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PUERTO RICO
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NEWS FOR THE UNITED STEELWORKERS IN

DISTRICT 4

LOOKING FORWARD TO A PRODUCTIVE YEAR

Spring is in the air and things are looking much brighter. The promise of warm weather is accompanied by the optimism that a robust vaccine rollout brings. Vaccines are being administered widely, and everything is gradually reopening. I'm happy to say I received my second dose of the vaccine in late March and since then, I feel much safer.

There has been a lot going on throughout the District since the last edition of the newsletter. We've had local union presidents meetings on Zoom in March and online stewards training classes throughout the district in April. There have been local union elections and newly-elected officers are being sworn in this month. Along the way, we've launched a new infrastructure initiative called "We Supply America."

The idea behind "We Supply America" is to hear our members' thoughts on the question of investment in infrastructure in America. Through your participation in our online survey, your opinions will be compiled and used to encourage our elected officials in Congress to pass an infrastructure bill with strong "Buy American" and domestic supply chain requirements.

If such legislation were to be passed, it would have the potential to create hundreds of thousands of new jobs. Many of these jobs will be at our USW-represented facilities, securing the jobs of our present members and creating new jobs for another generation of workers.

The survey and more information on the "We Supply America" initiative is

available at uswvoices.org. I hope you will take a few minutes to check out that page on your device of choice and fill out the survey. You deserve to have your voice heard, and we all deserve to have our collective voices heard in Washington, D.C.

While I'm on the subject of legislation, there is a bill called the Protecting the Right to Organize (PRO) Act making its way through the U.S. Congress. This bill is the most pro-union legislation in decades and it would level the playing field between employers and unions when it comes to workers deciding for themselves whether they want to have a union represent them. It has been passed by the House of Representatives, and is awaiting action in the Senate. I expect there will be Rapid Response actions asking for your help with this. When they come, please respond by calling your U.S. senators and telling them to support this legislation. Remember, as more of the workforce becomes organized, your bargaining power increases.

The power of our Rapid Response network was on display recently with the announcement that the New York State FY 2022 budget has expanded the provisions of the New York Buy American Act to manufacturing of renewable components. This will have a beneficial economic impact in our district. Thanks to all of you who answered the Rapid Response call to pass "Buy American" in New York.

On another happy note, plans are under way for the District 4 Education Conference, which will be held the week of August 23 in Atlantic City, N.J.

Call letters have been sent to the locals and registration is open. We expect strong attendance this year because it's been so long since we've been able to gather together, so please register for the conference early and be sure to make your hotel reservations. We expect that with the election of new local union officers, there will be a significant need for the training offered at the conference. I look forward to seeing many of you there.

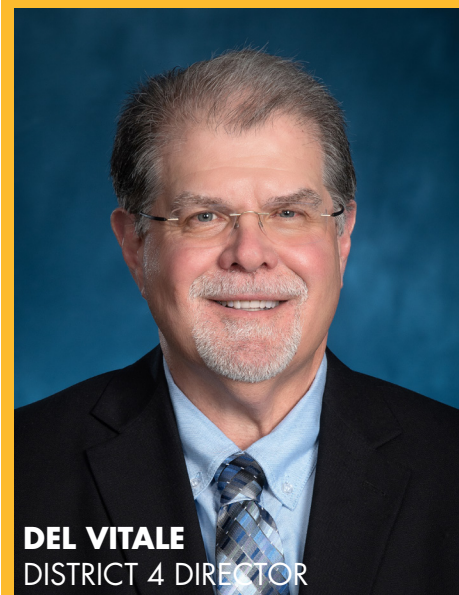
Stay safe.

SAVE THE DATE!

USW District 4 Educational Conference

August 23-26th, 2021

Caesar's Atlantic City, NJ



DEL VITALE
DISTRICT 4 DIRECTOR

BUFFALO JIM BRIGGS, SUB-DISTRICT DIRECTOR

Greetings from the Buffalo Sub-District Office! We have completed the move into our new office and are putting the finishing touches on organizing the space. We look forward to holding trainings for our locals in the new training center and the ability of having more interaction with local union leadership and members of the Buffalo Sub-District.

