May - June 2024

Volume 5



Forged Together

USW 2958 Newsletter



UNITY AND STRENGTH FOR WORKERS

Communications Team: Zach Keller, Andrew Betzner, Paul Reehling, Paul Wines, & Joe Fields

USW 2958 LOCAL LABOR NEWS: DAVE TOCCO IS ELECTED PRESIDENT OF LOCAL 2958

By Zach Keller

In the wake of the union presidential election, the union stands at a crossroads, on the precipice of our 60th anniversary, and poised for a new chapter in our storied history. With the election of Dave Tocco, the membership has spoken, affirming their trust in a leader who embodies their aspirations and values. The election was more just a contest of candidates; it was a testament to the union's commitment to democracy and collective action. Tocco's victory signals a mandate for progress, unity, and solidarity within the union ranks.

As he retains the office, there's a sense of anticipation and optimism among members. It's a time for reflection on the journey that led to this moment and a recognition of the challenges and opportunities that lie ahead.

In the days following the election, Dave has no time to waste. With an understanding and experience of the issues facing the membership, he can begin the work of unifying the union, healing divisions, and charting a course for the future.

Tocco Wins Local Presidential Election

The election may be over, but the real work has just begun. Tocco's leadership will be tested as he navigates the complex terrain of a new ownership situation, labor relations, advocating on behalf of a fractured membership that resulted in five presidential challengers, and confronting the myriad challenges that confront the union.

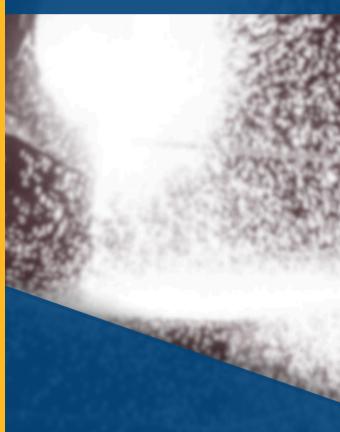
But amidst the challenges, there's a sense of optimism and determination within the union ranks. With Dave at the helm, members are confident in their ability to overcome these obstacles, achieve their goals, and build a stronger, more resilient union.

Continued From Cover

Looking ahead, the union presidential election serves as a reminder of the power of collective action and the importance of staying true to the values that define the union. As he leads the union into the future, he does so with the knowledge that he has the support of the majority of the membership behind him.

In the end, the union officers' election is not just about choosing leaders; it's about reaffirming the bonds of solidarity that bind the union together. With this victory, the union embarks on a new chapter, united in purpose and committed to building a better, more equitable future for all its members.





ELECTION WINNERS: PROCESS & PROCEDURES

By Staff

Officers shall be installed and the oath of office administered at the first regular meeting after the April 2024 election. The results of the election shall be posted promptly by the Election Committee at the Local Union headquarters and any other place designated by the By-Laws of the membership. The Chairperson of the Election Committee shall submit the committee report to, and for acceptance by, the full membership at the next regular meeting following the election. The list of new Officers on the form provided by the International Headquarters must be signed by the Election Committee, the outgoing President and Recording Secretary, and mailed by the outgoing Recording Secretary to the District Director. Current Officers and Grievance Committee Members shall serve until their successors are sworn in and qualified. At that time all money, official records and documents, and all property belonging to the Local Union shall be turned over to the new Officers.

YOUR NEW LOCAL OFFICERS & OFFICIALS

VICE-PRESIDENT - Steve Leming FINANCIAL SECRETARY - Bob Crull TREASURER - Dave Hunt RECORDING SECRETARY - Zach Keller GUIDE - Troy Johns OUTSIDE GUARD - John Beck INSIDE GUARD - Willie Jackson TRUSTEE - Bud Labig TRUSTEE - Jim Elliott TRUSTEE - Katt McNeil



NEW USW 2958 PRESIDENT Dave Tocco

Your New Area Grievance Commiteepersons

AGC W	G 1 -	Brandon	Thomas
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- AGC WG 2 Eric Gibson
- AGC WG 3 Kasey Mitchell
- AGC WG 4 Michael Wright
- AGC WG 5A Scott Pulsipher
- AGC WG 5B Braedon Wyrick

