



PENNSYLVANIA

NEWS FOR THE UNITED STEELWORKERS IN

# DISTRICT 10

## RELAUNCH OF DISTRICT 10 INSERT

This issue of *USW@Work* is the first issue to include a District 10 insert since last spring. Last year we decided to take a new approach with the district's insert. Moving forward we hope to share with you more stories from around the district that illustrate the work that the district and our local unions are doing in the workplace and community. If you believe there is a story to be told please be sure to let us know. We will share it through the insert or on social media. As a union, it is important we share the work we all are doing. Story ideas can be sent to [bross@usw.org](mailto:bross@usw.org).

### End of an Era

Two of the longest-tenured staff representatives in the entire USW have retired from District 10. Sub-District Director Joe Pozza and Staff Representative Tom Jones both retired after long and distinguished careers this summer. Joe had been the most senior staff representative in the USW having been appointed to the staff in 1977. Until the day he retired, Joe was extremely dedicated and professional, having earned a reputation as a tough advocate on behalf of his locals and hardly ever missing a local union meeting. Tom held many titles while serving as a staff representative since 1979. Always quick with a joke, he never had a bad day at work and always put a smile on people's faces. Tom earned a reputation as an exceptional advocate for members in arbitration and enjoyed teaching at District educational seminars.

Join me in wishing both Joe and Tom all the best as they move into retirement. Their dedication, professionalism, and experience will be impossible to replace. Congratulations to both of you.

### 2024 District Conference

I am happy to announce that we will once again hold our 2024 District 10 Conference at the Kalahari Resort and Convention Center in Pocono Manor, Pa., on June 8-13, 2024. This past year's conference was a success and we hope to build on that. This was our first year back in the District and our first conference at Kalahari. We received some great feedback that we will consider planning next year's event. Due to the International Convention, we do not anticipate holding a District conference in 2025 and will instead encourage locals to attend the International Convention. We will have district-only meetings and activities at the convention. We have begun exploring options as to where to hold the District 10 Conference in 2026.

### Local Union Officers Meeting

On September 13 we will hold our next officers meeting in Harrisburg, Pa. I'd like to encourage every local to send local union officers and/or unit presidents. These meetings are designed to update local union leadership on the work the district is doing and to get feedback and hear directly from our local union leaders. This meeting will be especially important as we will discuss next year's education program and solicit feedback on what locals would like to see going forward. We will hold a reception the night before. More details will be forthcoming.

### PA Legislative Happenings

This year has been a busy one for District 10 at our state's capitol. This spring we have seen several legislative

priorities pass through the state House. These include:

- HB 299** – Public Sector OSHA
- HB 413** – Worker Misclassification
- HB 760** – Workers' Comp (Direct Deposit)
- HB 930** – Workers' Comp (Disfigurement)
- HB 950** – Codifying Our Right to Organize
- HB 300** – PA Human Relations Act

*(See page 5 of this insert for a description of each bill.)*

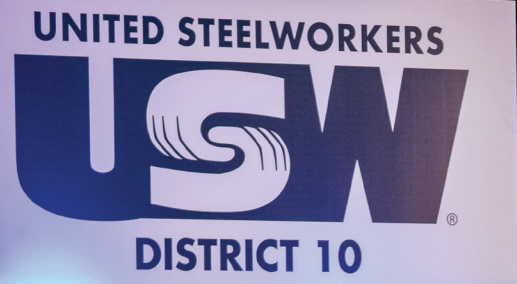
While we've seen a number of wins for workers in the state House, our work continues and we have an uphill battle to overcome in the state Senate this fall. We will work with our partner unions through the state AFL-CIO to keep the pressure on. Keep an eye out for updates from Rapid Response.

*Bernie Hall*



DIRECTOR'S REPORT

**BERNIE HALL**  
DISTRICT 10 DIRECTOR



# DISTRICT 10 MEMBERS ENJOY PACKED CONFERENCE IN THE POCONOS

Several hundred members of the USW attended the District 10 Conference on June 12-15 at the Kalahari Resort in the Poconos. The group enjoyed robust plenary sessions with multiple speakers from the union and the community, as well as a diverse selection of educational workshops throughout the week.

Much of the opening day's plenary focused on the future of organizing, which District 10 Director Bernie Hall said is crucial for the longevity of the union.

"We need to take risks and push each other," said Hall. "We need to think outside of the box, and I think you've all done that."

Hall said that this type of innovational thinking is what has helped the district win elections over

the past three years that account for more than 12,000 new members. Some of these members include approximately 3,000 faculty at the University of Pittsburgh, who are close to reaching their first collective bargaining agreement.

