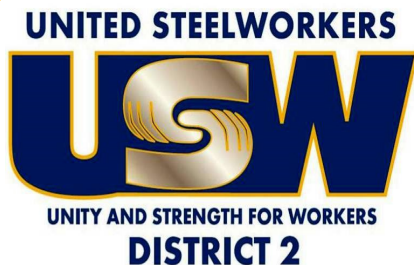




MICHAEL H. BOLTON, DIRECTOR



NEWS

FEBRUARY 2021 • VOLUME 11, ISSUE 2 PAGE 1

DISTRICT 2 CONTACT INFORMATION

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(920) 722-7630

Northern WI & MI Sub-District Office
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Menasha, WI 54952
(920) 722-7630

Southern WI Sub-District Office
1135 South 70th Street, Suite 502
West Allis, WI 53214
(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	58	Paper	doncarlson@gza.net
Robert Desmond	13792	Amalgamated	rdesmdrv@aol.com
Jesse Edwards	2-232	Automotive Related	Jesse_edwards21919@yahoo.com
Kent Holzing	12075	Chemical & Energy Related	kentholzing@local.com
Jackie Anklam	9898	Health Care	jackieanklam_uswlocal8998@yahoo.com
Michael Orvosk	12854	Public	m.orvosk@uswlocal12934.com
Eric Henricks	1327	AI Large	eric.henricks@alliancesia.com
Matthew Gibbons	5965	AI Large	usw5965@gmail.com
Jim Whitt	2-145	Allied Industrial	whittjim@yahoo.com

Biden Appointing Worker-Friendly Nominees

A Message from Michael Bolton



It has been just over a month since Joe Biden was sworn in as the 46th President of the United States and the labor movement is already reaping the benefits of the change in administrations. First, as I stated last month, the Delaware Democrat appointed a Union member to serve as Secretary of the Department of Labor. The first Union member to hold that position in over 50 years. He followed that move by naming retired Steelworker James Frederick to serve as Deputy Assistant Secretary of Labor for Occupational Safety and Health. We are especially proud of that appointment because of Jim's 25 years of service with our Union. Prior to retiring, Frederick worked as Assistant Director of the USW's Safety, Health and Environment and as principal investigator for our Union's Emergency Response Team. He also helped train Local Union Safety Committee members. Jim's experience and expertise in safety issues make him the right person for the job. We congratulate Jim and wish him the best in this new endeavor.

Biden also appointed worker-friendly nominees to serve as Commerce Secretary and U.S. Trade Representative. Both are important departments for our Union and its fight to secure reasonable trade policies for Steelworkers across the country. No other Union in America has been as active in pursuing trade cases against U.S. trading partners as the Steelworkers. Trade cases originate in Commerce. It will be great to have like-minded people working with us to secure Steelworker jobs from unfair trade.

In addition to appointing good people to the right jobs, Biden has been issuing Executive Orders to right some of the policies instituted by the Trump administration. In fact, over the past 30 days he has issued 29 Orders. One of the first, and perhaps the most important, was his order to strengthen "Buy American" policies. If you recall, our Union's Rapid Response program held an action supporting the existing Buy American provisions; however, waivers were added to the language, allowing companies to by-pass American products and services due to cost or availability. Biden's policy tightens the waivers, which is a huge boost for manufacturing and companies reeling financially due to the pandemic. The order also includes increasing domestic content requirements, which is another very important provision because more American parts means more American jobs.

The President can only accomplish so much via Executive order. Some of the most important policies have to be enacted by legislation; and Biden has rolled out a very aggressive legislative agenda. At the top of the list is a \$1.9 trillion package that

Republicans are opposing. Sounds familiar doesn't it. While a Republican is President, the GOP spends with no regard to the deficit. Then a Democrat gets elected and it's time to reign in the deficit. Biden is right, however, the government needs to get money circulating to stimulate the economy and create demand for American made goods and services. The best way to do that is get money to cash-starved businesses and some extra money in the pockets of workers who will spend it in the community. We saw it in 2007 and again last year. Government investment works! Now is not the time to go small as Republicans are demanding.

As if leading the charge for a real stimulus program wasn't enough, Biden is working with Congress to tee-up a new effort to pass the Protecting the Right to Organize Act (PRO Act). The bill has been introduced in both the Senate and House; and Rapid Response is currently holding an Action Call to enlist support of elected officials in both chambers of Congress. As you remember, the same bill was passed by the House during its last session and died in the Senate due to enactment by Majority Leader, Mitch McConnell. However, during this round, the Democrats control both chambers and are lining up to get the Act passed.

