

STEEL VOICE



UNITED STEELWORKERS LOCAL 1999

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Local 4863 Losing Jobs to China

Kelly Ray Hugunin

Carter Fuel Systems in Logansport announced that a mass layoff first announced last December is expected to happen starting in late August.

It was announced last December that 90 jobs would be cut. That layoff was then put on hold. Now the company is going forward with layoffs, saying 82 hourly positions will be lost in addition to some salaried positions. The hourly workforce is represented by United Steelworkers Local 4863.

Carter Fuel currently employs 263 employees, 206 hourly workers and 57 salaried employees.

The company is working with United Steelworkers Local 4863 and the Indiana Department of Workforce Development during the transition.

A statement from the Company said; "Despite this development, company leadership is confident that the manufacturing plant has a bright future delivering high quality fuel systems to our customers," The statement indicated



the cuts were meant "to better meet the current business climate."

The plant produces fuel pumps for new cars and for after-market fuel pumps for auto part stores. The Company is exiting the after-market business. They cannot compete with China in the after-market business. The auto parts store buying the after-market fuel pumps from China. China is selling these fuel pumps at cost that is less than the cost of materials that Carter Fuel can buy to produce the fuel pumps.

District 7 Director Mike Millsap recently toured the plant. "The quality inspection process of each fuel pump was surprising to me, but it is necessary in order to ensure the quality of the part."

Local Union 4863 President Dan Arnett; "We believe the inspection process is not being done in China. Many automotive shops will not use auto parts such as fuel pumps from these vendors because of the quality."

**KEEP IT
MADE IN
AMERICA**

⇒ See CARTER Page 11

My View

Kelly Ray Hugunin,
Local Union Representative



Brothers and Sisters:

First off I want to congratulate Chuck Jones on his recent retirement. Over the years not everyone liked Chuck or agreed with him at times. I believe that Chuck led this local to the best of his ability for over 18 years. I wish him the best in his retirement.

When one door closes another one opens. This Local is no different. With one President retiring we welcome a new President for the Local. Congratulations to Robert James on becoming President of Local 1999. Robert was the Local Vice President for the past 6 years. I look forward to working with Robert as the new President.

Thank you to everyone in the Local who signed the petition to stop the Comp Time bill. Local 1999 turned in over 1,000 signatures for this Rapid Response Action. This was the most signatures turned in by a Local in our Sub-District and the second highest in the District. We still have work to do as we had several units who did not participate in the action. I also know there were members who were in favor of the bill who did not sign

the petition. That tells me that in the future we need to do a better job of working with the Unit leadership and educating our members. Thank you to everyone who worked to collect the signatures and return them to the Local.

There is a health care bill in the Senate that doesn't add up. It would provide billions in tax breaks to the wealthiest. Meanwhile, 22 million people would lose coverage and the excise tax that impacts us remains. The Senate had to postpone a vote before the July 4 recess due to lack of support. They are working trying to cut deals now. Check out the latest Rapid Response ActionCall on Page 6 for more information and to take action.

There are several Union-busting bills moving in the House. If workers didn't have power through unions to make their lives better, corporations and their allies in government wouldn't spend so much time trying to undermine us. A series of bills are getting attention in the House right now that would further tilt the playing field away from workers. These bills would:

- Draw out the time that employers have to run anti-union campaigns when workers are trying to form unions.
- Add hurdles for union organizers to reach workers.
- Skew the election process so those not voting would count as no votes.
- Require new elections to keep your union anytime there is turnover or change affecting more than 50 percent of the bargaining unit.
- Force the union to get an outside third party to conduct any votes, such as a strike or contract ratification vote. The employer would have to agree to

the party AND non-members could vote.

- Add burdensome hurdles to collect the dues that support our critical work.

We will be keeping a close watch on these bills and asking you to take action to stop them when necessary.

The first round of layoffs at Carrier will happen latter this month. 338 will be permanently severed. 136 of those were voluntary separations. Of those 48 are retiring. Congratulations to those who are retiring.

At Rexnord things are slowly winding down. The pant closure was extended from the original projection of the end of June. It has been moved out to the end of September. Layoffs have been occurring over the last several months at the plant. Only about 1/3 of our members remain working at this time.

My heart goes out to all of our members who are losing there jobs at Carrier and Rexnord and to those who lost their jobs at Vertellus last year. I wish them the best in there future and good luck in their future employment.

On a good note, I recently read where Alcoa in Warrick, Indiana will re-open three of the five potlines it shut down in its smelter operation in 2016, adding back 275 jobs in the facility. Last year they shut down the smelter and eliminated 600 jobs. 325 ended up being laid off, with others accepting employment elsewhere, or taking severance or retirement packages. I am happy to hear they are being recalled from lay off. Great news that more aluminum is going to be made right here in Indiana.

Keep it Made in America!



Labor Leaders Seek Stronger Protections in New NAFTA

Mark Gruenberg

Interrupting a parade of corporate witnesses and lobbyists, union representatives outlined tough and enforceable pro-worker standards for a "new NAFTA" before a special trade panel studying the issue.

AFL-CIO representative Thea Lee, Machinists Chief of Staff Owen Hernstadt and Teamsters Legislative Representative Mike Dolan told the International Trade Commission that, as Lee put it, the current NAFTA "has provided tremendous benefits to CEOs and wealthy corporations, but

has not benefited working people."

"Too much emphasis has been given to theoretically small net gains" from the current NAFTA, "and too little to the disruptions" to workers and communities from the controversial, jobs-losing U.S.-Mexico-Canada "free trade" pact, said Lee, a trade and economics specialist who will soon formally retire from a top AFL-CIO job.

Lee, Owen and Hernstadt spoke on June 28, the second of three days of

the "new NAFTA" hearings. United Auto Workers Legislative Director Josh Nassar spoke the next day (see separate story). The panel is gathering data for negotiators to use in talks with Mexico and Canada on a new pact to replace the 23-year-old agreement.

Those talks, unlike negotiations that produced the current NAFTA, must be open and aboveboard, said Lee. Plus, each NAFTA country

⇒ See NAFTA Page 10



President's Perspective

Robert James, President

I wanted to take this time to introduce myself to the membership. My name is Robert James. I'm the current president of Local 1999. I'm employed by Carrier. I've been there for 19 years. I was also on the grievance committee and I've been the Vice President for 8 years before assuming the current role as President, due to the retirement of Chuck Jones, who I think did a great job and wish him nothing but the best in his future endeavors.

I also want to wish the members of Carrier and Rexnord nothing but the best, these members are losing their job's (1000) due to corporate greed. They are about to transition into a different chapter of their lives'. This is



something that they didn't ask for, a change that was forced upon them. They didn't have a say so. They just happen to work for companies that chose profits over people. Both of these companies were making record profits. These companies showed no

loyalties to their employee's, only to their shareholders.

