

Progress
in Paper
page 5

Oil Workers
Safety Campaign
page 8

Manufacturing
Wind Energy
page 16

Growing North
American Solidarity
page 20

Volume 5/3

Summer 2010

USW@Work

A Publication of the United Steelworkers

A Powerful Voice for Workers





INTERNATIONAL EXECUTIVE BOARD

Leo W. Gerard

International President

Stan Johnson

Int'l. Secretary-Treasurer

Thomas M. Conway

Int'l. Vice President
(Administration)

Fred Redmond

Int'l. Vice President
(Human Affairs)

Ken Neumann

Nat'l. Dir. for Canada

Jon Geenen

Int'l. Vice President

Gary Beevers

Int'l. Vice President

Carol Landry

Vice President at Large

DIRECTORS

David R. McCall, District 1

Michael Bolton, District 2

Stephen Hunt, District 3

William J. Pienta, District 4

Daniel Roy, District 5

Wayne Fraser, District 6

Jim Robinson, District 7

Ernest R. "Billy" Thompson, District 8

Daniel Flippo, District 9

John DeFazio, District 10

Robert Bratulich, District 11

Robert LaVenture, District 12

J.M. "Mickey" Breaux, District 13

INSIDE USW@WORK

“Refinery safety is everybody's business. It affects the community as well as our workers. The oil companies can't do it alone. For safety to be effective there needs to be worker involvement.”

International Vice President Gary Beevers

Head of the USW's Oil Bargaining Program



05

Preserve American Paper

Fueled by more than \$33 billion in illegal government subsidies, China's paper industry has tripled production over the last decade, making it imperative that U.S. policy makers intervene.



14

Emergency Response Team

The USW's Emergency Response Team offers support to local unions, members and their families after catastrophic accidents and fatalities.



08

Oil Industry Safety

The USW is ramping up a workplace campaign for better conditions in the oil refining industry after employers rejected a request to bargain over health and safety issues.



22

USW, Los Mineros Commission

The USW and Mexico's Los Mineros miners union have appointed a cross-border commission to explore creating a unified North American union.

Labor of Love

I have been a member of SOAR for two years, and yes, I now realize I put off joining for far too long. I enjoyed USW membership for some 23 years as a member of Local 4051 at the Rockwell plant in Newton Falls, Ohio.

I also would like to express my sincere thanks to the USW because you never gave up the effort to get our health insurance reinstated, and the refunds we received were a godsend.

May God bless you in this labor of love.

Rev. Robert Shannon
Arnoldsburg, W.Va.

Clinton, Climate and Wages

Am I the only one who remembers Bill Clinton smiling with every Chinese diplomat he could get to listen? Clinton started this mess with China!

Now my union supports President Obama, who promises to either end my job or move it overseas with cap and trade legislation. Did I mention that I work for an oil company?

I don't know how to make windmills, solar panels or speak Chinese (because the green jobs may be going to China). President Obama was supposed to be our savior. Remember the cover of *USW@Work* with Obama and the caption "This is Our Time"?

Well I do. Since then, I got the lowest pattern of raises since I joined the union and now my negotiated health care is in jeopardy. Am I the only one who thinks we are riding a train straight to unemployment?

Hank Gravois, Local 13-12
Baton Rouge, La.

Editor's note: Current contract economics reflect the recession Obama inherited from the Bush administration and a reckless Wall Street. Negotiated insurance coverage remains secure under health care reform legislation. Oil will continue to be a key part of the U.S. energy economy for the foreseeable future. At the same time, the USW believes a well-designed climate change bill with a cap and trade component can both maintain existing jobs and create new ones in emerging technologies.

Implement Policies to Create Jobs

As the U.S. economy continues to struggle in its recovery, more than ever we need to implement policies that will create jobs and reinvigorate our manufacturing sector. We can do that by passing strong comprehensive clean energy and climate change legislation in the U.S. Senate.

Studies sponsored by non-partisan and scientific groups estimate that we can create up to 2 million manufacturing jobs, reduce our dependence

on foreign oil and ensure a better environment for future generations with common sense policies like a federal Renewable Electricity Standard and a cap on carbon to spur innovation.

George Calko, Local 1375
Warren, Ohio

Life is Good with a Union

I have worked at the Danville Goodyear plant for nearly 35 years. I just turned 55, and life is good. In those years, I have paid for a home, provided an education for my daughter, bought cars and trucks and even managed to save a little money.

I would like to thank Goodyear for giving me an opportunity to work. I would also like to thank the union for negotiating wages and benefits. Without this representation, I would not have been able to provide the life that my family deserves.

All the benefits that I have received were paid for with blood, sweat and tears shed by union brothers and sisters who came before me. We must never forget the significant sacrifices they made. In solidarity and with purpose, we must follow in their footsteps to protect this way of life for future generations.

Danny Travis, Local 831
Danville, Va.

Uranium Workers Deserve Better

At the Honeywell Corp. plant in Metropolis, Ill., workers process "yellow cake" uranium into a highly refined "green salt" for the atomic power industry and nuclear weapons.

The USW has been negotiating with Honeywell for months. Despite an offer by the union to continue working, corporate "greed heads" locked out the workers.

These workers have performed this dangerous work for over 50 years. There is growing proof that workers, families and local residents have a cancer rate much higher than normal. Any clues why?

The United States is in two wars. If this plant does not produce, it could potentially endanger our national security. Where are the "patriots" and Tea Baggers in this? Why are they not crying out against unpatriotic Honeywell?

Honeywell CEO David M. Cote received \$9.74 million last year. That's almost \$45,000 per worker at the Metropolis plant.

It's time for Honeywell executives to do the right thing for the people who really earn profits and make the sacrifices for the corporation - the workers.

Gary Gaines
SOAR 7-24-2 Rapid Response
Granite City, Ill.

FEATURES

Speaking Out	03
CAPITOL LETTERS	30
News Bytes	33

ON THE COVER

Cover illustration by Frederick H. Carlson

USW@Work

Volume 05/No.3 Summer 2010

COMMUNICATIONS STAFF:

Jim McKay, Editor
Wayne Ranick, Director of Communications
Gary Hubbard, Director of Public Affairs, Washington, D.C.
Aaron Hudson and Kenny Carlisle, Designers
Lynne Baker, Jim Coleman, Deb Davidek,
Gerald Dickey, Connie Mabin, Tony Montana,
Scott Weaver, Barbara White Stack

Official publication of the United Steelworkers
Direct inquiries and articles for USW@Work to:
United Steelworkers Communications Department

Five Gateway Center
Pittsburgh, PA 15222
phone 412-562-2400
fax 412-562-2445
online: www.usw.org

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

POSTMASTER: Send address changes to: USW@Work, USW Membership Department, 3340 Perimeter Hill Drive, Nashville, TN 37211

Copyright 2010 by United Steelworkers, AFL-CIO•CLC. All rights reserved. No part of this publication may be reproduced without the written consent of the United Steelworkers.

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:
editor@usw.org

International President
Leo W. Gerard addresses
rally in Sudbury.
USW photo



A year-long strike in Ontario, Canada, against the Brazilian mining giant Vale ended in July with the overwhelming ratification of new five-year agreements by two local unions.

At press time, however, the USW still was seeking an agreement with Vale to end another year-long strike by Local 9508 at the company's Voisey's Bay nickel mine on Canada's East Coast.

The strike in Ontario impacted more than 3,000 USW-represented miners, mill, smelter and refinery workers in Sudbury and Port Colborne.

On July 8, Local 6500 members in Sudbury voted 75 percent in favor of the new contract, while Local 6200 members in Port Colborne ratified the deal by a 74 percent margin.

"Our members have spoken. I believe everyone respects the decisions they made in extremely difficult circumstances," said District 6 Director Wayne Fraser, whose territory covers Ontario and Atlantic Canada.

"We congratulate our members for the determination, spirit and solidarity they demonstrated over the last year in their unprecedented struggle against this huge multinational corporation," said Local 6200 President Wayne Rae.

"We also extend our sincere appreciation to our community for its tremendous support throughout the last year and to the countless people, unions and other groups around the world who demonstrated incredible international solidarity with our members," added John Fera, president of Local 6500.

Longest strike in Sudbury

The strike was the longest in the history of the Canadian operations formerly owned by Inco Ltd. Brazil-based Vale purchased Inco Ltd. in 2006.

Vale outraged USW members and the Sudbury community by operating facilities during the strike with replacement workers. Inco had never attempted such a despicable move.

Throughout the strike, Canada's New Democratic Party (NDP) repeatedly called on the Ontario government to pass "anti-scab" legislation to ban the use of temporary replacement workers.

Though the strike in Ontario is over, the NDP continues to press for passage of this legislation. Anti-temporary replacement legislation in other Canadian provinces has reduced the length and divisiveness of labor disputes.

Vale and USW negotiators in Ontario reached agreement June 22 on all contract terms except the reinstatement of nine workers who were fired for alleged misconduct during the strike.

The tentative pact went to a vote only after the two sides agreed to send the dispute over the fired workers to the Ontario Labour Relations Board for resolution and possible arbitration.

The settlement was applauded by an international coalition of union, social and environmental organizations that have opposed the mining company's actions in Brazil, Canada, Mozambique, Chile, Peru, Argentina, New Caledonia and Indonesia.

Contract highlights

Highlights of the new collective agreement, which runs until May 31, 2015, include:

- Hourly wage and cost-of-living increases that will raise pay by between \$2.25 and \$2.50 an hour over five years.
- Improvements to the existing defined benefit pension plan.
- A defined contribution pension plan for new hires that provides for company contributions.
- A modified nickel bonus that will allow employees to receive up to \$15,000 annually in addition to regular earnings.

Meanwhile, the ongoing strike in Voisey's Bay has earned the dubious distinction of becoming the longest-ever labor dispute at the former Inco operations in Canada.

Fraser pledged continued solidarity between USW members in Sudbury and Port Colborne and in Voisey's Bay "as they continue to fight for the fair deal they deserve."

“We have experienced two difficult years of challenges,” said International

Vice President Jon Geenen, who heads the USW's paper sector. “We have seen our industry downsized and subjected to threats from Chinese and Indonesian imports that ignore the rules of fair trade.

“Yet, we have managed to produce many victories.”

When the first Paper Bargaining Conference was held some two years ago, delegates representing more than 100,000 USW members in the pulp, paper and paper converting industries designed a strategy to secure better contracts, educate the membership and rally support in Washington, D.C., for the future of our domestic industry.

This year's conference, scheduled for Aug. 16-19 in Pittsburgh, will develop additional approaches to meet new challenges as a follow-up to establishing an industry pattern and negotiating master agreements. Pattern agreements allowed local negotiations to focus on the most important workplace issues, providing USW members with more say on the shop floor.

“We will build on a common agenda that prevents misguided employers from lowering our living standards on the mistaken belief that companies can be more competitive while following a low-road economic strategy,” Geenen said of the upcoming conference.

Stability in tough times

The situation at Weyerhaeuser is a good example of how USW paper bargaining works best. In anticipation of the Weyerhaeuser packaging business sale, the USW in 2007 met with the company and demanded a successorship clause that would protect seniority, pensions and other important provisions of each site's labor agreements.

With IP's purchase in 2008 of the former Weyerhaeuser mills and converter plants, our newly negotiated successorship

protection was tested during the largest corporate takeover in USW history. Having this strong language in place secured our jobs, union and contract.

Previously, when plants were sold, our wages and benefits were at risk. If the new owner did not honor the terms of the labor agreement, we had to re-negotiate everything.

Surviving the Great Recession

The paper industry has experienced a record number of bankruptcies since 2008. Newark, Caratustaur, National Envelope and Frasier Paper fell into bankruptcy along with two of the larger industry players, Smurfit-Stone and Abitibi-Bowater.

Fortunately, our pattern agreements that provided wage increases, benefits and job security for a defined time period placed a firewall around us and our families. Without such language, we would have faced concessions and loss of our agreements during sales and acquisitions.

Unfortunately, our members at smaller employers or those without large USW density faced extremely tough negotiations.

Expertise provided by staff and lawyers from our International headquarters combined with local mobilization enhanced by our Building Power program ensured that our families were protected during bankruptcy proceedings.

“When we win, the common thread is always the same,” said Geenen. “There is a high level of activism in our locals that starts well before we go to the bargaining table; we marshal our resources; and we have a battle plan.”

Free trade is not fair trade

In paper, as in just about every other industry where the USW represents workers, livelihoods have been under constant threat from unfair trade and other issues that call for legal and legislative action.

The International Trade Commission found that China and Indonesia are hurting the market for our products by unlawfully dumping illegally subsidized products in the United States, costing thousands of good, family-supporting jobs.

In response to the USW's dogged-pursuit of trade cases, the Commerce Department placed dumping tariffs on coated sheet from China and Indonesia used in magazines, annual reports and other high-quality printing.

“When we remain well disciplined we succeed,” said Geenen. “That is the path to securing our jobs and this industry for the long haul.”

Paper Industry Challenges

USW Prepares for Next Round of Battle

Photo by Steve Dietz

Fueled by more than \$33 billion in illegal government subsidies, China's paper industry has tripled production over the past decade, killing good jobs in the United States and driving up our already massive trade deficit.

Those enormous subsidies were outlined in a new study by the Economic Policy Institute (EPI) entitled: *No Paper Tiger: Subsidies to China's Paper Industry from 2002-2009*.

The nonprofit think tank report strengthens the USW's argument that U.S. policy makers must intervene now to preserve the domestic industry and its hundreds of thousands of good-paying jobs.

