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NEWS FOR THE UNITED STEELWORKERS IN

DISTRICT 4

A LOOK AHEAD

I hope everyone had a great holiday season. Last year brought lots of changes to the United Steelworkers and District 4.

Almost one year ago, Director Del Vitale announced his retirement, which was effective July 1, 2023. I was very fortunate to be appointed by the International Executive Board to replace him and finish the remainder of his term.

Shortly after, Steve Finnigan agreed to take on the role of Assistant to the Director. I could not be happier that Steve is in that position. From day one, we have been working side by side to serve the membership of the District and ensure that the future is strong.

In early August, 1,700 registered nurses from Local 4-200 who work at Robert Wood Johnson University Hospital in New Brunswick, N.J., went on an unfair labor practice strike. They took to the streets to get safe staffing guidelines with nurse-to-patient ratios that would allow nurses to be able to perform the best level of care for their patients. This was a long and hard struggle but, in the end, they were able to obtain historic language that is sure to set the standard in the industry.

I want to send a heartfelt thank you to all of our nurses who fought for their patients and the USW family. You have changed people's lives for the better.

On Sept. 25, the USW suffered a devastating loss when International President Tom Conway passed away. Tom was a tireless advocate for working people across this country, and the only thing he loved more than the United Steelworkers was his own family.

As I wrote in the last newsletter for *USW@Work*, we have had a seamless transition, and International President Dave McCall has guided the union through this difficult time.

On December 6, 2023, USW Local 12003 Member Roderick Jackson, 36, was fatally injured while working for National Grid in Boston, Mass. Brother

Jackson was killed while working in a trench when a car slammed into an oncoming car and fatally struck him. Multiple others on site were also injured. They were taken to the hospital, treated, and released. A police officer on site was also struck by the driver and killed. Emergency Response Team District Coordinators Stephau Gonsalves, Shaena Christophe, and Assistant to the Director Steve Finnigan greatly assisted the families in getting through this difficult period. Please keep all of the victims and their families in your thoughts.

Although I am sure that 2024 will come with its own set of challenges, I am excited for the year ahead. Planning has been underway for the last couple of months for our safety and health training sessions, which will again be held in every sub-district as well as other locations where we have a high density of members.

These classes are the very best in the labor movement and have proven to be extremely effective. I would encourage every local to participate and send as many members as you can. The most important work we do as labor leaders is to ensure that we provide the safest workplaces possible.

As with all of our training, we can also tailor the curriculum to meet the individual needs of the locals. Not all of our members work in factories, and we need to make sure that we have training available for everyone.

The International will be holding a number of conferences this coming year as well. The Next Gen Conference will take place March 3-8 in Pittsburgh; the Rapid Response Conference will be held May 19-22 in Washington, D.C.; the Civil and Human Rights Conference will be held June 9-12 in Detroit, Mich.,

and the Health, Safety, and Environment Conference will be taking place Aug. 18-Aug. 23 in Pittsburgh. This is all in addition to our District 4 Education Conference held in Atlantic City from Aug. 5-9.

I hope to see as many D4 locals at these events as possible. I truly believe that education is the key to servicing our members in the best way possible, though I understand that it is difficult to send people to everything.

Moving forward, our District 4 newsletter will look a little different. We want to have a more focused newsletter so that twice a year, you will get updates from our sub-district directors. The other two newsletters will contain articles highlighting all of the good work our district committees are doing.

I can't wait to see the progress we are able to make together in the upcoming year. Please stay safe and have a wonderful new year.



DIRECTOR'S REPORT

DAVID M. WASIURA
DISTRICT 4 DIRECTOR

MILFORD JOHN BUONOPANE, SUB-DISTRICT DIRECTOR

Local 9158 Retiree Celebration

Director Wasiura and USW International staff joined USW Local 9158 members who work for the City of Boston at the union's celebration for their retirees. The event was held at the Boston Firefighters Florian Hall in Dorchester, Mass.

Local 12012 / Next Gen Halloween Parade

Local 12012 Next Gen siblings along with their children took part in the annual Town of Woburn, Mass., Halloween parade. The parade draws thousands of people every year.

USW Local Union Officials Donate Time and Turkeys Before Thanksgiving Holiday

The annual Veterans Inc. Holiday Harvest was held on Nov. 21 in Worcester, Mass. USW Local 5696 officials volunteered their time as assistant food shoppers to help veterans and their families gather everything needed for a nice Thanksgiving holiday. USW Local 2285 organized a turkey drive and donated a number of birds for the event.

