



I/N The Local News



Volume 21, Issue 3

April/May 2018

2018 FINAL ELECTION RESULTS for USW 9231 and 9231-01

- PRESIDENT **Todd Kegley**
- VICE PRESIDENT **Libbi Urban**
- RECORDING SECRETARY **Kim Rutkowski**
- FINANCIAL SECRETARY **Kristy Frantz**
- TREASURER **Mike Kienitz**
- INNER GUARD **Robert Caudillo**
- OUTER GUARD **Jonathan Young**
- TRUSTEES (3) **Roxanne Romero Kasey Masepohl Dave Luce**
- GUIDE **Lynn Schult**
- CHAIRMAN DISPUTE RESOLUTION COMMITTEE **Tony Novello**
- UNIT CHAIRPERSON (9231-01 TECH GROUP) **Shaun Krenzke**
- CDCM/CAPL JAC REP **Dan Nimtz**
- EGL/CGL JAC REP **Matt Stefaniak**
- FINISHING END/PLANT SUPPORT JAC REP **John Principe**
- CDCM OPERATION TEAM REP **Jeremy Anthony**
- CAPL OPERATION TEAM REP **Chris Loomis**
- CDCM/CAPL MECHANICAL TEAM REP **Kasey Masepohl**
- CDCM/CAPL ELECTRICAL TEAM REP **Jim Alvis**
- EGL OPERATION TEAM REP **Matt Stefaniak**
- CGL OPERATION TEAM REP **John Markiewicz**
- EGL/CGL MECHANICAL TEAM REP **Dave Luce**
- EGL/CGL ELECTRICAL TEAM REP **Terry Sanders**
- FINISHING END OPERATION TEAM REP **To Be Appointed**
- FINISHING END M.H / UTILITY TEAM REP **Buril Smith**
- PLANT SUPPORT SHIP/W.H./LOCO/WWT TEAM REP **Sheri Blocher**
- PLANT SUPPORT ROLL SHOP TEAM REP **Mark Ramirez**
- FPS ELECTRICAL TEAM REP **Dave Gutelius**
- FPS MECHANICAL TEAM REP **Dan Davis**
- TECHNICAL GROUP (9231-01) **Shaun Krenzke**

**CONGRATULATIONS TO
OUR 2018 UNION
REPRESENTATIVES!**

***"MAY WE ALL STAND UNITED
FOR THE CAUSE"***

ICD

Learning Opportunities Week

Our second annual ICD Learning Opportunities Week will be held June 11th – 15th. We'll offer a week of getting to know your benefit. This year we are kicking off Monday, June 11th with an ice cream truck at the plant from 2-4:30 pm ET for **"Ice Cream Mondays"**. Tuesday will be a fun family day at the ICD Center with a **"S.T.E.A.M @ ICD"** event for the kids from 2-6 pm ET. Wednesday you can test your ICD knowledge with our **"Pop in To Win"** from 9 am to 5 p at the plant outside the cafeteria to win prizes. Thursday we will set up outside of the union hall after the meeting with BBQ and some instructors to talk about the program in our **"Meet & Eat with ICD"**. Friday we are doing another family event with an **"Escape from the ICD"** from 4-5 pm ET followed by pizza to those who are able to escape. Invitations are being mailed this year.

If you have questions, please call or e-mail Jen Kuzdas, the ICD Coordinator at: Jennifer.Kuzdas@ArcelorMittal.com.

SOUND OFF MEETINGS

One of the most important steps in preparing for negotiations is to hear from each of you. The local bargaining committee along with Director Milsap and hopefully Director McCall will be here to listen to your concerns and issues that you feel are important for the upcoming negotiations. The date and times for the sound off meetings are as follows:

June 13th at the Union Hall

- 8:00 am**
- 1:00 pm**
- 4:00 pm**

Please try and attend one of these meetings it is important to show our international staff our support during contract talks.

