

Volume 20 Issue 4

August/September 2017

President's Report

By: Todd Kegley

I would like to start by saying thank you to Wade Blaker for stepping in for me for the past 5 months as I took a leave of absence to accept a position with the International Union. I would also like to thank Director Mike Milsap for offering me this position. While I never sought out a position with the USW the good work of our past negotiating committees and the membership of USW 9231 and your continued support reflected well on all of us to afford me the opportunity. Accepting the position as Sub-District Director for Sub 4 was one of the greatest honors and opportunities I have ever had, and I believed in the end it would put us in a better position during negotiations. It was one of the toughest decisions I have ever had to make. In the end I love what I do, I believe I/N is where I need to be and it is time to get back to work and make us better and stronger.

We all know the steel industry is a very cyclical industry, often times with razor thin profit margins. During the 2015/2016 negotiations we were told the domestic industry would never see \$500 per ton hot band pricing and thus the Hot Band Pricing Bonus came to light. While we have seen two consecutive payouts and on the verge of a potential 3rd payout, the future pricing is a global uncertainty with the hurricane season still in full swing millions of cars have been destroyed along with thousands of homes in Florida and Texas. These unfortunate events may provide a short term uptick in demand for steel and construction business, however they come at a high price to those directly impacted by the devastation. I would like to thank all of you who donated to those impacted as we raised more than \$2,500 at the gate and USW 9231 matched that at the Union meeting that evening.

On a local level we recently brought in 7 new material handlers and



Lynn Schult, Libbi Urban, Sherri Blocher, Matt Stefaniak, Shaun Krenzke, Tony Novello, and Mike Carteaux listen to Indiana's US Representative Pete Visclosky at the District 7 Steel Conference in Chicago. See Buriil Smith's



Another great **Solidarity Fishing Tournament** is in the books!! The weather was beautiful but the fish seemed very picky this year.

Coming in 1st place was **Dan Traylor**, his daughter **Amber**, and his future son-in-law with 7.63lbs. They also got the biggest Redear at 8 and 3/8 inches and the biggest Bluegill at 9 and 1/8 inches. Great Job!

In 2nd place for the third time in a row was **Roger VanArsdale**, **Jeremy Anthony**, and newcomer **TJ Kantowski** with 7.42lbs. Roger caught the biggest Northern Pike which was also the biggest fish of the day, at 24 and 1/2 inch.

In 3rd place was **Tom Balcerak** and his son **Brian** with 5.68lbs. Tom just missed the biggest Bluegill and biggest Redear by an 1/8 of an inch on both.

Bob Miller's boat caught the biggest Perch right at 9 inches. I am pretty sure it was one of the **Todd's** that caught it, not Bob.

Chris Conley's boat had the biggest Bass, a **MONSTER**, measuring in at 14 and 1/2 inches.

Thanks again to the Official Weighmaster **Jim Pondo** and also to **Todd Kegley** for bringing out some USW shirts and hats.

Fun was had by all and we look forward to doing



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UNION MEETING SUMMARIES

By: Kim Rutkowski

Recording Secretary

MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15 p.m. on 7/13/17 by Wade Blaker.

There was a roll call of officers

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

The minutes of the last meeting were read and accepted

The Recording Secretary read the following correspondence

Thank you card was read from The James Lyon Jr. Family.

Treasurer Report for May was read and accepted

Financial Report – No report for June

President’s Report Out

There was a discussion about the ceiling and lighting upgrade at the hall. Further discussion will take place next month when we have a full E-Board present.

There was a JAC meeting on 7/12/17.

• Business outlook: CDCM and CAPL will most likely not catch up, CGL is full, EGL has a little open time. Small car sales are down.

• Import prices are rising again. There will be a hotband bonus payout.

The Grievance on the Fairness and Equality issue is still pending.

Manpower & Staffing

• In the Mechanical /Electrical hiring pool, 3 past the mechanical test and will need background checks and interviewed. The next group of Electrical Craft Trainees will start 9/1/17. They will not be eligible for placement for 18 months. There will be 6 in the group.

In Operational pool, we asked to hire 9, and the agreement was 7.

There may be a fraud issue occurring with Dependent Eligibility. A mailing will be going out to everyone with a questionnaire.

Rapid Response

• Thanks you to everyone that helped with the comp time petition drive. It was very successful.

• There will be a vote on the New Healthcare Plan before August.

• NAFTA- There will be a renegotiation and it is in the pre-planning stage.

Communication

• Please try to get articles to Phil for the Newsletter before the deadline.

• We will be working to get the CAT teams reorganized in preparation for the 2018 Contract.

There are 6 material handlers that just got off probation: Shane Prater, Jaime Delrio, Dennis Hawkes, Dezarae Wawrzycki, John Zeller, and Christian Fuller. Welcome to the 9231!

