

STEEL POWER

OFFICIAL NEWSLETTER OF USW LOCAL 9265 SUMMER 2020

MESSAGE FROM YOUR PRESIDENT

Greetings Sisters and Brothers!

What a pleasure to see a Steel Power newsletter again! It has been far too long since we had one. Thanks to the tenacity and hard work of Editors Priscilla Marco and Kate Mostaccio, with help from Curtis Canham and all of the contributors. They really took the ball and ran with it. And what an issue it is! So many new and fresh voices fill these pages. It will be wonderful to see where this goes.

I know a lot of you have been wondering about the posting for the Health and Safety Director. I've talked with some of you, and I'm sorry if I missed speaking with others. The past four months have been a roller coaster. The COVID-19 pandemic has made me realize that my focus and my passion has been on fighting for health and safety. So I will be very honest with all of you – I did apply for it. I feel like there is so much more I could do in that position. No appointment has been made as of this writing, so we will see what happens.

But I want you all to know that it was one of the hardest decisions I ever had to make. Marty Blair gave me a hard time – telling me “You stay in your boots till you leave the job, Stella!” And in any other job I think that would be true. But I couldn't have considered making such a move if I wasn't working for a Union – so maybe I'm still in heels instead of boots, Marty.

I come from a Union family. My father had my twin and me on a strike line when we were babies. My mother took us to picket lines when we were toddlers. I was part of a first contract union drive to organize the brand new Hilton Hotel in downtown Albany for HERE. And of course USW 9265 has been a huge part of my life for last 28 years. The Union has literally made me the person I am today. Most of you were not here when I started – but the few that still are may remember me as being quiet and reserved when I started – it's true!! Just ask Gary Cunningham. I did not have very much self-confidence and truth be told was not in the best of relationships at the time. But the Local welcomed me with open arms and saw things in me that I did not see in myself. I learned from every person I worked with.

The Union changed me – it made me more confident, more resolved, more brave and most of all more grateful. The Union gave me the guts to leave a bad relationship and change my life. I became more and more involved – holding positions as Committee member or Chair, Chief Negotiator, Steward, Recording Secretary, VP and President at various times over the years. It was exciting to be involved in USW Conferences, SWAT actions, Contract Negotiations, rallies and marches - you name it! The energy of it all was (and still is) addicting.

I really envy the new people – the ones who are just learning what it is like to be part of a Union. There is a thrill at being part of something bigger than yourself for the first time. And what a time this is to do just that. There are pivotal moments in history that change the world. We are in one of those times – where in the midst of the worst pandemic in our lifetimes we are seeing that solidarity and justice are bringing the world together to defeat racism. And for all you Hamilton and Gandhi fans out there – how lucky we are to be alive right now, to literally be the change we want to see in the world.

And how lucky I am to be a part of it with you. If our paths change, I want you all to know that my heart will always be with USW 9265. I am overwhelmed at times with how amazing my sisters and brothers are. You really are the best of the best. There is no finer staff for any Union anywhere. The work you have done throughout this pandemic really proves that. Everyone has gone above and beyond to help PEF members through this crisis. Your actions have literally saved jobs, sanity and even lives. For that you should be proud of yourselves.



And I am so proud to stand with you.

In Unity Always,

Geraldine Stella
President, USW Local 9265

MESSAGE FROM YOUR EDITORS

Welcome to the Quarantine 2020 edition of the USW Newsletter!

We thought it was time that USW-9265 members pat ourselves on the backs for working under such challenging circumstances! We have proven our worth to PEF in a time of great need. We have spoken to PEF members who have never had to call their union for anything before. And we have received thank yous from those members for being there for them and getting answers to their questions.

We also have been talking to each other while we are working and checking to see that we are OK. While we are all happy to be healthy and safe at home, we miss our familiar office surroundings and the casual conversations we have at work.

Through this revived Newsletter, we hope to reconnect with each other and learn new things about our coworkers. From members' love of sports, to participating in exciting union activities and social justice rallies, USW-9265 members have a lot to say and a lot to share.

To our brothers and sisters in USW-9265, we say "Job well done!" and "See you soon!" Until we meet (in-person)

again, enjoy your Newsletter!

