

# USW@WORK



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Volume 20/3

A Powerful Voice for Workers



## CHARTERING 40 YEARS OF ACTIVISM







**BILL PIENTA**  
SOAR President

## How Will the New “No Tax on Social Security” Provisions Impact Social Security?

**By the time you read this article, I hope there will be a clear understanding of the total benefits and implications of the “No Tax on Social Security” provisions in the recently passed tax bill.**

While the increase in the standard deduction for seniors over the next three years is straightforward and appreciated, the amount of tax savings on Social Security is less clear to me. Additionally, I am trying to understand the impact of the revenue loss to the Social Security Fund resulting from the legislation.

AARP estimates that for 15 percent of women and 12 percent of men receiving Social Security payments, these earned benefits account for nearly all the cash needed to maintain a roof over their heads. Furthermore, almost 23 million recipients depend on Social Security for at least half of their total income. Additionally, according to the IRS, for the 2024 tax year, married couples filing jointly who are both over 65 and have a combined income of less than \$32,300 were exempt from filing a tax return. Therefore, I do not see any real benefit from this legislation for this group.

While people in various income groups will benefit differently, there is one common denominator that impacts all receiving Social Security and Medicare. According to [www.congress.gov](http://www.congress.gov), in 2023, the Social Security trust funds received \$50.7 billion from the taxation of Social Security benefits, which represented 3.8 percent of the trust funds' total income. Additionally, the Medicare Hospital Insurance trust fund collected \$35.0 billion in revenue from the taxation of Social Security benefits, making up 8.4 percent of that trust fund's total income.

While some will benefit from this three-year gift, the impact on the balance of the funds will affect us all. If there were an adjustment to the cap on taxable earnings to maintain or increase the fund balance, I would feel much more comfortable.

I hope these temporary tax breaks are not part of a long-range plan to privatize Social Security and Medicare. But you know the old saying, “If it looks like a duck and it sounds like a duck, it must be a duck.”



*Celebrating*  
**40 YEARS OF ACTIVISM**

**STAYING ACTIVE. STAYING INVOLVED. STAYING CONNECTED.**



**JULIE STEIN**  
*SOAR Director*

## FROM THE DIRECTOR'S DESK

### President Trump: Don't Attack Our Home Health Care Workers!

While the public has yet to receive a lot of information about a new Trump administration proposal to eliminate overtime and minimum wage protections for home health care workers, we certainly shouldn't be lacking in concern about the potential implications for retired and vulnerable Americans.

In 2013, during the Obama administration, the U.S. Department of Labor (DOL) extended these protections to approximately two million home health care workers, including personal care assistants, home health aides, and other paraprofessionals who most commonly work with the elderly and disabled.

Obama's DOL explained that these protections were necessary from both a moral and logistical perspective. Notably, they cited excessively high turnover within the industry, as well as the fact that home health care workers' incomes were so low that an estimated 40 percent received public support, including food stamps.

Following the directive, these essential workers would be entitled to receive time-and-a-half for any hours worked over 40 hours in one week, rather than just the established minimum wage set by their state and federal governments.

When these protections were announced, the Economic Policy Institute said, "The Department of Labor's Home Care final rule is a good start on this process of lifting the wages and improving the lives of this vitally important and fast-growing group of caregivers."

Now, empowered by an executive order President Trump signed in January, which directed government agencies to cut ten existing rules for every one they create, United States Labor Secretary Linda Chavez-DeRemer included this anti-worker, anti-retiree attack in an early-July announcement outlining the elimination of more than 60 rules protecting workers.

If these protections are removed, employers will no longer be mandated to pay overtime to these essential workers.

While some may choose to do so, we know there isn't an abundance of goodwill among employers. Without federal rules mandating fair pay or a union to fight on their behalf, these workers will almost certainly pay the price in lost wages. Furthermore, consumers will likely see their quality of care diminished.

Rather than dissecting the lengthy and convoluted explanation from Trump's DOL for why these protections aren't necessary, I will reference an often-used phrase within the labor movement to make my closing point: Cheap labor isn't skilled, and skilled labor isn't cheap.

Retired Americans deserve quality care, and these essential caregivers are entitled to a living wage that will ensure them the ability to support their families and retire someday as well.

