

STEEL VOICE



UNITED STEELWORKERS LOCAL 1999

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January 23, 2017

Speak Loudly and Carry a Big Aluminum Bat

Leo Gerard

During this very month last year, aluminum smelters across the United States were closing, one after another. It was as if they produced something useless, not a commodity crucial to everything from beverage cans to fighter jets.

In January of 2016, Alcoa closed its Wenatchee Works in Washington State, costing 428 workers their jobs, sending 428 families into panic, slashing tax revenue counted on by the town of Wenatchee and the school district and devastating local businesses that no longer saw customers from the region's highest-paying manufacturer.

That same month, Alcoa announced it would permanently close its Warrick Operations in Evansville, Ind., then the largest smelter in the country, employing 600 workers, within three months.

Then, Noranda Aluminum fell. It laid off more than half of the 850 workers at its New Madrid, Mo., smelter in January, filed for bankruptcy in February and



closed in March. The smelter was a family-supporting employer in a low-income region, and when it stopped operating, the New Madrid County School District didn't get tax payments it was expecting.

This devastation to workers, families, communities and corporations occurred even after Ormet had shuttered a smelter in Ohio in 2013, destroying 700 jobs, and Alcoa announced in 2015 that Massena East, in New York, closed since 2014, would never reopen, costing 332 jobs.

It all happened as demand for aluminum

in the United States increased.

That doesn't make sense until China's role in this disaster is explained.

That role is the reason the Obama administration filed a complaint against China with the World Trade Organization (WTO) last week. In this case, the President must ignore the old adage about speaking softly. To preserve a vital American manufacturing capability against predatory conduct by a foreign power, the administration must speak

**KEEP IT
MADE IN
AMERICA**

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My View

Kelly Ray Hugunin,
Local Union Representative



Brothers and Sisters:

I want to say thank you to the members of Local 1999 who came out and voted for the International Convention Delegates. I am honored to have been elected as a delegate to the convention. Congratulations to the other delegates that were elected to go. We have a good group of delegates that will be representing the Local this convention.

Speaking about the International Convention, I had prepared a resolution to be adopted by the local union and presented at the convention. It addressed members paying Union dues on severance money. In last month's Executive Board meeting, Financial Secretary Vickie Burrus brought up that an International Auditor had told her that dues were not to be withheld on severance payments. International Staff Representative Jim Adcock and President Chuck Jones based on their past experience with plant closures believed that the International Union required dues payment on severance money. Upon review of the Financial Officers manual published by the International Union it was discovered

that Vickie was correct and **dues are not required to be paid on severance money.** In light of this revelation it was no longer necessary to adopt the resolution.

Recently there was a lot of hoopla over the comments that Chuck Jones made about then President-Elect Trump and the ensuing tweets from Trump attacking Chuck. There were a lot of the local's members who were upset with Chuck for calling out Trump. Many of those folks supported Trump and voted for him in the election. There were a lot of folks on the other side who were upset with Trump over the jobs numbers that were stated.

Regardless of who you supported in the election you should want and expect the leadership of your local union to hold our elected officials accountable for what they do. Was Chuck right in questioning the number of jobs that were being saved at Carrier? Absolutely, I believe he should have. Could Chuck have done it in a better way? Absolutely, I believe he could have been more tactful in how he handled it.

Even today, I don't think anyone can state with any certainty the exact number of jobs that will remain at Carrier after the fan coil lines are moved to Monterrey, Mexico. Carrier management has told Union representatives that 730 bargaining unit jobs and 70 management jobs will remain along with 300 office and engineering workers. But can we even trust those numbers from a company that was going to sell out its employees in Indianapolis and Huntington to increase their already staggering profits. The employees in Huntington are still losing their jobs due to this company's greed.

I do give Trump credit for taking action and saving some of the jobs at Carrier. Without intervention Carrier executives would have followed through with their plans to relocate the entire facility. Something I don't believe would have happened had Hillary Clinton been elected President.

I also believe if it was not for the video that Lakeisha Austin made of the plant closure announcement and this union pushing to keep Carrier in the public eye that none of the jobs would have been saved. District Director Mike Millsap committed a lot of resources to the fight to save Carrier jobs.

There is more work that needs to be done. Vertellus separated 43 of our members last year. We continue to fight for the jobs that are remaining. Rexnord's plans to relocate the Rockville Road bearing plant to Mexico are in full swing.

In light of Rexnord relocating, Carrier relocating the fan coil lines and other District 7 plants being impacted by China, Director Millsap has scheduled a "Make it in America" rally on February 2, 2017. So that weather is not a factor the Director has rented a room at the Sheraton Indianapolis City Centre Hotel. The room will hold 400 to 500 people. USW International President Leo Gerard - video, Senator Bernie Sanders - video, Director Millsap, Sub-District 3 Director Wayne "Crash" Dale, President Chuck Jones, IN AFL-CIO President Brett Voorhies, Mayor Joe Hogsett, State Rep. Karlee Macer, State Rep. Justin Moed, City County Councilman Jared Evans. The event is expected to last around 2 hours. □



Presented By:
United Steelworkers District 7



Thursday, February 2, 2017
6:00p.m. to 8:00p.m.
Sheraton Indianapolis City Centre Hotel
31 W. Ohio Street, Indianapolis, IN 46204

Guest Speakers:

USW International President - Leo Gerard / by video
US Senator Bernie Sanders / by video
USW District 7 Director - Mike Millsap
USW Sub-District 3 Director - Wayne "Crash" Dale
USW Local 1999 President - Chuck Jones
IN AFL-CIO President - Brett Voorhies
Indianapolis Mayor - Joe Hogsett
IN State Representative - Karlee Macer
IN State Representative - Justin Moed
Indianapolis City County Council - Jared Evans

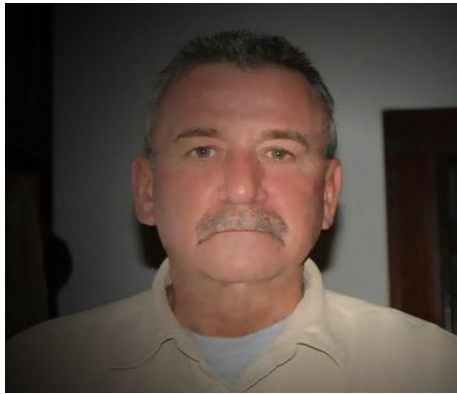
Continue the Fight!

