

## Holiday Events



*Women  
Of  
Steel  
are again*

### *The Angel Tree*

The Women of Steel are again sponsoring the Angel Tree. Be sure to pick a child's name from the Angel 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.



**USW 9231 Annual  
Adult Christmas Party**

**Friday December 11, 2015**

**Lynn Williams Union Hall**

**New Carlisle, IN**

**Volunteers  
needed to  
organize  
and prepare for  
this event.  
Please contact  
Todd Kegley  
to help with this  
event.**



**The Annual I/N Companies  
and USWA Local Union 9231  
and 9231-01**

**Children's Christmas Party**

**Sunday, December 6, 2015**

**2:00 — 4:00 est**

**Lynn Williams Hall**

**110 S. Harris**

**New Carlisle, IN**

*Registration is now closed*

## President's Report

By: Todd Kegley

We find ourselves two months past the expiration of the 2012 collective bargaining agreement with no clear path to a settlement. The Union negotiating committee continues to try and find ways to keep bargaining in good faith with the company to bring back a fair and reasonable contract in light of these troubling domestic steel times. This long drawn out process is a direct result of China and other countries in effect dumping their unemployment in our lap. China refuses to shut down dirty inefficient steel plants because it will eliminate hundreds of thousands of jobs leaving them dependent on the government for assistance. So until the duties imposed by the International Trade Commission on Chinese Steel begins to take effect our domestic steel jobs are at risk and these negotiations remain stagnant.

Most analysts contend that a 90% capacity utilization rate is ideal to meet global demand and keep companies profitable in all the regions of the world. That means roughly 275 million tons of capacity would need to be shut down. That is, in effect, how much Europe and Japan combined produce annually. In China alone they have 125 million excess tons of steel production which finds its way into our market both directly and indirectly through Korea and Japan. Recently the department of commerce imposed duties on steel coming into the U.S. from five Chinese exporters. These duties may be as high as 236 percent based upon the levels of subsidies they receive from the Chinese government. This is only a fraction of the volume of illegally dumped steel coming onto our shores.

The United States is not alone in taking action against Chinese steel. Mexico recently imposed tariffs on Chinese steel as well. ArcelorMittal has a slab mill in Mexico that is down to only 10% of capacity with thousands of workers laid off. South Africa too has

See *Prez* Page 4 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 **10/8/2015** by Todd Kegley.

### There was a roll call of officers

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

The minutes of the last meeting were read and accepted

### The Recording Secretary read the following correspondence

A thank you note was read from the Hock family.

**September Treasurer Report** was read and accepted

**August Financial Report** was read and accepted

**September Financial Report** was read and accepted

### President's Report Out

The President understands there is a

lot of frustration with the lack of information with negotiations, but there is not a lot to share right now. Please be patient.

President talked about VEBA, Voluntary Employment Benefit Association and how it relates to retiree healthcare. The fund offsets the premium. The current cost is \$8 a month post Medicare, and \$16 pre-Medicare. There may be some adjustment with a new contract. The new VEBA is about \$750 million.

President talked about OPEB, Other Post Employee Benefits. If the company put in \$1 billion, they wouldn't have to worry about it in the future.

There are currently 4 PIBS, Program of Insurance Benefits throughout the different plants. There was some discussion of combining them.

It may be awhile before there is a new contract, and we are working under the terms of the old one. Todd thanked the negotiating committee for all of their support. He also thanked the membership for their efforts.

### Safety Report

Most initiatives are at a stand still due to cost cutting and negotiations. Continue to stay focused and do your job safely.

### Women of Steel

9231 WOS hosted the Sub 4 WOS Conference. District and Sub District Conferences will continue to provide education and training so our women can support our entire union on important issues.

Libbi would like to see more WOS involved in Rapid Response. Jerome Davis attended the conference and asked for help in the Governor's campaign.

Libbi wanted to thank everyone that helped with the Hometown Days.

### New Business

Executive Board made a motion to spend \$1 per union member at ATI per month for the duration of the lockout and go back retroactively for 8 weeks. Motion was passed.

Executive Board made a motion to

send up to 2 teams to the District 7 Bowling Tournament. Motion was passed.

