

Help Support the New Carlisle Community Food Pantry

Do you know that the Food Bank of New Carlisle fed over 4,000 people last year in the New Prairie school district? Over 1,100 families went to the Food Bank for help. The need in our community is great. Funding has been cut back considerably on the aid that families receive to assist them with utilities, rent and other necessary expenses. Where is that money coming from now? Out of their food budget, of course.

We, here at I/N, have been blessed with jobs that enable us to provide for our families in a very comfortable manner. We can give back and make the lives of some local families a little bit easier. The Women of Steel committee is going to collect food, personal supplies and even cash to help support the Food Bank. When you donate, you can enter your name into a drawing. We will periodically draw a winner and start a new drawing. Prizes will be announced. If anyone has any items to donate for prizes, please let us know.

During July we are looking for **PANTRY ITEMS** like flour, sugar, salt, spices, rice, oil, etc. We are also looking for **PERSONAL ITEMS** like soap, shampoo, deodorant, band-aids, Neosporin, etc. You may drop off your donation in the main office building hallway (East of the Cafeteria entrance) in the cans marked for the Food Bank. (We will gladly accept any nonperishable food donation each month, if the featured items are not convenient for you.) If you would like to make a **MONETARY DONATION** or if you have any questions, please contact: Roxanne Romero 1727 roxanne.romero@arcelormittal.com or Libbi Urban 1773 libbi.urban@arcelormittal.com

Won't you please help the Women of Steel make a difference in our community by adding the Food Bank to your weekly grocery list?

Night Golf
September 5th, 2014 \$30
Valley Hills Golf Course,
LaPorte, IN

Shotgun Start - Be there at
7:30 pm LaPorte time 8:30 pm
site time. We will start as
soon as it gets dark.

After green fees and cost of
setting up the course, all pro-
ceeds go to "Corrie's Cause"
Scholarship Fund to support stu-
dents that have made a difference
at Everett High School. Con-
tact Joel Dunlap or Greg
Georgiefski for tickets.



I/N Golf Scramble
Friday August 22nd
Whispering Pines
Cost: \$ 50.00
Tickets will be on sale
soon

If you would be interested in participating in a **SOLIDARITY MOTORCYCLE POKER RUN** followed by a car/toy show cook out, please contact Gary Bunch at Gary.Bunch@arcelormittal.com. The September 6th (7th if rained out) event would be open to all Union members, their family and friends.

President's Report

By: Todd Kegley

July 2014

Today is July 15th and a year from now we will likely be in Pittsburgh fighting with the company over silly issues that have no bearing whatsoever on making steel. Today is like a sneak preview on the coming attractions for what is about to unfold in 2015. If you look around or pay attention at all to the actions of the company it is pretty easy to understand they are posturing for negotiations already in 2014. I have been privileged to be a part of the last three contract negotiations. From the 2004 negotiations, when we became Arcelor/Mittal, to 2012, when the company tried to erode our standard of living and bring about a two tiered wage system, we have learned a great deal about one another in the scope of negotiations. In each of the last three negotiations both sides have become a bit more hardened in their approach and more bitter after we reach agreement. Today, I see the new leadership of the company at the corporate level posturing for a fight.

In the 24 years I have worked here, Human Resources has never before been closed for business other than a holiday. One could assume they are all off getting educated on how to better serve the employees of I/N or they are meeting with other HR departments to bring back to I/N best practices on how to operate Human Resources. I personally believe neither is the case, but rather, they are bringing all of the HR/LR departments together to begin planning for 2015.

This week will be interesting as we debate the impact of poor decisions on the part of management over the investment of Capital and the impact it has on the ASP. About 5 or 6 years ago the maintenance personnel in the roll shop put together a plan to replace the grinders in our roll shop. We looked at the

UNION MEETING SUMMARIES

By: Kim Rutkowski

Recording Secretary

MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on **6/12/2014** by Todd Kegley.

There was a role call of officers

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

The minutes of the last meeting were read and

Motion to accept by Floor X

Seconded by Zach Spoljoric—Motion was passed

The Recording Secretary read the following correspondence

No Correspondence

No May Financial Report

May Treasurer Report was read. A motion was made and to accepted by the Floor, Seconded – Dean Dunning

President's Report Out

JAC Report

It's been pretty quiet, with a few issues

still needing resolved.