"With so many Americans out of work, we cannot continue to hemorrhage paper manufacturing jobs because China violates international law with massive subsidies to its industry," said International President Leo W. Gerard.

There are many other industries – glass, tire and tubular steel, for example – where China upsets the global free market by grossly and systematically subsidizing production.

Rules-based trade

"Free trade must be fair and rules-based or manufacturing in North America will further deteriorate, throwing millions more Americans out of work," Gerard said.

"The only solution is for U.S. lawmakers to demand China obey international trade laws or to impose sanctions on Chinese imports that will have that effect."

The results of the study confirm the long-time contention of the USW and U.S. paper manufacturers that China improperly subsidizes its paper industry in ways that destroy American manufacturing and American jobs.

The USW and three paper companies – Appleton Coated LLC, NewPage Corporation, and Sappi Fine Paper North America – filed suit seeking relief from the effects of the Chinese subsidies and have so far won every stage of that case.

China's government-controlled economy enables it to subsidize industries in ways not considered in market-controlled economies like the United States.

EPI estimates that government

“China's massive subsidies to its paper sector are doing severe damage to the U.S. paper industry, its workers and their families.”

No Paper Tiger

Illegal Subsidies to China's Paper Industry Threaten American Jobs

Photo by Earl Dotter

support to China's paper industry have included \$25 billion for pulp, \$3 billion for coal, \$1.7 billion for recycled paper, \$778 million for electricity; \$442 million in subsidy income reported by companies and loan-interest subsidies of \$2 billion. Government subsidies in the form of cash grants or interest-free loans enable the Chinese paper industry to sell exported products at artificially-low prices.

Subsidies damaging

The unfairly dumped products have hurt the U.S. paper industry. Despite comparable cost structures, high efficiencies and plentiful natural resources, U.S. companies can't compete on price against much cheaper Chinese imports.

"China's massive subsidies to its paper sector are doing severe damage to the U.S. paper industry, its workers and their families," said Jon Geenen, International vice president in charge of paper bargaining.

As imports from China have risen, U.S. paper mills have shrunk with machine shutdowns and plant closings. Output, employment, revenues and number of companies have dropped as exports from China have risen.

The large and efficient U.S. paper industry employed 474,000 workers in nearly 5,000 plants as recently as 2005-2007, according to the Alliance for American Manufacturing.

The rapid growth of highly subsidized paper exports from China is putting at risk the roughly 400,000 remaining jobs in the domestic industry. Almost every state has workers in the paper sector. Among the highest are California, Georgia, Illinois, Ohio and Wisconsin.

Last year, China produced over 17 percent of the world's total paper output with exports of \$7.6 billion. This year it has by far the fastest growing paper industry in the world.

Export driven, China's paper industry has added 26 percent of new production capacity on average every year from 2004. The number of paper companies has also expanded, totaling 8,731 by the end of 2008.

China leading polluter

Despite the explosion in new paper mills, a large segment of China's industry uses outdated, obsolete and polluting

machinery and technology, contributing to China's status as a leading polluter internationally.

China's strategy of dominating the global paper market through illegal subsidies is especially evident because it has no inherent cost advantages in the capital-intensive paper industry, and it lacks the natural resources to fuel it.

Of all paper-producing countries, China has among the smallest forestry resources as a percentage of land to support the industry's expansion, lower even than India, where excessive deforestation has also occurred.

With limited natural resources, China imports the bulk of its raw mate-

rials. Those raw materials, which make up three-fourths of production costs, have nearly doubled in price over the past decade, the report said.

"Yet, Chinese paper sells at a substantial discount compared to U.S. or European paper," wrote report author Uscha C.V. Haley, professor of international business at Massey University in New Zealand and an EPI research associate.

China's central government is moving to integrate the interconnecting pulp and paper sectors and make huge investments in new large state-of-the-art paper mills while shutting down old, inefficient and small mills.

China Manufacturing Overtaking U.S. Output

Chinese manufacturing is poised to overtake the U.S. manufacturing sector in output, according to an analysis of government data by an economic research firm, IHS Global Insight.

Last year, China's manufacturing sector nearly caught the U.S. output. The value of goods produced by China's factories reached about \$1.6 trillion in 2009, compared to \$1.7 trillion by U.S. manufacturers.

In 2007, before the start of the global recession, IHS had forecast that Chinese manufacturing would overtake the United States last year. The economic downturn then led to a drop in demand for Chinese goods around the world.

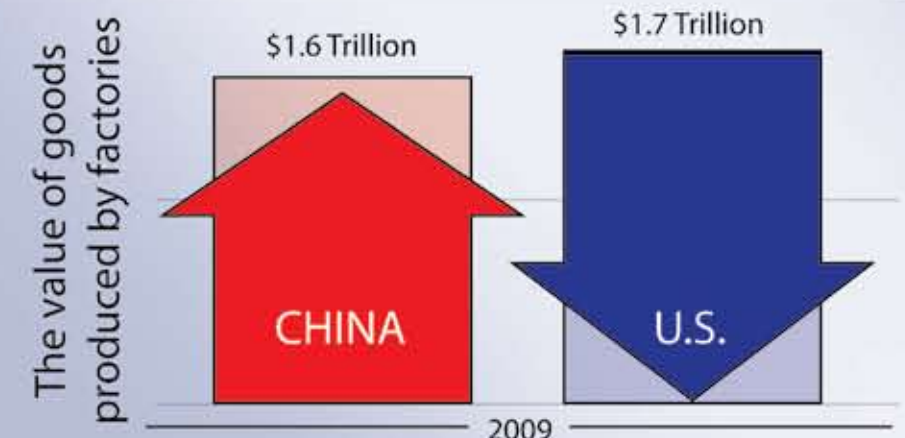
IHS is now estimating that China will pass the U.S. in manufacturing in

2011. Manufacturing in China makes up more than a third of the overall Chinese economy, while it accounts for less than 13 percent in the United States.

Losing the No. 1 ranking in manufacturing does matter, argues Scott Paul, executive director of the Alliance for American Manufacturing. And he said he believes the average American wants to see the country stay ahead of China.

“I hope it's a wake-up call for Washington. Manufacturing fuels the rest of the economy. It's the bedrock.”

Scott Paul



Industry rejection of a USW request to open the National Oil Bargaining agreement to address health and safety issues has spurred the union to ramp up a workplace campaign for better conditions in refining.

International Vice President Gary Beevers, who heads the USW's oil bargaining program, told the emergency union conference in mid-June that he asked the industry to open the contract for health and safety purposes only.

"Let's sit down once and for all and put these issues behind us. Let's have an honest discussion. Let's tell each other the right and wrong things. And, when we finish, let's sign a deal that puts teeth behind some health and safety language we can all live with," Beevers said he told the industry.

"They weren't interested," he reported to the conference delegates. "They said we sorted it out in the last round of bargaining and weren't able to reach an agreement."

This is not the first time the USW has tried to work with the industry. Last year, USW representatives were in discussions for months with the American Petroleum Institute (API) over setting standards for fatigue and process safety indicators. Our attempts to make the standards tougher were outvoted by the API and 22 oil companies.

The USW pulled out of the talks last August because, Beevers said, "the

industry wasn't willing to create standards that had teeth in them."

Making refineries safer will take time and effort from the whole union. It will involve working with Congress and regulatory agencies to create stronger standards and legislation, educating the public through the media and mobilizing the membership for shop floor and community activities.

The process began a year ago. International President Leo W. Gerard, Beevers, staff from the Health, Safety and Environment Department, and rank-and-file members met with Secretary of Labor Hilda Solis and officials from the Occupational Safety and Health Administration (OSHA).

Beevers told delegates that the meeting went well and Solis "is completely supportive." He said OSHA officials understand the safety problems within the refining sector.

In June, USW health and safety specialist Kim Nibarger testified before a hearing held by the U.S. Senate Subcommittee on Employment and Workplace Safety entitled, *Production over Protection: A Review of Process Safety Management in the Oil and Gas Industry*.

Nibarger told the committee that the oil industry is failing its workers and the public by not embracing process safety and by not learning from previous incidents.

"We often hear 'we do not have that problem,' but no one bothers to

investigate whether they actually do or not," Nibarger said.

He discussed the need for tougher standards, rigorous regulation, safer alternatives for the oil refining alkylation process, and the goal of employers to reduce both the work force and the amount of money spent on repairs. Nibarger also talked about the role of fatigue in accidents and other ways refiners make the workplace more dangerous.

"Only when the consequences of allowing workers to be injured or killed on the job are severe enough will companies take serious action to change their safety culture," Nibarger said.

Several USW members met with elected officials on Capitol Hill in July before Congress recessed. They talked about what is actually happening in refineries regarding health and safety.

More shop floor actions are being planned. During the week starting June 20 oil locals passed out stickers and a handbill entitled, "Big Oil's Safety Standards Need Overhauling."

Oil locals will create their own action the week of Aug. 22-28 to show support for the campaign. They also are writing letters to their senators in support of the chemical security bill and ones on refinery safety to their local newspapers. Locals were given a sample city council resolution, community-directed handbills and community petitions.

This momentum will carry over into the Sept. 14-16 National Oil Bargaining conference in Dallas where health and safety will certainly be a major topic.

Emergency Oil Meeting

USW, Miners Call for Tighter Safety Standards

At the emergency meeting of USW oil workers, International President Leo W. Gerard and United Mine Workers of America President Cecil Roberts demanded safety compliance from employers and rigorous enforcement of safety regulations from government.

The crisis meeting, held for two June days in Pittsburgh, drew oil sector workers from around the country to discuss strategies to reduce the number of injuries and deaths in their industry.

// Oil companies spend more time and energy fighting citations and penalties than they do taking care of a dangerous situation. //

The conference was convened following a particularly deadly April. On April 2, an explosion at the USW-represented Tesoro refinery in Anacortes, Wash., killed seven workers. Three days later, an underground blast at the Upper Big Branch mine in West Virginia killed 29 nonunion coal miners. The April 20 explosion on BP's Deepwater Horizon oil rig killed 11 workers who were swept into the Gulf of Mexico.

Those deaths were high-profile tragedies. On average, 14 workers die on the job every day in the United States in accidents that largely go unnoticed. In 2008, the most recent year for which statistics are available, 5,214 workers were killed at work.

"The deaths of workers, utter destruction of the environment and devastation to communities are caused by reckless corporations that revere profit above community, the

natural world and human life," Gerard said.

Roberts pointed to the disaster at Massey Energy's Upper Big Branch mine as the latest example in a long line of corporations that have placed profit before safety in America's workplaces.

"A half century ago, UMWA President John L. Lewis said, 'Coal has been splattered by the blood of too many miners, and that same coal has been washed by the tears of too many widows and their families,'" Roberts recounted. "Much has changed since then in the coalfields, but we are not yet rid of examples of coal corporations putting production and profit ahead of safety."

Both Gerard and Roberts said the workplace disasters this year make it clear that employers must stop fencing with regulators and commit themselves to the highest standards for safety.

"Oil companies spend more time and energy fighting citations and penalties than they do taking care of a dangerous situation," said International Vice President Gary Beevers, who leads the USW's National Oil Bargaining program.

A call for stronger OSHA

The federal government must intervene with tougher safety laws and regulations and stricter enforcement, since corporations have refused to voluntarily end the unnecessary endangerment of workers, Gerard and Roberts said.



International Vice President Gary Beevers, left, and International President Gerard
Photos by Steve Dietz



Both unions are leading labor's fight for the Protect American Workers Act (PAWA), a measure to strengthen the 40-year-old Occupational Safety and Health Act (OSHA). It would increase fines, let OSHA impose separate fines for each violation, and change violations that kill workers from criminal misdemeanors that carry maximum six-month jail sentences to felonies that carry 10-year and 15-year terms, among other things.

"It's time to change the law so that people who go to work for a living can expect to come home with their lungs and their health and their lives and their limbs all in place," Gerard said.

Dr. David Michaels, assistant secretary of labor for OSHA, expressed support for the proposed PAWA, and said a big problem with national health and safety laws is they lack teeth to enforce the rules.

OSHA's enforcement penalties haven't changed in 40 years. Michaels said, and are currently insufficient to deter unsafe corporate behavior.

The maximum OSHA fine for a single safety violation that results in death is \$7,000, he said. The maximum criminal penalty – which can be enforced only in the event of willful violation of safety law that results in death – is six months in prison.

By contrast, he said: "If you harass a wild burrow on federal land, you can get over a year in jail."

