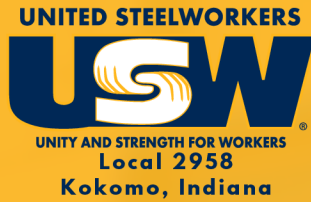


September - October 2024

Volume 7



Forged Together

USW 2958 Newsletter



Pictured: Austin Thorpe, Assistant Committeeperson WG 5B, and his son.

Communications Team:
Zach Keller, Andrew Betzner, Paul Reehling
Contributors: Kurtis Cox & Joe Fields

USW 2958 LOCAL LABOR NEWS: MY USW SUMMER SCHOOL EXPERIENCE & OBSERVATIONS:

By Austin Thorpe

Hello fellow USW members, my name is Austin Thorpe and I serve as Assistant Grievance Committeeperson for Work Group 5B. From June 2nd through June 7th, I was fortunate enough to take part and complete Year 1 of the 77th Annual USW District 7 Summer Institute. This program provided me with unique opportunities to hone my skills and develop new skills in a challenging way.

The Summer Institute is provided as a means to deepen the member's understanding of labor rights and collective bargaining strategies. While being taught these labor rights, grievance procedures, and bargaining strategies, we were shown new perspectives to view our roles within the union. Becoming more aware of labor rights can only strengthen this union as it gives a better understanding of what the company can and cannot do. Understanding how the grievance procedure works gives us a better grasp of how to stand up for ourselves, fight back, and keep the company accountable within the terms of the contract.

As for learning the basics of collective bargaining strategies, we were presented with a set of challenges that can be presented during bargaining, elections, and overall

MY SUMMER SCHOOL EXPERIENCE

By Austin Thorpe - Continued From Cover

ethical challenges that a union can face at any given time. Learning about bargaining also bridges the committee and the members in various ways such as overall membership concerns and building/maintaining solidarity throughout the bargaining process.

The Summer Institute isn't all classroom-oriented as there are plenty of activities after classes that engage everyone. The goal here is to encourage camaraderie and networking through mingling with classmates. Perhaps you had a similar issue that someone is currently going through, which you can help them through, and vice versa. Maybe they can give you an idea to solve a current issue, or it could be as simple as being out of your element and most of the people attending are too so you aren't alone.

Earlier I mentioned that the Summer Institute offered unique opportunities, one of those was a Scholarship application with a 500-word essay that I had to write detailing how I planned to utilize the many different arrays of subjects covered to benefit the union. To the best of my knowledge, no one from

this local has ever been awarded the scholarship...until now. My essay was picked among countless other essays submitted. An opportunity that I almost overlooked, allows me to attend the next 3 years of the Summer Institute without the local paying a penny for it.

Earlier I also spoke about skills and differing perspectives. One of the perspectives explained to us is that we are all leaders. Whether we are committeepersons, members of the Executive Board, or just members of the union...we are all leaders in some capacity or another. As committeepersons we are sought after for answers, a person to help resolve a conflict, someone reliable. If you're on the Executive Board the same thing applies to being someone reliable, answering questions/concerns, etc. As a member of the union, you too, are a leader. As someone with seniority, many are sought out for training, answering questions about processes and machinery, and many more issues. We make up this union and owe it to ourselves to ensure its strength, survivability, and evolution.

The ABC's of ULP's

By Andrew Betzner

In the labor justice system, employer based offenses are considered especially heinous. In the union, the dedicated committee people who investigate these vicious violations are members of an elite squad known as the USW leadership unit. These are their stories. While Olivia and Elliot won't be joining us for this episode, today we'll be talking about labor law and order: **Unfair Labor Practices (ULPs)**. You have the right to remain uninformed or to keep reading and learn how to stop exploitation and improve working conditions. *dun-dun*

The late 1800s through the early 1900s was a chaotic and violent time in labor history. Wealth inequality was at an all-time high, wildcat strikes ran rampant, and retaliatory violence from companies regularly resulted in death. In an effort to normalize relations and ensure stable production, President Roosevelt signed the National Labor Relations Act (NLRA) into effect. Enshrined in this act are what the government considers unfair labor practices. These ULP's are actions that interfere with union activities and intimidate participants. While grievances handle contract violations and are generally handled in house, ULP's are violations of labor law and handled by the National Labor Relations Board (NLRB). The entire act spans 40 pages; however, we will only discuss two parts covering ULP's, Section 7, which defines your rights and 8(a) what constitutes a violation.

Section 7 of the NLRA states, "Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection..." Section 7 lays the groundwork for your rights. Its purpose is to map out your legal rights under the NLRA: the right to collectively organize, to choose your representatives, and to participate in that process.