Near Miss Safety Training held in Milford Office

In November, a number of USW Local Union members attended the Near Miss safety training at our Milford office. The course prepares workers to lead and/or take an important role in a worker-developed Near Miss program. This is achieved by using investigative techniques which produce important fixes to hazards identified with incidents. Keep an eye out early this year for the upcoming 2024 training schedule.

USW Local 900 Steps Up to Help Maine Residents After Historic Storm

Members of Local 900 on December 13 came together to donate supplies and support displaced residents of Rumford and Mexico, Maine following one of the worst flooding events in Maine's recent history.

USW Maine Local Union Presidents Meet

Local union presidents and officials along with International staff met at the Eastern Maine Labor Council Building in Brewer, Maine on December 11 to talk about ongoing issues at their respective plants and to discuss steps for the future.



Pictured from left to right are temporary shelter and high school employees Jim Ridge and Peter Chase with Local 900 Recording Secretary Judilee Whitmore.



Pictured from left to right are Director David Wasiura, John Buonopane, Joe Plagenza, Mary Fusco, Al Gordon, Joe Smith, Steve Finnigan and John Sinagra.



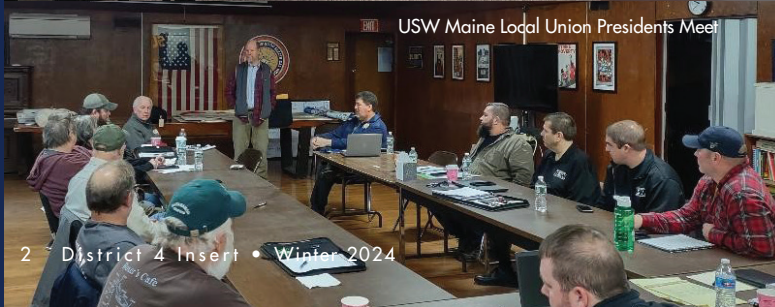
Local 12012 members with their children in the Halloween parade.



Near Miss safety training at the Milford office.



Pictured from Local 5696 are Dave Kent, Laurie Carlson and Steve Stanley, and from Local 2285 are Carlos Perez, John Bousquet and Jim Jauques.



USW Maine Local Union Presidents Meet

EDISON MICHAEL L. FISHER, SUB-DISTRICT DIRECTOR

The last quarter of 2023 was marked by commitment and celebration with various events taking place in the Edison Sub-District.

For example, Registered Nurses of USW Local 4-200 were honored for their activism and strong stand on safe staffing at the recent New Labor Gala. The event was held at Rutgers University in New Brunswick, N.J. Many members of Local 4-200 were present to accept their award along with other individuals and groups that received awards.

This was particularly timely, as within weeks, the 1,700 members of Local 4-200 successfully ratified a new agreement which brought the four-month-long strike to an end. The new agreement includes provisions that were hard fought for and well deserved for its members.

Many other USW members also received awards at the end of the year. One of these

was Howard Boyer, a long-time activist and safety representative of USW Local 4-417, who was given an award at a recent Workers Environment Council (WEC) Awards Dinner in Trenton, N.J.

WEC is an organization that educates workers and our communities on issues of safety and conditions that affect our environment. Additionally, at this event, New Labor also received an award for their work in fighting for protections for temporary or “gig” workers throughout New Jersey. Staff at WEC are members of USW Local 397, and the staff of New Labor are members of USW 4555.

I would like to thank District Director Dave Wasiura for his recent worksite visit at which members of Local 318 are employed at GH Robert/Harms Construction at one of its projects in Peth Amboy.



Sub-District Director Michael Fisher, Dave Goncalves, Matt Perras, District 4 Director David Wasiura, Local 318 President John Seckreftar, and Rob Bailey.



Honoree Germania Hernandez (Local 4555), Sub-District Director Michael Fisher, Honoree Howard Boyer (Local 4-417), and Honoree Reynalda Cruz Perez (Local 4555) at the recent 2023 WEC awards dinner.



Members of Local 6129, who are employed at Silgan Containers in Edison, N.J., celebrated at their monthly meeting by sharing food and unity at a Christmas gathering.

SAVE THE DATE

D4 CONFERENCE

AUGUST 5-8 2024

CAESARS ATLANTIC CITY

www.district4conference.org
for more information

SYRACUSE JIM VALENTI, SUB-DISTRICT DIRECTOR

We held our semi-annual President’s meeting in December. We were honored to have UAW Representative Mark Barbee speak to us about the recent UAW strike. He addressed how the UAW struggles are the same as our struggles and how solidarity makes us stronger!