Chuck Jones, President

"Our lives begin to end the day we become silent about things that matter." Dr. MLK Jr.

On February 10, 2016 the Union Leadership was notified (about 20 minutes) before the Union Membership of Local 1999-07 was brought together and told that UTC Carrier would be moving to Monterrey, Mexico. From that time forward, I made the decision together and along with the USW Local 1999 Executive Board, the Staff Rep. Jim Adcock, the Sub District Director Wayne "Crash" Dale and the District Director Mike Millsap that this Local was going to do everything we could possibly do to keep these jobs here in Indianapolis.

We rallied at the plant. We rallied at the State House. We did a mail out to notify Carrier and Bryant Distributors. We protested at a Bryant Party that was put on for the Distributors on Memorial weekend. We sent Union Representation to the Stockholders Meeting. We did any and all interviews in order to keep what was happening in the lime light and to let the American people know what was taking place. And because of the timing (during election cycle) a few of the Presidential Candidates began to talk about it. They started using the situation as part of their platforms, talking about Carrier and Unfair Trade Deals at many of their rallies. We were getting National attention. The Union did any and everything we could possibly do to get UTC to change their mind and keep these jobs here. In Effects Bargaining we even gave the Company a plan in order to save 23 million dollars a



year. The company's response to the Union was they would only stay if we could save them 65 million dollars a year and that would equate to the membership having to work for \$5 per hour with NO benefits. Of course this was unacceptable.

Shortly thereafter the Presidential Election took place and Donald Trump won. I and others agreed that we needed to stay on Trump because he used the situation at Carrier as part of his platform and he benefited from it in the form of votes, and we wanted him to keep his campaign promises. Then, on Thanksgiving Trump tweeted about a possible deal with Carrier and Carrier confirms these talks but states "There is nothing to announce at this time" also in a tweet. The Union had been left in the dark on these discussions.

On December 1, 2016 myself, the Local 1999 Vice-President Robert James, the Local 1999 Business Rep. Kelly Ray Hugunin, the International Staff Rep. Jim Adcock, the Sub-District Director Wayne "Crash" Dale, the District Director Mike Millsap, Local 1999-07 Unit President Donnie "Flip" Knox, and Local 1999-07 Unit Vice-President Anna "Vickie" Burrus all attended a meeting with a few of the UTC Corporate Officials

and some of the Carrier Company Representatives. It was at this time we were told that there would be 730 of our members keeping their jobs. What was so upsetting was the fact that they came to the plant, they made a big ordeal of it but wouldn't even let all of the membership attend the meeting. Trump then announced at the meeting that they were saving over 1100 jobs, which was untrue. If he wasn't out right lying then he was drastically misleading with his information and never bothered to mention that there would still be 550 of our members losing their jobs, still slated to go to Monterrey, Mexico. We are very grateful for everything that Trump did to keep some of these jobs here. I felt that this could have been handled differently. With just over 1200 members the announcement that 1100 were being saved gave many members false hope just to be told later that no it is only 730. I took offense to that.

I have been a member of this union for almost 48yrs and I have fought for the rights of all union members for more than 30yrs. In this last year I have heard many rumors such as I needed to sit down and shut my mouth, just get our severance, and that I needed to leave Trump alone because he saved our jobs and the Union did nothing.

Don't throw the Union under the bus and say that we had nothing to do with saving these jobs. "We" kept the pressure on and I am convinced that is what lead to Trump doing what he did. And we will continue to fight for the 550 members at Carrier and the 300 members at Rexnord!!!!



False Hope Hurts More

Leo Gerard

All Chuck Jones was trying to say is that Presidential-elect exaggeration is a killer when it involves jobs. It's one thing for a candidate to inflate stuff like personal wealth. But when a President-elect tells the country he's saved 1,100 jobs at a Midwestern manufacturing plant, and it's really only 800, that hurts real human beings.

Chuck Jones is president of the United Steelworkers (USW) Local Union 1999, which represents 1,330 workers at the Carrier furnace plant in Indianapolis. He's the guy who had to tell them the bad news: 1,100 jobs hadn't been saved. Only 800 workers would be spared, 730 union and 70 management.

When President-elect Donald Trump announced 1,100 jobs saved, he included 300 research and development employees who Carrier never intended to move to Mexico.

The members of USW Local 1999 had thought when President-elect Trump said 1,100 that only a small number of blue-collar jobs would be lost. In the end, though, it turned out nearly 600 workers would be out in the cold, almost half of the union members at the Carrier plant.

Everyone was thankful that 730 jobs had been rescued. But the 1,100 figure had created false hope. When it was dashed, workers were devastated. It was worse than if the President-elect had given them no hope at all.

This is important because the President-elect has made many promises to

working people across this country. He said, for example, that he'd bring back manufacturing jobs from China, Mexico, Japan and elsewhere. He said he'd impose on companies like Carrier that ship factories and jobs out of the country a 35 percent tariff on the manufactured goods when they're imported into the United States for sale. He promised tax incentives for manufacturers to build or expand factories in the United States. He pledged to create 25 million jobs. These are hope-builders for workers. They are pledges that must be kept.

The President-elect's pledges are particularly important to members of the USW. That's because the USW is the largest manufacturing union in North America. It represents workers who forge steel and aluminum, build tires, mold glass, refine oil, make paper and cardboard, mine taconite and copper, and perform dozens of other highly skilled factory jobs

crucial to the U.S. economy, like construct Carrier furnaces and grind and machine Rexnord ball bearings. Rexnord's a plant 1.5 miles from Carrier that announced in October that it, too, intended to move to Mexico.

