

Labor Education Program Scholarship Essay Winner

Submitted by: Stephanie N. Wilson

Local 9231, District 7

I/N TEK I/N KOTE

Operator NMW Welder



To fully become a valuable and active assets to my local I must first become educated about the history, principles and mission of my union. By dedicating time to participate in these educational opportunities it insures our union continues on in the future with an educated and informed member base. Active participation is the back bone and foundation of any organization or activist group. Union responsibilities have to be passed on from one generation to the next. This is important for us to remain strong and keep the fight for worker rights alive and preserve the rights already gained. Participating in volunteerism in our local

keeps the energy of resistance against labor oppression active. As a young member of this union it is my turn to take part in the legacy on local 9231 and USW overall. We have amazing men and women who dedicate a lot of time to our local and they cannot do it alone. As people retire it is up to us new hires to take on the roles and responsibilities left behind.

I can specifically gain and grow from this program in particular for many reasons. Focusing on just a few of those points in this essay will hopefully shed light on my intent to utilize these resource for the good of my local union. First negotiating, by learning how we formally bring things from the discussion tables to the deciding table is major in how we secure our livelihood. By being a part of this process it gives a voice to all the members who cannot be physically present at those critical times and trust us to stand in solidarity. The word negotiate in itself is powerful. It insinuates we have the power to control our fate in this environment. "United we bargain divided we beg." The next area is resistance. By taking part in these classes it is a form of resistance. It shows companies and workers we are interested in our future and securing the best livelihood possible. It makes companies aware that just because you have the power and money to open a business it is essentially the workers who decide the fate of that business. History of the local and union in general is key to understanding the system of a union. Unions were set in place early in this nations history due to unfair labor practices. Child labor laws, minimum wage and safety standards are just a few of the improvements granted to workers due to resistance and uniting against oppression in the work place. As times change we cannot think these fights only have to be fought once. Oppression evolves and the union will always have to stay on its toes to keep the rights already won to secure for the future. I say these things to say this, my local union needs members like me. They need people who genuinely care about the fate of not just themselves but those who came before them and those who will come after. My continued education through the 4 year summer school program will allow me the tools needed to effectively administer change with the proper information and understanding of not only how our local works but its needs. By becoming a more informed member myself I hope to inspire others to take a more active role in our union and not become passive in thinking that things cannot regress and that someone else will do the work for them. I cannot remain passive when there is work to be done. "If not me then who? If not now than when?"



The most recent headline coming out of Washington has to do with the Janus vs. AFSCME case. The Supreme Court's ruling once again is pro-company and anti-worker. As the assault on unions continues, all the benefits that unions have won over the years is also in jeopardy. Every protection, benefit, and advance for the American worker that has been fought for and some have died for, is also in jeopardy. As the Koch Brothers and the other Corporate Big Money scum continue with their attacks, we must be strong and united in our efforts to fight back. The 7 year battle in Indiana against "Right-to-work for less" was just another step for them. In states where they have not been able to get it on a state level they have worked on the county and city level. And now this Supreme Court ruling will just bolster their national RTW efforts. They will not let up and neither can we.

If you haven't seen it yet, there should be a petition going around about the Chemical Disaster Rule. There is a push, because the current corporate-friendly EPA is trying to undo some recent legislation that has been put in place to protect the workers and community surrounding the chemical plants. Even with the recent resignation of the Anti-EPA Director of the EPA, there is still concern that the EPA may go through with these terrible plans. Please sign the petition when it comes around to you.

The active and retirees from UAW Local 5 (Honeywell plant in SB) continue to fight with the company about the treatment of the workers that have put in 30+ years and their healthcare, and the companies planned move of some of the US defense work for the F-35 Fighter to Turkey. These are just another set of examples of how corporate greed is all about making money and putting the shareholders above the needs of the workers.

The attacks on workers are numerous and coming from many different directions. We have to be ever vigilant to protect the gains of our past, win the present battles, and secure the future for workers.

In Solidarity
Buriil W. Smith

Lynn R. Williams Scholarship Winner

Submitted by: Madelyn Dowty

Daughter of Matt Dowty



My father's union has had a tremendous and lasting impact on my life. When I was four years old, I was diagnosed with a rare heart condition called Pediatric Cardiomyopathy. This meant my heart was enlarged and not supplying sufficient blood to the rest of my body. I had increasingly high blood pressure and other internal organs were being severely impacted from the strain on my heart. It was an uncertain and frightening time for my family. We had no idea what was going to happen to me. One of our worries was how we would be able to pay the growing hospital bills. My father's union has always fought for excellent and affordable healthcare for their members. Because of their diligence, my family didn't struggle to pay those enormous bills. Our excellent healthcare coverage helped relieve the expense of the emergency helicopter transport to Riley's Children's hospital, the full week stay in the Pediatric Cardiac Unit as well as continuing care. Tens of thousands of dollars that could have financially destroyed my family.