**None of this will be achieved so long as we value profit over people.**

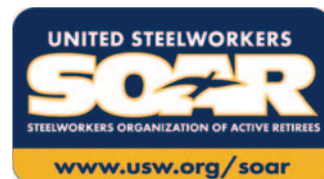


# 2025

HAPPY SUMMER!

STAY ACTIVE. STAY INVOLVED. STAY CONNECTED.

STRONGER TOGETHER.



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## CARL B. FRANKEL

### *Former USW General Counsel*

**Carl B. Frankel, former USW general counsel, died May 5, 2025, in Pittsburgh, at the age of 90.**

Frankel retired from the USW in 2000 after a 32-year career defending and supporting union members in court and at the bargaining table.

Born on Nov. 22, 1934, in Chicago, Frankel was the son of Russian immigrants. His father, Max, worked in a laundry and operated a newsstand, where Frankel worked as a boy. His mother, Minnie, was a garment worker and steward in her shop for the Amalgamated Clothing Workers of America.

Frankel earned a bachelor's degree from the University of Chicago in 1954, and graduated from the University of Chicago Law School in 1957.

After a few years of private practice specializing in workers' compensation cases and as a labor law editor for the Commerce Clearinghouse, Frankel became a supervising or trial attorney in the Chicago and Milwaukee offices of the National Labor Relations Board (NLRB).

An NLRB colleague described Frankel in *Steelabor*, then the union's membership magazine, as "the best agent they ever had. He burned with a white heat in doing everything he could to help working people."

Frankel joined the USW's legal department in 1968 and served USW members under four international presidents—I.W. Abel, Lloyd McBride, Lynn R. Williams and George Becker.

Frankel served as an associate general counsel for the USW from 1968 to 1997, when he was named general counsel, a position he held until his retirement in 2000.

Frankel was a close advisor to Williams as he presided over the union during the tumultuous steel industry collapse of the 1980s. In his memoir, "*One Day Longer*," Williams described Frankel as a "brilliant lawyer, writer and draughtsman, a detail person of enormous patience."

As general counsel, he oversaw all of the union's legal affairs in the United States and Canada. He also served as lead counsel in massive trade litigation involving anti-dumping and subsidy cases, and in steel trade negotiations with foreign nations.

Frankel argued before the U.S. Supreme Court and in nearly all U.S. Courts of Appeal. He was supervising counsel in a groundbreaking lawsuit challenging the constitutionality of the North American Free Trade Agreement (NAFTA), which led to massive job losses in American industry.

He helped to train younger staff lawyers in the USW's well-regarded legal department, acted as legal advisor to the union's officers, directors and staff, and supervised outside counsel.

"One of my most satisfying efforts was helping to train and lead the finest set of young lawyers in the land," Frankel said in 2019. "In case after case, they produced significant victories not only for the Steelworkers but for workers generally."

As associate general counsel, Frankel defended a 1974 consent decree with the government that reformed seniority systems in basic steel plants to resolve

problems of equal employment opportunity for women and people of color.

Frankel was proud of his role in a hard-fought campaign to unseat an entrenched company union at Newport News Shipbuilding in Virginia, and establish USW Local 8888, the union's largest U.S. local.

The representation election was held on Jan. 31, 1978. Open to 19,000 shipbuilders, it was the largest single workplace election ever held in the South and the largest election conducted by the NLRB in the 1970s. The union won, but the shipyard management appealed the victory.

Delays in recognizing the union led to a strike a year later. A return to work that April led to a bloody confrontation with police and, in October 1979, an appeals court upheld the NLRB's decision that the election was fair.

Today, the local represents more than 10,000 workers at Newport News Shipbuilding operated by Huntington Ingalls Industries, a Navy contractor that builds and refurbishes technologically advanced warships including aircraft carriers and nuclear-powered submarines.

Throughout his years with the union, Frankel was an active participant in contract negotiations with the steel



*continued on page 11*

*May he rest as he served ~ in solidarity and peace.*

# Changes Announced to SOAR Executive Board



## Joel Buchanan *Appointed SOAR Vice President*

Joel began his 42-year career as a steelworker in 1970, following his service in the U.S. Navy at CF&I Steel Company in Pueblo, Colorado. In 1972, he became a millwright.

Active in USWA Local 2102, Joel was appointed assistant grievance man and served as the chairman of the department safety committee. Throughout his career, he worked in several departments and held various union positions.