Section 8(a)(1) - to interfere with, restrain, or coerce employees in the exercise of the rights guaranteed in section 7.

Employers cannot try to persuade or intimidate you into not exercising your labor rights. Examples of this would be retaliation for filing a grievance or unfavorable treatment for being involved in or voicing support for the union.

Section 8(a)(2) - to dominate or interfere with the formation or administration of any labor organization or contribute financial or other support to it.

This section aims to prevent companies from putting their thumb on the scale of union business. Possible ULP's covered under 8(a) (2) would be management going on the floor to solicit contract votes or offering up an opinion regarding our union elections.

Section 8(a)(3) - discrimination in regard to hire or tenure of employment or any term or condition of employment to encourage or discourage membership in any labor organization. This prohibits discrimination due to your involvement in the union, allowing you to participate without fear of retaliation. Failing to select a committee person for a skilled trades apprenticeship based on their union involvement would be a violation of 8(a)(3), as would assigning extra work to those participating in a rally.

Section 8(a)(4) - to discharge or otherwise discriminate against an employee because he has filed charges or given testimony under this Act. This prohibits retaliation for filing a ULP or going on the record regarding one. An example violation would be retaliation for reporting management supporting a particular union election candidate.

Section 8(a)(5) - to refuse to bargain collectively with the representatives of his employees. The company has to

come to the table and bargain in good faith. Perfunctory bargaining, where the employer goes through the motions without real intent to reach an agreement, would be a violation.

At this point you should have a good idea of what an unfair labor practice is. Now let's discuss why it's essential to file. If you've been wrongfully terminated; a ULP is a recourse to being reinstated. Recovering lost wages is another potential remedy. Something as simple as stopping harassment could be a desirable outcome. There are also several important protections afforded to workers for a ULP strike versus an economic strike. It is of utmost importance to report this information to union leadership if you feel management is illegally weighing in on or interfering with union activities.

It has been said that what you allow will continue. Filing a ULP acts as a deterrence. You have the right to remain silent, but you shouldn't. Too often, union members feel uncomfortable speaking up in fear of retaliation, and injustice prevails. Sections 7 and 8 of the NLRA make sure you can do so without apprehension. Take this knowledge with you and take a bite out of crime.



Los Barrios Update: Over, But Not the End

By Andrew Betzner

After 137 days, the longest strike in Acerinox Los Barrios facility history has ended. A rift between the UGA, CCOO, USO, and the ATA sown fear, leading to the passage of an agreement many say isn't much different from the rejected version negotiated with the Andalusian Labor Relations Council a month prior. Despite this, the agreement passed with 60% voting yes.

Although this is not the outcome many had envisioned, strike committee president, José Antonio Gómez Valencia feels they have not lost, saying, "They have not lost anything because they still have dignity." Further adding, "...after all the obstacles that have been put on us have not lost anything because they still have dignity, the dignity and pride of having been fighting against a multinational and against many people who have gone against us." I too feel this movement cannot be judged solely by what some are calling the end, because it isn't over. Like Haymarket Massacre martyr August Spies, described as "a subterranean fire that cannot be put out," a smoldering fire still burns in the Providence of Cádiz. Some flames are already surfacing such as the new presence of the CGT union (General Confederation of Labor).

Many of you remember "Samuel," our inside source when first covering this work stoppage. When asked what he has learned in the last 137 days he responded, "What I have learned from this experience is that there has been unity for a long time where many workers who did not know each other could trust each other. I have been able to get to know some co-workers better and

realize that some of them are people worth having around. On the other hand, it has been shown once again that there are unions that prefer to fight for their own interests instead of protecting the worker."

The workers of Los Barrios will have a chance to rewrite their contract again. Next time, they will come with the strength, knowledge, and unity gained from this fight. They will move forward knowing who they can trust, and remember those who have done them wrong. While the fires of industry are re-lit and burn, so do the subterranean fires of the labor movement. One day the workers of Spain will join together and rise again. Until then, as my friends from Los Barrios like to say, ¡Ni un paso atrás! - Not one step back!



Some of our compatriots from Acerinox Europa. The man second from the right is wearing the shirt we designed to show solidarity with them.

Forever Chemicals in the Home: The Hidden Threat of PFAS

By Kurtis Cox



Safety Spotlight

Do we really know what is in the products we buy? When was the last time you thought about it? Have you ever thought about it? What if I told you there was a type of chemical that is in everyone's home, where there has been little research on the adverse health effects, and it could be harming you?

Industries have been adding chemicals to various products for years, but this one type in particular is a cause of concern, the "forever chemicals" known as PFAS.