Another benefit of my father being in the union was he did not have to worry about taking time off of work to be with me during the hospital stay. He knew he could focus on me and not have the stress of wondering if he would have retribution for missing work. His job was protected.

It all started with a simple case of strep throat. I was taken to a nearby clinic after complaining of a sore throat. The doctor suggested being tested for strep throat. Once the results came back positive, I was given antibiotics to resolve the issue. A week and a half later, the strep throat had spread and I developed an abnormal breathing pattern. We returned to the same doctor, who was then convinced I had pneumonia. They tried several breathing treatments, but nothing seemed to help. I was then taken to my local hospital, where they completed a chest X-ray, only to find an enlarged heart. This required immediate hospitalization. I was transported by helicopter to Riley Children's Hospital in Indianapolis. Within hours, I was diagnosed with cardiomyopathy. The problem was that the left ventricle of my heart was not pumping blood to the rest of my body. The first option of treatment was medication, and if that didn't work, we were left with the option of having a heart transplant. Fortunately, the response to the medication was immediate. I spent a week in the hospital under medication that would allow blood to pump from the left ventricle of my heart and lower my blood pressure back to normal. I was sent home shortly after showing many signs of improvement.

Now fourteen years later, I have not had a major problem since. I have been active in multiple sports and can handle about the same physical activity of any child with a normal heart. I take two medications a day and continue to visit a cardiologist once a year. The union has made this less of an obstacle for my family. We are beyond thankful to have received the help that we did during this time. The support they have provided my family is something that I will always carry with me. I know that I will never be one hundred percent back to normal, but what happened fourteen years ago has not stopped me from reaching my full potential. I continue to grow and use my heart condition not as weight that is dragging me down, but as a minor complication that only makes me work harder. With the help of the union, I am able to accomplish more in my life than ever before.

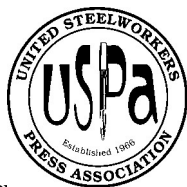
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I/N By The Numbers

Submitted by Tony Novello

This is my first article for the newsletter so please bear with me as I try to bring relevant and useful information to you going forward. In his inaugural article I want to share with you some of the statistics I work with representing you on the JAC and during Contract negotiations. This data is a result of a Request for Information I submit to the company every so often to help track our staffing levels and make educated guesses on what future staffing needs will be. On a more or less monthly basis I generate a spread sheet and a report that I provide to the rest of the JAC. Your Union Leadership uses this information to illustrate movement around the facilities and as a tool to convince management to bring in new hires, to post jobs and sometimes offer needed training in a timely manner. We don't have the space for me to provide the entire spread sheet, but here are some of the statistical tidbits I think most of you will find interesting and useful.

- As of this writing we have 419 Bargaining
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Unit Team Members.

- Of those 419 Team Members, 101 of them are over the age of 60.
- We have 252 Team Members under the old Inland Defined Benefit pension plan and 167 Team Members under the SPT.
- Of the 419 Team Members, 107 of them qualify for a regular retirement at the time of this writing. I qualify this under 3 categories, 30 years service, or 15 years service and 62 years of age, or 5 years of service and 65 years of age. Currently 25.5% of our B.U. can retire right now.
- In 2020 the original groups of new hires hired in 1990 reach their 30 years of service, this adds 70 more team members to the ranks of those able to retire simply by deciding to.
- In June 2015 we had 12 B.U. employees under the age of 30, in June 2017 it was 18.
- In June 2015 we had 55 B.U. employees under the age of 40, in June 2017 it was 71.
- Shortest length of time to get an operator move up in June 2015 was 2 years 4 months, in June 2017 it was 10 months.

Lynn R. Williams Scholarship Winner

Submitted by: Steven Krcelich

Son of Steven Krcelich



Director in 1973.

Lynn Russell Williams was a labor leader, who is known for what he did for the United Steelworkers union (USW). Canadian-born, Lynn Williams was the first ever Canadian to lead a major North American industrial union. Williams was born on July 21, 1924 in Springfield, Ontario, Canada. While growing up, he originally planned to follow in his father's footsteps. He was going to become a clergyman, until that all changed when the Great Depression hit their family. His family was forced to move when the United Church of Canada transferred his father's job from Springfield to Hamilton. At the time, Hamilton was known as the industrial city. During this time, Lynn attended McMaster University in Hamilton, and studied English and philosophy. He took a course covering industrial democracy, and wanted to be in a place where he could improve the lives of working people.

