Congressional Faction Launches Effort
To Trash Labor Law, Workers’ Rights

A unified group of anti-worker and anti-union congressmen, “not content with picking off workers’ rights one by one, are launching a concerted effort to trash federal labor law – and workers’ rights – wholesale.”

According to Mark Gruenberg, editor of Press Associates Union News Service, the leaders of this faction are Rep. Phil Roe, (R-Tennessee), the No. 4 Republican on the House Education and the Workforce Committee, and Sen. Johnny Isakson, (R-Georgia), both from deep-red, union-hostile states. Roe frequently authors anti-worker and anti-union measures.

If they succeed, Gruenberg writes, Isakson’s bill deals with one issue: He would outlaw what the GOP calls “micro-unions,” where a 2011 National Labor Relations Board (NLRB) ruling lets unions organize groups of workers within a plant, in lieu of the whole plant. He has Republican leadership support.

“The National Labor Relations Board decided to tip the scales in favor of unions, rather than allowing employees and managers within an organization to negotiate to best meet the needs of customers and workers alike,” Isakson charged.

Roe’s so-called “Employee Rights Act,” goes a lot further.

The Tennesseean would not only outlaw card-check recognition of unions, but would create a national so-called “right to work” law (RTW). And Roe would let “free riders” – the RTW users who don’t have to pay any red cent for union services – vote in union elections.

Other specifics of Roe’s legislation include:

- Banning card-check recognition of unions, even when they achieve a signed majority of election authorization cards in a workplace. Roe would allow secret-ballot votes, only.
- Requiring the union, in those secret-ballot votes, win an outright majority of all workers, not just of those who voted.
- Giving anti-union company attorneys the right to summarily challenge the votes of pro-union company lawyers.
- Requiring a secret-ballot vote among “so-called” employees and managers within a workplace to determine whether they want any sort of representation – including certification after an election. Anyway, any certified union can be uncerified.
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The AFL-CIO has reported on the state of safety in the workplace. The report shows the highest workplace fatality rates are in North Dakota, Wyoming, Montana, Mississippi, Arkansas, Louisiana, Kentucky, Oklahoma, Nebraska and West Virginia.

According to the report, Latino workers have an 18 percent higher fatality rate than the national average. Deaths among Latino workers increased to 903, compared with 804 in 2014. Overall, 943 immigrant workers were killed in 2015 – the highest in any sector. Older workers also are at high risk, with those 65 or older 2.5 times more likely to die on the job. Workplace violence resulted in 703 deaths.

The report also finds that construction, transportation and agriculture remain among the most dangerous sectors. A total of 937 construction workers were killed in 2015 – the highest in any sector. Older workers also are at high risk, with those 65 or older 2.5 times more likely to die on the job.

UIW Convention Slated September 19-20

UIW President Michael Sacco addresses delegates and guests during the September 30 – October 1, 2013 UIW Convention at the union affiliated Paul Hall Center for Maritime Training and Education in Piney Point, Maryland. President Sacco, as well as other dignitaries from the labor movement, will again address delegates and other rank-and-file members during this year’s UIW Convention. It is slated for September 19-20 at the same Southern Maryland location.

AFL-CIO Finds 150 Workers
Die on the Job Every Day

In 2015, on average, 150 workers died from preventable work-related injuries and illnesses every day in the United States, according to a report released in late April by the AFL-CIO.

The federation (to which the UIW is affiliated through its parent organization, the Seafarers International Union) confirmed that 4,836 workers died due to workplace injuries, and another 50,000-60,000 died from occupational diseases. The number of immigrant workers killed on the job reached a nearly 10-year high.

“Corporate negligence and weak safety laws have resulted in tragedy for an astonishing and unacceptable number of working families,” said AFL-CIO President Richard Trumka. “These are more than numbers; they are our brothers and sisters, and a reminder of the need to continue our fight for every worker to be safe on the job every day.”

The document, titled Death on the Job: The Toll of Neglect, marks the 26th year the federation (to which the UIW is affiliated through its parent organization, the Seafarers International Union) confirmed that 4,836 workers died due to workplace injuries, and another 50,000-60,000 died from occupational diseases. The number of immigrant workers killed on the job reached a nearly 10-year high.

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From the President

Standing up for Safe Workplaces

Far too many of our brothers and sisters in the labor movement around the country are being injured or killed on the job because of negligence on the part of businesses and inadequate enforcement of our safety laws. This tragic yet all too familiar circumstance was again brought to the forefront by the April 27 release of an annual AFL-CIO report titled Death on the Job: The Toll of Neglect. (See related story on Page 1 of this edition of The United Worker.)