As I said before, the Labor Movement is not asking for legislation to make organizing workers easier. We are asking for a fair process giving workers a fighting chance to form a Union. Today the deck is stacked against them and organizing has suffered. The PRO Act levels the playing field by providing card check recognition instead of the long drawn out process of a representation election. It also provides penalties for employers who engage in illegal activities, and binding arbitration when Unions and management cannot reach a collective bargaining agreement one year after a Union has been certified.

Next month my column will take you through an organizing drive to help you understand the difficulty the 80-year old National Labor Relations Act created for workers engaged in Union organizing. After reading that report, I think you will have a clear idea as to why legislation is needed now.

In addition to the PRO Act, Biden and our Union are getting ready to launch a campaign to pass a very needed infrastructure investment program. Anyone who drives a car knows our roads and bridges are crumbling. In fact, some locations are getting so bad, they only resemble what a road is supposed to be. We need to improve our roads, bridges, airports, railways and seaports. It's not just a matter of safety, it's about improving our ability to compete in the new global economy. You cannot expect American workers to compete with the world using the tools and technologies of the last century. We simply must modernize the networks used to transport the goods and services made by the world's best workers. To help accomplish the infrastructure program, the USW is running a "We Supply America" program to engage our members and companies we represent on

— continued on page 2 —

"GO BUILD OUR UNION!"



United Steelworkers District 2
AFL-CIO-CLC

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March 20, 2021, is the deadline for
submissions for the next issue.

Did you know?

It's been 50 years since Congress enacted the OSH Act, promising workers in this country the right to a safe job. More than 618,000 workers now can say their lives have been saved since the passage of the OSH Act.

Since that time, workplace safety and health conditions have improved. But too many workers remain at serious risk of injury, illness or death as chemical plant explosions, major fires, construction collapses, infectious disease outbreaks, workplace assaults and other preventable workplace tragedies continue to occur. Many other workplace hazards kill and disable thousands of workers each year.

275 U.S. WORKERS DIE EACH DAY FROM HAZARDOUS WORKING CONDITIONS

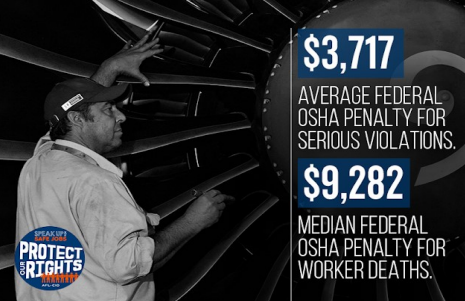


IN 2018,

5,250

WORKING PEOPLE WERE KILLED
ON THE JOB AND AN ESTIMATED
95,000 DIED FROM
OCCUPATIONAL DISEASES.

WORKPLACE SAFETY VIOLATION PENALTIES ARE TOO WEAK



\$3,717

AVERAGE FEDERAL
OSHA PENALTY FOR
SERIOUS VIOLATIONS.

\$9,282

MEDIAN FEDERAL
OSHA PENALTY FOR
WORKER DEATHS.

A Message from Director Bolton - continued from page 1

the importance of investing and improving our infrastructure. I am excited about this because I have been harping for meaningful infrastructure investment for the past several months. Not only will increased investment lead to safer streets and highways and improved efficiency in the transportation sector, it will also be a boon for job creation. We see the jobs created for the construction industry, but it also leads to more demand for construction equipment made by Steelworkers right here in District 2. It means greater need for steel made by USW members across the country. Shipping steel requires the product to be packaged properly, meaning more jobs for paper workers in Michigan and Wisconsin. With all of the workers in these sectors on the job and earning good Union paychecks, families are spending money on food, clothing, cars, entertainment and vacations, resulting with money flowing throughout the economy. Not to mention, creating a bigger demand for skilled workers, which, in turn, creates a "Workers' Job Market" which leads to increased pay for all of us.

Infrastructure spending just makes sense in so many ways. It should even be a no brainer for the most conservative among us. We need roads, bridges and airports. Let's spend the money needed to fix them and get America working at the same time. I hope when you are called on to help pass the Trust Act, you will join the effort and give your Local Unions full support.

