



I/N The Local News



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IT'S ABOUT THE HAZARDS!

President's Report

By: Todd Kegley

Hazards are the source cause of all injuries. Union Safety theory says "if all hazards are eliminated or effectively controlled there would be no injuries". Even Arcelormittal corporate safety recognizes this theory as sound. Hazard elimination is recognized as the foundation of effective safety programs. The problem is there is a growing faction of I/N management who are subversively undermining the effort to control hazards and are trying to lay blame onto team members by saying poor behavior is the root cause of all injuries or declare it a "team" issue for the teams to resolve. They do nothing more than give lip service because they are not interested in doing any of the hard work to make I/N safer. Blaming the team and walking away from the problem is much easier. The result has been a steady increase in numbers and severity of injuries from year to year. If our production and quality numbers were trending the last four years the way our injuries numbers have, there would be a very different response than what we are seeing about safety.

When I/N first started, team members could have an honest and frank conversations with anyone in management, solutions were identified, implemented and issues would be resolved. These days having an honest and frank conversation can be difficult because some of management is no longer interested discussing your issues. An honest conversation may actually result in discipline. It is this type of archaic thinking that prompted the creation of O.S.H.A. years ago.

Management has a legal obligation under O.S.H.A. to address a hazard you bring to their attention. O.S.H.A. says:

(a) *Each employer --*

(1) shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees;

When you identify a hazard and bring it to managements' attention they can no longer say that they didn't know about it making it a "recognized hazard", thus making the company legally liable, **if you document it.** The best way to document, is by using "E" mail and copy me or any other Union official.

The faction does everything that they can to undermine safety by delaying an incident investigation even though company policy clearly states they must take place within seventy two hours of the incident. It is not unusual to have incidents investigated three, four and five months after the event. And then stonewalling the corrective actions from those investigations. Which can take three, four and five **years** to get implemented. This really shows their level of commitment towards your safety! And yet after all that time it is not uncommon for management to say a corrective action (that was intended to control or eliminate a hazard) is unfeasible without offering anything to replace it, no discussion, make it go away, dooming another team member to suffer yet another needless preventable injury. I guess they think there is some

In August of last year the management at ATI decided it was going to put in place the last best and final offer in front of the bargaining committee of the USW local Unions representing the various plants in several states at ATI. The Union felt that they were continuing to bargain for a fair deal in light of the insurmountable levels of imports into our country. ATI then proceeded to lock-out more than 2,200 workers and replace them with scabs and contractors to keep the plants running at low levels. Despite huge losses, the company refused to reopen bargaining with the Union until the National Labor Relations Board issued a final ruling on the unfair labor practices filed by the USW against ATI. This final ruling came out on December 18th and on December 19th USX reached a tentative agreement with the USW on a new three year agreement.

The bargaining committees at ATI and the USW have been meeting since the tentative agreement was reached to try and close the gap from where they were in August to where they are now in light of the recent events. They are also trying to resolve wage, insurance and replacement worker issues that the company created when they illegally locked out our brothers and sisters at ATI. While these negotiations continue the members of USX conclude voting this week with the tallied results being announced on February 1st for a new agreement that runs through September 1st 2018. In the meantime we continue to bargain for a replacement agreement that suits our needs and our company irrespective of the template being decided upon this week in the households of each member of the U.S. Steel bargaining unit.

There are many similarities between Mittal Steel and USX that require us to examine the tentative offer on the table, but likewise there are many differences as well that require us to look for alternative solutions suitable to our own unique company dynamics. This includes how we look for sharing success and for how we deal with our retirees. When the dust settles the key is that neither company has a competitive advantage financially over the other because both need to survive and thrive in our domestic industry for the good of everyone involved. Once these negotiations are finally over both com-

UNION MEETING SUMMARIES

By: Kim Rutkowski
Recording Secretary

MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on 12/10/2015 by Todd Kegley.

There was a roll 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 accepted

November Treasurer report was read and accepted

November Financial report was read and accepted

Previous minutes update

ATI- \$10,000 will be sent to the International and they will disperse the money per member to the locked out facilities.

SOAR- Thanks go out to Matt for setting this up. The President is Ed Rosado, Vice President is Mike Kingston

President's Report Out

- The past 2 weeks has been the worst during the entire negotiations. Paper has been moved 2 -3 times, with no other movement. There is nothing new to report.

- Regarding the recent e-mail Todd sent out about retirement, if you have made a commitment to retire and you have questions, please contact Todd to discuss further.

- There looks to be some relief on the horizon regarding increase hotband pricing.

- ATI is still locked out, and it now "in the courts"

- US Steel hasn't been out to Pittsburgh since October, with less progress than us.

There's \$710 million in VEBA, the trust is run by a Board of Directors. The money is to offset retiree healthcare premiums.

Safety Report

The Company received a letter from IOSHA with the finding that there were no violations regarding Al Kaminski's death and they received no fines. The incident is not being called work related.

Women of Steel

- The WOS District 7 meeting is on December 18th. They are sponsoring a purse ad backpack drive for veterans in need through the Veterans Alliance. An e-mail will come out with more specifics.

