

Volume 17, Issue 2

Feb./March 2014



Sub-4 Regional Women of Steel Meeting

YOU'RE INVITED

DATE: Friday, March 28, 2014

TIME: 10:00 a.m. – 2:00 p.m.

PLACE: Local Union 9231 ICD Center
7071 E. State Road 2
New Carlisle, Indiana

PLEASE RSVP TO:
Markeya McDaniel
317-717-9290
If any questions, please call.



USW 9231 ICD Center at 7071 E. State Road 2 will host the
Sub-District 4 Women of Steel meeting March 28, 2014 at 10 AM.

Look for us at <http://www.usw9231.com/>

President's Report

By: Todd Kegley

As one of the longest coldest winters on record begins to subside and hopefully spring is around the corner a lot is changing inside our company and our Union as well. The election last November for District Director of our District 7 as well as 10, 11 and 13 have now been closed with all disputes and protests having been resolved by the International Tellers. Mike Milsap is our new District 7 Director. Mike has been in basic steel for many years and understands the difficult negotiations process as he has been the secretary for the USX negotiations the past few contracts. In addition, with the retirement of Bill Carey, we have a new Staff Representative in Charva Jones. We will be meeting with both Mike and Charva in the coming weeks as both are heavily involved in the strike of our sisters and brothers and NEO industries. We have committed to assisting the strikers at NEO financially as well as our continued support here at the plant and at their gate.

Our company, too, is changing with the acquisition of the TK facility in Alabama having passed the department of justice review and all other legal requirements. The New Joint Venture between NSSMC and Mittal is now AM/NS Calvert. In a meeting held here at our plant it was announced that Chris Richards will be heading to Alabama to run the company who overnight became our biggest competition. Taking his place is Tom Cayia who has been here at I/N from the beginning with a few stops at Hennepin in Illinois and Columbus Coatings in Ohio.

The new facility is comprised of four finishing lines three of which are hot dip galvanizing and one is a Continuous Annealing line similar to our CAPL. The Cal line and one of the hot dip lines is 1870 wide and the other two hot dip lines are 1,670 wide. The total galvanizing capacity is 1.5 million with an additional 500,000 if the Cal line is converted to Hot Dip. Prior to the acquisition Mittal had 6 hot dip lines in the U.S. with capacity of just under 3 million tons. In Canada Mittal owns 6 additional galvanizing lines and is in a JV with one more for a total capacity of another 2 million tons. In total there have been 43 galvanizing lines built in North America since I/N Kote was built. Of course this includes Nucor and other plants

See Pres Page 4 Col. 1

UNION MEETING SUMMARIES

By: Kim Rutkowski

Recording Secretary

MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on **2/13/2014** by Dave Luce.

There was a role call of officers

President – **Not Present** Vice President – **Present** Recording Secretary – **Present** Financial Secretary – **Present** Treasurer – **Present**

The minutes of the last meeting were read and

Motion to accept by Floor X Seconded by Rick Burmeister Passed Motion was passed

The Recording Secretary read the following correspondence

SE Bennett Company sent a letter thanking us for our business in 2013. They chose to make a donation in our Local Union's name to the Ronald McDonald House.

Any action taken under correspondence will be under new business

Motion to accept the January Financial Report was accepted by the Floor, Second – Bob Urban

Motion to accept the January Treasurer Report was accepted by the Floor, Second-Dean Dunning

President's Report Out

Todd is currently out on Short Term, but will be back next week.

There was no JAC meeting this month. In its place was training called "Change in Condition". It involved using Hiracs and is similar to Toolbox meetings. There are discussions going on how to train all I/N Team Members. The content may need to be different depending on who is being trained.

Workers at Neo Industries (they grind and chrome plate rolls) have been bargaining with their company since October 2013 and their labor agreement expired November 26, 2013. The Company has not been bargaining in good faith, and they want to contract out the trucking work, eliminating 10 jobs. The workers have gone on strike and their company has hired a trucking firm called Area Trucking, which is non-union. Please make sure they are following our safety guidelines when they are in the plant.

