

President's Report

By: Todd Kegley

January 2013

On August 19th, 1993 the United States Commerce Department issued anti-dumping orders on the imports of corrosion resistant carbon steel flat products from Germany and Korea. This order and the timing were vital for our then brand new EGL and CGL coating lines here at I/N. In conjunction with the Commerce Department the U.S. International Trade Commission then reviews import cases to determine the merits and assess the compliance of any orders as they pertain to international trade agreements including the WTO. Commerce Department orders can range from capping the amount of imports as a percentage of consumption, to applying duties to any or all imports for a particular product. Every 5 years the Commerce Department and the U.S. International Trade Commission reviews the case and either extends or ends the orders.

These particular orders in effect place duties of roughly 1% on coated corrosion resistant sheet steel from the countries of Korea and Germany. For the past 20 years and three renewal periods the case in our favor was due to the struggling domestic steel industry. Through consolidation over the last decade the industry is much healthier, however new problems have arisen giving renewed concern over imports from these two markets. Germany exports a large quantity of steel within the European market and current conditions have effectively closed those markets due to limited demand and excess capacity. ArcelorMittal itself has shuttered several steel mills in Europe. In Korea the need to export more steel into the United States stems from a sharply increasing volume of imported steel from China. The plummeting demand for domestic steel in China along with continued expansion efforts are increasing the pressure on Korea to export into the U.S.

While globally the price of sheet steel is on the decline largely due to lowering iron ore prices, here in the U.S. we are seeing more favorable pricing as we see demand creep up. The December 2012 average price for U.S. hot dip galvanized steel was \$880 per ton compared to \$774 in Germany and \$710 in East Asia making the U.S. market relatively attractive. Representatives from TK

Happy New Year To All!

Pictures From The Union's Adult Christmas Party



See more Pics on our website

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

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UNION MEETING SUMMARIES

By: Kim Rutkowski

Recording Secretary

The **Local Union Meeting** was called to order at 4:15pm on **12/13/2012** 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 and

Motion to accept by Floor X

Seconded by Tony Novello

Motion was passed

The Recording Secretary read the following correspondence

Thank you notes from Kraemer family, Luce family, and Keeling family were read.

No November Financial Report

No November Treasurer Report

President's Report Out

There is step #4 grievance on the formulary drug issue. This and health care apply to retirees and active members.

A meeting was held with the Director of ICD, Jerry Evans, and we got the go ahead to buy a building for an ICD Learning Center. A Business Plan needs to be developed, the location is pending, and legal issues need to be resolved before a deal is finalized.

New Team Members were present and introduced to the membership. They were each assigned and introduced to their mentor.

Bill Carey reported that 3 contracts will expire at the end of the year. He reported out on the Blue/Green Alliance meeting in Washington. He urged everyone to buy domestic and who gets elected makes a difference on the outcome of that.

Rapid Response Committee

Buril Smith reported that Right to Work got ran through in Michigan. There is not 1 company coming to Indiana because of RTW. 24 states now have RTW. We will continue to fight against it and continue to send out updates.

Safety Committee Report

Jim Pondo wanted everyone to be aware that the company is watching Shoe Mobile purchases. The nurse recently ordered several pair under a team member's name and that team member had nothing to do with the order.

Training Report

None

Civil Rights Committee Report

None

Women of Steel Committee Report

WOS International Conference is schedule for March 2013 in Pittsburgh.

Old Business

A thank you went out to Marc Poland for the new lights.

New Business

The Executive Committee made a motion to send 3 people at the President's discretion to the WOS Conference and pay for lost time and expenses. Libbi made a motion to amend the number to 4. Floor accepted. Seconded by Dean Dunning. Motion passed.

The Executive Committee made a motion to amend the Christmas gifts to \$15 a person. Floor accepted. Seconded by Nate Legard. Motion passed.

The Executive Committee made a motion to increase the Charitable Contribution Budget to \$2000. Floor accepted.

Seconded by Bobo.

The Executive Committee made a motion to amend this year's budget for the baseball field to \$6000, and a 2nd motion for the 3 year budget to be \$5000 per year. On the 1st motion, the Floor accepted. Seconded by John Klibinski. The 2nd motion the Floor accepted. Seconded by Mickey Jeszenszky.

The Executive Committee made a motion to send 3 women to the WOS District 7 meeting in Gary, on December 14, 2012 and pay for lost time. Floor accepted. Seconded by Tony Novello.

A motion was made to accept the 3rd Quarter Trustee Report. Floor accepted. Seconded by Buril Smith.

A motion was made to scan Executive Board information, and past grievances to have a back up system for paperwork. There was much discussion regarding confidentiality. Another suggestion was to have a second hard copy set stored in a different location. A motion was made to table the issue until the next meeting. Floor accepted. Seconded by Bob Urban. Motion passed.