Now in its 26th year, the 2016 iteration of the report paints an alarmingly shocking portrait of what typically happens on the job every day in the United States.

According to the study, more than 4,830 workers in 2015 perished because of injuries sustained in the workplace. Another 50,000-60,000 died because of job-related diseases.

“Corporate negligence and weak safety laws have resulted in tragedy for an astounding and unacceptable number of working families,” said AFL-CIO President Richard Trumka – a good personal friend of mine and longtime ally of our union. “These are more than numbers; they are our brothers and sisters, and a reminder of the need to continue our fight for every worker to be safe on the job every day.”

Spurred by the labor movement, congress more than four decades ago passed the Occupational Safety and Health Act, which promised every worker the right to a safe job. Since that time, unions and allies valiantly have fought to make that pledge a reality – winning protections that have made jobs safer and saved lives

Throughout the years, we have won new rules to protect workers – safeguards that have saved lives. Included are protections from deadly silica dust and beryllium, a stronger coal dust standard for miners and stronger anti-retaliatory protections for workers who report job injuries.

But our work is far from being done. As evidenced by the new report, each year, thousands of workers continue to be killed and millions more suffer injury or illness because of their jobs. And to make matters worse, many of the hard-won gains are being challenged.

There’s no question that the current administration has taken a unique approach when it comes to government regulations. The president has ordered that for every new rule put in place, two existing ones must be removed from the books. At the same time, Kansas lawmakers have moved quickly to overturn rules issued by the previous administration. Agency budgets and enforcement programs also are on the chopping block. In short, many believe that the safety and health of workers (and the public) potentially are in danger.

Brothers and sisters, we cannot and will not allow anyone turn back the clock and destroy the progress we have made to make jobs safer for everyone and save lives. The UIW, working in concert with its allied unions in the AFL-CIO, will fight back. We must stand united against these attacks on workers’ rights and protections. We demand that our elected officials put workers’ wellbeing above corporate profits, and further insist on maintaining safe workplaces.

Last but not least, everyone in the union movement must speak out against proposals that make protecting our workers’ health and safety more difficult.

At best, the efforts to stop so-called voter fraud are misguided and unnecessary. At worst, they are the textbook “dog-whistles,” with roots in at least one of our nation’s ugliest periods of discrimination designed to deny citizens the right to vote, as has occurred in states like North Carolina, Florida and Texas. In the name of “fraud protection,” legislation requiring photo ID, the curtailing of early vote hours, illegal voter purges, the restriction of absentee voting and other disenfranchising practices have all been used to limit eligible voters from exercising their constitutional right to vote.

As a teenager, I risked my life to escape state-sanctioned violence in Ethiopia. I arrived in the United States as a refugee, ready to take my place in this beacon of democracy. Now, as Executive Vice President of the AFL-CIO, I have committed my life to the expansion and protection of democratic rights and values in and outside of the workplace. That starts with aggressively securing voting rights, exposing the lies about voter fraud and ending voter suppression once and for all.

The AFL-CIO Executive Council came out of its annual winter meeting earlier this year reinvigorated and reorganized around the principle that every worker deserves a good job and the power to determine their wages and working conditions.

The federation will accomplish this through a new national good jobs campaign to call out corporations that ship jobs overseas; work toward renewed and expanded public investment in our schools, transportation, energy and communications systems; access to quality health care, including through Medicare and Medicaid; and a secure and dignified retirement for all workers.

The AFL-CIO Executive Council Launches New National Good Jobs Campaign

Editor’s note: The following article was written by AFL-CIO Executive Vice President Tefere Gerbe. It was published in the Huffington Post May 25, 2017.

In a move dripping with cynicism and partisan politics, the Trump administration recently announced an executive order to create a “Presidential Commission on Election Integrity.” At the AFL-CIO, the federation of America’s unions, we believe that ensuring and protecting the right of every citizen to vote is a bedrock principle of our democracy, and we welcome a proper and serious effort to restore the right of every American to make their voices heard. Unfortunately, the newly announced commission is focused on a problem that does not exist. Our democracy suffers not from voter fraud, but voter suppression and disenfranchisement.

The fact is that voter fraud in the United States is virtually non-existent. One report from the Brennan Center for Justice, The Truth About Voter Fraud, noted that it is more likely that an American “will be struck by lightning than... impersonate another voter at the polls.”

