



I/N The Local News



Volume 22, Issue 4

June/July 2019

WHAT DOES A DOWN MARKET LOOK LIKE?

As most of you probably already know, we are headed into a down steel market in the second half of this year. HR price was sitting at \$505/ton on 7/10/2019, which is about \$400 lower than where it was at this time last year. Yesterday Nucor and AM announced price increases of \$40 per ton, but the expectation that the price increase would hold was small. A lot of this is a result of overcapacity in the US market right now as well as a softening of demand, particularly automotive in the last few months. In the short term there does not look to be a lot of upside. For many of our newer team members this might be their first down market so I wanted to give a little idea of what can be expected. No two down markets are the same, and this one, hopefully, will not be the worst, but it can get scary when Management begins its' relentless cost cutting at all cost endeavors.

At current price levels the big integrated steel companies, like our parent companies, struggle to be profitable. At this month's JAC meeting we spent a good amount of time talking about the down market and what direction management is taking to try and deal with the issue.

First up is we can expect some open line time going into the fall and winter. In the past, this has resulted in open turns appearing and disappearing on the schedule as sales fills non-contract orders with more spot sales to fill in the gaps. Contract orders are longer term orders that usually are of a greater quantity and are repeat business while spot orders are short term, smaller orders that are often one time orders. This usually

means we end up planning on being down, then not being down, then being down and we start using words like 'being flexible' when it comes to our work schedules and downturns. We saw some of this just this past 4th of July holiday.

We can expect another round of budget cuts for R&M. Management bases our budget on tons produced, so a reduction in planned tons results in a reduction in budget. We can expect the company to push harder to reduce contractor usage and shift that work onto us. As a general cost cutting practice, reducing contractor usage is quick and simple from a management perspective. It shows up on the bottom line immediately and does not require a lot of planning beforehand. We can expect delays in getting replacement parts and spares. This usually ends up being called something like 'risk management'.

We can expect Management to increase scrutiny of our overtime. This means that some things that may not have warranted questioning in the past will now be asked about. Article VIII Section 2 part e in the contract states: **Overtime hours shall be recorded in the appropriate categories in the payroll time reporting system.** This is the drop down menu on e-time where we *must* put our overtime hours into one of the categories. You have the option of also typing in a note if you wish. Things like our pre-shifts and team meetings are part of the Design book, we have fought to keep them intact even in the worst of times.

We can expect Management

President's Report

By: Todd Kegley

It has been almost three years since the Union Leadership and active Union members began meeting to discuss the transition of not only Union Leadership we were anticipating but the massive retirements we were about to have. These meetings began as we were reviewing the organizational chart for all of our committees and elected officials. It became evident that many on that chart were on the verge of retirement. As this committee became more active we invited more members to participate. The challenge for those on the chart was to find your replacement. We continued to bring younger and newer members into the meetings to prepare for the imminent turnover ahead for us.

The meetings shifted about a year and a half ago to look at work culture revitalization and to try and get newer members to buy into the culture and to shape it in a way that was more current and reflected the changes in the industry and our company. It was also intended to be in line with the next generation of Steelworkers expectations. The work culture is really the manner in which we want to get the work done. The Grey book is almost 3 decades old and is long past due for modification. The work culture revitalization effort was not intent on starting from scratch but to take the current design and make the changes necessary to reflect three divisions rather than two companies. It was intended to improve on the communication methods and the needs and expectations between teams and boundary groups. There have been numerous changes in our facility including the role of the resource, the budget constraints, being part of a much larger company and many others as well.

See Market Page 3 Col. 2

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

See Prez Page 4 Col. 1

UNION MEETING SUMMARIES

By: Kim Rutkowski

Recording Secretary

The meeting was called to order @ 4:15pm on 5/9/19 by Todd Kegley.

ROLL CALL

President: Present Vice President: Present
Recording Secretary: Not Present
Financial Secretary: Present
Treasurer: Present

Minutes from previous meeting were read, and approved.

CORRESPONDENCE

Read a Thank You letter from family of Jerry Wall

FINANCIAL REPORTS

Financial Report approved.