On October 3, 1997, the company, then owned by Oregon Steel Mills, initiated a strike that turned into an illegal lockout. During this period, Joel served as a picket captain and took on the

role of a “Road Warrior,” working in Houston, San Francisco, and Portland, Oregon. Finally, in 2005, an agreement was reached that included one of the largest back pay settlements in the history of the Department of Labor at that time.

After returning to work, Joel served on the Joint Safety Committee. He was first elected as a trustee and later as treasurer, a position he held until his retirement in 2013. During the 2012 election cycle, Joel served as USW District 12 Political Coordinator for Southern Colorado and has remained actively involved in election cycles ever since.

After his retirement in 2013, Joel became actively involved with SOAR and was appointed as the District 12 SOAR Executive board

member by then-USW President Leo W. Gerard. He served in this role until January 2025, when USW President Dave McCall appointed him as Vice President (West) to complete the remaining term of Scott Marshall, who had been designated SOAR Emeritus. In April, Joel was elected to his position at the recently held SOAR Conference in Las Vegas, Nevada.

In 2022, the USW awarded Joel the Jefferson Award for community involvement.

Currently, Joel serves on the Colorado State USW LE Committee, the Colorado AFL-CIO Executive Board, the Southern Colorado Labor Council, and is the President of SOAR Chapter 38-3.



## Catherine Houston *Appointed SOAR Executive Board Member*

Catherine Houston, SOAR Executive Board Member for District 12, has been a strong Steelworker advocate over the past 30 years. She currently serves as United Steelworkers

(USW) District 12 Rapid Response and Political Coordinator and has remained a dedicated activist throughout her career.

Her Steelworker journey began in 1996 in her hometown amalgamated Local 1304 in San Leandro, California. During Catherine’s tenure there, she held multiple positions, culminating as Business Agent negotiating contracts for their 13 units, prior to becoming permanent USW staff in January 2010. With three decades of experience, she excels in various roles, including

educator, mobilizer, and legislative advocate for the USW.

Catherine champions policies benefitting workers and retirees, focusing on initiatives such as infrastructure investment, health-care access, workplace safety, fair trade, Buy America, and social justice. She believes that sound policy, coupled with sustainability efforts, is essential to revitalizing job growth, stabilizing supply chains, securing meaningful work, and ensuring well-earned, dignified retirements for workers.

In January 2025, Catherine was appointed District 12 Board Member for the USW Steelworkers Organization of Active Retirees (SOAR), succeeding Joel Buchanan, who was appointed a SOAR Vice President. She was recently elected to her position at the

SOAR Conference in April in Las Vegas, Nevada.

A graduate of San Jose State University, Catherine holds positions on several boards, including California BlueGreen Alliance, North Valley Labor Federation, California Labor for Climate Jobs, Fair Trade Coalition, and multiple Labor Councils. She also dedicated 11 years to her city in key leadership roles on both the Board of Zoning Adjustments and Planning Commission, and was President of the non-profit Bay Area Educational Theater Company for 20+ years.

Catherine’s passion for advocating for workers, families, and retirees drives her daily efforts as she strives to achieve an equitable future that benefits everyone.

***Congratulations to Joel and Catherine in their new roles!***



## SOAR Welcomes New Board Members in Canada

### Monty Bartlett

*SOAR Executive Board Representative for District 3*

Michael (Monty) Bartlett grew up in a union family. Despite being beaten up on a picket line for standing strong for his union, his dad stuck with the union, joining the IBEW as an electrician and going to work at the steam plant in Brandon, Man.

Monty's father, upon learning the jobs paid better in B.C., moved the whole family to Richmond, B.C., where Monty lives to this day.

Monty spent his working career at Uni-Select Pacific in auto parts as a member of IWA Local 2952 which

became part of USW Local 2009 upon the 2004 IWA merger with the USW.

Monty's union career took him through the roles to Unit President, where he saw his role as making sure everyone was treated with fairness and dignity.

Monty served Local 2009 as an Inside Guard until a health scare forced an early retirement. He joined SOAR to stay involved with his union family and to ease his way into an

unexpected retirement, motivated in part by the encouragement of the late Fred Girling.

Monty was elected as the SOAR Executive Board Representative for District 3 (Western Canada) at the recent 2025 SOAR Conference in Las Vegas, Nevada.