The courts have affirmed in multiple cases — most notably the Supreme Court in Crawford v. Marion County, Indiana — that there is simply no evidence of voter fraud that most laws that claim to address this issue are actually blanket means of voter suppression. Even so, the current administration has moved quickly to overturn rules issued by the previous administration. Agency budgets and enforcement programs also are on the chopping block. In short, many believe that the safety and health of workers (and the public) potentially are in danger.

At best, the efforts to stop so-called voter fraud are misguided and unnecessary. At worst, they are the textbook “dog-whistles,” with roots in at least one of our nation’s ugliest periods of discrimination designed to deny citizens the right to vote, as has occurred in states like North Carolina, Florida and Texas. In the name of “fraud protection,” legislation requiring photo ID, the curtailing of early vote hours, illegal voter purges, the restriction of absentee voting and other disenfranchising practices have all been used to limit eligible voters from exercising their constitutional right to vote.

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The AFL-CIO and its 55 unions, representing more than 12.5 million members, agreed to rally behind these workers as a model for future good jobs solidarity campaigns. On March 23, the labor movement launched a digital day of action, including a new digital tool that will help spread the solidarity campaign across the country. On that date one year ago, the company began laying off workers from its Chicago bakery and sending those jobs to Salinas, Mexico.

The federation also committed itself to working with organizations such as the Movement for Justice Protection Act of 2017, which would provide essential health care benefits to retired workers and their families.
Organizing Takes off on College Campuses Across Nation

Editor’s note: The following piece appeared in People’s World. It was co-authored by Roberta Wood and Mark Gruenberg. Wood writes for People’s World from deep experience in working class issues. She is a retired journeyman instrument mechanic and member of International Brotherhood of Electrical Workers and the Coalition of Labor Union Women. She was also a steelworker in South Chicago, an officer of Steelworkers Local 65 and founding co-chair of the USWA District 31 Women’s Caucus. Gruenberg is the editor of Press Associates Inc. (PAI), a union news service in Washington, D.C.

A steady stream of union recognition drives among teaching and research assistants at private colleges turned into a torrent in June, an outcome of last year’s NLRB ruling that workers, mostly graduate students, have the right to collectively bargain. Still earlier in the month, TAs and RAs at Boston College (BC) cheered an NLRB ruling upholding their right to organize with the United Auto Workers. BC, a Catholic university, had claimed that allowing its TAs and RAs to organize would conflict with its religious mission. The NLRB rejected that idea in prior cases involving universities with religious ties.

Yale is another elite university flouting the law, stalling until Trump’s new NLRB is installed and empowered to overturn last year’s historic decision, according to the Maroon report. GSU is associated with both the American Federation of Teachers and the American Association of University Professors. Hard on the heels of the University of Chicago action, at the University of Pennsylvania (UPenn), an Ivy League college, teaching and research assistants (TA and RA), represented by the American Federation of Teachers, filed a petition for union recognition with the NLRB in early June.

At Cornell University, another Ivy League college in upstate Ithaca, N.Y., an American Federation of Teachers organizing drive lost narrowly, 856-919. But there were enough challenged ballots (81) to leave the outcome in doubt.

The tens of thousands of TAs and RAs at the nation’s private college campuses provide an overwhelming majority of the research and teaching load. But unless they’re organized and have a contract, their jobs are at the whim of administrators and professors from year to year, their stipends are low and their benefits – particularly health insurance – may be non-existent.

The UPenn bargaining unit would cover more than 2,300 TAs and RAs, their organization, Graduate Employees Together–University of Pennsylvania (GET-UP) said. Key issues there are “funding insecurity, healthcare costs, family leave, vision and dental care, and inadequate mental health resources,” GET-UP added.

Education and anthropology doctoral candidate Miranda Weinberg told AFT that workers were organizing in order to gain a real voice in determining their working conditions. “Graduate workers do important work at the university as teachers and researchers, and deserve to be treated with respect,” she said. “Forming a union will allow us to do a better job of advancing our goals and those of the university: achieving excellence in research and teaching.”

The pro-union NLRB ruling for the
To Repeal ‘Persuader Rule’
Launches Effort Seeking rule, designed to increase disclosure proposal June 12 that would rescind AFL-CIO was written by Kenneth Quinnell of the way information to working people who corporations and eliminating common-

The Labor Department issued a proposal June 12 that would rescind the union-buster transparency rule, officially known as the persuader rule, designed to increase disclosure requirements for consultants and attorneys hired by companies to try to persuade working people against coming together in a union. The rule was supposed to go into effect last year, but a court issued an injunction last June to prevent implementation. Now if the Trump Labor Department wants to eliminate it.