Treasurer Report approved.

SPECIAL POINT OF ORDER

Todd called for a **moment of silence** for **Ray Wagner**, USW 9231 retiree.

PRESIDENTS REPORT

Culture revitalization is temporarily on hold until Todd talks with I/N's

new President.

Contract Books and PIB's are in and will be handed out by your Team Reps.

October 26th, 2019 will be the date for the Union's Anniversary party.

Looking at the number retirees in the next year, the Union asked the Company at the JAC meeting to open up the Craft Training Program to 3 Mechanical positions and 2 Electrical positions.

SAFETY

Looking into the NMW Welder fire. Looking for specific details. If you are asked for information, please cooperate.

Due to the locomotive accident at 101, the Company is reviving the ERT (Emergency Response Team).

WOS

Labor Fightback Festival – Republic Steel Memorial Day Massacre Commemoration, Saturday, May 18th, 2019 @ 2pm CST, 11730 South Avenue "O", Chicago, IL 60617. Keynote Speaker is Oscar Alagaza, Los Mineros

RAPID RESPONSE

Please sign the "Safe Work Places Now" postcards and return to anyone on the committee.

Contact Buril Smith if you have any mementos, pictures, etc. showcasing Union activities for the Anniversary party.

COMMUNICATIONS

New hires that were present were introduced.

Please patronize local establishments during this time of road construction as many of them are still displaying Union signage.

The "Mentor program" is getting off the ground. We have talked to the new hires and are looking for 10 mentors to assign to each one.

OLD BUSINESS

Announced the winners of the Lynn Williams Scholarship: Lillian Dowty, Madelyn Dowty, and Nayve Phillips.

SOAR recognized new retirees and treated everyone to pizza.

NEW BUSINESS

The executive board made a motion to donate \$ to the New Carlisle Firefighters Ball, 2nd by John Young, approved by the floor. The executive board made a motion to send 2 women, at Presidents discretion, to the District 7 WOS Conference, Aug 7-9, 2019 and to pay lost time and expenses, 2nd by Donna Mann, approved by the floor.

Drawing: \$88

Big Total: \$599, Rick Podkul was the winner

Motion to adjourn, 2nd by Nick Gesinger, approved by the floor.

The Local Union Meeting was called to order at 4:15 p.m. on 6/13/19 by Todd Kegley.

There was a roll call of officers

President- Present Vice President- Present
Recording Secretary- Present
Financial Secretary- Present
Treasurer- Present

There was moment of silence for the passing of **Ray Burke**.

The minutes of the last meeting were read and accepted.

The Recording Secretary read the following correspondence:

Thank you letter was read from R-Vets for the cases of water that were donated.

Treasurer Report for May was read and accepted.


Financial Report for May was read and accepted.

JAC Report

- This was the second meeting with the new president. It was positive.

- There are 5 grievances and all are in CRAN. There was much dis-

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

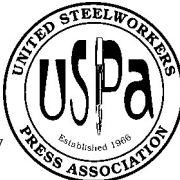


UNITED STEELWORKERS
USW
UNITY AND STRENGTH FOR WORKERS
LOCALS 9231 & 9231-01

110 South Harris
PO Box 8
New Carlisle, IN
46552

President: Todd Kegley
Editor: Phil Pieniazek

Phone: 574-654-1210
E-mail: philip.pieniazek@arcelormittal.com



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

cussion on the Philosophy and Guidelines, random discipline. The company agreed it was not the right approach. There will be a meeting to review P&Gs, Progressive Assistance.

- Company agreed to hire 6 material handlers, and 1 electrician.
- Once 3 have passed the electrical test, the electrical craft training program will start with 5 total.
- A new mechanical craft training program will be starting soon with 5.
- The company is supportive of the Culture Revitalization Committee and agreed to have an I/N family tour and picnic at Hall.

Absenteeism Letter went out. HR defined 3 days 3 times over the last 18 months was a violation. That is not the language. A resolution is pending.

