



MICHAEL H. BOLTON, DIRECTOR

UNITED STEELWORKERS



UNITY AND STRENGTH FOR WORKERS
DISTRICT 2

NEWS

SEPTEMBER 2020 • VOLUME 10, ISSUE 9 PAGE 1

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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	LU#	Sector	Email Address
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is published by the

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AFL-CIO-CLC**

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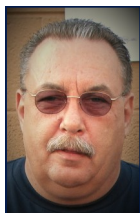
**Articles and photos are welcome and
should be sent:**

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**OCTOBER 20, 2020, is the deadline for
submissions for the next issue.**

"Your Union – Your Voice" Survey: Retirement Security

A Message from Michael Bolton



Labor Day has come and gone; and I hope you had a great last weekend of summer. Like the rest of 2020, this Labor Day was strange. No parades. No Labor Fest. And, no local union picnics to attend. But, it was still our day and I took a few moments to reflect on the many contributions our movement and our members have made toward making the American working class the envy of the world. I am proud to be a Union member because we are who made this country great.

This is our third and final candidate comparison on the issues you identified as being most important in our "Your Union - Your Voice" survey. The third issue is "Retirement Security"; and there are two important things happening in Washington that we all should be very concerned about. One has to do with an action taken by President Trump regarding the Social Security Payroll Tax; and the other is a Mitt Romney scheme to reform Social Security, Medicare and Medicaid. All of these programs play a vital role in helping each of us attain retirement security.

I want to start by reminding you that Social Security is not just for old folks. It is also an insurance program that pays you, your spouse and your dependents if you should become disabled and can no longer work. Unfortunately, life is unpredictable and has ways to change our plans, no matter what stage you are in. This was the case for Moose, a proud Steelworker earning great wages and benefits at one of the Detroit area's three integrated steel mills. A shift Union Safety Committeeperson, he loved his job and the people he worked with. Then, at age 39, with just 17 years' seniority, he had a massive coronary that left him totally disabled. If the heart attack had happened to a worker merely fifty years ago, the disabled worker and family would be stuck in a lifetime of uncertainty. Fortunately for Moose, his wife, and their seven kids, he had his Union negotiated pension and Social Security to fall back on.

What many do not realize is that Social Security Disability pays benefits to spouses of the disabled and their dependent children. A spouse can receive half of the beneficiary's monthly benefit or a full benefit if caring for dependent children in the home. They also receive a payment of half the beneficiary's benefit for each dependent child, which is capped at 180% per family. For example, let's say Moose received a \$1,000 monthly benefit. His wife, who was caring for seven kids at home, received \$1,000 also. Because of the family's size,

their payment was capped at 180% or \$1,800 for their children. In total, the family would draw \$3,800 per month. Not enough to live at the Ritz Carlton, but good enough to maintain a working class life style.

If Trump and Romney have their way, Social Security will disappear and be replaced by some type of 401(k) plan. Currently, you and your boss contribute to your Social Security benefits. It is funded by a 12.4% payroll tax, with 6.2% deducted from your pre-tax earnings and the other 6.2% paid by your employer. If Social Security is privatized, you will have the option of contributing your 6.2% into a retirement savings plan. But, the big question is, will the boss be required to contribute their 6.2% to your account? With Romney and Trump spearheading the effort, I would seriously doubt it. And, with so many workers living paycheck to paycheck, will workers participate in the retirement savings plan? Or, will they pocket the extra money to help make ends meet?

Consider Moose's plight without Social Security. His family's ability to eke out an existence would be a complete crap shoot. Would 17 years of 401(k) savings be enough to support a family for a lifetime? For the peace of mind of having Social Security Disability Insurance, we should be fighting with all our energy to save this critical safety net that we all pray we will never have to use.

Now, for what's going on in Washington. Last month, Trump issued an executive order establishing the rest of this year as a payroll tax holiday for workers and their employers. The good news is the holiday is optional because the order requires workers to pay back those taxes during the first quarter of 2021, meaning for the first four months of the new year, we would see 12.4% taken from our checks.

Here's the kicker. After signing the order, Trump said if he was victorious on November 3rd, he plans to forgive these taxes (the ones we would have to pay back the first quarter of 2021) in addition to making permanent cuts to the payroll tax. If this were to happen, all revenue to the Social Security Trust Fund would dry up, meaning Social Security Disability payments would stop in late 2021. All other benefits would end in 2023. When Trump started getting flack over his proposal, he came up with the idea of paying monthly benefits from the General Fund. Brothers and Sisters, Social Security payments total \$1 trillion annually. With the United States currently being \$22 trillion in debt, it just is not going to happen!

Republicans have been trying to end Social Security for 85 years. Trump is the guy who recently instructed his people to inquire about having his bust added to Mt. Rushmore. His ego demands him to leave a lasting legacy. Nothing could be bigger than being the guy that finally killed this program. This is a

— continued on page 2 —

"GO BUILD OUR UNION!"

Did you know?

UNITED STEELWORKERS
USW
**YOUR UNION
YOUR VOICE**

#USWVOICES

OUR CORE ISSUES

COLLECTIVE BARGAINING
SAFETY AND HEALTH
JOB SECURITY/TRADE
DOMESTIC ECONOMIC ISSUES
HEALTH CARE
RETIREMENT SECURITY

USW Rapid Response is engaging in an educational series around our core issues. For more information, go to: usw.to/CoreValues.

You can see the first two core issues on pages 7 and 8 of this newsletter.