- AGC WG 6 Matt Mince
- AGC WG 8 Brian Meagher
- AGC WG 9 &10 Henry Young
- AGC WG 11 No Candidates
- AGC WG 13 Kacey Gibson





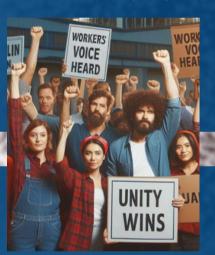


The End Or The Beginning

The election is over, and no changing things now. Did your candidates get elected?? If so, then congratulations, go celebrate and be happy. If not, you still need to bring things into perspective. We are in for a big change with the Acerinox acquisition and we need leaders that will stand up for us. It's new waters for most of us and, honestly, we don't know what to expect. We could gripe and complain and cause issues. Not sure what good that would do, but it is an option. Just not a good option. But another option, we could support the new(or reelected) officers. This is an uncertain time and we need people to be in a position to deal with a potential whole new group of negotiators for our next contract.

I know it is still a little over 4 years away, but we need to start looking towards it now. I know part of what I was looking for when I voted were people who would still be around for the next election. The next contract is, in my opinion, the most important contract for almost every hourly employee working at Haynes today(except for those retiring in the next 4 years). I, personally, want people in the office that will start building those relationships with the new company and who will get an understanding of who we will be dealing with when it comes time to negotiate. To me, it seems to be time for people to get more involved in our union. Do you like who is in office?? You don't like who is in office? Start showing up at meetings. Find out what they are all about and find out what they are doing for you. Maybe you'll find out you like how things are going, maybe you find out you don't? If you aren't around you won't know. If you are there you will have the opportunity to ask questions, voice your opinion, and add to any discussion being had. You'll find out what our union dues are being used for and what our officers are doing when they get time off from work for union business. Lots of people wonder but few go and find out. More people just want to complain instead, not knowing the truth of it.

It's a perfect time to start getting involved. New or old officers and new situations are on the horizon. The election is over but the work is just beginning.



This article is a direct result of suggestions received from the reader survey

Mixing Timeclocks and TikToks: The Case Against Employee-Supervisor Fraternization By Staff

Union bargaining unit employees should avoid fraternizing with their direct supervisors for several important reasons, which ultimately serve to protect both the integrity of the workplace and the rights of the workers.

Firstly, maintaining a professional distance between employees and supervisors is crucial for upholding the principles of fairness and equality in the workplace. When a supervisor and a subordinate engage in a close personal relationship beyond the shopfloor, it can create perceptions of favoritism or bias, leading to resentment among other employees. This can undermine morale and erode trust in the fairness of management decisions, particularly regarding job assignments and disciplinary actions.

Secondly, fraternization between hourly employees and supervisors can compromise the effectiveness of the union in representing the interests of its members. Unions are tasked with advocating on behalf of workers to secure fair and consistent treatment and working conditions. When supervisors become personally involved with employees, it can blur the lines of authority and loyalty, potentially leading to conflicts of interest. This can weaken the collective power of the union and hinder its ability to advocate effectively for the membership.

Furthermore, fraternization may also create legal liabilities for both the individuals involved and Haynes. In cases where a romantic or personal relationship develops between a supervisor and a subordinate, it can open the door to allegations of harassment, coercion, or exploitation. Such situations not only pose risks to the well-being of the employees involved but also expose everyone to potential lawsuits and damage to personal reputations.

In conclusion, while interpersonal relationships can be enriching outside the workplace, maintaining professional boundaries between union hourly employees and their direct supervisors is essential for preserving the integrity of the workplace, safeguarding the interests of workers, and mitigating legal and ethical risks.