Executive Board made a motion to send up to 2 Financial Officers for 2 sessions to NOVA Software Training in December and pay for lost time and expenses. Motion was passed

Executive Board made a motion to spend up to \$10,000 for Christmas Gifts. Motion was passed

Executive Board made a motion to adjourn the meeting. Motion was passed

Meeting adjourned.

## MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on **11/12/2015** by Todd Kegley.

### There was a roll call of officers

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

The minutes of the last meeting were read and accepted

### The Recording Secretary read the following correspondence

A thank you note was read from the George Rausch family.

**October Treasurer** report was read and accepted

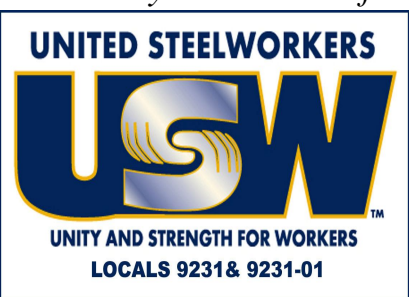
**October Financial** report was read and accepted

### President's Report Out

The President says that there is still a hold out by the Company concerning health care. They want to increase premiums dramatically making out of pocket total costs as high as \$14,000 in some cases. The Unions' position is that we will not give in to excessive premiums, forfeiting all the past negotiated benefits. The Union has offered solutions to the Company's different negotiating demands, but is holding strong on no healthcare premiums. No healthcare premiums only work out to \$1.50 per ton of cost for the Company.

The president talked about the Medicare Advantage Plan Plus. This plan helps take the strain off VEBA and talks are still in discussion.

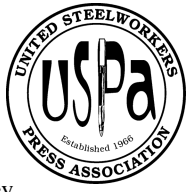
*I/N The Local News*  
*Bi-Monthly Newsletter of:*



**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

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

President reported that the Company currently has 35 counts of bargaining in bad faith.

Local committee has done a good job on local issues but now the company is trying to back pedal on overtime pay with holidays and 6<sup>th</sup> day overtime pay with a union business day.

The President stated that we would continue working under the present contract with no time limit on expiring and for the membership to stand strong and to remember....."ONE DAY STRONGER ONE DAY LONGER!

**Rapid Response**

Update on the Trans-Pacific Partnership (TPP) trade agreement. The TPP provides incentives for U.S. companies to outsource production and offshore jobs – and that is far from the kind of trade policy America needs. The TPP has been promoted as a 21st century trade agreement, but this free trade deal would take American workers backward, not forward.

U.S. Department of Commerce for proposed anti-dumping tariffs on China pipe imports known as oil country tubular goods (OCTG), an overdue message for thousands of American laid off workers that trade laws are being enforced.

**CAT Team Report**

Many businesses have our Steelworker signs in their windows and are showing support.

District 7 will continue to have Rallies as will the Steelworkers nationally....watch for updates from your CAT team rep.

**Civil and Human Rights**

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

Nate stated that he talked to Charles Mburu and that everyone has seen the harassment video.

**Women of Steel**

The WOS December meeting will be held at the Union Hall on Tuesday November 17<sup>th</sup> at 5:30. Please remember to bring a donation to the New Carlisle-Food Pantry.

**New Business**

Executive Board made a motion to amend our contribution to ATI. We are going to send \$10,000 for the remainder of 2015 and going forward in 2016 to send \$2200 every month. Motion was passed.

Executive Board made a motion to pay \$12 a year for 5 years for all retired members to have SOAR memberships. Motion was passed.

Libbi Urban made a motion to send up to 2 women to the District 7 WOS meeting on December 8<sup>th</sup> at McBride Hall in Gary and pay for lost time and expenses. Motion was passed.

Executive Board made a motion to spend \$5000 for the Union Christmas party. Any volunteers contact Todd. Motion was passed

Executive Board made a motion to contribute \$700 for the Children's Christmas party. Motion was passed

Executive board approved two donations: \$500 to League of Women Voters

\$500 to Jobs with Justice St. Joseph

Executive Board made a motion to adjourn the meeting. Motion was passed.

