

Volume 17, Issue 3

April/May 2014

**Lynn Williams**

**July 21, 1924—May 5, 2014**

**United Steelworkers Thank You For Your Vision and Dedication  
 Rest in Eternal Peace**



## The Legacy of Lynn Williams

Much has been said and written about our International President Lynn Williams, both while he lived and now in his passing. He was known and respected the world over for his love of the union, its members, and those who dream of a voice in their workplace. I know from my own personal relationship with Lynn, that what we have created here at I/N is one of the things for which he was most proud.

It is and has been my view that Lynn transformed work in America, by his ability to effectively advocate for workers to play a greater role in the management of their plants. In 1988 I/N became the fishbowl that would prove that his trust in workers, given the chance, would do the right thing for themselves and for their employer. I can tell you that I/N had many critics, both in the union and in the board rooms of American corporations, as we embarked on our journey to redefine the workplace. Those critics have faded from view and what remains after 25 years is the legacy of Lynn Williams.

Lynn believed that a well trained workforce in both the productive process and team decision making was key to any rebirth of industry in America. The old relationship between the employer and the employee, as well as the relationship between employer and union, all needed to change. What was once ground breaking language in our collective bargaining agreement, calling for joint participation in the managing of the enterprise, has found its way into many contracts and plants throughout the country. The voice we have in our work and the success we have enjoyed here at I/N, was and is, the dream of Lynn Williams. Please cherish it and protect it, both for yourselves and for those who will follow.

Paul Rausch

## President's Report

By: Todd Kegley

### The Lynn Williams Legacy

When I first became active in our Union at I/N I didn't really know who Lynn Williams was or what impact he had on our facility. When I was first a Team Rep in 1992 then President Paul Rausch used to talk about our unique contract language and how much International President Williams was to be credited for it. Before coming to work at I/N I had never worked in a Union shop so to say our language was unique or different didn't resonate with me until my first contract negotiations in 1996. Lynn came in to talk to all of the local Union Presidents in '96 at the basic steel conference as the still recovering industry was in for another turbulent ride. For the next decade the steel industry lost almost 40 companies to consolidation and bankruptcy and hundreds of thousands of jobs tied to those facilities. Lynn had been through that before as he led our Union through its most tumultuous of times during the 80's.

I remember clearly after Lynn spoke to us at the Basic Steel Conference about consolidation and external pressure from imports that negotiations would be difficult. That year all of the major steel companies had economic re-openers and Lynn was a part of setting these up knowing full well that not one company let alone an industry could sustain a strike or a lockout in the face of rapidly rising imports. These economic re-openers allowed each party to submit their last position on economics such as pensions, profit sharing, wages and health care to an arbitrator. The rules were all or nothing or what is referred to today as baseball arbitration. The arbitrator was bound to take the whole package from either the company or the Union. One by one that year each of the major players lost in arbitration including USX, Bethlehem, National, Inland, AK and so on and so on. We were fortunate to be one of the last arbitrations in 1996 thanks in large part to our negotiating team in 1993 who set it up that way. We were the only major steel company who won their arbitration case in 1996. This is significant if one looks back to the 1993 negotiations where our Local Union was first to bargain for a contract and the phrase "the tail isn't going to wag the dog" was in reference to this little

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# UNION MEETING SUMMARIES

By: Kim Rutkowski

Recording Secretary

## MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on **4/10/2014** by Todd Kegley.

### There was a role call of officers

President – **Present** Vice President- **Present**  
Recording Secretary – **Present** Financial Secretary – **Present** Treasurer – **Present**

### The minutes of the last meeting were read and Motion was passed

\*\*There was a presentation by Dan Morrison, candidate running for Indiana Second District seat in the U.S. House of Representatives as a Democrat.

### The Recording Secretary read the following correspondence

Thank you note was read from the Robert Church family.

*Any action taken under correspondence will be under new business*

\*\*Nominations were made for the 2 seats available for the USW Constitutional Convention in August. A secret ballot election was held and the winners were Terry Mannen and Tony Novello.

Motion to accept the March Financial Report

was accepted by the Floor, Seconded – John Markiewicz

Motion to accept the February Treasurer Report was accepted by the Floor, Seconded – Jim Munoz

Motion to accept the March Treasurer Report was accepted by the Floor, Seconded – Mickey Jeszenszky

There was a moment of silence for Hector Lopez.