Two Grievances with the 01 Group

Taking work away

Company has not replaced Raphael after his retirement.

SLT-All policies have to go through the JAC to be approved. Currently reviewing Corporate Safety Standards.

Joint Safety Group will be here next week for meeting and tour.

International Fatality Prevention Group will be here is December.

Design Book-There are still some minor changes, but it should be printed soon.

New Hires- There will be 6 starting on Monday. Bids for Electrical CT will be posted on Wednesday.

Vending Machines- Some were removed. This is a negotiated issue and will be addressed. A survey about the vending machines and cafeteria will be coming out.

NSEP- 68,000 ton have been shipped to outside processors. We want to move that work back in house.

Insurance related grievances-A lot of claims are being denied. We will add language so the Grievance Chair will deal with these due to the HIPPA law.

Hiring Process-There are a list a team members willing to be involved in the interview process for new hires. Waiting on training to be provided by HR. There is also supposed to be a new web site for candidates to check what step in the hiring process they are at. There are 104 that disappeared from the hiring list. Open enrollment won't happen until this is resolved.

Scholarship Committee- See Todd if you would like to be on the committee.

Fireman's Ball- Make sure you take your ID with you to get in.

Look for Solidarity events being scheduled. Negotiations are next year.

We will probably have 5 Mechanical and 5 Electrical CT each year.

Rapid Response Committee

Safety Committee Report

Training Report

Women of Steel Committee Report

Libbi reported out on the "Forever Union" logo contest. The deadline is June 30th.

Look for information on the ongoing Food Drive for the New Carlisle Community

Prez Continued from Page 3

Food Bank.

Libbi recently attended the Massacre at Republic Steel event. She received a commemorative poster and had it framed so it can hang in our hall. We should never forget those that have died for what we have and we should never take what we have for granted.

Old Business

New Business

.A motion was made to pay for lost time and expenses above what District 7 pays, for those attending the Summer Institute. Motion accepted by the Floor, Seconded by Bob Mazur.

A motion was made to adjourn meeting. Accepted by the Floor, Seconded Bob Mazur. 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 **7/10/2014** 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 to accept by Floor X Seconded Bob Mazur Motion was passed

The Recording Secretary read the following correspondence

Thank you letter was received from *River Bend Cancer Services* for the donation of \$250.

• June Financial Secretary's Report was read. A motion was made and accepted by the Floor, Seconded by John Markiewicz.

• June Treasurer Report was read. A motion was made and accepted by the Floor, Seconded by Mike Smith.

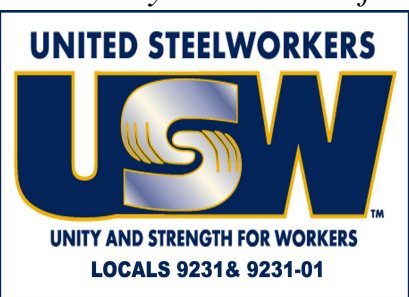
President's Report Out

JAC Report

Business Outlook

• CGL is going down for 10 days, with part being expected due to the #7 Blast-Furnace. It should be pouring iron by

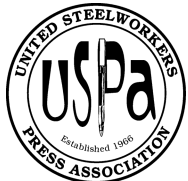
I/N The Local News
Bi-Monthly Newsletter of:



UNITED STEELWORKERS
USW
UNITY AND STRENGTH FOR WORKERS
LOCALS 9231 & 9231-01

220 South Harris
PO Box 8
New Carlisle, IN
46552

Editor: Phil Pieniazek
President: Todd Kegley



UNITED STEELWORKERS
USPa
Established 1969
PRESS ASSOCIATION

Phone: 574-654-1210
E-mail: philip.pieniazek@arcelormittal.com

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

August 1st.

- We should be ready for the automotive surge in 2015.
- Construction Industry looks good.
- CAPL is full for the rest of the year.

Grievances

- Work was taken away from a Staff Tech.
- Company did not replace Raphael when he retired.