Meeting adjourned

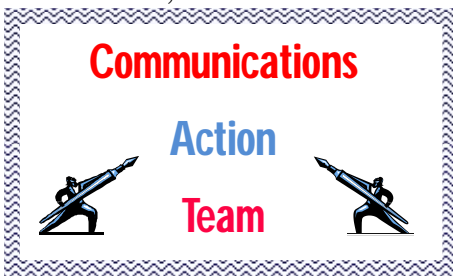


The Local 9231 WOS met November 17<sup>th</sup> for the annual Holiday Meeting where we reviewed the 2015 events, discuss plans for 2016 and sponsor a community fundraiser. This year's meeting sponsored the New Carlisle Food Pantry, with guest speaker, Aleta Mauer, Director of the Pantry for the past 12+ years. Aleta discussed the 25-40 families they provide food for every Friday from 10am-12p. Families start arriving as early as 6:00am to wait in line at the church where the Pantry is located. The Pantry often runs out of food, especially during the holidays. If that happens, "families are asked to return the next week and we will take care of them," according to Aleta. The Pantry always makes sure the kids are taken care of first. When asked "What is a favorite item kids always want?" Aleta quickly responded "peanut butter and jelly."

The New Carlisle Food Pantry must follow strict guidelines, but will never turn anyone away. Aleta works many long hours to help her community. She clearly loves her work and her compassion for the families shows on her face.

Aleta is pictured in the back row, far right. Her daughter, Gina stands next to her. Aleta is an honorary WOS!





As the negotiations drag on, it is important to remain safe and focused at work and in regards to the solidarity we need to show. As we continue to honk our horns, wear our armbands, wear our union shirts, and the assorted stickers that have been handed out, please keep in mind why we are standing united together.

I'm sure Todd has given details about how things are going, but the CAT team asks you to remember that this is about more than *just* this contract. It is about the fight to stand up against the relentless attacks that have been ongoing for years now, on good hard working Americans. It's about what corporate greed is attempting to do to workers, retirees, unions, and the futures of our families, all for more money! When we've asked you to show your solidarity over these past months, it has been done to show unity and strength. These are the two key words that make up the motto in the USW logo: "Unity and Strength

for Workers". It has been apparent to those negotiating for a while that the company talks about saving money by cutting into our and our retirees, benefits and healthcare, but when our negotiators can find them money to save in other areas yet they still want to attack benefits and healthcare, something is definitely wrong. When the lead negotiator, Dave McCall, says that in all his years of negotiating he has never seen the company act this way, something is wrong. When our own President, Todd Kegley, says we have been sitting in meetings with the company for months, and we still don't understand where they are coming from, something is wrong.

We will outlast them. We will be ready for "One Day Longer, One Day Stronger". Continue to take a stand, take action, and take every opportunity to remind them:

**Who are we?**

**"STEELWORKERS!"**

**What do we want?**

**"FAIR CONTRACT!"**

**When do we want it?**

**"NOW!"**

**Whose mill?**

**"OUR MILL!"**

Solidarity in Steel,  
Buri W. Smith



*Prez* Continued from Page 1

recently ruled, through their international trade commission, to impose duties on much of the steel coming into their country as well. This correction in the global steel glut will take time and only through the pressure of our country's leaders and our company's executive in Washington will it happen. Our Union has been at the front end of this issue since last year and we need their help. In the meantime, the company believes the answer to their economic woes is higher health insurance premiums for both salaried and bargaining unit members.

The company recently imposed huge increases in out of pocket expenses upon the salaried workforce much in the same fashion they have been trying to impose them on us these past four months. We have offered a number of alternatives to lowering not only health care costs but overall costs in various proposals we have advanced during negotiations. The company also claims that there are two basic reasons for these dramatic cuts, one of which is the impact of the Affordable Care Act and the potential impact of the Cadillac tax provision. While we haven't costed out their benefits package, we certainly don't believe the old salaried plan would have triggered such penalty payments. We are also certain that these dramatic cuts in benefits will not save the company. These are short sighted decisions and they are ignoring the bigger problems and blocking better solutions that we have presented throughout the summer and into the winter months. We remain steadfast in our resolve to bring you a fair and equitable contract and, as we have said, companies tend to assume bad news lasts forever and good news is only temporary. This imbalanced global steel industry will correct itself in time for our current environment is unsustainable. We must weather this storm and we will come out of this a much stronger and better company and a more solid Union as well.

I/N SOLIDARITY

Todd Kegley