PFAS stands for per- and polyfluoroalkyl substances, and these chemicals essentially stay in the body forever, as it takes longer for them to break down than the human body does. PFAS are a group of synthetic chemicals that are made with fluorine atoms, a highly toxic and reactive element, which is also the same element used in making fluoride, another controversial chemical added to drinking water and toothpastes. Currently there are an estimated 7 million synthetic PFAS chemicals, and they are generally used in products made with water or oil resistant properties, such as yoga pants, carpets, shampoos, paint, adhesives, food packaging, cosmetics, and non-stick cooking surfaces like Teflon.

Studies conducted by 3M and Dupont since the 1950s have shown that PFAS are toxic to mice and rats. A Stanford University study determined PFAS will bind to proteins in human blood, and later 3M found they build up in human blood. The FDA rejected a petition in 1966 by DuPont to use PFAS as a food additive, but PFAS can still be found in food packaging and fast food wrappers of today. In 1979, DuPont conducted a survey of its own employees and found possible evidence of liver damage, and in 1989 3M found elevated cancer rates among their employees, as did DuPont in 1992. PFAS were also discovered to be passed through the food chain, starting from contaminated water and working its way through fish to other animals, all the way up to humans.

There is an upside though, legislation was recently passed in April this year to reduce the amount of PFAS coming through water treatment plants. This legislation will provide funds to reduce PFAS in drinking water for an estimated 100 million people, and guidance for the proper destruction, disposal, and storage methods of PFAS. Nine PFAS (of the ~7 million) were added to a list named as hazardous materials, and the potential

health effects of these chemicals range from increased cholesterol levels and obesity rates; damage to liver enzymes; negative reproductive effects, such as decreased fertility, high blood pressure, low birth weights, and infant behavioral changes; prostate, kidney and testicular cancers; reduction to immune system effectiveness; and hormone imbalances.

There is no one method of ridding PFAS for good, as they are in so many products and already in our bodies, but there are small steps you can take to limit further exposure to these chemicals and prevent more accumulation. Identify the products in your home that may include PFAS, like non-stick cookware and carpet products, and remove them from the home. Non-stick cookware can be replaced with cast iron or stainless steel, and avoid plastics for cooking utensils. Find personal care products that are PFAS-free, and limit the amount of foods with packaging containing PFAS. If you're really serious about reducing PFAS, find a water filtration system for your home, like a reverse osmosis system rated for removing PFAS.

It is important to pass legislation for companies to be more careful with the chemicals they produce and release into the world. For more information on the effects of and legislation for PFAS, visit www.epa.gov/pfas.



Indiana's Connection to Labor Day's Origins

By Joe Fields

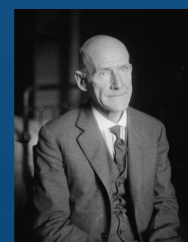
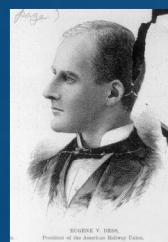
Labor Day, celebrated on the first Monday in September, honors American workers and the labor movement. Its roots lie in the late 19th century, during a time of industrial growth and labor unrest, with Eugene V. Debs emerging as a key figure in this movement.

Born on November 5, 1855, in Terre Haute, Indiana, Debs grew up in a working-class family and became a railway worker. His involvement in the labor movement grew in the 1880s. He led significant strikes, most notably the Pullman Strike of 1894, which gained national attention.

Debs was not only a labor leader but also a passionate advocate for socialism and social justice, famously running for president five times as a Socialist Party candidate. He even ran for President while in prison. He believed in empowering workers and envisioned a society where individuals could thrive beyond the constraints of capitalism.

Debs's influence was pivotal in establishing Labor Day as a national holiday. Debs's leadership during labor strikes underscored the need for a day to recognize workers' contributions. Following the violent Pullman Strike in 1894, President Grover Cleveland declared Labor Day a federal holiday to appease the labor movement.

Labor Day serves as a reminder of the sacrifices made by workers and the ongoing fight for fair labor practices. Debs's legacy continues to resonate, especially in Indiana, inspiring generations to advocate for workers' rights and social justice.



Understanding the Relationship Between Unions and Political Parties

By Zach Keller

One of the things I hear all the time on the floor when an election year rolls around is, "Why are my dues going to support someone or something that I'm opposed to? I'm going to vote the opposite way of what my union supports, and I'm upset that my dollars are supporting the opposition." I went to the [Your Voice](#) town hall meeting so I could answer some of those questions with this article. We delved into the reasons behind this and explored the differences in policies that shape the relationship between unions and political parties.

