

# THE PULSE

[www.usw9460.org](http://www.usw9460.org)

voice of United Steelworkers Local 9460, the Northland's healthcare workers' union

## WORKPLACE VIOLENCE BILL PASSES THE HOUSE



After several months of collecting and delivering tens of thousands of petition signatures by Steelworkers across the country, the Workplace Violence Prevention Bill was voted on by the U.S. House of Representatives in November.

The non-partisan bill would direct the federal Secretary of Labor to require health care and social service companies to develop and implement comprehensive workplace violence prevention plans. And if they fail to do so, to face fines.

Workplace violence is the third highest cause of death on the job among health care workers. And it's getting worse. The rate of violence against health care

workers has gone up 30% since 2012.

Our local was proud to be among the folks pounding the pavement to get folks to sign our Safe Jobs Now postcards. We were able to collect postcards from each one of our units and workplaces, as well as from neighbors and friends in the community. All told the United Steelworkers collected 80,000 postcards.

These postcards were then hand delivered by delegations of workers to the Congress members. Our local was able to send several members to be part of this, including our president Deanna Hughes, and Financial Secretary Tracy Osterhues. In addition to delivering (*continued on page 3*)

## LOCAL 9460 HAS A NEW PRESIDENT!



Since August of 2019 our local union has had a new president, Deanna Hughes! Adam Ritscher had been filling in as president after Stacy Spexet resigned in December of 2018. Deanna, who had been the Hayward Unit President, was elected by the Executive Board to be our Vice President in March of 2019. In August, she was elected president by the E-Board, while Adam went back to being the Vice President. (*continued on pg. 3*)

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# the PULSE

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## UNION OFFICERS:

- Deanna Hughes, *President*
- Adam Ritscher, *Vice President*
- Jackie Liebel, *Recording Secretary*
- Tracy Osterhues, *Financial Secretary*
- Brenda Simon, *Treasurer*
- Lynn Wedlund, *Guide*
- Kelli Ritz, *Inner Guard*
- Cheryl Virta, *Outer Guard*
- Laura Vu, *Trustee*
- Julie Packingham, *Trustee*
- Melissa Johnson, *Trustee*

## UNIT PRESIDENTS:

- Brenda Simon, *EH Green Book*
- Kathy Wauzynski, *EH Hibbing*
- Lynn Wedlund, *EH Ashland*
- Laura Erickson, *EH Ely/Babbitt*
- Emily Livingston, *EH Spooner*
- Cole Schorr, *Ecumen Lakeshore*
- Jay Gault, *Pine Medical Center*
- Tera Parker, *EH Hayward*
- Tuan Vu, *EH Red Book*
- Angie Amrein, *Chequamegon Clinic*
- Kathy Campbell, *St. Luke's Tech Unit*
- vacant, *former SMUMS*
- vacant, *Itasca Hospice*
- Niki Collard, *LSCHC Support Staff*
- Lane O'Connell, *LSCHC Prof. Unit*

# MEMBERSHIP RESOURCES

## UNION STEWARDS

*Stewards are trained volunteers located in each workplace that help make sure that our employers honor their contracts with us, and treat our members fairly. Here is a current list of our stewards. Feel free to reach out to them if you have any workplace issues.*

**CHEQUAMEGON CLINIC:** Angie Amrein, Alyssa Groom, Elizabeth Zwetow

**ECUMEN LAKESHORE:** Cole Schorr

**ESSENTIA ASHLAND:** Katie DeWitt, Lynne Johnson, Lori Skaj, Lynn Wedlund

**ESSENTIA BLUE BOOK:** Kim Morton, Sven Johnson

**ESSENTIA ELY/BABBITT:** Laura Erickson

**ESSENTIA GREEN BOOK:** Cindy Anstett, Roxane Boutin, Mary Beth Ellis, Joni Hetrick, Jackie Liebel, Stephen Mapstone, Sheri Mattson, Melodee Meyers, Micki Olson, Christine Ojanen, Renee Rautell, Marine Schaffer, Brenda Simon, Jennie Shovein, Tim Spawn, Cheryl Virta, Tim Visina, Laura Vu, Janice Welsand, Darla Woodall, Matt Alan Van Holbeck, Trina Eastman