Industry Refuses Talks

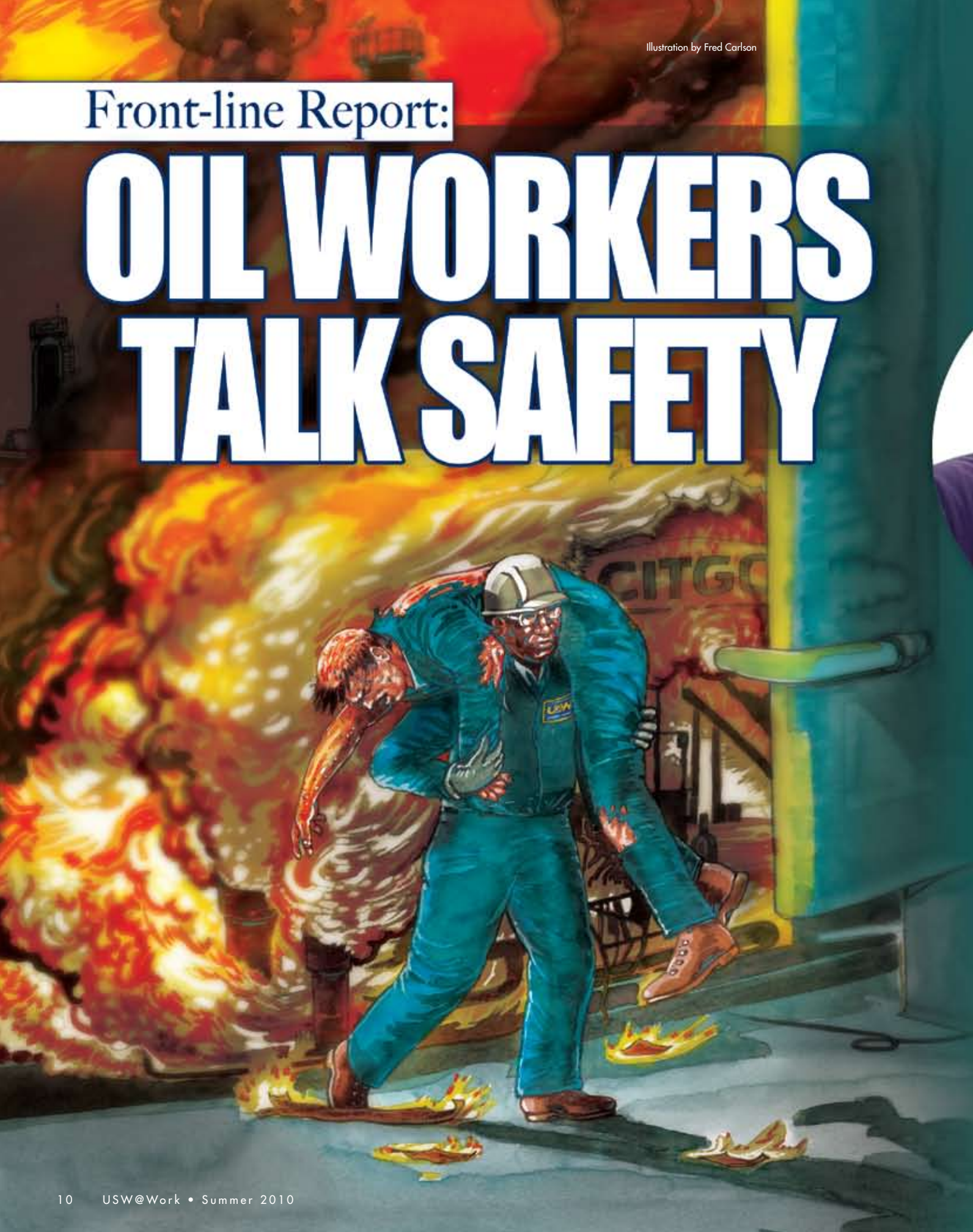
Bargaining Rejection Accelerates Oil Safety Campaign



Photo by Earl Dotter

Front-line Report:

OIL WORKERS TALK SAFETY



When Charles Wharton first heard the explosion at Citgo Petroleum's Corpus Christi, Texas, refinery last July 19, he bolted out of a control room to shut down equipment and look for co-workers.

"As I was running down the road, something told me to look to my left. I looked to my left and see this person staggering ... He had his arms out and said, 'Help me!' He was burned from the top of his head to the bottom of his feet. His eyelids were closed, burned closed."

Wharton, vice president of Local 13-647, took the man by his arms, laid him down in a safe place and called for help.

"I told them I had this emergency, I have a man seriously injured. I need medical attention now," he said. "The young man asked me, 'please please put water on me,'" Wharton replied, "No, I can't put water on you."



Charles Wharton
Citgo, Corpus Christi, Texas

After the medical team showed up and Wharton shut down a pump that needed to be turned off, he stood in the middle of the road and started to cry.

"But I knew I had to get my composure back, because I had to look for another individual. I stood hollering for him. I called him on the radio again and there he was. I put my hand up to tell him to stay, stay where you are, and all of a sudden I turned and he was gone."

Wharton and others turned their attention to shutting down a hydrogen unit. Later, he found the second co-worker he was looking for unharmed. The injured man he had helped earlier was taken to a hospital.

"I still see it. It doesn't go away," he said. "The pain of a young man, a father, somebody's son ... Everybody thought he was going to die but everybody prayed hard for him ... He is still alive today."

The U.S. Chemical Safety Board later called the explosion a "significant near miss" for a widespread release of highly toxic hydrogen fluoride into the community.

Wharton was one of several members who agreed to be interviewed during the USW's emergency oil conference. They talked about safety, training and working in the refinery industry. Select excerpts from other interviews follow.

John Warner, president Local 13-647 at Citgo in Corpus Christi, described a facility where staffing and training are inadequate and temporary clamps are used to fix leaking pipes to maintain production.

"Oil is a great product to work with, but it takes an excessive amount of energy. It takes steam. It takes pressure. It takes heat, air, whatever you want to give to it as far as power. And it can get away from you real quick, real fast, and you've got to know how to handle it."

Warner said the one-on-one training he received as a new employee has been replaced by computer-based training that is inferior to the hands-on instruction once passed down to new employees by experienced journeymen.

"If the operator had time to go out with their young men and women and show them the operation of the refinery, show them lineups, show them valve positions, be with them in emergency shutdowns, emergency startups, normal startups, normal shutdowns, that would be fine," he said.

"But there are not enough operators, and the people we have, they are too young to be of any help. They are not trained enough to be on a (control) board much less know which buttons to push to shut the unit down."

"Having a safe workplace secures our jobs. It means that men and woman can come to work and

make a living, go home, love their families, get up the next morning, come to work and be assured that their health is taken care of, that the unit they are working on is safe and secure, and that they have a voice in the safety process.

"You've got to have a voice. You've got to be able to talk back to supervision. You've got to be able to let them know when things are wrong."



John Warner
Citgo, Corpus Christi, Texas

Erica Kent, a member of Local 675, works as an operator at the ConocoPhillips refinery in Los Angeles. She talked about the responsibility of working in a refinery where the potential for disaster always exists.

Erica Kent ConocoPhillips, Los Angeles, Calif.

"We don't walk into work expecting to be blown up or thinking we are going to be blown up," she said. "But, in my opinion, we know it can happen. We know that it is there..."

"When I am at the mirror in the morning, while I am getting dressed and brushing my teeth, I think to myself: 'You don't know what you are going to face when you go in that day.'"

"But what you do know is once you walk in that gate everything else in the outside world has to go away. You cannot worry about your family. You can't worry about a bill you have to pay or anything really close to that. When I walk into the refinery, I know I have to focus on my job. A moment of distraction, being concerned about your personal life, could be

the reason why you miss something or do something wrong.

"In my opinion, this is going to be a turning point in history very soon. People are fed up. We are tired of dying. We are tired of being injured... We are going to do what needs to be done. We are going to change things."



Mike Boyd BP, Whiting, Ind.



At the BP refinery in Whiting, Ind., USW-represented employees and contractors working there on a modernization project are given "stop work" cards that allow them to shut down unsafe work.

Mike Boyd, president of Local 7-1 at the refinery, said the card is distributed to all new employees, including management and contractors who are revamping the plant to process Canadian crude oil. "The card emphasizes that it is not

only a right but your obligation to stop unsafe work," Boyd said. "Probably one of our biggest challenges is actually getting across to our members the importance of that policy, the importance of shutting down unsafe work rather than going forward. A lot of them are newer employees, 60 percent of our workforce has fewer than five years."

There are thousands of outside contractors working on the modernization project, and Boyd doesn't believe they have the same respect for safety on the job as USW-represented refinery employees.

"I don't think they have the same knowledge," he said. "In fact, they are given the stop work card and the contractors will call it the get fired card. In other words, if you pull that card out and stop unsafe work, you are told that you're not coming back the next day."

As in other refineries, maintenance and adequate staffing are issues.

"A lot of the equipment has gone unrepaired for a long time," Boyd said. "There seems to be more of a pattern of run to fail and running without spares, which brings out a lot of process issues. We worry about being able to safely shut down a unit once there is a failure and there are no spare pumps, no spare compressors to go to."

has thousands of feet of pipe, gauge valves, relief valves, compressors and furnaces that are all part of the refinery process.

"We have to drag superintendents down to our committee and get on them about why they are not fixing this stuff and they sing the same song," Hamilton said. "It's what they call resources – money and manpower. I think it's a shame that the union has to do this rather than the company."

"BP reminds me of somebody who bought a house that's too big for them to maintain. It's like they bought a big mansion and they don't really have enough money, or they don't allot money to maintain it. They prioritize. That process is my biggest fear. It's what keeps me up at night."

Ed Hamilton BP, Whiting, Ind.



Soon after Butch Cleve showed for work on April 2 at the Tesoro refinery in Anacortes, Wash., he was asked to escort a coroner and sheriff's deputy to the site of an early morning explosion that eventually claimed the lives of seven of his co-workers.

An in-plant brigade was rolling up fire hoses and cleaning response equipment as Cleve, a unit chair with Local 12-591, watched bodies being loaded onto gurneys and then into a van for transport.

"I had done the same job those seven were doing a dozen times, fifteen times, maybe more. And so it was a lot to take in. It could have very easily been me they were loading onto that gurney," he said.

Cleve noticed that the one-inch thick steel heat exchanger that the crew had worked on was split open. He was struck by the "charred remains of the equipment, the utter devastation, insulation stripped off pipes, huge I-beams bent, twisted."

The refinery had experienced close calls in the past – propane releases that failed to ignite, furnace smokestacks falling into an operating unit – but nothing catastrophic like this.

"I cannot say it was entirely surprising but there was a lot of shock, a lot of disbelief as we walked around the refinery and talked to various people," he said. "There was this overwhelming attitude of, 'how could they let this happen?'"

Cleve called for stronger federal and state safety enforcement and suggested that real change in the industry might not come until management faces the possibility of hefty penalties for unsafe conditions.

"When a manager is afraid of going to jail, he will change his attitude," Cleve said.

Jim Savage Sunoco, Philadelphia, Pa.



Jim Savage, president of Local 10-1 at the Sunoco refinery in Philadelphia, keeps on his desk at the union hall a copy of a memo named after the children's story, *The Three Little Pigs*. It reminds him of what the industry thinks of its workers.

The internal BP memo, unearthed during the investigation into the 2005 fire and explosion that killed 15 workers and injured more than 170 others at BP's Texas City, Texas, refinery demonstrated the money-saving benefits of housing employees in trailers that could and did go up in flames during an explosion rather than in more expensive blast-resistant structures.

"The memo uses the story of

the Three Little Pigs to explain this cost-benefit analysis," Savage said. "And, of course, we're the pigs and our lives are worth a \$1,000, so which shelter do they want to give us – the straw, wood or the brick? Wood is their recommendation

rather than brick, an explosion-proof shelter that would keep people safe."

In his experience, Savage said, "It's always money before people."

"I don't think the companies really understand that we need more permanent maintenance workers. They contract work that we should be doing. Our folks live and breathe in that refinery and that's their life. They don't move on to the next job next week. We care about the equipment. It's our equipment. It's our house."

"When I got hired 18 years ago, we had a week of safety training. Now, we have four hours and the rest is computer-based modules that are spread throughout the year. It's not training. Training means you have a trainer, someone you can ask questions of if you don't understand something. This computer-based training is just a way for (management) to cover their paperwork trails."

He said the union's fight for safer workplaces is timely.

"If we don't act now, we should fold our tents," he said.

"This is the issue for our union at this time. We are fighting for our jobs, jobs where we are going to work and getting killed."

"If we are going to fight for our jobs, we should fight for safe jobs, good jobs. We should come home to see our families as everybody else does. We shouldn't go to work to die."

Butch Cleve Tesoro, Anacortes, Wash.



In the months since the accident, Cleve said he and other active union brothers and sisters have been working to engage the rank-and-file membership to become more aware and involved when it comes to their own safety at work.

"This is our worst case scenario. This is the major incident we have talked about," he said. "If we cannot institute change because of this, then we cannot institute change..."

"Seven people – two of whom I worked with day in and day out for ten years, and I was pretty well acquainted with a few more of them, and I knew all of them by sight – they are gone. And the best way to honor them is to identify what we can do better and then work to that end to shore up our own systems, our own safety mechanisms and our own safety culture and get everybody involved."

"Safety is everybody being involved, everybody raising issues, and being tenacious and making sure that whatever the issue, it is handled promptly and appropriately."

Rick Erpelding headed for the hospital soon after an explosion ripped through Citgo Petroleum's Corpus Christi, Texas, refinery last year, critically injuring a USW member.

Erpelding, a paper worker and president of USW Local 1226, is a volunteer coordinator with the USW's Emergency Response Team (ERT), which offers support to local unions, members and their families after catastrophic accidents and fatalities.

His goal was to do whatever he could to help Gabriel Alvarado and his family. Alvarado, then 34, was critically burned when a fire erupted at the refinery's hydrogen fluoride alkylation unit, which makes high octane blending components.

"There are a broad range of things that you do, from listening to trying to get housing and making sure that the workers' compensation situation is being handled on their behalf. A lot of it is just letting them know their basic rights as a union family," Erpelding said.

The ERT program originated with the old Oil Chemical and Atomic Workers (OCAW) union, and became part of the USW in the 2005 merger with PACE, a successor to OCAW.

District 9 Director Dan Flipppo has personal experience with workplace fatalities and called the ERT program a value to our union, our members and their families. "We always say and preach that we are one big family, but this really nails it home," he said.

The ERT responded to 10 fatalities at USW workplaces in District 12 alone during the first half of this year, including the Anacortes

explosion that killed seven.