Unfortunately for USW members, Chuck's experience with Carrier and Mexico is just one part of a long-running tragedy. The USW has been battling the ill-effects of bad trade and seeking relief from currency manipulation by countries like China for decades. The USW actually filed a lawsuit challenging the constitutionality of NAFTA. Unfortunately, the U.S. Supreme Court refused to hear it.

The USW international has filed or participated in more than 50 trade cases in just the past decade. Almost all of these were done in partnership

⇒ See HOPE Page 7



President-Elect Donald Trump making Carrier jobs announcement at Carrier on December 1, 2016.



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and cooperation with the employer companies. And most resulted in wins. In a couple of instances, the USW had to file by itself, with no help from the companies, whose positions were compromised because they had built plants in China. These cases are ridiculously expensive. But the union had to do it. It must pursue every avenue it can to protect members' jobs against trade violators.

Some Wall Street and Washington wonks who never got grease under a fingernail in their lives want to slam American factory workers as unproductive, overpaid and obsolete. This just isn't the case. In fact, John P. Surma, the immediate past CEO of U.S. Steel, described his company's unionized steelworkers as the most productive and efficient in the world.

What's really going on is some foreign countries are keeping their workers employed by manipulating their currency, subsidizing their manufacturers in ways that violate international trade law and absolving manufacturers of tax obligations, then exporting artificially cheap products.

To sustain economic growth and employment, China continues to ramp up steel and aluminum production, even though the resulting excess capacity is roiling the entire world market. China is producing more steel and aluminum than the entire world needs, causing plummeting prices, bankruptcies, plant closures and massive layoffs from the United States, Canada and Mexico to India and the UK.

There are more than 16,000 steelworkers out of work in the United States right now. Since 2000, 18

aluminum smelters have closed in the United States, permanently destroying thousands of good, family-supporting jobs, and leaving the country with only five operating.

It is because China continues to break every rule it agreed to abide by when the United States granted it permanent normal trade relations (PNTR) status in 2001. And, clearly, NAFTA has not worked for workers either, with manufacturers like Carrier and Rexnord still planning to flee across the border. Neither did the free trade agreement with South Korea called KORUS.

If the President-elect would like to repeal and replace all of those bad deals, the USW would like to work with him. The proposed Trans-Pacific Partnership free trade deal seems to be dead, and if the President-elect would like to start a new trade regime with workers and environmentalists and other interest groups at the table, not just corporate lobbyists, the USW would like to work with him to create fair trade that works for American workers and supports American manufacturing.

The local union that Chuck Jones serves as president also represents workers at the Rexnord ball bearing plant. The President-elect called out Rexnord on Twitter for its plans to renounce Indiana for Mexico.

The USW hopes the President-elect can persuade Rexnord to keep those 300 good jobs in Indianapolis. If not, the USW believes President-elect Trump should fulfill his pledge to impose a 35 percent tariff on any ball bearings Rexnord would plan to import into the United States from a new Mexican plant where workers would receive a total of \$6 an hour

in wages and benefits.

On the campaign trail, the President-elect promised, "The forgotten men and women of our country will be forgotten no longer." Working people across this country who heard that and his jobs and trade enforcement promises voted for him on the belief that he'd come through for them.

Those hopes must not become false hopes. Those promises must be kept. □



USW International President Leo W. Gerard is also a member of the AFL-CIO Executive Committee and chairs the labor federation's Public Policy Committee. President Barack Obama appointed him to the President's Advisory Committee on Trade Policy and Negotiation and the President's Advanced Manufacturing Partnership Steering Committee 2.0. He serves as co-chairman of the BlueGreen Alliance and on the boards of Campaign for America's Future and the Economic Policy Institute. He is a member of the executive committee for IndustriALL Global Labor federation and was instrumental in creating Workers Uniting, the first global union.

OSHA To Start Rulemaking On Preventing Workplace Violence

Mark Gruenberg

The Occupational Safety and Health Administration (OSHA) will begin the process of investigation and rule-writing on a proposed rule to force firms – particularly in health care – to take measures against workplace violence.

OSHA Administrator Dr. David Michaels made the announcement during a day-long hearing on Jan. 10 the issue by an agency advisory council.

His statement responds to a petition the National Nurses United filed six months ago, and support from other unions and professional health care organizations. Michaels repeated his promise in a letter to NNU Health and Safety Director Bonnie Castillo.

While NNU and other unions hailed Michaels' statement, there are several catches. One is that it came on his last day in office, and another is that the incoming Republican Trump administration could easily stop the investigation and rule-writing in its tracks.

The AFL-CIO doesn't think they'll do that, a spokeswoman said. "It's factually based and evidence based, so it'll be hard to ignore," she added. "This is a very severe issue and a problem that is growing."

Workplace violence is a particular problem in health care, the AFL-CIO, the Steelworkers, the Teamsters, AFSCME, the Communications Workers and the Service Employees told the agency when they supported NNU's petition for the rule-making.

"Voluntary measures" by employers "are inadequate," they said. Health care and social service workers suffered 52 percent of all workplace violence injuries in 2014, the latest federal data available show. They're twice as likely as other workers to be violence victims.

And while OSHA has cited and prosecuted many hospitals and nursing homes for failing to protect

workers, it's often had to do so "only after a worker has been injured or killed," their letter says.

At the hearing, nurses told Michaels and the rest of the panel of the impact workplace violence had on them and their families. While waiting for OSHA to act NNU convinced several states, including California and Minnesota, to move against workplace violence.

California registered nurse Allysha Shin described an incident in her hospital in December where a "combative" patient attacked nurses and staff.

"The patient ripped out of her restraints, pulled out one of her IVs, tore her gown off, and got out of bed. She kicked me in the chest and stomach multiple times. It took approximately six people to restrain her to the chair," said Shin. And service was disrupted for half an hour, she added.