Rapid Response Committee

Safety Committee Report

The transporting of injured or sick team members to a healthcare facility by Security has been resolved for now. The head of Security, Ron Goze, will personally be transporting Team Members. The Security Company does not have a current contract and that service is out for bid.

Jim reviewed the parking policy again.

I/N are 4th on the list of the 14 ArcelorMittal companies for number of injuries. The other companies have stepped up their preventative measures.

Training Report

Civil Rights Committee Report

Women of Steel Committee Report

Our Local WOS will be hosting the District 7, Sub-District 4 meeting on March 28th. Markeya McDaniel, District 7 WOS Coordinator will be the speaker.

Old Business

The new water heater system has been installed. It is more cost effective because it is an "on demand" system.

We will be getting quotes for insulating the Union Hall.

New Business

The Executive Board made a motion

send up to 2 teams to the Spring District 7 Bowling Tournament on 3/22/14 and pay \$130 entry fee for each team. Motion accepted by the Floor, Seconded by Rick Burmeister.

The Executive Board made a motion send up to 2 women to the Regina V. Polk Women's Labor Leadership Conference on 10/19/13 and pay \$130 entry fee for each team. Motion accepted by the Floor, Seconded by Bob Mazur.

A motion was made to adjourn meeting. Accepted by the Floor, Seconded by Rick Podkul. All in favor No opposed. Motion was passed.

Meeting adjourned

MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on **3/13/2014** by Todd Kegley.

There was a role call of officers

President – **Present** Vice President – **Present** Recording Secretary – **Present** Financial Secretary – **Present** Treasurer – **Not Present**

The minutes of the last meeting were read and

Motion to accept by Floor X Seconded by Jim Jongkind Passed Motion was passed

The Recording Secretary read the following correspondence

Thank you note was read from the Moyett family.

Any action taken under correspondence will be under new business

Motion to accept the February Financial Report was accepted by the Floor, Seconded – Dave Gutelius

There was no Treasurer Report

President's Report Out

We have a new Staff Rep named Charva Jones. Bill Carey retired.

Todd reported out on the International Union Election results. He read 2 examples of the posted protests.

Mike Milsap is the new District 7 Director.

We now have a new plant president. TK will be in direct competition with us. The big difference is that we have established businesses and they do not. The target market will be in Mexico. The stainless steel division is not owned by AM/Nippon. The Tolling Agreement will not

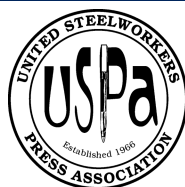
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Look for us at <http://www.usw9231.com/>

change. We may be called upon to help with organizing.

Many agreement made with the former president will have to be addressed again, such as start date for the next group of Electrical Craft Trainees.

○ There was no JAC meeting for February since the new president was not here.

Todd gave an update on the NEO strike. They cannot deliver the rolls that they promised. We sent a group in to audit the grinding of the rolls. A report recently came out on e-mail.

Rapid Response Committee

Buril also reported information about NEO. A new proposal will be presented to their workers today.

Buril also reported out on the Rapid Response Conference in Washington DC. He explained how the topics were tied into the Blue/Green Alliance.

Safety Committee Report

○ Jim sent out an e-mail today regarding defective snaphooks.

○ I/N will be hosting a joint Union/Management meeting in June.

○ Indiana OSHA is under investigation by Federal OSHA for not being "business friendly".

Yesterday, the stacker reclaimer at Burns Harbor collapsed. This could affect EGL.

Training Report

Civil Rights Committee Report

Nate Legard reported that the company has started showing the Harassment video to team members. The goal is to have it completed by June.

Women of Steel Committee Report

Our Local WOS will be hosting the District 7, Sub-District 4 meeting on March 28th. Markeya McDaniel, District 7 WOS Coordinator will be the speaker.

