



I/N The Local News



Volume 16, Issue 5

August/September 2013

Who's Your Sister?

President's Report

By: Todd Kegley

Do you know that you have 32 Union sisters here at I/N? Do you know who they are, where they work or what they do?

This year your Union did not have a Labor Day picnic for the first time in 8 years. In years past a few hard working members have stepped up to organize, prepare and clean up the hall for the annual Labor Day celebration. As Local President, I have always leaned on the same people time and time again and they have always stepped up. We need help in organizing these types of events to keep our Union strong and to continue to build SOLIDARITY within our ranks. I will be calling a meeting soon so that we can plan out the remaining events this year and to plan for 2014. We would like to have an Oktoberfest event and an adult Christmas party. We need some of our newer members to take over some of these events so please plan on attending the meeting.

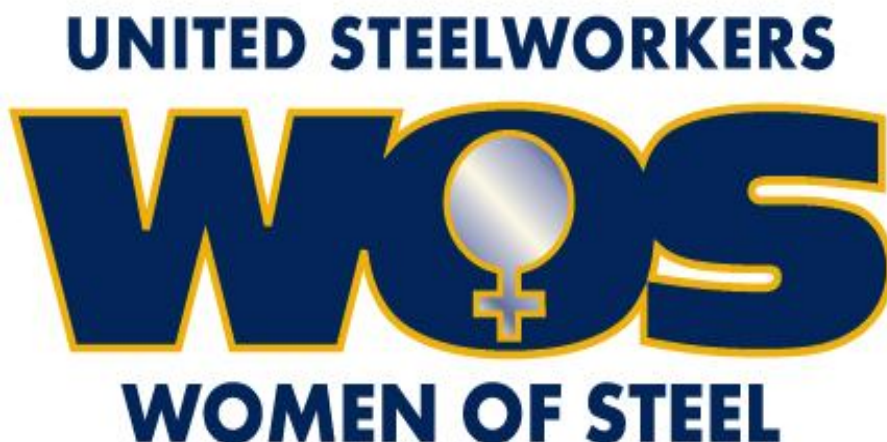
Female employees are still new to the steel industry. They make up a small minority of all steel workers. By joining with our sisters we can improve our situations and help each other with those issues unique to women.

It has been almost a year and a half since Governor Daniels signed into law the so called "Right to Work" legislation and out of curiosity I was trying to find some data on how many companies have moved to Indiana as a result of the law. There are claims of more than 30 companies who have committed to moving to Indiana creating over 5,000 jobs. Most of those companies had already committed prior to the law and the others already had facilities in the state. With Michigan also a right to work state it is only a matter of time before all the states are "Right to Work" as each state promises a more friendly business environment with higher profits due to lower wages.

The WOS is not just a women's club or coffee clutch. Its purpose is to support women in the industry and to be of service to its members, the union and to the community in which it resides. One such way is to be active in political campaigns on behalf of the union. The union, and thereby WOS, are aligned with *Blue Green Alliance* and *Buy American*. Both of which help the industry and our country.

The Women of Steel (WOS) meet on the third Thursday of each month. The location and time is emailed

The real problem for us in Indiana is that our median wage currently is at \$15.24 per hour which is below all of our neighboring states except Kentucky. According to data from the department of revenue there are now more than a million Hoosiers living in poverty. Of those million, 23% are children under age 18 and almost half of Hoosier children are considered low-income eligible for government assistance. So in order for this regressive legislation to have any impact at all the median wage will stay flat or decrease, perhaps equaling Kentucky's rate of \$14.78. Poverty will continue to increase as incomes fall and personal tax rates increase shifting the burden away from business to us. The corporate tax rate in Indiana is set to be reduced by 2% over the next four years.



See *Pres* Page 4 Col. 2

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UNION MEETING SUMMARIES

By: Kim Rutkowski

Recording Secretary

MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on 8/8/2013 by Todd Kegley.

There was a role call of officers

President – **Present** Vice President- **Present**
Recording Secretary – **Absent** Financial Sec-
retary – **Present** Treasurer – **Present**

The minutes of the last meeting were read and

Motion to accept by Floor X

Seconded by Anthony Novello

Passed Motion was passed
Failed _____

Motion to accept the June Financial Report was accepted by the Floor Second – Jim Jongkind

Motion to accept the June Treasurer Report was accepted by the Floor Second – Eric Hock

President's Report Out

Labor Day Weekend activities will **not** be taking place this year.

