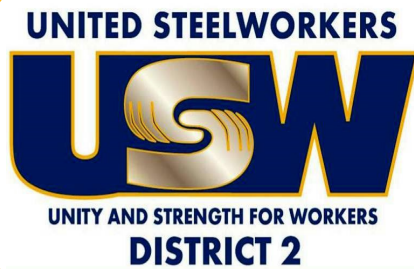




MICHAEL H. BOLTON, DIRECTOR



NEWS

JANUARY 2021 • VOLUME 11, ISSUE 1 PAGE 1

Happy New Year!

DISTRICT 2 CONTACT INFORMATION

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Menasha, WI 54952
(920) 722-7630

Southern WI Sub-District Office
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West Allis, WI 48706
(414) 475-4560

Northern MI Sub-District Office
503 North Euclid Avenue
Suite #10 - Euclid Plaza
Bay City, MI 48706
(989) 667-0660

Southern MI Sub-District Office
20600 Eureka Road, Suite 300
Taylor, MI 48180
(734) 285-0367

USW District 2 Council Steering Committee

The District 2 Council By-Laws established a District 2 Council Steering Committee comprised of a rank and file structure. It was set up to assist in the following:

- Development of agenda for Council Conference.
- Planning of the District Council Conference Educational Conferences.
- District 2 strategic planning.
- Determining and assessing educational needs within the District.
- Generating and leading activism and other purposes consistent with the mission and directives of District 2 and the USW.

The elected members of the Steering Committee are listed below by manufacturing sector. If you need to contact a Steering Committee Member, please do so by using the email provided below.

Name	LUF#	Sector	Email Address
Ron Fancsal	1299	Steel and Related	rfancsal@yahoo.com
Don Carlson	59	Paper	dcarlson@zianet
Robert Desmond	11702	Amalgamated	rdesmond@aol.com
Jesse Edwards	2-232	Automotive Related	Jesse_edwards21919@yahoo.com
Kent Holzing	12975	Chemical & Energy Related	kentholzing@gmail.com
Jackie Anklam	9899	Health Care	jackieanklam_usw@aol.com
Michael Orvosk	12934	Public	m.orvosk@uswlocal2034.com
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United Steelworkers District 2
AFL-CIO-CLC

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USW Local 2-48; USW Local 221; Thomas Conway, USW President;
USW New Media; Union Review; Bloomberg Daily Labor Report;
USW LU504L; AFL-CIO; Christopher Klein, History.com

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and should be sent:

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February 19, 2021, is the deadline for
submissions for the next issue.

A Message from Michael Bolton



After two and a half months of false election fraud charges and an attack on the U.S. Capitol, the Trump presidency has come to an end. Joseph R. Biden was inaugurated the 46th President of the United States on January 20th, dropping the curtain on the most tumultuous, divisive and anti-Union administrations in years. If you look at the election map, there can be no denying that labor played a huge role in bringing about the win for progressives. Pennsylvania, Michigan and Wisconsin are Union strongholds that tilted for Trump in 2016. We got to work early, met with members in every state and put together an effective message explaining the importance of electing our candidate, Joe Biden. As a result of our efforts, we flipped those states back to the blue column in route to a Biden landslide victory.

As equally important, we also recognized the need to maintain Democratic control of the U.S. House and to gain a majority in the Senate. Electing Biden at the top of the ticket without taking Congress was a sure guarantee of four more years of gridlock. At the beginning of the 2020 campaign, a lot of folks thought that a Trump victory was the most likely outcome and taking back the Senate was an uphill climb. But, again, Unions did not shrink from the challenge. Despite the decisive elections being held down south in reliably red Georgia, Union members got involved and helped deliver the two seats up for a vote. Even District 2 members played a role in making "Get out the Vote" phone calls and sending postcards to likely Georgian voters.

How important were those wins? Consider this: For the first time in over 50 years, the U.S. Department of Labor will be headed up by a Union member. Marty Walsh, the current Mayor of Boston and a former Representative in the Massachusetts House, has been selected to serve as our next Labor Secretary. In addition to his political activism, Walsh has held various Union positions in a distinguished labor career. Walsh joined the Laborers' Union at the age of 21 and quickly rose to President of Laborers' International Union of North America (LIUNA) Local 223. In addition to his Local Union responsibilities, Marty was elected Secretary-Treasurer of the Boston Building Trades Council; and, a year later, was named its Director. He also served as Chairman of the State Democratic Party.

It is reassuring to know that the guy running the Labor Department is one of us. He knows our

issues and will be a fair champion of Union rights. Now we will have a Secretary that knows it is time to not only modernize our labor laws to give workers a fighting chance to join a Union, but also overturning some of the harmful labor policies enacted under the Trump administration.

As Biden is getting ready to take office, some folks are advising him to govern from the center. They point out that after four years of Trump's hyper-partisan administration we should try to get along. America is not ready for a kumbaya moment.

Organized labor had a lot of skin in this election. We did not devote ourselves to Biden's election to end in stalemates in congress they need to get legislation passed. Let me remind you, when Republicans captured control of state and federal governments in 2010, they did not ask what we wanted them to do. They had an agenda, which included Right to Work and gutting public sector Union bargaining rights, and they were hellbent to pass. They did not care what Democrats or the public thought. The GOP recognized their time in control might be limited, which meant they had to act immediately. We want Democrats to show the same resolve when it comes to passing our working class agenda. What is this agenda?

First and foremost, the U.S. economy has received a devastating gut punch from the coronavirus pandemic. People are staying home and taking other precautions to avoid exposure to the deadly covid-19 virus. As a result, demand for goods and services has dried up resulting in mass job loss and record business failures. The good news is that vaccines are being administered across the country and an end to the pandemic is in sight. However, workers and the economy cannot wait until then. We need a real boost from the government. Unfortunately, Republicans are already showing signs of obstructing the relief we need.