Old Business

New Business

The announcement was read for the International Constitutional Convention in August in Las Vegas. An email will come out with the details. There are 2 open seats. Nominations and elections for the 2 seats will take place at the April 10th Union Meeting. You need to have attended 8 meetings (1/3) in the last 2 years to be eligible for a nomination.

A Motion was made to spend \$1000 a month until the strike is over to help NEO cover the cost for COBRA.

Accepted by the Floor, Seconded by Nate Legard.

A motion was made to adjourn meeting. Accepted by the Floor, Seconded by John Markiewicz. All in favor. No opposed. Motion was passed.

Meeting adjourned.



Contributed by: *Jim Pondo*

SIDE PULLS

Side pulls are an overhead crane move that has become one of the most controversial issues presently at I/N. There are a lot of opinions whether they are allowed or not allowed. Most of these opinions are presented with partial facts to bolster the presenter's opinion. Let's look at the facts and leave the opinions for our leadership to sort through.

O.S.H.A. definition 1910.179(a)(54) "Side pull" means that portion of the hoist pull acting horizontally when the hoist lines are not operated vertically.

O.S.H.A. also says 1910.179(n)(3)(iv) Cranes shall not be used for side pulls except when specifically authorized by a responsible person who has determined that the stability of the crane is not thereby endangered and that various parts of the crane will not be overstressed. Definition of "responsible person" one who is capable of identifying existing and predictable hazards in the surroundings or working conditions which are unsanitary, hazardous, or dangerous to employees, and who has authorization to take prompt corrective measures to eliminate them. By way of training and/or experience, is knowledgeable of applicable standards, is capable of identifying workplace hazards relating to the specific operation".

O.S.H.A is the law, when they write about something specifically in the Certified Federal Register any other organization that differs is only a recommendation. If the recommendation exceeds O.S.H.A. requirements, companies are free to adopt and implement. If it is less than O.S.H.A. then companies cannot adopt the recommendation.

Arcelormittal says in their crane standard Side Pulls "Must only be done under the direction of a supervisor or designee,

and limited in practice to situations in which it must occur. Inspect for any abnormal repair following the side pull activity".

Equipment comes with design specifications from the manufacturer based on the requirements of the purchaser. Unless specified during the design/purchase phase cranes are constructed to lift a given load (capacity) vertically. Since our cranes were not designed for lifts other than vertical, manufactures will not approve the use of the crane for any other application for fear of being held liable in a court of law if an equipment failure were to occur.

The American Society of Mechanical Engineers says, Cranes shall not be used for side pulls, except when specifically authorized by a qualified person who has determined that

- (1) the various parts of the crane will not be overstressed
- (2) the hoist rope will not bear or rub against other members of the crane, such as the girders or trolley frame, except members specifically designed for such contact
- (3) such side pulls will not cause the hoist rope to be pulled out of the sheaves or across drum grooves
- (4) such side pulls will not result in excessive swinging of the load block or load

Saying that it would be difficult to thread the pickle tanks without some sort of side pull on the crane would be understatement. And that is just one example where the safe performance of a side pull by an overhead crane is necessary to either get the line prepared to run or remove a malfunction that is preventing the line to run. To say we can never do a side pull is an unrealistic position, as is side pulls can be done without any consideration of what stresses it places on the crane is equally unrealistic. What we do not ever want to do is leave a damaged crane for someone else to use who thinks it is in good working order that causes them an injury or worse! I am not sure what our final solution to this issue will look like. I do see this as an opportunity for teams to work together for the safety and good of all of us. Isn't that what the team concept is supposed to be about?

In Solidarity

Jim Pondo

Safety Coordinator

Prez Continued from Page 1

specifically designed for the construction industry. The issue is capacity and price stabilization. We saw a massive consolidation in the steel industry in the late 1990's up to about 2005 in basic steel making primarily. What we see happening now is eerily similar to those times. Too many companies and too much capacity is a bad combination that can't survive a cyclical industry. I will be talking much more about this and other relevant information in the coming months at your meetings in the plant.

