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NEWS FOR THE UNITED STEELWORKERS IN DISTRICT 4

The USW held its Constitutional Convention at the MGM Grand Convention Center in Las Vegas, Nevada in August. This was our first convention in five years because of a two-year delay caused by the COVID-19 pandemic. District 4 sent 223 delegates and observers to the convention which was attended by more than 2,000 members.

President Tom Conway opened with a keynote address and stressed the importance of our great union and its members, saying, “We make things. We help people. We are the backbone of the economy. We are never, ever going to let anyone forget how essential we are.” He went on to declare that the USW is Everybody’s Union.

Speakers included Vice President Kamala Harris, U.S. Labor Secretary Marty Walsh and U.S. Trade Representative Katherine Tai. Speakers from organized labor included AFL-CIO President Liz Shuler and Canadian Labour Congress President Bea Bruske. International guests included Mexican Senator and President of Los Mineros Napoleón Gómez Urrutia, Simon Dubbins from Unite the Union and Kemal Özkan from the International Labor Federation Industri-ALL.

The delegates passed more than 20 resolutions on a diverse range of issues, honoring our great union’s past while also mapping our path for the future. Resolutions were passed to honor past USW leaders, strengthen organizing and collective bargaining, renew labor rights, build union power, and promote civil and human rights and education. Resolutions were debated and in some cases amended before the body voted on each one.

Delegates enthusiastically supported a resolution to establish a Veterans of Steel Committee at each local union. This resolution makes these committees a constitutional requirement, bringing the number of mandatory committees to six.

These Veterans of Steel Committees will build on a program that has already been very successful in District 4. When enacted, they will work to provide significant resources to our brothers and sisters who have served in the military as well as to their families.

All in all, this was a very successful convention, and the delegates left revitalized and energized to return to their locals to share their experience, and advance the work of the union.

Upon returning from the convention, I had the opportunity to march in the New York City Labor Day parade along with about 70 other members from District 4. USW members from as far away as Buffalo and Boston traveled to march in what is the largest Labor Day parade in the nation.

The parade was led by U.S. Secretary of Labor Marty Walsh. Former USW Vice President and current AFL-CIO Secretary-Treasurer Fred Redmond and New York Commissioner of Labor Roberta Reardon were parade co-chairs. We were proud to have our good friend Brother Redmond marching with our District 4 contingent as we led the parade up Fifth Avenue.

Finally, on the five-year anniversary of Hurricane Maria devastating our members in Puerto Rico, yet another storm, Hurricane Fiona, struck and did incredible damage. As I write this, the damage is still being surveyed, but it is formidable. Most of the island is without power and water. This storm produced even more rain than Maria and has caused terrible flooding.

One of the resolutions passed at our convention was titled, “Building Unity Through Helping Others.” This resolution spoke about and reaffirmed our commitment to helping people who endure the hardship of natural disasters through the Steelworker Charitable and Educational Organization. The SCEO helps our members through these times wherever

they are. They helped our District 4 members in New York and New Jersey after the devastation of Superstorm Sandy five years ago.

Now they are needed once again to help our District 4 siblings in Puerto Rico after the damage caused by this terrible storm. We can offer our help and assistance to USW members in beginning to rebuild their lives and communities. If your local has not already done so, please consider a donation to the United Steelworkers Charitable and Educational Organization to assist our union brothers and sisters and their families during this time of great loss and devastation. I hope you and your locals will please help our members by contributing to the SCEO and remember, this is Everybody’s Union.

Contributions should be sent to:

United Steelworkers
 Attn: Steelworkers Charitable and Educational Organization
 60 Blvd of the Allies
 Pittsburgh, PA 15222
(Please note in the memo field of the check, “Disaster Relief Fund.”)



DEL VITALE
 DISTRICT 4 DIRECTOR

DIRECTOR’S REPORT

BUFFALO JIM BRIGGS, SUB-DISTRICT DIRECTOR

Greetings from the Buffalo Sub-District office! As we get ready to make our way into the winter season, we would like to thank the District 4 Health, Safety and Environment initiative for the safety training that has taken place, not only in the Buffalo Sub-District office but across the District. This type of training helps to fulfill the often-stated belief that our members should go home in the same condition as they came to work.

We are encouraging all locals in the Buffalo Sub-District to participate in these trainings. It is imperative to the safety and health of our members. In addition to this, Goodyear Local 277 is in the middle of addressing an important health and safety issue in their plant. The Buffalo Sub-District and the local would like to thank Steve Sallman from the International Health and Safety department, and Nick Miclaus, the USW's HSE Coordinator at Goodyear, for their assistance in addressing this matter.

