

Volume 19, Issue 4

June/July 2016

CONTRACT NEGOTIATED and RATIFIED

President's Report

By: Todd Kegley

With the 2015 contract finally behind us it is time to reflect on the past year, review the changes, and renew our efforts on our jobs to continue to make I/N the preferred supplier of coated and cold rolled products in the world. The past year has been difficult, frustrating and enlightening at the same time. At no time in our proud 25 year history has our facility or our Union been under attack more that this past year. When you are on top for as long as we have been and continue to be, it is human nature in some ways to come after us rather than compete with us. For almost a full year we were engaged with the company on both a local level and a corporate level to try and bring back a fair deal for everyone.

When you begin the process to prepare for negotiations you have high expectations and huge inspirations that propel you into the midst of an intellectual jousting. There are so many factors that impact and, as we found, impair our ability to bring back a fair deal. First and foremost, as we have talked about before, is the enormity of the import impact we felt on the products we produce. Imports prior to 2015 were largely focused on lower end steel, long carbon and secondary markets. Secondly, the lack of fair bargaining by our counterparts made for a very frustrating engagement. You hope that bargaining in good faith means the same to both parties. As we found out this time it did not.

As a negotiator you want to leave nothing on the table, bring back a deal that covers all the needs of the membership and provides for long term employer viability well into the future. Since 2010 we have been in recovery mode from the disaster of 2009, leaving our equipment vulnerable and our customers at risk. We are kind of a tale of two owners in many regards. ArcelorMittal has struggled mightily in various parts of the world where imports and raw material pricing is weighing on our ability to achieve positive cash flow and profitability. Whereas Nippon and Sumitomo Steel have fared better in large part because of markets and growth. When you are dealing with a struggling industry and a company bleeding cash

After months of protracted negotiations with Arcelor-Mittal, the United Steelworkers have ratified new contract agreements with the companies. Our patience paid off with modest gains and few concessions.



New Carlisle, June 8, 2016 - Local 9231 and 9231-01 Steelworkers listen to Union Officials present the details of the proposed contract negotiated after nearly 9 months of frustrating negotiations with Arcelor-Mittal USA.

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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 **6/9/2016** 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

Treasurers Report

April Treasurer report was read.
Motion to accept --- Passed

May Treasurer report was read.
Motion to accept --- Passed

Financial Report

April Financial report was read.
Motion to accept --- Passed

President's Report Out

Reported there was good turn out at the informational meetings for the contract update and question and answer sessions. It was discussed at the JAC meeting last week the effective dates of the changes in the new agreement if it is ratified.

Women of Steel

Reported they gave a \$2100 donation to the YWCA of Northwest Indiana. Hometown days are coming and they are looking for volunteers to participate in the Parade and preparation of this event. Our community presence is a good thing. There is some training coming up and they are looking to bring some new members if they are interested. Roxanne Romero went to the WOS conference and attended several very informative workshops. TPP, upcoming election, Breast Cancer awareness and Buy American.

New Business

Executive Board made a motion to send up to 4 people to Summer Institute, pay lost time and expenses not covered by other sources.

Motion Seconded by: Mark Heller
Passed

Dan Davis made a motion to adjourn. Seconded by Bob Urban and passed on the floor.



Contributed by: Jim Pondo

New O.S.H.A. Rule

For some team members reporting incidents and injuries has been cause of concern. They fear some form of retribution from the company. At Inland Steel that was very much the case. Inland Steel safety was a numbers driven program based on total number of hours worked by employees (man-hours) without a reported injury. The bogie was one million man-hours without an injury in a given department, if they achieved two, three or even five million man-hour without an

UNION MEETING
SECOND THURSDAY
OF
EVERY MONTH
4:15 PM

injury they were considered really good. Management would do anything they could think of to achieve that goal, including discipline for the victim who would dare report such a thing to send a message to the rest of the workforce that reporting injuries was not the right thing to do. Team members who came from Inland Steel brought with them these fears of company retaliation. The Union refers to this fear of reporting as "bloody pocket syndrome", meaning that a worker who in-

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juries their hand keeps their hand in their pocket, hidden for the duration of the shift and then seeks medical attention on their own time. I'm sure that many sisters and brothers hired from the local area have similar stories from places they used to work and harbor similar fears about reporting incidents.

