



The President's Corner



Steve McElwain, President

It is with great privilege that I accept the position of President of this outstanding organization. I cannot take on my new duties without recognizing our outgoing president, Bill Rabbia, for his dedicated and accomplished service for the past three years. Bill has guided us through significant changes and challenges during his tenure and is certainly leaving large shoes to fill. Thank you, Bill.

As President, I could say - I will promise to 'Make NYSASWM Great Again' - but we have already grown into such a great organization through past leadership and developed membership that my promise will be - to sustain the accomplishments we have made and expand our involvement in each issue facing each one affected in the management of solid waste. I sincerely believe in the NYSASWM mission to promote effective, efficient and environmentally sound practices in Solid Waste Management throughout New York State. I will work diligently to enhance our

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NYSASWM Welcomes New Board

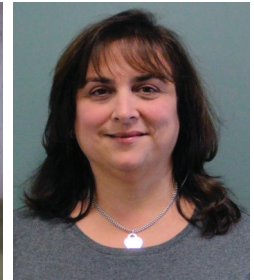
Stephen C. McElwain was elected president of the NYSASWM at its fall conference in Lake Placid. He has worked for the Development Authority of the North Country for almost 14 years, and is Landfill Superintendent. There are 25 staff members in the landfill division, including administrative, landfill operators, equipment operators, maintenance, materials management and environment, as well as two drivers to haul leachate.

Steve was first elected to the NYSASWM Board of Directors in October of 2013, as North Region 1 representative. He was elected Vice President in 2017 and succeeded Bill Rabbia who served as president from 2015-2018. Steve holds a Bachelor of Environmental Engineering Technology degree from Rochester Institute of Technology.

Rich Bills, Environmental Project Coordinator for the Steuben County DPW, was elected vice president. Rich has worked for Steuben County since mid-2008. His first role there was in environmental compliance, and he has also been involved in landfill gas and recycling. He currently operates the leachate pretreatment facility, overseeing two staff members.

Rich graduated from SUNY Binghamton with a Bachelor of Science in biology. He then worked in the private sector in hazardous waste management. Rich started his service on the Board of Directors in 2011, representing West Region 2.

LEFT to RIGHT:
Rich Bills,
Vice President
New Board
Member
Anna Roppolo



Sue McIntyre of Delaware County continues as treasurer, and Matt McGarry of the Town of Colonie continues as secretary.

Joining the board for the first time are Anna Roppolo of Rockland County SWMA and Amy Miller of Madison County, both as At-Large members.

Ms. Roppolo is a Certified Public Accountant and began her career at Ernst & Whinney in Hackensack, New Jersey. She has a Bachelor of Business Administration/CPA degree from Pace University – Lubin School of Business.

Her municipal career began at the Town of Ramapo in March 1989 where she eventually became the Deputy Director of Finance. She was the District Treasurer at South Orangetown Central School District in Blauvelt, New York from September 2002 to July 2005.

Ms. Roppolo was named RCSWMA Director of Finance on August 1, 2005. Since 2009, Anna has served as the Executive Director of RCSWMA. She oversees daily operations of three transfer stations, two leaf composting facilities, a mulching facility, a materials recovery facility, a bio-solids

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Waste Diversion Initiatives

NYSASWM Wasteline

c/o NYSAC
540 Broadway
Albany, NY 12207

Co-editors:
Jillian Blake
Bethann Parmelee

NYSASWM News

NYSASWM Scholarships

We are approaching the close of the application period for the Christiansen-Roller-White-Miles Founders' Scholarship Program for the New York State Association for Solid Waste Management (NYSASWM) this year and we are reaching out to all our Members to remind them that there is still time for your undergraduate and graduate students in Environmental/Waste Management or related programs to apply for a scholarship this year. **The application deadline is February 28, 2019** to complete and submit the scholarship application (online) and submit a copy of their school transcript and two letters of recommendation.

The NYSASWM Scholarship program is authorized to fund up to five students up to a maximum of \$5000 each per year. The purpose of the NYSASWM Scholarship program is to financially assist students in pursuing their Environmental/Waste Management studies and assure the availability of well-trained environmental/waste management professionals to lead our waste management programs into the future.

If you have any questions please don't hesitate to contact me at the email, f.josephstockbridge@ymail.com or by text at 518-526-8971. Thank you for your assistance in this matter.

