

*The*

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# ENTERTAINER



**SERVICE • HOSPITALITY • GAMING**

## Happy Holidays from SEATU

### US Department of Labor Announces Release of Detailed 2023 Case Data on More Than 890K Injuries, Illnesses at Over 91K Workplaces

*Editor's note: The following news release was issued by the Department of Labor on December 12*

The U.S. Department of Labor announced the release of comprehensive data collected by its Occupational Safety and Health Administration on more than 890,000 workplace injuries and illnesses at more than 91,000 workplaces

in calendar year 2023, including incident level details on the conditions and circumstances of injury and illness events.

Federal electronic recordkeeping and reporting requirements require certain employers to use OSHA's Injury Tracking Application to submit injury and illnesses reports. The posted data supports OSHA's continued efforts to carry out the

agency's statutory mission to assure safe and healthful working conditions for working people.

To promote understanding, OSHA has produced a video explaining the workplace injury and illness data collected by the Injury Tracking Application.

In this phase of data publication, the agency is making available workplace injury and illness incident details, including name of the employer, the location of incidents, injury or illness descriptions, workers' activities before incidents occurred, events that caused the harm, types of injuries or illnesses, and the objects or substances involved.

"Publication of this data is a milestone in our efforts to make data on workplace injuries and illnesses more transparent," said Assistant Secretary for Occupational Safety and Health Doug Parker. "This

information is an unprecedented tool for researchers, public health officials, businesses and workers to understand the nature of workplace injuries and illnesses in this country, whether they are looking at national trends, or the factory where they work every day."

To protect workers' privacy, OSHA used artificial intelligence and human review to redact personally identifiable information, such as names, Social Security numbers, phone numbers, birthdates and addresses.

By making the data accessible, employers, workers, customers and the public are empowered to make informed decisions about workplace safety and health at specific establishments. It also enables researchers to identify patterns and trends in injuries, illnesses and hazardous conditions more effectively.

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# President's Column

## Moving Forward as One Team

For several months leading up to Election Day, I periodically suggested that our society as a whole would do well to remember that we are ultimately on the same side, even if we differ about certain governmental policies and preferred political candidates.

With November 5 behind us, SEATU already has been working to promote and protect your jobs as well as the overall American labor movement. Those efforts never end, regardless of who's in office, and they take place at every level of government.

Although the union-endorsed candidate did not win the presidential election, I remain confident in the sound reasoning behind our choice, starting with many years of having demonstrated unwavering support for workers' rights. A number of SEATU-backed candidates did win in the House and Senate, respectively, and those outcomes should help us advance our goals.

If you have paid attention to politics for any length of time, particularly when it comes to the White House, you know that every presidential election is billed as "the most important one of our lifetimes." There's rarely a shortage of fervent support for the main candidates. The stress is real.

Nevertheless, this one felt different, and not in a good way. I respectfully ask all of us, myself included, to take a deep breath and give people the benefit of the doubt. Don't assume the worst about someone just because they don't share your opinion or didn't vote the same way. Whether or not you even decide to talk about politics is up to you, though I've found it more and more difficult to completely avoid the subject in this age of 24/7 connectivity. Judging someone because of how they voted is a different story, and that's something each one of us can in fact control.

Most importantly, I believe we need to move forward and focus on the work that lies ahead. Just like our members pull together on the job to keep things moving on the right course, our brothers and sisters throughout SEATU must work as a team to help preserve the laws and regulations that protect freedom of association, workplace safety, overtime pay, and so much more.

I for one am glad the elections are over, and as we adjust to the incoming administration, I'll remain focused on protecting the jobs and job security of all members. When it comes to workers' rights and freedom of association, we will face some challenges – but we will continue working on your behalf.

Lastly, there have been at least a couple of potentially promising signs with the incoming administration when it comes to rank-and-file workers. The President-elect has nominated a pro-union individual to serve as Secretary of Labor, and, right around press time, he also expressed support for a prominent union (the Longshoremens) in its ongoing negotiations that focus in part on automation.

