

STEEL VOICE



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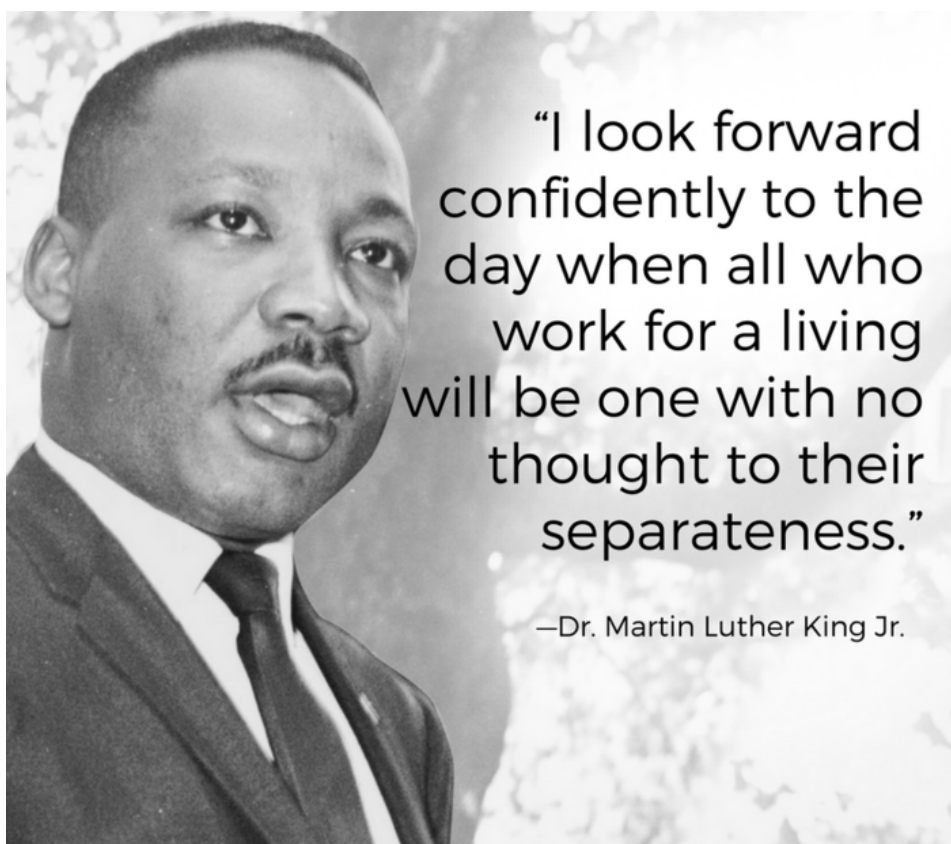
A Legacy That Continues

Kenneth Quinnell

Beginning in 1960, Dr. Martin Luther King Jr. and then-President George Meany of the AFL-CIO began a relationship that would help bring the labor and civil rights movements together with a combined focus on social and economic justice.

Meany was an outspoken defender of individual freedom, and in March 1960, he emphasized the crucial link between the union and the civil rights movements. He told an AFL-CIO gathering, "What we want for ourselves, we want for all humanity." Meany met with King to privately discuss how they could work together. King proposed that the AFL-CIO invest pension assets in housing, to help lessen economic inequality. The AFL-CIO then established the Investment Department in August 1960 to guide union pension funds to be socially responsible investors.

The next year, King spoke to the AFL-CIO Executive Council, comparing



what labor had achieved to what the civil rights movement wanted to accomplish: "We are confronted by powerful forces telling us to rely on the good will and understanding of those who profit by exploiting us. They resent our will to organize. They are shocked that active organizations, sit-ins, civil disobedience, and protests are becoming every day tools just as strikes, demonstrations, and union organizations became

yours to insure that bargaining power genuinely existed on both sides of the table." At the AFL-CIO Constitutional Convention later that year, Meany made civil rights a prominent item on the agenda, and King spoke to the delegates about uniting the two movements through a common agenda, noting that African Americans are "almost entirely a

**KEEP IT
MADE IN
AMERICA**

➡ See MLK Page 3

My View

Kelly Ray Hugunin,
Local Union Representative



Brothers and Sisters:

As of last week Carrier has completed the last round of layoffs related to moving fan coil production to Monterrey, Mexico. In total, approximately 550 jobs have been eliminated at the Indianapolis facility.

As of November 22, the few remaining employees at the Rexnord bearing plant were permanently laid off. In total more than 300 jobs were eliminated when Rexnord moved the production of bearings to Monterrey, Mexico and McAllen Texas. Rexnord moved some of the assembly work to Texas so that they could still say they are made in the USA. However the bulk of the production of the bearings is done in Mexico.