***Congratulations to Monty and Pierre in their new roles!***

### Pierre Arseneau

*SOAR Executive Board Representative for District 5*

A tireless defender of workers' rights, Pierre Arseneau has built a remarkable career with the United Steelworkers. After rising through the ranks of his local union (Local 2843, Dominion Bridge), where he was elected vice-president and then president, he served in a USW staff position from 2003 to 2021, co-ordinating union activities in the Montreal region.

Pierre has been active on many fronts: providing union activist training, participating in union missions to Kenya and Mexico, serving on several joint committees, as a representative of the Quebec Federation of Labour's Solidarity Fund for 12 years, and as an architect of a variety of projects such as the Member-Funded Pension Plan (RRFS). He also was a member of the task force that won statutory recognition of a seat for the USW's Canadian Director on the union's International Executive Board.

Since 1998, he has held various positions on the board of directors of the LaSalle/Lachine Economic Development Corporation (including occasional chairmanship), which is a testament to his commitment to local economic development.

Far from slowing down after his retirement in 2021, Pierre has redirected his commitment to the Steelworkers Organization of Active Retirees. Today, he is President of SOAR's staff representatives' chapter and was elected as the SOAR Executive Board Representative for District 5 (Quebec) at the recent 2025 SOAR Conference in Las Vegas, Nevada.

**On behalf of SOAR, we welcome Marty and Pierre to the SOAR Executive Board and look forward to working with them as we continue our mission to protect and enhance the quality of life for retirees and working families.**



# Canada's Government is Failing Steelworkers, Pensioners and Their Communities

By Lena Sutton

National SOAR Co-ordinator

On June 11, my community of Hamilton, Ont. — Canada's "Steeltown"—was rocked by another devastating announcement of Steelworkers losing their jobs amidst the ongoing trade war initiated by Donald Trump.

More than 150 jobs were suddenly gone, as steelmaker ArcelorMittal announced it was permanently shutting down its wire-drawing mill in Hamilton which had operated for more than seven decades.

Two key issues were cited for the Hamilton plant's demise—Trump's unjustified tariffs on Canadian steel exports to the U.S., and the Canadian government's failure to curb decades of illegal dumping of steel into our domestic market by numerous foreign producers.

As always, amidst the crisis in our steel industry, the United Steelworkers has been leading the way in the fight to protect jobs and to support workers, pensioners and their communities.

I'm extremely proud that USW leaders and activists in Canada and the U.S. are standing together against the reckless Trump tariffs that are harmful to workers on both sides of the border.

At the USW International Convention this spring, I was inspired to see thousands of grassroots activists from Canada and the U.S. unanimously adopt a historic resolution calling for fair trade, an end to tariffs, stronger enforcement against countries that violate trade rules and a co-ordinated Canada-U.S. strategy to protect and grow union jobs across North America.

USW leaders, members and pensioners have been sounding the alarm for months, warning that job losses that already have occurred in the steel, aluminum and other industries represent the tip of the iceberg. The USW has warned that a stronger and more-comprehensive response from the Canadian government is urgently needed to avoid catastrophic consequences, particularly for our steel sector.

Unfortunately, when the federal Liberal government finally announced its plan to respond to the trade war in late June, it was woefully inadequate. The USW, as well as Canadian steel producers, have raised dire concerns that the government's response is insufficient to meet the scale of the crisis and will not protect Canadian jobs and industry.

Throughout this crisis, the USW has made clear that it wants to work

co-operatively with the government to protect Canadian jobs and industry. The union has offered detailed, practical proposals to strengthen the government's response to the crisis and protect industry, workers, their families and their communities, including:

- ▶ Imposing immediate countermeasures to push back against the Trump tariffs.
- ▶ Specific, more-effective measures that would significantly reduce the illegal dumping of foreign steel into Canada that has devastated domestic producers and killed jobs.
- ▶ Immediate, meaningful financial supports for workers and stronger procurement rules to prioritize Canadian-made steel and aluminum.

"We cannot overstate the potentially dire and irreversible consequences facing our Canadian steel and aluminum sectors and the thousands of workers whose jobs are at risk," USW Canadian National Director Marty Warren said of the urgent need for such measures.

SOAR members across Canada strongly support our union's campaign to protect our steel, aluminum and other industries, and we are demanding that our federal government take the decisive action that is so desperately needed.





# SOAR in ACTION



Harrisburg, PA — USW District 10 held its annual Rapid Response training and lobby day in Harrisburg. On Monday, June 9, members discussed several pro-labor bills currently being discussed at the state capitol. On Tuesday, June 10, USW members joined hundreds of labor activists from across the state to rally at the capitol and then lobby legislators to support these bills.