During polling for last November's election, the Gallup organization asked voters their opinions pertaining to the U.S. Labor Movement; and I am happy to tell you that we came through with flying colors. In fact, 65% of Americans hold a favorable rating for American Unions - that's two-thirds of the voters questioned. When was the last time two-thirds of America agreed on anything? In this poll, Gallop found that 83% of Democrats, 64% of Independents and even 45% of Republicans expressed approval for our movement. If we could just level the playing field in labor law, we could grow our movement like our predecessors did in the 40's and 50's, which led to the creation of the most prosperous working class in the world.

There is more good news for our movement being reported this month. According to the Bureau of Labor Statistics, the 2019 and 2020 Unionization rates increased. In addition to organizing new members, the percentage rate increased due to jobs lost since the covid-19 pandemic sent the world economy into a nosedive. In the U.S., 9.6 million jobs were lost in 2020 alone. The vast majority of the jobs were non-Union. As a result, our percentage rate increased and our Union wage advantage remains strong.

As the fight against covid continues and becomes contained with more people receiving vaccines, our economy will begin to rebound. Then the USW will lead the way, working with the Biden administration, the House of Representatives and the Senate to get pro-worker legislation introduced and passed. Working together, we can begin to build a better future for generations to come - one that includes a strong working class offering competitive wages, benefits and safety. Watch for Rapid Response Actions and follow through on what the Action is requesting. It's time our voices are heard - and there's no better time than the present!

Notice from the United Steelworkers International Executive Board

On Friday, February 19, the International Executive Board (IEB), in accordance with the provisions of the International Constitution, unanimously voted to merge the District 2 state of Michigan with the state of Ohio in District 1 and the District 2 state of Wisconsin with Illinois and Indiana in District 7.

After many years of great service to the union, District 2 Director Michael Bolton announced his intention to not seek re-election in November of this year and to retire in March of 2022.

The IEB took this action to streamline the union's footprint, to better align the geography of the union and to strengthen the density of our districts. This step will position the union well into the future to continue to meet the challenges working families face every day and to ensure a viable and influential presence across our sectors and in various state legislatures.

The USW will be communicating further details to our local union leadership in the coming days and weeks as we begin working through the necessary steps to ensure what we anticipate will be a smooth and transparent transition.

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

USW NEWS United Steelworkers District 2
AFL-CIO-CLC
MICHAEL H. BOLTON, Director, 1244A Midway Road, Menasha, WI 54952
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**HAVE YOU BEEN TO DISTRICT 2'S
PAGE ON FACEBOOK?**
www.facebook.com/USWDistrict2



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.

APRIL

- 6 **WOS Virtual Quarterly Meeting (WI)**
*9:00 a.m. - 12:00 noon OR 5:00 p.m. - 8:30 p.m. (CST)
 Zoom link provided when registration is received.*
- 7 **WOS Virtual Quarterly Meeting (MI)**
*9:00 a.m. - 12:00 noon OR 5:00 p.m. - 8:30 p.m. (EST)
 Zoom link provided when registration is received.*

Important Notices From District 2

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 covid-19 while still representing our members. If you need assistance, you can still call each office; or, call your Staff Representative.



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.

UNITED STEELWORKERS
USW News
UNITY AND STRENGTH FOR WORKERS

For Immediate Release:
February 2, 2021

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

USW Condemns Trump's Selling Out U.S. Industrial Workers, Applauds Biden's Revocation of Trump's Actions

PITTSBURGH – United Steelworkers (USW) International President Tom Conway released the following statement in reaction to a last-minute Trump administration proclamation intended to grant the United Arab Emirates (UAE) the opportunity to ship state-supported aluminum products into the United States, effective Feb. 3, 2021. After reviewing Trump's action, President Biden stepped in and revoked it.

"President Trump's action as he was rushing for the White House door constituted a blatant attack on American workers.

"Section 232 restraints helped shore up sectors like aluminum that are vulnerable to unfair trade and clearly essential to our national defense. The USW supported the initiation of these efforts so that America's aluminum companies and their workers could meet our nation's national security and critical infrastructure needs.

"Trump's plan to lift tariffs on imports from the United Arab Emirates would undermine the effectiveness of the program and essentially exempt the vast majority of aluminum imports.

"If Trump's actions were allowed to become effective, UAE's state-supported aluminum producers would have had the right to flood the U.S. market, resulting in new trade attacks on our industry.

"In short, as he was walking away from the White House, Trump demonstrated that his concern for American workers was a façade and that he was willing to sacrifice their jobs and security.

"We applaud President Biden's decision to revoke Trump's sell-out of America's aluminum workers.