- Aleta Mauer, Director of the Food Pantry, was the guest speaker at our November Local WOS meeting. She is very grateful for all of the help in donations she receives from our Local.

Todd reported that the \$50 hall rental money will now be given to a charity. The company will match \$50 or more toward an approved charity.

Old Business

The Adult Christmas part is tomorrow at 6:00PM

New Business

The recent audit in November came out
Look for us at <http://www.usw9231.com/>

favorably.

Executive Board made a motion to send up to 4 people at the President's discretion to the Civil & Human Right's Conference and pay for lost time and expenses on January 15-18, 2016, plus one additional day to help work at the registration table. Accepted by the Floor. Seconded by Tom Masepohl. All in favor. No opposed. Motion was passed.

Executive Board made a motion to pay for lost time and expenses for union officers and pay bills in 2016. Accepted by the Floor. Seconded by Nate Legard. All in favor. No opposed. Motion was passed

Executive Board made a motion to pay for lost time for Matt Stefaniak and lost time and expenses for a second person to attend the Jobs for Justice Conference in Washington D.C. on February 11-12, 2016. Accepted by the Floor. Seconded by Mike Carteaux. All in favor. No opposed. Motion was passed

Executive Board made a motion to adjourn the meeting. Accepted by the Floor. Seconded by Tony Novello. 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 1/14/2016 by Wade Blaker.

There was a roll call of officers

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

The minutes of the last meeting were read and accepted

The Recording Secretary read the following correspondence

A thank you note from Roxanne Romero and the Millie Romero family.

A thank you note from the New Carlisle Police Department.

December Treasurer report was read

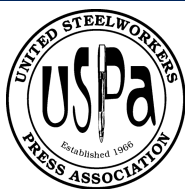
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and accepted

November Financial report was read and accepted

President’s Report Out

- US Steel members received ballots to vote on the tentative agreement. The ballots will be counted February 1st.
- After the tentative was agreement came out, our Union returned to the company with the items already agreed upon on December 18th. The Company changed their position and wanted a comprehensive proposal, not individual issues.
- On Thursday, a proposal was again presented, and the company responded that they are at a competitive disadvantage.
- In general, bargaining is slowing down until the US Steel outcome is known.

Rapid Response

- US Steel tentative agreement was mailed out Sunday, along with the ballots. ArcelorMittal may not follow the pattern.
- PLEASE continue to show solidarity by wearing armbands and displaying signs. The company needs to see it and our negotiating team need our support.

The SOAR Chapter will meet next on Thursday, January 21st at 3:00pm at the hall.

Safety Report

A Tek Operation’s pulpit had a fire alarm set off with the possible cause being e-cigarettes. There is a proposal by the company to ban these and follow the same guidelines as tobacco cigarettes. This issue is with the Safety Councils. PLEASE attend these meetings to express your opinions.

Homeland Security made a visit prior to Christmas because they had not received elevator inspection reports since August 2015. After inspecting both Tek and Kote elevators, violations were found and the Tek elevator was immediately taken out of service. The elevator company was contacted and all repairs have been made.

Grievance

The Tom McPherson grievance is wrapped up in negotiations and will be resolved as a part of that.

New Business

Executive Board made a motion to send up to 4 people at the President’s discretion to the Rapid Response Conference in Washington D.C. on April 24-27, 2016 and pay for lost time and expenses. Accepted by the Floor. Seconded by Tony Novello. All in favor. No opposed. Motion was passed.

Executive Board made a motion to send 3 E-Board Members to the LM Workshop on March 3, 2016 and pay for lost time and expenses. Accepted by the Floor. Seconded by Bob Mazur. All in favor. No opposed. Motion was passed

Executive Board made a motion to pay for lost time and expenses for Matt Stefaniak to attend the AFL-CIO meeting on March 1, 2016. Accepted by the Floor. Seconded by Doug Berg. All in favor. No opposed. Motion was passed.

Executive Board made a motion to send up to 2 people at the President’s discretion to Lobby Day in Indianapolis on February 29-March 1, 2016, and pay for lost time and expenses. Accepted by the Floor. Seconded by Bob Mazur. All in favor. No opposed. Motion was passed.

Executive Board made a motion to send up to 4 women, at the President’s discretion, to the International Women’s Conference in Pittsburgh on March 7-10, 2016 and pay for lost time and expenses. Accepted by the Floor. Seconded by Jim Jongkind. All in favor. No opposed. Motion was passed.

Executive Board made a motion to spend up to \$2500 to purchase t-shirts to sell at the Women’s Conference and to our local, with all the proceeds going to a local charity. Accepted by the Floor. Seconded by Buriil Smith. All in favor. No opposed. Motion was passed.

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

Meeting adjourned.

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sort of statute of limitations to their legal obligation. I say it is willful neglect and O.S.H.A should fine them accordingly as a willful violation! This means there is no cap on the fine and they are fined that amount each and every day until the hazard has been eliminated

There is good reason why Indiana O.S.H.A has been in our plant each of the last three years and that is management’s belief that if they delay, reverse and restudy something long enough (kick the can down the road) the issue will never have to be dealt with. O.S.H.A. has taken a dim view of their position and cited them.