Since Reagan was elected President in 1980, Republicans have been playing a game with the federal deficit. When a member of the GOP is President, the right spends like a drunken sailor on shore leave, much like Trump's \$1.7 trillion unpaid tax cut for the rich and corporations. Then when a Democrat gets elected, all of a sudden it becomes time to bring federal spending under control.

It has been proven again and again that in times of economic hardship, governments must invest money to spur the economy and create demand. Then as the economy starts to grow and the GDP increases, the national debt is naturally paid down, which is what we need now. Mass investment in large and small business, enhanced unemployment benefits for workers without jobs, and extra money in Americans' pockets. Money that will be spent to create jobs through higher demand for goods and

— continued on page 2 —

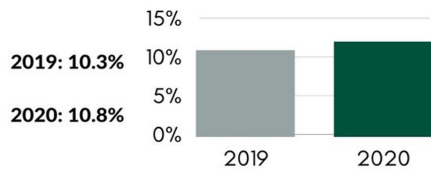
"GO BUILD OUR UNION!"

Did you know?

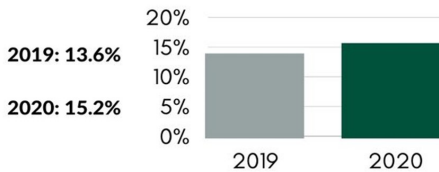
Hello and happy new year! The Bureau of Labor Statistics released their annual unionization data today. The unionization rate went up a little bit from 2019 to 2020. The COVID pandemic is a big part of the reason for that increase.

Here's why: About 9.6 million jobs were lost in 2020, but the vast majority of them were non-union jobs. So, the overall percentage of employees who are unionized is now higher, and the union wage advantage remains strong.

U.S. Unionization Rate



Michigan Unionization Rate



AVERAGE MEDIAN WAGES

\$59,488

UNION

\$49,816

NON-UNION

A Message from Director Bolton - continued from page 1

services. We urge the new president and Congress to act quickly.

Continuing to build on job creation and providing an economy that helps raise wages and the working class's standard of living, we urge President Biden and Congress to act just as quickly to pass legislation for a massive investment in the U.S. infrastructure. There is no more efficient way to get the country moving than by investing to improve our roads, bridges, airports, seaports and railroads. The construction projects create good paying jobs for crafts and laborers. They also create new jobs because of demand for steel, construction equipment, rubber for wheels on equipment and so much more. Not to mention, these workers will go to lunch each day, creating jobs in restaurants and vendors to the food service industry. They go grocery shopping and will have extra money in their pockets to pick up an impulse item or two. They will also begin to seek entertainment for their families; and will have the earnings to enjoy various recreational activities, supporting yet another industry. You get the point. Labor pushed Trump to pass such an agenda and he pledged to work on it. However, it fell through the cracks and then the virus hit. We urge President Biden to pursue this investment. Let's pass legislation and get America working again.

Finally, there is no more effective way to ensure workers get a fair share of the wealth they are working to create than to have a strong, independent U.S. labor movement. The proof is in the pudding. Prior to the passage of the Labor Relations Act of 1935, Unions were weak because management did not have to recognize a Union as their employees' bargaining agent and no laws required them to negotiate a fair contract. The Act required companies to recognize a Union and forced them to bargain in good faith. In addition to granting those rights, the law also spelled out the roles of management and labor and set guidelines for Union representation elections and behavior related to Union activities.

At the time, the law worked. Under it, the labor movement grew in size and influence until employers and politicians on the right opposed the Act and began challenging parts of it in court and in state and federal capitols. As a result of their opposition, the law was whittled away to the point that today there are very little protections for workers trying to form a Union. Today, the number of workers joining a Union is at its lowest rate in over 80 years; and it has to stop.

I have talked about the PRO Act before and made it a point to say that Organized Labor is not looking for a law making it easier to join a Union, but we do want a law that makes the process fair. A law that provides real consequences for employers who knowingly break the law rather than the current requirement of simply requiring the boss to post a notice acknowledging the violation. Also, under current law, when workers do form a Union, employers can engage in surfacing bargaining with their employees, meaning they are not serious about bargaining a contract, they are simply stretching out negotiations until a new election can be held to vote the Union out. The PRO Act provides for binding arbitration if an agreement is not reached after one year. With the "winner takes all" format of arbitration, employers will be motivated to reach an agreement with their workers. (See page 13 for more information on the PRO Act.)

Of course, there are other provisions of the law that level the playing field for workers engaged in organizing and collective bargaining. The PRO Act is long overdue and should become the law of the land quickly. Strong Unions create a strong working class that's good news for the entire economy.

The most important thing we can do right now is assist the President and Congress in being successful. As it has been said many times, politics is not a spectator sport. We have to help govern now that the election is over. Helping with our efforts through Rapid Response will ensure our representatives understand the importance of passing worker-friendly legislation. Passing this legislation will ensure that we continue to hold the majority and that they address our core issues going forward.

The Union Plus Credit Card program.

With 3 card choices - designed to meet the needs of union members. All with competitive rates, U.S. based customer service and more. Plus, exclusive hardship grants for eligible cardholders*.

The Union Plus Credit Card Program is designed to meet the needs of hard-working union members and their families.

To apply by phone, call: 1-800-522-4000

United Steelworkers District 2
AFL-CIO-CLC

MICHAEL H. BOLTON, Director, 1244A Midway Road, Menasha, WI 54952
(920) 722-7630

HAVE YOU BEEN TO DISTRICT 2'S PAGE ON FACEBOOK?
www.facebook.com/USWDistrict2

Important Notice on District 2 Offices

We apologize for any inconvenience, but the USW District 2 offices are temporarily closed. However, the health and safety of our members and staff is our number one priority.

We are committed to doing our part to prevent the further spread of coronavirus (COVID-19) while still representing our members. If you need assistance, you can still call each office; or, call your Staff Representative.

"GO BUILD OUR UNION!"



