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NEWS FOR THE UNITED STEELWORKERS IN

DISTRICT 4

BUILDING ON A SOLID FOUNDATION

Over the years, District 4 has been fortunate to be guided by many great leaders who have had the membership's well-being and prosperity at the forefront of every decision. Over the last four years, Del Vitale continued that tradition through some of the most difficult times our union has faced in a generation.

Soon after being sworn in as Director, Del had to navigate our District through an unforeseen global pandemic. With most of our members deemed essential, Del worked tirelessly to ensure that they were as safe as possible while trying to keep companies from failing.

Coming out of the pandemic, we faced layoffs from supply chain issues, the restarting our idle workplaces, and our normal collective bargaining battles. The priority was turning our attention back to much-needed training in collective bargaining, stewards training, and most importantly, safety and health.

Del took these tasks head-on and did what was best for our membership. For this, we owe him a debt of gratitude.

On behalf of everyone in District 4, thank you, Del. Please, enjoy every minute of your retirement!

Now, it's time to build on the foundation set by the dedicated people who came before us, continue to move the district forward, and embrace change to create an exciting future together!

I am proud to announce that Steve Finnigan agreed to represent our district as the Assistant to the Director.

Steve is formerly the Sub-District Director of our Milford, Mass., office. He has been a friend and mentor for

close to 20 years, and I couldn't be more thankful to have him by my side. With years of experience and knowledge of our many different sectors, I am confident he will help keep our district on the right course for years to come.

Taking Steve's place as the Milford Sub-District Director will be John Buonopane. John comes out of our gas industry and has proven to be a great asset to the locals he serviced and to all of the staff in the Milford office.

I know both Steve and John will do amazing work for our members and district in their new roles, and I look forward to working with them.

As many of you know, I am a fourth-generation Steelworker from Local 593 in Buffalo, N.Y. My love for our union has been burned into me by my family, who fought on picket lines, and by my brothers and sisters, who brought me up at American Brass. From an early age, I learned that nothing is stronger than forging together and standing in solidarity. I've seen first-hand how the power of collective action can change our future.

When I went to work at American Brass in 1994, sitting next to my father at his workstation on the first day of my "summer help" job, I would have never dreamed I would be given this wonderful honor. It is truly humbling to be able to be entrusted with this responsibility.

My goal is to ensure our lines of communication are open on every level. Our local leaders and staff will have the best tools available to keep our members safe, defend our contracts and provide a good living for their families. We must build our district and work together to ensure

that future generations have the same opportunities we have had.

It does not matter what sector you are from – public sector, health care, manufacturing, or any other – you will be equipped with the best training available to serve our members and do the work of the union. I truly believe in the old adage, "Knowledge is power!"

In closing, thank you to all of you who are reading this – our retirees have blazed the trail all of us are walking now – our local union leaders who are on the front lines every day, and most of all, to the members of our great union who go to work every day, provide for their families, and are the backbone of this great union! It is the honor of my life to serve you as the USW District 4 Director, and I will do my very best to live up to the responsibility you have given me.



DIRECTOR'S REPORT

DAVE WASIURA
DISTRICT 4 DIRECTOR

MILFORD JOHN BUONOPANE, SUB-DISTRICT DIRECTOR

As I am writing this report, I can't help to think that if someone had told me 25 years ago when I began my union career as a shop steward that someday I would become a USW Sub-District Director, I would not have believed it. I have always had tremendous respect for the good people who do the sometimes difficult work of our union, and I am honored and humbled as I assume my new role.

I look forward to working with the USW International, District leadership, staff representatives and support staff to provide the service our local union membership deserves and expects. I have some sizeable footprints to follow.

We are all fortunate that Sub-District Director Steve Finnigan has been appointed to the position of District 4 Assistant to the Director. The tireless work that Steve does on behalf of our members is remarkable and inspiring; we will be well served.

Steve will be the Assistant to our new District 4 Director, Dave Wasiura. I have worked with Dave for over ten years and I know firsthand that Dave will use his leadership experience and diverse background to effectively guide our District well into the future. We are in good hands.

Moving forward, these Sub-District reports will include information regarding new initiatives, training classes, events and updates about what is happening within the Milford office and throughout the Sub-District. For those of you who are new to our union, our Sub-District is made up of the New England States: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

My hope in the future is that your stories of interest will be included in these Sub-District reports. If you have something to share, please call our Milford office and let us know. We can be reached at (508) 482-5555.

