

May 2, 2023

Dear Brothers and Sisters;

As you know, our union represents workers in almost every industry. Within our union, we have formed different constituency groups, such as Women of Steel, Veterans of Steel, and Steel Pride. Our members also belong to constituency groups within the national labor movement such as the Coalition of Black Trade Unionists, the Labor Council for Latin American Advancement, and the Asian Pacific American Labor Alliance. These groups are important spaces where union members can get together to discuss not only common problems they face at work and within their communities, but also how to engage their union to help resolve them.

I'm writing to you today because USW District 12 is starting a historic new initiative for our union in the U.S. I say it's historic in the U.S. because our fellow USW workers in Canada have been developing ways to engage with indigenous members for years. Through the efforts of the Canadian Indigenous Committee, our Canadian Districts host an annual indigenous gathering; some Canadian locals have won contract language to advance indigenous rights by recognizing certain holidays and cultural traditions, requiring diversity training, and equity hiring; and the Education Department offers a week-long training called "Unionism on Turtle Island" examining the way indigenous people have been treated in Canada and what that means to union members.

The Canadian program started by simply gathering indigenous members together to talk. This summer, we'd like to do the same. I am inviting indigenous members across the District to our first gathering. The Elk Petroleum unit of Local 12-477 will be our host and liaison with the Navajo Nation, and we thank them for taking on the responsibility of bringing us together for our inaugural event. This gathering will be open to any member who identifies as indigenous upon the local union securing the appropriate release from work for attendees. Because of the nature of this effort, the District will reimburse your local union for up to two indigenous participants for their lost time, travel, and per diem, upon the District receiving a copy of the completed expense voucher no more than 60 days following the gathering.

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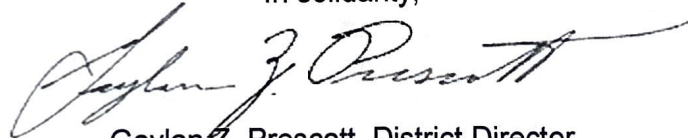
Location: Twin Arrows Navajo Resort
22181 Resort Blvd
Flagstaff, Arizona 86004
928-856-7200

Dates: Arrival on July 17
Departure July 19 (after 4:00 p.m.),
or July 20 for those traveling

Members attending the gathering can expect to get a better understanding of what our union has achieved (and continues to work on) in Canada—but, most of all, members can expect to have an opportunity to communicate about challenges faced by indigenous workers and brainstorm ideas about how our union can improve in our representation of indigenous members. We don't yet know what will come out of the gathering because member input will be the main source of ideas about how we move forward.

Please register for the USW District 12 Indigenous Gathering on the form provided herein. The hotel cut-off is July 5th so we must receive your registration form by fax; 360-639-0866 or by email to jlindeman@usw.org by June 30th. Please be aware, we secure the necessary reservations in advance with the hotel; room cancellations after July 10th - including no-shows - will be billed back to the responsible local union.

In solidarity,



Gaylan Z. Prescott, District Director
United Steelworkers (USW) District 12

cc. Jim Kilborn, Assistant to the District Director
USW District 12 Staff Representatives