

get INVOLVED!



UNITED STEELWORKERS

SOAR

STEELWORKERS ORGANIZATION OF ACTIVE RETIREES

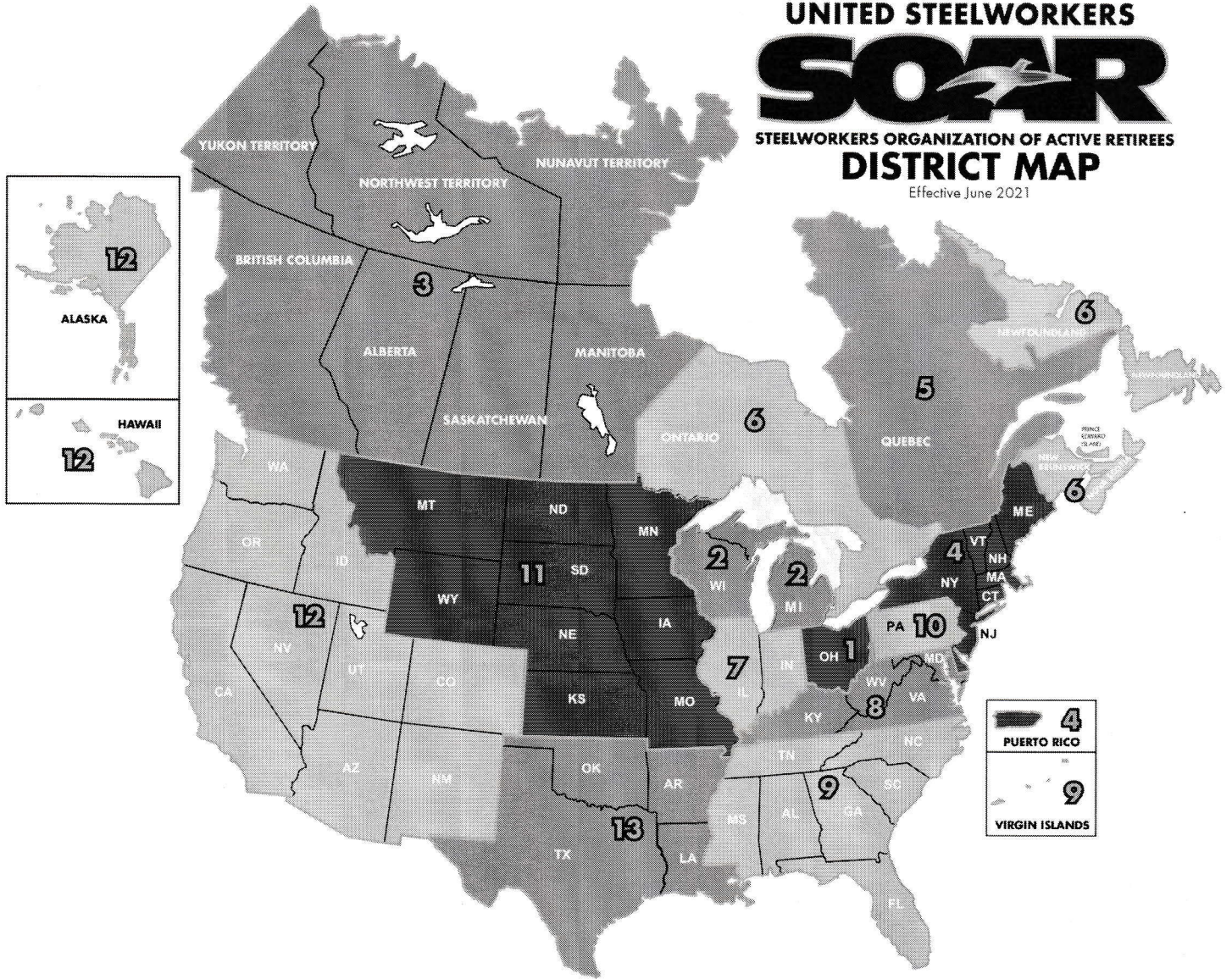
60 Blvd of the Allies • Pittsburgh, PA 15222