Building on this growth, a large group of labor activists, alongside the USW, traveled to Harrisburg on June 8 to file for a union election on behalf of the nearly 7,000 staff members at the university. If they win, it will be the largest union victory the country has seen in more than 40 years.

Hall encouraged the members at the conference to get involved in these and other organizing campaigns and to join activists like Barbara McConnell, who is one of dozens of Steelworkers playing a

major role in the efforts at Pitt.

McConnell, a member of Local 6521, decided to get on board after participating in the Women of Steel Level 3 training, which included helping organizers speak with the university employees at Pitt. She said the biggest challenge is locating the workers, who are spread out across several large campuses, and navigating their varied, hectic schedules.

"I really feel that everyone should have the opportunity to join a union, and it's been a good experience," said McConnell.

Hall and other speakers also used the first day to touch on the importance of getting involved in the USW Rapid Response program in order to ensure legislators who support labor are

elected into office. As part of this, Rep. Chris Deluzio addressed the conference attendees, along with Lisa Beck, candidate for Pennsylvania Superior Court.

"First of all, I am grateful to have Steel in my corner," Beck said. "I wouldn't do it without the support of organized labor. You are all the backbone of so many of our elections."

Hall also spoke about some of the legislative efforts the union has been taking on across the state, including lobbying for a bill that would finally give state and municipal workers in Pennsylvania access to protections under OSHA (the Occupational Safety and Health Act). The USW is also partnering with AFL-CIO affiliates, including Pride at Work, in support of the Pennsylvania Fairness Act, which would protect LGBTQ+ people from being denied housing, education, and access to public accommodations.

The rest of the week focused on individual workshops on various topics, including social media and

communications, how to launch effective strategic campaigns, and establishing health and safety committees.

**"We need to take risks and push each other. We need to think outside of the box, and I think you've all done that."**

Berni Hall

Desirae Beatty, a new member who works as a certified nursing assistant (CNA) at Kane Community Living Centers in Pittsburgh, attended the conference for the first time and said she was incredibly grateful for the opportunity to learn about all that the union offers.

"You may not think you have a place in the union, but that's not true—there is a place for everyone," she said. "We can use what we learn at these workshops and seminars to help each

other. We will be the ones fighting for our rights at the table."

Desirae and her fellow Kane workers were recognized for their organizing efforts on the last day of the conference with the District 10 Achievement Award. Local 1940-08 President Casey Mohr and her siblings who work at Geisinger Lewistown Hospital were also honored with the award as they continue to build their solidarity and prepare for bargaining later this year.

Newer and younger leaders like Beatty and Mohr are vital in helping to grow and strengthen the union, said District 10 Next Gen Coordinator Colton Smith. He personally knows the power of organized labor to make a difference in securing workers a solid future.

"Being in the union changed my life," Smith said. "I was married at 18, had my first kid at 19. The health insurance, the retirement, the wages, the benefits...it was huge for me and inspired me to become a union activist."



## D10 CONFERENCE AWARDS AND RECOGNITION

1. Ike Gittlen, USW International Organizing Technician, received the USW District 10 Lifetime Achievement Award for his decades of service to the USW.

with Bernie Hall, USW District 10 Director. Mohr received the USW District 10 Achievement Award for her hard work internally organizing her Local 1940 members.



2. USW District 10 Kids Night participants waving their Veterans of Steel flags.

6. Local 1145 from the Elliott Group, a turbomachinery manufacturer in Jeanette, Pa., received the District 10 Achievement Award for their Next Gen Committee achievements within their local. Pictured: Jonathan Schmidt, Shop Stewart; Jonathan Hertzog, Safety Chair and Financial Secretary; Scott Breeger, Shop Stewart; Bernie Hall, USW District 10 Director; Michael Koehler, Unit President 1145; Larry Hardik, Guard; Joe Miller, Local President 1145; and Ross McClellan, USW District 10 Assistant to the Director.



3. USW Local 1557 from U.S. Steel Clairton Works was recognized for writing the resolution requiring Veterans of Steel committees at every USW local. The resolution was presented and passed at the 2022 USW International Convention. Standing: Matthew Nader, Chris Carpenter, Bill Kutscher and Local 1557 President Don Furko.

7. Local 10-86 - Merck received the James D. English Award for their local work with Rapid Response. Pictured are Mark Brown, Derik Cross, Steve Reed, Pamela Russell, Rodney Mathis, James Odenwald, Allen Adams, Mike Grawaboski, Jason Reese and Ross McClellan.