*Priscilla Marco (Field) and
Kate Mostaccio, Coeditor (Communications)*

MESSAGE FROM YOUR PROFESSIONAL VP

The COVID-19 pandemic has changed, in some fashion or another, every major part of our lives, at least temporarily. In that vein, USW-9265 members have had many considerable changes and challenges to the ways they have been required to complete their PEF related work because of the pandemic. Of which, our brothers and sisters raised to, and exceeded all expectations by meeting the needs of PEF members and their families.

During the initial onslaught of COVID-19 in New York, USW-9265 worked with PEF to have USW members quickly relocated to their homes to help ensure their safety, and to be provided the tools and resources they needed to complete their duties from home. As well, we have worked with PEF at every step on safe return to work plans, secure work sites, attaining Personal Protective Equipment (PPE), and advocated for those who work in the field to have protections and practices to keep them safe from COVID-19 danger.

Transitioning to working from home raised many issues and stresses. For one, many USW 9265 members were now faced with taking care of their children full time, their schooling, and daily needs, all while trying to complete their daily work assignments. While extra time with our children is great, it created long working days and extra school related burdens for most. Some brothers and sisters' immediate family members were laid off, other member's families worked on the front lines of COVID-19 as essential workers. Interactions with and the needs of PEF members also increased, as their

work and personal lives became turbulent, hazardous, and upended. Leading to many USW 9265 members working on new, serious, and risky issues and concerns. Not only did we absorb and take on our own daily stresses, we now needed to absorb and advocate for PEF members needs, making COVID-19 even more stressful and all encompassing.

But what struck me most about our union during these unprecedented times, is the way, that our union brothers and sisters helped each other out, reached out to one another, and cheered each other on in the busiest and most desperate hours. While, we were stressed, frustrated, and overwhelmed, we found time to provide help to each other. Our membership kept PEF above water, saved lives, and provided comfort and aid to many desperate individuals. We did our part to help contain this insidious virus, and keep New York State safe.

I want to end this by saying thank you for your hard work, support, and proving that our membership is strong, reliable, and ready for any challenge that is thrown at us. May you and your loved ones stay safe, secure, and happy.

I wish you the best during these trying times.

In Solidarity,

Marty Blair



MESSAGE FROM YOUR ADMINISTRATIVE VP

Hi everyone, PEF elections have started up again this week, so my little nook in headquarters has been a hive of activity, yay!

I would like to commend all of the Administrative staff for their response to what I like to call Apocalypse 2020. As Administrative staff, we are not accustomed to working from home. Although most of us have dreamed about being able to do so, none of us thought it would be under circumstances such as these. We have adjusted to the circumstances and are carrying on.

I believe that the Administrative staff are really stepping up to the plate and knocking this situation out of the park!

There have been some bumps in the road, but we will get over them as we always do.

As we face new situations during these times remember that I and the rest of USW leadership are here for you. Please reach out if you have issues or concerns. Hope to see everyone back together again soon!

In Solidarity,

Tara Bentley



WHY I MARCHED FOR BLACK LIVES MATTER IN TEANECK, N.J.

By George Fernandez, Field



I took a lunch break from my duties as a PEF Field Representative on June 5, 2020 to march with my Teaneck, N.J. community against police brutality and systemic racism and in support of the Black Lives Matter movement.

As a longtime community advocate, former PEF member, and council leader, I have hit the streets to protest on more than one occasion, whether that was fighting for tenants' rights, small businesses or immigrant rights. Throughout my years of community service, I have sought to expose my children to the community both locally and globally. I want my children to be conscious, for to do so is to be aware. So, naturally I brought them with me to march with their community. My children need to know about their government and its failings, what their constitutional rights are, and how to be humble and stand up for those who do not have a voice.

A few days before, while the protests were going on through the streets, their school sent a notice that they were going to have a Zoom meeting to discuss with students about the issues of race and what was happening with Black Lives Matter. My wife and I immediately sat them down to speak with them about what has been happening historically to our black sisters and brothers and how they have been treated.

As a proud Puerto Rican man, I am aware of my heritage and culture, in which my people were also enslaved by Spain for more than 400 years until Puerto Rico was turned over to the U.S. Army. The Black Lives Matter movement is a fight for freedom and respect, but this fight is not new to the Puerto Rican people.

Marching down the street with my sons is a very emotional thing for me, because of the lessons I am teaching them. They must learn to advocate for themselves, to learn their rights and learn no matter what the color of your skin is, you are a human being and have rights as everyone else does. We, the Fernandez family, stand united against the injustices that are happening, which is why #BlackLivesMatter!

