



The United Worker

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Working Families Win With Issue 2 Defeat

The American labor movement is celebrating an enormous victory over anti-worker legislation in Ohio after citizens in that state resoundingly voted to repeal a bill that stripped public employees of their collective bargaining rights. The ballot initiative, known as Issue 2, was defeated Nov. 8 by a wide margin, with more than 60 percent of voters saying, “No,” to the attacks on Ohio’s middle class.

“Last night, Ohio voters delivered a bona fide victory for public sector workers everywhere,” said U.S. Secretary of Labor Hilda Solis Nov. 9. “After months of advocacy and organizing, the people of Ohio have defeated a law that would have silenced the middle class and curtailed the collective bargaining rights of thousands of teachers, firefighters and police officers. Ohio has made it clear: These dedicated public servants still need a seat at the table to demand fairness, dignity and respect — especially in tough economic times. Through their unions, they have a voice in their workplace, in their future and, most importantly, in our future.”

Members of organized labor, including UIW officials, rank-and-file members, and officials and members from UIW-affiliated unions including the Seafarers International Union and the Seafarers Entertainment and Allied Trades Union, were an integral part in getting the word out about the initia-



Union members and other pro-worker demonstrators take their message to Ohio’s capital city, Columbus.

tive. They helped warn of the dangers the loss of collective bargaining rights poses to the state and the country.

“Make no mistake, Ohio is at the center of a larger plan to destroy working families, the middle class, and the labor movement,” said UIW President Michael Sacco in a communication to members. “By attempting to eliminate collective bargaining rights from the workers who serve us, nurses and fire-

fighters would’ve been unable to negotiate safe staffing levels or training, and teachers could have no longer been able to negotiate sensible class sizes. I applaud the citizens of Ohio for taking a brave stand against the attacks from the radical right-wing against Ohio’s, and America’s, working people.”

AFL-CIO President Richard Trumka, who was in Ohio going door-to-door to generate support, agreed.

“Tonight’s victory represents a turning point in our collective work to protect good jobs, working families and workplace rights,” said Trumka. “But it’s more than that. It’s a long-overdue return to common sense. From the very beginning of our jobs crisis, anti-worker politicians like Ohio’s Gov. Kasich have used our poor economy to push a

Continued on Page 2

Season’s Greetings



The Labor-Management Reporting & Disclosure Act Page 3

Notice to Employees Covered By Union Agreements (Beck Notice) Page 3

Super Committee Fails to Do Job, Budget Cuts Will Start in 2013

More than three months of negotiations by the Joint Committee on Deficit Reduction ended in failure Nov. 21 as the 12-member panel formally announced that it was unable to deliver on its charge of producing a plan that shaves trillions of dollars off the national debt.

Panel co-chairmen Sen. Patty Murray (D - Wash.) and Rep. Jeb Hensarling (R-Texas), in a joint statement released shortly after the U.S. Markets closed, made the announcement to the press that the so-called Super Committee could not reach agreement.

“After months of hard work and intense deliberations, we have come to the conclusion today that it will not be possible to make any bipartisan agreement available to the public before the committee’s deadline,” the co-chairmen said. “Despite our inability to bridge the committee’s significant difference ... we remain hopeful that Congress can build on this committee’s work and can find a way to tackle this issue in a way that works for the American people and our economy.”

The panel’s failure to find \$1.2 trillion

in savings over the next 10 years means that automatic, across-the-board cuts equal to that amount will be triggered in January 2013 through a mechanism known as sequestration. Of those cuts, 50 percent — or about \$600 billion — will come from defense spending. The remaining 50 percent will be cut from government entitlement programs.

“The only way these spending cuts will not take place is if Congress gets back to work to reduce the deficit by at least \$1.2 trillion. They’ve still got a year to figure it out.”

--- President Barack Obama

In view of the severe cuts that sequestration would impose on defense and other programs, extensive discussion by members of Congress have taken place regarding passage of new legislation to prevent sequestration from being implemented in 2013. And while most of the concern has focused on the \$600 billion in defense cuts, some lawmakers also have suggested that the corresponding \$600 billion in cuts to domestic programs and some mandatory spending will also be contested before the automatic reductions begin in January 2013.

Senate Majority Leader Sen. Harry Reid (D-Nev.), however, has indicated that in the absence of a “balanced plan” to reduce

Continued on Page 5

From the President

Well-Earned Win in Ohio

Although Election Day 2011 was what's known as an off-year election, it delivered a tremendously important victory not only for union members but also for America's working families as a whole.



Michael Sacco

As reported in more detail beginning on the front page, UIW members joined with fellow Ohio voters on November 8 to stand up for workers' rights and convincingly overturned a vicious, anti-union law designed to eliminate collective bargaining for public-sector workers. In fact, plenty of people in Ohio and across the country – and not just from within the labor movement – realized that the state law (Senate Bill 5) was part of a larger plan to cripple unions. Those attacks won't stop, but the Ohio vote proved once again that the middle class won't roll over and let fanatical politicians make them suffer most of the consequences for a recession not created by workers or their unions.

I thought Vice President Joe Biden put it well during a post-Election Day rally in Ohio. He said that workers, via their rejection of SB5 (also known as Issue 2), "fired the first shot" not only for November 8, 2011 but for next year's federal and state elections. "It's not about Barack Obama. It's not about Joe Biden. It's about whether or not middle-class people will be put back in the saddle, because they're the ones that make America move," the vice president said.

He went on to say that the Ohio vote "was not just a fight about collective bargaining. It was about respecting teachers, cops on the beat who risk their lives, firefighters, and the extraordinary courage they show every day. This isn't about labor; this is about giving the middle class a fighting chance."

Finally, he warned that more anti-labor legislation can be expected, including bills targeting workplace safety regulations, prevailing wage laws, right-to-work (for less) and environmental measures.

If that's not enough to keep our attention, nothing is!

While we have plenty of work ahead, a word of congratulations is in order to everyone who contributed to the win in Ohio. I'm proud to say the UIW did our part, as did our parent organization--the Seafarers International Union--and our affiliated union, the Seafarers Entertainment and Allied Trades Union. We were joined by dozens of other AFL-CIO affiliates, Ohio's state labor federation and central labor councils, and by personnel from the AFL-CIO itself – led by AFL-CIO President Rich Trumka, who's doing an excellent job during an extremely tough time for working families.