Unions play a crucial role in advocating for workers' rights and ensuring fair labor practices. One of the notable aspects of union activity is their involvement in political elections, particularly in supporting candidates who support workers' rights. All candidates who seek a USW endorsement must fill out a questionnaire and declare, in writing, their positions on our core values. For the USW, it's all about your positions. In the United States, unions are known to typically support Democratic candidates during elections, and we are no different. But, during the '22-'23 election cycle, USW endorsed 443 Republicans nationwide, including congressmen Brian Fitzpatrick from Pennsylvania and Chris Smith from New Jersey.

The historical alignment of unions with the Democratic Party traces back to the early 20th century. During this time, Democrats emerged as proponents of workers' rights, labor laws, and social welfare policies. The New Deal era under President Franklin D. Roosevelt saw significant advancements in labor rights, including the establishment of minimum wage laws, the right to unionize, and protections for collective bargaining. These policies resonated with the goals of unions, solidifying their support for Democratic candidates, and were necessary at the beginning of the US industrial manufacturing boom and the Great Depression.

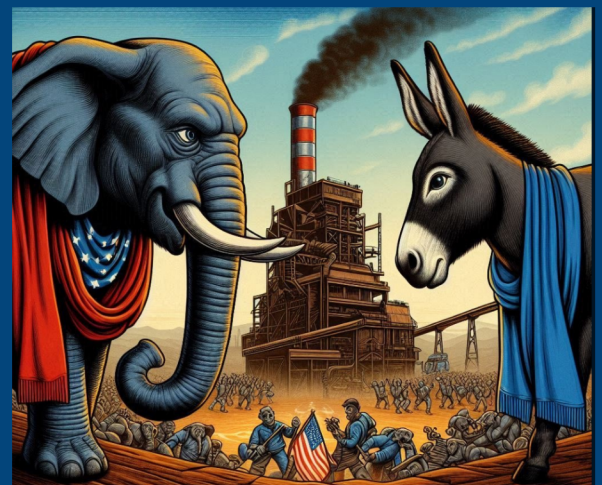
One of the primary reasons unions usually support Democratic candidates is their national party stance on issues that are often important to working-class individuals. Democrats often prioritize policies such as higher minimum wages, healthcare reform options, workplace safety and environmental regulations, and support for collective bargaining. These, more often than not, align closely with the union's objectives of ensuring fair wages, benefits, and job security for their members.

On the other hand, Republicans tend to prioritize policies that favor broad business interests and a more market-driven approach to labor relations. This includes advocating for lower corporate taxes, reducing regulations on businesses,

and promoting individual choice in labor matters. While these policies can benefit businesses and economic growth, they sometimes conflict with union goals related to workers' rights, fair wages, and job protections. Also, many Republicans won't seek or accept a union endorsement for fear that being perceived as too cozy towards labor unions will anger their corporate donors.

One notable policy area where Republicans and unions often clash is "right-to-work" laws. Typically Republicans support these laws, while Democrats usually oppose "right-to-work" laws. These laws allow workers in unionized workplaces to opt out of paying union dues while still receiving the benefits of union negotiations and representation. Unions argue that such laws weaken their ability to effectively represent workers and negotiate fair contracts, leading to concerns about reduced union influence and bargaining power.

Unions' typical support for Democratic candidates in elections stems from historical alignment, shared priorities on workers' rights, and concerns about policies favored by many Republicans that may not align with typical labor union goals. While unions play a vital role in advocating for workers' rights, their political engagement often reflects the ongoing dialogue and dynamics between labor interests and different political ideologies shaping the landscape of labor relations in the United States. This article is not meant to be an advocate for voting for who the USW supports, or any one party or candidate over another. It was just meant as background on why the broader labor community advocates for candidates the way it does. As always, please vote and make your voice heard so that our leaders reflect and represent the values that you believe are the most important.



Dues, The Best Investment is Us: Understanding How Our Dues Work

By Zach Keller

As union members, it's essential to understand where our money goes and how it benefits us. The USW has a structured and transparent system for dues that directly supports our collective strength and individual well-being.

How Much Are Our Dues?

The USW standard dues structure is set at 1.45% of a member's gross earnings. This means for every \$100.00 earned, \$1.45 goes towards union dues. Importantly, there is a cap: members pay no more than 2.8 times their average hourly earnings monthly. This ensures fairness, particularly for those working extensive overtime. Additionally, we contribute 2 cents per hour to fund organizing campaigns. Our dues system is democratic and transparent. Dues are set by delegates at the union's international convention, and all spending is overseen by members.

For a typical Local 2958 member who has A-Operator pay and works roughly 40 hours/week, the typical amount works out to be **\$19.65**.

Where Do Our Dues Go?

