

Holiday Events

President's Report

By: Todd Kegley

Sisters and Brothers,

Now that we have a tentative agreement in hand the final say rests with each and every one of you. The most important part of negotiations is the ratification of the tentative agreement. We are scheduled to go over the contract at meetings Thursday at the Union Hall to review the tentative agreement, explain how we ended up where we did and answer any questions you may have.

I wanted to thank the negotiating committee for their steadfast support during this difficult and often disjointed process. I would also like to thank the CAT team for their tireless efforts to keep you all informed and engaged in this long process despite the lack of worthwhile information to share at times. This age of social media is challenging for negotiations and more so for our CAT team to filter out the rumors, negativity, and increasing level of background noise and backseat negotiators. This thirst for information is certainly understandable as there is a great deal at stake. This holds especially true once we took the strike authorization vote on September 17th.

Lastly, I wanted to thank each and every one of you who signed up for the texting program or the email program for taking an important step in staying engaged. For those who attended a rally, honked their horn, put signs up and stickers on, I would like to extend a special thanks because without your actions and involvement we would not have

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The Annual I/N Companies and USWA Local Union 9231

and 9231-01

Children's Christmas Party

Sunday, December 2, 2018

2:00 — 4:00 est

Lynn Williams Hall

110 S. Harris

New Carlisle, IN

Friday, November 16 is last day to register!



Women of Steel

are again sponsoring

The Angel Tree



The Women of Steel are again

sponsoring the Angel Tree. The Angel Tree provides children 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 to the front desk no later than Thursday, No-

ICD Holiday Open House

You are invited to the ICD Holiday Open House on Friday, November 30th from 9 am to 5 pm ET. You'll receive the 2019 class catalog and be able to register first for classes! We'll have food, demonstrations, plenty of instructors, reps from local colleges, raffles and more. Keep up to date at USW 9231 I/N Tek & I/N Kote ICD Learning Center. This is a great opportunity for someone who has never taken an ICD class to come in and see what it is all about. Spouses and Retirees are welcome!



USW 9231 Annual Adult Christmas Party

Friday December 14, 2018

Lynn Williams Union Hall

New Carlisle, IN

Dinner

Entertainment

Prizes

Dancing

BYOB



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landed where we did. The company took notice with all of your efforts you can be assured of that. For those of you who sat on the sidelines or cast doubts on the process or worse yet, conveyed negative feedback or contempt of the actions and process, it was noted not only by us, but the company as well. Each of these contracts become harder and more difficult and those few out there who are anti-union or want to bash the process, I say your welcome anyway.

The tentative agreement, while not perfect, provides great health care for the next four years and without premiums. Retirees also see no increase in their health care costs. The wage increase will be 14% by the end of the contract with increases in the pensions as well, including substantial improvements in the special payment provision. By moving it to a four year contract we get away from having to elect new bargaining committees in the same year as a contract. We fixed a few of the issues in health care including a nice increase in the annual dental allowance. So again, for those of you who chose to attack the Union or the process or simply sat on the sidelines, I might suggest you find a CAT team member or negotiating team

member and thank them and ask for a sticker. For all the rest of you, again my sincere thanks for you trust, your loyalty and your confidence.

Beginning in January we will be back to business as usual and we have a great deal of work to do. Our ASP is under attack throughout the I/N facility. The company is not providing the resources to keep us running at a high level. The delay in hiring for a year in which we will have the most retirements in our history will certainly cost us productivity. We can only hope that this short sightedness doesn't cause safety issues due to lack of training. They are attacking decades of work history and the partnership we have developed in applying the shared vision inherent in the ASP. In 2005 the parties agreed to a combined Tek and Kote and undergo massive reorganization for which the company sat back idle while the Union implemented all of their changes. We maneuvered through the redesign process without one bit of help from the company. We eliminated more than 20 jobs, sacrificed scheduling practices, seniority provisions and worked short for years while the plan was implemented. Part of that contract added a significant amount of opportunity to earn more incentive. Through the better part of the last 14 years we have done well with ASP due to those agreements. Today we have a management team who believes our incentive is too high and they are in effect taking money out of your pocket and are in breach of what we agreed to in 2005. By the end of this contract in 2022 we will have gone 17 years without an increase in our ASP opportunity. At the other facilities when they get a 4% pay raise they also get a 4% raise in their incentive. Ponder that the next time you are forced to work a double, a 6th day week as is the case on the EGL for the entirety of 2018. Think about that when you are out here on Christmas while the division managers attacking your standard of living are at home nestled by the tree with their families, opening presents with their kids with a cup of egg nog in their hand.

Since this is my last newsletter this year, I want to wish you and your families a very blessed and Merry Christmas and a very prosperous New



The following is a compilation of the impressions from the Women of Steel members who attended the International Women of Steel

Women of Steel International Conference, October 14th – 18th, Toronto, Canada

Although the bus trip was long, there were many highlights on this trip. The first being how close I got to become with my fellow Women of Steel members. I have gained two new mommas and three sisters. I am proud to be in this union and the women we have here are truly amazing. You all make me want to be better. At the conference, there were many speakers that motivated me to want to do more and be more. There was a speaker there from Bangladesh and she spoke about the garment industry there. Female workers make \$67 per month and that's barely enough to live off of and they are harassed every day at work. It was definitely humbling to hear and made me appreciate my union even more. It was also great to see Carol Landry (Vice President of International) and Leo Gerard (President of International) speak. The amount of passion they have is definitely transferred to you when you hear them speak. It was truly an amazing experience and I'm grateful that I got to attend this year.