"President Biden said he would stand by America's workers, and he's kept his word. During the campaign he committed to reviewing the existing 232 programs as well as how best to strengthen America's economy and manufacturers and stand up for America's workers. Now he's following through.

"Our union looks forward to being a continuing partner with the new administration as together we fight for America's workers."

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.

###

This Month in Labor History • February 27, 1937 - By Union Review, todayinlaborhistory.tumblr.com



On February 27, 1937: Just days after the autoworkers' victory at GM, more than 100 women workers at one of 40 Woolworth stores in Detroit, MI, begin a sit-down strike over wages, hours, working conditions, and union recognition.

Solidarity action in support of the workers was incredible, the strike spread, and on March 5th the workers won their demands, including the union shop. The union won a uniform contract for all 40 stores in Detroit, which covered 2,500 workers.

"GO BUILD OUR UNION!"



For Immediate Release:
February 2, 2021

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

USW honors John Lewis this Black History Month

(Pittsburgh) – The *United Steelworkers (USW) union released the following statement in honor of Black History Month:*

“February is Black History Month, when we honor the often-neglected accomplishments and contributions of Black Americans. It is usually a time for celebration, but this year is bittersweet as we spend it without the trailblazing civil rights icon John Lewis.

“Lewis, who passed in July 2020, has been described as the greatest leader ever produced by the Civil Rights Movement. Not only was he a crusader for civil and human rights, he was also a friend to labor, and dedicated his life to getting into “Good Trouble” in the fight for justice and equality.

“This Black History Month, we honor our friend and brother, the late but never forgotten John Lewis. We are thankful for him and the legacy he left behind.

“May we commit to picking up his torch, and carrying it to light the path towards justice.”

The USW represents 850,000 men and women 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.

###

Tell Your Senator to Support the PRO Act

The Protecting the Right to Organize (PRO) Act, passed by the U.S. House last year and introduced in the Senate earlier this month, would free Americans to build better lives and curtail the scorched-earth campaigns that employers wage to keep unions out at any cost.

This legislation, the most robust labor reform since the National Labor Relations Act (NLRA), will impose stiff financial penalties on companies that retaliate against organizers and require the National Labor Relations Board (NLRB) to fast-track legal proceedings for workers suspended or fired for union activism.

In short, the PRO Act will help to level the playing field and arrest the decades-long erosion of labor rights that significantly accelerated under the previous, anti-worker administration.

Call your senators today and encourage them to support and pass the PRO Act by dialing 1-877-607-0785.

Give them a call and say thank you if they have already co-sponsored. Remember to use the hashtags [#PROActNow](https://twitter.com/PROActNow) and [#USWRR](https://twitter.com/USWRR).

Tell Congress to pass the

PROACT

CALL YOUR SENATORS:
877-607-0785

UNITED STEELWORKERS
Rapid Response
EDUCATING • EMPOWERING • ENGAGING

"GO BUILD OUR UNION!"

USW Launches “We Supply America” Infrastructure Campaign Member Survey

In 2020, we surveyed USW members and retirees to understand the issues that were most important to you. As we move into 2021, these concerns remain a priority in our legislative and policy work.

We are expecting a significant debate over infrastructure this year. If done right, there is potential for securing and growing hundreds of thousands of USW jobs.

Please take a few minutes to fill out our new [member survey](#) to help us understand what matters to you and how your local union can supply America’s infrastructure needs. You can also watch a special video message from USW International President Thomas M. Conway when you visit www.uswvoices.org.



Our union built this country, and we’re ready to do it again. It’s time to get to work rebuilding America, using the things WE MAKE and investing in the things WE DO.

USW Launches Infrastructure Campaign - by Thomas Conway, USW International President

I hope all of you had a restful holiday season and are ready to take on the challenges of the new year.

One of our most significant projects is a new, union-wide campaign that we’re launching this month aimed at rebuilding our rapidly crumbling infrastructure.

This effort is important both because infrastructure upgrades will make our communities safer and because significant investment will create good, union jobs now and into the future.

We’re taking a broad, ambitious view that includes rebuilding not only our physical infrastructure – like roads, bridges, ports and waterways – but also the social infrastructure of our schools, communications networks and public health services.

In short, this initiative will touch every corner of our union.

Second survey

There are a number of facets to this campaign that I’d like all of you to keep on your radars. We’re now in the process of reaching out to each of the USW locals so that they can start identifying how their workplaces intersect with infrastructure.

