



KEEP YOUR FOCUS

President's Report

By: Todd Kegley

Contract negotiations have started and both the rumors and rhetoric is ramping up and I expect that it will get worse as we approach the expiration date. There are only three things that we the membership have control of as we go through this process.

Usually I would advocate that SAFETY would be our number one priority but I will hold back on discussing this to the second thing that you have control of. So the first thing each and every one of us has control of in the negotiating process is to be **united** behind our negotiating team! Have your discussions about the rumors and possibilities privately among ourselves. Do not have these discussions in front of management. The reason for this is, we do not want give the company ideas on ways to get us arguing among ourselves to crack our solidarity. When the negotiating committee asks for a show of our **solidarity**, DO IT! These things are designed to send a message that we are united behind and support our negotiating committee. The things they ask of us may seem trivial but they are an important part of a much larger picture.

The second thing you have control of, is to **focus** on your jobs. With all the rhetoric, rumors and posturing involved with negotiations it is very easy to lose focus. Pay attention to what you are doing. Do it safely and professionally. Resist letting your mind wander about what may or may not be in the next contract. It would be an enormous tragedy to have a disabling injury because you were worrying about a contract process that you have no control over.

The third thing you have control of is your **vote**. The time will come to either ratify or reject a proposed contract or authorize a work stoppage. This will be your chance to express your position. Majority will rule. Don't vacate your responsibility to participate in our democracy!

No matter what you hear or read this summer about negotiations, remember that this is temporary. It will pass, just like all the other contract negotiations before it. There will be a new contract. Keep your focus on what really matters! Going home in the same condition as when you came to work.

In Solidarity

Jim Pondo

Safety Coordinator

As we begin the second month of contract negotiations, ATI remains at the bargaining table and at work while their contract expired at the end of June. ATI is the former Allegheny Ludlum Steel with about 2,500 bargaining unit members at four locations. In the most recent rounds of bargaining, ATI would usually go after us and take the pattern agreement. As of this writing, the company and Union have not met and the company has hired a number of replacement workers some of which are currently inside the facilities.

With respect to our local Union and our own ArcelorMittal negotiations, we met several times during June with the local management team to resolve those issues presented on behalf of the membership. We made significant progress with some of our proposals while some of our issues have been stalled for reasons outside of our control. We had our sound off meetings on July 1st and had good attendance with a few additional issues that we will be presenting to the company this week when we continue local negotiations back home.

The outside influences continue to hamper our industry, however there are many signs of

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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 **6/18/15** by Todd Kegley.

There was a role call of officers

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

The minutes of the last meeting were read

Motion to accept was Passed

April Treasurer report was read and accepted

April Financial report was read and accepted

President's Report Out

Todd called for a moment of silence for departed member Kenny Merrill. It was requested that the membership wear their lapel pins from Friday to Friday in honor of Kenny. It was Kenny who influenced me to become actively involved.

Great to see many younger people getting involved in Union activities.

Negotiations are in the very early stages. We are discussing ways to keep the membership in the loop. It is very important to get feedback from the shop floor. Last week there was a Union only meeting in Pittsburgh to provide a general overview of the issues. Topics included, Healthcare and compensation among other topics. On July 1, at 1:30 and 4:30 we will be having sound off meetings. Dave McCall and Presidents from other Mittal locals will be here that day for a Plant tour.

On July 6, we will return to Pittsburgh for the Company kick off. We expect the Company will provide a comprehensive term sheet. Local issue discussions will resume July 13 thru 24.

USX has started this week. A.T.I. has been in negotiations for some time now and is coming up on a June 30 expiration date. The Company there has made numerous demands that roll back decades of bargaining progress.

Let's make sure we fill the house for the sound off meetings, Dave McCall will be here to give and update and take and questions or suggestions.

Rapid Response

Buril reported out. Fast Track passed in the House, fight now moves to Senate. Bill passed by 10 votes. We worked hard to defeat this but amendments to the bill made it difficult to get NO votes.

Good news, Chinese Tire tariff enacted.

The GDP for Indiana is a miserable .4%, surrounding states are doing much better by comparison.

Civil and Human Rights

Nate reported out. There was another incident involving graffiti on a bathroom wall. We need to make sure we report issues quickly and not let them fester.

Women of Steel

Libbi reported out. We need volunteers for the New Carlisle Hometown day's booth.

We need families and children to ride on the float in the Parade.

This is a great opportunity to make our presence known in the community. Support from the community will enhance our position when dealing with the Company.