After his undergraduate studies, Williams served one year in the Royal Canadian Navy during World War II. Close to the end of the war and after Lynn's departure of the military, he went back to school. He enrolled in the School of Graduate Studies at the University of Toronto, where he finished with a master's degree in economics and industrial relations. In 1947, he became a USW member and was employed at the Local 2900 in Toronto, Ontario. He was determined and clearly different from the other members, when he was constantly getting involved with the union through local activities. Approximately nine years later, in 1956, Lynn joined the USW's professional staff and worked as an organizer for District 6. He provided services to a massive part of Canada, as well as, played a part in bringing more attention to the union. As the years past, he helped double the union's memberships and negotiated contracts. After another nine years past, he became appointed to Assistant to the Director of the District 6, then later becoming the

Lynn continued to work his way up to the top of the USW union. In 1983, Lloyd McBride passed away, they looked to Williams to take his place as the International Secretary of the USW. After he was elected, Lynn and his family moved to Pittsburgh where the USW headquarters was located. Prior to Williams taking over that position, the union lost more than half of its members from an economic recession and deindustrialization. As an attempt to recover, Lynn and the USW made a series of wage and benefit concessions to the struggling North American Steel Industry. Years later, Williams describe this time period during an interview, and stated, "If you can imagine an old mattress out in the junkyard with the springs popping up, I was like a guy lying on the springs trying to hold them all down. I didn't have enough body parts." This was not a good time for the union; however, one of the things that they did was to transition from collective bargaining to specific bargaining. This was followed up by increasing profit-sharing and job security.

Lynn Williams did a lot for the USW's union as the International Secretary before he retired at the end of his term back in 1994. During that period of time, Williams helped in saving 25 North American steel plants from closing by a variety of methods. After his retirement, he moved back home to Toronto, where he still played apart in the USW from the sidelines. He joined the Steelworker's Organization of Active Retirees (SOARS) and ended up becoming the president of the organization. In 2005, Lynn was recognised and given the Officer of the Order of Canada. Soon after that, he was honored by Toronto and they named a street in the city after him. William's wife of 34 years, Audrey, passed away in 2000. At the age of 89, Lynn William also passed away in 2014. He had two sons and daughters, as well as, 11 grandchildren. It's stated, "He was ahead of the curve in many ways. He was probably one of the most intelligent labor leaders of the 20th century." Without a doubt, he will be remembered.

Looking over the above data paints a pretty clear picture of what the next 2 or 3 years is going to look like from a staffing, hiring and training perspective. Our Union President, Todd Kegley, first noticed this large glut of turnover coming back in 2008 and the Union JAC began championing our Craft Training Programs and the practice of hiring early to allow time for proper training despite the Great Recession and the overwhelming steel dumping. Sometimes Management has gotten on board and sometimes not. When Management has been allowed to work with us we have weathered the retirements with little disruption, when they haven't we have seen challenges arise to our productivity and quality, like we witnessed from the hiring freeze in the latter half of 2016. This hiring freeze was not due to business conditions, but rather centered around the Footprint Agreement and the company not being able to facilitate the movement of people around the lakefront. The Company wanted to try and force the movement with a

hiring freeze that, for some reason, was decided to include I/N. This disrupted the plans the JAC had laid to handle the increasing turnover and was reflected in many of the issues we faced in the first half of 2017.

In 2015 the Company advanced the idea that the issue isn't people retiring so much as it is that team members bid too much. In an attempt to lay out a frame work for the future, an agreement was made to tweak the bidding language while introducing a more robust training program for Operations. As time has proven, the issue is not the Bidding Rights we have negotiated for over nearly 30 years.

We can reasonably expect 150 retirements over the next 3 years. This far outstrips the average of 20 per year we have experienced over the last 3 years. These next few years will be the biggest challenge I/N has faced since commissioning and it is a challenge to all of us. Your Union Leader-

ship is currently involved in Contract Negotiations and has several proposals in front of the company to address this issue. The Company wants to stick to a 'zero sum' approach to any agreement. The problem with this is how do you assign a dollar figure to NOT being prepared? There are no spread sheets or bar graphs to demonstrate lost profits and increased costs from inaction.

As far as activities on the floor, please continue to let your team and Todd know what your retirement plans are so we can plan accordingly. Make training a key discussion point of every preshift and team meeting. Take time to make training opportunities when things out of the norm happen. Sign up for as much training as you can get. Nobody can take the knowledge out of your head and the more we know the easier our jobs get. Lastly, your support during these negotiations is paramount to getting Management to understand how pervasive this issue is and for that support I thank you.