1-866-208-4420

UNITED STEELWORKERS
SOAR

STEELWORKERS ORGANIZATION OF ACTIVE RETIREES
DISTRICT MAP

Effective June 2021



PRESIDENT
BILL PIENTA

VICE PRES. / CANADIAN COORDINATOR
DOUG MACPHERSON

VICE PRESIDENT (WEST)
SCOTT MARSHALL

SECRETARY/TREASURER
DENISE EDWARDS

DIRECTOR
JULIE STEIN

PRESIDENT, EMERITUS
C.I. "CONNIE" ENTREKIN

EMERITUS
DAN MCNEIL

EMERITUS
CHARLIE AVERILL

EMERITUS
BILL GIBBONS

DISTRICT 1
JEFFREY DELONG

DISTRICT 2
JAY MCMURRAN

DISTRICT 3
DENNIS CARRIGAN

DISTRICT 4
AL POLK

DISTRICT 5
LAWRENCE MCBREARTY

DISTRICT 6
LENA SUTTON

DISTRICT 7
DORINE GODINEZ

DISTRICT 8
DANIEL STEVENS

DISTRICT 9
CLAUDE KARR

DISTRICT 10
DAVID MCLIMANS

DISTRICT 11
BONNIE CAREY

DISTRICT 12
JOEL BUCHANAN

DISTRICT 13
ANDRES ROSAS

To: USW Members and Retirees

From: Julie Stein, SOAR Director

Re: Steelworkers Organization of Active Retirees



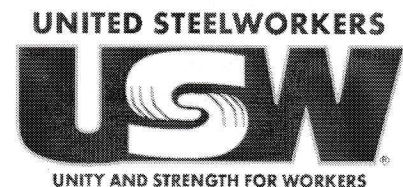
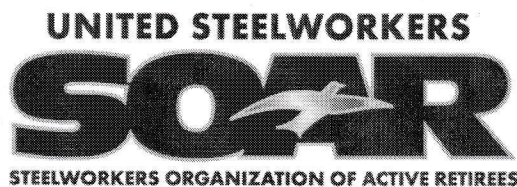
Inside this booklet, you will find background and summary information about SOAR. In addition, to accompany this booklet, you may have received a recent publication of *SOAR in Action* magazine or our bi-monthly SOAR Connection newsletter.

Our union is stronger when Steelworker retirees are involved as activists, advocates and volunteers, which is why we established the Steelworkers Organization of Active Retirees (SOAR) in 1985. Since then, SOAR has been integral to our union's mission by helping defend vital programs like Social Security and Medicare, protecting Steelworker pension plans, and more.

With the establishment of SOAR, our union solidified its focus on the unique issues impacting USW retirees and their spouses. Further, SOAR has been engaged in countless efforts to assure security for current and future generations of retirees, regardless of whether they belong to a union.

If you would like to become a member, please complete the *SOAR Membership Application Form* included in this booklet. For those interested in forming a Chapter, kindly complete the *SOAR Chapter Starter Kit Information Request Form*, to obtain additional information about forming a new chapter. Feel free to contact the SOAR office should you have any questions.

*Join with us, as we continue the fight to protect and enhance
the quality of life of our retirees and working families.
We are stronger together!*



UNITED STEELWORKERS

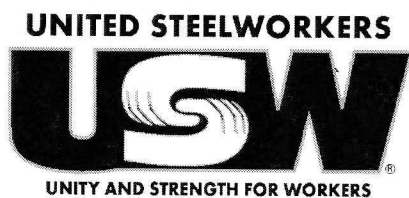
SOAR

STEELWORKERS ORGANIZATION OF ACTIVE RETIREES

Constitution of International Union

UNITED STEELWORKERS

MANUAL



ADOPTED AT
LAS VEGAS, NEVADA
APRIL, 2017

ARTICLE XIX

Steelworkers Organization of Active Retirees (SOAR)

1 Section 1. The Steelworkers Organizations of
2 Active Retirees (SOAR), an affiliate organization of
3 the United Steelworkers, is governed by the By-Laws
4 which are subject to amendment by the International
5 Executive Board of the United Steelworkers.

6 Section 2. All members in good standing of the
7 International Union who retire shall, at the time of
8 retirement, be granted membership in SOAR. All
9 members of SOAR shall be eligible for SOAR chapter
10 membership under conditions and with such rights as
11 are set forth in the SOAR By-Laws.

12 Section 3. Local Unions and SOAR Chapters

13 (a) Each Local Union having more than twenty-
14 five (25) retired members is encouraged to form and
15 sponsor a SOAR Chapter. Local Unions may, where
16 appropriate, form one SOAR chapter for the retirees of
17 several Local Unions within a geographical area or region.

18 (b) Each Local Union is encouraged to select a repre-
19 sentative to serve in an advisory capacity to the SOAR
20 Chapter and each SOAR Chapter is encouraged to select a
21 designee to serve in an advisory capacity to the Local Union.