Forging Ahead

As you may recall, the theme of our most recent convention, which took place in 2009, was "Forging Ahead." The UIW has continued putting that theme into practice, and as a result, in the past year we achieved noteworthy gains including new collective bargaining agreements in Ohio and a big organizing victory in Maryland. We also remained very active in the AFL-CIO at the national, state and local levels, where we stood up for the rights of all working families on a wide range of issues.

Like other unions – and other organizations in general, for that matter – we also faced plenty of challenges in 2011, many of them related to the economy. We are working through those challenges and will continue doing so for as long as it takes.

As the New Year approaches, I'm more confident than ever in our rank-and-file members, our officials and our future.

Happy Holidays

Despite the challenges we may face, at this time of the year we all traditionally count our blessings. As always, I am grateful to our rank-and-file members for their hard work and continuing support.

On behalf of all UIW officials, I extend warmest wishes to all UIW members, retirees and their families for a safe, healthy and happy holiday season.

Additionally, I offer heartfelt greetings and prayers for the men and women of our armed forces who still are deployed overseas protecting our freedom. May your missions be successful and may you return home to your families safe and sound.



Voters in Ohio strongly agreed with this sentiment (displayed on a homemade sign in Columbus), as reflected in their defeat of an anti-worker measure that attacked collective bargaining rights.

Labor Movement Records Key Win During Ohio's 'Off-Year' Election

Continued from Page 1

cynical political agenda that favors the richest one percent at the expense of the 99 percent. Today, Ohio voters rejected that agenda."

Issue 2 was created in response to Ohio Senate Bill 5 (SB5). Ohio Gov. John Kasich, who was elected in 2010, rode the anti-worker and anti-union wave that followed those elections in places like Wisconsin, Michigan, Florida and others. Like Wisconsin Gov. Scott Walker, who pushed a plan to attack middle-class families in his state, Kasich and his allies introduced SB5 which, among other things, eliminated collective bargaining rights for the state's teachers, firefighters, police officers, and other public employees.

Following public outrage, several groups were formed to take action against the bill and restore rights to Ohio's workers. We Are Ohio, a group made up of civic, religious, community, and labor organizations, led the charge against Kasich and SB5 by circulating a petition that would put SB5 up to a public vote. The petition ended up with more than one million signatures, well above the number needed to put Issue 2 on the ballot.

After a strong push by We Are Ohio and other groups, voters in Ohio chose to repeal SB5 by a 61.3 percent to 38.7 percent margin.

The fight against SB5 became about more than just reestablishing hard-fought rights for public sector workers, according to pundits, labor officials and others. For many, the struggle to repeal SB5 was about the future of the middle class in America, the role of organized labor, and the importance of workers' rights in this country. Some see the results as an affirmation of the importance that unions play in the lives of America's working class.

"In my time as labor secretary, I've seen firsthand time and time again how unions make remarkable contributions to the strength and prosperity of our nation," said Solis. "In workplaces across the country, collective bargaining is helping businesses improve their bottom line, providing tax payers with high-quality services, making workplaces safer and more productive, and ensuring that all Americans have the opportunity to make it into the middle class."

Union Plus Helps Working Families Realize Educational Goals via Scholarship Offerings

Union members and their dependents who are looking to further their education should research all the scholarship opportunities that are available to them, including those through Union Plus.

The Union Plus Scholarship Program awards \$150,000 each year to union members, spouses or dependent children who are attending a two-year college, four-year college, graduate school or a recognized technical or trade school. Applications for the 2012 scholarship program are due Jan. 31, 2012.

Since starting the program in 1992, Union Plus has awarded in excess of \$3.2 million in educational funding to more than 2,100 union members, spouses and dependent children. Recipients are selected based on academic ability, social awareness, financial need and appreciation of labor.

There is no requirement to have participated in any Union Plus program in order to apply for these scholarships. Those interested in applying should visit www.unionplus.org/education.



The United Worker

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Time for Flu Shots



CIGNA-contracted LifeHealth Nurse Lima Wheeler-Evans (left) administers an influenza shot to UIW/SIU Assistant Controller Cindy Self October 17 at UIW/SIU Headquarters in Camp Springs, Md. Some 50 headquarters employees took advantage of the free shots (provided at no charge through CIGNA) as did 50 more UIW/SIU members at the union-affiliated Paul Hall Center for Maritime Training and Education in Piney Point, Md.

Union Member Rights, Officer Responsibilities Under The Labor-Management Reporting and Disclosure Act

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS) enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in Federal court.

Union Member Rights

Bill of Rights - Union Members Have:

- Equal rights to participate in union activities.

- Freedom of speech and assembly.
- Voice in setting rates of dues, fees and assessments.

- Protection of the right to sue.

- Safeguards against improper discipline.

Copies of Collective Bargaining Agreements:

Union members and nonunion employees have the right to receive or inspect copies of collective bargaining agreements.

Reports: Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from OLMS.

Officer Elections: Union Members Have The Right To:

- Nominate candidates for office

- Run for office.

- Cast a secret ballot.

- Protest the conduct of an election.

Officer Removal: Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships: Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

Prohibition Against Certain Discipline: A union or any of its officials may not fine, expel or otherwise discipline a member for exercising any LMRDA right.

Prohibition Against Violence: No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

Union Officer Responsibilities

Financial Safeguards: Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets

commit a Federal crime punishable by a fine and/or imprisonment.

Bonding: Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

Labor Organization Reports: Union Officers Must:

- File an initial information report (Form LM- 1) and annual financial reports (Forms LM-2/3/4) with OLMS.

- Retain the records necessary to verify the reports for at least five years.

Officer Reports: Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

Officer Elections: Unions Must:

- nHold elections of officers of local unions by secret ballot at least every three years.

- Conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year.

- Mail a notice of election to every member at least 15 days prior to the election.

- Comply with a candidate's request to distribute campaign material.

- Not use union funds or resources to promote any candidate (nor may employer funds or resources be used).

- Permit candidates to have election observers.

- Allow candidates to inspect the union's membership list once within 30 days prior to the election.

Restrictions on Holding Office: A person convicted of certain crimes may not serve as a union officer, employee or other representative of a union for up to 13 years.

