



From a New Poll in The New York Times

President's Report

By: Todd Kegley

Americans Weigh in on Labor Unions and Public Employees

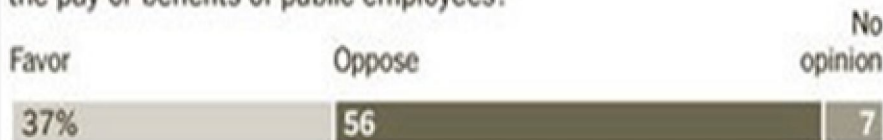
If you had to choose one, which of the following would you be willing to do in order to reduce your state's budget deficit?



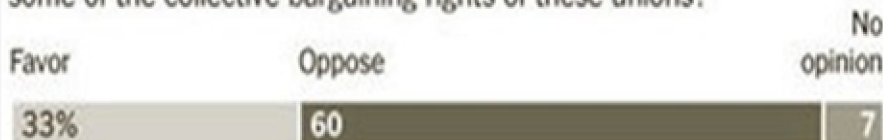
Do you think the salaries and benefits of most public employees are too high, too low or about right for the work that they do?



In order to reduce state budget deficits, do you favor or oppose cutting the pay or benefits of public employees?



Collective bargaining refers to negotiations between an employer and a labor union's members to determine the conditions of employment. Some states are trying to take away some of the collective bargaining rights of public employee unions. Do you favor or oppose taking away some of the collective bargaining rights of these unions?



In December of 2007 the German Company ThyssenKrupp broke ground on one of the most technologically advanced steel producing facilities in the world. The first produced commercial ton of steel left the plant in Alabama in July of 2010. When complete the facility has the capacity to produce 4.3 million tons of steel of which roughly 3.5 million is targeted to the automotive industry. On February 28th of this year TK was accepting cash offerings for both its Brazilian operation and the one in Alabama. According to reports out of Mobile County Alabama there are three companies in the mix for the facilities one from Luxembourg, one from Japan and another from Brazil. It is not difficult to determine what three companies those bids originated from.

While testifying in front of the International Trade Commission in Washington D.C in January it was quite obvious that nobody including TK believes investing 4 billion dollars into the U.S. steel industry was a prudent move. TK has announced their intentions of selling their interests in the Alabama plant by September of this year. It is also quite clear that the addition of 3.5 million will likely cost jobs somewhere. For the week ending March 2nd, 2013 the capacity utilization rate for domestic raw steel production was at 77.5% down 7.3% from the previous year. So the question remains can the domestic market bear additional capacity given the current state of the market.

There are basically three major components that drive steel consumption for that auto industry, vehicle size, vehicle sales and the amount of steel in each vehicle. Over the past 15 years 2000 was the highest in total North American car and light truck production at 17,689,700. By comparison in 2009 the total was 8.7 million and just last year the total was 15.8 million units produced. There are

UNION MEETING SUMMARIES

By: Kim Rutkowski

Recording Secretary

MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on 2/14/2013 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 by Libbi Urban

Motion was passed

The Recording Secretary read the following correspondence

Thank you note was read from the Hagedorn Family.

Any action taken under correspondence will be under new

business

Motion to accept the **January Financial Report** First – Floor Second – Nate Legard - Passed

Motion to accept the **January Treasurer Report** First – Floor Second – Kasey Masepohl - Passed

President's Report Out

JAC met on 2/16/13. Business outlook for I/N looks good, EGL may be at 13-14 turns.

There is a second Hazard Mapping pilot the 15th. A sub committee has been set up to decide how to role it out.

Until a plan has been worked out on how to update Distribution Lists, lateral moves need to go out to everyone.

The 4 hour safety training is being discussed. The purpose was to identify pertinent safety issues to new team members moving into the area.

Rollshop redesign is being discussed. Union has not agreed to it.

If you incurred fees from the recent direct deposit issue with the ASP, let Todd know. We will be going back to the old way.

With the new attendance policy, here needs to be a mechanism so people can look at their attendance record.

There are still many insurance issues. The UMR link isn't correct. Retirees received RX cards where they pay less upfront costs and still get reimbursed. HR was asked about the same benefit for active members, and the response was that the retirees probably shouldn't have received the cards. There is a Step #4 grievance on the formulary drug list.

No announcement on TK. Should

know more by the end of the month.

Just received the new contract book from HR. Todd will review and send to the printer.

