

## CONGRATULATIONS TO OUR 2015 UNION REPRESENTATIVES

<b>PRESIDENT</b> Todd Kegley	<b>CDCM/CAPL MECHANICAL TEAM REP</b> Matthew Dowty
<b>VICE PRESIDENT</b> Wade Blaker	<b>CDCM/CAPL ELECTRICAL TEAM REP</b> Jim Jongkind
<b>RECORDING SECRETARY</b> Kim Rutkowski	<b>EGL OPERATION TEAM REP</b> Matthew Stefaniak
<b>FINANCIAL SECRETARY</b> Matt Stefaniak	<b>CGL OPERATION TEAM REP</b> John Markiewicz
<b>TREASURER</b> Paul Bata	<b>EGL/CGL MECHANICAL TEAM REP</b> Dave Luce
<b>INNER GUARD</b> Christopher Loomis	<b>EGL/CGL ELECTRICAL TEAM REP</b> Marc Poland
<b>OUTER GUARD</b> Mike Smith	<b>FINISHING END OPERATION TEAM REP</b> John Principe
<b>TRUSTEES (3)</b> Dan Traylor, Russell Wise, David Luce	<b>FINISHING END MATERIAL HANDLER TEAM REP</b> Mike Carteaux
<b>GUIDE</b> Kasey Masepohl	<b>PLANT SUPPORT OPERATION ROLL SHOP TEAM REP</b> Macario Ramirez
<b>CHAIRMAN DISPUTE RESOLUTION COMMITTEE</b> Tony Novello	<b>PLANT SUPPORT WWT/LOCO/SHIP/WH TEAM REP</b> Eric Gaunt
<b>UNIT CHAIRPERSON (9331-01 TECH GROUP)</b> Paul Bata	<b>FPS MECHANICAL TEAM REP</b> Dan Davis
<b>CDCM/CAPL JAC REP</b> Jim Alvis	<b>FPS ELECTRICAL TEAM REP</b> Dave Gutelius
<b>EGL/CGL JAC REP</b> Libbi Urban	<b>TECHANICAL GROUP TEAM REP (9231-01)</b> Mike Smith
<b>FINISHING END/PLANT SUPPORT JAC REP</b> Eric Gaunt	
<b>CDCM OPERATION TEAM REP</b> Zachary Spoljoric	
<b>CAPL OPERATION TEAM REP</b> Ron Lantz	

## President's Report

By: Todd Kegley

First off I would like to congratulate those who were elected into office and have decided for the next three years to represent your fellow workers. I would also like to thank those who ran and did not win and to also thank those who have served over these past years. We have a good group of Union Officers and Representatives with a solid mix of newcomers as well as some vintage steelworkers as well. The next several months will tax each and every one of us as the company we work for and the public will scrutinize how much we make and the benefits we earn.

This global economy is what so many politicians want and companies demand so profits can rise and dividends double all from our hard work. If you have read any of the company's blogs you will notice one common thread; despite all of the economic problems facing our industry today, it is that we are to blame. While China and Japan manipulate their currency to provide favorable exchange rates of goods and services across the ocean to help bolster their own struggling economies and lower their unemployment it is the U.S. steelworker who has given so much with long hours and dirty conditions that also includes rotating shift-work that must make the necessary sacrifices.

We here are feeling the impact as we watch China's steel industry spiraling downward because their economy is only growing at a mere 7% rate this year as opposed to the double digit growth in recent years. This incredible growth is because our politicians and our American business owners saw an opportunity to ship our jobs overseas in order for their profits to explode. Because of this greed we now have a 54 billion dollar trade deficit with China. This number is slightly lower than the record we set in 2013, so many believe this is good news. This is why you need to give back your retiree health care you were promised when you made being a steelworker your career choice. By giving back your retiree health care, somehow this trade imbalance will no longer matter and our company will be profitable.

As the world steel market began to expand again in recent years the price of iron



Todd Kegley, Eric Gaunt, and Libbi Urban present the money USW 9231 collected to USW Local 7-1 in support of their strike against BP.