⇒ See OSHA Page 11



Restoring Trust After Our "Free Trade" Charade Ends

Stan Sorscher

The 2016 elections threw a bucket of cold water into the face of free-trade orthodoxy. It's no surprise that voters in Wisconsin, Michigan, Ohio, Pennsylvania, and elsewhere are deeply discouraged by decades of failed promises of boon from establishment leaders. The real surprise is, what took us so long?

We need a new approach to globalization that does as much for workers and the environment as it does for global investors.

Everyone I know wants trade and globalization. However, we have managed globalization badly.

Our failed "neoliberal" approach

has been to manage globalization through trade deals, written by and for the interests of global companies. The neoliberal vision is a fully integrated global economy, where national identities are blurred, shareholder interests have top priority, public interests are devalued, and gains go almost entirely to investors.

Nothing in trade theory or history says global economic integration is a good idea.

In this neoliberal vision, markets will solve all our problems, government is bad, and power and influence should favor those who already have plenty of both.

A growing number of economists and policy-makers recognize that neoliberalism is exhausted, politically unstable, and increasingly reckless. Martin Wolf, the most influential living British economist, argues that our failed market orthodoxy weakens Democracy. What Wolf sees in Europe is doubled in the US political experience.

The collapse of the Trans-Pacific Partnership (TPP), a 12-country NAFTA clone, is a historic event. TPP was radioactive all through the presidential campaign, for good reason - voters have lost trust in the neoliberal NAFTA approach to

⇒ See TRADE Page 10



↔ TRADE From Page 9

globalization.

The discussion has started on a new approach. Representative Sander Levin and economist Simon Johnson recognize that our distorted power relationships and insistence on maximum possible trade cannot solve our problems.

Jared Bernstein and Lori Wallach go through TPP's shortcomings, suggesting remedies. A recent proposal from the AFL-CIO offers 6 objectives for renegotiating NAFTA. A Sierra Club discussion paper brings environmental interests into sharper focus.

Jeff Faux makes it crystal clear. It's time to start over.

"The trade policy of the last quarter century is now bankrupt, economically and politically. This is the moment for America to go back to the drawing board and rethink strategies for competing in the global economy in ways that raise living standards for all."

Go back to the purpose for any political economy - what policies bring economic security, and balance interests fairly so we can prosper together?

The AFL-CIO's proposal starts at ground zero - eliminate the special dispute settlement system popularized in NAFTA and duplicated in subsequent trade deals. This "investor-state-dispute-settlement" system, known as ISDS, operates on a simple principle. Sure, governments can regulate, but they must pay investors for "unfairness" of policy changes that interfere with trade.

Under NAFTA-style neoliberalism, the governance principle is that investments are sacred, and public interest operates in whatever policy space is left. By ditching that neoliberal corporate-centric principle, we make it clear that public interest is legitimate and meaningful.

We are happy to balance public interests with investor interests, fairly. That's what we do under the US Constitution. Other modern democracies do that in their own legal tradition.

It may be obvious, but worth saying. Public policies come from a political system. We don't really have a global political system. We will need to build public interests into our globalization policies at national and international levels.

And we must address the two defining problems of our time, inequality and climate change. These are the market failures of global proportions. We absolutely need public policies to solve them.

Inequality comes from too much power at the top and too little power for workers and communities. Workers can claim a share of the gains they create if they have good jobs that create gains, and they have economic and political power to claim their share of those gains.

Every country in the world has an industrial strategy for creating jobs and sharing gains. Ours sucks.

We had strong manufacturing strategies when we industrialized in the 19th century, and again in the mid-20th century. China, Korea, Japan, Germany and other countries have effective manufacturing strategies.

We could start by saying we want an effective manufacturing strategy.

Climate change is arguably the biggest market failure in human history. The Sierra Club's discussion paper introduces a new mechanism for balancing public and business interests. First, we acknowledge that environmentally sustainable policies are in our national interests. All countries share that interest, and most have made commitments to meet environmental standards.

The Sierra Club's discussion paper introduces a "border adjustment" mechanism to encourage countries to honor their voluntary commitments. The paper also calls for an independent body to investigate compliance to those commitments, hear disputes, and impose sanctions. When a country meets its environmental commitments, tariffs are low. When a country falls short of its commitments, sanctions or "border adjustments" would apply to products from that country.

"Trade and investment should be treated as tools for advancing public interest objectives - not ends in and of themselves."

If we had a Constitution for globalization, that value would be in the preamble. It would frame the rest of the provisions. We don't need "maximum possible trade." The optimal level of trade may be less than what we have now. Just sayin'.

The Sierra Club paper gets to the trust issue eating at our national political spirit.

"Above all, if the legitimacy of our

↔ **See TRUST Page 11**

↪ OSHA From Page 8

Helene Andrews, a psychiatric nurse at the Danbury (Conn.) Hospital, suffered a broken pelvis and other injuries when a patient attacked her. Andrews, an AFT member, previously briefed legislators about the attack.

Andrews said that while attempting to hand pain medications to a male patient who requested them, "he punched me in the jaw so hard that I was knocked to the floor and my pelvis was broken." Andrews was out of work for more than six months and had to go through physical therapy and rehab. She still suffers flashbacks.

The hospital did not have a warning system or training for its staff. Such warnings would have alerted Andrews to the patient's prior history of violence. The unions' rulemaking request includes requiring health care facilities to warn their staff of violent patients – and train them in how to deal with such situations.

"Our nurses came to D.C. today to speak out on the importance of passing an enforceable workplace violence prevention standard, and we are thrilled to know OSHA granted NNU's petition for that standard to begin to take shape," Castillo said in a statement. "Such regulations are vital to protecting nurses and other healthcare workers, as well as their patients, from the epidemic of workplace violence across the U.S."

"Workplace violence is a serious safety and health problem that has reached epidemic levels in healthcare and social service settings," said Peg Seminario, AFL-CIO Director of Safety and Health.