Loans: A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

Fines: A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

Note: The above is only a summary of the LMRDA. Full text of the Act, which comprises Sections 401-531 of Title 29 of the United States Code, may be found in many public libraries, or by writing the U.S. Department of Labor, Office of Labor-Management Standards, 200 Constitution Ave., NW, Room N-5616, Washington, DC 20210, or on the internet at www.dol.gov

Beck Notice

Notice to Employees Covered by Union Agreements Regulated Under the National Labor Relations Act

The United Industrial, Service, Transportation, Professional and Government Workers of North America (UIW) assists employees by representing them in all aspects of their employment and work with various industries in job sites throughout North America and the United States Virgin Islands. For the most part, the union spends a majority of its financial resources on collective bargaining activity and employee representation services. In addition to these expenditures, the union also spends resources on a variety of other efforts such as organizing, publications, political activities and community services. All of these services advance the interests of the union and its membership.

This annual notice is required by law and is sent to advise employees represented by the United Industrial Workers about their rights and obligations concerning payment of union dues. This notice contains information which will allow you to understand the advantages and benefits of being a union member in good standing. It will also provide you with detailed information as to how to become an agency fee payor. An agency fee payor is an employee who is not a member of the union but who meets his or her financial obligation by making agency fee payments. With this information, you will be able to make an informed decision about your status with the United Industrial Workers.

1. Benefits of union membership - While non-members do receive material benefits from a union presence in their workplace, there are significant benefits to retaining full membership in the union. Among the many benefits and opportunities available to a member of the United Industrial Workers are the right to attend union meetings, the right to vote for candidates for union office and the right to run for union office. Members also have the right to participate in the development of contract proposals and par-

ticipate in contract ratification and strike votes. Members may also play a role in the development and formulation of union policies.

2. Cost of union membership - Dues for UIW members are based upon an employee's hourly wage. Individuals pay two (2) times the UIW member's hourly wage with a \$20.00 (twenty dollar) minimum, and the payment is generally done through payroll deductions during the first pay period of each month.

3. Agency fee payors - Employees who choose not to become union members may become agency fee payors. As a condition of employment, in States which permit such arrangements, individuals are obligated to make payments to the union in the form of an agency fee. The fee these employees pay is to support the core representational services that the union provides. These services are those related to the collective bargaining process, contract administration and grievance adjustments. Examples of these activities include, but are not limited to, the negotiation of collective bargaining agreements, the enforcement and administration of collective bargaining agreements and meetings with employers and employees. Union services also include representation of employees during disciplinary meetings, grievance and arbitration proceedings, National Labor Relations Board hearings and court litigation.

Employees who pay agency fees are not required to pay for expenses not germane to the collective bargaining process. Examples of these expenses would be expenses required as a result of community service, legislative activities and political affairs.

4. Amount of agency fee - As noted above, dues objectors may pay a fee which represents the costs of expenses related to those supporting the collective bargaining process. After review of all expenses during the 2010 calendar year,

the fee cost associated with this representation amounts to 88.57% of the dues amount an employee would pay for that year.

As a result, this would be the percentage applied to the agency fee calculation for the 2012 calendar year. This means that any individual who elects to pay agency fees and submits a letter between December 1, 2011 and November 30, 2012 will have this calculation applied to their 2012 dues payment which may still be owed to the union. As noted below however, to continue to receive the agency fee reduction effective January 2012, your objection must be received by December 1, 2012.

A report which delineates chargeable and non-chargeable expenses is available to you free of charge. You may receive a copy of this report free of charge by writing to: Secretary-Treasurer, United Industrial Workers, 5201 Auth Way, Camp Springs, MD 20746. This report is based upon an audited financial report of the union's expenses during 2010.

Please note that as the chargeable and non-chargeable expenses may change each year, the agency fee amount may also fluctuate each year. Individuals who are entitled to pay agency fees and wish to pay fees rather than dues, must elect this option each year by filing an objection in accordance with the procedure noted below.

5. Filing of objections - If you choose to object to paying dues, an objection must be filed annually. To receive the deduction beginning in January of each year, you must file by the beginning of December in the prior year. An employee may file an objection at any time during the year, however the reduction will only apply prospectively and only until December 31 of that calendar year. Reductions in dues will not be applied retroactively. As noted above, each year the amount of the dues reduction may change based upon an auditor's report from a previous year.

The objection must be sent in writing to Agency Fee Payor Objection Administration, Secretary-Treasurer's Office, United Industrial Workers, 5201 Auth Way, Camp Springs, MD 20746.

6. Filing a challenge - Upon receiving this notice of calculation of the chargeable expenditures related to core representation activities, an objector shall have 45 days to submit a challenge with the secretary-treasurer's office if he or she believes that the calculation of chargeable activities is incorrect. Every person who wishes to object to the calculation of chargeable expenses has a legal right to file such an objection.

7. Appeal procedure - Upon receiving the challenge at the end of the 45-day period, the union will consolidate all appeals and submit them to an independent arbitrator. The presentation to the arbitrator will be either in writing or at a hearing. The method of the arbitration will be determined by the arbitrator. If a hearing is held, any objector who does not wish to attend may submit his/her views in writing by the date of the hearing.

If a hearing is not held, the arbitrator will set the dates by which all written submissions will be received.

The costs of the arbitration shall be borne by the union. Individuals submitting challenges will be responsible for all the costs associated with presenting their appeal. The union will have the burden of justifying its calculations.

The UIW works very hard to ensure that all of its members receive the best representation possible. On behalf of all the UIW officers and employees, I would like to thank you for your continuing support.

Sincerely
David Heindel, Secretary-Treasurer

Contestants Don Finest Attire for Costume Contest

Seventeen UIW/SIU headquarters union employees, along with 10 of their fellow UIW members in the Claims Department at the union-affiliated Paul Hall Center for Maritime Training and Education in Piney Point Md., dressed out in a variety of fashions for their annual Halloween costume contests, respectively.

As in years past, this year's contests produced some real sensations at both

locations. As a group, contestants went to great lengths designing and implementing ideas for their costumes. Three individuals at each location were selected as winners for the annual affair and received assorted prizes.