2021 District 2 Calendar of Events

FEBRUARY

- 1 LM Review Virtual Workshop - Wisconsin (12:00 noon CST)
LM training will be offered via Zoom. Information will be mailed in January.
- 2 LM Review Virtual Workshop - Michigan (1:00 p.m. EST)
LM training will be offered via Zoom. Information will be mailed in January.

MARCH

District 2 2020 Collective Bargaining Course - Virtual Training
for Locals that have contracts expiring before April 2022
*Seven-week course held every Tuesday night or Wednesday morning beginning March 9 & 10, 2021
Classes will be held via Zoom. Detailed information will be sent out soon.*



2021 Women of Steel Leadership Development Course **POSTPONED**

The safety and health of District 2's members and staff remains a top priority. Therefore, due to the current state of the pandemic, it has been decided to postpone this year's District 2 WOS Leadership Development Course until May of next year (2022).



The schedule is designed to assist in planning this year's events. However, there is a possibility dates and/or locations could change due to unforeseen circumstances. Changes and corrections will be made ASAP and updated on the USW District 2 website.

Wayne E. Glenn • 1924 - 2021 • Former President of the United Paperworkers International Union



Wayne E. Glenn

Brentwood - Wayne E. Glenn passed away on January 3rd, 2021. Mr. Glenn dedicated his life to the labor movement and workers' rights, culminating in becoming President of the United Paperworkers International Union for 18 years. Mr. Glenn served as a mentor to many in the labor movement and the fight for social justice. He devoted his life to the service of others and to his country.

Wayne was born in Oklahoma on August 24, 1924. He was raised in Hot Springs, Arkansas where at a young age he worked in a logging camp and witnessed the harsh and unjust treatment of the employees. This would have a profound influence on his life.

At the age of 17, Wayne enlisted in the U.S. Navy to fight in WWII. During the Battle of Guadalcanal he served as a tail gunner on dive bombers. After surviving that tough campaign, Wayne was shipped back stateside to use his experience to train others and learned to become a radio operator. He was called to serve his country once again in the Korean war from 1950 to 1952. After WWII he returned to Arkansas where he worked in a paper mill and became active in the Union. It was during this time that he met his future wife Gracie. They would remain married for 56 years until her passing in 2003.

Wayne's outgoing, determined and dedicated personality mixed well with his tasks for the Union, and during his career he would hold many positions...Local Recording Secretary, Secretary-Treasurer and Executive Secretary of the Arkansas State AFL. He would become the first President of the Arkansas State AFL-CIO, an AFL-CIO International Representative, a nine state Regional Director and then became President of the United International Paperworkers Union, an office he would hold until his retirement in 1996, having spent 50 years with the Union. During his tenure as Union President, he would also serve as Chairman of the Board for the United Paperworkers Union-Management Pension Fund. Throughout his career he was known as an outstanding arbitrator and could match wits with even the most skilled attorneys.

In his private life, he was an excellent golfer, loved horse racing, was an avid Arkansas Razorbacks fan, cat lover and was a deeply beloved husband, father and grandfather.

Wayne and Gracie were blessed during their lives with two daughters, Linda Gail Cottrell (Will) and Deborah Glenn Corzine (Doug), as well as a granddaughter and grandson, Tuesday Rene Frase (April), and Jason Robert Frase.

Due to the public health emergency, a family private graveside service was held Saturday, January 9th, arranged by Brentwood-Roesch-Patton Funeral Home, Brentwood TN.

Appvion Employees Donate Over \$6,000 to a Local Charity – submitted by USW Local 2-469



Appvion

4,851 followers

9h • 🌐

We are thrilled to share Appvion employees donated \$6,011.50 to **Pillars: Shelter, Support, Solutions** as the recipient of our 2021 parking lot auction!

Thank you to Dan Umnus, Local 2-469 President, for delivering the check! Click to learn more about Pillars: pillarsinc.org

Pictured from left to right: Tony Schneider, a Volunteer Manager at Pillars, and Local 2-469 President Dan Umnus

FACE MASKS AVAILABLE

If your local is looking to purchase additional face masks, please consider supporting our brothers and sisters at American Roots. They have been working tirelessly throughout the pandemic to produce crucial PPE and masks for essential workers, and are now offering a discount on their remaining masks.

To place an order for face masks with one logo, please contact Ben Waxman at Ben@americanrootswear.com. With the boxes on the right, you will find the current special pricing being offered to USW locals.

General Prices

AR Mask with one logo:

Regular Price: \$7.75

Discounted Price with one logo: \$6.00



Example of Unit Orders: \$6.00

2,500 Units: \$15,000/Savings \$4,375

5,000 Units: \$30,000/Savings \$8,750

7,500 Units: \$45,000/Savings \$13,125

10,000 Units: \$60,000/Savings \$17,500



<https://americanrootswear.com>



For Immediate Release:
January 20, 2021

Contact: Jess Kamm Broomell,
412-562-2444, jkamm@usw.org

USW Welcomes Biden Administration

PITTSBURGH – *The United Steelworkers (USW) International President Tom Conway issued the following statement today in response to Joe Biden's inauguration:*

"The USW congratulates Joe Biden on today becoming the 46th president of the United States and welcomes his vision and experience as our country faces unparalleled challenges.

"From containing the pandemic to revitalizing our flailing economy, it's essential that we have strong, steady leadership that prioritizes working people.

"The new administration is extremely qualified to address these crises. President Biden and Vice President Kamala Harris understand that all workers deserve fair wages, safe working conditions and a secure retirement, and they've assembled a cabinet that has proven that they're eager to work to create good, family-sustaining jobs and healthy, vibrant communities.

"Central to the success of this revitalization effort is a clear focus on building back our country's crumbling infrastructure. Aggressive investment in a modernized infrastructure will not only help rebuild our domestic supply chains and create badly needed manufacturing jobs now, but will also ensure long-term sustainable economic recovery for generations to come.

