

The Word on Safety



On March 9th, there was a "safety rollout" meeting at Burns Harbor. It was set up for both Burns Harbor and Tek/Kote to attend and begin the process of understanding how this transition was going to go. The two top safety people from Cleveland Cliffs made the presentation to the group, Dirk Berard and Terry Fedor. In the presentation that did not go into the 170 pages of safety rules that they had previously sent to us, it was more of a broader overview. Throughout the presentation they continued to point out the "uniformity" that they felt they wanted from the old AM sites, to match with what they were working on with the continued combining of the Cliffs facilities and the old AK Steel facilities. From policies and procedures, down to standardized PPE items that all facilities use. After about my third question, Erik Archer stood up and said that he would be the person that would be working with the Safety Managers directly and would be happy to go over any concerns and questions that I have. I have not yet started that conversation. One of the things that we did find out was Tek/Kote will be switching to the bright orange uniform shirts. The Electricians will have their own variant (arc flash rated, as we do now). We will still have blue pants, but it was not explained if we'd be able to keep the ones we use now or not. My guess would be only if Cliffs uses the exact same vendor we use currently for the uniforms, will they be able to be the same ones. There was talk prior to the meeting that Cliffs wanted us to have a different col-

or hard hat for the Electricians, for arc flash. But when we informed them that all our hard hats were arc flash rated, they said they'd get back to us. But then just two days ago a shipment of new yellow hard hats showed up at the warehouse, with no information about them at all and no explanation. They also said that we will be given 7-8 sets of uniforms, when they make the move to the orange. When they were told that different facilities, with their different schedules, have usually given more sets out, they said they would look into it. As you can see there are still a lot of unanswered questions about the changes, while at the same time the company seems to moving ahead with changes. This is very concerning to me, not just from a safety standpoint, but from the "co-operating with the union" approach. Our struggles look to be with making changes that appear to have no real benefit for the team member, to have very little/ if any input from the individual facilities, and the downplaying of any uniqueness that any facility has. Even the mandate from Cliffs to have surveys filled out and temperatures taken for every team member, before they come in for the start of their shift, has no real focus/guidance as to how it is supposed to work and how it is supposed to take place. So far it's all been about the plans and the structure and the policies and no real substance to show. A good example for us has been the face shield issue. After a team member got cut on the ear from a

band, while debanding the coil, management's reaction was so poor that we had Resources grabbing any face shield they could find and getting it out on the line. The results were face shields with darkened shields that created more safety hazards, and team members being told that they'd have to share face shields, while we are in the middle of a pandemic. This kind of knee-jerk reaction by management is going to create more safety issues than we are already facing. If a Resource comes to you with some new policy/rule or PPE I encourage you all to ask them to explain it to you and see if they even know what they are trying to do.

Buril W. Smith

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



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

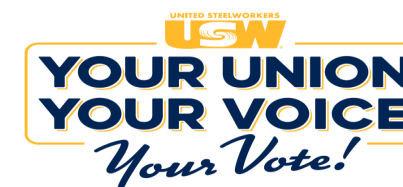


Local 9231



ICD Learning Opportunities

- Amazon Fire Sticks – 4/7-4/21
- NEW - Basic Home Framing – Wood & Steel – 4/12 – 5/3
- NEW - Build Your Own Game Table – 4/13-5/11
- ONLINE - Rules of the Road – 4/21
- NEW - Learn Stained Glass – 4/28
- NEW - Wood and Glass Art – 5/5-5/19
- UPDATED - Seriously Smoked – 5/10-5/24
- Desktop PC or Laptop Upgrade & Repair – 5/10-6/7)-5/31)
- ONLINE - College: Getting There from Here – 5/12
- NEW - ONLINE – Microsoft Excel Pivot Table – 5/13
- NEW - ONLINE – Expand Internal Storage on Fire TV Stick 4K – 5/14-5/21
- NEW – Stained Glass Spinner Sun Catcher – May 26 – June 2
- NEW - ONLINE – Microsoft Excel Charting Workshop – May 27



USW LOCAL 9231 ELECTION NOTICE

When: April 6th, 2021 6 am – 6 pm

Where: Tek/ Kote Cleveland Cliffs

**Auditorium Room 236
30755 Edison Rd.
New Carlisle, IN 46552**

Eligibility : Union team members who have been employed 30 days or more are eligible to vote.

