

Volume 20 Issue 2

I/N KIDS GIVE THANKS TO US TROOPS

Buril Smith interviews Crystal and Ron Halfman about their kids Lenten project.

Q: Why did you choose to do care packages, and why the troops?

My cousin and her husband both serve in the Air Force. My cousin recently retired, but her husband is still active duty and was deployed a couple of years ago. While on deployment he was always talking about the little things that he missed from home. My daughter thought this would be a great idea for this years Lent Project. Last year both of my kids gave up their allowance for the 40 days and donated it to a rice bowl project through our church. This year they chose to send the care packages as a way to branch out and give to another group.

Q: What is your timeframe for collecting, packaging, and shipping?

They are hoping to have 80 care packages put together and ship them out after Easter. We have been taking donations and organizing them at home to help make the packaging process go a little smoother when that time comes.

Q: Are you working with any other organization to complete the project?

We have put donation boxes at Our Lady of the Lake Catholic Church in Edwardsburg, MI, and its sister parish St. Anns in Cassopolis, MI. The kids in my children's classes are also getting involved by writing letters of thanks that we will include in the care packages.

Q: What would you tell other kids if they wanted to do something to help other people?

My daughter thought of the slogan "Little hands, big difference." She knew that she could send a few packages on her own, but if she wanted to send 80 (1 per day for the 40 days of Lent x2 kids) that she would need help from the community.

Q: What inspired you to take on this project?

Since Lent is a time of sacrifice and reflection before the Easter Holiday, my kids, as well as many others usually give something up for the 40 days. Last year they did the Rice Bowl project, and this year they decide on sending care packages to the men and women serving overseas. They give up so much for our freedom that we thought this would be a good way to say Thank You.



I/N Tek's Ron Halfman's children, Kirra and Brady, with a few of the items they have collected during their Lenten project. They are hoping to collect enough items to send 80 care packages to our military troops overseas. Contact Ron at 574-485-3406 if you would like to contribute to the cause.

February/March. 2017

President's Report

By: Wade Blaker

Acting President

Greetings fellow Steelworkers! By now you should all be aware I am filling in for Todd as acting President. I am in the same office Todd used and can be contacted at phone numbers 1057 or 1651. I will typically be in the office from 7am-3pm. Don't be shy, leave a message, send an email or just stop by.

This new position has really been an experience. I knew Todd juggled multiple issues on any given day and, frequently, any given moment. But to experience it first-hand has been quite enlightening. I am discovering, quite quickly, patience is a must in this position. Many times, issues and follow ups occur over a time period, which can seem like too long for a simple answer to move forward. Todd and I share much commonality in our beliefs and positions and I hope to make this transition as seamless as possible. Todd also will continue to support us, just from a different level. We have a great leadership team via Team Reps, Union JAC members, Committee members and a multitude of Volunteers. These people are the backbone of the Union and our success. Without their commitment I would be buried in issues beyond my ability to manage. I tip my hat to these individuals for their sacrifice to serve.

New Business:

Well not so much about new business as far as customers, but along the lines of what's happening.

The first quarter of 2017 is shaping up to be a good quarter for the steel business. Hot Band pricing market numbers are looking decent. We are hoping that March Hot Band pricing comes in at the same level or higher to possibly trigger the HRSPB. Don't know what the HRSPB is? Check your CBA, Section 12, page 23-24. Beyond that, it looks

See *Prez* Page 3 Col. 2

UNION MEETING SUMMARIES

By: Kim Rutkowski

Recording Secretary

MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on **1/12/17** by Todd Kegley.

There was a roll call of officers

President - **Present** Vice President- **Present** Recording Secretary - **Present** Financial Secretary- **Not Present** Treasurer- **Not Present**

The minutes of the last meeting were read

Motion to accept Passed

Special Announcement by Todd addressing the International Convention on April 10-13, 2017. A request for nominations was made for a total of 3 delegates. Nominations were made for Rick Podkul and Tony Novello. Both nominees accepted and will be our delegates.