Building on the success of the *Your Union, Your Voice* survey we circulated last year, we’re also launching a second union-wide survey so that we can get direct member feedback on all of these issues. You can learn more and access the survey at www.uswvoices.org.

It’s important that we have as many specific examples and as many member voices as possible as we work to ensure our nations’ resources are deployed strategically, so please amplify this effort in any way you can.

Good policies key

We’ll also need to educate lawmakers and the general public so that these investments come soon and are made in a way that best supports our jobs and communities.

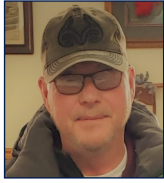
This will mean pushing for good policies that ensure our tax dollars both support immediate construction projects and create long-term economic resiliency, using North American-made materials and building up our long-neglected domestic supply chains.

Done properly, robust infrastructure investments will create demand for domestically made materials like steel, glass, cement, rubber, packaging and more. Highly-skilled USW members who keep our schools, hospitals, utilities, telecommunication networks and other essential services running will also benefit as we create opportunities for stable, quality, service-oriented jobs.

This will be a long-term effort that will include contributions from each USW District and department, and I appreciate everyone who’s already begun working to make it a success. There will be many opportunities for everyone to help as this initiative grows. Please take a look at the [website](#) and watch for more information as it becomes available.

In solidarity, Tom

USW Local 2-21 Member Dan Mullin Honored for His 50 Year Anniversary - by USW Local 2-21



USW Local 2-21 is honoring an unprecedented milestone for one of its members. January 20, 2021, marked the 50th anniversary of Dan "Mully" Mullin working at the paper mill in Escanaba, Michigan. Local 2-21's VP, Jamie Dier, sat down with him to get a bit of the story behind his last five decades spent crossing the Escanaba River and venturing down Time Clock Alley.

Dan first applied to the mill back in 1969 at just 19 years old, but due to the possibility of him being drafted into the military, he was not hired at that time. He went to work for the railroad for a couple years before he got the call to join the mill in early 1971. Richard Nixon was president, Apollo 14 had just conducted the third successful lunar landing, and the Baltimore Colts beat the Dallas Cowboys in Super Bowl V, just three days before Mully's first day.

By the publishing of this article, the closest in seniority any member will be to Dan is a full 8 years difference. He points out that he took a \$2/hour pay cut coming to the mill primarily so he could come home to his family each day - working the railroad required travel and staying out of town. To put that in perspective, his starting wage back then was \$2.94/hour--minimum wage was \$1.60/hour.

Back then, there were several different unions representing the workforce and the mill hadn't even yet built the E4 Paper Machine system on which Dan currently serves as a Stock Prep operator. His initial job was as a Utility, whose focus was stacking and slabbing paper from the spent mandrels. For the first 10 years, he worked various jobs on the rewinders, supercalenders, pulp makedown and reprocessing winders.

Throughout his career, Mully has been a strong union brother. His resolve was tested in 1973 when Mead locked out its employees for nearly a month. It was around this time the Company slowly began shifting their bargaining tactics and started playing hardball with the Union. A wildcat strike was held shortly after the lockout due to a couple of maintenance workers who were unjustly fired. In 1975, the Union went on strike for 6 months. The primary issue was retirement benefits. During the strike, Mully did not work anywhere else. He received about \$20 a week for strike pay as he picketed the mill. A credit union started near the mill site was a godsend during this time as they did not demand immediate payment on loans and mortgages.

Unfortunately, one of the unions at the mill caved as orders had dried up and their leverage was lost. Everyone went back to work without gaining much.

Mully says he is very thankful to have been a member of the Union as it has provided a stable career with good wages and benefits. He was able to raise his four boys and put them through college while his wife could stay home as they were growing up. He regularly fields questions about why he hasn't retired yet. For most, it is difficult to even consider why he wouldn't just hang it up and ride off into the retirement sunset. But for Dan, it's simple: he enjoys the people he works with and each day on the machine presents unique challenges he finds interesting.

When asked about advice for his younger co-workers at the mill, he says it is important to keep fighting for your brothers and sisters. Even if something seems lost, we must keep on fighting to get it back. The Local couldn't be prouder of Dan's half century of service and thank him for his continued dedication. Congratulations, Mully!

WE SUPPLY AMERICA • February Recap



On February 10, 2021, our union launched the *We Supply America* campaign to highlight the need for rebuilding our nation's infrastructure. This issue touches every corner of our union. We see rebuilding our nation's infrastructure as a significant opportunity to strengthen domestic manufacturing and supply chains. That's why we're committing ourselves to making sure these investments come soon and are made in a way that best supports our work and communities.

