

## Holiday Events

On Tuesday, November 26<sup>th</sup> at 4:30PM, Women of Steel ask you stop by the cafeteria to start your Christmas Shopping and Christmas Giving!

Longaberger, Scentsy, Mary Kay, and Initials, Inc will be selling their wares.



Two beautiful Doll Houses will be raffled off with all proceeds going to **The River Bend Cancer Services.**



WOS also ask you to bring a non-perishable item for the Community Food Pantry of New Carlisle.

**USW 9231 and 9231-01**

**"Hawaiian Style"**

**Christmas Party**

**Friday December 3, 2013**

**5:45 pm to ???**

**Lynn Williams Union Hall**

**New Carlisle, IN**

*Tickets \$5.00 per person*

*Appetizers 6-7 PM*

*Dinner at 7 PM*

*Provided by: PORKY'S*

*Featuring Chicken and Pork*

*Live Music from "Russ Mongo Katz"*

*Dress Hawaiian Style*

*for chance to WIN*

*Best Dressed Man and Woman*

**AND OF COURSE BYOB**

**For Tickets See: Ski - x1290, Rickey Moyett - x1373, or David Miller - x1739**

## Santa is Coming to Town

on Sunday, December 8th. This year's Children's Christmas Party at the USW Union Hall will have refreshments, snacks, crafts, and a visit with Santa and Mrs. Claus!

**The Party will be held**

**Sunday, December 8, 2013**

**2:00 to 4:00 EST**

**at USW Lynn Williams Union Hall,**

**110 S. Harris, New Carlisle, IN**

**Sign up for this event has past!**



**Women  
Of  
Steel**

## The Angel Tree

Be sure to pick a child's name from the tree to provide him or her with one of the Joys of Christmas. All children are from the local community, and the gifts you provide are often the only gifts these children will receive. It is important that we all share our good fortune and continuing employment with those less fortunate during these tough economic times.

**All gifts must be dropped off at the front desk no later than December 5th!**

IMC, KOONTZ-WAGNER & KM PLANT SERVICES ARE HOSTING A HOLIDAY LUNCHEON ON FRIDAY, DECEMBER 13<sup>TH</sup>. ALL I/N EMPLOYEES ARE INVITED. COME TO CONTRACTOR VILLAGE AND CELEBRATE Beginning at 11 AM.

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

## President's Report

By: Todd Kegley

November 2013

As another year is winding down we have so much to be thankful for. As we approach this holiday season set aside some time to appreciate your families and your friends during Thanksgiving and especially at Christmas time. We work in an industrial environment filled with hazards and all too often long hours. We do it to take care of our loved ones. There are many out there who are much less fortunate than we are, show your Union spirit this holiday season and give like you always do.

In 2013 we lost a number of our working family both active and retired and our thoughts and prayers remain with their families as the holidays approach. This year we saw a number of our members enter retirement, a destiny we all hope to one day appreciate. We also saw new faces take their places as their careers are just beginning. These new faces are our future at I/N. Take the time to check in on them from time to time. Explain the value of the work culture and instill in them the importance of preserving that culture and fostering a sense of pride and ownership. 2013 was a relatively quiet and prosperous year for us. We need to begin setting goals for next year and beyond.

We all hear the whispers of what might be a new addition to our company in the TK plant in Alabama. If Mittal and NSC do purchase the facility there will likely be no short term impact on us. The long term impact, if any, depends entirely on us. Whether or not we add TK to our company, the same holds true and that is our future here both while working and in retirement depend on our ability to produce a top quality product at competitive costs while working in a safe manner. Our work culture is the backbone of our facility and it enables us to be low cost producers of steel, while giving us all a high quality work life.

What is the "Work Culture?" This is a question many recent hires are asking. There is no clear definition or straight answer for that question. The work culture to me is that we come to work, we do our jobs and we are rewarded for doing so. More specifically the work culture is a manner in which we are allowed to work in a job where you have  
See *Prez* Page 3 Col. 3

# UNION MEETING SUMMARIES

By: Kim Rutkowski

Recording Secretary

## MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on **10/10/2013** 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 Sec-  
onded by Tony Novello Motion was passed

### The Recording Secretary read the following correspondence.

A thank you note were read from the Larry Kraemer, Sr. family.