The bottom photo from left, SOAR Chapter 7-9 activist Tom Sedor, D10 SOAR Coordinator Ramon Santiago and Chapter 7-9 activist Tim Rehrig. SOAR was in the house!

Schenectady, NY — On June 6, SOAR Chapter 4-17, the Local 9265 SOAR Chapter hosted a food drive during its annual in-person meeting, which coincided with the USW Local 9265 Conference. Although the chapter usually holds meetings via Zoom due to its members residing across New York State, this in-person gathering provided an excellent opportunity for the food drive. The chapter successfully collected 119 canned goods and other food items. Thank you to everyone who contributed to the food drive, which will benefit the Albany Regional Food Bank and support its mission to feed those in need in the Albany regional area. Great job, SOAR!



Pictured VP Gary Cunningham, Secretary Nancy Wolff, Treasurer Nancy Holford.



Rock Island, IL — SOAR Chapter 11-4 joined with the Quad Cities Federation of Labor representing Iowa and Illinois at the "No Kings" rally held in Rock Island on June 14, 2025. Activists Bob and Sandy Gonzalez (picture 1) and Don and Bonnie Carey (picture 2) were there. Way to go, SOAR!



Chillicothe, OH — USW District 1 SOAR coordinator Jeffrey DeLong, and SOAR activist Mike French, stand united against Project 2025 at the "No Kings" rally in Chillicothe, OH, on June 14, 2025.

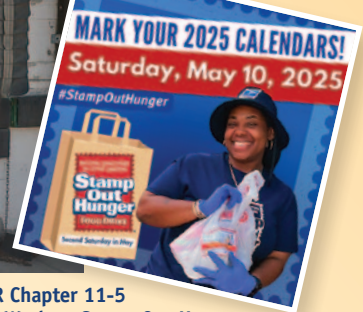


Modesto, CA — On June 4, SOAR Chapter 12-11, the Gallo Glass Retirees/SOAR Retirees of Local 17 held a sock drive during their monthly meeting. A big thank you to all the members who contributed to the drive, which will benefit the Salvation Army and its mission to assist those in need in the Modesto area. Great job, SOAR!



Duluth, MN — Members of the Head of the Lakes SOAR Chapter 11-5 joined forces to sort food donations during the Postal Workers Stamp Out Hunger Food Drive on May 10, 2025, at the Duluth Post Office.

Pictured from left, SOAR activists Glenn Jackson, Lee Popovich, and Laurie Popovich were among the volunteers.



Ludlow, CO — USW District 12 SOAR Chapter 38-3 joined together on June 22, 2025, to commemorate the Ludlow Massacre that took place on April 20, 1914. This major memorial service is held in honor of the 25 United Mine Workers and families that lost their lives during a strike.

From left to right, SOAR activists: Charles Perko, current employee of Everaz, Joel Buchanan, retired from then called CF&I (Colorado Fuel and Iron) Steel, both were companies that owned the mines, and Pam Espinoza.

Duluth, MN — On May 17, 2025, as part of an American Labor merit badge clinic, 13 scouts gathered at the Duluth Labor Temple to learn about labor history and engage in a mock bargaining session. Pictured front row, Brandon Ojutkangas (Laborers Local 1091), David Toole (USW Local 1938) and Lee Popovich (Head of the Lakes SOAR) led the session and presented a labor history documentary to the scouts earning their merit badge.



Pueblo, CO — On June 19, 2025, activists from USW District 12, SOAR Chapter 38-3 stand united with Southern Colorado Labor Council and Safeway grocery store workers from United Food and Commercial Workers (UFCW), as they strike across the state of Colorado. Union workers in the state are pushing for improved pay, benefits and staffing levels. (Holding the SOAR banner: Activists Joel Buchanan and Chuck Perko).





# Let's Build More Ships

Unions Urge Members of Congress to Co-Sponsor SHIPS for America Act



Photo by Getty Images

**In the last 50 years, the United States has gone from dominating the world's shipbuilding industry to a critical state that portends frightening consequences for our national security and maritime commerce.**

After decades of erosion, the American shipbuilding industry lags far behind the People's Republic of China in the number of vessels that carry the U.S. flag. America today has only 80 U.S.-flagged ships in international commerce while China boasts a fleet of 5,500 vessels.