### President's Report Out

NEO Strike is over, however there are no details.

There is 1 grievance now and it is in Paul Bata and Chris' area. It is regarding work being taken away.

SLT April Meeting was cancelled due to lack of attendance.

Design Book update continues with recent update passed out to team reps. There will be training when finished.

There were some side pull language issues. We agreed to training for the person observing the pull, and the inspection will be turned over to FPS EC.

Electrical Craft Training program is working to resolve Program Guidelines to impress more hands on to demonstrate ability

### Rapid Response Committee

### Safety Committee Report

### Training Report

### Women of Steel Committee Report

Libbi reported out on the Equal Pay Rally that took place at the St Joseph County Courthouse in South Bend, and the District 7 Meeting.

### Old Business

### New Business

New Computer Technician, Nick Robinson was introduced to the membership.

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.

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## MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on **5/8/2014** by Todd Kegley.

### There was a role call of officers

President – **Present** Vice President- **Not Present** Recording Secretary – **Present**

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

Financial Secretary – **Present** Treasurer – **Present**

### The minutes of the last meeting were read and Motion was passed

### The Recording Secretary read the following correspondence

No Correspondence

There was a moment of silence for the previous USW International President Lynn Williams. A video was shown later in the meeting of Lynn giving his last speech approximately 3 years ago. Lynn was instrumental in helping us create the work culture we now benefit from. What we have today is the vision that Lynn Williams had.

April Financial Report was read. A motion to accept the Financial Report was accepted by the Floor, Seconded – Zach Spoljoric.

April Treasurer Report was read. A motion to accept the Treasurer Report was accepted by the Floor, Seconded – John Markiewicz

### President's Report Out

NEO Report out-The Company initially wanted to contract out the majority of the maintenance and all of the truckers. Although they lost the trucking jobs they received: Wage increases

Severance pay was increased from \$500 to \$10,000

All the maintenance jobs are secure

It's a long term contract should promote security over time.

### JAC Report

-One grievance in Step 3. It's regarding taking work away in the 01 group.

-Design Book is complete ready to go to the printer. There will be training will be rolled out also.

-Electrical Craft Training-We are close to posting for 5, maybe 6 electrical jobs. The have been some changes to the program guidelines:

There will be an assessment early on to evaluate troubleshooting abilities

Previously approved but never capture in the language were the Ramsey electrical aptitude test and the Ramsey Algebra test.

-There has been some language change on exiting the program. If

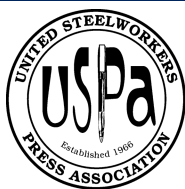
*I/N The Local News*  
*Bi-Monthly Newsletter of:*



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the CT withdraws or is removed within the 1<sup>st</sup> 6 months, they will return to the Skill Base they came from. If they exit after the 6 months, they will return to the Material Handler Skill Base.

At the completion of the program, the Craft Trainee will take the I/N Electrical test for evaluation purposes only.

Method of Certification: Must pass a written and oral tests and show proficiency

**Rapid Response Committee**

Buril reported out on the low voter turnout. He discussed the various candidates running and the importance of supporting those that support labor issues. Buril urged everyone to educate themselves and most importantly ....VOTE!

Buril discussed all of the media we need to use to increase how we communicate, with the most recent being Twitter.

**Safety Committee Report**

- Jim wanted to thank all of the brothers and sisters who helped out on Safety Day.
- OSHA came out as a follow up on previous complaint and heard that someone was injured in the same area. They were interested in the amputation last year. It's not known if there will be any follow up. There will be some citations from past visits, but none from the recent.
- Jim reported that the company cafeteria was recently fined for food temperature and cleanliness issues.
- The North American Union plants' safety representatives will be at our plant in June.
- There will be a Radiation Study on KIL1. There is an internal follow up so far, and we will be requesting an external follow up.

**Training Report**

**Women of Steel Committee Report**

Libbi reported out about the bus to the Labor Festival to Commemorate the Republic Steel Memorial Day.

**Old Business**

**New Business**

Motion to buy hardhat stickers to honor Lynn Williams. No motion needed, Solidarity funds can be used for the purchase.

The Executive Board made a motion to spend up to \$1000 on the North American Safety Meeting June event. Motion accepted by the Floor, Seconded by Libbi Urban.

The Executive Board made a motion to spend \$50 on the Hole Sponsorship for Sheriff Mike Mollenhauer's Annual Golf Outing. Motion accepted by the Floor, Seconded by Jim Munoz.

