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NEWS FOR THE UNITED STEELWORKERS IN

DISTRICT 4

DEL VITALE WELCOMES INCOMING DIRECTOR DAVE WASIURA UPON RETIREMENT

I am retiring as of July 1, so this will be my last contribution to our District 4 newsletter as your director. I've been a union member for over 45 years, 28 of which have been spent working for the Steelworkers union. The years I've spent working for the union have been the most rewarding and fulfilling of my life. While I will miss what has really been the biggest part of my life for all these years, I look forward to the next phase of my life and being able to spend more time with loved ones.

When I began working for Oneida Packaging way back in 1978, I could never have dreamed that getting involved with the union could lead me to where it has. I was elected to the bargaining committee for the first contract after I started working there. That was the beginning of my involvement with Local 318 and ultimately, with the International. Along the way, I had the privilege of holding the positions of chief steward, trustee, recording secretary, organizer, staff representative, sub-district director, assistant to the director and ultimately, director of District 4.

No one succeeds alone, and I have a great many people to be thankful to over my many years with the union. These are people who have since the beginning taken me under their wing and mentored me when I knew nothing as well as those I work with right now who are striving every day

to fight for our members and make the union better. I'd love to name them all and thank them each individually, but there are so many that it would take this whole magazine. These are people who have inspired me, taught and encouraged me, helped me when I needed it and believed in me when sometimes I didn't believe in myself. I'm blessed to say many have become dear friends whose friendship I will cherish for as long as I live.

While I'm looking forward to the next chapter of my life, it is bittersweet. I've always loved every aspect of the union life and stepping away will be a real change. I'll miss dealing with the issues that come up every day. I take solace in knowing that the District will be in good hands.

As of July 1, Dave Wasiura will be Director of District 4, and I have every confidence that he will be terrific at the job. Dave has been right by my side in every decision concerning the District over the past four years and he has stepped in for me whenever I needed him to. Dave has the same commitment to our members and to the union that I have. That was why I selected him to be my assistant and that is why he is the right person to succeed me.

In addition to Dave, District 4 also has the best sub-directors, staff representatives and support staff of any District. Working with them has been a pleasure, and they made my job easier because of their commitment to

the membership, their devotion to the union and their competence in their work. I'll miss them all but will rest easy knowing they are continuing to serve our members.

In closing, let me say that this has been an honor and a privilege to serve as District 4 Director. I'll cherish the memories of my long career, and I hope to maintain the many friendships I've made in the union. I won't be gone completely as I intend to remain active in SOAR, so I hope to see you at one of the upcoming conferences I may be able to attend. It has been a true pleasure working with each of you. May God bless you and God bless the United Steelworkers.



DEL VITALE
DISTRICT 4 DIRECTOR

DIRECTOR'S REPORT

MILFORD STEVE FINNIGAN, SUB-DISTRICT DIRECTOR

Oftentimes our heroes don't wear capes or uniforms; they are average Joes, who fortunately happen to be in the right place at the right time.

Below is an incident that happened recently that demonstrates the importance of the Health and Safety trainings the Steelworkers (and the companies we work for) offer to all members. These trainings are not only a great asset to fellow members in and out of our work environments, but also to the general public in emergency situations they may encounter on and off their jobs. This training can and has made a significant impact and difference in the lives of others, especially to these two individuals in particular on this day.

On the morning of Feb. 2, Vinny Foxx, a member of Local 12004 from Eversource, was on his way to a service call when the SUV in front of him suddenly swerved across a lane of traffic and hit a utility pole.

Vinny immediately pulled over and found an older woman in the driver's seat of the vehicle. She was conscious but confused. Vinny maneuvered her out from behind the airbag and sat her down outside the vehicle to administer first aid. That's when he saw a man on the ground in front of the car who appeared to be badly injured.

Just down the street, Sean Tierney, who is another member of Local 12004, was on a separate service call, when he heard the crash.

"It was a loud bang, and I immediately rushed over," Sean said. "The first thing I saw was the Eversource van and then Vinny helping the driver. There was a bystander helping the pedestrian on the ground, so I immediately called 911."

