

Holiday Events



*Women
Of
Steel*
are again

The Angel Tree

The Women of Steel are again sponsoring the Angel Tree. Be sure to pick a child's name from the Angel Tree to provide him or her with one of the Joys of Christmas. All children are from the local community, and the gifts you provide are often the only gifts these children will receive.

NOTE: Unwrapped gifts need to be turned in no later than Thursday, Dec. 1st to the front desk



The Annual I/N Companies and USWA Local Union 9231

and 9231-01

Children's Christmas Party

Sunday, December 4, 2016

2:00 — 4:00 est

Lynn Williams Hall

110 S. Harris

New Carlisle, IN

Registration is now closed

**USW 9231 Annual
Adult Christmas Party**

Friday December 9, 2016

Lynn Williams Union Hall

New Carlisle, IN

Doors open 6:00 est.

Dinner provided by Hungry, Inc.

Entertainment includes : Comedians

DJ Door Prizes

\$10/person All proceeds go toward

prizes and 50/50 raffle

BYOB



President's Report

By: Todd Kegley

Amidst the onslaught of ongoing insurance changes and insurance related emails the steel industry has begun another back slide as production continues to surpass demand. Vietnam is leading the pack in excess capacity exporting hot band into the U.S. marketplace. What makes this unusual is that they don't even have a single hot mill operating in the entire country. China is shipping steel to Vietnam and then relabeling the coil and sending it on its way to our customers and at a much lower and highly subsidized pricing. These external pressures are likely to be with us as long as our government continues to ignore the basic premise of fair trade in order to avoid a trade war. So we need to understand this and make sure our small little steel shop can withstand future pressures from overseas as well as within our own country and our own company.

At the Union meeting in September, as it became clear we would likely miss the hot band pricing bonus with rapidly declining prices, I decided to call a meeting of all the elected officials and committee members. This meeting expanded to include some of our newer and more active members as we begin to transition to the next generation of steel workers and industrial leaders. There were 42 of us that met on October 5th and 6th and the basic scope of the meeting was to understand the current economic climate and to gauge the level of participation and appreciation of our work culture and where we are headed.

We have a number of challenges that face us in the next decade and we know we, as a Union, will be transforming our membership very rapidly. The company too will be undergoing a large turnover in the coming years and with that a lot of fresh young engineers and management who likely don't understand much of our history or our work

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 9/8/16 by Todd Kegley.

There was a roll call of officers

President - **Present** Vice President- **Not Present** Recording Secretary – **Not Present** (Tony Novello filling in) Financial Secretary- **Not Present** Treasurer- **Present**

The minutes of the last meeting were read

Motion accepted and Passed

Treasurer report was read

Motion accepted and Passed

USW Political Activist, Ryan Baker spoke to the membership. The International is looking for pro-labor candidates. They are supporting Gregg for Governor, Bayh for Senator, and Karen Pernarki for LaPorte district House of Representatives.

President's Report Out

- There will be a 2 day meeting next month on October 6th and 7th at the Union Hall for all officers both elected and appointed to discuss where we go in the future.
- SLT Meeting-Union Members went to great lengths to attend. Management sent one Resource, no Managers or other leaders.

- Contract Book, PIB, and Design Book are done. Retiree healthcare book almost done. They should be at printer in a couple weeks.

- Looking at Dental and Vision networks. Guardian looks to be the best so far. Todd is still waiting to hear back from a couple other options.

- Looking into a Pension Seminar this fall for anyone interested. It will include retiree healthcare. Should be in October.

- Moving forward on FPS Operator Utility. Should be close.

14 people have come forward that they intend to retire next year. Would like to start new Craft Training groups after January 1st.

Rapid Response

- Buriel reported that Saturday is National Rapid Response day.

- The Jobs for Justice is involved with the candy company that is losing their pensions.

- \$1200 was raised from t-shirt sales and given to Honeywell.

- TPP is still sitting in Congress. Possible they will try to push through during a lame duck session.