# UNION MEETING SUMMARIES

By: Kim Rutkowski

Recording Secretary

## MINUTES OF MEETINGS

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

### There was a role 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

Motion to accept was Passed

### The Recording Secretary read the following correspondence

There were 3 thank you notes read, 1 from the Middlebrook family, 1 from the Klibinski family, and 1 from the New Carlisle Food Pantry.

**March Treasurer** report was read

Motion accept was Passed

**March Financial** report was read

Motion accept was Passed

Todd thanked everyone that ran for in the election and congratulations to those that won. A Special recognition to Jim

Holbert, who has been the Financial Secretary for over 30 years with combined service at South Bend Lathe and Local 9231. Thank you Jim for a great job, well done!!

### President's Report Out

Design Update-Some team members are wondering why we are doing this training. We need to get back to the basics as to what this means as far as a self-directed teams and get control like we had 15 years ago. The next steps will be Conflict Management training, and Todd and Jim Mahlie will be meeting with teams to go over the content of the Design Book.

Negotiations Update-Union is meeting and preparing. There will be a Basic Steel Conference in May in preparation. We will be having sound off meetings where you can bring your concerns. We will be going to Pittsburgh in July, to discuss issues and hopefully come to an agreement before the deadline.

There was an introduction to the new team members.

Craft Training Program- There were recent bids sent out for the next 5 mechanical craft trainees. There will most likely be more bids in the fall.

Reminder- the Lynn Williams Scholarship needs to be turned in by May 1<sup>st</sup>.

### Rapid Response

Buril reported out on the Washington D.C. Conference trip. The poor trade deals were the big issue. This is having a very negative impact on our mills and the workforce losing their jobs. Buril also reported out on the Lobby Day in Indianapolis. No one wanted to talk to the USW Members that made the trip. The members of government are very disconnected from the workforce.

The Religious Freedom Restoration Act (RFRA) was only ratified because businesses in Indiana threatened to pull their money, not because the public voiced opposition.

### Safety Report

Many team members want to go outside of the company to get PPE, beyond what the company provides. Anyone with this request needs to meet with Tom Cayia.

The policy to access the roof via locked ladders has been approved by the SLT and will now move onto the JAC.

The Hazwopper Training- there was a good program 20 years ago but it was not maintained so we are trying to revitalize the program.

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

### Grievance

Arbitration is set for the discharge case on May 8<sup>th</sup>.

The retiree healthcare issue is still pending.

### Women of Steel

The Equal Pay Day Rally will be held at the St Joseph County Courthouse in South Bend, on Tuesday, April 14<sup>th</sup>, at 12:00pm. Contact Libbi if you can go.

### New Business

Executive Board would like to make a motion to send the President, Vice President, and Dispute Chair, and pay for lost time and expenses, to the Basic Steel Conference May 6-7 in Pittsburgh. Accepted by the Floor. Seconded by Jim Jongkind. All in favor. No opposed. Motion was passed.

Executive Board would like to make a motion to pay BP Union Members in Whiting \$1 per person every month, including last month, until the strike is over. Accepted by the Floor. Seconded by Mickey Jeszenszky. All in favor. No opposed. Motion was passed.

The teller's report from the local election was read. Motion was made to accept the report. Accepted by the Floor, Seconded John Markiewicz. All in favor. No opposed. Motion was passed.

Executive Board made a motion to adjourn the meeting. Accepted by the Floor. Seconded by Kasey Masepohl. 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 **5/14/2015** by Todd Kegley.

### There was a role 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

Motion to accept was Passed

Todd made a special motion for USW Staff Representative, Charva Jones, to swear in the new officers.

**April Treasurer** report was read

Motion accepted and Passed

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



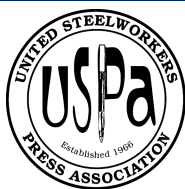
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**April Financial** report was read

Motion accepted and Passed

Staff Rep Charva Jones introduced herself to the membership. Although she received a promotion to the Education Department, she will still continue as our Staff Rep.

