



# I/N The Local News



Volume 18, Issue 1

Dec. 2014/Jan. 20 2015



Contributed by: *Jim Pondo*

## Safety by Design

This year our JAC leadership will begin a long overdue training initiative designed to get our organization back to its original design. When I/N was first built there was a huge amount of training to establish a foundation for the team concept. Unfortunately as new team members were continually hired over the years, the amount of training for them to understand and function in this work system kept getting cut back until it amounted to only a few hours, if that. There are a number of reasons for the decline but most revolve around time, money and lack of understanding by the outside managers that were brought in to run this plant.

In my last article I talked about safety culture and what that would look like at I/N. So let's look at the Organization Design book and see what it says about how safety should be practiced at I/N. The bullet points that follow are taken directly from the design book, under the Safety heading for the respective position:

### Roles and Responsibilities for Operating Team Members

- Confronts unsafe behavior in others
- Knows how to complete and send a preliminary accident report or have coordinator send one out
- Knows how to alert First Responders to a medical emergency
- Knows how to locate and print lockout procedures for boundary area
- Performs pre-use inspections and knows how to contact Plant Support

to report deficiencies

- Follow all safety guidelines, procedures and lockouts. Participate in development of the same

### General Roles and Responsibilities for Equipment Control - All Departments

- Participate in the development and standardization of lockout procedures
- Responsible for supporting Safety and Environmental recommendations
- Participate in resolving unsafe conditions
- Responsible for housekeeping in the work areas during and after equipment replacement and repair
- Follow all safety guidelines and procedures
- Confront unsafe behavior in others

By following these design points we would be laying the foundation for a true safety culture. So rather than focus on what other people (Union and Management) are doing or not doing, let's start this New Year and reflect on ourselves. How many of the design roles and responsibilities are you doing? Not doing? Which ones are you willing to commit to personally to try and improve upon?

We are in competition with the plant in Alabama. Looking at the Safety measurable for 2014 we are losing badly. The organizational design would put us on track to be competitive but we as individual team members need to commit to improve! What are you willing to do to secure I/N's future?

In Solidarity

Jim Pondo

Safety Coordinator

## President's Report

By: Todd Kegley

With 2014 now in the rearview mirror we need to reflect on the positives of last year and cherish the good times we had. We also must look ahead to the challenges we will face in the new year. You have all heard me or read articles I have written about the impending transition this company will undergo in the next decade. In affect we will have a complete transformation of personnel in both the Union and Management. We have finally begun to prepare for this transformation with a new management team that shares some of the same original values we started with.

The new work system is predicated upon a strong workforce willing to take on challenges and to be self governing. The JAC has approved a comprehensive training program to be rolled out in February. This training will be focused on the culture training we have lacked over at least the last decade or more. This is vital if we are to remain the crown jewel of the company. The work system is vital to our success and essential for us to remain competitive both inside and outside our company. This training will be mandatory for both Union and non-union employees. We need your full support to continue the vision shared by Lynn Williams, John Selky our first plant President and our Japanese partners Nippon Steel. For those of us who were original I/N employees both from Inland Steel and those

See *Prez* Page 3 Col. 3

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

# UNION MEETING SUMMARIES

By: Kim Rutkowski  
Recording Secretary

## MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on 12/11/2014 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

Thank you notes were read from the Edquist family and the Feitz family.

**November Treasurer** report was read

Motion to accept was Passed

**November Financial** report was read.

Motion to accept was Passed

### President's Report Out

The JAC had an all-day training this month and no formal meeting.

Follow up from last month's minutes: The Christmas Party is tomorrow, starting at 6:00PM.

Christmas Gifts- There will be another day to pick up shirts. The information will be sent out soon.

The Scholarship Program will be rolled out in the Fall.

Furnace Update-The 2 small furnaces are done; the larger one is scheduled to be upgraded.

The Work Culture Training will be rolled out soon. It will be mandatory for everyone, including salary.

Payroll Calendar- There will be 27 pay periods in 2015, with ASP payment on the 28<sup>th</sup>.

RCM has an open position due to Mike Pearish leaving. There will be later dialog to determine how it will be filled.