The Black Lives movement is also important to me as a union member because many of my union brothers and sisters, and many of the PEF members we represent, are black and we are bonded through our union DNA. We fight together to provide for and protect our families through unity. As the current Civil Rights chairman of USW-9265, I believe police brutality has to stop and black communities must be respected and valued, and all union members must understand that Black Lives Matter.

Many are screaming that all lives matter, yes this is true indeed. However today we are standing up for the lives that many in this country believe do not matter, that's why we stand up and say black lives matter. As a person who grew up in a household with a mother who is dark skinned, and with a disability, a father who looked white, there were many times I would see my mother being discriminated against and my dad had to defend her. I grew up fighting for justice, equality and to stand against racism.

MEMBERS SHARE STORIES OF WORKING ON THE HOMEFRONT

Our local has been hard at work (at home!) since March. Members shared a few tales of their experiences working on the homefront.

MEGHAN KEEGAN, FIELD SERVICES



I took this photo early on during the lockdown of Ziggy, my tiny terror. He was not amused that I was on the phone with a member and not petting his face. My dogs have definitely made their presence known throughout the crisis. They've made appearances on virtual meetings, "talked" loudly while I've been on calls, demonstrated some

serious napping while working from home skills, and given me many dirty looks for paying more attention to work than them. I should also note that they were pretty shaggy throughout as they were due for a grooming right as everything shut down. I suspect returning to working outside of the house is going to be a neurotic filled mess for my two furballs. On the bright side, since all my sports were canceled, we went on hiking adventures after work as many days as we could.

KIMBERLY LIVINGSTONE, LEGAL

So how has working from home been for me? Overall, it's been pretty good, although I wish we could go to



the office a couple times a week so that my conference calls with judges are not interrupted by my three labs who love to talk as soon as I get on the phone. One funny story was when I was on a conference call with a PERB judge and about eight other people. Well as always my 1-year-old chocolate lab decides he has something to say. So as the judge was making her point on the matter he barks really loud. As I quickly reach for the mute button, which I felt I was in slow motion the judge responds "Down boy." I was pretty horrified at the time but think it's pretty hilarious now. See my employees below, they are pretty terrible at their jobs but the Executive orders bar me from firing them. Lol!

NANCY WOLFF, FIELD

One of the biggest problems that I have had when I began to go out into the field again was deciding what to wear, because up to now I was wearing yoga pants and T-shirts (only joking!) Actually, the biggest problem is having the lines between work and home constantly being blurred. So much is going on, phones are constantly ringing and emails keep coming non-stop. Learning to step away and take care of myself is a challenge.

ED BRADLEY, FIELD

As the father of four boys, it has certainly been an adventure to be working for PEF at home during the quarantine. I set up my "office" in the laundry room but it's never a dull moment when my 3-year-old yells, "I'm done, I just did a poop" at the top of his lungs while I am reaching for the mute button because I am on a conference call. The kids are always wanting to talk to me while I am working and wanting to play. Now that school is over, it's better because they can just go outside. It was hard finding the time to review my oldest son's schoolwork especially in the beginning when the calls kept coming. And of course, sometimes a load of laundry would be banging around the washing machine at just the wrong moment. But the member of the family who has had the hardest time with the work situation was the family dog, who just couldn't understand why we were around all the time and couldn't play with her. It really stressed her out.

PAMELA SKEETE, ADMINISTRATIVE

The first two weeks were tough! But I was excited at first to be able to work from home and not have to travel into the office. My office is now in my bedroom and it can be a challenge with my grandkids around (they live with me). Sometimes I go downstairs to get a drink from the kitchen and the phone starts to ring and I have to try to hurry up and get it. But overall, it has been enjoyable as a time for reflection about the work and the people I work with and the members I serve. I miss being around people because I am a people person and it's just not the same. One of the problems that I have is that with my family being home, the internet use has to be shared so it has been difficult when the grandkids need to use the internet for their school work. I hope we go back there is a barricade in front of my desk to keep the Administrative staff safe as before everything was open and I do not have an office space of my own. I was worried at first about my plants but they probably died by now. But thank goodness my family and I are safe.

