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USW@Work

A Publication of the United Steelworkers

Volume 2/2

A Powerful Voice for Workers

A man wearing a purple baseball cap with a logo, glasses, a dark blue long-sleeved shirt, a tan fishing vest with various pockets, and tan waders is standing in a shallow stream. He is holding a fishing rod in his right hand and a green fishing line in his left. The background is a lush green forest.

Uniting Sportsmen

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// Only a fool would try to deprive working men and working women of their right to join the union of their choice. //

Dwight D. Eisenhower
Republican President of the United States (1953-1961)



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ON THE COVER

Angler fly fishes for brook trout in the clean waters of Big Spring Stream near Newville, Pa.
AP Photo by Carolyn Kaster

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Speaking Out

USW active and retired members and their families are invited to "speak out" on these pages. Letters should be short and to the point. We reserve the right to edit for length. Mail to *USW@Work*, Five Gateway Center, Pittsburgh PA 15222 or e-mail to *editor@usw.org*.



Solidarity

To all the USW members who showed solidarity throughout the great fight with Goodyear, you were a great inspiration to every working person throughout the world.

If there ever was a song to describe the USW, it's got to be "I Won't Back Down," by Tom Petty on his album, Full Moon Fever. It describes what the USW, the greatest labor union on the face of the earth, is all about. I'm proud and consider it an honor to be a Steelworker.

*Al Perschilli
Harrisville, R.I.*

Dust explosion kills

It was horrifying to read about plant explosions in the Winter 2007 edition of *USW@Work*. If the five top officers of those companies were each required to live a month in a plant with their families, during the time workers are present at the plant, there would immediately be a huge improvement in safety, and maybe a little appreciation for the workers who pay management's huge salaries with their labor and, in too many cases, their lives.

*Elizabeth Blanton
Chino Valley, Ariz.*

Thank you

My wife and I would like to thank you for negotiating an agreement with ISG, now Mittal Steel Co., for the VEBA checks we received to defray the cost of our premiums for the Medicare Prescription Drug Benefit Plan.

I am 84 years old, and my wife is 81. I went on pension in 1983, and have never received an increase so you can see how the money really helped us.

Thank you for not forgetting the pensioners.

*Edward & Eleanor Herman
Anderson, S.C.*

Health care for all

I have lived in Sweden. Like everyone in the world, no Swede likes high taxes.

At the same time, no Swede of any political party or profession can conceive of being without publicly supported health care. Never! It is a human right.

Health care is not a "commodity." It is essential for all of us, rich and poor, young or old.

I am an Associate Member.

*Peter Loeb
Boston, Mass.*

FDR vs. Bush

I am a very lucky man. I was born early enough to have lived under the greatest of all presidents, Franklin Delano Roosevelt. On his mind at all times was we, the little people, the common people. I saw all the wonderful things he did to get this country moving again.

The worst thing that has ever happened to our country is George W. Bush, the would-be dictator. On Bush's mind at all times are the big, rich CEOs.

*Clare J. Crowley
Milwaukee, Wis.*

Solidarity for Goodyear

Now that the Goodyear struggle is over, I would like to thank everyone who helped put on a Christmas party for the kids of USW Local 307 in Topeka, Kan. With the help of my Local Union 12561, we gave them a party after theirs was canceled due to the strike. I contacted 25 different labor groups and collected over \$21,000. The party featured Santa Claus, cookies, face painting and games. Each kid was given a gift card and a filled stocking. We purchased non-perishable food items for the union hall to pass out to families and gave them a check to deposit into their local fund of roughly \$11,000.

*Daryl Meredith
Topeka, Kan.*

Taking it personally

As an employee of the NewPage Corp. at Luke, Md., I was relieved to find your article on the damage of foreign imports to the paper industry. It has been clear to

us that the government needs to step in as they are the only ones who can protect this sector and the jobs of American workers. Please continue to push this issue and let the members know of ways we can help. I hope as a country we have learned from the past and can stop other countries from crippling our work force. The measures passed for the steel industry were too little, way too late. Let's hope for a more timely and job-saving solution this time around.

*Monte Leatherman
Keyser, W. Va.*

Placing lives at risk

Thanks for relaying what is happening within the USW through *USW@Work*. The article "Taking on BP's Safety Record" in the winter 2007 edition is a very real reminder of what is happening within the oil refining industry.

I work at Shell-Puget Sound Refinery in Anacortes, Wash., and the same things are happening here. Unfortunately, it is nationwide with all refineries.

Instead of keeping these facilities up in safety and maintenance, the greed is so bad that the companies are trying to cut in every imaginable way to keep making their multi-billion profits, which is, in fact, placing lives at risk daily.

Unfortunately, before government can act on these companies, I believe more lives will be lost. The saying around here anymore is not IF the next major event will happen, but WHEN the next major event will happen.

We know that these companies, at the risk of someone else's life, prefer to make their big money regardless of safety and maintaining the facility. Somehow as a union we need to stop them. Enough is enough.

*Tessa V. Gehardt
Anacortes Wash.*

Unfair trade by China and other Asian countries is casting a long shadow over America's paper industry.

"Predatory trading practices by a number of countries including China," says USW President Leo W. Gerard, "have cost U.S. jobs by forcing mill closures and the shutdown of paper lines."

The jobs of 715 USW-represented workers are at risk, for example, at the NewPage paper mill in Luke, Md., despite successful efforts by the union and company to improve productivity and reduce costs of the high-end glossy paper made for use in corporate annual reports, brochures and magazines.

The stakes are huge, as Tom Caldwell, president of USW Local 676 and a former sheeter operator at the mill, understands all too well: "We have to have manufacturing jobs," he says, "in order to be a free country."

Caldwell's local is facing another round of layoffs because of increased imports of coated free sheet paper from China, Indonesia and South Korea.

The Luke plant is the largest manufacturer in Allegany County, Md., a region of Appalachia that has seen textile mills, glass factories and tire plants close down one after another.

The plant was built in the 1880s on the Maryland-West Virginia border along the upper reaches of the Potomac River. Its coal-fired process starts with the unloading of giant truckloads of trees at one end of the mill. Shiny white paper rolls exit the other end.

Within the past decade, the mill has invested \$350 million in state-of-the-art technology for its paper machines, cut hundreds of jobs from its work force and upped output by a third.

Employment there has fallen from 1,500 in 2000 to about 1,000 today. Of that, 715 are USW members. That included the shutdown of a No. 7 paper machine on Jan. 1, resulting in the loss of 130 jobs.

Signs of progress

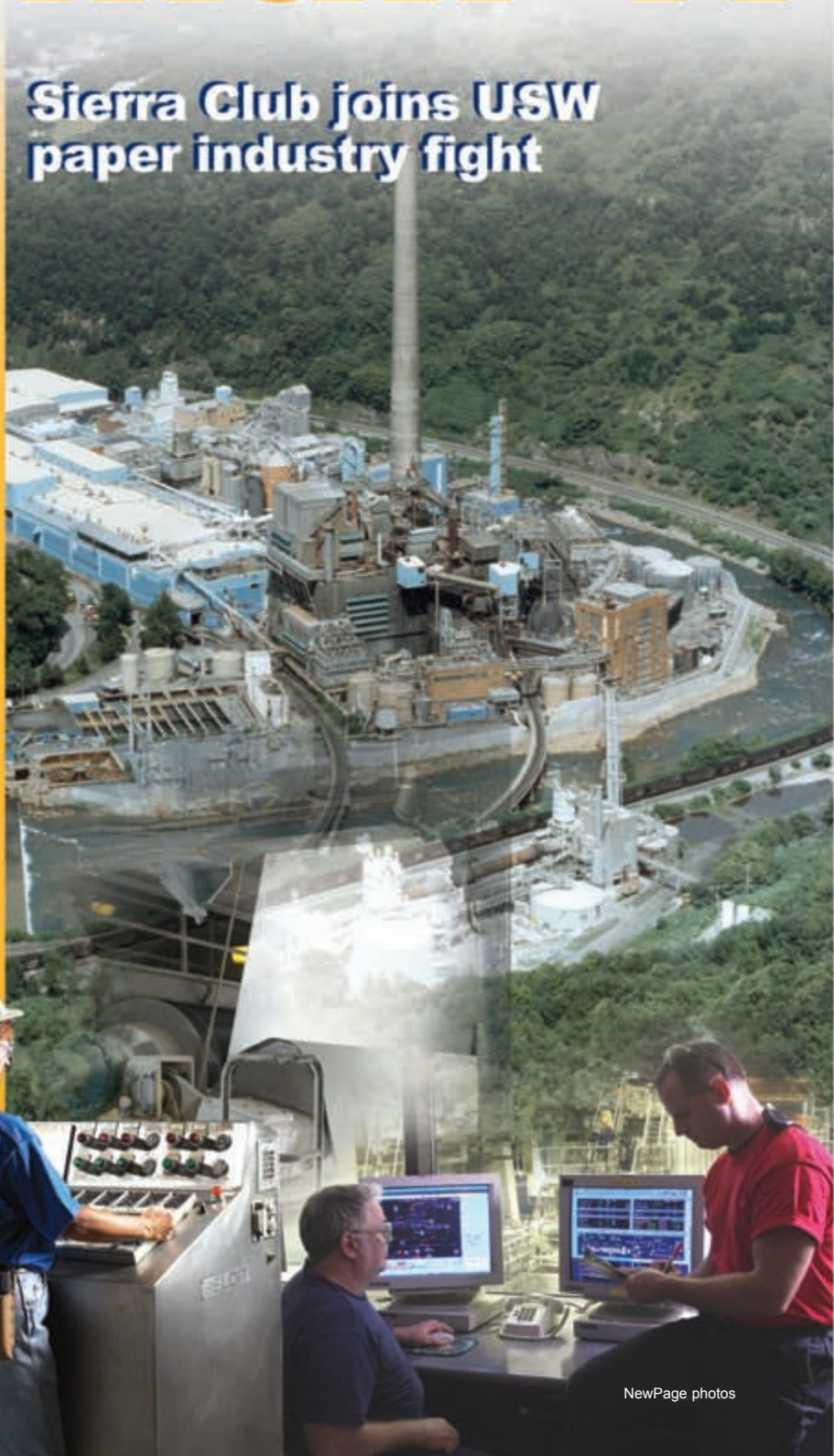
On March 30, for the first time ever, the Department of Commerce decided that countervailing duty law could apply to nonmarket economies, possibly leading to new duties on imports of high-gloss paper from China.

Tariffs based on Chinese subsidies would reverse 20 years of American trade policy in which the United States refrained from making accusations that China and other "nonmarket" economies were granting illegal subsidies.

The Commerce Department decision came in response to challenges from NewPage and the USW alleging that China massively sub-

Challenging Unfair Trade

Sierra Club joins USW paper industry fight



ade

sidized its paper industry, swamping the U.S. market with cheap imports that cost domestic jobs and damage the economy.

"It's a first step and it only came about because we made a helluva strong case," said Gerard. "But there is still a long way to go if we want to make meaningful and lasting changes to our trade policies."

The countervailing duty case is one of six trade cases brought by NewPage with USW support that charge China, Indonesia and South Korea with dumping coated free sheet paper on the U.S. market at below cost and subsidizing their paper producers.

The filings come as the new Democratic-controlled Congress faces pressure to take a tougher stance on the American trade gap with China, which last year widened to \$232.5 billion — the major component of a staggering \$763.6 billion U.S. trade deficit, an all-time high.

The decision to apply countervailing duties against Chinese products is long overdue, and it finally makes China subject to the same rules that all other major global traders are required to follow.

Under the complicated rules of trade, a country may impose duties or tariffs for two reasons: when products are dumped (sold at below cost) or if illegal subsidies are involved. Up until now, the U.S. government only went after China on dumping cases.

"China has massively subsidized its industries to create an export platform that is swamping our market with imports, swelling our trade deficit and destroying good jobs," Gerard said.

Loans given to Chinese export-oriented enterprises by state-owned banks and an exemption from payment of certain types of worker benefits give China an unfair trade advantage.

Subsidies can also take the form of government grants for modernization, debt forgiveness, tax breaks and subsidies

for suppliers of wood and pulp.

In another test case, the USW and the Sierra Club have partnered with NewPage in a countervailing duty complaint against Indonesia for logging, a prime source of raw material for paper.

The Blue Green Alliance, a coalition of USW and Sierra Club members, has called on the Commerce Department to expand an existing investigation of unfair trade subsidies to Indonesian paper producers to include alleged illegal logging as a trade subsidy.

In the beginning of March, the union sent a letter to other coated free sheet paper producers encouraging them to join the countervailing duty cases against China and Indonesia. If these cases are successful, they could set precedents for other segments of the paper industry that have been hurt by unfair trade.

“We can't stand by and let countries violate international environmental standards and use this advantage to undercut our own industry and jobs.”

Leo W. Gerard

Illegal logging in Indonesia's national parks and protected areas causes wood prices to be artificially low there. The USW and the Sierra Club say the government's lack of enforcement of environmental laws is a subsidy for Indonesian producers who use the cheap wood to make coated free sheet paper at a lower cost than American paper.

First-time trade alliance

This is the first time that labor and environmental groups have joined together to raise an environmental concern in a countervailing duty case.

"The U.S. has a responsibility as a main consumer of wood and paper products to put an end to illegal logging," said Carl Pope, executive director of the Sierra Club.

"Illegal logging has devastating environmental and social impacts — accelerating global warming, increasing the risk of deadly landslides and depressing timber prices worldwide," Pope added. "The Indonesian timber and paper companies should not be allowed to profit from this destruction."

Dave Foster, executive director of the Blue Green Alliance and former director of USW District 11, said the Indonesian logging case is a prime example of how international trade undermines environmental standards while putting severe economic pressure on workers and their communities.

"We need a trade model that elevates living standards and environmental practices, instead of tearing them down," Foster said.

Effect on workers' lives

China, Indonesia and South Korea supply more than half the 1.7 million tons of offshore imports that now comprise 29.2 percent of the U.S. coated free sheet market, according to DOC figures. As coated paper imports have increased, the number of U.S. jobs in the sector has decreased.

In 2004, there were about 12,150 USW jobs at 22 mills in the United States that make coated free sheet paper. Today just over 9,800 of those jobs remain among 13 states; a drop of 19 percent in just three years.

Replacing those lost jobs is tough. "In our rural location it's difficult to find employment. You end up driving 70 miles one way to go to work," Caldwell said.

One USW member laid off from Luke Paper in 2002 couldn't find a new job with benefits even though she qualified for worker retraining. She was finally hired back into the paper mill last year. But Caldwell said she will likely be laid off soon.