Since our last update, we have had some very difficult contract negotiations out of our office. Our amalgamated unit of Local 2058 in Tonawanda, N.Y., at Unifrax is currently working under an implemented contract while we await the NLRB decision on outstanding unfair labor practices. I want to commend the members of the local for holding the line against the erosion of their contract, while applying pressure on the company in conjunction with the International's Strategic Campaigns department. Much like their union brothers and sisters at National Grid in Massachusetts, these members are standing up for a fair contract that includes benefits for our Next Generation of workers at that site.

In addition to this, after a year of bargaining at Local 13833 in Tonawanda, N.Y., with 3M, we have reached a tentative agreement that was ratified by the membership. Local 593 at Aurubis in Buffalo, N.Y., also reached a tentative agreement after a year of bargaining and will be voting shortly.

During times like this, it takes the Buffalo servicing staff working together to complete successful agreements. I would like to thank staff representatives Valerie Thomas, Joseph Vertalino, and Brigitte Womer on successful negotiations during very difficult situations.

The Buffalo Sub-District also represents Local 9436 ATI workers in Lockport, N.Y., who are part of the

national campaign to stand up for our future members and are on an unfair labor practice strike. You can see photos from a recent rally at ATI on page 4 of this insert..

I would also like to congratulate staff representative Valerie Thomas on her recent election to the WNY Labor Federation executive board as financial secretary.

In closing, I would like to send well wishes to our brothers and sisters at the Siemens plant in Olean, N.Y., and let them know that we are here for them and will continue to notify them of job opportunities at other locations and assist them in any way we can during this transition of their plant closure.

I would like to remind all District 4 Brothers and Sisters that the future of this great organization rests on our ability to organize the unorganized. Thank you and stay safe during these trying times. I hope to see you all at the upcoming district conference.



A recent plant tour at Sumitomo Tire in Buffalo, N.Y. with Local 135L President Tom O'Shei, District 4 Director Del Vitale, Local 135L Vice President Josh Hall, and Assistant to the Director Dave Wasiura. Director Vitale is looking forward to touring other USW facilities throughout the District as the pandemic eases and access improves.

SYRACUSE JIM VALENTI, SUB-DISTRICT DIRECTOR

We have received numerous calls from members regarding the legislation (S2588A/A3354B) Governor Andrew Cuomo signed on March 12, 2021 regarding payment for lost time to get a Covid vaccination. Some employers are playing games with this and charging a member's vacation time (New York State Paid Sick Leave) for this time off. That is wrong! I thought it important to provide you with the text of the bill's summary:

"Section one of this bill adds a new section 159-c to the civil service law to grant public officers or employees up to four hours of paid leave per injection to receive the COVID-19 vaccine, unless such officer or employee shall receive a greater amount of time under a collectively bargained agreement or as otherwise authorized by the employer.

Such leave shall be considered excused and shall not be

charged against any other leave the officer or employee is otherwise entitled to. Nothing in this bill shall be deemed to diminish the integrity of existing collective bargaining agreements.

Section two of the bill adds similar provisions to the labor law to provide up to four hours of paid leave per injection to private employees to receive the COVID-19 vaccine.

Section three of the bill provides that an employee shall not be retaliated against by an employer for taking leave to receive the COVID-19 vaccine.

Section four of the bill provides the effective date and that this act shall expire and be deemed repealed on December 31st, 2022."

If a member is not receiving pay for lost time or is receiving attendance points etc., please contact your staff representative immediately.

MILFORD STEVE FINNIGAN, SUB-DISTRICT DIRECTOR

Every three years, per the United Steelworkers Constitution, we have local union and unit elections in the month of April. During these elections there is always a fair amount of turnover, due to new officers being elected. I would like to thank all the officers who decided to not seek re-election or who were not re-elected for all their service and dedication not only to their local unions and units, but to the International as well.

On March 30, 2021, members of Local 1357 in New Bedford, Mass., along with 1,400 of their USW brothers and sisters in various local unions located in New York, Pennsylvania, and Ohio, started an unfair labor practice strike against Allegheny Technologies Incorporated (ATI). Ninety-five percent of the membership voted to authorize this action.