With a lot of turnover in key operator jobs (such as CAPL Furnace, CGL Center, Inspection lines), there is discussion on overstaffing operation jobs by 5 to help with retirements.

There are several budget issues in Congress right now with the Spending Bill pending. If this is passed, it will have a big impact, such as reducing the benefits for those already retired.

Congratulation to our Bowling Team for coming in 30<sup>th</sup> out of 38.

### Rapid Response Report

Buril continued the discussion about the Spending Bill for 2015. Everything right now is about the 2016 election. If the Spending bill is passed, the retiree benefits will be affected. The contributions made to politicians will be increased by 30%.

The new website upgrade/change is still being worked on. The Twitter account is up and running.

### Safety Report

IOSHA did come back out. In their closing report, the wall in ICH will abate the issue.

Safety has recently been faced with issues of pitting EC against Operations, most likely due to the upcoming contract. Everyone needs to work together and not against each other.

The company recently reported that any equipment related issue is not a safety issue. Safety issues are only people related. This position is not supported by the union.

### Grievance

There is a couple in the pipeline; with a termination and retirement issue. These are in the hands of the International.

### Civil and Human Rights

There are 2 more dates for the Harassment video left.

### Women of Steel

The Angel tree was a big success, with 75 children receiving gifts. Thank you everyone!

There was \$2025 raised from the t-shirt sale. It was all donated to the New Carlisle Food Bank.

In January, there will be discussion to participate in the New Carlisle Hometown Days in July 2015.

### Old Business

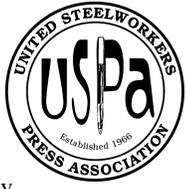
*I/N The Local News*  
*Bi-Monthly Newsletter of:*



**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



Established 1966

Phone: 574-654-1210  
E-mail: philip.pieniazek@arcelormittal.com

Randy Henning reported that that the 3<sup>rd</sup> Quarter Audit came out ok.

**New Business**

Executive Board would like to make a motion to spend up to \$800 on the Children’s Christmas Party. Accepted by the Floor, Seconded by Ski. All in favor. No opposed. Motion was passed.

Executive Board would like to make a motion to pay for lost time and expenses for 2015 to pay for Grievance Committee, Officers, Team Reps, Executive Board, and Reoccurring Expenditures. Accepted by the Floor, Seconded by Sherri Collings. All in favor. No opposed. Motion was passed.

Executive Board would like to make a motion send up to 3 people, at the president’s discretion, to the WOS District 7 Meeting on December 19<sup>th</sup> at the District office. Accepted by the Floor, Seconded by Brendilyn Geissler. All in favor. No opposed. Motion was passed.

Executive Board made a motion to adjourn the meeting. Accepted by the Floor, Seconded by Nate Legard. 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 1/8/2015 by Todd Kegley.

**There was a role call of officers**

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

**The minutes of the last meeting were read**

Motion to accept was passed

**The Recording Secretary read**

**the following correspondence**

A thank you note were read from the VanArsdale family.

**December Treasurer** report was read

Motion to accept was passed

**December Financial** Not Available

**President’s Report Out**

Business Outlook is good.

Grievances- There are 3 in the pipeline.

Brian Ament discharge is now in Step 5 with the Staff Rep.

<p>UNION MEETING</p> <p>SECOND THURSDAY</p> <p>OF</p> <p>EVERY MONTH</p> <p>4:15 PM</p>
---

The Retiree Healthcare Insurance issue-The language of reaching age 65 prior to 15 years of service is being debated. There has been discussion to move us into the VEBA fund. We would be in an unfavorable position for funding if this occurred.

There is a sexual discrimination case in shipping when a female material handler was denied operator pay after a male material handler received it for doing the same job.

The Work Culture Training will be rolled out in February. The “M” word will be used. Additional training topics will follow.

A Mechanical Craft Trainee did not meet the qualifications of the

program and will be placed back in Operations. He will be working in a material handler job, as an operator. He must accept an operator job within 6 months after lateral moves are completed, or he will be returned to the material handler skill base.

With Mike Pearish leaving, the Union does not want to fill the RCM position, and would rather have a full time trainer position that we have been trying to get since 2007.

The 3 most active trainers may be temporarily assigned as full time trainers depending on the outcome of the RCM discussion.