During my tenure as your Safety Coordinator I have been mostly successful in eliminating discipline from the accident reporting/investigation process. But other than convincing management that it is the right way to handle these things if they want continued reporting, there really wasn't much legally from O.S.H.A we could do if they chose to take a different path. All we really had was the dispute

procedure.

Starting January first, O.S.H.A will begin enforcing a new regulation that prohibits employers from retaliating against employees for filing incident reports or bring safety or health concerns to their attention. Not only will the company be prohibited from taking disciplinary action they are also specifically prohibited from use of mandatory drug or alcohol testing after an incident and cannot discriminate in any way against employees who report incidents. Additionally, employers must establish a reasonable procedure for reporting work related injuries and illnesses promptly and accurately.

This new regulation is not going to suddenly change attitudes or fears about reporting or not re-

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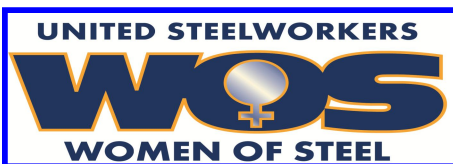
porting, but it does offer additional protection for those who choose to report incidents or conditions they feel are unsafe. In the world of safety, incident reporting numbers are considered lagging indicators (failures). Accurate numbers are the best way to truly gauge how successful our safety program is. Please, report all incidents, OSHA now has your back!

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



During the summer months food donations are always notoriously slow but the need is actually greater with children not in school. Let's try to fill our barrels for the New Carlisle Food Pantry which are located in the Wellness Corner south of the cafeteria. There are so many people in need in our community. I/N Companies have always been good neighbors. Please give generously.

As always, monetary donations are welcome and for any donation of \$50 or more the Giving Boldly program of Arcelor Mittal will match the donation (details are on the I/N Web or contact Roxanne Romero for more information.)

ICD FOR ME

New Classes! Register Today!

Retirees now eligible to attend if class openings are available after interested active employees have enrolled.

Woodworking: "Build Your Own Window Box, Planter or Trellis" Aug. 12 - 30th, Tuesdays for 5 weeks. 9 am - 12 pm or 4 pm - 7 pm EST. You get to make TWO of the projects to keep for a \$25 material fee. You'll receive a woodworking book as well. Plus you'll be building window boxes for the ICD center!

"Windows 10" Aug. 12 - Aug. 26th, Fridays for 3 weeks. 9:30 am - 12 pm or 4 pm - 6:30 pm EST. Instructor George Zahariadis will teach you about the ins and outs of Windows' newest operating systems. This class will show you how to use the Windows 10 interface, new features and what you will need to upgrade your system.

Canning 101: Yes We CAN!" One day class on August 15th. Morning and afternoon classes, times tbd. Come to this class to learn the basics of canning. Instructor Karren Copen will walk you through the steps of canning tomatoes. Everyone will go home with a book on canning and some tasty tomatoes!

"Basic Locksmithing" Aug. 24 - Sep. 28, Wednesdays for 6 weeks. 9 am - 12 pm or 4 pm - 7 pm EST. Learn the basics of locksmithing.

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

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there wasn't much to go after so we believe there wasn't much at the table to begin with. This is, however, improving daily.

We were able to secure very modest improvements going forward to the pension but also included was a significant improvement on the defined plan in the form of a ten year certainty. This benefit is worth anywhere from \$15,000 to what we have seen as high as \$60,000 for recent retirees. Our choice would have been to go back and make the multipliers higher back to 2006. This, of course, would have required a significant contribution into the pension plan from a company that has no cash and is weighed down with large bond obligations.