Understanding the allocation of our dues helps us appreciate the broad spectrum of benefits and services we receive. I broke down how much of your typical \$19.65 goes to each section of operations of the USW:

1. **Local Union Support ~ \$8.65:** Almost half of every dues dollar returns to Local 2958. This money funds the local. Collective bargaining, member education, arbitration, and participation in important conferences and conventions, and anything else we decide. This ensures that our dues are spent according to our priorities and are under our oversight.
2. **Political Action ~ \$0.20:** Supports pro-worker political initiatives. These efforts are vital for promoting policies that benefit working people, ensuring job security, and advocating for workers everywhere.
3. **Organizing ~ \$0.59:** Helps fund resources needed for union growth, supporting the drive to bring the benefits of USW membership to more workers across North America.
4. **Education and Training ~ \$0.20:** Is dedicated to providing extensive educational programs. These cover a wide range of topics, from collective bargaining and labor law to health and safety and human rights, equipping members with the skills to defend and advance their interests.
5. **Strike and Defense Fund ~ \$3.33:** A robust International strike and defense fund is essential. 7% of dues plus an additional 0.15% of gross earnings ensure this fund remains healthy. This fund not only supports members during strikes but also finances strategic campaigns against employer resistance. Our Strike & Defense fund, exceeding \$150 million, provides a formidable backup during negotiations.
6. **General Operations ~ \$8.65:** These funds support the general operations of the union, including specialized departments like Corporate Research, Legal, Health, Safety and Environment, and Rapid Response. These departments provide essential services and expertise to local unions.



I hope this has been informative, and if you have any questions you can email us at usw2958news@gmail.com. We will answer any question we can or send you to someone who can.

LOCAL UNION BUSINESS DIRECTORY

Cardwell Tax Service (David Hunt)

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Call Heather Hunt at 766-864-0684 with any questions or to schedule an appointment

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We are a small family owned business that has been in operation for 50 years. We prepare tax returns for individuals, businesses, farms and rentals! UAW and USW member owned.

Terry Roe

Epoxy painted insulated cups and hardhats



574-229-3998

nrsroe1@outlook.com

Colby Marner

My name is Colby Marner and I am an Esthetician and Massage Therapist. I run my spa business when I'm not working at Haynes. I have a little studio in downtown Kokomo where I do facials, waxing, lashes, microneedling and massage.

Body Glow on Facebook
text 317-855-0595 for booking info

Brandi Tackett

S&B Creations LLC

Website:
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Facebook group: S&B Creations LLC
Cell: 765-480-9974 (call or text)

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Off-Shifts & You: Mental Health Challenges of Shift Work

By Zach Keller

Many industries, such as ours in the heavy manufacturing industry, depend on employees working outside standard 7:00 am to 3:00 pm hours. With Daylight Savings Time approaching, it's good to keep in mind that altering normal sleeping hours can affect shift workers' physical and mental health. Data in studies that compared mental health outcomes in day shift versus off shift workers has found that off shift workers had a 30% higher risk of poor mental health and depression. The data also suggests that women on an off shift had a 70% higher risk of depression compared to women working day shifts. A study in the Netherlands reported that shift workers were twice as likely to report depressed mood as were those on day shift.

About 20% of the working population in the United States, Australia, and Europe are working in this around the clock shift pattern. Because shift work includes overnight work, the normal sleep-wake cycle (circadian rhythm) is disrupted, with potential consequences for our physical and mental health. Shift work sleep disorder (SWSD) is a circadian rhythm sleep disorder that can affect people who work nontraditional hours. It causes issues with falling asleep, staying asleep, and sleepiness at unwanted times. Most people who live with this disorder lose one to four hours of sleep during each 24-hour period. Since most adults need at least seven hours of sleep every day, this amount of sleep deprivation can cause a significant sleep debt. It can also impair your ability to work properly and safely, and put you at greater risk for committing errors or being involved in accidents. Altered sleep patterns due to shift work have been associated with irritability, depressed mood, anxiety, and nervousness. Sleeping at odd times of the day together with shift schedules create challenges for maintaining healthy work/life balance in shift workers, as opportunities for family, social, and leisure activities are compromised. This may lead to social isolation and contribute to poor mental health.

Some strategies for managing off shift schedules:

Maintain a Relaxing Bedroom Environment

Create a tranquil bedroom by keeping it dark, cool, and quiet for optimal sleep. Communicate with others to avoid disturbances during your designated sleep time. Combat daytime challenges with measures like using blackout curtains, an eye mask, earplugs, or a white noise machine. Aim for an ideal sleep temperature between 60-67 degrees Fahrenheit.