Congratulations to all of the winning candidates. On behalf of the SEATU membership, we look forward to working with you.



David Heindel

## AFL-CIO Applauds NLRB Decision To Ban Captive Audience Meetings

The National Labor Relations Board (NLRB) on Nov. 13 issued a ruling that should help protect workers' rights.

Specifically, the board concluded that "an employer violates the National Labor Relations Act by requiring employees under threat of discipline or discharge to attend meetings in which the employer expresses its views on unionization."

Overruling a decision from many years ago, the board explained that such gatherings – commonly known as captive-audience meetings – violate the law "because they have a reasonable tendency to interfere with and coerce employees in the exercise of their ... rights."

In a news release, the NLRB added that the board "made clear that an employer may lawfully hold meetings with workers to express its views on unionization so long as workers are provided reasonable advance notice of: the subject of any such meeting, that attendance is voluntary with no adverse consequences for failure to attend, and that no attendance records of the meeting will be kept."

Reacting to the decision, AFL-CIO President Liz Shuler stated, "The NLRB again demonstrated its commitment to working people with the decision to ban captive-audience meetings, a coercive tool bosses regularly use to gain an unfair advantage before union elections. As part of well-funded and aggressive anti-union campaigns – regularly involving threats of discipline, site closure, wage and job cuts, and threatening immigrant workers with deportation – employers force employees to listen to anti-union speeches, often multiple times, preventing employees from asking questions or even politely leaving the meeting. These coercive meetings are well-known union-busting tools, and the practice has no place in America's workplaces or in our democracy. Thanks to the NLRB, that ends today."

She added that the board "has affirmed that captive-audience meetings are an affront to worker freedom and that companies will finally be held accountable for this anti-worker behavior. Corporations may pour millions in their efforts to union-bust, but the AFL-CIO won't rest until every worker is free to organize and fight together for a better workplace. We applaud the board and General Counsel Jennifer Abruzzo for their leadership in ending this predatory practice."

The board articulated several reasons why captive audience meetings interfere with employees' rights under the National Labor Relations Act, thus violating Section 8(a)(1). First, such meetings interfere with an employee's right under Section 7 of the Act to freely decide whether, when, and how to participate in a debate concerning union representation, or refrain from doing so. Second, captive audience meetings provide a mechanism for an employer to observe and surveil employees as it addresses the exercise of employees' Section 7 rights. Finally, an employer's ability to compel attendance at such meetings "on pain of discipline or discharge lends a coercive character to the message regarding unionization that employees are forced to receive," the board noted. "The employer's ability to require attendance at such meetings demonstrates the employer's economic power over its employees and reasonably tends to inhibit them from acting freely in exercising their rights."

The board made clear that this change in the governing standard will be applied prospectively only.

"Ensuring that workers can make a truly free choice about whether they want union representation is one of the fundamental goals of the National Labor Relations Act. Captive-audience meetings – which give employers near-unfettered freedom to force their message about unionization on workers under threat of discipline or discharge – undermine this important goal," said NLRB Chair Lauren McFerran. "Today's decision better protects workers' freedom to make their own choices in exercising their rights under the National Labor Relations Act, while ensuring that employers can convey their views about unionization in a noncoercive manner."



Liz Shuler  
President  
AFL-CIO

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# President Biden Designates Frances Perkins National Monument

On December 16, President Joe Biden honored the nation's first female Cabinet secretary - Frances Perkins - by signing a proclamation to establish a national monument in her honor.

AFL-CIO President Liz Shuler, members of Congress and Administration officials were joined by Perkins' grandson at the Labor Department in a proclamation signing ceremony. During the event, Biden praised the former labor head's accomplishments for workers over her career, including during President Franklin Delano Roosevelt's administration in the 1930s and '40s.

"Over decades of service, she became a fierce defender of unions and workers' rights — an architect of the New Deal," Biden said.

During her career, Perkins fought to establish overtime pay, child labor laws, unemployment relief, workers compensation, a living wage, national health insurance and Social Security, Biden said.