We wrote about this rule last year. Repealing the union-buster transparency rule is little more than the administration doing the bidding of wealthy corporations and eliminating common-sense rules that would give important information to working people who are having roadblocks thrown their way while trying to form a union.

“The persuader rule means corpo-

rate CEOs can no longer hide the shady groups they hire to take away union membership,” said AFL-CIO spokesman Josh Goldstein. “Repealing this common-sense rule is simply another giveaway to wealthy corporations. Corporate CEOs may not like people knowing who they’re paying to script their union-busting, but working people do.”

If the rule is repealed, union-busters will be able to operate in the shadows as they try to take away our freedom to join together on the job. Working people deserve to know whether these shady firms are trying to influence them. The administration seems to disagree.

Working people deserve to know who is trying to block their freedom from joining together and forming a union on the job. Corporations spend big money on shadowy, outside firms that use fear tactics to intimidate and discourage people from coming together to make a better life on the job. I support a strong and robust persuader rule. Do not eliminate the persuader rule.

New Legislation May Translate into Rewrite Of National Labor Relations Act

Continued from Page 1

those voting. The GOP inserted a similar provision, over union and worker objections, in the Railway Labor Act, which covers airline and rail workers, several years ago.

If a bargaining unit grows by at least 50 percent after the contract is signed, the NLRB must conduct a new union certifi-
cation election there within 110-120 days of the end of the contract or within three years of the contract’s signing, whichever is earlier. Though Roe does not use the word, the bill’s language makes clear that it would be a decertification vote to throw the union out.

Employers will have to furnish only names and home addresses of workers to unions that submit enough cards to petition for an election – and anyone can ask the boss to be kept off the list. The NLRB’s rules call for turnover of phone numbers and e-mail addresses, too. And Roe would overturn another NLRB rule, and order the agency to solve all company election challenges to the campaign and to workers’ eligibility before the vote can occur.

Any labor organization found to have interfered with, restrained, or coerced employees in the exercise of their rights to form or join a labor organi-

zation or to refrain therefrom, including the filing a decertifica-
tion petition, shall be liable for wages lost and union dues or fees collected unlawfully, if any, and an additional amount as liquidated damages.” The union found guilty in that case during a deceit drive can’t file objections to the vote, either.

Unless workers “opt in” in writing for using their money for other purposes, the union can’t use their “dues, fees, assessments or other contributions” for any-

thing other than collective bargaining and administration con-
tracts – i.e. handling grievances.

Strikes are banned unless “a majority of all represented unit employees affected, determined by a secret ballot vote conducted in a neutral, private, and non-coercive manner,” votes for them. That bal-

loting would include the free riders. And the workers would be forced to vote, at the union’s expense, on the employer’s last offer, before taking a strike vote.

Anyone convicted of using “force or violence” during an organizing drive, or threatening to, would face a $100,000 fine, 10 years in jail, or both. Current labor law penalties against employers are far smaller and have no jail time.

Roe alleged Democratic President Barack Obama attacked workers’ rights, in favor of unions. He claimed his bill would “foster a pro-

employee environment,” adding his bill “will ensure individuals’ rights are upheld when question-
ing whether or not they wish to join a union.”

Roe’s new measure tracks anti-worker planks in the 2016 GOP platform. His similar, but less-comprehensive, rewrite of the nation’s basic labor law in 2011 was defeated earlier in Congress, but Republicans knew Obama would veto them. But now Republican President Donald Trump may be another story. He backs RTW, but has yet to comment on the overall labor law rewrite that Roe has authored, even on Isakson’s anti-

micro unions bill.

Co-lead sponsors of Roe’s scheme are Reps. Joe Wilson (R-South Carolina) – the infamous shouter of “You lie!” at Obama’s health care speech – and Reps. Doug LaMalfa (R-California), Jeff Duncan (R-South Carolina), Rob Woodall (R-Georgia), Gus Bilirakis (R-Florida) and Richard Hudson (R-North Carolina).

Workers’ Rights, Safety Could Be in Crosshairs

Editor’s note: The following article was written by Mark Gruenberg, Press Associates Union News Service.

