

**President's Report**

As of August 1st, 2020 the temporary cost reduction initiative agreed to by the JAC ended. This has not however, ended the company's continued attempts to cut costs. The efforts made by everyone in the bargaining unit throughout this pandemic has been incredible to say the least. We surpassed every target and objective laid out by the management of I/N. Your reward is to stop posting jobs, continue the freeze on hiring, attacking your overtime, and sidestepping the collective bargaining agreement.

While it is true the company lost a great deal of money these past few months, also true is that every single bargaining unit member also lost money in the same time period. We had our overtime cut, contractors were eliminated, the 191 scheduled temporarily suspended, wellness and involvement budgets cut, our R & M budget was slashed, meetings were cancelled, and many other areas as well. We didn't need arbitration to determine the right course of action. I would like to thank everyone for their efforts and their commitment to keeping the plant running and for stepping up to do what was needed. It is now time for the company to stop overreaching and cease the micromanaging of our daily tasks.

Over the weekend the company officially announced a 500 million dollar investment in an Electric Arc Furnace at Calvert. Meanwhile here in New Carlisle, the company is directing operators to go home on KIL2 to save paying them Holiday pay. The company is demanding Equipment Control members at Kote put out a detailed plan on the schedule, not because they are interested in the work being done, rather attempting to squeeze overtime. They are cancelling work orders at the last minute causing strained relationships with our vendors. The company reluctantly is returning to team meetings and team building. The company is delaying, stalling, and finding any excuse they can to not post jobs because they don't want to hire anyone. The company is denying training for

members which in turn slows down their pay increases.

In the steel industry things can change quickly. With the closing of Columbus Coatings the CGL went from under capacity to overbooked. The expectation from the company is to go from pandemic to perfection with a smaller budget, no contractors, no overtime and dozens of retirements. The new business is a nice addition to our facility and we will meet the challenges as we always do. We will continue to push back against the company's ambition cost cutting goals in order to protect our people, our customers and our facility. The short sighted decisions the company is making hurts all of us in one way or another.

Let's look at the decision the company made to not replace roll grinders without a JAC agreement to do so. It took months for the Union to convince the company to post early in WWT in order to properly train two new operators due to retirements. When it turns out the two prevailing bidders were from the roll grinder boundary group, the company just decided to violate the contract and the JAC relationship by not completing the lateral moves in the roll shop. The net result by them taking this unilateral action was we lost months of vital training in WWT, and because the original posting was done so in error it had to be reposted. The reposting resulted in losing another TCM roller position. Again losing vital training time and forcing our members to work longer hours, and it will ultimately force a roller to be on their own quicker than should be the case. Now the most experience TCM roller has 5 years on the job, and two of the 5 rollers are probationary employees. We have good people in the TCM and they will be fine, they just will not receive the time necessary to be a competent roller.

This is just one example of the short term management style is impacting us here at I/N. When this pandemic started the main concern we had is not how to get through it, but how we climbed out of it. We are starting the slow climb now and we need to pull together more than ever. We are

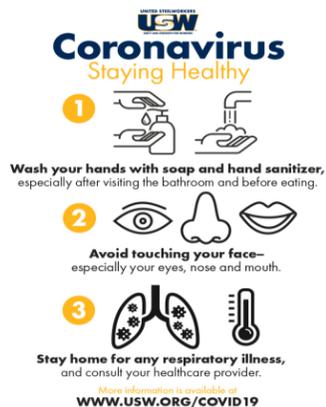
fighting for every inch and every step out from the bottom and so are all of you. We will get there one step, one fight and one grievance at a time in necessary. Be safe, stay strong and stand together.

**I/N SOLIDARITY**

*Smith* Continued from Page 3

impactful than even an OSHA guideline. By design, we depend on team member involvement. An example that is current is the decisions being made about the extra cleaning being done at I/N due to the pandemic. The Company has taken the responsibility to have certain things cleaned right up to the pulpits. But the teams decided that it would be in everyone's interests to do the cleaning inside ourselves. We know the equipment, we know the controls, and given the opportunity would prefer not to have a stranger inside the pulpits. This makes the most sense for everyone involved and for the integrity of the lines. Now as we continue to progress through this we have to be sure to keep up on the part of our own safety that we have control over. Whether it be cleaning our own workstations, doing our BAI's, taking part in a Safety Walk, or becoming an active member in your Safety Council (which is an open meeting to everyone from the floor), we have to take an active purposeful position to make things as safe as we have control to do. Management will always do what managements does, we need to be in practice to always do what we need to do too.