Trade deal's like NAFTA only benefit the companies and not the people. Because the people in Washington are supposed to be working for the American people. Instead they represent corporations, who want to take more away from you. Now these companies head over to Mexico to take advantage of the Mexican people. Where they will do the job for \$3 an hour. There should be a law against this. Our trade law's need to be fair. NAFTA is designed to help companies, not the worker's. They make it over there and want to ship it back over here and sell it. Keep it Made in America! □

Radical Right House Republicans Work to Weaken Unions

Mark Gruenberg

The radical right wing Republican majority on the ideologically polarized House Education and the Workforce Committee took aim at unions and the National Labor Relations Board – again – in a June 14 hearing on three anti-worker bills.

The assault, in the subcommittee which handles labor law rewrites, left Communications Workers General Counsel Guerino Calemine and subcommittee Democrats out on a limb against “a naked political assault on labor unions – and nothing more,” as Calemine put it.

The ruling Republicans trotted out a management-side labor lawyer,

a speaker for the lobby for human resources departments, and a worker from Dixon, Ill., who alleged she was harassed during an organizing drive which ended with employer card-check recognition of the Retail, Wholesale and Department Store Union. One of the three GOP legislative schemes bans card-check, and even mailed-in ballots in union recognition votes, Calemine said.

The three measures are similar to Republican bills in prior Congresses. And they're not the only anti-worker bills the GOP has dreamed up. One key red-state lawmaker, Rep. Phil Roe, R-Tenn., has authored a complete rewrite – actually an emasculation –

of U.S. labor law.

Taken together, Calemine said, the three measures discussed at the session equal Roe's bill.

Plus, red-state Rep. Jeff Duncan, R-S.C., dropped a bill in the hopper the week before the hearing, aimed at construction workers' wages. Duncan would double the dollar threshold for exempting federal construction projects from the Davis-Bacon prevailing wage act.

In prior years, anti-worker measures made it out of the Education and

⇒ See WEAKEN Page 16

Offshoring of Oreo-Maker Jobs Dominates Mondelez Shareholder Meeting

Brandon Rees



Mondelez International's offshoring of jobs and the company's relentless cost-cutting came under repeated criticism at the Mondelez annual shareholder meeting on May 17 in Lincolnshire, Ill. Outside the shareholder meeting, members of Bakery, Confectionery, Tobacco Workers and Grain Millers (BCTGM), United Food and Commercial Workers (UFCW) and other unions protested the company's 2016 decision to move 600 Nabisco factory workers' jobs from the Southside of Chicago to Salinas, Mexico.

Inside the meeting, BCTGM Vice President Jethro Head introduced an AFL-CIO shareholder proposal that urges the company to form a labor-management committee to seek alternatives to plant closings. Head highlighted the impact of recent plant closings, explaining that "these communities are the poster child for economic insecurity that is plaguing so many American cities and towns."

UFCW Vice President Mark Lauritsen

spoke in favor of the shareholder proposal on behalf of the International Union of Food Workers (IUF), a world-wide federation of trade unions: "Mondelez workers around the world are demoralized and worried about the future direction of the company," he said, adding that "Mondelez should be investing for the future rather than endlessly cutting costs."

BCTGM Secretary-Treasurer Steve Bertelli questioned Mondelez CEO Irene Rosenfeld's \$16.7 million total compensation package that she received in 2016. He contrasted her lavish pay to the company's low manufacturing worker wages in Salinas and asked, "Shouldn't our company's CEO pay be reasonable relative to all company employees?"

Anthony Jackson, a former Mondelez employee whose job was offshored from Chicago to Mexico, challenged Rosenfeld's business plan for the company: "Rather than improve revenue growth, the company has cut costs to increase its profits," Jackson

said. "Why not treat your workers fairly and improve the company's reputation in the communities it operates?" □

Civil Rights

Hello to all members of local 1999.

Just a friendly reminder that our local union meeting is held on the 3rd Sunday of each month at 10am. Our strength comes from our membership. We have a unique opportunity to show what we are made of if we stand United.



I'll leave with this quote "Power conceded nothing without demand. It never did and it never will. You may not get all that you work for in this world, but you certainly work for all that you get." Frederick Douglass

In Solidarity Forever
Derrick Morris
Civil Right Chairman



June 22, 2015

Deceptive Moves Send Fast Track Back to the Senate

We're expecting votes AGAIN in the Senate this week.

How we got here: After the House Republican leadership realized that the Fast Track bill that was considered and defeated on June 12 couldn't pass, they changed tactics. Instead, they attached Fast Track to a non-controversial bill that dealt with pensions for federal firefighters and other public safety workers. They thought they'd pit workers against workers, but we remained united. They didn't build any more support, but their cynical tactics were enough to move Fast Track forward. Last Thursday, [they passed the bill by 218-208](#). You can find the roll call at <http://clerk.house.gov/evs/2015/roll374.xml>.

What happens next: This bill now has to go to the Senate for another vote, which is expected tomorrow. It first has to survive a cloture vote, meaning it needs 60 votes to move forward. This gives us a small amount of time to keep up the pressure. There are a handful of Senators who haven't indicated their positions. No matter what, our Senators need to know that we're paying attention and that we are in this fight until the end. This Fast Track bill puts corporations in charge of our trade deals – and that doesn't benefit us.

Please call your Senators within the next 24 hours.

1. Dial our toll-free number to be connected with your Senator:

877-607-0785

2. Tell them who you are and where you are from.










3. Ask your Senator to VOTE NO on Fast Track.

4. Call the number again and leave a message for your other Senator.

If you already called over the weekend as part of our targeted efforts, thank you! Please consider calling again.

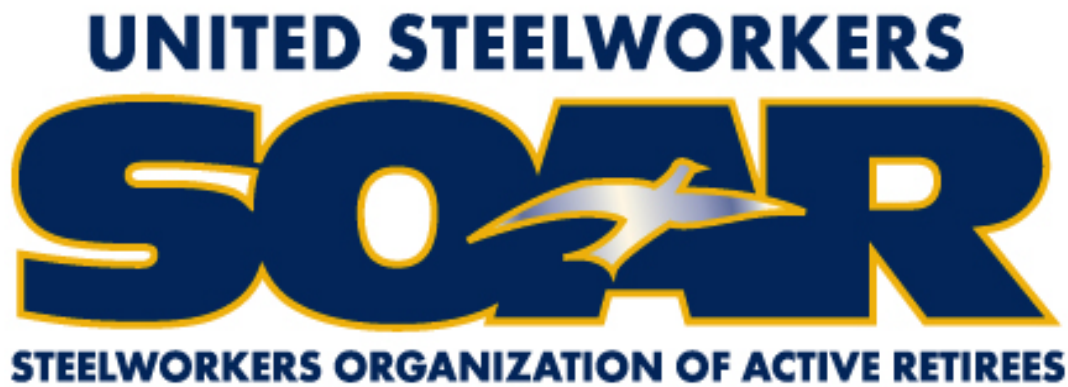
If your Senators need a reason to oppose Fast Track, talk to them about recent developments: the job-killing U.S. goods trade deficit that stands at \$226 for 2015; the horrendous human trafficking in Malaysia, a TPP country; the fact that our TPP negotiators refuse to discuss how they'll protect labor rights in Vietnam, Brunei and other TPP countries; that Fast Track has gotten worse since it left the Senate AND how Trade Adjustment Assistance is in jeopardy. Read more on each of these in an excellent AFL-CIO posting at <http://www.aflcio.org/Blog/Political-Action-Legislation/Fast-Track-Where-Are-We-Now-Take-It>.

