

President's Report

By: Todd Kegley

What is the

“Work Culture?”

The long process of combining the Tek and Kote design books is complete and the books are being printed as of this writing. We are in the process of developing the training modules with an outside firm that will be rolled out in the coming months to all areas of the plant, including management. This training is long overdue and is vital for us to make the transition as our workforce will undergo a massive turnover in the coming years. It is also vital if we are to maintain our lifestyles and compete with other facilities, both from within our company and outside as well. The key to success here has always been and continues to be the work culture. So what is the work culture?

“The guiding principle is that the enterprise, the Union, and employees all share a community of interest and a common goal to be achieved through teamwork and joint participation. The parties recognize that implementation of this principle will result in continuing improvement in quality and operating efficiency and continuing reduction in costs. For employees, it will produce employment which is both more satisfying and more secure.” 2012 CBA pg 5

Almost 25 years ago I/N Tek and I/N Kote underwent a redesign process to codify the framework to uphold the above language in the contract envisioned by former International President Lynn Williams. The work culture is about how we all manage our work in a manner that will provide long term employment security for our members and to contribute in making our facility profitable, producing the highest quality steel for our employers. Our work culture is a team based organization that relies on group decision making and a high level of employee engagement. Decisions need to be made at the lowest

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Solidarity Motorcycle Poker Run participants at Grissom Air Museum near Peru, IN.



Children enjoy a water ballon toss and musical chairs at I/N's and 9231's joint **Labor Day Picnic** at Lynn Williams Hall September 1st.

USW 9231 & 9231-01 Solidarity Fishing Tournament

Saturday, October 11th
at Stone and Pine Lakes
in LaPorte, IN.

Tourney to run 7am-1pm – Laporte time
(CST)

Weigh-in immediately after.

Check-in will be at Stone Lake boat launch and weigh-in and lunch will be at the Pavilion across from Dairy Queen on Pine Lake

Contest limited to 9231 and 9231-01
members and family ONLY.
Children are welcome.

All contestants must **pre-register**
by **Saturday, September 27th**

AND check-in prior to fishing.

(send # of fishermen via e-mail to
Jeremy.Anthony@arcelormittal.com)



UNION MEETING SUMMARIES

By: Kim Rutkowski

Recording Secretary

MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on **8/14/2014** by Dave Luce.

There was a role call of officers

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

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

There was a moment of silence to honor the Assistant Fire Chief, Jamie Middlebrook.

The minutes of the last meeting were read

Motion to accept by Floor X

Seconded Tom Franciski (Ski) Motion was passed

The Recording Secretary read the following correspondence

Two thank you cards were read from Roxanne Romero and Tom Franciski (Ski)

- July Financial Secretary's Report was read. A motion was made and accepted by the Floor, Seconded by Bob Mazur.

- July Treasurer Report was read. A motion was made and accepted by the Floor,

President's Report Out

JAC Report — No JAC Meeting this month

Grievances

- There is one in the 3rd step in the 01 Group.

- Steelworker Pension Trust Fund retirement issue may not go to arbitration.

Please see your Team Reps with issues that should be addressed next year during contract negotiations.

Civil and Human Rights

Charles had presented the video to all work areas. He is working on a plan to present it to those that missed it.

Women of Steel Report

The "Forever Union" Logo Contest has ended. The membership selected Rick Koblinski's design.



Old Business

New Business

The Executive Board agreed to spend \$160 from the Charitable Contribution Budget to buy a ½ page ad in the School Program to support New Prairie football, and donate \$250 to Real Services.

Executive Board made a motion to spend up to \$5000 to purchase 3 different types of t-shirts to sell to the membership, with some proceeds going to the wife of the fallen New Carlisle Assistant Fire Chief. Accepted by the Floor, Seconded by Eric Gaunt.

Executive Board made a motion to donate \$2500 to purchase Equipment for the New Carlisle Fire Department in memory of Jamie Middlebrook, Assistant Fire Chief. Accepted by the Floor, Seconded by Rick Koblinski.