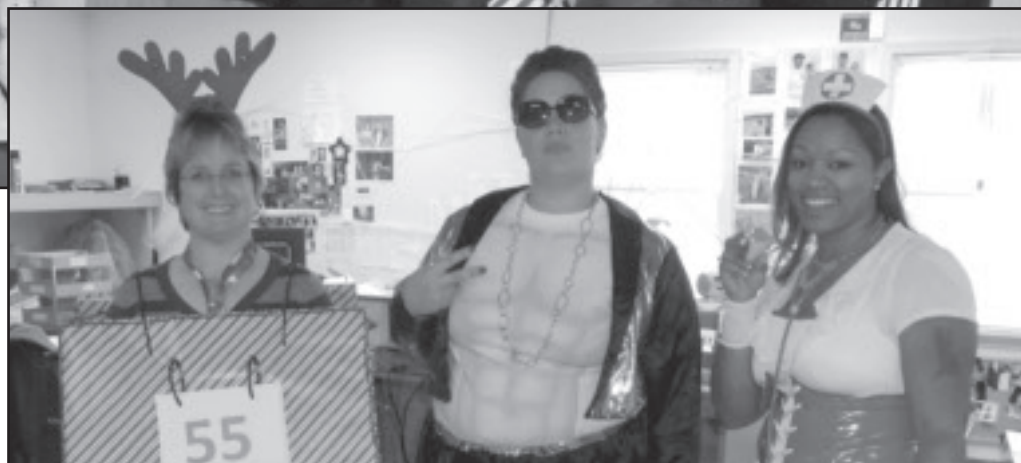
The photos on this page show the end result of their imaginations and are a testament to their collective efforts.



Seventeen headquarters union employees donned and displayed their favorite attire recently during the annual Halloween Costume Contest. Taking part in the affair and their respective costumes (above, from left to right) were: Cathy Ganoe, union pensioner; Tiffany Stevens, sailor; Sandy McDonald, killer clown; Rose Leonard, witch; Marcus Nolan, warlock; Kelsey Buell, Roman goddess; Teresa Zelko, doctor; Pam Harris, dark angel; Joanna Currey, Pac Man; Shelia Richardson, pirate; Chianta Taylor, Ms. Pac Man; Angie Payne, red Pac Man ghost; Bryan Willis, dark blue Pac Man ghost; Julia Heavel, blue Pac Man ghost; Stacy Thacker, orange Pac Man ghost; and Youri Zonov, the grim reaper. The inset photo is of Cyndi Swoope, snaggle tooth witch. The top three winners in the costume competition were Swoope, McDonald and Stevens for their renditions of snaggle tooth witch, killer clown and sailor respectively. In the office decor category, the top prize went to the Manpower Monitoring Department for its Pac Man theme and supporting cast of characters who are pictured in the photo at left. They were Brian Willis, Chianta Taylor, Joanna Currey, Angie Payne, Julia Heavel and Stacy Thacker.



Ten UIW members participated in this year's Claim's Department Halloween Costume Contest at the union-affiliated Paul Hall Center for Maritime Training and Education in Piney Point, Md. Participants and their respective costumes (from left to right in photo above) were: Kim Greenwell, angel/devil; Minette Clarke, Christmas Countdown Queen; Shannon Preston, Vanilla Ice; Tushima Clayton, nurse; Jan Hayden, lottery fairy; Kathie Oliver, slot machine; Becky Howe, pirate; Donald Rankin, Luigi; Wanda Loheed, hippie; and Lisa Williams, Tae Kwon Do master. This year's first, second and third place winners (photo at right) were Clarke, Preston and Clayton, respectively.



Labor Dept, Facebook 'Link' to Help Job Seekers

Secretary of Labor Hilda L. Solis on Oct. 20 announced an innovative partnership that leverages the combined audience and expertise of officials from the U.S. Department of Labor, Facebook, the National Association of State Workforce Agencies, DirectEmployers Association and the National Association of Colleges and Employers to provide crucial employment resources to job seekers through the use of social networks.

"Linking American job seekers with the resources they need to get back to work is a top priority of the Obama administration and my department," said Secretary Solis. "By leveraging the power of the social Web, this initiative will provide immediate, meaningful and ready-to-use information for job seekers and employers, and a modern platform to better connect them."

As part of the announcement, Facebook officials debuted a "social jobs partnership" page that highlights available training programs, educational opportunities and job search resources, which can be accessed at <http://www.facebook.com/socialjobs>. Facebook also made a commitment to drive traffic to the page through targeted online public service announcements that will appear to users in geographic areas experiencing high unemployment.

Additionally, the partner organizations will conduct in-depth survey research about how job seekers, college career centers and workforce recruiters are using the social Web effectively; explore how job postings can be shared on Facebook and through other social websites at no charge; and distribute educational materials to recruiters, government agencies and job seekers about the utility of the social Web.

"Facebook is about connecting people, so that they can share what's important to them, and that is the driving force behind the social jobs partnership," said Marne Levine, Facebook's vice president of global public policy. "We've brought employers, recruit-



Social Jobs Partnership

ers, college career services and government agencies together to help the millions of Americans who use Facebook to find jobs."

In the coming months, public and private-sector partners who have committed to helping Americans find jobs through resources and technology will be added.

About the partners

■ **Department of Labor** - The Department of Labor works to expand opportunities for all Americans, keep workers safe, and ensure that workers are able to provide for their families and keep what they earn. The department is getting America back to work through a wide range of training programs, nearly 3,000 One-

Stop Career Centers nationwide, and online tools to connect Americans with good jobs and training resources in their local communities.

■ **Facebook** - Founded in February 2004, Facebook's mission is to give people the power to share and make the world more open and connected. Anyone can sign up for Facebook and interact with the people they know in a trusted environment. Facebook is a privately held company and is headquartered in Palo Alto, Calif.

■ **The National Association of State Workforce Agencies (NASWA)** - NASWA is a private, nonprofit organization based in the District of Columbia that serves as an advocate for state workforce agencies' programs and policies, a liaison between federal and state workforce system partners, and a forum for the exchange of information and effective practices. NASWA's state agency members administer public workforce programs, including employment services, job training, labor market information and unemployment insurance in all 50 states, the district, Puerto Rico and Guam.

■ **DirectEmployers Association** - DirectEmployers Association Inc. is a 501(c)(6) nonprofit employer association with more than 600 members. A board of directors consisting of representatives from member companies manages its business and affairs. Its mission is to provide employers an employment network that is cost-effective, improves labor market efficiency and reaches an ethnically diverse national workforce.