The Trump administration and the GOP-run Congress could undo years of progress in protecting safety and health on the job, the AFL-CIO’s top official, in the field says. The progress has been great, but workers still die on the job every 10 minutes, year-round.

In a telephone press conference accompanying the federation’s release of its annual Death on the Job report, federation Safety and Health Director Peg Seminario said the impact would be profound.

“The persuader rule means corpo-

rate CEOs can no longer hide the shady groups they hire to take away union membership,” said AFL-CIO spokesman Josh Goldstein. “Repealing this common-sense rule is simply another giveaway to wealthy corporations. Corporate CEOs may not like people knowing who they’re paying to script their union-busting, but working people do.”

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And we did see penalties go up, particularly for serious violations” of job safety, Seminario said. But that was an initiative that OSHA and other federal agencies pushed through last year’s GOP-run Congress, convincing solons to raise OSHA fines for the first time since 1990 and then index them to inflation.

In an instance of the future harms Seminario fears with Trump and the GOP, the two repealed an OSHA rule requiring employers to retain accurate job safety and health records for five years, not six months. “We’ve also seen the delays in silica and beryll-

ium rule enforcement and that can cost workers’ lives” even if those OSHA rules ultimately take effect, she warned.

And OSHA started work on a new rule, pushed by National Nurses United, to force firms, especially health care institutions, to develop programs, warning and training to prevent workplace violence, notably on-the-job injuries to nurses and other female workers from violent patients and clients. But it did so only 10 days before Trump took office.

The budget cuts could also mean OSHA’s “capacity, or lack of capacity, to deal with” job safety and health vi-

lations on an industry-wide basis would shrink, she warned. The agency already has so few inspectors, the report says, that a federal OSHA inspector can visit a covered workplace on an average of once every 109 years, a record low. An OSHA inspector from a state OSHA program had approximately an average of once every 99 years. And those OSHAs could suffer from the budget cuts that since the feds supply half their funds.

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ANNUAL FUNDING NOTICE UNITED INDUSTRIAL WORKERS PENSION PLAN

The Trustees review the Plan’s investment policy on a regular basis and make periodic changes when based on all available information, it is prudent to do so.

Under the Plan's investment policy, the Plan’s assets were allocated among the following categories of investments, as of the end of the Plan Year. These allocations are percentages of total assets:

1. Cash (Interest-bearing and non-interest-bearing) 1
2. U.S. Government securities 1
3. Corporate debt instruments (other than employer securities) 35
   a. Preferred 35
   b. All other 0
4. Corporate stocks (other than employer securities) 0
   a. Employer real property 0
5. Loans (other than loans to multiemployer plans) 0
6. Participant loans 0
7. Value of interest in common/collective trusts 0
8. Value of interest in pooled separate accounts 0
9. Value of interest in master trust investment accounts 0
10. Value of interest in 103-12 investment entities 0
11. Value of interest in registered investment companies (e.g., mutual funds) 12
12. Amount of funds held in an insured general account (unallocated contracts) 0
13. Employee-related investments: 0
   a. Employer real property 0
   b. Employer real estate 0
14. The Plan’s annual investment experience for the year prior to the approval of the Plan's annual funding notice. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for that plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan’s available resources. If such resources are not enough to pay benefits at the level specified by law (see Benefit Payments Guaranteed by the PBGC, below), the plan must apply to the PBGC for financial assistance. The PBGC will loan the plan the amount necessary to pay benefits at the guaranteed level. Reduced benefits may be restored if the plan’s financial condition improves.

A plan that becomes insolvent must provide prompt notice of its status to participants and beneficiaries, contributing employers, labor unions representing participants, and PBGC. In addition, participants and beneficiaries also must receive notice regarding the plan and how, their benefits will be reduced or affected, including loss of a lump sum option.

Benefit Payments Guaranteed by the PBGC

The maximum benefit that the PBGC guarantees is set by law. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested interests) are guaranteed. There are separate insurance programs with different benefit guarantees and other provisions for single-employer plans and multiemployer plans. Your Plan is covered by PBGC’s multiemployer program. Specifically, the PBGC guarantees a monthly benefit payment equal to 100 percent of the first $11 of the Plan’s monthly benefit accrual rate, plus 75 percent of the next $33 of the accrual rate, times each year of credited service. The PBGC’s maximum guarantee, therefore, is $35.75 per month times a participant’s years of credited service. Example 1: If a participant in Example 1 has an accrued monthly benefit of $600, the accrual rate for purposes of determining the PBGC guarantee would be determined by dividing the monthly benefit by the participant’s years of service ($600/10), which equals $60. The guaranteed amount for a $60 monthly accrual rate is equal to the sum of $11 plus $25 ($35 x $33 x 0.75). Thus, the participant’s guaranteed monthly benefit is $357.50 ($35.75 x 10).