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

President's Report

By: Todd Kegley

Retiree Health Care and the VEBA

If you pay attention at all to local news you may have caught the story around Honeywell and their retirees. For the better part of the last decade Honeywell has set out to cut or eliminate retiree health care for their retirees. In 2016 they, in effect, succeeded. This all began back in 2011 or so when the company first tried to strip the lifetime benefit from those already retired. A number of court cases later, ruling in the favor of the retirees, they reinstated the insurance. Roll forward to 2016 and since the only way to change the lifetime benefit of retiree health care for the retirees was to get it out of the contract. Since the Union would not bargain it away, the company locked out the employees for more than 9 months.

Fast forward to April 2018 and the company finally lived up to its goal of stripping retirees of their insurance. Once a proper legal notice of 90 days was issued, the company now will walk away from the promises they made decades earlier to their employees. Many of the retirees will not be able to afford the COBRA rates they will be forced to pay beginning in July. It has been reported in the local papers that premiums will jump to more than \$250 per month. The company and the Union both claim the recently approved contract had no bearing on this action taken by the company.

The company also claims that the Medicare supplemental plans and advantage plans have come a long way and offer affordable options. Here is the catch, there are some plans that seem affordable but have many hidden costs. In addition many of those plans work by getting you in cheaper for the first year and then the costs will jump dramatically. So how does this impact us?

Back in 1999 the negotiations were complicated a bit by the inclusion of the technical unit both here and at Indiana Harbor. One of the provisions that came out of that agreement was a retiree health care premium mechanism to share costs. The implementation of a CAP was put into place for Minorca, Inland and us. The CAP was fairly straight forward, if the cost of the overall retiree insurance went up 10% in the previous year the premiums would go up 10%. In 1999 we had like 3 or 4 retirees and by 2004 maybe a couple more, so nobody bothered to apply this CAP to our retirees over that period. Our premiums for retirees in 1999 were \$4.00 per dependent over 65 and \$8.00 per

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 4:15 p.m. on 3/8/18 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 Motion to accepted Passed

Financial Report for February was read.

Motion to accept Passed

The Nomination Meeting was held with Nate Legard directing the process. Nate will announced the candidates' names after the accept/decline deadline has been reached.

President's Report Out

JAC

The committee will probably meet again in May before negotiations begin.

A warning will go into team members' files that did not attend the Hirc 3, and will be removed once they attend a mandatory training.

Hiring Pool- Tony tracks movements. There may be hiring in April.

2-3 Material Handlers

Several Tek electrical just retired

7 mechanical retirements

3 TMs passed the mechanical test. Another MCT Program may start mid-year.

The President signed the 232 bill today will a tax of 25% on steel and 10% on aluminum. Further details will come out once it's better understood.

Tomorrow Todd will be on a call to discuss the lack of profit sharing. There will be a follow up report.

EGL- There is \$15Mil being spent for high strength steel

US Steel opened their Illinois plant and will be bringing back 500 employees.

Negotiations will start in July. Reminder to everyone that 2008 started out looking good, and then went bad.

CAT Team

Chris reported out that nearly 300 surveys were turned in. There will be more updates and gate action reports coming out soon.

Rapid Response

Buril reported out the 232 Proclamation will take effect in 15 days. Canada and Mexico are excluded. Leo just put out a press release in response to some of the negative reactions, such as the price of cars will go up, when in reality the increase may be \$182. More facts will be coming out to help people better understand. Jackie Walorski is opposed to the 232.

Women of Steel

Libbi reported out that the Sub 5 meeting was on March 5th, with the message that we all need to be on the same page with negotiations starting. More information will be coming out on the Republic Steel Rally.

Old Business

There are still issues with the \$400 Healthcare Reimbursement. Todd is following up.

New Business

The Executive Board made a motion to send up to 3 teams to the District 7 Spring Bowling Tournament on April 28, 2018. Motion accepted by the floor, seconded by John Markiewicz. Motion passed.

Executive Board made a motion to pay for lost time and expenses for up to 4 people attending the July 12/13, 2018 court hearing. Motion accepted by the floor, seconded by Nate Legard. Motion

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passed.