■ **About the National Association of Colleges and Employers (NACE)** - NACE connects college career services professionals with HR/staffing professionals focused on college relations and recruiting. The professional association forecasts trends in the job market; tracks student attitudes, "the job search," internships and salary information; reports on legal issues in employment and hiring practices; and provides professionals with benchmarks for their work.

New Census Data Show Many in the Middle Class Actually Are 'Near Poor'

When the U.S. Census Bureau retooled its formula for determining the number of poor people living in the United States, the number the bureau estimated to be living in poverty shot up from 46.1 million to 49.1 million.

Now, that reformulation is shining a light on the vast numbers of people who appear to be middle class but who actually fall into a category called the "near poor." The new numbers reveal a grim portrait of Americans living paycheck to paycheck, often without access to health care, many behind the middle-class exterior of a suburban home.

According to the new data, some 51 million Americans receive incomes that are just 50 percent higher than the official poverty line—a figure that is 76 percent higher than the previous measure, according to *The New York Times*, which reports that: "All told, that places 100 million people—one in three Americans—either in poverty or in the fretful zone just above it."

Roughly half of the people who fall into the "near poor" category live in the suburbs, and half live in households headed by a married couple. A sizable number—28 percent—work full time.

Yet some members of Congress continue to push for cuts in Social Security, Medicare and Medicaid—cuts that could push the "near poor" over the poverty line, and further

increase the ranks of the poor, especially among the elderly.

Meanwhile, some lawmakers continue to refuse to raise taxes on the richest Americans, who pay a much smaller share of their income in taxes than middle-class taxpayers. Among the expenses now calculated as part of the new poverty formulation—expenses previously omitted under the old formula—is an individual's tax burden. After adding that, along with the cost of medical expenses, transportation and other life necessities into the formula, the numbers for those in the "near poor" category exploded.

The new numbers on the "near poor" have yet to be published by the Census Bureau. The numbers were crunched at the request of the *Times*, whose editorial staff suspected a larger story lurked in the new numbers. But the results, the paper reports, shocked even the Census Bureau's chief poverty statistician, Trudi J. Renwick.

"These numbers are higher than we anticipated," said Renwick. "There are more people struggling than the official numbers show."

Among the findings yielded by the new formula, which takes into account the cost of taxes, medical care and housing, was a higher level of poverty among Americans above the age of 65 than had been previously thought: 16 percent.

Super Committee Fails

Continued from Page 1

the deficit, he "will oppose any efforts to change or roll back the sequester." Additionally, President Obama has promised to veto any attempt to "get rid of" the sequester.

"There will be no easy off ramps on this one," Obama said during a press conference where he laid blame squarely on Republicans who he said refused to bend in their defense of tax cuts for the wealthy during debt talks. "We need to keep the pressure up to compromise, not turn off the pressure."

The president went on to promise that the deficit will be reduced by at least \$2.2 trillion in the next decade "one way or another." He included the roughly \$1 trillion in cuts approved in August.

"The only way these spending cuts will not take place is if Congress gets back to work to reduce the deficit by at least \$1.2 trillion," Obama said. "They've still got a year to figure it out."

The Budget Control Act passed last August stipulates that failure of the super committee and Congress to act on further deficit reduction will trigger across-the-board cuts of \$1.2 trillion in both defense and non-defense programs, starting in 2013. According to the Associated Press, the following is a general look at how those cuts may play out through 2021 (some savings would occur after 2021):

■ Caps on new, Congress-approved defense programs spending will be reduced from 10 percent in 2013 to 8.5 percent in 2021. The Congressional Budget Office (CBO) says this approach will result in a savings of \$454 billion.

■ In the non-defense programs arena, caps on Congress-approved spending would be reduced from 7.8 percent in

2013 to 5.5 percent in 2021. A savings of \$294 billion would be realized.

■ The majority of Medicare spending would be reduced by 2 percent annually, which would result in a savings of \$123 billion. Another \$47 billion in savings would be realized from other mandatory spending programs.

■ According to CBO calculations, savings would reduce interest payments on the national debt by \$169 billion.

■ The Center on Budget and Policy Priorities says that further analysis indicates that in 2013 the cuts to mandatory programs will include about \$10.8 billion in Medicare payments to providers and insurance plans and about \$5.2 billion to other programs such as farm price supports.

■ Social Security, Medicaid, food stamps, the CHIP children's health program, child nutrition, Supplemental Security Income, the Earned Income Tax Credit, veterans' benefits and federal retirement are included in the mandatory programs that are exempt from sequestration, or cuts.

■ Medical care for veterans as well as Pell grants would also be exempt from cuts to Congress-approved, discretionary programs.

■ Both defense and non-defense cuts would total \$54.7 billion in 2013, according to CBPP estimates. These levels that would represent a cut of 9 percent in defense programs, or 7 percent if the president elects not to exempt military personnel funding from the reductions.

■ With cuts already enacted under the Budget Control Act and future across-the-board cuts, the Pentagon's previously projected budget of some \$700 billion in 2021 would be reduced by more than \$100 billion.

DC Union Members Join 'Occupy' Marchers from New York

Big Apple Protesters Trek 231 Miles Over Two Weeks to Encourage Congress to Side With 99 Percent, Not 1 Percent

A contingent of Occupy Wall Street (OWS) marchers arrived in Washington, D.C., Nov. 22 after walking 10 days from New York City to deliver the message that Congress should stand with the 99 percent, not the 1 percent.

The protesters' trek from New York included stops at Occupy Trenton, N.J.; Occupy Delaware; Occupy Philadelphia; and Occupy Baltimore. After spending the night in College Park, Md., about 100 people — including a dozen of the original 21 who set out from Lower Manhattan nearly two weeks earlier — marched through Northeast Washington before arriving on K Street NW at around 3 p.m.

Carrying an American flag, a tie-dyed peace flag, and a yellow bandanna affixed to a stick, their group culminated their 231-mile journey at McPherson Square, home of the growing Occupy D.C., camp site. Despite dreadful weather, AFL-CIO Executive Vice President Arlene Holt Baker led a group of union members to the encampment location to meet the marchers and rally in support.

"The Occupy Wall Street movement has given a voice to the 99 percent of us who have suffered at the hands of the Big Banks," Holt Baker said in a mid-November AFL-CIO News Blog. "In cities across the country, 'Occupy' protesters have highlighted our nation's growing economic inequality, high unemployment and the foreclosure crisis that continues to ravage our communities. ..."