**ESSENTIA HAYWARD:** Tera Parker

**ESSENTIA HIBBING:** Shelly Brownlee, Audry Chamberlin, Kelli Ritz, Kathy Wauzynski

**ESSENTIA RED BOOK:** Aaron Allen, Sirina Berntson, Ashley Goble, Greg Gowan, Jennifer Horst, Ryan Reuter, Celeste Sinks, Zac Tuominen, Teresa Vigliaturo, Tuan Vu, Cassandra Flynn, Lori Kulas, Adria Molberg

**ESSENTIA SPOONER:** Amy Johnson, Tracy Osterhues, Emily Livingston

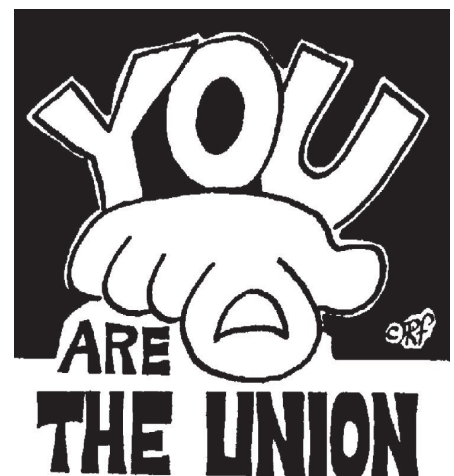
**LSCHC PROFESSIONAL UNIT:** Lane O'Connell, JoEllyn Steele, Kaitlin Thompson, Penny Waldum

**LSCHC SUPPORT STAFF:** Niki Collard, Shelly DeGraef, Brenda Robinson

**MIDWEST MEDICAL:** Misty Degeler, Melissa Johnson, Steve Plasa, Sue Wagner-Thomas

**PINE MEDICAL CENTER:** Jay Gault

**ST. LUKE'S TECHNICAL:** Kathy Campbell, Jack Foster, Scott Guehard, Mark Lund, Tiffany Shaw



Do you have questions about your pension? Contact:

## **Steelworker Pensions & Benefits**

60 Boulevard of the Allies, Pittsburg, PA 15222  
1 (800) 848-1953 phone; (412) 562-2275 fax



(continued from the front page)

Both Deanna and Adam work full time at the union office.

The Pulse recently caught up with President Hughes, and conducted this brief interview with her:

**Q:** Tell us a little about yourself?

**A:** I was born and raised in northern Wisconsin. I'm an avid hunting and fishing enthusiast. I'm the mother of four kids, ages 9 to 17. Before working for the union, I worked as a Rad Tech in the Hayward Clinic, starting in 2008. I also served in the Army National Guard as an Engineer from 1999 to 2011. And, I'm the Assistant Fire Chief of the Barnes Fire Department, which I've been a firefighter with since 2001. I respect authority figures, but I'm not afraid to challenge those in authority if I feel something is unjust. I tend to think more efficiently in a fast paced environment. And as anyone who works in healthcare knows, there's not a text book answer for every scenario you face, so you have to think outside of the box on a daily basis. Which has helped to prepare me for this position.



### Workplace Violence Prevention Bill (cont.)

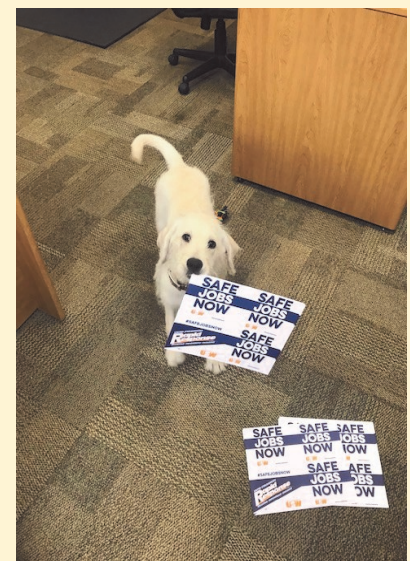
postcards and holding meetings with Representatives, we also held a mass rally in front of the Department of Labor. All of these efforts paid off when the House of Representatives voted 251 to 158 in favor of the Bill.

