

## President's Report

By: Todd Kegley

July 2013

With the recent passing of our long time Brother Brad Woodle, it saddens all of us who knew Brad and his family. Brad's passing also reminds us of our own lives and those things that are most important. If you are like many of us, we don't pay close enough attention to our affairs that have major impacts on our loved ones when we are gone. We worked with Brad and his wife to take care of the essential matters in the weeks leading up to his passing. If it has been awhile since you reviewed your beneficiary status I suggest you do so. Understand your life insurance options and you pension choices and if you have any questions please contact me and I can help you with both.

In the last contract we negotiated a bereavement leave policy that guarantees time off to be with family when we lose a loved one. The policy grants 5 days or 3 days depending on the relationship. You all should have received a copy via email. You are entitled to 3 or 5 scheduled shifts off in a 10 day window so long as one of the 10 days is the day of the service. The old unwritten policy required one of your days to be the day of the funeral where the new policy does not require it. You may take your 3 or 5 days all in a row or broken up so long as they are taken in the 10 day window. The policy states also that you will be paid for scheduled days even if you have more than five scheduled days in a payroll week. For example if you are scheduled 6 days and take three days bereavement leave you would get 48 hours regular pay and any overtime beyond 8 in the days you work. If you have any questions please contact your team rep for clarification.

At last month's Union meeting we reviewed with the JAC reps and Team reps many of the important labor

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**The Regina V. Polk Women's Labor Leadership Conference** was held the weekend of May 30<sup>th</sup> to June 2<sup>nd</sup>. The teaching this year focused on collective bargaining. Thirty-four union women from all types of businesses attended. We talked about how to get information to your union members, how to present our union to the public and the various ways to get our message across. But the majority of the time was spent on a mock negotiation. We were able to experience how a real negotiation would proceed. The thing that stuck out to me most was how precise the language must be. We spent time writing up our proposals, presenting them to management and caucusing on their proposals. The experience made me appreciate more the hard work our union leadership goes through. Also, being among various unions I realized just how glad I am to be a part of the USW. My being at the conference made me interested in negotiations. It also has enabled me to relate to other union members just how much goes into a contract. Over all, the weekend gave me a better understanding of Collective Bargaining and a yearning to learn more. — Mary Misiukiewicz, Local 9231



Local 9231's own Mary Misiukiewicz addresses members of the Regina V. Polk Women's Labor Leadership Conference held May 30—June 2. The conference focused on Collective Bargaining.

# UNION MEETING SUMMARIES

By: Kim Rutkowski

Recording Secretary

## MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on **6/13/2013** 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 passed

There was a moment of silence for the passing of our Union Brother, George Benson.

### The Recording Secretary read the following correspondence.

None

*\*Any action taken under correspondence will be under new business.*

### No May Financial Report

Motion to accept the May Treasurer Report was accepted by the Floor Second – Russ Wise

## President's Report Out

Craft Training

- The Electrical CT are more than midway in the program and able to be placed.

- The Mechanical will be halfway in September.

- There will continue to be many operators and EC eligible for retirement. Looking forward, it could be 20-30 a year.

There is a need for an added trainer position to keep up with all of the new hires. Company is onboard.

Design Book

Jill and Kim have been working on updating the Design Book. Target date for completion in September.

Wellness Committee

Michelle presented to the JAC the annual report on programs, current and future.

Probationary Employees

- Two TM on probation were recently terminated at 5 months, 3 weeks into it. Union met with the company to go over that process. Team Reps will now be appraised of their progress at 3 months.

There will be 3 new hires on June 24<sup>th</sup>.

Global Safety Agreement

This was signed by Mittal and Leo. There was discussion at the SLT about all of the Corporate Safety mandates. There is a real need for several Safety Advocates.

Skill Matrix

All of these need reviewed to make certain they are covering all of the needed skills for each job classification.

Program of Insurance Benefits (PIB)

Dave, Todd and Tony worked on updating the PIB. After many delays by HR, it will hopefully be printed in the next few weeks.

ICD Building

The Committee looked at another building that may be suitable. There are some zoning issues that need worked through first.

## Rapid Response Committee

Buril reported out on "Build America". He showed a video located on the USW International website. He will forward the link to everyone. There is a rally in South Bend at the County Courthouse tomorrow.

row.