President's Report Out

JAC Update

- 2017 looks positive. Orders are full and pricing is firm.

- Hotband pricing averaged \$527 for the last quarter.

- The plating section upgrade was approved

- There is a step 4 grievance for BU spouses that are I/N salary team members. There is a meeting with HR on 1/24/17.

- Dental Plan is in step 3.

- Operator Committee reported out to the JAC. They were approved to move forward with class development.

- The Hearing Conservation Program- If you work on CGL, you will be a part of the program.

- The Emergency Transportation Procedures was discussed.

- Met Lab Skill Matrix was approved.

- Steam Training was approved for the MCT Skill Matrix.

- Hlrac 3 pilot will be held in March for the JAC.

- Solidarity kickoff is tonight.

- 2018 will be the largest retirement year.

There were 5 ECT jobs posted yesterday.

Rapid Response

- The new leadership in the White House has started the process to repeal the Affordable Care Act.

There will be 5 new videos added to the Union website showing Todd's recent presentations on the new Health Care Plan and Retirement issues.

Civil and Human Rights

Nate Legard also reported out that the CHR Conference held in December also made note that they are supporting the Homeless Shelter Project in Gary.

Women of Steel

- District 7 has taken on a project supporting a Women's Homeless Shelter in Gary. It will house up to 12 women. Their list of needs will be

coming out. The Open House will be in March.

- The Regina Polk Conference is in May. The focus is teaching negotiation skills.

The District 7 WOS will be hosting a new conference taking place in August. Details to follow

Old Business

The Steelworker Health and Trust Fund will now coordinate and help with health care issues.

New Business

Executive board made a motion to send up to 3 people, at the President's discretion, to pay for lost time and expenses not covered by District 7, for the annual trip to Mexico in honor of the slain Union Workers. The trip is April 17-21, 2017. Motion accepted by the floor, seconded by Bob Mazur. Motion passed.

Executive board made a motion to add \$5000 to the Solidarity Budget. Motion accepted by the floor, seconded by Dean Dunning. Motion passed.

Executive board made a motion to adjourn. Seconded by Tony Novello. Motion passed.

MINUTES OF MEETINGS

The Local Union Meeting was called to order at 4:15pm on **2/9/17** by Todd Kegley.

There was a roll call of officers

President - **Present** Vice President-**Not Present** Recording Secretary - **Present** Financial Secretary- **Present** Treasurer- **Not Present**

The minutes of the last meeting were read

Motion to accept Passed

Financial Report for January was read

Motion to accept Passed

Todd introduced a special guest, Rapid Response Coordinator, Jerome Davidson. Mr. Davidson discussed supporting political candidates that supported labor. In particular he urged everyone to contact their senators and vote "No" for

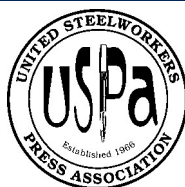
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Andrew Puzder for Labor Secretary. Over \$100,000 was raised for PAC. He also reported out that Chris Loomis put in more time than anyone during the campaign, volunteering the most hours out of everyone!! A HUGE Thank You to Chris!!

Todd made a special announcement that he will be taking a new position as International Staff Rep. He accepted this on the condition that he would still remain involved with our local. He will be able to attend our monthly meetings and will have a bigger voice in Pittsburgh.

President's Report Out

Business Review meeting that our president attended, it was reported out that we received numerous accolades, including

- Breaking 14 quality records in 2016
- CGL produced the best since 1999

Well over tonnage in CDCM

This happened because "we took advantage of the opportunities".

Rapid Response

- Please read the newsletter when they come out to help increase communication. The Solidarity Committee is meeting next week to continue to support those improvements.

There is a survey that will be coming out. Buriel urged everyone to fill it out.

Civil and Human Rights

Next Gen is holding numerous events for Black History month. See Nate for more details.