- Steelworker Pension Trust Fund retirement issue is now at Step #4. Company's stand is you have to have 15 years of employment. Our medical book says any retiree is eligible. This will most likely go to Step #4.

- SLT—There was a recommendation to the SLT to move BAI to Bentley. There was no indication it will help safety, so the request was denied.

- Design Book is at the Printer. It was agreed at the JAC yesterday that someone will be coming in to train on the Design Book and Philosophy & Guidelines.

- Electrical Craft Training—There may be some movement in September.

- Potholes are still not filled.

- Forklift was brought in the plant with an unapproved devise. The JAC kicked the issue to the SLT.

- Security was again going through lockers without the Union being present. This issue will be addressed again.

- There may be an ASP issue regarding the grinders. More information will be gathered.

Rapid Response Committee

Safety Committee Report

Training Report

Women of Steel Committee Report

Libbi reported out that the "Forever Union" logo contest has ended. The finalists will be selected next week.

Look for information on the ongoing Food Drive for the New Carlisle Community Food Bank. It has been very successful to date.

Old Business

New Business

Three of the newest Team Members

introduced themselves to the membership.

Motion was made to donate \$250 to the 10th Annual South Bend International Festival. Accepted by the Floor, Seconded by Randy Hennings.

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

Meeting adjourned.

UNION MEETING
SECOND THURSDAY
OF
EVERY MONTH
4:15 PM

Prez Continued from Page 1

closed Hennepin plant in Illinois but other plants grabbed everything they could from that facility. A plan to replace the grinders was advanced to the executives of the company and it was rejected. On the EGL, a failed chain created substantial unnecessary downtime due to failure to react in purchasing a new chain or to have it spared properly. Regarding the EGL, we asked several former EGL operators who are in craft training to set aside our agreement and return to the EGL to allow us to run 21 turns rather than to see our work go to a competitor. Today we have major concerns with our AGV's and pickle tanks, as well as our lime slaker in WWT that are in desperate need of upgrades.

In addition to the concerns we have on the investment of Capital into our facility, the investment into the people is also a concern. Today the company is more concerned about winning an argument on vacation then helping people out, and is more concerned about

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

your green food intake than it is on the amount of time you are forced to be at work rather than at home with your family. As one of the insurance representatives for our Local, it has become quite clear that when it comes to certain aspects of our insurance, such as retail prescription drugs, there is a strategy to delay and deny claims as long as possible. A new twist is that the company is now requiring you to submit forms for dependent children to show they have no other insurance.

Make no mistake about it, the company is preparing for 2015 and we need to start paying attention. Whatever comes of the 2nd quarter ASP debate will certainly give us a clue on next year's contract talks. Everything we have today, our standard of living, our work environment and our retirement benefits will be up on stage next year. Every chance they get the company will show us pictures of Calvert, their new crown jewel. The new resources and management personnel are being told to begin taking notes on issues on the floor, to start taking things back little by little. We have fought as a Union for everything we have, every freedom and every benefit we enjoy. If we take for granted even for a minute these freedom's, benefits and rights then you are playing right into their hands. We don't always agree on how to do our jobs, we don't always get along with each other on the job, and we certainly don't always like our job and the sacrifices we make. We must all agree the key to our continued success for generations to come is SOLIDARITY. By sticking together we can defeat any strategy the company may pursue. Solidarity means we don't run to management every time our feelings get hurt. Pay attention, stick together and run the mill!! This is the formula to a safe and successful career and a long and healthy retirement. Are you ready to fight for what is yours, or are you going to roll over and let them take it all back. We are Union 100% today and we need to be 100% Union forever.

I/N SOLIDARITY

Todd Kegley



Contributed by: *Jim Pondo*

Side Pulls Part II

My last article explained the various conflicting rules, guidance and opinions about side pulls with our overhead cranes. In summary OSHA, ASME and Arcelormittal say that we can do them provided trained people make a judgment about stress on the crane and an inspection occurs at the conclusion of the work. The crane manufacturers and our crane equipment control team say no side pulls ever.

Unfortunately the crane equipment control team has refused to take part of any predetermination or witnessing of a side pull. I am still unclear if they wish to be part of the inspection after the side pull has happened other than they want copy of a written inspection report.