Civil and Human Rights

The most recent complaint has been resolved

New Business

The Executive Board made a motion to spend \$ for the 30th Anniversary party for food and gifts. Motion was accepted by the floor, seconded by Jon Young. Motion passed.

The Executive Board made a motion to spend \$ for the combined Family Day/Labor Day Picnic. Motion was accepted by the floor, seconded by Mike . Motion passed.

The Executive Board made a motion to move the meeting start time in July to 3:45pm. Motion was accepted by the floor, seconded by Kasey Masepohl. Motion passed.

Executive board made a motion to adjourn. Motion accepted by the floor, seconded by Kasey Masepohl. Motion passed, meeting adjourned.

Market Continued from Page 1

to go into 'cash conservation' mode, meaning anything that requires an outlay of cash will be pushed back as far as deemed possible. Things like lunch meetings and food budgets have historically been the first to go, though the amounts are so small you have to wonder at the effectiveness of this. Also, expect all reimbursements to be heavily scrutinized. If you need to pick something up for work it would be best to get it pre-approved from your Resource or Manager as you cannot expect to just turn in an expense form and get reimbursed in the current environment without prior approval. Better yet, if you can't get what you need out of the warehouse request your Resource to provide it. Training falls into this category as well, but we have moved a lot of our training in house the last few years and this should help us keep a lot of training intact.

We can expect a hiring freeze. This one is even more painful due to the historically unprecedented number of retirements we will be experiencing in the next few months. This will more than likely result in different areas of the Mill getting inundated with coverage overtime, followed by more overtime to eventually train replacements. Working short in a down market is always extremely frustrating as Management wants to reduce overtime and you can't because there is nobody to relieve you at shift change.

This all sounds terrible, and it is, but we have experienced down markets before and, through smart teamwork, we have always been a bright spot in gloomy times for our parent companies. Concentrating on cost cutting will be Management's directive and we as team members will need to participate. However, we also need to protect our customers, produce a high quality product and work safely.

I'll close on a more positive note. The general economy is getting sluggish, but is still what is widely considered a strong economy. Steel warehouse inventories are depleted and most recently automotive has experienced an uptick in June and the Fed is expected to cut interest rates at the end of July. With some hard work and a little luck this down market will be short lived and pricing will return to more profitable levels. In the meantime expect to be asked to do more with less... again.

Tony Novello

Dispute Chairman

Local 9231 & 9231-01

Upcoming @ Your ICD Learning Center:

NEW - Wooden Décor II – 8/6 – 9/3

NEW & FREE – Woodshops - 9-5 pm
ET – 8/6-7, 9/18 & 9/25

Retirement Planning – 8/7

**Understanding and Optimizing Your
Financial Options** – 8/12, 13, 19, 20,
26, 27

NEW & FREE - Tech Labs - 9-5 pm
ET – 8/16, 8/23, 9/13, 9/20

NEW - Wireless Alarm Systems –
8/19-8/26

NEW - Mosaic Epoxy Pour – 8/21-
8/28

NEW - Metal Detecting – 8/22-9/12

NEW - Build Your Own Yard Games
– 8/27 – 9/24

NEW – Wireless Security Cameras –
9/9, 16

Business Planning II – 9/10-11/12

NEW – Mosaic Table – 9/11-10/2

**NEW – Holiday Customized Wooden
Décor** – 9/16-9/30

NEW – Sausage Making – 9/26-10/17

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

Prez Continued from Page 1

In order for this to be successful it would require that the management team buys into the work culture and would be willing to support a revitalization and lastly would be willing to supply the resources necessary to be successful. Once the Union Leadership had a final draft of a revitalization plan it was presented to the management team in March of 2018. It was again presented in May and later during negotiations as well. This year we finally convinced the company of the need to embark on this project as a necessary means to promote the work culture and to instill this system into the next generation. We had agreed to dedicate full time resources to oversee the project and were about to solicit individuals that would be interested and then we experienced a change in upper management at the plant.