"They're a wonderful group of people dealing with things that most of us couldn't deal with," said District 12 Director Robert LaVenture.

ERT members focus on the local, the member and their families, while a separate team from the USW's Health Safety & Environment Department investigates the accident. Both focus on their different responsibilities.

Typically, emergencies that take a life or result in life-altering injuries are reported to the ERT hotline, 866-526-3480, by a local union president or a staff representative.

"They're a wonderful group of people dealing with things that most of us couldn't deal with."

As soon as is practical, trained ERT members are on their way to the site, often on the same day. "They go at the drop of a hat," ERT program coordinator Allan McDougall said.

Advocates for the family

ERT members check in with the local union to inform leaders about the program and to gather helpful information on the family, available benefits and community resources.

"We just try to be an advocate for the family," said Eric Angel, District 8 ERT coordinator. "I try to do some research

on the ground to see what services are available before I walk in the door."

Typically, the team acts as a bridge between the company and the family of the injured or deceased worker. They may press the employer for help with immediate family needs such as lodging and food or with funeral costs.

After talking with the family, ERT responder Duronda Pope typically compiles a list of their immediate needs and calls on the employer to see what can be done.

"I say look, here's how we can help the family. This is what the family needs and most of the time, they comply," she said.

Helping with small things

Sometimes, the family needs help with small things, maybe locating a baby sitter or, for those not intimately involved in family finances, dealing with household finances and operations.

"Initially, a lot of spouses are so devastated they don't know how to take care of the bills. We'll help out," Pope said.

If legal assistance is requested, the ERT will help with referrals, said McDougall.

Sometimes, the family just needs someone to listen.

"Lots of times, I am not talking I am listening," Pope said. "When I tell them what I am there for, it starts pouring out."

The volunteer coordinators typically conduct follow-up visits to the victims or their families after time has passed.

"A few months down the road, when everyone else has moved on with their lives, the widows, those families are still dealing with the crisis," Angel said. "It's good to pick up the phone and make sure everything is okay."

Between the volunteers and paid staff, the USW ERT makes 10 to 12 contacts with each family over the course of a year. They can be personal visits or telephone calls.

In the Citgo case, Erpelding spent several days at the hospital where Alvarado was in the intensive care unit to show support for Alvarado's wife, Precious, and their two children.

Since the hospital was a long drive from the Alvarado home, he helped to arrange safe housing in San Antonio. He made sure benefits were paid, provided legal referrals on request and arranged counseling through a nonprofit organization.

Erpelding also drove to Corpus Christi and visited John Warner, the president of Local 13-1647, other officers of the local and union members who were involved.

As a result of extensive burns, Alvarado was in a medically induced coma for about a month at the Brooke Army Medical Center in San Antonio.

"Most of the accidents I go on should not have happened. Each case really sets on my heart," said Erpelding, who finds the work gratifying.

"It has helped me," he said. "It made me realize how important my family is. Cherish every moment you have with your child, with your wife. It makes life worth living."

Anacortes Explosion

How One Local Handled Workplace Tragedy

From the moment a fatal explosion was confirmed last April at Tesoro's petroleum refinery in Anacortes, Wash., the officers of Local 12-591 were on the go.

Their response in the face of tragedy was so notable that Emergency Response Team (ERT) coordinator Allan McDougall believes it should be used as a model.

Local President Joe Solomon kept a list detailing the local's activities in the week following the blast that eventually killed seven. Here are some highlights.

Solomon received notice of a potential accident at 1:10 a.m. Friday, April 2. Fatalities were confirmed by 5:15 a.m. He was at the union hall within a half hour, calling Tesoro and the USW.

Once there was confirmation of fatalities, the local called the USW's ERT and staff representative Jim Woodward. Health, Safety and Environment investigator Kim Nibarger was visiting Anacortes and had rushed to the scene.

The explosion immediately killed three USW-represented workers and injured four other employees. Within three weeks, the death toll had risen to seven.

That first day, local officers kept abreast of the situation and met with the company and the Washington state Division of Occupational Safety and Health (DOSH) to get updates and make sure that the union would be involved in the investigations.

The press calls that would consume much time over several days started to roll in. On Saturday, the union continued to field media calls, and began a "what do we need to do next" list before meeting with state investigators and the federal Chemical Safety Board for an opening conference on the board's investigation.

Press calls continued on Sunday. The local contacted workers' families to send condolences and offer help. A family meeting with the ERT was set up for the next day.

On Monday, the local and McDougall held an emotional meeting with the families to relay information and give support. The local also planned a larger membership meeting for the next day.

The rest of the week involved daily communications with the Tesoro bargaining unit, Tesoro management and the press plus family meetings as well as meetings with state and federal accident investigators.

The local also set up counseling for employees who did not want to go to the company-provided counselor, met with local politicians, established a charity fund for the victims' families and organized a community memorial and a membership support meeting.

Contributions to the Tesoro Incident Family Fund can be sent to USW Local 12-591, P.O. Box 483, Anacortes, WA. 98221-0483.

Planning Ahead

Local Extends Benefits for Families

Continuing company-paid health care coverage for family members of a worker killed on the job is one of the difficult issues that quickly surfaces after a workplace accident.

The USW's Emergency Response Team (ERT) usually asks the employer to extend the benefit to families of a deceased worker for as long as possible.

Typically, coverage is extended for 30 or 60 days, said ERT member Duronda Pope. "It is a huge issue," she said.

Pope suggested locals consider dealing with the issue in contract talks before

an emergency. She pointed to the recent success of Local 1023 at Yokahama Tire Corp. in Salem, Va.

In its latest four-year contract settled in June, the local negotiated company-paid benefits for 24 months in the event of a workplace fatality or industrial illness.

"We were trying to be pro-active and realize that sometimes bad things happen," said Eric Angel, a negotiating committee member and volunteer ERT coordinator for District 8.

"As union members we should try to stop accidents from happening in the first place. But when they do happen, we ought to make sure our members and their families are taken care of. They shouldn't have to worry about being able to see a doctor."

HELPING HANDS

When Disaster Strikes, Emergency Response Team Offers Support

Toll Free
24-Hour
Hotline Assistance
1-866-526-3480

Blueprint for Growth

Wind Energy
Poised to
Create
Thousands
of New
Manufacturing
Jobs

The emerging American wind energy industry can create tens of thousands of new jobs in manufacturing turbines, towers and other components if the government would enact policies to foster a stable market for domestic producers.

That's the conclusion of a new report entitled *Winds of Change: A Manufacturing Blueprint for the Wind Industry* that was jointly released by the USW, the American Wind Energy Association (AWEA) and the Blue Green Alliance.

"Wind energy provides one of the most promising sources of new manufacturing jobs for American workers," said Rob Gramlich, senior vice president of public policy for AWEA, a trade association representing the industry.

The report shows how the right government policies, such as a national renewable electricity standard, can help to build and grow a domestic supply chain for the turbines and related components such as towers, gear boxes and bearings.

One piece of the puzzle

"Moving to clean energy is just one piece of the puzzle. We need to ensure that America's clean energy economy is built by U.S. workers and creates good manufacturing jobs," said International President Leo W. Gerard.

The U.S. wind industry last year installed over 10 gigawatts of new generating power and accounted for nearly 2 percent of American electricity. A gigawatt is a unit of electric power equal to one billion watts.

Employment in wind energy manufacturing in the United States has grown from 2,500 workers in 2004 to an estimated 18,500 workers last year.

While the gains are notable, the market for new wind turbines is not stable and has recently stalled, the report said. In the first quarter of this year, only 539 megawatts of power were installed, the lowest quarterly number in three years. Power contracts and turbine orders slowed to a trickle.

Government policy fluctuates

Unlike the permanent tax credits and insurance that exist for other energy sources, government policy support for the wind industry fluctuates with tax credit extensions awarded on a capricious one to three-year basis.

In such an unstable environment, many manufacturers cannot justify significant investment to open new facilities or to retool existing ones. They fear that by the time a new facility comes online, the market could disappear.

"Providing the incentives and tools to create jobs for American workers to manufacture wind turbine components makes sense not only for our workers, but also for the wind industry," the report said.

Renewable electricity standards, already adopted by 28 states and the District of Columbia, require electric utilities to generate a minimum percentage of their power from clean, renewable resources.

Renewable energy standards

Those renewable state standards, combined with federal tax credits, have so far been a primary policy driver in the creation of a market for renewable energy.

The report recommends a federal renewable energy standard of 25 percent by 2025 with meaningful mid-term targets, regulation of greenhouse gas emissions and other policies specifically aimed at building the U.S. wind manufacturing sector.

"By including common-sense policies like a 25 percent renewable energy standard and an Advanced Energy Manufacturing Tax Credit in comprehensive clean energy and climate legislation, we can build a wind energy supply chain in the U.S.," Gerard said.

The report also calls for extending and strengthening

"Providing the incentives and tools to create jobs for American workers to manufacture wind turbine components makes sense not only for our workers, but also for the wind industry."

the Advanced Energy Manufacturing Tax Credit with specific incentives and accountability provisions to maximize domestic job creation, including giving the highest priority to projects that manufacture clean energy component parts. The tax credit was part of The American Reinvestment and Recovery Act of 2009.

Green jobs funding

Other recommended policies include fully funding the Green Jobs Act, building a transmission grid infrastructure to meet the demand for clean energy and utilizing loan guarantee programs for commercial manufacturing of clean energy.

Passage of the Investments for Manufacturing Progress and Clean Technology (IMPACT) Act introduced by U.S. Sen. Sherrod Brown (D-Ohio) was another recommendation.

The IMPACT Act would create a state level revolving loan fund to help small and medium-sized manufacturers retool for clean energy markets and adopt energy efficient manufacturing.

The manufacturing blueprint study is a critical step toward ensuring that we don't replace our dependence on foreign oil with a dependence on Chinese-made wind turbines, Brown said.

"With the right policies, clean energy will help revitalize American manufacturing," the senator added. "We must ensure that American manufacturers have the resources they need to build clean wind energy components and by doing so, help establish America as a global leader of clean energy technologies."

GAMESA RESUMES HIRING

USW, Wind Turbine
Maker Settle Contract

USW members who manufacture wind turbines for Gamesa Technology Corp. in Pennsylvania have ratified a new four-year agreement that includes wage increases and improved benefits.

The U.S. arm of the Spanish wind energy company employs about 350 USW members including 210 at a turbine blade plant near Ebensburg, Pa. and 140 at a facility in Fairless Hills, Pa., located on the site of a former U.S. Steel mill.

The agreement includes a \$500 ratification bonus, wage increases in each of the four years, benefit improvements and a new gain-sharing incentive system with monthly payouts based on achieving quality, productivity and production targets.

The new gain-sharing incentive system pays up to \$1 an hour in addition to base pay. The overall wage increase for the first year including incentives exceeds 5 percent. In the second, third and fourth years, the overall increase is about 3 percent.

Two new holidays – the Friday and Monday after Thanksgiving Day – were added to the contract, the second since the USW won its first pact in 2007. Gamesa established U.S. manufacturing sites in 2005.

Hurt by the credit crunch that accompanied the Great Recession, Gamesa reduced its work force at both of its Pennsylvania facilities during the economic downturn.

Employment improved following the February award of \$22 million in American Recovery and Reinvestment Act funds to Pennsylvania wind farms.

In an announcement of the contract settlement, Gamesa said it is now adding jobs. Wind farm equipment orders are being taken now for 2011.

Demand beyond 2011 will likely depend on competitive factors and local and federal legislative initiatives to promote stability and growth in the industry.

Renewable portfolio standards, which are regulations that require utilities to increase production of renewable energy sources such as wind, solar and biomass, would increase demand for wind turbines and the jobs they support.

The USW is working with the American Wind Energy Association (AWEA), the industry's leading trade group, to accelerate the development and deployment of wind energy production in the United States.

The USW and the trade association will lobby for public policies to support wind energy expansion across the country, aggressively work together to develop a supply chain of original equipment makers and suppliers with domestic operations and develop training programs to ensure workers needed by the industry have necessary skills.

A framework agreement to create a "Partnership for Progress" between the USW and the AWEA was announced on June 10 by International President Leo W. Gerard and Denise Bode, the AWEA's chief executive officer. A cooperative action agenda is under development.

"We jointly recognize that the deployment of wind energy facilities is vital to this nation's energy security, but that deployment must be linked, to the maximum extent practicable, with the development and utilization of domestically produced materials, original equipment manufacturers and component parts," said a joint statement outlining the partnership.

Bode described the USW as the "wind union" because of its work in championing green energy as a source of good clean jobs. "We're well positioned to recapture leadership in a brand-new manufacturing sector: wind," she said.



CREATING GREEN JOBS

USW, Wind Trade Association Partner to Grow U.S. Industry

Gerard stressed the importance of government support to the long-term viability of the wind industry such as sustained reliable tax incentives and federal renewable portfolio standards that the AWEA has long championed.

Many states have standards specifying that electric utilities generate a certain amount of electricity from renewable or alternative energy sources. They are typically called renewable portfolio standards or alternative energy portfolio standards. The U.S. Congress has been considering federal level requirements since 2009.

"There needs to be a long-term commitment to renewable energy that will create the kind of environment where industry can access capital to build the supply chain," Gerard said.

The consequences of inaction are already in plain sight. Countries like China are investing in clean energy jobs and industries that should instead be right here in the United States.

The USW's discussions with the AWEA moved forward in part because of a legislative effort by four Democratic senators to include Buy American restrictions in federal green energy grant programs that fund new wind turbines.