Practice Healthy Sleep Hygiene

Adopt healthy sleep hygiene by maintaining a consistent sleep schedule, avoiding substances like alcohol and caffeine before bedtime, and incorporating relaxing pre-sleep rituals. Night shift workers can optimize their sleep by planning strategic sleep periods to align with their work schedule, such as using a "split nap" approach.

Monitor Your Alertness at Work

Stay vigilant at work, especially during non-traditional shifts, as extended hours may increase the risk of errors or accidents; use caffeine in moderation and incorporate periodic, moderate exercise to enhance alertness and energy levels.

Seek Out Help

If shift work is impacting your sleep, consider consulting a physician, especially if symptoms persist for two weeks or more. Your doctor might recommend prescription or over-the-counter sleep aids, but it's crucial to discuss potential side effects and interactions. Regular medical checkups are essential for addressing the heightened risk of conditions like cancer, cardiovascular disease, depression, and hormonal imbalances associated with shift work. If you think it may be causing a mental health issue, please consult your medical professional. You can also contact an EAP representative (a list is in this issue) or call the EAP hotline at 1 (866) 611-2826 or visit them online.



Employee Assistance Program

To access services:
1-866-611-2826, TTY: 711
resourcesforliving.com
Username: MyHaynes
Password: EAP



LOCAL 2958 CALENDAR OF UPCOMING EVENTS



Let's
CELEBRATE
our
HARD WORK

Celebrate
LABOR
Day



Due to increased demand, the Marathon Haynes Health Clinic has expanded their days of operation. With the addition of **Tuesday**, they are now available to serve you everyday Monday-Friday. Located at 527 E. Lincoln Rd, Marathon Haynes Health Clinic provides access to healthcare free from copays and most prescription drugs at no cost to you. For more information or to schedule an appointment, call **866-434-3255**.



Marathon
Health.



Recent Retirements



34 YEARS



31 YEARS



18 YEARS



Tee Shirt Design

CONTEST!

We're excited to announce our T-shirt design contest! We invite every member to submit their original designs for a chance to be our next union T-shirt. Please send your design entries to usw2958news@gmail.com by September 30th. Make sure your submission includes your name and contact information, & shirt size. We can't wait to see your amazing ideas! We'll put the finalists in the newsletter for a vote, so submit your idea today! Prizes will go to the winners as well as a free shirt!

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FINANCIAL SECRETARY - ROBERT CRULL
TREASURER - DAVE HUNT
RECORDING SECRETARY - ZACH KELLER
GUIDE - TROY JOHNS
OUTSIDE GUARD - JOHN BECK
INSIDE GUARD - WILLIE JACKSON
TRUSTEE - BUD LABIG
TRUSTEE - KATT MCNEIL
TRUSTEE - JIM ELLIOTT



USW 2958 PRESIDENT
DAVID TOCCO

YOUR LOCAL OFFICERS & OFFICIALS

Continued

EAP REPRESENTATIVE - LOWELL PARSON, FIRST SHIFT
EAP REPRESENTATIVE - KELLY SILVERS, FIRST SHIFT
EAP REPRESENTATIVE - DANNY SHELTON, THIRD SHIFT
EAP REPRESENTATIVE - DAVID TOCCO, FIRST SHIFT
EAP REPRESENTATIVE - DESMON WILLIAMS, THIRD SHIFT
EAP REPRESENTATIVE - JIM ELLIOTT, FIRST SHIFT
EAP REPRESENTATIVE - ERIC HAINLEN, THIRD SHIFT
EAP REPRESENTATIVE - STEVE LEMING, FIRST SHIFT
EAP REPRESENTATIVE - ERIC GIBSON, SECOND SHIFT
EAP REPRESENTATIVE - LISA BRYANT, SECOND SHIFT
EAP REPRESENTATIVE - BRAYDEN MOTE, THIRD SHIFT

HUMAN RIGHTS CHAIR - WILLIE JACKSON, FIRST SHIFT
HUMAN RIGHTS ASSISTANT - ROMAN MARTIN, FIRST SHIFT
HUMAN RIGHTS ASSISTANT - HENRY YOUNG, SECOND SHIFT
RAPID RESPONSE COORDINATOR, JIM ELLIOTT, FIRST SHIFT
SAFETY & HEALTH CHAIR - DOUG KLINE, FIRST SHIFT
SAFETY & HEALTH (ALT) - SCOTT PULSIPHER, FIRST SHIFT
SAFETY & HEALTH - DENNIS TUCKER, SECOND SHIFT
SAFETY & HEALTH (ALT) - KEVIN SMITH, SECOND SHIFT
SAFETY & HEALTH - KELVIN VAZQUEZ, THIRD SHIFT
CONTRACTING OUT CHAIR - SCOTT PUSLIPHER, FIRST SHIFT
CONTRACTING OUT ASST. - KEVIN SMITH, SECOND SHIFT
SKILLED TRADES CHAIR - JOHN BECK, FIRST SHIFT
SKILLED TRADES COMMITTEE - DENVER REEVES, FIRST SHIFT