There are 101 followers on Twitter. 300 followers on Facebook.

New Business

A motion was made to cover lost time and expenses at the all officers meeting on October 6 & 7. Motion accepted by the floor, seconded by Jim Alvis. Motion passed.

The old refrigerator is bad. A question was raised to get a cooler and spend up to \$2500? No motion.

Executive board made a motion to adjourn. Motion passed.

MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on 10/13/16 by Todd Kegley.

There was a roll call of officers

President - **Present** Vice President- **Present** Recording Secretary – **Present**

Financial Secretary- **Not Present**

Treasurer- **Present**

The minutes of the last meeting were read

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Motion accepted and

Todd presented Ski of Whiting (aka: Tom Franciski) a union watch and congratulated him on 44 years of service.

Kristy Frantz just got off probation and was

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welcomed into the union!

President's Report Out

- No JAC meeting this month. The Conflict Resolution pilot was reviewed. The training will probably be rolled out in January 2017. We have to continue social training!

- Got the Contract Book. Libbi is reviewing, it will be sent to the printer and should be back in about 2 weeks.

- Just got insurance books back and they are out to the printer. Todd will send out health insurance information on e-mail.

- The vision company will be Davis Vision. You can look up the information on www.davisvision.com

- Dental company may be either Guardian or Delta

- Todd will be sending out information on our 401K changes.

- 17 people have committed to retiring next year. We're going to try and bring in 3 more people.

- Holiday not worked counts toward your 40 hour work week.

- Profit sharing for the 3rd quarter looks promising; 4th quarter looks dismal.

- Hotband pricing dropped dramatically from July to September.

- There was a 2 day union meeting last week to discuss our work culture. It was very inspirational with 42 in attendance.

Todd will be scheduling pension and insurance meetings in November or December.

Rapid Response

- Rapid Response is about educating you, focusing on the issues and informing you about the issues. We are looking at better ways to communicate and help everyone better understand the information that comes out. An example is educating everyone on committees. Who is on the committees and what do they look like.

- Early voting ends at noon the day before the election.


In response to the low HB pricing, Vietnam is being reported as one of the largest exports of HB. There are no steel mills in Vietnam. China has excess capacity and is redirecting their shipments.

Women of Steel

District 7, Sub 5 meeting was attended by 2 our local WOS. There were 2 women speakers, a CEO and a Finance Analyst that were very informative.

Safety

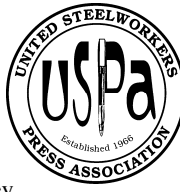
I/N The Local News
Bi-Monthly Newsletter of:



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

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● Jim Pondo reported out on the *Health & Safety Conference* that was held in Pittsburgh last month. There has been a lot of progress in safety during this administration.

There are 2 big initiatives from the company. The first is no touch loads once it's under tension. The second is that all gloves and wristlets will now be level 4. The majority of the items in the warehouse will be removed.

Solidarity

Mike Cardeaux is heading the Solidarity Committee. He is looking for volunteers to help on the committee.

Shaun Krenzke is organizing the Adult Christmas Party. It will be held on 12/9/16.

New Business

Executive board made a motion to send up to 2 teams to the District 7 Fall Bowling Tournament on October 29th. Motion accepted by the floor, seconded by Nate Legard. Motion passed.

Executive board made a motion spend up to \$10,000 on the adult Christmas Party and gifts. Motion accepted by the floor, seconded by Tony Novello. Motion passed.

Executive board made a motion spend up to \$800.00 on the children's Christmas Party. Motion accepted by the floor, seconded by Jim Alvis. Motion passed.

Executive board made a motion to adjourn. Seconded by Dan Traylor, motion passed.



Now that we've decided who our lawmakers will be, it's time to get back to focusing on what they are doing in their offices. As most of you have heard by now, the future of the Trans Pacific Partnership has been brought up in DC. While the USW was preparing to flood Washington again to fight any attempt to push it through, it appears that will not happen. For now.