It now goes to the Senate, where unfortunately the Bill faces a very uphill battle. But we won't give up until we've won!

This is a very basic ask on our part – that our employers take the time to come up with a contingency plan for if and when workplace violence breaks out. Our members know all too well what is at stake. This was powerfully and painfully demonstrated in 2007 when one of our members was shot in the head by her estranged husband in a workplace parking lot.

Health care workers give so much. We deserve to be safe on the job. We deserve to have enough staff to get the job done safely, and we deserve to have systems and plans for when violence rears its ugly head.

We thank everyone who has participated in this campaign so far, and we will continue to keep you updated on efforts to get this measure passed in the Senate, as well as an effort to get a similar law passed in the states.



## LABOR SOLIDARITY: WALKING THE WALK



Solidarity is one of the corner stones of the labor movement. By keeping alive the historic labor movement notion that “an injury to one is an injury to all” we make sure that people will be there for us, when we need help.

It is in that spirit that our local has been waging a solidarity offensive—which consists of showing up in support of every union when they picket or go on strike. A prime example of this was when this past September the MN Nurses Association held informational picket lines in Duluth. They were at an impasse in their contract negotiations, and were hoping to put enough pressure on Essentia Health and St. Luke’s to get them to give the MNA a more fair contract. The tactic worked, and we were proud to have been part of the process. We filed our official intent to picket in solidarity with the MNA to the government and the employers and a number of members walked the picket line.

Similarly, when the Service Employees International Union were planning to go on strike at Essentia’s Deer River clinic, we filed our intent to hold informational pickets there at the same time in solidarity with them. At the last minute, Essentia went back to the table, and the workers at Deer River were able to get a contract they were happy with. We’re confident that our willingness to support the Deer River workers helped them to tip the scale.

But we’re not just showing up to support other health care workers. This Fall, when our fellow Steelworkers at the Carley Foundry in Blaine, MN went out on strike, we organized a car caravan down to their picket lines. And when the St. Louis County snow plow drivers went on strike this January, we made sure we were there, on those bitterly cold picket lines, helping the Teamsters win a better contract.

And we’re just getting started! If you to get involved, plug into our Workers Aid committee, watch our website for announcements about opportunities to support our striking and picketing brothers, sisters and siblings throughout the region.



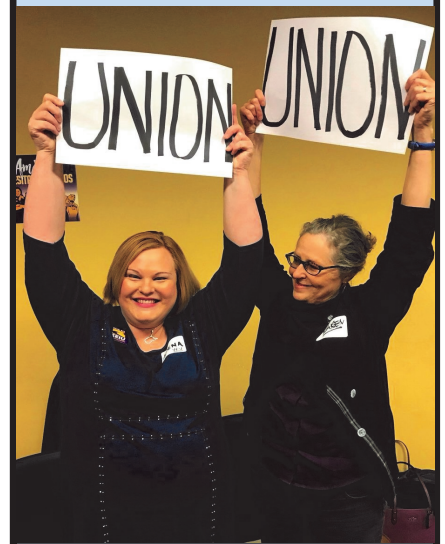
## GET INVOLVED IN YOUR UNION!

Your union is what you make it. So be sure to attend your monthly membership meetings and make your voice heard.

**Every 3rd  
Tuesday  
@ 5:30pm**

Labor Temple, Rm 202  
USW Local 9460 Office,  
2002 London Road  
Duluth MN 55812

The meetings are open to all members, and everyone has the right to speak and vote. Afterwards we hold a drawing for a \$20 gas card.





