



LOCAL 8888
**BIGGEST
LOSER**
CONTEST
Lose Pounds to Stay Around!

Deadline Extended!

Sign-up By Monday, March 23, 2020

Losing weight and achieving a healthy lifestyle can be a difficult, lonely journey. So, join co-workers who will support and motivate each other to lose weight and live a healthier lifestyle, while having fun doing it.

- All teams must consist of a captain and 5 other people who are employees in the Newport News shipyard.
- Only members of USW Local 8888 are eligible to win cash or prizes.
- Teams will compete to see who loses the largest percentage of body weight from March – June, 2020 (90 days).
- Prize money will be awarded to the top three (3) teams and the individual with the most weight loss.
- All contestants will receive **FREE** nutritional counseling tailored to their health status and reasonable weight goals.
- Team captains will work with their members to develop an exercise program to reinforce nutritional guidelines and other lifestyle changes.
 - **Weigh-In - March 26**
 - **Kick-Off - March 30**
 - **Final Weigh-In - June 30**

To sign-up, call the union hall (757) 247-5291 and leave your name, phone number and department, or stop by the Union Hall.



Executive Board
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Vice President-Linwood Parrish
Recording Secretary-Ashley Seabrook
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Voyager E-mail: voyager@uswa.hrcoxmail.com

Office Hours: Daily 8:00 a.m. - 4:30 p.m.

United Steelworkers AFL-CIO-CLC

District Director - Ernest(Billy) Thompson

International Officers

Thomas Conway, President • John Shinn, Sec/Treasurer
 David McCall, Vice-President, Administration
 Fred Redmond, Vice-President, Human Affairs
www.usw8888.com

Office: Five Gateway Center, Pittsburgh, PA 15222



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Aaron McCann X43, Staff Member
Jordan Patterson X33, Staff Member

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Deadline Reminder:

Please remember that all information, articles and material to be included in the next "Voyager" must be delivered in writing to the Union Hall or emailed by Friday, Mar. 27, 2020 "The Voyager" email address is: voyager@uswa.hrcoxmail.com



**From the
 President's Desk**
 Charles Spivey

Greetings Union Brothers and Sisters:

I pray that you and your family members are doing well. I ask that you join me to continue praying for this nation and our communities for safety. We pray for our families to be exempt from contamination with the Coronavirus. We pray that, we as a Nation, support those who are in the medical field and the first responders to be safe and not get exposed and for everyone in general. Finally, we pray to find a cure for the virus. Please make wise decisions on travel plans.

The Union's Next Generation has been very actively working in our communities. They were in Virginia Beach on March 7, 2020, feeding the elderly. They continue to film bridging the gap shows. Many who follow us on Facebook saw the clip recognizing Black History Month. We want to thank them for the great job they are doing. Many of our committees are providing great services to support our membership.

Our Membership meeting on Saturday, March 21st, will begin promptly at 2 o'clock. This is to facilitate the nomination and election of Local 8888 delegates to the United SteelWorkers International Constitutional Convention, held this year in Las Vegas Nevada. Please plan to attend. Be sure that you exercise your right to vote and that you are counted on the 2020 Census.

Our organizing committee is doing such a great job that the International will be doing a video here. These videos will highlight why we are so successful here at Newport News in organizing. Over the past 18 months we have accounted for over 2,000 new members. This has pushed our percentage up to nearly 85%. This is a very monumental and historical number for the USW, especially in a right to work state.

Continued on Page 3

Although we still have a very few that do not see a need for a strong union, the numbers speak for themselves; over 10,000, and 85% says there is a great need. We must continue to organize.

For those who haven't heard, the USW 8888 is having a Biggest Loser Challenge. So far, we have over 50 people signed up to participate in this challenge. We have 10 team captains and there are chances to win several prizes including some monetary prizes. Our biggest prize is that someone will lose enough weight to be healed from medical issues they may be having such as diabetes or hypertension. The Family Health Center medical staff, along with Terry Holbert, has offered their assistance with life coaches, nutritionist and other wellness support. The deadline to enter is March 23, 2020, and the weigh-in will be held March 26, 2020. During our health screening here at the union hall, Quad Med will be here that day with flu shots and other screenings to those who want to get assistance in a life changing plan: Wellness for Life - get involved and in shape - mind, body and soul. I'll see you on March 26, 2020. The contest will last until June 26, 2020. Call 757-247-5291 to sign up to be a team captain or enter the challenge. I challenge all of you to get well and healthy.