"President Biden has long been a friend of our union and of all working people. The USW is excited to work with his administration as together we put our country back on the path toward health and widespread economic opportunity."

The USW represents 850,000 workers employed in metals, mining, pulp and paper, rubber, chemicals, glass, auto supply and the energy-producing industries, along with a growing number of workers in health care, public sector, higher education, tech and service occupations.

###

USW Vice President Brown Elected to National Endowment for Democracy - by USW New Media

(WASHINGTON, D.C.) – The Board of Directors of the National Endowment for Democracy (NED) today elected USW International Vice-President Roxanne Brown as a member.

The NED is an independent, nonprofit foundation dedicated to the growth and strengthening of democratic institutions around the world. The NED makes grants to support the projects of non-governmental groups abroad, including labor unions, who are working for democratic goals in more than 90 countries.

"Vice-President Brown's election to this position of trust reflects the USW's commitment to democratic accountability in the global economy," said USW International President Tom Conway. "Her expertise in global economic issues and the legislative process will help ensure that the NED continues to support the democratic aspirations of workers around the world."

Created jointly by Republicans and Democrats, NED is governed by a board balanced between both parties and enjoys Congressional support across the political spectrum.

The board thanked USW International Vice-President Fred Redmond, who is stepping down after six years of membership.

The USW represents 850,000 workers in North America employed in many industries that include metals, mining, rubber, chemicals, paper, oil refining, the service, public and health care sectors and higher education.

###

"GO BUILD OUR UNION!"

Biden Fires NLRB General Counsel After He Refuses to Resign - Reprinted from Bloomberg Daily Labor Report



Peter Robb

Jan. 20, 2021, 3:12 PM; Updated: Jan. 20, 2021, 9:42 PM • Ian Kullgren and Josh Eidelson — with assistance from Ben Penn, Andrew Kreighbaum, and Robert Lafolla

President Joe Biden fired Peter Robb, the Trump-appointed general counsel for the National Labor Relations Board, after Robb refused a request from the new administration to resign.

The White House notified Robb of his dismissal by letter - sent minutes after Biden was sworn in Wednesday - which specified he had until 5 p.m. to voluntarily resign or be fired, two people with knowledge of the correspondence said.

In a rebuke to the new chief executive, Robb said in a letter he wouldn't voluntarily resign and that his removal would "permanently undermine" the work of the independent agency. A White House spokesperson Wednesday confirmed that Robb refused to resign and was fired.

"I respectfully decline to resign from my Senate-confirmed four-year term appointment as General Counsel of the NLRB less than 10 months before the expiration of my term," the labor board's top lawyer wrote.

The NLRB enforces private-sector workers' rights to organize, and its general counsel has sweeping authority to determine which types of cases the agency does or doesn't pursue. Robb, a former management-side attorney who helped Ronald Reagan defeat the air traffic controllers union, had pushed an aggressive, pro-business agenda at the labor board.

His term was slated to last until this coming November, but unions, including the Service Employees International Union and Communications Workers of America, had been urging Biden to break with precedent by forcing him out immediately, in order to begin reorienting the agency toward protecting workers.

Also on Wednesday, the Biden administration named Democratic NLRB member Lauren McFerran to head the board, taking over from member John Ring, the Republican chairman since 2018 who presided over major business-friendly decisions during the Trump administration.

McFerran, the NLRB's sole Democrat, will still be outnumbered by Republicans, who hold a 3-1 majority on the five-member board. The fifth seat, reserved for a Democrat, is vacant.

'Outrageous Ultimatum'

Robb appears to be the first NLRB general counsel to be forced out in more than half a century. The move angered Republicans and business attorneys who said it threatened the agency's independent status and betrayed Biden's call for unity in his inaugural address.

"This outrageous ultimatum that General Counsel Robb step down from his four-year Senate appointment less than ten months before the expiration of his term is unacceptable and flouts the National Labor Relations Act," said Rep. Virginia Foxx (R-N.C.), the ranking member on the House Education and Labor Committee.

For unions, Robb's removal offered reassurance that Biden would live up to his pledge to fully support labor. Union allies began calling for the general counsel's ouster only days after the November election, pointing to the attorney's record of siding with employers in key cases and his efforts to rein in the agency's regional offices.

"He has been a toxic figure in the NLRB," said Rep. Andy Levin (D-Mich.), vice chair of the House Education and Labor Committee. "He has worked to undermine its mission."

A Democratic replacement, who would need Senate confirmation, would be able to begin reversing the prior administration's changes to agency procedure, though Democrats will still face gridlock until Republicans lose the board majority in August.

Trump Refrained

An NLRB spokesperson declined to comment after the 5 p.m. Wednesday deadline.

Critics of the move noted that former President Donald Trump refrained from firing Richard Griffin, the NLRB general counsel during the Obama administration, allowing him to serve nine more months until the end of his term. Before that, Ronald Meisburg, a Republican appointed by former President George W. Bush, served for more than a year under Obama.

"The timing and the optics are stunning," said Michael Lotito, a management-side attorney at Littler Mendelson. "At the same time the president is talking about unity, you're firing this individual of an independent agency without cause because unions have asked you to do it. So from a labor management perspective this isn't about unity. This is about bare-knuckle politics."

Robb clashed with Democrats on Capitol Hill throughout his tenure, especially over the agency's failure to spend the entire allocation of its annual budget and a short-lived plan to centralize control over field operations and shorten investigations.

Fire Power

The fact that Robb could be the first NLRB general counsel ever to be fired raises legal questions. In 1950, then-President Harry Truman asked the NLRB general counsel at the time, Robert Denham, to leave over the execution of the anti-union Taft-Hartley Act. Denham voluntarily resigned.

Supporters of Robb's ouster point to the more recent Supreme Court decision in *Seila Law v. Consumer Financial Protection Bureau*, which affirmed the president's authority to fire the head of the Consumer Financial Protection Bureau, an independent agency similar in structure to the NLRB.

