

Volume 16, Issue 3

April/May 2013

UNITED STEELWORKERS
Rapid Response
 EDUCATING • EMPOWERING • ENGAGING

In April, Zach Spoljoric, John Milligan, Paul Rausch, and I attended the National Rapid Response Conference in Washington, D.C. As usual, our conference mixed with the Good Jobs/Green Jobs Conference on one day. It is a time for the USW members to meet with many others from various fields such as Environmental, Scientific, Community Organizers, Educators, etc, and begin to look at the common ground we all have. This has been a founding principal for the GJGJ organization, looking at where we have common interests and working on them together. In one workshop, for example, Mr. Otis Cochran - Grievance Chairman at Local 1010; spoke about an improvement to No. 5 Boiler that reduced cost the equivalent of five dollars a ton, which helped save jobs. In turn they were able to invest some of this gain into a reverse osmosis system that is now treating the water being returned to Lake Michigan, which

is improving the environment. Most of us would be surprised just how much we share our future and our children's future with these other organizations. I know the legislators get surprised when they are talking to Steelworkers and they want to discuss wind energy, or they sit down with environmentalist that are concerned about bad trade deals. There was also a lot of talk about just how old some of the Nation's infrastructure is. For example, we lose up to 80% of electricity traveling through the power lines (as opposed to China which loses 7%), the US still has some water ways that are made of wood, and we have a 2-3% of methane lost into the air from our Nation's gas lines. All these things need to be fixed and doing so would put a lot of people to work.

In the Rapid Response conference we had several very informative workshops that brought us up to date on many different fronts. While China continues to manipulate their currency, to make them more appealing to businesses, word is that right now the American worker's wage is 22 times that of the Chinese worker. By 2015 it is expected to be just 5 times. There were updates on the TPP (Trans Pacific Partnership)

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President's Report

By: Todd Kegley

May 2013

From the initial transfer of former Inland Steel employees for both Tek and Kote we have enjoyed a relatively stable workforce. We have had a dozen or more members who have retired in a given year as the high water mark with the average typically in single digits. This trend will dramatically change in the next five to eight years as the former Inland group and the initial local hires will converge on similar data points inducing retirement. This was highlighted at the May JAC meeting when, as required by the contract, we conduct a Craft Training Review to determine future needs. I run a forecast that looks out 10 years from the current year to analyze the levels of Craft Training per craft for Mechanical and Electrical. The next 2-3 years seems more normal, however when you go out 5-8 years the shift is dramatic. This problem is further exasperated when you consider the company refused to address the needs in both Instrument Service and the Computer Group. Retirements from these two groups will compound our problem.

When running these assumptions we also do them for all skill base classifications including the Operator Skill base Classification and the Support Technicians in the 9231-01 group. We look at current Operators and carry it out 10 years while at the same time removing individuals at particular data points where they would be presumed to retire based on historical numbers. When making these assumptions in 2020 there will be 85 operators who are eligible to retire and almost half are likely to retire in that year. Take these assumptions out until 2022 the number eligible jumps to 115 and likely retirements approaching 75. In essence the window of retirement for this large group is likely less than 5 years. This narrow window is predicated upon the shift in Social Security tables where anyone born after 1960 must wait until age 64 to draw 80% of their benefit. There are proposals out there from Washington that in order to fix Social Security you must push the eligibility out for anyone age 55 or less. This likely won't significantly change these assumptions since statistically not everyone waits until Social Security

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Zack Spoljoric, Paul Rausch and John Milligan listening to opening remarks at the National Rapid Response Conference in Washington, D.C.

UNION MEETING SUMMARIES

By: Kim Rutkowski

Recording Secretary

MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on **4/11/2013** 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 John Markiewicz Motion was passed

The Recording Secretary read the following correspondence.

Thank You note was read from Bill Dreiman

Any action taken under correspondence will be under new business.

Motion to accept the **February & March Financial Report** were accepted by the Floor Second – Kasey Masepohl

Motion to accept the **March Treasurer Report** was accepted by the Floor Second – Jim Jongkind

President's Report Out

The Union met with UMR. Some issues are getting resolved, but there are still some pending. If you have issues, contact Tony Novello if you're in CRAN, Dave Luce if you're in Kote, and Todd if FPS. Try to get them involved from the beginning of the issue if possible. Many of the problems are with HR and not UMR. Prescriptions continue to be the biggest issue.