In Memoriam — John G. Waffenschmidt

One of the familiar faces at Federation conferences for the past several years passed away in early December.

Covanta's John G. Waffenschmidt died Wednesday, December 5, 2018 at his home in Blauvelt, NY.

He was born on June 7, 1955 in Astoria, NY, and grew up in Queens, NY.

He received his B.S. from SUNY New Paltz, and later his M.A. from Queens College. John was an environmental scientist and certified ecologist. John was involved with the Chester Environmental Partnership, an organization led by community and business leaders of Chester, PA focused on reducing



emission and negative environmental exposures. He was an active member of the organization, and was awarded for his involvement in the community and his tireless work with the group. As a direct result of this partnership, John helped Covanta become the second publicly traded company to have an environmental justice policy.

John is survived by his wife Patricia and their two children, Bianca and Johnny.

Donations in his memory may be made to the Chester Environmental Partnership (www.chesterenvironmentalpartnership.org).

Save
the
Date!!



NEW YORK STATE ASSOCIATION FOR SOLID WASTE MANAGEMENT

2019 Landfill Operator Certification March 12-13, 2019

HOLIDAY INN, SYRACUSE/ LIVERPOOL, NY

■ 4.5 Continuing Education Hours for P.E.'s Will Be Offered

This course is endorsed by NYSDEC

6NYCRR Part 363-7.1(q)(1) requires renewal certification every five years

■ Special Event: Tuesday Night Comedians — Back by Popular Demand!

Mikael Gregg • Pat DaBiere • Vinnie Mark

CONFERENCE REGISTRATION

Jodi Tuttle

315-733-1224 x 1200

Fax Registratiooin: 315-733-2305

Email: jodit@ohswa.org

EXHIBITOR REGISTRATION & CONFERENCE QUESTIONS

A limited number of exhibitor booths are available

Jeff Bouchard

Fax Forms to: 315-733-2305

New York State Solid Waste Management Plan Stakeholder Meetings

DEC invites you to join us at an upcoming New York State Solid Waste Management Plan stakeholder meeting. New York State's current solid waste management plan, *Beyond Waste*, set forth a 10-year plan for solid waste management beginning in 2010. As we approach 2020, the plan will reach the end of the planning period, providing an opportunity to develop a new vision in handling the State's solid waste. As the DEC forms this new vision, they are looking for your input.

Several stakeholder meetings will take place across New York State. The content of these meetings will include a brief overview of what the State has accomplished since the release of *Beyond Waste*, our current state of solid waste management, and pressing local issues. From there, the DEC will have a facilitated discussion focused on hearing from you, voicing your concerns and suggestions in moving New York State's solid waste management forward.

Please register on EventBrite for one of the following remaining meetings in order to secure your attendance, as seats are limited. Registration will close at noon the day before each meeting. Walk-ins are welcome given available seating at the meeting.

February 26, 2019 1:00 to 4:00PM	Corning Radisson Hotel Corning
February 28, 2019 10AM to 1PM	New Paltz New Paltz DEC Regional Office
March 5, 2019 6:00 to 9:00PM	Bronx P.S. 150 Charles Fox James School
March 6, 2019 6:00 to 9:00PM	Brooklyn P.S. 84 Jose de Diego School
March 7, 2019 6:00 to 9:00PM	Queens P.S. 136 The Roy Wilkins School
March 13, 2019 1:00 to 4:00PM	Depew Reinstein Woods Environmental Education Ctr. Mikol Room
March 18, 2019 1:00 to 4:00PM	Cortland Cortland County Office Building Auditorium
March 19, 2019 1:00 to 4:00PM	Plattsburgh Plattsburgh Public Library Auditorium
March 20, 2019 9:30AM to 12:30PM	Watertown Dulles State Office Building First Floor Conference Room
March 27, 2019 1:00 to 4:00PM	Schenectady Schenectady DEC Regional Office

Please contact NYSSolidWastePlan@dec.ny.gov with any questions or registration problems. We look forward to seeing you there!

PRESIDENT'S CORNER

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training and education, explore and share changing technologies, and convey the concerns of our organization to our regulators and governing entities. I would like to see an 'open forum' format for all members to log into and share their questions and answers that specifically pertain to materials management throughout New York State.