In Solidarity,  
Safety Coordinator  
Buril W. Smith



**ICD Learning Opportunities**

**Tax Free Investing** – 9/9

**Amazon Firestick** – 9/14-9/28

**Small Engine Repair Fall/Winter** – 9/21-10/12

**3D Printing** – 9/22-10/13

**Woodshop II** – 9/23-10/21

**Thermoplastic Welding** – 10/6-10/27

**VPN Service** – 10/5

**Social Security & Health Care** – 10/14

**Laser Engraving** – 10/19-11/2

**Unique Ways to use USB Sticks** – 11/9-11/16

**Vinyl Cutting** – 11/10, 11/17, 11/20

**Preparing Your Estate** – 11/11

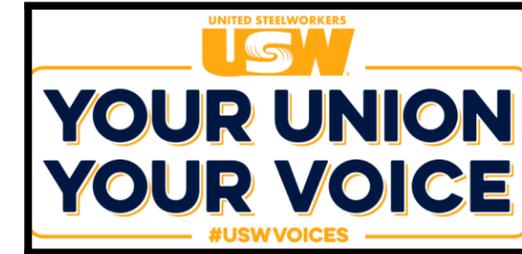
**Epoxy Countertops** – 11/16-12/14

**Wireless Alarms** – 12/7-12/14

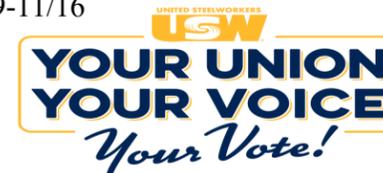
**Open Computer Lab** – 8/28, 8/31, 9/11, 9/25, 10/2, 10/23, 11/6, 11/13, 12/4, 12/11

**Reminder.**

You have \$2500 to use for Tuition Assistance and \$2000 to use for Custom Classes here at the ICD Learning Center.



Open your phone's camera app and point it at the QR Code above. Click the link when the camera recognizes the code.



**For Rapid Response:**

As most of you all know there is a great deal of focus on Washington D.C, concerning the next COVID-19 Stimulus bill and what it will look like. The House passed H.R.6800 (also known as the HEROES Act) back in May. Even though it has some provisions in it that could potentially hurt multiemployer pension plans, the USW has endorsed the bill and had hoped to once again take out those provisions when it came before the Senate. Unfortunately, the Senate has decided to try and write their own bill, and is not making any progress. Again the USW is asking for members to call in and try and get your representatives in the Senate to seriously consider passing the HEROES Act. If you have not done so already, please take the time to make the call and help push a solution to the gridlock.

While the main focus is on the latest stimulus package, there is also other work going on regarding what is going on (and not going on) in the nation's capital. The USW conducted numerous town hall meeting across the country late last year, one even taking place at Lynn Williams Hall. They have taken the feedback they got and begun to put together priorities for the International. One of these focus points has been in regard to voters getting out to vote. Over the years I have shared the link to the Indiana and Michigan Secretary of State Websites and other websites that make it very convenient for any voter to go in and check their registration and voter information. For those not registered, there is a link to register right there. Now the USW has put something together that does that very thing, but on a national level. Scan the QR code above to be taken to the informative flyer.

Rapid Response has always been about "Educating, Empowering, Engaging" the membership, the next steps are yours. Join in on the struggle to protect hard working steelworker Sister and Brothers, like you.

# 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 6/4/20 by Todd Kegley.

### President's Report

The projection for business conditions to return to normal may be October. We may be running 16-18 turns at best. Long term we will pick up a lot from Columbus Coating. We may get 40% of their business and Calvert may get 60%. There may also be work moved from other plants to us.

There has been weekly JAC meetings with weekly updates. The company let too many people go, and there are not enough for fire watch.

The President wanted to thank everyone who has helped keeping communication flowing, the CAT team has done another great job.

Everyone is coming back June 14<sup>th</sup>. What we do now will affect what happens when we are back up 100%. The 4 Operators are going to their new positions. The retirements keep happening each month.

