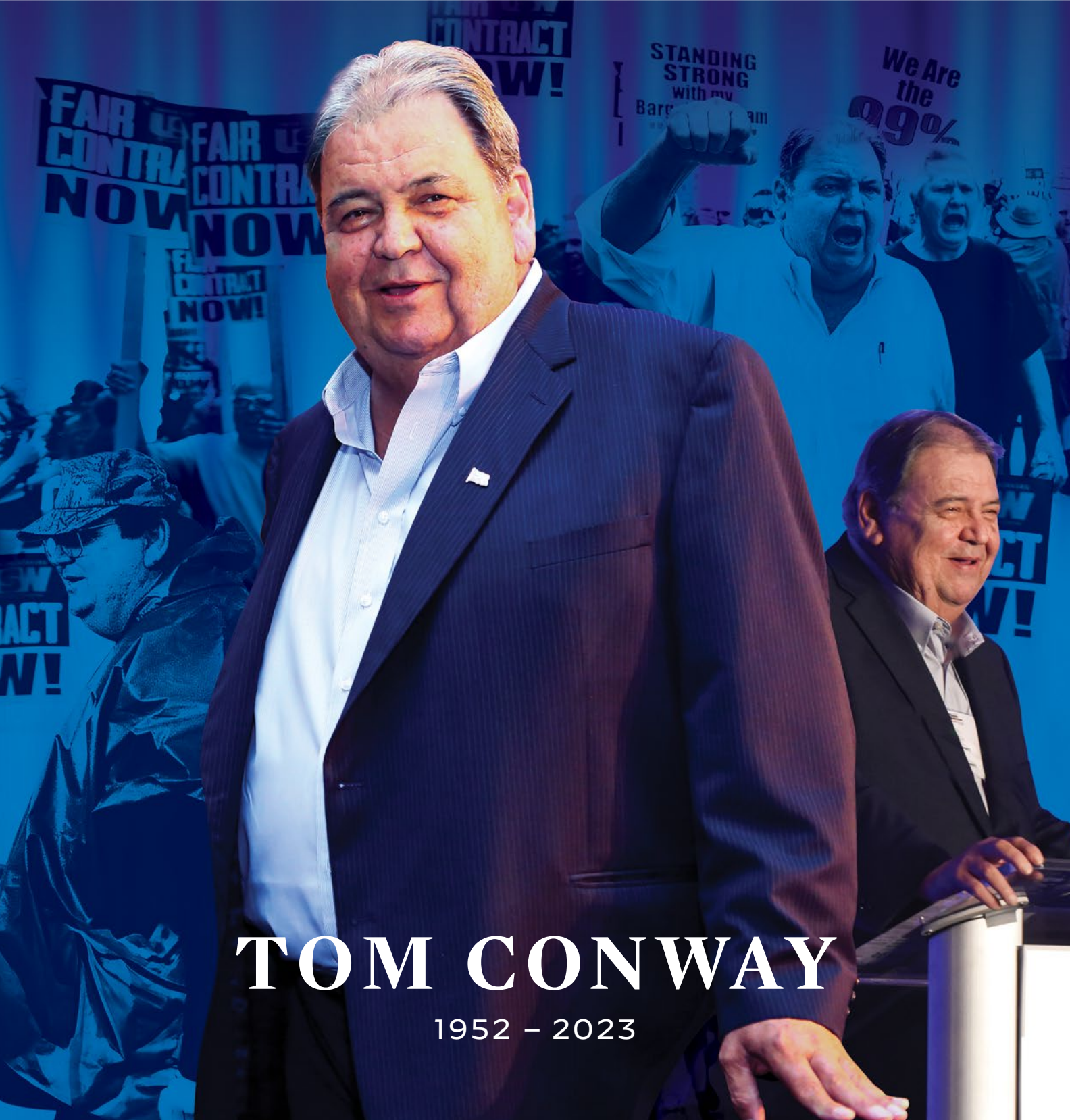


USW@Work

A Publication of the United Steelworkers

A Powerful Voice for Workers



TOM CONWAY

1952 – 2023

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“TOM CONWAY EXEMPLIFIED WHAT IT MEANS TO DEDICATE ONE’S LIFE TO A CAUSE. HIS LIFE WAS DEDICATED TO US, THIS GREAT UNION. HIS CAUSE WILL NEVER FAIL. HIS MEMORY WILL NEVER FADE. WE WILL CONTINUE TO FIGHT IN HIS MEMORY.” PETE TRINIDAD SR., PRESIDENT, LOCAL 6787, OCT. 3, 2023

CURRENT



MEMBERS REBUILD VITAL RAILWAY LINK

USW members are in the middle of a three-year project to replace a vital cog in the nation’s infrastructure and supply chain.

12



NURSES STRIKE AT N.J. HOSPITAL

The issue of safe staffing pushed 1,700 Robert Wood Johnson University Hospital nurses to the picket line this summer.

20



WOMEN OF STEEL KNOW THEIR POWER

Hundreds of members came together in Pittsburgh in October for the USW International Women’s Conference: “Women of Steel — Know Your Power.”

22

FEATURES

SPEAKING OUT

USW members, retirees and their families are invited to speak out. Letters should be short and to the point. We reserve the right to edit for length.

03

TRADE WATCH

USW welcomes preliminary duties on tin mill products. Member testifies on Chinese influence over U.S. manufacturing. USW joins coalition in aluminum petition. U.S. requests panel to probe Grupo mine.

24

NEWS BRIEFS

Chemical workers participate in global conference. Paper workers ratify new contract. New agreement follows strike at Dotson Iron Castings. USW celebrates Hispanic American Heritage Month.

29

COVER

International President Tom Conway died on Sept. 25 at the age of 71.

04

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USW@Work (ISSN 1931-6658) is published four times a year by the United Steelworkers AFL-CIO•CLC 60 Blvd. of the Allies, Pittsburgh, PA 15222. Subscriptions to non-members: \$12 for one year; \$20 for two years. Periodicals postage paid at Pittsburgh, PA and additional mailing offices.

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Pittsburgh, PA 15222

USW@WORK
Volume 18/04
Fall 2023

GOP Loves to Play ‘Chicken’

I sometimes wonder if other American voters notice that, like clockwork, when the time comes for them to simply do their jobs and make sure the government can function on the most basic level, Republicans in Congress prefer to play a game of “chicken” and threaten to run our economy off a cliff.

Did anyone else notice, early this fall, when the GOP so-called “leaders” in Congress couldn’t even agree among themselves – let alone with Democrats – on how to fund the government?

Why do we keep electing government officials who seem to hate the government?

This kind of childish behavior is nothing new, sadly, but it puts our entire economy, and Americans’ well-being, at risk. It’s better suited for a clown show than for the serious business of our government. The GOP can’t even do the most basic work of the government – coming up with a budget.

They eventually did come up with a compromise – only to get us through a few more months – but then we’re likely once again going to be held hostage by this GOP side show. We deserve better.

A government shutdown – no matter what you think of some aspects of the government – is bad for us all.

For a military veteran like myself, a shutdown would mean that local offices providing services to vets could close down, and vital services such as career counseling and transition assistance would be halted.

A shutdown also would mean furloughs for workers who provide other essential services, and it could mean

our troops wouldn’t get paid. In short, it could have wide-reaching consequences.

The House GOP leadership can’t even govern itself, much less govern our country effectively. Yet, every other November, many of these same dysfunctional leaders keep getting re-elected.

We have another House election coming up in about a year. I hope by then more Americans are paying attention and we can rid ourselves of this regular game of chicken, for all of our sakes.

*Tim Baeten
President, Local 2-482
Wisconsin*

Keep Up the Fight

I retired from Firestone in 2004 after 32 years of service. After high school, I served four years in the U.S. Navy.

I was hired at Firestone in 1972 in Des Moines, Iowa, and immediately joined the United Rubber Workers (URW) Local 310.

In 1994, the URW was embroiled in a bitter labor dispute. We watched as busloads of scabs crossed our picket lines, some of them waving their paychecks at us.

My wife and I started a family support group out of our kitchen. We collected financial donations, held rallies and organized picket line support. We rallied at the state capitol to inform lawmakers of the company’s total disregard for union workers. With the money we raised, we were able to help union members pay for food, utility bills, house payments and car

payments.

The Steelworkers approached the URW international with a merger plan, and I had the great honor of being sent to Pittsburgh to represent our local in a vote on whether to merge with the USW.

Before the vote, delegates were asked to speak on the potential merger. After I spoke, a delegate from the Topeka Goodyear plant came to me and we had a conversation. She told me that she and others were planning to vote “no” on the merger, but after listening to my plea for a “yes” vote, she said they would vote in favor of merging with the USW.

We won that vote by three votes. So I want to thank those three members, and the rest of the members at the Topeka Goodyear plant, and also to express my thanks to all the members of Local 310 for the chance to represent them all those years ago.

After the merger, the pressure really intensified on Firestone to get a fair contract. Emil Ramirez put in a lot of hard work keeping our local focused on efforts to get a fair deal. My family and I also were given the opportunity to travel around the world, to Europe and Japan, and talk about union solidarity and spread the union message.

Without the USW, we would have been beaten. I hope all USW members keep up the fight for fair contracts and safety in the workplace.

*Paul Gnade
Mountain View, Ark.*

STAY CONNECTED

We welcome correspondence from USW members, retirees and their families. Letters should be short and to the point. We reserve the right to edit for length. You can reach us via email at editor@usw.org or by mail at 60 Blvd. of the Allies, Pittsburgh, PA 15222.



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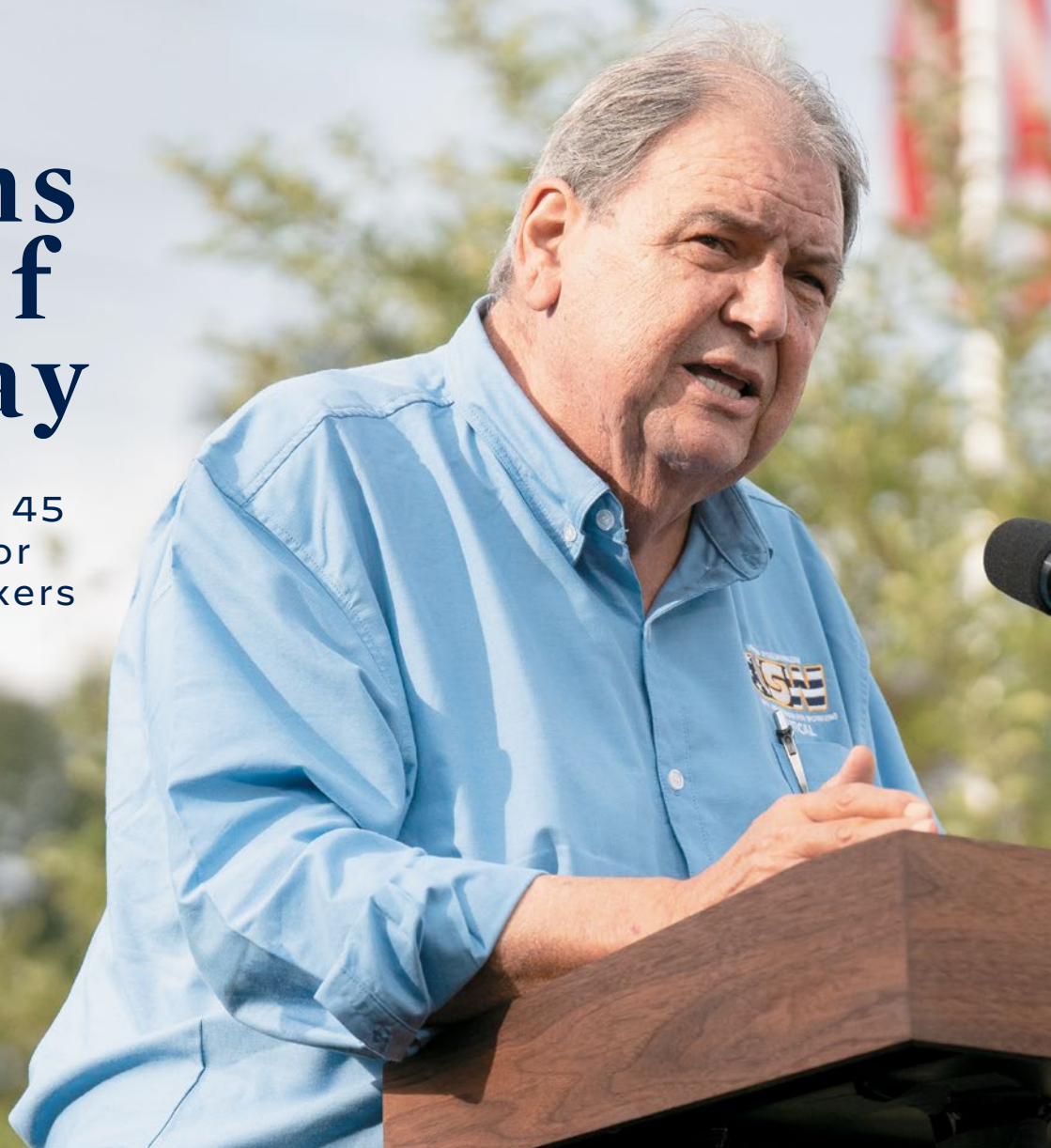


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Watch us on YouTube

USW Mourns Loss of Conway

Steelworkers'
President Spent 45
Years Fighting for
Justice for Workers



International President Tom Conway – who dedicated his life to fighting for USW members and their families at the bargaining table, on the picket line, in the halls of government and everywhere in between – died on Sept. 25, 2023, at the age of 71.