22 (c) In each set of collective bargaining negotiations
23 conducted by the Union, the bargaining committee shall be
24 expected to meet with the appropriate SOAR representa-

1 tive to become acquainted with the needs of the retirees, to
2 attempt to arrange for a SOAR representative to be present
3 during negotiations for the purpose of making a presenta-
4 tion on those matters of concern to the retirees and to keep
5 the SOAR representatives advised of the progress of nego-
6 tiations on those matters.

7 Section 4. The elected members of the SOAR
8 Executive Board, as established by By-Laws, shall be
9 ex-officio delegates to all International Conventions
10 and entitled to one vote each.

ABOUT SOAR...



STAY ACTIVE • STAY INVOLVED • STAY CONNECTED

The Steelworkers Organization of Active Retirees (SOAR) was established in 1985 to provide USWA retirees with an organization to enable them to continue to act collectively on issues of concern to retired and active working families, and as a means to continue to interact socially with coworkers.

SOAR is dedicated to providing a vehicle for our union's retirees, spouses and others to remain active and involved in the union and their communities; through community groups and labor bodies, as well as their own Chapter activities.

SOAR serves as a source for activists to participate in legislative and political activities related to issues of concern to retirees and active members. Some of their activities include rallies in support of striking workers, rallies in D.C. and at state capitols, and working on campaigns for labor-friendly candidates. This organization is not affiliated with any political party, but works to support candidates based on the issues that they support.

THE STRUCTURE OF THE ORGANIZATION

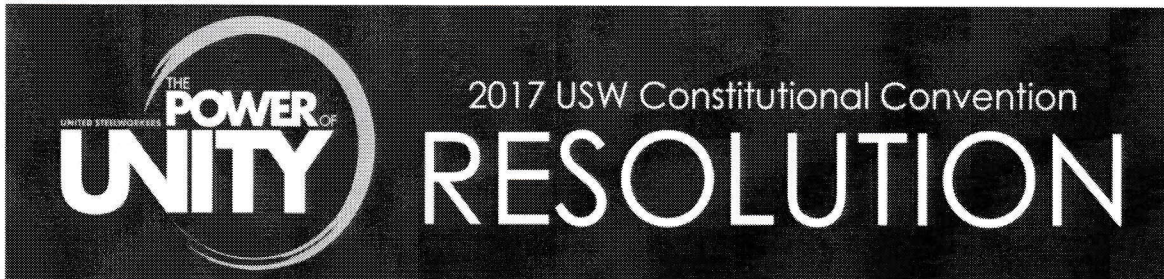
Executive Board - SOAR has an Executive Board made up of a President, Bill Pienta; a Vice President, Doug MacPherson; a Vice President (West), Scott Marshall; a Secretary-Treasurer, Denise Edwards; and an elected representative from each of the USW's 13 districts in North America. In addition, the by-laws allow for up to five (5) positions of Board Member Emeritus, who are appointed by the USW International President. Julie Stein is currently the Director of SOAR, also appointed by the USW International President. (See SOAR District Map, inside cover.)

Coordinators - Each District has Coordinators, who are appointed by the District Directors.

Chapters - Dues-paying members belong to SOAR Chapters. These Chapters can be made up of members exclusively from one local union or may be made up of USW retirees within a geographical area. Membership is no longer limited to retired USW members or like-minded retirees. Active USW members and like-minded individuals, age 45 or older, who agree with and support the guiding principles and programs of the organization and our union, can now join. These Chapters are autonomous and elect their own leadership.

Dues - Dues to belong to a SOAR Chapter are \$12.00 per year for active and retired USW members, as well as union supporters, age 45 or older. Dues are \$3.00 per year for spouses and surviving spouses of SOAR members. The dues are split between the Chapter (30%), a District Fund (30%) which is used to finance conventions, bus trips, etc., and SOAR International (40%) to fund the staffing and materials of the office.

Help Grow SOAR - There are currently 70,000 SOAR Chapter members in the U.S. and Canada, and SOAR is growing. Since 2016, SOAR has recruited more than 7,000 new members. Local union involvement and support has been crucial to this increase in membership.