We will always face issues of some sort. Currently, we need to continue implementing the changes in regulations of the, now one year old, Part 360/363 of the NYCRR, refining the well-developed revisions as we all strive to comply and manage our own facilities and operations accordingly. Recycling will be front and center as we account for the drastic change in markets for recyclables largely due to China's National Sword Campaign. It's time to build a better mousetrap – to develop better, sustainable solutions in reducing, reusing, and recycling materials without exorbitant costs and unreasonable efforts. No single solution will work for all. We will reach out to New York State to provide assistance in developing and maintaining better systems and practices to make this all work.

I strongly encourage our members to share their experiences, accomplishments and challenges within our organization and engage others that they interact with to join us in tackling and resolving the many issues that still present themselves in this ever-evolving industry. I will inspire a stronger effort to engage our Young Professionals with their fresh perspectives, ideas, and enthusiasm. Together, with our partner organizations, regulators, engineers, state officials, vendors, and genuinely concerned individuals we can, and will, accomplish the necessary goals to get on the right track.

"Even when you get on the right track, you'll get run over if you just sit there." We are getting on the right track by working together, through NYSASWM, to keep moving in a positive direction as a sound, strong and active organization.

I wish everyone a safe and manageable winter and I look forward to seeing you at the next NYSASWM event – Spring Training in Syracuse-Liverpool on March 12-13, 2019. Have a great New Year!

Employment News

St. Lawrence County Employee Celebrates 30 Years of Service



In November 2018, the St. Lawrence County Department of Solid Waste recognized Joe LaVigne for 30 years of service with the County. Those in the picture are, starting from the left, Kevin Acres, Chairman St. Lawrence County Board of Legislators; Joe LaVigne, County employee for 30 years; Larry Legault, Operations Manager/Recycling Coordinator St. Lawrence County Solid Waste Department; and Don Chambers, Director St. Lawrence County Solid Waste Department.

Sean Lukas Promoted to General Manager at Clinton County Landfill

Sean Lukas was recently promoted to General Manager at the Clinton County Landfill. As he takes on additional responsibilities, he brings to the position his previous experience as

the Operations Manager and an Environmental Analyst at the same facility. Sean holds a bachelor's degree in Environmental Planning & Management/GIS from SUNY Plattsburgh.

Operations Manager Opening at Clinton County Landfill

Casella Waste Systems, Inc. is seeking an experienced Operations Manager to join the Clinton County Landfill facility located in Morrisonville, NY. The Operations Manager oversees all matters related to landfill operations, including

maximizing operational efficiency and implementing effective safety and accident prevention programs. Applicants should have 3-5 years of supervisory or manager experience and a clean safety record. Previous landfill experience is a plus.

Delaware County Board of Supervisors Appoints Commissioner to County's Department of Public Works

On January 2 at its annual organizational meeting, Delaware County (NY) Board of Supervisors unanimously confirmed Susan McIntyre as Commissioner of Delaware County Department of Public Works (DelCoDPW). The County's Solid Waste Director since 2004, McIntyre had been working with the DelCoDPW main office since October 2018 when former

Commissioner Wayne Reynolds retired. Reynolds served as Commissioner since 1991 and left an organizational legacy committed to public service. McIntyre started her career as DelCoDPW's Solid Waste Coordinator in 1995 and was later promoted to Director of the County's Solid Waste in 2004.

Delaware County Department of Public Works Names New Solid Waste Coordinator

Delaware County (NY) Department of Public Works (DelCo DPW) Commissioner Sue McIntyre hired Tyson Robb as Coordinator of the County's Solid Waste Division of DPW. Robb,

34, has worked as an Environmental Technician for Delaware County's Planning Department for the last four and a half years. He assumed his new role effective January 14, 2019.

Cortland County Seeks Recycling Coordinator

Cortland County Highway Department is seeking qualified individuals to apply for the position of Recycling Coordinator. The Recycling Coordinator will plan, organize, coordinate, and manage recycling and materials management programs and operations. The position requires coordination

with local officials, consultants, contractors, and the general public. Experience requirements vary based on education, but applicants should have some experience with recycling in the public and/or private industry.

OCRRA Welcomes New Agency Engineer

Cristina Albuio has joined OCRRA as Agency Engineer. Albuio has more than 16 years of experience in civil and environmental engineering, most recently at Arcadis in Syracuse, NY. Her areas of expertise include site design, storm water management and environmental permitting. She is a

professional engineer licensed in New York and Maryland. Albuio holds a bachelor's degree in Environmental Resources and Forest Engineering from SUNY-ESF.