Known for his quick wit, formidable negotiating skills and unwavering devotion to justice and fairness, Conway served as the union’s president since his election in 2019, following 14 years of service as international vice president.

The USW International Executive Board appointed International Vice President David McCall to serve the remainder of Conway’s term.

“From his earliest time making steel to his steady hand leading us through the darkest days of the pandemic, Tom followed two simple guiding principles: the dignity of work and the power of working people,” McCall said. “Tom was never afraid of a fight, and thanks to his ingenuity and determination, generations of workers can enjoy better jobs and brighter futures.”

Outpouring of Sympathy

Conway’s passing sparked an outpouring of grief and condolences for his longtime partner Carol, his three sons and six grandchildren, as well as for the extended family of USW members he worked so closely with for decades.

Celebrations of Conway’s life came from the White House, from members of Congress, and from rank-and-file workers in national news reports, on social media accounts and in union halls across the continent.

“American workers have lost an extraordinary cham-

panion, and I’ve lost a great friend,” President Joe Biden said of Conway. “He made our nation fairer. He made our nation stronger. And I will miss him dearly.”

Lourenco Goncalves, chairman and CEO of Cleveland-Cliffs Inc., said he considered Conway a friend who shared his vision for the future of American manufacturing.

Goncalves said he and Conway shared “a steadfast belief in the bright future of the American industry.”

“Tom recognized that good-paying union jobs are at the core of America’s

“American workers have lost an extraordinary champion, and I’ve lost a great friend. He made our nation fairer. He made our nation stronger. And I will miss him dearly.” PRESIDENT JOE BIDEN



strength, and was a tireless advocate for the men and women of the United Steelworkers,” he said. “He fought for policies that preserve and grow the middle class. While Cleveland-Cliffs’ close partnership with the USW will continue, I will miss Tom Conway greatly.”

USW Members Mourn

Some of the most heartfelt tributes to Conway came from the USW members whose lives he touched, and who were united in their respect and appreciation for his lifetime of advocacy on their behalf.

Tom O’Shei, president of Local 135L in Buffalo, N.Y., worked with Conway on several difficult rounds of bargaining with Good-year, including one summer a decade ago when the bargaining committee spent much of their time together in Cincinnati hammering out proposals and learning from each other.

“Tom taught many of us on the committee about negotiating and how to conduct yourself as a union leader,” O’Shei said. “His demeanor was always kind, and he always took the time to talk to members and teach them, or

just listen to them. He was definitely one of a kind.”

Steve Ackerman, president of Local 169 in Mansfield, Ohio, said Conway helped members of his local when their former employer, AK Steel, locked them out of their jobs for 39 months.

Ackerman credited Conway and McCall with helping to keep members focused and united during the ordeal, which ultimately ended with their return to work in January 2003.

“President Conway was one of the most fearless, selfless, and courageous leaders that could have led this organization,” Ackerman said.

Health care worker Sarah Hardnett, unit president of Local 9201 at Magnolia Ridge long-term care center in Alabama, said she appreciated Conway’s efforts to champion the issues of workers in her sector.

“He understood the importance of the health care sector, not just to our union but to the country as a whole,” she said. “He valued our Health Care Workers Council and made it a priority to invest time and resources into lifting up our work. Hopefully we honor his legacy moving forward as a council.”

Memorial Service

International Vice President Roxanne Brown was one of eight speakers who celebrated that legacy at a memorial service on Oct. 3 at the international headquarters in Pittsburgh. Brown called Conway a mentor and spoke to the mourners about the many lessons he taught her in their more than 20 years of friendship, the most important being to always make time for family and friends.

“Tom had an outsized impact on so many of the lives in this room and outside this room,” said Brown, who also read a personal letter of sympathy President Biden wrote for the occasion.

It was at the memorial service that many of the hundreds of rank-and-file members in attendance got their first look at the urn that holds Conway’s remains. It was, just as he wished, created by members of his home local, fabricated from steel forged by Local 6787 members at Burns Harbor.

Local President Pete Trinidad Sr. spoke of his and other members’ pride in helping to make that project a reality, recalling his last conversation with Conway and how he never stopped thinking about the well-being of USW members.

“We must exemplify moral courage, personal integrity and goodness,” Trinidad said. “Tom did that

“From his earliest time making steel to his steady hand leading us through the darkest days of the pandemic, Tom followed two simple guiding principles: the dignity of work and the power of working people. Tom was never afraid of a fight, and thanks to his ingenuity and determination, generations of workers can enjoy better jobs and brighter futures.” INTERNATIONAL PRESIDENT DAVID McCALL

all the time while remaining humble and genuine. With all the titles and everything he accomplished in his life, he never ever let it go to his head.”

Diversity Efforts

Ackerman said he admired Conway’s commitment to preparing younger members for leadership roles. Under Conway’s direction, the union held its first international Next Gen conference in November 2019, where he and other top officers participated in a panel discussion with young workers.

“I see our jobs over the next few years to build a succession plan and to build a bench, to bring along young people and give them an opportunity to step forward,” he told the crowd. “We are preparing to turn this union over, and we intend to turn it over to you guys.”

Next Gen was just one of the many ways Conway sought to strengthen the USW during his tenure by bringing a diverse group of voices into the union.

As he said in his keynote speech at the 2022 USW convention, “every worker deserves a seat at the table and the protections of a union contract.”

It was at that same convention that members brought a constitutional amendment to the floor to create Veterans of Steel

committees in locals across the union.

From the podium, Conway, himself an Air Force veteran, oversaw a robust discussion of the amendment, which members ultimately ratified.

Mike Budd, a Marine Corps veteran and member of Local 12775, praised Conway’s instrumental role in creating the program, which advocates for legislation benefiting veterans and also provides a support system in every local for union members with military backgrounds.

Budd said about 60 of his co-workers at Northern Indiana Public Service Co. belong to the local’s Vets of Steel chapter, which provides them with a space to discuss the challenges of deployment as well as their struggles on the home front.

“You know the other person would understand your experiences,” Budd said.

Securing Pensions

SOAR President Bill Pienta said Conway never lost sight of the big picture, even when focused on the details of day-to-day contract bargaining.

At the negotiating table, Conway consistently fought to preserve benefits for retirees, and he helped SOAR expand its focus to advocate on behalf of all seniors, Pienta said.

“Tom supported and encouraged that new direction,” Pienta said.

Under Conway's leadership, USW Rapid Response and SOAR activists achieved a major victory with the passage of the Butch Lewis Act, which saved the pensions of more than one million workers and retirees, including more than 100,000 USW members.

Early Activism

Conway worked alongside McCall in the 1970s and 1980s as a millwright at the Burns Harbor steel facility

in Northwest Indiana, and served with him for many years on the international staff.

The pair, born on the same day, were close friends, co-workers and union brothers for 45 years. Conway's lifetime of union activism began early on, when he led a fight against the company hiring contractors to work at the mill while union members were laid off.

"That got him a lot of notoriety at the plant," McCall said. "We had hundreds of our guys recalled who had been laid off."

Skilled Bargainer

As a top USW officer for 18 years, Conway relished going toe to toe with leaders of some of the biggest USW employers. Over the course of his career, he became one of the union's most accomplished negotiators in steel, rubber, aluminum, oil and other major industries, often directing bargaining during crises.

He led talks with U.S. Steel in 2008, 2012 and 2015, when the industry was on the verge of crisis. In 2018, with the industry improving, USW members under Conway's leadership successfully fought off demands for cuts and ratified a new four-year agreement covering 16,000 workers that significantly boosted pay and benefits.

Early in his time as an international leader, when workers in the steel industry were facing layoffs and plant closures, Conway was instrumental in developing the Institute for Career Development (ICD), a joint labor-management training program, enshrined in a number of USW collective bargaining agreements, that provides members with

"Tom taught many of us on the committee about negotiating and how to conduct yourself as a union leader. His demeanor was always kind, and he always took the time to talk to members and teach them, or just listen to them. He was definitely one of a kind." TOM O'SHEI, LOCAL 135L PRESIDENT

opportunities to learn new skills.

Today, 16 employers participate in the ICD program, which offers courses at 65 locations in the steel, tire and rubber, glass, container and utility sectors.

The creation of the ICD was one of many times in which Conway's ideas and bargaining skills led to groundbreaking agreements that pushed back against companies' demands for concessions and helped members move forward in unique ways.

In other cases, USW members were forced to take their fights to picket lines.

In 2015, Conway helped to lead thousands of USW oil refinery and petrochemical workers on an unfair labor practice strike against their multi-billion-dollar employers, primarily over the issue of plant safety. It was the largest work stoppage in the industry in three decades and resulted in a new contract that achieved many of the USW's demands.

"Tom was a principled trade unionist, a pragmatic man who always had the best interests of workers at heart," said Marty Warren, USW Canadian National Director.

In August 2015, Allegheny Technologies Inc. (ATI) locked 2,200 USW members out of their jobs for six months after the company gave the union a long list of deep concessions, which workers rejected.

Conway, who knew that the company's plan was to

"starve out" union workers until they accepted concessions, led USW members to victory in that fight as well, bargaining a contract that avoided most of the company's demands and that members ratified by a 5-to-1 margin.

As he always did, Conway gave credit for those victories to the solidarity of rank-and-file workers.

"Solidarity wasn't just a word to Tom; it was a way of life," said International Secretary-Treasurer John Shinn. "He understood that by working together, we could balance the scales against greedy corporations and the billionaire class."

Focus on Safety

In addition to strong wages and benefits, Conway consistently fought at the bargaining table for language to ensure safer and healthier workplaces for members.

In the month before his death, he publicly championed new rules to safeguard oil workers in Washington state, promoted legislation to limit excessive overtime in Maine's paper industry, advocated for minimum staffing levels at nursing homes, and pushed the Mine Safety and Health Administration to protect surface and underground miners from silica dust.

"I cannot express how grateful I am to President Conway and the rest of our union leaders for taking a hard stance and saying enough is enough," said

"President Conway was one of the most fearless, selfless, and courageous leaders that could have led this organization."

STEVE ACKERMAN,
LOCAL 169 PRESIDENT



Marshal Cummings, chief steward and safety committee member for Local 13214, which represents hundreds of miners at the Genesis Alkali trona production complex in Green River, Wyo.