Resolution No. 8

**Steelworkers Organization of
Active Retirees (SOAR)**

WHEREAS, maintaining close ties with retired USW members and their surviving spouses is an essential part of making our union stronger; and

WHEREAS, the Steelworkers Organization of Active Retirees (SOAR), an affiliate organization for retired members established in 1985, offers retirees a unique opportunity to advocate for their shared social, economic, educational, legislative and political priorities; and

WHEREAS, SOAR has established itself as an integral part of the USW; and

WHEREAS, SOAR has celebrated 31 years of activism, its power comes from the size and diversity of its membership, making increasing SOAR membership fundamental to its success; and

WHEREAS, SOAR's current President William Pienta, a former District Director, has brought his energy and commitment to social justice to the organization; his vision and leadership guides SOAR and helped spur its recent growth; and

WHEREAS, SOAR remains an important source of support for retirees, assisting them in matters relating to pension benefits, health insurance questions and numerous quality-of-life issues; and

WHEREAS, SOAR encourages negotiating committees to consider the needs of retirees and surviving spouses at the bargaining table; and

WHEREAS, collective action is the only way to affect meaningful change and SOAR members recognize the need for solidarity: marching with their USW brothers and sisters on picket lines, providing assistance to USW families burdened by work stoppages, participating in rallies, filling buses, and joining USW members in legislative and political battles; and

Resolution No. 8 Continued

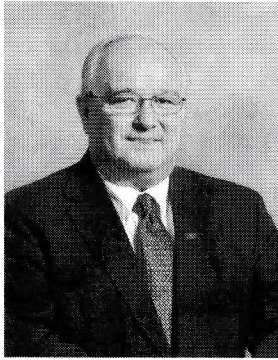
WHEREAS, retired activists in both the United States and Canada working internally with the USW's Rapid Response Teams, as well as working with numerous outside political, labor, civil and human rights organizations, continue to leave their mark on political and legislative issues that affect both retirees and working families. Their work is crucial in fighting to strengthen pension protections, protecting healthcare rights, combatting devastating cuts to the social safety net—including Social Security, Medicare and the Canada Pension Plan—and drawing attention to voter suppression laws that would disproportionately disenfranchise young people, minorities and retirees.

THEREFORE, BE IT RESOLVED that:

- (1) We will offer our full and unwavering support to all SOAR members. Maintaining links between working members and retirees makes both the USW and SOAR greater organizations.
- (2) We will honor the memory of Lynn R. Williams and remain grateful for his vision and dynamic leadership that led to the creation of SOAR.
- (3) We will assist SOAR in its goal of expanding its membership. We will encourage local unions to support SOAR by providing first-year membership in SOAR to all retirees and making it a priority to negotiate the check-off of SOAR membership dues.
- (4) We will seek new ways to involve SOAR members and retirees in organizing, corporate campaigns, legislative battles and other endeavors of our union.
- (5) We pledge to recognize the commonality of interest between active members and retirees, considering the needs of retired USW members in all our bargaining, social and political efforts. We will work together to combat threats to healthcare, retirement security and other necessary programs that affect both active and retired members.
- (6) We will encourage SOAR to continue its political work, backing candidates at all levels of government who support the rights and interests of working people and retirees, and engaging with issues that impact USW members and retired USW members alike.

As passed at the last USW Constitutional Convention held in Las Vegas, NV April 2017.

A MESSAGE FROM BILL PIENTA, PRESIDENT OF SOAR



"The Steelworkers Organization of Active Retirees is a voice for Steelworker retirees, our spouses, and families. SOAR is how retirees stay connected to our union and where we continue our fight by advocating for retired and working families. Additionally, SOAR members help to strengthen the communities in which we live by volunteering and supporting social and civic organizations. We work to promote union values by organizing with like-minded groups in the community, whether they are non-profits, churches, or community advocates."

SOAR IN ACTION

TOGETHER WE ARE...



Fighting for universal healthcare,



Protecting Social Security and Medicare,



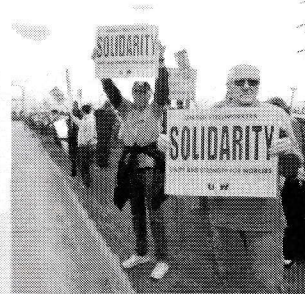
Standing up for workers' rights,

AND MORE...