Senate leaders have said "No" to bringing the TPP to a vote, even though many senators still support it. In the House, the chairman of the committee that oversees trade said, "this important agreement will remain on hold until President Trump decides the path forward." Leaders of both the House and Senate told the White House they won't advance this agreement in the aftermath of the elections. In return, the Obama administration has acknowledged that there is no way to move it forward at this time.

Good news for everyone who feared it would get pushed through during this lame duck session of congress. Good news for everyone who made a call, signed a postcard, or

marched in a protest against the TPP. This fight started years ago, and has included International allies, countless visits to legislators in DC, postcard drives, action calls, and grassroots events all over the country. USW members hand-delivered over 350,000 postcards to congress. There were over 1500 individual meetings and visits to Congressional offices just this year. This fight rose above partisan politics.

Without this work by YOU, the USW, this trade agreement would have passed early this year, and definitely before any political nominees were selected. The efforts YOU made, stalled this agreement, complicated it, prevented it from getting majority support in Congress, and now, derailed it for the next legislative session. Be proud of what you've accomplished in the name of working families. Catch your breath. And then get ready to do this again. The TPP is only on hold. Unfair trade is still one of our biggest enemies as American workers. We've shown that there's a ton of fight in this union when our jobs, our families, and our communities are on the line. But we know the fight is not over. We'll be ready to move when the next round of attacks threaten our way of life. That's what we do. We're STEELWORKERS.

Wishing you and your families a very happy and safe Holiday Season from your 9231 Rapid Response Team.

In SOLIDARITY -John Milligan



Contributed by: Jim Pondo

Medical Transport

Prompt emergency transportation from the plant to a medical facility because of injury or serious illness is one of the rights in our contract. **This right (article XV paragraph b.)** has been in each of our contracts as far back as 1993. During this time period it has been the practice for the Nurse or First Responders to make a determination whether transport by ambulance or by security is warranted. In the case of transportation by security, lately there have been repeated issues with security transporting team members to a medical facility and the cab service for the return back to the plant.

There used to be three guards onsite at all times. About ten years ago the company decided they could save money by only having two guards on evening, nights and week- Look for us at <http://www.usw9231.com/>

ends. The company assured the Union that it would not affect medical transport in case of medical necessity because they would instruct Employers Security (the company providing security at that time) to make medical transport their priority. Because there was only going to be two guards the company also no longer wanted to have the guard wait to transport the team member back to the plant or home after treatment so they made arrangements with a cab company to provide transportation using a voucher. Yes there was a time when the guards would wait to take team members back after medical treatment! For the most part the new system worked as promised until Employers Security was bought by Per Mar, our present security provider.

Per Mar didn't want to leave only one guard onsite while the other was transporting the sick or injured. Per Mar did not want to transport team members at all! Their priority was to keep the main truck gate open. Since not transporting non-emergency injured or ill team members was an unacceptable option, Per Mar came up with a call out system for the two guard manned shifts that required team members to wait until an additional guard came in. Nothing resembling "prompt" transport" was the result of that system. What is interesting about that plan is the additional guard would not wait to transport the team member back to the plant. Team members would still have to call for a cab ride. The Safety Lead Team got involved and now Per Mar understands that medical transport has priority over the main gate but we still have to call for a cab ride.

We have had two incidents this year when team members decided it would be easier to find their own way back from the medical treatment facility and did. One because the cab company refused to transport a team member back to the plant because it is so far from Memorial hospital and the other incident the cab company indicated there would be at least a two hour wait for a ride.

Our Union knew that the location of our plant would be a challenge in emergency situations; our Union leadership had the foresight to put the medical transport language in our contract. They knew that company assurances are fleeting with every management change. Now we have contractors telling us that they are no longer interested in providing the services we contracted them to do! If it affected production or quality this situation would of never been allowed to fester this long. The company needs to demonstrate they value each and every one of us for the contributions to the organization we provide. Injured or ill team members should never have the added stress of not knowing how or when they are going to be transported to and from a medical facility. It is time for the company to step up and do the right thing!

