



**"Workers of the world awaken. Break your chains, demand your rights. All the wealth you make is taken, by exploiting parasites. Shall you kneel in deep submission from your cradle to your grave? Is the height of your ambition to be a good and willing slave?" - Joe Hill ("Workers of the World Awaken")**

#### A Yuletide Wish

As the year winds down and we enter the holiday season, I hope that we can all find some time to recharge and recommit ourselves to the original values of the labor movement. I'm not talking about the words that are repeated to us by men in suits (or women in pantsuits). The politicians and so-called "leaders" that flatter and praise us, palms open and waiting for our money while watching our working conditions and standard of living disintegrate. To say nothing of the liars and cheats actively trying to beat us back and down - destroying the few rights we have won for ourselves.

No! - I mean real working-class values. Solidarity. Direct action. Standing up for our brother and sister workers. Not just posting a meme on Facebook or honking in support of a rally or picket. I mean *joining* a picket. *Filing* grievances. Stirring up "good trouble" when working people are disrespected. Showing up and showing out at union meetings. Taking action against the corporate interests, politicians, owners and employers - and anyone else who look down on or take advantage of the working class.

No one is coming to save us. We need to save ourselves, and we need each other to do it. We need to be a fighting union.

For too long workers, union members and union leaders alike have gone on day after day as if everything was business as usual. Meanwhile, our living standards and the world is crumbling around us. Inflation. The cost of healthcare. Climate change. Genocide. Bastard employers. Bastard politicians. Bastard billionaires. Ineffective and incompetent leaders. In the face of these forces - all of which promise to crush working men and women - are we going to sit idly by and watch as the world burns? That's not the labor movement I believe in. And, despite years of disappointment, I don't think it's the labor movement you believe in either.

So, while we take time to celebrate this holiday season, let's also take time to rekindle the militant spirit of labor - and bring it back to District Council 4 in 2025!

In Solidarity,  
Joe Guza



## **HIT THE BRICKS! (OPPORTUNITIES FOR ACTION)**

- Check out the **FREE** original edition of "A Troublemaker's Handbook: How to Fight Back Where You Work - and Win!" [here](#).
- **December 7, 2024, 11am-2:30pm, Buffalo, NY - Union Strong Polar Plunge!** CWA Local 1168 has formed Team Shivering Solidarity to support the Special Olympics of NY. Whether you're ready to brave the icy waters or cheer from the sidelines, your support means everything. Register [here](#) to take the plunge. Use [this link](#) if you'd like to cheer the team and donate. Meet at Woodlawn Beach State Park in Buffalo, NY.
- **December 14, 2024, 9am-12pm, Rochester, NY - 1199SEIU's 18<sup>th</sup> Annual Breakfast with Santa.** Free breakfast with Santa and a photo, plus crafts, games, movies, and more! 259 Monroe Ave, Suite 220, Rochester, NY 14607. RSVP no later than December 10 [here!](#)
- Check out the [AFL-CIO's Union-Made Holiday Gift Guide](#)! We are working to put together a local union business guide for our jurisdiction, but it will take some time. *In the meantime, remember that workers at Genesee Brewery in Rochester, NY is represented by Teamsters Local 118!*
- As we head towards the holidays, most unions are winding down, holding holiday parties etc. As we wind down the year, let's all think about how we can step up in 2025 to build relationships in our union, strengthen our solidarity and strengthen our local labor movements. Among other opportunities, consider becoming a delegate



to the Central Labor Council in your area. As a CLC delegate, you attend monthly CLC meetings with delegates from across the labor movement. It's a great way to get involved, make a difference and start to see the bigger picture.

- Here are the various Area Labor Federations and CLC's throughout IUPAT DC4's jurisdiction:

[Rochester and Vicinity Labor Council](#)

[Chemung/Schuyler Labor Assembly](#)

[Finger Lakes Labor Council](#)

[Steuben-Livingston Central Labor Council](#)

[Buffalo Central Labor Council](#)

[Cattaraugus/Allegany Central Labor Council](#)

[Dunkirk Central Labor Council](#)

[Jamestown Central Labor Council](#)

[Niagara/Orleans Central Labor Council](#)

[Broome County Federation of Labor](#)

[Cayuga County Labor Council](#)

[Greater Syracuse Labor Council](#)

[Mid-State Central Labor Council](#)

[Oswego County Labor Council](#)

[Tri-County Labor Council](#)



- Here are some other labor organizations that may be of interest:

[Rochester Next Up](#)

[Pride at Work Rochester Finger Lakes Chapter](#)

[Coalition of Black Trade Unionists - Rochester Chapter](#)

[Coalition of Black Trade Unionists - Buffalo Chapter](#)

[Coalition of Black Trade Unionists - Central New York Chapter](#)

- If you're interested in becoming a labor council delegate, call, text or email Joe Guza at (716) 458-5844 or [jguza@dc4.org](mailto:jguza@dc4.org).