"Each year tens of thousands of workers are assaulted on the job, suffering serious disabling injuries and even death. Workplace violence is not part of the job. These assaults and injuries can be prevented. We welcome and applaud OSHA's action accepting the union petitions and

commit to working with the agency and other stakeholders to develop a strong workplace violence standard to protect our nation's healthcare and social service workers."

But the looming GOP Trump administration includes a nominee for Labor Secretary, fast food magnate Andrew Puzder, who hates pro-worker rules, including those covering safety. OSHA has cited his Hardees and Carl's Jr. restaurants for safety and health violations.

Puzder's and Trump's anti-worker stands won't deter NNU, Castillo said. "Our nurses fought hard for the protections we now have in California, and we will not stop fighting until those workplace violence protections exist at the federal level. That's why we applaud OSHA for taking this important step forward" to protect workers, patients and families nationwide. "An enforceable workplace violence standard will save lives." □

↪ TRUST From Page 10

democratic political systems is to be maintained, economic policy must be orientated towards promoting the interests of the many not the few; in the first place would be the citizenry, to whom the politicians are accountable. If we fail to do this, the basis of our political order seems likely to founder."

Furthermore, this is not a question of the US national interests versus other countries' national interests. Remember - our NAFTA-style neoliberal approach puts the 1% in each country at odds with workers and communities in each country. That can be rearranged, so that we trade, and we share the gains

from globalization, and deal with inequality, and manage climate change.

The Sierra Club discussion paper takes a big step toward restoring trust. We need to rehabilitate public interest as a legitimate purpose of public policy. The "border adjustment" mechanism strengthens institutions of civil society and puts public interest directly into our national trade policy.

This approach to trade would work equally well in terms of labor rights and human rights. Countries around the world have endorsed labor standards, such as no slave labor or forced labor; no child labor; no discrimination on the basis of religion, country of origin, gender; freedom to

form unions; no human trafficking. The border adjustment mechanism could be expanded to investigate, hear disputes, and impose sanctions regarding labor rights and human trafficking.

The mechanism applies equally well to commitments made for investors(!) - currency manipulation, state-owned enterprises, illegal expropriations, patent and licensing violations and so on.

The premise is that government has a legitimate role in managing the economy to reflect our own moral, social and political values. We decide how to express public interests, and our trade policy carries that forward. □

UNIT REPORTS

UNIT 00 REXNORD

Hello Union Brothers and Sisters:

Hope everyone had a happy holiday with their families.

On the grievance side of things, we have 4 grievances that are set for 2nd step. We had 2 grievances at the 3rd step level on 1/5/2017 with the company; we are waiting on their answers as we speak.

As I am sure everyone is aware of the company has put up lists in Dept. 103 and 104 for volunteer trainers to train the people that will be instructing the people that are going to take our jobs. The pay for training is \$ 4.00 more an hour. I understand everyone's concern about what is going on with this procedure.

BUT PLEASE, DON'T FORGET THE TRUE CAUSE FOR WHAT IS HAPPENING, IT IS TODD ADAMS AND CORPORATE GREED.

I just want to let everyone know that the UNION has not given up the FIGHT FOR OUR JOBS things our being set up, dates are being set. People in Pittsburg at the STEELWORKERS OFFICE are working with us. PLEASE REMEMBER WE ARE THE UNION, WE NEED ALL OF YOU TO STAY INVOLVED.

Remember what was said at the rally we have to keep fighting UNTIL THE END, CORPORATE GREED HAS TO

STOP.

The bits and pieces that I am getting is that on time delivery is terrible in Mexico, quality is terrible.

I ASK ALL OF YOU PLEASE PLEASE STAND UP AND FIGHT FOR OUR JOBS STAND BEHIND THE FIGHT, I NEED ALL OF YOU.

I do want to thank all the people that have been involved with many interviews which was all done on your personal time THANK YOU AGAIN

Watch the boards for the next UNIT MEETING.

In Solidarity,
Don Zering
Unit President

UNIT 07 CARRIER

To my Brother's and Sister's,

Happy New Year to you all! I hope this year will be much better than the roller coaster one we had last year. I'd like to first address the safety of our workers. The first week back, we had 3 pedestrians struck by tow motors. We need to work on paying more attention while out walking in the aisles. Please remember to always look both ways when coming to an aisle where tow motors operate. We need you to stay safe and healthy!

Next, I'd like to thank our union leadership and Carrier workers

that fought diligently all last year to keep the jobs here. We had a great campaign which helped us achieve the goal of keeping jobs here. Unfortunately, not all the jobs have been saved. We will continue to fight for those jobs, as well as our brothers and sisters at Rexnord and the Huntington facility, who also are losing jobs to Mexico.

For the employees who are facing permanent layoff, please don't forget about the EmployIndy office up front next to the Credit Union. They have full time staff there that will help you with questions you may have and offer assistance with resources. They also have a survey they want employees to take. You can get a paper survey from them or fill it out online at <https://www.employindy.org/OneFlow/CarrierSurvey.aspx>.

If you're on Facebook, please find our page, USW Local Unit 1999-07 - Carrier Site. Follow us on Twitter @uswcarrier1999. We continually update the members with the latest news and updates.

Let's continue to be good to each other, always come to work, be safe and let's have a great 2017!

In Solidarity,
TJ Bray
Media Communications Rep.

Treasury OKs First Pension Benefit Cuts by Financially Troubled Multi-Employer Plan

Mark Gruenberg

The U.S. Treasury, acting under a controversial law approved in a lame-duck congressional session in 2014, has approved the first benefit cuts for current retirees and survivors who depend on a financially troubled multi-employer pension plan.

But the cuts, affecting almost 1,000 pensioners and their families at Ironworkers Local 17 in Cleveland, will take effect only if a majority of the plan's 1,995 beneficiaries vote for them in this month's election. Ballots are due at the union office by Jan. 20. The catch is that any recipient – retiree or survivor – who doesn't vote will be counted as a "yes" vote for the cuts.