Upcoming Events

The District continues to schedule training for our Local leadership and members. Incident Investigation training took place this past June. The following training courses are scheduled for this summer and fall: Emergency Preparedness, Industrial Process Safety, Hazwoper Refresher, and Near Miss Training. Please ask your Local Union leadership about attending.

Milford Office Transitions

After long and dedicated service, Lowell Alexander has

retired from his Staff Representative position and as Co-Chair of the Human and Civil Rights Committee. Besides being a truly great person and devoted advocate, Lowell has been a mentor to every staff representative within the Milford office. He will be missed. On behalf of the Sub-District, I want to wish Lowell the very best on his well-deserved retirement.

Our Milford office recently welcomed two new staff representatives: Keith Odume, a member of Local 1277 at Crucible Industries in Syracuse, N.Y., and Israel Torres, past president of Local 1702 from Unicor Packaging in Massachusetts. Keith and Israel are both determined and very capable young leaders and will serve our District well.

Julie Stanley, the administrative assistant in our Augusta, Maine office, retired in May with more than 37 years of dedicated service to the United Paperworkers International Union, PACE, and the USW. Julie was the face of our union in Maine, sending out collective bargaining re-openers, strike authorizations, and coordinating and scheduling many different conferences for both the USW and the local unions in the New England area. Julie will be sorely missed but never forgotten. We would like to wish Julie and her husband Paul a long, happy and healthy retirement.



Lowell Alexander

Julie Stanley

Director Del Vitale Retires

Thanks to Director Del Vitale for his years of leadership and commitment to our union. Del's devotion to our union and our members is evident in the strength of the District he leaves. We wish him a happy and fruitful retirement.

I hope everyone is enjoying their summer. Be safe and unified.

SYRACUSE JIM VALENTI, SUB-DISTRICT DIRECTOR

The Syracuse Sub-District held our president's meeting on June 9. Local officers were able to hear reports from Women of Steel, Veterans of Steel, the Health, Safety and Environment Training Initiative and Rapid Response, as well as a few words from our incoming District Director Dave Wasiura.

Please join us in congratulating our Administrative Assistant Heather Claver on a very happy and well-deserved retirement! We welcome our new Administrative Assistant Wendy Colucci into the USW family. Wendy comes to us with a lot of experience from the AFL-CIO. Welcome aboard!



Heather hands over the key to the office to Wendy.



BUFFALO JIM BRIGGS, SUB-DISTRICT DIRECTOR

Well, it's that time again! A lot has happened in a few short months since our last newsletter. We celebrated Workers Memorial Day throughout the District to remember our fallen union siblings. This is a day that is very special to all of us in organized labor. The Workers Memorial Day event was held at the Niagara Orleans Central Labor Council monument, which USW locals, the Buffalo sub-district, and District 4 played a significant role in building.

We celebrated Black Labor History Week with a number of activities, including visiting a local elementary school in Buffalo to speak about black labor history. I would like to thank Committee Chair Junior Eaton and his team for a job well done. In addition, USW Local 9434 participated in a Juneteenth event in the City of Niagara Falls. They provided a free cookout for those in attendance and did a great job of representing our union.

We are a great union with much diversity in the sectors we represent, and we continue to focus on organizing new

members. However, opportunities to organize new members are still being missed. Find a friend or family member working in a non-union environment and set up a time when we can have a frank discussion with them about having a voice where they work like we do at the USW. I hope we all understand that our organization will only be successful when we bring in new members, who will bring needed strength for our current members.

In closing, I send best wishes to Lowell Alexander on his retirement. I can tell you that working with Lowell throughout the years benefited me, but being able to call him my friend was an honor. I would also like to congratulate Del Vitale on his retirement and wish him and Connie the best. I look forward to working with our new director, David Wasiura, and his assistant Stephen Finnigan on building a better District 4. Enjoy your summer!

EDISON MICHAEL L. FISHER, SUB-DISTRICT DIRECTOR

While much of our work involves servicing local unions and members, it is encouraging to see a continuing and growing connection between our active members and our retirees. These active retired senior members are a real resource to us here in the Edison Sub-District, and many of our local unions are increasingly recognizing that fact.