"These kinds of problems will only increase without import relief," Caldwell added.

Sappi, a NewPage competitor that also employs USW members, shut down one of its two coated free sheet machines in Muskegon, Mich., in 2005, costing 365 jobs that were among the highest paid in the region with benefits.

USW Local 1015 President Howard Ross said the layoffs have been tough on his members. Many were older employees, and some of those who went back to school are struggling with their studies.

"A lot of them are working for half of what they made," Ross said. "We don't have lots of jobs available here. It's a tight market."

New Member Activitism Drive

Our national paper bargaining program is building solidarity and turning members into activists with solid contracts the result.

“National paper bargaining helped us develop our goals,” said Local 1651 member Dean Petersen, who works at the Rock-Tenn paper company in Clinton, Iowa.

“Before, we were kind of winging it on our own,” he said. “Some locals did better than others. If the company can take everyone on individually, it can win.”

With common goals established, negotiators strive to meet those benchmarks before contracts are brought to the membership for ratification. “You know what to shoot for,” he added.

Prior to national paper bargaining there was no communication or interaction between members from one facility to another, said Local 497 member Michelle Quain, who works at International Paper in Ticonderoga, N.Y. Now, IP locals network through e-mails and phone calls.



Eddie Wingfield (above)
and Fernie Mirelez (right)
Photo by Lynne Baker

es National Paper Bargaining

Building Power

At the core of national paper bargaining success is solidarity and membership participation. The process involves sharing of information within and between locals, and focuses on building power at the local level. *Building Power* training nurtures the inherent strength of local unions when everyone works together for a common goal.

“It’s a program locals can take and use to strengthen themselves and not have someone from the international come in and do it for them. They can do it themselves. That’s important,” said Local 680 member Dale Lovett, who works at a NewPage mill in Wickliffe, Ky.

Members form Contract Action Teams (CAT) within their locals. One to two coordinators, who serve as a liaison between the negotiating committee and the rest of the team, get information out to every shift coordinator who then passes the material to one or more members assigned to each department. These members then distribute information and action appeals to their co-workers.

“The CAT structure can be used for more than contract negotiations. It can be used for other activities in your local,” said Local 695 member Eddie Wingfield, who works at Smurfit-Stone in Martinsville, Va.

Petersen’s local used its CAT during negotiations with Rock-Tenn to update members, to get them to sign petitions, wear stickers and place windshield signs in their cars.

“There’s more activity on the local level. We’ve done a better job of mobilizing members,” he said. “People are not sitting back and waiting for information. They’re getting information and participating in actions. On sticker days we had 100 percent participation.”

Tapping into creativity

CAT training was a natural fit for Local 1015 members who work at Sappi’s mill in Muskegon, Mich. The local had done rallies, marches, parades, sticker days, button days and mass walk-ins in the past. In addition to these activities, the local uses the CAT to distribute background on issues and letters from the president, as well as other information.

Local 1015 member Les Shaw recalled one creative use of the CAT to restore a job to a fired member who had an affinity for Twinkie snack cakes.

“Each day in the break room there were four dozen Twinkies on the table to remind people of the worker. Everyone wore a sticker that said ‘Where’s Harry?’ with a Twinkie on it,” Shaw said. “We were successful in getting that person reinstated.”

Some of these actions can be a lot of fun, Shaw said. “It gives you the ability to tap into local members who may not attend union meetings. It’s a way to tap their creativity and get them involved.”

Changing the agenda

Local 819 member Fernie Mirelez credits the joint actions of the Rock-Tenn council with getting management off its corporate-wide position of not offering a pension increase. He said there was a lot of buzz at the corporate level as managers noticed all the Rock-Tenn locals performing the same actions at the same time.

Mirelez said his membership stuck together for 20 months until they ratified their contract. The local got a retroactive wage increase, a bump-up in their pension and a four-year contract that aligned them with the expiration of other Rock-Tenn agreements.

“At each membership meeting I kept emphasizing that bargaining as we knew it in the past was gone. From this negotiation forward we would negotiate as a council. We never would negotiate as an island again,” Mirelez said.

Getting better contracts

“The biggest difference I see in national paper bargaining is getting everyone targeted to the same date and changing how we handle negotiations,” Wingfield said.

He credits his local’s CAT with getting a better contract last year. The local won a successor clause in exchange for a four-year contract, obtained a 2 percent raise in each of four years, retained its right to bargain over any changes in health care, held the employees’ share of the health care premiums to 20 percent and made progress in other benefits as well.

Local 695 used its CAT structure to survey the membership on its contract priorities, return results to the members and give them bargaining updates. The new approach to negotiations drew favorable feedback and kept the members’ attitudes positive.

“This process builds membership solidarity and shows management that everyone is together on whatever the issue,” Wingfield said.

Building solidarity

The national paper bargaining approach teaches discipline and solidarity among the paper industry locals – an approach that allows everyone to more easily see the big picture.

“We’re really communicating with each other now, and we’re finally beginning to understand how these companies pitted us against each other,” said Local 13-656 member Margaret Bell, who works at a Georgia-Pacific mill in Arkansas. “Everybody understands that we’re all in this together.”



Sportsmen's Alliance

USW sponsors club for union

Hunting and fishing have been part of the daily rhythm and routines of American life from the very beginning.

In many communities where USW members live and work, hunting continues to be an essential part of our culture, a ritual of growing up with skills and passion passed from father to son or daughter.

Recognizing that connection, the United Steelworkers has joined a unique labor partnership that is launching a new outdoor hunting and fishing club for union members and their families.

The Union Sportsmen's Alliance (USA) is a partnership of 20 labor

unions including the USW and the Theodore Roosevelt Conservation Partnership (TRCP), a coalition of the nation's leading hunting, fishing and conservation organizations, labor unions and grassroots partners.

Early 20th Century President Teddy Roosevelt was an avid hunter and the conservation group named for him has as its primary mission making sure every American has a place to hunt, fish or recreate outdoors.

Unique partnership

TRCP's unique partnership with the labor movement comes at a time when hunters and anglers have fewer pristine

streams to fish and less unrestricted fields and hills full of game for hunting.

Close convenient places to hunt are being gobbled up by growing cities and suburban communities that increasingly restrict hunting. At the same time the Bush administration, with its push for oil and gas drilling in the Rocky Mountain West, has limited public access to prime hunting and fishing areas on federal land.

The USA, the largest partnership of its kind, has the potential to help turn the tide by unifying union sportsmen and women across the country.

"A lot of our members are into hunting and fishing and shooting sports, and



alliance members

they are interested in protecting and maintaining public places to hunt," said Keith Kirchner, the USW's representative on the project.

Potentially powerful block

Recent surveys show that more than 3.2 million members of the 20 unions affiliated with the TRCP hunt or fish — enough to create one of America's largest blocks of sportsmen and sportswomen. The vast majority of them don't belong to any conservation, hunting or fishing organization.

Jim Range, chairman of the TRCP board, predicts that the alliance will create a historically unique influx of mil-

lions of new people to the cause of land conservation.

The club is open to any member in good standing with the USW or other AFL-CIO affiliated labor unions. There is an annual fee of \$25 to join.

A portion of the revenue generated by the TRCP/USA program will support conservation efforts and initiatives such as access for hunters and anglers, wetlands conservation, fish habitat conservation and wildlife-friendly energy development on public lands and wilderness areas.

More outdoor enjoyment

In addition to mobilizing sportsmen and women to help preserve their outdoor heritage, the USA can help union members and their families better enjoy the outdoors.

Club members will have access to a wide range of sporting information along with special offers and discounts on sporting gear, travel and other services.

A dedicated web site (www.UnionSportsmen.com) will give club members a place to share informa-

tion, and learn hunting and fishing tips and techniques.

The web site will include searchable databases for the best places to hunt and fish, links to state fish and game agencies, member message boards and chat rooms, union community outdoor classifieds, and an outdoor page where members can post pictures of their trophy hunts.

A separate magazine is planned once membership builds. TRCP also features union members in "Escape to the Wild," an outdoor television show dedicated to taking American workers on dream sporting adventures.

Union members interested in applying for a dream trip on season two, should visit www.TRCP.org and click on the "Escape to the Wild" icon to download an application form.

The USA will formally open and start accepting members late this spring. Visit JoinTheUSA.com and complete a short survey for a chance to win a \$250 sporting goods gift certificate, and sign up to be notified when you can join the USA.



To learn more about the USA, visit
www.UnionSportsmen.com or
complete the following form and mail it to:

TRCP
3340 Perimeter Hill Dr.
Nashville, TN 37211

Name _____

Email _____

Union _____ Local _____

Address _____

Phone _____



Keeping Up the Pressure

Labor's Battle to Pass Employee Free Choice Moves to the Senate

Janet Merkel had the feeling there was a big target on her back once she started talking union at the kitchen cabinet factory where she worked. As it turned out, she did.

Merkel, her husband and brother-in-law were among a dozen of approximately 40 Quakermaid Cabinetry employees who were fired last year during a USW organizing drive at its facility in Hamburg, Pa.

"They were intimidating us," said Merkel, a mother of five children. "I was told by the plant manager that if it came down to getting the union in, he'd chain the door and move the plant."

Because of their involvement in the union drive, Merkel said after her husband was fired, she and her brother-in-law both felt like walking targets.

"They hit the target and I was out," she said.

Debbie Saltzman was fired the same day as Janet Merkel. The company blamed the firing on her taking an unauthorized smoke break, but Saltzman believes the real reason was union activity.

"I was a very vocal supporter of the union. I handed out authorization cards. I was always fist-up union," said Saltzman, 46, and a single mother of an 8-year-old son.

"People have been going out and smoking since I've been there, and nothing had ever been said," she added. "I had a good record. I was never written-up for anything."

Illegally fired

For fired workers like Merkel and Saltzman, passage of the pending Employee Free Choice Act is very personal. They lost their jobs exercising their legal right to have a voice on the job.

"If we had Employee Free Choice, I would still have my job," Merkel said.

By law, employers are prohibited from intimidating, coercing or firing employees for exercising their right to form unions. Yet each year in the United States, more than 23,000 workers like Merkel and Saltzman are fired or otherwise penalized for union activity.

"I knew they would pull some stunts on me. I expected that, but not getting fired," Saltzman said. "I still think unions are a good thing."

The Employee Free Choice Act, organized labor's number one legislative priority, is the most important workers' rights legislation to come along in decades.

The bipartisan legislation would hold anti-union employers accountable, guarantee workers a fair method for forming

Janet Merkel

“ I was always
fist-up union. ”

unions, and force employers to stop dragging out contract negotiations.

It would allow workers at a given workplace to unionize once a majority of them have signed cards saying they favored a union, thus avoiding contentious elections often poisoned by employer coercion and intimidation.

The bill also calls for significantly increasing penalties when employers — contrary to law — fire workers who support a union. Another provision would require the appointment of an arbitrator to set wages and benefits if a contract was not negotiated within 120 days.

The March 1 passage of the Act in the new Democrat-controlled House of Representatives was a clear victory for working families. But the fight is uphill and far from over.

The measure passed by a final vote of 241 in favor and 185 against with only two Democrats voting against the legislation and 13 Republicans voting for it.

"This victory was huge," said AFL-CIO organizing director Stuart Acuff. "This is the first time major labor law reform has passed the House in a decade and a half, even a generation."

Senate next battle ground

The next battle ground in the fight to restore workers' rights is the U.S. Senate, where the bill faces formidable opposition and an expected filibuster. President Bush has vowed to veto the bill if it passes.

But Acuff said it is wrong to assume that the bill is dead. "Conventional wisdom has never worked on this legislation because it has grass-roots support around the country," he said. "It's not a Washington Beltway campaign."

Labor intends to push hard over the next few months to persuade senators to vote for the bill and to put pressure on the president to sign it.

Even if Bush can't be persuaded, there is success in building momentum for the next presidential election in 2008.

"If the president doesn't sign it, we'll elect a president in 2008 who will sign it," Acuff said. "We'll pass it and enact it in 2009."

We know from the debate in the House that the bill will encounter fierce opposition in the Senate from right-wing, anti-union forces.

You can expect senators to be lobbied hard by deep-pocketed business groups masquerading as workers' advocates to

vote against this legislation.

Labor's campaign will pressure at least 15 targeted senators to support the bill through call-ins, actions and other tactics. The goal is to make sure each targeted senator hears from workers, union leaders, and community allies each and every week of an 18-week campaign.

Big business Republicans who oppose passage of the Employee Free Choice Act in the Senate are spreading lies and misconceptions to swing public opinion against the proposed law.

Their biggest canard is the lie that the Employee Free Choice Act would deny workers their right to a free and fair election by secret ballot.

Unfortunately, there is nothing free or fair about the current system of voting on unionization. The law is heavily tilted in favor of company power against unions.

The Employee Free Choice Act would neither limit employer free speech nor abolish elections where workers prefer them. What the law would do is limit the ability of employers to deny workers' choice and shape election outcomes.

Study after study has demonstrated that the current legal system allows employers to mount coercive campaigns against workers' attempts to form unions.

One in five union organizers or activists are fired as a result of union organizing, according to a new report from the Center for Economic and Policy Research (CEPR), a Washington-based think tank.

Illegal firings

"Aggressive actions by employers — often including illegal firings — have significantly undermined the ability of U.S. workers to unionize their workplaces," CEPR economist John Schmitt said.

"With the legal penalties for such actions being so slight, employers can break the law to head-off organizing efforts and face almost no real repercussions," Schmitt added.

The struggle to reform the current



Debbie Saltzman

system used in forming unions for collective bargaining is over nothing less than a more just and fair society.

America's working people are struggling to make ends meet and our middle class is disappearing. The best opportunity for working people to get ahead economically is by uniting in a union to bargain together with their employers for better wages and benefits.

"The freedom to join a union is the key to holding onto the middle class in this country," said AFL-CIO President John J. Sweeney. "We think that the best anti-poverty tool is a union card."

Why does this matter? Economic inequality is a hallmark of our time. Wages have stagnated and only 38 percent of Americans believe their families are getting ahead.

Less than a quarter of Americans expect the next generation's standard of living will be better than today. Six million fewer Americans have health insurance today than in 1995.

Meanwhile, corporations are recording unprecedented profits and corporate CEOs are reaping astronomical compensation packages.

You can help. Roll up your sleeves and join the fight. Begin by writing to your senators now to ask them to support the Employee Free Choice Act.

Helping Hands Wh

USW Emergency Response Team Assists Grieving Families and Co-workers

Within 24 hours after Ethon Boyer was killed in an aluminum plant explosion, a member of the USW's Emergency Response Team was knocking on his mother's door in Arkansas to offer assistance.