The Executive Board made a motion to spend \$50 on the Hole Sponsorship at the 13<sup>th</sup> Annual Laporte County Labor Coalition Golf Outing. Motion accepted by the Floor, Seconded by Bob Mazur.

The Executive Board made a motion to send a 4 person team to the 3<sup>rd</sup> Annual Golf Outing for Commissioner Dave Decker. Motion accepted by the Floor, Seconded by Paul Rausch.

(Tom Masepohl, Zach Spoljoric, Jack Wall, Bob Urban)

The Executive Board made a motion to donate \$250 to the New Carlisle Volunteer Fire Department, to sponsor the Fireman's Ball. Motion accepted by the Floor, Seconded by Jim Jongkind.

Todd made a motion to carve out \$30,000 over the next 10 years for the **Lynn Williams USW 9231 Scholarship Program**. Recipients will be children and grandchildren of active and retirees. Motion accepted by the Floor, Seconded by Paul Rausch.

Randy Hennings requested donating money to Real Services. Charitable fund is allocated for that.

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

Meeting adjourned.

UNION MEETING  
 SECOND THURSDAY  
 OF  
 EVERY MONTH  
 4:15 PM

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steel plant out in a corn field wasn't going to dictate to the rest of the industry what the pattern was going to be.

I don't recall exactly how many local Union Presidents were at the basic steel conference that year but I know there were close to 100 representatives from locals all over the country. Lynn introduced himself and we sat and had a cup of coffee at his request as he wanted to know how things were at our plant. You see it was Lynn's vision of an empowered workforce and an engaged leadership that was behind our first contract in 1989. Once I heard of Lynn's passing I pulled out that first contract that was merely a collection of ideas on how to manage the team concept within the framework of a Union shop. In total maybe 30 pages of contract language that included wages, insurance, pension and of course the idea of a Joint Advisory Council that had the authority granted to it by contract language to set policy not only for the Bargaining Unit members but also for management.

It is quite understandable why the average member doesn't really look past the section of the contract that refers to wages and bidding rights. In the end that's the important stuff, however the ability to come to work and have a say in how things get done is the other 75% of our contract. The other 75% is what Lynn Williams envisioned and what we fight for every day as a Union to keep his promise alive. Our contract and policies are filled with words and phrases like autonomous work teams, self-directed work force, partnership, mutual trust, but the most important piece of language in our contract is the Article II Purpose and Intent. If you didn't know Lynn Williams all you would have to do is read this section and you would understand at least what he wanted.

**ARTICLE II - PURPOSE AND INTENT-**

**Section 1.** ArcelorMittal USA (successor company to Inland Steel) and the Nippon Steel Corporation (NSC) have jointly formed separate entities known as "I/N Tek" and "I/N Kote". These enterprises utilize state-of-the-art technology in producing the finest cold-rolled and coated steel products in the world, and it is the shared desire of Arcelor-Mittal USA and NSC to do so. That desire is the driving force behind these ventures. I/N Tek and I/N Kote recognize that, for these ventures to succeed as hoped, it will be necessary to implement human resource policies that will ensure a cooperative partnership among all concerned in a framework built on mutual trust, respect, and a sense of dignity.

**Section 2.** For its part, the United Steelworkers, AFL-CIO-CLC (the Union), in reaching this Agreement, is guided by three concerns. First, the state-of-the-art technology that will be used in these facilities requires a new approach to the allocation of

*Prez* Continued from Page 3

work tasks. Second, the Agreement between the Union and I/N creates an opportunity for full employee participation in decision-making concerning the productive process and in a new form of industrial self-governance. Third, and most important, this Agreement enhances the long-term employment security of all employees represented by the Union. Accordingly, the Union enters into this new relationship.

Today almost 20 years after my first contract negotiations only USX and AK are left from that group in 1996 and if one were to examine the contracts of all those facilities in 1996 and compare them to those of 2012 you would see that they have come closer to ours than we have to theirs. The recent acquisition of the Calvert facility brings new competition to us internally but nothing we can't overcome. It is our understanding that the Calvert plant will be operated using a team concept modeled after ours here at I/N. The main problem they will face is that it won't work without the Union. The Union protects the ability for teams to function and for individuals to contribute to how the work gets done.