Cummings, who testified on the need for a comprehensive, enforceable silica standard, credited Conway for standing up to mining companies that cut corners on safety and put profits over people.

“Through his advocacy and support, President Conway has had a major role in saving tens of thousands of current and future miners’ lives,” he said.

Ensuring Fair Trade

While he possessed unparalleled bargaining skills, Conway knew that was not the only way union members had to fight for justice. His efforts repeatedly took him to Washington, D.C., where he relentlessly advocated for fair trade rules, safety regulations and other measures to protect workers.

During his 18 years in USW leadership, Conway worked to make sure that the government enforced trade laws to prevent importation of illegally subsidized and dumped products that damage domestic industries and destroy good-paying jobs.

At the same time, he worked not just to save jobs but to create them, finding new ways to engage both companies and elected officials to expand manufacturing, secure the nation’s supply chains and invest in healthy, flourishing communities.

In August 2021, he led the way as USW members embarked on a 2,200-mile “We Supply America” tour through six states and Washington, D.C., hold-

ing rallies and other public events along the way, urging Congress and the president to enact a massive plan to rebuild the nation’s infrastructure.

The effort proved successful when, in November of that year, Biden signed the \$1.2 trillion Infrastructure Investment and Jobs Act.

Conway knew that healthy domestic industries and profitable companies were good for workers, so he often partnered with willing employers and other organizations to ensure that domestic industries had a sustainable future.

He developed strong working relationships with political leaders, including U.S. Sen. Sherrod Brown of Ohio, who called Conway a “warrior for working people” and said he was one of the people he trusted most on issues of trade and worker health and safety.

In addition to political alliances, Conway made sure the USW built connections with other labor organizations and like-minded groups. He was a driving force behind the creation of the Alliance for American Manufacturing (AAM), a nonprofit union-management partnership, and a founding board member of the labor-environmental partnership the BlueGreen Alliance.

The goal of such initiatives, AAM president Scott Paul said, was “to help shape the future rather than being shaped by the decisions that others were making.”

Organizing Initiative

On the day he took office on July 15, 2019, upon the retirement of then-International President Leo W. Gerard, Conway pledged to devote the union’s resources to organizing new workers

into the labor movement, particularly in the historically non-union southern United States.

“The country is ripe for organizing, and we’re going to do it,” he vowed following his installation as president. “We are going to continue to fight, and we are going to continue to win.”

Conway immediately made good on his promise, establishing a member-driven organizing campaign across the continent, through which the USW recruited and trained rank-and-file members to talk to their fellow workers about joining the labor movement.

The initiative quickly paid dividends, resulting in organizing victories in the United States and Canada, including some of the union’s biggest wins in years.

More than 300 workers at the Kumho Tire factory in Macon, Ga., overcame a relentless campaign to join the USW in 2021. Likewise, in October of that year, 3,500 faculty members at the University of Pittsburgh joined the union. Over the past three years, baristas at Starbucks coffee shops across Canada have been voting in large numbers to become USW members. And in May 2023, 1,500 workers at Georgia’s Blue Bird Corp. bus factory voted overwhelmingly to join the USW.

Many others across North America, including waste disposal workers, professional football players, museum and library workers, high-tech workers, airport workers, prison chaplains and others, joined the Steelworkers’ ranks as a result of Conway’s initiative.

“Tom’s legacy will forever remain,” AFL-CIO

President Liz Shuler and Secretary-Treasurer Fred Redmond said in a joint statement. “We’ll all continue to learn from his life in service to working people.”

Union Family

It could be said that organizing was in Conway’s DNA. He grew up in a union family in New Jersey. His mother worked at a brush factory, where she successfully organized a union and negotiated labor contracts, and his father was an active member of the International Union of Operating Engineers.

After Conway spent four years in the Air Force and attended trade school for airframe and power plant mechanics, Bethlehem Steel recruited him in 1978 to work at Burns Harbor.

Conway joined the union staff in 1987, serving members at Burns Harbor and other steel facilities and getting involved in national steel bargaining with companies including National Steel, Bethlehem and U.S. Steel.

In 1995, then-International President George Becker appointed Conway as secretary of the Basic Steel Industry Conference, a job in which he was responsible for developing bargaining strategies and directing the union’s trade and legislative efforts. He quickly became one of the USW’s lead voices during turbulent steel cycles for more than two decades.

“We will all miss Tom’s passion, his integrity, his gift for strategy and not least of all, his sense of humor,” said McCall. “His time as USW president was too short, but it’s clear he will leave an indelible impact on our union and beyond.”



McCall Takes the Helm

Executive Board Taps Longtime Leader for USW Presidency



David McCall and Tom Conway both became USW activists as young members of Local 6787 at the Burns Harbor Works in Northwest Indiana. In the decades that followed, the pair forged an unbreakable bond as they joined forces countless times to lead USW members in the fight for justice.

Now McCall is leading the USW forward once again, stepping into the top office following the passing of his longtime friend, co-worker and confidant. The International Executive Board voted on Sept. 26 to appoint McCall as the union's ninth international president.

"We are all mourning a

great loss. But even in our sadness, our union is strong, thanks in large part to Tom's leadership and vision," McCall said. "Now, we'll move forward the only way we can – together. Together, we'll honor Tom's legacy, as together, we fight for justice and fairness for working families."

Ohio to Pittsburgh

Before his election as vice president, McCall served for 21 years as the director of USW District 1, a job in which he represented 70,000 USW members and retirees throughout the state of Ohio.

Over the years, rank-and-file USW members, labor leaders and working families

across Ohio grew to respect and admire McCall for his work ethic and his deep commitment to the well-being of workers and their families.

For Local 169 President Steve Ackerman, McCall's leadership during a 39-month lockout at AK Steel was invaluable.

McCall led the union's negotiations during what Ackerman described as "a very bitter dispute."

"His vision was what kept our membership united, focused, and strong," Ackerman said.

'Lifting People Up'

McCall's successor as District 1 director, Donnie Blatt, said he has had a personal and working relationship with the new president for 25 years, since their early days together in Ohio. McCall, he said, has been a mentor and a friend.

For Blatt, the most important characteristics McCall brings to the USW presidency are his willingness to listen and his ability to relate to the struggles of working families.

"Dave McCall has spent his entire career lifting people up and giving them opportunities they otherwise wouldn't have," Blatt said.

Over that time, McCall built strong relationships with rank-and-file union members, as well as with leaders who shared his passion for workers' rights, fair trade and safer workplaces.

One of his closest allies has been U.S. Sen. Sherrod Brown of Ohio, a staunch advocate for those same core values.

"Dave and I have been in the trenches together for the better part of our entire careers – walking picket lines, talking to Ohio workers in

union halls and steel mills, and fighting against bad trade policy that sells out Ohio steelworkers," Brown said. "I know he will make Ohio proud, and continue to lead our fight for the dignity of work."

Fight for Steel Jobs

For members of Local 979 in Cleveland, their deep respect for McCall and his work led to them naming their local union hall after him.

In 2001, with LTV in federal bankruptcy court and the future of local steelmaking and steel jobs in the balance, McCall helped lead members through a lengthy and difficult campaign to preserve steelmaking assets and jobs in the northeast Ohio region.

The effort helped to save the plant and also to eliminate divisions among USW locals that had existed in the past. Today, in addition to representing hourly workers at what is now the Cleveland-Cliffs plant, Local 979 includes employees at Enprotech, Grant Railway Services, Mintek and JACK Casino.

Local 979 President Dickie Peskar said the USW executive board made "an excellent choice" in selecting McCall and lauded the new USW president for his "expertise, experience, dedication and talent."

Experienced Bargainer

Prior to becoming president, McCall served as USW international vice president (administration) since July 2019. In that position, he bargained contracts with some of the union's largest employers in steel, aluminum, rubber and other major industries.

In the spring of 2021,

one of those employers, Allegheny Technologies Inc. (ATI), pushed more than 1,300 workers at nine locations onto the picket line with demands for deep concessions, only five years after a six-month lockout in which ATI sought, and failed to achieve, similar cuts.

McCall led a successful three-month battle for a new contract in 2021 that rejected the company's concessionary deal, while raising wages and protecting benefits.

"This is a fight for what is right," McCall said at the time. "Our members stuck together and remained committed to reaching a fair deal. Solidarity pays off."

Over the years, McCall also led numerous USW bargaining committees at major steel employers such as ArcelorMittal, and later Cleveland-Cliffs, negotiating innovative contract language and historic agreements that raised wages, improved health care, strengthened retirements, and became models for other employers in the industry.

"Steelworkers perform

the work essential to keep our plants running safely and productively," McCall said. "Thanks to the solidarity of USW members, activists and local union leaders, we have safer, more productive jobs that provide us good pay and benefits without sacrificing our security."

Fair Trade Fights

McCall also has spearheaded numerous fights to level the playing field for workers on the issue of trade, testifying before U.S. congressional committees, the International Trade Commission (ITC) and other decision-making bodies on behalf of USW members.

Just last November, his testimony before the ITC helped lead to the continuation of duties on steel cut-to-length plate from 11 countries.

"In many ways, Steelworkers have been the engine of our manufacturing recovery," said McCall. "They will be a driving force behind the renewal of our nation's outdated infrastructure and supply chain."

Difficult Times

As a member of Local 6787 in Burns Harbor, McCall worked as a millwright and served the local union in various positions, including grievance chairman and vice president.

It was during those early days in Indiana, an often difficult time for the domestic steel industry, that McCall developed his community-oriented approach to union leadership.

Several of his fellow members of Local 6787 recalled his efforts at that time to save jobs and to help those who had been laid off by establishing the local union's food bank and unemployment support committee.

McCall joined the USW international staff in 1986, and his leadership during the American steel crisis – which resulted in 50 companies seeking bankruptcy protection between 1998 and 2002 – helped to restore benefits to tens of thousands of retirees.

More recently, his leadership during the global economic recession in 2008 helped enable the USW to preserve thousands of jobs with a focus on long-term viability and sustainability.

McCall said he was proud of the legacy he and Conway created together, and that he looks forward to building on the USW's important work.

"Our union is changing," he said. "We're organizing new members in new industries in both the United States and Canada, even as we bargain cutting-edge agreements for members in our traditional sectors. I am humbled to lead our union as we continue to fight for a better future for all working people."



Executive Board Names Ramirez VP

The USW executive board voted in October to appoint Emil Ramirez – District 11 director since 2013 – as the USW's new international vice president (administration). Ramirez replaces David McCall, who took office as international president following the death of Tom Conway.

"Tom's tireless work ensured our union had a strong base on which to build," McCall said. "I look forward to working with Emil as we capitalize on this momentum."

As District 11 director, Ramirez represented workers in nine Midwestern states. He led bargaining with Arconic, Cleveland-Cliffs Mining, Ardagh Beverage and Conti-Tech, and chaired the Cement Council.

Ramirez began his union career in 1986 with Local 15162 at KPL/Gas Service in Topeka, Kan. He served in numerous leadership roles, including local president, before joining the USW staff in 1995.

"Our union's strength always stemmed from our ability to work together to ensure safer workplaces and a better standard of living," Ramirez said. "As our union continues to grow and evolve, together we can maintain this strength through solidarity."

The board also appointed Cathy Drummond as District 11 director, making her the first woman to serve as a district director. **See story, page 23.**





REBUILDING AMERICA

USW MEMBERS WORKING TO REPLACE VITAL COG IN NATION'S INFRASTRUCTURE AND SUPPLY CHAINS

Tony Nock has been working on construction sites for nearly 35 years and has, in his words, done “a little bit of everything” in that time. What he and his fellow Local 4-318 members are doing now, he says, is one of the most rewarding projects of which he’s ever been a part.

“We need to rebuild America,” Nock said. “It’s good to know that what we build is going to be here for a long time.”