## **VOC PREGAME**

Our next VOC Pregame and Meeting will be held at the **Local 150/Local 677 Hall in Rochester, December 19, 2024 @ 4:30pm.** Hope to see you there or on Zoom!

## **PHOTO CONTEST**

Submit your photos [here](#)! Photos from the field help promote our union trades and display our impact in our local communities. Plus, you could win a gas card!



## EDUCATE, AGITATE, ORGANIZE! (HOLIDAY CORPORATE GREED EDITION)

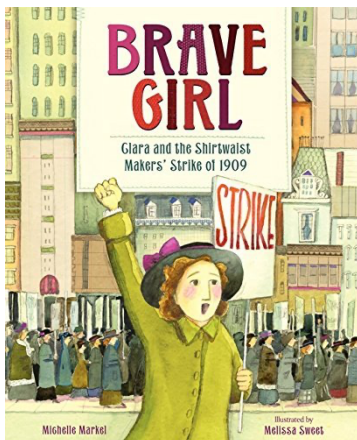


**Scrooged** (1988): A selfish, cynical television executive is haunted by three spirits bearing lessons on Christmas Eve.

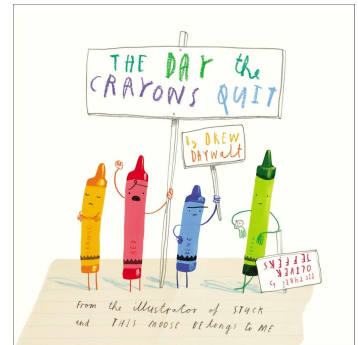
**Trading Places** (1983): A snobbish investor and a wily street con artist find their positions reversed as part of a bet by two callous millionaires.



**Brave Girl: Clara Lemlich and the Shirtwaist Makers** (Children's Book by Michelle Markel): The true story of the young immigrant who led the largest strike of women workers in U.S. history. (Ages 4-9).



**The Day the Crayons Quit** (Children's Book by Drew Daywalt): Poor Duncan just wants to color. But when he opens his box of crayons, he finds only letters, all saying the same thing: His crayons have had enough! They quit! (Ages 3-6).



## **WHAT MAKES A UNION?**

### **(SNIPPETS FROM LABOR HISTORY)**

- **December 3:**
  - 1866 – Textile strikers in Fall River, MA win 10-hour day.
- **December 4:**
  - 1906 – National Federation of Postal Clerks (NFPOC) chartered by the American Federation of Labor.
- **December 5:**
  - 1955 – Merger of the American Federation of Labor (AFL) and the Congress of Industrial Organizations (CIO), forming the AFL-CIO. The merger ended a 20-year split in the American labor movement growing out of differences over the form trade union organizations should take. The merger recognized that both craft and industrial unions are appropriate, equal, and necessary as methods of union organization.
  - 2008 – The U.S. Department of Labor reports employers slashed 533,000 jobs in the month of November – the most in 34 years – as the Great Recession surged.
- **December 6:**
  - A total of 361 coal miners die at Monongah, W.Va., in the nation's worst mining disaster.
  - 1977 – United Mine Workers begin what is to become a 110-day national coal strike.
- **December 7:**
  - 1931 – More than 1,600 protesters staged a national hunger march on Washington, D.C. to present demands for unemployment insurance.
  - 2009 – Delegates to the founding convention of the National Nurses United (NNU) in Phoenix, AZ unanimously endorse the creation of the largest union and professional organization of registered nurses in U.S. history.
- **December 8:**
  - 1886 – American Federation of Labor (AFL) organized in Columbus, OH by 25 craft unions.
  - 1962 – 114-day newspaper strike begins in New York City.
  - 1993 – President Bill Clinton signs the North American Free Trade Agreement (NAFTA).







- **December 9:**

- o 1869 - Knights of Labor founded. The Knights broadened the labor movement beyond a few skilled trades and reached out to all working men and women. Its goals of equal pay for equal work, abolishing child labor, and the 8-hour day provided a rallying cry for all workers. Their constitution barred from membership "parasites," including bankers, lawyers, land speculators, liquor dealers and gamblers.

