



# I/N The Local News



Volume 18, Issue 2

Feb./March 2015

## Your uSW 9231 and 9231-01

### 2015 Office NOmiNees

Positions in red are unopposed. Names with a “?” indicate they had not submitted an acceptance form at the time of publication.

#### **PRESIDENT**

Todd Kegley

#### **VICE PRESIDENT**

Wade Blaker

#### **RECORDING SECRETARY**

Kim Rutkowski

#### **FINANCIAL SECRETARY**

Matt Stefaniak

#### **TREASURER**

Paul Bata

Michael Kienitz

#### **INNER GUARD**

Christopher Loomis

#### **OUTER GUARD**

Mike Smith

Charles Carey

#### **TRUSTEES (3)**

Dan Traylor

James Holbert

Sherri Collings

Russell Wise

David Luce

#### **GUIDE**

Kasey Masepohl

#### **CHAIRMAN DISPUTE RESOLUTION COMMITTEE**

Tony Novello

#### **UNIT CHAIRPERSON (9231-01 TECH GROUP)**

Paul Bata

Pam Shabazz

Brendilyn Geissler ?

#### **CDCM/CAPL JAC REP**

Jim Alvis

#### **EGL/CGL JAC REP**

Libbi Urban

#### **FINISHING END/PLANT SUPPORT JAC REP**

Tom Masepohl

Eric Gaunt

#### **CDCM OPERATION TEAM REP**

Zachary Spoljoric

#### **CAPL OPERATION TEAM REP**

Ron Lantz

#### **CDCM/CAPL MECHANICAL TEAM REP**

Matthew Dowty

#### **CDCM/CAPL ELECTRICAL TEAM REP**

Jim Jongkind

#### **EGL OPERATION TEAM REP**

Matthew Stefaniak

#### **CGL OPERATION TEAM REP**

John Markiewicz

#### **EGL/CGL MECHANICAL TEAM REP**

Dave Luce

#### **EGL/CGL ELECTRICAL TEAM REP**

Marc Poland

Dean Dunning

#### **FINISHING END OPERATION TEAM REP**

John Principe ?

Ray Thomas ?

#### **FINISHING END MATERIAL HANDLER TEAM REP**

Mike Carteaux

Brian Rajski

#### **PLANT SUPPORT OPERATION ROLL SHOP TEAM REP**

Macario Ramirez ?

#### **PLANT SUPPORT WWT/LOCO/SHIP/WH TEAM REP**

Eric Gaunt

#### **FPS MECHANICAL TEAM REP**

Dan Davis

#### **FPS ELECTRICAL TEAM REP**

Dave Gutelius

#### **TECHNICAL GROUP TEAM REP (9231-01)**

Mike Smith

Pam Shabazz ?

Brendilyn Geissler ?

## President's Report

By: Todd Kegley

March 2015

Over the past several months the Team Reps and JAC members have been going through the contract in preparation for negotiations this summer. In doing so it's a vivid reminder of the unique contract language we have compared to other facilities. If you read page 4 of the 2012 contract you will see the Mission statements for both Tek and Kote.

*The I/N Tek mission is to produce the most marketable cold-reduced steel products manufactured in the United States, including substrate for coating at I/N Kote. We will maintain the highest standard in quality, cost, and consumer satisfaction through the integration of human resources, equipment, technology, and business systems while providing safe, secure, and satisfying employment and an attractive return to investors.*

*The I/N Kote mission is to supply coated steel sheets and services that will be continually valued by our customers as the best in the world. We will provide a safe environment, employment security, and growth opportunities for the Team Members of I/N Kote and maximize benefits to our community and investors.*

You can point to a number of places in our contract that is unique and important to our work culture and design, however at the end of the day these two sections really sum up what it is all about. These words were carefully crafted by the team members of both companies in the early days of our existence. If you read these two paragraphs closely we must either believe the words are still true today or we need to change the words. I/N Tek will be celebrating its 25<sup>th</sup> year this year and I/N Kote next year marking an impressive climb from early struggles, multiple changes in management and ownership to becoming the best facility in the company and ar-

**VOTE, April 7, 2015, from 6:00 am-6:00 pm, in the Auditorium**

See *Prez* Page 4 Col. 1

# UNION MEETING SUMMARIES

By: Kim Rutkowski

Recording Secretary

## MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on **2/12/2015** 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

Motion to accept was Passed

### January Treasurer report was read

Motion accepted by Floor and Passed

### January Financial report was read

Motion accepted by the Floor and Passed

\*There was a moment of silence for the passing of our friend, Greg Wiggins.