EDISON MICHAEL L. FISHER, SUB-DISTRICT DIRECTOR

Work in the Edison Sub-District is phrase that “business as usual, and then some.” We continue to administer and enforce collective bargaining agreements, grievances, arbitrations, as well as negotiate through the summer months. We also offered training sessions with a major emphasis on health and safety. I would like to thank those who participated in the Health and Safety courses that were offered to the members, with such topics as “A Union Approach to Health and Safety” and recently “Crane and Forklift Safety.”

We recently held collective bargaining training for upcoming negotiations within the sub-district, and in August, many of our local unions attended the USW Constitutional

Locals should know that resources are available from the International when difficult issues arise in your workplace. With the help of Mike Fisher and Lowell Alexander, we have also completed Civil Rights training in the Buffalo Sub-District and are now planning the second part of that training to occur in November with the help of the Civil Rights department in Pittsburgh.

It was unfortunate that while the Buffalo Sub-District was scheduled to participate in all the Labor Day events in Western New York, the weather unfortunately forced the cancellation of many outdoor events. Even without a parade, we remembered on our own and celebrated the great labor movement that built middle-class America and protects it today. In closing, we ask everyone to continue to explore organizing opportunities in your community because with union density comes strength and solidarity. Thank you as always!

Convention in Las Vegas. In September we hit the ground running, and had an awesome contingent in the NYC Labor Day Parade on Fifth Avenue. Our friend and brother Fred Redmond, former USW Vice President and current AFL-CIO Secretary-Treasurer, was the honorary parade president. The parade was well attended, and I want to thank all our brothers and sisters from other Sub-Districts within District 4 who came, marched, and shared their support. It was great to see the House of Labor in full view, with the USW marchers even making the evening news on NBC.

I want to thank the staff and members of the Edison Sub-District for contributing their time, energy and enthusiasm for these Sub-District events.



SYRACUSE JIM VALENTI, SUB-DISTRICT DIRECTOR

A recently released Gallup poll found that 71 percent of Americans approve of labor unions, the highest approval recorded by Gallup since 1965. The data from Gallup confirms what we are seeing right here in New York state and in our Sub-District office. When you think of the tremendous challenges that we had to face throughout the pandemic, it has become very clear to me that at no other time in recent memory has it been so vitally important to have a voice in our workplaces. That is exactly what our great union gives you, and this poll confirms it. Workers recognize that we are all much stronger together. It's that simple.

Since the beginning of the year, we have entered into mid-contract bargaining for increases in base wages to retain our staffing levels and to attract new employees into our facilities. We have seen substantial increases in negotiated wage packages and enhancements to benefits that we have tried to improve without success over the last several years. These gains have been achieved through solidarity of our membership, contract preparation through our building power programs and the strong leadership of our local union leaders.

The time is right and the time is now to fight for a fair and equitable standard of living. My hat goes off to those local unions who have successfully completed their collective bargaining process and were able to achieve substantial gains for their membership.



MILFORD STEVE FINNIGAN, SUB-DISTRICT DIRECTOR

We have important elections coming up in New England for positions across the board, and it is incumbent upon all of us to support and volunteer our time to get elected officials into office who share our core values of family, jobs and community and will support issues important to labor and working people.

Elections have consequences. For instance, when a president of the United States is elected, the president has the ability to nominate Supreme Court Justices in the event of a vacancy. These nominations are subject to the approval of Congress. As we know from recent rulings by the Supreme Court, rulings such as the “Janus” decision were clearly designed to weaken labor unions representing public sector employees.

The president also has the ability to appoint, with the Senate’s consent, one member each year to the National Labor Relations Board (NLRB) for a five-year term (with one member expiring each year). The president also appoints the General Counsel for the NLRB, who determines many of the enforcement priorities of the Board. If the right members aren’t appointed and confirmed, it will hinder our ability to organize, file unfair labor practices, bargain and represent our members in the best ways possible. That’s why it’s so important to

elect labor-friendly Senators and members of Congress.