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

Motion to accept the September Financial Report was accepted by the Floor Second – Dave Zupsich

Motion to accept the September Treasurer Report was accepted by the Floor

Second – Pam Shabazz

### President's Report Out

There was not enough interest in Oktoberfest to hold the event.

There is a new E-Time System, but keep using the old system for now. There should not be anymore issues with direct deposit for the ASP.

There is currently 1 retirement and 3 pending.

Business Outlook- CG had open turns and they are now closed. It looks full for the rest of the year going into next year.

Healthcare- Todd gave a summary of retiree healthcare. EOBs through UMR are going paperless. The company is talking about removing CHA and changing to another administration program. There needs to be a lot of research before any decision.

TK report- NSC and Mittal put in a bid to buy the Alabama plant. TK is keeping the plant in Brazil.

ICD Learning Center The Supplemental Budget was approved. The first class begins October 25<sup>th</sup>

SLT Report- Tom Kramer reported out to the JAC that the Fume System over Descale is working. However, there is an issue above the CG Furnace.

Safety Counsels are discussing Steam Training for 2014.

International Election is November 26- We need 3 tellers' names and will present the names for approval at the next meeting.

### Rapid Response Committee

There's an attempt to raise the debt ceiling for 6 more weeks. There is a rally at Jackie Walorski's office because she supports the Government shutdown. Buri reported out on the USPA (United Steelworkers Press Association) Conference in Pittsburgh. We need to increase the ways we communicate with all of the social media out there, such as Facebook, Twitter, etc.

### Safety Committee Report

Jim Pondo reported out on the Health and Safety Conference. There is an issue with First Aid Kits. There is a blanket PO to provide these items to membership, however it is being abused. Last month's bill was \$700. We may lose it if the cost doesn't come down.

### Training Report

### Civil Rights Committee Report

## Women of Steel Committee Report

### Old Business

None

### New Business

The Executive Board made a motion to spend up to \$5000 on membership Christmas presents. Motion accepted by the Floor, Seconded by Bob Mazur.

The Executive Board made a motion to send up to 4 people to attend the Rapid Response Conference on February 9-12, 2014, in Washington D.C. and pay for lost time & expenses. Motion accepted by the Floor, Seconded by Buri Smith.

The Executive Board made a motion to send up to 4 people, at \$40 a ticket to a fundraising dinner on November 8, 2013, sponsored by the La Porte Democratic party. Motion accepted by the Floor, Seconded by Tony Novello.

A motion was made to adjourn meeting. First – Floor. Seconded by Bob Mazur. 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 **11/14/2013** by Todd Kegley.

### There was a role call of officers

President – **Present**, Vice President- **Present**, Recording Secretary – **Present**, Financial Secretary – **Present**, Treasurer – **Not Present**

### The minutes of the last meeting were read and

Motion to accept by Floor X

Seconded by Tony Novello

Passed Motion was passed

### The Recording Secretary read the following correspondence.

No Correspondence

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

Motion to accept the October Financial Report was accepted by the Floor Second – Rick Podkul

### No October Treasurer Report

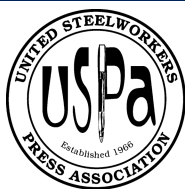
**There was a special remembrance letter in honor of Leslie Kegley** and later a moment of silence. A motion was made to have this be practice moving forward. Motion accepted

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by the Floor, Seconded by Tony Novello.

### **President's Report Out**

#### **JAC Report Out**

Business outlook looks solid for next year.

The Craft Testing Guidelines have been resolved. There is a 2 step process that has been approved and the testing will be scheduled by HR.

Civil Rights Committee has been reworked and the policy and training video has been approved. The training will be rolled out during team meetings.

A Smart Phone Policy has been approved and soon to be on the I/N web.

Electrical Safety Committee procedure "What you should do if shocked" will be out on the web.

Four new hires started Monday November 11<sup>th</sup>. Everyone signed their membership cards and we are at 100%. Five more will start December 9<sup>th</sup>, and there may be 5 more in January, 2014.

Internal Hiring Process will begin in January, 2014. The application process will open up for a short time in January, and an e-mail will go out. There will be a web site that applicants will be able to go to check on their status.