The Senator is helping us with unemployment issues.

The 3 big plants have a joint expedited arbitration to address the \$600 pay out and the Lay-off Minimization Plan.

### Safety

Buril reported out on the recent fatality involving a crane that could have been avoided. The issue is that management is a lot of the problem in many of these cases. If you are doing things to save time, we need to be 100% certain we are doing it safely.

An update was given on Covid from the State's website. Please continue to do what is recommended by the CDC.

The SLT met this week, but not much is getting done.

### Rapid Response

International is supporting Joe Biden.

The International stance on violation of human rights is

to demand justice.

The Newsletter will be published soon on the Union Webpage

### Grievance

The grievance that went to arbitration in May will most likely have a decision in June.

There will be a meeting next week regarding the Step 4 grievance about the \$600.

## MINUTES OF MEETINGS

The Local Union Meeting was called to order at 3:45 p.m. on 7/9/20 by Todd Kegley.

### President's Report

Columbus Coating is being dismantled. Our President has reached out to their Union President to advise them of a need for Electricians at I/N.

We're taking in about 2500 tons a month. Calvert is struggling. There is no election update, the NLRB is not having face-to-face contact.

There was a ruling on the last grievance with the employee termination. She is reinstated immediately.

### JAC Report

There has been a lot of discussion about hiring and posting, however minutes are not getting out to team members so Todd sent out an update.

The Business Review is on 7/20/20. Company President is going to ask to hire.

There has been Surface Bargaining going on where de-

isions are being made without BU input.

The company presented a re-design to eliminate 1 Grinder position, not posting for KIL2, going after electricians, and not replacing RCM, with a total of 19 positions.

The security measures are due to serious threats from a team member that has been off work. That team member received a letter from the company that gives a 7/29 deadline to comply with certain requirements or they will be terminated.

The Cost Effectiveness ends in July. Watch OT until the end of the month.

The ASP will be an issue. Floating Maintenance and furloughs may play a part. We will learn more next week.

We hope to have a decision next week about the \$600 grievance.

Before the company will open the workout room, the JAC needs a plan from those that use the room on how it can be used safely.

Outside processing need to come back in to KIL2.

The \$600 will end July 31<sup>st</sup> so all people will be called back on July 17<sup>th</sup>.

There are 4 mechanics leaving, we will look at the MCT and those that passed the test.



## The Winners of the 2020 USW 9231 Lynn Williams Scholarship



Alyssa Arick

Daughter of Kevin Arick



Joe Dreiman

Son of Bill Dreiman



Rebecca White

Daughter of Jeff White

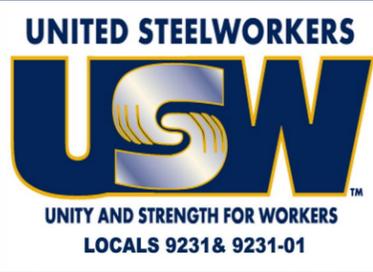
UNION MEETING  
SECOND THURSDAY  
OF  
EVERY MONTH  
4:15 PM

### The Word on Safety

We all have a role to play in the Safety of our workplace. Whether you are a seasoned veteran or a new hire, no matter your job classification, position or title. One of the great parts of the New Work System is that team members are empowered to be involved in a lot more of the decision making process than traditional work systems. As Todd has explained numerous times, there are responsibilities too. I would like to narrow the focus to the safety parts for a moment. By design, we have multiple levels structured to allow for safety to be communicated and addressed here at I/N. From the individual team member on the floor with concerns and ideas, through the teams and Boundary Groups, through the Safety Councils, and up to the Safety Lead Team, ideas can be discussed. This is not a one way communication, but goes both ways to help everyone make the best, most informed, and safest decision. One of the two titles I have is chairman of the Union Safety Committee, which starts with the three Union SLT team members and myself. But there needs to be much more involvement than just four of us. Every team member has a stake in the safety of the workplace, and has two eyes, two ears and a voice that needs to be involved. We all know of the OSHA, Corporate, JAC, and SLT guidelines and policies that get implemented on a big scale, but I get to see the simple things team members are doing that sometimes get integrated into a best practice out here. When we are allowed to and do participate, we can make decisions that sometimes are much more

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



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