A motion was made to accept the audit report. Motion accepted by the floor, seconded by Mark Ramirez. Motion passed

Executive board made a motion to adjourn. Seconded by Nate Legard. Motion passed, meeting adjourned.

MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15 p.m. on 4/12/18 by Todd Kegley.

There was a roll call of officers

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

The minutes of the last meeting were read

Motion to accept Passed

Treasurer Report for March was read.

Motion to accept Passed

President's Report Out

Todd congratulated the new candidates that were elected. He wanted to give a big thanks to those that will not be returning to a position. There is a lot of work ahead of us. We have been meeting for the last 2 years as a work culture committee trying to plan on how to strengthen our workforce. We will be meeting with the JAC for a special meeting in April to invite them to work with us and attend a joint meeting in June.

JAC - We may meet in May for the last time before negotiations begin.

Staffing-There are positions that need filled right now; 3 in the Tek electrical group, CAPL furnace, CGL Center. We're looking at hiring 3 electrical, 7 material handlers, and start 4 in the mechanical craft training program.

Hotband Bonus-This will be paid out on the same day as ASP.

The Healthcare Initiative will be paid out 4/20/18.

CAT Team

The shirts will be ordered soon. The survey results will be out in a month or so.

Rapid Response

Buril reported that the team will make sure everyone is plugged into updates on negotiations. We may use the International system or we may use our own.

The 232 is still not in affect yet. Half of the top ten countries may be exempt. China is number 11. We want to welcome Tony Fanno in taking over Rapid

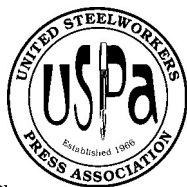
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220 South Harris
PO Box 8
New Carlisle, IN
46552

Editor: Phil Pieniazek

President: Todd Kegley



Phone: 574-654-1210

E-mail: philip.pieniazek@arcelormittal.com

Response.

There is a lot of opportunity to get involved right now; we could use help with the newspaper, committees, and keeping our web page updated.

Women of Steel

Libbi reported out on the Sub 4 meeting. There was a great speaker who described how women can get involved in politics and why that is important.

Libbi also reported that she and Kim were invited and participated in a Podcast on the *Women and Manufacturing* segment on Manufacturing Talk Radio station, hosted by Barbara Trautlein. The interview should air in about a month. Libbi will report out when it is available to the public.

Safety

Jim reported out on the International Health, Safety, and Environmental Conference in Pittsburgh. The key note speaker, Todd Conklin, was the highlight of the conference. He went into detail how "blaming the worker" will never improve your safety program".

IOSHA Case-A team member was disciplined when he reported an injury and the company said there will be no negotiation and a court hearing was set. Arce-lorMittal is now willing to negotiate and it may be resolved next week.

The safety manger provided a training on an Incident Tracking System. It seems harmless to us.

Election Committee Report

Nate reported out on the election results and the totals. All of the officers will be sworn in at the May meeting. A Motion was made to accept the election results. Accepted by the floor. Seconded by Kevin Shepherd. Motion passed.

Old Business

4/13/18 will celebrate the 21st anniversary for the 01 Group becoming a part of USW Local 9231. Congratulations!

There was discussion about changing retirees' gift from a traditional watch to having the local pay for SOAR membership for 10 years. Motion was made to keep the original motion of receiving a watch if you attend meetings OR you can have your SOAR membership paid for 10 years. Motion accepted by the floor, seconded by Dan Nimtz.

The Lynn Williams Scholarship is open. Kim will send out application information tomorrow.

New Business

Executive Board made a motion to pay for lost time and expenses for the Election Committee for April 10 and 11, 2018.

Accepted by the floor, seconded by Neil Beck. Motion passed.

Executive Board made a motion to donate \$250 to the American Legion "Bike for Tykes" Charity Event on May 20, 2018. Accepted by the floor, seconded by Dave Gutelius. Motion passed.

Executive Board made a motion to dedicate \$1000 for retiree picnics. Accepted by the floor, seconded by Kevin Shepherd. Motion passed.

