45-day period, the union will consolidate all appeals and submit them to an independent arbitrator. The presentation to the arbitrator will be either in writing or at a hearing. The method of the arbitration will be determined by the arbitrator. If a hearing is held, any objector who does not wish to attend may submit his/her views in writing by the date of the hearing. If a hearing is not held, the arbitrator will set the dates by which all written submissions will be received.

The costs of the arbitration shall be borne by the union. Individuals submitting challenges will be responsible for all the costs associated with presenting their appeal. The union will have the burden of justifying its calculations.

SEATU works very hard to ensure that all of its members receive the best representation possible. On behalf of all the SEATU officers and employees, I would like to thank you for your continuing support.

Sincerely,
Tom Orzechowski
Secretary-Treasurer

Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



Editor's note: Many classes of SEATU members employed by Norwegian Cruise Lines (NCL) have recently completed the Basic Safety Training course at the Paul Hall Center for Maritime Training and Education in Piney Point, Maryland. The one-week course includes training specified by the vessel operator and approved by the U.S. Coast Guard, and includes fire, survival and first aid training. These training sessions were all administered at the Joseph Sacco Fire Fighting and Safety School, located on a satellite campus. In each photo on the following pages, all members are listed in alphabetical order.



Above: George Argota, Nigel Bailey, Sherry Blake, Jeananne Bowers, Deresia Bozeman, Mikayla Brooks, Devlin Conley, Eric Cornett, Manuel DeJesus Figueroa, Mario DeJesus, Monique Delara, Ashli Delgado Silva, Nicholas Dunn, Keziah Flores, Lawrence Gonzales II, Aaron Hernandez, Javious Kilow, Maiah Kleykamp and Jacob Klopf.



Among those pictured above: Arkim Lewis, Alexis Mercado, Sarah Merritt, Lexis Mitchell, Jose Montilla, Ryan Murray, Kellie Polynice, Deanna Robbins, Tyreq Roberson, Miguel Sandoval De La Torre, Dustin Schroeder, Rene Scott Collazo, Melvin Strong III, Aidan Swendson, Christopher Swindell, Grant Turner Jr., Joshua Weeks and Christopher Williams.



Above: Julien Amburgey, Kobe Bantag, Michael Beltran Bloise, Amanda Carter, Isaiah Collins, Cierra Cook, Vandell Crosson, Antonio Davis, Dana DiAngelo, Karen Ellison, Keyona Grant, Angie Harris, Emmett Hartman, Dedra Henry, Hope Millard, Abbigail Osborn, Andres Perez, Danielle Sargeant, Joe Shepherd, Christian Urbina, Robert Vanatta, Matthew Wilkinson and Mario Wilson Jr.



Above: Gerardo Amoros Freyre, Bianca Archer, Donna Baird, Ciara Beard, Kyerra Bond, Sidney Bordelon, Matthew Bowers, Eduardo Cancio, Araysha Carter, Andrea Cooper, Leonidas Cristo, Alberto Cuevas, Tyler Fort, Kevin Galvez, Taliyah Griffin, Joseph Hubard and Vekina Ichihara.



Above: Gabriel Hindson, Walter Kennedy, Mark Lynch, Kyle Odom, Angelo Pangelinan, Alia Peeler, Anthony Perez, Pauline Reuter, Kenneth Sanderson, Julia Schellenger, Anthony Scott-Meyers, Janell Thomas, Derek Wallace and Diane Wright.



Above: Terance Arvie, Gloria Chaparro, Serena Dingle, Brian Downey, William Drury, Abramham Gakou, Ashley Garland, Franklin Harman, Savannah Howard, Scott Kelsey, Kerry Kiefer, Constance Kinney and Kiara McLemore.



Among those pictured above: Gerardo Amoros Freyre, Imani Coleman, Collin Dadisman, Andres Dieppa, Mounir Draissi, Evangeline Fabia, Judith Fedorko, Albert Flanigan, Kevin Galvez, Mercedes Gayle, Katie Gonzales, Zachary Gregg, Jeremy Hart, Cheronda Hazel, Brittini Helmer, Lisa Irizarry, Ricky James Jr., Clinton Johnson, Madison Johnson, Jalen Machen, Alyson Patterson, Jonathan Rodriguez and Nikki Taylor.

Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



Above: Emily Kwolek, Michael Lebrun, Alana Manuia, Vivian Mason, Khristian Olivera, Brien Pine, Kale Richins, Kimberly Roblero Berduo, Dennis Seeger, Amanda Wallis, Kinzlee Wedgeworth, Kelly Whited, Taykiya Williams, Peggy Wortham, Jeraya Wyatt and Efrain Yoboby.

Above (not all are pictured): Keith Allums, Nashali Alvarado Roche, Logan Baize, Milany Bejerano, Damian Bishop, Dakwon Brown, Nyah Daye, Kenneth Espinal, Khristian Estrada Castro, Elizabeth Everett, Herbert Fleshchner, Raquel Intriago, Jason Kelley and James Laney.