Nock and about 170 other USW members are in the middle of a three-year project to replace a vital cog in the nation’s infrastructure and supply chains – the Point-No-Point Bridge, a railroad bridge that spans the Passaic River between Kearny and Newark, N.J., just down the road from Newark Liberty International Airport, the 17th-busiest cargo airport in the nation.

A Critical Link

The bridge is a major link in the transportation network between cities along the East Coast and into the Midwest and carries about 7,000 freight rail cars per day. Because railroads move more cargo than any other form of

transportation, the bridge is one of the most important spans in the country.

“It’s a critical link, not only for this region, but for the whole United States,” said project engineer Rick McCall of Conrail, the transportation company that owns the bridge. “This bridge will drive commerce for future generations of Americans.”

The current bridge, built in 1901, is simply nearing the end of its useful life, USW members say. It is still in operation while workers construct its replacement just a matter of yards away.

The time it takes to operate the current swing-open span, and the time it takes to make repairs on the aging structure, can cause delays both on rail lines and for traffic on the river below.

The contract to replace the span belongs to George Harms Construction Co., which maintains a 100 percent union work force and traces its relationship with the USW to the early 1970s.

In that time, USW members constructed roads and bridges, replaced water mains and performed countless other jobs to upgrade the backbone of the United States.

“Our people are our biggest asset.

They do every aspect of what we need them to do,” said company CEO and President Rob Harms. “The relationship has never wavered.”

‘The American Dream’

It’s a relationship that provided good jobs for USW members for generations, while those same members contribute to strengthening the nation by keeping its supply chains and transportation systems moving.

“I’ve never had to worry about keeping the lights on or feeding my family,” said Nock, who purchased a home and put his children through college thanks to his USW-negotiated wages and benefits. “That’s the American dream.”

At the same time, the company has had a reliable and skilled work force to lean on to complete its many complex construction projects on time and on budget.

Nock said that in his 34 years, he doesn’t recall a project finish-



Members from Local 4-318, facing page: Luis Santiago, Bernard Francis
Above, clockwise from top: Nick Naputano, Tony Nock, Steve Reed, Tony Araujo



★ WE ★
REBUILD
AMERICA

ing behind schedule, or the company using materials that weren't produced domestically.

"We know what we're doing. We know how to get the job done," he said. "American steel is made the way it should be."

Local 4-318 President John Seckrettar said he was proud of his local's strong relationship with their employer.

"I couldn't be prouder of the fact this company is 100 percent Steelworkers, using domestically sourced materials and prioritizing safety," Seckrettar said. "This is a great story of the USW's role in the rebuilding of the infrastructure of America."

Multi-Skilled Workers

Nock and the other USW members who work for Harms are all multi-skilled, filling whatever roles they need to in order to move their projects forward.

"We do whatever needs to be done on a particular day," noted Tom Kelly, saying that the variety of work is one of the things he likes best about his job. "I believe I am 110 percent the best at what I do, and that's the attitude that I want everyone around me to have."

Kelly said that the role he and other USW members are playing in rebuilding the nation's infrastructure gives him a sense of pride and accomplishment.

"It makes you proud to live here and proud to put a stamp on the USA," Kelly said.

The pride extends beyond Local 4-318 to the entire USW, said District 4 Director Dave Wasiura.

"The members of Local 4-318 perform essential work," Wasiura said. "Like so many members of this great union, they are a vital part of supplying America's critical needs and making sure that the work we do supports families and communities."

Years-Long Projects

Like the Point-No-Point Bridge, which is scheduled for completion in 2025, the projects that Local 4-318 members work on often take two to three years to complete. While the projects are large and often daunting, they provide members with the stability of knowing that they'll be reporting to the same work site for months at a time.

Nock, Kelly and other members say their work fills them with a sense of accomplishment when they finish, especially when they realize that the work they do will be there for their grandchildren and great-grandchildren.

"Seeing the end result – there's no feeling like it," said 14-year member Luis Santiago. "I'm very proud of our work."

Safety First

Members of Harms management and Local 4-318 agreed that the most critical aspect of that work is making sure every task – both large and small –



Mike Waga

Marie-Eve Sylvain

is completed safely.

For worker Brian Burns, that commitment is the most important benefit of his USW membership.

“You want to be able to leave here and go home to your family the same way you came here,” Burns said. “If Harms is building it, that means it’s going to get done right.”

Rebuilding the nation for future generations, he said, and making sure that economic supply chains can flow freely, means “everything.”

USW members are rebuilding the United States “one bridge at a time, one roadway at a time,” Burns said.

“You have to put out a product that can stand above the rest,” he said. “That’s what we do.”

The Union Difference

While they are assembling top-of-the-line bridges, roads, railroads and other transportation cogs, USW members say, they never forget the union’s

role in making sure that their jobs are the kind that can support families and communities.

For Marie-Eve Sylvain, that union difference was apparent as soon as she started as a laborer with Harms six years ago as a single mother looking for a better life for herself and her son.

“It was scary,” Sylvain said. “This job was a life-changer for me.”

She said that she learns something new every day on the job, and that she is consistently amazed at the skills and accomplishments of her USW siblings.

“I’m doing things now that I had never imagined I would do in my life,” Sylvain said.

USW ‘Family’

For Nock, the strong relationship that the USW enjoys with Harms is what makes the union difference so apparent, and what makes his job one worth holding onto for more than three decades.

“Being a Steelworker,” he said, “means I am part of a family.”

For CEO Harms, that feeling of family extends beyond the union. Early in his career at the company, he was a USW member and, during the periodic economic downturns that have slowed the construction industry over the years, he has made sure there was always work for USW members to do.

“The work is nonstop,” Kelly said, noting that the only time he could recall members being off the job for more than a few days, the layoff was the result of extreme winter weather.

As it approaches the 65th anniversary of its founding, Harms said he hopes that his company can continue to provide meaningful work for USW members for generations to come.

“It’s a great history,” he said. “It’s the American economy at its best.”

THE UNION DIFFERENCE

REPORT DETAILS INFLUENCE OF LABOR MOVEMENT ON FAMILIES, COMMUNITIES

Unions make working families more financially stable, combat inequality, provide better lives for retirees, improve workers' overall well-being, and contribute to strong communities through investments in housing and education.

Those were among the conclusions in a U.S. Treasury Department report released in August entitled "Unions and the Middle Class."

"Workers reap substantial benefits from unionization," the report determined. "In addition to supporting the middle class, unions contribute to more robust general economic growth."

Spillover Benefits

One fact that the report emphasized was that unions raise standards not just for their members, but for all workers across all demographic groups.

"The positive effects of unions are not only experienced by workers at unionized establishments," the report said. "Other workers see increases in wages and improved work practices as their nonunionized workplaces compete with unionized ones."

Anti-Union Forces

The research also revealed that more American communities should be reaping those benefits.

In the decades following the 1935 passage of the National Labor Relations Act, labor unions and the American middle class flourished, and income inequality declined.

Yet in the past five decades, anti-union companies and politicians teamed up to attack workers' rights, and that campaign resulted in a decline in unionization rates and an overall decline in worker power.

"Since the 1970s, middle-class wages and household incomes have stagnated, despite brisk growth in the economy as a whole," the report concluded.

Meanwhile, the report

noted, workers have had a harder time achieving a middle-class life, as home prices have grown at more than three times the rate of household income.

"Workers' share of corporate earnings decreased," the report said, "as corporate profits constituted a growing slice of the economic pie."

Reversing the Trend

Renewed growth of the labor movement, as evidenced by the recent uptick in union organizing efforts and activism, could lead to a rebirth of the American middle class.

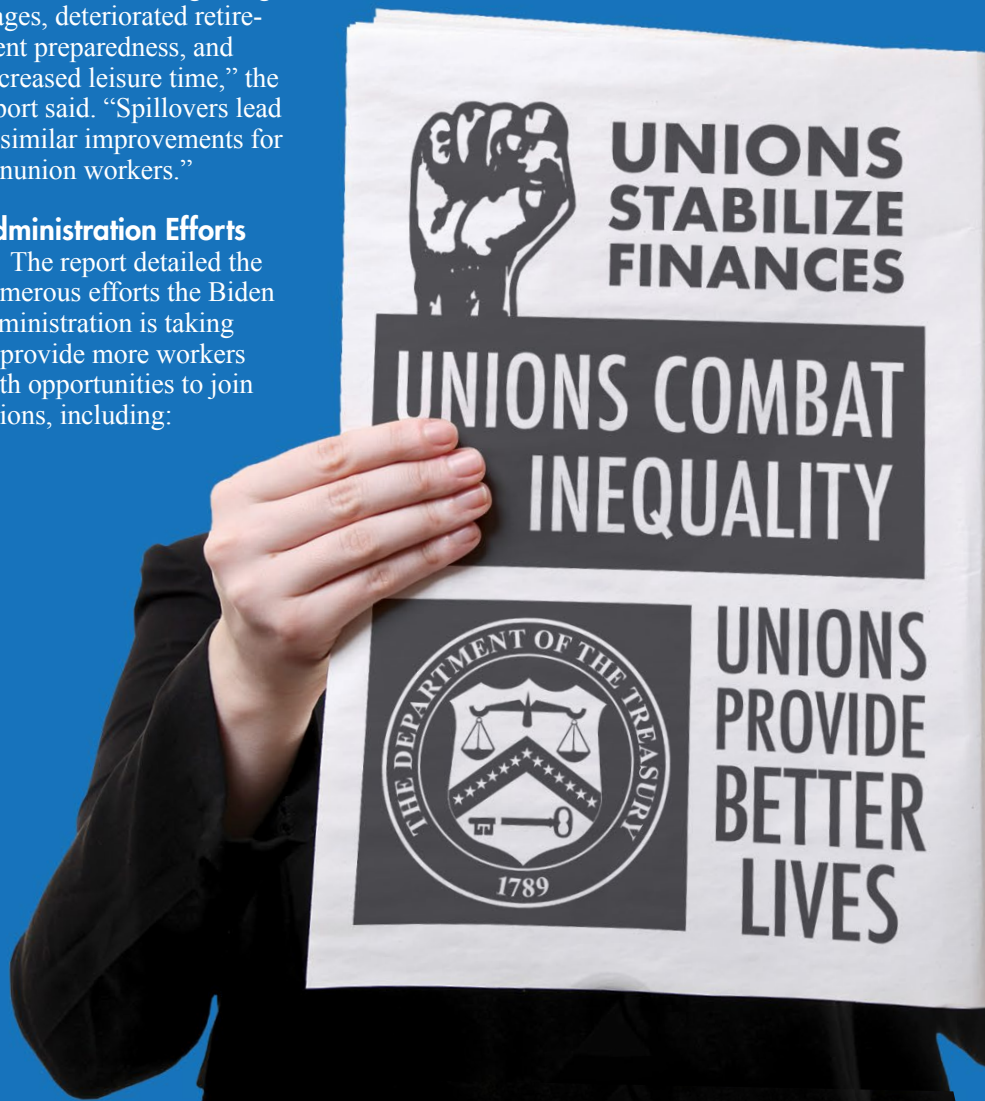
"Unions have the potential to stem or reverse some of the negative trends faced by the middle class since the 1970s: stagnating wages, deteriorated retirement preparedness, and decreased leisure time," the report said. "Spillovers lead to similar improvements for nonunion workers."

Administration Efforts

The report detailed the numerous efforts the Biden administration is taking to provide more workers with opportunities to join unions, including:

- Creating the White House Task Force on Worker Organizing and Empowerment.
- Pushing for passage of the Protecting the Right to Organize (PRO) Act.
- Making appointments to the National Labor Relations Board committed to protecting workers' rights.

"The labor movement is growing, it is getting younger, and it is getting more active," said International President David McCall. "When leaders in Washington have workers' backs, the results speak for themselves."





USW-MADE HOLIDAYS

As the holiday season approaches, USW members and their families will be doing a lot of shopping – for food and drinks, gifts, decorations, paper products, cookware and other essentials.