We also collected donations for Operation Bundle Up – a combined effort between our Women of Steel and Veterans of Steel. Thanks to all of the locals that brought donations. These were donated to PeterYoung – an organization that supports homeless veterans. Learn more about this organization at Pyhit.org.

Registration is now open for the LM Conference 2024

The Syracuse Upstate New York Sub-District Education and LM Conference will be held February 14-16, 2024, at the Sheraton Syracuse University Hotel & Conference Center. Please note this is a different location than usual. Registration is Wednesday evening, Feb. 14, from 5 to 6 p.m. for early arrivals, and Thursday morning, Feb. 15, from 7:30 to 8:30 a.m. The conference will begin at 8:30 a.m. on Thurs., Feb. 15, and will continue through noon on Fri., Feb. 16, 2024.

Please let Wendy Colucci (wcolucci@usw.org) know if your local will be making a donation for door prizes.

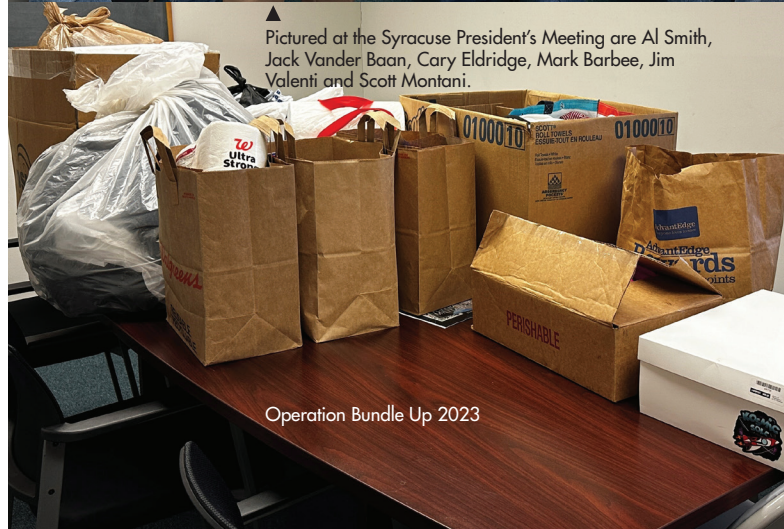
The purpose of the conference is to assist the financial officers with the completion of the Government LM form for the year ending 2023. The financial officers (Local Union President, Financial Secretary and Treasurer) are required to attend the conference. Unit Chairs, Vice Presidents, Recording Secretaries and other interested parties are welcome to attend.

Registration for each delegate is \$120 (which includes the cost of the luncheon and social hour). If you would like to invite a guest to the luncheon, the cost is \$50 per person, and the cost for guests to attend the social hour is \$15.

Contact wcolucci@usw.org to register.



▲ Pictured at the Syracuse President’s Meeting are Al Smith, Jack Vander Baan, Cary Eldridge, Mark Barbee, Jim Valenti and Scott Montani.



Operation Bundle Up 2023

BUFFALO JIM BRIGGS, SUB-DISTRICT DIRECTOR

I hope everyone’s holidays were enjoyable and that we all spent needed time with our families. Seeing the settlement to the Robert Wood Johnson strike prior to the holidays certainly felt like a gift. For those who have never been out on strike, the hardships start on day one and continue until a settlement is reached. The Buffalo Sub-District office would like to send our congratulations to the officers and members of Local 4-200 and their Staff Representative, Joe Arico. It was a long fight, but as we say time and again in the labor movement, “One day longer, one day stronger.”

The Buffalo Sub-District office has been busy negotiating a number of contracts and has reached agreements at both Washington Mills in Tonawanda, N.Y., and at Goodyear in Niagara Falls, N.Y. Both of these contracts surpassed what we would call the “norm” by almost doubling average wage increases over the life of the agreement, maintaining health care coverage and cost sharing levels as current and adding some additional time off. Those were just some of the highlights.

We negotiated Health and Safety language into the Goodyear

contract that I believe is near the top, if not the top, in the chemical sector of our union. I just want to remind everybody what makes this language significant is we stopped debating with the company about OSHA permissible limits on exposures, and we decided the only acceptable limit was the lowest limit possible and set out the achieve that goal. The new language includes a full-time Health and Safety Representative and gives USW members “stop work authority,” which are just a couple highlights of a very successful Health and Safety agreement. I would like to thank Steve Sallman, Director of Health and Safety from USW International Headquarters, for his assistance, and urge everyone to take a look at this language. We must remember Health and Safety is not what happens to our members on a single day, but how they are affected by the work environment over a long period of time due to exposures.