A USW Virtual Education Conference

has been scheduled to take place on Tuesday, November 17, and Wednesday, November 18, from 10 a.m. to 9 p.m. EST.



For more on this Education Conference and instructions on how to register for it, go to page 4



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



NEWS

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AFL-CIO-CLC

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**HAVE YOU BEEN TO DISTRICT 2'S
PAGE ON FACEBOOK?**

www.facebook.com/USWDistrict2

A Message from Director Bolton - continued from page 1

very real threat. None of us should take it lightly.

Joe Biden, on the other hand, has a plan to improve Social Security. Currently, payroll taxes for Social Security are capped at \$137,000 annually, meaning when you hit \$137,000 you stop paying taxes. Under the Biden proposal, taxes would remain capped at their current level. However, taxes would kick in again for all earnings over \$400,000 per year. Implementing this program would extend the Trust Fund for fifty years and allow the Social Security Administration to increase benefits for future and current beneficiaries.

Social Security is a pay as you go program. It has not contributed a dime to the federal debt or deficit. Even Ronald Reagan acknowledged this fact when, as President of the United States, said, "It's not unreasonable for people who paid into a system for decades to expect to get their money's worth. That's not an entitlement, that's honoring a deal." He also stated some time later, "Social Security has nothing to do with the deficit."

Now for the Romney gimmick. As Steelworkers, we have fought a plan like his before. It's called "fast track" and it is the procedure Congress has used to pass every single one of America's failed trade agreements. To refresh your memory of the technique, it calls for the House and Senate to appoint a specific number of members to serve on committees that will write legislation to address concerns for Social Security, Medicare, Medicaid in addition to infrastructure repairs and upgrades. When the committee is satisfied they have written a bill that can pass, the act is sent to the full chamber for a straight up or down vote. No debates. No filibusters. No hearings to allow citizens or experts to provide testimony. No amendments and no changes.

In other words, a committee meets in a backroom with the doors closed to write legislation that will affect every one of us. Their finished product will then be put to a vote without our elected Senators and Representatives being able to speak or act on our behalf. This is the procedure that Mitch McConnell said was the only way he would consider acting on the social safety nets. Sorry, Mitch, but that is the way authoritarian governments act. The people deserve a voice in any reforms Congress proposes.

The same is true for Medicare, which seniors and the disabled rely on for life supporting health care. It's no secret that Republicans have been aching to privatize the system by replacing it with a voucher program.

The good news is these actions will not likely be considered before the new year, which means we can end the fight before it gets started. We can do that by electing Union endorsed candidates who have pledged to stand with us on important bread and butter issues. Retirement or disability without Social Security or Medicare is unimaginable. Vote for Labor backed candidates. Let's not just save the programs, but let's work together to improve them.

Joe Biden Visits Wisconsin Aluminum Foundry - Manitowoc, WI

Democratic Presidential Nominee Joe Biden speaks with Jacob Stradal, a tool room machinist who has worked at the Wisconsin Aluminum Foundry for 22 years.



Joe Biden made a campaign stop at the foundry on Monday, September 21, 2020.

It was Biden's second campaign visit to Wisconsin in 2020.

(Left Photo: Haley BeMiller, Green Bay Press-Gazette)

"GO BUILD OUR UNION!"



2020 District 2 Calendar of Events

JANUARY

- 8 **WOS Quarterly Meeting**
USW Local 12075 Hall, 3510 James Savage Road • Midland, MI
- 9 **Town Hall Meeting**
USW Local 12075 Hall, 3510 James Savage Road • Midland, MI
- 16 **Town Hall Meeting**
USW Local 1299 Hall, 11424 West Jefferson Avenue • River Rouge, MI
- 17 **WOS Quarterly Meeting**
USW Dist. 2 Southern MI Sub-Office, 20600 Eureka Road, Suite 300 • Taylor, MI
- 17-19 **AFL-CIO Dr. Martin Luther King Jr. Civil & Human Rights Conf.**
Washington Hilton, 1919 Connecticut Ave Northwest • Washington, DC
- 21 **Town Hall Meeting**
Lucky Dog's Labor Temple, 157 S. Green Bay Road • Neenah, WI
- 21 **WOS Quarterly Meeting**
Kent Ionia Labor Hall, 918 Benjamin Avenue NE • Grand Rapids, MI
- 21 **WOS Quarterly Meeting**
USW Local 2-21 Hall, 1201 Sheridan Road • Escanaba, MI
- 22 **Town Hall Meeting**
Clarion Inn, 3640 East Cork Street • Kalamazoo, MI
- 22 **WOS Quarterly Meeting**
Old Morton Federal Credit Union, 516 Koscusko • Manistee, MI
- 22 **WOS Quarterly Meeting**
USW Local 2-148 Hall, 1201 Gillingham Road • Neenah, WI
- 23 **Town Hall Meeting**
Four Points by Sheraton - Milwaukee Airport, 5311 South Howell Avenue • Milwaukee, WI
- 24 **WOS Quarterly Meeting**
Milwaukee Labor Council Building, 633 S. Hawley Road • Milwaukee, WI
- 24 **WOS Quarterly Meeting**
Joann Lester Library, 100 Park Street • Nekoosa, WI