The Chinese Communist Party has cemented its shipbuilding dominance through unfair trade practices and policies, but the U.S. Congress is trying to level the playing field with the passage of the Shipbuilding and Harbor Infrastructure Prosperity and Security (SHIPS) for America Act.

The United Steelworkers (USW) and five other unions have come together in support of this legislation, designed to curb China's control over the global shipbuilding, logistics and maritime sectors. The SHIPS Act, introduced in April by Sens. Mark Kelly (D-Ariz.) and Todd Young (R-Ind.) alongside Reps. John Garamendi (D-Calif.) and Trent Kelly (R-Miss.) aims to

revitalize the U.S. maritime sector by creating oversight and consistent funding for U.S. maritime policy. It is legislation that the Alliance for American Manufacturing believes is urgently needed.

The USW along with unions representing the Machinists (IAM), the Boilermakers, the AFL-CIO, electrical workers (IBEW), and the Maritime Trades Department petitioned the United States Trade Representative (USTR) and have since been joined in support of the SHIPS Act by a bevy of concerns.

In a June 25 letter urging Congress to cosponsor the SHIPS for America Act, the unions wrote:

"For years, our members have been ringing the alarms while the American shipbuilding sector eroded in the face of China's use of unfair trade practices and five-year plans to dominate the global maritime sector. As U.S. shipyards have shuttered, tens of thousands of jobs have been lost, and highly trained dedicated workers have been pushed out of a supply chain that is

critical to the future economic and national security of the nation."

Co-sponsor Sen. Mark Kelly, a navy veteran, said, "after decades of dangerously neglecting our shipbuilding industry, we're finally doing something about it. The SHIPS for America Act is the most ambitious effort in a generation to revitalize the U.S. shipbuilding and commercial maritime industries and counter China's dominance over the oceans."

The benefits of enacting this bipartisan bill will extend far beyond America's eroded shipyards. As the unions highlighted in their letter, the legislation would "create thousands of jobs while enhancing our nation's economic and national security." Indeed, right now, "more than eighty percent of U.S. military cargo transits on commercial vessels and these U.S. flagged ships are critical to meet our nation's needs," the unions state.

A robust and resilient domestic shipbuilding policy supply chain is essential to national security and economic prosperity. China's dominance of maritime trade has gone too far. It's time to bring back shipbuilding to the United States and revitalize this sector.

The Alliance for American Manufacturing along with the USW urges all SOAR members to contact their U.S. Senators and House of Representative members asking them to co-sponsor and then quickly pass the SHIPS for America Act. You can reach your representatives at their state or district offices, or you can call them at the U.S. Capitol by dialing the switchboard **202-224-3121** and asking to be connected to your legislator's office.

*Jeff Bonior is a staff writer at the Alliance for American Manufacturing.*





# EYES ON WASHINGTON

By Jay McMurran, SOAR Legislative Director

## IT'S TIME TO ACT on AI TECHNOLOGIES

**For many folks, Artificial Intelligence (AI) seems like a distant concern for the future. However, they don't realize that AI is already here and changing industries around the world. Experts predict that AI will reach its full potential within the next 2 to 5 years. This rapid advancement raises significant concerns, as it could lead to the loss of millions of jobs across various sectors including industry, health care, transportation, and public services, if not implemented responsibly.**



Jay McMurran

So, what is AI? In simple terms, it is a technology that enables computers to think and learn like humans. AI helps computers comprehend information, allowing them to make decisions and solve problems.

It's important to recognize that Artificial Intelligence is not entirely negative. It has the potential to do some incredible things for us. However, some companies may misuse it for unethical purposes. That's why it is crucial for Congress to take

action, with input from workers and concerned organizations, to regulate this emerging technology. Time is of the essence, as AI could reach its full potential in just two years.

As a Union, Steelworkers must acknowledge AI's potential to transform workplaces across the U.S. and Canada. We should begin to negotiate labor agreements that ensure our employers use AI in ways that benefit both workers and shareholders.

It's also essential to understand that employers may not fully grasp AI's capabilities and may be hesitant to adopt it. However, sooner or later, shareholders will recognize AI's potential to increase profits and will push management towards its implementation.

Our primary concern regarding AI is the potential for job loss. AI has the capacity to eliminate positions in customer service, data entry, warehouse operations, and even some skilled trades. There is significant concern about the rush to automate tasks in various industries.