Executive Board made a motion to donate \$500 to the ICD Tino Fulimeni Memorial Scholarship Fund. Accepted by the Floor, Seconded by Bob Mazur.

Executive Board made a motion to send up to 8 people, at the President's discretion, to the *Joint Education Conference* in West Lafayette, November 6-7, 2014, and pay for lost time and expenses. Accepted by the Floor, Seconded by Dean Dunning.

Executive Board made a motion to pay for lost time for up to 4 people to scan and store electronically the paper documents stored by the president, during the week of September

8, 2014. Accepted by the Floor, Seconded by Nate Legard.

Ski made a motion to match the Involvement Committee contribution of \$750 to use toward the Joint Labor Day Picnic. Accepted by the Floor, Seconded by Rick Burnmeister.

Executive Board made a motion to adjourn meeting. Accepted by the Floor, Seconded Marc Poland. 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 **9/11/2014** by Todd Kegley.

There was a role call of officers

President – **Present** Vice President – **Present**

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

The minutes of the last meeting were read

Motion to accept by Floor X

Seconded Bob Mazur Motion was passed

The Recording Secretary read the following correspondence

Two thank you cards were read from Markiewicz family, a thank you note was read from the Szczepanek, and a thank you letter was read from Real Services.

August Treasurer Report was read. A motion was made and accepted by the Floor, Seconded by Jim Alvis.

President's Report Out

JAC Report

- EGL Outlook. EGL was approaching 17 turns, 15 may be the average, and with possibly 12 turn average for 2015. High strength steel may be the saving grace.

- It was announced that Calvert will be sending people to learn how to inspect Toyota at our inspection lines. A company rep will be with them. We do not have to answer questions, but we can share information on the benefits of belonging to a Union.

Hiring

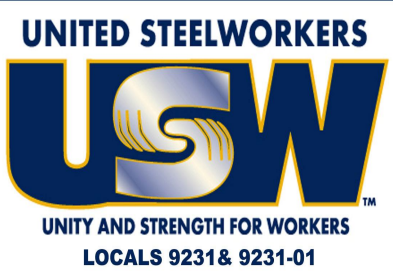
- Will be hiring before the end of the year, and posting for 5 mechanic positions in January.

- Posting for Material Handler vacancies has happened.

Payroll Guidelines — Mailed payroll checks are being received a day late. They have been put on notice.

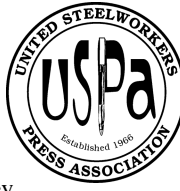
Harassment Video—Will not be put on MTS.

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



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PO Box 8
New Carlisle, IN
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Look for us at <http://www.usw9231.com/>

Design Book — Talked to Barbara Trautlein about rolling out a plan to train team members and strengthen our work culture. She will address craft positions, finishing, and new hires.

Retiree Healthcare — The company wants to put us in the Master agreement. We are prepared to take it to arbitration.

T-Shirts — We may not create a New Carlisle firefighter t-shirt to sell. The fire department already made one. We may buy theirs.

Scholarship Program — We hope to have some framework for this program that we can present next month.

SLT — At the Partnership Meeting, money was approved for projects, such as the AGV maintenance shop and the acid tanks.

A big audit is coming up on Fatality Prevention Standards.

Civil and Human Rights

Harassment video will not be put on MTS.

Women of Steel Report

Old Business — None

New Business

Executive Board made a motion to send up to 2 teams to the District #7 Fall Bowling Tournament on Saturday, October 25, 2014. Accepted by the Floor, Seconded by Tony Novello.

Executive Board made a motion was made to adjourn meeting. Accepted by the Floor, Seconded Nate Legard. All in favor. No opposed. Motion was passed.

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appropriate level which, with few exceptions, should be on the shop floor. The “work culture” is how we treat each other and how we interact with each other.

The design book is merely a vessel to achieve those work culture principles that will continue to be our competitive edge. As a team based organization we rely on group decision making, not individual wants or needs. When the individual becomes more important than the team or the entity, the work culture will begin to erode and eventually collapse. Too often these days I hear stories of very liberal interpretations of our contract language predicated to maximize individual wealth without regard for the long term interests of the facility. I see an increas-

ing disregard for a “community of interest and a common goal” and more of a desire for grabbing all I can on the way out the door. There are also pockets of individuals who have a sense of entitlement for all of the benefits we have and want to push them to the ultimate limits while only being a part of it for a very short time.