Cristina Albuio

Employment News (Cont.)

New Staff Members at Fulton County DSW

Fulton County Department of Solid Waste officials recently welcomed two new staff members.

Ms. Alexandra Miller took the position of Environmental Technician on December 31. A Fulton County native, Allie graduated from SUNY Albany with a BS in Environmental Science.

She worked at Atlantic Testing Laboratories in Clifton Park, NY prior to joining the DSW. Her position involves storm water reporting, monitoring the landfill gas system, EPA Title V reporting requirements, landfill inspection and will work on County Demolition Team projects, as well as overseeing safety compliance programs.

Jeffrey Hertik assumed the position of Deputy Director of Operations on January 22. This position was created to address the ever increasing facility maintenance at the department. This will entail overseeing all facets of the department's infrastructure, including the scalehouse, leachate pump stations, transfer station buildings and grounds, as well as ongoing recycling building renovations due to the transition to single stream recycling. He will also oversee the County Demolition Team activity.

Jeff is also a native of Fulton County, and he holds an AAS degree in construction technology from SUNY Cobleskill and most recently served as building maintenance supervisor for the Ballston Spa School District. He also has experience working on NYSERDA projects, for the State University Construction Fund as well as for the City of Albany, Department of General Services Engineering Division and has experience in commercial construction.

Welcome, Alexandra and Jeff!



PHOTOS at RIGHT:
Alexandra Miller
Jeffrey Hertik

Gus Ribeiro Receives Lifetime Achievement Award from State Recycling Association

Gus Ribeiro of Albany, Environmental Program Specialist 2 with the NY State Department of Environmental Conservation, Division of Materials Management, has received the 2018 Recycling Leadership Lifetime Achievement Award from the New York State Association of Reduction, Reuse, and Recycling (NYSAR3).

Under Ribeiro's 25-year tenure, approximately \$120 million in state grant funding has been distributed to municipalities for recycling efforts, which has had a direct impact on increasing the amount of materials recycled and diverted from disposal.

"Gus Ribeiro has worked in the recycling grants program his entire career and knows the system better than anyone. He helps applicants navigate a complex application system with great patience and a dry sense of humor," according to his nomination. "His direct work with municipalities across NY State has added significant value to the educational programs, recycling infrastructure, and composting systems that New Yorkers have access to. Gus is always accessible, has the spot-on answer to your question, and has been at true partner for local government in advancing local solid waste management plan milestones."

Congratulations, Gus!

Upcoming Training & Networking Opportunities



NYSASWM Landfill Operator Training Course

March 12-13, 2019

Holiday Inn

Syracuse-Liverpool, New York

jbnysaswm@gmail.com



NYSAR3 2019 Organics Summit

March 26-27, 2019

Casa Larga Vineyards

Fairport, New York

<https://www.nysar3.org/page/nys-organics-summit-100.html>



Federation of New York Solid Waste Associations

Conference with Trade Show

May 19-22, 2019

Sagamore at Bolton Landing

Lake George, New York

<https://nyfederation.org>



NYSASWM Fall Conference

September 29 - October 1, 2019

Crowne Plaza Resort

Lake Placid, New York

jbnysaswm@gmail.com



NYSAR3 Annual NYS Recycling Conference & Trade Show

November 5-6, 2019

Otesaga Hotel

Cooperstown, NY

nysar3@gmail.com

Current Projects

Clinton County Landfill Tonnage Increase

This past year, Clinton County and New England Waste Services of N.Y. (NEWSNY) successfully completed a permit modification at the Clinton County Landfill to increase their permitted waste acceptance rate from 175,000 tons per year to 250,000 tons per year. This tonnage increase is the result of a geographic expansion of the landfill’s service area. The

modification of the permit required that the facility operations be brought into compliance with the recently enacted updated 6 NYCRR Part 363 Regulations for landfill facilities. The Clinton County Landfill provides economical and environmentally-sound solid waste disposal for Northern New York and other areas in the Northeast and Canada.

Sullivan County Launches New Organics Management Initiative

The Sullivan County Department of Solid Waste and Recycling is proud to announce the official kickoff of a County-wide organics management program. Stakeholders from several sectors were included in the initial meeting held November 29 at the Government Center.