There has been no decision on the 2 buildings being looked at as potential ICD Learning Centers. There will be open dialogue about this at the next meeting.

There were recent Partnership Meetings with the company and union. No real revelations took place.

Rapid Response Committee

There will be a rally for Los Mineros in Chicago on February 22nd.

Safety Committee Report

In the SLT, Dean Dunning found an INSPAT ladder safety document that needed updated. Dean did much research, presented it to the SLT and made the change.

Safety Day format will change this year and be more of a conference format with several training components.

The Company has a new procedures regarding outside trucks needing escorted by team members as a result of a fatality at another plant. There was no union involvement in the decision.

Corporate audit is next week.

Training Report

No Report

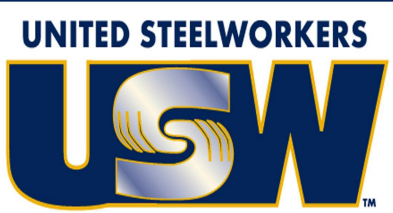
Civil Rights Committee Report

The recent conference and rally was very good. The Committee Guidelines have been approved by the JAC. The Committee is waiting on a new training video.

Women of Steel Committee Report

Four women will be attending the International WOS Conference on March 10th..

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

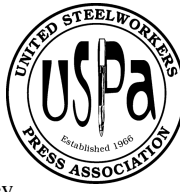


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Established 1966
PRESS ASSOCIATION

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

Old Business

Bill Carey reported on a grievance recently won.

New Business

The Executive Board made a motion to pay for lost time and expenses that the District 7 Scholarship Education program does not pick up. Floor accepted. Seconded by Russ Wise. Motion passed.

The Executive Board made a motion to send 2 teams to the District 7 Bowling Tournament March 23, 2013 Floor accepted. Seconded by Libbi Urban. Motion passed.

The Executive Committee made a motion that the 2013 Solidarity Budget will be \$5000. Floor accepted. Seconded by Nate Legard. 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.

MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on 3/14/2013 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 Russ Wise

Motion passed

The Recording Secretary read the following correspondence.**No Correspondents**

Any action taken under correspondence will be under new business

There was no February Financial Report

Motion to accept the February Treasurer Report was accepted by the Floor Second – Marc Poland

President's Report Out

The Union will be meeting with UMR next Thursday to discuss insurance issues.

It is not know who purchased TK. There are 3 potential buyers:

Brazil, Nippon, ArcelorMittal

ICD Building- There is now a 3rd option that is being looked at for an ICD Learning Center. The Bales Mechanical recently became available. There is less work to be done on the building than the other 2 and classes could begin sooner.

The JAC subcommittee made a decision to go with Bill Prather for the Hazard Mapping Classes that will begin in the fall.

The direct deposit will be going back to the way it was. The company will be getting back to us.

The company came to us and said we are not in compliance with the Smoking Policy. They will be taking care of it.

The distribution lists are being worked on. There are 340 lists.

Contract Books are being past out today.

Todd and others will be working on the PIB (Program of Insurance Benefits) starting next week.

Hiring process has reopened. Todd can tell you if a friend or relative in on the list. They have to pass the testing at Work One and Burns Harbor.

There is a Computer Tech opening. A MOU (Memorandum of Understanding) regarding escrow has been forwarded to Sally. The

Computer Test will be offered quarterly.

Rapid Response Committee**Safety Committee Report**

There was a concern in shipping regarding diesel fumes. An Air Study was done. They did find fumes, but not enough to be in violation of OSHA regulations. Recommended using the exhaust fans and given an option for a blood.

The company tried to use corporate documents in our confined space procedure. This issue got resolved with Todd's help.

There was recent meeting with the uniform company regarding various issues. They are open to hearing TMs concerns. More information will be coming out.

A film crew will be at the plant tomorrow to show how to do a HIRAC Lite.

There was a moment of silence for Randy Vayda, who recently died at the Cleveland plant.

Training Report**Civil Rights Committee Report****Women of Steel Committee Report**

Libbi reported out on the International WOS Conference

Old Business**New Business**

The Executive Board made a motion for a General Training Budget of \$5000, with part of it going to EEOC classes for JAC, Team Reps, and union members of the Civil Rights Committee. Motion accepted by Floor, Seconded by Tony Novello and passed.

A motion was made to adjourn meeting. First – Floor, Second by Dan Traylor. Motion was passed.

Meeting adjourned.