By Paul Reehling

USW History: The Memorial Day Massacre

By Paul Reehling

It was Memorial Day 1937, there was a gathering of between 1,500 and 2,500. There was a picnic lunch, speakers to the crowd, and songs. Then a march towards Republic Steel mill to picket. That's when pandemonium happened. The police would not let them pass and while the picketers argued their case to be there, the police would have nothing of it. 10 were killed 90 more injured as the police fired upon the crowd and used tear gas and billy clubs. The Republic Steel Memorial Day Massacre would affect many people and their families for years.

Why did this happen? U.S. Steel had signed a new contract with the Union but Republic Steel and other smaller steel manufacturers refused to do the same. So a strike was called. What did the workers want? A 40-hour work week, a higher wage. They wanted to be able to spend time with their families and take an occasional vacation. Not enough to bring about a massacre.

This wasn't the only violence during the strikes against the smaller Steel Manufacturers. Police and National Guardsmen were called in at various plants to disperse picketers. This conglomeration of smaller steel manufacturers was known as "Little Steel". "Big Steel" being U.S. Steel. Plants were often closed during this strike. Local Businesses and government officials backed the companies over the Steel Union. At this time "Little Steel" had no interest in dealing with a union and as the days and weeks went buy the strike lost momentum as many employees went back to work. In July the union told all workers to go back to work as they tried to search for another way to force Little Steel to deal with the SWOC (Steel Workers Organizing Committee).

Five years of legal maneuverings later, in 1942, FINALLY, the federal government created the National War Labor Board which forced Little Steel to come to terms with and negotiate with the SWOC which soon became known as the United Steel Workers of America.

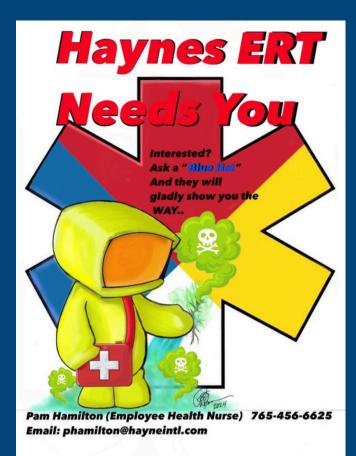
We, as steelworkers, have a storied past. Lots of struggles, fights, losses, and victories that many know nothing about. A look into our history is a look into what being a steelworker means. We stand on the shoulders of those that came before and we lay the foundation for those that come after. Our legacy must continue and we all must strive for a better future for the next generation of Steelworkers.







LOCAL 2958'S EDITORIAL CARTOON FEATURE **BY PAUL WINES**



LOCAL UNION BUSINESS DIRECTORY

Cardwell Tax Service (David Hunt)

Tax preparation services

Call Heather Hunt at 766-864-0684 with any questions or to schedule an appointment

343 S 00 EW, Kokomo, IN 46902

We are a small family owned business that has been in operation for 50 years. We prepare tax returns for individuals, businesses, farms and rentals! UAW and USW member owned.

Brandi Tackett

S&B Creations LLC

Website: w<u>ww.sbcreations4you@gmail.com</u> Facebook group: S&B Creations LLC Cell: 765-480-9974 (call or text)

What we do: Custom apparel, graphic design, tumblers, marketing material, laser engraving, keychains, decals, and more.

Colby Marner

My name is Colby Marner and I am an Eshetician and Massage Therapist. I run my spa business when I'm not working at Haynes. I have a little studio in downtown Kokomo where I do facials, waxing, lashes, microneedling and massage.

Body Glow on Facebook text 317-855-0595 for booking info

Terry Roe Epoxy painted insulated cups and hardhats



574 -229-3998

Danny Shelton Dumpster rental www.Russiavillerentals.com 765-867-8104





SCAN TO FIND LINKS TO COLLECTED OBITUARIES OF FORMER MEMBERS



PLEASE SUPPORT OUR USW BROTHERS & SISTERS



Mark C Perry, 64, of rural Delphi, passed away unexpectedly on March 24, 2024, after an extended illness. Born on August 20, 1959, Mark attended Delphi Community High School. He worked at Haynes International for 33 years as a crane operator in Air Melt and Reclaim before retiring in 2014. Mark was a member of the United Steel Workers Local 2958

Mark and Serina Perry were married in 1980. They were married for 41 years during which they were blessed with 3 sons, Cliff (Stephanie), Trevor (Chelsey), Tyler (Stephanie), and four grandchildren, Adelyn, Lucy, Wesley, and Nolan. Mark enjoyed hunting, fishing, and coaching baseball. He was an avid Purdue basketball and Cubs fan, and a devoted family man. Services were held at Abbott Funeral Home in Delphi. Donations to the American Kidney Fund in Mark's name are appreciated.