Iris Clegg, Ethon's mother, welcomed the help from USW's Duronda Pope. Clegg was, after all, stunned and confused by the sudden death of her 19-year-old son and his co-worker, John Cobb. Young Boyer was new to the job.

"It means a lot when people don't know you, but they take time to stop and to show compassion, to help you to get over the hump that you need to get over," Clegg said.

Pope is part of a rapidly-moving USW Emergency Response Team (ERT) that assists the families of industrial accident victims and local unions in the time of grief. They work separately, but closely with accident investigators from the USW's Health, Safety & Environment Department. Both work on short notice and in difficult conditions.

Steelworkers help

"Duronda was awesome," Clegg said. "She gave us an insight into what the Steelworkers are about and they are about helping employees. You feel there is somebody on your side. It's not just you against the company."

Boyer and Cobb, 42, were working in a production area of Arkansas Aluminum Alloys where scrap aluminum is melted and formed into ingots when the explosion occurred at 3:10 a.m. last Oct. 31. A third person suffered minor injuries at the plant, located near Hot Springs, Ark.

When Pope arrived, she intervened with the employer to make sure the immediate needs of Boyer's family were met. She helped with workers' compensation paperwork and other issues in those foggy days after the accident.

"When you meet at the moment people are going through such a tragic time, it is so personal," Pope said, adding that families are often at first in shock and denial over a fatality or injury. "You just try to do everything you can do."

The program originated with the Oil Chemical & Atomic Workers union (OCAW), a predecessor to PACE and was adopted by the USW when the unions merged in 2005.

Hotline number

Typically, emergencies that cost a life or result in life-altering injuries are reported to the ERT hotline, 866-526-3480, by a local union president or staff representative. The hotline is available 24 hours a day.

As soon as is practical, ERT members travel to the accident site, often on the same day. Those on call include ERT coordinator Al McDougall, team members Pope and Hilary Chiz.

"I'm always packed. I always have a bag ready to go," said Pope.

Grief counselors with the ERT travel to accident sites with the goals of aiding local unions and the families of victims.

"We're not coming in to take over or change anything, to harm the relationship the local has with the company — whether it's a good relationship or not," McDougall said. "We're just there to assist."

Acting as a bridge

The team essentially acts as a bridge between the company and the family of the injured or deceased worker. Typically, team members press the employer for help with immediate family needs and with funeral costs if they are not included in the contract.

"Ninety-nine percent of the time the employers help," Pope said. "But sometimes I have to shame them into assisting the family."

Toll Free **24-Hour** Hotline
1-866-526-3

When Tragedy Strikes

It's not unusual for ERT staff to help families with housing at the time of the funeral and later to get started on the paperwork, such as workers' compensation claims and the probate process.

There are sometimes unusual requests, too. Pope recalls an 11-year-old boy asking her to describe how his father died in an industrial fall and if he could see where it happened. She complied with assistance from the employer.

Follow-up visits

If legal assistance is requested by the family, the ERT will help with referrals, said McDougall, a former union miner from Canada who became involved with employee assistance programs years ago.

Team members also make follow-up visits months later to check up on family members and to offer co-workers counseling and workshops on grief and coping skills.

"Three months, six months later people have accepted the fact but there is still anger, and then there is a sort of sadness," McDougall said.

There are as many tragic stories as industrial accidents. Here are a few recent examples of accidents responded to by the Emergency Response Team.

Gordon Hickman, a USW member and foundry worker from Canton, Ohio, fell into a pit after pouring a bucket of hot molten metal into a cylinder-shaped mold. As his co-workers scrambled to help him, molten metal busted loose from the mold, spraying him.

A South Texas member, John Dorton, died after inhaling hydrogen fluoride gas while working in an Alcoa plant in Point Comfort, Texas. A young oil contract worker, Mario Vasquez, was killed at a Conoco Phillips refinery near Los Angeles when an adjustable roof over an empty tank collapsed on him.

A Sappi Fine Paper employee was seriously injured when he became entangled in a conveyor system that was part of a log debarking operation. He was stuck for several hours with the machine running before being discovered at shift change.

"It's a good program, and it's the right thing to do for our members and their families," said Chiz, an ERT member. "We are constantly in touch with wonderful loving families, many of them with union backgrounds who close ranks immediately and support each other in their grief."

Wife in a fog

Carol Luketic was in a fog after she learned that her husband, Paul, died last November after being crushed between a steel support column and a fork lift truck hauling a 9,500-pound ingot.

The fork lift was apparently backing up at the Electroalloy plant in Oil City, Pa. to put the ingot on a weigh station when Luketic, 58, was pinned.

"It was very shocking. I couldn't think. I just couldn't think," Mrs. Luketic said of the moments after learning her husband had died.

"You know the nightmare where you dial the telephone and you just can't get the numbers? I couldn't call my girlfriend's number and I dialed it a hundred million times."

ERT member Chiz visited Mrs. Luketic after the accident, helping her make contact with the company and an attorney, and get started on a workers' compensation claim.

"She was very helpful, very nice, very kind. I really appreciated all of the help," Mrs. Luketic added. "I was getting advice from people Paul would have trusted."

Assistance
3480



HEAVIER

Workers Putting in More Time on Job with Less Help

Workers are putting in longer workdays and weeks, working understaffed and with heavier workloads in the relentless push for increased productivity.

This increases the risk of workplace injury and illness. Yet there is insult to the injury. If workers get hurt on the job, their employer often tries to blame them for the injury.

Adequate staffing levels, maintenance and training — key items in operating a safe workplace — are also under siege as employers push for more production or service at lower cost.

Those are among the general trends seen by the USW's Health, Safety & Environment Department through daily interaction with members and workplace visits.

The department, with the assistance of a large network of member and district union activists, provides strategic and technical resources for local unions in the wide range of industries and occupations represented by the USW.

"Our department is the Steelworkers' safety net," said Jim Frederick, assistant department head in Pittsburgh. "Ninety-nine percent of the time, local unions resolve their traditional health, safety and environment issues by themselves. When they can't, they call us for help."

Doing more with less

That mission gives the department a unique view of the workplace trends in North America.

From basic steel and aluminum to paper and health care, management is pressing workers to do more with less by combining jobs and intensifying work. Rotating shifts and 12-hour workdays that are sometimes made longer by mandatory overtime are becoming even more commonplace. Preventative maintenance is not always timely and sometimes the exception instead of the rule.

"Everywhere we go there is a big push for production, employers constantly trying to do more with less," said Steve Sallman, a USW safety and health specialist.

"Management doesn't fix things. There are no more

weekend crews to do periodic maintenance, inspections and cleaning," he added. "It's just run run run until it breaks."

Rushed and overloaded workers are not always given the time, training, equipment, staffing and other resources to do their jobs safely. Because the focus is on getting production out the door or service needs met, many local unions have problems convincing management to fix hazards — physical, chemical or organizational.

In today's pressure-cooker workplaces, employers often utilize behavior-based safety programs that blame workers for their injuries. These programs hide workplace injuries and illness by discouraging workers from reporting.

Behavior-based safety programs are hazards in and of themselves, as workers may not get the care they need, and workplace hazards don't get reported or fixed.

"They are shifting responsibility, blaming the worker," Sallman said.

Chasing red lights

In this computer-controlled, lean production world, workers are often expected to keep up with their machines instead of the other way around. Safety and health specialist Don Faulkner calls it "chasing the dreaded red."

Traffic lights are installed in some workplaces to alert operators who may tend several machines when things aren't moving fast enough.

"If it's green, it's running. If it goes yellow, it's getting behind and you better be there to tend that machine. If it gets to red, you're in trouble," Faulkner said. "If you've got four machines, by the time you set up the fourth one and head back to the first, the yellow light is on."

Working lean can impact training too. It's no longer commonplace for new hires to learn the intricacies of an operation by working at the elbows of seasoned veterans.

"In other words, there is no one to tell new workers:



“Everywhere we go there is a big push for production, employers constantly trying to do more with less.”

Steve Sallman
USW Safety & Health Specialist

“When you hear, feel or smell this you better get over to that control panel and make that change or the place is going to blow,” Frederick said.

Accident investigations

The staff assists local unions in conducting investigations of serious and fatal injuries and, when requested, conducts walk-through inspections of USW-represented workplaces to check procedures, policies, compliance and contract issues related to safety and health.

In the United States, cases are followed through a long process with the Occupational Safety and Health Administration or the Mine Safety Health Administration to abatement and correction of the hazard. That attention to detail can lead to permanent improvements in work sites.

After a USW member was killed in a night-time accident on a railroad at the Allegheny Ludlum plant in Brackenridge, Pa., for example, the union pressed the company to move tracks that caused a fatal pinch point.

“We weren’t going to be satisfied with creating a new procedure or doing retraining,” Sallman said. “We wanted the tracks moved so it would never happen again. We got the tracks moved.”

Fatalities remain a far too frequent and unacceptable occurrence on the job. Each year, approximately 30 USW members on average die at work while trying to make a living.

The largest accident investigation to date has been the 2005 explosion at the BP Refinery in Texas City, Texas, which killed 15 workers (none were USW members) and injured over 170.

“Since then, there have been near misses in the petroleum industry that could have been just as devastating as Texas City,” said safety and health specialist Kim Nibarger.

“One hydrocarbon release at another petroleum plant was big enough to crater the place if it had found an ignition source, which it did not,” Nibarger said.

“In that industry alone, the estimates are 98 percent of

releases never find an ignition source,” he added. “That one industry sector has a staggering potential.”

An estimated 5,702 American workers were killed on the job overall in 2005, the most recent year for which national data is available.

For every worker killed on the job, it is estimated that up to 10 more die from occupational disease.

Today’s workplace, with its understaffing, extended working hours, increased workloads and push for production has been linked with increased rates of workers suffering from cardiovascular disease — heart attacks and strokes.

Education, training and other services

The department conducts or participates in education and training programs for local union officers, stewards, health and safety committee representatives, USW members and staff representatives.

Educating union members on how to use existing environmental laws to their advantage is one of the services available.

Union members can, for example, access data required by environmental laws to learn what kind of toxic substances they may be exposed to at work.

“What we know is that a company that doesn’t abide by its labor laws has often violated environmental laws. So, there is a natural link,” said specialist Diane Heminway.

The department also assists in court cases; fights for improved government regulations and standards; and helps to negotiate better health and safety language in Steelworker contracts.

It also coordinates the union’s health, safety and environment efforts with the AFL-CIO and its member unions and worldwide labor bodies including the International Metalworkers Federation and the International Federation of Chemical, Energy, Mine and General Workers’ Unions.

Training activities are housed under the Tony Mazzocchi Center for Health, Safety & Environmental Education, a partnership of the USW and the Labor Institute.

Middle Class Ta



**Exported Jobs,
Currency Manipulation,
and Unfair Trade to Blame**

Continental AG's decision to stop building tires in USW-represented factories in North Carolina and Kentucky wreaked havoc on 2,500 workers and their families.

"It's a sad situation," said Mark West, a former tire builder who had been with Continental in Charlotte for 28 years before the plant stopped production last year.

"It was hard work, of course," he said. "But I miss it because it was a good-paying job."

West, 47, earned enough at Continental to qualify for the American dream of owning a home, taking regular family vacations and going out on Saturday nights. But he has given up on finding another manufacturing job, believing they are too scarce, and is studying for a two-year associate degree in business.

Unfortunately, West's experience is all too familiar. U.S. manufacturing employment is in a steep free fall that has cost at least 3.1 million jobs between 2000 and 2006.

"The middle class in America is taking a really big hit on this," said Mark Cieslikowski, president of Local 850 at the Continental Charlotte plant.

Continental has replaced production from Charlotte and Mayfield, Ky. with tires made outside the United States including at a new \$260 million plant built in Camacari, Brazil, to serve the North America market.

"There's no way I can compete with a place that pays \$3.20 an hour," Cieslikowski said of the Brazilian plant.

Manufacturing fails to recover

Manufacturing employment has failed to recover despite reasonably strong growth over the past three years in the nation's Gross Domestic Product (GDP), a key measure of the size of the economy. Why?

Some economists blame the increasing productivity of American workers for doing in their own jobs. But Robert E. Scott, a senior international economist with the Economic Policy Institute in Washington, D.C., believes trade and the effects of currency manipulation by foreign competitors are responsible for much of the problem.

The damage can be seen in trade statistics. Our goods and services trade deficit reached a record level of \$764 billion in 2006, an increase of \$47 billion since 2005.

In January, for example, the monthly trade deficit in goods and services fell 3.79 percent to \$59.12 billion. Yet this improvement masked a nearly 6.25 percent jump in the deficit in manufacturing, more than doubling of the deficit in advanced technology products, and an 11.95 per-

aking a Hit

cent increase in the U.S. goods trade deficit with China.

The fall off in U.S. exports in these markets was especially disturbing. U.S. manufactured exports dropped 4.49 percent in January to \$64.68 billion. U.S. foreign sales of advanced technology products decreased 4.49 percent to \$20.84 billion. Surprisingly, exports of U.S. goods to China dove by nearly 16 percent to \$4.36 billion, sharply reversing a recent rise touted by the Bush administration.

Fundamental overhaul needed

The China figures, in particular, show that U.S. trade policies still urgently need a fundamental overhaul, said Alan

One of the first steps Congress could take to get the nation's policy moving in the right direction is to pass the Fair Currency Act (H.R. 782), which was recently re-introduced in the House by U.S. Reps. Tim Ryan (D-Ohio) and Duncan Hunter (R-Calif.).

U.S. Sen. Jay Rockefeller (D- W.Va.) has also introduced legislation called the Strengthening America's Trade Law Act that would help American manufacturers better compete with low cost imports.

The Rockefeller bill would expand the ability of the United States to counter currency manipulation by foreign countries, including China. China pegs its currency to the value of a basket of currencies from

White House discretion to ignore them, as President Bush recently did in a steel import case.

"When the ITC comes forward with a ruling, the president has to obey," Rockefeller said in discussing his legislation. "He doesn't have the discretion of ignoring it." The separate Ryan-Hunter bill, supported by the AFL-CIO and USBIC, would add currency manipulation to the list of unfair trade practices actionable under U.S. trade law.

Currency complaints

If the bill became law, domestic American manufacturers could file currency complaints against China with the U.S. International Trade Commission and seek sanctions on Chinese products until the illegal practice is ended.

The Chinese government has been accused of actively manipulating its currency since 1994, a practice illegal under existing international trade law. Since then, the U.S. trade deficit with China has more than quintupled.