My wish is for all the workers who have recently lost their jobs at Carrier and Rexnord the best in their future endeavors. I hope that they are able to take advantage of the educational and training opportunities that are available to them.

Last year, President Trump tweeted "Rexnord of Indiana made a deal

during the Obama Administration to move to Mexico. Fired their employees. Tax product big that's sold in U.S."

That brings me to the new tax law that was recently signed into law. Instead of protecting American jobs the law does nothing to claw back tax breaks and incentives awarded to companies that later decide to outsource American jobs, and it retains loopholes that allow corporations like Rexnord and Carrier to continue deducting the moving expenses for shipping American jobs to other countries.

President Trump threatened a hefty 35% tax for "any business that leaves our country for another country, fires its employees, builds a new factory or plant in the other country, and ... sell its product back into the U.S." Nothing in the new tax law will cause Carrier and Rexnord products made in Mexico to be taxed at a higher rate.

I am concerned that the new tax law does not provide a tax cut that benefits the middle class for the long term. Independent, non-partisan analyses show that the new tax law will cut taxes for the wealthiest of Americans while raising taxes on a majority of families making less than \$75,000 in coming years.

Remember that the tax cuts for corporations are permanent. The ones for the middle class are not. Doesn't sound right does it?

The tax overhaul is not the only area where the American worker is being failed. For months, we've been waiting for the Trump administration to take action on national security investigations into steel and aluminum

imports. President Trump and administration officials had promised to report the findings of the "Section 232" investigations by July 1 of last year.

Just days before the January 15 deadline the reports were finally completed. President Trump now has 90 days to take action on restricting imports through tariffs or other means.

It is imperative that the President take action. Over 301,000 workers are directly employed in the steel and aluminum industries. Nearly 2 million jobs are indirectly supported by the two industries combined.

While the clock has been ticking, American workers and domestic production has suffered. The recently announced closing of plants in Conshohocken, Pa., and Ashland, Ky., and idling, reduced operations and job losses at plants across the country give evidence to the harm that is being done to the industry while no action is being taken.

2018 will be a light year for bargaining for the local. Cenveo is the only unit that we will be in bargaining with this year. The collective bargaining agreement with Cenveo expires July 8, 2018. Historically health insurance has been a contentious issue in bargaining with Cenveo. We expect 2018 to be no different with health insurance being a major issue among others.

The Local is continuing to have success in arbitration with recent wins at Carrier and Pepsico/Gatorade that have resulted in discharges being overturned. Several more arbitrations are already scheduled for 2018. □

➡ MLK From Page 1

working people."

Not only did the AFL-CIO provide much-needed capital to the civil rights movement, but numerous affiliates did as well. Several combined to give more than \$100,000 to King's Southern Christian Leadership Conference. The UAW directly funded voter registration drives in predominantly African American areas throughout the South and paid bail money for jailed protesters. Meany and the AFL-CIO also used their considerable political influence in helping to shape the Civil Rights Act of 1964 and Voting Rights Act of 1965.

Union activists were a key part of the March on Washington for Jobs and Freedom as well. The Industrial Union Department of the AFL-CIO endorsed the march, as did 11 international

unions and several state and local labor councils. A. Philip Randolph, then-president of the Brotherhood of Sleeping Car Porters, was a key organizer of the event. UAW President Walter Reuther was a speaker at the march, condemning the fact that African Americans were treated as second-class economic citizens.

King's final act in pursuit of social and economic justice was in support of the sanitation strike in Memphis, Tennessee. After his death, then-President Lyndon B. Johnson sent the undersecretary of labor to settle the strike, and the city acceded to the demands of the working people, leading to the creation of AFSCME Local 1733, which still represents sanitation workers in Memphis.

In 1964, Meany sent a letter to all AFL-CIO affiliates outlining a new pathway that would directly support housing construction

and homeownership. In 1965, the Investment Department helped establish the Mortgage Investment Trust, which was the formal embodiment of the socially responsible investment plan and gave a boost to badly needed affordable housing construction. In 1984, the Mortgage Investment Trust was replaced by the AFL-CIO Housing Investment Trust, one of the first socially responsible investment funds in the United States. Since it was created, the HIT has grown to more than \$4.5 billion in net assets and has helped finance more than 100,000 affordable housing units and helped create tens of thousands of union jobs.

The partnership between civil rights and labor launched by King and Meany has helped the country make great strides in the intervening years, and the partnership continues. □

Civil Rights

Hello Brothers & Sisters of Local 1999,

Welcome to 2018. I would like to take this opportunity to wish those members of our Union at Carrier who were recently laid off "God bless you & your families." Rexnord whose gates are now closed "Bless you as well."