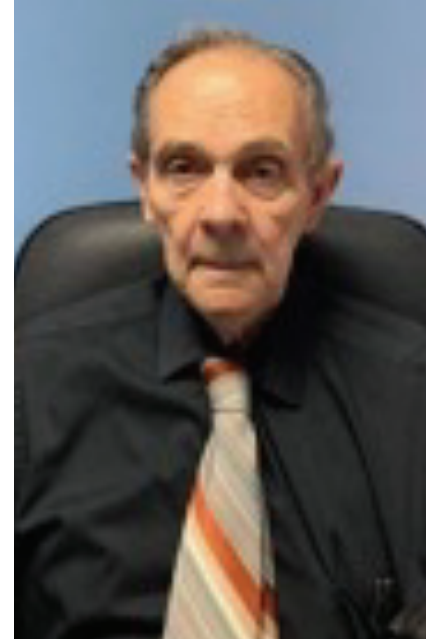
4. Local 9002 at Kane Community Living Centers received the District 10 Achievement Award for their hard work to organize 500 members and bargain a first contract after their old union walked away. Pictured: Kelly Ames Weaver, USW District 10 Sub-District 1 Director; David Claycomb, Vice President of Local 9002; Desirae Beatty, Trustee of Local 9002; Bernie Hall, USW District 10 Director; and Ross McClellan, USW District 10 Assistant to the Director.

8. Jimmy Johnston, Joint Efforts Coordinator of Local 1219 at Edgar Thomson Works of the Mon Valley Mills, received the Political Action Committee Award for his hard work and dedication for signing up new members to PAC.



## PITT STAFF MAKE HISTORY

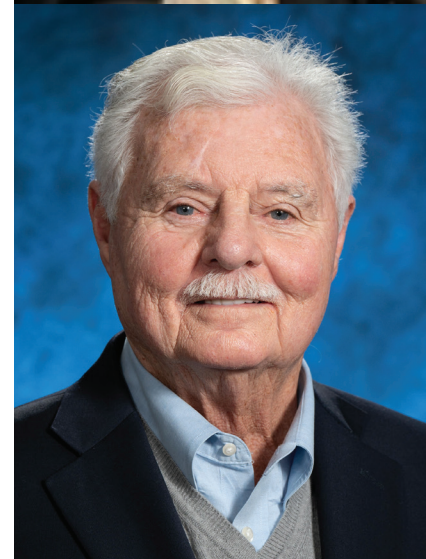
On June 5, members of the Pitt staff's organizing committee joined with over one hundred USW activists in Harrisburg to lobby for pro-worker legislation and to tell the story of their organizing campaign. While there, the organizing committee members stopped by the Pennsylvania Labor Relations Board (PLRB) to deliver a few thousand union authorization cards and to file the paperwork to hold a union election for the many thousands of staff at the University of Pittsburgh. This election could be the largest election the PLRB has held in several decades. News of the filing spread quickly and several national news outlets reported on it. The Pitt staff follow in the footsteps of the 3,000-member Pitt Faculty Union who previously voted to join USW District 10 in 2021. We look forward to finalizing a first contract for the Pitt faculty this fall and supporting Pitt staff as they prepare for a union election.



## JOE POZZA SUB-DIRECTOR RETIRES

Sub-district director Joe Pozza will be retiring in August of 2023, after 63 years as an active member. Joe started his career in September 1959 at KD Tool in Lancaster, Pa. Hired into a non-union shop, it wasn't long before he joined with his coworkers to organize a union in 1960.

Joe served in multiple positions within his local including being elected as president of Local 6014 in 1970. In 1977, Director James McGeehan appointed Joe to staff, and finally in 1995, he was promoted to sub-district director by Director Andrew "Lefty" Palm. Prior to his retirement, Joe was the longest tenured USW servicing staff representative with 46 years.



## TOM JONES STAFF REP RETIRES

Staff representative Tom Jones retired this past June after 44 years of service. Tom started his career at Local 13866 where he eventually became local union president. Most recently he worked out of the Media, Pa., sub-district office. Appointed to the staff in 1979, Tom served in a number of roles including education coordinator, safety and health coordinator and organizing director. He also helped organize the yearly summer institute at East Stroudsburg University.

Prior to his career with the USW, Tom graduated from Lasalle University and worked as a congressional aide to Rep. Robert Edgar. Tom is also a veteran of the United States Army and serves as the Delaware state coordinator for the AMVETS.