As part of her support for the marchers, Holt Baker joined Don Mathis, executive director of the U.S. Community Action Partnership, in sending a strong message to Republican presidential hopeful Newt Gingrich. The former House Speaker on Nov. 19 said Occupy members should "go get a job after you take a bath." Gingrich made the comment during a Republican Thanksgiving Family Forum debate



AFL-CIO Executive Vice President Arlene Holt Baker and Don Mathis, executive director of the U.S. Community Action Partnership, rallied to support the Occupy movement in McPherson Square.

in Iowa hosted by a pair of organizations affiliated with right wing evangelical Christian group Focus in Family.

The Occupy movement that started Sept. 17 in a park near Wall Street by late November included more than 1,000 occupation sites around the world. And while working families know the goal of the Occupy Wall Street movement—economic justice for the 99 percent and all that it entails—has true merit, many

right-wingers disdainfully dismiss it.

For those too intellectually lazy or politically disinclined to pay real attention to what the Occupiers around the nation have been demanding for nearly three months now, Working America has provided what could be called a cheat sheet on the "Nine Demands of the 99 Percent." The first eight address policies such as making Wall Street and the wealthy pay their fair share and investing in jobs and supporting education. The ninth demand is up to people on an individual basis. The demands are as follows:

Support Communities, Not Wall Street

- Tax Wall Street for gambling with our money. Pass the financial speculation tax.

- Support education. Put teachers back in classrooms and ease the crippling burden of student debt.

- Keep working families in their homes. Pass a mortgage relief plan that puts the needs of homeowners above the greed of mortgage bankers.

- End too big to fail. Rein in the big banks NOW and hold the people who caused the financial crisis accountable.

America Wants to Work

- Fair share of taxes from the 1 percent. End the Bush tax cuts for the 1 percent and close corporate tax loopholes.

- Businesses should invest in jobs. Corporations must stop sitting on their profits and start hiring again here in America.

- Extend unemployment insurance. Millions of Americans are still out of work, and unemployment insurance is a vital lifeline.

Restore Democracy

- End corporate control of our democracy. Abolish "corporate personhood" and restore full voting rights to real people.

Verizon Paid 2.9 Percent Tax Rate During 2008-2010 Tax Seasons

Citizens for Tax Justice released a report Nov. 15 that shows anti-union telecom giant Verizon not only paid no taxes during the past three years, but also received nearly \$1 billion in rebates from the government.

According findings in "Unpaid Bills: How Verizon Shortchanges Government Through Tax Dodging and Subsidies," Verizon enjoyed some \$14 billion in federal and state corporate income tax subsidies in the 2008-2010 period even though it earned \$33.4

billion in pre-tax U.S. income during that time.

At the federal level, Verizon should have paid about \$11.4 billion at the statutory rate of 35 percent during the three-year period. Instead, it got \$951 million in rebates, putting its federal tax subsidies at \$12.3 billion. Its effective federal tax rate was -2.9 percent.

As previously reported by the Communications Workers of America, Verizon also has managed to avoid most state-level taxes as well, while pursuing a strong anti-worker set of policies. The company has demanded \$1 billion in benefit concessions from workers despite paying no taxes and raking in profits.

Verizon has been one of the most efficient tax dodging corporations in the country, according to the report:

At the state level, Verizon should have paid about \$2.3 billion in corporate income taxes during the period but it handed over only \$866 million.

Its aggregate state rate was only 2.6 percent, far below the weighted state average rate of 6.8 percent.

This gave it state tax subsidies of about \$1.4 billion.

Verizon also used a special tax loophole called the ReverseMorrisTrust to avoid paying about \$1.5 billion in federal and state and local taxes on the sale of its landline assets in various states.

Verizon also aggressively seeks state and local tax subsidies through credits, abatements and exemptions. There is no centralized reporting on these subsidies but this report documents \$180 million in special tax breaks and grants Verizon and VerizonWireless received in 13 states.

Despite conservative claims about these types of benefits leading to reinvestment in workers and research and development, Verizon has done the exact opposite, laying off tens of thousands of workers and cutting back on capital expenditures by \$1 billion. On top of that, the company's CEO has made massive bonuses during this same period, completely eliminating any validity to claims that the company is in trouble and has a reason to demand concessions from workers.

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HHS Expands Initiative to Protect Medicare, Seniors From Fraud

The U.S. Department of Health and Human Services (HHS) on Nov. 22 announced the award of \$9 million from the Centers for Medicare & Medicaid Services (CMS) to help Senior Medicare Patrol (SMP) programs across the nation continue their work fighting Medicare fraud.

This is part of President Obama's initiative to educate people with Medicare about how to protect themselves and Medicare from fraud. SMPs rely on approximately 5,000 volunteers nationwide to enhance their efforts.

"CMS is committed to working with partners like the Administration on Aging to develop and implement long-term solutions and a collaborative approach to eliminating health care fraud and abuse," said Peter Budetti, CMS deputy administrator and director of the Center for Program Integrity. "We've dedicated \$9 million in grants this year on top of another \$9 million last year to expand the state-based Senior Medicare Patrol Programs, which are vital to empower seniors to identify and fight fraud."

The SMP program is operated by the Administration on Aging (AoA) in close partnership with CMS and the HHS Office of Inspector General. In June 2010, CMS announced funding for the SMP expansion initiative in conjunction with President Obama's appearance at a senior center in Wheaton, Md., along with HHS Secretary Kathleen Sebelius. The 2011 grants will provide additional funds for SMPs to increase awareness among Medicare beneficiaries about how to prevent, detect, and report health care fraud. Increased funding levels for states identified with high-fraud areas will support additional targeted strategies for collaboration, media outreach and referrals. The Administration on Aging will continue to administer these grants in partnership with CMS.

"This demonstrates AoA's and CMS' shared commitment to educate beneficiaries so they can protect themselves and Medicare as a whole," said Assistant Secretary for Aging Kathy Greenlee. "I thank the Centers

for Medicare & Medicaid Services for their continued partnership in this effort to educate seniors about health care fraud."

