



# I/N The Local News



Volume 19, Issue 3



Contributed by: *Jim Pondo*

## What About Our Security?

Anyone who has been to the visitor reception area of the main office building recently can attest to the increased security measures for that area. These were put in place after a visitor was able to access Human Resources unannounced creating a potentially hazardous situation because the receptionist let them in. There is no doubt something had to be done to prevent that type of situation from happening again but what about the rest of the plant? How come nothing has been done to enhance our security out in the plant?

It is well known and has been demonstrated during our audits that main gate security will waive people through without a swipe card or showing any form of identification. There was an incident when a former employee of Arcelormittal was able to access our plant through the main gate and harassed our inspection line team members. Yet nothing was done after that incident to enhance security. There have been several instances of young children out on the shop floor even though there is a long standing plant policy that no one under the age of 13 years is allowed in the plant. Why would security allow children through the gate? I have had visitors waived through the main gate call me wanting to know how to get to the main office building. What would happen if someone wanting to harm one of us were to come to the main gate? I suspect they would be waived right on through!

When I/N first opened there was a guard shack on Vision drive. It was replaced when they put in the swipe gates. The swipe gates just added to the numerous ways into this plant without security being aware. How often do you

see the swipe gates in the open position? Team members only swipe in when this happens because our pay is audited to our swipe data. I doubt that anyone else would bother. They would just drive right on in. Open gates are a violation of the company's own Security plan that is available on INFOSYS for everyone to read. The policy reads "All facility ingress and egress points are monitored". Really? What about the west rail gate that has been left open so long that trees have grown up preventing it from being closed without a chainsaw? How is that being monitored? I've walked in that way myself just to see if anyone was watching, no one came out to see who I was.

Per Mar's track record is sketchy at best. Whether we are talking about transporting an injured team member for medical treatment and the team member having to direct them because they don't know how to get to South Bend. Calling for equipment control to acknowledge fire alarms because they can't find their way around the mill. Not being able to operate the fire alarm control panel or intercom/radio system. Shutting the plant down for a Tornado that is fifty miles away. All indicate there is no training program for these people or the training needs a complete overhaul. I have serious doubt they know how to secure this facility.

I hope we never have a violent intruder in the plant but if it ever does happen I think our security service should know how to react. I doubt that they do right now! They would probably wave them right through the main gate and wouldn't even know who they were. Human Resources shouldn't be the only ones protected while in the plant. Every one of us should be asking the company, "what about my security?"

*I/N Management did not review this article's contents before distribution and may or may not agree with it.*

In Solidarity

Jim Pondo

Safety Coordinator

April/May 2016

## President's Report

By: Todd Kegley

Brothers and Sisters,

The summaries along with the ballots and return envelopes should be in the mail around May 23<sup>rd</sup>. We will hold informational meetings with members of the negotiating committee along with the respective District Directors. We ask that you wait to make your voting decision until you attend the informational meetings to understand the scope of these contract talks and to answer any questions that you may have.

In years past we have taken the summary from the BLA and removed any language or provisions that did not pertain to us. This go around we don't have the time to get that done before the deadline to count votes. So we will be sending out local issues via email around May 23<sup>rd</sup> so you have everything you need at about the same time. We will point out what in the summary does not apply to us. We will be counting ballots on June 22<sup>nd</sup> in Pittsburgh and we will have a separate count.

If the contract is ratified then it will be retroactive to September 1<sup>st</sup>. Pension changes for us would go into effect January 1<sup>st</sup> 2016, active health care January 1<sup>st</sup>, 2017 and retiree health care on July 1<sup>st</sup>, 2016. Finally, because we have a separate contract, the outcome at the BLA count does not impact our vote.

Our **Informational Meetings** will be held:

**Wednesday June 8<sup>th</sup>**

**1:00 AND 4:00 PM**

**Union Hall New Carlisle  
Indiana**

# UNION MEETING SUMMARIES

By: Kim Rutkowski  
Recording Secretary

## MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on **3/10/2016** by Todd Kegley.

### There was a roll 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 passed .

### The Recording Secretary read the following correspondence

A thank you note was read from the Claudette Newman and Patricia Merrill family.

**February Treasurer** report was read  
Motion to accept was Passed

**February Financial** report was read  
**No Report, issues with reporting software**

## President's Report Out

**Negotiations Update:** Nothing substantial is happening. Company did not make VEBA payments. Continuing points of contention around Health Care, deductibles, out of pocket maximums, retiree premiums.

### **February JAC Report-**

Discussed upcoming training for Conflict Resolution, Team Building and Meals.

Reviewed current shortage of people, 8 total. Projected Craft Training needs for Mechanical and Electrical may need 5 or 6 of each to be posted this year.

Hiring; 20 people ready to hire, we will be bringing in groups of 10 when hiring freeze is lifted.

Discussed Gate to Gate time reporting issue. Commissioned a sub-committee to develop a consistent time auditing method.

E-Cigs, discussed integrating these items into Smoking Policy.