Key Differences Between Obamacare And The House And Senate Health Care Bills

	Current law	GOP bills	
	AFFORDABLE CARE ACT	HOUSE BILL	SENATE BILL
 Individual mandate	Most people are required to have health insurance ; those without insurance pay a penalty.	No coverage mandate , and allows insurers to charge 30% more to people who enroll in a new plan after letting their coverage lapse for more than two months.	No coverage mandate. Consumers who go without health coverage for more than 63 days would be forbidden to buy a policy for six months. CHANGE FROM HOUSE BILL
 Employer mandate	Large employers face penalties if they don't offer employees health insurance.	Eliminates employer mandate.	Eliminates employer mandate.
 Tax credits	Tax credits for people buying insurance vary based on age, income and the cost of insurance in their area.	Tax credits would vary by age, but otherwise be fixed – effectively helping some younger and healthier consumers, while hurting older, low-income people and those living in more expensive markets.	Tax credits would vary by income at a lower eligibility level than under the ACA . The credits are smaller because their value is tied to the cost of less-generous insurance than under the ACA. CHANGE FROM HOUSE BILL
 Age-based pricing	Limits how much insurers can charge older people to three times what younger customers pay.	Insurers can charge older consumers up to five times what they charge younger people, leading to higher costs for older people and lower costs for younger policyholders.	Insurers can charge older consumers up to five times what they charge younger people, leading to higher costs for older people and lower costs for younger policyholders.
 Pre-existing conditions	Insurers cannot deny coverage due to pre-existing conditions or charge higher rates based on patients' health or medical histories.	Allows states to let insurers opt out of covering people with pre-existing conditions . Provides funding for states to set up high-risk pools or other mechanisms to cover people pre-existing conditions instead.	Insurers cannot deny coverage due to pre-existing conditions or charge higher rates based on patients' health or medical histories. CHANGE FROM HOUSE BILL
 Medicaid	States can choose to expand Medicaid eligibility to include healthy adults.	Ends Medicaid expansion. States would receive less federal Medicaid funding overall.	Ends Medicaid expansion. States would receive less federal Medicaid funding overall. The Senate bill includes deeper Medicaid cuts than the House bill. CHANGE FROM HOUSE BILL
 Essential health benefits	Insurers are required to cover basic benefits , like hospital visits and maternity care.	States can waive essential health benefit requirements , allowing insurers to exclude coverage for health care products and services.	States can waive essential health benefit requirements , allowing insurers to exclude coverage for health care products and services.
 Planned Parenthood	Federal funds cannot pay for abortions, but the organization is eligible for Medicaid payments and federal grants .	The organization cannot receive federal funds for one year.	The organization cannot receive federal funds for one year.
 Taxes	Levies taxes on wealthy people and health care companies to finance expanding coverage.	Repeals most of those taxes.	Repeals most of those taxes.



Congratulations Chuck!



STEELWORKERS ORGANIZATION OF ACTIVE RETIREES

District 7 Chapter 30-10 SOAR & Golden Age Club

We invite all Retirees to join us. SOAR is open to any and all Retirees. We start off with a pitch in lunch then we discuss issues that are affecting retirees. Join us for some good food and good conversation.

**Meets at 11:45am on the 3rd Monday
of every month at
United Steelworkers Local 1999
218 South Addison Street
Indianapolis, IN 46222**

←NAFTA From Page 3

must "demonstrate it adopted and enforced international labor law standards before an agreement goes into place," added Hernstadt.

The AFL-CIO submitted a 47-page detailed proposal to the commission for comprehensive and enforceable worker rights in a new NAFTA two weeks before the panel session. Both Hernstadt and Dolan endorsed it, but also elaborated on several specific points.

Hernstadt advocated increased domestic content requirements, while Dolan urged the ITC to undo the damage to truckers, highway safety and the environment by the current NAFTA's provision that lets unsafe Mexican trucks and pooped or ill-trained drivers roll over all U.S. roads. The Teamsters and safety groups have been fighting that provision for 20 years.

Among other points the three made:

- NAFTA's secret pro-business trade court, the Investor State Dispute System, must be scrapped. ISDS, staffed by judges who are actually pro-business trade lawyers, can override federal, state and local labor, job safety and environmental laws, Lee testified. ISDS "amounts to crony capitalism and benefits firms who outsource," Lee said.

That includes Buy American laws, Dolan said. Conservatives should view the ISDS as "an affront to our sovereignty," as it lets corporations evade or override U.S. laws and courts.

- NAFTA's current "side agreements" on workers' rights must be replaced

with text within a new NAFTA that is both stronger and enforceable. A June 26 ruling against the U.S., in a well-documented labor rights violations complaint the AFL-CIO brought against Guatemala nine years ago – under CAFTA, a NAFTA-like pact – shows the lack of teeth in the current system, all three said. CAFTA is slightly stronger on the issue than NAFTA, "but even CAFTA couldn't protect workers from abuse, assassinations and firings," Lee said.

- Upgrade the rules of origin for products. Hernstadt elaborated on that point, saying it affects not just steel and cars – bones of contention between the U.S. and Mexico in the past – but aerospace products, too. IAM represents tens of thousands of aerospace workers. The current NAFTA rules of origin let parts made in China be passed through Mexico, the fed's brief said. And the percentage that makes a car "American-made" is too low, it adds.

- The new NAFTA should require wage standards, to be enforced by a new Labor Secretariat. The prime impact would be in Mexico, where U.S. firms have decamped to take advantage of low wages, weak labor laws, company unions and lax enforcement. Lee told panelist Carlos Romero of the U.S. Trade Representative's office that "there are a lot of models out there, most of them on how to meet the costs of living," in setting wage floors.

- Currency manipulation should be a trade pact violation, an idea labor has been pushing for years. The AFL-CIO put manipulation in its brief. Dolan said Teamsters President Jim Hoffa "would start with enforceable discipline against currency manipulation."