JAC report- There is a lot of frustration because issues are not being resolved between the meetings they are only being addressed at the meetings. This is causing a long delay in decisions.

There is a new Grievance Form online. It can be completed and forwarded electronically. There are currently no grievances.

Rapid Response Committee

There are 4 Team Members going to the Conference. There are many issues that are going to be addressed. Buri will continue to pass on any and all information on Bills.

Safety Committee Report

Jim Pondo asked everyone to make an effort to speak to the Uniform Company representatives that will be onsite April 12th & 19th from 7:00am-4:30pm

Training Report

Civil Rights Committee Report

Women of Steel Committee Report

The WOS will host a Bake Sale fundraiser on behalf of the Community Food Pantry of New Carlisle on Safety Day. All money collected will go to the Food Bank.

Old Business

New Business

We will be getting quotes to replace Furnace and Air Conditioners.

The Executive Board made a motion for 2 people to attend **SHIP** training tomorrow and pay for lost time and expenses. Motion accepted by the Floor, Seconded by Russ Wise.

The Executive Board made a motion to send 3 people at President's discretion to the Sub 5 meeting on May 17, 2013 and pay for lost time and expenses. Motion accepted by the Floor, Seconded by Dean Dunning.

The Executive Board made a motion to send 3 people at President's discretion and pay for lost time and expenses to the

Health, Safety and Environmental Conference on September 23-27, 2013. Motion accepted by the Floor, Seconded by Libbi Urban.

The Executive Board made a motion to pay for lost time and expenses NOT covered by the U. of Illinois to send Mary Misiukiewicz to the Regina Polk Women's Labor leadership Conference May 30-June 2, 2013, Motion accepted by the Floor, Seconded by Bob Mazur.

A motion was made to adjourn meeting. First – Floor, Second by Dan Traylor. 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 **5/9/2013** 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 Tony Novello Motion was passed

The Recording Secretary read the following correspondence.

Thank you notes were read from the Markiewicz family and the *New Carlisle Community Food Pantry*.

Any action taken under correspondence will be under new business.

Motion to accept the **April Financial Report** was accepted by the Floor Second – Russ Wise

Motion to accept the **April Treasurer Report** was accepted by the Floor Second – Bob Mazur

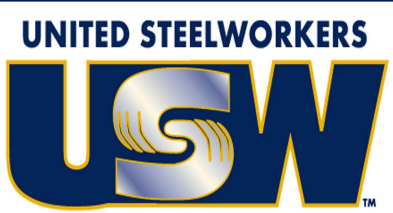
President's Report Out

JAC Report- The meeting was held on May 8th instead of the 1st due to the late notice from the company. The Union is asking for more advanced notice than the night before the meeting.

The #7 Blast Furnace is in bad shape and there will be open turns as a result, but it is not certain how much it will affect us. Open turns will be filled with training.

There were safety issues at the casters

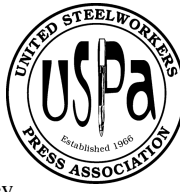
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UNITED STEELWORKERS
USW
 UNITY AND STRENGTH FOR WORKERS
 LOCALS 9231 & 9231-01

220 South Harris
 PO Box 8
 New Carlisle, IN
 46552

Editor: Phil Pieniazek
 President: Todd Kegley



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

that caused multiple problems at Burns Harbor.

There may be an update on May 5th regarding the sale of TK.

SLT Update-

No injuries or First Aid cases for April. In June, we are taking the oldest unresolved incidents and see who is responsible for follow up. Some date back to 2009.

Reviewed a Hircac Lite training DVD that was made at our facility. An e-mail will go out with a link to the video.

Safety Day review found this year to be the best. Positive comments about the smaller classes.

Safety Training Matrix was discussed at the SLT again and the safety training needs to be added to the Position Specific Checklists. Once all PSCs are updated, they need to go out with the job bid so TMs know the job duties and training. This will be in effect in September 2013.

There are 6 cranes used for side pulls. The crane operator needs to contact Konecranes to inspect after each side pull.

Craft Training Review- The probable and projected retirements will continually be reviewed over the next several years. The next anticipated group is: identifying 5 mechanics in 9/2013, starting 1/2014. Identifying 5 electricians 1/2014, and start date 6/2014.

