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NEWS FOR THE UNITED STEELWORKERS IN

DISTRICT 4

D4 CONFERENCE A SUCCESS

Our District 4 Education Conference was held on August 23-26 at Caesars in Atlantic City, NJ. There were well over 400 Local Union delegates in attendance and by the time you add all the staff, guests and instructors, the number exceeded 500. This was the first time since COVID-19 restrictions began that we have been able to gather together in person for an event like this.

We were fortunate to have a wealth of guest speakers from within USW to address our delegates at the plenary sessions. Secretary-Treasurer John Shinn and International Vice President Dave McCall came in from Pittsburgh while National Director for Canada Ken Neuman made his way from Toronto. Directors Bob McAuliffe of District 10 and Gaylan Prescott from District 12 traveled in from Pennsylvania and Colorado respectively.

Half-day plenary sessions were held each of the first two days of the conference. The delegation heard from New Jersey AFL-CIO President Charlie Wowkanech on the first day and New York AFL-CIO President Mario Cilento on the second day.

There was a panel discussion about the ATI strike. Local Union Leadership and Staff spoke about the struggle against the employer and the tactics used to achieve an acceptable agreement. We also heard how their solidarity within as well as the support from other unions and USW locals kept their moral high and contributed to their victory.

Another part of the program that was very well received was a presentation on suicide prevention by Dr. Kelly Posner of the Columbia Lighthouse Project. During her presentation, Dr. Posner

asked for those in the audience who had been impacted by a suicide to raise their hands and more than half the hall had their hands raised. Dr. Posner explained how using the Columbia Protocol can help prevent suicides among the people in our lives. For more information, you may visit their website at www.cssrs.columbia.edu.

We also honored our outstanding activists throughout the District. Awards were given by each sub-district director to those who went above and beyond in their work with the Union. Awards were also given for Rapid Response and Safety and Health. In addition, a special Lifetime Achievement award was presented to John Scardella for his many years working for the health and safety of our members.

This year's "Multiplying Good" Jefferson Award was presented to Mayra Rivera from Local 8198. Mayra was recognized for her work in bringing help and support to victims of Hurricane Maria as well as for building alliances with community groups to bring aid and safety training to the community after multiple natural disasters in Puerto Rico.

Each of our standing committees gave reports on what has happened in the past year as well as plans for the future. These included Women of Steel, Next Gen, Civil and Human Rights, Organizing, Education, Rapid Response, Safety and Health and the Veteran's Council.

Finally, we had SOAR President Bill Pienta present charters to two new chapters in District 4. Our thanks to Local 1357 in New Bedford, MA and Local 9265 in Albany, NY for sponsoring these new SOAR chapters.

After each plenary, delegates attended classes to give them the skills needed to perform their duties as officers and stewards. These included Financial Officer Training, Grievance Handling, Negotiating in the Public and Private Sectors, Health and Safety Training, Civil Rights and Local Union Officer Training. There were also classes on labor history, as well as legal issues in Collective Bargaining and Social Media.

Masks were required for everyone's safety at both the plenary sessions and the classes. I'd like to thank everyone for complying with this requirement. It resulted in a very well attended conference where people felt safe and at which there were no reports of anyone contracting COVID. Thank you to all who helped to make our Education Conference a huge success!

Conference photos on page 4 of this insert.



DEL VITALE
DISTRICT 4 DIRECTOR

BUFFALO JIM BRIGGS, SUB-DISTRICT DIRECTOR

As we come out of our educational conference in Atlantic City, I would like to thank all of the delegates who attended for their cooperation and participation in one of the largest educational conferences in the district. I would like to thank the entire staff from the Buffalo office for all of their work in preparing for the conference. Since returning from the conference the Buffalo office has continued the process of educating our members in many areas, specifically Health and Safety. Recently we conducted OSHA trainings for our locals and have scheduled another OSHA training class for mid-October. We are continuing our trial on the Friends and Family approach with regards to organizing efforts in the WNY area. We encourage all our brothers and sisters to actively and aggressively participate in organizing the unorganized in District 4.

On October 11, 2021 Senate Majority Leader Chuck Schumer (D-NY) addressed Steelworkers from Local 4601 in Olean, N.Y. to call on Siemens Energy to do right by their employees and sell their 88-acre complex to another manufacturing company that will create jobs to offset the loss of over 350 Steelworker jobs by the closing of the Olean manufacturing site. Senator Schumer stated that “The whole community depends on this plant and Siemens has an obligation not to pull the rug out from this community.” We thank the Senate Majority Leader for his continued support of Steelworker families in Olean during this difficult time.