The SMP volunteers work in their communities to educate Medicare beneficiaries, family members, and caregivers about the importance of reviewing their Medicare notices, and Medicaid claims if dually-eligible, to identify errors and potentially fraudulent activity. Program volunteers also encourage seniors to make inquiries to the SMP Program when such issues are identified, so that the project may ensure appropriate resolution or referral.

Since 1997, HHS has funded Senior Medicare Patrol projects to recruit and train retired professionals and other senior volunteers about how to recognize and report instances or patterns of health care fraud. More than 4 million Medicare beneficiaries have been educated since the start of the program, through more than 1 million one-on-one counseling sessions with seniors or their caregivers. More than 25 million people have already participated in community outreach education events.

The Senior Medicare Patrol is just one way HHS is working to fight fraud and strengthen Medicare. In FY 2010, more than \$4 billion was returned to the Medicare Hospital Insurance Trust Fund, the U.S. Department of the Treasury, and others as a result of enforcement activities targeting false claims and fraud perpetrated against government health care programs.

The Affordable Care Act provides additional tools and resources to fight fraud in the health care system by providing an additional \$350 million over the next ten years through the Health Care Fraud and Abuse Control Account. In addition, the Affordable Care Act toughens sentencing for criminal activity, enhances screenings and enrollment requirements, encourages increased sharing of data across federal and state governments, expands overpayment recovery efforts, and provides greater oversight of potential abuses.

Commissioners Bow to Interests of Insurance Companies

American Consumers Stuck With \$1.2 Billion Bill

One of the Affordable Care Act's most important consumer protection provisions requires health insurers to spend at least 80 percent of premium dollars on actual medical care, not wasteful administration, marketing or executive pay and bonuses.

The National Association of Insurance Commissioners on Nov. 23, however, endorsed a big insurers-backed plan to weaken the law when its members voted to urge Congress and the Obama administration to exempt brokers' fees from the calculation—known as medical loss ratios—used to determine a company's premium total.

Sen. Jay Rockefeller (D-W.Va.), chairman of the Senate Commerce, Science and Transportation Committee, said exempting those fees would allow insurance companies to retain billions of dollars that the health care reform law requires them to give back to consumers in the form of rebates or lower premiums. Ethan Rome, executive director for Health Care for America Now, said the commission's action could cost consumers \$1.2 billion.

"The commissioners who supported this proposal are tone-deaf to the skyrocketing health premium costs of average Americans," Rome said. "Commissioners said that of the many thousands of messages they received from consumers, not a single one supported the resolution."

He urged Congress and the administration to "dismiss this anti-consumer action, which would weaken the law that holds insurance companies accountable and puts a check on bloated CEO pay and record insurance company profits."

Union members can make their voice heard by calling their state insurance commissioners and them that bowing to big health insurers hurts working families. Insurance commissioners from the following 26 states voted to side with big health insurers: Alabama, Alaska, Arkansas, Delaware, Florida, Georgia, Idaho, Indiana, Kentucky, Louisiana, Michigan, Mississippi, Nebraska, Nevada, New Hampshire, New Jersey, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania, South Carolina, Tennessee, Utah, Wyoming and American Samoa.

Twenty commissioners voted "no." They hailed from: Arizona, California, Colorado, Connecticut, District of Columbia, Hawaii, Illinois, Kansas, Maryland, Massachusetts, Minnesota, Missouri, New York, Oregon, Rhode Island, Vermont, Washington, West Virginia, the Mariana Islands and Puerto Rico.

The state insurance commissioners from Maine, Montana, South Dakota, Texas and Virginia abstained. Not present or not voting were commissioners from Iowa, New Mexico and Wisconsin.



Heart Attacks Increase During Winter Holidays

The American Heart Association says the incidence of deaths from heart disease rises rapidly during the winter holiday season.

Deaths related to coronary artery disease tend to rise rapidly right after Thanksgiving, continuing through Christmas and peaking around New Year's Day, the organization says. Several factors may influence this trend, including an increase in respiratory infections during the winter and a greater workload on the heart from activities such as shoveling snow.

Individuals with existing heart disease or who have suffered a stroke are at the highest risk, but people with a strong family history or cardiovascular disease, those with high blood pressure or high cholesterol, smokers, and those who are overweight or habitually sedentary are also more likely to suffer a holiday heart attack.

The AHA recommends the following tips to help respond to and prevent sudden cardiac arrest during the winter months:

■ **Avoid sudden cold-weather exertion.** Snowstorms present particular challenges for everyone, primarily because getting rid of the snow usually means sudden exertion in cold weather. In and of itself, snow shoveling can be healthy, good exercise, but not if you are normally sedentary, are in poor physical condition, or have other risk factors that make shoveling snow inadvisable. Everyone who must be outdoors in cold weather should avoid sudden exertion such as lifting a heavy shovel full of snow. Even walking through heavy, wet snow or snowdrifts can strain a person's heart.

■ **Recognize the symptoms of hypothermia.** Hypothermia occurs when your body can't produce enough energy to keep your body warm, causing your internal temperature to fall below normal. Hypothermia can cause heart failure and kill you. Symptoms include a loss of physical coordination, mental confusion, slowed reactions, shivering and sleepiness. Children, the elderly and those with heart disease are at special risk. As people age, their ability to maintain a normal internal body temperature often decreases. Because elderly people seem to be relatively insensitive to moderately cold conditions, they can suffer hypothermia without knowing they're in danger.

Individuals who choose to be outside in cold or snowy conditions should take care to dress warmly and limit physical activity in keeping with their overall health and fitness.

UIW Pensioners

Idella Baynes
L&E Service Co., Inc.
Surprise, Ariz.

Michael Fleige
Franklin International, Inc.
Hillard, Ohio

Nancy Hall
Bron-Shoe Co.
Marengo, Ohio

Charles Jones
Colonnas Shipyard, Inc.
Chesapeake, Va.

Larry Kelley
Franklin International, Inc.
Ashville, Ohio

Steven McComas
Franklin International, Inc.
Columbia, Ohio

Rose Monford
Franklin International, Inc.
Columbus, Ohio

Antonio Monterio
Intermodal/xtra, Inc.
Newark, N.J.

Patricia Morris
Church & Dwight Co., Inc.
London, Ohio

Robert Purnell
Victory Refrigeration
Williamstown, N.J.

Judy Roessing
Sodexo Management, Inc.
Triangle, Va.

Cyril Wasilewski
Paulsen Wire Rope Corp.
Sunbury, Pa.