Above: Vicki Clay, Kenneth Collet Tavarez, Breanna Dahm, Sage Fisher, Rosny Geffrard, George Hall III, Jazmin Hartman, Dallas House, Jonathan Larrarte, Denisha Legros, David McCann, Sheana Rivera, Kyle Schmidt, Deleonshi Scott, Tuere Scott, Nathaniel Shaw, Tanya Smith, Rebecca Thomas, Marilyn Turner, Roberto Vincent and Devona Williams.



Above: Sansarae Maxwell, James Napier Jr., Emmanuel Ngula, Telysa Norman, Jennifer Paini, John Quale, Joshua Ridley, Destiny Rivera Fontan, Thomas Scrivens, Mallorej Tomczak, Brittany Wagoner, Leonard Watkins and Jane Wilson.

Above: Milany Bejerano, Raquel Intriago, Rervens Lormeus, Albert Mack, Carolina Maure, Leon Moody Jr., Noah Nuanez, Damon O'Conner, Michael Prendeville, Anastasia Richardson, Tracy Robinson, Matthew Rodriguez, Jacob Schofield, Leonore Smith, Brianna Trushaw, Jonathan Tyler, Jason Vazquez, Leslie Walker, Leandra Wilkerson, Aja Williams and Sierra Yox.



Above (not all are pictured): Servio Acosta, Steven Ayala, Richard Badeau, Amanda Bailey, Porsche Branch, Andre Cobbs, Kaitlin Coyle, Courtney Cruz, Shanna Davis, Matthew Deibert, Ashley Duarte, Julian Escontrias Munoz, Ezrin Faison, Bryn Gardner, Sarah Garrett, Juliette Gonzalez, Gabriel Gustafson, Nicolas Haag, Keresa Howard, Sha'reese Johnson, Vance Jones and Jonathan Kennedy.

Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



Above (not all are pictured): Lubomir Agbo-Ola, Laura Alford, Lindsey Baldwin, Jonathan Bargovsky, Shelbry Butler, Emileo Charon, Rosalie Clinton, Cameron Conrad, Miguel Cruz-Marr, Gloria Ferguson Charles, Michael Flores, Daniel Garcia, William Garcia, Alejandro Gordillo Murillo, Victoria Grubbs, Cymone Hardy, Christopher Henrich, Katherine Hooper, Madison Howard, Faith Hughes, Barnaby Kenney, Rervens Lormeus and Leslie Walker.



Above (not all are pictured): Nicolas Haag, Mark Leavelle, Jada McGainey, Hunter McLeroy, William Murray II, Julian Otero, Audrie Panganiban, John Payne, Jackeline Pellot, Zedrick Pope, Juliann Ramirez, Kiona Reese, James San Filippo, Heather Sancett, Kurt Schaber, Isaac Sheik, Ashanti Sherman, Richard Smolen Jr., Michael Szeliga, Lachelle Thomas, Gabriel Trantham, Adamaris Urias Quihui and Kamica Williams.



Above: Justin Alford, Natanael Badillo Rodriguez, Randy Bradford Jr., Terrance Coleman Jr., Daniel Cope, Tameria Dents, Rusty Hedge-Yamura, Andrew Higgins, Chloe Hitt, Jaylon Joiner, Jania Jones, Trina Malungahu Muamoholeva, Camryn McCluskey, Aaliyah Nelson, Dushawn Owens, Collin Rhyins, Ey-eruse Solomon, Sabrina Stillman, Tashaena Taylor, Marie Terry and Jovanka Vasquez.

Celebrate savings

Celebrate the holidays with union member only discounts. Thousands of union families save money every day by taking advantage of exclusive benefits from **Union Plus**. Join them in accessing all kinds of discounts.



Exclusive discounts for union families



See more at
unionplus.org



SEATU-HOL-12-8-23

12/23



The ENTERTAINER

SERVICE • HOSPITALITY • GAMING

Class Photos
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Delegates Needed

Delegates are needed at workplaces in all SEATU jurisdictions. Contact your local union hall for more information.

Know Your Weingarten Rights

All SEATU members should be aware of their Weingarten Rights.

Established by the Supreme Court in 1975, the rights guarantee employees the right to union representation during investigatory interviews with management. An investigatory interview is one in which a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct.

If an employee has a reasonable belief that discipline or discharge may result from what they say during such an interview, they have the right to request union representation. It's important to remember that management is not required to inform employees of their Weingarten rights; employees have the responsibility of knowing that these rights exist and to request that they be invoked when appropriate.

Copies of the Weingarten Rights are posted on all union bulletin boards. They also can be accessed on SEATU's web site at www.seatu.org, linked under the Members Rights section. Individuals with questions regarding these rights should contact their SEATU representative, delegate or shop steward.