- Negotiators for a new NAFTA should restrict Mexican trucks to within 20 miles north of the U.S. border. That's due to the lack of data about the safety of Mexican trucks and truckers, Dolan said. After the first 20 miles, cargoes should be transferred to U.S. trucks and truckers that meet federal safety, drug testing, hours of service and other standards. "We'd urge the administration to revisit this controversial provision," he said.

The union is still fighting that battle, Dolan noted, before the 9th U.S. Circuit Court of Appeals in San Francisco. It's arguing that NAFTA's "original negotiators did not have the authority" from Congress "to negotiate exceptions to U.S. highway safety and driving rules."

- "Eliminate obstacles to filing cases" about worker rights violations, Hernstadt said. NAFTA, and other subsequent trade pacts, now bar filing such cases unless the violations "impact trade and investment" and are "sustained and recurring." Those that don't directly affect trade, or those that are one-time but huge, are barred, Hernstadt testified.

- Be prepared to leave the talks. "If all these things are not met, our negotiators have to be willing to walk away" from bargaining over a new NAFTA, Hernstadt said.

Lee said afterwards that unionists should not expect an outcome for years. "They (the administration) know what we want, and now it's up to them to go out and accomplish it. Just saying you're going to renegotiate NAFTA," as GOP President Donald Trump has, "doesn't mean you'll renegotiate it the right way." □



60,000+ USW Members Sign Petitions to Protect Overtime!

Thank you to every local, member and retiree who took the time to carry out the Comp Time Bill action. Special recognition goes to District 7 (IL, IN) for having the highest number of petition signatures and percentage of members. Sub-District 3 led the District in the petition drive. Local 1999 led the way with the most signatures turned in from Sub-District 3. Thank you to the Units of Local 1999 that participated by getting signatures on the petition. Rexnord (00), Carrier (07), RSR, Quemetco (09), Sumco (10), Diamond Chain (13), Vertellus (28), Cenveo (32) & SOAR.

Senators Hearing from Us

Petitions are being delivered as part of meetings with Senators right now. While there are no signs of the Comp Time bill moving in the Senate yet, that could change quickly with this year's unpredictable legislative environment. We hope our efforts ensure this bill doesn't see ANY action.

Keep it Going!

We know that this has been a busy year. It seems like every week we're asking for people to sign a petition, make a phone call, go to a meeting and more. If our efforts didn't make a difference, we wouldn't ask. As they say, we know that "if we're not at the table, we'll be on the menu." Many times USW members are the only voices weighing in on an issue.

↳ CARTER From Page 1

The Company is required to provide notice 60 days in advance of covered plant closings and covered mass layoffs under the Worker Adjustment and Retraining Notification Act (WARN). The notice the company has sent to the state identifies 52 Assemblers and 13 Operators, 6 Setup Material Handlers, 3 Setup Operators, 2 Material Handlers, 2 Quality Assurance, 1 CNC Setup Operator, 1 Class A Maintenance Mechanic, 1 Quality Assurance Salvage Relief and 1 shipping and receiving clerk are being cut. The 82 affected employees have bumping rights under the Collective Bargaining Agreement. Layoffs are expected to start between Aug. 21 and Sept. 4 according to the notice to the state..

Layoffs Are not new to the Company and its employees. The Company cut more than 100 jobs in 2015. This is Carter Fuel's second mass layoff since being sold off by Federal Mogul in 2013.

The Indianapolis Star reported last August that Carter Fuel had received \$195,870 in incentives from the state. The Star reported: "The IEDC agreed in 2012 to give the previous owners of the company, Federal-Mogul, \$450,000 in tax credits and \$76,400 in training grants to purchase \$2.2 million in new machinery and equipment, retain 283 jobs and add 94 jobs at its fuel pump factory in Logansport. After Carter Fuel Systems purchased the factory in 2013, the Pence administration agreed in November 2014 to extend the tax credit deal to the new owners.

In September 2015, the company announced it was laying off 111 workers at the Logansport facility. The layoffs were a result of the company's decision to ship fuel pumps from a foreign country, according to filings with the U.S. Department of Labor.

The IEDC says the company is in compliance with its incentive agreement." The loss of more good paying Union jobs comes at the same time as Carrier is beginning permanent layoffs of over 600 employees and Rexnord is finalizing a plant closure in Indianapolis eliminating over 300 jobs. 700 jobs lost at UTEC in Huntington. Last year we saw jobs lost to China at Vertellus Specialties in Indianapolis, and Alcoa in Lafayette and Warrick Indiana. □

UNIT REPORTS

UNIT 00 REXNORD

Hello Union Brothers and Sisters:

Hope everyone is having a good summer with their families, even with the situation we are in here at the plant.

On the grievance side of things, we have one third step grievance to hear next month. We still have one grievance at the arbitration level. Other than that things are quiet.

I do want to make sure to remind everyone if there is something here at the plant that you might be interested in because of the plant closure, please let a supervisor, HR, or me know so we can get a pass and the OK to take it out. Don't forget it is not yours until you get the OK AND A PASS FOR IT.

As far as I know as of right now the time line is still the same for the plant closing, which is all production will be ended the 2nd week of September and then it will be wind down for plant closure. That is what I was told when they put out the last time line.

I just want to remind everybody again don't forget to take advantage of the TAA downstairs in the cafeteria on THURSDAY'S.

I would like to wish Chuck Jones a good and joyous retirement. And I want to thank him for everything he has done for me from the UNION side and the personal side for the

44 years I have known him, THANK YOU!

In Solidarity,
Don Zering
Unit President

UNIT 07 CARRIER

To my fellow union brothers and sisters:

First, I would like to congratulate Robert James on his new role as Local President. Please give him your support as he begins this new leadership position.

We are only a few weeks away from the first wave of layoffs. We will be losing hundreds due to the company's decision to send fan coil department to Mexico. We are doing all we can to help these workers plan for their next step after Carrier. Please keep an eye out for updates concerning job fairs and work shops. We wish those that are being laid off the best in their future after Carrier. It has been a pleasure to personally work beside some of you. It's sad and unfortunate the company has made this decision.

Starting July 24th, there will be many people changing positions and going to new departments. Please remember to be safe at all times! And always be alert for PIV's while walking in the plant.

For those not on our Facebook page, you can find us under USW Local

Unit 1999-07-Carrier Site and follow on Twitter @uswcarrier1999. We continually post important information and updates.

Lastly, please come to work everyday, be safe, be positive, be good to one another and do the best you can! Stay #unionstrong

TJ Bray
Media Communications
Representative

UNIT 09 QUEMETCO

To my Brother's and Sister's,

Hello all hope everyone had a good Holiday.

Here at the Q there has been a lot of change in personnel, both hourly and salary. We must look out for the bargaining unit employees and show them the way.

We must also continue to be vigilant and go home the way we came to work. Never hesitate to make sure the job is safe as is the surroundings before completing any task.