For as long as I have been privileged to represent my fellow workers and for as long as I am able to I will fight each and every day to continue the vision of Lynn Williams. The wages, health care and pensions are all important but it is the work culture that will allow those things to continue and thrive. Over the last two and a half decades we here at I/N have developed a strong voice that will secure our futures and those of the next generation of steelworkers as well. Don't ever take for granted what we have for if we do that voice will weaken, our power lost and our future in question. Fight every day for the vision of Lynn Williams. It is what he would expect.

I/N SOLIDARITY

Todd Kegley



On May 8<sup>th</sup> USW Local 9231 held its regularly scheduled union meeting, but everyone in attendance knew this was going to be anything but a regular meeting. If you knew anything at all about the USW and our Local, you knew something was different about today. When you saw the flag at half-staff at Lynn Williams Hall, and the black draped picture of Lynn, you knew this would be a special day. Inside, there was the business to tend to, as always, but everyone could feel the sense of something greater was to take place. The meeting opened with a moment of silence for Lynn and once the business was done then the emotions and testimonials began to flood the room. Our current President Todd Kegley, spoke how Lynn had been instrumental in helping promote the work culture here I/N Tek and I/N Kote, which has been vital to our success. The concept of having the workers in a position of equality in the decision making process was bold and unheard of. Paul Rausch, Local President at the beginning, remembered a conversation with Lynn about that very issue. "I remember asking him, Lynn, what do we do now?" We were in the process of setting up a Joint Advisory Committee, of both Union and Management, that would oversee the running of the facilities. Paul said Lynn's response was, "I don't know. I've opened the door for you. You and the membership have to figure it out and you need to make it work. But know this, I am with you." He kept his word. For not only did he support us at the beginning but his frequent visits were evident of his thoughts of us. "We were living his dream.", Paul said.

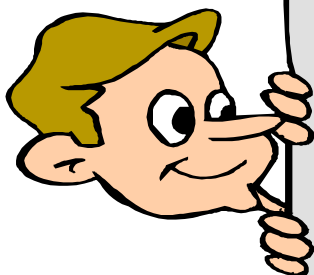
Todd remembered a trip to Canada he took, as a request to go and speak about our work culture to some Canadian steelworkers. When they asked him about how to get the member-

ship to see the importance of it, he said he quoted Lynn by saying, "the running of these facilities is far too important to leave to management alone, it is our livelihoods that are at stake." True words then and still true today. It was Lynn's vision that set him and our Local apart. Randy Hennings remembered that even back then "Lynn saw that the vision of the industry and Labor would have to be a global vision". From the very beginning of this joint venture between Inland Steel (American) and Nippon Steel (Japanese) there were those who didn't think it would work. Detractors spoke out about how this experiment wouldn't change anything. And yet, years later and many bankruptcies and consolidations later, the industry has moved toward and continues to look at this model, Lynn's vision. Rapid Response Coordinator Buri Smith spoke about his one meeting with Lynn. "He came to speak at a press conference we were holding at the Hall and offered some calming words to me." "To me, the sum of Lynn's vision was: to remember the past, work in the present, and plan for the future", Buri said.

At the end of the meeting, Todd made one final announcement. The Local had been wanting to do this for a while and now was the right time to make the announcement. With the recommendation of the Executive Board a motion was made and seconded to set up and start this year the Lynn Williams USW 9231 Scholarship program, for kids and grandkids of members of the Local. Many details would need to be worked out but the plan is to set aside \$30,000.00 for the next ten years. After a unanimous YES, the motion passed. And I believe that Lynn was smiling down on us, for we had discussed our past, our present, and planned for the future.

Rest in peace, Lynn.

Buri Smith



**GET ON THE BUS AND JOIN YOUR FELLOW STEELWORKERS at the ANNUAL LABOR FESTIVAL**

**Commemorate the Republic Steel Memorial Day**

**When:** May 17, 2014 – 12:00 Noon (Bus leaves at 12:15 p.m.) Bus will return approximately 4:30 p.m.

**Where:** McBride Hall – 1301 Texas St., Gary, Indiana

**How:** Reserve a seat by calling 219-886-2596 or 800-932-9007

**Guest Speakers – Music – Food – Artists  
Awarding of Scholarships**

**Elected Officials – Labor Leaders**

For further information call Scott Marshall @ 773-368-5775



Lynn Williams with District 7 Director Jim Robinson at the USW 9231 Union Hall Dedication/Naming Ceremony in 2000.