Bargaining with ATI began in early January of 2021. During this time, we believe the company committed a number of unfair labor practices. Some examples are: refusing to provide information that the union needs to bargain intelligently and in order to process grievances; threatening members; making changes to working conditions; and not bargaining in good faith to reach a new agreement, just to name a few.

Remember, this is the same company that locked our members out for approximately seven months in 2016.

Some of the disagreements between the parties are significant changes to the health care plan that would increase

the local union members' co-payments, deductibles and contributions. The company has proposed a two-tier health care plan for new employees that would give management the unilateral ability to change health insurance plans or coverage in the future without negotiating with our union. The company has yet to commit to fully fund the VEBA that pays the cost of retiree benefits. The company also refuses to address the needs of our office and technical members, and continues attempts to erode the size and scope of the bargaining unit. These proposals described above would offset any wage increase we are able to obtain. These members of the locals have not had a wage increase since 2016, yet the company's CEO, president, other senior management and board of directors have seen their salaries increased during this time. The company would like the union to ignore the fact that they have predicted continued future profits and currently have over \$650 million dollars in cash. It is crystal clear the company is trying to break our union. We can't and won't let that happen!

District Director Vitale has sent to each local union in our District a letter asking for donations to help support our striking brothers and sisters. These donations are imperative for our members to sustain this unfair labor practice strike and achieve the fair contract they deserve. In addition, our members would also appreciate your support on the picket line.

The location of the plant is 1357 E. Rodney French Blvd, New Bedford, Mass.

EDISON MICHAEL L. FISHER, SUB-DISTRICT DIRECTOR

“Steady Going” seems to fit the current conditions being experienced in the Edison Sub-District. While things haven't changed drastically since our last communication, there has been a steady effort by all the staff in our Sub-District to address negotiations, arbitrations, and union administration as a whole.

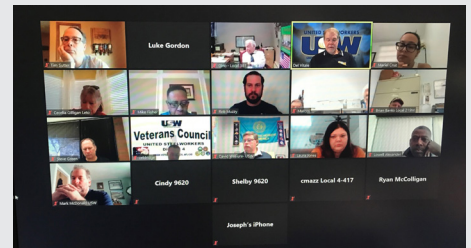
The Edison Sub-District Office is in the New York City metro area, and often we are asked to participate in solidarity events with other unions, with the city as a focus. This winter, staff representative Steve Green answered the call, USW flag in hand, for a rally in support of garment workers

around the world who are demanding that Nike ensure their contractors treat them fairly, especially in this time of the COVID-19 pandemic, when many workers in other countries have lost wages and jobs, while companies like Nike and others continue to make millions during the crisis.

While we hope that in-person meetings will soon be brought back to normal, we would like to thank all of those who continue to do the work of the union. We continue to conduct training, via the Zoom platform, and many locals made themselves available for LM training. Additionally, the leadership of our Local Unions joined in a “virtual” president's meeting recently to share what's happening in our geographical areas and our International Union.

Currently, stewards training is proceeding, and we are extremely grateful for those on the front lines, meeting the needs of our members through negotiating contracts, addressing disputes, and advocating for our industries, along with seeking more safety in an environment which poses new challenges daily for working men and women.

With our continued prayers for our great union, and on behalf of those in the metropolitan area of New York City, as well as New Jersey, Delaware, and Puerto Rico, it is our hope that you remain safe and healthy!



District 4 Director Del Vitale (with megaphone) and Assistant to the Director Dave Wasiura (Left) take part in the rally supporting the members of Local 9436 on strike at ATI.



DISTRICT 4 MEMBERS ON UNFAIR LABOR PRACTICE

STRIKE AT ATI

Local 9436 in Lockport, N.Y., and Local 1357 in New Bedford, Mass.



SOAR Chapter 4-16 supporting Local 1357.



Deanna Drake Cavanaugh from Local 1000 and her daughter traveled from Corning, N.Y., to take part in the rally at the ATI picket line in Lockport, N.Y.



Local 1357



SOAR member Denny Mitchell supporting ATI strikers in Lockport, N.Y.

HEALTH, SAFETY & ENVIRONMENT INITIATIVE

Stopping the spread of and protecting workers from COVID-19 is without question the only way to get the economy moving in the right direction. OSHA's updated guidance is designed to do just that – to provide a roadmap for businesses to protect the health of their workers, which must be our and their top priority. The biggest takeaway from the updated guidance is that implementing a COVID-19 prevention program is the most effective way to reduce the spread of the virus. Employers should implement COVID-19 prevention programs tailored to their workplaces.