We have no pending grievances, but as always let the grievance committee know if anyone has any issues.

In Solidarity,
Derrick Morris
Unit President

UNIT REPORTS

UNIT 15 GATORADE

To the Brothers and Sisters of Gatorade,

I hope everyone had a Happy and Safe 4th of July. This is only the third time in 23 years that the company has shut down for the 4th of July. Some was lucky and got some extra time out of the plant due to the fact the Company had anticipated call offs and shutdown lines 2,3 and 7. The company stated some people wanted some time out, but then failed to follow the CBA and violated employee's rights. They allowed the employees on those lines to volunteer to work. They did not offer other employees by seniority the option not to work. That tells me it was not about trying to give employees a day off. I believe it was more about they wanted to make sure they could run the scheduled lines.

CURRENT ISSUES SCHEDULE

Scheduling is our biggest issue without a doubt. The company just can't get it right. There are many issues with scheduling. They are not following the CBA or their own Policies and Procedures. They have put Policies and Procedures in place that they can't adhere to. Policies and Procedures, they claimed would make it easier to manage. Company wants it one way now the other way when it fits their needs at the time they are unable to run the business. This is where the Policies and Procedures

they put in place brings karma home. Agreeing to schedules they are not willing to man. Resulting in employees forced in on their day off. Other known O.T. Company knows it is wrong but still refuses to fix it. They say you cannot be moved from known O.T. We all know that is not true. Known O.T. was one of the fixes the company came up with. It does not work it only adds frustration and violates employees daily. Employees moved from bid job daily. Employees forced to operate equipment they have not operated for months or years. This puts employees in harm's way and could lead to discipline as well from human error. But it has only gotten worse. Then we have the broken EQQI system. It's apparent it does not work when they have to post that if you cannot sign up on the computer please tell a coordinator. It is much deeper than that though. The EQQI system from what I have been told does not have the capabilities it was bragged up to have. The other new software the company was bragging up could not do a simple 12-2 schedule due to matching qualifications with call off scenarios and other issues said the scheduling was too complex. With that being said then how would they manage the 2-2-3 or any like schedule. They believe the 2-2-3 will solve their issue. If they cannot manage 12-2 then it is impossible for them to manage 2-2-3 or any other schedule that requires more scheduling effort.

DOWN SIDE TO A 2-2-3 SCHEDULE

1. Loss of wages.
2. Decrease in vacation pay.

3. Decrease your 401K and Retirement funds.

4. A 40 Hour week vacation will only get you out 7 days opposed to 9.

5. Make it difficult to earn benefits if you had been out on sick leave (due to hours worked).

6. Potentially take more opportunity from quality time away (family at work or school when your off).

7. Eliminates an entire shift (2nd) some work those hours by choice to fit their needs.

8. Company will not guarantee days off.

9. Company has stated they would reset your 5 Day count if you volunteer to work a day off. We would have to grieve this.

10. With everyone on a 12 Hour schedule who covers. (you get forced on your day off).

11. Working weekend days for straight time. The overtime law was fought hard for to get in place. To prevent employers from working employee's long hours and weekends.

12. They would still force extras.

If they care about you having time off why are you forced in on your day off?

They continue to violate employee's rights then wonder why they receive grievances.

WE ARE CURRENTLY ADDRESSING THESE ISSUES!

DMS

⇒ See UNIT 15 Page 17



Robert James
President USW - Local 1999
Kelly Ray Hugunin
Vice - President USW - Local 1999

SHEET OF SHAME

DAVID BAKER - A.S.C.
DANNY DODSON - A.S.C.
MARK A LASLEY - A.S.C.
JULIE McNEELY - A.S.C.
RICKY HENINE - A.S.C.
JUSTIN HENLINE - A.S.C.
RODERICK SUTPHIN - A.S.C.
TERRI R. WOODARD - CENVEO
STEPHEN THOMPSON - CENVEO
DONALD BUNCH - CENVEO
RYAN BUNCH - CENVEO
TERRY ELLIS - CENVEO
JOSEPH PERKINSON - CENVEO
BOB BRATTAIN - CENVEO
DEBRA COREY - CENVEO
MICHAEL A. ELLINGTON - CENVEO
THERESA HURRLE - CENVEO
STEVE PATTINGILL - CENVEO
GARY TACKETT - CENVEO
MARK HOLLAND - CENVEO
FREDDY COOK - CENVEO
MARY SICKING - CENVEO
STANLEY NIX - PEPSICO
JUSTIN DAVIS - DIAM CHAIN
COREY HOWARD - DIAM CHAIN
MARTIN RADICAN - DIAM CHAIN
CHAD SMITH - DIAM CHAIN
ALAN HICKS - DIAM CHAIN
JUDITH A. ENGLAND - DIAM CHAIN
DENNIS HIGDON - DIAM CHAIN
IVORY DAVIS - DIAM CHAIN
BANGEN FINLEY - DIAM CHAIN
LUIS AGUILAR - DIAM CHAIN
GARY TACKETT - DIAM CHAIN
ERNEST WATERMAN - DIAM CHAIN
ROSALIE ALLEN - CARRIER
ELAINE BERRYMAN - CARRIER
ALLAN BURNETT - CARRIER
WILLIAM CARPENTER - CARRIER

SUSAN CARTER - CARRIER
CHRIS CHANEY - CARRIER
JOHN CHILTON - CARRIER
LEILANIA CLEMENT - CARRIER
SUSAN AGEE - CORNETT - CARRIER
WILLIAM CORNETT - CARRIER
GAYLA S CUMMING BURNETT
PAMELA CUSTIS - CARRIER
RALPH GORDON CUTSHAW - CARRIER
CHARLES DAILEY - CARRIER
SHEILA DANIELS - CARRIER
BRET DAVID - CARRIER
TINA DEBERRY - TAYLOR - CARRIER
SUSAN DEBRULER - CARRIER
MAKADJI B. DIAMBOMBA - CARRIER
CINDY DISHMAN - CARRIER
MATHEW DRAKE - CARRIER
RONALD GENTRY - CARRIER
BEVERLY HACKMAN - CARRIER
RICHARD MIKE HANCOCK - CARRIER
JEFFERY HOLZEM - CARRIER
KATHLEEN HOWARD - CARRIER
THLO HUP - CARRIER
LUIS IBANEZ - BARRERA - CARRIER
WILLIAM JOHNSON - CARRIER
EVELYN JONES - CARRIER
MATHEW JONES - CARRIER
LAURA LANG - TEMPLETON - CARRIER
DORLANDA LEEGE - CARRIER
RICK MANN - CARRIER
TRACY MAYNARD - ROBINSON
ELOY NAVARRO - CARRIER
NO NO - CARRIER
SAMUEL OREBAUGH - CARRIER
CARL PARKER - CARRIER
DAVID PARLIAMENT - CARRIER
NELLIE PENNINGTON - CARRIER
BRADLEY PRICE - CARRIER
DEON REVERE - CARRIER