Joseph Perrello, chairman of the Legislature’s Public Works Committee, began by thanking the stakeholder group of volunteers: “Under the leadership of this Legislature and our Solid Waste and Recycling Department, Sullivan County is committed to environmental stewardship and best practices. As a businessman and taxpayer myself, it’s important to me that we manage our garbage in a responsible and cost-effective way. I’m also excited to say that we’re aiming for innovation in what we do – to be a leader, not a follower. And by being here today, you are part of that effort.”

The study, funded in part by the NYS Department of Environmental Conservation’s Climate Smart Communities Grant Program, will evaluate the feasibility, volumes, methods and means for managing organics (biodegradable material like food and plant debris) within Sullivan County.

“By managing the organic component of our garbage within the County, we can potentially save over \$1 million in tipping fees that exit the County economy and reduce over 800 tons of CO2 emissions per year. The result will be a product that can be used to enhance our local soils. This project is the ultimate ‘all-win’ for Sullivan County residents and taxpayers,” said William Cutler, Sullivan County’s Recycling Coordinator.

For additional information about this program, contact Solid Waste & Recycling Director Donna Egan at 845-807-0294.

Steuben County Cell Construction

The Steuben County Bath Landfill recently completed construction of its latest project, 7.7-acre Cell No. 4. The landfill cell was constructed incorporating the requirements of the revised 6 NYCRR Part 363 regulations adopted in November

2017, including electric leak location surveys of both the primary and secondary liners. Additional ongoing projects at the landfill include the acquisition of a 123-acre adjacent property slated for future landfill expansion.

NYSASWM WELCOMES NEW BOARD MEMBERS

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composting facility, a permanent household hazardous waste facility and a concrete/asphalt crushing facility. She manages a budget of approximately \$54M and reports to a board of seventeen members.



Amy Miller

Amy Miller, P.E. is the Director of the Madison County Department of Solid Waste. She began working at Madison County as Deputy Director in December 2017 and prior to that spent nearly 10 years as Engineer for the Onondaga County Resource Recovery Agency (OCRRA). Amy is a 2003 graduate of Cornell University where she earned a bachelor’s degree in biological and environmental engineering. She also

previously worked for O’Brien & Gere Engineers in Syracuse and SPEC Consulting in Albany. Amy enjoys the challenges of solid waste management and looks forward to continuing Madison County’s track record of innovation and long term planning. Madison County’s comprehensive solid waste management system includes a landfill with a 100-year plan, landfill gas-to-energy facility, solar landfill cap, dual stream recycling facility, four residential transfer stations, and many special waste recycling programs.

Tim Rose of the Ulster County Resource Recovery Agency, Mark Powell of Oswego County, Panteli Pantelis of Chautauqua County and John Brusa of Barton & Loguidice were re-elected: Tim represents East 2, Mark Central 1, Panteli West 2 and John is At-Large.

Waste Diversion Initiatives

RIT Receives \$4 Million for Food Waste Diversion Equipment

Rochester Institute of Technology (RIT) has received a \$4 million grant from the NYS Environmental Protection Fund (administered by the state Dept. of Economic Development) to expand food waste recycling across New York state. It reimburses NY-based generators producing more than one ton/

week of food waste for purchases of equipment or technologies that divert excess food and food scraps from landfill or incineration. Diversion includes donation and recycling. See the ad below or learn more about the grant here.



**Save Money,
Divert Food Waste,
Get a Reimbursement**

Take advantage of the Food Waste Reduction and Diversion Reimbursement Program, which provides reimbursement to New York State businesses, municipalities, or not-for-profits that generate more than 1 ton of excess food waste per week. Offset the cost of select technologies and equipment that promise to reduce or divert that food waste from landfill or incineration.

How it works:

Effective June 1, 2017, we are offering a reimbursement of 44%, up to \$100,000, of total eligible equipment costs upon fulfillment of the program requirements. Eligible equipment includes purchases that divert excess food and food scraps (food waste) from landfill or incineration. Diversion includes donation and recycling.

Take advantage of this opportunity before the funds run out.

Learn more at www.rit.edu/affiliate/nysp2i/food-reimbursement or contact Andy Harlan at 585-475-5385 or axhasp@rit.edu if you have additional questions or would like an application sent to you.

RIT | Rochester Institute of Technology

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Rockland County's Second Repair Café a Success

The second Repair Café in Rockland County was held on November 10, 2018 and was an outstanding success — just like the first one in Nyack on May 6th. Each Repair Café is jointly sponsored by the Rockland County Solid Waste Authority and the Rockland Conservation and Service Corps, along with a community site. The November Repair Café was held at North Rockland High School, and what a success it was: Over 150 items were brought in for repair, over 120 of which were able to be fixed.