And the second catch, the pension plan trustees point out, in their letter to the retirees on Local 17's website, is the alternative: The plan will go broke by 2024. Then their pensions would depend on a federal agency, the Pension Benefit Guaranty Corp.,

which would cut the payouts, predicted to average 20 percent under the trustees' proposal, even more.

The 2014 law lets boards of financially failing multi-employer pension plans seek Treasury OK to cut current benefits for retirees and their families in order to keep the plans alive and solvent for future retirees. The controversial law has nationwide impact.

Multi-employer pension plans cover an estimated 10 million workers, including Ironworkers, grocery workers, Teamsters and more. Hundreds of thousands of retirees and survivors – estimates vary – are in financially failing plans.

Those are the plans that can seek cuts for current retirees and survivors. But plan trustees must prove their cuts would keep the pension plan solvent. The first – and largest – plan to try

to prove its case, the Teamsters' giant Central and Southern States fund, flunked. And its trustees' request caused a nationwide uproar among Teamsters members.

Ironworkers Local 17 is the first request that passed. Treasury agreed its multi-employer plan would run out of money unless it could cut payments to current beneficiaries. So Treasury OKed the cuts, saying Local 17 trustees proved slashes would keep the plan solvent.

The average cut for current Local 17 retirees would be 20 percent, from \$1,401 down to \$1,120 monthly, the local said. The plan now serves 1,995 retirees or surviving spouses.

If the cuts pass, they'd take effect starting Feb. 1. But 52 percent (1,029 people) will see no cuts, Local 17 added. Those beneficiaries

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**STEELWORKERS ORGANIZATION
OF ACTIVE RETIREES
District 7 Chapter 30-10
SOAR & Golden Age Club**

**We meet every 3rd Monday of the month
Time 11:45AM
AT
UNITED STEELWORKERS
Local 1999 Union Hall
218 S. Addison St. Indianapolis, IN**

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fall under various exemptions written into the 2014 law, such as for disabled workers, or for recipients aged 80 and older. Others will see cuts of varying sizes. For example, 265 (13 percent) will see cuts of 20 percent-30 percent while 30 people – fewer than 2 percent – will suffer the biggest cuts, 50 percent to 60 percent.

Three other multi-employer plans have pending cut requests: Bricklayers Local 5, also in Cleveland, Bricklayers Local 7 on Long Island, and the Automotive Industries Pension Fund, which covers the East Bay Automotive Machinists Lodge 1546 in Oakland, Calif. That lodge's parent union, the Machinists, also strongly opposed the 2014 law. And Lodge 1546's cut request has drawn the most flak since the Teamsters brouhaha: 284 comments to the feds.

"I think it is an utter travesty to be invested in the plan and to be told you can depend on it being there for you for the rest of your life, and then, a few years later, you are told it is not or that you are going to be reduced 61 percent," wrote one Lodge 1546 retiree, Verne Pickrell Jr., from Emmett, Idaho.

"I have no other means of income, active or passive, other than my union pension and SSDI benefits to live on and I am unemployable" due to disabilities, added another, Raymond Pasquini, 64, of Douglas City, Calif. "It is difficult enough for me now with the benefits I am currently receiving, however, if they are cut it would be an undue and unfair burden resulting in catastrophe."

Then Pasquini linked his plan's problems to the larger causes that threw multi-employer plans into the

red – and that led to the legislation.

"We worked hard and diligently all our lives and paid our dues and contributed to our pensions along with our employers. However, it is the managers and trustees, the Wall Street fund managers they used, and the federal government that fell asleep at the wheel and caused most of the pension fund's financial problems. They should be made to resolve this matter in favor of current and future retirees," he wrote to Treasury, protesting the planned cuts.

"Please reject this effort to cut my pension by 60 percent," pleaded Local 1546 retiree Dennis Siebert of Cape Coral, Fla. "My family is dependent on this income." And Siebert, too, denounced "allowing the big banks and hedge fund managers to keep these funds while us older pensions pass away, one by one, living in poverty." □



January 11, 2017

Would ACA “Repeal and Replace” Impact You?

The Affordable Care Act’s (ACA or “Obamacare”) future is being debated in Congress right now. In contrast to other large-scale social programs in American history that saw changes over time – for instance, automatic cost of living adjustments weren’t originally part of Social Security and prescription coverage got added to Medicare decades after its implementation – the current approach to the ACA is radically different. First, the majority in Congress wants to repeal the ACA while citing some vague principles about a replacement policy, then at a future point they’d come up with the details of an actual replacement. The strategy is being met with resistance from Democrats, a growing number of Republicans and industry experts who are concerned about massive insecurity occurring in the insurance markets and millions of Americans losing coverage. As this debate plays out, here are common ways the ACA might be impacting you:

For Active USW Members

There’s no longer a need to bargain over insurance provisions such as yearly and lifetime caps on benefits because they are eliminated under the ACA. Many members also benefit from the ability to keep children on insurance until age 26. In the event of a job loss or retirement, the subsidies available through the ACA have helped ensure affordable coverage. Our smaller employers with older and sicker workers have new protections against sky-high premium costs. When employers change healthcare providers, the ACA’s elimination of pre-existing conditions protects us, just as it protects pre-Medicare retirees and individuals without employer coverage. Many USW members have received no-cost mammograms, colonoscopies and other preventative care due to the ACA. Our members working in healthcare have seen fewer uninsured individuals requiring care. That leads to more financially secure employers and greater leverage to protect and improve our jobs.

For Retirees

The ACA is reducing prescription drug costs when hitting the “doughnut hole.” By 2020 the “hole” will be closed completely. Previously when seniors hit this “hole,” they had to pay 100 percent of costs. Additionally, the ACA provides no-cost preventative screenings, a free wellness exam when joining Medicare and protections against rising costs and age discrimination. Given that the ACA has financial provisions to shore up Medicare, the non-partisan Congressional Budget Office estimates repeal would require finding an additional \$802 billion over the next 10 years to fund Medicare.