REGINA ROBINSON - CARRIER
MIKE ROBINSON - CARRIER
JOSEPH SHANNON - CARRIER
ANITA SHERROD - CARRIER
STEPHEN SKILES - CARRIER
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BIAK THANG - CARRIER
ROBERT TINSON - CARRIER
RYAN VAUGHN - CARRIER
RAPHAEL VETTINER - CARRIER
MUHAMMED VIJASA - CARRIER
JANET WALLEN - CARRIER
JOHNNY WELLS II - CARRIER
ROBERTA WESSEL - CARRIER
CHESTER BOHANNON - COLORS
LINDA BOHANNON - COLORS
KATIE GILLIN - COLORS
BYRON MONDAY - COLORS
SHARON SLAYTON - COLORS
JESSICA STEPHENS - COLORS
DAROL THOMAS - COLORS
JON TRUETT - COLORS
MONTE ERIC WALKER - COLORS
COREY BERNSTEIN - COLORS
MELISSA BERNSTEIN - COLORS
PAUL COPE - REXNORD
JAMES J. OGLE - REXNORD
RONALD VOYLES - REXNORD
JOSE CASILLAS - RSR QUEMETCO
JOSE CANAS - RSR QUEMETCO
JAMIE CRUM - RSR QUEMETCO
CHRIS MASK - RSR QUEMETCO
JOSE A. RAMIREZ - RSR QUEMETCO
BRAD RICHARDSON - RSR QUEMETCO
MICHAEL SAONER - RSR QUEMETCO
RODRIGO SOLANO - RSR QUEMETCO

THESE PEOPLE HAVE NO MORALS!

Robert James

Central Indiana United Way Labor Liaison Appointed

Dear Brothers and Sisters,

My name is Pamela Presley. Some of you may know me, I have been a member of this Local for quite a number of years. For the past 2yrs. I have been an associate member of Local 1999. What that means is I did not actually work in any of our Units but I still paid dues to Local 1999. I could not hold an office, vote on any contracts, or receive Union Representation. You may ask why in the world would anyone pay dues knowing that they can't reap the benefits that everyone else has? I would like to explain to you why I chose to do so.

I believe that the United Steelworkers Union is the best Union in the world. In the mid 90's I found myself divorced and a single mother of three. I was very fortunate to have gotten a job in a plant that was represented by the USW. I raised my three children by myself in a financially stable home because I had a good paying Union job.

I had Medical Insurance that was

provided to me through a well negotiated contract and Life Insurance that gave me peace of mind. I could miss work without being fired if my children were sick because of the Family Medical Leave Act which was fought for by our Union. I had Vacation, Bereavement (if needed), and Holidays off to spend with my family. I'm sure there are many of you that can relate to my story.

My point is, I believe in Organized Labor and I feel that paying dues is the least you can do for the benefits you receive from having a Union Contract. The United Steelworkers gave me the ability to raise my children with dignity and for that I am grateful. I will always for as long as I work, continue to pay dues to the USW.

I have just recently accepted a job with United Way of Central Indiana. I am the Labor Liaison for Central Indiana. My job will consist of meeting with Union members throughout Central Indiana and ask for your help in a weekly or one time donation to help raise funds for the

numerous programs that United Way provides. As a union member I really do understand the slogan that says "I am my brother's keeper" We have all been fortunate to have good paying union jobs and giving back to our communities and our fellow man can be very rewarding.

Local 1999-00 Rexnord has already began laying off and is expected to shut down the entire plant by the end of September. Local 1999-07 Carrier is scheduled to layoff approximately 328 members by the end of this month and another 289 just a few days before Christmas. The people that are being affected by the GREED of these two companies are OUR brothers and sisters!

In my new position I plan to do everything I possibly can to find assistance for those of you that may need it in the coming months.

Thank you.

In Solidarity,
Pamela Presley
Labor Liaison for UWCI
pamela.presley@uwci.org

**United Way
of Central Indiana**

**United
Way**



⇐ WEAKEN From Page 4

the Workforce committee and then stalled. But now there's a Republican, Donald Trump, in the White House, and total GOP congressional control. GOP lawmakers count on Trump to sign the measures.

"These bills are chock full of malicious intent to render (recognition) elections absurdly undemocratic, strip workers of rights, take control of unions away from members, drain union treasuries and otherwise destroy labor unions," Calemene, the sole pro-worker witness, said.

- One scheme, HR2776 by Rep. Denny Walberg, R-Mich., would overturn the NLRB's recent decisions that removed some pre-election obstacles bosses throw in the way of organizing campaigns – such as forcing NLRB decisions before the balloting on everything from who can vote to how they can vote to what tactics unions can't use during campaigns.

Walberg's bill bans any union recognition election for at least 35 days after the union files a recognition request. It also outlaws card-check recognition entirely. And it gives bosses two weeks "to prepare their case to present before a NLRB election officer and protects their right to raise additional concerns throughout the pre-election hearing," a GOP fact sheet says.

Walberg, who chaired the hearing, claimed elections now could occur within 11 days of the union petition. "Limiting debate and stifling employer free speech for the sake of speeding up union elections was precisely what the board had in mind," he alleged. "It's no surprise union elections have

been organized 38 percent faster since this new rule took effect.'

Walberg's bill not only slows down the elections, but says the NLRB "must determine the appropriate group of employees to include in the union before the union is certified, as well as address any questions of voter eligibility." Adding anti-union workers and questioning others' right to vote is a common employer tactic to stall and kill pending votes. And Walberg outlaws what the GOP derisively terms "micro-unions," where unions organize part of a plant.

- A second bill, HR2775 by Rep. Joe Wilson, R-S.C., curbs the information unions can get once they file for recognition elections, limiting them to names "and one additional piece of employee information," chosen by the worker. HR2775 also says the employers can give the unions that data, called the Excelsior list, up to seven days before the election is scheduled.

That means, Calemene said, that literally the boss could give the union the list the night before, since Wilson's bill has no minimum time for turning over the information. "And even if the employee wanted to provide more than one way to be contacted, to be sure of getting the information, the bill prohibits it," Calemene pointed out.

"Since the employees make their choice" of how to be contacted "in writing to the employer, this is ripe for intimidation and coercion" and would make an election process already stacked against workers and unions even worse, he stated.

- HR2723, which Roe named "the Employee Rights Act," forces unions to frequently stand for recertification

– or, as his bill really means, decertification. And unions would need to get a majority of votes from all workers at a site to win, not just a majority of those voting.

That means "all non-votes are considered 'no' votes," Calemene said, just as they were in union recognition elections at railroads and airlines under the Railway Labor Act. He called HR2723 "stuffing the ballot box" – and pointed out that Roe doesn't impose the same rule for decertification elections, which can throw unions out.