In closing, as we approach the holiday season, we wish all of you and your families a happy Thanksgiving. Be safe as we enjoy and celebrate activities of the season.



SYRACUSE JIM VALENTI, SUB-DISTRICT DIRECTOR

The Syracuse Sub-District has moved full speed ahead in our local union training initiatives. We have conducted eight training sessions at our Syracuse training facility as well as individual local union halls. Our local unions held their election of officers earlier this year and unfortunately for many of these new union leaders, training was unavailable because of the COVID-19 pandemic. Much of the training done in the Sub-District to date has focused on providing our new local union leadership the training they need to successfully perform their tasks in representing the membership. We have conducted eight-hour training programs on basic grievance handling and advanced grievance handling for approximately 80 local union leaders. Over the next two months we will continue our initiative and conduct eight-hour training courses that cover local union leadership skills, bargaining committee training, FMLA/ NYS PFL training, and financial officers training. The training schedule has been communicated to all local union leadership. Participation in these programs is strongly encouraged.

long-term, skilled workers are retiring, and leaving the workforce entirely. This labor shortage has created several problems for employers as well as our membership. As many of our members retire, they create vacancies that can't be easily replaced given the competitive hiring markets. This has resulted in a lot of forced overtime to fill the gaps in staffing levels - a problem both in terms of safety and work/ life balance. Several employers have approached the international for assistance in dealing with this labor shortage. This has given us an opportunity to turn a disadvantage into an advantage in bargaining power. We have been successful over the last several months in securing agreements with several employers relative to this labor shortage. Specifically, where we have raised the new hire rate in many of our facilities to be competitive in the new hire wage structure, we have raised existing employees' wage rates (mid-contract) to help with retaining current employees as well as offering employee initiatives for recruiting new employees.

As always, I want to thank all the local union leadership for their commitment and hard work. Each of you is in the front-lines for preserving our livelihoods. Again, my sincere appreciation and help.

Both news reports and many of our shop floor experiences indicated there is a labor shortage all over the country. Many

MILFORD STEVE FINNIGAN, SUB-DISTRICT DIRECTOR

WE ARE RELOCATING

We are pleased to announce on October 12 we are relocating our office to 9 Industrial Road, Suite 104 Milford, MA 01757. Our new office in addition to the offices for the staff has over 2,000 square feet which will be utilized for training and education. In the upcoming months we plan to have shop stewards training, financial training, which will include training for trustees, safety and health training. In addition, the LM Conference and Presidents meetings will no longer be held at hotels, it will be on site at our new facility. As soon as all the equipment is installed and the furniture for the training area arrives we will start scheduling the training for our local unions.

If there were any doubts about the need for a training area, the recent Next Generation Level 1 training held in Milford put those thoughts to rest. We had over two dozen Steelworkers attend this important training that will educate

and motivate our next generation of union activists. The class, led by Staff Representative Brigette Womer and District Next Gen Coordinator Brian Callow, was very well received and lays the groundwork for future involvement.



Level 1 Next Gen Training in Milford, Massachusetts.

EDISON MICHAEL L. FISHER, SUB-DISTRICT DIRECTOR

I'm glad to report that the members here in the Edison Sub-District are keeping in step with the business of the Union, with in-person negotiations, and arbitrations, etc. along with other activities.

Recently, members at Express Scripts/Cigna (USW Local 4-380) were able to ratify a new agreement, which called for significant improvements in the first year, notably an hourly rate adjustment of \$1.25 in the first year of the agreement, and a ratification bonus of \$1,500.00.

That contract being settled, Local 4-380 then turned to training, and participated in a recent Level One Shop Stewards Training session.

In our Sub-District, we are seeing more and more opportunities for members to come together, including Executive Board, and General Membership meetings being held in person, and with member attendance on the rise.

Local 6129 at Silgan Container also recently ratified a favorable contract proposal which maintained Health Insurance costs at current levels - one of the major issues the Local Union had fought for at the bargaining table.

In New York City recently, USW Members from the Edison Sub-District rallied with Union members from South America, who are in the United States protesting the labor and human rights record of the giant Tobacco Company Phillip Morris.

While other contract settlements are being reached, we would like to thank the Edison Staff for keeping the work of the Union moving forward.



Instructor Tom Capone leads a discussion with the stewards of Local 4-380



Edison Sub-District Director Michael Fisher, Local 4-380 President Robert Tapp, and District Education Coordinator Luke Gordon with Stewards of Local 4-380



District 4 Women of Steel Coordinators (l-r) Angela Fitzpatrick, Cindy Marlow, Mariel Cruz, Cecilia Gilligan Leto, Marie McGinley, Tammie Botelho.