Executive board made a motion to adjourn. Seconded by Nate Legard. Motion passed, meeting adjourned.

**UNION MEETING
SECOND THURSDAY
OF
EVERY MONTH
4:15 PM**



Kristy Frantz, Anthony Piech, and Buril Smith got the opportunity to represent USW Local 9231 this year, in the annual trip to Mexico to commemorate the memorial of the steelworkers killed in a labor dispute 12 years ago. Every year District 7 heads up the event and invites Locals to participate. This is an ongoing venture that brings union workers from both countries closer together in the fight for worker's rights around the world. There were workshops and history lessons for both groups, presented by both groups. The Mexican workers shared their specific story and the American workers got to share similar historical stories. Both sides were able to see that this fight has some long history to it and still continues to this day. On the last day is the march from the Hall to the memorial they have put up, at the plant gate. They have a memorial service there to honor the memory of the two men that were killed. Later in the day they have a picnic to bring together all those who are still in the fight and show solidarity. It was an honor to have been selected and to have witnessed the outpouring of solidarity the Los Mineros have for each other. This is something we will never forget.



"Something needs to be done about the dumping of foreign steel"

While you might think this is from a current news report, I'm quoting from an article in the Northwest Indiana Times from 1968. While this may surprise some of you, and many in government who are crying "if we impose tariffs we'll start a trade war" we have been at war for this very thing for 50+ years. It's not a new battle, just a new generation of steelworkers and their battle. Speaking of tariffs, while there is a lot of chatter about the imposed 25% on steel and 10% on aluminum, there is not a lot of substance to be found on exactly what products, from who, and how long. Hopefully, this info will be out soon where the industry can start to look for specific relief. If not, I'm sure it will be a major topic of conversation when Rapid Response descends upon Washington DC. The current negotiations over NAFTA is also something that we hope to have some good news about soon.

As most of you have seen recently, there has been an uptick in activities in support of other workers and Locals who are in battles to protect the workers. These attacks are coming from greedy corporations, funded quite often from out of state big money, with the sole purpose of crushing the unionized workforce. In just the past couple of weeks we have seen and been part of actions for the workers at Honeywell UAW Local 9 and the workers at Albanese Confectionary (with support from UFCW Local 881). From the confectionary workers who are trying to unionize, to the Honeywell workers who fought for a contract and now their work is being shipped overseas and the retirees are losing their healthcare, the attacks on union workers are non-stop. This is a sobering reminder that we need to be ready to "Stand Up and Fight Back" when opportunities arise, whether it be internally or externally, a protest/action or during contract talks.

In Solidarity,
Buril W. Smith
Rapid Response



Anthony Piech hands out USW 9231 T-shirts to fellow union workers in Mexico

Prez Continued from Page 1

month for pre-Medicare. If you applied the CAP language, that would have increased the premiums a few dollars a month. In 2004 Inland and the Mines were paying roughly \$78/\$156 for premiums. It was agreed we would double our premiums in 2004 and double again in 2008 in order to close the gap. This would have put premiums at \$16/\$32 in 2008.

From 2004 through 2008 a number of concerns came up through the courts that we paid close attention to and that is the same thing that happened at Honeywell this year. The courts ruled in Indiana and later at the Supreme Court that unless the contract expressly states lifetime benefit then retiree health care expires at the expiration of each contract. Taking it one step farther, Honeywell had in their contract "lifetime benefit" language and the courts thus far have sided with them that it can be taken away too.

We decided in 2008 to get our retiree health care at arms length from the company by joining the VEBA with our Brothers and Sisters at the other ArcelorMittal facilities. We believe that gives us much greater protection against what Honeywell and other companies have done to retirees. Since 1999, the number of retirees covered by a retiree health care plan has fallen from around 45% to close to 25% today. The VEBA currently sits at around 435 million and beginning in the second quarter of this year the company, by agreement, will begin to put money into the fund based upon profitability. Well I know the profit sharing plan has not paid out as we would like, the accountable rules are slightly different here and this should bolster the fund for decades to come.