Senators Sherrod Brown of Ohio, Charles E. Schumer of New York, Robert P. Casey Jr. of Pennsylvania and Jon Tester of Montana, in March called for the government to halt a stimulus program aimed at building wind farms and other lean-energy projects.

They introduced the American Renewable Energy Jobs Act, proposed legislation that would amend last year's American Recovery and Reinvestment Act to require the Department of Energy and the Treasury to only award stimulus money to clean energy projects that create and preserve jobs in the United States.

Introduction of the legislation followed outrage over a controversial

\$1.5 billion wind farm project in West Texas that would be eligible for federal stimulus funds even though most of the manufacturing jobs associated with it would be in China.

The project, a joint venture of China's Shenyang Power Group, Texas wind farm developer Cielo Wind Power and the U.S. Renewable Energy Group, an investment firm, was announced at the end of 2009 and is anticipated to generate as many as 3,000 jobs manufacturing turbines in Shenyang, China, and only 330 jobs in the United States.

Putting American jobs first

The new legislation would make the West Texas project and others like it that do not have a substantial positive job impact in the United States ineligible for federal stimulus dollars.

"It's a no-brainer that stimulus funds should only go to projects that create jobs in the United States rather than overseas," Schumer said. "Our domestic clean-energy sector has the potential to emerge as a global leader and it is counterproductive to invest U.S. stimulus funds in Chinese companies rather than our own. We should not be giving China a head start in this race at our own country's expense."

Brown, who joined Gerard and Bode in a press briefing, said the introduction of the Buy American measure spurred wind equipment manufacturers from Denmark, the United Kingdom and China to seek advice on building up U.S.-based supply chains. He also praised the USW-AWEA agreement as the first big step taken by the private sector "with the urging of a lot of us in Congress."

"This is really a big deal," Brown said of the partnership, noting that 70 percent of clean energy systems are currently produced outside of the United States. "This puts us on a playing field where we can really take off."

Reign of Terror IN MEXICO

Striking Copper Miners Evicted by Police

Heavily armed Mexican federal and state police – an estimated 3,000 of them – used guns, tear gas and armed helicopters to evict striking union miners from Mexico’s largest copper mine.

Police rolled into the tiny mountain town of Cananea in the Mexican state of Sonora as darkness fell on June 6 to break a three-year strike against Grupo Mexico by Los Mineros, the largest industrial union in Mexico.

“The police used the cover of night, tear gas and munitions to forcibly remove Los Mineros Section 65 members from installations. They attacked our members and members of their families – women and children,” said Napoleon Gomez Urrutia, the exiled leader of Los Mine-

ros. “They invaded and occupied the Los Mineros Section 65 union hall with tear gas. The police lit a fire in a nearby vacant building to intimidate and terrorize the town.”

The same day, 20 car loads of police stormed a small group of protestors including the widows of 65 miners who died in an explosion four years earlier at the Pasta de Conchos coal mine in Coahuila, also owned by Grupo Mexico.

Women were forcibly removed from mine gates where they had been camping and seeking the return of miners’ bodies that had been buried underground since the February 2006 disaster. Grupo Mexico sealed the mine shortly after the explosion and abandoned the search for bodies.

International President Leo W. Gerard condemned the police action and called on the U.S. Congress to halt delivery of all funding to Mexican security forces so long as they are used to attack workers exercising freedom of association. Congress is considering increasing funding to the Mexican military and police forces under a security cooperation called the Merida Initiative.

“Mexico’s President, Felipe Calderon, has launched a reign of terror against working people,” Gerard said. “Our American union members’ tax dollars should not be used to support a union busting government in Mexico.”

Grupo Mexico won permission from the Mexican courts in February to fire more than 1,000 members of Los Mineros who have been on strike at Cananea since July 30, 2007. Los Mineros says its members remain on legal strike despite the police raid.

“Our members stand strongly united against this aggression,” Gomez told an International Trade Union Confederation meeting in Vancouver, British Columbia, where he has lived in exile for the past four years.

The USW’s Manny Armenta, while making one of his frequent trips from Arizona to Cananea as part of a solidarity effort between the two unions, first heard of the police encroachment in a telephone call with Gomez, the Los Mineros leader.

“This is just a blatant violation of union rights and human rights and union autonomy by this government and Grupo Mexico,” Armenta told the news media.

Gomez told Armenta that troops had moved into Cananea, about 25 miles south of the Arizona border. Police used tear gas to disperse miners outside the

gates and then followed them to the union hall, where workers tried to take refuge.

Smell of tear gas

By the time Armenta arrived, he said the smell of tear gas was in the air and an abandoned building was on fire. Some 300 to 400 miners and their families were at the union hall, located about two blocks from the mine’s gate.

“I could see the federal police with their shields and batons. Everything was very tense,” Armenta later told independent journalist David Bacon, who broadcast the interview on KPFA-FM in Los Angeles.

Armenta urged strikers to move away from the gate and the police and gather in the union hall. “A lot of families were there, and we didn’t want any bloodshed. We wanted to make sure we kept our people safe,” he said.

Yelling and screaming was heard outside as Armenta tried to calm the crowd in the union hall. Then, he said, the federal police attacked. Confrontations erupted outside while the front doors and side of the hall were blocked by police.

Women and children were led outside by a fire escape. As the police broke down the doors, other people in the hall were brought out through the basement into a side street. All had escaped by the time police threw tear gas canisters inside.

“I was one of the last ones to get out myself,” Armenta said. “By that time, the front of the union hall was just a big old cloud of tear gas. We managed to get away, but they were all over town. It was like a military occupation.”

There were reports of beatings of union leaders and injuries including one



17-year-old boy who was hit in the leg with a rubber bullet. At least five union members were arrested by police. They were released after miners and their families protested outside the municipal buildings.

Armenta said he was frustrated by Grupo Mexico, the Mexican government and the inaction of the U.S. government. The USW met with U.S. officials three weeks earlier in Washington, D.C., when Mexican President Felipe Calderon visited the United States and Canada.

“Our government continues to give the Mexican government money, millions and millions of dollars, using the excuse that it will be used to fight drugs,” Armenta said. “But we see here clearly that this money is not going to fight drugs. It’s going to fight workers and progressive people. Who’s paying for this military force?”

The separate Pasta de Conchos disaster four years ago and the abandonment of the miners’ bodies was a pivotal point in the deteriorating relationship between Los Mineros, the Mexican government and Grupo Mexico, which also controls USW-represented copper mine operations in Arizona.

At that time, an outraged Gomez publicly called the Pasta de Conchos disaster “industrial homicide.” Afterwards, he was falsely accused

by the government of embezzlement and the union’s assets were seized.

Death threats

Faced with death threats against himself and his family, he fled to the United States and then to Canada, for fear that the administration of former President George W. Bush would extradite him.

Gomez now lives in Vancouver, where he oversees Los Mineros from exile with support from the USW. Many of the charges against him have been thrown out. An independent audit has shown the claims of embezzling funds to be lies.

Miners have stayed loyal to Gomez, who has been re-elected several times by the union’s members even though he is not recognized by the government.

“Grupo Mexico and the government want to snatch the union away,” said Sergio Tolano Lizarraga, Secretary General of Los Mineros Section 65. “They are trying to silence our organization. Our task is to defend it.”



Police line the streets of Cananea.
Photos by Maria Rosa Guayante, president of the Mineros’ Womens Front.

A cloud of tear gas floats over Cananea as workers flee advancing federal police.

Los Mineros: Why it Matters

It's a common question from USW members and retirees: Why should we care about Los Mineros and their struggle when we face so many important issues at home?

The Mineros' struggle is important to workers on both sides of the border:

- We work for many of the same companies such as ArcelorMittal, American Steel Foundries, Dana, Johnson Controls, Goldcorp and Grupo Mexico.
- We all have a common interest in safe, secure, good-paying jobs. When we stick together we do better than when we go it alone.
- The slogan of the Mineros, "Trabajo equal - Salario equal" (Equal work - Equal pay) is as important to us in the United States and Canada as it is in Mexico.

The Mineros are good union brothers and sisters doing good work in Mexico. They are negotiating wage increases of 8 to 10 percent every year with another 6 to 8 percent in benefits – well above the national average.

If we are to avoid watching our living standards drop to theirs, we must support theirs rising to ours:

- It not only makes economic and moral sense, but it also is a long-term solution to our immigration problem.
- By closing the wage gap between Mexico and the United States, Mexicans will not be forced to leave their homes to find work in the United States.
- Companies want to close this gap by lowering U.S. wages. The USW and democratic unions in Mexico want to do this by raising Mexican wages.

Los Mineros Greets USW with Applause

Some Steelworkers visiting Mexico learned firsthand what members of Los Mineros think of the USW and the committee to consider unification of the two unions.

Steelworkers from Districts 7 and 12, joined by members of the International Longshoremen's Union, attended a national forum called by Los Mineros on June 19 in Cananea, Sonora, Mexico.

Nearly 1,000 members of Los Mineros and the local community also attended the forum, where they received copies in Spanish of the joint declaration establishing the commission. They were aware too that both unions had committed to continue the struggle for a fair and negotiated solution to the Cananea strike that federal authorities had tried to break with force two weeks earlier.

One group of USW members arrived about an hour late to the forum because bad weather delayed their flight to Tucson, Ariz., from Chicago.

As they entered the auditorium wearing the unmistakable USW logo on their shirts, the crowd spontaneously began applauding. They then stood and chanted: "¡Este apoyo si se ve! ¡Este apoyo si se siente!" (This support yes it can be seen! This support yes it can be felt!)

Markeya McDaniel-Wilkinson, District 7 Women of Steel Coordinator, described the excitement in the room as unbelievable. "This is what our movement is all about," she said.



USW members are applauded as they attend a forum in Mexico

The USW and Mexico's Los Mineros miners union have appointed a cross-border commission to explore creating a unified North American union to represent 1 million workers in the United States, Canada, Mexico and the Caribbean.

A declaration creating the commission was signed in mid-June by International President Leo W. Gerard and Napoleon Gomez Urrutia, general secretary of the National Union of Mine, Metal, Steel and Related Workers of the Mexican Republic (Los Mineros).

The USW represents some 850,000 workers in the United States, Canada and the Caribbean, while Los Mineros represents about 180,000 workers in Mexico. Both represent miners and industrial workers against transnational companies.

A joint commission of five members from each of the two unions' executive boards was established by the declaration to propose "immediate measures to increase strategic cooperation... as well as the steps required to form a unified organization."

Building on Workers Uniting

Successful discussions between the USW and Los Mineros could build upon Workers Uniting, the 3 million member global union created in 2008 by the USW and Unite, the largest union in the United Kingdom and Ireland.

In signing the declaration document, Gerard and Gomez renewed the two unions' "common commitment to democracy, equality and solidarity for working men and women throughout North America and throughout the world."

Both condemned what they described as "cowardly and brutal" attacks two weeks earlier by Mexican federal police against striking workers and their families at two mining locations in Mexico – a copper mine in Cananea and Posta de Conchos, the site of a deadly coal mine explosion that killed 65 miners.

"We believe that respect for the democratic exercise of trade union rights is a prerequisite for genuine political democracy," the declaration said. "We believe that the organized power of working men and women is necessary to check the avarice of

SOLIDARITY!

USW, Los Mineros Announce Unification Commission

USW members in blue shirts rally with red-shirted members of Los Mineros on April 20, 2010, in the port city of Lazaro Cardenas, Michoacan
Photo by Ben Davis



organizations and political elites. We believe that only through the solidarity of organized workers around the world can we build a better future for all of our children."

The declaration, released in Toronto while USW and Los Mineros leaders were participating in an assembly of global union federations, is the second significant move to increase cross-border cooperation between the two organizations.

Strategic alliance formed

On April 13, 2005, the USW and Los Mineros formed a global strategic alliance after Los Mineros provided crucial support to USW members on strike against ASARCO, a U.S. copper mining company controlled by Grupo Mexico. The alliance committed to increasing communication, collaboration and coordination across borders.

In the five years since then, the Mexican federal government has engaged in a

systematic campaign of political persecution against Los Mineros and its leader, Napoleon Gomez Urrutia. Mexico has become a pariah in the international trade union movement.

"This campaign has included beatings, assaults, and the deaths of union members; false and unfounded criminal charges, a systematic campaign of defamation in the mass media, violations of trade union autonomy, strikebreaking, imposition of company-controlled protection unions and industrial homicide due to death and safety violations," the declaration said.

Gomez has been leading Los Mineros in exile from Canada for the past four years, battling legal efforts by the Mexican authorities to have him extradited.

The motive for the persecution is simple, the declaration said. Los Mineros members have fought for and won real improvements in wages and benefits that increase their purchasing power and

offer them the hope of a better living standard for their children.

"It has won these improvements in both Mexican and multinational companies through fair and honest bargaining and, when necessary, through exercise of the right to strike," the document said.

Los Mineros' success in raising the wages of Mexican workers "threatens a fundamental policy" of President Felipe Calderon's government - keeping wages low and workers suppressed in order to attract foreign investment.

To defend this policy, the Calderon government has violated basic worker rights to organize, to bargain collectively and to strike – rights that have been established by the International Labour Organization, an agency of the United Nations, that Mexico is legally bound to observe.

"Together we will stand," the declaration said in closing. "Together we will fight. Together we will win."

Los Mineros Arrest Warrant Dismissed by Mexican Court

Napoleon Gomez Urrutia

A Mexican court has dismissed an arrest warrant issued for Napoleon Gomez Urrutia, secretary-general of the National Union of Mining, Metallurgical, Steel and Allied Workers of Mexico, also known as Los Mineros.

International President Leo W. Gerard hailed the July 9 decision by the Superior Court of Justice of the Federal District of Mexico.