Indeed, he said, the decert votes have lower barriers, are automatically ordered every year or when the plant or worksite grows by at least 50 percent, and don't need a majority of everybody – just of voters – to win. That "greases the skids" for deunionization, Calemene said.

Roe's bill would also ban workers from even voluntary contributions for anything other than bargaining or union contract enforcement. The right calls that "paycheck protection," but workers and unions call it "paycheck deception." Its point is to rob unions of needed funds.

The GOP schemes drew protests from the outnumbered Democrats. But they were forced to object through tweets. "Respecting the rights of working Americans is essential to ensuring a fair economy," one read, under the hashtag #ProtectWorkers. "Protecting workers' rights to join a union is essential to reducing income inequality," the other tweet stated. □

UNIT REPORTS

➤ UNIT 15 From Page 13

This is the issue of Union Hourly Employee's performing Supervisory and Clerical duties. Our CBA language defines and calls for separation.

Coordinators Q/A Techs

We have requested the status of the Coordinators /QA techs under the NLRA.

The company has not Responded.

Concern; are they classified as a supervisor or not?

Coordinators being relocated to the front side of Café. They will be at the main entrance of café, time clocks and main entry.

Training

This has been a long-time issue. This became an issue after the Unemployment issue.

Which resulted in a large group of veteran employees' being terminated. The company has failed to complete training for replacement employee's which creates scheduling issues and violation of seniority rights also employees being forced on their days off.

14th Day Reset

This is another the company wants to play both ways. Appears it is dependent upon which department they need to manipulate or what the need is at the time. Some departments they reset for a non-scheduled day. Others they don't.

Concerns FMLA

Company has started investigating FMLA call offs that set patterns. Also requesting re-certification after a pattern is set. They are looking at other options as well.

From what I hear this is an issue everywhere.

Kansas Threat

Kansas City Mo. was one of two options the company was considering. The other was to install new lines in existing facilities to reduce cost. From what I have been told this is to bring work in house from co-packers. This also is where the push for the 2-2-3 schedule comes into the plan. Which will result in the company saving millions. The company stated that due to the first proposal being voted down at Negotiations. They would not install a new line in Indy. The company points fault at negotiations. We worked with the company entered a new line L.O.A. (Letter of Agreement) to help bring a new line to Indy. I believe it was cost driven. They were looking at the cost of a new addition to the facility, new infrastructure more equipment air compressor's, boilers possible electrical distribution center. Current infrastructure is taxed to its capacity. Moving to Kansas will not fix the issues. Other facilities had available resources at a lower cost. It's all about the dollar in the end.

What We Need to Do

We need to continue performing our jobs to the best of our abilities.

This is the best way to secure our jobs. Remember it's about the dollar.

We should always be financially prepared to take care of our family. Never know what that last and final proposal will be.

In Solidarity
Ed Roell
Unit President

UNIT 28 VERTELLUS

Brothers and Sisters

Almost to the day a year after losing 43 jobs we are reducing jobs in unit 47. We are not losing people this time, but 7 people will be taking a pay cut again! This is making people scared for there good paying jobs and the lower seniority people are actively looking for other employment, because the company will be reevaluating in September on 4 packaging jobs.

We reduced a 3 day suspension down to a written letter in step 2 of the grievance process.

Hopefully things get better and work picks up because the American worker appears to be becoming an extinct person! Remember to say something good about YOUR UNION!

In Solidarity,
Todd A. McClure
Unit President

An American-made Auto Industry Deserves Our Support

Scott Paul, Alliance for American Manufacturing

Memorial Day has come and gone. It's officially summer: The most American of seasons.

That means baseball games, barbecues, and cruising your local drag in an American-made automobile.

Okay, okay, it's been a long time since the days of American Graffiti, when nearly every car model you saw on your drive around town was made by Ford, Chrysler, or General Motors. The auto industry of 2017? It's a global one with an international supply chain, which means every car on the road has a significant amount of material in it that wasn't made in the USA.

Still, even if it's a matter of degree, I'm proud to drive American. At home I've got a Chevrolet Volt (made in Michigan), the most recent model of which came in at No. 30 on the Made in America Auto Index (www.american.edu/kogod/research/autoindex/index.cfm). Produced by the Kogod School of Business at American University, this annual index looks at where the main components of an auto are assembled or manufactured; where the R&D that went into each model takes place; and where its parent company's headquarters are located to determine which model is truly the most American-made.

The top of the 2017 list is dominated by the Big Three domestic auto companies—Ford, General Motors, and Fiat/Chrysler—who took 19 of

the first 25 spots.

That's good news for them, and for the rest of the U.S. economy. Domestic auto production means more jobs, more tax revenue, and a healthy industrial ecosystem, wherein more local businesses are likely to crop up, think of new business ideas, sell more products ... and, yep, create more jobs. It's an example of a virtuous cycle in action, and it's why the Obama administration made the right decision in extending a credit lifeline to Detroit in 2009: the American auto sector is worthy of investment and of our support.

So three cheers for the domestic firms. Now how do we get more of them into the top of the Kogod rankings?

Well, we can (and should) show our support with our wallets. We're all consumers with finite resources, but if your next auto purchase comes down to six in one hand or half a dozen in the other, consider choosing the American option.

But there are also policy answers to that question, which we should expect the Trump administration (and its vociferous "America first" posturing) to provide. After all, President Trump was quick to take credit for news of recent auto plant expansions—despite a lack of involvement—early in his transition. Now that he's in office, why shouldn't the president make good on his American-made rhetoric?

Mr. Trump and his appointees have a real chance to do that as they

chart a course on trade policy. For instance, as it revisits bilateral trade agreements and seeks out new ones, the White House should insist upon rules discouraging currency manipulation, a beggar-thy-neighbor monetary policy that distorts trade flows and has indirectly led to millions of displaced American workers over the years.

It should do it again specifically when it meets with its Mexican and Canadian counterparts for a renegotiation of NAFTA. That's an opportunity to fine tune and strengthen trade enforcement mechanisms, and it shouldn't be wasted.

Ultimately, what will determine the future of the American auto industry in a world full of enthusiastic rivals will be its ingenuity; its ability to deliver a great, innovative product to the market at a reasonable cost. And domestic automakers' placing in the latest Kogod rankings suggest the industry is in good health: strong at home and ready to take on all challengers.

But trade policy in support of U.S. manufacturers has a role to play in that success, too. Washington should make sure it's put to use, and I hope to see it reflected in the next Made in America Auto Index. □

Don't Fear the "Robot Apocalypse." Instead, Focus on What We Need to Fix Right Now

Elizabeth Brotherton-Bunch, Alliance for American Manufacturing

Our friends at the Economic Policy Institute (EPI) are out with a new report looking at the ongoing discussion about automation and employment.