Example 2: If a participant in Example 1 has a guaranteed monthly benefit of $200, the accrual rate for purposes of determining the guarantee would be $200 ($200/10), the guaranteed amount for a $200 monthly accrual rate is equal to the sum of $11 plus $75 ($35 x 2.5 x .75). Thus, the participant’s guaranteed monthly benefit is $177.50 ($17.75 x 10). The PBGC guarantees pension benefits payable at normal retirement age and some early retirement benefits. In addition, the PBGC guarantees prorated preretirement survivor benefits (which are prorated death benefits payable to the surviving spouse of a participant who dies before starting to receive benefit payments). In calculating a person’s monthly payment, the PBGC will disregard any benefit increases that were made under a plan within 60 months before the earlier of the plan’s termination or insolvency (or benefits that were in effect for less than 60 months at the time of termination), and any benefit increase that does not guarantee benefits above the normal retirement benefit, disability benefits not in pay status, or non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay. For additional information about the PBGC and the pension insurance program guarantees, go to the Multiemployer Page on PBGC’s website at www.pbgc.gov/multiemployer. Please contact your employer or plan administrator for specific information about your pension plan or pension benefit. PBGC does not have that information. Please see “Where to Get More Information” below.

Where to Get More Information

For more information about this notice, you may contact the Plan Administrator at: UW Pension Plan, Attn: Margaret Bowes, 5201 Awh Court, Camp Springs, MD 20746, 301.899.0675. For identification purposes, the official plan number is 001 and the plan sponsor’s employer identification number or “EIN” is 11-6086085.
Nation Observes 50th Anniversaries Of Two Landmark Supreme Court Cases

Editor’s note: The following article was published in Peopleworld.org.

The 50th anniversaries of two mighty events in Supreme Court history were celebrated June 12 and June 13, respectively. Few cases were more aptly named than Loving v. Virginia, which pitted an interracial couple—17-year-old Mildred Jeter, who was black, and her childhood sweetheart, 23-year-old white construction worker, Richard Loving—against Virginia’s “miscegenation” law, the Racial Integrity Act of 1924, banning marriage between blacks and whites. After marrying in Washington, D.C., and returning to their home state in 1958, the couple was charged with unlawful cohabitation and jailed.

The Lovings left Virginia and went to live with relatives in Washington, D.C. When they returned to visit family five years later, they were arrested for traveling together. Inspired by the civil rights movement, Mildred Loving wrote to Attorney General Robert F. Kennedy for help. The couple was referred to the ACLU, which represented them in the landmark Supreme Court case, Loving v. Virginia. The Court ruled unanimously on June 12, 1967, that state bans on interracial marriage were unconstitutional. The decision was followed by an increase in interracial marriages across the U.S., and is remembered annually on Loving Day, June 12. It has been the subject of several songs and three movies, including the 2016 film Loving. Beginning in 2013, it was cited as precedent in U.S. federal court decisions holding restrictions on same-sex marriage in the United States unconstitutional, including in the 2015 Supreme Court decision Obergefell v. Hodges.

On the following day, June 13, 1967, President Johnson nominated Thurgood Marshall as an Associate Justice to the United States Supreme Court. Marshall (1908-1993) was confirmed by a Senate
Mutual fund investors aren’t the only ones who’ll see benefits from the rule. Amateurs also have been given a tune-up. New annuities with more investor-friendly features, including much shorter surrender periods and fewer fees, have been introduced in response to the rule.

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You must find a better deal if you roll over money from your workplace retirement account.

If your adviser recommends you roll your money out of a company 401(k) plus into an IRA, ask on what basis she determined that you would be better off in the IRA. Ask in particular how your costs will be calculated. While costs shouldn’t be your only consideration, minimizing costs is one of the surest ways investors have of improving their long-term investment performance.

You may be encouraged to move your money to a fee account.

Some firms have concluded that the easiest, cleanest way to minimize conflicts is by shifting clients from commissions accounts to fee accounts where investors pay a flat fee for advice. That can take the form of a flat fee, hourly fee or a percentage of assets under management.