Here's a good example: on June 10, Local 10-729 held their annual Solidarity Luncheon to celebrate the contributions of their retired members. The Local is playing a major role in supporting and including the retirees by hosting a quarterly meeting at the local union hall, along with the retirees keeping in touch with each other through a monthly breakfast gathering.

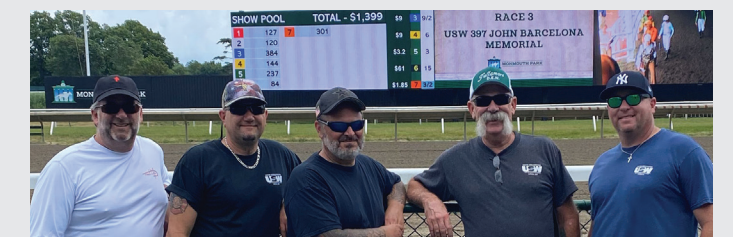
It is said that what we learn from the past helps us to plan for the future, and that is what happens when retirees tell their stories in the midst of the perfect mixture of food and friends. Local 10-729 is doing a great job of promoting that important concept and maintaining a continued relationship with their retired (but active!) members.

This spring, District 4 local union officers received an appeal for aid for Local 6288 who were on strike against V'Soske seeking a fair contract. We're glad to report that the strike has ended! It was my honor to take part in a leaflet event supporting those USW members at the V'Soske headquarters in New York City recently.

Also, I would like to give a special thanks to the locals that participated in the Rapid Response Conference in Washington, D.C., which was accompanied by an action of community service. Locals attending the conference spent time preparing for the distribution of household products that were donated and will be provided to a variety of shelters.



Members of Local 10-0729 and their SOAR chapter at the recent luncheon.



Members of USW Local 397 recently attended the Monmouth Raceway John Barcelona Memorial Race. Brother Barcelona was a retired Staff Representative and long-time member of Local 397 who passed last year. The Local is sponsoring the race in his honor. Shown are District 4 Rapid Response Coordinator Mark MacDonald, LU 397 Vice President Dan Bechtold, Staff Representative Ken Gomeringer, LU 397 President Dennis Cosgrove and LU 397 Financial Secretary Bob Italiano.



V'Soske Leaflet Action.

HEALTH AND SAFETY

The primary goal of the USW Health & 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. Below is a list of the trainings that are available to your Local during the 2023 calendar year. Contact your Staff Representative for more information on any of these trainings. Most trainings are open to management participants as well as union members.

INDUSTRIAL PROCESS SAFETY

Buffalo / Syracuse – September 21
Milford / Edison – September 28

HAZWOPER REFRESHER:

Buffalo / Syracuse – October 19
Milford / Edison – October 26

NEAR MISS:

Buffalo / Syracuse – November 9
Milford / Edison – November 16

Workers' Memorial Day 2023

We participated in the annual Workers' Memorial Day event in Syracuse this year. April 28 is celebrated worldwide to honor all those that have died while at work. We mourn for the dead and fight like hell for the living. There is a direct correlation between ongoing safety training and the number of fatalities that we experience. One worker's death is too many. Training and constant attention help to prevent fatalities.

Safety Training

On June 22-23, we held OSHA 10-Hour training at the Syracuse, N.Y. training center. Trainers Ed Moran and Dan Dunlap lead this important safety training.

For this OSHA 10-Hour training, we invited members' teenage children to join the training at no cost.

USW Local 12460 member Mike Gilbert brought two of his sons, Tyler Gilbert and Kolin Gilbert, to the training. "Being able to share this training with my two youngest sons shows the commitment that the Steelworkers have for the next generation," said Gilbert.

"Learning some of the stuff my dad does at work will be helpful in my future," said Kolin. "I really enjoyed the trainers." Tyler expressed that the training and opportunity to learn about safety in the workplace would be valuable for whatever job he pursues in the future.

Big thanks to all of the locals that continue to see safety training as an important part of their job!



OSHA 10-Hour training at the training center in Syracuse, N.Y.



The annual Workers' Memorial Day event in Syracuse, N.Y.



Pictured are Kolin Gilbert, Mike Gilbert and Tyler Gilbert.

CONSTRUYENDO SOBRE UNA FUNDACION SOLIDA

A lo largo de los años, el Distrito 4 ha tenido la suerte de ser guiado por muchos grandes líderes. Líderes que han tenido el bienestar y la prosperidad de los miembros a la vanguardia de cada decisión que han tomado. Durante los últimos cuatro años, Del Vitale ha continuado esa tradición a través de algunos de los momentos más difíciles que nuestra Unión ha enfrentado en una generación.