FEBRUARY

- 4 **Town Hall Meeting**
Eau Claire Labor Temple, 2233 Birch Street • Eau Claire, WI
- 6 **Town Hall Meeting**
Fraternal Order of Eagles, 1104 S. Oak Avenue, Marshfield, WI
- 11 **Town Hall Meeting**
Holiday Inn, 4079 US-10 • Ludington, MI
- 13 **Town Hall Meeting**
McRae Park Hall, 1301 N 2nd Ave, Alpena, MI
- 18 **Town Hall Meeting**
USW Local 4950 Hall, 1206 Baldwin Avenue • Negaunee, MI
- 25 **LM Review Session**
Milwaukee Labor Council Building, 633 S. Hawley Road • Milwaukee, WI
- 26 **LM Review Session**
Lucky Dog's Labor Temple, 157 S. Green Bay Road • Neenah, WI
- 27 **LM Review Session**
Kronenwetter Village Hall, 1582 Kronenwetter Drive • Kronenwetter, WI
- 28 **LM Review Session**
USW Local 2-21 Hall, 1201 Sheridan Road • Escanaba, MI

MARCH

- 2 **LM Review Session**
USW Local 12075 Hall, 3510 James Savage Road • Midland, MI
- 3 **LM Review Session**
Bungalow Inn, 1100 28th Street • Manistee, MI
- 4 **LM Review Session**
Clarion Inn, 3640 East Cork Street • Kalamazoo, MI
- 5 **LM Review Session**
USW District 2 Southern MI Sub-Office, 20600 Eureka Road, Suite 300 • Taylor, MI
- 10-12 **USW District 2 Collective Bargaining Training**
Four Points by Sheraton - Milwaukee Airport, 5311 South Howell Avenue • Milwaukee, WI
- 23-27 **CANCELLED & POSTPONED until April 2022**
District 2 Council Conference
Red Lion Hotel Paper Valley • 333 West College Avenue, Appleton, WI

MAY

- 3-8 **CANCELLED & POSTPONED until May 2021**
District 2 WOS Leadership Development Course (Levels I & II)
Zehnder's Splash Village Hotel & Waterpark, 1365 South Main Street • Frankenmuth, MI

OCTOBER

- 27 **Presidents Meetings (Michigan) 9:00 am (Eastern time)**
Presidents Meetings will be Virtual on-line.
- 27 **Presidents Meetings (Wisconsin) 1:00 pm (Central time)**
Presidents Meetings will be Virtual on-line.

NOVEMBER

- 17-18 **USW Virtual Education Conference**
2020 Virtual Education Conference: Smarter is Stronger - For more Information, go to page 4

IMPORTANT NOTICES

SAVE THE TENTATIVE DATE
USW Collective Bargaining Training
is tentatively scheduled for
January 25-29, 2021
Blue Chip Casino and Conference Center
777 Blue Chip Drive - Michigan City, Indiana

USW District 2 Office Hours

Modified summer hours for all District 2 offices will end Monday, August 31. Normal business hours (listed below) will resume on Tuesday, September 1, 2020:

Menasha, WI	8:00 a.m. until 4:00 p.m. (Monday thru Friday)
West Allis, WI	8:30 a.m. until 4:30 p.m. (Monday thru Friday)
Taylor, MI	8:00 a.m. until 4:30 p.m. (Monday thru Friday)
Bay City, MI	9:00 a.m. until 5:00 p.m. (Monday thru Friday)

While it may be an inconvenience, the health and safety of our members and staff is our number one priority. As we continue our commitment in doing our part in preventing the further spread of covid-19 while representing our members, we ask that you please call the office or your staff representative if you need assistance prior to visiting the office.

All USW District 2 offices are now open. However, the guidelines listed below have been implemented as the health and safety of our members and staff continues to be our number one priority.

- Appointments are currently required. Please call your staff or the office to set up a meeting time.
- Face masks must worn inside all office areas at all times.
- Everyone will be required to sign in and out of the office.
- If you are not feeling well or have been in contact with a covid-19 positive person, please stay home for your safety and the safety of others.

We continue to be committed doing our part in preventing the further spread of coronavirus (Covid-19) while representing our members.

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 Education

2020 Virtual Education Conference: Smarter is Stronger November 17-18, 2020

- * More than 90 different sessions covering health and safety, bargaining, stewards rights and roles, organizing, building power through legislation...so much more,
- * Go to www.usw.org/educationconference for registration and more info,
- * Free for all USW members! Registration Code: **USW1942**

Five Weeks of Free On-line Classes Leading up to the Conference

(All Classes start at 7:30 PM Eastern Standard Time)

- * Week 1 (Wednesday, October 14) "We Are Steelworkers"
- * Week 2 (Wednesday, October 21) "The Union Difference"
- * Week 3 (Wednesday, October 28) "An Introduction to Collective Bargaining"
- * Week 4 (Wednesday, November 4) "Leading an Effective Local Union"
- * Week 5 (Wednesday, November 11) "Union Stewards 101"

Go to <https://education.usw.org/blog> to get the class registration links.

Everyday Education

The USW has a series of online education videos available for your use when and where works for you...on your computer, phone or tablet. Topics include investigating and writing grievances, FMLA, and contract interpretation.

Simply login to education.usw.org for more information



Stewards Corner: The USW's Steward Newsletter

Our new stewards' newsletter is available to all stewards and grievors. Go to www.usw.org/StewardsCorner to register to receive it in your email.

For more information about classes the education department is offering, please visit:
<https://www.usw.org/act/activism/education>

Why Trump's 'Buy American' Campaign went Nowhere - by Don Lee, Los Angeles Times • August 31, 2020 - page 1 of 2

From his earliest days in the White House, President Trump vowed to throw the full weight of the administration behind a "Buy American, Hire American" campaign that would bolster the economy and bring home jobs.