Women of Steel

District 7 is also hosting events for the Black History month. See Libbi for more details. District 7 WOS is sponsoring a Women's Shelter for homeless women called Emma's House. Each Sub-District has identified items to collect. If you would like to donate money, please see Libbi.

Safety

IOSHA was at the plant last week to follow up on an eye wash station issue. They were at the plant 8 hours and the investigation remains open. There are new gloves as a result of the Cut Level 4 requirement. The quantity of gloves available is still an issue.

Solidarity

Information will be coming out about a Bowling Event this month.

New Business

President Kegley swore in Dan Davis as Mechanical Team Rep.

Executive board made a motion to spend up to \$40,000 to replace the flooring in the main meeting room, hallway and restrooms. Motion accepted by the floor, seconded by Sherri Barzidlo. Motion passed.

Executive board made a motion to cover lost time and expenses not covered by District 7 Scholarship Program for the 2017 Summer School. Motion accepted by the floor, seconded by Jim Holbert. Motion passed.

Executive board made a motion to adjourn. Seconded by Nate Legard. Motion passed.

UNION MEETING
SECOND THURSDAY
OF
EVERY MONTH
4:15 PM

Prez Continued from Page 1

like our order books are strong and market conditions are aligned to keep things moving in a positive direction.

One of the bigger challenges before us is the ongoing event of retirements. It's great to see those who have committed a significant portion of their life to the success of this facility starting a new chapter. As a result the integration of new people into our Work Culture is critical to continuing our success. I am a firm believer this is the best system I have experienced in my 40 years of employment at various jobs. Although, I would also agree it has been the most challenging. The challenges have pushed me to be creative and have provided a level of career satisfaction that was missing at other places I have worked. Certainly if you put this system under a microscope or view it through a straw, you can find flaws. To some extent it's no different than the products we

produce. There's going to be some defects. If we work to address those defects/flaws we get closer to perfection. In its totality however, this system is a windfall to all stake holders. At any given time we might not agree on what the solution should be but when we act as Team Members to resolve issues I am astounded at the quality of the outcome. Certainly the details are important but we should never underestimate our own contributions to the success of this endeavor.

We have been trying to address the issue of retirements by doing data driven analysis with a sprinkling of best guess. The analysis was focused on how many and where the impact may occur. This was used to determine when to hire and how many we could assimilate in a given group. It had its pitfalls but overall when executed in a timely manner it allowed some overlap for training and assimilation. As we prepare to bring in the next group we find ourselves confronted with a new protocol that will constrain our ability to reach forward. In the immediate future we may only be able to hire using a replacement model concept. Based on the idea that the number you hire is directly related to the number that left in the previous quarter. This will ultimately leave us in a situation of people leaving in advance of replacements. We will continue to engage the Company on hiring adequate numbers but I want to put this out there as this develops. I believe at some point this idea will reveal its self as unsustainable, but until such time, be prepared as it will affect movement within the plant.

Thanks in advance for your cooperation as I assimilate the duties of my new position.

Wade Blaker



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



Contributed by: Jim Pondo

Gloves & Sleeves

September 27, 2016 is the day that marks a change in how I/N determines the personal protective equipment (PPE) for team members. That is the day Arcelormittal Corporate Management dictated that all employees within an arm's length of strip or coils are required to be protected by ANSI cut level 4 gloves and sleeves past the elbow effective October 1. I'm sure on a corporate level it must seem quite easy to issue such orders oblivious to the logistics and vetting required to make such a change efficiently.

For twenty seven years PPE decisions have been collaborative between I/N management, our Union and team members. An example of this collaboration is when we made the change from gloves with little or no cut protection to gloves that were cut level 2 or better. For many team members, this change was very traumatic because the initial glove offerings did not meet all of the task requirements. The decision to change was made in the Safety Lead Team because there was a clear need identified in numerous injury reports that team members needed to be better protected. The Union, I/N management and the teams worked through the issues together. It worked! Cut injuries plummeted and continue to remain low.