What is very interesting is when ArcelorMittal corporate Safety

UNION MEETING

SECOND THURSDAY

OF

EVERY MONTH

4:15 PM

was here in December for our FPA audit. They highlighted the red wall in ICH (that was a result of the O.S.H.A complaint written about previously) as the type of hazard recognition and preventive action that we need more of in the company. Management didn’t say a word because it was this Union that forced them to install that wall!

I/N Management did not review this article’s contents before distribution and may or may not agree with it.

In Solidarity,
Jim Pondo, Safety Coordinator



Over these past months, as negotiations have dragged on, the membership has been asked to take part in many activities to show Solidarity. Sometimes it has been something as simple as wearing a sticker or a button. Sometimes it has been more involved like attending a rally or gate action. But do you really know the reason you are being asked to participate? Do you understand the impact that your actions can have? Allow me to break it down in a few ways.

First off, when you take the steps to be part of the action, it sends a clear and straightforward message to management that we are united in our position. That we have the desire, the will, and the fight, to band together for as long as it takes to see this through to the end. There is strength in numbers and each time a new action is taken, know that the numbers of participants makes a statement.

Secondly, your Negotiating Committee draws encouragement from seeing the stickers, buttons, X's, and so on throughout the plant, on social media, or wherever they can see them. The long hard struggle this has turned out to be, can feel just a little easier with every sign, armband, and show of solidarity. Don't think they don't notice our frustration, but understand that our frustration and their frustration is with the same group – AM's (non)bargaining team.

Lastly, as I touched on at the last Union meeting, we need to participate to lift up one another. Members with many years of service, need to see that those coming up in the Union have a strong sense of commitment and fight in them. New Hires and those with just a few years behind them so far, need to see that those who have fought many battles and struggles and have been

hardened like steel, form a foundation for our Local and our Union that cannot and will not be broken. Those with 10, 20, 30+ years are looking for the promise to come true, that was made to them a long time ago when they hired in. And they need to depend on the younger union members to keep their future secure. Those who were recently hired or with less than 10 years are banking on the promise that was recently made to them and are counting on the senior members to protect that promised future for them.

So come Monday, honk that horn at the gate to show you haven't forgot. On Tuesday and Thursday wear that armband to show you haven't forgot. When Friday comes wear that union shirt loud and proud to show you haven't forgot. When the next action comes to you, join in. And with one voice our Sisters and Brothers, our Negotiating Team, and management will hear,

“One Day Longer, One Day Stronger”

In Solidarity,

Buri W. Smith

Communications Director

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panies will be starkly different from where we began.

USX will have sold off two large plants in Canada and idled two more large plants in the United States with several other facilities idled or shut down in the upcoming months. At Arcelor/Mittal the Georgetown plant is shut down and is being dismantled currently. LaPlace, Steelton and Vinton are all facilities in the long carbon segment being offered for sale and the reorganization of the hot rolling facilities is underway in northwest Indiana. We started out with roughly 14,500 members when these negotiations started and by the end of this new agreement (whenever that happens) we will be closer to 12,000.

It is quite clear that our trade laws and trade policies are flawed, slow and cumbersome and they are responsible for the chaotic circumstances that have enveloped Look for us at <http://www.usw9231.com/>

this round of bargaining. Thousands of steelworkers jobs have been lost and their families now scrambling to pay the mortgage and to pay for their kid's tuition. Lives turned upside down for the sake of free trade. This nonsense must stop and our government must be more responsive to protecting us from illegal trade. These companies in this round of bargaining are taking full advantage of these flawed policies to push the bargaining committees and our members to the edge. We won't come out of these negotiations unscathed but we will survive and live to fight another day.

Companies believe good news is temporary and bad news is forever. Well I got news for you, the bottom may not be here yet but it is very close. Commodity prices have plummeted and there is not much more room to drop. They say oil may hit \$20 per barrel, zinc prices are down 30% from a year ago, iron ore hit under \$40 in December and the mild winter has lowered utility costs compared to the last two years. China is getting a big dose of reality and while it is years away from any significant impact on our situation it is a start. In the meantime we are climbing out of this hole and the future today is much better than it appeared to be back in August.

We need to seriously take a look at how we prepare ourselves for the next battle and to begin to right this ship of always looking for the cheapest way out. We need to change our spending and saving habits and we will be offering classes soon that will help us and our families prepare for the next cycle as well as retirement planning. We need to become smarter consumers. If you work for a steel plant you should not buy a plastic shovel, Chinese nails or aluminum trucks. We as consumers need to start buying American made if not Union made products anytime possible. We need to buy locally when possible and avoid using low wage and poverty creating box stores who in many cases have offshored their corporate headquarters to avoid paying taxes. Bottom line we all need to start paying attention to the things that impact our lives and inform those we know as well. Register to vote, participate in the process and vote for that person or persons who will help save the middle class and who will fight for workers irrespective of their party affiliation. Listen to what they offer workers and their families. Pay attention to who they are beholden to and whose pockets they are in.

I/N SOLIDARITY

Todd Kegley