- **December 10:**

- o 1906 - First sit-down strike in U.S. called by the International Workers of the World (IWW) at General Electric in Schenectady, NY.
  - o 1948 - International Human Rights Day, commemorating the signing at the United Nations of the Universal Declaration of Human Rights, which states, in part: "Everyone has the right to form and join trade unions for the protection of his interests."
  - o 1970 - Cesar Chavez jailed for 14 days for refusing to end United Farm Workers' lettuce boycott.

- **December 11:**

- o 1886 - A small group of black farmers organize the Colored Farmers' National Alliance and Cooperative Union in Houston County, TX. They had been barred from membership in the all-white Southern Farmers' Alliance.
  - o 2012 - Michigan becomes the 24<sup>th</sup> state to adopt so-called 'right-to-work' legislation. The Republican-dominated state Senate introduced two measures - one covering private workers, the other covering public workers - by surprise 5 days earlier and immediately voted their passage; the Republican House approved them 5 days later (the fastest it legally could) and the Republican governor immediately signed both bills.



- **December 12:**

- o 2006 - A U.S. immigration sweep of 6 Swift meat plants results in arrests of nearly 1,300 undocumented workers.



- **December 13:**

- o 1924 - Death of Samuel Gompers, president and founder of the American Federation of Labor. One of the labor leader's most famous remarks, in response to the question, "What does labor want?" was: "We want more schoolhouses and less jails, more books and less arsenals, more learning and less vice, more constant work and less crime, more leisure and less greed, more justice and less revenge."

- **December 14:**

- o 1995 - Some 33,000 striking members of the Machinists end a 69-day walkout at Boeing after winning pay and benefit increases and protections against subcontracting some of their work overseas.

- **December 15:**

- o 1913 - AFL convention passes a 1% per capita assessment to aid the organization of women workers.
  - o 1921 - The Kansas National Guard is called out to subdue 2,000-6,000 protesting women who were going from mine to mine attacking non-striking miners in the Pittsburgh coal fields. The women made headlines across the state and nation: they were christened the "Amazon Army" by the New York Times.
  - o 1967 - The U.S. Age Discrimination in Employment Act becomes law. It bars employment discrimination against anyone aged 40 or older.



- **December 16:**

- o 1977 - 8 female bank tellers in Willmar, MN begin the first strike against a bank in U.S. history. At issue: they were paid little more than half of what male tellers were paid. The strike ended in moral victory but economic defeat 2 years later.

- **December 24:**

- o 1888 - Retail Clerks National Protective Association chartered (RCNPA) by the American Federation of Labor. The RCNPA became the Retail Clerks International Union, which merged with the Amalgamated Meat Cutters and Butcher Workmen of North America to form the UFCW in 1979.
  - o 1913 - 72 miners' children killed during strike in Calumet, MI.

- **December 25:**

- 1910 - A dynamite bomb destroys a portion of the Llewellyn Ironworks in Los Angeles, CA where a bitter strike was in progress.
- 1967 - 14 servicemen from military bases across the U.S., led by Private Andrew Stapp, form the American Servicemen's Union (ASU). The union, which never came close to being recognized by the government, in its heyday during the Vietnam War claimed tens of thousands of members and had chapters at bases, on ships and in Vietnam. ASU demands included the right to elect officers.



- **December 27:**

- 1943 - President Roosevelt seizes the railroads to avert a nationwide strike. His decision to temporarily place the railroads under the "supervision" of the War Department prompts the 5 railroad brotherhoods to agree to his offer to arbitrate the wage dispute.

- **December 28:**

- 1865 - The coffee percolator is patented by James H. Mason of Franklin, MA, placing himself forever in the debt of millions of caffeine-dependent working people.
- 1936 - United Auto Workers sit-down strike against General Motors begins at Fisher Body plant in Cleveland, OH.
- 1952 - Country music legend Hank Williams attends what is to be his last musicians' union meeting at the Elite (pronounced E-light) café in Montgomery, AL. He died of apparent heart failure 3 days later at the age of 29.



- **December 29:**

- 1970 - Congress passes the Occupational Safety & Health Act (OSHA).
- 2006 - More than 15,000 United Steelworkers members at 16 Goodyear Tire & Rubber plants end an 86-day strike, ratify 3-year contract.



- **December 30:**

- 1905 - Idaho Governor Frank Steunenberg, who had brutally suppressed the state's miners, is killed by an assassin's bomb. Legendary Western Federation of Miners and IWW leader William "Big Bill" Haywood and two other men were put on trial for the death but were ultimately declared innocent.
- 1936 - United Auto Workers it-down strike begins in Flint, MI.