Fee accounts can offer a better deal for investors, assuming the fees are reasonable and the investor wants benefits from the ongoing advice offered with such accounts. If your adviser suggests moving from a commission account to a fee account, ask on what basis she determined you’d be better off in a fee account. In particular, ask how your costs in the fee account would compare to the costs you previously paid in your commission account.

If your costs would go up, ask what additional services you will receive to justify those higher costs and determine whether those are services you want or need. Don’t be afraid to try to negotiate a lower fee. Some firms reportedly have been willing to lower fees to match average commission charges from previous years in order to demonstrate that the fee account really is in the customer’s best interests.

What if your adviser drops your account?

Most firms have moved forward in good faith to implement the rule in an investor-friendly fashion, others have been more resistant. Some, for example, have threatened to drop small accounts rather than serve them under a best-interest standard.

What should you do if this happens to you? Take a moment to count your lucky stars. A firm that will only “advise” you if it can profit unfairly at your expense is not where you want to keep your money. There are many firms willing to serve smaller accounts under the new standard and at a reasonable cost.

Once you find such an adviser, have them do a careful review of your existing investments. Chances are your money is in investments that pay generous compensation to the seller, but charge high fees to the investor or expose you to inappropriate and unnecessary risks.

In these circumstances, the long-term benefit to your retirement savings from switching advisers—tens or even hundreds of thousands in added savings once your reach retirement—should greatly outweigh any temporary inconvenience of moving accounts.

■ One last word of caution.

Remember, the rule only applies to retirement accounts. If you have been working with a non-fiduciary adviser, such as a broker-dealer or insurance agent, you’ll likely continue to get saleable recommendations rather than best-interest advice in your non-retirement accounts.

If that doesn’t appeal to you, remember—there are lots of firms that are eager to serve even the smallest accounts under a fiduciary standard. Maybe it’s time to find one.

Unions Catch Hold on U.S. College Campuses

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BC workers come after a two-year orga- nizing drive there by the Boston College Graduate Employees Union-UAW (BCGEU).

“ar are thrilled about turning to our election, and are looking forward to hav- ing a seat at the bargaining table,” history TA Betsy Pingree told the union. “Having a union contract will have a major mate- rial impact on our lives,” added Chad Ole, a PhD candidate in educational psychology.

UAW Region 9A Director Julie Keene said he led the workers at Boston College join with other university workers across the country. Kaiser caregivers were the first to achieve a fee account.

Meanwhile, at the University of Chicago, 100 professors who are members of the American Association of University Professors, signed an open let- ter to the university administration urging the administration to “remain neutral, not use any university funds or institutional resources to oppose unionization” and “not employ any union avoidance con- sultants.”

On the same campus, in a ground- breaking move, Teamsters Local 783 filed an union recognition election petition for 225 undergraduate students who work in university’s library system.

“Wages, hours, and third-party legal representation in cases of Title IX (sex- ual discrimination), the Americans with Disabilities Act and labor law viola- tions,” the amazing time for greater student workers in the labor movement. Take the form of a flat fee, hourly fee or a percentage of assets under management.

Fee accounts can offer a better deal for

Unions Catch Hold on U.S. College Campuses

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vote of 69-11 on August 30, 1967, the 96th person to hold the position, and the first African American. He served from October 1967 until October 1991. .”

Before becoming a judge, Marshall was a lawyer who was best known for his high success rate in arguing before the Supreme Court and for the 1964 decision that ruled that segregated pub- lic schools were unconstitutional. He served on the U.S. Court of Appeals for the Second Circuit after being appointed by President John F. Kennedy. He was appointed as the Solicitor General by President Lyndon Johnson in 1963.

Over his 24 years on the Court, Marshall compiled a liberal record that included strong support for Constitutional protection of individual rights, especially the rights of criminal suspects against the government. His most frequent ally on the Court was Justice William Brennan, who consistently joined him in supporting abortion rights and opposing the death penalty.

Marshall once bluntly described his legal philosophy in this way: “You do what you think is right and let the law catch up,” a statement which his conservative detractors argued was a sign of his embrace of judicial activism, but which was in fact a Constitutional recognition that society often moves a few steps ahead of precedent. In fact, that is how progress happens.

BOBBY ALSTON
Pensioner Bobby Alston, 82, passed away on April 18, 2017. Brother Alston signed on with the UAW in 1958, after a lifetime of working in the unincorporation career working at Crown Cork & Seal. He went on pension in 1990 and resided in Caruthersville, Missouri.