Others question that theory. "Is Peter going to challenge this? Go into his own pocket to bring an action to contest it? I don't know," Lotito said.



For Immediate Release:
January 20, 2021

Contact: R.J. Hufnagel,
412-562-2450, rhufnagel@usw.org

USW Applauds Worker-Friendly Choices for OSHA Leadership Roles

PITTSBURGH – The United Steelworkers (USW) today praised President Joe Biden’s decision to tap workplace safety advocates James S. Frederick and Joseph T. Hughes Jr. for leadership positions in the Occupational Safety and Health Administration (OSHA).

Frederick, who will serve as Deputy Assistant Secretary of Labor for Occupational Safety and Health, comes to the job following three decades of work to improve worker health and safety, including 25 years in the USW’s health, safety and environment department.

“There is no stronger advocate for worker safety in this country than Jim Frederick,” said USW International President Tom Conway. “He brings to OSHA not just a deep commitment to safer workplaces for all Americans, but the expertise and experience to get the job done right.”

Until 2019, Frederick served as assistant director and principal investigator for the USW’s health, safety and environment department. In that role, he provided oral and written testimony to congressional panels and federal agencies that led to progress on countless workplace safety issues, including workplace violence, beryllium, silica, hazard communication and ergonomics.

Hughes, who will serve as Deputy Assistant Secretary for Pandemic and Emergency Response for OSHA, also brings with him a strong commitment to workers. Previously, he was the director of the National Institute of Environmental Health Sciences Worker Education and Training Program, which provided grants to unions, companies and nonprofits to train rank-and-file workers on occupational health and safety.

“For nearly a year, American workplaces have needed an emergency workplace standard to help them fight the spread of COVID-19,” Conway said. “This is one more signal that OSHA will be doing the job that it was intended to do after four years of neglect.”

Conway said that the Biden administration’s proactive approach will be a welcome change.

“There has been a void in our executive branch of our government that we will finally see filled,” Conway said. “Working Americans deserve leaders of intellect and empathy who not only understand what it’s like to work for a living, but who will fight for the rights, health, safety and well-being of them and their families.”

The USW represents 850,000 workers employed in metals, mining, pulp and paper, rubber, chemicals, glass, auto supply and the energy-producing industries, along with a growing number of workers in health care, public sector, higher education, tech and service occupations.

###

The coronavirus pandemic has impacted the lives of millions of working people and our families. Go to the AFL-CIO Website or <https://aflcio.org/covid-19/state-resources>

Select your state to find the resources, programs and benefits available in your area to assist you during this crisis.



"GO BUILD OUR UNION!"

A Special Message From AFL-CIO President Richard Trumka About Democracy and the Labor Movement

On Wednesday, the U.S. Congress gathered, with Vice President Mike Pence presiding. The Constitution of the United States says that on Jan. 6, after a presidential election, Congress shall meet to count the electoral votes cast for the president and vice president of the United States. It is a solemn ritual of democracy—conducted in the grand halls of our Capitol, with the ballots in hand-tooled leather boxes. But it is only that—a ritual.

This ceremonial custom is not how our president and vice president are chosen. They are chosen by the people—voting state by state on the first Tuesday in November. And that custom, and the people who conduct it, good people though they may be, are not our democratic republic, and they are not our country.

So when a mob of a few thousand rioters—encouraged by President Donald Trump, U.S. senators like Josh Hawley (Mo.) and Ted Cruz (Texas), representatives like Mo Brooks (Ala.), and a slew of state-elected officials, including some who participated in the act itself—attacked our Capitol, attacked our Constitution, killed a police officer, and vandalized and looted the citadel of democracy—many things in our country were in danger. The lives of our elected officials and their staff were in danger, the lives of the U.S. Capitol Police who tried to do their job and protect our country were in danger, our beautiful Capitol building itself was in danger, and America's reputation in the world was in danger.

But while that mob and its organizers and enablers were intent on destroying our democracy—they were trying to put democracy in play—the truth is that the democratic republic that is the United States of America is safe so long as working people are ready to defend it—so long as it lives in the hearts of our people—and so long as the labor movement defends it.

Because had that mob accomplished its task—murdered or kidnapped our nation's democratically elected leaders, used the outdated and undemocratic Electoral College process to stop the counting of the ballots in those leather boxes, even burnt the Capitol itself to the ground—we know what would have happened next. Working people would have stood up, as we always have, to defend the democracy we make possible. The mob had no chance of succeeding in what it was trying to do.

BECAUSE OUR DEMOCRACY WAS NOT IN DANGER. Our democracy, like our labor movement, is not a building, nor is it the politicians we elect, nor is it even a piece of paper, even a grand and noble piece of paper like our Constitution.

Our democratic republic—our precious freedom—lives not in a building, or a piece of paper, or in a ritual or in the individuals we elect to lead us. It lives in us. In the hearts and minds of working people, in the loyalty and courage of our armed forces who have sworn to defend it, in the conviction of our election officials in every state and county of this country that the votes must be counted fairly and honestly. And as we said in the days before and after the November election, our democracy's survival depends ultimately on the determination of working people to defend it.

Democracy and the labor movement are one and the same. Without the labor movement, there would be no democracy—in every country on this Earth, working people only have the vote because we organized as working people and fought for it. And democracy defines what the labor movement is—a union is run, like our country, by voting, and all members get to vote, and each vote counts the same.

And so when a mob attacked our Capitol, the seat of our democracy—that mob was attacking us, the labor movement. When the mob chanted "Hang Mike Pence," they were really chanting "Kill the labor movement." Whether they knew it or not, and clearly many did not, Donald Trump was using them to try to create an America where only the rich and powerful have any say in what happens. Because without democracy, that is what happens. And working people go from being citizens to being subjects.