Go by the vendor truck to enjoy a Spivey Special. This is a part of the wellness efforts to encourage you to eat healthy so you can be healthy both mentally and physically. We welcome your feedback.

Solidarity Forever

**Charles Spivey
President Local 8888**



CORONAVIRUS ALERT: Company Leave Policy Modified

The coronavirus has changed everything -- forcing citizens, businesses, governments and organizations to take dramatic steps to protect lives and prevent the spread of this deadly virus. The leadership of USW Local 8888 takes this growing health crisis very, very seriously. Consequently, following discussions with our international office, Local 8888 has agreed to a one-time emergency leave provision that the company will implement for an 8-week period, March 16 - May 4, 2020.

The specific language of the provision reads:

"If you or your family member become ill during the next 8-week period, March 16th - May 4th, hourly employees who have a zero balance of annual leave may borrow up to 40 hours of annual leave to be used during an illness or quarantine period in 8-hour increments. Any borrowed annual leave will be deducted from the employee's next annual leave balance entitlement. We will continue to monitor the coronavirus impact and the need for extending this one-time provision. In order to obtain borrowed Annual Leave, HR must be contacted to make the Payroll adjustment."

If you have any questions about the new provision, contact Human Resources or call the Union Hall (757) 247-5291. Also, please practice safe hygiene to protect yourself, your loved ones and your co-workers.

**The Town Hall Meeting
originally scheduled for
12:30pm March 21, 2020
has been postponed.
Please bear with us at this time
and watch for more information
in the near future.**



Katherine Johnson **Aug. 26th, 1918 – Feb. 24th, 2020**

Portrayed in the 2016 film *Hidden Figures* by Taraji P. Henson, Katherine Johnson made the space program possible during her 35-year career with NASA and its predecessor NACA. She worked as a “Computer” before the machines were in use; plotting navigation charts for astronauts, calculating launch windows, trajectories and return paths by hand. Katherine’s calculations were used on both Mercury and Apollo rocket programs. John Glenn, the first American Astronaut to orbit the Earth, would request her specifically and refuse to fly the mission until Johnson had verified the math. By her knowledge and skill, she made herself indispensable in an age where segregation was business as usual.

“Katherine G. Johnson refused to be limited by society’s expectations of her gender and race while expanding the boundaries of humanity’s reach.” – President Barack Obama, Nov. 24th, 2015 while presenting her with The Presidential Medal of Freedom.

“Millions of people around the world watched Shepard’s flight, but what they didn’t know at the time was that the calculations that got him into space and safely home were done by today’s guest of honor, Katherine Johnson” – Dep. Director Lewin, Sep. 22nd, 2017 at the dedication of the “Katherine G. Johnson Computational Research Facility” at the Langley Research Center in Hampton, Virginia.

Among her many awards and recognitions are the Presidential Medal of Freedom, the Congressional Gold Medal, and the Silver Snoopy Award which is granted by Astronauts to recognize outstanding contributions to mission success and safety.



New Mary Jackson Center **Clears Final Design Hurdle**

Three years ago during Women’s History Month (March 2017), the members of Local 8888 launched a successful petition drive to have the City of Hampton name a street or public facility for Mary Jackson, the first African American female engineer at Langley Laboratory, who later joined forces with Katherine Johnson and Dorothy Vaughn to help put the first American astronaut into space in 1962.

Today, the final design work on the new Mary Jackson Neighborhood Center is complete and bidding on construction of the center will begin soon. It will replace the original Olde Hampton Neighborhood Center. The new center named for Ms. Jackson will feature a full-size gymnasium, a kitchen, meeting rooms, open spaces, and parking. A well-attended neighborhood meeting was held and neighborhood stakeholders gave their approval of the building design.