Prez Continued from Page 1

many experts who expect we might peak in the next few years at close to 17 million units. When analyzing this data it must be understood that the average size of vehicles in that same time frame has dramatically decreased. This is substantiated in the fact that domestic steel production has dropped by close to 20% in the same time period. The construction industry has increased the use of steel and absorbed some of the loss in vehicle production.

The other factor is the most perplexing for us who work in the Steel Industry and we face it every time we fuel up. Despite the increase in domestic oil production the price of gas continues to increase and oil companies make billions each year in profits. The establishment of the CAFÉ (Corporate Average Fuel Economy) in 1975 required the average mileage of a company's fleet of cars and light trucks must be at minimum 20 MPG by 1980 and 27.5 by 1985. The new CAFÉ standards in place today require the average MPG to be 35.5 by 2016 and increase to 54.5 by 2025. This dramatic increase is intended to bring fuel consumption in line with supply as more worldwide consumption continues to drive up the price of oil.

Car manufacturers are responding by demanding lighter vehicle of which steel is one of the major contributors. On the leading edge of lighter steel is ArcelorMittal and its research department in Advanced High Strength Steels (AHSS). These new blends of steel require less energy and emissions to produce than other materials, while making the parts lighter and stronger and are 100% recyclable. The new steels increase vehicle life, lower manufacturing costs and are easy to recycle. AHSS products lower emissions by about 15% and can lower overall weight of a vehicle by 25% and making vehicles more fuel efficient. This is great news for us at the pumps, but will lower demand for steel.

In the next few weeks we will find out if anyone has made an offer that TK will accept on the sale of their Alabama facility. Even if we were once again able to sell 18 million vehicles and home sales increased to the average over the last 20 years there just isn't enough

market for the capacity and that usually means jobs. The steel industry is a very competitive business and while we are the Jewel of the company today we are also approaching 25 years old. We will always be a player in this industry if we continue to nurture this work culture, have a sense of ownership and come to work do our job and take care of business. After all this is our plant and our future we shouldn't let anyone or anything change that. Our strength is in our people and our culture.

I/N SOLIDARITY

Todd Kegley

UNION MEETING
SECOND THURSDAY
OF
EVERY MONTH
4:15 PM



Contributed by: *Jim Pondo*

**NEW CONFINED
SPACE PROGRAM**

One of the safety issues the membership has been struggling with recently is the confined space program. The original program was approved by the JAC back in 1993 and mirrored what Inland Steel was doing at the time. Our present Safety Manager's roots are deeply planted in old Inland and that program is known by heart. It has 34 pages of requirements and I have felt for a long time that program was unworkable when applied to situations faced out on the floor. It was just too complicated. However the company tried to force reimplementation of this cumbersome program against my adamant protests. This resulted in inconsistent training and messages creating confusion and frustration for the membership over what are Look for us at <http://www.usw9231.com/>

the requirements. Letting the company flounder in the mess they created would have been quite easy. But if someone were to get seriously injured or killed, the personal pleasure of being able to say "I told you so" would ring awfully hollow.

With the goal of simplifying what must take place out on the floor while meeting all of the present JAC, OSHA and Corporate policy requirements, I was able to whittle the 34 page program down to 14. This draft went through the SLT approval process and was tweaked and adjusted over multiple meetings until everyone agreed it was ready to go to the JAC for final approval. They did so at their December meeting.

Under OSHA, anytime you change a program everyone it applies to must go through retraining. So the opportunity to begin the training cycle for the plant was with CGL and EGL operations teams. Unfortunately the material presented in the first two training sessions was not entirely supported by the newly approved document. The additional requirements had no basis in OSHA nor Corporate, they were old Inland Steel requirements from the now scrapped program. This caused a lot of confusion among the folks in the first two sessions even though your Union made it very clear that the only material to be presented needed to be supported by the new document. At the following SLT meeting it was agreed that the new document would drive the support material and **not** the other way around. With the training presentation purged, the feed back from the training sessions has been positive. Not to say we still don't have a learning curve on how to apply the training out on the floor but the membership is coming out of training with a clear understanding of the requirements.

Confined space is one of the more complex OSHA standards. It may seem cumbersome but it is designed to save lives. Its roots are based on numerous incidents that have resulted in fatalities. With your support we will be able to have the simplest program allowed by law and corporate governance and most importantly we all will LIVE!

In Solidarity

Jim Pondo Safety Coordinator