But despite repeated vows to act and the unveiling of new initiatives, almost nothing has changed. Even the federal government, which spends billions of dollars buying goods as diverse as meat, salad greens, medical equipment and jet fighters, has not increased the share of what it spends at home versus what it buys overseas.

As Scott Paul, president of the Alliance for American Manufacturing, put it, "For a president who almost every day on the campaign trail said, 'Buy American and Hire American,' he has actually done very little to move the ball forward on that."

The alliance is an advocacy group that broadly supports "Buy American" and has backed some of Trump's policies in that area.

"There's a lot of pomp and circumstances, but when it comes to building out rules and making sure it comes together, it just isn't quite there yet," said Roy Houseman, legislative director of the United Steelworkers Union, which has been a staunch supporter of "Buy American."

One reason for Trump's lack of progress has been his tendency to announce new initiatives, but then to move on to other subjects with little or no follow-through.

Shortly after taking office in 2017, for example, Trump seized on a Great Depression-era procurement law called Buy American, which he said would be used to strengthen rules requiring federal agencies to purchase domestically made goods whenever possible.

He issued the first of a series of executive orders that included requiring federal agencies to produce annual reports detailing their purchasing practices. Three years later, it appears that no such reports have been produced.

Administration officials did not respond to requests for the reports, and the White House provided just one set of data on "Buy American": direct federal procurement of foreign-made products amounted to \$7.8 billion, or 3.6% of the total, in fiscal 2019.

That compared with \$6 billion, or 3.5% of the total, in fiscal 2016, the last year of the Obama administration, said Peter Navarro, Trump's manufacturing and trade advisor.

Nor has the White House promulgated new rules limiting the current broad exceptions to Buy American policies, including waivers for dozens of trading nations.

"To me, the fact that past Trump 'Buy American' orders have included explicit language that guts their ostensible intent by prioritizing trade-pact bans on 'Buy American' underscores both that Trump has no interest in real change, but rather exploits 'Buy American' proclamations for political purposes," said Lori Wallach, director of Public Citizen's Global Trade Watch.

Navarro blamed the lack of progress on "bureaucratic inertia" and on the fact that some products, such as electronic components, are not made in America, or at least not in sufficient quantity or quality to meet government needs.

Trump's latest "Buy American" order, requiring critical drugs and medical supplies to be sourced domestically, was signed on Aug. 6 - several months after the pandemic exposed shortfalls of ventilators and other personal protective equipment. For years the U.S. has depended on imports of face masks and hospital gowns, among other gear, which are produced largely in China.

Navarro, a former UC Irvine business professor and noted China hawk, said it took time to prepare the complicated directive, which asks a lot from domestic manufacturers and the pharmaceutical industry, as well as government agencies such as the Food and Drug Administration and the U.S. trade representative.

Democratic presidential candidate Joe Biden laid out a similar plan in July to secure domestic production of critical medicines, hospital equipment and protective equipment. He also has a plan to bring home jobs and manufacturing, including the investment of \$400 billion in domestic procurement by the government and rewriting rules that allow many foreign companies to compete for U.S. contracts as though they were American firms.

Trump's "Buy American" promise has also been hampered by opposition from inside his administration.

Infighting over the program reflects the larger division inside the administration over basic strategy on trade and the economy.

Navarro and other hard-liners have pushed for protectionist policies, including the trade war and tariffs directed at China, and a go-it-alone break with historical U.S. allies in Europe and Asia.

More orthodox GOP conservatives see that as a shotgun approach to the global economy that will hurt the United States in the long run and gain little in the short term.

Trump himself has waffled, at times acting on protectionist instincts and at other times pulling back on policies that could dampen Wall Street.

Large business groups, including the U.S. Chamber of Commerce, have objected to expanding "Buy American," arguing that it would burden American companies and ultimately lead to higher prices for consumers.

The oil and gas lobby pushed back against Trump's promise to impose "Buy American" on energy projects.

— continued on page 6 —

"GO BUILD OUR UNION!"

Why Trump's 'Buy American' Campaign went Nowhere - by Don Lee, Los Angeles Times • continued from page 5 - page 2 of 2

"I think it was back to the first week of the Trump administration when he specifically said, 'We're going to ensure that energy pipelines are made in America,'" the manufacturing alliance's Paul said.

"He put together this presidential memo and that's literally the last we heard of it. It never materialized." Public opinion polls show strong support for the idea of "Buy American," and there is a solid bipartisan consensus in Congress for the approach, including among House Democrats.

But Trump's heavy-handed and often indiscriminate use of tariffs also has hurt many domestic manufacturers and the investment climate overall, constraining capital spending and industrial jobs.

Some provisions in Trump's big corporate tax cuts in 2017 actually provided an incentive for American businesses to increase their offshore investments, researchers said.

The upshot is that U.S. manufacturing, ostensibly a key beneficiary of "Buy American," has not done so well. Factory employment grew by about 500,000 in the first two years of Trump's presidency but was flat in 2019 and by some measures fell into recession even before the pandemic.

Separate data from private sources suggest a similar trend. The number of offshore jobs that returned to the United States jumped to more than 84,100 in 2017, but last year fell back to 47,900 – less than the 54,900 in 2016, according to the Reshoring Initiative, a Chicago nonprofit firm that works with companies to bring manufacturing jobs back to the U.S.

For government procurement officials, the price of competing foreign goods and services is crucial, said David Gallacher, a lawyer and government contracts expert at Sheppard Mullin's Washington office.