Dave Ramblings, History, and Cinema

By Andrew Betzner

"If it were up to me we'd show that murder scene from that 'Matewan' movie at the new hire orientation," Dave Tocco says to a group of us at a newsletter meeting. While Dave and another member debated the title of the movie (it is in fact, Matewan) my mind wandered to what the hell Dave was rambling about and why showing new hires a shootout would benefit anyone. Here's what I discovered:

If you've never heard of the movie *Matewan* you're probably not alone. While this 1987 movie cast stars such as James Earl Jones, and was nominated for several awards, it was considered a box office flop. You're also probably not going to find it on any streaming services either, or at least I didn't. Luckily, YouTube has a high-quality version of it to stream free of charge, and one boring evening I decided to do just that.

The story is set in the small coal miner town of Matewan, West Virginia in 1920. Due to the remote location of many of these coalfields, mining companies had to build towns to bring the workers to them. With the employer controlling their means of income (many times not paid in actual currency, but in scrip only redeemable at the company store), and their roof over their head, the mining industry was one of the last to unionize. Suspected unionists and those sympathetic not only lost their jobs, but were evicted from their homes, which is precisely what lit the fuse in Matewan.

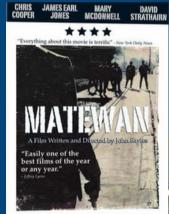
By the order of the Stone Mountain Coal Company, Baldwin-Felts Agents spread through the town of Matewan to evict and intimidate. This aspect and many others aren't unique to this story. Numerous themes and subject matter regarding the inception of unions are depicted in this film. Companies badger activists into perpetrating violence to justify the use of the National Guard and lethal force, and bribery of select individuals to undermine the revolt. They also didn't hold back on the disgraceful parts of early union history where African Americans were often barred from organizing,

MATEWAN MASSACRE n 1920 area miners went on strike to gain recognition of UMWA. On May 19 of the same year, twelve Baldwin-Felts Agency guards came from Bluefield to evict the miners from company houses. As guards left town, they argued with town police chief Sid Hatfield and Mayor Testerman. Shooting of undetermined origins resulted in the deaths of two coal miners, seven agents, and the mayor. None of the 19 men indicted were convicted.

of Vergenia Department MG 2 of Guillure and History

leading to them reluctantly serving as strikebreakers. All history was on display for the viewer to see. The culminating event takes place between Baldwin-Felts Agents and union activists with assistance from Chief of Police, and now local legend Sid Hatfield at the train depot. While the movie took artistic liberty, in the history books no one knows who shot first. When the smoke cleared 10 men lay dead, 7 of whom were Baldwin-Felts Agents. Emboldened by driving the agents from their town, revolutionaries led another strike shortly after on July 1st. This widespread violence gave President Woodrow Wilson the pretext he needed to send federal troops to thwart organizing efforts.

If you want to learn more about early unionizing efforts and the story of Matewan you'll have to watch the 132-minute film yourself. What I can tell you is that Dave was right. Not just about the gunfight scene, but the movie as a whole to tell the story of men who came before us. The men who did the real work. The men who shed the real blood. As carriers of the baton for the ideals they secured, I think new hires and old heads alike can benefit from hearing their story.