Sean then aided, along with the bystander, in putting pressure on the injured man's face to slow the bleeding. They used the only materials they had available, a shirt and a hat, until police and emergency medical technicians arrived on site.

The company and union conduct "First Aid and Stop the Bleed" training, which definitely came into play in this incident. Both agreed the training teaches members to protect themselves, each other, and the public. Vinny and Sean used that training and their instincts to jump in when they had to.

Unfortunately, our members work in jobs where people can

get hurt or killed, so it never leaves the back of their minds.

The driver was taken to a local hospital with minor injuries. The pedestrian suffered serious injuries and was transported to a hospital in Boston.

Either one of these USW brothers could have easily driven around the accident as others may have done, but no, these brothers jumped right in and used their training. They care about those we serve in our area every day, which speaks volumes about their character, and their commitment to the community.

Gas Operations, in partnership with Gas Safety and the USW, are constantly upgrading trainings and tools when it comes to first aid and immediate emergency response. In 2022, the Stop the Bleed program was introduced into the annual first aid/CPR program for the gas business and recently a new program was implemented where AEDs were added to a portion of the gas operations fleet.

The USW and Local Union 12004, along with company management, are proud and honored in the Milford Sub-District to recognize the courage, knowledge, and ability to act quickly in tough situations these members demonstrated as a result of the ongoing training they receive.

Whether the safety training is by the USW, the company, or a collaborative effort, you never know when or where the circumstances will arise that you will need to utilize the knowledge you received from the training.

**BUFFALO JIM BRIGGS, SUB-DISTRICT DIRECTOR**

Greetings, I hope you are ready for the new season ahead!

There have been some interesting undertakings at the Buffalo Sub-District office. We are excited to announce that our Buffalo Sub-District Organizing Initiative is a great success. Following our December president's meeting, where local leaders agreed to present the organizing initiative to their members, nearly all of the Locals have made monetary donations towards this effort. We now move onto the next step of the project – working with the director and the assistant to the director, along with the USW Organizing Department – to set an agenda for this campaign. We are extremely excited to take this proactive approach to growing our great union. Let's not forget that with density comes strength, and with strength comes successful bargaining.

The staff out of the Buffalo Sub-District office and the local unions have taken strong stands during our most recent bargaining as reflected by the overwhelming success in both wages and addressing second-tier wage language. This will

certainly help to close the gap in these tier systems, and ultimately move to its elimination.

We would also like to take this time to acknowledge the retirement of Director Del Vitale. Del has, throughout his career and many positions within the union, always put the membership at the forefront. His leadership will be missed, but not forgotten. Thank you, Del!

I would also like to congratulate the incoming Director Dave Wasiura, with whom I have had the opportunity to work for many years. The future of District 4 will remain in very secure hands, and I know the vision will be clear. Dave will continue with programs that work and strive to create new agendas that will benefit our members and their families.

In closing, I hope you enjoy the changing weather, and wish all your families a safe and healthy summer season. I am looking forward to seeing everyone at the District 4 conference in August!

SYRACUSE JIM VALENTI, SUB-DISTRICT DIRECTOR

The Annual LM and Education Conference was held in February with 175 members representing 47 USW Locals from the Syracuse Sub-District area attending. In addition to the auditors helping financial officers complete their government reports, we held a variety of workshops, including:

- A session focused on New York State Leave Law and Protected Concerted Activity;
- A workshop from Dr. Michael Lax and Jeanette Zoeckler from the New York State Occupational Health Clinical Network on what the clinics have to offer;
- A discussion from OSHA Area Director Jeff Prebish about the importance of organized labor in the fight for workplace health and safety.

At the well-attended luncheon, we were honored to present this year's awards to three outstanding individuals who have made significant contributions to the labor movement.

- **Dr. Michael Lax** received a Lifetime Achievement Award. For more than 30 years, Dr. Lax has diagnosed and treated nearly 10,000 patients for work-related illnesses and injuries. His practice of medicine emphasizes worker/patient empowerment and is characterized by a profound commitment to his patients. Dr. Lax has changed the landscape of workers' health in upstate New York and beyond.
- **Mickey Berger** also received a Lifetime Achievement Award. Mickey was the Syracuse Sub-District Director until his retirement in 2000. He's still going strong, serving as president of the Central New York Chapter of SOAR.
- **Ron Cady**, known to most as "Captain Ron," is the President of USW Local 1438 at Twin Rivers Paper in Little Falls, N.Y. He received the Sub-District Appreciation Award for 2023 because of his willingness to lend a hand whenever called upon and for his many years of service and dedication to the members of the USW.