### **Rapid Response Committee**

Buril reported out on the regional battles. He also stressed the importance of voting at the International Election on November 26<sup>th</sup> in the auditorium from 7am-5pm. Bring your ID.

Bill Carey reviewed the recent fatality at IHW. He also discussed a recent grievance.

### **Safety Committee Report**

Jim Pondo discussed the controversy about Hircac Lites. He also discussed the fume issue is CG. Tom Kramer proposed to the SLT to add special louvers that would resolve the issue. There is an issue over what business unit will pay for the project. The fans in CRAN that remove the fumes are being shut off. They must run 24/7 to be affective. The only other solution is to have them locked open.

### **Training Report**

See JAC report out regarding craft training. Nate Legard wanted to thank the ICD Committee for the great building selection. Classes began October 25<sup>th</sup>. The Open House is projected for the beginning of December.

### **Civil Rights Committee Report**

See the JAC report out.

### **Women of Steel Committee Report**

- WOS will be hosting a Doll House Raffle with proceeds going to help Cancer patients/research. More information will be coming out. Discussions are going on River Bend Cancer Services in South Bend to possibly help with the event.

- The Angel Tree will be going up soon. There will be tags for about 75 children. The deadline to turn in the gifts is December 5<sup>th</sup>.

The District 7 WOS meeting is 12/13/13.

### **Old Business**

None

### **New Business**

The Executive Board made a motion to spend up to \$300 to support the New Prairie football program at the semi-state competition. Our USW local name will be advertised on the t-shirts. Motion accepted by the Floor, Seconded by Dean Dunning.

The Executive Board made a motion to spend up to \$800 on the Children's Christmas Party. Motion accepted by the Floor, Seconded Rick Podkul.

The Executive Board made a motion to send up to 4 people at the President's discretion to the AFL-CIO Dr. Martin Luther King, Jr. Holiday Observance on January 16-20<sup>th</sup>, 2014, and pay for registration and lost time and expenses. Motion accepted by the Floor, Seconded by Nate Legard.

The Executive Board made a motion to spend up to \$1500 for the December Union meeting. Motion accepted by the Floor, Seconded by Tom Masepohl.

Ski made a motion to spend up to \$5000 on the Adult Christmas party. Motion accepted by the Floor, Seconded by Jack Wall.

Motion was made to send 3 women to the WOS District 7 meeting in Gary on December 13, 2013, and pay for lost time and expenses. Motion accepted by the Floor, Seconded by Paul Rausch.

Motion was made to have the 3 following team members be tellers at the International Election on November 26<sup>th</sup>:

Nate Legard

Mike Kienitz

Lynn Schultz

All in favor no opposed. Motion passed.

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

Meeting adjourned

Prez Continued from Page 1

freedoms and flexibilities like no place else. In exchange for this freedom we are responsible for making decisions that improve our profitability as a company and secure our long term futures. The Union's role in this culture is to ensure we all continue to have the quality of work life and wages and benefits we have come to expect for what we do.

This experiment in the corn field is now 25 years old and many of our liberties we had in the early days are gone now because a few have pushed the envelope of those freedoms. A good example of that is the time card system. In the beginning we would write our time on a blue time card and submit for payment. A select few decided they would pad their time since nobody was really checking so what would be the harm. Today we have an electronic time system that is compared with gate swipe data to verify. The contract says we have no time clocks and while technically we don't the gate system was put in to correct behavior. Stealing time is a serious offense that led to several team members being terminated. We are a task oriented work force, if there is work to do then it needs to get done. If you think padding your pay a couple of hours a week is harmless imagine if 435 people did the same thing, we would be out of business. One of the things I tell new hires when they are conflicted about a decision you should base that decision as if this were you company, because it is. We are all responsible for holding each other accountable in our actions. We need to train our replacements effectively and not sidestep the skills matrix or SPC's. When our focus is on how quick we can get to full pay or fully qualified it has become about the individual and not the team. I have heard of material handlers being signed off in 6 weeks or operators in 3. We have had examples in the craft training program where individuals were not competent but yet were fully qualified. These decisions will have lasting effects on our future. Those you train today will be running the mill tomorrow.

As we approach 2014 we need to be thankful for what we have, set our goals for the future and take care of our families. Our future both at work and in retirement depends on the decisions we make each and every day. Please be safe this holiday season keep those you love close to you and cherish your time together. Wishing each and every one of you a Happy Thanksgiving and a Merry Christmas this year and a prosperous New Year!!