The most effective programs engage workers and their representatives in their development, and include the following key elements:

- conducting a hazard assessment;
- identifying a combination of measures that will limit the spread of COVID-19 in the workplace;
- adopting measures to ensure that workers who are infectious or potentially infectious are excluded from the workplace;
- implementing protections from retaliation for workers who raise COVID-related concerns; and
- educating and training workers about COVID-19 policies and procedures in a language they understand.

The new guidance provides additional details on key measures for limiting the spread of COVID-19, starting with:

- separating and sending home infected or potentially infected people from the workplace;
- implementing physical distancing;
- suppressing the spread by using surgical masks or cloth face coverings; and
- use of personal protective equipment.

OSHA will continue to update this guidance over time to reflect developments in science, best practices, and standards, and will keep track of changes to ensure transparency.

There is a lot of work to do to re-affirm OSHA's commitment to worker safety and re-establish trust that OSHA is advocating for workers – including those most vulnerable to the risks of COVID-19.



ORGANIZING

Organizing continues to be a priority here in District 4. Even during the pandemic, our work to help the working class must go on. Finding new and innovative ways to do what we do while keeping the organizers and workers safe has not been without challenges. We would like to give thanks and show our appreciation to all our USW members who stepped up to the challenge of organizing during this difficult time. Our members are our most valuable asset. They put boots on the ground and wear their hearts on their sleeves. They assist not only the members in their own locals, but help those who desperately need a union of their own. On behalf of District 4, we thank you for your dedication and determination to grow our union and give a voice to those who are without one.

For more information on organizing in District 4, check out our website at www.joinusw4.org.

BRIAN CALLOW, vice president of Local 318 in Edison, N.J. and District 4's NextGen co-coordinator

ISRAEL TORRES, president of Local 1702 in Marlborough, Mass. and New England Regional NextGen coordinator

LAURA JONES, recording secretary of Local 1000 in Corning, N.Y. and District 4's Next Gen co-coordinator

NEXT GEN IS NEEDED IN EVERY LOCAL!

At no other time in history have we had such a diversity of generations of workers sharing the workplace as we do right now. In some locals, this diversity of ages may span across as many as five different generations. At least 25 percent of our members typically fit into three of these. There is, however, a general misconception of our younger generations that is widely accepted and has taken hold among our more experienced members. So many times, the younger generations have been labelled as “entitled,” “without work ethic,” or “just don’t care.” This is a common stigma that plagues our young activists across the District and throughout the International.

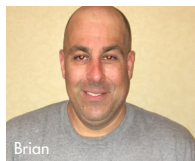
We, as the labor movement, have had a hurdle we have been struggling with for the past 40 years. In 1977, union density was at 29.3 percent; last year, it was 10.3 percent. All of this decline has been because of closings and movements of manufacturing and businesses, “Right to Work” legislation, and the lack of knowledge or understanding of the union and the labor movement. While we understand we have no control over some of these circumstances, it has been recognized by our leadership that there is a critical need for young members to become educated and active. If we resist welcoming our younger generations into positions of responsibility and leadership, we risk weakening the union for everyone. Our ability to defend contracts and retiree benefits, as well as training and preparing the next generation of leaders, depends on connecting to our young members. If we cannot engage them, we are guaranteeing our union’s decline.

But there is hope, as according to recent polls, 65 percent of workers age 35 and under approve of unions. We saw it for ourselves when the USW NextGen left their first-ever conference with momentum and excitement asking for more.

In these times of technology and culture change, social media and the internet have never been so accessible and instrumental in the mass amount of solidarity and unionism from the labor movement. It’s live, it’s exciting, it’s right at the palm of your hand, and the next generation holds the key to unlocking the solidarity and exposure waiting behind it.

Next Gen is a critical committee for every local to have to continue the education and leadership for the union. The engagement of our young generation and new members keeps our union thriving for everyone! If you have a Next Gen committee in your local, please reach out to the coordinator to find out how you can become active. For those who do not have a Next Gen committee, please reach out to your local union president to express interest in the program. If you have questions on how to get in contact with your regional coordinator or for more information, as well as Next Gen materials, please contact us at the emails listed on the back page of this insert.