KATE MOSTACCIO, COMMUNICATIONS

One of the biggest challenges for me has been keeping my 13-year-old twins on track with their schooling while making and answering phone calls for interviews, being on conference calls, or attending virtual meetings and forums. A close second is having my "office" in a large closet in the bedroom. We live in an "in-law" suite above the garage while my parents and kids live in the main house – which means options were limited. No windows and no ventilation meant it can get miserable in there. Sometimes I did work on my porch. And I always had my earbuds plugged into my phone and with me, just in case. I can't count how many times the cord got stuck on something and jerked the buds or the phone off me...

CONTINUED :: PAGE 4

ERIN MORALES, FIELD



My coworker wakes up at 7 a.m. It takes a bath, a comb and a disagreement about what to wear (“No mama, I wanna pick!”) to get him presentable for work. Then we negotiate what to have for breakfast (“No, you may not have a lollipop.”) and settle in with our morning drinks. Most mornings, my coworker runs over to me for an enthusiastic ‘clink’ of our cups, chocolate Pediasure for him and coffee for me. By then it’s approaching 9 a.m. and my phone is about to

begin ringing, so I set him up at his desk (a folding table next to my own) so that he can begin his project for the morning (Duplo LEGO building) and I begin the day. After a while his project is complete (or he’s bored) and his tablet with ABC Mouse or Sesame Street is placed in front of him.

My lunch hour means constantly reminding my coworker to eat the quesadilla he requested, because we have to squeeze in a round of telehealth speech therapy before his nap. We spend the second half of lunch learning how to pronounce words properly (“It’s Cookie, not Tookie and if you’ll sit still for the next 20 minutes, you can totally have one.”). Then my lucky coworker goes down for his nap. (“I don’t wanna go night-night.”) The next two hours are my most productive of the day, as there isn’t a little guy trying to climb me.



MEET NEW LOCAL 9265 MEMBER DANIEL MANNING

Daniel Manning has been working as a Field Rep for the Binghamton office along with Administrative Assistant Carolyn Lundgren for five months. Although he is new to USW, he is not new to PEF. Dan worked as a Youth Counselor with the Office of Children and Family Services for seven years, often butting heads with Management. He became a steward and then the Council Leader for Division 237 and tried to make change in his workplace by filing grievances and Improper Labor Practice complaints. Prior to his state service, Dan was a Military Police Officer in the U.S. Marine Corps for four years. He returned to civilian life, attending college at Binghamton University and then worked in the private sector at a not-for-profit working with underprivileged youth. He is married with two children, ages 10 and 7.

Question: What has it been like representing PEF members? How do you feel about being a member of USW now?

Dan: When I was employed by OCFS, I was constantly fighting with Management, because with them, it was their way or the highway. I was pleasantly surprised to find that other state agencies were more prepared to listen. As a member of USW, I feel a lot more supported by my coworkers, who are always there to help, even though we aren’t in the same physical location! USW feels like having a family who always wants to help. I am trying to get some time to go through the USW contract, but then the phone rings, and it’s a PEF member who needs my help, but someday I will! I have only been to the Albany office twice, but I am pretty used to working on my own from when I was a Steward and Council Leader.

Question: What is it like working during the COVID crisis?

Dan: During COVID, I am doing a lot more work on the phone and spending longer, you know, the endless Zoom calls and conference calls. I had my first in-person interrogation recently, it’s more complicated now. I have to check in, do a thermometer check and answer questions about COVID, and then I was escorted to the area for the interrogation, which in this case was in an auditorium. Everyone involved was wearing a mask, which was a bit unnerving, since you can’t see the person’s facial expressions. They had two tape recorders because of how far apart we were and I had to speak louder than I normally would. They were able to allow for caucuses with the member so overall it wasn’t too bad. But then there is working from home, being a parent, and working for PEF. On Tuesdays and Thursdays, I am supervising my children’s virtual learning sessions, while answering the phone and having to walk away to speak to the member. My daughter tries to get up early and finish early so she can do other things. My son, on the other hand, uses every opportunity when I am busy to goof off. I am having to work late to make up some of the time that I lose.

Question: How has COVID been affecting your family?

Dan: My son has been afraid of catching COVID, he is overprotective of me. I recently took him to the grocery store for the first time since this began, and he was able to relax a bit when he saw how it went. My daughter tries to see her friends as much as possible on Zoom but she misses the interaction.

Anything else you want to add? DM- To sum up, the motto for the Marine Corps is “Improvise, Adapt, Overcome”. To me, that represents what being a Field Rep at PEF is all about, especially now.