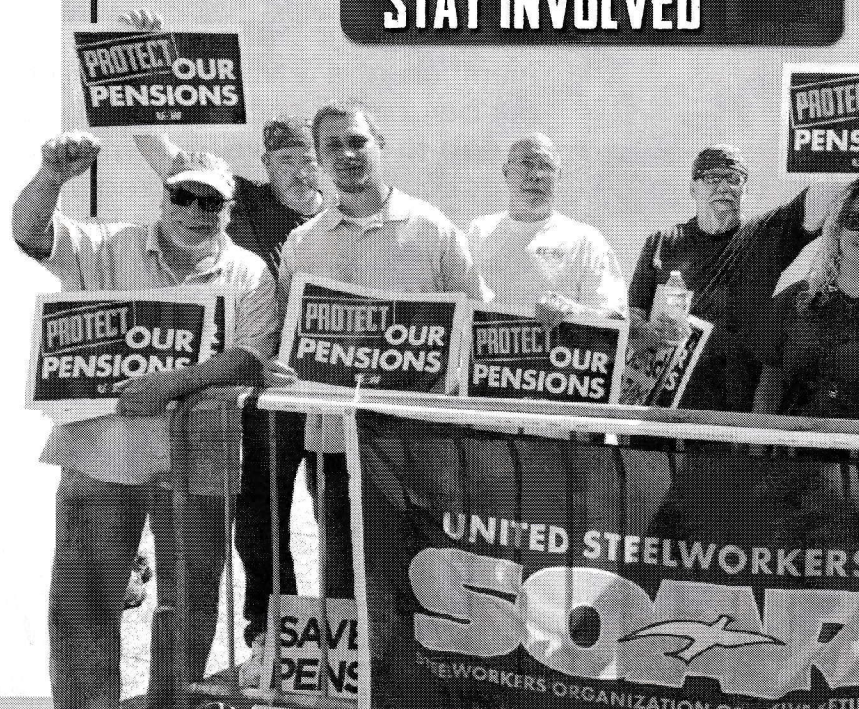
WE'RE STRONGER TOGETHER

SOAR MEMBERS CAN ALSO MAKE AN IMPACT BY:

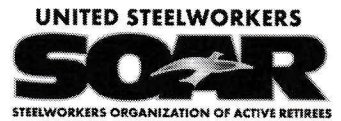
- Participating in USW Rapid Response, which focuses on advancing legislation that protects workers and our families.
- Partnering with the USW Civil and Human Rights Department to protect the elderly, minorities, and people with disabilities.
- Supporting our union's efforts to bargain better contracts in the various industries where our members work.
- Advocating for health and safety... on and off the job.
- Lobbying local and federal government to protect Social Security and Medicare, advance manufacturing policy, and protect American jobs.
- And more...



STAY INVOLVED



TAKE ACTION



Our union is stronger when Steelworker retirees are involved as activists, advocates and volunteers; which is why we established the Steelworkers Organization of Active Retirees (SOAR). With the establishment of SOAR, our union solidified its focus on the unique issues impacting USW retirees, their spouses and families.

ACTION STEPS: If your local union has a SOAR Chapter:

- 1)** Select a representative of the local union to serve in an advisory capacity to the SOAR Chapter. And also, have a designee of the SOAR Chapter serve in an advisory capacity to the local union.
- 2)** Ask about the issues that they are currently working on or concerned about. Building a coalition with SOAR to work on issues of mutual interest would be beneficial for all.
- 3)** Encourage your local union to further support SOAR by providing first-year SOAR membership dues for all retirees. (See suggested motion below.)

ACTION STEPS: If your local union does not have a SOAR Chapter:

- 1)** Discuss starting one with your local union leadership. Contact your District SOAR Executive Board Member or Coordinator for more information on how to start a chapter.
- 2)** See step 3 above. If your local union does not have a SOAR chapter, members will be designated as at-large SOAR members of their district, until they can be assigned to a chapter.

PAY IT FORWARD

The USW International Executive Board encourages local unions to sponsor a SOAR chapter and provide first-year SOAR membership dues for all retirees. (See Article XIX and Resolution No. 8, inside this booklet.)

SUGGESTED MOTION TO PAY FIRST-YEAR SOAR DUES

This motion can be introduced at the Local Union Meeting by the Local Union President or any member of the local in good-standing.

With the utmost respect and consideration for our local union's retirees, to honor those for their contribution to our local and to thank them for obtaining our improved wages, benefits and working conditions, I would like to introduce the following resolution:

Our Local Union shall pay the retired members' dues for their first year of membership in the Steelworkers Organization of Active Retirees (SOAR).

BENEFITS FOR MEMBERS

In addition to receiving an honorary SOAR membership card and lapel pin, SOAR members receive updates about how to stay engaged in our union's work. Members are eligible to take part in the Union Plus Benefits Program through the AFL-CIO; which offers unique savings, including discounts on AT&T, entertainment, hotels, flights and car rentals. The Union Plus mortgage program can even assist you and your children with buying or refinancing your home.