- **December 31:**

- 1931 - 60,000 unemployed workers rally at a Pittsburgh, PA stadium.
- 1969 - United Mine Workers reformer Joseph "Jock" Yablonski, his wife and daughter are murdered by hit men by union president Tony Boyle, who was to be convicted of the crime and eventually die in prison.
- 1987 - OSHA adopts a grain handling facilities standard to protect 155,000 workers at nearly 24,000 grain elevators from the risk of fire and explosion from highly combustible grain dust.



**YOU GOTTA FIGHT!...FOR YOUR RIGHTS!**  
**(MILITANT LABOR IN AN ANTI-LABOR AGE)**

To keep members informed of labor developments and working-class issues, we introduce this new section of The Organizer.

**Captive Audience Meetings Violate Federal Labor Law (For Now)**

Last month the National Labor Relations Board (NLRB) ruled that captive audience meetings violate the law. Captive audience meetings are meetings that an employer *requires* employees to attend in which the employer gives its views on unions.

It is already unlawful for employers to make threats about using their union rights. Keep this in mind as we approach contract negotiation time.

For example, when contractors make threats about layoffs if higher wages are negotiated, etc., they break the law. If you witness this behavior, please let your Business Representative or an Organizer know.

You can find a more in-depth explanation of the NLRB's decision [here](#).

### **National Labor Network for Ceasefire**

Earlier this year, the National Labor Network for Ceasefire was formed to oppose to the War in Gaza. The war has killed more than 44,000 people since it began last October – the majority of which are working class civilian families. Indeed, in November [the BBC reported](#) that nearly 70% of casualties are women and children. IUPAT was one of the 7 founding unions of the Network, signing a letter calling on President Biden to halt all military aid to Israel as part of efforts to secure a ceasefire.

War in all its forms disproportionately impacts the working class, and the labor movement has a rich anti-war history. We should remember this as the War in Gaza continues and consider introducing resolutions in our locals and at the district council level to join the National Labor Network for Ceasefire. To learn more, and to join, check out the NLNC's [website](#).

### **Labor for Universal Healthcare!**

We all know the story – by now it's an old one. The healthcare costs are astronomical, and every year our premiums go up. While we're luckier than most workers (DC4's premiums are consistently lower, and our plans better, than non-union health plans), the system is unsustainable in the long run.

The solution? Universal healthcare. There is already a campaign for universal healthcare in [New York State](#), while at the national level unions have formed the [Labor Campaign for Single Payer](#).

We have all heard a lot of noise against universal healthcare, mostly from the people who have the most to gain from the current mess of a healthcare system. Check out the pages above to learn more from working class people and unions who care and know about this issue.

I don't think any of us can continue to stomach the climbing costs of healthcare while big insurance and pharmaceutical companies continue to rake in record profits (see [here](#), [here](#), [here](#) and [here](#)). Instead of continuing to bend over and take it from these clowns, we can educate ourselves and stand up for solutions that will help all workers.

### **Local Labor Disputes**

Milk-Bone Strike (Buffalo, NY): 165 members of BCTGM Local 36G who make Milk-Bone brand dog treats for J.M. Smucker Co initiated a ULP strike against the company in October. The issue? [Affordable health insurance](#).

Sumitomo Rubber Tire Plant Closure (Tonawanda, NY): Sumitomo, without warning, laid off 1,245 employees in November. The remaining 135 workers will lose their jobs when the plant closes in February 2025.



### FOR THE GOOD OF THE UNION

- Workers and unions are facing some powerful headwinds going into 2025 with the incoming administration. These developments make solidarity and relationship-building more important than ever. We encourage all members to become more involved in the union. Talk to your Business Representative about getting more involved. If your Rep is not responsive, reach out to the Organizing Team. We will need to stick together, educate ourselves and be ready to defend our rights as working people and union members if/when they are challenged.
- We are still looking to appoint a Local VOC Representative for each local union in DC4. We hope for the VOC to be more than just a community service group, and welcome all members interested in union activism to join. If you are interested, or can recommend someone for your local, please reach out to us!
- We have been making strides in identifying leaders and potential members interested in forming our DC4 CORE Committees! These include the **Women's CORE Committee, Black CORE Committee, Latino CORE Committee, LGBTQ+ CORE Committee, Young Workers CORE Committee** and **Retiree CORE Committee**. The purpose of each CORE Committee is to help make good on IUPAT's commitment to making our local unions and district council welcoming and inclusive environments for everyone, regardless of race, religion, gender, sexual orientation or age.

We know that it can be intimidating and lonely being the only Female, Black or Latino worker (for example) on a job site. While we strive



to better represent workers of all backgrounds, being able to speak with fellow members with similar backgrounds can help you realize what issues you share on the job and give you a voice to share and address them at the local and district council level.