In addition to replacing human workers, AI can also be used to undermine organizing and collective bargaining rights. For example, some employers are using AI to identify employees who may be sympathetic to union efforts. Those workers can then be isolated on back shifts or in roles that limit their interaction with co-workers. Furthermore, workers may face constant surveillance, which can lead to disciplinary action for perceived poor performance.

Unions exist to protect the jobs, rights and dignity of the workers we represent. Our mission now includes ensuring the transparent and ethical use of AI in the workplace. We need contract language that requires notification and bargaining over the implementation of AI. This is crucial for controlling job loss and overseeing the use of surveillance tools.

While we embrace the potential of AI, the Steelworker union's priority is to safeguard the interests of workers, ensuring that technological advancements benefit everyone, not just shareholders.

However, the effort to rein in AI cannot be accomplished solely at the bargaining table. We also need regulations that prod employers to act ethically. Unfortunately, you don't hear much talk about AI coming out of Congress. This needs to change. The time to address AI is now, before it starts to eliminate jobs and inflict further suffering on our working class.

Please reach out to your Representatives and Senators, urging them to support legislation that guarantees the ethical implementation of AI technologies.

**On May 23, 1985, at the Union's 30th International Convention, USW delegates voted unanimously to add an amendment to the USW Constitution recognizing SOAR as an affiliate organization of the USW.**







## We Should Be Cutting Cake This Summer — Not Medicare

By Robert Roach, Jr.

***This summer marks Medicare's 60th anniversary. Since July 30, 1965, it has provided guaranteed health coverage and benefits for millions of older Americans.***

But the Republican budget bill signed into law in July will upend Medicare's ability to provide coverage to seniors. It will automatically trigger across-the-board cuts and slash at least \$490 billion from Medicare.

Starting in just two years, four percent cuts will take effect for every Medicare provider, prescription drug plan, and Medicare Advantage plan.

That's going to affect all of us. Some of our health care providers are likely to limit services for Medicare beneficiaries or stop accepting Medicare altogether.

Seniors will have to pay more for prescription drugs and will have trouble accessing the care they need.

That's no way to celebrate.

Fortunately, Congress can prevent this from happening. If they pass legislation that waives so-called "PAYGO" rules requiring these automatic cuts, then seniors won't have to worry.

It's time for lawmakers to take action and save Medicare. The choice is clear: We should be cutting cake — not earned benefits — this summer.

*Robert Roach, Jr. is president of the Alliance for Retired Americans. He was previously the General Secretary-Treasurer of the IAMAW.*

For more information, visit [www.retiredamericans.org](http://www.retiredamericans.org).



### IN MEMORIAM

#### CARL B. FRANKEL *Former USW General Counsel*

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industry, including efforts to save several steel companies in bankruptcy and the jobs they provided. He led or actively participated in 10 rounds of USW bargaining with the steel industry, three rounds in the can manufacturing industry, three rounds in aluminum, and two rounds in the tire industry.

During the steel crisis of the late 1980s, Steelworkers faced corporate demands for concessions. The union took the approach that concessions should be recognized as investments to be returned when corporate profitability resumed.

Members made improvements in union rights and non-monetary issues during this period, since the union's bargaining leverage was significant, but the possibility of important economic gains was constrained.

The employment of outside contractors by LTV and other steel companies to replace union workers whose jobs were already at risk was an enormous issue for rank-and-file members across the industry.

At the direction of Williams, Frankel developed new language to curb the use of outside contractors and protect union jobs. That work, Williams later said, became the basis for "the best contracting out language in any agreements in industrial America."

The new language was first adopted in 1986 by LTV, then the weakest company, followed by Bethlehem Steel, Wheeling-Pittsburgh Steel, and U.S. Steel after a six-month lockout.

"We were working to save what we could of the industry, not for contractors, but for our members,

for their communities, and for their sons and daughters," Williams wrote in his memoir.

Frankel was an elected fellow of the College of Labor and Employment Lawyers, and a member of the Board of Directors of US TOO, a prostate cancer support and advocacy organization.

In retirement, Frankel was executive director of the USW's Campaign Conduct Administrative Committee, which oversees the union's election of officers and district directors. Frankel also taught courses at Carnegie Mellon University and the University of Pittsburgh. And at age 83, he began to learn how to play the guitar, a lifelong ambition.



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