Under current rules, when non-Defense agencies evaluate contract bids by large competing firms, foreign-made products are treated as being 6% more expensive than their actual cost. Even so, that's often not enough to tip the balance toward U.S. suppliers.

Trump's July 2019 executive order would raise that to 20%, giving a much bigger leg up to domestic producers. But that higher threshold hasn't taken effect because the White House has not yet issued proposed changes, which were due by January.

"Agencies have blown past deadline," said Gallacher, adding that the pandemic has further complicated the process and priorities for federal agencies.

Kim Glas, president of the National Council of Textile Organizations, said Buy American preferences for essential medical supplies is vitally important for the country and for her members.

When the pandemic hit, it caused cancellations of roughly 90% of orders for the U.S. textile industry, she said, and the federal government's spending for face masks, surgical gowns and even things like cotton swabs for testing kits has provided a lifeline for some companies.

But what's needed, Glas said, is a well-formulated strategy that includes toughened Buy American rules for personal protective equipment and long-term contracts for domestic suppliers.

This Month in Labor History • September 1874 & 2000 - by todayinlaborhistory.wordpress.com

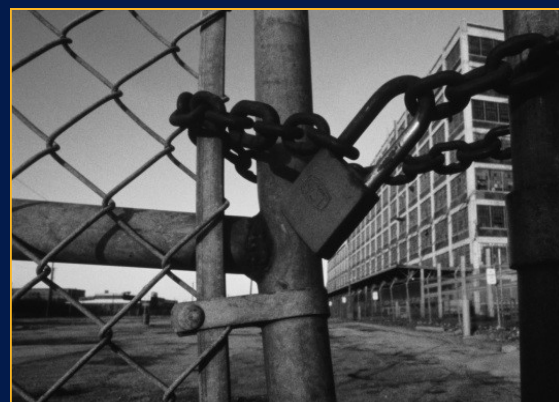


(Left Photo) September 26, 1874 - Sociologist and photographer Lewis Hine is born in Oshkosh, Wisconsin. In 1908, Hine became the photographer for the National Child Labor Committee and spent the next decade documenting child labor to help the organization's lobbying efforts to end child labor in American industry.



(Right Photo) September 18, 2000 - A two-year strike and subsequent lockout of 2,900 workers represented by the United Steelworkers at five Kaiser Aluminum plants in three states ends following binding arbitration.

At issue were wages and benefits, contracting out work, and job cuts, among others. It was the longest and largest lockout in the history of the union.



"GO BUILD OUR UNION!"

USW District 2 Rapid Response - submitted by Sue Browne, Rapid Response Coordinator - page 1 of 2

Rapid Response is engaging in an educational series around our core issues. Below you will find the first two issues focusing on collective bargaining, which includes information about what is happening to the National Labor Relations Board (NLRB), the very agency charged with safeguarding the rights of workers to organize and engage in collective bargaining and the anti-worker decisions they are making. You can catch up on anything you missed and check out new information at usw.to/CoreValues.

Issue 1: http://images.usw.org/download/rapid/InfoAlert_Core_Values_CB.pdf To see Issue 2, go to page 8.



Protecting Our Right to Collectively Bargain

USW Core Values Educational Series – Issue 1

[Our union understood right from the beginning \(usw.to/2ig\)](http://usw.to/2ig) that we couldn't rely solely on negotiations to better our members' lives. We would also have to push our government to act. Elected officials could help us by passing legislation to make us safer on the job, help us secure pensions, get better working hours, and more. A legislative gain meant one more thing we didn't have to bargain over. We could then focus on even greater goals in our negotiations.

We know to be powerful, we have to work for laws and policies that support us. Our core issues include: collective bargaining, safety and health, job security (trade), domestic economic issues (infrastructure investment, domestic procurement and policies that bring fairness to the workplace), health care, and retirement security. These are the fights that help us build family-supportive, good jobs and strong communities. They reflect our values and a vision of the America that works for workers.

Over the next few weeks, Rapid Response will be doing a series of educational pieces around these core issues and how we work to protect them. This is the first of that series.

Collective Bargaining, Our Right to Organize, and an Anti-Union NLRB

- **Our legally-protected right to organize and collectively bargain** – Franklin Delano Roosevelt signed the National Labor Relations Act (NLRA) in 1935, creating a clear legal pathway for workers to join together to form labor unions and bargain collectively for better wages and working conditions. It also established the National Labor Relations Board (NLRB). The NLRB is tasked with overseeing union elections and handling labor rights violations. It is governed by a five-person board (one member's term expires each year) and a General Counsel (four-year term), all of whom are appointed by the President with the consent of the Senate.
- **Anti-union NLRB appointees** – Two recently-appointed Board members have long histories working for corporations to advance anti-worker and anti-union decisions. Bill Emanuel was a shareholder at Littler Mendelson and Chairman John Ring was a partner at Morgan Lewis, two of the largest union avoidance firms in the US. The Board takes their guidance from its General Counsel, Peter Robb.
- **A General Counsel with a history of breaking unions** – Robb, [a notorious anti-union crusader\(usw.to/3ek\)](http://usw.to/3ek), has worked for a series of union-busting law firms and, in 1981, was instrumental in President Reagan's firing of striking air traffic controllers, one of the most notorious labor actions in U.S. history. Almost immediately upon assuming his role as general counsel, Robb issued a memo outlining the categories of cases issued by the NLRB under the prior Administration, for which he may seek to overturn precedent. The majority of those cases were wins for unions.