Camera Policy, discussed 2007 unapproved policy.

Discussed time codes for E.C. Team Members doing non-R&M activities. J. Mahlie to follow up with payroll on codes.

Discussed the reposting of the Mechanical Permanent vacancy in Finishing area.

### **March JAC Report-**

Signed the Smoking Policy update and Team Building Policy.

Reached agreement on Meals for meetings.

Agreement on 2<sup>nd</sup> trainer position.

Discussed a house keeping issue in the Organizational Design handbook. New books will be corrected.

President Kegley gave an update on his offer to work for the District.

### Rapid Response

Buril Smith Passed on a Thank you to the membership from ATI, appreciating all the support they were

given during their struggle with the Company.

TPP postcard; let Buril know if you haven't received a card.

The State is fighting with Carrier Corp. over grants they were given for training their workforce. The State is trying to clawback the money now that Carrier is leaving for Mexico.

Lobby day; not much interaction with legislators. They were playing duck and hide all day.

April, lobby day in Washington D.C. is coming up.

### New Business

Executive Board made a motion to send up to 4 people at President's discretion to attend an Employment Law Class in South Bend. Cost for class is \$339/person.

Motion seconded by Doug Berg, and passed on floor.

Executive board made a motion to adjourn. Seconded by Tom Masepohl and passed on the floor.

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## MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on **4/14/2016** by Todd Kegley.

### There was a roll call of officers

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

**Normal business was suspended** for special guests to speak from the AFL-CIO and Bernie Sanders campaign headquarters in South Bend.

### The minutes of the last meeting were read

Motion to accept Passed

**March Treasurer** report was read

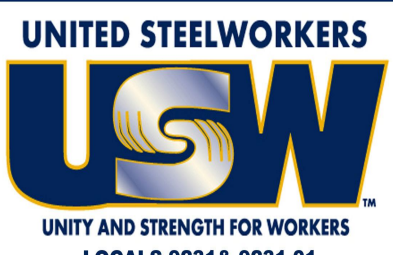
Motion to accept Passed

**March Financial** report was read

Motion to accept Passed

New hires were present and introduced themselves to the member-


*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

ship. Welcome to everyone!

**President’s Report Out**

**JAC Update**

- The recent skill base email was discussed as well as the 30 day rule to move.
- There may be 10 more new hires in May and a smaller group in June.
- Conflict Resolution and Hirac II training will take place in August or September.
- The Operator Skill Matrix will be updated to include 40 hours of training, including Business Unit process training.
- The Computer testing will be a part of the regular testing schedule.
- The MOU was just written for the new trainer position, and an e-mail will be forthcoming.

There is no agreement yet on the Retiree Healthcare grievance from 2014.

**Contract Update**

The issues are:

- Active Healthcare deductible
- Changing agreement of hotband from \$500 to \$600.
- Deferred Pension Plan
- Retiree Premiums

**Rapid Response**

Buril Smith asked all members to continue to show solidarity. There will be a rally announced soon. After the primary, there may be open forums with both partys’ representatives.

You do not need a reason to vote early. Everyone is eligible. Buril will be sending out information. There is an app called "Indiana Voters" that you can check to see if you are registered. There is an issue in Lake County with the moving and closing of polling locations.

Turn in the TPP postcards soon.

Check out the new Union Web

site!!!!!! Rapid Response is about educating.

**Women of Steel**

Libbi read the report written by Sherri Blocher about the WOS International Conference.

**Safety**

Safety Day is April 28<sup>th</sup>. There will be a 6:30am session for the mid-night shift.

**New Business**

Executive Board made a motion to send up to 3 people at President’s discretion to attend the Special Memorial Event in Mexico this month, and pay for the expenses not covered by the International. Motion accepted by the floor, seconded by Mickey Jeszenszky. Motion passed

Executive board made a motion to adjourn. Seconded by Randy Hennings, motion passed.


UNION MEETING  
SECOND THURSDAY  
OF  
EVERY MONTH  
4:15 PM

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Communications

Action

Team



Mr. Smith goes to Washington, along with John Milligan, Paul Rausch, and Chris Loomis this year, for the National Rapid Response conference. This year things were a little different, in that we did not split our conference with the Good Jobs/Green Jobs conference, which will be held later this year. Also, mostly out of necessity to try and get Congress to act, our focus from the very beginning was on what we were going