## ON THE LOOK OUT FOR BLUE BOOK & GRAND RAPIDS UNIT PRESIDENTS . . .

Currently the position of Unit President for our Blue Book (formerly known as SMUMS) and Itasca Hospice units are vacant. Unit presidents are the chair of our units. They select and head up our contract negotiating committees, and serve as the go to person for our members at their workplace. Unit Presidents also serve as members of Executive Board, where they represent their unit in the Local Union. Unit Presidents get paid a \$75 a month stipend.



If you're either a member of the Blue Book Unit or the Itasca Hospice Unit, and you're interested in serving as the Unit President until our next scheduled election in 2021, please contact our office by March 17. The Local's Executive Board will select a Unit President for each unit from the pool of applicants.

## PLUG INTO OUR COMMITTEES!

Our Local union has been working hard at re-organizing and breathing life into our committees. Committees are a great way to get involved in issues that are important to you! Here is a current list of committees that we have. If you're interested in being a part of any of them, or in finding out more information about what they do, let us know!

**Veterans of Steel:** A resource for USW members who served or who are serving our country to find camaraderie, support and a way to fight for core issues such as a fully-funded Veterans Administration or jobs for vets. For more info contact Deanna Hughes at [dhughes.usw@gmail.com](mailto:dhughes.usw@gmail.com)

**Workers' Aid:** Works on community and labor solidarity projects, as well as organizing non-union work-

ers. For more info email Adam at [adamritscher@gmail.com](mailto:adamritscher@gmail.com)

**Health & Safety:** Works to ensure safe working conditions for all of our member. For more information you can contact Tim Visna at (218) 269-1237 or Deanna at [dhughes.usw@gmail.com](mailto:dhughes.usw@gmail.com)

**Civil & Human Rights:** Works to ensure diversity, and fight discrimination. For more info contact Laura Vu at (218) 310-0494.

**Women of Steel:** Encourages women to play a leadership role in the movement. For more info contact Kelli Ritz at (218) 969-7317

**Legislative:** Works on healthcare related bills and lobbying elected officials. For more info email [mr.tuan.a.vu@gmail.com](mailto:mr.tuan.a.vu@gmail.com)

## LOCAL 9460 CALENDAR:

**-March 17:** New Steward Training, all day at the local union office.

**-April 24-25:** District 11 Women of Steel Conference in Kansas City.

**-April 26-29:** USW District 11 Conference in Kansas City.

**-August 2-5:** USW International Convention in Las Vegas.

**-September 14-8:** Ruttger's union leadership training.

Local 9460 is on facebook!



[Facebook.com/local9460](https://Facebook.com/local9460)

## CONTRACT NEGOTIATIONS:

We have six contracts that will be up for negotiation this year: Essentia's Red Book, the Pine Medical Center, St. Luke's Tech Workers, the Chequamegon Clinic and both the Professional and Support Staff contracts at the Lake Community Health Center.

Stay tuned for surveys, meeting announcements and updates in your mail, throughout the year. And if you're interested in serving on your unit's Negotiating Committee, let your Unit President know, since they select the committee. See page 2 for a list of current unit presidents.

# CONFERENCE REPORTS

## 2020 Bargaining Conference



More than 50 USW members attended the District 11 2020 Bargaining Conference held in Altoona, Iowa, on Jan. 21-23. The goal of the conference was to empower and educate members whose contracts are expiring in the next 12 months and who serve on their local union's negotiating committee.

The three-day training touched on collective bargaining law and bargaining committee training, with individual workshops focusing on bargaining pensions and health insurance, the union's Building Power program, and research methods. The conference highlight was a mock bargaining exercise, where members got hands-on experience with negotiations.