AGC- Brandon Thomas WG 1 - Department 170; 1st shift
ASSISTANT- Jeremy Ingold WG 1 - Department 170; 3rd shift
ASSISTANT - Johnnie Roberts WG 1 - Department 170; 1st shift

AGC- Eric Gibson WG 2 - Department 190; 2nd shift
ASSISTANT - Alvah Copeland WG 2 - Department 190; 1st shift

AGC- Kasey Mitchell WG 3 - Department 145; 1st shift

AGC- Michael Wright WG 4 - Department 143; 1st shift
ASSISTANT- Craig Musgrave WG 4 - Department 143

AGC- Scott Pulsipher WG 5A - Department 154; 1st shift
ALT - Zach Keller WG 5A - Department 154; 1st shift

AGC - Braedon Wyrick WG 5B - Department 168; 2nd shift
ASSISTANT- Trey Shane WG 5B - Department 168; 1st shift
ASSISTANT- Austin Thorpe WG 5B - Department 168; 3rd shift

AGC- Matt Mince WG 6 - Department 172; 1st shift
ALT- Marion 'Bud' Labig WG 6 - Department 172; 1st shift

AGC- Bryan Meagher WG 8 - Department 427; first shift
ASSISTANT- Craig Bambrough WG 8 - Department 427; 3rd shift
ASSISTANT- Jim Elliott WG 8 - Department 427; 1st shift

AGC- Henry Young WG 9, 10 - Department 447; 3rd shift
ASSISTANT- Rob Ooley WG 9, 10 - Department 447; 3rd shift

AGC- Alexa Hartley WG 11 - Department 297; 1st shift
ASST- Adam Henderson WG 11 - Department 297; 1st shift

AGC- Kacey Gibson WG 13 - Department 317; 1st shift

Area Grievance Commiteepersons

May Day vs. Labor Day: A Tale of Two Celebrations

By Zach Keller

Have you heard of May Day? I had not until recently, and it's an incident that happened in the United States that was the impetus for the celebration. I had not learned about it in school, nor is it widely celebrated in America. I wanted to find out why.

May Day, celebrated on May 1st, and Labor Day, observed in the United States on the first Monday in September, are both rooted in the struggle for workers' rights. However, these two holidays have come to symbolize very different things, largely due to their origins and the political climates in which they evolved. While May Day is a global celebration of labor and solidarity, Labor Day in the United States emerged as a compromise, reflecting the tension between the American labor movement and government authorities.

May Day, also known as International Workers' Day, has its origins in the labor movement's fight for an eight-hour workday. The movement gained momentum in the late 19th century, when the Haymarket Affair in Chicago in 1886 became a turning point. A peaceful protest for workers' rights turned violent, leading to deaths and a crackdown on labor activists. Despite its American roots, May Day quickly became a global symbol of workers' struggles, adopted by labor movements across Europe, Latin America, Asia, and beyond.

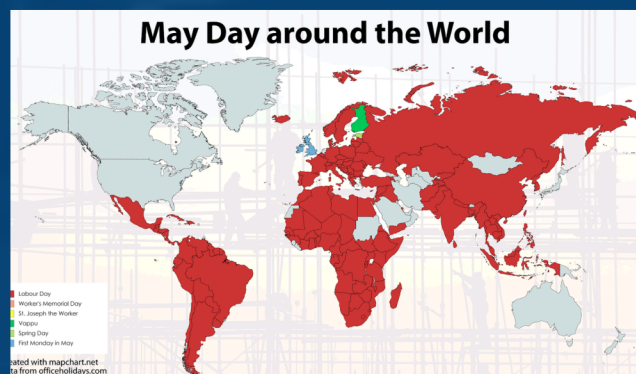
In most parts of the world, May Day is a day of protest, solidarity, and celebration. Workers and unions organize marches, rallies, and events to honor the sacrifices of past generations and to push for better working conditions and rights. In countries like Cuba, Russia, and many in Europe, May Day is an official public holiday, reflecting the deep respect and recognition for the labor movement's historical and ongoing contributions. May Day's global reach and the unifying message of workers' solidarity make it a powerful reminder of the shared struggles of the working class, transcending national borders and cultures. It is a day that emphasizes collective action and the ongoing fight for social justice.