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



Prez Continued from Page 1

culture. Everybody present agreed that the key to our success is the work culture and everything it brings with it. The quality of work life is certainly a major factor, however more importantly this work culture is our edge over our competition both internally and externally. A lean, self-directed, autonomous work team is far superior to a single minded top down driven business model where one or two people are thinking for all of us.

There were a number of ideas generated from these two days and we will share those on email to everyone so you can read the details of the meetings. We need to embrace this work culture and stop the individualism that has begun to erode our effectiveness and our competitiveness. The grey design book holds the key to our future and not so much in what the words say, but the idea that as workers what we say should matter and what we do makes a difference. I get asked often by new hires both Union and management "What is the work culture." This is not an easy question to answer because it is really an ever changing and evolving dynamic.

The phrase "New Work System" was the theme of the day when I/N first came into production and it stood for an empowered work force that allows workers to engage their fellow workers and management in the daily operation of the facility. During the 1980's companies were trying to find an edge during difficult economic times and the New Work System concept caught on and many companies including GM embraced it. This lean work force and shop floor direct reaction to problems along with the just in time delivery model was the wave of the future. When the Saturn facility shut down almost a decade ago the new work system concept for the most part ended at GM. While it is impossible to point at one single issue that doomed it, certainly the difficult balance of a Union shop and a New Work System ultimately brought it down. There are dozens of books written about this concept and the failures and not too many on its success. The bottom line is that teams and teamwork eventually became individuals and the not my job mentality.

We are one of the few survivors of the New Work System in large part I believe is that we have pushed back the rights of individuals over the strength of the teams. We are being challenged today with pressure from our new hires who don't understand our culture and the need to engage others. We are also being challenged by our more experienced members who have forgotten where we started or just don't care anymore because their days are numbered. In order for us to overcome these many challenges we have it must be a collective effort, if you are a new hire and don't believe in what we do here you should maybe find a new place of employment and if you are experience and just don't care anymore maybe it is time to retire. There is way too much at stake to carry you anymore. A few of the most important elements that came out of our meetings are the following:

- We need to take ownership of our equipment and our facility despite the lack of spending
- We need to educate new hires both Union and company on our design and work culture – The grey book is the key we must start using it and embrace our design and work culture.
- Communication about our committees and internal organization needs to become more clear
- We need to get away from concern over individual freedoms and get back to working together to get things done.

We will be planning on meeting with as many of the teams as we can in the coming months to go into more detail about our meetings and to get more feedback from all of you. We plan on having a follow up meeting in January. 2017 will be a very important year to get us back on track and to implement some of the important local agreements from last year that will help us through this transition. We need all of your help if this work culture is to survive. I challenge each of you in the coming months to get your design books out and read it. If it is not who we are then let's change it, but let us do it together.

I/N SOLIDARITY Todd Kegley

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



A Note from the Solidarity Committee

Solidarity: a feeling of unity between people who have the same interests, goals, etc.

Negotiations for 2015 turned in to negotiations of 2016. We all know how they drug out over 10 months. Now negotiations for 2018 are right around the corner. With the amount of turnover we are starting to face the company may try and test our strength as a union. Todd appointed me as the head of the Solidarity committee and challenged me to put together a strong committee that led solidarity thru our plant. I put out an email union wide and asked for volunteers to be on this committee me and show a commitment toward our solidarity. I roughly have about ten volunteers that I recently set up a meeting with 11/22/16 at the union hall 3:30pm. We will discuss events for our members, events we can help the community with, and ways to strengthen our union. If you would like to join or just have an idea please get it to our solidarity committee, or send it to me. This will be a great ways for newer member to mingle with veteran members and show them what belonging to a union is about.

I/N Solidarity,

Mike Carteaux

UNION MEETING
SECOND THURSDAY
OF
EVERY MONTH
4:15 PM

SEASON'S GREETINGS
 TO EVERYONE