Pay raises and a signing bonus are always appealing and desirable for negotiators to appeal to all members who are not planning on retiring anytime soon. This simply was not on the table this time around with so many holes in our industry. We looked for unique ways to put money in our member's pockets in the adjustments to the profit sharing and the hot band pricing bonus. While we just missed the hot band pricing bonus for second quarter, if the trend continues we will see money here more than a year earlier than we expected. We shall see what the second quarter profit sharing looks like and only time will tell if the company finds another way to adjust the numbers.

This time around we had to face up to a growing problem we had at I/N with regards to retiree health care. We now have more than 100 retirees, and that number is expected to double by the end of this contract. We knew last summer that significant changes were coming with respect to health care costs for our retirees, so we started a SOAR chapter at our local. Steelworkers Organization of Active Retirees is a group designed to tap into our large retiree population to assist in contract negotiations and to help with political and public pressures to help our members and retirees. We have been engaged with this group throughout these negotiations and continue to engage them on the changes and the rationale behind the significant increase in retiree health care premiums they are now facing. Our retirees and future retirees went from, in essence,

free health care to very good and very reasonable health care premiums. Obviously, there were major increases to our premiums, however ask around and see what others pay I think you will be surprised. We believe the changes we made were painful but necessary to protect viable, affordable retiree health care well into the future. This should also remove this as a barrier to reaching a deal in 2018 putting us in a much better bargaining position.

There is no doubt that we at 9231 had more of the costs shifted to us than any of the other locals, but we were not willing to have a two tiered health care system here that was offered by the company. We, along with every other steelworker within ArcelorMittal USA, have the same insurance and pay the same amounts. In 2005 there were 17 facilities in our company with over 17,000 members. Today we have 11 facilities and closer to 11,000 members. We are all in this fight together and while we all feel some level of disappointment or cynicism for the way this turned out, nobody is more determined to work towards a better and brighter contract in 2018 than myself. In less than two years we will begin this process all over again and we need to finalize this agreement and prepare for the next one.

The biggest challenges we face in the coming years is the mass exodus we are about to witness. Part of our local agreements addresses this concern and we are beginning the process to implement these provisions. This is primarily focused on training and upskilling for us. This, we believe, will help us stay on the top and to withstand the upcoming waive of retirement. I would like to thank the CAT team, the negotiating committee and all of you for sticking together for this crazy past year. We now need to refocus on our jobs, get our financial houses in order and take care of our families. It's time for all of us to roll up our sleeves and get to work, including myself, to prepare for the next contract and the transitional years ahead.

I/N SOLIDARITY

Todd Kegley



This year, voters across the country are making trade an issue. We, as steelworkers, think about it every day, but even more so when it comes time to choose our lawmakers. We know that most Washington and Statehouse politicians are out of touch with the lives of working class Americans. Their economists do not see what happens on Main Street or in our workplaces. Frankly, we're all sick of hearing about promises of good things for American manufacturing, when not one of them has stepped foot in our plants to even see what we make. We know that our trade laws are in dire need of reform to allow us to compete on the global level, and we know without a doubt that we cannot afford another disastrous trade deal.

Recently, the International Trade Commission released an 800 page report on the projected economic impact of the Trans Pacific Partnership. The ITC is required by law to investigate and report on proposed trade deals. In the past regarding trade deals, the reports seemed to underestimate the negative effects of trade laws on American workers and the economy. However, the findings on this one tell us what we already know. The ITC report confirms that the TPP is not worth passing. It indicates that it has almost no benefits to American industry, and that it will cause serious harm to American workers. The report projects that output in manufacturing, natural resources, and energy would decline as a result of TPP. It estimates that the US trade deficit would increase by \$21.7 billion- this is neither sustainable nor acceptable.

That being said, we need to hold our lawmakers' and prospective lawmakers' feet to the fire on this. Make them feel like their jobs depend on it, since ours do! Make them take a public stand on it. Some have already, but many have not. That's another one of the good things about having a collective voice- being part of the 800 pound gorilla in Washington- the United Steelworkers. They can ignore one of us, but they can't ignore all of us. We're in this together.

IN SOLIDARITY

Rapid Response