We are planning Oktoberfest activities this year, **need volunteers** to coordinate activi-

ties, if interested please contact Todd Kegley or Dave Luce.

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. The union will own the site and will have to obtain tax exemption status. Goal to have finalized in September.

Program of Insurance Benefits (PIB)

The current program has been placed on the web and a printed book will be sent out to everyone in October – November.

“Proud Union Home” signs are available today; Team Rep’s will be delivering.

Custom lapel pins have been ordered. The pins will be worn after the loss of a Union Brother or Sister. Hope to have pins available at September’s meeting.

Retirements

Need to present to the JAC 2014 Craft trainee needs and propose 5 Mechanical and 5 Electrical Craft Trainee positions. Discussion of changing the aptitude test for Craft Trainee’s.

Propose to hire a Full Time Trainer in preparation of the 20–25 retirees per year.

Retirement seminar is being organized by George Bauer. Goal to have available by October.

Cell Phone Usage

Developing a policy prohibiting the taking pictures/videos with cell phones of team members and sending them to management.

JAC Update

- AGV’s impact on ASP. The company is looking to purchase 5 new AGV’s at the cost of 3 Million.
- .HIRAC Lite discussed – a good tool that’s encouraged but not mandatory.
- One grievance in step 1.
- 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. Will be merging the list from May’s application pool that identified I/N as their preference with incoming new applicants.

• Direct Deposit’s for ASP where not split as delegated again for 2Q ASP. They apologized and promised it would not happen again.

• Smoking Policy changes to add “8 feet”
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and “State law”.

- Distribution Lists to be taken over internally by I.T.

Rapid Response Committee

• Immigration Reform - Rally, music, food 8/16/13 South Bend, IN 2:30-6:30 Civic Auditorium

- AFL-CIO merged with UFCW

Safety Committee Report

Injury – No Loss Time has ended during the July Downturn. Team member had a finger partially amputated. This was 100% preventable.

- 2 INSPAT Manuals up for review- Railroad & Hoisting and Lifting. Revisions made and JAC to approve.

- HIRAC Lite’s reviewed and discussed possible changes- adding signature line.

- Full time Trainer would eliminate the MTS video training.

- Coordinators requesting to be able to access all First Responders online that are on site. Concern with TM giving permission for their name to be put online.

- R/R Crossing at – lighted signs – need to stop – security is reinforcing.

- Safe place to work on AGV’s in ICH – SLT still has not reached a decision, waiting on team members to decide. Todd asked to be sent the options and set a time for the team to make a decision or a decision would be made for them.

Training Report

None

Civil Rights Committee Report

There is a training video, corporate policy. HR to deliver training by end of 2013.

Women of Steel Committee Report

None

Old Business

None


New Business

Proposal to have union purchase 4 Tickets at \$30 each to Night Golf event that benefits American Cancer Society and distribute randomly to union members present today.

Motion to accept was accepted by the floor Second - Mike Fray

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

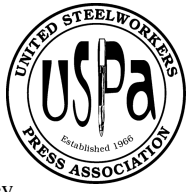
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MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on 9/12/2013 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 Zach Spoljoric

Passed Motion was passed
Failed _____

The Recording Secretary read the following correspondence.

Two thank you notes were read from Keith Johnson’s family and the Lottridge family.

Any action taken under correspondence will be under new business

Motion to accept the August Financial Report was accepted by the Floor Second – Jim Jongkind

Motion to accept the August Treasurer Report was accepted by the Floor Second – Eric Hock

President’s Report Out

PIB (Program of Insurance Benefits) is on the I/N web. The goal is to have a hard copy to pass out at the October Union Meeting, or in November.

ICD Learning Center We now have a Learning Center that the Union owns. It is located at 7071 E. SR 2, New Carlisle. We will begin ordering furniture and supplies and then planning classes.

Telecommunication workers may be joining the USWA.

A recent Right to Work ruling stated that it is unconstitutional. This will now move to the Supreme Court.

Custom lapel pins for fallen active workers have been received. The pins will be worn after the loss of a Union Brother or Sister. Todd will send out an e-mail.