Committee Updates- With the new election term underway, Committees Chairpersons are reviewed.

- Todd asked Jim and Kim to stay in their respective Safety and Training positions for this term. Both accepted.
- Nate has accepted to stay on as Civil Rights Committee chair.
- John Milligan has agreed to chair the Rapid Response Committee.

Buril is now the Communications Director.

**President's Report Out**

Basic Steel Conference update- The situation is very different this time than last negotiations. It's not about orders, or making a profit, because we have both. The company is blaming the workers for making too much money and having benefits that are too good.

- Georgetown is going to be shut down.
- AM wants to compare us to other types of manufacturing plants. We are not like them.
- The steel dumping is negatively affecting us.

Ore is flooding the market.

We need to all work together and everything will be fine.

Next steps- The Contract Action Team (CAT) has been established to and in charge of 2 way communication to gauge where the membership is at.

6/10-Union only meetings will begin

6/15- Local issues will be discussed

7/1- Sound off meetings (more details will follow)

7/3-Wrap up

7/6- Return to Pittsburgh to kick off negotiations with AM

**Solidarity**

Eric Gaunt reported out on the events coming up this summer:

- South Bend Cubs game

- South Bend Motor Speedway
- New Carlisle Hometown Days
- Fishing in August

We are looking for someone to organize the Labor Day picnic.

**Safety Report**

The Workman's Comp doctor has been changed. Memorial is reorganizing and changed the center for occupational health to "The Center for Occupational Medicine". The new physician is Dr. Knipp. He seems to be more thorough and is also communicating with team members' personal doctors.

Please watch your shoe purchases. AM corporate has a spreadsheet showing the number of shoes purchased. You will

UNION MEETING  
SECOND THURSDAY  
OF  
EVERY MONTH  
4:15 PM

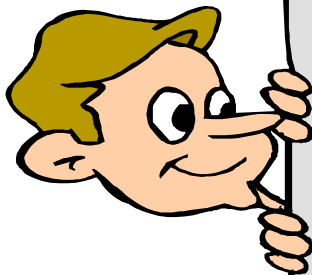
be red flagged if you purchase more than 1 a year.

**Grievance**

- Arbitration was held on May 8<sup>th</sup> for the discharge case. Decision pending.

The retiree healthcare issue has gone to arbitration.

**Civil and Human Rights**



**Due to negotiations, the June union meeting will be moved from Thursday, June 11<sup>th</sup>, to Thursday, June 18<sup>th</sup>.**

There are only 2 team members that have not seen the movie.

**Women of Steel**

\$3500 was presented to USW local 7-1. Please continue to help our local Food Pantry. Thanks to Roxanne for driving this. We will be needing help with Hometown Days help. There will be more information to come. Saturday is Fight Back for Republic Steel. Charva left flyers regarding District 7 bus.

**The Building Committee** met. Chris Loomis will be a part of the committee, also. New keys will be made on Tuesday.

**New Business**

**The June meeting will be moved from June 11<sup>th</sup> to June 18<sup>th</sup>** due to negotiations.

Executive Board would like to make a motion to send up to 2 women at the President's discretion to De Paul University 2015 Midwest School for Women Workers from July 19-23, 2015 and pay for lost time and expenses, including tuition. Accepted by the Floor. Seconded by Mike Carteaux. All in favor. No opposed. Motion was passed.

There were 7 Lynn Williams Scholarship applications submitted. A random drawing took place with the following 3 winners:

1. Marinda Landry
2. Ryan Arick
3. Olivia White

Congratulations!!

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

Meeting adjourned.