Look for Issue two in our series to see what changes have been made by the current Board and what the USW and our allies are doing to push back. To find out more about our core issues, click [HERE \(usw.to/3em\)](http://usw.to/3em).

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— continued on page 8 —

"GO BUILD OUR UNION!"

USW District 2 Rapid Response - submitted by Sue Browne, Rapid Response Coordinator - page 2 of 2

Rapid Response is engaging in an educational series around our core issues. The first two issues focus on collective bargaining, which includes information about what is happening to the National Labor Relations Board (NLRB), the very agency charged with safeguarding the rights of workers to organize and engage in collective bargaining and the anti-worker decisions they are making. You can catch up on anything you missed and check out new information at usw.to/CoreValues.

Issue 2: http://images.usw.org/download/rapid/InfoAlert_Core_Values_CB_2.pdf

To see Issue 1, go to page 7.



September 10, 2020

Protecting Our Right to Collectively Bargain

USW Core Values Educational Series – Issue 2

For decades, CEOs and their well-heeled lobbyists have found allies in anti-union lawmakers. These partnerships have resulted in anti-union laws like so-called right to work and the appointment of judges who are quick to rule against us. And, as we've seen in the past few years, they're also tilting power away from workers thanks to a team of corporate appointees at the National Labor Relations Board (NLRB), the very agency charged with safeguarding the rights of workers to organize and engage in collective bargaining.

Many of these decisions from the NLRB aren't making headlines, but they matter a great deal for our ability to get secure and enforce good contracts. Some of the rules the Board is overturning have existed for decades. Here are just a few examples:

- **Allowed companies to implement policy changes without bargaining.** The Board issued a decision allowing for an employer to make changes unilaterally (usw.to/3en) to its policies and practices without bargaining. Less than a month after one of our locals ratified their contract, their company made changes to their health insurance because management is trying to take advantage of this ruling. In other situations, we've seen companies change attendance, drug, and other policies.
- **Allowed employers to put workers in danger.** In a series of five memos to their regional directors, the Board concluded that an employer is not obligated to engage in midterm bargaining regarding union proposals for paid sick leave and hazard pay during the pandemic (usw.to/3eo). They also said that an employer does not have to bargain about a temporary closure. For workers who speak up about a dangerous situation on the job, the Board has decided that is not protected speech. This means that they can be fired by their employer. This guidance came after a case was filed by a nurse who was fired after refusing to work at a nursing home that was requiring workers to share isolation gowns.
- **Allowed employers to retaliate against the union.** One USW employer wanted to celebrate after a profitable quarter. Normally, the union and the company would get together and plan a day off; it was always considered normal communication. Instead, the employer gave management the day off while leaving union workers working. An administrative law judge saw this as a "straightforward punishment of union employees in retaliation for past protected activity under the Act." The Board overturned the judge's ruling, saying it was ok not to bargain and that it was management's right to not grant the day off for these workers (usw.to/3ep).
- **And so much more.** - The Board has also made it easier for employers to decertify unions (usw.to/3eq), more difficult for contract employees and workers at franchise businesses to join unions (usw.to/3er), and sought to dramatically lengthen the timetable for union elections and limit access to workers (usw.to/3es), giving employers major advantages when they seek to bust unions.

How do we reverse these trends? It is critical that Congress hold the NLRB accountable. Lawmakers must also prioritize reforms that will restore the original promise of 1935's National Labor Relation Act, which has eroded over time. Our union has done that work by pushing for passage of the Protecting the Right to Organize (PRO) Act (usw.to/3et), which was successful in the House but was stopped in the Senate. It's also critical to have people in all decision-making positions in our government who will encourage and promote the formation of unions and the practice of collective bargaining.

(Click [HERE \(\[usw.to/3eu\]\(http://usw.to/3eu\)\)](http://usw.to/3eu) to read other issues in our series on our webpage).

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UNITED STEELWORKERS
USW News
UNITY AND STRENGTH FOR WORKERS

For Immediate Release:
September 11, 2020

Contact: Jess Kamm Broomell,
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USW Launches Multi-State 'Batlight' Tour to Turn out Vote

PITTSBURGH – The United Steelworkers (USW) this week kicked off a series of actions in the battleground states of Pennsylvania, Ohio, Wisconsin and Michigan to spotlight how elections and politics impact workers and their communities.

Between now and Election Day, the USW will use an outdoor projector to shine a "batlight" style image onto buildings after dark encouraging workers to make a plan to vote in the upcoming general election.

"USW members across the country are familiar with the consequences of the broken promises they have endured for the last four years," said USW International President Tom Conway. "The president claims to have saved jobs, but his failed policies are responsible for hastening the loss of manufacturing employment."

"Even though the pandemic has changed and in many ways limited our opportunities to interact with each other," Conway said, "we still want to make sure everyone's making a plan to vote."

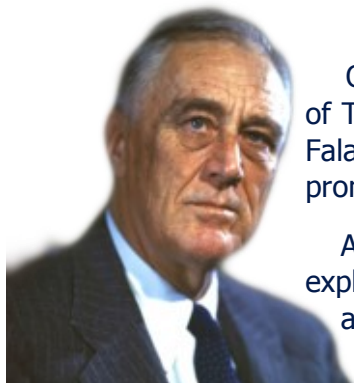
The USW represents 850,000 workers employed in metals, mining, pulp and paper, rubber, chemicals, glass, auto supply and the energy-producing industries, along with a growing number of workers in health care, public sector, higher education, tech and service occupations.

###



"GO BUILD OUR UNION!"