Here is a sampling of some of the products USW members make that can be found in stores or online. Some are only available for purchase in select regions.

If you have other examples of USW-made products that you would like to see in *USW@Work*, e-mail editor@usw.org.

BEER

Schell Brewing
Local 11-118
New Ulm, Minn.
schellsbrewery.com

BREAD/ROLLS

Wonder Brands
Local 4610-2
Ontario, Canada
wonderbread.com

MUFFINS/ROLLS

Various brands
Local 1-00377
Norwalk, Ohio
genesishbaking.com

PASTA/SAUCE

Buitoni Foods
Local 9555
Danville, Va.
buitoni.com

POP TARTS

Kelloggs
Local 9345
Pikeville, Ky.
poptarts.com

CHIPS/SNACKS

Lay's, Ruffles, Doritos,
Tostitos, Cheetos, SunChips
PepsiCo
Locals 4610 and 4610-1
Ontario, Canada, pepsico.com

WHISKEY

Bulleit
Local 1693
Louisville, Ky.
bulleit.com

ART SUPPLIES

Martin F. Weber
Local 286
Philadelphia
weberart.com

BASEBALL BATS

Louisville Slugger
Local 1693
Louisville, Ky.
slugger.com

BELTS

Custom Leather
Local 838-11
Ontario, Canada
customleather.com

CLOTHING

American Roots
Local 366,
Portland, Maine
americanrootswear.com

PILLOWS/TOPPERS FIVE STAR NOTEBOOKS

Custom Foam
Local 838-3
Ontario, Canada
customfoam.com

Acco Brands
Local 1442
Alexandria, Pa.
fivestarbuiltstrong.com

FRAMES/JEWELRY ORNAMENTS/GIFTS

Seagull Pewter
Local 3172-12
Pugwash, Nova Scotia
seagullpewter.com

Wendell August Forge
Local 6346-15
Mercer, Pa.
wendellaugust.com

SCHOOL NOTEBOOKS

Roaring Spring
Local 488
Roaring Spring, Pa.
rspaperproducts.com

STATIONERY

Crane & Co.
Local 390
Cohoes, N.Y.
crane.com

COOKWARE

All-Clad
Local 3403
Canonsburg, Pa.
all-clad.com

FIESTAWARE

Homer Laughlin
Local 419M
Newell, W.Va.
fiestatableware.com

GLASSWARE

Anchor Hocking, Corning,
Owens-Illinois
Multiple Locals
anchorhocking.com,
corningware.com,
shop.libbey.com, o-i.com

KNIVES

Cutco
Local 5429
Olean, N.Y.
cutco.com

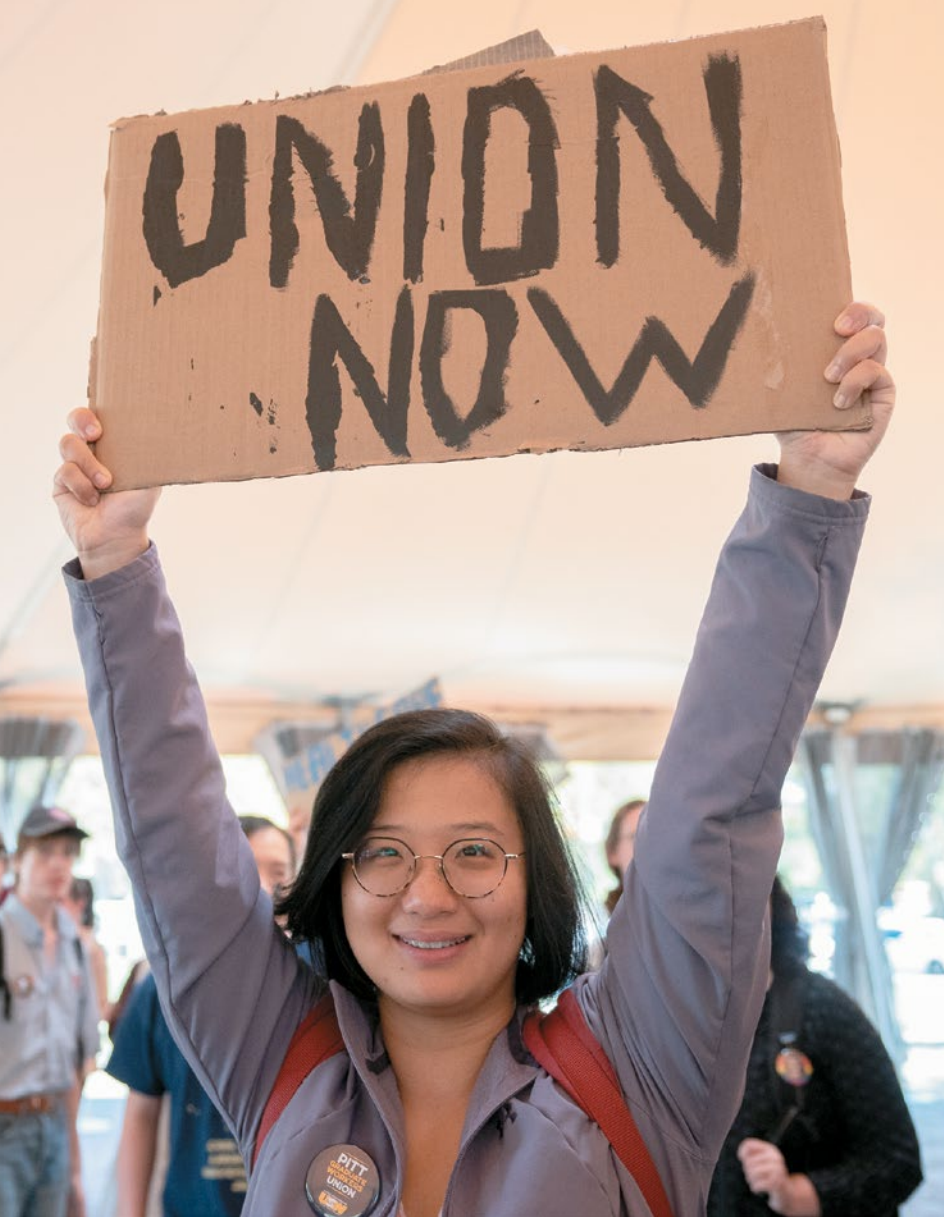
OCELO SPONGES

3M
Local 13833
Tonawanda, N.Y.
www.3m.com

MORE OPTIONS

For more union-made and American-made holiday products, visit the AFL-CIO at aflcio.org/MadeInAmerica or the Alliance for American Manufacturing at americanmanufacturing.org/made-in-america.





University Workers Make Union Progress

Faculty members at the University of Pittsburgh who voted overwhelmingly to join the USW in October 2021 have cleared a path forward for others at the university to organize for a seat at the table, including staff and graduate workers who are at different stages of organizing with the USW.

While the three groups are working on independent union efforts, the one thing that unites them is their desire to win contracts that will

bring them all a voice in the decision-making process.

Staff File Charges

After months of collecting signed union cards, staff workers at Pitt filed for a union election on June 5 at the Pennsylvania state capitol in Harrisburg.

Soon after, the USW filed an unfair practice charge against the university's administration for holding illegal captive-audience meetings with potential bargaining unit members. The

outcome of the case, filed with the Pennsylvania Labor Relations Board (PLRB) in June, was still pending as *USW@Work* went to press.

The staff bargaining unit, which could number in the thousands, is on track to become one of the largest public sector union workforces to unionize in decades in Pennsylvania.

New Grad Campaign

Pitt graduate workers launched their own unionization card drive on Oct. 2

with a labor rally at the Pitt campus. This attempt to organize the more than 2,000 graduate workers comes just four years after their first union drive, also with the USW, which they lost by just five votes.

The graduate workers, who produce research, instruct undergraduate courses and perform other important roles for the university, are among the lowest-paid workers at Pitt.

They are organizing to achieve a voice in the

workplace and the opportunity to bargain for better wages, safer working conditions, and more reasonable parental leave.

“By signing your union card today, you tell the Pitt administration that they cannot make any more changes to our working conditions without consulting us first,” said Alison Mahoney, a fourth-year theater arts grad student.

Most urgently, they are calling for the administration to reinstate their previous health care plan, which was recently replaced with a significantly more expensive plan without warning or input from the graduate workers.

Faculty Bargaining

The Pitt faculty union knows that the hard work does not stop after a union vote is finalized.

The unit of more than 3,000 full- and part-time faculty members across Pitt’s five campuses has made significant progress in bargaining with the university’s administration on a number of issues.

However, more than two years after they won their union vote, the administration continues to drag its feet on economic proposals, further drawing out the pace of negotiations for the unit’s first contract.

In August, U.S. Sens. John Fetterman and Bob Casey, U.S. Rep. Summer Lee and the Pennsylvania House Democratic caucus, led by Speaker of the House Joanna McClinton, sent letters to Pitt’s new chancellor, Joan Gabel, who took the helm in July, urging her to work with the faculty union and to wrap up negotiations quickly.



FIRST CONTRACT AT KUMHO

Georgia Tire Workers Move Forward Following Long Battle

In a victory for workers’ rights and a testament to the power of solidarity, Kumho Tire workers voted in August to ratify a groundbreaking four-year contract covering about 325 hourly workers.

The new agreement, three years after their successful union vote, was a huge win for the Kumho workers, who overcame intense and years-long union-busting efforts by their Macon, Ga., employer. They became the first new tire workers to unionize in more than four decades, and their victory served as an inspiration to other workers in the historically anti-union southern United States.

Hard-Fought Battle

The path to the historic new contract was a challenging one.

The workers began their journey to be USW members in 2017, facing off against their employer’s relentless and, at times, illegal attempts to thwart their campaign. The initial effort to unionize ended in a narrow defeat for the workers as a result of the company’s vicious union-busting campaign, which included threats against its workers.

Melinda Jones, a Kumho employee, vividly remembers the challenges workers faced throughout that turbulent time.

“Every day, we had to sit in meetings for hours, and the union busters would give us all kinds of bogus lies on what a union is,” she recalled. “I was so scared to lose my job.”

Despite those obstacles, the workers persevered. After a judge ordered a new election as a result of the company’s union busting, they finally joined the USW in 2021 and set about the task of bargaining a contract.

Strong Contract

District 9 Director Daniel Flippo said that the new four-year contract demonstrates that, even in the face of formidable

opposition, workers who unite in solidarity can secure a voice, fair wages, and improved working conditions.

“This agreement provides tangible improvements in workers’ quality of life and fairly rewards them for their hard work,” Flippo said. “Perhaps more importantly, it gives them a strong voice on the job, which all workers deserve.”

The contract includes annual wage increases as well as essential workplace protections such as the establishment of a union-management health and safety committee. The agreement also ensures quality health care and other benefits.

“These brave workers fought against the odds for justice and fairness and never gave up,” said Kevin Johnsen, chair of the union’s Rubber/Plastic Industry Council. “This contract is a testament to their solidarity.”

Inspiring the South

The significance of the victory extends beyond the Kumho plant, serving as an inspiration for workers about what can be achieved in the South despite obstacles that have been in place for decades.

In fact, following the Kumho victory, workers at the nearby Blue Bird Corp. bus factory voted in huge numbers this spring to join the USW. The Blue Bird win was the largest organizing victory at a manufacturing plant in the region in 15 years.

Alex Perkins, a local union leader who helped spark the organizing campaign and who now serves on the USW staff, emphasized how important the win at Kumho was as a signal to other workers in the region facing similar obstacles.

“You can organize tire in the South, but organizing has to be personal. You have to have people who can relate to the workers,” he said. “This story is like a fairy tale, and the good guys always win.”

NURSES FIGHT

FOR SAFE STAFFING

Front-Line
Health Care Workers
on ULP Strike at New
Jersey Hospital

Nearly 1,700 members of Local 4-200 who work as nurses at New Brunswick, N.J.'s Robert Wood Johnson (RWJ) University Hospital launched an unfair labor practice strike this August.