When I/N was built, it was an all in approach for the former Inland Steel. Having suffered huge layoffs and shutdowns throughout the 1980’s Inland bet it all on I/N. For those who transferred from Inland as well as those who were hired locally, I/N was a promising future. Many who came from Inland were laid off at some point in their careers and many from the local area suffered the same fate as the Midwest economy was in the tank. That promise is still there, but we must take care of the work culture, we must hold each other accountable. The work culture must be one that thrives in good times and survives in bad times. We are in an industry that will see both in the coming years.

The Union’s role in all of this is to make sure you have the ability to control your long term employment security. Without the Union, the company would bully the work culture to fit their needs. Both the Union and the Company must be engaged in the culture to ensure it is given the freedom to work and we must take a back seat to let it develop.

As we roll out this training I ask of you do not disregard it if you are only a short time from retirement, as we owe the promise to the next generation of steelworkers as those before us gave us ours. For those who are fairly new, the next months and years will be a challenge that will make or break this work culture. It is vitally important we all fully participate in the training if we are to continue that promise. Will the appetite of the individual prevail over the integrity of the team? I am confident this place will be here for many years to come. The question for all of us is, what kind of a place will it be to work in.

I/N SOLIDARITY

Todd Kegley

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



Contributed by: *Jim Pondo*

I.O.S.H.A. CITATION

I/N was issued a citation from I.O.S.H.A in May, this was the result of the investigations done in November and December of last year relating to a team member complaint. See the May issue of this newspaper for the complaint details and history. What is interesting is the Company did not receive a copy of the citation until June. The citation had to do with unguarded moving strip on the Tek inspection line and having to step over moving strip on the Kote inspection line #2.

Indiana Occupational Safety Health Administration (IOSHA) fined I/N \$7000 for each offense, which is the

UNION MEETING

SECOND THURSDAY

OF

EVERY MONTH

4:15 PM

maximum they can fine a company for a first offense. They considered each violation to be “serious”. When one of these citations are issued the company has 15 days to formally challenge the findings which essentially means it will have to go before a judge unless a settlement is worked out ahead of the court date or let the 15 days pass and accept it as is. IOSHA offered to reduce the fine to less than half if I/N did not file a formal challenge. I/N chose not to accept the IOSHA offer and filed a formal challenge through the Arcelormittal legal department.

It is important to understand that when IOSHA or OSHA issues a citation if a similar condition is found in any Arcelormittal plant in the United

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States the violation would be considered a willful violation and the fine would be no longer capped at \$7000. In other words ten times \$7000 is the least it can be and there is no limit on how high it could go!

I/N then contacted IOSHA and requested an informal meeting to discuss the charges. IOSHA informed I/N that the formal challenge had to be withdrawn for such a meeting to take place, which they did. At this point I/N was getting close to the thirty day point which means if the hazards cited are not mitigated to IOSHA's satisfaction I/N was facing a \$7000 per day fine for each additional day until remediation is completed. If they had not withdrawn the formal challenge then the fine would not start pending the judge's ruling. Fortunately they were able to get the meeting set up before the thirty day deadline.

The meeting was held at the office of the IOSHA director. The company's argument was the citation should be thrown out because they had not received it until after six months after the closing meeting in December. IOSHA's counter argument was it was issued in May and thus was within the six month limitation. My opinion is IOSHA didn't want to have the issue be decided in court so the director made I/N a compromise offer. No fine, mitigate the hazard in thirty days and the citation would be withdrawn. By withdrawing the citation the threat of willful violations for similar situations at other ArcelorMittal facilities was removed. All that was needed was I/N upper management to agree to the compromise. The problem was they had to agree to it before we left the meeting. The company representatives at the meeting requested IOSHA to step out of the room so they could contact I/N management. I/N management wanted until at least the end of the first quarter of next year to mitigate the hazard so they turned down the offer.