In closing, I wish everyone from District 4 and their families a happy New Year full of success, enjoyment and good health! I look forward to working with everyone in 2024!



UNA MIRADA AL FUTURO

Espero que todos hayan tenido una gran temporada navideña. El 2023 trajo muchos cambios a los Trabajadores Siderúrgicos y al Distrito 4.

Hace casi un año, el Director Del Vitale anunció su jubilación, que se haría efectiva el 1 de julio de 2023. Tuve la gran suerte de haber sido nombrado por la Junta Ejecutiva Internacional para reemplazarlo y terminar el resto de su mandato.

Poco después, Steve Finnigan aceptó asumir el papel de Asistente del Director. No podría estar más feliz de que Steve esté en esa posición. Desde el primer día, hemos estado trabajando codo a codo para servir a los miembros del Distrito y garantizar que el futuro sea fuerte.

A principios de agosto, 1,700 enfermeras registradas de la Local 4-200 que trabajan en el Hospital Universitario Robert Wood Johnson en New Brunswick, Nueva Jersey, se declararon en huelga. Salieron a las calles para conseguir unas directrices seguras para el personal con proporción de enfermeras por paciente. Esta fue una lucha larga y dura, pero, al final, pudieron obtener un histórico lenguaje que seguramente establecerá el estándar en la industria.

Quiero enviar un sincero agradecimiento a todas nuestras enfermeras que lucharon por sus pacientes y por la familia de la USW. Has cambiado la vida de las personas para mejor.

El 25 de septiembre, el USW sufrió una pérdida devastadora cuando falleció el Presidente Internacional Tom Conway. Tom era un defensor incansable de los trabajadores de todo el país, y lo único que amaba más que al sindicato United Steelworkers era a su propia familia.

Como escribí en la última edición del *USW@Work*, hemos tenido una transición sin fisuras, y el Presidente Internacional Dave McCall ha guiado a la Unión a través de este momento tan difícil.

El 6 de diciembre de 2023, el miembro de la local 12003 de la USW, Roderick Jackson, de 36 años, resultó herido de muerte mientras trabajaba para National Grid en Boston, MA. Nuestro hermano Jackson murió mientras trabajaba en una zanja cuando un automóvil se estrelló contra un automóvil que se aproximaba y lo atropelló fatalmente. Varias otras personas que se encontraban en el lugar también resultaron heridas. Fueron llevadas al hospital, atendidos y dados de alta. Un oficial de policía que se encontraba en el lugar también fue atropellado por el conductor y murió. Los coordinadores de distrito del Equipo de Respuesta a Emergencias, Stephaun Gonsalves, Shaena Christophe y el Asistente del Director, Steve Finnigan, asistieron en gran medida a

las familias a superar este difícil período. Por favor, tengan en sus pensamientos a todas las víctimas y sus familias.

Aunque estoy seguro de que el 2024 vendrá con su propio conjunto de desafíos, estoy emocionado por el año que se avecina. Durante los últimos meses se ha estado planificando nuestras sesiones de capacitación en seguridad y salud, que nuevamente se llevarán a cabo en todos los subdistritos, así como en otros lugares donde tenemos una alta densidad de miembros.

Estas clases son las mejores en el movimiento obrero y han demostrado ser extremadamente efectivas. Animo a todos los locales a que participen y envíen tantos miembros como puedan. El trabajo más importante que hacemos como líderes sindicales es garantizar que proporcionamos los lugares de trabajo más seguros posibles.

Al igual que con todas nuestras capacitaciones, también podemos adaptar el plan de estudios para satisfacer las necesidades individuales de las locales. No todos nuestros miembros trabajan en fábricas, y tenemos que asegurarnos de que tenemos formación disponible para aquellos que trabajan en todos los sectores.

La Internacional también llevara a cabo una serie de conferencias el próximo año. La Conferencia Next Gen regresa este año y se llevará a cabo del 3 al 8 de marzo en Pittsburgh, PA; la Conferencia de Respuesta Rápida se llevará a cabo del 19 al 22 de mayo en Washington, DC; la Conferencia de Derechos Civiles y Humanos se llevará a cabo del 9 al 12 de junio en Detroit, MI; y la Conferencia de Salud, Seguridad y Medio Ambiente se llevará a cabo del 18 al 23 de agosto en Pittsburgh, PA. Todo esto se suma a nuestra Conferencia de Educación del Distrito 4 que se llevó a cabo en Atlantic City del 5 al 9 de agosto.