Drawing: Mike Chambers won \$85,

A motion was made to adjourn meeting. First – Floor, Seconded by Tony Novello. All in favor No opposed. Motion was passed.

Meeting adjourned

The **Local Union Meeting** was called to order at 4:15pm on **1/10/2013** 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 and

Motion to accept by Floor X

Seconded by Bob Mazur

Motion was passed

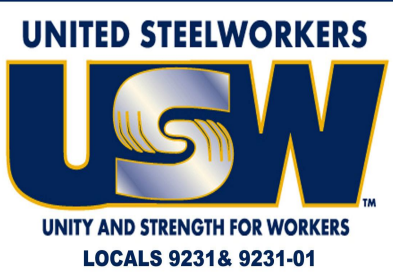
The Recording Secretary read the following correspondence

Thank you note was read from the Kraemer family.

No December Financial Report

Motion to accept the December Treasurer Report Floor accepted .Seconded - Ski

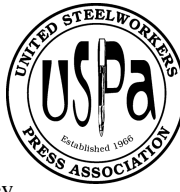
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President's Report Out

Todd reported on his trip to Washington DC. He testified before the International Trade Commission as the only BU member representing the Steel Industry on unfair cases of dumping steel and the impact it will have on our families and our communities. Todd read his testimony. A decision from the Commission will be in 45 days. Todd also discussed the pending sale of TK in Alabama. There could be a dramatic impact on American Steel Mills, depending on who the buyer is.

The Contract Books are done and in the Company's hands for approval. They have until the end of the month to get them printed.

Several names were not on Distribution lists for recent lateral move. They may have to be reposted.

Todd explained the process and reason on how Casey's job was filled.

The PIB on the Intranet has not been updated since 2008. Todd has been meeting with Charles from HR to on the new insurance cards to try and learn details of any changes. It is unclear as to the exact changes. Todd will report out once he knows more.

No JAC meeting in January.

We now have permission from the International, District 7 and Merrillville to purchase a building for an ICD Learning Center. ICD funds will be used, but the Union will be the owner.

Rapid Response Committee

No Report

Safety Committee Report

Jim Pondo reported that 2012 was the best year for GALV. That area also has the highest Union attendance at their Safety Council Meetings. Jim encouraged everyone to follow their example and attend the Safety Council in your area.

Training Report

No Report

Civil Rights Committee Report

No Report

Women of Steel Committee Report

The can crusher has been installed. Thanks you Dave Luce.

Old Business

The Mail Order Prescription formulary change is due to a rebate program that has been in effect.

New Business

The Executive Board made a motion to send up to 4 people at the President's discretion to the Rapid Response and Legislative Conference on April 16-18, 2013 in Washington D.C. and pay for lost time and expenses. Floor accepted. Seconded by Bob Mazur. Motion passed.

The Executive Board made a motion to send up to 3 people at the President's discretion and pay for lost time and the balance of expenses to Mexico to support the Los Mineros mine workers. The trip is April 15-20, 2013. The District is paying for hotel and airfare. Floor accepted. Seconded by Mickey Jeszenszky. Motion passed.

The Executive Committee made a motion to spend up to \$2000 for a cooler for pop and water. Floor accepted. Seconded by Zach Spoljoric. Motion passed.

A motion was made to adjourn meeting. First – Floor, Seconded by Nate Legard. All in favor No opposed. Motion was passed.

Meeting adjourned.



Sisters and Brothers,

Things are beginning to take shape for the new year, as to issues to follow, fight, support and deal with. With the first round of the "fiscal cliff" over and the next one looming, a lot of eyes are going to be on protecting the Social Security, Medicaid, and Medicare programs. At the same time, the gridlock in Congress is going to continue to stand out as the extremes of the parties, especially in the Republican Party, keep the leaders of the party

from being affective. This is going to be an issue throughout this session and will affect many areas for the legislature. As ActionCalls come up it will be up to you and me to voice our opinion and try and get actions taken that are in the best interest of hard working Americans.

At the state level, as this session's agenda starts to take shape, we are watching closely for the next round of attacks on the working class in Indiana and Michigan. The anti-union, anti-worker attitude that is rampant in the state legislatures is sure to try and build on the crushing laws passed last year. We must be ever more vigilant in exposing them and their agenda to the people of each state.

With the upcoming National Rapid Response Conference, I'm sure there will be lots of discussion, especially among the district and state delegations, about the how those fights were fought. There is concern that the continued attacks on the working/middle class at the state level will be used to try and push the same kind of crap at the Federal level. There is much to watch out for.

As always, if you have any question or concerns, please contact me so that I might have the opportunity to help you stay informed.

In Solidarity,
Buriil W. Smith
Rapid Response



Contributed by: *Jim Pondo*

What Will It Take?

How do we convince employees we are serious about them following the rules?

How do we convince people to stop (and make sure things are safe) when things do not go right during a task?