****Please bring your employee badge for building access and identification to vote****

For absentee voting contact Election Committee Chairperson, requests due by March 30th, 2021.
**Amy Ostheimer 574-654-1540 or
Brendilyn Borak at 574-654-1074**

While the discord in DC continues to be part of the everyday life, and the ability of our elected officials to really care about the American people as a whole is still poor, there has been some progress. With the new administration's focus of getting us through this pandemic, we now have some real beneficial legislation passed. With a renewed focus on the fight to defeat the virus, get help to the people who need it the most, and work on a plan to get our children into a place where they can safely resume their education. Hopefully this can get us moving in the right direction and will give us some ability to move aggressively.

The passage of the PROAct sends a signal to the many American workers out there that long for the freedom to organize for better working conditions, better pay, and a better future, that help is on the way. After many years of anti-worker pro-company actions and thinking in our government, this is a welcome win. We know it doesn't change things overnight and we must continue the fight every day. Maybe the Right To Work (for less)" thinkers now will see that their agenda is not the agenda of most American workers, and they'll need to run back to their corporate "sponsors. It can also point out that this is not a left or right issue, or a Democrat or Republican issue, but an "I need to safely work where I am valued and can provide a good life for my family" issue.

Your Rapid Response team will continue to monitor and report out, as things come before us from the International. As we continue to add new team members to our ranks, we want to once again extend the offer of welcoming anyone who wants to get involved in this exciting and sometimes aggravating process, at our Local. If interested please contact me for more information. We've had many sisters and brothers that have said "I don't get involved with politics" come to learn that "politics does get involved with me"

In Solidarity
Rapid Response

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 1/14/21 by Todd Kegley.

President's Report

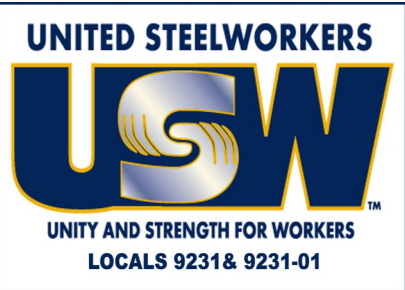
Training Coordinator position that will become vacant on April 1, 2021. The Union President announced that after 6 candidates submitted resumes for the, Rick Podkul was selected as the replacement.

- Local Elections will take place at the April meeting. There are 4 new tellers to run the elections:

- Tina Smythe
- Jessica Warner
- Brendilyn Borak
- Amy Osthimer

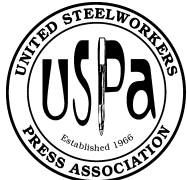
Todd explained the Election Rules:

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



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

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46552



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- The 11 position, below, by law can be elected without attending meetings as long as they are in good standing:

- Executive Board
- Trustees
- Inner Guard
- Outer Guard
- Guide

- 1/3 meetings (8) are needed for the following positions over the past 24 months, 3/19-3/21

- Grievance Chair
- Team Reps
- JAC Reps
- Timeline:
 - February 11-Notice is sent to membership 30 days before the nomination meeting
 - March 11-Nomination meeting
 - April 6-Election
 - April 8 Results announced at meeting
 - May 13th- Swearing in

Following the recent sale, they will be moving parts from Rockford to us, and we want the hard parts, money will start coming in, changes are positive.

- Funding for retirement:
 - Kote 93%
 - Tek 102%
 - VEBA 425 million

Cliff's has a Scholarship Program. More information will be coming out.

COVID Report- The cleaning company may be slipping in some areas. Contact Todd if you are in an area that this applies.

- Recent Movement:

- There is a new Instrumentation opening.

- Three Electricians from the outside are a part of the "Fast Track" Program start at Crown Training & Development on 1/25/2.

- 12 material handlers are starting 1/25/21

- 6 new people are moving to operator jobs

- 5 Mechanical Craft trainees to start in May 2021

New First Responder training will be scheduled soon

Safety

- Cliffs uses AK Steel Safety Manual. There are a lot of rules that do not apply to us. More information will be announced later.