Scott and other economists argue for international cooperation among industrial and emerging-market economies to bring more sanity to currency exchange.

It has been done before. In 1985, when the dollar was over-valued, the finance ministers of the five largest industrial countries met at the Plaza Hotel in New York and agreed on economic reforms to adjust the dollar.

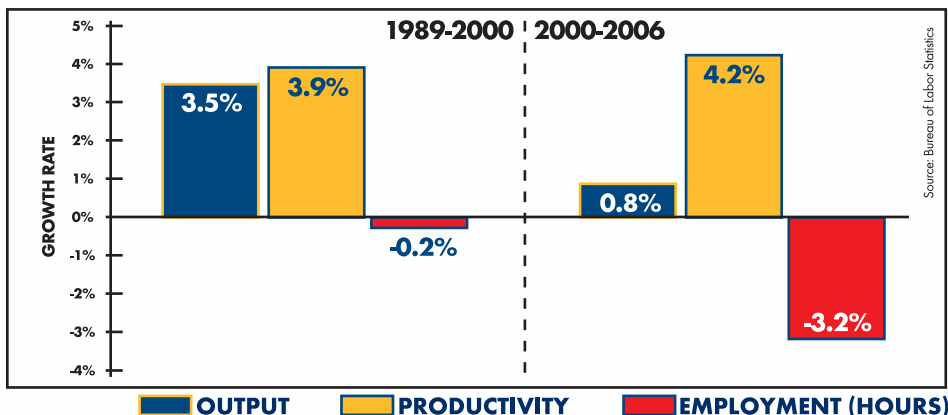
All five countries agreed to carry out exchange rate intervention policies to reduce the value of the dollar. The program was successful and immediate.

In the absence of intervention, a rising deficit increases the risk of a hard landing for the dollar, the U.S. economy and the world economy, economists argue.

Foreign investors at some point could cut back on sending new capital to the United States. A sharp cutback in foreign financing would risk a sharp increase in long-term U.S. interest rates, harming housing and equity markets and upping the likelihood of a recession.

"The United States has a huge and unsustainable trade deficit," Scott said. "It's the same as a consumer living on credit cards. We're spending more than we're taking in, and at some point, the bank is going to decide you're not a good credit risk. The same is going to happen to the U.S."

OUTPUT, PRODUCTIVITY GROWTH AND EMPLOYMENT IN U.S. MANUFACTURING



Tonelson, research fellow with the U.S. Business and Industry Council (USBIC).

U.S. exports have failed to rise in pace with steadily-growing imports at the same time as domestic manufacturing is being pummeled by foreign producers, particularly China.

One solution may be to allow the dollar to depreciate substantially to make U.S. exports more attractive to foreign buyers and imports less attractive to American consumers.

Slow import growth

"We've got to dramatically slow down import growth and raise export growth," Scott said. "The best way to do that is to bring down the value of the dollar by as much as 30 percent to 40 percent."

other countries including the dollar, rather than allowing the value to be determined freely in currency exchange markets.

"There is virtually no dispute that this process keeps the value of China's currency artificially low and that, in turn, boosts Chinese exports and protects Chinese domestic industry," Rockefeller said.

Rockefeller's bill would also tighten restrictions on unfair trading practices, including "dumping" of foreign-made goods at below-market prices and the subsidization of steel and other products by foreign governments.

It would also make International Trade Commission (ITC) recommendations the final word in cases regarding surges of imports from China, eliminating the

Standing Up for Each Other

Photo by Bill Carey



**Judge Orders Fired Metal Workers
Reinstated With Back Pay and Benefits**

Solidarity proved to have its own rewards when an administrative law judge with the National Labor Relations Board vindicated a diverse group of metal workers who were fired after standing up to protect one another following the unprovoked assault of a co-worker by an abusive supervisor.

The judge, George Aleman, ordered the employer, Industrial Hard Chrome and two related companies of Geneva, Ill., to reinstate with back pay a group of newly organized, mostly Hispanic and Asian workers, who stood their ground.

"These guys stuck together and thus far have had their rights vindicated," said Anthony Alfano, a USW staff representative and attorney who helped bring the case before the board. "It's a lesson for our members on the strength and solidarity of sticking together."

Employer's lies and excuses

In a lengthy decision issued at the end of February following a trial, Aleman penetrated employer lies and excuses in finding that the employees had engaged in protected concerted activity.

The administrative judge recommended that the full NLRB direct the company to reinstate some 20 fired employees to their former jobs, remove references of their firings from their files and reimburse them for lost wages and benefits.

His recommended order also requires the company to cease terminating or otherwise discriminating against employees

for engaging in a lawful work stoppage to protest supervisory mistreatment of employees and to stop telling employees represented by the USW that they have no union representation.

The employer had not complied with the judge's decision by mid-March when back pay was estimated at roughly \$500,000 or more. On another track, the USW and the NLRB are pursuing, in federal court, a preliminary injunction that would force the company to comply even as the full case works its way through the full National Labor Relations Board. In addition, the union has filed separate board charges related to drawn-out bargaining for a first contract.

“These guys stuck together and thus far have had their rights vindicated.”

The dispute that led to the firings took place during the summer of 2006 at Industrial Hard Chrome's facility in Geneva, Ill. Bargaining for a first contract for about 90 employees was underway following a successful representation election.

The judge's 27-page decision and statement of facts provides a limited glimpse into small manufacturing in 2007. There are 12-hour shifts, dictatorial and arbitrary supervisors and a Hispanic and East Asian work force.

According to testimony, the supervisor involved, Daniel Bustamante, had a history of being disrespectful to employees and had a similar dustup with a former union committeeman who was fired before the dispute in question took place.

Much of the judge's decision reconstructs how a group of abused workers applied the age-old principle of an injury to one is an injury to all.

A day after threatening to discipline the second shift for taking a few minutes extra on a 15-minute break, Bustamante provoked a confrontation with employee Heraclio Arizaga, loudly calling him a cry baby or something similar in Spanish.

Voices were raised, fighting words were spoken and firings were threatened. Arizaga testified that Bustamante got so close to him that he could feel being sprayed with saliva.

At one point, Arizaga headed toward the time clock followed by Bustamante. Other second-shift employees followed them, explaining that they were going along because Bustamante had been picking on Arizaga and that some other day it might be one of them.

Work stopped

Eventually, most other employees on the shift stopped work, saying they were upset with Bustamante's treatment of Arizaga and other workers. They complained about his regular practice of threatening them with discharge.

Police were called and management arrived. The entire second shift was dismissed. The support continued into the next morning when the first shift joined the protest. A help wanted sign went up the next day.

The case is not over. After an initial complaint was issued by the Board, the first shift employees returned to work at the end of August. However, the employer continued to maintain the termination of the 20 second shift employees.

The union has since filed new charges with the NLRB alleging the company is refusing to bargain over a first contract, has unfairly changed jobs and shifts in retaliation, and illegally promoted union decertification.

"These guys are solid," Alfano said. "They are united by their common bond, their effort to get a contract with an employer that doesn't want them to be union."

Steelworkers for Soldiers

Local Union Members Send Needed Supplies to Iraq

What started out as a friendly conversation between members of USW Local 4889 in Morrisville, Pa., turned into a voluntary support effort for U.S. troops in Iraq.

The local's effort, dubbed Steelworkers for Soldiers, got its start when Chris Chapman, a unit president and executive board member in the amalgamated local, was talking with local safety representative Mary Harris, who has two sons in the military — Danny, a Navy Seabee working in Iraq and David, an Army drone pilot who is waiting for a second tour of duty in Iraq to start this fall.

"Once we started looking into it we were surprised to find out that a lot of our union members had children serving in the war," Chapman said. "Then we said there has got to be something we can do for those guys."

What can we do?

Chapman asked Harris if there was anything the union could do to help. A week later, after speaking with her son

Danny, Harris said one of the things he and his colleagues miss most in Iraq are American toiletry products.

That's right, not shoes, clothes, food or treats, but razors, toothpaste, mouth wash, toothbrushes, deodorant, shampoo, dental floss, soap and shaving cream.

"They have to buy all of their own stuff like that," Harris said.

That started plant collection drives that eventually grew to involve all 15 units of the amalgamated local union and caught the attention of local media. The drive will end in mid-May.

A reporter noticed and wrote about the effort in *The Trentonian*, a local newspaper. That sparked a TV report and the participation of pharmacies and other retailers in the community.

Boxes filled quickly

Boxes set up in various locations were quickly filled to the brim with donations. Local union members volunteered to pick up gifts from people who were unable to get to the drop-off at the union hall in Fairless Hills, Pa.

The collected items are destined for Camp Al Taqaddum, one of the busiest military bases in Iraq. Chapman said enlisted personnel from all branches of the military pass through there.

"It's been very successful," Chapman said.



Photo by Mary Harris



Worker Economics

Income Gains Benefit the Rich

Income inequality has grown significantly. The top 1 percent of Americans — those with incomes in 2005 of more than \$348,000 — received their largest share of national income since 1928, according to a new analysis of tax data by professors at the University of California and the Paris School of Economics.

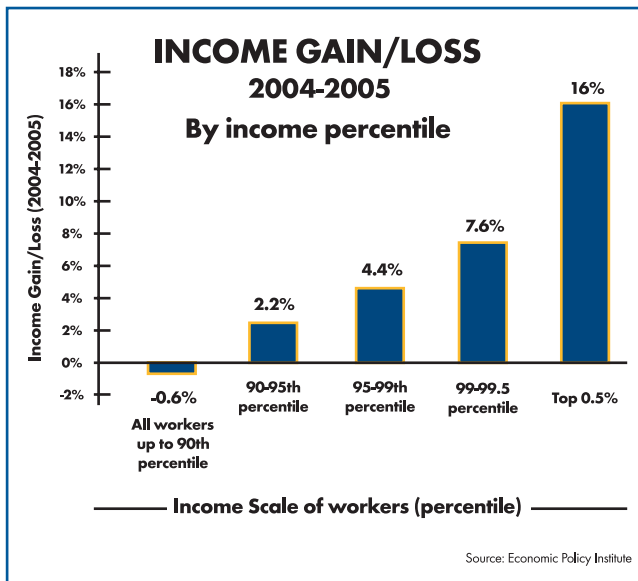
The top 10 percent — those earning more than \$100,000 — also reached a level of income share not seen since before the Depression.

Total reported income in the United States increased almost 9 percent in 2005 — the most recent year for which data is available. Yet average incomes for those in the bottom 90 percent dipped slightly compared with the year before, dropping \$172, or 0.6 percent.

The gains went largely to the top 1 percent, whose incomes rose to an average of more than \$1.1 million each, an increase of more than \$139,000, or about 14 percent.

The new data also showed that the top 300,000 Americans collectively enjoyed almost as much income as the bottom 150 million Americans. Per person, the top group received 440 times as much as the average person in the bottom half earned, nearly doubling the gap from 1980.

Factors driving this inequality — globalization, surging CEO pay and the diminished presence of unions — are funneling economic growth to the top of the income scale and dramatically shaping the economic fate of working families.



Hourly Retirees Receive Payment

Hourly retirees of General Fireproofing in Youngstown, Ohio, received \$840,000 on a claim advanced by the USW to account for the value of negotiated health insurance benefits terminated after the company filed for Chapter 11 bankruptcy protection in 1990.

The USW expects a second disbursement to retirees later this year, although the amount has not yet been determined.

Because the claim was a nonpriority claim under bankruptcy law, retired union members had to wait until the end of the case to receive payment.

The union obtained payment in full on the hourly employees' priority claims for severance and vacation pay as well as on employees' and retirees' outstanding medical bills.

Richest 2 Percent Own Half of the Wealth

A new report from a United Nations research institute shows that the richest 2 percent of adults in the world own more than half of all household wealth.

The report by the World Institute for Development Economic Research (WIDER) is different from previous studies because it deals with all countries in the world, and it studies wealth rather than income.

The study shows that wealth — assets less debts — is heavily concentrated in North America, Europe, Japan and Australia, which account for 90 percent of household wealth.

Strike Numbers Declining

An estimated 70,000 U.S. workers missed days on the job because of labor disputes last year, about one fourth as many as a decade ago.

The number of workers nationally who missed days on the job declined from 2005 when 100,000 missed work, according to data compiled by the Bureau of Labor Statistics. A decade earlier in 1996, 273,000 workers missed days because of labor disputes.

But the number of lost workdays rose by 1 million in 2006 to a total of 2.7 million days — an indication that strikes are lasting longer than before.

The largest stoppage in terms of worker participation was the strike by 12,600 USW members against Goodyear Tire and Rubber Co.

Of the 20 major work stoppages that started in 2006, 12 were in private industry and eight were in state and local government, BLS reported.

Health Insurance a Priority

A majority of Americans believe the federal government should guarantee health insurance to every American, especially children, and are willing to pay higher taxes to do it.

Nearly 47 million people in the United States, or more than 15 percent of the population, now go without health insurance, up 6.8 million since 2000.

According to a New York Times/CBS News poll, access to affordable health care remains at the top of the public's domestic agenda, ranked far more important than immigration, cutting taxes or promoting traditional values.

The poll showed a striking willingness of Americans to make trade-offs to guarantee health insurance for all, including paying more in taxes and forgoing future tax cuts.

Runaway Firm Pays Up

A New Jersey firm, Comar, Inc., has made an initial payment of about \$1.5 million toward back wages and interest to more than 40 USW workers whose division was relocated to a non-union facility in 1999.

Comar, which makes packaging products and medical device components, tried to break the union by closing its union plant in Vineland, N.J., and moving the operation 10 miles away onto the site of an unorganized sister facility.

The NLRB has ordered the company to recognize members of USW Local 591, formerly American Flint Glass Workers, and pay their back wages plus interest and penalties.

Tim Tuttle, chairman of the USW's Flint Glass Workers Council, said total back pay with interest and penalties has grown to an estimated \$5 million as of Dec. 31, 2006. The clock is still ticking.

Living Paycheck to Paycheck

Four out of 10 U.S. workers often or always live from paycheck to paycheck, according to a survey of full-time adult workers.

Overall, 41 percent of workers said they live paycheck to paycheck. Women are more likely to live paycheck to paycheck at 47 percent than men, at 36 percent, the survey found.

More than half — 58 percent — of the 6,169 workers surveyed by Harris Interactive reported setting a budget each month. But one in five said they typically spend more.