## Safety Committee Report

### Training Report

### Civil Rights Committee Report

### Women of Steel Committee Report

Libbi reported out on the Regional WOS meeting attended by 3 women from our local. Some issues discussed were leadership roles, and Right to Work. Another good training was The Regina Polk Conference was also attended with the primary focus on negotiations.

### Old Business

### New Business

The Executive Board made a motion to spend \$2500 for "Proud Union Home" yard signs. 500 signs can be purchased. Motion accepted by the Floor, Seconded by Buril Smith

There was a motion to block out a Saturday in May each year for a retirement party. No motion needed. The hall can simply be reserved, and someone needs to be the coordinator.

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

## MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on **7/11/2013** 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 passed

There was a moment of silence for the passing of our Union Brother, Brad Woodle.

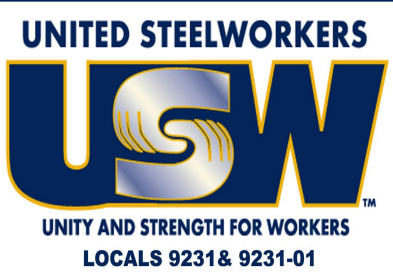
### The Recording Secretary read the following correspondence.

Thank you note was read from Tony Kincius.

*\*Any action taken under correspondence will be under new business.*

Motion to accept the June Financial Report was accepted by the Floor Second – Tony Novello

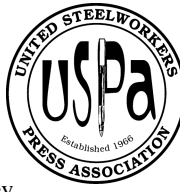
*I/N The Local News*  
Bi-Monthly Newsletter of:



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**USW**  
UNITY AND STRENGTH FOR WORKERS  
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Motion to accept the June Treasurer Report was accepted by the Floor Second – Bob Urban

**President's Report Out**

ICD Learning Center Report

An offer has been accepted on a building at the corner of SR 2 and Cougar Rd. There are a couple of contingencies before the sale is final. A zoning variance has to be obtained, and an appraisal and inspections will need to be completed.

Program of Insurance Benefits (PIB)

The current program should be on the web next week and a printed book will be available in September.

"Proud Union Home" signs will be ordered soon.

Custom lapel pins have been designed and will be ordered. The pins will be worn after the loss of a Union Brother or Sister.

Dave Luce has planted lilies around the flag pole for our lost Brothers and Sisters.

We have 3 new Team Members present at the meeting: Jeff Houseknecht, Charles Deal, and Anthony Kantowski.

**JAC Update**

- Business outlook was reviewed.
- We recently had the first, First Aid case since April.
- No current grievances
- Team Building guidelines were discussed

We are continuing to move forward with bringing the hiring process in house. The initial contact will be with Work One, and then testing and interviews will be at I/N.

**Rapid Response Committee**

**Safety Committee Report**

- An anonymous complaint was made by a team member to the ATF that someone was smoking in the building. The complaint was forwarded to the County Health Department. The Health Department investigated the report and found some evidence to support the complaint. The findings will be forwarded down state.

The MTS July video will most likely get removed. The union does not support it

**Training Report**

**Civil Rights Committee Report**

**Women of Steel Committee Report**

Libbi reported that there are a lot of free training opportunities for everyone though the AFL-CIO. There is also "Be Safe" Ap for cell phones that can benefit everyone.

**Old Business**

None

**New Business**

None

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

Meeting adjourned.



While the State Legislators are back home, shaking hands and greeting people at the county fairs, and DC can't seem to get anything done, the focus for Rapid Response continues to be on things that are happening that affect workers.

The current issue is in New York, over infrastructure work, and the plans of the local government to purchase steel for a bridge from China (when an American mill is just an hour away and more than capable of providing the steel). It is such a slap in the face to American workers. Especially after San Francisco did the same thing, after much protesting from American Labor (and now they are already dealing with inferior work and problems). It was just a few years ago there was the whole "Stand Up for Steel" with the Companies afraid of bankruptcy and all, standing up with us. Now where are they? Shouldn't they be screaming just as loud as Labor about this? But corporate America continues to prove over and over again that we, the workers, are just another piece of equipment to them.

We are also watching some of the recent Supreme Court rulings, regarding the ability of workers to negotiate collectively and for Unions

to be able to continue to collect Union dues. This is just another attempt by the greedy corporations to make sure the workers are not organized, do not function collectively, and are kept down so profits can go up. Where they don't have Right to Work (for Less), they are trying to get it in. Where they do have RTW they are seeking more gains for them.