Everyone at the meeting was bewildered that I/N had refused the compromise offer. So the director issued the following: mitigate the hazards in thirty days, prove everyone has been trained to the new requirements, no fine, citation stands. Which means any further similar violations in the U.S. will be charged as willful.

The Union represented teams involved were as accepting of a poor situation as could be expected and pretty much cooperated to meet the thirty day deadline. However that was not the case for the management people who were required to be trained to the mandated requirements. IF it was not for I/N upper management getting involved, I/N was about to get a \$70,000 fine and \$7000 for each additional day. The last person required to be trained signed off on the required documentation twelve hours before the deadline.

I/N has done a terrific job of getting on IOSHA's radar. Already they have been back in the plant looking at the ICH AGV maintenance area situation and stated on that inspection that they would be returning. When the IOSHA director made the offer that was eventually turned down she said "I feel generous today, don't ever expect it again!"

I feel we are at a crossroads here at I/N where the teams have taken a position of; if you just say no then nothing

will happen. I concede that that has been the case in many instances. But some issues (not just safety) require a decision and if the teams don't step up and make some of these difficult decisions someone else whether that is a government agency, ArcelorMittal corporate or I/N management will decide for us.

In Solidarity

Jim Pondo

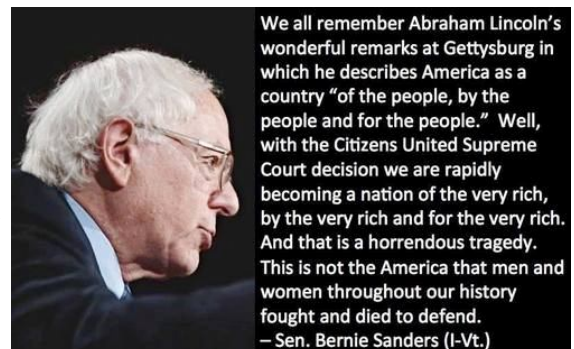


As another election time nears, I just want to remind you all of the importance of your vote and the importance of being an informed voter. You probably have been receiving lots of "helpful" information from candidates that want your vote. If you haven't already received some, you'll probably be getting lists of endorsed candidates from all the various groups and associations you belong to (i.e., Church, Liberal PAC's, Conservative PAC's, PTA,

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NRA, ERA, Pro-this, Pro-that, even from your very own Union). My job continues to guide you to make the most informed decision you can make, from the standpoint of what is good for Labor. Please consider your choices and vote for the candidate you want in office.

In this do-nothing-Congress, there is actually a resolution being debated in the Senate that is of great importance to most Americans, and that I'm trying to follow closely. Senate Joint Resolution 19 is a proposal to create a constitutional amendment that would "grant Congress and the states the power to regulate the raising and spending of money and in-kind equivalents with respect to federal and state elections, respectively." This resolution has a great deal of bi-partisan support in DC and in the Nation. The most recent vote in the Senate, to continue discussion and debate of the resolution passed with a 79-18 vote. A recent bi-partisan poll commissioned by Public Citizen showed that "Republicans and Democrats oppose Citizens United, by a 2 to 1



We all remember Abraham Lincoln's wonderful remarks at Gettysburg in which he describes America as a country "of the people, by the people and for the people." Well, with the Citizens United Supreme Court decision we are rapidly becoming a nation of the very rich, by the very rich and for the very rich. And that is a horrendous tragedy. This is not the America that men and women throughout our history fought and died to defend.
— Sen. Bernie Sanders (I-Vt.)

margin". In an interview, from NPR News, the Republican pollster involved with the poll said, "It's Republicans, Democrats and Independents alike that believe the system is broken and needs to be fixed, that the influence of special interests is too strong, and that Citizens United is a bad decision and needs to be overturned". While many in Congress try to say that the amendment would gut the First amendment, this poll showed that the American public largely rejected that thought.

It is vitally important that every American have their vote valued and that corporations and Wall Street are not allowed to control or heavily influence an election. Stand Up, Fight Back!

In Solidarity,
Biril W. Smith