Each year, we're proud and honored to showcase the men and women who work tirelessly on behalf of working families across the Sub-District. Contact your staff representative if you know a member who deserves recognition for their commitment to the labor movement.



Dr. Michael Lax



Dave Wasiura, Mickey Berger and Del Vitale.



Del Vitale, Ron Cady, Jim Valenti

EDISON MICHAEL L. FISHER, SUB-DISTRICT DIRECTOR

Persistent engagement is the goal I have when looking at the activities of the Edison Sub-District. That engagement recently meant the opportunity to welcome the new members of USW Local 318, who are employed at Cascades Containerboard Packaging, located in Piscataway, N.J.

After years of struggles and campaign work, the company and union recently ratified a first contract for this location, where Cascades employs 170 new USW members. We look forward to building this bargaining unit further, with our hopes that with a contract in place, this new relationship will provide gainful employment while giving the employer a stable work force.

I would like to thank Local 318 President John Seckrettar, Vice President Brian Callow, Trustee Arturo Archila, and District 4 Staff Representative Luke Gordon, among those who worked tirelessly for a great period of time negotiating the first contract, keeping employees of Cascades informed as things developed in organizing, and supporting the team as needed.

Now that we're into spring, the Edison Sub-District is hitting the ground running, with a great emphasis on continuing

to train our local union officers, representatives, and stewards. We're expanding our outreach with shop steward trainings scheduled to take place in southern New Jersey and at the Sub-District office in Edison, as well as a recently-completed stewards training in the Delaware area, hosted by Local 0898. We're also continuing to offer health and safety training at the Sub-District office and recently hosted a two-day session on Accident Incident Investigations.

Finally, we recently concluded our annual Labor-Management sessions for local unions, and I'd like to thank all those members who attended throughout the Edison Sub-District.



HEALTH AND SAFETY

The primary goal of the USW Health and Safety committee is to prevent workplace injuries, illnesses, and deaths. To that end, we offer a variety of training programs each year across the District. Following is a list of the trainings that are available to your local during the 2023 calendar year. Most trainings are open to management participants as well as union members. For more information on any of these trainings, contact your Staff Representative.

- May Hazard Mapping
- June OSHA 10-hour, 2-day training (bring your teen for free)
- July Disaster Preparedness
- Aug. D4 Education Conference – Atlantic City, N.J.
- Sept. Industrial Process Safety
- Oct. WOS Hazwoper Refresher (tentative)
- Nov. Resiliency, Opioids, Active Shooter (tentative)



WOMEN OF STEEL

Lori Abbott, left, and Amanda McNulty Stayton, right, with District 4 WOS Coordinator Mariel Cruz Martínez.



We began the Working Women's Week highlighting several sisters who leave their mark on our District every day. Throughout that week, reviews and important information about each of them were published on social media, honoring their work and legacy as the wonderful women of steel that they are. It was great to be able to see the different positive comments, highlighting the exceptional work that each one of them does and for which they fill us with pride.

On March 21-23, we attended the WOS facilitators course carried out at the USW headquarters in Pittsburgh with many sisters from different districts. Representing our District, sisters Amanda McNulty Stayton and Lori Abbott did an outstanding job and gained knowledge to share with the other sisters in their respective

councils. Needless to say, it was a wonderful experience!

As part of the efforts of Rapid Response and its NO CUTS campaign, WOS District 4 took part in the production of a video entirely in Spanish. This video will help our Spanish-speaking brothers and sisters to better understand the critical situation of Social Security and Medicare, two of the most important programs of our nation, and the risks we face if we do not join the ongoing and present fight. Additionally, 22 of our sisters from western New York also made videos on the benefits of Social Security.