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

to talk to the Representatives and Senators about. Last year we attempted to stop Fast Track from getting voted in, which would have given the elected officials their power and authority to do their job right, and put a stop to TTP. This year the focus was on stopping the TPP, before it could get fast tracked. Another piece of legislation that we were trying to get supported, was a bill to update some of the parts of OSHA, which is sorely overdue. In one example, that we made sure was heard over and over, the story was told of a factory that had an accident and a worker was killed and pollution was released into a nearby river. The EPA came in and discovered that some shellfish, crabs, and their environment were severely damaged and the company was fined something like 5 million dollars, the maximum fine they could levy. OSHA came in and discovered that the workers death was the company’s fault, and they levied the maximum fine they could \$7,000.00. That the EPA maximum was almost a thousand times more than what OSHA could do, is a slap in the face of that worker and his grieving family, and needs to be changed. In our conversations with the "staff" we talked about the numerous trade cases that the USW has fought over the last few years. When they tried to tell us how much they supported the retraining programs, for workers that lose their jobs, we explained to them that this was a help that was a little too small and way too late. By the time we win many of the cases, the company is past recovery and the workers have all been let go. The fact that we had so much time to prepare for these meetings, showed up in the strong message we made to each and every one we spoke to. Several thousands of TPP postcards, from all of you, didn't hurt either! Thank you all for getting them filled out. While the fight is far from over, we made a very strong showing and a very powerful message while there, on your behalf. As always, Rapid Response will continue to provide you with all the info we can and fight as long as we can when we are in DC.

In Solidarity,  
Buril W. Smith





As the year unfolds, the issues facing our Union could not be more serious. China and other countries continue to flood steel into our domestic markets, causing job loss for USW members and irreparable damage to our industry. The proposed Trans Pacific Partnership (TPP) promises to further unravel our stability. Efforts to change long-standing export laws threaten USW members in steel, oil, and elsewhere. Upcoming healthcare insurance taxes impact negotiations at nearly every bargaining table, while state-level attacks and damaging Supreme Court decisions add to concerns. There is not a sector within our Union that is not experiencing challenges.

While all of this seems daunting, this is why we have Rapid Response. It's our Union's way to educate, empower, and engage in the issues that impact our members, our families, and our communities.

The 2016 USW Rapid Response and Legislative Conference was held April 25-28 in Washington DC. As you can imagine, the hot topic was trade - both trade law enforcement and stopping the TPP. The good news on enforcement is that we're beginning to see some relief through the Federal Trade Commission. The bad news is, it's too late for many workers and their companies. The damage has already been done. So we must make sure that more toxic trade deals, like the Trans Pacific Partnership are stopped before they are signed into law. The RR conference is our opportunity to take our concerns directly to decision-makers and show our strength in numbers. The Wall Street Journal has referred to the USW as "the 800 pound gorilla in Washington", and for good reason. Our presence in the nation's capital shows our reputation as a fighting Union with engaged members who take legislation seriously, and more importantly, hold lawmakers accountable.

This year, through our TPP Postcard drive, we were able to take over 275,000 signed postcards to DC with us and deliver them by hand during visits with our legislators. Your 9231 delegates- Buril Smith, Paul Rausch, Chris Loomis, and John Milligan - visited the offices of Rep. Jackie Walorski and Sen. Dan Coats. Again, as in years past, Rep. Walorski found herself too busy to meet with steelworker constituents,

and had an aide meet us. She's up for re-election, by the way. Senator Coats had one of his assistants meet with us as well. Their counterparts, Rep. Pete Visclosky and Sen. Joe Donnelly both met and spoke with groups of steelworkers that same day.

All in all, it was a good conference. We made our presence known with the TPP Postcard Drive- Thank You to all who took the time to participate. Going forward, we must continue to stay educated and engaged in the issues that affect us and our families. It doesn't take much, as there is power in our numbers. YOU are the UNION.

In SOLIDARITY

John Milligan

Rapid Response

## ywca north central indiana

### Our Wish List

Below is a list of immediate needs for women and children staying at the YWCA North Central Indiana Safe Haven Shelters in St. Joseph and Elkhart Counties. The YWCA operates

St. Joseph County's only domestic violence shelter for women and children and provides non residential services including domestic violence and sexual assault counseling at the Elkhart County service site. Each year nearly 2000 women and children are served by the YWCA.

If you would like to make a monetary donation, please visit [www.ywcanin.org](http://www.ywcanin.org) to donate online or mail a check to YWCA North Central Indiana, 1102 S. Fellows Street, South Bend, IN 46601

If you have any questions, please call 574-233-9491.

#### Food:

*Large cans of vegetables/fruit, beans*

*Cereal*

*Ketchup*

*Salad Dressing*

*Cans of tuna fish*

*Pasta*

*Rice*

*Coffee creamer*

*Flour*

*Sugar*

*Red meat, pork & poultry*

#### Non Food Items:

- Shampoo/*
- Conditioner/Body Wash*
- Combs/Brushes*
- Deodorant*
- Blankets/Sheets (twin size)*
- Pillows*
- Wash Cloths/Towels*
- Infant & Children's Pajamas*
- Diapers (all sizes)*
- Feminine Hygiene Products*
- Toothpaste (Children & Adult)*
- School Uniforms (All Sizes)*



The Women of Steel Local 9231 raised over \$2,000 to donate to the YWCA of North Central Indiana Domestic Abuse Program. Our Chairwoman, Libbi Urban & Co-Chairwoman, Kim Rutkowski present the gift to President & CEO, Linda Baechle.

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