"In fact, during her 12 years in office, she accomplished everything on her list except expanded health care for health insurance," Biden said.

The new national monument is in Newcastle, Maine, where Perkins spent summers as a child and used as a place of respite as an adult, the White House said.

According to a White House fact sheet, "The designation of this new national monument advances President Biden's March 2024 Executive Order to strengthen the recognition of women's history. In addition to establishing the Frances Perkins National Monument, Secretary of the Interior Deb Haaland will announce five new National Historic Landmarks that will increase the representation of women's history in historic sites across America and additional new actions to advance President Biden's Executive Order."

*Editor's note: The following information was also provided by the White House:*

At a time when few women were in leadership positions and just 13 years after the 19th Amendment granted women the right to vote, President Roosevelt asked Frances Perkins to become his Secretary of Labor. Perkins told President Roosevelt that if she accepted the position, she intended to execute an ambitious plan to protect American workers. Over her 12 years as Secretary of Labor, Perkins accomplished nearly everything on her list and laid the groundwork for the labor policy and social safety net that we continue to build on today.

The new national monument boundary encompasses the 57 acres of the Frances Perkins Homestead National Historic Landmark site in Newcastle, Maine. The Perkins Homestead played a pivotal role in Frances Perkins' life and was the place Perkins felt most at home. She spent her childhood summers there, and returned frequently for respite throughout her ground-breaking professional career.

Owned by her family for over 270 years, the Homestead remains much as it looked during Perkins' lifetime. The 2.3-acre core area of the Homestead has been donated to the National Park Service and is reserved as part of the new monument, including the Perkins' family home known as the brick house, a barn and outbuilding, gardens, and part of the stone wall surrounding the



Photo courtesy of Frances Perkins Center

property. The remaining Homestead landscape extends from the core area to the Damariscotta River to the east, and contains other buildings, structures, gardens, and the paths used by Perkins and her family throughout her life. These lands are currently owned by the Frances Perkins Center which has been managing and preserving them, and they will be reserved and protected as part of the national monument if they are ever donated to the Federal Government in the future.

### Advancing Women's History and Telling a More Complete American Story

The establishment of the Frances Perkins National Monument furthers the Administration's commitment to recognizing women's contributions to our country. The Biden-Harris Administration has invested more than \$40 million to restore and support sites that recognize and elevate the stories of women who have shaped American history. Today, the Department of the Interior (DOI) is announcing additional new actions that advance the President's Executive Order on Honoring and Recognizing Women's History, including:

- Secretary Haaland is announcing five new National Historic Landmarks, DOI's highest recognition of a property's historical, architectural, or archeological significance. These include:

- The Charleston Cigar Factory in Charleston, South Carolina. This new landmark, historically known as the American Cigar Company Building, will recognize the site where cigar factory workers – led by Black women – went on strike for better pay and working conditions, and against gender and racial discrimination on the job.

- The Furies Collective House in Washington, D.C. This new landmark recognizes the former home of

a group of young activists who created a social and political community credited with recognizing the existence and needs of lesbians in the women's movement in the early 1970s, and who published a newspaper focused on questions of women's identity, relationships, and roles in society.

- The Lucy Diggs Slowe and Mary Burrill House in Washington, D.C. This new landmark includes the residence of Lucy Diggs Slowe, the first dean of women at Howard University, and her partner Mary Burrill. An advocate for educational parity between men and women students, Slowe helped modernize student affairs at Howard and other historically Black colleges and universities (HBCUs).

- Azurest South in Petersburg, Virginia. This new landmark is designed in the International Style, an architectural style developed in the United States and Europe in the 1920s and 1930s that dominated mid-20th century architecture, by Amaza Lee Meredith, a pioneering Black woman architect.

- The Peter Hurd and Henriette Wyeth House and Studios in San Patricio, New Mexico. This new landmark recognizes the home and workspace of 20th century Realist painter Henriette Wyeth.