Western New York WOS

The USW District 4 Women of Steel WNY Regional Council met recently for our quarterly meeting, with 31 members attending.

SE RETIRA DEL VITALE, DIRECTOR DEL DISTRITO 4

Esta será mi última contribución a nuestro Boletín del Distrito 4 como su Director durante más de 45 años, 28 de los cuales los he pasado trabajando para el sindicato. Los años que he pasado trabajando para la Unión han sido los más gratificantes y satisfactorios de mi vida. Si bien extrañaré lo que realmente ha sido la parte más importante de mi vida durante todos estos años, espero con ansias la próxima fase de mi vida y poder pasar más tiempo con mis seres queridos.

Cuando comencé a trabajar para Oneida Packaging en 1978, nunca podría haber soñado que involucrarme con el sindicato podría llevarme a donde lo ha hecho. Fui elegido para el comité de negociación para el primer contrato después de que comencé a trabajar allí. Ese fue el comienzo de mi participación en la Local 318 y, en última instancia, en la Internacional. En el camino, tuve el privilegio de ocupar los cargos de Administrador Principal, Fideicomisario, Secretario de Actas, Organizador, Representante del Personal, Director de Subdistrito, Asistente del Director y, en última instancia, Director del Distrito 4.

Nadie tiene éxito solo y tengo muchas personas a las que estar agradecido durante mis muchos años con la Unión. Estoy hablando de personas que, al principio, me tomaron bajo su protección y me guiaron cuando no sabía nada, así como aquellos con los que trabajo en este momento que se esfuerzan todos los días por luchar por nuestros miembros y mejorar la Unión. Me encantaría nombrarlos a todos y agradecerles a cada uno individualmente, pero hay tantos que tomaría toda esta revista. Estas son personas que me han inspirado, enseñado y animado, me han ayudado cuando lo necesitaba y han creído en mí cuando a veces no creía en mí mismo. Tengo la bendición de decir que muchos se han convertido en queridos amigos

cuya amistad apreciaré mientras viva.

Mientras espero con ansias el próximo capítulo de mi vida, es agri dulce. Siempre me han encantado todos los aspectos de la vida sindical y alejarme será un cambio real. Extrañaré lidiar con los problemas que surgen todos los días. Me consuela saber que el Distrito estará en buenas manos.

A partir del 1 de julio, Dave Wasiura será Director del Distrito 4 y tengo plena confianza en que será excelente en el trabajo. Dave ha estado a mi lado en cada decisión relacionada con el Distrito en los últimos cuatro años y ha intervenido por mí cuando lo necesité. Dave tiene el mismo compromiso con nuestros miembros y con la Unión que yo. Por eso lo elegí para ser mi asistente y es por eso que es la persona adecuada para ser mi sucesor.

Además de Dave, el Distrito 4 también tiene los mejores Subdirectores, Representantes y Personal de Apoyo de cualquier distrito. Trabajar con ellos ha sido un placer y me facilitaron el trabajo debido a su compromiso con la adhesión, su devoción a la Unión y su competencia en su trabajo. Los extrañaré a todos, pero estaré tranquilo sabiendo que continúan sirviendo a nuestros miembros.

Para terminar, permítanme decir que ha sido un honor y un privilegio servir como Director del Distrito 4. Apreciaré los recuerdos de mi larga carrera y espero mantener las muchas amistades que he hecho en la Unión. No me iré por completo, ya que tengo la intención de permanecer activo en SOAR, así que espero verte en una de las próximas conferencias a las que pueda asistir. Ha sido un verdadero placer trabajar con cada uno de ustedes. Que Dios los bendiga y que Dios bendiga a los Trabajadores Siderúrgicos Unidos.