Also, SOAR members receive the "SOAR in Action" publication four times each year. This publication is mailed to only SOAR members. It contains updates on events, pictures of our members in action and interesting articles on important issues affecting retirees and their families. Past issues of the "SOAR in Action" publication are available in our online archive at www.usw.org/soar.

SOAR members who provide an email address receive the bi-monthly "Connection" newsletter, as well.

ABOUT SOAR MEMBERSHIP

Membership to Steelworkers Organization of Active Retirees (SOAR) is no longer limited to retired USW members or like-minded retirees. SOAR's by-laws were amended in 2019, welcoming any like-minded individual, age 45 or over, who agrees with and supports the guiding principles and programs of the organization and our union. Spouses and surviving spouses of members are also eligible to join SOAR.

If you are age 45 or over, and an active USW member, retiree, union supporter, or spouse/surviving spouse, then join with us, as we continue the fight to protect and enhance the quality of life of our retirees and working families.

We are stronger together!

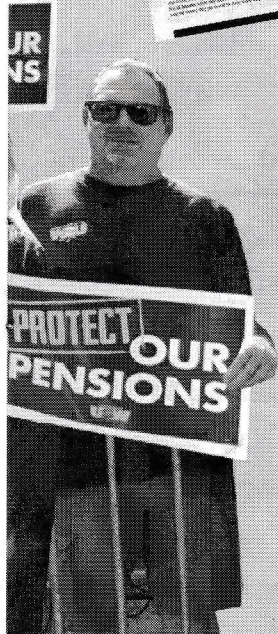
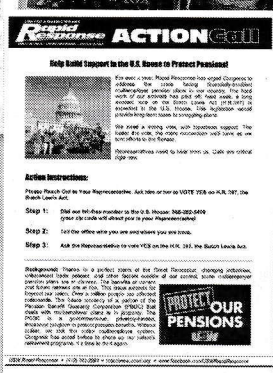
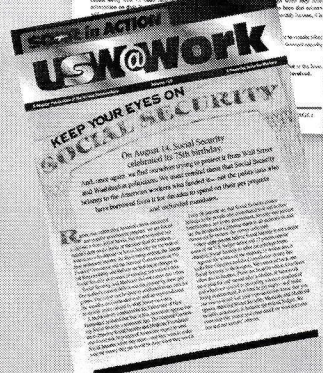
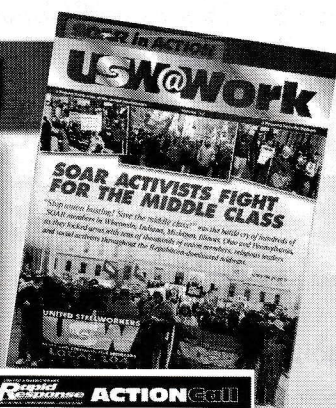
STAY ACTIVE

STAY INFORMED

SOAR CONNECTION



Dear Mr. Pender...
This being the first copy of the newsletter since I last saw you in person, I thought I should let you know that you are still a member of the SOAR. I hope you are enjoying the newsletter and the updates on our union's work. I will be sure to keep you informed of all the latest news and events. Thank you for your support and for being a part of our team.



Join Today!

HOW DO I BECOME A SOAR CHAPTER MEMBER? IT'S EASY!

Simply fill out the application form in the back of this booklet (remember to include your spouse) and send it in with your first-year dues. Some retirees can have their SOAR dues deducted automatically from their pensions. Contact your local union or the SOAR office to find out if this option is available to you.*

HOW MUCH DOES IT COST?

Annual dues are as follows:

Retiree	\$12/year
Active USW Member, age 45 or older	\$12/year
Union Supporter, age 45 or older	\$12/year
Spouse/Surviving Spouse	\$3/year

10-Year Membership:

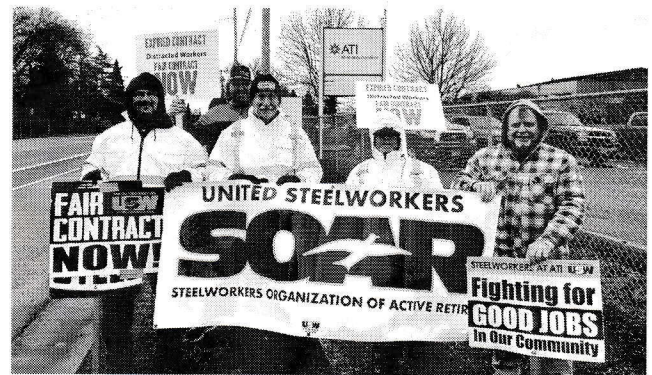
Retiree	\$100
Active USW Member, age 45 or older	\$100
Union Supporter, age 45 or older	\$100
Spouse/Surviving Spouse	\$30

* If you elect dues check-off, if available, \$1.00/month will be automatically deducted from your pension, \$1.25/month if also paying for a spouse.