- The National Park Service is announcing a \$500,000 grant from the Historic Preservation Fund to support the renovation of the Seneca Falls Knitting Mill, a part of the Seneca Falls Village Historic District. The Fund's support will enable the National Women's Hall of Fame to expand its programming on women's history and restore the mill, which was one of the few places in Seneca Falls, New York to employ women during its 150 years of operation.

- As directed by President Biden, DOI is releasing a new report on representation of women across sites of national importance, including National Historic Landmarks, national monuments, and national park sites. The report assesses which existing federal sites are significant to women's history and offers opportunities to improve the recognition of women's contributions to our country across the National Park Service, including through the National Historic Landmark program.

### Background on Antiquities Act Designations

President Theodore Roosevelt first used the Antiquities Act in 1906 to designate Devils Tower National Monument in Wyoming. Since then, 18 presidents of both parties have used this authority to protect natural and historic features in America, including the Grand Canyon, the Statue of Liberty, the Birmingham Civil Rights National Monument, the Pullman National Monument, and the César E. Chávez National Monument.

The Frances Perkins National Monument will be President Biden's 13th use of the Antiquities Act and his fourth new national monument commemorating a site that helps tell a more complete American story. Other designations under President Biden include the creation of the Emmett Till and Mamie Till-Mobley National Monument, the Springfield 1908 Race Riot National Monument, and the Carlisle Federal Indian Boarding School National Monument.

## AFL-CIO: Biden Administration to End Wage Discrimination for Workers with Disabilities

After the Department of Labor's (DOL's) proposal to abolish subminimum wage for people with disabilities, AFL-CIO President Liz Shuler released the following statement:

People with disabilities make valuable contributions to our workplaces and economy. For too long, federal law has allowed employers to pay workers living with disabilities as little as 25 cents an hour—far below the federal minimum of \$7.25 per hour. Today (Dec. 3), the Biden administration moves to address that injustice and finally end the subminimum wage for these workers.

The AFL-CIO believes that every worker is entitled to fair pay and a living wage for their labor. The subminimum wage has treated people with disabilities like second-class workers, enabling exploitation and abuse without consequence. Ending this practice is the right thing to do—as it also has wide popular support. The labor movement will continue to fight to empower all workers, regardless of our disability status, and end all pay discrimination in the workplace.

We applaud President Biden and acting Labor Secretary Julie Su for their action, and the many labor, disability and allied advocates who have long fought for this change. We hope that President-elect Trump's administration maintains this huge leap toward justice for all workers with disabilities.

# Department of Labor Welcomes President Biden as Newest Hall of Honor Inductee

*The following news release was issued by the Department of Labor on December 16.*

Acting Secretary of Labor Julie Su honored President Joe Biden on December 16 by announcing his induction to the U.S. Department of Labor's Hall of Honor.

During an event establishing former Secretary of Labor Frances Perkins' homestead as a national monument, Acting Secretary Su lauded the nation's leader for his tireless support of U.S. workers and labor unions before bestowing the department's high honor on the President.

In more than 50 years of public service, President Biden has remained devoted to improving the lives of America's workers, retirees and their families by championing pro-union policies that strengthen the middle class and build an economy from the middle out and the bottom up. Under his leadership, more than 16 million jobs have been created in America, threatened pensions have been secured for more than 1.2 million workers and retirees and the number of workers seeking to join a union has doubled.

"History will record Joe Biden as the most pro-worker, pro-union President this nation has had," said Acting Secretary of Labor Julie Su. "Leadership

matters. And President Biden demonstrated his commitment to working people daily by taking bold actions and daring to fight the big fights. In the last four years, that has meant fighting to increase overtime pay, pushing for a national heat standard, protecting retirees' pensions and putting more than \$1 billion in wages and damages into workers' pockets, to name a few. But no example says more about who President Biden is than the day he walked the picket line with striking autoworkers, becoming the first sitting president ever to do so. No one believes in worker power more than this President, which is why I am honored and delighted to honor his work within the walls of the Frances Perkins Building, adding his name to the Department of Labor's Hall of Honor."

