

Prez Continued from Page 1

Benefits to fully understand your rights and requirements when claiming short term disability.

The health of our members is first and foremost the key aspect in dealing with COVID-19. However, the downward spiral of the global economy increasingly becoming a concern. The U.S. economy is roughly 90% consumer driven and 10% manufacturing driven. The non-manufacturing index is used to measure consumer confidence, which can be a reliable measure of expansion or contraction of the U.S. economy. In February, the index rose sharply to 57.3%, marking the third consecutive monthly increase. Anything above 50 is expansion and below and is contraction. It is expected by most that this index will for the first time in years, fall below 50 in March. In comparison the manufacturing index remained slightly above the expansion line at 50.1%. This index too will dip below the midpoint as global suppliers will become a drag on the U.S. manufacturing sector.

In the steel industry we are vulnerable to both of these indexes as a supplier of one of the highest end consumer products on the market. We have been experiencing a slow first quarter in part due to lost market share, and a soft economy. If this pandemic reaches its full potential we may see further reductions in the order book. In order to fully prepare we need to consider putting more money in our savings account than we may have otherwise considered. We should also be more focused on the job of making the best quality steel the first time. When the capacity utilization of our facility is below 90% our profit margins shrink and our costs per ton go up. It is very im-

portant to minimize rejects and defects as much as we can without jeopardizing our customers.

Locally we are continually discussing the impact to the ASP with reduced operating turns and applying the floating maintenance on a pro-rated basis. The hiring freeze has ended as of January of this year. To date we have 35 members who will retire by June 1st and we have hired 7 people. That number will double by the end of the year. I have been asked by many of you why the JAC took over the movement process. As a result of the short sighted hiring freeze and the historical levels of retirements in the first half of the year, the amount of potential movement would be pitting one area of the mill against the other when it comes to releasing people to their new areas. Honestly, I felt it was better if everyone was upset with me than with each other. We anticipate hiring another 20 or more material handlers and 5 electricians by June 1st.

The organizing drive at Calvert will be settled once and for all on March 25th. The International Union has agreed to a ballot election at the facility rather than continue to fight the company in the courts. We believe we need to cease on the momentum of the card check victory last year. There appears to be some attempt to include management positions into the unit for purposes of the vote. If they treat the management people in Calvert the way they do ours with respect to insurance and retiree benefits it will be beneficial to include them in the vote. The vote will take place on March 24th and 25th and if we prevail as anticipated it will be a big win for Unions in the south and it will improve the lives of those fellow

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

steelworkers and their families.

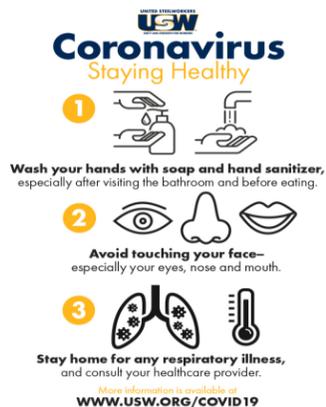
I/N SOLIDARITY

Todd Kegley

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more questions. Some of the answers we will not totally agree with and some of them will be wrong and need to be changed. But as long as we work together to solve them, as long as we understand the role we are to play in protecting ourselves and our loved, and as long as we use shared vigilance to the fullest extent, we'll get through this.

The main thing I have for you right now is please be sure to work off of real, factual information and don't let anyone try and play on your fears. In closing, please, please don't allow all that is going on around us to be a distraction to you here at work. Many of the jobs we do out here require our undivided attention and are dangerous. We owe it to those we love and take care, now more than ever to come at the end of every shift.



President's Report

By: Todd Kegley

Several years ago our local Union raised the issue of how a pandemic could reach our plant and raised awareness of how ill-prepared we were to handle such a scenario. For the most part in the absence of a real threat to our workforce, the company went along with some education on the topic. This most recent global virus, COVID-19 is slowly working its way across the country. Even though we are isolated in the middle of a corn field in north central Indiana, we have a well-traveled work force. We also have international ties with Japan, where the virus is more prevalent. We have all heard on the news or in the papers how this virus compares to others in the past, and the comparison to the ordinary flu is misleading in many ways. There is more that we don't know than what we do at present and we should take the necessary precautions when traveling.