NEARING RETIREMENT? SOAR IS FOR YOU!

Post on a bulletin board where applicable

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What is SOAR?

The Steelworker Organization of Active Retirees is a voice for Steelworker retirees, our spouses, and families. SOAR is how retirees stay connected to our union and where we continue the fight to protect and enhance the quality of life for retired and working families.

SOAR Members:

- ✓ Promote union values and help strengthen our communities
- ✓ Aid in our work to protect Social Security and Medicare
- ✓ Mentor future generations of union leaders
- ✓ Help guide and strengthen our union

UNITED STEELWORKERS
SOAR
 STEELWORKERS ORGANIZATION OF ACTIVE RETIREES

How to join SOAR?

If you are age 45 or over, and an active USW member, retiree, union supporter, or spouse/surviving spouse, then join with us, we are stronger together!

Basic SOAR membership is only \$1 a month.

To join send a \$12 check or money order to:
 SOAR, 60 Boulevard of the Allies, Pittsburgh, PA 15222.

The spouse or partner of a SOAR member can join at a basic annual dues rate of \$3.

You will receive a SOAR membership card, lapel pin and the SOAR publication, "SOAR in Action" which is also mailed to each SOAR member four times a year.

The USW Executive Board recommends your Local pay your SOAR dues for the first year.

For more information, contact the SOAR office.

Phone: 866-208-4420

VISIT US ONLINE AT: WWW.USW.ORG/SOAR

SOAR

SOAR IS HOW RETIREES STAY CONNECTED TO OUR UNION AND WHERE WE CONTINUE OUR FIGHT FOR RETIRED AND WORKING FAMILIES.

SOAR MEMBERS:

- ✓ Promote union values and help strengthen our communities
- ✓ Aid in our work to protect Social Security and Medicare
- ✓ Mentor future generations of union leaders
- ✓ Help guide and strengthen our union

**IT'S ABOUT
ACTIVISM
ADVOCATING
VOLUNTEERING
AND MORE...**

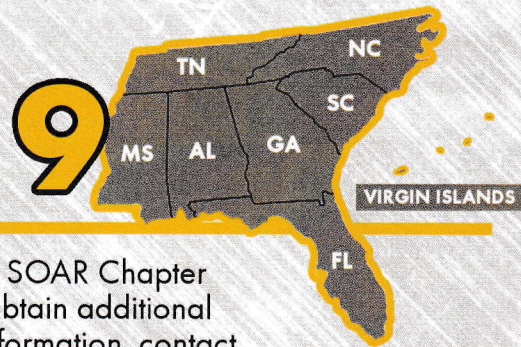
STAY INFORMED

STAY INVOLVED

STAY ACTIVE

SOAR DISTRICT

CONTACT INFORMATION



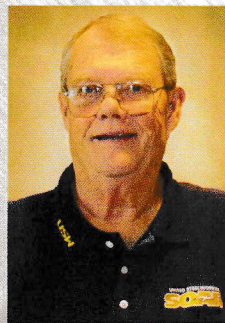
If you are interested in forming a SOAR Chapter, please complete the SOAR Chapter Starter Kit Information Request Form located in the SOAR booklet to obtain additional information about forming a new chapter. If you require any further information, contact your District 9 SOAR Executive Board Member or Coordinator(s), listed below:



USW D9 Director

Daniel Flippo

205-631-0137
District Office



SOAR D9 Executive Board Member

Claude Karr
205-531-2744(C)

SOAR D9 Coordinators

Greg England

D9 Coordinator - AL

205-602-1679 (C)

Jim Centner

D9 Coordinator - FL

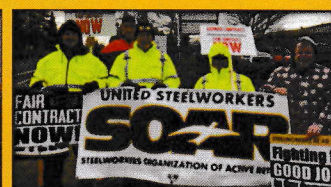
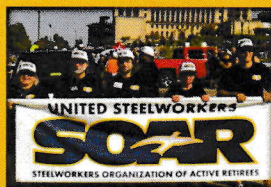
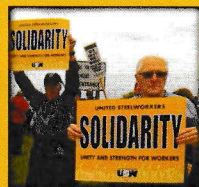
412-999-6334 (C)

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STAY ACTIVE

JOIN TODAY!