Training Report

Fire Training will be starting soon.

Women of Steel

• The first WOS District 7 Conference will take place in 3 weeks.

The International WOS Conference will be in October of 2018 in Toronto.

Safety

Eye Wash Station Citation-OSHA wants a resolution right away and the company agreed to resolve it by the 4th quarter in

2018.

COO Keith Howell has an old fashion approach on Safety.

• The landscape company employee got injured on site and the company was fired.

• Cleveland contractor was banned right before a major outage after he got hurt.

• A 1010 employee got injured and was told to “take time off”.

Solidarity

The Annual Fishing Tournament has been scheduled. There will also be a Labor Day picnic.

New Business

Executive board made a motion to send up to 8 people at the president’s discretion to the 2017 District 7 Conference August 28-30th, 2017 and pay for lost time and expenses. Motion accepted by the floor, seconded by Shaun Krenzke. Motion passed.

Executive board made a motion to pay registration for a foursome at the USW 6787 Steelworker 12th Annual Golf Out-

MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15 p.m. on 8/10/17 by Todd Kegley.

There was a roll call of officers

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

The minutes of the last meeting were read and accepted

Treasurer Report- No report for July

Financial Report for July was accepted

President’s Report Out

There was a JAC meeting on 8/9/17.

• The main discussion was around staffing issues. There are 7 new hires starting on 9/5/17, and 4-5 potential electricians that may be hired off the street.

• The newest safety policies have been approved.

• The Safety Conference will be in Cleveland in September.

• The Business Review Meeting will

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



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USW
 UNITY AND STRENGTH FOR WORKERS
 LOCALS 9231 & 9231-01

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be held in October.

- Todd will be spending time in the plant talking to everyone to work on a game plan on getting the mill running good again.
- The open enrollment recently closed with approximately 750 applicants. It's not completely clear what the next steps are, but Todd is looking into it

Rapid Response

- The Health Care bill died and nothing official is floating around. They don't want to say it's completely dead. Buriil will update the membership if more information is available.
- Four Winds Field has hired low wage workers. The AFL-CIO has organized an event today at 5pm voicing opposition. Everyone is encouraged to attend.
- Buriil is still working on getting team rep and officer picture. He has made it easy to contact them by going to union web page and clicking on their e-mail link.
- There are 11 CAT (Communication Action Team) members. Their role is to pass out truthful information during negotiations.
- Veteran of Steel is a group to assist steelworkers that are also veterans. Go to USW.org. See Buriil for more information.

Women of Steel

- Libbi reported out on the 1st Annual WOS District 7 Conference. The theme was "Team Building." Carol Landry, International Vice-President at-Large, was the keynote speaker. The panel discussion focused on balancing work and family. All delegates participated in a community service project on the last day.
- 8/26/17 is the 2nd Annual Women's Equality Day.
- The International WOS Conference will be in October of 2018 in Toronto.

Safety

There have been 3 OSHA citations.

1. Eye Wash Station-resolved
2. The quality of water issue (primarily at the EGL eyewash station)- If approved at the Business Review Meeting, the pipes will be replaced. The tentative res-

olution is weekly and then detailed monthly flushing of those pipes.

Harassment Case-There will be no negotiation on this case; it will go to court in front of a 3 judge panel.

Old Business

A request was made for a pool table at the Hall. The member was directed to get 3 quotes.

New Business

A motion was made to add \$4500 for the Labor Day Picnic on 9/2/17. Motion accepted by the floor, seconded by Chris Loomis. Motion passed.

Executive board made a motion to send up to 5 people at the president's discretion to the 30th Constitutional Convention of the Indiana State AFL-CIO on 10/2-4/17, and pay for lost time and expenses. Motion accepted by the floor, seconded by Jim Alvis. Motion passed.

Executive board made a motion to spend up to \$20,000 to replace the lighting and

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we will be bringing in 4 new electricians on September 25th. We are also entering a period in our history where we will see unprecedented retirements. We approved at the last JAC meeting a new direction for training our operators and craft assist members to prepare for the onslaught of retirements. We are moving to add more technical skills and fewer soft skills. We are in direct competition from other facilities within our company as well as from the outside and we need to be the best trained at our jobs. You will begin to see a rollout of this in the coming months with an anticipated January 2018 implementation date. We are changing the craft assist program not only to move to a skilled based system rather than an hour based system to better prepare our newest members to become craft or production employees in the future.

We have also found ourselves a little sluggish in recent months, however we are beginning to make some headway in changing course. Our work system like no other today requires constant attention to avoid the pitfalls of mediocrity. In a traditional system, management or a foreman would establish the goals, create the work rules on how to achieve the goals, and measure the success of an organization often on narrow minded and short sided goals. Current as well as former Union officials, committee representatives and activists have been meeting for about a year to prepare for a transition in key Union positions as well as how we pass along this work culture to the next generation of steel workers. If you would like to get involved in this endeavor contact me for more details. I am happy to be back here at I/N and my goal is to be sure the next generation of steelworkers enjoy the decades of effort put forth by the original Inland trans-fers and all those hired since then.