## INTRODUCING DISTRICT 10 STAFF REP CHARLENE CRAWFORD

Charlene Crawford is District 10's newest staff representative. Charlene comes out of Local 6521 at the manufacturing facility Veeder Root and has been a USW member for 16 years. She held the positions of unit president, unit secretary, grievance officer and WOS chairperson. She currently serves as one of the WOS Coordinators for District 10.

As unit president, Charlene was instrumental in securing paid domestic violence leave language in her unit's collective bargaining agreement.

Charlene started her journey with the International in April 2022. During the past year, she shadowed staff representatives as a casual, worked as a casual political zone lead for the USW and AFL-CIO, had an apprenticeship with Strategic Campaigns, and most recently worked as a casual organizer for the staff campaign at the University of Pittsburgh.

Charlene resides in Bellwood with her husband Bob (another member of LU 6521), and her daughter, Audrey.

## PA LEGISLATIVE HAPPENINGS

**HB 299 PUBLIC SECTOR OSHA**  
Promotes consistent and comprehensive safety standards by applying the protections afforded to private sector employees under OSHA to public employees. The House passed this bill 116-85.

**HB 413 WORKER MISCLASSIFICATION**  
Prevents the misclassification of construction workers as "independent contractors" to ensure more workers are afforded the rightful protections of an employment relationship. Creates a clearer test for employment status and aids in the enforcement of UC tax obligations. The House passed this bill 113-88.

**HB 760 WORKERS' COMPENSATION (DIRECT DEPOSIT)**  
Allows workers' compensation claimants to receive compensation via direct deposit. The House passed this bill 114-86.

**HB 930 WORKERS' COMPENSATION (DISFIGUREMENT)**  
Expands workers' compensation coverage to permanent disfigurement. The House passed this bill 112-88.

**HB 950 CODIFYING OUR RIGHT TO ORGANIZE**  
This bill will enshrine employees' fundamental right to organize and collectively bargain in the Pennsylvania Constitution. The House passed this bill 102-99.

**HB 300 PA HUMAN RELATIONS ACT**  
This bill would prohibit discrimination based on sex, sexual orientation, gender identity or expression. The House passed this bill 102-98.



# RAPID RESPONSE CONFERENCE 2023

EMPOWERING UNION MEMBERS TO IMPACT GOVERNMENT DECISIONS

The United Steelworkers Rapid Response Conference is an event that provides an opportunity for USW members to learn about key legislative issues and engage in actions that boost the union's power to impact government decisions. The 2023 Rapid Response Conference, held June 11-14 in Washington, D.C., was a resounding success, with around 700 USW members attending. Even with District 10 holding its District Conference the same week, Locals sent approximately 50 delegates to the conference which shows our commitment to the program.

Rapid Response is a nonpartisan grassroots education, communication, and action program that provides the necessary structure to inform every USW member about pending legislation concerning labor and work-related issues. The Rapid Response program empowers USW members to have a strong voice and an active part in the government decisions and legislative actions that affect them, their families, their contracts, and their communities.

The program provides an opportunity for USW members to learn about key legislative issues, share those issues with their broader membership, and build skills to help their local engage in actions that boost the union's power to impact government decisions - whether that's in Washington, in their state, or even their local community.

The 2023 Rapid Response Conference was held at the Hyatt Regency Washington on Capitol Hill. The three-day event included plenary

sessions, almost 20 workshops, opportunities to connect with other locals, meetings with federal lawmakers, and more.

### Packed Schedule

The conference began with registration on Sunday, June 11, from

2-6 p.m., and on Monday, June 12, from 7-9 a.m. For those who were interested, an optional orientation was held on Sunday evening at 7:30 p.m. Orientation provided strategies to navigate Washington, D.C. and Capitol Hill, find landmarks and restaurants, and learn about the conference. This was particularly helpful for first-time conference attendees.

The conference began at 9 a.m. on Monday, June 12, and continued throughout Monday and Tuesday with general sessions and workshops. On Wednesday, June 14, attendees headed to Capitol Hill for a day of fighting for our agenda and meeting with elected officials. That evening was a special, laid-back closing reception in appreciation of attendees' hard work.

Attendees heard from a variety of speakers and Steelworker activists from across the country on issues about trade, retirement security, and pro-labor legislation. The workshops provided attendees with the opportunity to develop skills related to organizing, mobilizing, and advocating for USW members.