This Month in History • September 23, 1944, FDR Defends His Dog in a Speech - by History.com



On September 23, 1944, during a campaign dinner with the International Brotherhood of Teamsters union, President Franklin D. Roosevelt makes a reference to his small dog, Fala, who had recently been the subject of a Republican political attack. The offense prompted Roosevelt to defend his dog's honor and his own reputation.

After addressing pertinent labor issues and America's status in World War II, Roosevelt explained that Republican critics had circulated a story claiming that Roosevelt had accidentally left Fala behind while visiting the Aleutian Islands earlier that year.

They went on to accuse the president of sending a Navy destroyer, at a taxpayer expense of up to \$20 million, to go back and pick up the dog. Roosevelt said that though he and his family had "suffered malicious falsehoods" in the past, he claimed the right to "object to libelous statements about my dog." Roosevelt went on to say that the desperate Republican opposition knew it could not win the upcoming presidential election and used Fala as an excuse to attack the president. He half-jokingly declared that his critics sullied the reputation of a defenseless dog just to distract Americans from more pressing issues facing the country.

Roosevelt was indeed attached to his dog. Fala, a small, black Scottish terrier, accompanied Roosevelt almost everywhere: to the Oval Office, on official state visits and on long, overseas trips including one to Newfoundland in 1941 during which Fala met British Prime Minister Winston Churchill. Roosevelt's cousin, Margaret Suckley, had given Fala to the President in 1940 when Fala was still a puppy.

Although Eleanor Roosevelt disapproved of having a dog in the White House, Roosevelt adamantly kept the dog by his side. Fala slept at the foot of his master's bed and only the president had the authority to feed him; the White House kitchen staff sent up a bone for Fala every morning with Roosevelt's breakfast tray.



After FDR's death, Fala lived with Eleanor and, when the dog died in 1952 at the ripe old age of 12, he was buried near the president at his family home in Hyde Park, New York.



For Immediate Release:
September 9, 2020

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

USW Backs Biden-Harris Made-in-America Plan

(PITTSBURGH) – *United Steelworkers (USW) International President Tom Conway issued the following statement in support of Joe Biden and Kamala Harris's plan to end outsourcing and bring jobs back to the United States:*

"American workers need leaders who understand that our economy cannot survive if we continue to ship manufacturing and other jobs overseas.

"Joe Biden and Kamala Harris's vision to protect and create jobs through a combination of tax incentives, infrastructure investment with strong Buy American provisions, and attention to domestic supply chains offers common sense solutions and a clear path to success.

"For far too long, American workers have borne witness to a steady stream of plant shutdowns and closures. And while the pandemic certainly contributed to the devastation of the American economy and cost millions of jobs, the sad reality is that this trend stretches back well beyond this year.

"Donald Trump's policies have been heavy on talk and massive corporate tax cuts, but light on strategic, long-term action when it comes to truly protecting American jobs. America's workers and industries can't count on short-term solutions.

"It's no wonder then that imports continue to flow into our country, jobs continue to move offshore and massive Chinese overcapacity continues to erode global prices of our manufactured goods.

"The Biden-Harris plan shows that they will prioritize domestic manufacturing and more importantly that they intend to put American workers first."

For more on Trump's broken promises to steelworkers, go to: <https://www.youtube.com/watch?v=7LBU0D2RADs&feature=youtu.be>

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.

###

Save the Date

SAVE THE TENTATIVE DATE

USW Collective Bargaining Training
is tentatively scheduled for
January 25-29, 2021

Blue Chip Casino and Conference Center
777 Blue Chip Drive - Michigan City, Indiana

"GO BUILD OUR UNION!"



MESSAGE FROM PITTSBURGH



Thomas M. Conway, International President

September 17, 2020 • page 1 of 2

Trump's Biggest Con

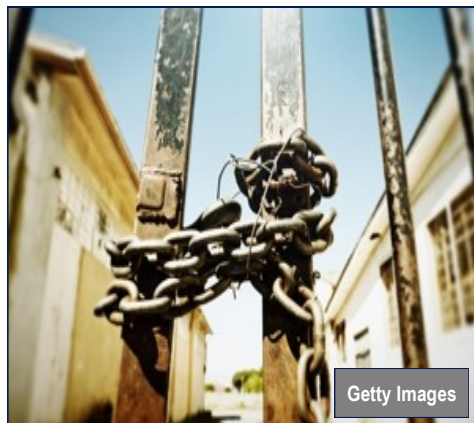
Bob Kemper recalls the hope Donald Trump intentionally stirred in 2016 by pledging to revive manufacturing and keep factories busy producing steel, aluminum and other materials for a major infrastructure overhaul.

Kemper knows that seductive rhetoric won over many Americans, including some of his co-workers at U.S. Steel's Great Lakes Works in Michigan.

Over the past four years, however, Trump repeatedly showed Kemper's colleagues and millions of other workers that his vow to save manufacturing was just a con to win the election, not a promise he ever intended to keep.

Trump failed to deliver the manufacturing renaissance that propelled him to the White House and then stood idly by while wave after wave of factory closures devastated the very families who pinned their hopes on him.

Instead of bringing industry back, as he boasted during a visit to Detroit in 2016, Trump turned a blind eye when U.S. Steel last year announced it would lay off as many as 1,500 workers at Great Lakes and idle much of the complex because of low demand for steel.



"It was a feint and a lie," Kemper, grievance chairman for United Steelworkers (USW) Local 1299, which represents Great Lakes workers, said of Trump's pledge. "He told Americans what they wanted to hear. It's all broken promises."