Grievance Report

Tony Novello reported out on grievances. We have not heard back yet from the Arbitrator regarding the Brian Ament discharge.

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

Retiree health care will likely be decided as part of negotiations or mediation.

Shipping Material Handler upgrade pay, issue is resolved.

New Business

Solidarity budget, motion for \$10,000, seconded by Paul Raush, passed by floor.

Per Diem payments for partial days (travel mostly), 2/3 per diem + \$5 incidentals rounded up to the next dollar, seconded by Eric Gaunt, passed by floor.

CAT, watch for updates on the USW 9231 website.

There was some discussion raised by Jim Demis around the global effect of ArcelorMittal. How this may affect our negotiations and how can we confront these challenges.

50/50 drawing, Tony Novello was the winner.

Motion to adjourn, seconded by Nate Legard, passed by the floor. 5:18pm.

MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on **7/9/2015** by Wade Blaker.

There was a role call of officers

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

The minutes of the last meeting were read

Motion to accept Passed

April Treasurer report was read and accepted

April Financial report was read and accepted

President's Report Out

Local negotiations started 2 weeks ago and there have been meetings held intermittently. No huge issues have been brought to the table. Hopefully all of the issues will be resolved in the next 2 weeks.

The negotiating committee went to Pittsburgh on Monday. Andy Harshaw gave the opening company presentation. Leo Gerard had a presentation on Tuesday. This will be a difficult negotiation. Move slow, not backwards. There was supposed to be a comprehensive term sheet on Wednesday. That did not happen. There was discussion about closing the 84, and leaving the 80 inch running.

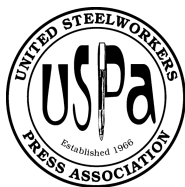
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ATI, a stainless steel flat product company, has been working without a contract since June 30th. We may be receiving a request for solidarity efforts in the near future.

Rapid Response

Buril reported out that it has been pretty quiet. The current campaign is to cancel the crude oil ban. Check out social media for more updates.

Politics- All kinds of information and propaganda is out there in the media

CAT Team- Has been active in providing information.

Texting- See Buril to get the Communication Form

Safety Report

Jim Pondo wanted to share with new team members that have never gone through negotiations to not get excited with what you hear. The committee will do their job and come back with a contract. Keep your mind on your job and WORK SAFE!

Women of Steel

There are only a couple of spots left to sign up to work the booth at Home Town Days. Please see Libbi or Kim.

New Business

Executive Board would like to make a motion to send up to 3 people at the President's discretion to the International Civil & Human Rights Conference from October 20-23, 2015, and pay for lost time and expenses. Accepted by the Floor. Seconded by Paul Rausch. All in favor. No opposed. Motion was passed.

Executive Board would like to make a motion to spend \$160.00 for a ½ page program ad to support the New Prairie Football for the 2015 season.

Executive Board would like to make a motion to spend \$5200 for t-shirts for a special solidarity event. . Accepted by the Floor. Seconded by Lynn Schult. All in favor. No opposed. Motion was passed.

Executive Board would like to make a motion to make whole the members on the negotiating committee for lost time and expenses not covered by the company. Accepted by the Floor. Seconded by Mike Smith. One opposed. Motion was passed. Review to take place by the By-Laws Committee.

Executive Board made a motion to adjourn the meeting. Accepted by the Floor. Seconded by Ron Lantz. Motion was passed. Meeting adjourned.

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improvement. As we continue to work towards an agreement it is vital that we stay focused on the goal and remain solid as a group. The company may not fear those of us bargaining across the table but they do fear the thousands running our facilities. In many ways these negotiations take us back to the reasons men and women formed a Union hundreds of years ago. A collective voice is a powerful tool that when used in a coordinated and disciplined manner can find united workers in a strong bargaining position.

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

For the duration of these contract negotiations we need to exercise our collective voice and show SOLIDARITY as we always have. We must resolve to support our soon to be retiring members as well as those who are hired to replace them and all those in between. We will each have our day to retiree with dignity for it is one of the reasons we work the long hours, and crazy shiftwork we do today. We must support our retirees. It is what a Strong Union does. We are their voice for no

one else is willing to speak.