The late Mary Winston Jackson, who was born and lived in Hampton, broke many barriers during her career as an aerospace engineer. She was one of the three women portrayed as trailblazers (along with Katherine Johnson and Dorothy Vaughan) in the 2016 hit movie “Hidden Figures.” She became a role model for other women in the male-dominated space industry, for young girls and college students, especially girls who pursued careers in mathematics, science and engineering. Local 8888 presented its Trailblazer Award to her family in 2017. Her daughter, Carolyn, is married to Raymond Lewis, a trustee of Local 8888.



Doris Miller

In a ceremony on Martin Luther King Jr Day, at Pearl Harbor, acting Secretary of the Navy Thomas Modly announced that the nuclear aircraft carrier CVN 81 would be named for Doris Miller. This marks the first time an aircraft carrier has been named in honor of an African American, or for an enlisted man.

Doris Miller served in the Navy from September of 1939 until his death aboard the Casablanca-class Escort Carrier USS Liscome Bay at the Battle of Makin on November 24, 1943 at the age of 24 having achieved the rank of Cook 3rd Class. Combat positions were forbidden to black sailors during his career, but that did not stop him from acting with heroism during the attack on his ship, the Battleship USS West Virginia, when it came under attack at Pearl Harbor on December 7, 1941. His normal duty station destroyed by Japanese bombs and torpedoes; Doris was called upon to help his injured captain to safety. After seeing to the captain Doris manned an Anti-Aircraft machine gun aft of the tower until ordered to abandon the bridge. Heavily damaged during the attack, the crew of the West Virginia chose to flood her slowly rather than let her capsize. During the sinking Doris retrieved several of his injured shipmates, unquestionably saving their lives. For his actions on this day he was awarded the Navy Cross, the first black sailor to be so honored.

The USS Doris Miller, CVN 81, is scheduled to begin construction in 2023 and be launched in 2028.



Grievance Committee

**Harvey Bowden,
Chair**

Hello, we are the Grievance Committee. My name is Harvey Bowden, I am currently the Chair of this committee. Miss Cathy Joyner is the Grievance Secretary and we work together on scheduling cases that come in to be heard at Second Step. We also deal with the company on resolving issues concerning the employees; Worker's Compensation disputes, Discharges, Denied Active Work Status and Absence Without Leave cases.

The Grievance Committee is available Mondays through Fridays from 8:00 AM until 4:30 PM at the United SteelWorkers Local 8888 Union Hall at 4306 Huntington Avenue and you can schedule an appointment with us by calling (757) 247-5291 extensions 115 and 116.

The Newport News Shipbuilding Employee Hardship Fund Grant

Newport News Shipbuilding employees facing a severe financial hardship due to circumstances beyond their reasonable control; such as losses by a natural disaster, a death in the immediate family, critical home repairs to prevent condemnation or eviction, or relocation expenses to escape domestic abuse, may apply for financial assistance from the grant.

The application process requires the submission of a form, along with documentation proving the need and the employee's inability to respond. Apply at:
<https://tinyurl.com/qusmbzn>

Assistance will be provided at the Plan Administrator's discretion after a full consideration of the circumstances, their magnitude and severity. The assistance will be administered in the form of checks payable to specific service providers on behalf of the employee with a maximum of \$5,000 per incident and \$10,000 lifetime per employee.



Political Action Committee

**Gene E. Magruder,
X33, Chair**

I know there has been worry about the U.S. President's recent budget presented to Congress. It was indicated that he was cutting the budget to one submarine at a time, instead of the two at a time. I can assure you that like every budget that comes from any president it is dead on arrival. Regardless of whom the president is they don't present an actual serious budget, but more of a wish list. Congress controls the budget process and controls the purse, so they listen more to the needs of the Department of Defense than the budget presented. Senator Mark Warner has assured me in his own words that the budget will go nowhere. This has been true since I have worked in the shipyard.