Espero ver tantas locales del D4 en estos eventos como sea posible. Realmente creo que la educación es la clave para servir a nuestros miembros de la mejor manera posible. También entiendo que es difícil mandar gente a todo.

En el futuro, nuestro boletín informativo del Distrito 4 se verá un poco diferente. Queremos tener un boletín informativo más enfocado para que dos veces al año, reciba actualizaciones de nuestros Directores de Subdistrito. Los otros dos boletines contendrán artículos que destacarán todo el buen trabajo que están haciendo nuestros comités de distritos.

No puedo esperar a ver el progreso que podemos hacer juntos en el próximo año. Por favor, manténganse seguros y tengan un maravilloso Año Nuevo.

HEALTH AND SAFETY

District 4 extends its thanks to Jim Valenti, who stepped down as the district's Health, Safety and Environment Initiative Coordinator at the end of 2023. Jim remained passionate about Health and Safety through his entire 47-year career with the USW. Under his leadership, there have been more than 30,000 members classes, equating to 322,426 contact training hours. This also translates into

thousands of safe working hours and far fewer accidents and injuries on the job.

Staff Representative Ken Gomeringer (Edison Sub-District Office) is now stepping into this role.

At our recent president's meeting, we surveyed members for training opportunities for 2024. The potential health and safety training classes we may hold this year include an OSHA 10-hour course, hazard mapping, near-miss training, lockout/tagout training, crane/forklift training, and others.

If you would like to submit your preferences for which classes we should hold in 2024, please contact your local or send an email to wcolucci@usw.org.

Syracuse Sub-District Director Jim Valenti pictured with UAW Representative Mark Barbee.



VETS OF STEEL

At the President's Meeting this December, Operation Bundle Up collected donations for the Peter Young Altamont Program, which provides a safe and sober supportive living environment for veterans. This was a combined effort of Women of Steel and Vets of Steel. We can't thank the participating locals enough for their continuous support of this long-standing program.

Members volunteered their time from Local 5696 in Massachusetts. Brother Steve Stanley said, "It was a good day at Veteran's Inc. on Nov. 22. We went through with shopping carts for the veterans and assisted them with picking out their goodies for Thanksgiving. Every November they have a Harvest Fest and had 380 families this year for Thanksgiving treats to take home and cook.

Local 5696 also donated \$500 to the Veteran's, Inc., out of Worcester, Mass., and sponsored a water station at the Run4Veteran's 5K race held Nov. 5. Brother Stanley was at the first water station and said, "Great event, with 500 runners allowed. 500 runners participated. All proceeds going to Veteran's, Inc. Also saw my union brothers from USW Wyman Gordon out of Grafton running. About three of

us will be participating in the Harvest Fest. Here they donate turkeys and fixings for 500 or so needy veteran's families and give them blankets, socks, underwear, T- Shirts and stuff for veterans in need."

Jeff Whitford, Veteran Coordinator for Local 77M, recently presented a check for \$1,500 that was donated by Local 77M to Melody Burns, Director of the Veterans Miracle Center in Albany, N.Y. Jeff spearheaded a 50/50 raffle that raised over \$3,000. Raffle winner Ralph Indovina donated \$500.00 back to the Veterans Miracle Center.

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

Jeff Whitford, Veteran Coordinator for 77M and Melody Burns, Director of the Veterans Miracle Center in Albany, N.Y.

Local 5696 donated \$500 to the Veteran's, Inc., out of Worcester, Mass., and sponsored a water station at the Run4Veteran's 5K race.

Cary Eldridge from Veterans of Steel, Julie Searle from Women of Steel, Phil Stokes and Gwendolyn Collins with donations for the Peter Young Housing and Treatments Program.



WOMEN OF STEEL

District 4 WOS make waves in Pittsburgh during the International Women's Conference

District 4 Women of Steel Coordinator Muriel Cruz Martinez fired up participants at the International Women of Steel conference, delivering

a speech to more than a thousand participants in both her native language of Spanish and in English. Additionally, those present who spoke French could read the text of the speech on their cell phones, thanks to QR codes!

This historic occasion is a testament to the power of inclusion and the strength that comes from embracing the richness of linguistic diversity. That day not only bridged languages but also hearts, connecting us all in a celebration of shared humanity.