WOMEN OF STEEL

The Women of Steel (WOS) attended the District 4 Educational Conference where a WOS Breakfast was held to provide all in attendance with a taste of what the regional councils have done over the past year. Each Council Chair spoke to a specific project that their council took on.

Contact information was provided and a call for those locals who have female membership to have a Women's Committee in place.

Director Del Vitale and Assistant to the Director David Wasiura addressed the attendees expressing their commitment to the program and stating that District 4 has one of the best Women of Steel programs in the USW.

During registration for the conference the Western New York Council did a 50/50 raffle and a basket raffle to benefit "Project Mona's House." The event raised \$1,070.00

Project Mona's House is a program of Ramp Global Missions, a Christian Humanitarian organization that helps those experiencing homelessness, orphaned, and those exploited through Human Trafficking. Project Mona's House exists to shed light on this terrible crime, restore those who have been victimized, and prevent it from ever happening again through education, and legislation.

DISTRICT 4 CONFERENCE A SUCCESS



Local 9436 ATI Unit Chair Zachary Kline and Milford Sub-Director Steve Finnegan.



Recipients of the Activist Awards for 2021

2021 DISTRICT 4 ACTIVIST AWARDS

Buffalo, NY – Angelle Gregoire, Local 3992

Syracuse, NY – Dan LeClaire, Local 649

Maine – Lee Drouin, Local 449

New Jersey – Fredrick Johnson, Local 4-438

Milford, MA – Israel Rodas-Torres, Local 1702

Puerto Rico – Mariel Cruz, Local 6871

Rapid Response – Dave Dellisola, Local 12012

Safety & Health – Daniel Dunlap, Local 135L

Lifetime Health & Safety – John Scardella



Secretary-Treasurer John Shinn, SOAR President Bill Pienta, Local 9625 SOAR Chair Priscilla Marco, Local 1357 SOAR Chair Donald Rei, Director Del Vitale, Assistant to the Director Dave Wasiura.

MAYRA RIVERA GANADORA DEL USW CARES JEFFERSON AWARD 2021 DISTRITO 4

Mayra Rivera ha sido Presidenta y Coordinadora de las Mujeres de Acero (WOS) de la Local 8198 que representa a los empleados municipales de Ponce, Puerto Rico, desde el 2014. En el 2013, hubo una reducción de Jornada Laboral que afectó a más de 1,500 empleados y familias del Sector Público, y a algunos miembros de la USW con despidos o reducciones de 20 a 30 horas de trabajo.

Está fué la primera lucha de Rivera. Organizó protestas, consiguió la atención de los medios de comunicación y defendió a los trabajadores y sus familias eventualmente tomando acción legal y buscando justicia en la corte. En el 2015, Rivera creó su primera campaña para repartir alimentos a cientos de padres, quienes en muchos casos no recibían ningún salario debido a la reducción en su jornada laboral.

Luego cuando llegó el huracán María, en el 2017, devastó a todo Puerto Rico incluyendo la finca de la familia de Rivera; ella comenzó una alianza con líderes de la comunidad para traer suministros, apoyo y educación sobre peligros al sur de Puerto Rico. En el 2018, los entrenadores del Centro Tony Mazzocchi (TMC) llegaron a Puerto Rico para llevar a cabo adiestramientos en salud y seguridad para los miembros de la USW y la comunidad y Rivera se unió como voluntaria.

Desde entonces, Rivera ha continuado el trabajo de TMC, viajando por todo el sur de Puerto Rico como parte de un grupo de Respuesta Rápida especializada de TMC para la educación y mitigación de peligros. Cuando desastres como huracanes o terremotos ocurren, no solo trae donaciones, PPE, alimentos y suministros de la USW, FEMA, CRUZ ROJA y otras entidades caritativas a la comunidad, además le habla a las multitudes acerca de como tratar adecuadamente cosas como el hongo y sus efectos en la salud de las personas.

Rivera lleva a cabo al menos un adiestramiento en Preparación y Respuesta al Peligro semanalmente, viajando a diferentes comunidades através del sur de Puerto Rico, proveyendo filtros de agua, lámparas, luces LED y baterías. Además hizo un fuerte vínculo con la líder comunitaria Carmen Pacheco, quien ayuda a Rivera a conseguir suministros y donaciones para distribuir a la comunidad.