Our union over the last 6 weeks has been lobbying the State General Assembly, our delegates and senators, to get labor issues passed for the good of the workers. We have seen more success for unions than I have experienced in my 25 years of being active in the political arena. Among the victories has been an increase in minimum wage for workers, improvements in many workers compensation areas especially presumptions of occupational disease like cancer for our firefighters and correctional officers. We have passed bills to stop misclassifications of workers, institution of project labor agreements with unions, and the workers will get the prevailing wage for the areas they work in. We also should have collective bargaining for our public employees like the city and county workers, teachers, firefighters, and police by the time this article is read. This would be a major breakthrough in our state, seeing as we are one of only three states where our public employees are not allowed union rights.

We did suffer defeat in 2 areas that we lobbied hard for. The first area was that we wanted to get repetitive injuries covered under the state Workers' Compensation system. We are the only state where miraculously no workers in our state

can have carpal tunnel syndrome or have a repetitive injury. As I asked the senators, what magically happens at the border of Virginia where we don't get the same injuries as workers in the other states?

The last area is, of course, the repeal of "Right to Work". Although we got the bill further than ever before in history, through the Labor and Commerce committee, it was stalled when it went to appropriations for funding. The chair never put it to his members to vote on. We have next year to once again try on these two items and apply immense pressure and hopefully bring home a victory in those two areas.

We have achieved much, but much is yet to be achieved for workers, unions and justice on the job.

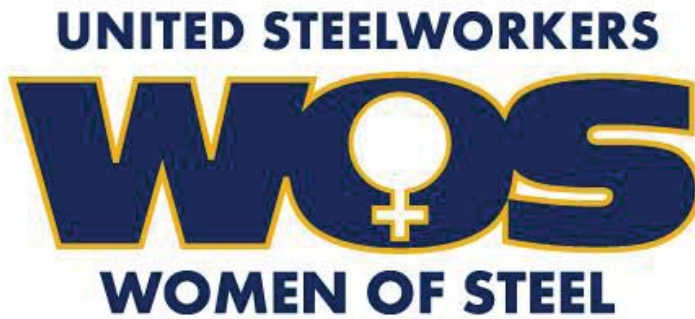
-Gene Magruder,
Chairman of Political Action

The Equal Rights Amendment

"Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex."

Gender equality is not protected by law in the United States today. The fight to change this with a constitutional amendment began with The National Women's Party back in 1921. It has come close in recent times. On January 22, 2020 Virginia became the 38th state to ratify the Equal Rights Amendment, first passed by Congress on March 22, 1972, and the last as required by the Constitution. This, however, is not the end of this fight. When it first passed Congress a deadline of March 22, 1979 was attached to it, and it has had opponents since that sought to enforce traditional roles for women.

As there is no legal precedent allowing a state to undo their ratification of an amendment, it was tried with the 14th after the civil war, there is still action available to pass the first amendment addressing gender inequality in the United States. Resolutions exist in both the House of Representatives (HJ Res. 38) and the Senate (SJ Res. 5) to remove the deadline from the original passage and allow the ratification to go through. If you support



The Women Of Steel Deliver

United SteelWorkers Local 8888 Women Of Steel recently brought cakes and other donated snacks to the Newsome Park Elementary School all-grades celebration.

The Women Of Steel will be collecting snacks for the Pearl Bailey Library's after school program each month and also canned goods for the Food Bank. Donations can be left at the Union Hall for Felicia Harvey (Chair) or Erica Brinson (Co-Chair).

A Special Acknowledgment and thanks to Andrea Shearin (O53) for her donation of 75 pounds of canned goods to the Food Bank.



Next Generation Community Outreach

The Next Generation Committee of United SteelWorkers Local 8888 recently volunteered with the Judeo-Christian Outreach Center of Virginia Beach to prepare and serve a hot, nutritious meal to the less fortunate. We were joined by our Vice President Linwood Parrish as we served chicken, both baked and fried, with green beans, corn, mashed potatoes and macaroni and cheese to more than seventy people. We found the experience to be quite rewarding and are planning many more community events in the future.

Join us on April 5th, the Sunday before Easter, at the 47th Street mini park off Warwick Boulevard for an Easter Egg Hunt. We are hosting the Red Cross for a Blood Drive at the Union Hall on April 25th.

We have released a series of videos featuring our favorite African American Inventors and "Bridging the Gap" games about building communication between different groups. Check them out at: [FACEBOOK.COM/USWL8888](https://www.facebook.com/USWL8888)



DON'T BE COUNTED OUT!