We look forward to working with you!



Brian



Israel



Laura

ESPERAMOS TENER UN AÑO PRODUCTIVO

La primavera está en el aire y las cosas se ven mucho más brillantes. La promesa de un clima cálido va acompañada del optimismo que aporta un lanzamiento de vacunas sólido.

Las vacunas se administran ampliamente y todo se reabre gradualmente. Me complace decir que recibí mi segunda dosis de la vacuna a finales de marzo y, desde entonces, me siento mucho más seguro.

Han pasado muchas cosas a través del Distrito desde la última edición del boletín. Tuvimos reuniones con los presidentes de las locales a través de Zoom en el mes de marzo y clases de capacitación en línea para delegados en todo el Distrito en el mes de abril. Se celebraron elecciones en las locales y este mes se tomará juramento a los nuevos oficiales electos. En el camino, lanzamos una nueva iniciativa de infraestructura llamada “We Supply America” (Nosotros abastecemos América).

La idea detrás de “We Supply America” es escuchar de nuestros miembros sus opiniones sobre la inversión en infraestructura en los Estados Unidos. A través de su participación en nuestra encuesta en línea, se recopilarán sus opiniones y se utilizarán para alentar a nuestros funcionarios electos en el Congreso a aprobar un proyecto de ley de infraestructura con fuertes requisitos de compra de cadenas de suministros estadounidenses y nacionales.

Si se aprobara dicha legislación, tendría el potencial de crear cientos de miles de nuevos empleos. Muchos de estos empleos estarán en las instalaciones representadas por la USW, asegurando la seguridad de empleo de los miembros actuales y creando nuevos empleos para otra generación de trabajadores.

La encuesta, así como más información sobre la iniciativa de “We Supply America”, está disponible en uswvoices.org. Espero que tomes unos minutos para revisar esa página en el dispositivo que elijas y completes la encuesta. Mereces que tu voz se escuche y todos merecemos que se escuchen nuestras voces colectivas en Washington, DC.

Mientras estoy en el tema de la legislación, hay un proyecto de ley llamado Ley PRO (Proteger el Derecho a Organizarse), que se está abriendo camino en el Congreso de los Estados Unidos. Este proyecto de ley es la legislación más pro-únion en décadas y nivelaría el campo de juego entre empleadores y las uniones cuando se trata de que los trabajadores decidan por sí mismos si quieren que una unión los represente. Fue aprobada por la Cámara de Representantes y está pendiente de acción en el Senado. Entiendo que habrá Acción de Respuesta Rápida solicitando su ayuda con esto. Cuando llegue, responda llamando a sus senadores estadounidenses y dígalos que apoyen esta legislación.

Recuerda, a medida que la fuerza laboral se organiza, aumenta tu poder de negociación.

El poder de nuestra red de Respuesta Rápida se dejó ver recientemente con el anuncio de que el presupuesto del Estado de Nueva York para el año fiscal 2022, ha ampliado las disposiciones de la Ley de Compra de Productos Estadounidenses a la fabricación de componentes renovables.

Esto tendrá un impacto económico beneficioso en nuestro distrito. Gracias a todos los que respondieron a la llamada de Rapid Response para aprobar “Buy American” en Nueva York.

En otra nota positiva, los planes para la Conferencia de Educación del Distrito 4 están en marcha. Se llevará a cabo la semana del 23 de agosto en Atlantic City, Nueva Jersey. Se han enviado cartas a las locales y el registro está abierto. Esperamos una gran asistencia este año porque ha pasado mucho tiempo desde que pudimos reunirnos, así que, por favor, regístrate para la conferencia con anticipación y asegúrese de hacer sus reservaciones de hotel. Entendemos que con la elección de nuevos oficiales en las locales, habrá una necesidad significativa de la capacitación que se ofrece en la Conferencia. Espero ver a muchos de ustedes allí.

Manténganse seguros.