JAC Report

Business outlook looks good. There is a question about CG orders not reflecting the increase in auto sales.

- There are 2 grievances pending: a Step 1 and a Step 2.

Training reported out at the JAC on the Design Book update project. A draft was passed out for review. There was also a PSC tracking update.

- The Smoking Policy needs updated to reflect the current state law where there is no smoking inside a building.

- A policy may need to be written restricting/banning the use of cell phones/recording devices in the mill for non-work related use. Recordings of team members are being turned in.

- Corporate Harassment policy was rolled out in May. The Company would like to turn this into a JAC policy. There are some gaps that need closed before that can happen.

Lifting Equipment policy was approved.

Nomination for the International Officers

The nomination meeting for the International Officers was held. An individual vote was taken for each of the following candidates:

Leo W. Gerard, Candidate for the International President In favor: 19 Opposed: 0

Stan Johnson, Candidate for the International Secretary-Treasurer In favor: 19 Opposed: 0

Thomas M. Conway, Candidate for the International Vice President (Administration) In favor: 19 Opposed: 0

Fred Redmond, Candidate for the International Vice President (Human Affairs) In favor: 19 Opposed: 0

Jon Geenen, Candidate for the International Vice President [this position is currently held by the individual assigned to paper industry bargaining, among other duties] In favor: 19 Opposed: 0

Gary Beevers, Candidate for the International Vice President [this position is currently held by the individual assigned to national oil industry bargaining, among other duties] In favor: 19 Opposed: 0

Carol Landry, Candidate for the International Vice President at Large In favor: 19 Opposed: 0

Jim Robinson, Candidate for Director of District 7 In favor: 19 Opposed: 0

Rapid Response Committee

There is a lot of work being done to hold employers more accountable and provide better working conditions for employees. Wal-Mart and McDonalds are 2 examples. There is also a great deal of movement to push for an increase in jobs.

Safety Committee Report

Training Report

See JAC Report.

Civil Rights Committee Report

Women of Steel Committee Report

Lynn Schult and Mary Misiukiewicz at-Look for us at <http://www.usw9231.com/>

tended the Summer Institute.

Bill Carey reported out that an arbitrator upheld a discharge. However, the company denied the discharged employee justice and dignity afterwards, and was ordered to compensate the employee with back pay.

Old Business

None

New Business

Christmas Party will be Friday, 12/13/13

The Executive Board made a motion to spend \$2500 for Oktoberfest on 10/26/13. Motion accepted by the Floor, Seconded by Ski.

The Executive Board made a motion send up to 2 teams to the District 7 Bowling Tournament on 10/19/13 and pay \$130 entry fee for each team. Motion accepted by the Floor, Seconded by Bob Mazur.

The Executive Board made a motion to send up to 3 women to the Sub 5 Regional WOS meeting on 9/20/13 and pay for lost time and expenses. Motion accepted by the Floor, Seconded by Dean Dunning.

The Executive Board made a motion to send up to 5 people to the Indiana State AFL-CIO Convention on December 2-4th in Terre Haute, and pay for lost time and expenses and the \$150 registration fee for each delegate. Motion accepted by the Floor, Seconded by Ski.

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

Meeting adjourned.

UNION MEETING

SECOND THURSDAY

OF

EVERY MONTH

4:15 PM



Contributed by: *Jim Pondo*

HAZARD MAPPING

In the coming weeks you will be asked to sign up for a class that is scheduled in October and early November called "Hazard Mapping". This class is the next step in educating team members about recognizing hazards in their work areas especially ones that they may have either forgotten about or have become complacent working around because they have become so use to them being around that they no longer feel they are a true hazard. The problem is these hazards were often recognized when this place was first built but the information about them has not been passed down to the operators and equipment control who work in these areas today. When did this disconnect occur? It's hard to say, all I know is what was and what is now and try to fix it. I identified this is a problem from the testimony given at numerous incident investigations. The only statement more popular than "I didn't know about that" is "I assumed_____".

In hazard mapping you and your team are going to pin point every hazard you can collectively identify onto an actual sketch of your work area. The work areas were defined by the Boundary Area Inspections (BAI). Once completed this sketch will become a useful tool not only to remind your team of the hazards in your area but also to make sure new members of your team have been made aware of all the hazards as part of their initial training. If we do a good job with this ,the phrase "I forgot to tell them bout that" should disappear at I/N. Think of it this way, what would you want the most dearest person in the world to you to know if they had to do the same job as you? From my perspective every team member out here is entitled to that level of detail. To get it, we really must have every team member's input!