These are the two questions that every manager at Arcelormittal in North America who manages a Union represented facility has been asked by Andy Harshaw who is the Executive Vice President of Operations. Translated he is Chris Richards boss's boss.

The fact these questions are being asked, to me indicate that the last two programs, (Golden Rules and Stop Work Cards) that were initiated from this top level of management have not produced the desired results. Our local Union leadership has been very vocal about their concerns and the actual need for both of these previous initiatives. The argument has been we don't need them because our teams take care of business themselves and do not need corporate interference with that process. We can only make this argument as long as the team members watch out for each other and keep each other safe. If this statement makes you laugh, then you are the problem. It is your attitude that will eventually get you or someone else injured and jeopardize what we have here at I/N.

Recently we had a trainer from outside the company conduct training for the electrical team members who has very strong ties to the safety department of the USW headquarters in Pittsburgh. Our team members were very honest about what rules and equipment they choose to follow/use and don't follow/use. He shared with me that he has never been to a facility that has as much quality safety equipment and information available to the brothers and sisters on the shop floor as what he had seen here. Yet team members purposely don't use it! He also said that he had never been to a place where management was so disengaged with safety enforcement out on the shop floor. Of course he only saw a snap shot of what goes on out here; how far off is his perception? Are teams really taking care of business? Is that why management appears disengaged? Or are the teams ready for the next corporate initiative to be mandated for everyone because the teams are unable to make sure their members are working safely?

I believe we have some very good functioning teams, I also believe we have teams that don't have a clue what being a team is about! I blame the company for the latter because the amount of training provided to new team members on what it means to be a team has been lacking for over fifteen years. We must find a way overcome this obstacle. My fear is the teams that are not functioning well are going to be used as an excuse by corporate to mandate. The bottom line is the teams have more influence and the most control whether a job is done safely or not, more than anyone else in this organization. If the teams manage themselves and work safe (even on nights and weekends) corporate management will stay out of team business. Union leadership will be able to successfully defend our unique work system. If not, we will get the next Andy Harshaw initiative.

In Solidarity

Jim Pondo

Safety Coordinator

UNION MEETING
SECOND THURSDAY
OF
EVERY MONTH
4:15 PM

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claim on average it costs roughly \$90 per ton to ship steel to the southern United States. In 2013 we will again approach the domestic tonnage consumption we witnessed in 2008. Another major factor that has changed since the last review is that both countries, through Thyssenkrupp in Germany and Posco in Korea, have new transplanted auto plants in the U.S. from their respective countries. Included in those are BMW, Volkswagen, KIA and Hyndai. At I/N one of our partners is Nippon Steel who also has close customer relationships with the Japanese auto makers. The significant difference of course is we are producing the steel domestically rather than filling orders through imports.

What complicates this order is the future of the massive Thyssenkrupp plant in Alabama and the recent bankruptcy of RG steel, both major players in exposed coated sheet steel in the U.S. TK has publically announced that the operations in Alabama will be discontinued by the end

of their fiscal year which is September of this year. Once TK loses its' footprint here in the U.S. their need to import increases in order to meet their German customer needs. Posco has recently built a hot-dip galvanizing line in Mexico for consumption there for a growing auto manufacturing industry. They have announced that they will build another line soon for import into the U.S. market. As China's economy continues to soften the plants in Korea built on the ocean for the sole purpose of export will face more pressure to dump steel here in the United States.

Last week I testified before the International Trade Commission on behalf of the USW and our members here at I/N. Every major company producing coated corrosion resistant steel testified along with us to continue these orders for another 5 years including Nucor, AK Steel, Steel Dynamics, USX and Mittal Steel. The recent closing of three RG steel plants and the struggles of TK are sure signs that the domestic market cannot take on additional imports without impacting price. Of course if prices are forced lower by dumped imports it affects all of us. The last piece of the puzzle is the eventual phasing in of new CAFÉ standards that will require cars and trucks to average 54.5 miles per gallon by the year 2025. While the likelihood those targets will be reached is uncertain, in the meantime companies are looking for lighter weight steel with aluminum parts becoming more prominent. Additionally many companies are experimenting with composite steel and plastic material. Bottom line the domestic steel industry is under increasing pressures from market and foreign imports, and both will cost American jobs. We should know in about 45 days the outcome of the hearing and soon after that the fate of the TK plant in Alabama.

On one other note, I would ask all of you to think about taking advantage of the changes the Union bargained for in 2008 and 2012 in the area of preventive care. Mammograms and colonoscopies are now covered at 100% and along with the nutritionist coverage are all important facets to living a long healthy life. If detected early enough, cancer becomes much more manageable and your long term prognosis improves. Wishing you all a happy and safe New Year.

I/N SOLIDARITY

Todd Kegley

President USW 9231

Did you know that the **Social Security** benefit statements are no longer mailed to your home? You can obtain your Social Security statement online. You must create an account and download your statement at <http://www.ssa.gov/myaccount>.