Four people from our local attended: Tuan Vu, Deanna Hughes, Jen Horst and Sirina Bernston. Below are Jen and Sirina's impression of the conference:

Going to the District 11 Collective Bargaining Conference was an eye opener for me. I was privileged enough to sit in on a mock bargaining committee. Before I had thought that negotiations were not a difficult process, but I found out fast it involves very hard and long sessions. I learned a lot at this conference. I went to a Building Power overview, which was a great class where we learned different ideas to use to engage members. We learned about different types of actions and Communication and Action Teams (CATs) which I think we should do. CATs serve to keep members informed about what is going on during the bargaining process. We would need members to volunteer for this. The United Steelworkers is strong, but our local is not as strong as I would like. We need to have SOLIDARITY and STAY UNITED! ~ Sirina Bernston

The USW District 11 Collective Bargaining Conference was a great learning experience. We were able to participate in and observe a mock negotiation session, which was quite eye opening to many to see what goes on during those sessions. It was also very interesting to talk with other USW groups about their contracts & the issues they are having. We also discussed ways to build power & ways get our members involved. We are only as strong as our members! ~ Jen Horst

## Quarterly Women of Steel Meeting



The WI'MN-KOTA (MN, WI, ND & SD) Women's Council meeting was held yesterday in Virginia, MN. LU 1938 hosted our meeting and arranged an amazing tour of the US Steel Minntac mine. A huge thank you to President Steve Bonach and Staff Rep John Arbogast for all their help with making this meeting and tour the success it was.

## Civil Rights Conference

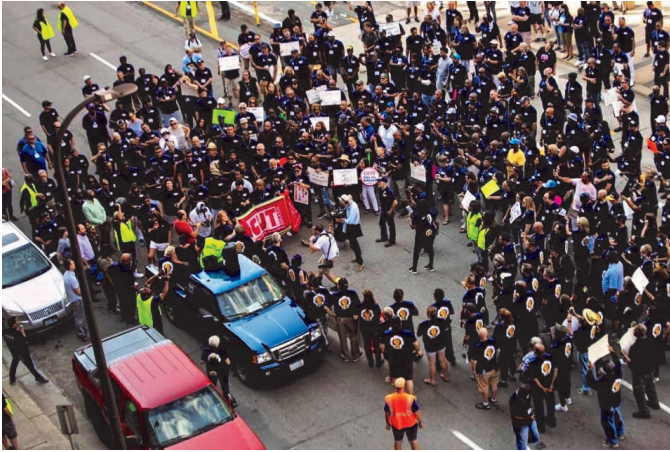
We were able to send several of members to the Steelworkers District 11 Human & Civil Rights Conference in Minneapolis this past July. The conference took up a number of issues, as well as how local unions can build effective Civil Rights Committees.

Part of the conference consisted of a march for immigrant rights in which Steelworkers, together with other



## CONFERENCES (continued)

community groups, marched through downtown Minneapolis. Here is a photo of part of the march:



## STEELWORKERS PUSH TO GET THE PRO ACT PASSED

The PRO Act is a piece of legislation that would make it much easier for workers to form a union, and impose stiffer penalties on companies that violate labor law. This past month it passed the U.S. House of Representatives, and now it goes on to the Senate. Below is a letter to the editor that was published in the Duluth News Tribune on the PRO Act, that was written by the husband of one of our Staff Reps, Michele Fredrickson.

As many people are aware, income inequality is at a near-record high. The average worker is still living paycheck to paycheck while companies they work for are making huge profits. One of the main reasons for this is fewer Americans belong to unions compared to years ago.

I am a member of the Steelworkers. Unions like mine built the middle class. They fought for fair wages, decent benefits, and safe working conditions. But as union membership dropped, so did spendable and savable income in our households.

Corporations fight to keep unions out of their workplaces. Many harass, intimidate, or flat out fire employees who try to organize. Even though it is illegal, companies aren't truly penalized for breaking those laws.

A bill in Congress, the PRO Act — or the Protecting the Right to Organize Act — would give employees a better chance to vote in a union when they choose to do so.

The PRO Act would make it easier for those who want a

union to get one, which would help improve their working lives. It would finally penalize companies that break laws that are supposed to protect employees trying to unionize.

Employees do not want conflict with their employers or supervisors. They just want to be treated as though their concerns are heard on an equal playing field. They want to be treated fairly, raise their family, and eventually retire with dignity.