We will continue reaching out to individuals who we believe are interested in serving in leadership roles on these committees. Please let us know if you're interested in establishing any one of these committees. The DC4 Organizing Team will work with you to get them up and running. Check out the IUPAT's CORE Committee page [here](#).

IUPAT DC4 Organizer/Inside Counsel Joe Guza has been assigned to the CORE Committee for the IUPAT Eastern Regional Conference in January and will bring back materials and developments from the conference to help kick these committees into gear in 2025.

If you have questions or suggestions for The Organizer, please email [jguza@dc4.org](mailto:jguza@dc4.org).



## 2025 STAFF DIRECTORY

### IUPAT District Council 4

- Mike Hogan, Business Manager/Secretary-Treasurer  
[mhogan@dc4.org](mailto:mhogan@dc4.org)  
(716) 906-6171
- Heather Lewandowski, Financial Secretary/Bookkeeper  
[hlewandowski@dc4.org](mailto:hlewandowski@dc4.org)  
(716) 565-0303 x23
- Judy Salansky, Administrative Assistant  
[jsalansky@dc4.org](mailto:jsalansky@dc4.org)  
(716) 565-0303 x10
- Shannon Albano, Dues Collection Administrator  
[salbano@dc4.org](mailto:salbano@dc4.org)  
(716) 565-0303 x21
- Brian Lipczynski, Director of Servicing/Regional Business Representative (Glaziers Local 660)  
[blipczynski@dc4.org](mailto:blipczynski@dc4.org)  
(716) 429-7489
- Wes Schlossin, Acting Regional Business Representative (Painters/Tapers Locals 112 & 43)  
[wschlossin@dc4.org](mailto:wschlossin@dc4.org)  
(716) 989-1685
- Joe Comfort, Regional Business Representative (Glaziers Local 677)  
[jcomfort@dc4.org](mailto:jcomfort@dc4.org)  
(585) 727-6228
- David Chaffee, Regional Business Representative (Painters/Tapers Local 150)  
[dchaffee@dc4.org](mailto:dchaffee@dc4.org)  
(585) 413-8699
- Dan LaFrance, Regional Business Representative (Painters/Tapers Locals 31 & 38)  
[dlafrance@dc4.org](mailto:dlafrance@dc4.org)  
(315) 396-3301
- Dan Jackson, Regional Business Representative (Painters/Tapers Local 178)  
[djackson@dc4.org](mailto:djackson@dc4.org)  
(315) 744-5280
- Frank Stento, Director of Organizing  
[fstento@dc4.org](mailto:fstento@dc4.org)  
(607) 727-5208
- Guy Falsetti, Organizer  
[gfalsetti@dc4.org](mailto:gfalsetti@dc4.org)  
(716) 580-2626
- Don Meyers, Organizer  
[dmeyers@dc4.org](mailto:dmeyers@dc4.org)  
(607) 240-8404



- Joe Guza, Organizer/Inside Counsel  
[jguza@dc4.org](mailto:jguza@dc4.org)  
(716) 458-5844

#### **Finishing Trades Institute of Western and Central New York**

- Marc Braunstein, Director of Training  
[mbraunstein@dc4.org](mailto:mbraunstein@dc4.org)  
(716) 864-9357
- Bob Brueckman, Coordinator of Apprenticeship & Training (Buffalo Training Center)  
[rbrueckman@dc4.org](mailto:rbrueckman@dc4.org)  
(585) 815-5112
- Josh Osterhout, Coordinator of Apprenticeship & Training (Cortland Training Center)  
[josterhout@dc4.org](mailto:josterhout@dc4.org)  
(607) 429-9401
- Kathy Velie, FTI Administrative Assistant  
[kvelie@dc4.org](mailto:kvelie@dc4.org)
- Hillary Sansone, FTI Administrative Assistant  
[hsansone@dc4.org](mailto:hsansone@dc4.org)

#### **IUPAT District Council 4 Trust Funds**

- Susan Bernat, Fund Administrator/Accountant  
[sbernat@dc4.org](mailto:sbernat@dc4.org)  
(716) 565-0234 x29



- Wendy Styn, Benefits Administrator  
[wstyn@dc4.org](mailto:wstyn@dc4.org)  
(716) 565-0234 x27
- Victoria Antonicelli, Benefits Administrator  
[vantonice@dc4.org](mailto:vantonice@dc4.org)  
(716) 565-0234 x25
- Velitchka Kireva, Benefits Administrator  
[vkireva@dc4.org](mailto:vkireva@dc4.org)  
(716) 565-0234 x16
- Nancy Haddad, Contributions  
[nhaddad@dc4.org](mailto:nhaddad@dc4.org)  
(716) 565-0234 x13