GARY CUNNINGHAM REPRESENTS OUR LOCAL AT FOOD PANTRY DISTRIBUTION



On June 12, USW-9265's Gary Cunningham spent part of the day distributing food to families in need at the Albany Labor Temple, volunteering his time and representing our Local to assist the Regional Food Bank of Northeastern NY.

"It was a great experience and the turnout was great," Cunningham said. "We had

many unions volunteer their time for a worthy cause."

The Regional Food Bank of Northeastern NY has been holding drive-thru pantries throughout the Capital Region, serving

working people in desperate need.

Families and individuals can drive up to the location and receive food. The food bank provides all the food but needs volunteers and accessible locations to do its important work.

Teamsters Local 294 provided the location and union volunteers helped make it all happen.

"I have done food pantries before and know how important they are to people who are going through hard times," Cunningham said.

Rick Sauer from Local 17, USW District 4 International, also volunteered, Cunningham said. If the food bank does another pantry, Cunningham hopes our members may express interest in volunteering, as well.

USW MEMBERS ENJOY A VARIETY OF UNIQUE SPORTS

We all know that professional sports teams and athletes have had to take a break due to COVID-19. But, we bet you don't know that many members of our local are really into sports in their spare time, so we thought we would introduce you to a few of them:

DARRIEN SMITH, LEGAL

Question: I hear you are a Rugby player. When did you start?

Answer: I began in college about nine years ago. I thought it would be a good social network for me. It's a rough sport but a lot of fun. There are two broad positions -- forwards and backs. There are positions for every body type. I am a bit on the short and stocky side, so I play the front line. I am a hooker and there are other positions called props. The hooker hooks the ball back to the team to keep possession of the ball.

Question: Why do you play rugby?

Answer: It's the most accepting sports community. I am not part of a league, but I am part of a team that has traveled to New York City, Vermont and Western New York to play. The biggest tournament of the year is the CAN AM, where more than 100 teams meet at Lake Placid and Saranac Lake. I play on a single-sex team but there are women's teams and if we are short, and the women are prepared, they can join us.

MEGHAN KEEGAN, FIELD SERVICES

Question: I hear you play a number of sports? What are they?

Answer: I snowboard but I also play soccer, both co-ed and women's rec, and I picked up ultimate frisbee last winter just to get some extra exercise in.



As for snowboarding, to make it through northeastern winters it's my opinion that you have to love something that gets you outside and for me that's snowboarding. I'm blessed that despite their age, my parents still ski, so for the most part it's family time for me. The view of the world from the top of a mountain when the weather is just right is spectacular. Zooming down a mountain on packed powder, surrounded by trees,

is my winter heaven. I would say the trick to any downhill sport is to realize that you're going to fall, just learn to do it well.

I play soccer year round at least twice a week indoor and outdoor. If it weren't for COVID, I'd be playing four to five days a week this time of year. I picked it up about five years ago to keep myself moving and to re-engage myself with team sports. I'm the team captain for my women's team, the Dropkick Dribbles. Depending on the team, I play pretty

CONTINUED :: PAGE 6

much any position including goal. I'm a huge fan of the U.S. Women's National Soccer League and the U.S. Women's National Team. It's really inspiring to see women in the United States absolutely clobber their male counterparts in every metric in a competitive professional sport outside of tennis, including in league revenue. Soccer is such a universally loved sport around the world, in part because it's so accessible, and that's definitely reflected on the pitch in my home town. I've played pick up games with at least five different languages being shouted all at once but everyone manages the play just fine. I also find kicking things to be very cathartic. Fun fact: I recruited USW member Caitlin Janiszewski to women's soccer and she's totally obsessed now although we no longer play on the same team.

Fun fact #2: My first major political action was helping to organize women in my high school around Title 9 to get a women's lacrosse team since they had a men's team and cut the girls who wanted to play in the first five minutes of tryouts. It's how I wound up playing lacrosse.

SHAWN BOBB, HEALTH AND SAFETY

Question: How long have you been a marathon runner?

Answer: I have been running marathons for nearly 18 years. My first marathon was the New York City Marathon in November 2002, which I have run four times and I am registered to run the 50th Anniversary New York City Marathon in November 2020. If the pandemic permits.

Question: Why that sport, and what is involved in doing it?