Our own Union is also in a transition as well as we begin to replace our retiring craft members and production members. From December of last year through the balance of this year we will

UNION MEETING
SECOND THURSDAY
OF
EVERY MONTH
4:15 PM

be hiring 30 new hires. This does not include replacing 1st quarter 2015 retirements in production. We are roughly a year away from local Union Elections and from the next round of collective bargaining. Each contract negotiations bring on new challenges that are unique in their own way. We will have a new director, and New Plant President and new competition that is non-Union. So the strategy to bringing back a fair contract hasn't changed and that process starts today.

We need to rejuvenate our SOLIDARITY Committee so the many new faces can understand what sticking together means. We need individuals to step up this year and help us plan events for this year and into next year. We will be having meetings at the Union Hall later in the year to help us prepare for the challenges ahead. We all need to remember this is Our Union and only together will we continue to work in an environment that is safe, while being able to provide for our families in a manner to which we have come accustomed to.

A key to SOLIDARITY is communications and interaction. It is our hope this year to revitalize our Union Website along with our Facebook account. We plan on implementing a twitter account as well this year. I may have to ask my kids what a twitter account is but Buriel insists even I can manage to navigate a twitter account. So if you are on Facebook look up our page USW 9231 and we also have a USW 9231 ICD building page. As we get more information on the twitter account we will pass it along.

I/N SOLIDARITY

Todd Kegley



Sisters and Brothers,

With the recent Rapid Response conference in Washington DC still fresh on my mind I want to share a few things. We have been fighting bad trade laws for years (NAFTA, CAFTA, FTAA, etc), and we have won some and lost some. The most recent one that was passed was Korean Free Trade Agreement, about a year and a half ago. We have already been able to point out problems that have been a direct cause of this agreement. With this information we took to the Hill in DC ready to fight both the TPP (Trans-Pacific Partnership) and Fast Track. TPP was going to be more bad trade laws but on a very large scale. The attempt is to lump a lot of smaller Pacific countries (like Vietnam) into one trade deal. As bad as that sounds, it was going to be set up to be able to expand into more countries easily. If THAT wasn't bad enough, they also wanted to add Fast Track to it. Fast Track is legislation that allows for bills to come to Congress for a vote for or against, without comment, discussion, or amendment. This would effectively take away the ability of each of our elected officials to do the job they were sent to DC to do. We hammered on this particular point many times in our visits. We met with Sen. Coats, Sen. Donnelly, Rep. Visclosky, and Rep. Walorski's aide. Between our group meeting with our legislators and the

many other steelworkers lobbying, I am proud to announce that the Fast Track legislation is now off the table and will not be considered. Now we have to focus our attention on the TPP. This fight is much harder because little is known about the specifics of this trade deal. They are keeping it secret from everyone they can, with mostly greedy corporate interests being brought to the table. Our own Trade Representatives are hard pressed to be even part of the drafting. As more gets known, we will make sure to get the word out.

There has been some shake up in the District and the Indiana AFL-CIO, which will impact Rapid Response. Along with the newly elected Director for District 7, a new Rapid Response coordinator will need to be appointed. At the writing of this article I have not heard about any names being considered or appointments. I hope that whoever gets the position will help keep the Rapid Response focus on the issues affecting the men and women of District 7 of the USW. The new director of the Indiana AFL-CIO is Brett Voorhives, who comes from the District 7 Rapid Response coordinator position. I look forward to working with Brett in his new capacity, as we fight to stop the brutal attacks on the working class in Indiana.

Don't forget to check out our Local's webpage, Facebook page, and coming soon Twitter feed, for up to the minute info that will help keep the "Rapid" in Rapid Response.

In Solidarity



Buriel Smith and other I/N delegates to the Rapid Response conference in Washington, DC. meet with Indiana Senator Dan Coats.

Look for us at <http://www.usw9231.com/>