The Union has decided for the time being to hold off on this project for now until we can determine the best approach to be successful. The subcommittee is soliciting individuals to help rewrite the mission and value statements making one that covers both Tek and Kote. In the meantime the JAC has created a subcommittee to look at the philosophies and guidelines along with the progressive assistance policy and immediate assistance policy. This is in response to the wave of disciplinary action taken in the last year on CRAN. The goal is to develop a new set of guidelines that fall within the teams and carve out those items that fall outside of the teams. We intend to provide more guidance to how the progressive assistance policy should be used and under what circumstances and under whose jurisdiction the decision making falls.

In the meantime we should all be looking at our design books and if we need to change anything or want to add to or modify the current language there is a process to change the design process that is initiated at the steering committee level. Contact your team representative or JAC Representative for further guidance. Our work culture is our competitive advantage and we need it to be robust and up to date if we are to meet the challenges the next few years have to offer.

I/N SOLIDARITY
Todd Kegley
USW President



Things are sure getting hot, and I'm not talking about the temperature. For a while the only heat coming from DC was from all the hot air being spewed, but recently there has been a little more action to talk about. As you all have seen, there are pieces of legislation going through Congress which would benefit the American worker and we are trying to get our legislators to get on board with these bills for the benefit of the working class. There are also activities that are taking place where the hard-working middle class is being attacked, so we must keep up the fight. When we fight for decent wages it's not just about the bargaining table, it's about the kitchen table. When we fight for the rights to have our voices heard, it's not just when dealing with the company, but when dealing with the government. When we fight for tomorrow, it's not just ours, but for our kids and grandkids. When asked to make a phone call or send an email, please consider it deeply and take part in the efforts of your sisters and brothers. It is way more than number of calls made, it's about getting through and making a change. Stand Up, Fight Back!

We want to thank everyone that took part in the two most recent actions. The postcard campaign for HR 1309 (Workplace Violence Prevention for Health Care & Social Services Act), and HR 397 (Butch Lewis Act, helping protect multi-payer pensions) both advanced through their committees. As they come to the floor for a vote, look for another push to get them passed. The old NAFTA agreement is now called USMC (United States, Mexico, Canada) agreement. While a few things have been improved, the bulk of the agreement is just as bad as always. This is why you were asked to act a couple of months ago to keep it from getting a hearing. Again, we were successful at this stage, and it has remained off the table for now, but it is being watched closely and will raise its ugly head again at some point. Finally, if you haven't already done so, please take some time to follow the link sent to you through email, and get an email off to your representative and tell them that HR 2474 (Protecting the Right to Organize Act) is an important step in helping all workers in their district. The ability for the workers to work collectively together gives them the chance they need to make improvements in safety, pay, and other benefits. This in turn makes communities stronger and helps families and their futures.

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



Contributed by: *Buril Smith*

While the cold chill of Winter (and 2nd Winter in Indiana) is gone, and we find ourselves right in the middle of the hot Summer days of July, it's a good time to remember a few safety tips.

There has already been a lot of talk about staying hydrated in team meetings, pre-shift meetings and so on. But I just want to point out that even if you "know all this stuff already" please make the extra effort to make it the first thought when you are planning your work. Anybody can be doing well with their hydration under their normal routine, but when we are faced with heavier workload, longer shifts, and less sleep we have the potential to make mistakes. Hydration in this heat wave is no place to make a mistake. Also, this is a good time to step up your shared vigilance and help your sister or brother make smart choices about how to be cool when it's hot.

At the most recent union meeting I made this statement which I want to restate here for everyone: It should be well known by everybody that the company's feet dragging and out-right opposition to hiring what's needed, and spending to fix what's needed, is putting everyone at I/N in positions of fatigue, stress, and frustration. Please, DO NOT allow you or your sisters and brothers to make quick decisions that can jeopardize safety. We've had several incidents recently where team members have been put in these situations and things have turned out poorly, to say the least. Be vigilant, for you and for others. Our Safety truly is in our hearts, our heads, and our hands.

WANTED

Creative, computer literate, practical and patient person willing to spend a few hours every other month to help keep your Union brothers and sisters informed about the issues and activities affecting them. Contact Todd Kegley if you are the right person for this position.