Let's be clear. Every aspect of the attack on our Capitol on Wednesday was shot through with racism. The mob brought Confederate flags and Nazi symbols and wore sweatshirts celebrating Nazi death camps. The mob had been organized by a right-wing faction, which extended all the way to the White House, whose real problem with the election was that American citizens of color, in cities like Detroit and Philadelphia, had been allowed to vote and their votes had been counted.

The mob was treated with kid gloves. We don't yet know why that happened. But we do know that had the protesters been Black Lives Matter activists or workers on strike, the Capitol would have been ringed with officers in tactical gear. And had people of color tried to break into the Capitol as Trump's mob did, the response would have been a massacre.

The issue here is—are we a democratic republic or are we a racial dictatorship? Are we a country where we count every vote, until Black and Brown people start voting? Where the rule of law governs, unless White people decide to break it?

The labor movement's answer to those questions, and they have been on the table since the founding of our country, is simple. White supremacy and democracy cannot coexist. White supremacy and the solidarity of workers cannot coexist. And we choose democracy and solidarity. The better angels of our movement always have.

But this week's events show that white supremacy as an idea and a way of running our country is an immediate, deadly threat to the United States, and it must be rooted out of our society everywhere we find it.

Now our work as a labor movement has never been more important. We must be vigilant in the coming days. If necessary, we must be ready to defend our democracy through our solidarity and our ability to act nonviolently to defuse and prevent violence and intimidation, as we did in Detroit during the vote count in November. And we must make sure that the people who tried to illegally overturn the 2020 election results, both in the mob and in the halls of Congress—are held fully accountable.

Accountability must start with President Donald Trump, who should be removed from office immediately, but it cannot end there. There must be consequences for Sen. Josh Hawley, who egged on the mob, and for his seven fellow senators who voted to disenfranchise millions of American voters. And for the more than 100 House members who did the same, and the elected leaders who led them down that path. We cannot have a handful of visible and now powerless rioters punished, while those who manipulated them into it for their own personal gain walk away clean.

But most importantly, we must build an America that serves and empowers working people, through a fair and just economic and political system, so we increase union density and unleash the transformational solidarity of a strong and mobilized working class.

On Jan. 20, nine days from now, Joe Biden will be the president of the United States and Kamala Harris will be the vice president. Their team is already working on an ambitious agenda—the unfinished work of the HEROES Act and the PRO Act—real labor law reform—what we have been fighting for for so many years—and a real jobs and investment program—trillions of dollars to make America's economy and our workforce the most productive in the world.

But at the same time, we have to build our solidarity as a movement, and our commitment to democracy, and our understanding that the politics of racism are a lie—a cruel trick that leads to violence, hate and poverty for working people. In the days and months to come, this is a conversation we need to have with each other—all of us—no matter who we voted for or which political party we support.

The labor movement has never been more important than we are today. And we have never been more ready for what we must do. In the years to come, when we look back on these days, we will be able to say we were there when our democracy was attacked, we were there when fascism raised its ugly head at the heart of our republic, and we helped bring America out of the darkness and into the light of a new and better day.

Thank you.

AFL-CIO, Office of the President

"GO BUILD OUR UNION!"

This Month in History • Document Reveals 1961 Nuclear Close-Call Over North Carolina • January 24, 1961 - by History.com



On January 23, 1961, a B-52 Stratofortress bomber patrolled the night skies over the Atlantic Ocean. It was three days after the presidential inauguration of John F. Kennedy, and with the Cold War in a full freeze, American bombers such as this one carrying a pair of 3.8-megaton Mark 39 hydrogen bombs were kept airborne at all times to defend the country. Many hours had passed since the B-52 took off from Seymour Johnson Air Force Base near Goldsboro, North Carolina, when something suddenly went wrong on the routine Strategic Air Command training mission.

Fuel started to gush out of a leak in the plane. Nineteen tons of fuel were lost in just two minutes. As the pilot attempted to limp back to Goldsboro, the right wing suddenly sheered from the plane. The bomber plunged into a

tailspin and began to break up. Six of the eight crewmen ejected. As the plane spiraled to earth, the bombs, each of which were 260 times more powerful than the nuclear weapon dropped on Hiroshima, broke loose and plunged to the ground as well. Five of the men who were ejected parachuted to safety; the other three crew members were killed in the crash.

When responders arrived on the crash scene 15 miles from Goldsboro, they discovered one of the nuclear weapons had landed in a field with its deployed parachute tangled in the branches of a tree. The second bomb had anything but a soft landing. It became entombed after striking the ground at nearly 700 miles per hour.

While the fact that the crippled B-52 was carrying two nuclear weapons was widely reported—"Jet Carrying A-Weapons Crashes" blared a banner headline in the Greensboro Record—the military kept secret just how close the accident came to causing a nuclear catastrophe. Although the Air Force at the time reported that there was no danger of a nuclear explosion, a newly declassified document obtained under the Freedom of Information Act by author and investigative journalist Eric Schlosser as part of the research for his new book, "Command and Control," reveals otherwise.

First published by the Guardian, the secret two-page document was written in 1969 by Parker F. Jones, the supervisor of the nuclear weapons safety department at Sandia National Laboratories. In a nod to the 1964 Stanley Kubrick film "Dr. Strangelove or: How I Learned to Stop Worrying and Love the Bomb," Jones wryly entitled his memo "Goldsboro Revisited or: How I Learned to Mistrust the H-Bomb." While the nuclear devices that fell near Goldsboro were equipped with safety devices to prevent accidental explosions, much as revolvers have safety catches, Jones reported that three of the four safety mechanisms in the bomb that had deployed its parachute had become unlocked during its plunge to the ground. Two were rendered ineffective by the breakup of the aircraft, and a third was set off by the fall. Fortunately, the last failsafe, a low-voltage switch, worked. According to the Guardian, "When the bomb hit the ground, a firing signal was sent to the nuclear core of the device, and it was only that final, highly vulnerable switch that averted calamity."