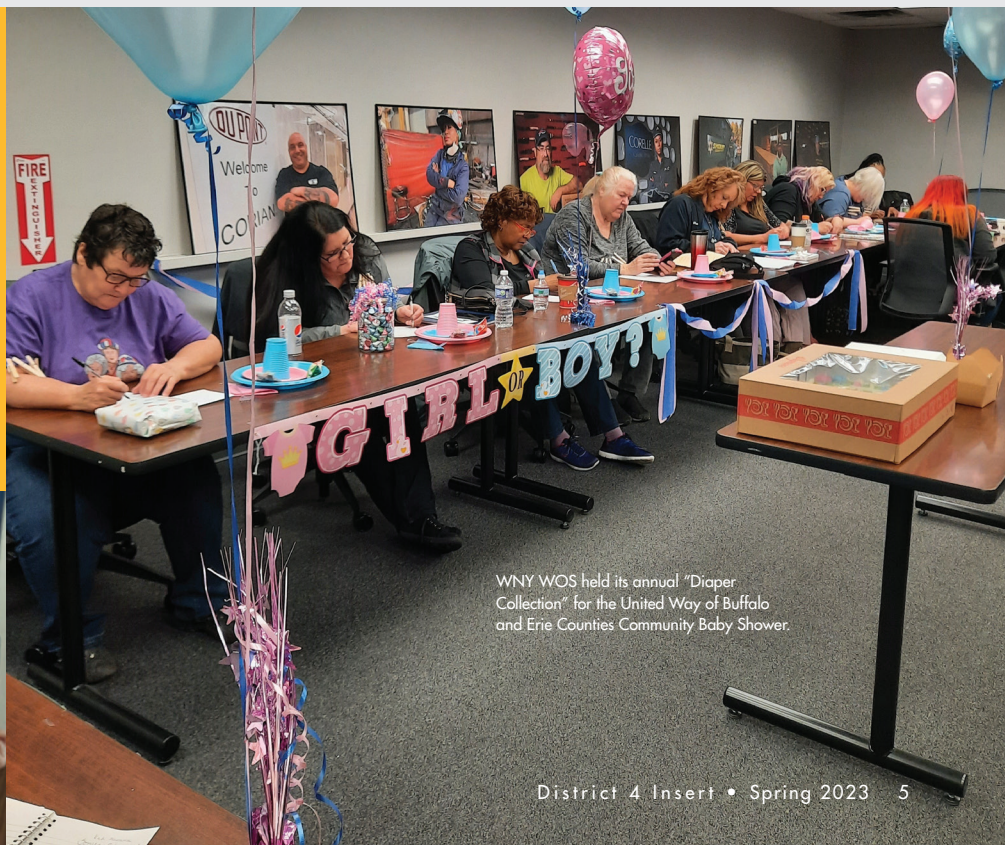


DIRECTOR'S REPORT
EN ESPAÑOL

We held our annual “Diaper Collection” for the United Way of Buffalo and Erie Counties Community Baby Shower. Our dedicated sisters brought in more than 15,700 diapers! Special thanks to the locals that participated: USW locals 8823, 0277, 6992, 9436, 748, 897, and 135L. Thank you also to all of our sisters who brought in their personal donations.

During our regular agenda, Assistant to the Director David Wasiura addressed the membership with updates about the District.

Honoring one of our Women of Steel Leaders, Melissa Mazzarella, for Working Women's Week.



WNY WOS held its annual “Diaper Collection” for the United Way of Buffalo and Erie Counties Community Baby Shower.

SAVE-THE-DATE

The annual District 4 Veterans of Steel meeting is July 13, 2023, in Albany, N.Y.

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

www.usw.org/members/veterans-of-steel

VETS OF STEEL

USW VETERANS LAW SPREADS ACROSS THE COUNTRY

District 4 Rapid Response and the D4 Veterans Council are proud to report that the new Veterans Law (“An Act to amend the labor law, in relation to requiring employers to display a poster containing information on veterans benefits and services which shall be created and distributed by the department of labor,”) that was passed in New York state is now being introduced in other states. In District 4 alone, the law has garnered support in Rhode Island, Maine, Massachusetts, and New Hampshire, and local legislators have introduced the bill in their State Houses. There are ten additional states where the bill is gathering support.

D4 LOCALS SHOW SUPPORT FOR VETERANS

Local 77M and Owens Corning out of Delmar, N.Y., held a 50/50 raffle to raise money for the Veterans Miracle Center in Colonie, N.Y. They collected more than \$3,000 in donations. In addition to the 50/50 (the winner donated his winnings back), Local 77M donated \$1,000 and the company matched their donation.