There is no doubt the landscape of the industry is changing and the world economy has made our cyclical industry more volatile and more vulnerable to global market shifts. China is in a deepening steel over- capacity situation as their growth has slowed and the government is slow to take excess environmentally unsound capacity off line. China dumps steel to South Korea who then dumps steel in to the U.S. Eventually this will level out. The question is how long will it take. The strong dollar is good for our economy but it in effect shifts other countries unemployment to the United States by keeping people working abroad for goods needed here. There are some ongoing efforts in Congress to change our laws to prevent dumping or at least to slow it down. The help won't come this summer however.

We have formed a Contract Action Team to help facilitate our communications between all of you and your negotiating team. If you are not sure who your CAT member is please contact your Team Rep or JAC rep. Your negotiating team stands united with our brothers and sisters from the other Mittal negotiating teams to get this contract done without taking one step backwards. Every word in our contract, every benefit we receive and every dollar we earn was fought for inch by inch over the last 80 years. We are not about to give it back now. Focus on our work in the plant, perform it safely and stay engaged in these negotiations. This will be our most important contract to date because not only is there a great deal at stake, there are those who are testing our metal this time around.

COME and ENJOY NEW CARLISLE HOMETOWN DAYS

JULY 24 - 26, 2015

2015 Entertainment Lineup

Stealin the Farm Friday, 5:30pm to 9:00pm
"Stealin the Farm is native to the Chicago and NW Indiana area. Performing sets of both original music and covers. It embarks on a journey with only a map of songs and stories to guide you, and is guaranteed to keep you moving and entertained through the night."

Fireworks Friday Night

"Frozen" Meet and Greet Saturday, After the Parade Anna, Elsa, and Olaf from Disney's Frozen will be appearing in the Hometown Days Parade Presented by NCBCA. After the parade, head over to Memorial Park for a special meet and greet opportunity with the characters. Also joining them... Spiderman!

Squiggles & Smaxy the Clowns Saturday, 1:00pm to 3:00pm Squiggles and Smaxy be twisting balloons and clowning around in the park after the parade.

Brock & Abrams Saturday, 1:30pm to 3:30pm
"When two of the most entertaining guys in the classic rock circuit join forces you get... Brock and Abrams.

Bobby Abrams, guitarist and vocalist, is best known as the former lead guitarist for The Buckingham. Entertainment through singing and playing guitar is his lifeblood. Bob loves people and brings a quick wit and a flip rye sense of humor to every performance. He doesn't just put on a show he creates an experience. His vast range brings soul to its knees when performing Motown hits of the 60's and 70's.

Mike's strongest influences are The Beatles, and the artists by whom The Beatles were influenced, primarily any and all guitar driven 50's roots of Rock & Roll, such as Buddy Holly, Eddie Cochran, and Elvis Presley. Mike was the bassist/backing vocalist for the wildly popular 60's band Herman's Hermits."

Down By The Dock Saturday, 4:30pm to 5:30pm A Hometown Days favorite, Down by the Dock is back to rock the park. Literally generations of jazz, with musicians from 12 to 70+ years. The music also spans generations, everything from the 1940's big band to 70's and 80's rock to some of today's most popular hits. Known as a "Bamily" (band family), this group has a chemistry that can't be beat!

High 5 Saturday, 6:00pm to 8:00pm Playing everything that rocks... from pop and country to classic rock and everything in between.

Zane's Way Sunday, 11:30am to 2:00pm "Zane's Way is a little band that brings you big sound! Their music appeals to audiences of all ages! There is a 'little something' for everyone who enjoys music of the '60s, '70s, and '80s! Zane's Way's is committed to an authentic, family friendly and professional performance."



Inflatable Attractions

You will have a blast bouncing around in the inflatable attractions by Colby Event Services on the south side of the park.

Water Wars

If the summer heat gets unbearable, you can always cool down and have some fun with the ultimate water balloon game -- Water Wars. Water Wars is located on Bray Street on the east side of the park.



Car & Bike Show

Hosted by American Legion Post 297
Saturday, July 25, 2015 at 11:00 am - 3:00 pm ET

Wiffle Ball

Home Run Derby: Friday July 24, 2015 at 7:05pm ET
Tournament: Saturday, July 25, 2015 through Sunday, July 26, 2015

Food Vendors

In recent years, Hometown Days has become known for its incredible variety of food vendors. Visitors can eat every meal of the festival weekend at the park and still not have enough time to try everything!

The food options include:

- Tex Mex
- Horse Wings
- Country Grilling
- Pizza
- Hot Dogs
- Burgers
- Homemade Baked Goods
- Elephant Ears
- Snow Cones
- Malts and Other Ice Cream Treats
- Strawberry Shortcake



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