PUERTO RICO WOS

Kind regards from the Women of Steel of Puerto Rico. In March, we were invited by the Alliance of Community Leaders of Puerto Rico to be part of the work that the Worship Puerto Rico organization wanted to carry out in the south of our island. Worship Puerto Rico had wanted to return in 2020 with help for the victims of the earthquakes, but due to the restrictions from the COVID-19 pandemic could not.

When the protocol was recently eased in Puerto Rico, they decided to travel and contacted Carmen Pacheco, vice president of the Alliance and community leader of the Clausells Sector in Ponce, to coordinate visits to the towns affected by the earthquakes. Cinnamon and Patricia from Worship PR made their first visit to talk with Carmen and me about Guánica, one of the devastated towns, and that same night we took them to see firsthand how the town was. They returned two weeks later with a team of 10 volunteers bringing clothes, food, emergency backpacks, huts, sleeping bags, medical, psychological and above all spiritual help showing them

that Guánica was not alone and that many people in the diaspora knew that there was still much work to do.

Carmen from the Alliance and I, representing the Women of Steel from Local 8198 in Ponce, visited Guánica to meet a group of volunteers known as Team 821, a group of Guánica residents. After the devastation caused by the earthquakes, Team 821 decided to roll up their sleeves and help their Guaniqueños brothers. We went first to Guánica and then to the town of Guayanilla. Both towns are on the southern coast of Puerto Rico. Before the earthquakes, they had suffered the strongest impacts from Hurricane María. Our visit to Guayanilla was filled with stories that began with sadness and ended with strength, faith, and hope.

Worship Puerto Rico and its team of volunteers brought hope and joy to 40 families in this small coastal town. I was very proud to know that just as my brothers and sisters from the United Steelworkers and the Women of Steel have always supported us, other groups are still watching attentively and willing to continue helping my island continue to rise. I continue to learn more about the

beautiful volunteer work of community leaders. I continue to see that much remains to be done. I continue to live and enjoy each smile that, no matter how small the help, is received with a lot of love. I continue to create alliances so that my Puerto Rican brothers and sisters know what the Women of Steel are capable of doing for a better future.

Worship Puerto Rico left a beautiful mark on these communities. The Alliance of Community Leaders of Puerto Rico was that link and the Women of Steel will continue to carry out this volunteer work and at the same time provide guidance on such important issues as health and safety.

It was an honor to be part of this beautiful alliance of volunteers. And in our visit to Guayanilla they honored me with the work of translating the experiences lived between the people of the community and the Worship volunteers who wanted to know more than a year after the devastating earthquakes, how they felt, how they stood up and how could they continue to count on them to continue saying, "I'm still here, and I won't give up!"

- Mayra Rivera

WOMEN OF STEEL



WESTERN NEW YORK WOS

Even during a pandemic, the USW D4 WOS WNY Regional Council held their annual tree-wrapping Event in Buffalo, N.Y. Hundreds of scarves were made by our members for the homeless and the less fortunate. We tied them around trees, railings, bushes, and fences for anyone in need at the St. Luke's Mission of Mercy, Queen of Peace Refugee Home, Thankful Baptist Church, and the Matt Urban Center for Hope. We were honored to have media coverage from Spectrum News. And for the second year in a row, Denise Metz made 150 scarves, beating Cindy Marlow's 140 scarves! Thank you to all our sisters who participated in this awesome event.

- Cindy Marlow, WNY WOS Coordinator

CENTRAL NEW YORK WOS

Last year, Local 1029 WOS, NextGen, and Veterans Council worked together with Corning C-Vets to adopt a platoon from the 10th Mountain Division during their deployment.

Every month we collected and sent care packages. Collection boxes were set up in our break room so we could continuously collect items. We had elementary school students draw pictures for Veterans Day thanking them for their service. Our platoon was released from their deployment just before the Christmas season. We hope our efforts helped.

- Deb Gerken

NEW ENGLAND WOS

In March 2021, Connecticut WOS had the pleasure to partner up with a charity called Helping Others Mend Souls to service the homeless community. We have upwards of 500 to 600 individuals experiencing homelessness at any given time in New Haven, Conn., alone. Some are in shelters, most are in the streets. Every winter is a struggle. Living on the streets poses a number of health risks and can be dangerous any time of the year, but in New England the winter temperatures can turn any night into a near-death experience or worse.