"One of the best films of the year" - Jud



LOCAL 2958 CALENDAR OF UPCOMING EVENTS



June 20

Regular Membership Meetings

> 7:30am 1:00pm 3:30pm

June 27

Women of Steel

7:30am 1:00pm 3:30pm

Vets of Steel

If you are a USW member who's also a military veteran and interested in learning more about our Veterans of Steel Program, visit <u>usw.org/VetsOfSteel</u> and fill out the form or text VET to 47486 to join. *With your registration, you'll receive a free "Veteran of Steel" dog tag and hard-hat sticker.* Text VET to the number 47486

VETERANS OF STEEL By opting-in, you agree to receive recurring * * * * * messages from the USW International; message and data rates may apply. To opt out, text STOP. For help, text HELP. Full terms and conditions at usw.org/text. No purchase necessary.



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Scan to give us valuable feedback



2023 Contract PDF Link

UNITED STEELWORKERS

Scan to read and search the current main agreement

Women Of Steel 2958 Chapter: Gilead House Update

On March 28th the Women of Steel had their monthly meeting with several agendas to discuss. The first order of business was the final collection for the Gilead House located here in Kokomo. In total, monetary collections were \$118 and three large boxes of hygiene products. One of the items asked for besides hygiene products was either towels or blankets for the women. We were able to purchase 24 large towels and several large packages of washcloths to donate along with the boxes of hygiene.

The Gilead House is a small, non-profit organization and a substance abuse treatment center that is devoted to helping women who are suffering from addiction, family dysfunctions, legal problems, and other issues. The house is staffed with professional and qualified staff who provide outpatient treatment in a 24-hour residential setting. They were founded in 1998 and can serve up to 27 women who live on-site. Residents receive daily treatment not just in substance abuse and therapy, but in life skill areas as well and provided access to health care. Reba Harris, the Executive Director and Founder of the Gilead House was gracious enough to give a personal tour and explain the services and daily lives of the women living in this home to the chairs of Women of Steel local 2958, Erin Kelly, Catilyn Martinez, and Faith Truax. Reba's love and passion for the work she is doing is infectious and inspiring to anyone around her and we all left feeling inspired and hopeful of being able to contribute to this worthy cause in the near future.

Discussion in the regular membership meetings included inquiring about some of the issues pertaining to women specifically in the workplace within Haynes International. One of those issues is the appearance, working order, and size of many of the locker areas in certain work areas of the plant. There is a plan with the company to start working on the women's locker room in R1 shortly.

We have also discussed our next community project to be a dedication to Mother's Day to our elderly women's population in Howard County. To do this we will be 'adopting' a nursing home with the plans of making flower bouquets for the women the week of Mother's Day to help put a smile on their face and to remind them there are people and organizations who have not forgotten about them. If anyone has any questions or is curious about coming to a meeting, please reach out to any of the chair members or send us an email at WOS2958@gmail.com.

UNITED STEELWORKERS





Photo of all the supplies collected by the Women Of Steel collection boxes that were located around the plant

Golf League Results



In Haynes Golf League action at Arbor Trace in Marion, the competition was on after a rain postponement. In Flight 1, a team featuring **Brad Pratt** and retiree **Bill Pratt** claimed the top spot, showcasing their skill and teamwork. Following closely behind was the second-place team, featuring **Alvah Copeland**. The third-place position in Flight 1 was secured by the team led by **Bing Rehling**, with retirees **Don Weida** and **Mike Powell** contributing to their success. Flight 2 saw a different set of champions, with **Doug Kline**, **Galen Penn**, and retiree **Bill Gatlin** taking home firstplace. Meanwhile, the team consisting of **Mark McLeland**, **Bryan Ashburn Sr., James Barnett**, and **Stubby Kuntz** secured third place in Flight 2. In addition to these achievements, **Bing Rehling**'s precision on the green earned him the closest-to-the-pin prize on hole 12, adding another highlight to a successful tournament.

Fumes, Dust, and a Toxic Tango with your Health

By Andrew Betzner



I'm going to ask something from you. This may be a trickier assignment for some of you than others. I want you to think back on your new hire orientation. Try and recall the portion when they discussed the health hazards associated with the toxicity of the materials we work with. If you're like me, you can call to mind "hexavalent chromium," "wash your hands," and "if you want to learn more watch the movie Erin Brockovich". If your job involves grinding, welding, cutting, or melting any of Haynes alloys, you might want to give this subject a second look.