"This recent court decision means that Napoleon Gomez and his Los Mineros union brothers have been proven innocent of any wrongdoing in relationship to the handling of a trust fund established after a number of state mines were privatized in the late 1980s," Gerard said.

"The Mexican government has repeatedly ignored previous court

decisions in this regard and continues to use every device it can to persecute the leadership of an independent and autonomous trade union that stands up for Mexican workers."

Leaders vindicated

The decision vindicated Gomez and four Los Mineros union leaders: Juan Linares Montufar, Hector Felix Estrella, Gregorio Perez-Romo and Jose Angel Rocha-Perez.

Each was charged with alleged illegal conduct in relation to the administration of a trust fund first established in 1988 but not actualized until 2004 in a settlement with Grupo Mexico.

Linares remains a political prisoner without the opportunity of bail. He has been held in a Mexico City jail since

December 2008 under false charges.

Calling the accusations of embezzlement a "big lie," Gerard said the Mexican government has itself seized over \$20 million from the trust. It has also frozen the bank accounts of Los Mineros and union officials in order to debilitate them.

Abuse of power

"Whenever it loses court decisions, the Mexican government concocts new allegations – but based on the same old, worn-out set of lies," says Gerard. "Its actions show it is a government that is abusing its powers, not upholding its laws."

Canadian National Director Ken Neumann said the decision and its significance was virtually unreported both in Mexico and outside of Mexico.

"The persecution of Los Mineros and Napoleon Gomez is one of the great under-reported and inaccurately cited stories of our times," Neumann said.

Neumann noted that German Larrea, the principal owner of Grupo Mexico – a corporation that has several conflicts with Los Mineros – "has major interests and influence in sectors of the private media in Mexico." He also said that Notimex, the state media agency, "does not properly report in a balanced way."

Timeline: USW, Los Mineros Build Power Together

The USW and Los Mineros have increased our strength through working together.

In the last few years, the USW has broadened its support for Los Mineros. Activities include organizing union and political delegations to Mexico, conducting fundraising drives, running a shareholder campaign and organizing support from other unions around the world.

The two unions have done joint work at common

March 2005

Los Mineros held a rally, march and press conference in Mexico City in support of the USW strike campaign at ASARCO.

April 2005

USW and Los Mineros formed a strategic alliance committing to increased coordination and collaboration by both unions.

June 2005

Los Mineros and the USW held a day of solidarity at all Grupo Mexico operations in support of USW strikers at ASARCO, owned by Grupo Mexico.

August 2005

Los Mineros held solidarity strikes at Grupo Mexico operations in Mexico in support of USW strikers at ASARCO.

2006

Following political persecution by the Mexican government, the USW offered to host Los Mineros leader Napoleon Gomez in Vancouver, BC. Gomez has continued since then to lead Los Mineros from the USW office in Vancouver.

November 2006

The USW filed a complaint with the U.S. Department of Labor under the NAFTA labor side agreement charging Mexico with violating the agreement by illegally removing Gomez from office.

December 2006

USW helped organize a day of protest action by metal and mineworkers' unions around the globe on behalf of Los Mineros.

Eleanor Roosevelt visits Youngstown Sheet and Tube Co. in 1939.

Eleanor Roosevelt

Friend of American Workers

By Brigid O'Farrell

Brigid O'Farrell is an independent scholar whose book, "She was One of Us: Eleanor Roosevelt and the American Worker," will be published in the fall by ILR Press/Cornell University Press. She is affiliated with the Eleanor Roosevelt Papers Project at George Washington University and a member of UAW Local 1981 in the San Francisco Bay area.

Seventy years ago on Labor Day, First Lady Eleanor Roosevelt declared that for every U.S. citizen: "Labor Day must be one of the most significant days on our calendar." In her *My Day* newspaper column, read by millions of people across the country, she talked about the importance of workers and unions in achieving a "life worth living" in a healthy economy, a stable democracy and a world at peace.

Mrs. Roosevelt practiced what she preached. As a working journalist and a 25-year member of the Newspaper Guild, she interviewed workers, toured job sites and advanced labor policies.

In 1933, the First Lady met with copper miners in Arizona and saw the rigors of a miner's life. "We should educate public opinion," she reported, "not to profit by labor anywhere unless it was done under decent living conditions."

Two years later in 1935, she defied the superstition that women in coal mines were bad luck and toured the Willow Grove coal mine in Neffs, Ohio. Miles beneath the mountain, reported the United Mine Workers Journal, she discussed "wages and working conditions, safety precautions and mining methods, with miners black with coal dust." In 1939, she toured the Youngstown Sheet and Tube Co.

Writings relevant today

Mrs. Roosevelt's writings remain relevant today as USW members join with other trade unionists to secure safe jobs with decent wages and benefits, revitalize manufacturing and denounce the repression of workers in other countries.

Mrs. Roosevelt did not meekly accept management assurances about wages and working conditions. In the midst of strikes in Detroit, she told readers that while unions were no more perfect than other organizations, "there were only two ways to bring about protection for workers – legislation and unionization."

Mrs. Roosevelt took her beliefs to the United Nations where she worked with union leaders to ensure that rights to a decent job, a living wage, safe working conditions, and a voice at work became part of the Universal Declaration of Human Rights. Recognizing her efforts, Phil Murray, first president of the United Steelworkers of America and leader of the Congress of Industrial Organizations (CIO), supported her nomination

for the Nobel Peace Prize.

For an economic policy to be just and fair, Mrs. Roosevelt believed full employment was critical. She argued that technology should improve people's lives and that management, labor and government could prevent economic problems that devastated individuals and communities by working together.

Celebrate progress made

On this 75th anniversary of the National Labor Relations Act (NLRA), we can celebrate the progress that has been made. Occupational health and safety legislation, as well as environmental laws, have made workplaces safer. Equal employment opportunity legislation has reduced discrimination against workers. Unfortunately, budget cuts and policy shifts in the past 20 years have weakened enforcement and reduced the effectiveness of these laws.

One key to strengthening labor is to increase workers' rights to form unions and bargain collectively. Passing the Employee Free Choice Act (EFCA) would be a start. This legislation would make it easier for employees to join a union, increase penalties for breaking the laws and provide for mediation when collective bargaining agreements can't be reached.

Although EFCA is not sufficient to bring U.S. labor laws into compliance with international covenants, the practical politician in Mrs. Roosevelt would support it. She argued that "The right to explain the principles lying back of labor unions should be safeguarded, that every workman should be free to listen to the pleas of organization without fear of hindrance or evil circumstances, and that he should have the right to join with his fellows in a union."

Collective bargaining, in her view, was an important way to resolve disputes. She thought strikes, while necessary as a last resort, should be replaced with mediation. EFCA is one step toward her vision of workplace democracy.

On Sept. 2, 1940, Mrs. Roosevelt concluded her column: "On Labor Day we must remember that this nation is founded to do away with classes and special privilege: that employer and worker have the same interest, which is to see that everyone in this nation has a life worth living."

The time is right to celebrate this Labor Day by renewing our commitment to workplace democracy.



USW's Patrick Young, left, and Nick Nave, of Local 620 in District 13
Photo by Kim Miller

Rising Stars

USW Members Shine in Young Workers Movement

If the recent Next Up young workers conference is any indication, the future of the United Steelworkers is very bright.

With boundless energy and a hunger to learn, work and honor history, the USW's delegation of members ages 18 to 35 showed that they are not only the future of the movement, but they are the present.

The USW's delegates to the AFL-CIO's first-ever Next Up Young Workers Summit led discussions, offered new ideas and served as natural leaders and organizers, including fighting for time on the agenda to talk to the entire conference about green jobs legislation. USW members then gathered hundreds of letters to Congress pushing action on the issue.

At the meeting in Washington, D.C., more than 500 young workers and union members from across the nation worked on a "game plan" for the next generation.

Change required

Delegates, including representatives from each USW U.S. district, told the top

labor leaders that unions must change and respond to a changing workforce, changing work habits and different priorities. The plan is to be presented to International President Leo W. Gerard and other AFL-CIO executive board members in late summer.

At the conference, delegates presented ideas ranging from rebranding the union movement using Twitter, Facebook and other social media to increasing old-fashioned organizing, mobilizing and community service. Labor should push issues such as student loan forgiveness, paid sick leave and pension and health care portability, delegates said.

USW delegates said besides networking with emerging union leaders from around the country, the time Steelworkers spent together building solidarity and exchanging ideas was priceless.

"I walked away feeling that the labor movement in this country is not dying. Rather, we're starting to really find the right level of solidarity needed to effectively change the momentum that has been against the middle class and union members for years," said George Calko,

a delegate and member of Local 1375 in Warren, Ohio.

"I walked away from the conference feeling connected to the rest of the labor movement in a way that was previously only hoped for and now there is a real connection between myself and my union brothers and sisters."

Powerful voices

Ephrin Jenkins, a delegate and member of Local 1014 in Gary, Ind., had similar thoughts.

"This could be the start of something great," Jenkins said. He said he hoped the USW delegation moving forward would focus on ideas to diversify the union and grow local education efforts.

"Through that you will have powerful voices without fear and with a strong will. Young individuals are eager to learn and work hard."

AFL-CIO Secretary-Treasurer Liz Shuler is leading the federation's young worker efforts.

"We're all experiencing the economic crisis, but young workers have been hurt disproportionately," Shuler said. "Young

people need the union movement and we need young workers to be engaged."

Last year, the AFL-CIO conducted a survey of young workers that found only 31 percent of 18- to 35-year-olds earn enough money to cover their bills and put some aside. Almost a third is uninsured and one in three still lives at home with their parents.

The Economic Policy Institute also released a study this spring showing the challenges facing jobless young workers who lack a safety net and often don't qualify for unemployment benefits.

There's also this reality: federal data show that organized labor is older than the workforce in general. One of every six workers aged 45 to 64 is a union member. Only one of every 20 young people is in a union.

Amazing young members

International Vice President for Human Affairs Fred Redmond, who led the Steelworker delegation, said: "We have amazing young members who are emerging as strong leaders and effective activists."

"They want to continue our traditions as well as see us adapt and grow so we can succeed for a new generation. This is really exciting because every major milestone in our nation's history – from the civil rights movement to the fight for worker rights and economic justice – young people led the way along with labor."

The USW will continue efforts to integrate members of all ages and backgrounds into the union's many successful leadership and activist programs and will stay in touch with the Next Up delegation to brainstorm new ideas, Gerard said. The International also is mentoring emerging leaders and staying connected to the AFL-CIO's efforts.

"Our young members understand, appreciate and respect our history and have a sense of responsibility to those who came before us," Gerard said.

"This is a tremendous testament to our values and shows that we truly are more than a union, we're family. It's our duty to engage and prepare our future leaders so that our union will survive and thrive. Like every family, we want to leave behind something truly great for our kids and grandkids."

For more on the conference visit www.aflcio.org/nextup.



Steelworkers Ratify New Contract with Alcoa

USW members employed by Alcoa ratified a new four-year labor agreement with the giant aluminum producer that covers some 6,000 workers at 11 U.S. locations.

The agreement, ratified in secret ballot voting on June 24, provides for lump-sum bonuses of \$2,250 this year, \$1,750 next year; general wage increases of 2.5 percent in each of the following two years; and a \$2 per month per year of service increase in the pension multiplier.

This year, the company approached bargaining table with the same regressive agenda that it unveiled in the last round of talks in 2005-2006.

Alcoa proposed a series of changes in health insurance benefits that would have dramatically shifted costs to employees through reduced coverage and higher employee premium amounts.

Two-tier system sought

The company also sought to impose a two-tier system of compensation including lower wages, fewer benefits and no company guaranteed pension for new hires.

Management also sought further limits on seniority rights. Alcoa wanted more restrictive bidding rights, "on call" status, 10- and 12-hour shifts and up to 30-day layoffs without regard to seniority.

In 2005 and 2006, the USW mustered a nearly year-long campaign against Alcoa's agenda and we succeeded in maintaining the master agreement as the only group of Alcoa employees not under the company-controlled Choices program.

This year, the members were heard once again through international picketing, plant gate rallies, strong strike votes and clear messages delivered to plant supervisors and managers.

The union again defended health care benefits, preserved long-standing seniority practices and rejected the two-tier pay and benefit proposal that would have been divisive to union members in the workplace.

USW negotiators acknowledged that times are tough. Alcoa has idled over 25 percent of its aluminum smelting capacity worldwide. Some 1,300 members in master agreement facilities have been laid off.

In a letter urging approval, union negotiators also acknowledged that there are some less than ideal items in the agreement including the lump sum payments in the first two years and increased health care costs.

"But under the circumstances, we believe that this agreement is the best we can achieve, and sees us through the bad times, preserving our most important gains," union negotiators said in the letter.

Although the company's initial health care proposal was designed to appear to offer greater individual choice, in reality it provided less coverage and higher costs.

"Our members were adamant in the need for a single plan which provided everyone with access to high quality health care and protection against catastrophic medical bills," said District 7 Director Jim Robinson, who served as chief negotiator for the union.

The new contract includes somewhat higher employee premiums. Family contributions will rise from \$20 a week to \$47 a week from 2010 to 2014. But those premium costs will still be much less than those paid by Alcoa salaried and non-union employees who participate in the company's Choices health care plan, Robinson said.

"Alcoa was not only insisting on implementing a plan that would have required our members to pay much higher costs for a lower level of coverage, but Alcoa also wanted the right to set future costs and coverage at whatever levels the company deemed appropriate," he said.