COVID-There are 6 new cases, with no known transmissions at work. Some companies have hired out contact tracing work.

Rapid Response

- There are new infrastructure bills as soon as the new administration took over.
 - OSHA is getting new enforcement abilities to address COVID.
- NLRB ruled that companies cannot mandate employees get the vaccine

Grievance

Income Security is sitting in arbitration.

There's been a verbal agreement with the company doing BU jobs

Women of Steel

Two letters were received and read by WOS Chair Libbi Urban from the YWCA. One letter was from a recipient of the Angel Tree gifts and the other from YWCA President, Susan Tybon, thanking our local for the large donation of \$2235.

New Business

-Executive Board made a motion for the following 2021 Budgets; Solidarity: \$5000, Maintenance: \$7500, Charitable Contributions: \$5000. Motion accepted by the floor, seconded by Dave Miller. Motion Passed.

-Executive board made a motion to pay for lost time and expenses for the 4 tellers running the local election on April 6, 2021. [Motion accepted by the floor, seconded by Matt Dowty. Motion Passed.](#)

-Executive board made a motion to pay for lost time and expenses for 3 Financial Officers to attend a training on February 5, 2021. Motion accepted by the floor, seconded by Kevin Shepherd. Motion Passed.

MINUTES OF MEETINGS

The Local Union Meeting was called to order at 3:45 p.m. on 2/11/21 by Todd Kegley.

The President asked for a moment of silence for the passing of our active member, Trin Alfaro and retired member, Tommy Kissinger.

President's Report

Safety Lead Team Report

- Much discussion on face shields. There are new ones that wrap around the ears and are much better.

MTS discussion. This video training hasn't been under discussion in over 5 years. A video does not replace a class where team members can ask questions. Some team members have been told there may be disciplinary measures if they fail to complete the videos within a certain time frame. Further review of the program will take place to decide on its value.



JAC Report

- Steering Committees are addressing less issues and are moving them up to the JAC. That shift is not in line with our work culture.

- Quarantine update- When team members are home on quarantine, we will get paid.

- Business Outlook

- CGL & EGL are stretched thin.
- CRAN is fairly full

- Company is looking into what areas they need to put money into.

There was a Training presentation to the JAC to give an update on plant training, Electrical and Mechanical Craft Trainees, and Fast Track Program.

There are 9 mechanical openings and 2 people interviewed. Instrumentation is a huge problem. We are looking into an Instrumentation Craft Training Program, with possibly Crown Training & Development.

Position Specific Checklist Discussion-It may be better to eliminate the 24-month rule once the PSC is signed off, and move to a flat 30 months' time frame from the time you start the job.

Todd is working with Dave McCall regarding Profit Sharing. The equation will be calculated differently.

Discussion continues with a new Craft Training/ICD Building that will be located south of the bubble.

Safety

- New Hires are rapidly being hired. We need to make sure they stay safe.
- Buril is working through all of the Cliff's safety rules. He has not had an opportunity to speak with anyone at Cliffs about them.

- COVID cases are up to 78.

There still conversations about taking temperatures at the gate.



Communications

The new owners are very interested in our work culture. We have new banners (8 large and 8 small) representing American ownership and American made. They will start going up around the plant. Let's show how proud we are representing the union. We are going to have an internal organizing drive coming up soon.

Grievance

- If the resource doing mechanical work grievance is not resolved at the next discussion, it will go to arbitration.

- There is a new mechanical grievance about eligibility date to bid on a job.

The 1011 arbitration-the company will owe about \$760,000.

New Business

Recording Secretary reviewed the Election Timeline:

- Nominations will take place at the next meeting on March 11, 2021, 3:45pm at the 9231 Union Hall.

- Election will take place Wednesday, April 6 at the plant from 6am-6pm in the auditorium.

- Election winners will be announced at the meeting on April 8, 2021 at 3:45pm at the 9231 Union Hall

New Officers will be sworn in at the May meeting.

Executive board made a motion to pay for lost time for up to 2 people to clean and set up the hall for the Internal Organization Drive. Motion accepted by the floor, seconded by Matt Dowty. Motion Passed.