### President's Report Out

JAC-Decisions being made in the JAC are not being followed through by management. Some of the agreed upon issues were the EGL job, Trainer/RCM job, and hiring 7 new team members. This is a concern with negotiations coming up.

January Montreal Conference-Having the conference at this location is an attempt to show solidarity throughout all of the AM plants and strengthen the unions. Some of the em-

ployees locked out last year were in attendance. Future meetings may be in Europe.

Negotiations-Team Reps and JAC Reps have been meeting and will hand off all information to newly elected team members in May. Not sure what to expect, but it could be a 4-5 year contract this time.

Pensions- There may be some changes in pension estimates, but Todd may still be able to give that information. More information will come.

Grievances- There may be one going to arbitration. The shipping grievance was settled and the team member was "made whole."

Christmas Gifts- After this week, Team Reps will be given shirts to pass out to the remaining team members.

The 25 year picnic will be at our hall next year.

Local 9231 Scholarship-The application, application process, and selection process has been finalized. All of the details will hopefully be out in a week or so. Some highlights:

- Up to 3, \$1000 scholarships annually
- Application deadline May 1<sup>st</sup>
- Random drawing at the May Union Meeting
- Parent or grandparent must be active member
- 2.5 GPA in High School or College when applying.
- 500 word essay on how the Union benefits you and your family
- Accredited College or graduate School, full time

Payment made directly to school

### Rapid Response Report

Buril gave a great report out on the Oil Refinery workers and the Unfair Labor Practice Strike. If Shell comes to an agreement, the others will most likely follow. Local 6787 (Burns Harbor) has bus going to support the strikers. Check out their FB page.

There will be lobbying in Indianapolis to raise the minimum wage.

There will be a rally on February 20, 2015 at Adams High School in support of Glenda Ritz.

Thursday, February 19, 2015, there will be a Regional Rapid Response Meeting at our hall with sub-districts 4 & 5. If you are available, please come to the hall. There will be a rally March 16 in Indianapolis.

Everyone is strongly encouraged to use the following methods of communication.

- FB USW Local 9231
- Twitter @USW 9231
- Union Web Page

### Safety Report

AGV Maintenance area in ICH- This can be very dangerous. Although it was agreed that the area was dangerous, nothing was done. We were forced to contact OSHA. An inspec-

tor came out and a wall was erected. Another inspector came out and returned to Indianapolis with the resolution. Although the resolution was approved, I/N was fined \$2125 because it was so serious, The Company is challenging this because it may set precedence through AM.

### Civil and Human Rights

HR reported that there are 26 people still left to see the harassment video

### Women of Steel

WOS would like to sponsor our Union participating in New Carlisle Hometown Days in July. We can participate in the parade and have a booth and have giveaways to the community to show our support.

Women are encouraged to attend the summer institute and Polk Leadership Conference.

### Old Business

We have been sending delegates to Mexico since 2006 in honor of the deaths of 3 union members. This year we would like to send 3 more.

Dan Traylor, Nate Legard, Mike Carteaux

A motion was made to pay for lost time and expenses. Accepted by the Floor, Seconded by Eric Gaunt All in favor. No opposed. Motion was passed.

### New Business

Executive Board would like to make a motion to reset the budget for \$2500 each for the Charitable Contributions and WOS. Accepted by the Floor, Seconded by Brendilyn Geissler. All in favor. No opposed. Motion was passed.

There will be nominations for Local Union Offices and Grievance Committee at the next Union meeting on March 12, 2015. The Election will be April 7<sup>th</sup>.