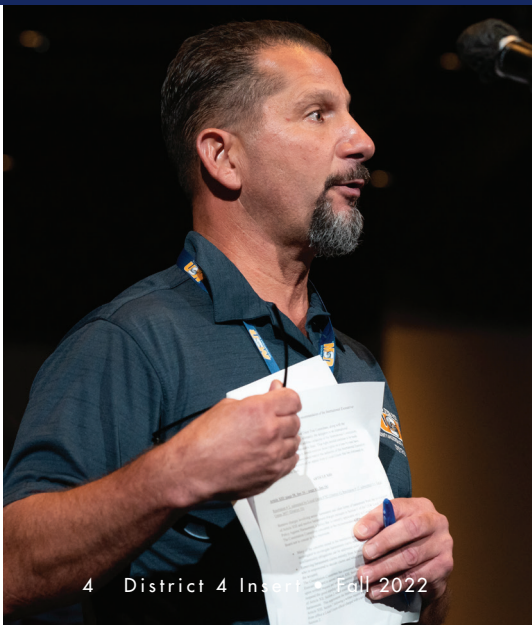
The state level is not much different. When new legislators are elected, they are assigned to one or more of the various legislative committees, such as transportation, financial services, ways and means, labor, utilities and energy, etc., which review and hold hearings for new proposed legislation. If we don’t have state legislators who have the same priorities as we do, legislation can go in many different directions. Favorable legislation that affects working families may never make it out of committees to be voted on by the full legislature and signed into law by the governor.

The opposite is also a real concern, as harmful legislation can be enacted that takes away the rights of working people. A prime example of this is the “Right to Work” legislation that we have beaten back every time it came up in any of the states in our Sub-District. “Right to Work” legislation is extremely detrimental to our cause. We also have to contend with local city and town officials who pass home rule petitions to ban any new natural gas hookups or who don’t approve our negotiated collectively bargained tentative agreements – therefore denying our members the benefits and wages they deserve.

So, yes, elections do have consequences. It is also our obligation to hold elected officials accountable for their actions in upcoming elections. I hope all of you have a safe and happy upcoming holiday season.



DISTRICT 4 AT THE UNITED STEELWORKERS CONSTITUTIONAL CONVENTION



En agosto pasado, celebramos nuestra Convención Constitucional en el MGM Grand Convention Center en Las Vegas, Nevada. Esta fue nuestra primera Convención en cinco años debido a un retraso de dos años causado por la pandemia de Covid-19. El Distrito 4 envió 223 delegados y observadores a la convención a la que asistieron más de 2000 miembros-delegados.

El Presidente Tom Conway inauguró la convención y en su discurso de apertura destacó la importancia de nuestra gran Unión y sus miembros diciendo: “Hacemos cosas. Ayudamos a las personas. Somos la columna vertebral de la economía. ¡Nunca vamos a dejar que nadie olvide lo esenciales que somos!” ¡Continuó declarando que USW es la Unión de Todos!

Durante los cuatro días de la Convención, hubo muchos oradores interesantes y se llevaron a cabo muchos asuntos importantes. Los oradores incluyeron a la Vicepresidenta Kamala Harris, el Secretario del Trabajo de los Estados Unidos, Marty Walsh, y la Representante de Comercio de los Estados Unidos, Katherine Tai. Los oradores de los trabajadores organizados incluyeron a la Presidenta de la AFL-CIO, Liz Shuler, y a la Presidenta del Congreso Laboral Canadiense, Bea Bruske. Entre los invitados internacionales se encontraban el senador mexicano y Presidente de Los Mineros, Napoleón Gómez Urrutia, Simón Dubbins, de Unite the Union, y Kamal Ozcan, de la Federación Internacional del Trabajo Industrial.

Durante la Convención, aprobamos más de 20 resoluciones sobre una amplia gama de temas con la mente puesta en honrar el pasado de nuestro gran sindicato y trazar nuestro camino para el futuro. Hubo una resolución en honor a nuestros líderes anteriores. Otros incluyeron resoluciones para fortalecer la Organización y la Negociación Colectiva, renovar los Derechos Laborales, Construir Poder Sindical y aún más en materia de Derechos Civiles y Humanos, y promover la Educación. Las resoluciones fueron debatidas y en algunos casos enmendadas antes de que el cuerpo votara sobre cada una.

Una resolución que fue apoyada con entusiasmo por los delegados establece un Comité de Veteranos del Acero en cada sindicato local. Esta resolución convierte a estos comités en un requisito constitucional, elevando a seis el número de comités obligatorios. Estos Comités de Veteranos del Acero se basarán en un programa que ya ha tenido mucho éxito en el Distrito 4. Cuando se promulguen, trabajarán para proporcionar recursos significativos a nuestros hermanos y hermanas que han servido en el ejército, así como a sus familias.

En general, esta fue una Convención muy exitosa y los Delegados se fueron revitalizados y energizados para regresar a sus locales para compartir su experiencia y avanzar en el trabajo del sindicato.