The Safety Lead Team recognizes operation's need to occasionally perform side pulls to get the lines running. My conversations with operators leads me to believe that operations doesn't want to purposefully damage a crane and leave an unsafe condition as a trap for someone else! Without the participation of the crane equipment control team, the Safety Lead Team felt the answer is to offer training based on the American Society of Mechanical Engineers standard B30.2 to anyone in the plant who wanted it. With the intention to have trained competent people who can predetermine the feasibility of a proposed side pull or suggest an alternative to accomplish the same move in a safer manner. Then be able to describe to the inspection people where the stress points on the crane were so they can give those areas special attention. There has never been any intention that these volunteers would be doing crane inspections. Sounds good on paper but the spirit of how it is practiced on the floor when no safety people are around will determine if it is a successful program or not. Unfortunately our first try at bringing an outside company to do this was not what I consider successful. But with the help of some of my fellow students that suffered through the first attempt, I think we have enough information to put together a class for I/N that just covers what is needed from a safety aspect and not so much crane maintenance. Also instead of three days I think it can be paired down to one day or less.

We are very good at making things fail when we want them to fail and making things successful when we want to succeed here at I/N. The only reason why we need to

have a program is because some team members were side pulling cranes to the point the hoist cables were so tangled the hoist would no longer operate or damaged the hoist cables to the point they had to be changed. These type of events happened multiple times over a short period. So what's the deal team? Ignore your training and do whatever you want and let someone else clean up your mess? If you think that is an indicator of a world class company, you're grossly misguided. I want I/N to be successful. Studies have been done to identify commonalities among companies that are the best in their industry. Every one of them has integrated safety into every procedure and process they do, and by doing that their production and quality improve along with their safety. Safety does not have to be a barrier to production. It can help us become better at everything we do and that will make I/N even more successful than what we have been.

In Solidarity

Jim Pondo

Safety Coordinator



Once again, with all the fights and battles we have as USW, as middle-class American workers, and even as hard working Hoosiers, it's nice every once in a while to win one. Recently there was an announcement from the US Department of Commerce that said it found evidence that South Korean companies have been dumping steel pipe and tube into the American market. While this doesn't directly affect us here at I/N, we nonetheless are very glad to see decisions being made in our favor and against the onslaught of foreign material that comes to our shores daily. We should take pride in the action that I asked you to take recently on this issue, and how that our action along with other steelworkers, other workers, lawmakers and everyday citizens from all across this nation formed a voice that could not be silenced. Now the work moves to the International Trade Commission, which will be reviewing the case and make their determination, hopefully the same as the Department of Commerce. I'll keep you posted on their ruling.

Unfortunately, even during the

victory mentioned above, we have to be on guard for more attacks, many coming from within our own country and government. The Supreme Court is making rulings that threaten Unions viability, the White House is working on more trade deals that still don't provide the basic safety/environmental/labor protections that make them worthwhile, and the only thing that Congress can do is try and figure out how to spin any little crumb they can find into something bad for the opposing party so they might lose seats in the next election or turn that crumb into something positive for them so they can gain seats in the next election.

The fiasco in the VA is a good example of how bad it has gotten. This crosses some 30 years, so Bush/Clinton/Bush/Obama administrations, and although everyone agrees that it is a big mess and needs to be fixed, more time is spent trying to put blame on the Democrats/Republicans than fixing the problem. And while Congress plays politics, those who have served with honor continue to be dishonored. I had a veteran tell me last week at church that he has some cataracts that he needs to get taken care of and he's afraid to go to any VA hospital right now. While my church brother may be the one with issues with his sight, Congress is the one that is completely blind to what's going on in the real world.

The battles are not just at the Federal level either. Right here in Indiana we are still under attack from those who feel the "Right to Work (for less)" legislation did not go far enough and are continuing their fight to make it harder at every corner for a hard working Hoosier to be able to have a fair contract and a voice on their behalf. Even at the county/city level the attacks keep coming. Fort Wayne just recently voted to take collective bargaining away from all City union-member employees (except for public safety workers). These attacks keep coming and we must keep vigilant.

This is why we must Stand Up.
This is why we must Fight Back!

In Solidarity,
Burl W. Smith
Rapid Response