Initial Campaign Goals

#USWMADE #USWVOICES

The goals of the initial phase of the campaign are to (1) raise awareness of the campaign, (2) get input from our members through a survey, and (3) generate labor-management letters directed at the Biden administration and elected officials. The letters will describe how our jobs intersect with our nation's infrastructure needs.

February campaign actions and materials included:

- An updated [USWvoices.org](https://uswvoices.org) website to feature the *We Supply America* campaign.
- A campaign launch [video](#).
- A Message from Pittsburgh.
- A [letter to local union presidents and recording secretaries](#) to describe the campaign (the one pager and survey flyer below were also included).
- A one pager to describe the effort ([color](#) & [black and white](#))
- The launch of the labor-management letter effort in Districts.
- The [survey](#), including printable versions ([English](#) & [Spanish](#)) and a flyer to distribute in workplaces ([color](#) & [black and white](#)).
- Newsletters, emails, texts, social media posts and other communications to introduce the campaign and push the survey.
- President Conway discussed infrastructure on the Leslie Marshall show, while his blog, "[There's No Excuse for This](#)," featured the need for infrastructure investment.

Coming in March

Next week, we'll be watching for the release of the [2021 Infrastructure report card](#). Later in March, we're expecting more information on a large-scale infrastructure bill. The survey and labor-management letters will continue throughout the month. We anticipate additional campaign items to roll out as well.

Thank you everyone at HQ and in Districts who has contributed to the planning, writing, design, video, research, outreach, and all the other efforts to launch the campaign. If you have suggestions for ways to amplify our initial work or additional campaign ideas, please let us know

"GO BUILD OUR UNION!"



February 16, 2021

The Path to the Covid Relief Package

How the Reconciliation process will get much-needed aid to millions of Americans.

Congress is using a relatively unique tool to pass the next COVID-19 Relief legislation called reconciliation. Created by the Congressional Budget Act of 1974, reconciliation allows for expedited consideration of particular tax, spending, and debt-limit legislation. In the Senate, reconciliation bills aren't subject to a filibuster, which requires 60 votes to overcome, and the scope of amendments is limited. The reconciliation process only requires a simple majority or 51 votes.

When has it been used in the past?

Reconciliation has been used 21 times since 1980. President Reagan used this process to enact significant spending cuts. Clinton used the process to enact welfare reform, and both Presidents Bush and Trump used it to pass tax bills.

How does it work?

- Under the Congressional Budget Act, the House and Senate are supposed to adopt a budget resolution to set guidelines for action on spending and revenue each year. The House approved the Senate's 2021 budget resolution ([S.Con.Res.5](#)) ([usw.to/3o1](#)) on Feb. 5, 2021, laying the groundwork for the budget reconciliation process.
- Next, House committees take action. The various aspects of Covid relief are dealt with in the committees that have jurisdiction over those issues. These committees will send their recommendations along to the House Budget Committee when they finish.
- The Budget Committee then takes those recommendations and bundles them together for a floor vote in the House. If it passes, the bill goes to the Senate.
- Suppose the Senate adopts a different bill than the House. In that case, they will work out the differences between the two by using a "conference committee" made up of members from both the Senate and House.
- Both chambers will then take an up-or-down vote on the final, compromise version.
- If they approve it, the bill goes to the President for signature, and it will become law.

What's next?

The House is expected to vote on their bill soon. Please keep your eyes out in the coming days for more information on what is in that bill and why it matters to our members and our communities.

To learn more about the reconciliation process,
[check out this report](#) ([usw.to/3o2](#)) from the Center on Budget and Policy Priorities.

USW Rapid Response • (412) 562-2291 • <http://www.uswrr.org> • www.facebook.com/USWRapidResponse

This Month in History • The First Black Senator Sworn in on February 25, 1870 - by Becky Little, History.com



The First Black Man Elected to Congress was Nearly Blocked from Taking His Seat

Hiram Rhodes Revels arrived on Capitol Hill to take his seat as the first Black member of the U.S. Congress in 1870. But first, the Mississippi Republican faced Democrats determined to block him.

The Constitution requires senators to hold citizenship for at least nine years, and they argued Revels had only recently become a citizen with the 1866 Civil Rights Act and the 14th Amendment. Before that, the Supreme Court had ruled in its 1857 *Dred Scott* decision that Black people weren't U.S. citizens.