As a Nation, we just celebrated the 4<sup>th</sup> of July, our Independence and Freedom from a ruling entity that did not care about us or our well-being. It only wanted all the wealth it could get from us. Now 237 years later we find that the struggle is the same for the workers, and the greed is the same for those in power in the "too big to fail" corporate world.

In Solidarity,  
Burl W. Smith  
Rapid Response

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laws and "Weingarten Rights." The essence of Weingarten's rights is that if you are called into a meeting with management you are entitled to Union Representation. You must be given a reasonable amount of time to seek Union Representation and the meeting cannot take place if you request representation. Certainly if management tells you the meeting is about you and it is clear this could be a meeting that could lead to discipline or a change in your personal working conditions the company must let you know and allow you Union Representation. Below is how you can ask for representation if asked to be in a meeting with management.

***"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my Union Steward or union officer be present at the meeting. Without representation, I choose not to answer any question or participate in this meeting."***

See *Prez* Page 4 Col. 3



Contributed by: *Jim Pondo*

## Joint Committees Part II

Last issue I talked about the need to have team representation on committees and the reasons why it is important. This time let's look into the agreement between the Unions (including United Steelworkers) representing the Arcelormittal workers around the world and Lakshmi Mittal. The objective of this fourteen page document is to set the minimum requirements for all Joint Health & Safety Committees. Some of the requirements are so basic, it indicates to me the struggle workers in others countries continue to have.

I have identified the following points from the agreement that we are expected to work towards. Some I think are needed and others I really don't care for or failed when we tried them in the past.

Regular monthly meetings. *For the most part we meet this requirement.*

50% participation by workers. *Not quite there yet but we are improving.*

Attendance part of work day (paid). *Not an issue here.*

Co-development of agenda. *Needs work at some Division Councils.*

Agenda posted well in advanced to entire workforce. *We don't do this at all! Is it something that we want?*

Most senior management chair, worker representative vice chair. *Needs work at some Division Councils. Power sharing is always an issue.*

Consensus decision making for discussed matters. *Needs work at some Division Councils.*

Approved signed minutes. *Not being done! Need to be careful with this one*

Education program for commit-

tee members. *Not being done! Definitely needed.*

Suggestion box for workforce. *Not being done! Failed in the past.*

Inspections of the entire facility once per month with report of findings discussed at monthly meeting. *Not being done! Huge commitment for the company.*

Education program for workforce. *Not perfect but we have something that could be called that.*

Respond quickly to issues brought to committee from workforce. *NOTHING at I/N happens quickly.*

Develop safety manuals or checklists for each area. *The teams are responsible for this at I/N. Some are very good others are lacking.*

Manage first aid equipment program. *This is not being done through any committee. Mainly the Nurse is han-*

UNION MEETING  
SECOND THURSDAY  
OF  
EVERY MONTH  
4:15 PM

*dling this.*

Governed by plant safety policy. *We have a policy called INSPAT, not really sure about be governed by it.*

Annual effectiveness evaluation of the committee. *Not being done! Probably a good idea*

To drive these changes Chris Richards had to submit an action plan to global corporate. The action plan doesn't really address all of the requirements but indicates a willingness to improve. I really don't expect much to come of it in our immediate future. So we do have

time to address some or all of the bullet points in a way to suit our I/N culture or we can ignore it and hope nothing is forced upon us. If you want to see the entire agreement please contact me for a copy. Any input on any of the points are welcomed as well.

In Solidarity

Jim Pondo

Safety Coordinator

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Beginning in 2014 and continuing for the next 8-9 years we will begin seeing a higher number of retirements than we have experienced in recent years. Over the years I have met with retirees and their spouses as they take the major leap into retirement. Most who have retired have planned well and while nervous about leaving their careers, are well prepared financially. A few years back we held retirement seminars with the help of Nancy Szabo, God rest her soul, she was a great help to us. This fall I will be putting on retirement sessions again and would like to begin holding them annually. Included in the seminars will be understanding pensions, insurance including life, social security, Medicare and your 401(k). Additionally we are looking for someone to come to the seminars and offer retirement planning for those more than a few years out. The sessions will likely be about 2 hours and we will hold them at the Union hall sometime in October. If you have any specific questions or topics you would like to be covered, please send me an email so that I may incorporate it into the seminars. Be safe and enjoy the rest of the summer with friends and family.

I/N SOLIDARITY

Todd Kegley

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>.