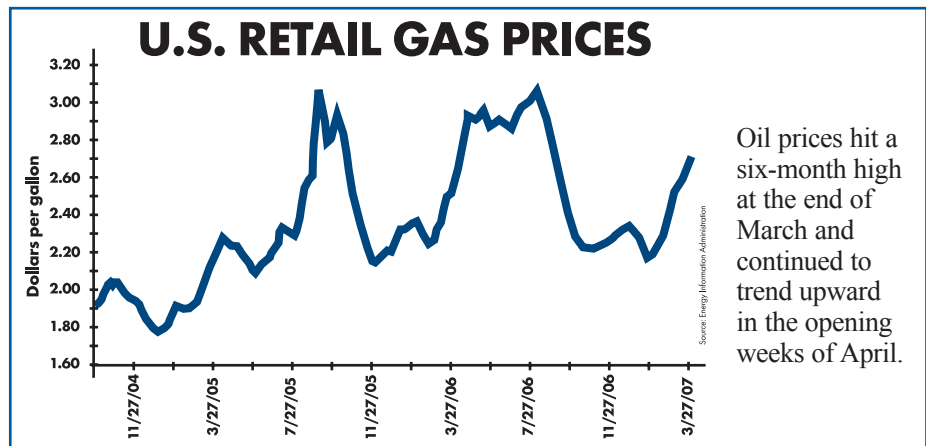
One in five do not set aside any money for savings each month. Of those who do, 14 percent save \$500 or more a month, 28 percent save \$100 or less and 16 percent save under \$50.

The Union Difference

By the Numbers

Union workers' median weekly earnings	\$833
Non-union workers' median weekly earnings	\$642
Union wage advantage	30%
Union women's median weekly earnings	\$758
Non-union women's median weekly earnings	\$579
Union wage advantage for women	31%
African American union workers' median weekly earnings	\$707
African American non-union workers' median weekly earnings	\$520
Union wage advantage for African Americans	36%
Union workers with employer-provided health insurance	80%
Non-union workers with employer-provided health insurance	49%
Union health insurance advantage	63%
Union workers without health insurance coverage	2.5%
Non-union workers without health insurance coverage	15%
Non-union workers are five times more likely to lack health insurance coverage	
Union workers with guaranteed (defined-benefit) pensions	68%
Non-union workers with guaranteed (defined-benefit) pensions	14%
Union pension advantage	386%
Union workers with short-term disability benefits	62%
Non-union workers with short-term disability benefits	35%
Union short-term disability benefits advantage	77%
Union workers' average days of paid vacation	15 days
Non-union workers' average days of paid vacation	11.75 days
Union paid vacation advantage	28%

Source: AFL-CIO



ourPod

We call it the POWERcast

It can work like old-time radio or a fancy new podcast, digital audio programming that's transmitted to you over the Internet. You pick. Either way, it's news on workers' issues, with a little labor attitude thrown in for fun.

It gives you the latest on the Employee Free Choice Act, the attempt at increasing minimum wage, on coalitions to throw out President Bush's Fast Track trade authority and other news of interest to working families. There are interviews with the likes of Congressman Barney Frank on income inequality, Sen. Jay Rockefeller on unfair foreign competition, Congresswoman Betty Sutton on her efforts to organize freshmen Democrats against extending Fast Track authority for the president, and Errol D. Hohrein, a boilermaker from Windsor, Co., who actively cam-

paigned for a union, then got fired immediately after one was voted in.

At the end of every broadcast, there's a special treat — Creep of the Week (see example at right). It's a dubious award given to a very special person or agency whose anti-labor activities would induce one of President Bush's self-satisfied little laughs and make Mother Jones shake her fist and yell, "You've had 100 years and this is what you've got?"

If you'd like to listen to a POWERcast, go to USW.org and click on the POWERcast logo. If you like it, you can subscribe on that site too. You can also receive free automatic downloads of the POWERcast through Apple's iTunes store. Just search iTunes for USW POWERcast and click the subscribe button.

An excerpt from a USW POWERcast.

“Our Creep of the Week award goes to Joe Hardy, owner of the 460-store 84 Lumber empire. Last year he laid off workers at his stores across the country as new home construction slowed. And he cut his corporate staff by 100.

In December, he furloughed 25 more workers at his headquarters in Washington County, south of Pittsburgh, one of the poorest places in Pennsylvania. In January, he followed that up with a multi-million dollar birthday bash for himself.

The 84 Lumber man was turning 84, so why not invite 500 people over and hire pop diva Christina Aguilera, Oscar winner Robin Williams and singer Bette Midler to perform in person — at a cost of approximately \$1 million each?

This guy is royalty, after all. For a mere \$170,000, Hardy bought himself the English royal title "Lord of the Manor of Henley-in-Arden." He's got money for lavish parties and lordly titles, but not for his workers. Hardy's former employees might prefer to use a different title for him: Royal Pain in the — well, you get the message.”

Fired Organizer Speaks Out to Support Labor Law Reform

Erroll Hohrein, shown here taping a USW PowerCAST, testified in favor of the Employee Free Choice Act during its first hearing in the U.S. Senate on March 28.

A lead organizer at Front Range Energy Co. in northern Colorado, Hohrein was fired in January within days of the USW being certified as the bargaining agent for the work force.

Once the company found out about the organizing drive, Hohrein told a Senate Committee that "management began trying to intimidate us, targeting those of us who were active union supporters."

Hohrein declared labor law in this country is broken. "What the Employee Free Choice Act does is restore the choice to bargain for a better life for people like me who have been robbed of that choice," he said.

The testimony was taken by Sen. Edward M. Kennedy, chairman of Health, Education, Labor and Pensions Committee.

Others on the witness panel were Cynthia Estlund, professor, New York University Law School and Laurence Mishel, president, Economic Policy Institute.



Union Man Forever

My Father Would be Proud of Latest Brush with Fame

By John T. Petures, Jr.

If a picture is worth a thousand words then, for me, some billboards in Akron, Ohio, are priceless.

In January, I was in Cleveland discussing the recently-settled strike between Goodyear and the United Steelworkers when a friend mentioned that the USW purchased advertising on numerous billboards in Akron as part of its strategy to pressure the company.

The billboards referencing retiree health care were illustrated with the image of a somber, elderly man lying in a hospital bed. My curiosity was instantly piqued.

"What did the patient on the billboards look like?" I asked. My friend said he was an older guy with gray hair, a stocky build and EKG leads attached to his chest.

By now, I wasn't paying attention to the conversation. My mind was totally focused on the man on the billboard. Could it be an image of my father?

What my friend didn't know was that I am the son and namesake of the late John T. Petures, Sr., a life-long member of the United Steelworkers Local 8183 from Monaca, Pa., an Ohio River borough northwest of Pittsburgh in Beaver County.

Life in the factory was hard, but dad never complained, rarely missed a day of work. This man — friends called him "Greek" — instilled a work ethic in my sisters and me that shaped our lives. I spent several summers working in the same zinc smelter as dad and this relatively brief experience convinced me to stay in college.

In 1995, dad suffered a heart attack forcing his retirement from the mill. Successful triple-bypass surgery extended his life and later the surgery dimmed to just a distant memory, until in spring of 2002, when I received a copy of *Steelabor*, the USW magazine, since renamed *USW@Work*.

The cover illustration was a photo of dad being prepped for the 1995 surgery at

Allegheny General Hospital in Pittsburgh. I called dad and he said he vaguely recalled signing a photo release prior to the surgery but never imagined his image would end up in a magazine let alone on the cover. We copied that cover and shared it with family and friends, never thinking the image would be used again.

Until December 2006.

With that conversation still tugging at my mind, I decided to surf the AFL-CIO web site. In a matter of moments I navigated to "Goodyear photos" and several hundred links to photos and stories about the strike.

The USW's campaign against Goodyear last year had personal meaning for John T. Petures, Jr., president of the Northeastern Ohio Chapter of the Arthritis Foundation. Pictures of his late father, a former steelworker and USW member, appeared on billboards designed to pressure the company to provide adequate retiree health insurance. John, his son Stephen and his mother, Theresa display a framed copy of the USW billboard featuring his father presented to them by USW President Leo W. Gerard.

The very first link to the United Steelworkers site brought me back. With one click, there was an image of the elderly man lying in a hospital bed. It was my father! The photo, which had originally been on the cover of *Steelabor*, was now on billboards, parade banners, and signs carried by union members at rallies in support of USW strikers at 150 locations across the country.

All of it was bittersweet. Dad passed away in August 2005 just two weeks shy of his 71st birthday.

Imagine, still a union man, supporting labor's fight to maintain affordable health care benefits for retirees from beyond the grave. I think dad would have been proud to lend his image to the 2006 Goodyear labor struggle. His retiree health care benefits made his 1995 surgery possible and



gave us ten more precious years with him.

As I looked at his likeness in Internet photos, I was flooded with more recent images of his failing health — a second heart surgery in 2005; a Life Flight helicopter journey to an Intensive Care Unit at Presbyterian Hospital in Pittsburgh.

The Internet photos could never tell the full story of my father. He was a fiercely-proud University of Notre Dame fan who loved waxing his four automobiles. And he was a man who could enjoy relaxing on the porch swing with mom every bit as much as whipping up the most delicious stuffing on Thanksgiving Day.

After reading the stories on the USW website, I contacted the USW communications department. Several days later, I was surprised to receive a phone call from USW President Leo W. Gerard, who invited me, my mother and my son to Pittsburgh to receive framed copies of the billboard artwork honoring dad for his "special" contribution to the union effort.

I'm convinced dad would have been proud of his latest brush with fame. Billboards are powerful advertising tools seen by thousands of people daily. In the end, however, "Greek" would have thought it much ado about nothing and, like he did in 2002, would ask us to put the magazine cover and all the rest of it away.

This hard-working, union man from a small Pennsylvania town knew what really mattered — faith, family, an honest day's work and friendship. And not any billboard is grand enough to capture and hold it all.

Safety Board Blasts BP

Corporate Safety Culture at Fault in Texas City Explosion

USW members who work at BP's Texas City refinery raised red flags about dangerous conditions for years before a fatal 2005 explosion and tried unsuccessfully to persuade the oil company to sign on to the union's disaster prevention program.

Now, the final report of the Chemical Safety & Hazard Investigation Board (CSB) blames the root cause of the explosion that killed 15 people on the safety culture at BP, not employees whom the company initially blamed.

"Cost-cutting, production pressures and failure to invest in the facility caused a progressive deterioration of safety at the refinery," CSB Chairman Carolyn W. Merritt said.

"Process safety programs to protect the lives of workers and the public deserve the same level of attention, investment and scrutiny as companies now dedicate to maintaining their financial controls," Merritt said.

Findings from the CSB and a separate independent review panel are causing Congress to examine safety throughout the refining and petrochemical industries.

Rep. George Miller (D-Calif.), chairman of the House Education and Labor Committee, held a hearing March 22 and concluded that "the situation screams out for legislation."

At press time, House Energy and Commerce Committee Chairman John Dingell (D-Mich.) and Senator Frank R. Lautenberg (D-N.J.),

chairman of the Transportation, Safety, Infrastructure, Security and Water Quality Committee, were holding hearings as well.

The Texas City explosion was just "one of a handful of incidents" that every month take the lives of workers in the petrochemical industry, USW health and safety specialist Kim Nibarger said.

"The reason these go unnoticed is that they usually happen one or two fatalities at a time, or the affected workers are contract employees," he said. Contractor deaths and injuries are not counted toward a refinery's accident rate.

“Cost-cutting, production pressures and failure to invest in the facility caused a progressive deterioration of safety at the refinery.”

Carolyn W. Merritt

Safety deficiencies at all levels

The CSB's investigation found that procedural deviations were the operating norm, abnormal start-ups were not investigated, operating procedures were not updated, and equipment indicators and alarms were in faulty condition or failed to operate.

Amoco, which owned the refinery before BP, began cost-cutting in the 1990s. Shortly after BP acquired the facility, a top BP official ordered an across-the-budget 25% cut in fixed spending.

A focus on costs prevented the blowdown drum on the isomerization unit from being replaced with a flare system that could have prevented or decreased the severity of the explosion.

Despite company-commissioned audits in 2002 that showed a lack of preventative maintenance, training and other serious safety problems, BP executives in 2004 challenged their refineries to cut another 25% from their budgets for 2005. The audits and studies had been shared with BP executives in London and with at least one executive board member.

OSHA deficiencies

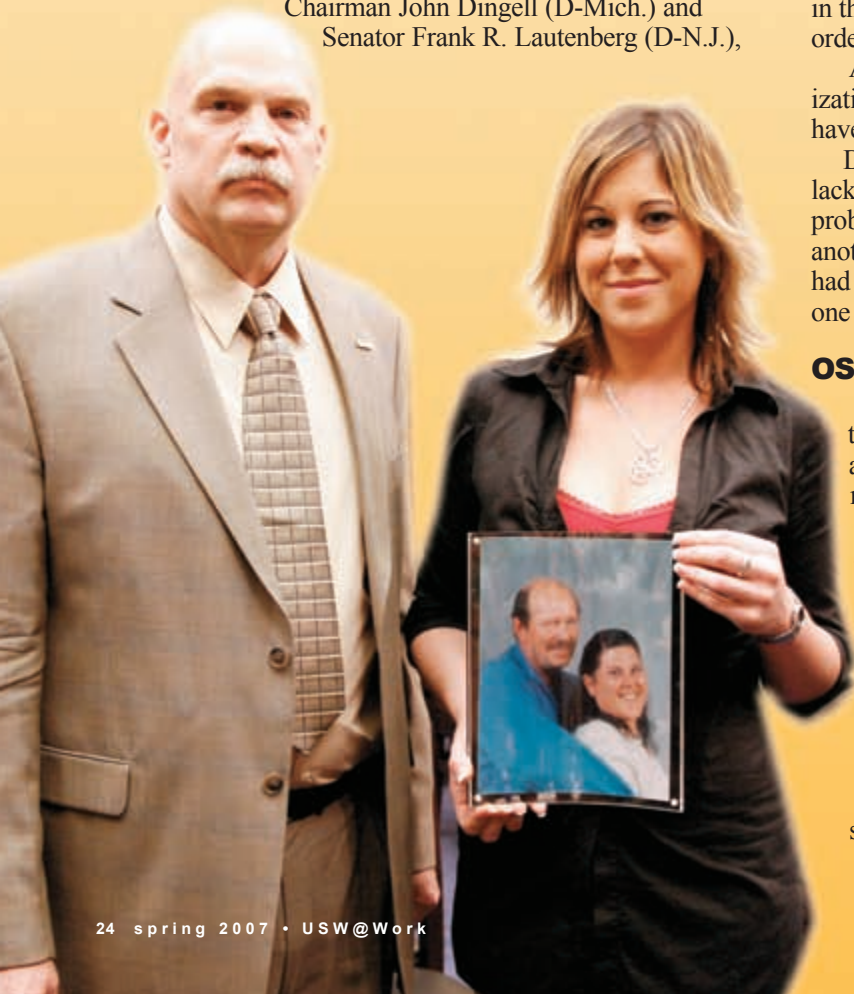
According to the CSB report, OSHA needs to increase inspection and enforcement at U.S. refineries and chemical plants, and require these corporations to evaluate the safety impact of mergers, reorganizations, downsizing and budget cuts.