Complete Your
2020 Census Form

The 2020 Census is underway to accurately count the total U.S. population. So, check your mailbox now and regularly for information on how to participate in this important census. **DON'T BE COUNTED OUT!**

When you fill out the census form, you help create jobs, provide housing, prepare for emergencies (like the coronavirus), and build schools, roads and health care facilities. Virginia receives \$18 billion in federal funds based on census information. The state could have received even more money but Virginia's population was undercounted by 44,300, primarily in black communities and among low-income people. No Virginian should be counted out.

In the 2020 census, **EVERYBODY** matters. That's the message Local 8888 is spreading to all of our members and their relatives and friends. Be counted. Complete your census form online, by phone or by mail. For more information visit www.2020census.gov #8888counts



Special Benefits Committee

Verna M. Chamberliss, Chair, X42

DELTA DENTAL OPEN ENROLLMENT



SIGN UP PERIOD JUNE 1 thru JULY 31, 2020
Coverage Effective October 1, 2020

Information available at your Local Union Hall
Every Wednesday and Thursday 8 AM – 4:30 PM during the sign up period

The two Plans offered with no rate or benefit changes are
Delta Dental PPO
and
Delta Dental EPO Plan

USW LOCAL 8888
4306 Huntington Avenue
Newport News, VA 23607

Contact Special Benefits at 757-247-5291 ext 118

You do not need to complete a new enrollment form **UNLESS YOU ARE MAKING CHANGES;**

All New Enrollees Will Be Eligible for Exciting Prize Drawings

IMPORTANT!!!

UNION MEMBERS MUST NOTIFY THE UNION TO TERMINATE COVERAGE IF YOU TERMINATE YOUR MEMBERSHIP AND/OR EMPLOYMENT, RETIRE, BECOME SALARIED, GO OUT ON SICK/ACCIDENT/DISABILITY OR NO LONGER WANT COVERAGE.

Aflac BENEFITS FOR USW LOCAL 8888 Open Enrollment

<p>ALL AFLAC POLICIES PAY CASH BENEFITS</p> <p>DIRECTLY TO THE POLICYHOLDER</p>	<p>Disability – Pays from 1st Day for accidents – after 7 days for Sickness.</p>
<p>Hospital Plan – pays cash benefits to you when confined in the hospital for any reason.</p>	<p>Critical Illness – Pays \$15,000 for listed critical illnesses (Heart Attack – Stroke – Cancer, etc.)</p>
<p>Life Insurance – With "ratelock" – builds cash value – keep it your whole life! Even through retirement – available for family.</p>	<p>Accident – pays benefits for covered accidents that happen on or off the job.</p>

NEW DATES!

All New Enrollees will be Eligible for Exciting Prize Drawings

Enrollment – JUNE 3rd thru JULY 31st

Coverage Effective – SEPT. 1, 2020

Information Available at your Union Hall – every Wednesday & Thursday – 8 AM to 4:30 PM

You do not have to re-enroll if you do not want to make changes

Phone: (757) 247 – 5291 ext. 118

CHECK THIS OUT!





BIRTHDAYS

Lavone Sessoms (O14) - Mar. 18
Charlene Jones (X32 Rep) - Mar 6

CONGRATULATIONS

To Van "Redd Dogg" Beasley
(X33) on his retirement last month.



Spring Softball Upcoming
Contact Herb Porter

April 5th Easter Egg Hunt
47th St. Mini Park on
Warwick Blvd.

April 25th Blood Drive at
the Union Hall

Check Out our videos on
FaceBook
facebook.com/usw18888



Announcements

CONDOLENCES

To Lakishia Henderson (X31 Ast. Rep)
and family, on the loss of her grand-
son. With their gratitude for the sup-
port of the community in this time.

****IMPORTANT****

Union members must notify the Union to terminate
coverage. If you terminate your membership and/or
employment, retire,
become salaried, go out on Sick/
Accident/ disability or
no longer want Dental/Aflac
coverage.