In this occasion we provided the homeless community with warm blankets, socks and hand sanitizer. We served them hot coffee, tea and sandwiches. USW Local 134L also donated \$980 from the sale of face masks and personal donations from our members. This was an experience we'll never forget. We met a lot of wonderful people, but also heard a lot of very sad stories. Our hope is to be able to continue helping with this cause. These individuals are homeless but not hopeless. God bless them all!

- Ilka Cintron

PUERTO RICO WOS

Saludos cordiales de parte de las Mujeres de Acero de Puerto Rico. En marzo fuimos invitadas por la Alianza de Líderes Comunitarios de Puerto Rico a ser parte del trabajo que la organización Adoración Puerto Rico quería realizar en el sur de nuestra isla. Adoración Puerto Rico quería regresar en 2020 con ayuda para las víctimas de los terremotos, pero debido a las restricciones de la pandemia Covid19 no pudo.

Cuando se relajó el protocolo en Puerto Rico recientemente, decidieron viajar y contactaron a la señora Carmen Pacheco, vicepresidenta de la Alianza y líder comunitaria del Sector Clausells en Ponce, para coordinar visitas a los pueblos afectados por los terremotos. Cinnamon y Patricia, de Adoración PR, hicieron su primera visita para hablar con Carmen y conmigo sobre Guánica -uno de los pueblos devastados- y esa misma noche los llevamos a ver de primera mano las condiciones en las que se encontraba. Regresaron dos semanas después con un equipo de diez voluntarios trayendo ropa, comida, mochilas de emergencia, chozas, sacos de dormir, ayuda médica, psicológica

y sobre todo espiritual, mostrándoles que Guánica no estaba sola y que mucha gente en la diáspora sabía que había todavía mucho trabajo por hacer.

Carmen, de la Alianza, y yo -en representación de las Mujeres de Acero de la Local 8198 en Ponce- visitamos Guánica para conocer a un grupo de voluntarios conocido como el Equipo 821, un grupo de residentes de Guánica. Luego de la devastación causada por los terremotos, el Equipo 821 decidió arremangarse y ayudar a sus hermanos guaqueños. Primero fuimos a Guánica y luego al pueblo de Guayanilla. Ambos pueblos se encuentran en la costa sur de Puerto Rico. Antes de los terremotos habían sufrido los impactos más fuertes del huracán María. Nuestra visita a Guayanilla estuvo llena de historias que comenzaron con tristeza y terminaron con fuerza, fe y esperanza.

Adoración Puerto Rico y su equipo de voluntarios trajeron esperanza y alegría a 40 familias de este pequeño pueblo costero. Estaba muy orgullosa de saber que así como mis hermanos y hermanas de la United Steelworkers y Women of Steel siempre nos han apoyado, otros grupos siguen observando atentamente y dispuestos a seguir ayudando a que mi

isla siga creciendo. Sigo aprendiendo más sobre el hermoso trabajo voluntario de los líderes comunitarios. Sigo viendo que queda mucho por hacer. Sigo viviendo y disfrutando cada sonrisa que, por pequeña que sea la ayuda, se recibe con mucho cariño. Sigo creando alianzas para que mis hermanos y hermanas puertorriqueños sepan de lo que son capaces las Mujeres de Acero por un futuro mejor.

Adoración Puerto Rico dejó una hermosa huella en estas comunidades. La Alianza de Líderes Comunitarios de Puerto Rico fue ese enlace y las Mujeres de Acero continuarán realizando este trabajo voluntario, a la vez que brindarán orientación en temas tan importantes como la salud y la seguridad.

Fue un honor formar parte de esta hermosa alianza de voluntarios. Y en nuestra visita a Guayanilla me honran con el trabajo de traducir las experiencias vividas entre la gente de la comunidad y los voluntarios de Adoración que quisieron saber a más de un año de los devastadores terremotos, cómo se sentían, cómo se levantaron y cómo podrían seguir contando con ellos para seguir diciendo: ¡yo sigo aquí y no me rendiré!

- Mayra Rivera



MUJERES DE ACERO

NEW JERSEY WOS

2020 was a rough year and 2021 has not started out too much better.

Our March 2020 New Jersey WOS council meeting was cancelled due to the COVID-19 pandemic and the rest of the year went downhill from there. Workers were getting sick and dying, and as a health and safety trainer, my work went from in-person to virtual.