The CSB's investigation revealed that OSHA has paid less attention to preventing process safety incidents like the Texas City explosion. No comprehensive inspection of process safety had been made at a U.S. refinery between 1995 and 2005.

The government agency also has an insufficient number of qualified inspectors to enforce the Process Safety Management (PSM) standard at oil and chemical facilities, the CSB found.

Merritt said that without OSHA's enforcement of the PSM standard it becomes a voluntary program. "The problem with voluntary programs is that not everybody volunteers," she said.

Eva Rowe (right) along with USW health and safety specialist Kim Nibarger (left), holds a photo of her parents who were killed in the BPTexas City blast. Photo by Page One Photography/Gary DiNunno



Richard "Dick" Davis, a retired international vice president for the United Steelworkers, died March 9 of lung cancer. He was 66 and lived in Venice, Fla., with his wife Kay.

Mr. Davis was born in Lynch, Ky., and later lived in Beckley, W. Va., where his father Reid was a district director with the United Mine Workers of America. He studied business administration at Concord University and followed his father into the labor movement, joining the UMWA's District 50, Allied and Technical Workers.

Mr. Davis joined the USW with the 1972 District 50 merger. He moved through the ranks of the USW, living at various times in Richmond and Roanoke, Va., Washington, D.C., Columbia, S.C., Chattanooga, Tenn., Birmingham, Ala., and Pittsburgh.

His assignments included serving as an assistant to former International Secretary Ed Ball and directing the union's international affairs operation. In 1990, he became director of the USW's District 36, serving members in the Southeast.

Mr. Davis became an officer of the union in 1994. As an international vice president, he developed leadership and education programs. He oversaw bargaining and representation in the aluminum industry and helped to orchestrate the USW's merger with the United Rubber Workers in 1995, which brought more than 100,000 new members into the USW. He retired in 2002.

Dedicated to membership

"Dick's view was that we had to expand the ability of our membership to participate both in the union and the broader society," said USW President Leo W. Gerard, who described his longtime colleague as a "fountain of good wisdom and sound advice."

Mr. Davis passed his views of social responsibility and justice along to his two sons each night at the family dinner table.

"My brother and I would sit on either side of him. He'd ask about school. Then we would have long discussions, tutorials, about labor, government, politics and civil rights," said son Richard A. Davis, of Ponte Vedra Beach, Fla. "I knew the Bill of

Rights and the Preamble to the Constitution by the time I was 8.

"He fought hard for the government and for companies to assume their social responsibility and provide the best that they could for workers," his son added. "And in the same breath, he would say workers needed to give the best that they possibly could."

Kay Davis, his wife of 46 years, said her husband thought he had the best job in the world.

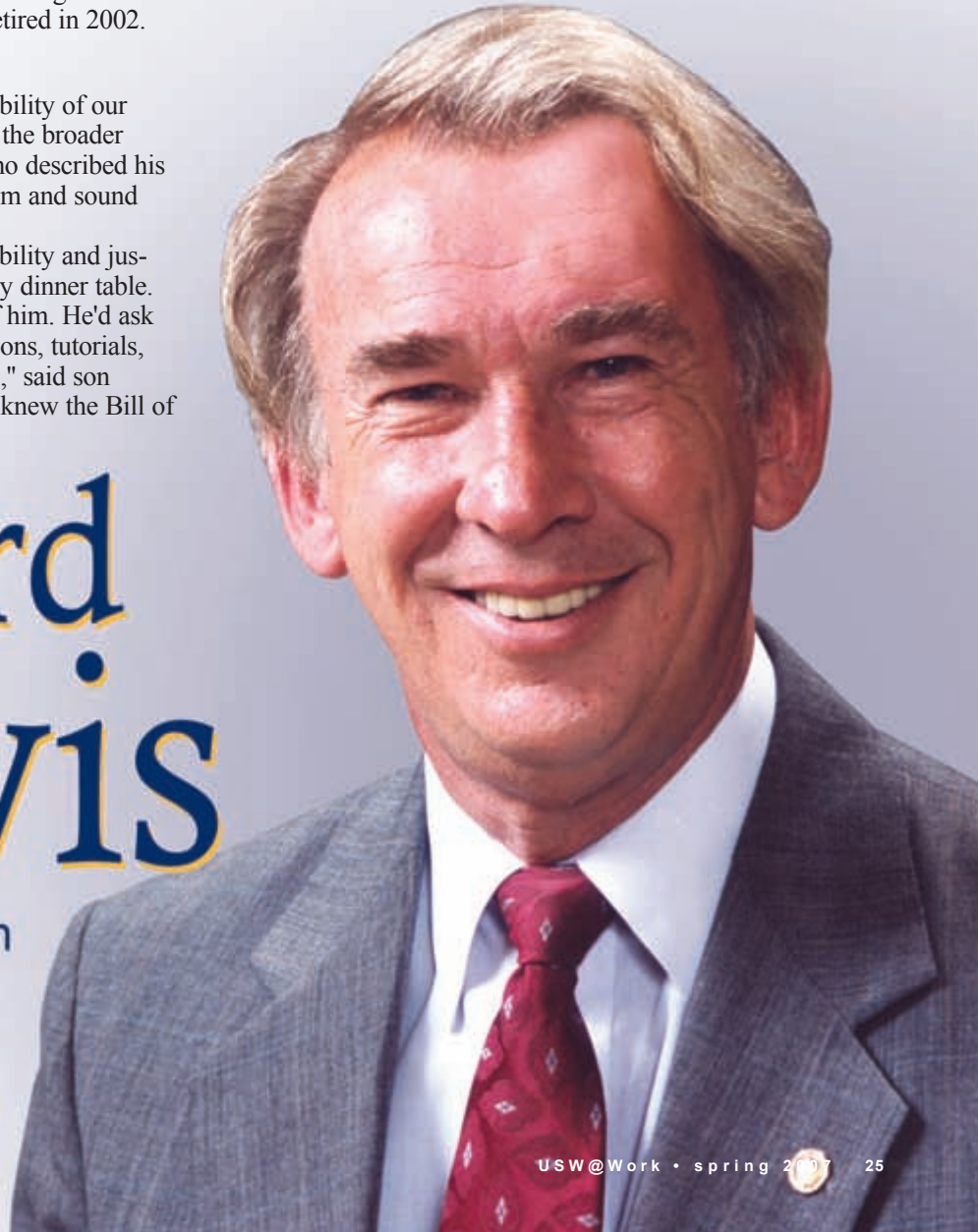
"He was just generally concerned over the plight of the worker, to make sure they had good wages, a safe workplace and health benefits," she said. "He was appalled at our health industry, how incomplete it was and how financially devastating it was to companies."

A lifelong Democrat, Mr. Davis marched with Martin Luther King Jr. in the early 1960s and decades later met another hero, Nobel Peace Prize winner Lech Walesa, at an AFL-CIO convention in Florida.

In addition to his wife and son Richard, he is survived by another son, Robert H. Davis, of San Luis Obispo, Calif., a sister, Brenda Miller, of Charleston, W.Va., brother Jim Davis, of Orange Park, Fla., and four grandchildren.

Richard Davis

A Lifetime of Dedication



Women of Steel T

When our union needs activists to walk a picket line, aid striking or locked-out workers, help an organizing campaign, lobby elected officials, get involved in political action, participate in a strategic campaign or create a positive image in the community, the Women of Steel (WOS) are there.

“One of the most effective and underutilized resources in the labor movement are the women who work in the many diverse industries that make up our union,” said District 2 Director Jon Geenen.

Women of Steel is not considered a peripheral or auxiliary function of the union in District 2, Geenen said.

“Moving women forward in the labor movement requires that they are brought into the mainstream activities of the union and also directly into the activist projects of the district,” Geenen said.

Gaining confidence

Women of Steel’s strength lies in its ability to help women gain the confidence to utilize their skills and knowledge to take a more active role at all levels of the union and by doing so build a stronger union.

“Women bring so many natural and unique strengths — the ability to organize, multi-task, and build a consensus — to our shared union table,” said Leeann Anderson, assistant to the international president on women’s issues.

“Women of Steel is a support mechanism to help women who want to become more active in a traditionally male union identify areas where they can best contribute,” WOS Director Ann Flener said.

“It takes a total activist membership to create strength behind the union movement,” she added. “Unfortunately, not all members are comfortable as activists or even understand the need to contribute and step up to their responsibilities as members.

“Women of Steel can be the stepping stone for women to network and learn, especially for those sisters that may be the only woman working in their immediate area,” Flener said.

Training for activism

In January, WOS coordinators and facilitators from all U.S. districts attended a week-long leadership training in Nashville. Participants had the opportunity to speak publicly, build camaraderie and teamwork, network, share information, and tap into others’ creativity and knowledge. The more experienced members helped mentor and coach trainees.

There was boundless energy in the room, and the women’s enthusiasm grew with each exercise until it reached a crescendo at the end of the week with vows to return to their districts and become more involved.

District 1 WOS Coordinator Michele Laghetto said she enjoys seeing other union sisters find their niche for activism. “That is my reward to be with them, see their enthusiasm and see them go off in the area they want to pursue,” she said.

“Facilitator training is a good way to motivate women,” added District 9 Regional Coordinator Pam Foxx. “It shows how other women are involved and gives them the opportunity to see they can do this too. It’s a non-threatening setting.”

Tapping one’s potential

It’s also nurturing. It’s not uncommon to see women come into their own over the course of the week.

District 6 Representative Marlene Gow told of one very shy woman she encountered while teaching a WOS course in Sudbury, Northern Ontario, Canada.

“By Friday morning she made sure to arrive before anyone else. When I came in the room, there was music blaring and she had a line dance going. She was giving her reports with ease. She really had found her comfort zone,” Gow recalled. “You see that happen in every class.”

District 8 Coordinator Janice Smith said she has seen women lose their inhibitions and go back to their locals and get active after taking the course.



(Above) Pam Foxx, of Local 850L in District 9, speaks while Linda Fairbrother of Local 1188 in District 4 looks on.



(Right) Cynde Bell-Hamilton, of Local 14457 in District 12, and Jackie Boyce, of Local 1148 in District 13, at WOS Facilitator Training.

Photos by Kenny Carlisle

Train for Activism

A woman's place is in her union

Many of the women attending the Nashville training session were presidents or officers of their locals who already had leadership qualities.

It is important for those with experience in the union's operations and structure to mentor those with less experience.

"If Women of Steel is not an equal part of what we do, we hinder the union," District 9 Director Stan Johnson said at a dinner reception. "Women are a substantial piece of the union and they bring new thoughts and ideas."

Anderson said she was in awe of the energy, strength and commitment from the women who attended the conference.

"They came from all over the country and from diverse sectors in our union, yet they all shared the same spirit of putting in long, hard hours at work and acting as the lynchpin of their homes, while still finding the time to take on the additional role and purpose of engaging and encouraging their sisters to become active in the union," she said.

Delegates to the 2005 USW constitutional convention made women's committees mandatory for local unions where there is female membership.

Women who wish to get involved in WOS but do not have a local committee can contact the WOS coordinator for their area, their international representative or their district director. A list of coordinators is on the WOS website www.usw.org/womenofsteel.

Be sure to check out the information on the 2007 International Women's Conference in Toronto, Canada, Sept. 23-26.

"By sending women to the conference, local unions will capitalize on and build the natural strengths of the women in their locals and ignite their enthusiasm for the union that is so necessary to the work in each local and for taking action as a powerful union," Anderson said.



Save the Date!

**Announcing the 2007 USW's International Women's Conference
"Women of Steel: Building Power – Taking Action"
Sheraton Centre Toronto, Ontario, Canada
September 23 – 26, 2007**

The conference will be comprised of workshops and plenary sessions focused on "Strengthening our Union" through becoming more active, skills' enhancement, global solidarity, building local union committees, strategic campaigns, legislative and political action.

All persons traveling by air between the United States and Canada are required to present a valid passport, Air NEXUS card, U.S. Coast Guard Merchant Mariner Document, or an Alien Registration Card if applicable. Rules do not change for land travel until 2008.



CAPITOL LETTERS

The inside scoop on what's going down in D.C.

A break in China policy

The Bush administration roared out of March by reversing two decades of trade tradition and salvaging the U.S. high-gloss paper industry, apparently coming to their senses after ignoring a 6-0 ITC recommendation not long ago by refusing to take similar steps for American pipe manufacturing.

Commerce Secretary Carlos M. Gutierrez announced March 30 that the U.S. would impose countervailing duties on imports of Chinese high-gloss paper because China is illegally subsidizing its manufacture.

The American glossy paper industry is among many types of paper and paper-board manufacturing devastated by unfair trade practices in recent years. The number of Steelworkers working in the paper industry in 2000 was 190,000. Now, it is down 32 percent to 130,000, much of that a direct result of unfair trade practices, including subsidized imports.

The decision to levy duties on high-gloss paper imports from China will help slow those job losses. But because of unfair practices by many other countries, most notably Indonesia, much more action on the federal level is necessary to preserve the American industry.

The USW and the Sierra Club formally asked the Commerce Department early in March to investigate whether unfair practices in Indonesia — including illegal logging — constitute a subsidy that would merit imposition of a countervailing duty on its paper exports to the United States.

USW President Leo W. Gerard said of the duties on Chinese paper, "This is an important day for the thousands of paper workers throughout the United States." He added, however, that much more needs to be done.

No duty

Under free trade rules, the United States may impose duties on goods imported from countries it believes are illegally subsidizing them. For decades, however, the United States has sought duties only from countries like France and Britain with free market economies. It excluded Communist countries contending that it was impossible to determine if a state-controlled "nonmarket" economy was providing a subsidy.

Now, however, China has become a manufacturing and marketing superpower that looks more capitalist strictly state-controlled.

So, Gutierrez said, it's easier to determine whether China is playing the trade game fairly. In fact, he used the word "fair" several times, adopting trade union language for discussing international commerce, instead of the Bush administration's traditionally favored "free trade."