Muchas comunidades de Puerto Rico aún no se han recuperado del Huracán María y la gente está sufriendo por ello y preparándose para más desastres. Rivera continuará educando a la gente sobre la Preparación y Respuesta para Desastres, ayudando a reconstruir un Puerto Rico aún en recuperación.

Cuando se le pregunta a Rivera acerca del movimiento laboral, simplemente dice: "Lo amo, si no fuera por la USW, no conocería la gente que conozco ahora." "No estaría haciendo el trabajo que hago ahora."

Por su compromiso de defender a los trabajadores y apoyar a su comunidad através de desastres naturales, Mayra Rivera es la ganadora del USW Cares Jefferson Award del Distrito 4.



2021 USW CARES, DISTRICT 4 JEFFERSON AWARD WINNER, MAYRA RIVERA

Mayra Rivera has been the President and Women of Steel Coordinator for Local Union 8198, which represents municipal employees in Ponce, Puerto Rico, since 2014. In 2013, a working day reduction of the public sector affected more than 1,500 family-supporting employees, some USW members, with layoffs or 20-30 hour work reductions.

This was Rivera's first fight. She organized protests, got the attention of media, and stood up for working people and their families, eventually taking legal action and seeking justice in court. In 2015, Rivera created her first food delivery campaign for hundreds of parents who in many cases did not have any salary because of the reduction in their workday.

Then, when Hurricane Maria devastated all of Puerto Rico in 2017, including Rivera's own family farm, she started an alliance with community leaders to bring supplies, support and hazard education to Southern Puerto Rico. In 2018, Tony Mazzocchi Center (TMC) coaches arrived in Puerto Rico to conduct health and safety training for USW members and the community and Rivera volunteered.

Rivera has continued the work of TMC ever since, traveling all over Southern Puerto Rico as part of a specialized Rapid Response group of TMC for hazard relief and education. When disasters, like hurricanes and earthquakes strike, not only does she bring donations, PPE, food, and supplies from the USW, FEMA, the Red Cross and other charities to the community, but she speaks to crowds about how to properly deal with things like mold and its effects on people's health.

Rivera leads at least one hazard preparation and response training a week, traveling to different communities across Southern Puerto Rico, bringing water filters, lamps, LED lights, and batteries. She has also built a strong partnership with community leader Carmen Pacheco, who helps get Rivera supplies and donations to distribute to the community.

Much of Puerto Rico's community has not recovered from Hurricane Maria, and people are suffering through and preparing for more disaster. Rivera will continue to educate people about disaster preparation and response, helping to rebuild a still-recovering Puerto Rico.

When asked about the labor movement, Rivera simply said, "I love it. If it wasn't for the USW, I wouldn't know the people I know now. I wouldn't be doing the work I do now."

For her commitment to standing up for working people and for supporting her community through natural disaster, Mayra Rivera is District 4's 2021 USW Cares Jefferson Award winner.

NEXT GENERATION

During the District 4 Education Conference that was held in Atlantic City, NJ in late August, the District's Next Gen co-coordinator Brian Callow spoke about the Regional Coordinators meeting which took place June 10 at the Desmond Hotel in Albany, NY. All of the regional coordinators were in attendance and the meeting was very productive. Each coordinator presented their plans for the quarterly meetings to be held in each region. The regional coordinators left with complete understanding of what they will be presenting locally at their quarterly meetings. We are extremely proud of our regional coordinators and excited to see the growth of the program. Brian announced that next up are Level 1 training sessions that will be held at the Buffalo District Office, as well as the various Sub-District Offices in October. Finally, we'd like to offer congratulations and wish good luck to our Co-Coordinator Laura Jones, who is leaving us to take a position with the USW Organizing Department at Headquarters in Pittsburgh. While we're sorry to see you go, Laura, we're glad to know that you'll be putting your awesome talents to use building the USW!

HEALTH, SAFETY & ENVIRONMENT

I want to start out by thanking all the members who participated in our Health and Safety training in Atlantic City in August. The classes were well attended and the participant's interaction within the group enhanced the effectiveness of the training programs. Since our District Education Conference, we have conducted two two-day OSHA 10-hour training courses. The first was held in Buffalo, New York and the second in the Syracuse subdistrict training facility. In the month of October, we will be conducting an eight-hour hazard mapping training course in Buffalo and Syracuse, New York. In the month of November, we will be conducting two eight-hour Near Miss training sessions again in Syracuse and Buffalo training centers. We will wrap up our 2021 HSE training schedule with a 28-hour lockout tag out and fall protection training in the month of December. The District 4 Health and Safety Initiative will be sending out the dates and times for each of these training sessions to all local unions. It is important to remember that if a local union wishes to have these training programs conducted in their local facilities, please contact your Staff Representative and they will contact the health and safety training coordinators. We encourage company participation in these courses. We know that these HSE training programs are most useful when conducted with the involvement of the labor-management health and safety committees. We are certainly willing to conduct this training in your plant. Once again, please contact your Staff Rep for more details.