President Biden joins Frances Perkins and others in the Hall of Honor, which recognizes individuals and groups whose distinctive contributions in the field of labor have improved working conditions, wages and overall quality of life of working families in the U.S. Established in 1988, the Hall of Honor is located in the north plaza of the Department of Labor's national headquarters in the Frances Perkins Building at 200 Constitution Ave. NW in Washington.



# 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 (not all are pictured): Marquis Anaya, Ariel Angelle, Bryan Barnett, Christopher Barnett, Ashlee Barnette, Ny'jah Barrino, Laneil Brown III, Darell Carter, Henry Clark, Joni Cultrera, Joel David, Raydelis De La Cruz Guerrero, Marie Evans, Dysheanna Franklin, Alberto Fuentes III, Tasi Gurung, Nichelle Henley, Kayson Hoffstead, Austin Howard, Samantha Labbaika, Stevosha Leavell, Dalen Malbrough, Ja'Quela Mayon and Omar Mefreh.



Above (not all are pictured): Alyssa McCrary, Walter Mitchell II, Andraneja Neals, Goddessa Norris, Mateo Orozco Gomez, Princeston Patterson, Joshua Perez, Antoinette Powell, Anthony Romans, Carmen Rubino, Ronnie Savage Jr., Tiyan Scott, Kristopher Sebrasky, Jason Sieveking, Jaleesa Singley, Dijohnae Smith, Hannah Stahlkuppe, Elena Van Dyke, Elijah Waller and Melihate Zukacrisp.



Among those pictured: Heaven Amaziah, Tyler Brown, Leslie Chardon Morales, William Davis, Randy Fernandez, Jephthe Gedeon, Makaiah Goff, Robert Green, Yorlys Gutierrez, William Haile Jr., Donovan Haskins, Devin Hayden, Edwin Hernandez Jr., Ren Nakamura, Candace Ndiaye, Jasmine Patterson, Grace Rogers, Xavier Salas and Alexis Watts.



Among those pictured: Jemella Bell, Gregory Burczyk, Travis Burrell, Zachary Day, James Griffin Jr., Austin Haley, Joshua Hall, Aaron Houston, Danny Jablonski, Hakki Kavsit, Lech Kotecki, Angelito Legaspi, Janice Lim, Denise McCurdy, Avery Monette, Timur Omuraliev, Michael Palladino, Christina Provost, Jesse Saraceno, Soeum Soeun and Ryan Stevenson.



Among those pictured: James Allen, Rayen Arias, Jemella Bell, Zandro Benedetti, Andrew Bustamante, Connor Cerra, Ryan Davis, Bao Duong, Grace Gidden, Eric Grunewald, Jami Halliday, Melissa Hardin, Dylan Holstein, Takyla Johnson, Alexander Kallimanes, Katrina Mason, Rachel Pitts, Albert Romero Sierra, John Sboukis, Erin Tolman, Braulio Tovar Jr. and Michael Wysmirski.



Above (not all are pictured): Marcus Bartman, Aster Campbell Obando, Madison DeGroat, Alex DeHart, Aaron Douglas, Tao-Li Garcia Figueroa, John Getzie IV, Miris Heredia, Heather Hobartsch, Obialo Holmes, Shanice Houser, Gianni Messina, Michael Monroe, Timothy Moore, Nicole Mullaney, Mikiala Patterson, Nina Patterson, Hannah Perez, Majid Shy and Gabriel Vasquez.



Above (not all are pictured): Deanna Beckford, Daquan Benjamin, Jordan Blausey, Bryce Bowman, Rian Brabant Bradley, Philippe DeFrancois, Elyse Espeicueta, Carli Fisher, Christian Henry, Tawanda Latimer, Daniel Lee, Aaliyah Limuaco, Erik Linton, Austin Luther, Trueman Lynch, Hilcar Medina Acuna, Alan Owens, Tyler Patterson, Alfredo Ruiz Jr., Christian Smith, Jesse Soria, Marcus Washington Jr. and Tina Whittaker.



# Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



Above (not all are pictured): Aaron Akers, Paul Cabrera, Raven Carr, Milton Carrero Camacho, Darryl Chambers, Vance Chapple, Ciera Cherry, Ke'airra Christopher, Velma Cook, Forest Crespo, Andrew Dejesus, Danielle Diggs, Nolan Fatu, Valerian Galeano, Pamella Gallardo, Alyssa Hathaway, Anthony Hernandez Perez and Brian Kabala.



Above: Alonzo Barden, Abigail Bashaw, Danny Boone Jr., Diana Brooks, Christian Carmona, Agustina Cortes Marzana, Elliot Dahlin, Ronnique James, Aleah Jones, John Mardirosian, Samantha McNett, Ariel Mickel, Sherane Mister, Marray Nelms Jr., Destiny Nelson, Enrique Orquiz, Nikolas Perdomo, David Ramon-Miguel, Yohanam Salazar, Ken Serrano, Roder Smith, Paula Taylor and Xuri Wood.



Among those pictured: Philip Brown, Christopher Caine, Michelle Carrion, Denise Coleman, Dylan De Laubenfels, Anddy Doren, Kemet El-Amin, Meredith Gamm, Jamele Gibson, Clinton James, Victoria Jessup, Chad Jeter, Matthew Marsh, Rickey Masters, Collin McClure, Joseph Overby, Angela Parker, Chris-hon Robinson, Joy Slater, Joshua Swanson and Marquisha Taylor.



Above: Wendy Lara, Naomi Mencias, Jacob Mettler, Corey Mitchell, Cynthia Mitchell, Jeffrey Mitchell, Jason Moreno, Elijah Mosley, Danny Neal III, Edith Osakpamwan, Jason Qualls, William Ramirez, Errand Reed, Jared Suttles, Jeimy Torres Ortiz, Ionut Tusnea, Steven Usrey and Todd Youssefi.



Above (not all are pictured): Tiarra Alexander, Elias Apted, Kristen Bethel, Khalil Brown, Nathalie Cauvin, Charisma Daniels, Patrick Gross, Lawanda Johnson, Shad Knowles, Max Manhoff, Gabriel Marcus, Stacey Marentis, Mal-lyn Mayville, Sara Morris, Damien Pettus, Cameron Soule, Ryan Swanberg, Kendall Taylor, Nathalie Villa and Andrew Wisely.



Above (not all are pictured): Zinash Brooks, Amberia Davis, Sean Dockham, Carlotta Duhon, Ashley Ealy, Chassadi Gonzalez, Jazmine Gonzalez, Dillon Humphrey, Jeffrey Javier, Nikki Jones, Chase Kirchbaum, Dylan Lemonds, Precious Medley, Taylor Neumann, Jennifer Patroni, Vincenzo Pontarelli, Carlos Sanchez, William Thompson II, Bennett Vanleuven, Terrance Ward-law and Doryahn Yarborough.



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Above: Giovanni Iglesias, Richard Jones, Leora Kantz, Sommer Maas, Shane McPherson, James Miller, Tina Miller, Anika Morby, Christina Pendley, Ricky Rawlings, Michael Rivera Acevedo, Luis Soruco, Luis Soulette, Junior Souvenance, Becki Stockbridge, Scott Story, Jovanson Vaz, Nichole Ware, James Williams, Jasmine Wills and Inez Wilson.



Above: Isabel Araujo, Ashlee Bardsley, Mara Benitez, Donato Borrillo, Christopher Browder Jr., Dominic Calhoun, Cerisa Falu-Mulero, Aaron Gordon, Tanese Gordon, Christopher Lopez, Rashona Lytes, Jamise Payne, Orlando Ramires, Matthew Rau, Alexis Reed, James Smalls Jr., Maranda Sparrow, Jordan Stogsdill, Cody Suitt, Jekada Thompson, Jenna Weaver and Rashad Weekes.



