



April 27, 2020

Dear Local Union Presidents, Recording Secretaries and Financial Secretaries;

As we are all aware the coronavirus/COVID-19 pandemic has, at least temporarily, changed the manner in which we conduct the duties of the union. Across both of our countries and throughout the union we continue to receive reports and testimonials from members, their families and the communities where we live regarding the efforts, commitment and dedication of the membership and local union leaders during these challenging times. The International Executive Board and our union's leadership team recognize and congratulate you for your past and continuing good works on behalf of the union, the membership and the retirees.

Obviously due to the pandemic, we are all dealing with many concerning and pressing workplace issues every day. At headquarters we also continue to develop information, education and communication tools to better update and assist local unions and Staff in carrying out their duties.

One of the priority issues that the International Executive Board has had to consider is the 2020 Constitutional Convention which is scheduled for August 3<sup>rd</sup> – August 6<sup>th</sup>. Many of our members live in jurisdictions which limit travel away from home for non-essential reasons, and travel to our International Convention wouldn't qualify as essential travel in any state or province. Further, even if conditions in North America change in the coming months, travel by air or otherwise to Las Vegas still might not be feasible or wise for our members.

The Governor of Nevada issued a Declaration of Emergency on March 12, 2020, which continues today, which strictly limits the ability of individuals to leave their homes and to gather in groups beyond their household members. Further, on March 15, 2020, MGM Resorts International announced that it was suspending operations at all of its Las Vegas properties, including the MGM Grand, and that suspension continues today. Faced with the current limitations on public gatherings, the expectation that it could continue in some form or another through this summer, and the high possibility that the MGM Grand will not be open in August, as well as the many other issues related to COVID - 19, we believe the prudent approach is to act now to avoid future problems and postpone the August 2020 Constitutional Convention.

In considering when to reschedule the Convention, we have had to confront numerous factors, not the least of which involves uncertainty about whether large groups will be able to lawfully gather in the State of Nevada and whether the MGM

Grand will be able to accommodate our business at any time in the near future. Additionally, we have borne in mind the well-reported concerns that there would be second and further waves of the COVID-19 pandemic and that approved and effective vaccines might not be available in the next 18 months. We have also taken into consideration the fact that all of our Local Unions will be required to expend time and resources to conduct both local union elections in April of 2021 and International elections in November 2021. As a result, and interpreting its rights under the International Constitution, the International Executive Board has passed a resolution to postpone the Constitutional Convention until 2022. There will be no amendments to the International Constitution.

In accordance with Article VI Section 1 of the USW Constitution the International Executive Board has unanimously passed the resolution, a copy of which is enclosed.

In addition to the above resolution, the Constitution requires an action by the membership to authorize a postponement of the Constitutional Convention in accordance with the resolution. Given the current restrictions and complexities of conducting membership meetings, all local unions are directed to read the above resolution to its executive board, entertain a motion and conduct a vote on the resolution.

In compliance with the resolution, the local union Recording Secretary should notify the International Secretary/Treasurer as soon as practical after the meeting the outcome of the vote as to the acceptance or rejection of the resolution, preferably via email ([IntSecTreas@usw.org](mailto:IntSecTreas@usw.org)) or if email is not available by US Mail at the below address:

*John Shinn, International Secretary/Treasurer  
United Steelworkers  
60 Boulevard of the Allies  
Pittsburgh, PA 15222*

We know there are many important issues that we all are approached with during these troubling times and the health and welfare of our members, their families, our retirees and the general public is of paramount concern to all of us. This postponement of our Constitution Convention is the responsible action for us to take and in compliance with the Constitution as a priority that we need to act upon.

We will continue to work on developing improved educational/information platforms and innovative tools for your use. We can and will get through these difficult times with determination and solidarity.

Stay safe and stay healthy,

International Executive Board



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Thomas M. Conway



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John E. Shinn

David McCall

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David McCall

Ken Neumann

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Ken Neumann

Leeann Foster

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Leeann Foster

Michael H. Bolton

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Michael H. Bolton

Del Vitale

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Del Vitale

Marty Warren

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Marty Warren

Ernest R. Billy Thompson

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Ernest "Billy" Thompson

Robert "Bobby" McAuliffe

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Robert "Bobby" McAuliffe

Gaylan Prescott

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Gaylan Prescott

Fred Redmond

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Fred Redmond

Roxanne Brown

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Roxanne Brown

Donald E. Blatt

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Donald E. Blatt

Stephen Hunt

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Steve Hunt

Dominic Lemieux

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Michael Millsap

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Michael Millsap

Daniel Flippo

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Emil Ramirez

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Emil Ramirez

Ruben Garza

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