In contrast, Labor Day in the United States has a very different tone and history. Established as a federal holiday in 1894, Labor Day was the result of a compromise between labor unions and the government. Its creation was partly a response to the Pullman Strike, a nationwide railroad strike that had turned deadly. President Grover Cleveland, eager to placate the labor movement while avoiding the more radical associations of May Day, signed Labor Day into law as a way to recognize workers without endorsing the international labor movement's more revolutionary aspects. As a result, Labor Day in the U.S. has often been seen more as a celebration of the end of summer than a day of protest or labor activism. Barbecues, parades, and sales dominate the day, with the focus often more on leisure than labor. While it is still a day to honor workers, the underlying tensions and demands of the labor movement are largely absent, a stark contrast to the global observance of May Day.

Culturally, the U.S. has developed a different approach to labor and workers' rights compared to many other countries. The American labor movement has historically been less radical and more focused on collaboration with employers and government. As a result, the more confrontational and activist nature of May Day celebrations around the world may seem out of place in the American context, where Labor Day has become a more apolitical celebration of workers.

The lack of awareness and education about May Day in the U.S. is a result of deliberate choices made by political leaders, educators, and cultural institutions to promote a version of labor history that aligns with American values and political interests. By sidelining May Day and promoting Labor Day, the U.S. has effectively created a narrative that downplays the more radical aspects of labor history in favor of a more moderate, patriotic celebration of workers.

In essence, May Day and Labor Day represent two sides of the same coin: one rooted in international solidarity and activism, the other in American exceptionalism and compromise. Both are important, but they tell very different stories about the fight for workers' rights and the ways in which societies choose to honor that struggle.





In an effort to increase transparency and accountability, our new section will include monthly meeting attendance for the elected officers and appointed positions

June '24 | July '24 | Aug. '24

EXECUTIVE BOARD

	June '24	July '24	Aug. '24
President - Dave Tocco	✓	✓	UB
VP - Steve Leming	✓	✓	UB
Fin. Sec. - Bob Crull	VAC	✓	✓
Treas. - Dave Hunt	✓	✓	✓
Rec. Sec. - Zach Keller	✓	✓	UB
Guide - Troy Johns	✗	✗	✓
Out. Guard - John Beck	✓	✓	UB
Ins. Guard - Willie Jackson	✓	✓	✓
Trustee - Bud Labig	✓	✗	UB
Trustee - Katt McNeil	✓	✓	✗
Trustee - Jim Elliott	VAC	✓	✓

June '24 | July '24 | Aug. '24

COMMITTEEPERSONS

	June '24	July '24	Aug. '24
WG1-Brandon Thomas	✗	✗	✗
WG2-Eric Gibson	✗	✓	✗
WG3-Kasey Mitchell	✓	✗	✓
WG4-Michael Wright	✗	✗	✗
WG5A-Scott Pulsipher	✗	✓	✗
WG5B-Braedon Wyrick	✗	✗	✗
WG6-Matt Mince	✗	✓	✗
WG8-Brian Meagher	✗	✓	✗
WG9&10-Henry Young	✓	✗	✓
WG 11-Alexa Hartley	✓	✓	✗
WG13-Kacey Gibson	✓	✓	✗

APPOINTED COMMITTEES MEMBERS

	June '24	July '24	Aug. '24
Roman Martin (Human Rights)	✗	✗	✗
Doug Kline (S & H Chair)	✗	✗	✗
Dennis Tucker (S & H 2nd's)	✗	✗	✗
Kevin Smith (S & H 2nd's Alt)	✓	✗	✓
Kelvin Vazquez (S & H 3rd's)	✗	✗	✗
Denver Reeves (Skilled Trades)	✗	✗	✗



ELECTION DAY NOVEMBER 5

VOTER REGISTRATION DEADLINE
BEFORE OCTOBER 7 FOR THE 2024 GENERAL ELECTION.

Voting is a cornerstone of democracy. It's how we, the people, have a say in the decisions that affect our lives. By voting, you ensure your voice is heard on issues that matter, from healthcare and education to jobs and the environment. Each vote contributes to shaping our nation's future, holding leaders accountable, and promoting change. Remember, every vote counts, and your participation can make a difference. So, take part in the democratic process—vote on November 5th!



YOUR VOTE IS YOUR VOICE

20 **24**

Stickers are being delivered with this issue, so please take one and wear proudly and go vote. Stickers will be available at the hall as well.

Next Issue: State of the Union Article from Dave Tocco



We are looking for better ways to communicate happenings within our local, but also help build community amongst our members. We hope you find the content of the newsletter worth reading, and we are always looking for feedback. If anyone has general questions, articles they would like to submit, hobbies they want to highlight, comments, ideas of topics to cover, side hustles you want to promote, questions for officers, useful information, or even to volunteer, e-mail us at: usw2958news@gmail.com