My focus this article is what our Union in particular Local 1999 does to promote Civil & Human Rights for all its members & our community. This local helps in the community by donating clothes to local community centers. We go to homeless shelters and give socks to those in need to help keep feet warm and dry. We

help kids with special needs at Larue Carter with Christmas toys. We donate food and help out anyway we can. Why because it's the right thing and only thing to do. Many of these things are done without fanfare because we are not seeking publicity, but instead promoting dignity and togetherness.

We have civil rights language or policies at all our units so that each and every member male or female, every race, and every religion has the right to work in an environment that promotes respect-tolerance-equality. We won't settle for anything less. Whether we like it or not, we as union members are in this together. So, if one of us is mistreated we all are. In this time, this day we can no longer afford to sit on the sidelines.

We all gotta get in the game.

In Solidarity Forever
Derrick Morris
Civil Right Chairman



Fat Cat Tuesday: A Commemoration of CEO Excess

Leo Gerard

Fat Tuesday is Mardi Gras, a day of revelry, gluttony, intoxication and showers of shiny plastic beads. It is the party to end all parties because it's followed by Ash Wednesday, when Lenten sacrifices commence.

Fat Cat Tuesday is the day – Jan. 2, 2018 – on which the boards of directors of America's biggest corporations handed their CEOs more money than those same CEOs would deign to pay their workers for an entire year of labor, 260 days.

It was a day of revelry, gluttony and private jets for CEOs and worthless shiny plastic beads for workers.

The occasion is commemorated in Britain as well. There, though, it took CEOs three days to accrue more compensation than the total annual wages of the typical worker.

That's because American CEO pay takes the cake – and we're not talking Mardi Gras King Cake containing a tiny plastic baby Jesus figure because no Son of God would be associated with U.S. CEOs' sinfully gluttonous pay packages.

The average pay of Fortune 500 CEOs – a gobsmacking \$14.3 million – is four times that of top executives at comparable sized corporations worldwide, according to a study by Bloomberg analysts.

And it's 265 times what the median U.S. worker earns – enabling U.S. CEOs to rake in more cash for one day at the office than the median worker gets for laboring an entire year.

Here's how it breaks down: The typical CEO at a Fortune 500 corporation got \$53,846 for showing up at the

office on Tuesday, Jan. 2, 2018. The median American received \$44,668 for working the entire year of 2017.

For one day on the job, those fat cats were awarded \$9,178 more than all the wages a typical American earned over an entire year. That \$9,178 is one fifth of an average worker's annual earnings.

Given that, it's no surprise that America holds another dubious distinction: it's the country with the most cavernous pay gorge between fat cats and typical workers.

It doesn't have to be that way. In Norway, the top CEOs average \$1.28 million in compensation, meaning they earn 20 times what that country's typical worker does – not 265 times. And yet, somehow, Norwegians attract talented executives to run their companies.

Germany, a country respected worldwide for its success in manufacturing and exporting, manages to find executives willing to work for only 174 times the pay of the country's average worker.

In addition, in America, workers who mess up get fired, but not CEOs.

Disney CEO Bob Iger is one of those CEOs living in paycheck fantasyland, taking home \$37.7 million. He's trying to buy 21st Century Fox Inc.'s entertainment assets for Disney. Even if he fails, he'll get a \$27



⇒ See \$\$\$ Page 10

When Workers Have More Leverage, Income Growth is More Equal

From the Economic Policy Institute

The U.S. economy is more equitable when workers have the freedom to join together and bargain collectively through a union. The bottom line in the graph shows a sharp rise in union membership after enactment of the National Labor Relations Act (NLRA) in 1935. (The NLRA itself was the outcome of an explosion of worker organizing around 1920). For decades the NLRA protected workers' rights to negotiate with their employers—rights that workers used to secure a fairer share of overall income generated in the economy. This worker leverage led to decades of fast and equitable economic growth that persisted through the 1970s. The top line in the graph shows that the top 10 percent of Americans collected almost half of all income in the late 1920s and early 1930s, but only around a third by the 1950s,

when union membership was at its peak and gains were spread more evenly to the bottom 90 percent.