Use of Company Vehicle Policy will be resent on e-mail.

Distribution Lists- Our IT will be taking back ownership of that from the Harbor.

Hiring Process- Targeting the end of the year to start this internal process. We need 12-16 BU people to be trained on the interview process. There need to be 2 BU & 1 company person involved in the interviews.

The EEOC came in today to train Team Reps and Human & Civil Rights Committee. It was good training and we will have them come back.

100% of the Union Membership is paying dues.

Bill Carey reported that there could be an election in 11/13 for International President and Executive Board. There is a meeting in June that will provide more information.

There is a big push for comp time. If employers no longer were required to pay

OT after 40 hours, it would have a huge impact.

Rapid Response Committee

Safety Committee Report

Jim Pondo wanted to thank all of the Union sisters and brothers that helped on Safety Day.

Training Report

Civil Rights Committee Report

The committee just viewed a training video that may be a part of the training for everyone. It has not been decided if the class will be on MTS or in a classroom.

Women of Steel Committee Report

The WOS hosted a Bake Sale fundraiser on behalf of the Community Food Pantry of new Carlisle on Safety Day raised \$1265 and 2 - 55 gallon bins of food. Many new women are becoming involved in training programs, 2 sponsored and funded by the U. of Illinois' Education and Labor Department. WOS is still discussing Union involvement in the New Carlisle Hometown Days to show Community support.

Old Business

New Business

The Executive Board made a motion to send 4 people to the Laporte County Labor Coalition Golf Outing in Hamlet, IN on June 19th. The cost is \$260. Motion accepted by the Floor, Seconded by Tony Novello

The Executive Board made a motion to donate \$200 to the New Carlisle Fire Department's 66th Annual Firemen's Ball on June 22, 2013 from 7:00pm-1:00am. If BU Team Members bring Union ID they can get in for free. The Motion accepted by the Floor, Seconded by Bob Mazur.

The Executive Board made a motion to send 2 people at President's discretion and pay for lost time and expenses to the United Steelworkers Press Association Triennial Conference on September 29-October 2, 2013. Motion accepted by the Floor, Seconded by Ski.

The Executive Board made a motion to spend up to \$30,000 to replace the heating and cooling systems. Motion accepted by the Floor, Seconded by Jim Jongkind.

A motion was made to adjourn meeting. First – Floor, Second by Dean Dunning. All in favor No opposed. Motion was passed.

Meeting adjourned.

Prez Continued from Page 1

kicks in. Other factors are more prevalent such as 401(k), savings and individual health.

What all this means is we have a great deal of work ahead of us to both prepare our future retirees and to prepare their replacements. This fall we will once again be hosting retirement seminars to explain the process to include pensions, Social Security, 401(k) and Medicare. In order for us to secure our retirees pensions and their replacements livelihoods we need to begin to plan for this transition. Training is going to be vital for both Craft positions and Production positions. A great deal of knowledge will be leaving in the next 10 years and we have to put our workforce in a position to succeed once they're gone.

There are continuing problems with the hiring process that was changed several years ago and we have a commitment from the company to internalize this so that everything after Work One is done here at I/N. The first step to that is to expand our list of qualified interviewers on the bargaining unit side. Look for an email to come out in the near future. Once we internalize this process most, if not all, of the inconsistencies and errors that have plagued us since this transition should go away.

One final issue you should all be paying attention to even if like me politics has become far too partisan and far to removed from reality and that is the comp time bill that just passed the House of Representatives. While on the surface this seems innocent enough and it is being sold as a family friendly bill intended to allow workers time off using overtime pay they earned previously to care for your family needs. The way it works is you work overtime in a given week in most cases scheduled by the employer and you can choose to be paid the OT or take it as comp time to be used later in the year. It must be used in the year or they will pay you the back wages. So if you work 8 hours of overtime you forfeit 12 hours of pay at time and a half to get time off later so long as the employer allows it. This will have the effect of putting more downward pressure on wages that have already been stagnant for two decades. This is also just the beginning, if passed it's only a matter of time that the choice will be solely the employer's. Eventually when we bargain a new contract we may have to spend valuable negotiating leverage to keep what we already have rather than going after things we need.