REMINDER

Tax Deadline
April 15th
The VITA Committee is
available to help
Mondays
Wednesdays
Fridays
8:00am-4:30pm
Please Call Ahead
(757)247-5291 xt 129

Livewell Fitness Team

Competition Prep Coach
Competition Tanning Service
Weight Loss
Custom Training Plans
Custom Nutrition Plans

www.lwft.org
teaminfo@lwft.org



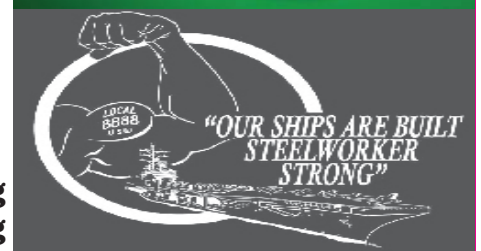
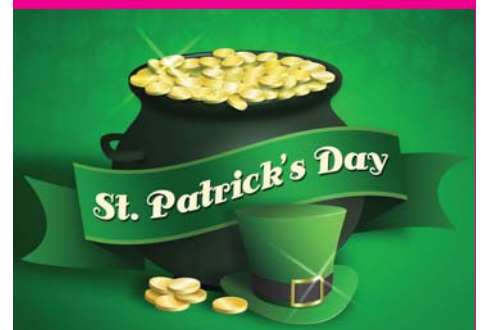
March is Women's History Month

Saturday, March 21, 2020,
Town Hall Meeting
-POSTPONED-

Saturday, March 21, 2020,
2:00 p.m. Nominations
and Elections of Delegates
to International Convention,
Followed by the
Monthly Membership Meeting

Deadline for
"Voyager" will be March 27, 2020

St. Patrick's Day
March 17, 2020



INJURED AT THE SHIPYARD?