SOAR is how retirees stay connected to our union and where we continue the fight for retired and working families.

UNITED STEELWORKERS
SOAR
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WE'RE STRONGER TOGETHER

STAY INFORMED STAY INVOLVED STAY ACTIVE

JOIN TODAY!



If you are interested in starting a SOAR Chapter, please fill out the form below.

PLEASE PRINT CLEARLY

Name _____ Title _____

Home Phone (_____) _____ Cell Phone (_____) _____

Address _____

City _____ State _____ Zip _____

E-mail Address _____

Local Union # _____ USW District # _____

L.U. President _____

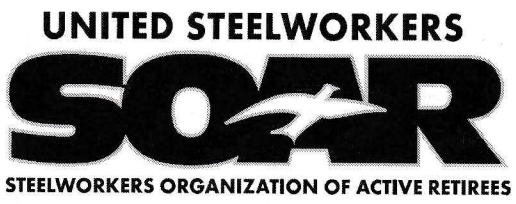


Please email the completed form to: arico@usw.org, or mail the completed form to:

SOAR
Attn: Alysse Rico
60 Blvd of the Allies
Pittsburgh, PA 15222

If you have any questions, or would like additional information, please contact the SOAR office at our toll-free number (866) 208-4420.

**SOAR CHAPTER STARTER KIT
INFORMATION REQUEST FORM**

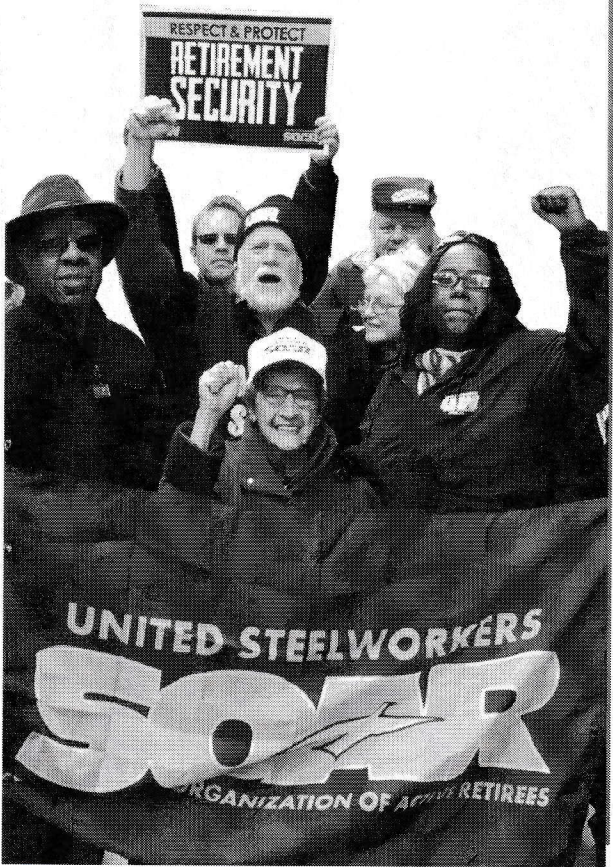


Join Today!

STAY INFORMED

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STAY ACTIVE



Renewing Membership New Applicant

Name* _____
(PLEASE PRINT CLEARLY)

Mailing Address* _____

City* _____ State* _____ Zip* _____

Home Phone* _____

Cell Phone _____

Email _____
(TO RECEIVE CONNECTION NEWSLETTER)

Birthdate* ____/____/____

Local Union _____

Chapter _____ SOAR ID _____
(IF RENEWING)

Do you receive USW @ Work? Yes No
*INDICATES REQUIRED FIELD

Amount Enclosed* _____

- Retiree - \$12/year
- Active USW Member, age 45 or over - \$12/year
- Union Supporter, age 45 or over - \$12/year
- Spouse/Surviving spouse - \$3/year

10-Year Membership Option

- Retiree - \$100
- Active USW Member, age 45 or over - \$100
- Union Supporter, age 45 or over - \$100
- Spouse/Surviving spouse - \$30

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Renewing Membership New Applicant

SPOUSE Name of Spouse* _____

Birthdate (Spouse)* ____/____/____

Email _____

*INDICATES REQUIRED FIELD, IF ADDING OR RENEWING A SPOUSE MEMBERSHIP

For additional information call toll-free (866) 208-4420.

Please return this application with payment to:
 SOAR
 60 Blvd. of the Allies
 Pittsburgh, PA 15222