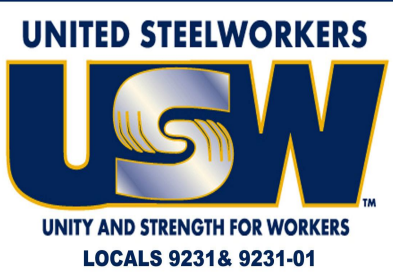
Executive Board would like to make a motion to pay for up to 4 people lost time for 2 days, 12 hours a day to work at the election. Accepted by the Floor, Seconded by John Markiewicz. All in favor. No opposed. Motion was passed.

Executive Board would like to make a motion to send up to 5 people at the President's discretion to the 2015 Rapid Response Conference in Washington D.C. on April 13-15, 2015, and pay for lost time and expenses. Accepted by the Floor, Seconded by Wyatt James. All in favor. No opposed. Motion was passed.

Executive Board would like to make a motion to send up to 2 people at the President's discretion to the Polk Women's Leadership Conference May 14-17, 2015 and pay for lost time and expenses that the scholarship does not cover. Accepted by the Floor, Seconded by John Markiewicz. All in favor. No opposed. Motion was passed.

Executive Board would like to make a motion to send up to 2 teams to the District 7 Spring Bowling Tournament on March 28, 2015. Accepted by the Floor, Seconded by Dean Dunning. All in favor. No opposed. Motion

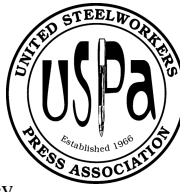
*I/N The Local News*  
*Bi-Monthly Newsletter of:*



**UNITED STEELWORKERS**  
**USW**  
UNITY AND STRENGTH FOR WORKERS  
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Look for us at <http://www.usw9231.com/>

was passed.

Executive Board would like to make a motion to pay for Buri's lost time and expenses the day of the Regional Rapid Response and pay for the refreshments. Accepted by the Floor, Seconded by Marc Poland. All in favor. No opposed. Motion was passed.

Motion was made for a one time donation of \$500 to Local 7-1 strikers for water and food. Accepted by the Floor, Seconded by Chris Loomis. All in favor. No opposed. Motion was passed.

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

Meeting adjourned.

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**MINUTES OF MEETINGS**

The Local Union Meeting was called to order at 4:15pm on **3/12/2015** 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**

Motion to accept was Passed

**The Recording Secretary read the following correspondence**

There were 2 thank you notes read from the Bauer Family and Wise/Borton family.

**No February Treasurer** report was read

**No February Financial** report was read

**President's Report Out**

A correction was made from the previous minutes.

The shipping grievance was not made whole as previously indicated.

It has not been confirmed that the 25 year picnic will be held at the Union Hall.

There will be new hires on March 23, 2015.

There is a hiring freeze going on. Burns Harbor and the Bar Mill will have employees eligible for transfer because of areas closing down.

Lunch break was taken at BP in Whiting. There is talk of progress at the International level.

A motion was made to pay bills during the month. Motion approved by the Floor. Seconded by Eric Gaunt. All in favor. No opposed. Motion passed.

Todd again announced the Local Union Offices' election rules to the membership. The nominations then took place for all of the elected positions. The list of team members nominated is on the front page of this newsletter. The deadline to turn in the nomination form to Nate Legard is Thursday, March 20, 2015

The final list will be mailed to your home by March 23, 2015. The election will take place on Tuesday, April 7, 2015 from 6:00am-6:00pm,

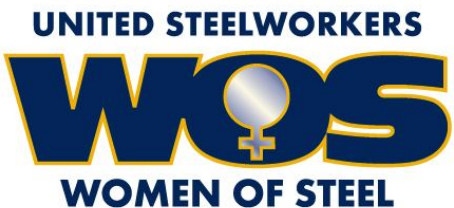
in the Auditorium.

**New Business**

Executive Board would like to make a motion to send up to 6 people, at the president's discretion, to the **2015 District 7 Conference** from June 1<sup>st</sup> through June 3<sup>rd</sup>. Accepted by the Floor, Seconded by Bob Mazur. All in favor. No opposed. Motion was passed.