Before being told what to do and how to do it, our injury data indicates we have more exposure to puncture type injuries than we previously thought. We were working on possible solutions. As we worked to understand glove protection ratings, one of the things we have learned about glove manufacturers is they rate their gloves using testing data from their

own lab and testing method that makes their product look the best. I/N has been testing all stocked gloves at an independent lab using the same test method on the same testing machine so we can get comparable trusted results. We were in the process of identifying how to test for puncture resistance when 9/27 happened.

With only four days notice, the direction from management was to get cut level four gloves and sleeves in stock now and test later. Four different styles of gloves were initially put in stock, all of which have been sent out for independent testing. The orange gloves tested at only a third of their manufacturer rating, even though they were the most expensive glove of the four. This has started a flurry of activity from our distributor to get an explanation from the manufacturer. As of this writing we still have not been provided an explanation, just denial. Rather than wait for a resolution, we have added a black glove to the warehouse stock that tested well and was trialed out on the floor by fellow team members. Trial by volunteers out on the shop floor is the way I prefer to introduce new PPE.

The gray sleeves that were initially stocked came in with a cancer warning label that caused concern among the teams. The manufacturer's explanation was that California has such a strict law regarding chemical exposure, they placed the label on their product as a defense against being fined rather than actually testing their product for any of the thousands of California regulated chemicals. In comparison, OSHA only regulates a handful of chemicals and exposure limits are based on research from the sixties. Also, the distributor misrepresented (they caught the mistake) these sleeves as being cut level 5 but were actually cut level 2. The gray sleeves have been replaced in warehouse stock with green sleeves that offer fire resistance feature also.

Untested, scarce, expensive PPE that doesn't fit properly or address the hazards that we are exposed to at I/N, is not the best way to protect team members. If we can get corporate to stay out of our business, we will get through this but it is going to take some time. Arcelormittal corporate leadership's haste to facilitate change put us in a position to fail! We will succeed together as a team despite the obstacle course management has put before us.

I/N Management did not review this article's contents before distribution and may or may not agree with it.

In Solidarity

Jim Pondo

Safety Coordinator



Contributed by: John Milligan

The fight against unfair foreign trade never ends for the United Steelworkers. Here is a 3/14/17 news release from the USW Rapid Response, which is based on a report from the Alliance for American Manufacturing.

"Earlier this month, the Trump administration unveiled a trade agenda to Congress that aims to punish countries that violate international trade laws, even if that means ignoring unfavorable decisions by the World Trade Organization (WTO).

USW International Vice President Tom Conway discussed the shift in trade policy on the Leslie Marshall Show, and explained the problems unfair trade causes American manufacturers and workers. He also outlined the findings of a new report by trade attorneys Terence Stewart and Elizabeth Drake that spells out how U.S. trade enforcement has been undermined in rulings by the WTO's Appellate Body.

As a result of unfair and often illegal practices by our foreign trade partners, thousands of factories have closed and millions of jobs have disappeared. The U.S. government's ability to take effective action against illegal trade has saved thousands of jobs by implementing tariffs on subsidized and dumped goods, but this work has been undermined by the WTO.

"This is really about holding countries accountable to the agreements they made when they entered the WTO," Conway explains.

With 164 nations belonging to the WTO, the U.S. accounted for less than 13 percent of trade remedy measures imposed by WTO members from 1995 to 2015, but the United States was subject to 57.5 percent of the WTO's decisions in trade remedy disputes, with the Appellate Body ruling against the United States more than 90 percent of the time."

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The Solidarity Committee hosted a bowling party at Thunderbird Lanes in LaPorte, Indiana, February 22, 2017. Participants from families of USW Local 9231 enjoyed a night of bowling, pizza and refreshments. Watch for more Solidarity events.