VETERANS COUNCIL

At the District 4 Education Conference we were able to hold our first ever veterans luncheon where we discussed many topics related to veterans and active duty military members. Conversations included future plans for local veterans committees and local member involvement. Next year's district-wide coordinator meeting in July 2022 was also discussed. Members left feeling excited and invigorated and ready to do the work needed to support our vets!

District 4 Veterans Golf Fundraiser

We held our 4th Annual Veterans Golf Fundraiser in September with great success. Locals and staff from across the District participated in a day of golf and solidarity. Monies raised will be used to continue the Veterans Councils' efforts to assist veterans throughout the District and to keep veterans issues on the forefront. Thank you all for your support of this fundraiser!

Local 880 Women of Steel assisted the American Legion Post 183 in Shirley, Massachusetts, in honoring those who gave the ultimate sacrifice from WW I, WW II, Korea and Vietnam. In an effort to raise community awareness, they also placed 660 flags representing the 660 vets who die by suicide each month.

On September 28, we met with members of Local 180M and Local 135T to lay the ground work for the formation of their own local Veterans committees. Discussion ranged from participating in community events, adding veterans committees to local union by-laws, potential future activities and local veterans support.

If you would like more information, or to schedule a Veterans presentation at your Local Union meeting, contact Cary J. Eldridge - District 4 Veterans Coordinator at (315)468-1623, and he will put you in touch with a Veterans Committee Coordinator in your area.



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CIVIL AND HUMAN RIGHTS

The Importance of Civil Rights

Since America declared its independence, people of all races, creed, colors, religions, sex and national origins have contributed to the material success of America. Many have given their lives for the ideals of America's independence and freedom.

Yet many Americans continue to be denied equality under our laws and the "pursuit of happiness" enunciated by the Constitution of the United States.

As union members, it is our obligation to work towards the day when every person enjoys the liberty and benefits of true equality. Throughout the years the USW has fought for the fundamental rights and human dignity of workers. We have a duty to seek the rights, freedoms, and the principals of equality for all.

USW-Protocols Regarding Discrimination Complaints

We as union members, elected union officials and union representatives must take all filed complaints seriously- whether written or verbal.

Any complaint filed should be in writing on a form (520), which is available through the International Union. The form (520) shall be submitted to a member of the Local Union Civil and Human Rights Committee, the Local Union Recording Secretary, the USW Civil and Human Rights Department, the District Director, and the District Civil Rights Coordinator.

The Local Union Civil and Human Rights Committee shall consult with the Grievance Committee to determine if the complaint alleges a violation of the Collective Bargaining Agreement.

If yes: The Grievance Committee shall handle the complaint.

If it is determined that the Human and Civil Rights Committee will process the complaint. Please note that Form 520 is for internal use within the union.

The Local Union Civil and Human Rights Committee shall attempt to investigate and seek to resolve the complaint.

The committee should inform the district coordinator of the status of the complaint and forward a status report to the Civil and Human Rights Department.

Any complaint not resolved satisfactorily may be appealed to the District Director, who may take additional actions in an effort to resolve the issue.

In the event that the complaint is still not resolved the complainant may submit the matter to the International Civil and Human Rights Department for review.

The Local Union President or Civil and Human Rights Committee Chair may contact the District Director, Civil and Human Rights Coordinator or servicing Staff Representative for assistance during any part of the investigation or resolution process.

ORGANIZING

District 4 continues to put organizing amongst its top priorities as we move through the later part of 2021. We continue to educate our members on the importance of organizing and how they can assist in growing our great union because our members are our greatest attribute. Each of you and the role you play is what makes our union great.

We are continuing our organizing efforts across the district with many organizing projects and strategic plans currently underway. Some of those projects include leafletting facilities that we know the workers need our help to active organizing campaigns to the Friends and Family approach in WNY.

We wish to send a strong message of solidarity to our brothers and sisters at both Essity in Greenwich, N.Y. and Cascades in Piscataway, N.J. as our new members sit at the bargaining table for the first time to and work towards reaching a fair agreement on their first contract.

As the holiday season approaches please remember this: Friends don't let friends be the turkey. Friends help friends have a seat at the table to get their fair slice of the turkey. Organize, mobilize and strategize!

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