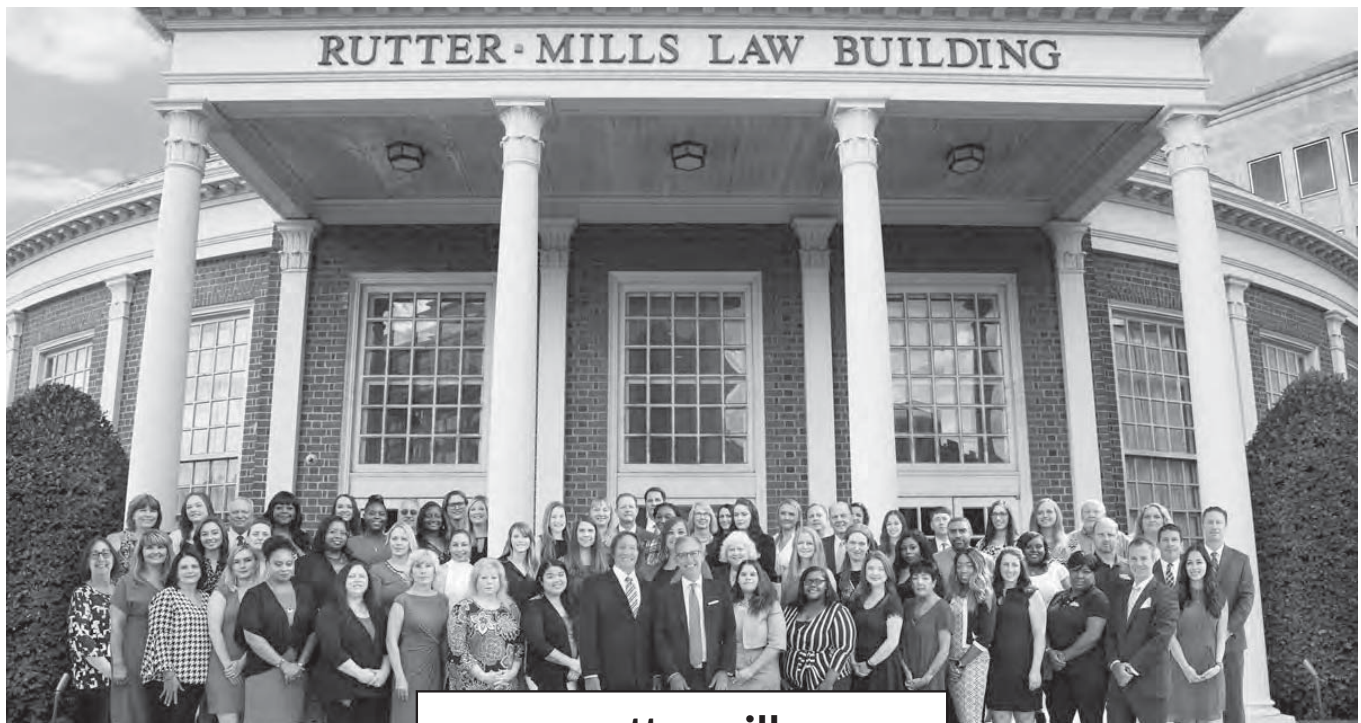
CALL OR TEXT US

757.622.5000

We've fought and won thousands of cases
for injured shipyard workers.

When you are injured, your employer is no longer calling the shots on your workers' compensation claim - its large corporate insurance company is. That's why you need a serious law firm with the size, reputation, and experience to fight for you and win your case. For decades, we've been helping injured shipyard workers get the compensation they deserve. If you want the best decision at the end of your case, make the best decision now.

Choose Rutter Mills.



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4702 Washington Ave, Newport News, VA 23607



TOP LAWYERS OF WORKERS' COMPENSATION:



Charlene A. Moring

Have you checked out the article online regarding Attorney Moring? Moring Law continues its' fight for injured workers and the disabled. If you or a loved one needs an experienced attorney, call Moring Law at 1-855-MOR-COMP.

Here's a snippet of the article:

When Charlene Moring was asked about why she chose to pursue worker compensation she answered by saying "[Growing up], my father was a very hard worker. I saw him get injured at work like three or four times, it was crazy."

Questions? Give our office a call. We are here to FIGHT for you!

Phone No: (757) 223-1107

Licensed in Virginia and North Carolina

www.moringlaw.com

Montagna Klein Camden, LLP

757-622-8100

Counselors at law

757-380-8100



Anthony Montagna, Charles Montagna, Lance Jackson, Jon Montagna, Gregory Camden & John Klein

On January 13, 2020, Gene Magruder from Local 8888's Political Action Committee, Kevin Fowler Local 8888's Central Labor Council Representative, Doris Mays from the Virginia AFL-CIO and Charles Montagna and Greg Camden from the law firm Montagna Klein Camden, LLP, had a meeting with Governor Northam's Chief of Staff, Clark Mercer, and Director of the Office of Policy and Legislative Affairs, Matt Mansell, to discuss the Governor's assistance in reinstating Concurrent Jurisdiction in Virginia. Hopefully, we made some headway.

WHY CONCURRENT JURISDICTION MATTERS?

Prior to July 1, 2012 concurrent jurisdiction existed in Virginia. This meant that a Longshoreman or Shipyard worker potentially had the ability to be covered by both the Longshore and Harbor Workers Compensation Act (hereafter "Longshore Act") and the Virginia Workers Compensation Act (hereafter "Virginia Act"). Many people mistakenly believed this meant an injured worker could obtain a "double recovery" by obtaining benefits under both Acts. That belief was wrong. However, what the injured worker could do was choose which statute provided the injured worker with the best benefits so that the worker could obtain the best medical care and support the family.

The below are some of the benefits an injured worker lost when concurrent jurisdiction was taken away:

PEPCO: Under the Longshore and Harbor Workers Compensation Act, the Supreme Court decision Potomac Electric Power Company v. Director, Office of Workers' Compensation Programs, 499 U.S. 268 (1980), determined that an individual with a permanent disability to an extremity covered by the rating schedule of benefits, was only entitled to the rating payments and could not receive any lost wage benefits even if they were permanently unable to return to their preinjury jobs. This harsh provision does not exit under the Virginia Workers' Compensation Act. Therefore, prior to 2012, a Shipyard worker who fell into this category could obtain benefits under the State Act instead. After 2012 the same Shipyard worker is out of a job with no way of feeding his family. ***To be continued.....***