On Trump's watch, hundreds of factories like Great Lakes went dark - and America's manufacturing sector fell into recession - even before the COVID-19 pandemic struck. His botched response to the health crisis further wrecked the economy and forced still more producers of steel, aluminum, paper and other products to cut back or close.

Since Trump took office, hundreds of thousands of manufacturing workers lost family-sustaining jobs, including more than 16,000 in Pennsylvania, Ohio, Michigan and Wisconsin in the year before the pandemic alone.

The factory closures decimated local communities and further eroded America's capacity to produce critical goods like face masks for health care workers and supplies for the armed forces, putting the nation's security at risk.

"Heaven forbid we ever get into a real conflict, and we don't have the capability to produce our own steel for our military," Kemper noted.

In 2016, Trump repeatedly touted a massive infrastructure program that would fund urgently needed improvements to the nation's crumbling roads, bridges, locks, dams, ports and drinking water systems.

Infrastructure investment also would have generated surging demand for steel, aluminum, cement and other products, created millions of jobs, and rebuilt a manufacturing sector vital to national security. It would have injected new life into many factories.

Yet even though his Republican cronies controlled both houses of Congress for the first two years of his term, Trump failed to deliver any infrastructure campaign.

"That could have easily been pushed through, but there wasn't any real motivation to do that," Kemper said of Trump.

Now, he observed, "all kinds of steel mills are shutting down and going away. This administration has walked us back I don't know how many years."

Trump abandoned the very workers he looked in the eyes and swore to help.

During one visit to Ohio in 2017, for example, he told residents living near GM's Lordstown assembly plant not to sell their houses and move away because he intended to rejuvenate manufacturing. But Trump failed to create the jobs he promised and even lost those at Lordstown. GM closed the facility in 2019, throwing hundreds out of work.

And in Michigan four years ago, Trump bragged that his election would be a "victory for the wage-earner" that returned millions of unemployed workers to mills and plants. Yet Trump failed to lift a finger when, before the pandemic, Gerdau Special Steel North America announced plans to lay off about 140 workers at its Jackson, Mich., site.



Bob Kemper

— continued on page 13 —

"GO BUILD OUR UNION!"



MESSAGE FROM PITTSBURGH



Thomas M. Conway, International President

September 17, 2020 • page 2 of 2 - continued from page 12

Trump's Biggest Con

Although Trump crowed about reviving manufacturing, "there was no plan behind it. There was no substance," noted USW Local 8339 President Shawn Crowley, who represents the Jackson workers.

That didn't surprise Crowley at all. He never believed that a callous businessman who serially cheated the contractors and workers he hired for his hotels and casinos would do anything but stiff America's working families as well.



Shawn Crowley

"I thought it was a joke, and I still think it's a joke," Crowley said of Trump's bluster. "I knew the dude's record. He screwed over tons of his own workers. That's his whole M.O. Why would I ever think he'd do something better?"

America cannot afford to lose any more production capacity or family-supporting manufacturing jobs.

Unlike Trump, Democratic presidential candidate Joe Biden has both the will to rebuild the manufacturing base and a concrete, detailed blueprint for accomplishing this crucial mission.

His Build Back Better plan prioritizes a major infrastructure campaign - carried out with U.S.-made materials like the steel that Kemper's colleagues made at Great Lakes - as well as a long-term federal investment in manufacturing facilities and the workers and technology essential to operating them.

Biden's plan also includes a federal commitment to stockpiling critical goods and strengthening supply chains. That will ensure that America never again runs short of medical equipment during a pandemic and produces all of the supplies essential for military preparedness. And it will enhance the nation's capacity to build items critical to everyday life, like washers and refrigerators as well as the auto components that USW members made at Gerdau's Jackson plant.

In addition, the plan calls for stronger labor protections, such as those provided in the Protecting the Right to Organize (PRO) Act, so that Americans can more easily form unions, fight for decent pay and rebuild manufacturing communities. Workers must have a voice in the workplace, Kemper said, because CEOs care "only about their own pockets and the pockets of their shareholders."

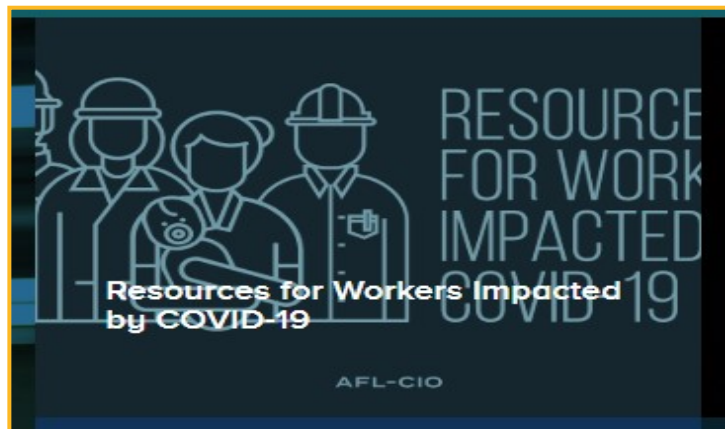
Many of Kemper's colleagues struggle to find new jobs providing pay and benefits comparable to what they earned at Great Lakes - a challenge compounded by the COVID-19 downturn.

Dead-end, minimum-wage jobs are all some can find in Trump's mangled economy.

And Kemper realizes that many more workers will suffer a similar fate unless America takes swift, decisive action to save its manufacturing base.

"There's no time to waste," he said. "It should have been started four years ago. It needs to happen right now."

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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!"