I/N SOLIDARITY

Todd Kegley





Contributed by: *Jim Pondo*

## What “Shared Vigilance” Isn’t

There is a mistaken belief out on the floor that “shared vigilance” is reporting an unsafe act through the incident reporting system. Or taking a picture of an unsafe act with a smart phone and turning it into management. Or telling the safety department that someone is doing something unsafe and it needs to be stopped. NONE of these are examples of shared vigilance.

Recently there was an incident where one team was having an argument with another about a task that needed to be done. In this case it was a task normally done by the team that was asking for support from the other team. Things got heated, the team member who was asked to help left the task in an unsafe condition on purpose (not in a way to be an imminent threat to anyone but it was not the right choice), the team that needed the task done then took pictures with their smart phone and pursued it as an issue needing safety to investigate. Their intent was to have the team member disciplined.

If you or your team have an issue with another team member, safety is NOT the way to get them disciplined. I have no part in discipline procedures of any kind nor am I able to file a dispute (grievance) for myself or anyone else nor am I able to represent any Union member in any of the dispute resolution steps. The Dispute Resolution Chair and Team Reps fill that role and have the training to do so.

The teams as well as management have the step process as described in the collective bargaining agreement (contract) as the tool to deal with behavior detrimental to the team or company. If it is a safety related issue the process starts at step 2 instead of step one. If a team is having issues with a team member they need to get their Team Rep involved not a Safety Rep. If, through the step process, information is needed from safety, we would fill the role as subject matter expert. This is the direction given not only by Todd but Dave McCall as well.

Shared Vigilance is about team members talking to each other one on one because someone is doing something that could cause them to get hurt but may not realize it. How would feel if you ignored it and walked away and they were seriously injured or worse? I/N w a s founded on the belief that teams can manage

themselves without management. Issues were to be resolved at the lowest level. Tools were given to the teams to help solve issues themselves. And now we are at the point where teams are taking pictures of team members with the expectation the evidence will be used by someone else to deal with the individual’s behavior because they don’t want to! Whatever happened to having a team meeting, close the door and no one leaves the room until there is an agreement on how we can work together as professionals? If you are not committed to do the hard things as a team, don’t expect I/N to always be a great place to work!

In Solidarity

Jim Pondo

Safety Coordinator

UNION MEETING  
SECOND THURSDAY  
OF  
EVERY MONTH  
4:15 PM



Congratulations to Jessica Urban (above), daughter and step-daughter to Bob and Libbi Urban, on being one of the nine candidates chosen from 209 entries, for the \$1,000 2013 Tino Fulimeni Memorial Scholarship. This is an annual scholarship made available through The Institute for Career Development Program.

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



Greetings from Rapid Response.

While DC has been all talk and little to no action taking place, that doesn’t mean that we are not watching and listening. I spoke at the last union meeting about a trade deal being negotiated in secret called the Trans Pacific Partnership (TPP). Although his has been around for a while, slowly moving in the shadows, it has continued to be a threat to all American workers and needs to be stopped. I mistakenly focused on an old part of the threat at the union meeting, right now the imminent threat is the greedy Corporations, Politicians, and Wall Street crooks trying to get this “NAFTA on steroids” passed. I got info just yesterday that a large number of Republicans and Democrats notified the White House that they were standing against voting for Fast Track to be granted, a key element for TPP to move forward. Please check out the links on the International’s website or Facebook page, or our own Facebook page for more details.

As winter begins to bear down on us and our minds turn to the upcoming holidays, I’d like to take a moment and say thank you to all those that have actively supported Rapid Response and the causes that were presented to you so far throughout this year. We speak up, we fight, we rally, not just for our sake, but for all those who can’t and for all those whose future depend on the actions we take today. We may be far away from where it all began, out in a cornfield in New Carlisle, but we owe a great debt of gratitude and thanksgiving for those who fought years ago. Without them and their actions there would be no us, in a cornfield in New Carlisle.

From my family and me, to You and yours, I want to wish everyone a very blessed Thanksgiving, a merry Christmas, and a happy New Year

In Solidarity,  
Buril W. Smith  
Rapid Response