Negotiations for a new contract began in April. Members began a strike in August after RWJ's bad faith bargaining got in the way of the parties reaching agreement, including on the key issue of staffing. The chief goal for members in the negotiations, local President Judy Danella said, was to push the hospital to hire more nurses and adopt enforceable staffing standards, but the hospital did not take nurses' demands seriously.

"We are the ones that made this hospital a Level 1 trauma center, a comprehensive stroke center,

a comprehensive cancer center," Danella said. "We are not disposable. We will be unified."

A Daily Struggle

The RWJ nursing staff continued to work through COVID and other major crises, she said, and despite those sacrifices, has continued to face short staffing nearly every day.

"We are dedicated nurses that go above and beyond for our patients," she said. "It's very simple. We would like to have the right amount of nurses for the right amount of patients."

That number, members say, differs by department and depends on the severity of patients' conditions. But a bill before the New Jersey legislature would establish minimum nurse-to-patient ratios across the state, and



to become law, their strike would be unnecessary.

A recent study showed that New Jersey had the third-worst nursing shortage in the nation, behind only Texas and California.

Local 4-200 members participated in a rally in support of the staffing legislation this May at the state capitol in Trenton, with much the same message they're delivering on their picket line each day, chanting, "safe staffing saves lives" and other slogans meant to draw attention to the crisis.

"We need something that is enforceable that the hospital holds to," Danella said, "not just a number on a piece of paper."

'Heartbreaking'

RWJ management has continued to operate during

the strike by paying several times its union wage and benefit costs to firms that provide scabs to perform struck work, in addition to paying for their lodging and travel expenses. The cost of paying those replacements, members say, far outpaces what it would cost for RWJ to simply agree to hire more nurses.

"It's insulting and heartbreaking," said nurse Carol Tanzi. "Because we are the nurses who built this hospital."

Picket Line Support

Throughout the strike, the USW nurses received support from patients and their families, members of other local unions, local clergy and community leaders, and elected officials both near and far.

Members held marches,

candlelight vigils and other public events, gaining an increasing amount of news coverage and public support.

U.S. Rep. Frank Pallone of New Jersey, State Sen. Linda Greenstein and others showed up on the picket line to show support for the workers, while U.S. Sen. Bernie Sanders of Vermont wrote a letter to hospital CEO Mark Manigan urging the company to negotiate a fair end to the strike.

"It is absurd for [Robert Wood Johnson] to claim it can afford to pay its executives millions, yet is somehow unable to provide its nurses fair raises," Sanders wrote. "That is simply unacceptable."

Best Care Possible

Despite the public outcry in support of the nurses,

the company continued to resist members' demands as the strike neared the three-month mark, and nurses remained on the picket line as this issue of *USW@Work* went to press.

Local 4-200 member Jessica Newcomb said she has considered leaving the nursing profession because of the lack of adequate staffing at the hospital.

"If it's not us that stands up for our patients, then no one else will," she said.

The need to do the right thing for their patients ultimately was what led the nurses to take their fight to the picket line.

"At the end of the day, we want to give the best care that we can," said nurse Nina Kesley. "And right now, we're just not able to do that."



Women of Steel KNOW THEIR POWER



More than 1,000 passionate union activists descended upon Pittsburgh for the 2023 USW International Women's Conference, where they took part in several days of educational workshops and celebrated the Women of Steel who give the union its strength.

The conference buzzed with attendees from all of the union's 12 districts in the U.S. and Canada, who came to flex their union muscles, learn new skills and take inspiration for charting future paths back to their home locals.

The delegates shook the conference hall with booming chants and cheers from the very start. International Women of Steel Director Randie Pearson took the stage to welcome delegates.

"Good morning, Women of Steel," she said. "This conference is about knowing your power, and part of my power is being my authentic, honest self."

Pearson, who worked at an oil refinery in Toledo, Ohio, from 2006 to 2017, spoke candidly about the challenges she faced as a woman in a male-dominated industry, and about the important education she received years ago at her first women's conference.

"My union sisters and I

knew that our voices were important on the job," she said. "Not just for us, but for the sisters that came before us, and the sisters who are going to come after us."

International Vice President Roxanne Brown thanked her fellow Women of Steel, emphasizing the power women have to make a difference in their unions and in their communities.

"In every room, show up as yourself," Brown said. "Be authentically you, and all that comes with you, particularly as it relates to the fights we fight collectively every day as a union: things like a good job that allows you to put food on your family's table, send your kids to school and retire one day and leave a legacy for future generations."

Brown referenced the theme of the conference, "Know Your Power," setting the tone for several days of education and excitement.

"I tell you this to remind you to not just know your power, but use it wisely," said Brown, noting that her 6-year-old daughter was inspired to take to the microphone at the 2022 USW International Convention after seeing her mother take the stage.

"It's important for our girls – big and small – to see us doing powerful things."

Brown spoke to the many women in the union who are shattering glass ceilings, including Cathy Drummond from Local 9460 at Essentia Health in Hibbing, Minn., who took office Oct. 13 as the new District 11 director.

The delegation also paused to acknowledge former USW International President Tom Conway, who passed away on Sept. 25, and welcomed David McCall as the union's new international president.

"The Women of Steel are integral to the sustainability and growth of this union," McCall said. "It is our job to continue fighting for their equal opportunity, involvement, and rights in our workplaces."

AFL-CIO President Liz Shuler greeted conference attendees on video and reflected on the importance of women's activism.

"I know how tough it is to be the only woman in the room," said Shuler. "But unions are how we stand together, get equal pay and get the opportunities we deserve."

Building Strength

The week consisted of dozens of workshops covering all aspects of building union power, safety and solidarity, with a particular focus

on the challenges women face in the workplace.

Luevon Boddie-Lewis of Local 9-00719 has worked at the WestRock Co. paper mill in Demopolis, Ala., for 18 years, but this was her first time attending the women's conference.

Boddie-Lewis, a laboratory technician, said Women of Steel is crucial for creating unity with union women in diverse sectors, and emphasized the opportunities the conference offers for networking.

"There's nothing women can't do," said Boddie-Lewis. "Women make the world go around, and we are here to help bring them together."

Nyeshia Daniels, who also works at WestRock and is in her fifth year in quality control, said the union difference is that someone is there to fight for her rights on the job.

"We're here today because we want to equal the playing field," said Daniels. "Only 5 to 10 percent of our work force at WestRock are women – that's not many. We are trying to create strength among them."

Conference workshops ranged from civil and human rights classes on supporting trans, non-binary and gender non-conforming members,



to health and safety courses on hazard mapping, aging in the workplace and improving women’s personal protective equipment. Rapid Response workshops guided members through building legislative activism.

Ada Acosta, a member of Local 13-00001 who has worked for seven years at the Shell chemical plant in Deer Park, Texas, was one of just two members to attend from her local. Acosta said the most surprising takeaway from the conference was how many industries make up the Women of Steel.

“This is my first time at this conference, and to me, Women of Steel is all about supporting each other and learning new ways to do that, no matter what field you’re in,” said Acosta. “I’m excited to take what I learn here back to share with my local.”

Rallying in Solidarity

Delegates took their solidarity outside the conference hall when they converged on the University of Pittsburgh campus to rally in support of the staff and graduate workers who are at various stages of union organizing.

Hundreds of Women of Steel joined others calling on the university administration to show fairness and neutral-

ity toward its workers. Staff members at Pitt are gearing up for a union election, while graduate workers launched their union card drive on Oct. 2.

USW flags flew high as members filled the streets with booming voices. The crowd held signs and chanted, “Get up, get down, Pittsburgh is a union town!” and numerous other rallying cries.

Fatima Ijaz, an administrative assistant in the Department of Physics at the University of Toronto, joined the conference this year as a first-time attendee. She and more than 7,000 administrative and technical staff from the University of Toronto, Victoria University and the University St. Michael’s College belong to USW Local 1998.

Ijaz and other USW members who work in higher education spoke to members of the Pitt organizing committees at the rally about the process of winning their unions.

Amanda Buda, of Local 412 at the University of Guelph in Ontario, serves as the Women of Steel coordinator for her local. She was participating in her first women’s conference, and said she was proud to rally alongside other higher

education workers for fair treatment.

“There are a lot of people here that are in the same boat and in very similar situations,” Buda said. “If I have any advice, it’s that you don’t know what

you don’t know. It’s always best if you have any type of question to reach out and ask a current union member how they did it, because there’s always an answer and information that will benefit you in the long run.”



DRUMMOND BECOMES DISTRICT 11 DIRECTOR

Cathy Drummond became the first woman to serve as a USW district director on Oct. 13 when she was named to replace Emil Ramirez, who became the union’s international vice president (administration).

Drummond, assistant to the director since 2019, started as a coder at the Adams Clinic in Hibbing, Minn., now owned by Essentia Health. In 1998, she helped organize her workplace and later served as Local 9460 president, representing about 2,400

health care workers.

In 2004, Drummond joined the USW staff, servicing members in health care and numerous other industries. She served as the District 11 Women of Steel coordinator since 2011 and sits on the board of the Minnesota AFL-CIO.

The new director said she hoped to increase educational opportunities for members in her district, to prioritize organizing, and to amplify the voice of the union’s 50,000 health care workers.

“I hope that I can bring a new voice, one that hasn’t been brought to the board before,” Drummond said. “It’s so important that we train the activists of the future.”

District 11 includes more than 34,000 members in Iowa, Kansas, Minnesota, Missouri, Montana, Nebraska, North Dakota, South Dakota and Wyoming.

TRADE WATCH

USW WELCOMES TIN MILL DUTIES

The USW welcomed the Commerce Department's announcement in August that it would institute new tariffs on dumped tin and chromium coated



sheet steel products from China and two other countries.

"Foreign dumping into the U.S. market has already cost a significant number of good, community-supporting jobs," International President Tom Conway said of the announcement, which came about a month before his passing on Sept. 25. "The preliminary antidumping duties Commerce announced today are a step in the right direction toward stabilizing our market, restoring fair prices and protecting U.S. workers."

The USW and Cleveland-Cliffs filed a countervailing duty (CVD) petition against China and antidumping (AD) petitions against China and seven other countries in January.

The Aug. 17 announcement included preliminary antidumping duties of 122.52 percent for Chinese goods and

smaller margins for goods from Canada and Germany. A final ruling is expected in January, including a detailed verification process for all countries listed in the petition.

"The sad reality is that when some of our trading partners saw significant cost increases in their home markets because of global events, they chose to dump here rather than reduce production," Conway said.

"If we don't curtail this dumping now, it will eventually choke out our domestic industry, leaving us with no alternative but to rely on foreign goods. We saw how dangerous that dependence was during the pandemic, and we must be proactive now."

Thousands of USW members make tin mill products in a number of locations, including in California, Indiana, Ohio and West Virginia.

TRADE BRIEFS

Petition Seeks Relief on Unfair Tire Imports

The USW in October filed an antidumping petition with the Department of Commerce and the International Trade Commission seeking relief from unfair truck and bus tire imports from Thailand.

Tire imports from Thai-

land, fueled by Chinese investments, surged in recent years, more than doubling between 2020 and 2022. The petition alleges dumping margins as high as 47.8 percent, enabling imports to undercut domestic producers and imperil U.S. jobs.

The USW represents workers at five facilities that produce truck and bus tires: Bridgestone's plants

in La Vergne and Morrison, Tenn., Goodyear's facilities in Danville, Va., and Topeka, Kan., and Sumitomo's plant in Buffalo, N.Y.