According to a 2020 study, "Breath to the People" composed by the nonprofit Environmental Integrity Project, Haynes International was listed 18th among a list of the top 100 industrial facilities releasing toxic air pollution into heavily populated areas. There's some debate in regards to whether the claim that Haynes really is the 18th worst in the country or if it's a matter of how the numbers were reported. One thing remains true: toxic emissions are present in our factory.

There are several elements in our alloys that can cause potential harm. Hexavalent chromium, also known as Cr(VI), is probably the one you're most aware of, so let's start with there. Rarely occurring naturally, Cr(VI) can be formed through heating processes such as grinding, welding, cutting, or melting. When Cr(VI) enters your bloodstream it can damage cells and DNA, causing mutations. This may lead to certain types of cancer as well as damage to the liver and kidneys. Additionally, Cr(VI) can bind to proteins in the bloodstream interfering with their function. Direct skin contact can cause skin ulcers and contact dermatitis. Adverse reproductive effects such as decline in sperm count, higher risk of miscarriage, and certain fetal growth concerns are also associated with Cr(VI). Hexavalent chromium isn't the only substance found in our alloys that require special consideration. According to the Safety Data Sheet (SDS) released by Haynes in regards to our alloys (SDS identification number H2071-12) when performing tasks that may generate metal particulate - "Excessive inhalation of aluminum, cobalt, copper, manganese, nickel, and zinc can cause respiratory irritation, cough, bronchitis, chills,

"metal fume fever," and "asthma-like symptoms". It should also be noted that compounds in our alloys have been linked to permanent loss of lung function, Central Nervous System depression, as well as a carcinogenic category of 1A (known carcinogenic potential in humans).

Why am I telling you all of this? My goal isn't to scare you or imply in any way that Haynes International isn't following proper laws or guidelines regarding these hazards. My purpose is to inform so you take actions to limit your risk. Since many effects of exposure are not immediate but cumulative, they often go overlooked. Think of it like smoking cigarettes. Smoke one pack and you might get a sore throat. Smoke that same pack everyday for 20 years and you may find yourself with a life altering condition.

You may be wondering what choices you can make to better protect yourself. The advice given in the new hire orientation of "wash your hands" is a good start - before you eat, smoke, or use the restroom. Utilize the shower facilities and consider changing clothes before returning home. To limit inhalation risks, ensure all fume extraction and dust collection systems are turned on and in serviceable condition. Talk to your supervisor or use the Safety Suggestion Portal if you feel your workspace could benefit from added engineering control measures. Wearing an approved face mask while performing tasks such as cleaning up your work space can help limit your amount of exposure. Refrain from using air wands as a clean up tool and opt for a dry brush or broom when practical.

We need to focus on all workplace hazards, not just the immediate ones, and not just the ones that are obvious. Cumulative exposure is real. For more information, use the QR codes provided for Haynes International's SDS regarding our alloys, and OSHA's health and safety overview on Hexavalent Chromium. I want to see all of my brothers and sisters go home safe not just today, but go home safe knowing they aren't aren't compromising their well-being in the years to come.

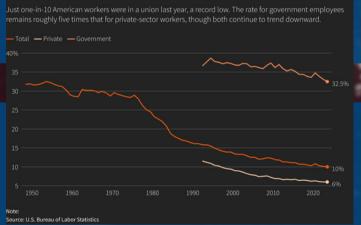


The State of American Union Organizing

In the early 20th century, the American labor movement faced challenges when organizing the steel industry, including violence, government hostility, and economic obstacles. However, the Steelworkers Organizing Committee (SWOC), launched by the Committee for Industrial Organization (CIO) in 1936, ultimately succeeded in organizing steel through dedicated resources and efforts, as referenced in Paul's article on the SWOC's founding and subsequent success as the founding arm of our United Steelworkers.