Members throughout District 4 contributed to our Warm Feet for Warriors clothing drive. We collected new winter clothing and donated it to the local VA hospital.

Members from Local 135 and 180 of Anchor Glass held their first Veterans of Steel Meeting in February. In attendance were Brian Pabis, Local 135 President; Harry Raymond, Local 180 Vice President; and Doug Frawley, Local 180 member. The meeting lasted about two and a half hours. Discussion included researching local veterans’ services to see what they offer and visiting local veterans’ museums. The group is also exploring options for hosting a benefit for Veterans and ways to get community involvement and more member participation.

VETS OF STEEL HONORED

At the District 4 Rapid Response Conference held in March, the Veterans of Steel were presented with a framed signed copy of the Veterans Law, which was signed into law by the Governor on November 10, 2022. District 4 Veterans of Steel Coordinator Cary Eldridge was honored to accept it on behalf of all Veterans in District 4.

“Getting this bill signed into law was most definitely a group effort,” said Eldridge. “It was passed with the support of the USW Rapid Response Team as well as veterans and their supporters from around the District.”

FLAG GIVEAWAY

The Veterans of Steel will hold their annual Memorial Day flag giveaway on May 23 at the New York State Fair Grounds in Syracuse, N.Y. Flags are given out for free to anyone who would like one, to honor and remember those who have made the ultimate sacrifice for our country.



Local 77M members, left to right: Robert Pratt, Billy Nardolillo, Jeff Whitford, Mike Maiello and Mark Rosenzweig.



Doug Fawley, Brian Pabis, Harry Raymond



Mark McDonald, Assemblywoman Karen McMahon, Cary Eldridge, Dave Wasiura



Delegates to the D4 Rapid Response Conference lobbying at the New York State Capitol in Albany, N.Y.



RAPID RESPONSE

District 4 recently held a Rapid Response Conference and lobby day in Albany, N.Y. – the first since the COVID pandemic. The delegates heard from International Vice President Roxanne Brown, District 4 Director Del Vitale, Rapid Response National Director Amber Miller, New York State AFL-CIO President Mario Cilento, and District 4 Rapid Response Coordinator Mark McDonald, among others. After a day of addresses and training, the delegates went to the New York State Capitol, where they met with legislators to discuss the USW agenda for legislative action in 2023. The key priorities include improving the monthly benefit for sick or injured workers on workers' compensation, fighting against bans on natural gas hookups, making sure any carbon tax funds are returned to developing new jobs in our industries, and protecting our paper and forestry sector from unfair recycling funding requirements.

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NEXT GENERATION

District 4 held a Next Gen level two training in Pittsburgh the week of January 30, 2023. District 4 Next Gen Coordinators Brian Callow and Israel Torres selected members from each sub-district that completed level one training to attend the week-long training at USW headquarters. The Education and New Media departments facilitated a great week of training where participants received a more in-depth steward training, as well as training on just cause and writing/

presenting a grievance. Participants were able to tour the building and visit various departments and see how the union operates on an International level. International President Tom Conway, International Secretary-Treasurer John Shinn, International Vice President Leeann Foster, International Vice President Kevin Mapp, District 4 Director Del Vitale, and Assistant to the Director Dave Wasiura all spoke. Thank you to all the District 4 participants for a great week!

International Vice President Kevin Mapp and International Secretary-Treasurer John Shinn address the District 4 Next Gen training session.



CIVIL & HUMAN RIGHTS

The District 4 Human and Civil Rights Committee is facilitating ongoing training for locals that request it, with assistance from the International USW Civil and Human Rights Department.

I'd also be remiss if I didn't acknowledge with deep appreciation and friendship, District 4 Co-Coordinator Lowell Alexander on the occasion of his

retirement after many years of devoted service to the USW and District 4. We all wish Brother Lowell a long, happy and healthy retirement! While Brother Lowell will be greatly missed, I'd like to take the opportunity to welcome Abdellatif "Abdu" El Berchoui, who is stepping in to serve as the new District 4 co-coordinator, working out of the Milford, Mass. Sub-District office. Welcome aboard, Brother Abdu!

GET INVOLVED