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Lynn Williams Scholarship Winner

Submitted by: Nayve Phillips

Granddaughter of Phil Pieniasek



On September 3rd, we will be celebrating labor day and will be taking the day off to honor America's labor movement. Having a father and a grandfather who are both union workers, understand the importance that the Union has on the families they support and on society. My grandfather has been working for Arcelormittal for my whole life and consider myself proud to have a grandfather with such a great job. He has been able to provide for my family and help us live comfortably and have happy lives. My father and grandfather both chose union jobs over their previous jobs because it was higher paying and had more benefits for themselves and their families. I also have many other family members such as cousins and uncles who are proud union workers. I really do not know where my family would be today if we did not have family members in unionized jobs, but I know we are better off this way and I am grateful for it. All of the benefits of unionized jobs greatly impact the families they support.

Unions play an important role both in securing labor protections and enforcing the rights of these workers. These workers have rights to safety, health, overtime, and family or medical leave. Unionized workers are also being informed and can benefit from some insurance programs such as unemployment insurance and workers compensation. Since these unions provide the worker with better pay, safer working conditions, health care and retirement benefits, the family they are supporting are benefiting significantly as well. Having a father in the union with access to family health insurance helps me and my family when it comes to covering unexpected costs.

Without it we may not have access to as much healthcare as we do now. I also may not have had the opportunity to afford college if I did not have hard working family members in the union to support me and my goals for the future. Unionized jobs are a vital part of America's history. It is important that people are aware of the impact these union jobs have had on families and the growth of America. Lynn Williams and many others play an important role in the growth of union jobs and the impact they have had on working Americans. I am very thankful for the impact union jobs have had on my life.

Thanks to having family members who are in unions, I know we are stable and have a comfortable income. Knowing they have secure and safe jobs can take a lot of the stress off of my family because we know they are being protected. Every Labor Day, our family does not only celebrate having the day off from school or work, but we celebrate all the union workers in our family and the impact they have had on our family and our country. I am very thankful and proud to have family that is part of the Union. I am also very thankful for all the important people like Lynn Williams, who have helped make the union what it is today.

ICD Custom Class Schedule:

BYO BBQ Cart – 7/31-8/28	Advanced Investing – 10/1-10/16
Canning: 103 – 8/8	Glass Fusing – 10/2-10/30
Mosaic Open Lab – 8/20-10/1	Advanced Blacksmithing – 10/2-10/25
Tailgate/Camping Cooking – 8/23-9/13	Chair Caning – 10/8-10/29
Open Computer Labs: 8/24, 9/28, 10/26, 12/7	Balance Your Budget – 10/24
Rules of the Road – 9/5	Computer Programming – 10/29-11/12
Raspberry Pi3 – 9/7-9/21	Paint and Print Christmas Cards – 11/2-11/9
Sublimation – 9/10-9/24	Kitchen Backsplash – 11/5-11/26
NEW - Chocolate – 9/12	BYO Wall Clock – 11/6-11/27
Watercoloring – 9/20-12/13	Holiday Wood Décor – 11/7
NEW - Fire Pit – 9/27-10/18	

If you have questions, please call or e-mail Jen Kuzdas, the ICD Coordinator at 219-778-2287 or

Jennifer.Kuzdas@ArcelorMittal.com.

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Contributed by: Jim Pondo

KEEP YOUR FOCUS

Contract negotiations have started and both the rumors and rhetoric are ramping up and I expect that it will get worse as we approach the expiration date. There are only three things that we the membership have control of as we go through this process.

Usually I would advocate that SAFETY would be our number one priority but I will hold back discussing this to the second thing that you have control of. So the first thing each and every one of us has control of in the negotiating process is to be united behind our negotiating team! Have your discussions about the rumors and possibilities privately among ourselves, **do not** have these discussion in front of management or on company E mail. The reason for this is, we do not want give the company ideas on ways to get us arguing among ourselves to crack our solidarity. When the negotiating committee asks for a show of our solidarity, DO IT! These things are designed to send a message that we are united behind and support our negotiating committee. The things they ask of us may seem trivial but they are an important part of a much larger picture.

The second thing you have control of, is to focus on your jobs. With all the rhetoric, rumors and posturing involved with negotiations it is very easy to lose focus. Pay attention to what you are doing. Do it safely and professionally. Resist letting your mind wander about what may or may not be in the next contract. It would be an enormous tragedy to have a disabling injury because you were worrying about a contract process that you have no control over.

The third thing you have control of is your vote. The time will come to either ratify or reject a proposed contract or authorize a work stoppage. This will be your chance to express your position. Majority will rule. Don't vacate your responsibility to participate in our democracy!

No matter what you hear or read the rest of this summer about negotiations remember that this is temporary. It will pass, just like all the other contract negotiations before it. There will be a new contract. Keep your focus on what really matters! Going home in the same condition as when you came to work.

In Solidarity

Jim Pondo