Fast forward to 2024, and the tech industry is in need of organization but has managed to avoid much unionization thus far. Despite several attempts over the past decade, Amazon remains largely non-unionized, even though it is now a trillion-dollar company. Organizing Amazon is crucial for the well-being of its workers and to establish better standards for the entire economy. A major organizing effort, similar to the SWOC with extensive funding and hundreds of dedicated organizers from existing unions who recognize the threat of a non-union Amazon, which I believe Kokomo native Shawn Fain and the UAW are trying to coalesce, is badly needed.

The labor movement has not undertaken comparable largescale organizing campaigns like the SWOC in recent years. Union power has declined to early 20th-century levels after a period of growth in the mid-20th century.



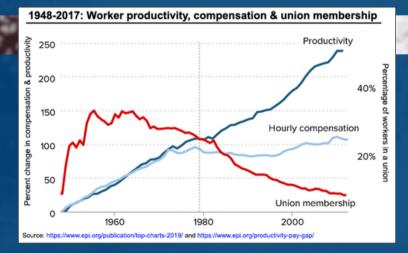


By Zach Keller

The labor movement's core purpose is to empower working people, yet it has been failing in this regard for some time. Despite near record public support for unions and a historically union-friendly president, union membership has remained stagnant at 10% of workers and 6% in the private sector in 2023. The labor movement must take responsibility for its failure to grow and undertake large-scale organizing efforts to build worker power. I also believe we need to double our effort to organize our new proposed corporate brothers and sisters at North American Steel just across the border in Kentucky.

While the AFL-CIO's new organizing center, which was established in 2022, is a step in the right direction, it lacks the scale and coalition-building of past efforts like the SWOC. The labor movement must acknowledge its failures and urgently strive for change. The path forward is challenging, but it is clear based on historical examples. Accepting failure is the first step towards improvement.

The importance of bold and effective leadership that envisions progress and actively works towards change, rather than settling for failure, cannot be overstated. Revitalizing worker power is one of the most crucial aspects of addressing the nation's current economic challenges. Labor leadership, with the execption of Shawn Fain, has been for too long, lacking a forward-thinking outlook beyond the status quo. As a member of the organized labor community, I urge both union members and leaders to prioritize growth and dedicated organizing efforts so that we can continue to build influence and prosperity in all sectors of American workplaces.



Union membership rate hits record low

Local 2958 Member Highlight

Katt McNeil ~ Member Since 2011 (& Newly Elected Trustee)

Tell us a bit about yourself. What are your passions and interests outside of your job?

"Outside of work I enjoy going to church, spending quality time with family, and enjoying some alone time as well."

What's your favorite thing about your local community, and how do you like to contribute or give back to it?

"Close-knit when it matters. I love helping during the Christmas season at our Missions"

If your life were a movie, which actor would play you, and what would the title be? "Living My Best Life" Kim Fields (as she plays on Living Single)

What's your favorite thing about working here and being a member of Local 2958? "Being able to provide for myself and my family (and I like "some" of the people lol :)"

What advice would you give to new members who are just starting their journey with the union?

"I encourage them to enroll in the 401k and to get involved with the union to avoid secondhand knowledge and know what's going on for themselves."

Can you share a piece of advice or a life lesson that you've learned and believe is valuable for others to hear? "Put God first, pray often, and love always!"



Byron Sparks WG 8 - Machine Repair Clock # - 25893

Tonya Watley WG 5 - Team Leader Clock # - 25537 Brian Hall WG 8 - Machinist Clock # - 25549

Next Issue: Local 2958 & NASA, Graduate Celebration



We are looking for better ways to communicate happenings within our local, but also help build community amongst our members. We hope you find the content of the newsletter worth reading, and we are always looking for feedback. If anyone has general questions, articles they would like to submit, hobbies they want to highlight, comments, ideas of topics to cover, side hustles you want to promote, questions for officers, useful information, or even to volunteer, e-mail us at: <u>usw2958news@gmail.com</u>