The International Women of Steel Conference was amazing. The topics offered such as LGBTQ and Anti-racism workshops helped capture the inclusiveness of our union. Seeing topics, as such made a priority, is essential to keeping knowledge and

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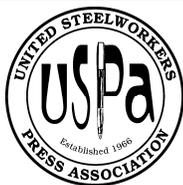
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understanding current with our work environments. The opportunity to hear from other locals and see the strength these women fight with daily is inspiring. Solidarity is not something that can be explained. It's an action that is made and felt. These conferences provide an opportunity for new members to become inspired and seasoned members to become re-inspired when hope and strength gets lost. I left that conference with a greater sense of the union and a greater desire to do more and be a better member! Thank you for the opportunity to go and experience something so profound! I made a lot of connections with women in other locals to keep up with their fight and provide encouragement and solidarity into the future!

This trip had a lot of firsts for me, first time to Canada, first union trip, first time attending a Women of Steel conference. The classes I took were engaging and the stories I heard from so many women, from all over the world, were eye opening. It's easy to get wrapped up in your own life and problems and start to feel sorry for yourself. It was nice to hear fellow Women of Steel tell their stories, and learn other women face the same issues as I do. It gave me a different way to look at things, and inspired me to want to be more involved both in my union and my community. The thing I took away most from this trip was that I am truly lucky and thankful that I work where I do and have the union brothers and sisters that I do. From all that I heard, we are really lucky that we call I/N home. I had a blast hanging out with the ladies, and feel I made some great new friendships as well. And though I missed my babies, I am so glad they are finally old enough for me to be able to do these things,

because it was a nice break from them as well. Thanks for the opportunity!

First, I would like to thank my Union for allowing me the opportunity to attend this conference. The International Conference is important to me because it allows for education, conferencing with many inspiring speakers, and interaction with a wide variety of different Union women offering up their experiences in their jobs and their Union. I attended a class that specifically covered mental health issues in the workplace. There are many negative attitudes and stigmatism that surrounds "mental health issues". Many times mental health disabilities are internal and not easily revealed, like someone who has a physical disability. I found that there are duties of the employer, requirements of the Union, and responsibilities of the worker to work in unison to support care in this area of disability. It's part of sup-

UNION MEETING
SECOND THURSDAY
OF
EVERY MONTH
4:15 PM



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

Team Rep Meeting November 8, 2018

Overview of the contract

Todd reviewed the tentative agreement with the group and went over the specific agreements including the local agreements. Spent a good deal of time discussing the various proposals that were remaining at the end. Discussed possible strategies that were in play during the course of the summer.

It was important to build bridges among the other local Unions within ArcelorMittal, not only for this round of bargaining, but for the future as well. There will likely be a lot of changes within the local Unions and more so with the International next time in particular because it is a four year contract. We discussed how the President's vote went and why it was decided to vote the way we did. Had a coalition to vote down the contract at the Presidents meeting the day before the vote but things shifted the next day.

We spend some time talking about the differences in the USX steel contract and the Cleveland Cliffs contract and how those played into the tentative agreement we reached a week or so ago. Not exactly the same, but they never are exactly the same. Discussed the differences between USX profit sharing and ours and the retiree health care situations.

Area Reports

Resources are attempting to limit hours of training in some areas. There are still a number of members who have not attended HIRAC light training including Sally Buckner and other management team members.

Both EGL and CGL scheduled to work Christmas as of now

There was an issue with floating maintenance turns on the CGL from the first quarter and had to battle with the company over applying those hours in subse-

Reps: Continued on Page 4

quent downturns.

Updated movement at each area report

Discussed the electrical shock that occurred on the repair turn and spent a fair amount of time discussing how to prevent it from happening again and possible causes.

An issue was raised about a practice of duct taping a bypass switch in the loop for threading purposes. The group discussed alternatives and why this is a bad practice

A lot of discussion around some of the short cuts that are being taken to get up and running sooner and with the company continuing to take money out of maintenance we need to protect our equipment.

An incident occurred on S-4 crane and there was no write up on the damage or the cause, this keeps us from preventing these issues to reoccur.

Missing two instrument service guys, we are likely to lose 4 next year and the company doesn't seem to care and shows no interest in filling these positions, what if this impacts our ASP?

We think there is a group of 10 new hires coming on December 10th of which one or two might be electricians, the company no longer gives us any information on the hiring.

Company has stopped using bargaining unit team members for the interview process and it shows.

Division manager Eugene is denying contractor usage without involving the teams. We need to get a better handle on the core group of contractors and why the managers think they have complete say over where they go.

Discussed the recent termination and reviewed the case and went over the Short Term Disability guidelines to understand if the language was violated.

A number of other issues with STD are surfacing and the company may be stretching the language in some cases we will need to watch closer

Finishing end is still in a state of constant flux we have green striper training green striper and also evaluating as well. Not a good situation and it is going to get worse. Todd has been warning the company of 2019 and they have their

ICD Holiday Open House

It's beginning to look a lot like...the ICD Holiday Open House! Mark your calendar for Friday, November 30th from 9-5 pm ET. Active team members, spouses and retirees are all invited to this exciting celebration of our new classes for 2019. You will be the first to get the 2019 catalog fresh off the presses...well, copier. We'll have instructors here tell you about their classes and get you registered! Some will even show you samples from their classes. We'll have breakfast and lunch here for those who want to stay awhile and have a bite to eat with us. We'll have door prizes too. You can make and take a beautiful ornament with our new sublimation equipment. A few other make and takes include an ornament using the Cricut cutting machine and a beautiful wooden frame from one of our instructors. Remember to fill out and bring those ICD Bingo cards to take home even more! I hope to see those who have used the ICD and those who have yet to be able to take advantage of their education benefit. Like our Facebook Page to learn more and keep up to date at USW 9231 I/N Tek & I/N Kote ICD Learning Center. And may the

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