Additionally, we have reached the peak in terms of covered dependents that depend on the VEBA and are not in a downward trend which will slow the depletion of the fund.

In closing, we will begin negotiations with the company next month, with a scheduled local issue kick off set for June 11th. We will have sound off meetings on June 13th at the Union Hall at 8:00, 1:00 and 4:00. The Union JAC will continue preparations for negotiations next week and your CAT team will be coming around with the results of the survey and more follow ups and to keep you posted on the progression of contract negotiations.

I/N SOLIDARITY

Todd Kegley

MEMORIAL DAY PICNIC

The Solidarity Committee would like to invite all of you and your families to our **Memorial Day Observance Picnic**. It will be held at **Lynn Williams Hall** in New Carlisle on **Saturday, May 27th**, starting at **12 Noon** (plant time). There will be family games & events, food, and a DJ.

Our Solidarity Committee would like to thank all those who have served, their family members, and families. We are humbled by your commitment and sacrifice.

As always, volunteers are welcome. Contact Shuan Krenzke.



Contributed by: *Jim Pondo*

I.O.S.H.A. COURT CASE

April of last year we had a brother sustain an injury while attempting to go the extra mile as what his manager had requested via an "E" mail shortly before the incident. Not only did he sustain a substantial injury but the company decided that he needed more! He was given an ultimatum - three days off without pay or stand before everyone on Safety Day and explain what he did that was wrong. He chose the latter.

On January 1, 2017 O.S.H.A. began enforcement of a new standard that says employees cannot be disciplined or discriminated against in any way for reporting an injury. After the public shaming, our Union filed a complaint with I.O.S.H.A., alleging the company violated the new standard. I.O.S.H.A. sent an investigator and after an investigation that took several weeks sent a recommendation to the I.O.S.H.A. director. The director agreed with the investigator's assessment and issued a citation and fined the company for violating the standard.

Normally when a company is issued a citation they request an informal conference with the director and our Union to see if a compromise can be worked out. In this case, the company chose not to go this route and immediately filed with the court, papers of contestment and retained an attorney who specializes in O.S.H.A. cases. This legal move took our Union out of the proceedings until we petitioned the

court and was granted party status. Party status gave us an equal say in any proceedings.

One of the steps prior to the judge hearing the evidence is what is called "discovery". This is when each side exchanges with the other all the documents supporting their position. Having party status allowed us copies of everything that could be presented from each side. It was the opinion of our Union that the company case was relatively weak and they apparently shared that assessment because shortly after discovery they approached the I.O.S.H.A. attorney with a proposed settlement. Our Union, working with the I.O.S.H.A. attorney, negotiated and reached a settlement.

The settlement has three parts 1) Send a companywide communication stating that no team member will be subject to discipline or discrimination for reporting an injury 2) Our Union brother's personnel record will have all mention of this case removed 3) The accident investigation report will be modified so as to not place blame for the injury on our Union brother. Part one is something that affects every ArcelorMittal site in the USA, that is why it is part of the May Trifold that is being distributed.

There was a time, when I/N started, when both our Union and the company could sit down, discuss and arrive at a solution in matters like this at the floor level. Now it seems meaningful discussion can only happen after they choose to act. It is a sad day, but we are fortunate that there are the I.O.S.H.A.s in this world to help us secure a safe and just workplace.

In Solidarity

Jim Pondo



Mike (left) and Jason Berry with the race car Jason races.

Motorsports have always been a big part of my dad's and my life. I have been racing for 14 years. We started out at Illiana Motor Speedway, which is an asphalt track, but 6 years ago I switched to racing on dirt.

The reason I put our local's emblem on the car is I am proud to be part of USW local 9231 and I wanted to represent the reason we are blessed and able to do this. Its takes a lot of money and a lot of support to compete on the level we are at now. And if it wasn't for my dad and all his dedication, and my union family working around my race schedule, I wouldn't be able to do this. I want to win for all of us. — Jason Berry

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