Poco después de jurar como Director, Del tuvo que navegar a través de una pandemia global imprevista. Dado que la mayoría de nuestros miembros se consideran esenciales, Del trabajó incansablemente para garantizar que nuestros miembros estuvieran lo más seguros posible mientras intentaba evitar que las empresas fracasaran.

Al salir de la pandemia, enfrentamos despidos por problemas de la cadena de suministro, reiniciando nuestros lugares de trabajo inactivos y nuestras batallas normales de negociación colectiva. La prioridad estaba volviendo nuestra atención a la formación muy necesaria en materia de negociación colectiva, a la formación de Delegado Sindical y, lo que es más importante, a la salud y seguridad.

Del tomó estas tareas de frente e hizo lo que era mejor para nuestros miembros. Por esto, le debemos una deuda de gratitud.

En mi nombre, te doy las gracias, Del. ¡Por favor, disfruta cada minuto de tu jubilación!

Ahora, es hora de construir sobre la base establecida por las personas dedicadas que nos precedieron, continuar haciendo avanzar al distrito y abrazar el cambio para crear un futuro emocionante ... ¡juntos!

Estoy listo para anunciar que Steve Finnigan ha aceptado representar a nuestro distrito como Asistente del Director.

Steve es formalmente el Director de Subdistrito de nuestra oficina en Milford Massachusetts. Ha sido amigo y mentor mío durante casi 20 años, y no podría estar más agradecido de tenerlo a mi lado. Con años de experiencia y conocimiento de nuestros diferentes sectores, estoy seguro de que ayudará a mantener nuestro distrito en el camino correcto en los próximos años.

Tomando el lugar de Steve como Director del Subdistrito de Milford estará John Buonopane. John está fuera de nuestra industria del gas y ha demostrado ser un gran activo

para las locales que ha atendido y para todo el personal de la oficina de Milford.

Sé que tanto Steve como John harán un trabajo increíble para nuestros miembros y distrito en sus nuevos roles, y estoy deseando trabajar con ellos.

Como muchos de ustedes saben, soy un trabajador siderúrgico de cuarta generación de la Local 593 en Buffalo, Nueva York. Mi amor por nuestra Unión ha sido grabado en mí por mi familia, que luchó en piquetes, y mis hermanos y hermanas, que me criaron en "The Brass". Desde temprana edad, aprendí que nada es más fuerte que forjar juntos y solidarizarnos. He visto de primera mano cómo el poder de la acción colectiva puede cambiar nuestro futuro.

Cuando fui a trabajar a American Brass en 1994, sentado junto a mi padre en su estación de trabajo el primer día de mi trabajo de "Ayuda de verano", nunca hubiera soñado que me darían este maravilloso honor. Es verdaderamente una lección de humildad que se nos confíe esta responsabilidad.

Mi objetivo es asegurar que nuestras líneas de comunicación estén abiertas en todos los niveles. Nuestros líderes y personal local tendrán las mejores herramientas disponibles para mantener seguros a nuestros miembros, defender nuestros contratos y proporcionar una buena vida para sus familias. Debemos construir nuestro distrito y trabajar juntos para garantizar que las generaciones futuras tengan las mismas oportunidades que nosotros.

No importa de qué sector seas, Sector Público, Atención Médica, Manufactura o cualquier otro; estarás equipado con la mejor capacitación disponible para servir a nuestros miembros y hacer el trabajo de la Unión. ¡Realmente creo en el viejo adagio, "El conocimiento es poder"!

Para terminar, gracias a todos los que están leyendo esto: nuestros jubilados han abierto el camino que todos estamos caminando ahora, nuestros líderes sindicales locales que están en primera línea todos los días y, sobre todo, a los miembros de nuestra gran Unión que van a trabajar todos los días, mantienen a sus familias, y son la columna vertebral de esta gran Unión! Es el honor de mi vida servirles como Director del Distrito 4 de la USW, y haré todo lo posible para estar a la altura de la responsabilidad que me han dado.