Become Familiar With Your Labor Contract

All SEATU members, especially those in bargaining unit classifications, are reminded to obtain, read and become familiar with the provisions of their labor contracts.

It is equally important to be aware of the company's policies and procedures where labor issues are concerned. Knowledge of both better enables members to invoke their rights as necessary and protect them when threatened.

Those desiring copies of their labor contracts should contact their on-site delegate or visit their union hall.

Support Your Newsletter

All members are encouraged to share their ideas for stories and photos with the editorial staff of *The Entertainer*. Become the eyes and ears in your work areas by staying abreast of newsworthy events such as promotions, awards, retirements, participation in community activities, etc.

The Entertainer staff would also like to know about anyone who has or participates in unusual hobbies for possible feature stories.

Contact your union representatives with any tips you may have so that we can give recognition to those who richly deserve it.

Lifeboat Training Aboard the Pride of America



SEATU members pose for a group photo after two weeks of training, with the goal of helping those in the class attain lifeboat endorsements on their Merchant Mariner Credentials. Instructor Pat Schoenberger is third from left.

SEATU Notebook

Algonac/Detroit Metro

Current Delegates:

- M/V Detroit Princess**
- Bar Staff:** Seeking volunteers
- Wait Staff:** Seeking volunteers
- Kitchen Staff:** Seeking volunteers

Boston

Current Delegates:

- Plainridge Park**
- Food & Beverage:** Seeking volunteers
- Player Services:** Seeking volunteers
- EVS:** Seeking volunteers
- Racing:** Seeking volunteers

Chicagoland/Joliet

Members are encouraged to contact their SEATU representatives with any questions or concerns at 815-723-8002.

- Hollywood Casino Joliet:** Celestina Olaley
- Ameristar:** Jim Jasman

Honolulu

The union is always seeking volunteers in all departments aboard the *Pride of America*.

Current Delegates:

- Restaurant:** Keith Shufelt
- Hotel-Housekeeping:** Lucia Colon
- Galley/F&B:** Seeking volunteers
- Bar/Gift Shop:** Seeking volunteers

Kansas City

Anyone interested in volunteering for a steward or delegate position, call the union hall at 816-453-5700.

- Food & Beverage:** Susan Hunt
- Slots:** Abbey Heller
- Maintenance:** Seeking volunteers
- Main Bank:** Crystal Malone

Lawrenceburg

Current Delegates:

- Slot Attendant:** Carl Marting
- Slot Technician:** Nick Hall
- EVS Steward:** Warren Walls
- Cage & Credit:** Linda Richter,
- Food & Beverage:** Cassandra Cole
- Guest Services:** Seeking volunteers
- Wardrobe/Gift Shop:** Seeking volunteers
- Hotel:** Linda Hensler
- Maintenance:** Kyle Callahan

Anyone interested in becoming a delegate or steward is encouraged to contact the union hall at 812-539-2941.

Maryland

Anyone with questions or concerns is encouraged to call 410-537-5987.

Current Delegates:

- Hollywood Casino Perryville**
- Food & Beverage:** Seeking volunteers
- Table Games:** Jackie Holstein
- Maryland Live! Casino**
- Food & Beverage:** Glory Warrick
- Bartender:** Jeff Wunk
- EVS:** Seeking volunteers
- Housekeeping:** Seeking volunteers
- Baltimore/Washington International Airport:** Seeking volunteers
- Rosecroft Raceway:** Seeking volunteers

New Orleans

Anyone wishing to become a delegate or steward is encouraged to call 504-328-7545.

Current Delegates:

- MOPS:** Seeking volunteers
- Food & Beverage Hotel:** Seeking volunteers
- Bell/Luggage Attendants:** Seeking volunteers
- Maintenance:** Tony Blanks (chief delegate)
- Boat:** Trina Hester

Ohio

Miami Valley Gaming

- Gaming Attendants:** Gina Fumi-Fiamawle
- Gaming Technician:** Shawn Brown
- Food & Beverage:** Kerri Gates

Hollywood Gaming Dayton

Raceway

- VLT:** Nieawna Russel

Anyone interested in becoming a delegate or steward is encouraged to contact the union hall at 812-539-2941.

Hollywood Gaming at Mahoning Valley

Current Delegates:

- Food & Beverage:** Nilsa Lipscomb

Anyone interested in becoming a delegate or steward is encouraged to contact the union hall at 812-539-2941.

Riverside

Current Delegates:

- Cage:** Seeking volunteers
- Food & Beverage:** Jaime Edge
- Count Room:** Jackie Hibbs
- Slots:** Sabrina Louthain
- Maintenance:** Ahmad Alzaidi

St. Louis/Alton Metro

Current Delegates:

- Food & Beverage:** Maggie Roy, Dennis Baker, Lisa Longo
- Housekeeping:** Seeking volunteers
- Cage & Credit:** Hope Jones
- Marine Crew:** Seeking volunteers
- Count Team:** Chloe Lake