Trade unions and organizations like the Sierra Club have contended the difference between fair trade and free trade is that fair trade requires significant regulation, such as labor rights and environmental standards in core agreements. Fair trade would forbid, for example, child labor and uncontrolled pollution.

What's unfair?

Two days after the Bush administration announced the duties, a major investigative piece in the *Washington Post* revealed why they were necessary and why they didn't go far enough. The front page story, the result of a year-long inquiry, details how timber illegally logged in Russia, Burma, Papua New Guinea, Indonesia, Africa and the Amazon end up in Chinese factories, where it is converted to products such as furniture and floorboards, which are then shipped at artificially low cost to customers in the United States.

The reduced cost results directly from the illegal logging. In some cases the timber is stolen from public lands and federally-owned parks. In addition to get-

ting free timber, the illegal loggers escape stump fees, export fees, royalties and other charges. That amounts to an illegal subsidy for end products like paper, the USW and Sierra Club charged in their petition to Commerce.

The cost to countries from which timber is stolen is massive. Native peoples lose the places which have sustained them for centuries. Unique animal species die out. Deforested areas flood. The massive forests that capture the world's carbon dioxide and thus serve as a cooler against global warming disappear.

Chinese loggers leave their own country for wood because their government essentially forbids logging there. China is replanting its deforested areas, following a 1998 flood along the Yangtze River that killed 3,600 people. Though China uses little of its own wood, its exports of wood products have increased eightfold since 1998.

Spotlight on earmarks

Earmarks, those projects tucked into appropriations or other bills by legislators often favoring the politically connected, will be in the spotlight as the federal budget process gets under way.

According to the Congressional Research Service, the number of earmarks more than tripled between 1994 and 2006. While many of these were for worthy projects, the bribery scandal around former House Appropriations Committee member Randy "Duke" Cunningham highlighted the potential for abuse.

The Congressional Research Service identified \$67 billion in earmarks in fiscal year 2006 appropriations bills, though many of these — such as \$2.2 billion set aside for veterans' mental health services and \$4.3 billion in aid to Israel and Egypt — would not match most people's idea of pork barrel spending.

As the globalization of capital increases, it is important that the USW work with other unions around the world to meet this growing challenge to workers' rights.

These efforts took a positive turn in March when representatives of Amicus, Great Britain's largest private sector union, sent two top representatives to Pittsburgh to lay the groundwork for future cooperation.

The 1.2 million member Amicus, itself created from the mergers of other unions, is in the midst of merging with yet another large union in Great Britain, the Transportation and General Workers' Union (T&G).

British unions combine

Once that merger is completed May 1, the combined union will have approximately 2 million members in Britain and Ireland and will cover a vast range of industries, including transportation, manufacturing, aviation, food and farming and the financial sector.

After Amicus' most recent merger was approved in March, the union's General Secretary Derek Simpson noted his ambitious intentions for further international cooperation. Simpson and Tony Woodley of the T&G will serve as joint general secretaries of the newly-merged union.

Simpson called the new British union "a precursor to the creation of a single global trade union movement capable of challenging the might of multinationals who seek to play work forces and governments off against each other to reduce jobs and hard-won pay and conditions."

Attraction no accident

Amicus First President Steve Davison recently told the USW's international executive board that it's no accident that his union is seeking cooperation with ours. Davis and Simon Dubbins, the Amicus director of international affairs, addressed the USW's board meeting at the end of February.

"It's not just who could Amicus talk to in America that would be interested in talking with us because that is worth nothing," Davison said. "Who in America has got the vision, the power and the will to succeed? That was the criteria Amicus wanted to develop in its relationship."

Amicus is one of several foreign unions with which the USW has formed alliances or cooperative understandings in

order to strengthen international solidarity in the face of the accelerated globalization of capital.

The others include IG Metall, the German metal workers' union, the Australian Workers' Union, Australia's Construction Forestry Mining Energy Union (CFMEU), Brazil's CNM-CUT and the National Union of Mining, Steel and Allied Workers of the Republic of Mexico.

Both the USW and Amicus are the product of mergers and both represent workers in a wide range of industries. Both have cooperation agreements with IG Metall.

Europe is struggling, as the U.S. is, with an influx of low-pay migrant workers and the export of good-paying jobs to lower-cost countries. Davison said the answer to that problem lies beyond the boundaries of any one country.

"There has to be a global strategy, a global struggle. That is the task that history has put at our door," Davison said. "We've got to stop talking about it and start delivering it. We've had lots of declarations in the past, but we're now looking

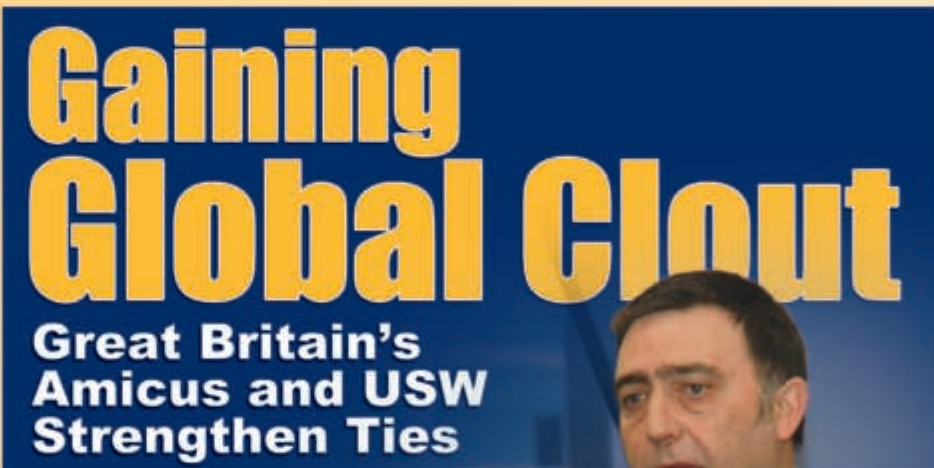
coordination across our borders.

"At the end of the day we need fewer but bigger unions so we can push our weight internationally and take on the companies that are robbing our members — robbing them of their pensions, their wages and their health care," Dubbins added.

The labor movement in Europe and the U.K. was heartened by the USW's recent settlement of its long strike at Goodyear, an international company, he said.

Goodyear "was a symbol that organized labor, the voice of labor in the United States and Canada, is still alive and still kicking, someone we can hook up with and take on the companies that are damaging our members," Dubbins said. "So, let's take on international capital together."

USW President Leo W. Gerard said he has spoken with Simpson about how unions on both sides of the Atlantic Ocean can cooperate, perhaps through a working group or other organizational structure. He said discussions should heat up after the Amicus merger with T&G is consummated.



at the best way to take the relationship further, to deepen it, to take it from paper and put it into concrete action."

Bargaining, organizing support

Among the goals of the alliance between the USW and Amicus is support for each other in bargaining with common employers and in organizing new members.

Specifically, the alliance calls for forming cross-national networks of unions to address common issues with common employers, joint bargaining of global framework agreements and increased communication and

Amicus First President
Steve Davison

Imerys Workers' Solidarity Brings Contract

After seven long years of battling for the right of their union to exist, USW Local 516 members at the Imerys mine and processing facility in Sylacauga, Ala., succeeded in scoring a major victory.

They built up their membership, eliminated anti-union management and negotiated a contract with improvements and no givebacks.

Imerys, a French company, operates a mine and mill in Sylacauga that produces calcium carbonate, or crushed marble, for the paper industry. It is used as a filler or in paper coatings and other chemicals.

The new three-year contract contains an across-the-board wage increase, a new maintenance apprenticeship program, better shifts and working conditions, and improved contract language, especially in the areas of layoff and recall rights.

"We basically made upward movement in every area of the contract, which was a significant change from the relationship in the past," said Local 516 President Keith Fulbright. "We did this through international solidarity and by Imerys changing some local managers."

"The strength of our membership in the plant carried a lot of weight," negotiating committee member Bobby Smith said.

The membership's opposition to company-proposed health care cuts, for example, significantly strengthened the opposition to them expressed by the bargaining committee during negotiations. As a result, workers maintained their health care benefits for two years without any cost increase or out-of-pocket expense. There is a small cost increase in the last year of the contract with no loss in coverage.

The local received assistance from the USW Strategic Campaigns Dept., which successfully conducted a corporate campaign against Imerys. At the table, support from the International, including Staff Representative Billy Brewer, was crucial to the bargaining, negotiating committee member David Vincent said.

"They stayed in contact and offered everything they could do to help us have successful negotiations," he said.

Building the union

The local started with an estimated 40 percent membership. Today, 90 percent or more of the 360 hourly employees belong to the USW.

Fulbright said one of the union's best moves was to encourage "brotherhood" through after work barbecues, fish fries, ball games and other activities.

Meeting attendance rose from two or three people to 40, 50 and sometimes 100, simply by members hanging around the union hall and having fun after the meetings.

"When your members know how many children you have and the names of your wife and children, you become closer and solidarity begins to build," Fulbright said.

The local discovered its biggest weakness was member communication and improved that through *Building Power* training.

"Once we started communicating better with our own members, then people seemed to be much happier and get more involved," Fulbright said.

Fighting for survival

Until the previous plant manager was replaced in October 2006, labor relations were rocky.

The trouble began in June 1999 when Imetal and English China Clays merged to form Imerys. In Sylacauga, the Imetal plant was unionized and the English China Clays facility next door was non-union.

On the effective date of the merger, Imerys withdrew recognition and ended the contract the USW had with Imetal. The USW started a campaign to organize the merged entity.

"When we had the original organizing campaign, the company put on a very intense anti-union drive to stop us," Fulbright said. "It drove a lot of fear into the minds of the workers."

As a result, workers only voted the union in by a slim margin. A first contract was negotiated, but management kept up its fight. The union filed charges with the National Labor Relations Board, alleging that the company threatened, harassed and spied on union supporters and financed an anti-union campaign group called the "A-team."

Solidarity Works!

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“The local management we have now is a whole lot easier to work with.”

International solidarity

The USW Strategic Campaigns Dept. forged international solidarity with Imerys workers in France, Britain, Belgium and Australia. Fulbright and several other members traveled to Europe to meet with trade unionists and gain their support. It proved crucial in putting pressure on Imerys' top management in Paris to resolve the labor relations crisis.

In Britain, Imerys workers represented by the Transport and General Workers' Union wore stickers inside the plant that said, "Stop Imerys Union Busting in the U.S."

The International Federation of Chemical, Energy, Mine and General Workers' union (ICEM) coordinated an international campaign against Imerys. ICEM Director Fred Higgs conduct-

ed a fact-finding mission to Sylacauga, visited with Imerys's CEO in Paris, and arranged contacts for the USW with European unions. Penny Schantz from the AFL-CIO's international affairs department got the USW in touch with the FO chemical union in France, which participated in the campaign.

Fulbright testified at several stockholders' meetings in Paris about local management's actions.

The Organization for Economic Co-operation and Development sent John Evans of its Trade Union Advisory Committee to conduct an independent investigation of Imerys's labor relations. He spoke with union and company officials. Steven Heim of Boston Common Asset also interviewed union officials and management in his investigation.

Labor relations turnaround

"We feel like the interviews by Evans and Himes and our presence at the shareholders' meetings caught the attention of upper management," Fulbright said.

"There's been a major turnaround. The company is much more willing to work out problems, look at the employees' issues and allow the union to represent those grievances and come up with resolutions to them," he said.

"The local management we have now is a whole lot easier to work with," said member Rickey Harris. "We have a new plant manager and production manager. I believe these guys are willing to work with us, and we're willing to work with them."



Photo: Lynne Baker

News Bytes



USW, Weirton Independent Union Merge

A 1,150-member independent union at Mittal Steel's Weirton, W.Va., plant has merged with the USW, giving workers one voice in bargaining with the world's largest steel company.

The vote to merge the Independent Steelworkers Union into the USW was approved by a 90.8 percent margin, 913 to 89. The ballots were counted March 31 by an accounting firm.

The former ISU is now USW Local 2911.

"Joining with the USW will allow us a greater solidarity with the largest and most powerful industrial union in North America," said Local 2911 president Mark Glyptis, former six-term ISU president.

The union merger comes as Mittal completes a \$33 billion merger with Luxembourg-based Arcelor SA to create the world's largest steelmaker.



AP Photo/Charles P. Saus

Continental Dealers Fault Supply, Marketing

In a newly released USW report, a significant number of dealers who sell Continental and General brand tires detail complaints regarding poor marketing, low demand and supply problems.

The report, "Trouble with Tire Dealers," was mailed to over 1,300 tire dealers selling Continental tires.

Of the 376 dealerships visited, about half — 179 — reported having serious trouble with the company. Numerically, the most frequent complaints dealt with poor marketing and low demand but the most energetic complaints covered supply problems. Many of the 59 dealers reporting poor fill rates and other supply problems indicated that they were considering dropping Continental tires altogether.

The report confirms the USW's prediction that the company's ideologically driven cessation of tire production at unionized facilities in the United States would lead to supply shortages and trouble with tire dealers.

Continental Tire of North America last year permanently shut down its tire production facility in Mayfield, Ky., and stopped tire production in Charlotte, N.C.

"Not only did the company devastate two communities in its move to run away from unions in the United States, but it's also destroying its relationship with tire dealers," said Mark Cieslikowski, president of Local 850 in Charlotte.

Copies of the report are available online at www.SolidarityAtConti.org.

Victory at ASARCO Approved by Court

Some 1,600 ASARCO workers represented by the USW and other unions will receive a \$3,000 signing bonus, a long overdue wage increase and other ground-breaking protections now that a bankruptcy court has accepted a new ratified contract.

The United States Bankruptcy Court for the Southern District of Texas authorized ASARCO LLC to enter into an agreement that had been ratified in February with the USW and other unions.

Grupo Mexico, owners of the bankrupt copper mining company, appealed the court's order. A strike could have caused global copper prices to rise, thus benefiting Grupo Mexico's holdings elsewhere.

"The court decision reassures our members that the contract will go forward," said District 12 Director Terry Bonds, who vowed to fight the "frivolous appeal" by Grupo Mexico.

ASARCO filed for bankruptcy protection in August 2005. A subsequent four-month strike ended that November with a contract extension.

Fighting Unfair China Subsidies

USW Vice President Tom Conway, left, and U.S. Rep. Peter Visclosky, (D-Ind.), meet at the U.S. Capitol during a Congressional Steel Caucus briefing held in March over fighting unfair China subsidies.

The USW and steel companies are unified in concern over the unprecedented explosion of Chinese steel production aided by government subsidies. The Chinese steel industry doubled its exports to the United States last year.