There are many measures being discussed in Washington D.C. about how to deal with the fallout from the virus. Clearly if this reaches our plant we should be ready to react. Under our Short Term Disability policy you need to be under the care of a licensed physician and be unable to work for three calendar days in order to qualify for the benefit. In accordance to the corporate recommendations we should all take extra precautions when traveling and when around large crowds. Refer to your Program of Insurance

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

ICD Learning Opportunities

April ICD Classes:

- How Money Works** - April 7th - One Day Only! 9-10 am or 4-5 pm ET
- Ready or Not? Preparing for the Unexpected** - April 8 - One Day Only - 10-11 am or 5-6 pm ET
- Basic Electricity** - April 17 - June 19 (10 weeks) - 9-12 or 4-7 pm ET
- Beginners Woodshop** - April 20 - May 11 (4 weeks) - 9-12 or 4-7 pm ET
- Planning Your Retirement** - Stephen Dissette - April 21 - One Day Only! 9-11 am or 4-6 pm ET
- Small Engine - Spring/Summer** - April 21 - May 12 (4 weeks) - 9-12 or 4-7 pm ET
- Stained Glass Lanterns** - April 22 - May 6 (3 weeks) - 9-12 or 4-7 pm ET
- Hot and Cold Smoking** - April 30 - May 21 (4 weeks) - 9-12 or 4-7 pm ET
- Technology Computer Open Labs** - 4/3 & 4/24 - Come between 9 am and 5 pm

May ICD Classes:

- Sublimation Printing** - May 11 - June 1 (3 weeks) - 10 - 12:30 pm or 4-6:30 pm ET
- Tech Labs** - 5/1 & 5/15 - 9-5 pm ET - 9-10 am or 4-5 pm ET
- Stocks:Nuts and Bolts** - 5/13 - One Day Only! - 10-11 or 5-6 pm ET
- Start Early, Retire Happy!** - May 19 - One Day Only! - 9-10 am or 4-5 pm ET
- Epoxy Countertops** - May 6 - June 3 (5 weeks) - 9-12 or 4-7 pm ET
- Mosaic LED Light Table** - May 20 - 27 (2 weeks) - 9-12 or 4-7 pm ET

*With the spread of Covid-19 classes may be temporarily postponed. Be sure to check your work email frequently for updates from our ICD leadership!



Libbi Urban and Nicole Pauley attending the Knapp Elementary School career day on March 9th.

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

UNION MEETING SUMMARIES

By: Kim Rutkowski
Recording Secretary

MINUTES OF MEETINGS

The Local Union Meeting was called to order at 3:45 p.m. on 1/9/20 by Todd Kegley.

The Recording Secretary read the following correspondence

A Thank you was read from Aleta Maurer, Director of the New Carlisle Community Food Pantry

Interest on accounts will be moved to the Charitable and Contribution Fund.

President's Report

There was no JAC this month.

There was a SLT on Tuesday to tie up loose ends for the year. 2019 had the best safety performance since 2012 and the 2nd best in the last 10 years. We need to find a GALV replacement for Soapy.

At the Business Meeting the fire at the Harbor was discussed and

the how it will affect downtime in January. This is impacting us more than it should have, we can't get a steady flow of substrate. We will be having many open turns.

There are 5 mechanical openings and not enough to fill them. There will not be enough material handlers to fill operator jobs.

19 people have given their dates for retirement. That is about 1/3 of the potential total.

There was a recent ruling with the NLRB regarding the "Mandatory Subject of Bargaining" There will be certain items such as dues check off that will have to renegotiated every contact. Those items will expire once the contract expires.

Todd will putting out an e-mail about Town Hall meetings with political candidates.

Next Generation

Nick Gessinger reported there will be 2 Mentor Meetings, one on 1/16 and 1/23.

Safety

The Hearing Conservation Program is ever changing. The company has ideas but no plan on how to implement. Buril urged people to go to Safety Council Meetings and hold the company accountable. People doing the jobs have the best ideas and solutions.

Rapid Response

The current EPA Director is trying to pull back some regulations. He was put in the position after he had filed several law suits against the EPA.

Women of Steel

There was a Sub 4 WOS Meeting attended by Libbi Urban and Nicole Pauley. Previous years projects were discussed.

Local 903 –Dana Corp. – Coat Drive for the Rescue

Mission

Local 12775- NIPSCO - School Supply Drive

Local715- Goodyear –Breast Cancer Walk/Adopt a Family for Christmas/ Picket with GM/ International Men's Day and Women's' Day/ Teacher' Rally

There is WOS texting alert- 47486

Women's March in DC on 1/18/20

New Business

The Executive Board made a motion for the 2020 Budget:

1. Pay for Salaries and Expenses for Team Reps and Officers
2. Solidarity Budget is capped at \$2500
3. Charitable and Contribution Budget is capped at \$5000

Maintenance Budget is capped at \$5000

Motion accepted by the floor, seconded by Kasey Masepohl. Motion passed.