LUISA FERNANDEZ
Pensioner Luisa Fernandez, 91, died February 18, 2017. A native of Mexico, Sister Fernandez donned the union colors in 1961 while working as a UIW-contracted fish canner. She began receiving stipends for her retirement in 1990 and resided in San Pedro, California.

DANIEL HASS

CLARENCE KRAMER
TSA Prepares for High Summer Travel Volume

The Transportation Security Administration is preparing for the start of the summer travel period, typically marked by the Memorial Day holiday weekend and continuing through Labor Day.

Record numbers of passengers are expected at airports this summer. During the busiest days of the summer, TSA will screen more than 2.5 million passengers daily. Through the TSA Airport Operations Center, and in coordination with airport and airline partners, TSA aims to maintain effective and efficient security operations at checkpoints nationwide during the busy travel season. The center tracks daily screening operations, rapidly addresses any issues that arise, and deploys personnel, canine teams and technology where needed.

This summer, 50 more passenger canine teams will be in use compared to last summer, and 2,000 more TSA officers will be working this year compared to last year.

“As we approach the summer break, securing the travel of millions of passengers daily remains our top priority,” said TSA Acting Administrator Huban Gowadia. “It is well known that terrorists continue to focus on aviation, which is why TSA continues to focus on providing robust security screening. TSA takes many security measures, seen and unseen, while working closely with industry partners such as airlines and airports to enhance the traveling experience and ensure every passenger arrives to their destination safely.

“TSA is tasked with a complex, critical security mission that can only be accomplished through close collaboration with stakeholders and partners,” Gowadia continued. “We will not compromise our security to improve air traveler experience as we face an evolving threat by a determined enemy.”

Additionally, TSA continues to team up with vendors and airlines, for instance, to develop and deploy innovative technologies at airports.

Automated screening lanes offer several features designed to improve the screening of travelers this summer by allowing travelers to move more swiftly and efficiently through checkpoints. Fifty automated screening lanes are currently in operation at Newark Liberty International Airport, Chicago O'Hare International Airport, John F. Kennedy International Airport, Los Angeles International Airport and Hartsfield-Jackson Atlanta International Airport. More are expected to become operational in the coming months. These lanes are state-of-the-art in advancing security effectiveness, increasing efficiency, and improving the passenger experience.

With the increased volume during summer travel, delays at the airport may occur. Travelers can enhance their travel experience through the airport by arriving early. Passengers should expect that there may be delays for traffic, parking, rental car returns and airline check-in.

Preparedness can have a significant impact on efficiency at security checkpoints nationwide, so travelers should arrive up to two hours in advance of their flight departure time for domestic travel and three hours for international flights when flying out of the nation’s busiest airports.

Helpful tools and travel tips for the airport security checkpoints are available at:

- https://www.tsa.gov/precheck

Some of those include:

- **Apply for TSA Pre®** or other trusted travel programs like Global Entry, Nexus, or SENTRI. These programs help improve security and provide a more convenient travel experience by allowing travelers access to TSA Pre® expedited screening lanes.

- **Tweet or Message AskTSA**. Issues receiving assistance on Twitter, the TSA’s preferred social media platform, reach agents from 8 a.m. to 10 p.m. and during weekends/holidays from 9 a.m. to 7 p.m. You can also reach the Contact Center at 866-289-9673.

- **Prepare for security**. Avoid over packing your carry-on bag and consider checking bags when feasible.

As a reminder, public awareness is key for supporting TSA’s security efforts. Travelers are encouraged to report suspicious activities, and remember, If You See Something, Say Something™. For individuals traveling abroad, check the U.S. Customs and Border Protection Know Before You Go page to learn about required documentation.

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**Selecting Delegates for the 2017 UIW Convention**

UIW headquarters members Anastasia Gance (left) and Robert Walters recently put their heads together in the headquarters cafeteria to select their choices for delegates to represent them during the upcoming 2017 UIW Convention. The conference will be held September 19-20 at the UIW-affiliated Paul Hall Center for Maritime Training and Education in Piney Point, Maryland. Union officers and delegates will use the occasion to determine exactly where the union is currently, where it hopes to go in the future and chart a course on how best to arrive there. Gance and Walters are now pretty much in the same situation. Like the union’s officials and delegates, the pair will routinely weigh the pros and cons of their respective actions (or the lack thereof) as they move forward with their lives together. The pair exchanged vows June 17 in Clinton, Maryland. Congratulations to one of the UIW’s newest couples: Mr. & Mrs. Robert Walters.