UNION MEETING

SECOND THURSDAY

OF

EVERY MONTH

4:15 PM

ICD Career Development

Actives get \$2000 for Custom Classes & \$1800 for Tuition Assistance/Daycare each year.

- Upcoming Classes:*
- Cheese Making 9/25
 - New- Pottery 9/26
 - Computer Open Lab 9/29
 - Arcelor Mittal Portfolio 10/9-24
 - Home Alarms 10/9 - 10/30
 - Computer Open Lab 10/27
 - 3D Printing 11/6 - 12/4
 - Blacksmithing 11/28

Dates to Remember:

- 2nd Quarter Daycare Submission due 9/22
- Holiday Open House 12/8 9 am - 5 pm ET
- 3rd Quarter Daycare Submission due 12/14

Register at 219-778-2287 or Jennifer.Kuzdas@ArcelorMittal.com

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



Contributed by: *Jim Pondo*

Eyewashes and Safety Showers

A complaint was filed by a team member with I.O.S.H.A last January alleging that the eyewash at door 142 freezes up in the winter and there was no eyewash/safety shower near the transfer pump for CGL prephos unloading. I.O.S.H.A. made two onsite inspections of the area and confirmed the complaint was valid by issuing a serious citation and fined the company \$2125.

During both inspections the enforcement officer operated an eyewash and observed dark sentiment laden water for a short duration before clearing up to an expected condition. This observation resulted in the request for the previous three months of inspection/flushing records for all of the eyewash/safety showers at I/N. The company was not able to produce these records for over a week. When the records were produced the officer noticed that they were identical except for the dates. This resulted in a second serious violation and an additional \$2125 fine. The company could not explain why the identified problems were not being addressed or if the inspection sheets actually reflected an inspection.

The company then requested an informal hearing with the I.O.S.H.A director in an effort to get the fines reduced and the category of the violations changed to less than serious. The director explained to the company that I/N is no longer considered a good corporate citizen in their eyes, due to the number of citations they have issued I/N the last three years. Because of this history the director was not inclined to reduce the penalties or seriousness of the violations.

With a date to prove all violations had been abated looming, the company chose to contest, which means they intend to challenge the citations in court.

The company's filing court papers removed the Union from the process. To make sure our concerns were adequately represented in the court, the Union filed court papers requesting "party status" which would guarantee our Union is included in any proceedings. We were granted party status by the court.

Fortunately the company and I.O.S.H.A. settled on an agreement without going to court. The agreement on how the company plans to abate the violations are as follows;

- The concerns of the team member expressed in the original complaint have been addressed to installing an eyewash inside the building at the transfer pump, re-piping and insulating the eyewash outside the building until a heated enclosed unit is delivered and installed.
- Upgrading the eyewashes at various unloading stations throughout the plant.
- Replace all the piping to the eyewashes in the EGL and adding a booster pump.
- Flush all eyewashes in the EGL weekly until the pipe is replaced, projected to be by third or fourth quarter of next year.

It's a sad state when I.O.S.H.A. becomes the avenue to get the company to do the right thing by our SAFETY! I promise to vigorously support any team member who feels their concerns have been ignored or brushed aside by management and feel strongly enough to file an I.O.S.H.A. complaint. . At the end of the day it is about OUR SAFETY! Let us never forget that.



**USW LOCAL 9231
RAISED OVER \$5000
FOR HURRICANE RELIEF**

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



Submitted by Buri Smith

"While there is a lot of attention on Washington D.C., there is not a lot getting done. We are currently involved in hearings, with a lot of USW members nationwide attending, over steel dumping, tariffs, and other plans to deal with this very harmful activity. There is supposed to be discussion going on soon, if it hasn't started already, about making major changes to NAFTA. There is hope that changes can be made to stop any more damage from being done to our country. Hopefully, maybe this can be another area where both parties can quit their bickering long enough to affect positive change for the benefit of all.

The District 7 conference, recently held in Chicago, tried to focus on what is going on in both Indiana and Illinois. On the Illinois side there is a lot of work going into trying to stop the attacks on the workers of the state and the Labor Unions that represent them. This is especially true in the upcoming governor's race. In Indiana we continue to try and fight the anti-union anti-worker mindset that is downstate in whatever avenue we can find. There was a big reminder to sisters and brothers from both states, that one big step we can take forward is to get involved in the local politics, and start at that level to raise awareness to the real issues. Then our message will be better heard and better received by the people of the states and we can compete a little better with all the outside monetary influences that are trying to keep the voters in the dark.."