For Our Friends and Family Members without Employer-Provided Coverage

The ACA is primarily responsible for 27 million Americans obtaining healthcare insurance since the time the law was enacted. It sets out mandates for what insurance must cover. It prevents insurers from charging women more. It also stopped the devastating practice of insurers dropping coverage because of small paperwork errors at the times when people needed the coverage the most.

Our union acknowledges that problems exist with the ACA. That’s why we’ve been working to fix it. The excise tax provisions that were to begin in 2018 would have added new costs for many of our employers that they’d likely try to pass on to us. We’ve been successful in delaying this tax by two years. However, a “replacement” plan for ACA could be much worse: some of the leading ideas call for a cap or elimination of the tax exclusion on employer-sponsored insurance. That could mean much bigger taxes directly on us. As this debate plays out, our union will continue to advocate for the policies that support our healthcare needs while fighting back against those that would do us harm.

Sources: [Alliance for Retired Americans fact sheet](#), [HealthCare.gov](#), [CNN: Repealing Obamacare Impacts Everyone](#)

Kentucky Republicans Assault Unions and Wages in First Act of the Year

Bryce Covert

Last year, Republican Matt Bevin won the governorship of Kentucky, taking over from Democrat Steve Beshear. Then, in November, Republicans took full control of the state legislature after they gained their first majority in Kentucky's state house in almost a century.

And the very first things the Republican majority did with its power this past weekend were to pass a so-called "right-to-work" law, which will likely weaken unions' finances, and repeal a prevailing wage law that ensures government contractors pay decently.

Kentucky was the last of the Southern states that hadn't gone right-to-work, but after Bevin signed the bill on Saturday, it now joins the rest—becoming the 27th state in the country to pass such a law.

Right-to-work laws create what critics call a free rider problem. Normally,

all workers in a unionized workplace must pay dues to the union given that it's bargaining on their behalf. But right-to-work laws allow people to opt out of dues, even if they're still being represented, which means they can benefit from union negotiations over wages and working conditions but don't have to give any money to support these efforts.

This dynamic can hollow out unions' finances, since they still have to do the same work but potentially with less money. Those in non-right-to-work states are more than twice as likely to be in a union or protected by a union contract.

By weakening union power, research has found that right-to-work laws have negative impacts on all workers. These laws end up reducing wages—pay is about 3 percent lower in right-to-work states compared to those without such laws, which comes

to around \$1,500 less a year for a typical worker. They also lower the likelihood of receiving employer benefits like health insurance or a pension.

Kentucky's new law also bans public employees from going on strike, a key labor right enjoyed by all other workers.

The legislature also passed a rollback of the state's prevailing wage law this weekend, and Bevin has said he will sign it. These laws are intended to keep government contractors on from undercutting wages to offer cheaper bids. A lack of prevailing wage laws can lead to a race to the bottom as contractors seek to underbid each other. And while proponents say that getting rid of the laws keeps government costs low, research has not found that to be the case. □



↪BAT From Page 1

loudly and carry a big aluminum bat.

The bottom line is this: American corporations and American workers can compete with any counterpart in the world and win. But when the contest is with a country itself, defeat is virtually assured.

In the case of aluminum, U.S. companies and workers are up against the entire country of China. That is because China is providing its aluminum industry with cheap loans from state-controlled banks and artificially low prices for critical manufacturing components and materials such as electricity, coal and alumina.

By doing that, China is subsidizing its aluminum industry. And that is fine if China wants to use its revenues to support its aluminum manufacturing or sustain employment – as long as all of the aluminum is sold within China. When state-subsidized products are sold overseas, they distort free market pricing. And that's why they're banned.

China agreed not to subsidize exports in order to get access to the WTO. But it has routinely and unabashedly flouted the rules on products ranging from tires to paper to steel to aluminum that it



dumps on the American market, resulting in closed U.S. factories, killed U.S. jobs and bleak U.S. communities.

In 2000, China produced about 11 percent of the aluminum on the global market. That figure is now 50 percent. A big part of the reason is that China quadrupled its capacity to produce aluminum from 2007 to 2015, and increased its production by 154 percent.

When China threw all of that extra, cheap, state-subsidized aluminum on the global market, it depressed prices. In that eight-year period, the price sank approximately 46 percent.

To compete, American smelters tried cutting costs and getting better deals on electricity. But even as U.S. demand increased, U.S. production declined 37 percent. And capacity decreased 46 percent.

What capacity decrease means is closed plants. The number of smelters dropped from 14 in 2011 to five last year, with only one operating at full volume.

Many of these manufacturing workers, thrown out of their jobs by what is clearly unfair trade, saw President-elect Donald Trump as a champion. Donald Trump said he would hold China to account on trade. He promised he would impose massive tariffs on goods imported from China. He said he would confront Beijing on currency manipulation, a practice that makes Chinese goods artificially cheap.

Many of those manufacturing workers voted for Donald Trump. Monroe County, Ohio, is a good example. That was the home of the Ormet smelter. The workers, who belonged to my union, the United Steelworkers, and the company asked Ohio Gov. John Kasich in 2012 and 2013 to intervene with the utility to get lower rates to help Ormet survive.

Kasich refused. The smelter closed.

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How the American Postal Workers Union Scored One of its Biggest Wins Ever

Bruce Vail

Members of one of the largest labor unions for post office workers are celebrating the success of a three-year campaign to roll back a commercial alliance between the U.S. Postal Service (USPS) and office supplies retailer Staples that threatened a major advance in the privatization of the national mail system. Coming just before the accession of Donald Trump to the White House, the victory marks one of the most successful corporate campaigns by any labor union during the Obama era.

rejuvenation of the American Postal Workers Union (APWU) under the leadership of Mark Dimondstein. First elected as president in 2013, Dimondstein promised union members a more aggressive attack on USPS privatization initiatives and a more progressive union overall. He delivered on those promises with the Staples campaign, and stood out in 2016 as one of the few union leaders to back insurgent Bernie Sanders' campaign for the White House.