I/N SOLIDARITY

Todd Kegley



Contributed by: *Jim Pondo*

Joint Committees

By design I/N functions under the premise that team members input is valued and team members need to be part of decisions that affect their work life. Joint committees are the avenue given to the teams to be part of the management process. The Joint Advisory Committee (JAC) and the Safety Lead Team (SLT) are two joint committees specified in our contract. Other joint committees were created through the JAC approved design for I/N. Depending on the scope of the committee the design specifies which teams are to have a representative so that the team has input through their representative and the representative is to communicate what happens in the committee back to their team.

The Department of Labor has very specific rules about the make up of joint committees such as the make up of committees must not be dominated by management. This is generally accomplished by having management and in our case a Union representative act as co-chairs of each committee and there cannot be more management members than Union members. The design for I/N supports the legal requirements. There is also an agreement signed by Lakshmi Mittal and Leo Girard governing joint safety committees within Arcelormittal. It too requires no less than 50% membership from the Union ranks and requires that a Union member be a co-chair of the committee along with a management person.

The problem (which evolved over time) is the teams quit sending representatives. This created an imbalance and management became dominate. In the case of the division safety councils, meetings were held without a single representative from the teams. The JAC recognized this as a problem and put together a plan to encourage participation by the teams. These representatives are selected by their peers through the respective team's selection process. They need to bring issues that concern their team to the safety council and take information from the safety council back to their team.

I believe that anytime an issue is brought to a council by a team's representative or a team member the person bringing the issue should leave with a clear understanding what the next step is to get to final resolution. Issues that require money to resolve, need to go through a prioritization process. Just as we all experience in our daily

lives, funds are not unlimited. Each division budgets an amount of money for the year for items not specifically identified during their budget making process. It is from these funds that newly identified safety items are paid. The prioritization process must be transparent. I see no reason why a team with an issue that needs funding cannot explain where it sits in the process and why!

It is unfortunate that some of the membership have given up on the very structures in the design that makes us unique. If the number of disenchanted teams and team members becomes too great, management will fill that void. When I/N first started there was a fear among the resources that if the teams matured as envisioned, they would be

**UNION MEETING
SECOND THURSDAY
OF
EVERY MONTH
4:15 PM**

able to do many of the functions of a resource. Resources feared their jobs would be eliminated. Think about it, do you see any such fear now?

If you are asked by your team to be their representative on one of our joint committees (not just safety) please do. Your future and the future of our work system depend on it.

In Solidarity

Jim Pondo

Safety Coordinator

Rapid Continued from Page 1

that is floating around Congress. It's another bad trade deal being pushed. We also spent some time talking about the corporate battle against the Labor movement, from how ALEC (American Legislative Exchange Council) is spending millions to push anti-worker legislation through at the State level, to information that the Koch brothers spent mil-

lions on RTW bills in different states this year. One interesting fact I learned from Michigan's Rapid Response Director; the Koch brothers rented the entire grounds around the Michigan capital for the week, to keep those opposed from staging rallies on the grounds! We also spent time planning for the trip up to Capitol Hill to meet with the legislators. We were given updates on some legislation floating through both the House and Senate. We were given info about the fight to spare Social Security and Medicare/Medicaid from cuts, bills that were promoting bringing jobs back to our country and pushing the "Buy American" theme. We even got last minute instructions on a "Comp time" bill that had just started making the rounds. This is the same bill that I sent out the ActionCall just a couple of days ago. Even though the House passed it, it doesn't look like it will make it to the floor of the Senate.

We met Sen. Bernie Sanders, Independent from Vermont, who spoke in depth about the battle for workers, seniors, and veterans. Being an Independent, he seems more concerned with issues for the people than a party affiliation. This has made him a friend and a foe at different times with both Democrats and Republicans. Up until the last election he was the only Independent in the Senate, but now there is another one. He will be an interesting person to watch going forward.

There was much more to the conference and the trips on the Hill, but all in all a very informative and good experience for all of us, especially Zach and John, who were in DC for the first time.

In Solidarity,
Buril W. Smith
Rapid Response



Senator Joe Donnelly (foreground) meets with USW 9231's John Milligan (background), and Buril Smith, Paul Rausch, and Zach Splorjoric during their visit to Washington, D.C. for the National Rapid Response Conference.