"Our jobs are at risk," Conway said. "We can't afford to wait to act. The industry has already downsized enough. Putting it simply, we've got to stop the cheating of our trading partners."

Caucus Chairman Visclosky promoted the Davis-English bill that would allow certain duties to be imposed against unfair subsidies by non-market economies such as China.

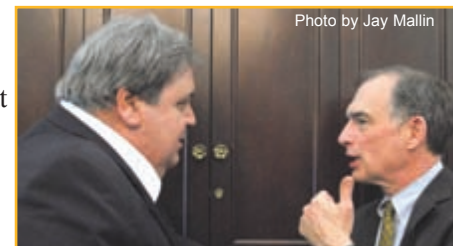


Photo by Jay Mallin

Members Vote on Firestone Pact

USW-represented employees at the Bridgestone/Firestone Co. will vote by April 25 on a tentative master contract agreement that would cover workers at six plants in the United States.

The master agreement locations covered by the tentative agreement include Akron, Ohio; Noblesville, Ind.; Des Moines, Iowa; Russellville, Ark.; La Vergne, Tenn., and Oklahoma City.

Workers in the Warren County, Tenn., and Bloomington, Ill., plants are also considering individual contract offers that cover workers in their plants.

"The tentative agreement and contract proposals follow the pattern established in the BF Goodrich and Goodyear contracts," said USW Executive Vice President Ron Hoover of the union's Rubber and Plastic Industry Conference.

The agreement protects wage rates of existing employees, preserves COLA, increases the pension multiplier to \$56, and preserves quality health insurance for members and retirees. The first dollar of COLA, however, will be diverted to help defray costs of retiree insurance.

The agreement also establishes a fund of \$23 million to be distributed to employees of the Oklahoma City plant, which ended tire production last year.

If the contracts are approved, they will expire on July 18, 2009.

Gerard Honored

USW President Leo W. Gerard addresses the Americans for Democratic Action at its annual Roosevelt Day dinner in New York City where he was honored for his continued commitment to the independent political organization, which has a long history of support for the labor movement. Celebrating its 60th anniversary this year, the ADA was founded in 1947 to promote individual liberty and economic justice.



Photo by Lisa Quinones

Allegheny Ludlum Pact Boosts Pay

USW members at Allegheny Ludlum Corp. and the Oregon Metallurgical Co., units of specialty metals producer Allegheny Technologies Inc., have ratified new four-year contracts.

The agreements, which take effect July 1, were approved by a vote of 1,646 to 857. They cover approximately 3,128 USW members in Connecticut, Indiana, Massachusetts, New York, Ohio, Oregon and Pennsylvania.

Highlights of the settlements include wage increases, a \$3,500 signing bonus, cash payments to retired USW members and pension improvements. A trust fund was created to protect current and future retiree health care benefits.

Steelworkers' Summer

*Come for the experience...
... leave knowing you made a difference!*

Steelworkers' Summer is an educational and training internship in which participants develop skills useful for union organizing by experiencing firsthand the kinds of struggles workers face while trying to win a voice at work. It is also designed to give participants an understanding and appreciation of the positive impact the union has had on their parents' working lives. Internships are open to young adults, 18 years of age or older. Selection preference is given to children of members of the United Steelworkers union. Steelworkers' Summer is committed to uniting students, workers, and community activists to bring about social justice through workplace and community organizing.

What qualifications are needed to participate in Steelworkers' Summer?

Applicants should have a strong commitment to social and economic justice, as well as openness to working with a broad cross section of people. This includes people of various races, ethnicities, religions and orientations. Participants need to be people-oriented, enthusiastic, energetic, flexible and willing to work long hours on an unpredictable schedule. A college degree is not required. Previous union experience is not necessary. Volunteerism or activism is a plus. Visit the USW website, www.usw.org to download an application and learn more about this program.



Global Solidarity Pays Off at Gerdau

Workers at three remaining mills have worldwide support

Now that contracts have been settled at five Gerdau Ameristeel mills, bargaining has intensified at two former Sheffield Steel plants and a former North Star Steel mill in Kentucky.

Following the good news that labor agreements have been ratified by our members at Whitby, Ont., Beaumont, Texas; St. Paul, Minn.; Wilton, Iowa and Perth Amboy, N.J., workers at all Gerdau plants are maintaining strong solidarity to win agreements at all locations where contracts are not yet settled.

"Negotiations with Gerdau Ameristeel at Beaumont, Wilton and St Paul have been drawn out and contentious," said USW's chief negotiator Jim Stewart. "But the company made significant movement on important issues, allowing us to achieve good contracts."

The bargaining committees comprised of local union representatives accepted the tentative agreements and sent them to their memberships for discussion and ratification votes that were held at three former North Star mills locations concluding March 9 and one on March 30 in Whitby, Ontario.

Gerdau made commitments to the USW that the ratification of the first three former North Star contracts would lead to positive and meaningful movement at the remaining bargaining tables. Contracts not yet settled include plants at Joliet, Ill., Sand Springs, Okla., and Calvert City, Ky., with Manitoba about to start.

Solidarity works

"These agreements would not have been possible without support of workers at all Gerdau plants in both North and South America," said Local 8586 president Pete Savoy. "We want to be sure and let all those who are still bargaining contracts know that they have the full support of our members in

Beaumont and union workers at all Gerdau's plants."

Gerdau locked out its employees in Beaumont for six months in what proved to be an embarrassing blunder and ill-fated strategy to break the union in 2005. "Gerdau admitted its mistake and called us back to work," Savoy said. "It still took the company another year to get the message that we were not going to settle for a concessionary agreement. The contract we just ratified is a fair contract and the one we deserved in the first place."

Savoy was one of several USW members who went to Brazil, global headquarters of the Gerdau Group, to spread the word of how the company treats its workers in the U.S.

"The workers in Beaumont sacrificed for all of us," said Local 7263 president Mike Wodaszewski at St. Paul. "We got together and formed the Unity Council back in '99. We've learned how to work together and stick together and that's what we did. Nothing is more powerful than workers' solidarity and our success proves that. Now, what started out small has expanded to a Global Gerdau Council with representatives from both Americas and Europe."

Bill Clevenger, president of Local 8581 at Wilton agreed, saying, "We could not have accomplished what we did without support of all Gerdau's unions, worldwide. Now the focus is on the locals that are still bargaining.

"It's important that they know we are

standing in solidarity with them. We formed the Unity Council to increase our power at the bargaining table. The assistance of the international union and the relationships we've established with unions representing Gerdau's workers in other countries were immeasurable in weighing in on these victories."

Raising living standards everywhere

Local unions at all Gerdau Ameristeel's North America locations have been active in the Unity Council where communications and exchange of ideas and information have helped build solidarity among the workers. They are committed to supporting each other in every way necessary to insure fair and equitable contracts at all locations.

"The Global Gerdau Council's incredible and continued demonstration of solidarity, for the past two years, and our unyielding determination have moved us to this point," said USW President Leo W. Gerard. "The continued support for each other will see us to a conclusion that is fair and equitable for every member in every location.

"The Gerdau contracts represent a perfect example of how global unions can and will work together in the future to raise living standards of workers everywhere," Gerard said. "When it's our turn to support Gerdau's workers in other nations, they know that they can count on us."



Rosa Parks Award Nominations Open

The Civil and Human Rights Department is taking nominations for the annual Rosa Parks Flame of Justice Award. Nomination applications are being mailed to local unions this month with a return date at the end of May.

The first annual Rosa Parks Award was presented last year to Cindy Boyd-Williams, financial secretary of Local 8888 in Newport News, Va., and former Local 8888 President Eddie Coppedge. The award honors the legacy of Rosa Parks, who ignited the civil rights movement in the mid-1950s by refusing to give up her seat on a segregated bus in Montgomery, Ala.



Steelworkers and SOAR members rally with employees of the Georgia Pacific gypsum plant in Wheatfield, Ind. On March 27, employees voted 60 to 25 to join the United Steelworkers.

NOTICE TO ALL EMPLOYEES COVERED BY A UNION SECURITY CLAUSE

All USW represented employees covered by a union security clause have the right, under *NLRB v. General Motors*, 373 U.S. 734 (1963), to be and remain a nonmember subject only to the duty to pay the equivalent of union initiation fees and periodic dues. Further, only such non-member employees have the right, under *Communications Workers v. Beck*, 487 U.S. 735 (1988), to limit payment of union-security dues and initiation fees to certain moneys spent on activities germane to a union's role as collective bargaining representative. This latter statutory right is embodied in the USW's Nonmember Objection Procedure.

The Procedure is available to any USW represented employee who is subject to a union security clause but who is a non-member and who objects to his or her union security fees being expended on nonrepresentational activities. Paragraph 1 of the Procedure states:

"1. Any individual, who is not a member of the United Steelworkers and who is required as a condition of employment to pay dues to the United Steelworkers pursuant to a union security arrangement but objects to supporting ... political or ideological expenditures by the United Steelworkers which are not necessarily or reasonably incurred for the purpose of performing the duties of an exclusive collective bargaining representative shall have the right upon perfecting a notice of objection to obtain an advance reduction of a portion of such individual's dues obligation commensurate with expenditures unrelated to collective bargaining as required by law."

An eligible employee who objects to the USW expending monies for nonrepresentational activities such as charitable or political activities may choose to perfect a notice of objection under Paragraph 2 of the Procedure, which states:

"2. To perfect a notice of objection, the individual must send an individually signed notice to the International Secretary-Treasurer during the first thirty days following either the individual's initial date of hire into the USW represented unit or an anniversary date of such hiring: provided, however, that if the individual lacked knowledge of this Procedure, the individual shall have a 30 day period commencing on the date the individual became aware of the Procedure to perfect a notice of objection; and, provided, further, that a member who resigns membership shall have the opportunity to object within the 30 day period following resignation. ¹Any objection thus perfected shall expire on the next appropriate hiring anniversary date unless renewed by a notice of objection perfected as specified above.

Objectors are not USW members and have no right to vote in union elections or to be a candidate, no right to participate in union meetings or activities, and no right to vote on contract ratification.

Upon perfecting properly a notice of objection, the objector is entitled to an advance reduction of a portion of his or her union security obligation commensurate with expenditures unrelated to collective bargaining, as required by law. International Secretary-Treasurer James D. English has determined, based upon expenditures for the calendar year 2005, that the reduction percentage under the Procedure is 8.18% (21.89% if organizing expenditures were to be included).

There are court decisions holding that organizing activities are non-representational activities. The USW does not agree with those rulings. However, without intending to waive its position that its organizing expenditures are not subject to objection and without intending to waive its right to assert its position if there is a challenge to the reduction percentage, the USW has deemed it expedient to apply the 21.89% figure to most current and future objectors. Therefore, an objector will be charged 78.11% of the regular dues amount. Each objector will be given a detailed breakdown between representational and non-representational activities with a report by an independent auditor.

The Procedure contains an appeals system under which challenges to the reduction percentage determination must be filed within 30 days of the Notice of Determination and are to be decided by an impartial arbitrator appointed by the American Arbitration Association. Disputed amounts are escrowed pending appeal.

While a notice must be individually signed and timely mailed, there is no form for a notice. Processing is faster, however, when the notice contains the objector's name, address, local union number, and employer.

¹ Any right of a resignee to pay a reduced amount under this Procedure may or may not be superseded by the resignee's check-off authorization."

Workers Memorial Day • April 28

In memory of USW members who died at work in 2006.

January 19	Bill Bailey, 37	Smart Papers, Hamilton, Ohio
January 20	Leroy Jumper, 51	Frog, Switch & Mfg. Co., Carlisle, Pa.
February 12	Stephen Zamana, 56	Wheeling Pittsburgh Steel, Steubenville, Ohio
February 27	Jason Grant, 34	Southworth Milton, Brewer, Maine
March 6	Robert Nesbitt, 57	Inco Ltd., Sudbury, Ontario
April 10	Jerry Widner, 59	Georgia Pacific, Cedar Springs, Ga.
April 16	Steve Thrasher	Rock-Tenn Co., Demopolis, Ala.
April 19	Greg Orwick, 47	Centre Fdry. & Machine, Wheeling, W.Va.
April 28	Curtis Jeter, 50	Mead Westvaco, Covington, Va.
May 7	Fred Mullins, 54	New Page Corp., Chillicothe, Ohio
May 31	Jose Vargas, 41	Industrial Hard Chrome, Geneva, Ill.
May 31	Kevin Caver, 21	International Paper, Maplesville Mill, Ala.
June 1	Lawrence Down, 48	Conco Inc., Louisville, Ky.
June 8	Gordon Hickman, 41	United Engineering & Fdry. Co., Canton, Ohio
June 27	Georgia Reffett	Mountain Enterprises Inc., Pikeville, Ky.
June 28	Carl Rintamaki, 49	Cleveland-Cliffs, Ishpeming, Mich.
July 6	Tom Finneran, 42	Young Windows Inc., Conshohocken, Pa.
July 24	Timothy Wommer, 49	Alcoa Inc., Downingtown, Pa.
July 28	Kevin Sullivan, 50	Mittal Steel Co., Burns Harbor, Ind.
August 2	Jim Hyatt	US Steel, Great Lakes Works, Detroit, Mich.
August 11	Mike Nesius, 43	Nisource Inc., Portage, Ind.
August 18	Larry Russell, 43	Domtar Inc., Ashdown, Ark.
August 22	Alfredo Mota, 45	Blue Heron Paper Co., Pomona, Calif.
September 3	William Druschel, 45	Wheeling Pittsburgh Steel, Steubenville, Ohio
October 17	Michel Tremblay, 45	Tembec Sawmill, Hearst, Ontario
October 31	John Cobb, 42	Arkansas Aluminum Alloys, Hot Springs, Ark.
October 31	Ethon Boyer, 19	Arkansas Aluminum Alloys, Hot Springs, Ark.
November 4	Jason Altman, 27	3-V Inc., Georgetown, S.C.
November 21	Paul Luketic, 58	Carlson (G.O.), Oil City, Pa.
November 22	Jagir Singh Gill, 53	Abitibi Sawmill, Mackenzie, B.C.
December 8	Eldred Geary, 61	Allegheny Ludlum Steel, Brackenridge, Pa.
December 11	Pastor Douglas, 47	City of Shreveport, Shreveport, La.
December 27	Brian Pluck	MultiServ, Coatesville, Pa.

Photo by Robert Guier

IT'S TIME GOOD JOBS • SAFE JOBS

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@Work

USW Membership Department,
3340 Perimeter Hill Drive, Nashville, TN 37211

Name _____

New Address _____

City _____

State _____ Zip _____