Before hitting the hill to lobby, members gathered in front of the U.S. Department of Labor for a Solidarity Rally. Attendees heard from a few of our staff and labor-friendly elected officials from across the U.S. It was the perfect event to get the blood pumping first thing in the morning!

### Lobby Meetings

The highlight of the conference was the almost 200 lobby meetings

with federal lawmakers and staff. Lobby meetings provided attendees with the opportunity to share their concerns and ideas with lawmakers and advocate for legislation that benefits USW members.

Another exciting aspect of the conference was the bus tour, which stopped at several monuments of great importance. The highlight of the tour was the stop at the AFL-CIO headquarters, also known as the House of Labor, where attendees learned about the significance and meaning behind the mosaic that adorns the ground floor walls.

The conference also included a community service project that received massive support from USW members. The Center for Creative Non-Violence, formerly the Federal City Shelter, was overwhelmed by the steelworker generosity. The donations collected will go a long way toward supplying the 1350-bed facility for months to come.

The 2023 Rapid Response Conference was a resounding success, providing USW members with the opportunity to learn about key legislative issues, develop skills related to organizing, mobilizing, and advocating for USW members, and engage in actions that boost the union's power to impact government decisions. The conference empowered USW members to have a strong voice and an active part in the government decisions and legislative actions that affect them, their families, their contracts, and their communities.

# UNION ORGANIZING WEEK *in Pennsylvania*

## HONORING THE FIGHT FOR WORKERS' RIGHTS

Pennsylvania celebrated union organizing the week of June 5 through 9 as in honor of workers who have fought tirelessly for their right to organize and collectively bargain in their workplaces. The bill designating the week as "Union Organizing Week," was introduced by State Representative Dan Miller and cosponsored by 38 representatives. It passed with a 139-64 vote in the House, reflecting a significant step towards recognizing the importance of unions in protecting workers' rights.

In honor of the passing of PA HR60, the Steelworkers along with other union affiliates hit the State Capitol for a celebration rally. USW District 10 Director Bernie Hall said that despite the uptick in union approval ratings nationally, workers still face

challenges to organizing and bargaining collectively. One of the biggest challenges is employer opposition, which often includes intimidation, harassment, and retaliation against workers who attempt to organize. Employers may also hire union-busting consultants or use other tactics to discourage unionization.

Additionally, some lawmakers have passed legislation that makes it more difficult for workers to organize and bargain collectively. For example, some states have passed "right-to-work" laws, which allow workers to opt out of union membership and payment of union dues.

The designation of Union Organizing Week in Pennsylvania serves as a reminder of the important role unions play in protecting workers' rights. It also serves as an opportunity to educate workers about their rights in the workplace and the benefits of union membership.



# DISTRICT 10

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## D10 EVENTS AND TRAININGS

- Aug. 20** D10 Family Picnic at Idlewild & Soakzone
- Aug. 27** D10 Day at Citizens Bank Park
- Sept. 13** D10 Local Union Officers Meeting - Harrisburg
- Sept. 24-28** D10 Civil and Human Rights Seminar
- Sept. 24-28** D10 Women of Steel Level 3
- Oct. 23-26** International Women's Conference

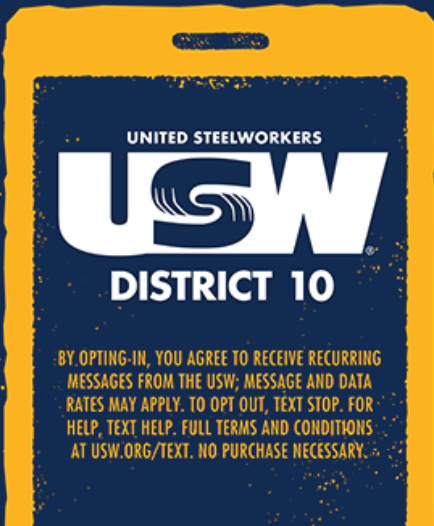
## STAY CURRENT ON DISTRICT 10 UPDATES



District 10 undertook the extensive task of building a new communication network this year to help you, our members, stay connected with what's happening around the state. Hopefully, you've already seen some of our messages!

This new network includes creating an email and text messaging systems so that we can share information about the latest news, trainings and events, member and retiree highlights and so much more. If something is happening, we want you to know about it.

To sign up for the email updates, go to [www.usw.org/districts/10](http://www.usw.org/districts/10) and click on "sign up for the email updates." To sign up for text updates, send the message D10 to the phone number 47486 or you can scan the QR code to get started.



**RECEIVE MOBILE ALERTS**

**TEXT D10 TO 47486**

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