"Our membership understood what was at stake and stood in solidarity with us," Robinson said. "The company understood that and it's the reason why we will continue to have excellent health care that is affordable for our families."

Growing a Movement

Women of Steel: Building Solidarity, Encouraging New Activism and Speaking Out



Women of Steel Photos

Kathy Garrison volunteered to help revive Women of Steel at her local union near Baltimore before she knew much about the program. Then she attended a USW women's leadership course.

"I came back with a fire in my heart," said Garrison, a longtime steel mill worker who is now the Maryland coordinator for the USW's Women of Steel program.

"I was pretty amazed at all that was going on," she said. "I didn't know then just how important it is for women to get involved and stay connected."

Now, six years later, Garrison calls Women of Steel a resource for women who want to participate but may feel uneasy about attending mostly male union meetings.

"It gives women a comfort level. Some union meetings aren't comfortable, especially for a woman who hasn't been involved," she said. "It's kind of like a man going to a baby shower."

Engaging the members, developing their interests and skills and showing them the importance of being involved with the union are key purposes of Women of Steel.

We are a team

"As a union we are a team and if a couple of members are not participating, if you've got a third basemen sitting on their hands, then you're not functioning at full level," Garrison said.

As a young woman, Garrison was part of a wave of women who entered the steel mills after a 1974 federal consent decree opened the way for them to work alongside men in the mills.

She spent more than three decades working in hot and physically demanding jobs, toiling at an open hearth furnace for Bethlehem Steel Corp. at Sparrows Point and later cutting steel slabs to length as they emerged from a continuous caster. Today she works as a safety trainer for Severstal, a Russian company that acquired the facility in 2008.

As women became more prevalent in the workforce, they began to take a stronger role

in the union. They challenged sex discrimination, advocated for women's rights and built Women of Steel into a resource and a movement.

Today the Women of Steel program is a conduit for activism and education. It's a way to become involved in politics and union campaigns on issues important to working families.

Ann Flener, the Pittsburgh-based director of the program, cautioned that Women of Steel is not just for women and should not be mistaken for a ladies' auxiliary.

"Women of Steel is about building solidarity among all union members, encouraging new activists to step up and be responsible members, creating dialogue between union brothers and sisters and speaking out on issues on behalf of those who may not have yet found a voice in their workplace," she said.

The program started in Canada during the mid 1980s as a leadership development course for women in the union who were doing nontraditional jobs.

Within a few years, the number of women in executive positions in the locals in Canada had tripled. Union women also started to run for regional political offices.

Carol Landry, International Executive Vice President at Large, the USW's highest ranking female officer, was one of the first to attend the leadership course. Landry served as a local union president, a staff member and assistant to the District 3 Director Stephen Hunt before her election to the position at the 2008 Constitutional Convention.

The idea gravitated from Canada to the United States and took root first as a women's caucus in steel producing areas, notably in Indiana and Illinois. Eventually, women began to agitate for the Women of Steel Leadership Course to be made available to all women.

The leadership course remains a staple of the program today. "It is more than training," Flener said. "It's a life-changing experience."

After building support on the local and

district levels, a resolution to turn Women of Steel into a union movement was passed by unanimous vote at the 1989 convention. Women's Committees were made mandatory for local unions with female members in 2005.

All female USW members are Women of Steel and should talk to their local union president if they are interested in serving on their local's Women's Committee, Flener notes.

Growing with the union

The program kept its name and its mission as the USW grew through mergers with PACE, the United Rubber Workers, the Aluminum Brick and Glass Workers, and other unions.

Lesly Hall, a regional coordinator for Women of Steel in Missouri, got involved after the PACE merger in 2005. She is president of Local 713, an amalgamated local that represents workers at Dyno Nobel, the explosives company.

At quarterly council meetings, Hall said members share ideas and success stories and discuss union and family-related topics including health care reform and the Employee Free Choice Act. They take part in phone banks and other political actions.

While community service and charity fundraisers are staples of many groups, Hall encourages members to "reach out farther and volunteer for more visibility."

Women of Steel is about making our union stronger through an engaged, powerful, strong, kick butt, taking no names, special women-led solidarity. This is not a battle of the sexes in our union.

Leann Anderson, Assistant to the International President

Her council, for example, joined with the Missouri AFL-CIO and another union, the OPEIU, to operate a union summer camp for teenagers last year.

The campers organized into a local union, elected officers, joined committees and paid union dues. They negotiated a contract with counselors that set up the rules of the camp and attended workshops, including one that gave a hint of what it would be like to work in a sweatshop.

We need a union

"One of the campers said we need a union and she got all of her co-workers to

walk off the job. That was awesome," Hall said. "It was a chance to teach some labor history and the good that the labor movement does for the working class as a whole."

WOS activities are as varied as the membership and their ideas. There are school supply drives for children in local communities and as far away as Liberia, where the USW is supporting rubber plantation workers.

In District 4, two dozen Women of Steel from Local 1000 at Corning Inc., volunteered to tote lumber, wield saws and swing hammers while framing a Habitat for Humanity house.

"It was the perfect opportunity to come together, do something positive for the community and work as a team," said volunteer Rebecca Price.

Garrison remembers vividly the strong support Women of Steel gave to the USW's Toxic Trade campaign that highlighted the dangers of lead and other toxins in toys made in China.

"There are poisons in the toy box. It was something that hit at the heart of anyone who cares about children," she said. "It was something to be shouted from the roof tops."

Garrison's overall activism was recognized by the Alliance for American Manufacturing (AAM), a partnership with industry and the USW that promotes domestic jobs. The AAM featured her in a national campaign promoting U.S. manufacturing.

Active districts hold petition and letter-writing drives supporting the union's legislative and political agendas on issues such as clean energy jobs and health care reform. They lobby for Buy American resolutions from local government and support their brothers and sisters on the picket lines.

District 2, for example, delivers an educational program and opportunity for activism at each of its quarterly council meetings. Participants are urged to learn about the Family and Medical Leave Act, the Blue-Green Alliance and then write letters and make phone calls on behalf of the union's initiatives.

"The quarterly council meetings keep the participants informed and educated on the latest issues our union faces and allows Women of Steel to be ready when called upon to fight for their union and our issues," said Tonya DeVore, a Women of Steel coordinator for District 2 in Michigan.

"I truly appreciate being able to see women grow in our union," she said. "I am honored to be part of it and, most importantly, I am so proud of the good things we have accomplished."

Save the Date:
Oct 17-20, 2010

The 2010 USW International Women's Conference, "Women of Steel – World of Women," will be held in Pittsburgh from Oct. 17 to Oct 20 at the Westin Convention Center hotel.

The conference, "Women of Steel – World of Women," is traditionally the largest gathering of working women in North America.

Register early for hotel space as the convention falls over a Sunday NFL game between the Pittsburgh Steelers and the Cleveland Browns. The entire city typically sells out the Saturday before a Sunday home game.

You may register in advance online by going to www.usw.org and selecting International Women's Conference Registration. You may also register by mail or fax using forms that have been sent to local union presidents and recording secretaries.



Who should benefit: rich or jobless?

The background music to the machinations on Capitol Hill over the past several months is the Pink Floyd classic, "Money."

"Get a good job with good pay and you're okay," the lyrics begin. The country's 14.6 million unemployed workers would agree. But in an economy with five of them competing for every one open job, they are not all okay.

Incredibly, after reckless Wall Street gambling crashed the nation's economy and caused the stubborn 9.5 percent unemployment, the debate in Congress is over who should benefit – the unemployed or the rich – from the nation's tax policy and tax revenues.

Democrats favor the unemployed and workers. They have sponsored extended unemployment benefits, programs to promote manufacturing jobs, workplace safety provisions and Wall Street reform.

By contrast, Republicans favor the rich. They opposed Wall Street reform. They have demanded an extension of Bush's tax cuts for the rich, and they opposed and delayed extending benefits for the unemployed. They demanded that Democrats find a way to offset the \$33 billion the unemployment compensation extension would cost. But Republicans said there was no need at all to find a way to pay for the \$830 billion that extending tax cuts for the rich would cost.

Pink Floyd had it right:

"Money, it's a crime; Share it fairly but don't take a slice of my pie. Money, so they say; is the root of all evil today. But if you ask for a raise, it's no surprise; that they're giving none away."

Republicans have no intension of "sharing fairly" with the unemployed, who they have characterized as lazy moochers. Between 2001 and 2007, 66 percent of the nation's income growth has gone to the richest 1 percent of all Americans, and Republicans are insisting that their tax cuts remain in place – so the government never gets a slice of that pie.

Republicans believe their obstruction and pandering to the rich will be their winning ticket in the fall elections. Their strategy is to make Democrats appear weak and to cash in on voter anger about the country's economic problems.

Improving everyday lives

Democrats don't believe voters are so stupid. Ultimately, they managed to pass extended unemployment compensation and a financial reform bill. In addition, they launched a "Make It in America" campaign to promote American manufacturing. And they're moving legislation to crack down on serial mine safety violators.

Democrats believe voters will see their efforts to improve the lives of everyday Americans and will realize that Republican obstruction forced

the elimination of a \$19 billion tax on big banks and hedge funds to pay for the financial reform bill and defeated an effort to cut \$35 billion from federal tax subsidies given to Big Oil corporations.

Republicans are protecting the rich, while 61 percent of Americans "always or usually" live paycheck to paycheck, an increase from 43 percent in 2007, the year the recession began.

Democrats focused on the majority – the 528,000 who already lost their homes to foreclosure this year, the 1.4 million who filed for personal bankruptcy last year, a 32 percent increase over 2008.

The financial reform bill, for example, establishes a consumer protection agency and prevents taxpayers from being forced to pay for Wall Street recklessness again.

The law cracks down on abusive practices in the mortgage industry, simplifies contracts so borrowers know what they're signing and ends hidden fees and penalties. The law expands federal banking and securities regulation.

Manufacturing strategy advanced

Almost immediately after President Obama signed the financial reform bill, Democrats in the House, guided by Speaker Nancy Pelosi and Majority Leader Steny Hoyer launched the *Make It in America* program. Pelosi noted that she is seeking bi-partisan support for these measures, but 39 Republicans opposed one of the first bills passed.

By the end of July, Democrats in the House had passed a half dozen measures supporting manufacturing, including one mandating that each president create a national manufacturing strategy in his second year in office and that progress be assessed annually. Also, in a major step, the House passed a bill closing tax loopholes blamed for encouraging multinational companies to ship jobs overseas.

In addition, U.S. Rep. George Miller (D-Calif.), a stalwart defender of workers, managed to get out of committee a bill that would significantly improve safety for mine workers and strengthen protections for all workers.

The bill would, for example, guarantee all miners the right to refuse to work in unsafe conditions. Also, the bill would strengthen whistleblower protections for all workers and increase criminal and civil penalties for reckless employers.

Passage of this bill should be a no-brainer after explosions in April killed 29 miners at Upper Big Branch, 7 refinery workers at Tesoro and 11 workers on the BP oil rig. But Republicans, busy seeking tax breaks for the rich, don't have time for it. Their mantra: money, money, money for the rich. Nada (nothing) for workers.

Bankruptcy Reform
Needed to Treat
Workers and Retirees Fairly

Stop Corporate PICKPOCKETS

Corporations have for too long used bankruptcy as a back door to slash wages and benefits and break promises to retirees.

To stop that ruinous trend, the USW and other labor unions support the *Protecting Employees and Retirees in Business Bankruptcies Act of 2010*, which would curb abuses that exploit workers and retirees.

The bill was introduced in the Senate by Assistant Senate Majority Leader Dick Durbin (D-Ill.) and in the House by Judiciary Committee Chairman John Conyers (D-Mich).

International Vice President Thomas Conway urged the House Judiciary Subcommittee on Commercial and Administrative Law to reform the bankruptcy code.

"It is all too clear that sensible bankruptcy reform, which elevates the preservation of good paying jobs to a rightful place and treats workers and retirees more fairly, is now more necessary than ever," he testified.

In the last decade, USW members and retirees have suffered excessively after bankruptcies by steel, aluminum, iron ore, paper, glass, and auto parts corporations.

Pensions, insurance lost

Some companies reorganized or were sold. Others simply liquidated. That process ended pension plans and health insurance covering hundreds of thousands of USW members, retirees and surviving spouses.

"The human dimensions were vast," Conway said.

Conway called the proposed legislation essential.

"American workers and retirees should not be forced to sacrifice when other stakeholders are spared, and the U.S. bankruptcy laws should take into account the important social interests of protecting American workers and promoting collective bargaining as a resolution for disputes," he said.

The last major bankruptcy code reform addressing worker and retiree rights, enacted in the 1980s, sought to balance collective bargaining rights against corporate need for debt relief.

"We believe Congress always intended this balance to allow a reorganizing company to reject a labor agreement only after full and earnest bargaining had failed and, even then, only when necessary to avoid liquidation," Conway said.

But the balance has been upset over the past 25 years. Courts now regularly grant corporate relief under a standard more lax than the USW believes Congress intended.

"Employers now push aggressively for changes to labor and pension and retiree insurance agreements, often as a first shot rather than a last resort," Conway said.

Restore the balance

As a first step, Conway said Congress should restore balance by limiting the authority of courts to break labor agreements.

"This would include demanding that fulsome bargaining occurs before a debtor asks the court to intervene," he said.

Second, Conway said reform should require that companies pay their debts to workers before the claims of other creditors who are typically more able to absorb losses than individual households.

Third, Conway said reform should forbid executives who bankrupt a company to improve their own salaries and benefits while forcing workers and retirees to forfeit their way of life.