The PRO Act would help all our futures. I personally contacted Congressman Pete Stauber's office twice in the past months and spoke to him face to face. I encouraged him to vote yes on the PRO Act for the same type of employees he organized within his police department years ago.

Please support the PRO Act. ~ Joe Fredrickson

## FRENCH WORKERS WAGE GENERAL STRIKE TO SAVE PENSIONS



Caught in a faceoff with Macron and the French government, France's railway and other public sector workers remain on strike for the second month a row. The national strike, which began December 5 of last year, is the longest transportation strike in France's history and the longest general strike since May 1968, when the entire economy was ground to a halt by students and workers in an all out revolt against the government. The strike is against attempts by the government to restructure and reduce pensions for French workers. Recently the strike has expanded, with workers in the healthcare, education, energy, and communications sectors also participating, and in a new development in the movement, private sector workers entered the struggle, including sanitation workers. This opens the possibility for cross-industry participation that could reinvigorate the strike effort, significantly disrupt France's economy, and finally pressure Macron to cave.



## NEW STEWARDS WANTED!

We are always on the lookout for more union stewards. It's our goal to eventually have at least one steward in every department, and we have a long way to go in making that goal. If you're interested in becoming a steward, the Local union is going to be holding a day long training for new stewards on **Tuesday, March 17**. We'll put in a time off request for any students who scheduled to work that day, and cover any lost wages. Contact the union office to sign up!

## UNION SCHOLARSHIP OPPORTUNITIES

**USW LOCAL 9460's SCHOLARSHIPS:** In Addition to the A.F. Kojetinsky scholarships, our local union has established its own scholarship program, just for the children of our members. We started it last year, and this year we voted to expand it. Currently we are offering three \$500 scholarships for students who will be attending school at a technical or community college, five \$500 scholarships for students who will be attending a university or four year college on a part time basis, and six \$1000 scholarships for students who will be attending a university on a full time basis. All of these scholarships are just for one year, but students are welcome to apply every year, even if they have won in previous years. A drawing is done from the applications we get. We are very excited to offer this benefit to our members!

**DISTRICT 11 A.F. KOJETINSKY SCHOLARSHIPS:** The A.F. Kojetinsky Memorial and Vocational Education Scholarships are accepting applications. The Memorial Scholarship was developed to help students planning to pursue a four year college degree, while the Vocational Education Scholarship was developed for students who choose to pursue technical training. Both scholarships are available to any high school student planning to pursue higher education whose parents or guardians are members of the United Steelworkers District 11, which includes our local union. The deadline for the university scholarship is March 31 and for the technical scholarship it is February 28. But please note that before you can mail them in you have to bring them to the union office for one of our officers to sign and put the local's seal on it, verifying that you are one of our members. So we recommend getting them in as soon as possible. Scholarship applications can be found on your worksite bulletin board, or on the local union's website. If you need a copy emailed to you, contact us at [USWLOCAL9460@gmail.com](mailto:USWLOCAL9460@gmail.com)

*Below are the instructions and applications for our local union scholarships:*

**1. TECH/COMMUNITY:** Local 9460 will be awarding three \$500 Scholarships, to a student attending a Technical College or Community College. Scholarships will be awarded second semester of schooling, as long as student has a 2.5 GPA end of first semester. Student must provide Local 9460 secretary with end of first semester GPA (transcript) for fall of 2020, and proof of second semester enrollment for Spring 2021. All checks will be made out to and mailed to the Technical College/Community College, not the student. Student must provide name of school and address of the financial office of which the check needs to be mailed. These scholarships are for one year only. Students who are awarded a scholarship this year may apply following years, that the scholarship is offered, as long as all criteria are met.

Incoming and current Technical Students/Community College who are enrolled in a program. Must be a Son, Daughter, Stepson, Stepdaughter, or Legal Ward of an, in good standing, dues paying, member of Local 9460.