Millionaires to Congress: Tax Us More

While the now failed congressional Super Committee struggled to meet its deadline for a plan to find \$1.2 trillion in budget savings over the next decade, some millionaires were targeting Capitol Hill with an unlikely message: Tax us More.

Members of the group Patriotic Millionaires for Fiscal Strength on Nov. 16 testified in favor of a more progressive tax structure that would ultimately increase their tax rates. The alternative to continuing to extend the Bush tax cuts for the wealthy will likely mean cuts in programs vital to the well-being of working people, such as Social Security, Medicare and Medicaid.

According to the AFL-CIO, the testimony came during an ad hoc hearing on job creation, sponsored by the Congressional Progressive Caucus. After the hearing, the Patriotic Millionaires met with members of Congress, includ-

ing members of the Super Committee, to press their case for making them and other wealthy Americans shore up the nation's revenue stream through a fairer tax code. Republican members of the Super Committee on Nov. 8 proposed permanently extending the Bush tax cuts for the wealthy while cutting hundreds of billions of dollars in Social Security and Medicare benefits that middle class Americans depend on.

"It will take all Patriotic Americans working together to fix the problems irresponsible politicians caused by cutting taxes for millionaires at the same time they put two wars on the nation's credit card," said Erica Payne, founder of the Patriotic Millionaires' sponsoring group, the Agenda Project, in a statement sent to the media prior to the hearing.

"We need to pay for the choices we make," Payne continued. "These

Patriotic Millionaires are willing to do that... we will ask our elected officials if they are willing to do the same."

The hearing also featured testimony from economic experts Robert Borosage of the Campaign for America's Future; Julianne Malveaux, Ph. D., president of Bennett College for Women; and Jeffrey Sachs, Ph.D., of Columbia University.

Another group of wealthy citizens also targeted the Super Committee with a "tax me more" message. United for a Fair Economy (UFE) published an open letter to the committee, signed by more than 100 citizens with annual incomes of more than \$200,000. In part, the correspondence said "The top marginal income tax rate should be raised to the pre-Bush level of 39.6 percent.

"Furthermore," the letter continued, "we support the Fairness in Taxation Act (H.R. 1124), which would create new tax brackets ranging from 45 per-

cent for millionaires to 49 percent for billionaires; or alternatively, we support a 5.6 percent surtax on incomes over \$1 million."

The letter's signers include Microsoft Software Architect Arul Menezes; Grainpro President Phillippe Villers; and Lamey-Wellehan President Jim Wellehan.

Warren Buffett, ranked by Fortune magazine as the third richest man on the planet, is also calling for greater taxes on the wealthy. According to a trusted source, that's earned him the ire of his peers and their corporate mouthpieces, including the editorial board of the Wall Street Journal, which in October called for Buffett to release his tax returns. Buffett said he would release them if Rupert Murdoch, the billionaire who owns both the *Wall Street Journal* and Fox News, took the first step and put his returns in public view.

Report Suggests National Politics Has Impact on Unionization Rates

The national political environment, not globalization or technology, is the most important factor driving long-run changes in unionization rates in the United States and other rich economies, according to new research from the Center for Economic and Policy Research (CEPR).

The report, "Politics Matter: Changes in Unionization Rates in Rich Countries, 1960-2010," reviews unionization data covering the last 5 decades for 21 rich economies. The researchers consider both union coverage (the share of workers whose terms of employment are covered by a collective bargaining agreement) and union membership (the share of workers who are members of a union) and find a wide range of trends in union membership and collective bargaining coverage in countries subject to roughly similar levels of globalization and technology.

"In half of the rich countries we studied, the share of the workforce covered by a collective bargaining agreement has remained constant or even increased since 1980—despite being exposed to the same kinds of pressures from globalization and technology that we expe-

rienced here in the United States," said John Schmitt, a CEPR senior economist and co-author of the report.

Countries typically identified with social democratic parties – Sweden, Denmark, Norway, and Finland – have generally seen small increases in union coverage and only small decreases in union membership since 1980. Countries such as the United States, the United Kingdom, and other liberal market economies with less protective labor-market systems have generally experienced sharp drops in union coverage and membership. Countries referred to as continental market economies, including Germany and France, saw small drops in union coverage and moderate declines in union membership.

The report demonstrates that national politics are a major determinant of national unionization rates in recent decades. To the extent that globalization and the new economy play a role, that role is less important than the one played by national political regimes.

The full analysis is available to the public and may be accessed at www.cepr.net/documents/publications/unions-oecd-2011-11.pdf

Quarterly UIW Meeting at Headquarters



UIW Representative Elizabeth Brown, who also serves as SIU Port Agent (far right), conducts the November membership meeting at UIW headquarters in Camp Springs, Md. In addition to discussing union business and other issues affecting the rank-and-file membership, Brown entertained members' other concerns.

Flight Attendants Offer Travel Tips for Holidays

You've made it through the parking lot, baggage check, security and are finally ready—somewhat frazzled but ready—to board your plane for your long-awaited holiday trip.



The Flight Attendants-CWA (AFA-CWA) have some tips that should ensure you and your family travel safely and securely while easing the strain on passengers, children and fellow travelers.

"As first responders in the aircraft cabin, flight attendants' primary responsibility is to protect the safety and security of our passengers," said AFA-CWA President Veda Shook. "Passengers also play an important role in aviation safety and security.

"By following these helpful tips," she concluded, "passengers and their

families can help flight attendants facilitate a smooth and safe flight."

■ **Listen to the flight attendants.** Pay attention to all crew instructions as well as the safety briefing.

■ **Buckle up.** Passengers should keep seat belts fastened during the entire flight—even if the seat belt sign is off.

■ **Follow instructions regarding personal electronic devices.** Not only can these devices cause distractions and prohibit passengers from hearing flight attendant instruction should an emergency occur during critical parts of flight, but they also can interfere with

critical aircraft instruments.

■ **Limit carry-on bags.** Thousands of injuries linked to carry-on baggage occur each year. Bring only your valuables on board, such as cameras, medication and jewelry. Check the rest of your luggage.

■ **Put children less than two years old in a certified child restraint seat.** This is the safest way for children under two to fly. Aviation experts agree that it is unsafe for a child to be held in a parent's lap in flight. The practice has led to injuries and deaths in turbulence and crashes.