Answer: In 1995, my toddler son had a fever-induced seizure. My wife called 911 but I decided to "run" to the fire station a couple of blocks away to get help. Let's just say, I'm glad my son's life didn't depend on me making it to the fire station. However, it was a wakeup call for me to get into shape. Fortunately, at the time there were a couple of runners (Jim Owens, Building Manager and Russ Becker, MIS) at PEF HQ who ran during lunch and encouraged me to join them. The rest is history.

I was never competitive and consider myself a "casual runner." I run to maintain a certain level of fitness and activity. I run about three times a week from six to 10 miles each. When training for longer races (half-marathons and longer), I increase the distance of my long runs. I also mix in some speedwork.

Question: Where has running taken you?

Answer: I've explored many cities through running. Just about every city that I've slept in for business or pleasure over the past 25+ years, I've made a point to run in. One of my goals is to run a marathon on every continent. I've completed such in North America, Asia, and Africa and planned for Europe later this year, but again the pandemic.



Question: How is it different from a team sport?

Answer: Running requires a certain level of mental toughness. Much of your training is done alone (especially if you're an amateur) so there's nobody to encourage you along or substitute for you when you get tired. However, there are running clubs/groups you can join for camaraderie, encouragement and competitiveness. Overall, the running community tends to be very supportive of each other.

Question: Anything else you want to add?

Answer: I am not a competitive runner, however, I did win a marathon. In 2017, I ran the Mt. Kilimanjaro marathon. Many of us were on a tour that included a five-day hike up Mt. Kilimanjaro and then a couple of days rest before the marathon. Anyway, I initially finished in fourth place but the three people ahead of me were disqualified for various reasons and I am the "official winner!"

CAITLIN JANISZEWSKI, FIELD SERVICES

Question: You participate in curling. What is that?

Answer: I have been playing curling, a winter sport that was invented in Scotland, for the last seven years. I went with a roommate in grad school to check it out at an open house after watching the sport in the Winter Olympics, and I have been playing ever since.

The sport was first played in the Olympics in 1998 and is very popular in Canada, where over one million people play on teams. In the last Winter Olympics, the USA Men's team won their first gold medal in curling and its popularity is growing as a result.

It's a strategy game similar in concept to bocci ball, but instead of knocking balls, you are knocking stones to get close to the iron. The stones are made in one quarry in Scotland, because the granite they are made of doesn't crack. Its played on ice which is textured and the purpose of the sweeping is to help the stones to go further. I love the communication in curling which consists of screaming instructions at the other team members, and the fact that you can be any age or physical condition to play. I plan on playing Curling until I die!





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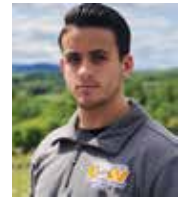


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HONORING OUR PAST AND PRESENT WHILE BUILDING THE NEXT GENERATION



By Bradley Kolb, Field

I had the unique opportunity of attending the first ever USW Next Gen conference in Pittsburgh, Penn. from Nov. 18 to 21, 2019. The four-day conference included intense training and learning about a dozen different aspects of USW, Labor Relations, and other movements that impact our lives, both in the workplace and outside of the workplace.

As a delegate from Local 9265, my goal at the convention was to learn how to not only strengthen myself as a labor advocate but to also strengthen our Local. What is Next Gen? The Next Gen program/committee can be found in almost every Local within USW. It helps Locals identify the next generation of leaders under the age of 35 who will step up when the experienced activists are done. The Next Generation program/committee is a great way to ensure those new activists have the knowledge and skills they need to continue the hard work and progress our Local has already made, building a stronger labor movement for generations to come.

In 2017, USW passed Resolution No. 4 at the Constitutional Convention. Resolution 4 took on a more serious and dedicated approach to welcoming new members and younger USW members. USW acknowledged that in 2017 people aged 35 and under represented 75 million people in the United States and 15 million in Canada. Furthermore, young workers have a significantly more positive view of unions than their older peers do and yet union membership rates among young people is far lower than older workers.

This exposes an opportunity to connect more young workers within USW, especially since union members earn a median of \$200 more per week than non-union workers; a difference of more than \$315,000 over an average lifetime career.

LESSON 1- A WELCOMING COMMITTEE FOR NEW HIRE'S

The recurring theme of the Next Gen convention was the importance of welcoming new members into our Local. We are fortunate enough to live in a state where we do not have "right-to-work" laws where members would be given an option to not pay dues or even join the union.