**2. UNIVERSITY/PART-TIME:** Local 9460 will be awarding five, \$500 Scholarships, to be awarded to a student attending an undergraduate OR graduate program at a university, part-time. Scholarships will be awarded second semester of schooling, as long as student has a 2.5 GPA end of the first semester. Student must provide Local 9460 secretary with current GPA (transcript) for fall 2020, and proof of second semester enrollment for Spring 2021. All checks will be made out to and mailed to the University, not the student. Student must provide name of school and address of the financial office of which the check needs to be mailed. These scholarships are for one year only. Students who are awarded a scholarship this year may apply following years, that the scholarship is offered, as long as all criteria are met.

Incoming and current **part time** College Undergraduates and Graduates who are enrolled in a university. Must be a Son, Daughter, Stepson, Stepdaughter, or Legal Ward of an, in good standing, dues paying, member of Local 9460.

**3. UNIVERSITY/FULL-TIME:** Local 9460 will be awarding six, \$1,000 Scholarships, to be awarded to a student attending an undergraduate OR graduate program at a university, full-time. Scholarship will be awarded second semester of schooling, as long as student has a 2.5 GPA end of the first semester. Student must provide Local 9460 financial secretary with current GPA (transcript) for fall of 2020, and second semester enrollment for Spring 2021. All checks will be made out to the University, not the student. Student must provide name of school and address of the financial office of which the check needs to be mailed. These scholarships are for one year only. Students who are awarded a scholarship this year may apply following years, that the scholarship is offered, as long as all criteria are met.

Incoming and current **full time** College Undergraduates and Graduates who are enrolled in a University. Must be a Son, Daughter, Stepson, Stepdaughter, or Legal ward of an, in good standing, dues paying, member of Local 9460.

How to apply: Submit this application with a letter explaining your program of study and why you are entering

**Deadline for application is: April 10th 2020**

Selections will be made by drawing at the Local Meeting on Tuesday, April 21<sup>th</sup>, 2020

**Mail application and letter to:**

Tracy Osterhues, Financial Secretary

USW Local 9460, 2002 London Rd #202, Duluth MN 55812

Please do not leave any items blank:

Student Name (Last, Middle Initial, First): \_\_\_\_\_

Permanent Home Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Name of & Relationship to Union Member: \_\_\_\_\_

Phone Number: \_\_\_\_\_



**United Steelworkers Local 9460**

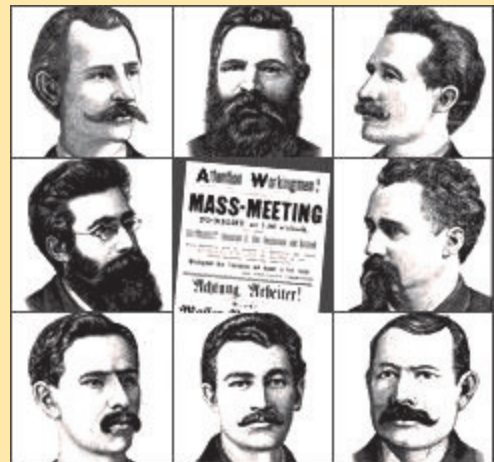
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## WORKING CLASS HEROES: **The Haymarket Martyrs**

May 1 is recognized around the world as international workers' day. It is often forgotten that this day commemorates the fight for the 8 hour day. In particular it commemorates the Haymarket Massacre of 1886, which was a key chapter in the struggle for the 8 hour day.

A massive general strike was called for May 1, 1886, and it was supported by nationwide demonstrations. On May 3, striking workers at the International Harvester plant in Chicago were fired on by police, killing four and wounding many. A protest rally was held May 4 in Chicago's Haymarket Square. The rally was nonviolent, but it was broken up by the police, and it ended in violence after someone (who is believed to have been a Pinkerton agent provocateur) threw a bomb into the police lines. A Chicago policeman was killed in the explosion.



Afterwards eight labor organizer were arrested and tried for conspiracy, even though some of them hadn't even been present at the protest. Four were hanged, one allegedly committed suicide while in jail, and the others were sentenced to prison.

One of the four who were hanged was August Spies. His last words, as the noose was put around his neck, were: "The time will come when our silence will be more powerful than the voices you strangle today."