Above: Terry Autrey Jr., Herlinda Ayala Gonzalez, Ashley Baltazar, Derek Buchta, Elkin Castano, Rayne Cotera, Brittney Galentine, Biviana Gonzales, Melinda Harisis, Courtney Heuermann, Victoria Johnson, Nickia Matthews, Jaircinio Munoz, Davone Osby Ward, Andrea Ramirez, Brynden Stone, Courtney Tucker and Zachary Vipperman.



Above (not all are pictured): Jeremy Andrews, Lyra Bryant, Amaya Campbell, Sheleque Carter, Dakota Clark, Kerri Clark, Destiny Edwards, Breann Franklin, Angela Glinn, Rose Jean Francois, Devan Kelty, Frank Lepert II, Natalie Morales Galdamez, Jataj Owens, Lane Pellerin, Ja Rankins, Izenia Richardson, Brian Rios-Corbett, Phillip Taylor, Jacqueline Washington and David West II.



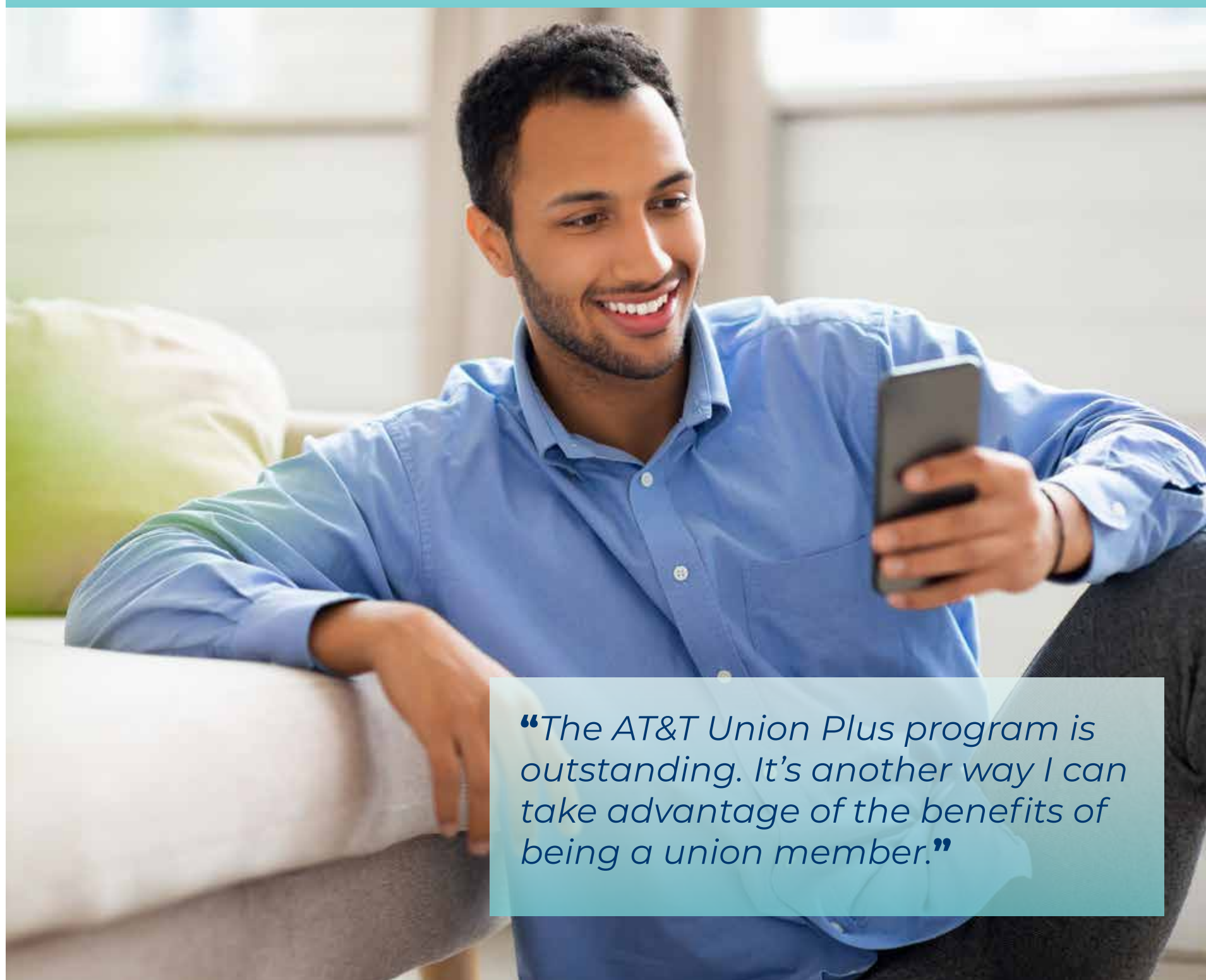
Above (Not all are pictured): Christian Alexander, Justine Carter, Joshua Colon, Scott Colson Jr., Christopher Daniels Jr., Jose Hernandez, Asja Jung, Lisa Karnacewicz, Justin Martin, Anthony Reyes Jr., Debra Rhodes, Jesse Romero, Denise Scarbrough, Jania Simons, Annika Skelton, Patricia Watson and Terrell Woodard.