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

Meeting adjourned.



**Your Generosity is Making  
an Impact in our  
Community**

The New Carlisle Food Pantry fed 3,895 people (1,147 families) in 2014 and they could not have done it without our help. I/N Companies with the help of Arcelor Mittal's Give Boldly Program contribute almost 50% of all the donations to our local pantry. The Give Boldly Program matches employees contributions \$ for \$ to approved charities. Our local food pantry is one of them. You can find information and forms about the Give Boldly Program on the I/N intranet under the Services tab.

Currently we have donation barrels at the Wellness Corner in the main office building. Some areas have even made a donation box in their work areas and bring it to the Wellness Corner monthly. If you would like to add one to your area, please do so, or if you have a suggestion for other areas to put the barrels, please let me know.

In addition to dollar donations, the food pantry is in need of nonperishable food items and also household and personal care products.

With the Easter Holiday just around the corner, let's once again show the community that they can count on our support!

In Solidary

Roxanne Romero

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



Contributed by: *Jim Pondo*

**ICH**

Intermediate Coil Handling (ICH) is the area at the delivery of the tandem mill and entry of CAPL and the CGL. It has an ASRS and AGVs. The long time concern has been the AGV maintenance area's location, which is in close proximity to where the AGV's pick up coils that have been produced by the tandem mill. Team members were concerned that a coil could roll off the AGV and smash whoever was working in the maintenance area. Or an AGV could lose guidance, go off path and run over someone before coming to a stop. There is documented history of a coil rolling off of an AGV and the severe damage that occurred by the coil rolling along the floor before stopping in the west ASRS area. Anyone working around the AGV's the last few years have experienced them going off path and running into things, causing damage before coming to a stop. Because of the mass involved, AGVs cannot come to an immediate stop when the stop bumper or "E" stop is activated. They generally take several feet to come to a complete stop.

I and then President Kegley made a good faith effort to work with the company to get a resolution to this dangerous situation. Each time it looked like there was an agreeable solution, something would happen to put in question the latest proposed solution's viability. Unfortunately the team in the area could not come to consensus as to what they wanted that didn't involve taking work area away from other team's work areas. The company used the team's lack of solidarity on the issue to keep them divided. Thus the company was able not to do anything and just kept kicking the can down the road while we worked on details of the latest possible solution, which they would find a flaw in and turn down. All came to an end when the company suggested we start the process over because of a division leadership change.

President Kegley felt and I agreed it was time to bring in I.O.S.H.A. so a formal complaint was filed. During the I.O.S.H.A. investigation, I was proud of the way our team members handled themselves in the interviews. We made a very strong case. However, the company did a good job using team disunity and inability to make a decision as their defense for inaction and it was

See [Safety](#) Page 4 Col. 3



guably the industry. I firmly believe those words are a big part of that success and I believe those words will keep us at the top. Everything from our wages to our work schedules and everything in between flows from these two paragraphs. We must get on with fulfilling those mission statements that we have mostly ignored or forgotten over the last decade or so. We can no longer live on our reputation we need to roll up our sleeves and get to work.

The number one issue in both statements is quality and here we have always protected our customers well. We know this is the key to keeping our lines full and to securing our futures. From the moment we offload a coil from our suppliers, we have an opportunity to turn this raw unfinished coil into a high end finished product, making it right the first time adds to the bottom dollar and provides a return to our investors and keeps us the low cost producer. Being the low cost producer has played a vital role in our past achievements and more importantly will be the key to our continued success. We control a great deal of the costs at I/N from contract labor to consumables and outside processing. Each of us has an opportunity every day to control costs. When times are good cost takes a bit of a back seat to production, when production falls off or demand slows, cost becomes paramount when companies decide where to produce.