"One simple, dynamo-technology, low voltage switch stood between the United States and a major catastrophe," Jones wrote. The safety supervisor also asserted that had the mid-air breakup of the B-52 caused an electrical short to the switch, "a postulate that seems credible," it could have resulted in a nuclear explosion. Jones concluded that "The Mk 39 Mod 2 bomb did not possess adequate safety for the airborne alert role in the B-52" and that the devices designed to prevent an accidental detonation were "not complex enough." The near-disaster resulted in more stringent safeguards being placed on America's nuclear arsenal.

Had one of the bombs involved in the 1961 crash detonated, nuclear experts estimate that the blast would have instantly killed everything within an 8.5-mile radius. Lethal radiation fallout could have traveled up the Atlantic seaboard and stretched as far north as New York. As Jones understatedly wrote in his secret document, "It would have been bad news—in spades."



This Month in Labor History • January 14, 1993 - by Union Review, todayinlaborhistory.tumblr.com



This day in labor history, January 14, 1993: The Occupational Safety and Health Administration issues a Permit-Required Confined Spaces Standard to prevent more than fifty deaths and 5,000 serious injuries annually for workers whose job requires them to work in confined spaces, such as underground vaults, tanks, storage bins, manholes, pits, silos, process vessels, and pipelines.

— continued on page 10 —

This Month in Labor History • January 11, 1912 - by Union Review, todayinlaborhistory.tumblr.com

January 11, 1912: The Industrial Workers of the World (IWW) organized the “Bread & Roses” textile strike of 32,000 women and children which began in Lawrence, Massachusetts. It lasted 10 weeks and ended in victory.

The first workers to walk out were Polish women who, upon collecting their pay – which had been reduced – exclaimed that they had been cheated and promptly abandoned their looms.



Local 904L Held its 11th Consecutive Salvation Army Coat Drive - submitted by USW Local 904L



Local 904L in Sun Prairie, Wisconsin, has collected coats, hats, and mittens for those in need for 10 consecutive years; and, despite the many challenges the pandemic caused, Local 904L made 2020, the 11th year for continuing this tradition.

Each year the collection is given to the Salvation Army in Madison, Wisconsin, where they distribute the items. The joy of the people receiving the donated items makes the collection all worth the effort.

Some members contribute gently used items while others purchase new gloves. Additionally, every year, one member makes hats, mittens and scarves to add to the donations.

Thank you, Local 904L, for all the good will you have shared in the Madison community!



MESSAGE FROM PITTSBURGH



Thomas M. Conway, International President

Posted: January 18, 2021 • page 1 of 2

Seizing the Moment

When COVID-19 forced the 66-bed Maryhill Manor into lockdown, a resolute Veronica Dixon and her colleagues realized they had to make a choice: band together or fall apart.

So they put in longer hours, shouldered extra duties and leaned on each other to keep the Niagara, Wis., nursing facility operating as the coronavirus swept through, sickening dozens of residents and staff members.

What saved Maryhill Manor also offers hope for a country convulsed by storms. Only by working together can Americans end the pandemic, create a more equitable society and build a just economic system.

Dixon, a cook at the nursing home and the financial secretary of United Steelworkers (USW) Local 3168, noted that COVID-19 exacerbated the inequality that mires millions in poverty and tears at the nation's social fabric.

"How can you not come together and try to work it out?" she asked.

"The rich keep getting richer, and the poor keep getting poorer," observed Dixon, who's seen more people in Niagara struggle since a local paper mill shut down, eliminating hundreds of family-sustaining jobs, more than a decade ago. "There has to be something in between so people can live a decent life and not worry about how to pay their bills."

So many Americans see the nation at a crossroads that they came together in record numbers to elect Joe Biden, charting a course for healing and progress.

Then, in runoff elections for U.S. Senate this month, Georgia voters propelled the nation yet another step along the path of change by electing Rev. Raphael Warnock and Jon Ossoff, inclusive candidates committed to progress.

"You can't lie about the numbers," Dixon said of the historic election results. "People want change."

But it isn't enough for Americans to band together at the ballot box. It's just as important to rally behind the initiatives that build a fairer country, just as the solidarity of union workers yielded the 40-hour work week, decent benefits and workplace safety in previous decades.

Right now, it's essential that every citizen pitch in to arrest a pandemic that's already stolen more than 396,000 lives and left the economy in tatters.

Scientists and researchers maintained a feverish pace during the months they spent developing the vaccines, and pharmaceutical manufacturing workers put in grueling hours producing millions of doses. USW members manufacture glass vials for the vaccines and special packaging to keep them safe during transport. Still others label the vaccines and ship them.

With the Biden administration pledging to oversee a speedier, better coordinated rollout, millions of ordinary Americans will soon be able to roll up their sleeves to protect themselves and their communities. Dixon and her colleagues lined up when the vaccine reached Maryhill Manor, knowing the faster people are vaccinated, the more lives will be spared.

And after bringing COVID-19 under control, America can tend to the fragile health of its democracy and strive for a new, shared prosperity that will shore up the nation's foundation.

When Niagara's paper mill closed, a trucking company that did business with it disappeared not long after. Nothing ever replaced them. Dominating Niagara's economy today are low-wage and part-time positions that fail to cover basic expenses, let alone enable workers to save for the future.

"There should not be anybody trying to raise a family on \$7.25 an hour. That's crazy," Dixon said, referring to the poverty-level federal minimum wage that congressional Republicans left in place for more than a decade. "We have to make sure that, somehow, we get our share."

To create a just economy, Americans need to continue advocating for legislation that will help workers organize and impose meaningful penalties on employers who illegally attempt to thwart union drives.

Working people helped push the Protecting the Right to Organize (PRO) Act through the House last year. Senate Republicans refused to consider it. But workers remain hungry for changes that will yield a more level playing field.

Organized workers command decent wages, affordable health care and a voice on the job. Because unions fight for equitable



Getty Images

— continued on page 12 —

"GO BUILD OUR UNION!"