Shippers have been coming in on Saturdays. After controversy over their pay, it was agreed that they will receive time and a half.

T-shirt Christmas gifts- Todd has them and will be sending out times next week that he will continue to pass out.

There will be a subcommittee established to discuss overstaffing key positions with a high turnover rate.

Todd is going to Montreal on January 25<sup>th</sup> for “Kick off to Negotiations”. The top key International Union Leaders will be there.

Vacation pay is based on your rate of pay during the previous quarter. A recent audit showed that Holiday Hours, Not Worked were left out in 2013. This could result in an extra payout.

**Safety Report**

Teams need to get more involve when team members are NOT wearing their PPE!!!

**New Business**

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

Meeting adjourned.



Sister and Brothers,

With the New Year comes a new round of fights and battles for the working class in our Country. The new Congress is settling in and focused on what's good for big business and their financial supporters and as usual not what the rest of America wants or needs. The controversial Keystone Pipeline is already being voted on and read for passage. Congress will pass it as they have said it is a "high priority" for them. The President will veto it, as he has said. What happens after that may be a good indication of what the next two years are going to be like with a Congress and President at odds with each other.

The word from the Indiana State Capital isn't any better. It looks like that fight to increase the minimum wage up to a livable wage is going to be another tough fight. Recent studies have shown that if the minimum wage had kept up with the increases in productivity, it would be at \$18 right now. The corporate world will be crying that "if we raise the minimum wage up I'll have to lay off some workers." This is always the first response. But if a company has 10 workers making a non-livable wage and they laid-off 2, they would have 2 with no job and 8 working but not being able to survive. But if they paid a livable wage and laid-off 2 they would have 2 with no job but 8 that could survive and make a living. Why does their first response always have to be lay-off people? Because the concept of cutting into the huge profits is an unforgivable sin?

New year, same old problems. This year let's make that extra effort to make the fight just a little tougher for them. Let's make the

battle just a little harder for them. Stand UP! Fight Back!

In Solidarity,  
Buril W. Smith  
Rapid Response

---

*Prez* Continued from Page 1

hired locally we need your full support and cooperation to pull this off. New hires are looking to us for guidance and we must deliver to make this a smooth transition.

There are other challenges that we will be facing this year as well. In March we will conduct nominations for local Union offices. The nominations will be held at the monthly Union meeting in March followed by elections in early April ahead of the Union meeting in April. New officers will be sworn in at that meeting and take control of the affairs of your Union in May. This is a great opportunity to get involved in your Union and to make a difference for yourself and your fellow members.

I would like to speak to one of those positions that you will be voting on in April and that is Treasurer. This office is going to be an open spot because Jim Holbert has decided to hang up his pen and soon his wrench as he will be retiring as the longest serving officer in our local Union. Jim has been a financial officer for as long as I have been involved in this Union and he has protected our interests and has managed the money of this Union with the utmost integrity and honesty one could imagine. The list of accomplishments that Jim has been a part of are too many to list, but if you look at our hall and realize we paid cash for it in large part to the efficiencies of

how Jim did his job. Please send Jim an email or give him a call to thank him for more than 20 years of servicing our membership. His contributions and demeanor will be sorely missed on Union Days.

Last but not least the biggest challenge we will face this year will be collective bargaining for a new contract set to expire on September 1st. That phrase collective bargaining isn't simply the newly elected officers sitting down with the company and the other 13 local Unions with Mittal Steel, it means you. The key to any successful contract is the collective voice and collective actions of a solidified and cohesive group of workers. The Team Reps and JAC Reps have been preparing for months now to meet the challenges we will likely face in the summer. We will continue to meet throughout this process until we get a deal that is both good for us and our families now and for the future. In the coming months your Union Representatives will be canvassing our members for you ideas and concerns as part of this process. We will hold sound off meetings at the Union Hall after the elections and make final preparations to meet with the company prior to June. As individuals we must also be prepared as well because despite our best efforts things may not go as planned. Make sure your financial house is in order prior to September 1st. Finally the most important key to a successful collective bargaining plan is to stick together. So I would like to wish each and every one of you a happy, healthy and wealthy new year.

I/N SOLIDARITY

Todd Kegley