Lastly, Conway said Congress should clarify that a bankruptcy judge may, in reviewing the sale or auction of a company's assets, favor a purchaser that plans to retain jobs and benefits.

Increasingly, lenders appear unwilling to extend the long-term financing needed for a company to explore reorganization, thus pressuring companies to sell assets quickly. In some instances, the lender itself is the buyer.

"In too many of these cases, the bankruptcy case appears to be run for the exclusive benefit of the lenders to the detriment of all other creditor groups," Conway said.



When America's trading partners don't play by the rules, Doug May knows that Steelworkers like himself can lose the jobs they need to pay their mortgages, send their kids to school and prepare for a dignified retirement.

May, editor of Local 1899's publication, *The Mettle Post*, in Granite City, Ill., let his anger over China's predatory trade practices show last year in an editorial entitled, *Chinese Pockets Filled as Americans' are Emptied*.

May took on the difficult topics of trade deficits, illegal Chinese subsidies and China's devalued currency. He lambasted a local Republican congressman, John Shimkus, for fear mongering talk that our Buy American movement would lead to a trade war.

"We must continue to let officials like Shimkus know we are tired of being treated like chumps and sold out through unfair trade," May wrote. "If we don't, they will dump more steel into the U.S. and our current mess will seem like a walk in the park."

Best editorial

May's eloquent outrage was recognized by the United Steelworkers Press Association (USPA), which awarded him the best editorial/column award at its biennial conference in Pittsburgh this summer.

May is one of many Steelworker communication activists in locals across North America who take on the often thankless jobs of publishing local union newsletters and maintaining websites to keep our members aware of issues that can impact their jobs.

"You are the eyes and ears of your local union. Your members trust the information you deliver to them," International Secretary-Treasurer Stan Johnson told conference delegates.

USPA President Van Tenpenny, financial secretary of Local 1155L at the Bridgestone Americas Tire plant

in Tennessee, won the best photo award for a union rally shot of a father and two children, one holding a sign reading, Daddy's Contract Affects Me Too!

Dennis Baker from Local 1899 in District 7 won the legislative and political action award for his article, *Enough is Enough*, that outlined the platform differences of the 2008 presidential candidates.

Howard J. McCartney award

The Howard J. McCartney Award for the advancement of labor journalism was presented to Ernie Galgozy from Local 1375 in District 1. Laid off for over 14 months, Galgozy enrolled in communications courses, wrote articles for the USPA website about the plight of workers at his plant and supported his fellow workers in freelance articles he wrote for a local newspaper.

Overall, International President Leo W. Gerard honored 18 communicators for best work in a variety of categories. The first Best Visual Award was presented to Galgozy for his video coverage of a strike at Local 3523.

Local 1375 took one of two prestigious Raymond W. Pasnick Awards for best local union publication. *Steeldrum* editor P.C. Choo, from Local 1998 in District 6, captured his second Pasnick Award for best publication with circulation over 1,500.

But the ultimate winners were the delegates who took advantage of a wide range of training. Writing, editing, layout and design attracted first-time conference attendees while web-based and social media courses were among the most popular overall.

For a complete list of award winners or information on the United Steelworkers Press Association, go to <http://www.usw.org/resources/uspa>.

USW members sent more than 100,000 letters

Rapid Response activists traveled to Washington, D.C. in July to highlight the more than 100,000 letters sent by USW members asking Congress to secure our current jobs and create new jobs as part of a clean energy economy. Activists hand delivered a sampling of the letters to Senate offices and held a press conference to promote the need for good middle-class manufacturing jobs. "We have an opportunity to make America a leader in building the components for the emerging clean energy economy, but we can only do that if we make the necessary investments in manufacturing," said Wilma Buckley, a USW Rapid Response coordinator from Collierville, Tenn. "Clean energy technologies must be built here at home, creating and maintaining jobs in every community in America."



Photo by Stan Johnson

International President Leo W. Gerard shows solidarity with United Mine Workers of America President Cecil Roberts (right) at the UMW's 54th Constitutional Convention in Las Vegas in July. Gerard spoke forcefully about worker safety, a key theme of the convention. The USW and the UMW are working together to advance worker safety in the aftermath of fatal mining and refinery accidents earlier this year.

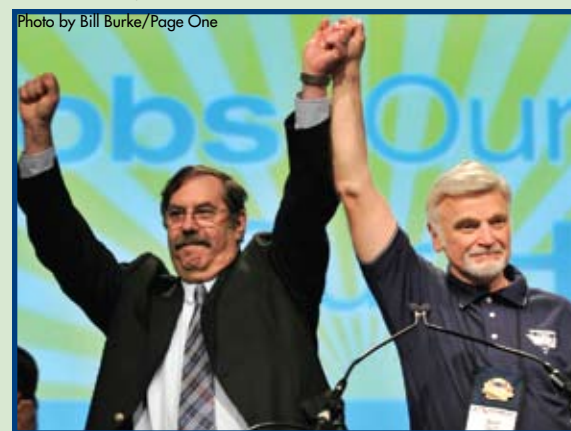


Photo by Bill Burke/Page One



Mark West

Mark West worked for 28 years at Continental Tire North America's plant in Charlotte, N.C., until the company ceased production in 2006, laying off about 500 workers, and outsourced USW-represented jobs to plants in Mexico and Brazil. This summer, West and other former Charlotte employees protested outside Continental's new U.S. headquarters in Indian Lake, S.C., seeking shutdown benefits they believe are due to them. Continental claims the Charlotte plant has not completely closed since it is being used as a warehouse with a small number of employees. Court-ordered arbitration began on July 27.

Save the Date!

Protect your Job and our Public Services!
USW Public Sector Conference
Oct. 21-23, 2010
Pittsburgh Hilton Hotel
www.usw.org (click on public sector)
or contact your staff representative



STEELWORKERS RECOGNIZED AT USPA CONFERENCE



Van Tenpenny's winning photo



Doug May, Local 1899

NEWS Bytes

California Hospital Workers Vote for USW

Health care workers at the Oak Valley Hospital in Oakdale, Calif. voted overwhelmingly in July to join the USW and its Health Care Workers Council. The new members include registered nurses, respiratory therapists, radiology technicians, certified nursing assistants, lab scientists, environmental services and dietary employees.

With the July 9 vote, they joined 10,000 health care members represented by the USW at hospitals across California. The union was approved by a better than two-to-one margin with 130 employee ballots counted.

First contract negotiations come next. "We will finally have input in our futures at the hospital," said Diane Grimes, a radiation technologist. "Now, we can concentrate on working together through the tough times with a new voice."



Pictured are union supporters from admitting, emergency room, environmental services, food and nutrition, lab, labor and delivery, materials management, radiology, respiratory and ambulance services who attended the Oak Valley Board of Directors meeting one week before the election.

Vetter Recognized for PAC Collections

Carol Vetter, president of Local 850 at the Regal Ware cookware factory in Kewaskum, Wis., supports the USW Political Action Committee (PAC) because she knows how important it is for organized labor to be active in government. "If we don't elect labor-friendly people, we don't have a chance," she said. "When we get labor-friendly people in office, we can effect change. It may not come quickly, but we can get it done."

District 2 set a record in PAC collections thanks in part to Vetter's persuasive skills. In recognition of her devotion to the program, delegates honored her with a plaque at a recent council meeting where \$12,000 was raised.

"We could never fully recognize sister Carol Vetter for what she has done to support District 2's overall efforts, especially her lifetime support of our PAC program," Director Michael Bolton said. "She's our best, our very best."



Ravenswood Pact Ratified

Members of United Steelworkers Local 5668 ratified a new two-year labor agreement covering some 700 employees at Alcan Aluminum in Ravenswood W.Va.

The agreement preserves the existing medical insurance plan, provides hourly wage increases of 35 cents in each year and improves the pension plan.

Two previous contract proposals were rejected because of concern over job losses related to work reorganization. A new labor/management committee will oversee implementation of efficiencies while protecting members from layoffs.

Local 5668 President Jason Miller said the agreement was ratified after the bargaining committee came back with job security language not in earlier offers. "The solidarity shown by our membership was phenomenal," he said. "Without their support, we would have been less certain to secure our jobs."

Energy Grant Adds Jobs

A \$1 million grant for energy efficient upgrades is helping a family-owned bakery expand its operations in Ohio and add more employees to its USW-represented work force. The grant from the American Recovery and Reinvestment Act's State Energy Program helped to finance a \$3.7 million expansion of the New Horizons Baking Co. in Norwalk, Ohio.

John Brown, president of Local 1-0377, said the expansion should add 25 jobs to an existing work force of more than 160. The company sells baked items to fast food restaurants in seven states.

Income Gap Highest Ever

The gap between the wealthiest Americans and middle- and working-class Americans has more than tripled in the past three decades, according to the Center on Budget and Policy Priorities.

New data show that the gaps in after-tax income between the richest 1 percent of Americans and the middle and poorest parts of the population in 2007 was the highest it's been in 80 years, while the share of income going to the middle one-fifth of Americans shrank to its lowest level ever.

Steelworkers Remembered

A new monument in Aliquippa, Pa., recognizes the generations of Steelworkers who toiled there for Jones & Laughlin Steel Corp. and its successor, LTV Corp.

The black granite monument, installed near the city's police station, was organized by the local historical society and dedicated this summer. Ron Zuccaro, former president of Local 1211, spoke at the ceremony and said it is important for future generations to "remember what the mills were all about."

By 1967, J&L's Aliquippa Works employed 14,000 people. LTV bought the company in 1968 and announced its closure in 1984.



Manufacturing Concerns Voters

Democrats and Republicans this year all face an unhappy electorate concerned over the loss of American manufacturing jobs and lack of work being done on the issue by Congress, a new poll has found.

The nonpartisan survey of 1,000 likely voters was for the Alliance for American Manufacturing (AAM), a partnership of the USW and leading manufacturers.

Pro-manufacturing policies won overwhelming support across demographics including union and nonunion households, independents, and Tea Party supporters.

Two-thirds of voters believe manufacturing is central to our economic strength. Of those polled, 86 percent said they want Washington to focus on manufacturing. Another 63 percent feel workers who make things are forgotten while Wall Street gets bailouts.

Memorial Fund Established

A memorial fund has been established to help the families of two steelworkers killed in an explosion at Horsehead Corp.'s zinc processing facility in Monaca, Pa.

James Taylor, 53, of Hopewell Township, Pa., and Corey Keller, 41, of Newell, W.Va., died July 22 in an explosion at the plant's refinery. Two others were injured. The cause of the explosion is under investigation.

Bernie Hall, president of Local 8183, said those wishing to donate can send checks or money orders made out to the Keller and Taylor Families Memorial Fund to USW Local 8183, 1445 Market St., Beaver, Pa. 15009.

Saving Rainforests Saves Jobs

The USW has joined leading U.S. farm and forest products groups in calling for the protection of tropical forests as part of comprehensive energy and climate legislation.

Destruction of the world's tropical forests by overseas timber, agriculture and cattle operations has led to a dramatic expansion in the production of commodities that compete directly with U.S. products.

Unscrupulous operators are flooding the U.S. market with cheap beef, timber, soybeans and vegetable oil, driving down prices and costing American farmers, ranchers and timber producers hundreds of billions of dollars.

The report was issued by the USW and its partners, the National Farmers Union and the American Forest and Paper Association.

Member Elected to Council

Mark Wildenhain, a member and past president of Local 1007 in District 4, was elected in May to the Pawtucket City Council in Rhode Island to fill the unexpired term of his late father, Paul Wildenhain.

Wildenhain, an employee of Osram Sylvania in Central Falls, also followed in his father's footsteps as a union leader, serving as president and vice president of Local 1007 and sitting on the executive board of the Rhode Island AFL-CIO.

Fallen Members Honored

A scholarship and grant program honoring fallen members of USW Local 12-591 and its predecessor, PACE Local 8-591, has distributed \$513,600 to help students continue their education since its inception in 1998.

Local 12-591 represents 630 members employed by Chevron Marketing, General Chemical, PM Northwest, Shell Anacortes refinery, Tesoro Anacortes refinery and Tesoro Hawaii refinery.

This year, the local is awarding nine scholarships and 17 grants totaling \$45,000 in memory of these fallen members: Jerry Cannell, Earl Stanek, Ed Stocker, Bob Owings, Jeff Heidingsfelder, Tracy Giles, Jim Berlin, Ted Cade, Wayne Dowe, Woody Fry, Daniel Aldridge, Matthew Bowen, Darrin Hoines, Kathryn Powell, Donna Van Dreumel and Matt Gumbel.

Airline Locals Attend Training

Training workshops for USW-represented airline workers drew representatives of three local unions representing ground crew and flight attendants for Pinnacle Airlines and flight attendants for Colgan Air, both units of Pinnacle Airlines Corp.

The workshops for Locals 736, 772 and 9535, held in Pittsburgh last May, were facilitated by International Vice President Carol Landry and District 9 Director Dan Flippo. Pinnacle flies commuter routes from regional airports as Delta Connection.



Rhodia Workers Choose USW

Chemical workers employed by French-based Rhodia in University Park, Ill., chose the USW in a union representation election in mid-July. The vote was 62-11.

The vote came after the union enforced plant management neutrality negotiated between Rhodia and the International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM). Seven Rhodia plants in the United States are organized by the USW, including three in the Chicago region.

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 _____

Photo by Earl Dotter



Securing and Improving Paper Jobs

The USW's Paper Bargaining Conference is preparing to build on its victories and continue the fight for better contracts in an industry facing challenging conditions, including unfairly priced imports that are undermining good U.S. jobs.

See pages 5 and 6 inside USW@Work.