You've heard the narrative before: The robots are coming, and they're taking our jobs.

EPI's conclusion? Enough already.

"What is remarkable about this media narrative is that there is a strong desire to believe it despite so little evidence to support these claims," authors Lawrence Mishel and Josh Bivens argue. "There clearly are serious problems in the labor market that have suppressed job and wage growth for far too long; but these problems have their roots in intentional policy decisions regarding globalization, collective bargaining, labor standards, and unemployment levels, not technology."

Mishel and Bivens specifically target a March 2017 report that found that "robots are winning the race for American jobs," as The New York Times put it. But EPI concludes that "there is no basis for claiming that automation has led — or will lead — to increased joblessness, unemployment, or wage stagnation overall."

Instead, the authors argue that the "excessive media attention to robots and automation destroying the jobs of the past and leaving us jobless in the future is a distraction from the main issues that need to be addressed." They continue:

"Rather than debating possible

outcomes that are more than a decade [away], policymakers need to focus on addressing the decades-long crisis of wage stagnation by creating good jobs and supporting wage growth. And as it turns out, policies to expand good jobs and increase wages are the same measures needed to ensure that workers potentially displaced by automation have good jobs to transition to."

As we've noted before, there's no doubt that advances in technology have displaced some jobs; after all, the days of Henry Ford's moving assembly line are long gone. That's no reason to give up on manufacturing job creation, however, as so many have argued.

Manufacturing accounts for 90 percent of new patents and 70 percent of private-sector research and development. We should focus on connecting workers with new opportunities instead of dismissing the potential for job growth outright.

Some companies already are finding that technology is a job creator, including 3-D printing company Voodoo Manufacturing, which is based in New York. The company uses 3-D printers to create a variety of products, from key chains to shower heads.

Automation is allowing Voodoo to create jobs, Voodoo's Jim Allen told NBC News earlier this week:

"Because of automation, we're increasing our productivity. We're able to get more products out there at a lower cost at higher quality.

Being able to do that increases demand, increased demand creates more jobs — it's a self-fulfilling cycle of creating more jobs. We have to be competitive with the other processes and other countries. And that enables us to create more jobs."

If policymakers are serious about growing the middle-class and addressing issues like inequality, they'll get serious about manufacturing job creation. They have the support of the American people, as Gallup found in a poll released this week.

So what can policymakers do? Well, it bears repeating that trade is by far a bigger job killer than automation. Estimated job losses from trade with China "are roughly four times as large" as job losses stemming from competition from robots in the 2000s, EPI reports.

Taking on issues like China's massive industrial overcapacity and other instances of unfair trade must be a top priority. But it's not the only thing. Investing in our nation's infrastructure (with Buy America preferences, of course), and enacting tax reform that promotes exports are all positive steps.

Workforce development will also help prepare Americans for the jobs of the future, and supporting innovation will help ensure America remains at the forefront of new technological advancements.

And above all, we should stop worrying so much about the robots. □

STEEL VOICE

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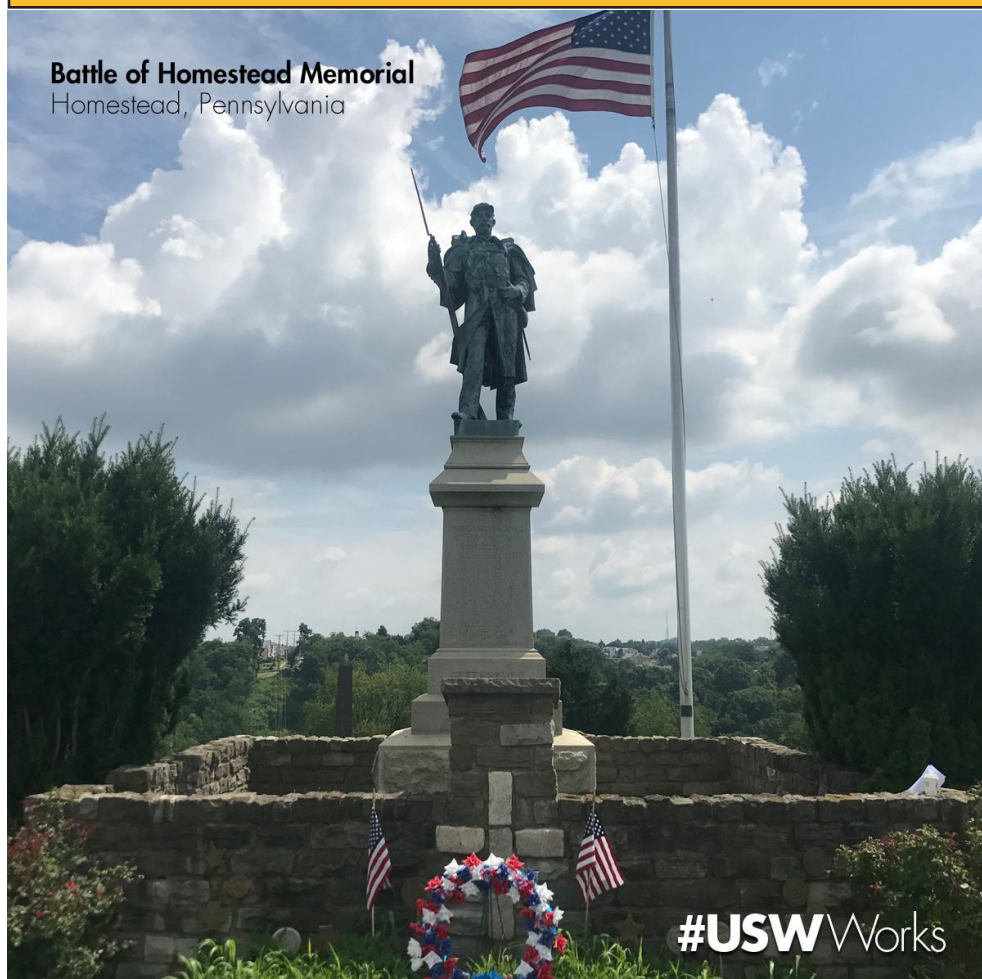
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On July 6, 1892, Steelworkers and the community risked everything to defend their dignity, their jobs and their families in "The Battle of Homestead." Workers at Homestead Steel Works locked out and on strike over the right to negotiate fair wages clashed with armed Pinkerton guards in what would become a defining moment in the labor movement and organizing in the steel industry. Today, we honor those who paid with their blood and we'll continue to tell their story for the benefit of our future. "Now, the man that fights for honor; none can blame him, may luck attend wherever he may roam. And no son of his will ever live to shame him, Whilst Liberty and Honor rule our home."

Battle of Homestead Memorial
Homestead, Pennsylvania



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