District 4 has not only elevated itself but helped the USW overall. Let this be a beacon of inspiration, guiding us towards a future where every voice is heard, every language celebrated, and every woman empowered to stand in her truth.

New England Council:

The USW Local 5696 WOS committee held its second annual free swag table at its December monthly union meeting. They also had a can drive with raffle prizes. Everyone who donated received a raffle ticket. Along with gathering many canned goods, they also collected \$60 in cash for the Ashfield, Mass., food pantry.

N.J. Council:

The New Jersey WOS Council attended the National Council for Occupational Safety and Health (National COSH) Convention, or COSHCON in December 2023. The conference was held at the Maritime Conference Center in Linthicum Heights, Md. COSHCON 2023 is the only national gathering of its kind and brings together a diverse, inclusive, and bilingual group of workers, unions, occupational safety and health experts, activists and academics that work together to make workplaces safer.

WNY Council:

On behalf of USW District 4 Women of Steel and WNY Regional Council Member Tabbetha Gray Novak from Local 135L, WNY WOS District Coordinator Cindy Marlow was honored to present Dr. Stacey Akers, of Great Lakes Cancer Care, in Williamsville, N.Y., with a check for \$2,340. This is money Tabbetha raised in her Local as a project she undertook to help in the fight against cancer. This money will go a long way in helping to supply cancer patients with many needed items such as free wigs and many special support services.

Southern Tier N.Y. Council:

Local 1000 membership held a Christmas Party on Dec. 8. They collected items from active and retired members and from local merchants in our area to raffle off at our annual Kid's Christmas Auction.

This year they raised \$3,861 to provide Christmas supplies for local children in need. The WOS committee also provides grocery items for a holiday meal for their families.

The WOS committee partnered with Next Gen and Rapid Response to host this family-friendly event. Activities included sugar cookie decorating, Christmas movies, and a visit from Santa Claus and the Grinch for a free photo opportunity. Additionally, they provide a present from Santa for each child that attended.

The council also met with social workers to give them the wish list items for each child in need that we adopted this year.

District 4 WOS Coordinator Muriel Cruz Martinez with International Vice President Roxanne Brown at the recent USW International Women's Conference.



Amanda McNulty Stayton (USW Local 4-380), WEC Executive Director Debra Coyle, Cecelia Gilligan Leto (USW Local 4-397) and Acting U.S. Labor Secretary Julie Su at the National Council for Occupational Safety and Health.



Pictured from left to right are USW Sisters Kimberly Kephart, Local 1000 WOS Co-Chair Deanna Drake-Cavanagh, and Local 1000 WOS Chair Larrie Cribb, along with two women from the Department of Social Services (on the far left and far right). The DSS provided USW WOS with the list of children and families in need and will be delivering the gifts and meals to them on WOS's behalf.



Cindy Marlow presents Dr. Stacey Akers of Great Lakes Cancer Care in Williamsville, N.Y., with a check for \$2,340. This money will go a long way in helping to supply cancer patients with many needed items such as free wigs and many special support services.



USW Local 12000 Women of Steel in Orange, Conn., stepped up again before the holidays to gather a number of donated toys to help the area's needy families provide a Merry Christmas for their children.



NEWS OF THE UNITED STEELWORKERS IN DISTRICT 4

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Pictured from left are Kishma Dyer and Foster Staton Todaro at the Thanksgiving Food Drive.



Pictured are Sabrina Raymond, Foster Staton Todaro, Kishma Dyer, Jill Powers and Tony Dzieman.



NEXT GEN

Members of the Local 12003 Next Gen committee in Boston spent lots of time giving back to their communities this past fall. Members collected food for a Thanksgiving food drive and also donated their time in helping put together meal packages for the community, but they didn't stop there. This past Christmas they held a successful toy drive for the local Boys & Girls Club and dropped off all the toys as a group.

Tony Dzieman, a member of the Local and graduate of Next Gen Level 3 training, said, "We plan on being very active in the surrounding communities and within our local also. We look forward to watching this group grow and spread the word of Next Gen throughout our local."

New Next Gen Co-Coordinator

Let's welcome our new District 4 Next Gen Co-Coordinator, John Savage. John is a third generation Steelworker and has been a member of USW Local 12012 in Massachusetts for the past six years. John has been an active part of his local union's Next Gen and Rapid Response Committees since 2018. In January 2022 John stepped up and took on the role of New England Regional Next Gen Coordinator, and he has completed multiple trainings at the Milford office. John will be working right alongside Brian Callow, who looks forward to the energy that John brings to the table as a true activist in our great union!



John Savage

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