Knowledgeable volunteers (community members who are professionals or hobbyists) served as Repair Coaches and the variety of treasures repaired on-the-spot was incredible. There were lamps, jewelry, clothing, toys, games, clocks, kitchen appliances, game players, computers, vases, and many other items. Repair Coaches were happily fixing and treasure owners were happily smiling as they left with their re-vitalized belongings. Also helping out were volunteer students from North Rockland High School Key Club and National Honor Society. Working together, everyone made a difference. The neighborly, cheerful vibe made for an amazing experience, and scores of items were saved, rather than trashed in a landfill.

Watch for a Repair Café coming to your neighborhood in the future! Repair Café is a community event to which people can bring a beloved but broken item to be repaired...for free. It is an international movement that is spreading fast across the globe, and across Rockland County too! To learn more about Repair Cafes, visit <http://www.repaircafehv.org/>



**NEW YORK STATE ASSOCIATION
FOR SOLID WASTE MANAGEMENT**



c/o NYSAC
540 Broadway ■ Albany, NY 12207

WE'RE ON THE WEB!
WWW.NYSASWM.ORG

WASTELINE

VOLUME 24 ■ NUMBER 1 ■ WINTER 2019

NYSASWM Executive Director — Jeff Bouchard — jbnyaswm@gmail.com — (518) 568-2095

NYSASWM Officers

President: Steve McElwain
DANC

Vice President: Rich Bills
Steuben County

Treasurer: Susan McIntyre
Delaware County

Secretary: Matthew McGarry
Town of Colonie

NYSASWM Directors

At Large: Anna Roppolo <i>Rockland County SWMA</i>	South 2: Robert Lange <i>Town of North Hempstead</i>	Central 1: Mark Powell, P.E. <i>Oswego County</i>
At Large: Stephen Acquario, Esq. <i>NYSAC</i>	East 1: Mario Parise <i>Westchester County DEF</i>	Central 2: James V. Biamonte <i>Oneida-Herkimer SWA</i>
At Large: John Brusa Jr., P.E. <i>Barton & Loguidice, D.P.C.</i>	East 2: Tim Rose <i>Ulster County RRA</i>	West 1: Steve Orcutt <i>Steuben County</i>
At Large: Amy Miller, P.E. <i>Madison County</i>	North 1: David Rhodes <i>Fulton County DSW</i>	West 2: Pantelis Panteli <i>Chautauqua County DPW</i>
South 1: Sarah Dolinar <i>NYCDOS</i>	North 2: George Eades <i>County of Franklin SWMA</i>	Legislative Chair: John Brusa, Jr., P.E. <i>Barton & Loguidice, D.P.C.</i>

**NYSASWM
MEMBERSHIP
BENEFITS**

- Discount registration for the Spring Federation Solid Waste Conference and Vendor Show at the Sagamore Hotel in Lake George
- Discount registration for the Annual Fall NYSASWM Conference and Vendor Show
- Discount registration to annual Landfill Operator Training Program
- Subscription to the NYSASWM newsletter— *Wasteline*
- Track legislation on behalf of the membership and alert members to bills that may have an impact on their systems
- Scholarship Program with first consideration given to the children of NYSASWM members
- Countless opportunities for networking & technology transfer as a member of the largest organization representing solid waste managers in New York State

**JOIN NYSASWM
TODAY!**

MEMBERSHIP APPLICATION

New York State Association for Solid Waste Management
Established 1975

Please complete the following:

Check type of membership:

- () Municipal, political subdivision or public benefit corporation
- () Other professional

Name: _____ Title: _____

Company: _____

Mailing Address _____

City: _____ State: _____ Zip: _____

Phone: () _____ Fax: () _____

Email: _____

* Note that dues are per person (not per company) and are in effect for the calendar year. Please make checks payable to: "NYSASWM" (dues are \$ 75.00 per person per calendar year) and mail to:

New York State Association for Solid Waste Management
Membership Department, P.O. Box 13461, Albany, New York 12212

Please note that while NYSASWM is a not-for-profit organization, membership dues are not tax deductible as a charitable contribution. To the extent permitted under the Internal Revenue Code, dues may be deducted as a business expense.

This newsletter is a membership benefit.