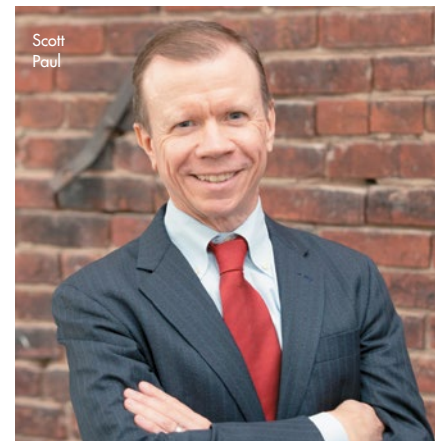
USW Joins Coalition in Aluminum Petition

The USW in October joined with the U.S. Aluminum Extruders Coalition to file petitions seeking relief from unfairly traded imports of aluminum extrusions from 15 nations whose imports are harming the U.S. industry and threatening jobs.

The petitions, filed with the U.S. Department of Commerce and the U.S. International Trade Commission, allege that producers in China, Colombia, the Dominican Republic, Ecuador, India, Indonesia, Italy, Malaysia, Mexico, South Korea, Taiwan, Thailand, Turkey, the United Arab Emirates, and Vietnam are dumping

their products, or selling them at less than fair value.

The petitions also allege that producers in China, Indonesia, Mexico, and Turkey benefit unfairly from government subsidies.



Paul Calls for Action on U.S. Supply Chains

Scott Paul, president of the Alliance for American Manufacturing (AAM), testified this September before



LOCAL 7-9777 LEADER: U.S. MUST COMBAT CHINA'S TACTICS

Steve Kramer, president of Local 7-9777 in Illinois, spoke in August at a roundtable discussion hosted by the House Select Committee on the Chinese Communist Party (CCP) about the threat the CCP poses to good-paying U.S. manufacturing jobs.

China, Kramer said, engages in a host of aggressive anti-competitive tactics designed to steal business from U.S. companies.

“China’s massive subsidies of technology have propelled its own producers over U.S. firms, shut the U.S. out of China’s wind market, driven down world prices, and caused lost sales in the U.S. market,” Kramer said.



Steve Kramer

Kramer said more than 100 jobs have been lost just at the Allied Tube steel and pipe mill outside of Chicago, in large part due to illegal and unfair imports, largely from China.

“I see the real-world impact of anti-competitive practices done by companies based in China,” Kramer said at the meeting, held in Stoughton, Wis. “I’ve visited manufacturing plants every day and I know that, if they have a level playing field, our workers can and do outperform anyone in the world.”

Congress must give workers better, modernized tools to ensure fairness and counter the worst of China’s unfair practices, in part by passing the Leveling the Playing Field Act 2.0, Kramer said.

“Our elected leaders need to do more to foster domestic manufacturing,” he said. “This starts with smart, targeted trade enforcements that defend American workers from illegal subsidies from anti-competitive practices.”

the U.S. House Innovation, Data, and Commerce subcommittee, telling members of Congress that the U.S. government must do more to bolster American supply chains for critical goods.

“Supply chains are taken for granted when they work perfectly, and can cause widespread damage to our economy, jobs, and national security when they do not,” Paul said. “We must break the vicious cycle of implementing policies that reward imports over domestic production. But the idea is not to build a wall around America or seek autarky. Rather, we must build more domestic capacity in critical manufacturing sectors and consider localization of supply chains a best practice.”

The USW co-founded the AAM, a nonprofit business-labor partnership aimed at supporting U.S. industry, in 2007.

Paul said government officials must develop better tools to identify, prevent and fix supply chain issues before they disrupt the U.S. economy.

“The federal government needs a dedicated office with the necessary clout to direct supply chain efforts and to implement a comprehensive and coordinated supply chain strategy,” he said.

USW Seeks Strong Buy America Guidance

International President Tom Conway in August lauded the White House’s announcement of guidance to support implementation of the Build America, Buy America (BABA) provisions of the bipartisan infrastructure law.

“The USW is pleased to see the Biden administration move forward with implementation of BABA, which

requires that all iron, steel, manufactured products, and construction materials used in infrastructure projects are produced in the United States.

“Strong BABA implementation is a critical step toward reshoring lost industrial capabilities, strengthening broken supply chains, and establishing the United States as a leader in the manufacturing of new technologies,” Conway said. “By promoting investment in domestic manufacturing, Buy America policies ensure that taxpayer-funded investments align with the highest labor and environmental standards in the world.”

U.S. Requests Panel to Probe Grupo Mine

U.S. Trade Representative Katherine Tai announced in August that the United States had, for the

first time ever, requested a Rapid Response Labor Mechanism (RRM) panel under the United States-Mexico-Canada Agreement (USMCA).

The request involves a labor dispute at the San Martin mine in the Mexican state of Zacatecas operated by the Grupo Mexico conglomerate, which also operates ASARCO, an employer of USW members at mining facilities in Arizona and Texas.

In its request, the United States asked Mexico to review whether mine management was denying workers their rights to freedom of association and collective bargaining.

“This announcement upholds the Biden-Harris administration’s commitment to creating a more level playing field for workers,” Tai said.



DIVIDED WE FALL

USW Members Working Hard at Stripping Away Two-Tiered Systems

When Rob Burd went to work at the Sensus/Xylem plant in Uniontown, Pa., in 2015, he knew that, under the contract in place at the time, he likely would not have a chance to earn wages as high as others who came before him and did the same work.

“I was part of the two-tier system,” Burd said. “It’s wrong when these companies are making so much money off of our labor and you have two people working beside each other doing the same work and one is making two or three dollars more than the other person.”

Later, when Burd ran for unit president of Local 13836-1, his top priority was to eliminate the two-tier system that had been in place since 2013.

During those negotiations, members overwhelmingly rejected two company proposals, and were headed for a possible strike, before the company came back with a proposal that eliminated two-tier language. A two-thirds majority of members ratified that contract.

Burd said the two-tier issue helped build the solidarity necessary to get a

strong contract. “We could not have done this without all of us sticking together,” he said. “Our committee, they hung in and never wavered and without that we would not have been able to get a good contract.”

Conway Priority

When late International President Tom Conway took the helm of the USW in July 2019, he made a promise that his administration would work to reduce or eliminate tiered wage and benefit systems in union contracts.

Over the past four years, Burd and his siblings and countless other USW members made major progress in that fight for equality.

“Righting these wrongs helps everyone, but in particular, it supports our newer members. It also strengthens our union even more in the long run,” Conway said this summer. “We are one union, and our success in remaining united often depends on resisting these deals and dismantling them everywhere we can.”

Conway, who passed away Sept. 25, was always quick to deflect the recognition for that success to rank-and-file leaders, particularly the members of the USW’s Next Gen program.

“A large portion of the credit goes to our Next Gen activists who have been at the forefront of prioritizing and driving this issue,” he said. “I’m extremely proud of the folks at the bargaining table who were able to negotiate these wins.”

Sowing Division

Unscrupulous employers often look for ways to divide union members, whether by age or job classification or other factors, and multi-tiered wage and benefit systems can play into bosses’ hands by helping them to serve that purpose.

“Employers know how powerful we are when we’re united,” Conway said. “So they try to drive wedges between us, pitting new workers against more senior members.”

Like Burd and his siblings, Shane Kedley and the members of Local 263B at the A.Y. McDonald brass foundry in Iowa worked under a two-tier system that began in 2008.

Kedley said that, at first, the system did not affect the USW membership, but over the years, as workers retired and were replaced, new hires made \$2.50 per hour less than their peers. That situation, he said, created problems for the company as well as the union.

“With the difficulty with hiring and retention in the foundry, the company really had no choice” but to agree to



**“
Tiered systems
are divisive, They create
resentment, jealousy, apathy,
and a hindrance to unity
in the work force.
”**

Shane Kedley, Local 263B

eliminate the two-tier system, he said.

The most recent contract for the A.Y. McDonald workers was a step forward in building a more unified local, he said.

“Tiered systems are divisive,” Kedley said. “They create resentment, jealousy, apathy, and a hindrance to unity in the work force.”

More Than Wages

In addition to wages, some employers use two-tier systems to give newer workers lower-quality health care or retirement benefits than others, or to impose unequal compensation systems on people performing the same work in different locations.

Kerry Halter and other members of Local 752L drew a line in the sand during contract negotiations four years ago and forced management at the Cooper Tire plant in Texarkana, Ark., to ensure that all members began receiving equal pay for equal work.

“Greedy corporations and CEOs like to see how much money they can save on the backs of their workers,” said Halter, the local president. “At some point in time, you just have to say enough is enough, and we’re going to stand up and fight for fair wages and benefits.”

Under Cooper Tire’s system, workers who joined the Texarkana plant beginning in 2009 made only 85 percent of what co-workers hired before them did. Many companies soon realize,

however, that the money they save isn’t worth the problems the system creates.

“It may save companies money on the front end, but in the end, it doesn’t work out,” Halter said. “It’s going to affect morale. It’s going to affect quality. It simply isn’t worth the money.”

Two years ago, for example, USW members at nine locations across the country successfully beat back an attempt by Allegheny Technologies Inc. (ATI) to impose a second, lower tier of health care benefits for future workers.

UPS ended its two-tier wage system this summer after workers came close to striking in their fight for a fair share of the company’s staggering wealth. And, today, thousands of autoworkers are demanding the elimination of tiered wage and benefit scales.

“In plain terms, they’re trying to bust the union,” explained Joe Oliveira, who was vice president of USW Local 1357 in New Bedford, Mass., during the union’s 2021 battle against ATI. “The easiest way for them would be to let us fight each other and tear ourselves apart.”

When union workers eliminate such systems, they gain an even stronger voice in the workplace.

“We all understood what we needed to do,” Halter said. “This brought a lot of people together.”

Growing that unity and solidarity was the goal of Conway’s initiative, and it has paid dividends for mem-

bers across the continent in a range of industries, from health care workers in Local 7600 at Kaiser Permanente and Local 9600 at Oroville Hospital, to rubber workers in Local 831 at Goodyear and Local 1023 at Yokohama.

Success in eliminating tiers has come from workplaces large and small, improving lives and building solidarity for thousands of members. In the paper industry, one of the largest employers of USW members, workers achieved a series of strong contracts that cut tier systems, including in the union’s master agreement with International Paper, and Local 1013 and Local 1853 at Georgia Pacific.

There is still work to be done to eliminate tiers in all USW contracts, but workers across the union are taking Conway’s initiative to heart, eliminating or phasing them out at places like Local 37 at Steel of West Virginia Inc., Local 721 at Braskem, Local 1693-04 at American Synthetic Rubber, Locals 1693-21 and 1693-26 at Hussey Copper and Hussey Fabrication, Local 7153 at Special Metals, Local 2659 at St. Mary’s Cement, and many others.

“The bottom line is that, at the bargaining table and in our workplaces, we should be building unity and not division,” International President David McCall said. “Eliminating tiers in our agreements brings us closer together in a number of important ways, and that only makes our union stronger.”



USW MEMBERS CONTINUE MARCH FOR A DREAM

Activists Travel to Washington to Mark Civil Rights Event's 60th Anniversary

USW members from across the union continued the fight for Martin Luther King Jr.'s dream this summer when they traveled to Washington, D.C., to mark the 60th anniversary of King's "I Have a Dream" speech.

The rally took place Aug. 26 at the Lincoln Memo-

rial, which served as the end point of the historic March on Washington for Jobs and Freedom in 1963.

International Vice President Roxanne Brown, who joined members at this year's event, said the march provided a much-needed opportunity for the labor movement to redouble its work for civil and human rights.

"We can't stand by and watch as rights are stripped away from Black and Brown folks, from women, from

LGBTQ+ people, from immigrants and disabled people," Brown said. "The house of labor includes everyone, and it's our duty to fight to improve the lives of all working people. This is our lane. This is our family."

International Vice President Kevin Mapp said that he was inspired by the crowd and believes there is no better time to push forward with King's work.

"Young people especially are fired up," Mapp said.

"We need to make sure that we, as labor, are communicating with them and working alongside them."

Local 8888 member Kevin Fowler from Newport News, Va., said the work of the original march is not complete.

"Every right we fight for at the bargaining table can be taken away at the state and federal level," Fowler said. "Unions fight for everybody, and all people do better when we do that. We need to unify, because our opposition is unified."