Al regresar de la Convención, tuve la oportunidad de marchar en el Desfile del Día del Trabajo de la Ciudad de Nueva York junto con otros 70 miembros del Distrito 4. Los miembros del USW de lugares tan lejanos como Buffalo y Boston viajaron para marchar en lo que es el desfile del Día del Trabajo más grande de la nación.

El desfile fue dirigido por el Secretario de Trabajo de los Estados Unidos, Marty Walsh. El ex Vicepresidente de la Steelworkers (y actual Secretario-Tesorero de la AFL-CIO) Fred Redmond y la Comisionada del Trabajo de Nueva York Roberta Reardon, fueron copresidentes del desfile. Estábamos orgullosos de tener a nuestro buen amigo el hermano Redmond marchando con nuestro contingente del Distrito 4 mientras

dirigíamos el desfile por la Quinta Avenida.

Finalmente, en el quinto aniversario del huracán María que devastó a nuestros miembros en Puerto Rico, otra tormenta más, el huracán Fiona ha golpeado y causado un daño increíble. Mientras escribo esto, el daño todavía está siendo examinado, pero es formidable. La mayor parte de la isla está sin electricidad ni agua. Esta tormenta produjo aún más lluvia que María y ha causado terribles inundaciones.

Una de las resoluciones aprobadas en nuestra Convención se tituló “Construyendo la Unidad Ayudando a Otros”. Esta resolución habló y reafirmó nuestro compromiso de ayudar a las personas que soportan las dificultades de los desastres naturales a través de la Organización Caritativa y Educativa de la Steelworkers. El SCEO ayuda a nuestros miembros a través de estos tiempos dondequiera que estén. Ayudaron a nuestros miembros del Distrito 4 en Nueva York y Nueva Jersey después de la devastación de la super tormenta Sandy hace cinco años.

Ahora son necesarios una vez más para ayudar a nuestros hermanos del Distrito 4 en Puerto Rico después de los daños causados por esta terrible tormenta. Podemos ofrecer nuestra ayuda y asistencia a los miembros de la USW para comenzar a reconstruir sus vidas y comunidades. Si su local aún no lo ha hecho, considere una donación a la Organización Caritativa y Educativa United Steelworkers para ayudar a nuestros hermanos y hermanas sindicales y sus familias durante este tiempo de gran pérdida y devastación. Esperamos que ustedes y sus locales por favor ayuden a nuestros miembros contribuyendo al SCEO y recuerden, esta es la Unión de Todos.

Nota: Al momento de escribir esto, el huracán Ian está llegando a la costa del Golfo de Florida y los miembros de la United Steelworkers que residen ahí, necesitaran su ayuda también. Por favor, consideren hacer una contribución.

Las contribuciones deben enviarse a:

United Steelworkers

A la atención de: Steelworkers Charitable and Educational Organization
60 Blvd of The Allies
Pittsburgh, PA 15222

(Favor de especificar en su cheque que es para el “Disaster Relief Fund.”)



**DIRECTOR'S REPORT
EN ESPAÑOL**



Fortunately, we have not experienced an increase in our fatality rate in the District, but we have experienced a considerable number of serious accidents since the beginning of the COVID-19 pandemic. Staffing problems and an increase in mandatory overtime have substantially contributed to these increased injury rates. We certainly see a trend that is consistent with OSHA's most frequently cited standard violations.

Top 10 Most Frequently Cited Standards for Fiscal Year 2021 (Oct. 1, 2020, to Sept. 30, 2021)

The following is a list of the top 10 most frequently cited standards following inspections of worksites by federal OSHA for all industries. OSHA publishes the list to alert employers about these commonly cited standards so they can take steps to find and fix recognized hazards addressed in these and other standards before OSHA shows up. Far too many preventable injuries, illnesses, and deaths occur in the workplace that are related to these top 10 cited standards.

1. Fall Protection, construction (29 CFR 1926.501)
2. Respiratory Protection, general industry (29 CFR 1910.134)
3. Ladders, construction (29 CFR 1926.1053)
4. Hazard Communication, general industry (29 CFR 1910.1200)
5. Scaffolding, construction (29 CFR 1926.451)
6. Fall Protection Training, construction (29 CFR 1926.503)
7. Control of Hazardous Energy (lockout/tagout), general industry (29 CFR 1910.147)
8. Eye and Face Protection, construction (29 CFR 1926.102)
9. Powered Industrial Trucks, general industry (29 CFR 1910.178)
10. Machinery and Machine Guarding, general industry (29 CFR 1910.212)

Visit www.osha.gov/top10citedstandards for more information.