Executive Board made a motion to send 3 people and pay for lost time and expenses to go to Pittsburgh to do taxes.

Motion accepted by the floor, seconded by Dave Gutelius. Motion Passes.

MINUTES OF MEETINGS

The Local Union Meeting was called to order at 3:45 p.m. on 2/13/20 by Todd Kegley.

President's Report

The Town Hall meetings had a low turnout. There were 25 candidates that answered questionnaires and the responses determined USW endorsements. The District seat is open. This is the most highly populated steel jobs' district with 800,000 people.

JAC

There was a lot of discussion about hiring. We are currently at 417. The number will be 424. There was discussion about an aggressive hiring plan, where we would start approximately 8 new hires every 6 weeks.

With everyone needing electricians, Craft Trainees are projected to start in May, there are 2 electricians that completed the Ivy Tech Industrial Electrical Program as well as an Indiana Harbor Program starting soon, and there are modified entrance requirements for those testing into the program.

With a lot of open line time, other products, such as rod, may be run. Subaru orders have helped.

Management Committee Meeting is next week. There will be a request for money on several projects such as AGVs.

There are new Team Members Guidelines that now involve an EAP Committee. Jeff Bata and Dave Gutelius are on the committee. There will be a team rep/ resource meeting soon to make sure all have a good understanding of the guidelines.

The SLT is discussing a LOTO issue where are different work instructions for the same procedure located at different places on the web. There will be follow up.

There is a Grievance most likely going to arbitration. This is only the 2nd in 15 years.

There has been company request to reduce grinder positions due to technology. None of the steps have been followed to justify the reduction.

Next Generation

A new Mentor Passport book is almost complete. All of the new material handlers will have a mentor.

Safety

With recent issues involving Confined Space, LOTO and black locks, and earplugs, there has been a lot of work arounds to find blame rather than working through the issues. We need to continue to work together.

Rapid Response

There are items that got passed in the House and sitting in the Senate. There are more issues regarding organizing and they are trying to lower the standards on asbestos.

For Rapid Response see:

Mike Carteaux

Chris Loomis

Chris Norris

New Business

Executive Board made a motion to send up to 3 teams to the Dis-

UNION MEETING
SECOND THURSDAY
OF
EVERY MONTH
4:15 PM

trict 7 Bowling Tournament on Saturday, March 21, 2020. Motion accepted by the floor, seconded by Shaun Krenzke. Motion Passes.

Executive Board made a motion to send up to 3 people to the Los Mineros Event in Mexico and pay for lost time and expenses. Motion accepted by the floor, seconded by Neil Beck. Motion Passes.

Executive Board made a motion to send up to 6 people at the President's discretion to attend a 3 day Workman's Comp Training in Chicago in October and pay for registration, lost time and ex-

penses.

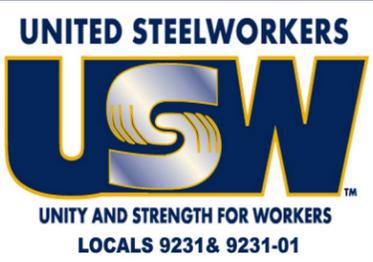
Motion accepted by the floor, seconded by Neil Beck. Motion Passes.

The Word on Safety

As I'm writing this, the information that I have now will be different than when you are reading it. Almost every conversation that I have been involved with these past few weeks has involved talk of COVID-19. What few facts we have about the pandemic most everyone knows and haven't changed. It is what we don't know, or more importantly the false information and especially the fears that seems to be causing the most anxiety for everyone. I wish I could give you the answers we're all seeking. I wish I can be the voice of comfort that we all need. There is a part of me that has wants to be that person, enough that I have spent countless hours at work and home researching all I can. Alas, in all the studying all that I may know then most is a few more stats. The information that is wanted most is not even a safety issue as much as it is an operational policy. As these next few days and weeks come we will get more answers. We will probably have

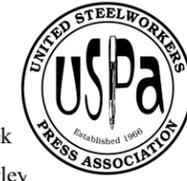
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I/N The Local News
Bi-Monthly Newsletter of:



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