MESSAGE FROM PITTSBURGH



Thomas M. Conway, International President

Posted: January 18, 2021 • page 2 of 2 - continued from page 11

Seizing the Moment

working conditions, they help to narrow racial and gender pay gaps. And because union members embrace social justice and understand the power of collective action, they often volunteer for service projects that uplift their communities.



"As a group, you're that much stronger," noted Mike Dwornik, an Indiana resident and a District 7 coordinator for the Steelworkers Organization of Active Retirees (SOAR).

Because of union steel mill jobs, Dwornik said, he earned a "pretty darn good" living as well as a stable retirement.

When the federal government sent him two pandemic stimulus checks—as it did millions of other Americans—he donated the money to charity.

Dwornik realized a lot of people needed the help more than he did. He particularly worries about friends whose retirements depend almost entirely on Social Security—and who get rattled every time they hear about the program potentially running out of money.

Now, Americans can leverage Biden's strong support of retirees and coalesce around a campaign to shore up Social Security and Medicare programs for generations to come.

"I know a lot of people don't want to get involved in politics. I understand that," Dwornik said. "But I'll tell you this: They have to know what's going on and act on the things that affect them."

"It doesn't take a lot to write a postcard or fire off an email or even write a letter," he said. "They've got to get off their butts and do it. There's strength in numbers."

That's exactly what Dixon and her colleagues discovered at Maryhill Manor during the darkest days of the pandemic.

Their unflinching teamwork kept the virus out of the facility for months and then sustained them when patients and co-workers finally started to get sick.

"We held on, and we did a lot better than all the other nursing homes in the area," Dixon said.

Community Outreach by Local 2-21's Women of Steel - submitted by USW Local 2-21

This year's Women of Steel Blanket and Pajama Drive was an amazing success. The pandemic did not stop people from giving from their hearts. As a matter of fact, the WOS received an abundance of donations, allowing them to provide gifts to all nursing homes in the Delta County area, along with assisted living homes, and the VA Hospital in Dickinson County.

According to the WOS committee members, this year's highlight was caroling at the local nursing homes. The group was warmed by the reaction the residents had to the time spent with them.

Another great addition this year was homemade Christmas cards that were created by local elementary students at Bark River Harris and Carney Nadeau schools. Their time and generosity is very much appreciated. The cards were a touching addition.

A special thank you to everyone that donated – USW Local 2-21 members, Verso and the USW Local from SGI in Pembine.



From left to right: Diane Woolford (retiree), Jody Horowitz, Kari Noel, Donna Dams

USW Rapid Response Action Call • PRO ACT - submitted by Sue Browne, D2 Rapid Response Coordinator

The PRO Act is back. This is the most comprehensive pro-labor legislation since the establishment of the National Labor Relations Act of 1935. Help us by signing a letter of support here: <http://usw.to/3my>

A printable version is included below: <http://images.usw.org/download/rapid/>



January 25, 2021

The PRO Act is Back!

It's time to pass the Protecting the Right to Organize (PRO) Act.

On February 6, 2020, nearly a full year ago, [the House passed the Protecting the Right to Organize \(PRO\) Act on a bipartisan basis by a vote of 224-194.](http://usw.to/3mx) Unfortunately, the Senate did not bring the bill up for a vote in their chamber, so it did not move forward. It's a now a new session of Congress, and it is a priority to move what we know is the most comprehensive pro-labor legislation since the establishment of the National Labor Relations Act of 1935.

The PRO Act will:

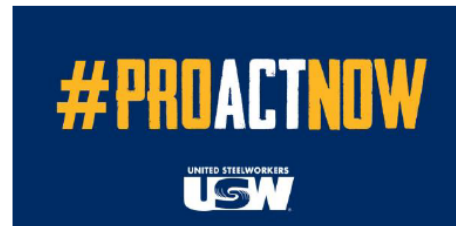
- Establish stronger and swifter remedies to stop employers from breaking the law.
- Make companies recognize contractors as part of the collective bargaining process so they can no longer continue to whittle down our membership by subcontracting.
- Ensure an employer reaches a first contract in a timely manner with a newly organized group of workers. No more dragging out first contracts.
- Reverse so-called Right to Work, regardless of state laws.
- Prohibit employers from forcing employees to attend anti-union meetings.
- And much more!

The Committee on Education and labor plan to reintroduce the PRO Act in the coming weeks and this critical legislation could get a vote in the U.S. House soon after. We need to urge our Representatives to become an original cosponsor of the bill so we can expand protections for workers to exercise their rights to join a union and bargain collectively for better wages and working conditions. The COVID-19 pandemic has revealed that far too many workers do not have access to basic workplace safety protections, health care, or paid leave. Protecting the right to organize is therefore essential for ensuring a just recovery.

Please help us build support [by emailing \(http://usw.to/3my\)](http://usw.to/3my) and making a call to your Representative today.

Action Instructions:

- Click [HERE \(http://usw.to/3my\)](http://usw.to/3my) to send an email to your Representative.
- Dial our toll-free number to the U.S. House: 866-202-5409. You will be automatically routed to your Representative's office.
- Tell the office who you are and where you are from, and ask your Representative to be an original cosponsor of the PRO Act.



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- **Jan:** Your 401K Retirement Plan
- **Feb:** College Planning
- **March:** Estate Planning Basics
- **April:** Social Security
- **May:** ROTH IRA Basics
- **June-Aug – Summer-** None

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2. *Click on "Join a Meeting" (top right of webpage).*

*Enter your meeting number(#) below & click to join.
"All Times are Central Time Zone "*

*2nd Wed 10:00 am Meeting# 954-9209-5389
2nd Wed 6:00 pm Meeting# 985-6376-7044
3rd Wed 10:00 am Meeting# 992-5296-0816
3rd Wed 6:00 pm Meeting# 918-5309-6105*

3. *Enter Meeting Password: #unionedu1*

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"GO BUILD OUR UNION!"