Above: Jurell Bautista, Miguel Blanco III, Zaidan Connors Hentrich, Lillie Davis, Ariel Dou, Devin Dumont, Zachary Hart, Brandon Hooker, Cherokee Johnson, Cheyenne Johnson, Alexis King, Christopher Lopez, Alexis McGee, Shlanda Milligan, Jimmy Perez, Kenton Richards, Erin Salas, Cody Shepherd, Nathaniel Taylor, Derril Wormley, Yogin Young and Jodee Ziebell.



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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](http://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.

**AFL-CIO Honors the Legacy of Lilly Ledbetter**

*AFL-CIO President Liz Shuler issued the following statement on the death of Lilly Ledbetter:*

Lilly Ledbetter will forever be remembered as a trailblazing activist whose fight for fairness in the workplace led to the passage of groundbreaking equal pay legislation. We're deeply saddened by her passing but are comforted knowing that her life's work lives on in every woman worker who has refused to accept the unfair status quo.

After nearly two decades at the Goodyear Tire and Rubber Co. plant in Gadsden, Alabama, she learned that she was making thousands less than the men she worked alongside. Over the course of her career, she lost out on more than \$200,000 in wages, plus even more in retirement benefits. She challenged Goodyear's discriminatory actions, eventually taking her case to the U.S. Supreme Court and the halls of Congress. In 2009, then-President Obama signed the Lilly Ledbetter Fair Pay Act, giving women and all

workers the right to sue over pay discrimination.

Fifteen years later, there is far more that needs to be done to eliminate the gender pay gap once and for all. Despite the progress women have made in the workplace, the disparity is actually widening: Women working full time, year-round were paid 83 cents for every dollar paid to white men in 2023, compared to 84 cents in 2022. Black women working full time, year-round in 2023 were paid 66 cents for every dollar paid to white, non-Hispanic

men, down from 69 cents in 2022. Latinas working full time, year-round were paid just 58 cents for every dollar paid to white, non-Hispanic men; and Native American women just 59 cents. Mothers working full time and year-round make only 71 cents for every dollar paid to full time, year-round working fathers.

The single best tool women have to close the pay gap in their workplace is a union contract. That's why the fight for equal pay must include the fight to protect collective bargaining and the right to form a union, alongside state and federal legislation to ensure every worker is paid fairly, no matter who we are.

Lilly was a true American hero, and we stand firmly committed to continuing her fight and realizing her dream of equal pay for all. On behalf of the entire American labor movement, we thank her for being a champion for equity and fairness, and we send our deepest condolences to her family and all who loved her.



Lilly Ledbetter, pictured in 2018 with then-AFL-CIO President Richard Trumka.

*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  
Anyone interested in becoming a delegate or steward is encouraged to contact the union hall at 701-434-6000.

**Chicagoland/Joliet**

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

**Hollywood Casino Joliet:**  
Celestina Olaleye  
**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  
**EVS:** Ethel Smith  
**VLT:** Keely Nance

**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