*Prez* Continued from Page 1

ore reached in excess of \$180 a ton. Our company made a decision to start gobbling up ore mines all over the world to take advantage of the incredible Chinese growth. There are basically three places in the world where you can extract iron ore with a Fe percentage above 50% and even 60% and that is Australia, South Africa and Brazil. Everywhere else in the world, including all of Arcelor/Mittals holdings, are closer to 20% Fe and requires work to get the ore to a state in can be used in steelmaking. Ore at 60% Fe cost around \$18 to make usable and at 20% Fe it cost closer to \$50 per ton. As oil costs remain around \$60 a barrel with a one year projection of \$68 this means the all in cost for ore from Vale (Brazil) is \$60/ton, BHP (Australia) is \$50/ton and Rio Tinto (Australia and South Africa) \$42/ton. Current ore prices are up to about \$62/ ton compared to \$47 just a few months ago. The basic problem is the huge oversupply of ore on the ground. Companies gobble up ore at today's prices and these three companies continue to overproduce due to low prices to improve their bottom line. This is why you have to pay for your own health insurance.

Now let us look at transportation costs. If you work in a low wage job or for a substandard manufacturing wage, current gas

prices are a welcome relief. We too enjoy cheap gas but as a global industry, cheap oil means cheap freight costs and imports. This low oil helps lower ore transportation costs by as much as \$5/ton and for steel in many cases it lowers cost by as much as 10-\$15 per ton. Steel imports have increased 20% since last year. A narrower look shows a slowing of imports and an increase in domestic production in the past two months. The excess volume being dumped in the U.S. has an end point, we just need to find it. This is why you must forego your pension plan for a 401 (k) that you already have.

With all of this going on, the politicians in Washington want us to believe that if we only give them fast track and TPP (Trans Pacific Partnership) things will get better. Any trade deal that includes a provision to establish and fund a worker retraining program means it will cost us jobs and will lower our income. Somehow the stupid decisions our politicians make means it will cost you in wages, benefits and retirement income. If the Koch brothers have their way they will buy every politician they can under "Citizens United" and destroy every Union in the country and destroy the evil middle class.

There are many other factors that

have caused this current steel climate, however one thing is for certain, the amount of your pay, insurance and pension did not put us here. Companies always believe bad news is forever and good news is temporary. We will be reminded over and over how bad things are in the coming months and how you need to give back everything in order to make up for corporate greed and political missteps. If we want to look at the impact of stripping workers of their retiree health care and pensions we needn't look very far. Our salaried team members lost both and there is a stark difference in their approach to our success whether they would admit it or not. For most of the salaried team members their long term vision of the success of I/N is one day longer than their retirement date.

The global economy will one day recover, iron ore prices will go back up, steel imports will subside in time and our company will return to profitability. If the company takes all of our benefits away now when do you think they will give them back? I think we all know the answer to that. Stay strong and stay together. There is no more powerful a force than workers standing together for what we believe in.

I/N SOLIDARITY

Todd Kegley

## Solidarity Event South Bend Cubs vs Quad City River Bandits

· Sunday June 7 @2:05pm EDT

The Local has purchased 100 tickets (includes a South Bend Cubs hat) for members and their families  
The seating is located in Section 105 behind the South Bend Cubs Dugout  
Tickets will be limited to 2-3 per family for now (if not all are spoken for, can increase number per family)  
The South Bend Cubs also have the following promotions this day:

### **Pink in the Park - Pink Hat Giveaway**

**Presented By Beacon Health Systems | The first 1,000 fans through the gate**

**Help the South Bend Cubs honor, remember and celebrate those impacted by breast cancer. First 1,000 fans receive a pink hat!**

### **Sunday Funday - Kids Club Day**

**Presented By Tony Sacco's and B100**

**Play catch on the field before the game and meet your favorite South Bend Cubs player during the post game autograph session**

**Come enjoy a baseball game and show your Solidarity!!!**

*Contact Eric Gaunt via email for tickets.*

## WATCH FOR THESE AND MORE **SOLIDARITY EVENTS**

**June 18th** - Trivia Tournament  
after the Union Meeting

**July 11th** - South Bend Motor  
Speedway

**July 24th, 25th, 26** - New  
Carlisle Hometown Days Pa-  
rade/Booth/Car show

**August 22nd** - Fishing Tourna-  
ment

Emails and flyers will be sent out and posted with details. Still more to come!!!

**Be sure to volunteer to help  
make these events the best they  
can be!**