OIL WORKERS LOBBY IN WASHINGTON



A group of 15 USW oil workers from across the country spent two days in Washington in September lobbying lawmakers on legislation that seeks to stabilize the cost of compliance with the Renewable Fuel Standard (RFS).

USW members spoke to more than 80 lawmakers about the bill focusing on RINs, or renewable identification numbers, which are credits used in the oil industry to certify companies' compliance with the RFS. The standard requires U.S. fuels

to contain minimum volumes of renewable fuels.

The proposed legislation would help level the playing field for smaller refiners that do not have the ability to blend fuels and help protect good-paying jobs.

Mike Smith, chair of the National Oil Bargaining Program, said he appreciated the activism and support of so many USW members.

"Together, we're making our industry safer and more secure," Smith said.

NEWS BRIEFS

CHEMICAL WORKERS ATTEND GLOBAL CONFERENCE

Dow DuPont North American Labor Council President Kent Holsing of Local 12075, BASF Council Chair Derricki Smith of Local 13-620, and Local 10-00086 President Michael Gauger attended the 2023 IndustriALL Global Conference of the Chemical and Pharmaceuticals Industries in September in Turkey.

More than 200 delegates from 40 countries represented various unions in the chemical industry around the world. The conference was held at the headquarters of the Turkish chemical union Petrol-İş, one of two chemical unions in Turkey.

“I believe that the partnership we have with IndustriALL is key to strength-

ening our inter-company and industry networks,” said Holsing. “As corporations operate on a global basis, we too must operate on a global platform in order to survive.”

The meetings concluded with members making a commitment to continue their work to address occupational health and safety, mental health, sustainability, and the rights of women and marginalized groups.

“We stand united to forge a path toward a future where worker rights, inclusivity, and sustainability prevail,” said Kemal Özkan, assistant general secretary of IndustriALL. “Let our determination be the catalyst for transformative change in the chemical and pharmaceutical industries and beyond.”

SAVE THE DATE

UNITED STEELWORKERS USW



NEXT GEN CONFERENCE

The USW will hold its next International Next Generation Conference **March 3 - 8, 2024**, in Pittsburgh.

The event will include group sessions, workshops, community service and much more – all geared toward providing newer and younger members with the knowledge and skills to be activists and leaders in the union and in their communities.

Members can register online, by fax, by email or by mail before **Feb. 2**. For more info, visit usw.org/events.

ATOMIC ENERGY WORKERS FOCUS ON JOBS, SAFETY

USW representatives from atomic sites across the United States met for the Atomic Energy Workers Council (AEWC) biannual meeting in September in Arlington, Va.

USW International Vice President Roxanne Brown updated the council on current legislative and policy discussions relevant to the nuclear sector, including clean technology initiatives that present unique job creation and development opportunities.

“The moment we’re in is opportunity-rich,” said Brown. “If we do this moment right, our union will be a union that goes into the future. This is the industrial revolution of our time.”

Health and safety concerns made up a large portion of the meeting.

Members from Local 12-9477 at the Waste Isolation Pilot Plant (WIPP) in Carlsbad, N.M., flagged concerns related to firefighter training and electric vehicle storage at the plant. AEWK Vice President and Local 12-652 President Matt Chavez, employed at the Idaho National Lab, spoke about the detrimental effects of funding uncertainty on his co-workers.

“It’s hard keeping people focused on safety because they’re worried about if they’re going to have a job while waiting for funding to come in for these projects,” said Chavez.

USW Local 689 President Herman Potter of Portsmouth said the work is far from over to expand protections for the health and safety of workers in the nuclear sector.

“The bottom line is that we can’t stop fighting,” said Potter.



NEW DEAL FOLLOWS STRIKE AT DOTSON IRON CASTINGS

Members of Local 142B in Mankato, Minn., reached agreement on a new contract with Dotson Iron Castings this summer after a nine-day strike.

Local president Jay Chatleain said that the sticking points for union members throughout the negotiations included safety concerns, mandatory overtime and issues of work-life balance.

The three-year contract includes a 6 percent wage increase this year, and a 13 percent increase over the term of the contract, along with improved language on safety and mandatory overtime.

NEWS BRIEFS

ABEL FAMILY VISITS USW HEADQUARTERS

Family members of former International President I.W. Abel visited USW headquarters in Pittsburgh just before Labor Day to visit with USW leaders and donate items to the union's archives.

Abel's daughter, Karen Abel-Jones, and grandson, Greg Jones, brought with them a number of historical items and papers from President Abel's personal collection.

Abel, who served as international president from 1965 to 1977, played a key role in diversifying the industries the USW represented by facilitating the 1967 merger with the International Union of Mine, Mill and Smelter Workers and the 1972 merger with District 50, Allied and Technical Workers.

"He wasn't a large man but he had a huge, booming voice, and boy did he use his voice," said Abel-Jones.

The third international president of the Steelworkers, Abel was instrumental in the passage of the landmark

workplace safety legislation that created OSHA, and the pension reform act ERISA, as well as in bargaining groundbreaking agreements with major steel producers. In 1989, the USW renamed its headquarters building for Abel, who spearheaded the union's move into the building in 1973.

During Abel's tenure as international president, current International President David McCall was a young union activist at his local.

"He was such an inspiring leader, and really took the time to share history and knowledge with me as I was coming up through the ranks," McCall said.

McCall said Abel was at the forefront on subjects such as trade, retirement security, living wages and other issues that continue to influence the work of the USW.

"He would be so proud of how the union has grown and continued the work he dedicated his whole life to. I know he's smiling down," said Abel-Jones.



BUTTIGIEG VISITS STEELWORKERS IN INDIANA

U.S. Transportation Secretary Pete Buttigieg spoke with USW members about the Biden administration's infrastructure law and its impact on the domestic steel industry during a visit to Gary, Ind., in August.

Buttigieg, along with members from each major steel local in Northwest Indiana and other USW leaders, as well as U.S. Rep. Frank Mrvan of the Congress-

sional Steel Caucus, held an informal meet-and-greet session to discuss the infrastructure law and other issues.

The law includes strong Buy America requirements for federal projects, a clear statement from the administration, Buttigieg said, that U.S. workers should get the first chance to make the iron, steel, manufactured products, and other construction materials purchased with tax dollars.

CLIFFS NORTHSORE MINING WORKERS WIN CONTRACT

Members voted in September to ratify a three-year first contract at Cleveland Cliffs Northshore Mining, where approximately 400 workers mine taconite in Babbitt, Minn., make iron ore pellets in Silver Bay, Minn., and transport products and tailings.

"Thanks to the hard work of our bargaining committee and the solidarity of our newly organized members, we negotiated a fair first contract with Cliffs," said Emil Ramirez, who served as District 11 director until his appointment as international vice president in October. "The ratified contract will improve wages, benefits and working conditions while enhancing the security of our jobs."

The agreement includes a lump sum bonus, annual wage increases, enhanced protections for job security and improvements in occupational health and safety. The contract also features high quality health insurance with no monthly premiums as well as defined benefit pensions, while maintaining an existing 401(k) with company-matching contributions.

"Workers were determined to win a contract that addressed workplace health and safety, retirement security and other critical issues," Ramirez said. "We proved once again that we are most powerful when we stand together and speak with one voice."

The USW also represents approximately 2,000 workers at four other Cliffs mining facilities in Minnesota and northern Michigan. Northshore Mining was the last remaining taconite mine on Minnesota's Iron Range without a union.



SENTENCE FOR WORKPLACE DEATH SENDS MESSAGE

A three-year prison sentence imposed on a construction supervisor in Canada for criminal negligence in a young worker's death is a message to employers, the USW said in September.

In the first such case in New Brunswick, a prison term was imposed on Jason King, who was a supervisor at Springhill Construction Ltd. on Aug. 16, 2018, when 18-year-old worker Michael Anthony Henderson was killed on the job.

"This sentence should send a strong message to employers across the country that all workplace parties, including supervisors and managers who direct work, must fulfill their obligations under the Criminal Code and workplace health and safety legislation," said Myles Sullivan, USW Director for Ontario and Atlantic Canada.

"The sentence must serve as a deterrent to employers who continue to evade or minimize their responsibilities, to the detriment of worker safety," Sullivan said.

USW RESPONDS TO U.S. STEEL PLANS

The USW was in contact with U.S. Steel in mid-August to discuss the company's announcement that outside entities expressed interest in buying all or part of the company, and that the company has initiated a review process.

"USW members have been through sales and potential sales of employers many times before, and our priority is always to ensure that USW members' rights are respected and that

jobs and benefits are protected," the USW said in a statement.

"While we don't know exactly what the future holds for U.S. Steel, we do know that the USW's labor agreement with U.S. Steel contains strong successorship language to protect workers' rights, and that the company is obligated to provide the union with notice before a sale can proceed."

As the process got under way, the USW publicly supported a bid from Cleveland-Cliffs to buy U.S. Steel, which the company initially rejected.

USW REACHES DEAL WITH NEWRANGE COPPER NICKEL

The USW reached an agreement in August to work together with NewRange Copper Nickel LLC as it looks to mine a variety of critical minerals in northeastern Minnesota.

Then-District 11 Director Emil Ramirez said that it was essential that new mines continue the tradition of providing good, community-sustaining jobs.

"USW jobs on the Iron Range are safer and pay more than ever thanks to the leadership, hard work and dedication of union members," said Ramirez. "The next generation of workers also deserves the rights, benefits and security of a fair, union contract."

NewRange, a joint venture between Polymet Mining Corp. and Teck Resources Limited, holds deposits for copper, nickel, cobalt, and platinum group metal (PGM) minerals needed for meeting the country's growing clean energy and transportation needs.

"USW members and their families have lived and worked in Minnesota's Iron Range for generations. As we look to the future, it's essential that we're building out all our domestic supply chains," Ramirez said. "That begins with mining."

LABOR SECRETARY VISITS USW MEMBERS

Acting Secretary of Labor Julie Su spent part of her Labor Day in Pittsburgh, meeting with USW members and leaders and holding a roundtable discussion with workers involved in union organizing campaigns in the region.

Workers shared stories about the challenges they face when organizing and how employers relentlessly employ anti-union tactics. Su, in turn, spoke of her department's efforts to support workers.

"I can't think of a better place than Pittsburgh to highlight the Labor Department's efforts to partner with local leaders, labor unions, employer associations, and community-based organizations to create more pathways to the middle class," she said.

Su visited the office of Acting Labor Secretary in March, 2023 after President Joe Biden nominated her. She served as the California Labor Secretary from 2019 to 2021, and California Labor Commissioner from 2011 to 2018, overseeing the state's Division of Labor Standards and Enforcement.

USW HONORS HISPANIC AMERICAN HERITAGE MONTH

The USW marked Hispanic American Heritage Month in September by emphasizing that the founding principles of the union call for unity among all working people, regardless of creed, color or nationality.

"We know that our union is stronger because of its diversity, and this month, we take the time to honor our members, both past and present, of Hispanic and Latin heritage who make this organization and country

a better place," the union said in a statement.

"We highly encourage USW members to become active in their locals and with the Labor Council for Latin American Advancement, the AFL-CIO constituency group that has become the leading organization advocating for Latino/a working rights in the country," the statement said. "This work is critical to building solidarity and making the labor movement an even greater force in the fight for worker and social justice."

Have You Moved?

Notify your local union financial secretary, or clip out this form with your old address label and send your new address to:

USW Membership Department,
60 Blvd. of the Allies, Pittsburgh, PA 15222

Name _____

New Address _____

City _____

State _____ Zip _____

You may also email the information to membership@usw.org



"The plan for our union going forward is simple. We're going to continue to fight for better conditions for working people, better contracts, better wages, more time with our families. And when we meet obstacles, we're going to do what we've always done: We're going to keep moving, we're going to keep fighting. **So if you want to think about what we're going to do moving forward, we're going to be Steelworkers.**"

Thomas Conway



SOLIDARITY FOREVER