We all have to pay special attention to these OSHA standards which cover the majority of serious accidents in our work places. Work safe, be safe.

VETS OF STEEL

The Fifth Annual District 4 Veterans Council Golf Tournament had a phenomenal turnout. Thanks to the support of the International, District 4 Sub-Districts, many USW Local Unions and area businesses like Excellus, MVP, NILICO, Blitman & King, Oot & Associates and AmeriCu, we surpassed our fundraising goal!

Small grants will be given throughout the District in support of veterans programs. If your local knows of a worthy veterans program, contact USW Veterans Council Coordinator Cary Eldridge with the details and he will present it to the committee for consideration. Thank you to everyone who supported our annual fundraiser!

USW Local 14532 raised \$850 at their annual picnic to support the Joseph P. Dwyer Peer Support Program, which empowers veterans and their family members to find passion, purpose and hope as they transition from military to civilian life. Thank you to the members of 14532 for their support of this valuable organization!

Save the date: The annual District 4 Veterans Council meeting will be held July 13, 2023, in Albany, N.Y. Watch for more details in upcoming newsletters.

For more information about the USW Veterans Council, contact Cary Eldridge, District 4 Veterans Committee Coordinator, at 315-468-1623.





The Women of Steel Western New York Regional Council was honored to receive the Champions of Labor award from the United Way of Buffalo and Erie County on Aug. 23. This award was in recognition of the many years WOS has participated in the United Way community baby shower, collecting thousands of diapers for the various agencies that the United Way supports. Our Sisters have always worked extremely hard to make this event a huge success. Along with the help from their locals, friends, and families, they never fail. Congratulations, Sisters, on this well-deserved award!

WOMEN OF STEEL

On Labor Day the Women of Steel Puerto Rico (PR) teamed up with the Working Women's Commission attached to the AFL-CIO Federation of PR Workers to hold a workshop on how climate change directly affects PR workers. It was held at the College of Engineers and Surveyors PR and was led by Arturo Archila from the Labor Institute. This successful workshop brought together attendees from various organizations such as the UAW, AFSCME, UPAGRA-CWA, FPT, IAM, AFT, and of course our own USW District 4.



NEXT GENERATION

District 4 Next Gen regional coordinators held their regional trainings in June and July. On June 29, New Jersey Regional Coordinator Bradley Kolb held a training at the Edison, N.J., office. Massachusetts Regional Coordinator John Savage held a training at the Milford, Mass., office on June 30. Kimberly Kephart, the Southern Tier coordinator, held a training July 1 at the Local 1000 Union Hall in Corning, N.Y.

These trainings covered everything from local union structure to the handling of grievances, new hire orientation and some fun skits for the members to take part in. A new series of trainings are being put on the schedule for October. We are so proud of the great work our regional coordinators are doing. Great job to all!



New Jersey Regional Next Gen Coordinator Bradley Kolb, a delegate from Local 9265, speaks at the USW Convention in August.

CIVIL & HUMAN RIGHTS

District 4 has had a couple of civil rights complaints recently, demonstrating the need for various locals to address the Constitutional requirement of having a civil rights committee.

To that end, several locals have initiated or held civil rights trainings recently. An orientation into civil rights was held in Buffalo, N.Y., and another local in that Sub-District requested that formal training be made available soon. Several locals out of the Milford, Mass., Sub-District office have requested training as well.

At the Massachusetts State AFL-CIO Constitutional Convention, a resolution was passed on racial justice after a panel discussion with members of the Steelworkers and the SEIU, as well as AFL-CIO Secretary-Treasurer Fred Redmond.

It was our pleasure to attend the meetings of a number of the affiliate groups, such as the A. Philip Randolph Institute, which held its Educational Conference in Baltimore this past July. We eagerly look forward to a variety of conferences being scheduled for 2023, to help educate our members on what is happening on the civil rights front.

DISTRICT 4

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DISTRICT 4 SOAR



Members of SOAR Chapter 4-17 are retirees of USW Local 9265, and they reside all across New York state. Pictured from left, attending the Albany, N.Y., Labor Day Parade are SOAR Chapter 4-17 member Karen Conte; Andrea Coton, trustee; Gary Cunningham, vice president; and retiree Mario Bruni.



Several SOAR Chapter officers participated in New York City's Labor Day Parade and were proud to take a photo with Parade Chairperson and AFL-CIO Secretary-Treasurer Fred Redmond, who is a former USW Vice President. From left: Leonard Mangano, trustee; Blair Burroughs, trustee; Fred Redmond; Chapter President Priscilla Marco; and USW District 4 Director Del Vitale.

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