This technicality wasn't actually their main issue with Revels. At the time, the Democrats were the party

of white southern men, and they simply didn't want any Black men in Congress.

In any case, their bad faith legal argument didn't hold up. Revel's fellow Republicans argued he was born a free man in the United States and had lived there all his life. *Dred Scott* was a bad decision that should've never been made, which the Civil Rights Act and 14th Amendment had sought to redress, they argued. Just because the law had only recently recognized Black men's citizenship didn't mean he was a "new" citizen.

"Mr. Revels, the colored Senator from Mississippi, was sworn in and admitted to his seat this afternoon," reported *The New York Times* on February 25, 1870. "Mr. Revels showed no embarrassment whatever, and his demeanor was as dignified as could be expected under the circumstances. The abuse which had been poured upon him and on his race during the last two days might well have shaken the nerves of any one."

Revels took his oath only five years after the Civil War. Over the next decade, 15 more Black men took their seats in the House and Senate, including men like South Carolina Congressman Robert Smalls who were previously enslaved.

"It really does reflect what a revolutionary period Reconstruction was," says Gregory Downs, a history professor at the University of California, Davis. Congress had ordered the Army to register Black southern men to vote in 1867. "In a series of a few months, you had people...in South Carolina and other places who had been slaves as recently as two or three years before now participating, now voting and even being elected to serve to remake the Constitution."

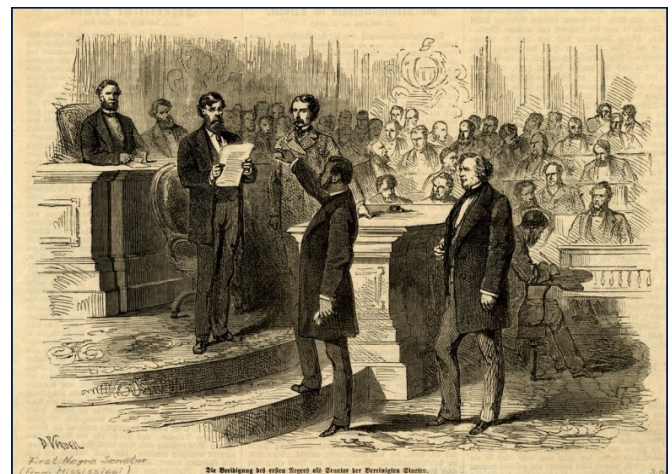
The large population of formerly enslaved people meant that there were many more Black voters in the south than the north (and actually, some northern states didn't enfranchise Black men until after the southern states). Black men elected Black representatives and white Republicans locally and at the state level, which led to representation at the federal level.

But the people who had objected to Revels joining the Senate were still mad, and it was only a matter of time before backlash struck. In the 1870s, organizations like the White League and the Red Shirts began terrorizing and intimidating Black men so they wouldn't vote and participate in government.

Because of these tactics, "the height of statewide Black power crests in the middle of the 1870s," Downs says. "But what does remain in place from the 1880s into the mid-1890s is an enormous amount of Black local political power centered in the regions where Black people are a sizable majority."

That too came under attack as Jim Crow laws, poll taxes and other racist measures spread throughout the south. "The 1890s and early 1900s is where you get the laws that aim to permanently exclude virtually all Black voters from participating," Downs says. "The final Black congressman from the south is George White who gives his farewell address, the phoenix speech, in 1901."

After White, there were no more Black Congress members from the original 11 Confederate states until 1973, when Andrew Young, Jr., of Georgia and Barbara Jordan of Texas (both Democrats) took their seats. Jordan's election was particularly significant as she came just after New York's Shirley Chisholm became the first-ever Black Congresswoman in 1969 - a full century after emancipation.





MESSAGE FROM PITTSBURGH



Thomas M. Conway, International President

Posted: February 8, 2021 • page 1 of 2

Building Better Lives

When workers at Orchid Orthopedic Solutions tried to form a union, the company quickly brought in five full-time union-busters to torment them day and night.

The hired guns saturated the Bridgeport, Mich., plant with anti-union messages, publicly belittled organizers, harangued workers on the shop floor and asked them how they'd feed their families if the plant closed.

The months of endless bullying took their toll, as the company intended, and workers voted against forming the union just to bring the harassment to an end.