As the project director for the New Jersey Work Environment Council, since the start of the pandemic, I have been providing much needed health and safety training for not only USW members, but for workers in all sectors, union and non-union. Starting in March 2020, COVID-19 brought workers to a dark, deadly place. My phone started ringing off the hook, workers were scared and didn't know where to turn. Nurses and nursing aides called crying, because they weren't getting personal protective equipment and their co-workers were getting sick and some had died. Retail and warehouse workers were exposed, going home sick and not getting paid. These workers were hesitant to put their concerns on record, because they feared retaliation from their employers. Manufacturing workers who were used to ad-

ressing hazardous conditions weren't prepared for an invisible killer. Misinformation campaigns were running rampant: "it's only the flu, what's all the fuss, fake news."

Safety professionals were on overload, OSHA did not have an Infectious Disease Standard, and the Centers for Disease Control's guidelines were less than effective. Training was desperately needed, but first we needed to develop a curriculum, and the science of COVID-19 was ever changing. I was working remotely, but never in my career did I work such long hours with such commitment.

Women of Steel, USW leadership, USW members, and many other union and non-union workers have participated in COVID-19 weekly webinars and in virtual training workshops on a variety of safety topics related to the global pandemic. The topics included: COVID-19 awareness; chemical hazards - using disinfectants; addressing COVID-19 - using a systems of safety approach; preventing workplace violence; and how to file a good OSHA complaint.

The training need for workers is real! As a Woman of Steel, I feel fortunate that I have played a small part of empowering workers to address hazards in their workplaces.

-Cecelia Gilligan Leto, NJ WOS Coordinator

DISTRICT 4

Official Publication of United Steelworkers District 4. Published four times a year and inserted in USW@Work for District 4 members.

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USW D4 VETERANS COUNCIL IMPORTANT NOTICE:

Each day 22 veterans take their own life – We need to bring awareness to others. Together we can win the war against Veteran Suicide. Join the USW Veterans Council by letting our vets know they have an army of support behind them. Every bracelet purchased helps combat Veteran Suicide and provide ongoing support to our Veterans. Bracelets are union made by USW local 6346-15. \$30 each!



Please send a check or money order for \$30 for each bracelet. Allow 4-6 weeks for delivery.

Number of bracelets ordered: _____ Total amount enclosed: _____

Name _____ Phone _____

Address _____

City _____ State _____ Zip _____

Email _____

Local Union _____

MAKE CHECK OUT TO: USW D4 VETERANS COUNCIL FUND

Send to USW, 812 State Fair Blvd., Syracuse, NY 13209

VETERANS COUNCIL

It looks like we may be rounding the bend in these crazy times and putting the worst behind us. The D4 Veterans Council has continued to develop ways to support and assist our veterans. One of our missions this year is raising awareness about veteran suicide. In the box above, you will find an example of the D4 Veteran “22-a-Day” bracelet. Roughly 18 to 22 veterans commit suicide each day. By raising awareness we can educate more people, and the more people we educate, the more lives we can save. The bracelets are proudly USW-made with USW-made steel, and all funds raised

will be used to help support veterans.

I also recently spoke at our virtual presidents meeting on another project. We are collecting data on all our sisters and brothers that are still serving in the armed forces (National Guard or Reserves). We have found that many of our union family members face workplace discrimination from their civilian employers when they are required to meet their service obligation. This needs to stop and is unacceptable, but we cannot make a change without your help, so please continue to collect this information in your locals and send it in.

LGBTQ+

The USW LGBTQ+ Advisory Committee has continued its advocacy work virtually over the past year amid the coronavirus pandemic. This group of activists from across multiple districts of the union met online at the end of 2020 to discuss priorities moving into 2021, with a focus on adding resources to the USW website, ensuring improved contract language around discrimination, and updating the official USW store with

Steel Pride gear and other merchandise.

The committee is looking forward to getting back out into the world for future conferences and training opportunities when it is safe to do so. Though the coronavirus has limited our ability to convene together, creating a culture of inclusivity and solidarity remains the top priority of the committee.

Stay tuned for more news from the committee later this year!

GET INVOLVED