DIRECTOR'S REPORT EN ESPAÑOL

CIVIL & HUMAN RIGHTS

District 4 would like to remind all local unions, officers and members that the Civil and Human Rights Department is available as a resource in matters where there appears to be a civil or human rights issue or complaint. Each local should have its civil and human rights committee in place. The grievance procedure should

always be used in conjunction with a civil rights complaint. We recently had two complaints which were filed with the International Civil Rights Department, using the Civil Rights Complaint Form (Form 520) (available online at <https://www.usw.org/act/activism/civil-rights>). A District 4 co-coordinator was assigned to process the complaint. These issues were resolved through the grievance process and later withdrawn as the members involved were satisfied with the outcome.



Save the Date! The Women of Steel International Conference will take place Oct. 23-26 in Pittsburgh.

WOMEN OF STEEL



Danielle Myers, WOS Chair for Local 9832 at Xylem, Inc., in Auburn, N.Y., with the donations collected for the Sleep in Heavenly Peace bedding drive.



Local 1000's Women of Steel Committee has been hard at work and staying active. First, we kicked off our Pack-a-Purse Program which started in May and runs through September 30. These purses will be filled with hygiene products, soaps, shampoos, body washes, lotions and more for women who are Domestic Violence survivors. They will be donated locally to the Steuben County, N.Y., area.

Additionally, WOS Local 1000 has kicked off the tenth anniversary of our annual Breast Cancer Awareness t-shirt sale. WOS Co-Chair Deanna Cavanaugh co-created this fundraiser 10 years ago in 2013. We opened up sales for the shirts to the District and are always eager to grow, and hope to extend nationally in the future.

The Women of Steel Western N.Y. Regional Council had a very busy second quarter, including various fundraising events, volunteering for Black Labor Week, the Buffalo Pride Parade, the Juneteenth Celebrations in both Buffalo and Niagara County, and the Greater Niagara Day Of Caring.

In April we held our Diaper Delivery Day for the Buffalo and Erie County United Way Community Baby Shower. We collected more than 17,000 diapers.

In May we participated at the Niagara-Orleans CLC Workers Memorial Day Observance.

In June we volunteered at the Cradle Beach Camp in Angola, N.Y., landscaping the campgrounds. Our members from Cutco, 3M, and Sumitomo made donations totaling more than \$2,500, which will be used to send children to camp. Cindy Marlow was presented with an award for "Outstanding Service" from Cradle Beach.

Many heartfelt thanks to all of our sisters and brothers who participated in all of these events and helped to make them a huge success! Solidarity.



RAPID RESPONSE

The USW Rapid Response Conference held in Washington, D.C., the second week of June was a great success. It was the largest conference so far in our history, with 63 members from our District alone coming to D.C. to lobby our labor issues to Congress.

On lobby day we had 30 meetings with House members and Senators from all eight states and Puerto Rico. With training all week, our members had all the tools and information they needed to have informative conversations with our representatives and their staff.

The hard work of the USW was on full display at the U.S. Capitol, where our allies work hard to make a difference in our livelihoods and those of our families.

We also witnessed our new Director Dave Wasiura sworn in by our International Secretary-Treasurer John Shinn. It was a great moment in the history of our union.

VETS OF STEEL

At the Annual Syracuse Sub-District LM Conference, the local Veterans of Steel committee decided to raffle a Blackstone Grill to raise money to support area veterans. They raised \$600. The winner graciously donated the grill back to the Vets of Steel to raffle off at the District 4 Education Conference in August.

Local 1034 donated \$500 worth of bowls to Clear Path for Veterans. Clear Path holds a canteen every Wednesday to feed veterans and their families at no cost.

CONTRACT LANGUAGE: One of the primary goals of the Veterans of Steel since its inception has been to bargain language to support and help our Veterans. If your Local would like some examples of contract language, please contact your staff representative or District 4 Veterans of Steel Coordinator Cary Eldridge at 315-468-1623.

DISTRICT 4

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NEXT GEN

Let's welcome our new Western New York Regional Coordinator Matt Vassallo. Matt is a member of USW Local 135L, where he has worked at the Sumitomo Rubber/Dunlop plant in Buffalo, N.Y., for the last seven years. He is the chairman of his local's Next Gen committee and a member of the Rapid Response and Civil and Human Rights committees. He has also been elected by his local to act as a trustee, a member of the executive board and a shop steward. Welcome, Matt!



Matt Vassallo, the new Regional Coordinator for Western N.Y.



Members of the USW Local 21012 Next Gen Committee place American flags across Boston Common this spring in preparation for Memorial Day celebrations.



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