Unfortunately not all of the Manger's have embraced this initiative to the level that is expected. The idea that you can just send out an "E" mail with no explanation other than you must sign up is an effective method to communicate, just baffles me to no end. At some point the management of this organization is going to have to answer the hard questions. Is Safety truly a value here at I/N? Is it more important than production or budgets? The answers given will tell if we truly have a chance of being the safest company we can be! The transition must be made to "Safety is our program "from Safety is the responsibility of the Safety Department or Union. Until we get there the Journey to Zero will be a long hard slog. Hazard Mapping is the next step.

In Solidarity

Jim Pondo

Safety Coordinator

Prez Continued from Page 1

According to the American Petroleum Institution Indiana gasoline tax effective rate (Local, State and Federal) of \$.573 per gallon is behind only Hawaii, California, New York, Virginia and Connecticut. Alaska is lowest at \$.264 and when you subtract out the federal rate of \$.18 per gallon it is only 8 cents per gallon. Only California has a higher sales tax rate than does Indiana which currently is at 7%. There are five states that have no sales tax. Indiana also has one of the highest cigarette taxes in the country and one of the highest excise taxes as well. A bit of good news is Indiana ranks as the 37th highest property tax state in the country.

When it comes to protecting workers, Indiana was ranked dead last in 2011 and second to last in 2012 in workers compensation pay. Indiana as of August 2013 ranked 39 worst for unemployment rates in the country. Our current Governor boasts of new jobs in Indiana where 10,800 were added to the trade, transportation utilities and another 4,000 in business and professional services while losing 6,500 in construction and manufacturing. We are replacing good paying jobs for lower paying jobs. We are replacing millwrights with mall workers, carpenters with cooks and production workers with part time workers. This is not just an Indiana problem however Indiana is where we work.

While most of these problems are not a result of "Right to Work" they will matter if this law further weakens Unions and their bargaining power. The bottom line is the so called "Right to Work" laws will only have the desired affect if we allow it to. That desired impact is clearly illustrated on the Indiana Economic Development Corporations website where they sell companies on the idea that Right to Work laws will increase profits. There is only one way that can happen and that is if your wages are lowered and benefits cut. It took a hundred years to get where we are today, don't let a bad law bring us down in a decade. **Stand Together, Stay Strong** and **UNITED** we will have a bright future.

I/N SOLIDARITY

Todd Kegley



There is not a lot going on right now in Rapid Response, but there are a few things to take note.

More parts of the ACA (Affordable Care Act) are going to be implemented over the next few weeks and months. While it is not a perfect piece of law, it certainly has many great benefits that will improve health-

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care in this country. Although those opposed have tried over 41 times to repeal it in Congress, something that can help so many people who need it should be able to stand the test. What is interesting are recent studies that have shown the general public is quite confused and misled over the law. Over 41% were not even sure if it was still a law or not due to all the misinformation floating around. Everyone by now has seen the announcement that a judge in Lake County found the RTW law unconstitutional, according to the state constitution. Now the appeal process will take it to the Indiana Supreme Court. The argument against the bill and the ruling are based on the fact the state constitution states no person can be required to provide a service without due compensation. The argument for is going to try and say that unions are not people therefore this does not apply. While the Supreme Court's history regarding these kind of rulings doesn't look good, the fact that the judge in Lake County was an appointee from former Gov. Mitch Daniels, and he sees the law as labor does, holds out hope for the law being repealed.

With all that is going on in the world and other distractions like the DC shooting, not a lot is being done to deal with all the pressing budget, jobs, and other pieces of legislation that are so needed by the middle class, so they can begin to feel some of the relief that the big banks and corporations are experiencing, but not sharing.

Please continue to watch for email and announcements as things ramp up over the next couple of months.

In Solidarity,
Burl W. Smith
Rapid Response

Mark Your Calendars for
USW 9231's

OCTOBERFEST,

October 26 at Noon.

YOU are needed to help plan, organize, and implement Union Sponsored Activities. Watch for details about an upcoming meeting to plan remaining events for this year and 2014.