Safety is also a key within the mission statements and is probably the most frustrating in our work system. Corporate safety policies are an ongoing issue we deal with on the shop floor and at the Safety Lead Team level. We need to fundamentally change how we approve safety policies. A couple of years ago we attempted to revitalize the safety councils within the three divisions. In order to get buy in from the shop floor we need their input, however the councils are lacking overall participation from the bargaining unit members in some areas. Ideally policies proposed by corporate would begin at the councils. Make sure your team is represented at the safety councils and make sure every area is represented as well. The minutes and attendance are available on the web under safety/minutes with the exception

of CRAN who sends their's through email.

So if we are protecting our customers, make it right the first time, at the lowest cost and in the safest manner we will all continue to have employment security in a satisfying environment for the next 25 years and beyond. In order to achieve these goals we must be willing to adapt to a changing economy and industry. If we continue to rest on our past achievements our future becomes less clear and our place, not only within the company but within the domestic industry, less sure.

#### I/N SOLIDARITY

Todd Kegley



As the snow begins to melt away and signs of Spring are starting to show, we look forward with great anticipation to the warmer weather, outside activities, and vacations. Unfortunately there is not a sunny outlook on the horizon for Rapid Response, anytime soon. The best news recently has been the tentative agreement announced by the International for the USW members on strike at the refineries. At the writing of this article it was just tentative and according to District 7 Director Mike Milsap, "there are still some stupid points on the table at the BP Whiting negotiations".

As we get ready to head down to Indianapolis for USW Lobby Day, the best news I have is that we have some new Sisters and Brothers showing interest in attending and getting active in the Local's Rapid Response activities. As far as what we will be walking into downstate, that's about as welcoming as an agitated bear behind an electric fence. The state legislators have shown time and time again their lack of respect for ANY hard-working Hoosier who belongs to a Union. They feel that Unions are the problem and they are the answer. They have attacked any and every chance they get and blame the Unions for all that is wrong with the State. Private Unions, Public Unions, even the fairly elected by the populace Glenda Reitz have all been in the bulls eye of the Republican Tyrants running the show. Hoosier voters are not being represented fairly, and the apathy has translated into the lowest voter turnout (in the last election) ever. If you want your vote to count again in Indiana get out and vote! Get out and complain! Tell those in office what a terrible job they are doing! With enough voices and actions to support it, we can change them or replace them. And Look for us at <http://www.usw9231.com/>

they don't want either to happen.

The National Rapid Response conference coming up in DC does not look much more promising. The best news coming out of there is that they still can't seem to do their job enough to get much of anything acted on. The bad news is the one thing that is getting movement is Fast Track and the TPP trade deal. Surprisingly, we find ourselves on the same side of this issue as the Tea Party, we are against the authorization of Fast Track.

I know there has been much communicated via email at work and through our website ([www.usw9231.com](http://www.usw9231.com)), our Facebook page (USW Local 9231), and our Twitter feed (@usw9231). I will continue to use every avenue I can to keep you fully informed and educated on the issues that are at the heart of honest hard-working Union members, that I represent.

In Solidarity,  
Buriel W. Smith

USW-9231 Rapid Response Coordinator  
USW-9231 USPA Member

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*Safety continued from Page 1*

reflected in the I.O.S.H.A. ruling.

Within weeks of the I.O.S.H.A. visit, but before they issued a ruling, the company erected a wall capable of withstanding the full force of a coil rolling off an AGV or an AGV running into it to protect the team members maintaining the AGV's in the maintenance area. This was interesting because we had proposed a wall about four years ago! I.O.S.H.A. came back to conclude their investigation in November and saw the newly erected wall and determined that it was sufficient to mitigate the hazards cited in the complaint.

I.O.S.H.A. cited the company for a serious violation of the I.O.S.H.A. standard for insufficient walkway clearance in February and fined them \$2125. The low fine was a result of the company successfully arguing that the area team was partially to blame for the inaction. Because Corporate didn't want this case to set a precedent for insufficient walkway clearance around machinery that all the other Arcelormittal sites would have to live by, the company lawyers challenged the validity of the citation. The result was the company agreed to be cited for not providing a work place that was free of recognized hazards and the fine was waived.

In Solidarity

Jim Pondo

Safety Coordinator