In an interview with *In These Times*, the union leader credits the success of the

campaign to the thousands of hours of unpaid volunteer work by union members, and also to impressive demonstrations of solidarity by other unions, particularly teachers unions. Launched in 2014, the campaign gained early momentum, he says, and landed some of its most effective blows in mid-2014 and early 2015. Over the course of 2016, executives at USPS and Staples were in a slow retreat and formally caved in a letter to the union announcing the cancellation of the privatization effort earlier this month.

The success also marks the



Union members were immediately galvanized in opposition when the USPS-Staples deal was announced as a "pilot program" in 2013. The pilot called for Staples to open "postal counters" in its existing retail stores where most standard post office services would be available. Such counters would be introduced in

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Monroe County's unemployment rate now is the highest in Ohio at 9 percent, nearly twice the national rate.

Monroe County voters didn't forget. Theirs was among the counties in Ohio that went for Donald Trump in the Republican primary. Though Trump didn't win the Ohio primary, he got 35.9 percent in the crowded GOP field, and he took virtually all of the places in Ohio that, like Monroe, would say Kasich and other politicians turned their backs on them.

President-elect Trump carried 29 of Ohio's

Appalachian counties in the primary, those described as "geographically isolated and economically depressed." These are counties that, like Monroe, lost family-supporting jobs in steel, manufacturing or mining. For the workers who haven't left, the jobs that remain, in retail and fast food, don't pay much, don't provide benefits and aren't secure.

When Donald Trump came to town talking tough about China, that sounded a hell of a lot better to those workers than their governor telling them he wouldn't help with electrical rates – especially after they watched the governor in New York work a deal to save an Alcoa smelter and 600 jobs for 3 years in

Massena.

And, of course, Donald Trump won Ohio in the General Election.

Workers across America, from Sebree, Ky., and Mt. Holly, S.C., where Century smelters are threatened to Wenatchee, Wash., where Alcoa has held out the possibility that the smelter could be restarted, were galvanized to support Donald Trump by his promises to confront China on its predatory trade practices. If he fulfills those pledges, he will have the back of the blue-collar workers who had his. □

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a number of select test markets, and gradually expanded to more than 1,000 Staples outlets nationwide. The workers at these counters would be non-union Staples employees, effectively replacing APWU members.

"It was obvious from the start that they were not being honest about the intentions of this program. If these Staples outlets were successful, then the next step would have been to close the regular post offices in those markets, and eliminate the union workers. It was a backdoor privatization. Our members are not stupid, and they saw it for what it was right from the beginning," Dimondstein says.

The first order of business for the corporate campaign against USPS-Staples was to energize other unions, Diamondstein says, and this ultimately proved critical. Other postal unions—notably the National Association of Letter Carriers and the National Postal Mail Handlers Union—were eager partners, he reports. Their call for a national boycott of Staples was endorsed by AFL-CIO in June 2014.

But the act of solidarity that carried the most powerful punch was the decision by the American Federation of Teachers (AFT) and the National Education Association (NEA) to support the boycott. According to Dimondstein, "There are 3 or 4 million teachers in this country, and in a lot of cities and towns the teachers are given the power to go out and buy school supplies. For Staples, these are customers who come back year after year. This is market power that has real meaning to corporations like Staples."

AFT President Randi Weingarten even encouraged the APWU to stage a public demonstration against Staples at the same time as the AFT's 2014 convention in Los Angeles. Weingarten personally led a large group of teachers from the convention to an APWU rally, held at the Staples Center sports arena, and delivered a fiery speech in support of the postal workers. She backed up the rhetoric, according to Dimondstein, with active efforts to get AFT affiliates to back the boycott nationwide.

"It was at that moment," that the balance of power shifted in favor of the union, says Dimondstein. Other elements of the corporate campaign—public demonstrations, a legal attack at the National Labor Relations Board, nationwide publicity efforts, etc.—were beginning to have an effect, but the teachers' efforts seemed to pull it all together in the public mind, the union leader says.

Even so, it would take massive overreach by the corporate managers of Staples to drive a final stake through the heart of the USPS-Staples deal. In February 2015, Staples announced it would buy retail competitor Office Depot in a deal valued at \$6.3 billion. But the combination of the two large office supply retailers raised obvious anti-trust issues. (A similar merger was blocked in 1997 by the Federal Trade Commission.)

The APWU jumped into action to oppose the merger, mobilizing other potential opponents and meeting with anti-trust regulators at the trade commission.

"Our research team did a just fantastic job. It's hard for me to see how the merger could possibly have ever been approved after looking at

their work," Dimondstein says.

Sure enough, the trade commission ruled against the Staples-Office Depot deal, embarrassing Staples CEO Ronald Sargent and later costing him his job. The company was also forced to pay Office Depot about \$250 million in a "break-up fee" for the failed merger, Dimondstein says.

"We opposed the merger and that put us squarely on the side of the consumer. As a union, we always want to be on the side of the consumer and that drives a lot of what we do," the APWU leader says.

Asked about the cost of the campaign, Dimondstein declines to answer directly. He insists, however, that the union spent less than \$5 million and much of the cost was borne by unpaid volunteers from the membership.

"We were willing to spend whatever it took. But it doesn't take as much as you'd think when you have a united membership willing to pitch in. We put in substantial resources, but our feeling [is] that this is precisely the kind of thing that union dues are for," he says.

If the campaign presents a single overriding lesson, then it is the importance of labor union solidarity, Dimondstein concludes. Within USPS, there are multiple unions so "it is always divide and conquer with them." But APWU was able to spearhead an effective coalition with other unions and also enlist the AFL-CIO in the boycott.

"The staying power of our own members is really what carried us and our allies forward," Dimondstein says. "They had the confidence that workers can win—and will win." □

STEEL VOICE

Kelly Ray Hugunin
Editor

USW Local 1999
218 South Addison
Street
Indianapolis, Indiana
46222

Phone: 317-639-1479

Fax: 317-639-1138

Email:
local1999usw@att.net

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To submit
Mail to: 218 South Addison
St. Indianapolis, IN 46222
Phone: 317-639-1479
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