However, we should not settle for our fellow brothers and sisters to just join the union and pay dues. We as a Local need to engage newer members, teach them about the importance of USW/Local 9265, and teach them about the opportunities our Collective Bargaining Agreement (CBA) has to offer.

USW created a new hire book which contains information about USW's history, the inner workings of the union, a breakdown of our dues, contact information, and the union membership card. New hires should also be given their Weingarten rights card, which contains the exact phrasing of what to say if one was to ever find themselves in a place where they need to use those rights. Some Locals have broken down the CBA into two pages containing highlights of each article and what they can expect from each provision of the contract. Another aspect of welcoming new members is assigning them to a mentor who can teach them the inner workings of the workplace, the history of our Local, and an introduction to the Local's elected officials.

New members should also be provided with their union card to remind them that we are all part of something and share the same identity. If we cannot engage our members from the day they are hired, it will be hard to engage them years later.

LESSON 2- COMMUNICATION

It is well established that one of the biggest obstacles our Local faces is the challenge of communication, specifically being able to communicate while working across New York State. One of my goals at this convention was trying to figure out a solution to this problem. I would ask the lecturers and they would often be stumped because a traditional USW local is positioned in one workplace or in multiple workplaces within close proximity to each other. In our Local, we are spread out across New York State and most offices are small, with the exception of Albany.

Communication is important because we need to make sure that Local 9265 is relevant in our lives and that we interact with it, in order to grow it. Unions are not meant to be one-person efforts, instead the entire Local should be interacting and working to grow our Local even when we are not together in person. If this pandemic has taught us one thing, it is that we can still be together while we are not physically together.

RECOMMENDATIONS FOR LOCAL 9265:

1. We need to establish a Welcoming Committee for New Hires, whether it is independent or a part of the Next Gen Committee.
2. We need to establish a course of action for welcoming new members and come up with training for them.
3. We need to request new hire materials/handouts from District 4 for our new members.
4. We need a revamp of the Next Gen committee within the Local, with a liaison to the Executive Board.



ZOOM MEMBERSHIP MEETING ANNOUNCEMENT

Wednesday July 22, at 5:30 pm
An invitation will go out shortly

USW RETIREES

Each of you has had an extraordinary career of showing up and helping out hundreds of members belonging to the union we work for.

All of that didn't happen overnight. It's the result of bringing your best and making a difference day by day as you saved jobs and provided answers to those members. The USW Local 9265 hopes you are feeling proud of the work you have done and wishes you the very best well deserved retirement!

Unfortunately the COVID - 19 prevented the usual in person congratulations to each Retiree from the past year at the USW Local 9265 June 2020 Conference Day. We look forward to the planned celebration of all of you next June at the 2021 Conference Day. Please mark your calendars or cell phones now because all of us USW members want to see and celebrate with you then!

Name	Position	Department	Retirement Date
Mario Bruni	Graphic Artist	Communications	8/2/2019
Doris Dodson	Nurse Coordinator	Field Services	5/15/2020
Nancy Holford	Labor Management Assistant	Organizing	5/15/2020
Tom Kieper	Sr Communication Technician	Statewide Facilities	1/15/2020
Barry Markham	Field Rep (Regions 10/11)	Field Services - NYC	2/28/2020
Arthur Munson	Field Rep (Region 1)	Field Service Organizing	8/2/2019
Richard Nsiah-Yeboah	Field Rep (Region 12)	Field Services - Long Island	12/17/2019
Edward Ray	Field Rep (Region 8)	Field Service Organizing	7/5/2019
Pat Sante	Secretary	Field Services - Buffalo	7/10/2020
Lorraine Simpkins	Health Benefits Specialist	Contract Administration	2/28/2020
Deborah Stayman	Health Benefits Specialist	Contract Administration	12/20/2019

GERALDINE T. SELLA
President

TARA BENTLEY
Vice President, Administrative Unit

MARTIN BLAIR
Vice President, Professional Unit

SHARON HARRINGTON
Financial Secretary

NIKI GRABO
Recording Secretary

TAMARA CARNEY
Treasurer

Albany:
ED BRADLEY
Grievance Chair
MIKE GERAGHTY

Western:
BOB BECKWITH

Downstate:
SHAWN BOBB
TED VASQUEZ