"Fear was their main tactic," recalled Duane Forbes, one of the workers, noting the union-busters not only threatened the future of the plant but warned the company would eliminate his colleagues' jobs and health care during a labor dispute. "Fear is the hardest thing to overcome."

Legislation now before Congress would ensure that corporations never trample workers' rights like this again.

The Protecting the Right to Organize (PRO) Act, introduced on Thursday, will free Americans to build better lives and curtail the scorched-earth campaigns that employers wage to keep unions out at any cost.

The PRO Act, by President Joe Biden and pro-worker majorities in the House and the Senate, will impose stiff financial penalties on companies that retaliate against organizers and require the National Labor Relations Board (NLRB) to fast-track legal proceedings for workers suspended or fired for union activism. It also empowers workers to file their own civil lawsuits against employers that violate their labor rights.

The legislation will bar employers from permanently replacing workers during labor disputes, eliminating a threat that companies like Orchid Orthopedic often use to thwart organizing campaigns.

And the PRO Act will empower the NLRB to force corporations into bargaining with workers if they interfere in union drives. That means an end to the mandatory town-hall meetings that employers regularly use to disparage organized labor and hector workers into voting against unions.

Orchid Orthopedic's union-busters forced Forbes and his colleagues into hour-long browbeating sessions once or twice a week for months - and that was on top of the daily, one-on-one bullying the workers endured on the production floor.



Duane Forbes

"There was nowhere to go," Forbes, who's worked at Orchid Orthopedic for 22 years, said of the relentless intimidation. "You couldn't just go to work and do your job anymore."

A growing number of Americans, many of whom saw unions step up to protect members during the COVID-19 pandemic, seek the safe working conditions and other protections they can only achieve by organizing.

That includes Forbes and his colleagues, who endured years of benefit cuts but still put their lives on the line for the company during the pandemic.

They launched an organizing drive to secure a voice in the workplace. They also sought job protections to prevent the company from discarding them "like a broken hammer"—as one worker, Mike Bierlein, put it—when it's done with them.

But as more Americans seek the benefits of union membership, employers' escalating attacks on labor rights make the PRO Act ever more important.

Corporations drop hundreds of millions of dollars every year on "union-avoidance consultants"—like the ones Forbes and Bierlein encountered—to coach them on how to thwart organizing drives.

The higher the stakes, the dirtier employers play. Tech giants Google and Amazon used their vast technology and wealth to propel union-busting to a new level.

Google not only electronically spied on workers it suspected of having union sympathies, but rigged its computer systems to prevent them from sharing calendars and virtual meeting rooms.



Getty Images

— continued on page 11 —

"GO BUILD OUR UNION!"



MESSAGE FROM PITTSBURGH



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Posted: February 8, 2021 • page 2 of 2 - continued from page 10

Building Better Lives

Amazon developed plans for special software to track unions and other so-called "threats" to the company's well-being. In Alabama, where thousands of Amazon warehouse workers just began voting on whether to unionize, the company showed anti-union videos and PowerPoints at mandatory town hall meetings, posted propaganda in bathroom stalls and sent multiple harassing text messages to every worker every day.

"It really opened my eyes to what's going on," Bierlein, who's worked at Orchid Orthopedic for 18 years, said of the unfair tactics his company employed against organizers. "The deck is stacked against workers."

The PRO Act will help to level the playing field and arrest the decades-long erosion of labor rights that significantly accelerated under the previous, anti-worker presidential administration.

It will require employers to post notices informing workers of their labor rights, helping to ensure managers respect the law. The legislation will enable prospective union members to vote on union representation on neutral sites instead of workplaces where the threat of coercion looms.

And the PRO Act will make it more difficult for employers to deliberately misclassify employees as contractors with fewer labor rights. That change will give millions of gig workers, including those driving for shared-ride and food-delivery companies, the opportunity to form unions and fight for better futures.

Right now, employers often stall negotiations for a first contract to punish workers for organizing or frustrate them into giving up. The PRO Act will curb these abuses by requiring mediation and binding arbitration when companies drag talks out.

Orchid Orthopedic's campaign of intimidation and deception lasted until the very end of the union drive.

As the vote on organizing neared, Forbes said, the company promised it would treat workers better in the future if they decided against the union.

Instead, after the vote fell short, the company quickly increased the cost of spousal health insurance. That left Forbes more convinced than ever that workers need changes like those promised in the PRO Act to seize control of their destinies.

"I'm all about right and wrong," Forbes said, "and the way we were treated was wrong."

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"GO BUILD OUR UNION!"