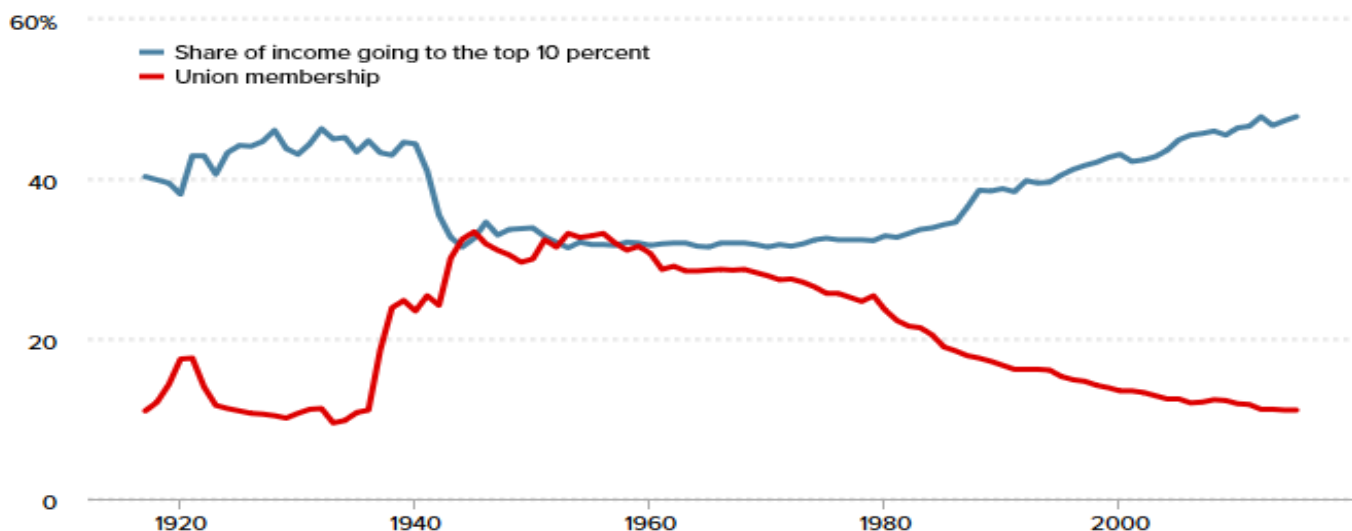
In the 1970s fierce corporate opposition to unions, coupled with policymakers' failure to protect private-sector workers' collective bargaining rights, led to policies and practices that strangled union organizing in the private sector. The rapid de-unionization that ensued contributed to wage declines for all workers and reversed much of the economic progress that had been made by the broad American middle class in the decades following World War II. While the NLRA still protects workers' rights to unionize, the law has not kept up with the onslaught of employer anti-union practices. The graph shows that as union membership declined, the top 10

percent's share of all income rose, returning to Great Depression levels by the 2010s.

Janus v. AFSCME, a case that will be argued before the U.S. Supreme Court in February 2017, could accelerate growing inequality. A decision in favor of the plaintiff in Janus would outlaw mandatory fair share fees in the public sector—letting nonunion members in a school or fire department or other public workplace benefit from union representation but not pay for it. This opens the door for employers to use fear and intimidation to erode financial support for—and thus membership in—public-sector unions the same way that anti-union legislation (such as so-called “right-to-work” laws) has eroded union membership in the private sector. □

When workers have more leverage, income growth is more equal

Union membership and share of income going to the top 10 percent in the U.S., 1917–2015



Pro-Working People Laws Catching on Around the Country

Kenneth Quinnell

While Congress and the White House refuse to act, momentum for paid family leave legislation at the state level is growing.

As the new year begins, New York, Nevada and Washington state are implementing paid family leave laws, and Rhode Island will join them in July. Rhode Island will bring the total number of states with a paid family leave law to eight.

NPR breaks down the legislation going into effect relating to paid family leave:

Washington on Monday became the seventh state—in addition to Washington, D.C.—to require employers to offer paid sick leave to their workers. Rhode Island is set to become the eighth to do so later this

year, when its own law takes effect in July.

Meanwhile, New York has joined the small handful of states that require employers to provide paid family leave benefits. There, as NBC reports, employees will eventually be entitled to up to 12 weeks a year once the law takes full effect.

And in Nevada, employers are now required to offer up to 160 hours of leave per 12-month period to workers who have been—or whose family members have been—victims of domestic violence.

Similarly, states are taking proactive steps to help raise wages for working families. Across the country, 18 states and 20 local governments raised their minimum wage on Jan. 1. The

following were included in the wave of states that increased their minimum wage: Alaska, Arizona, California, Colorado, Florida, Hawaii, Maine, Michigan, Minnesota, Missouri, Montana, New Jersey, New York, Ohio, Rhode Island, South Dakota, Vermont and Washington.

AFL-CIO Policy Director Damon Silvers explained the importance of raising the minimum wage:

It puts money in motion. We've seen the distribution of income and wealth skew very much to the top of the income scale. The fact is that rich people don't spend money the way that middle-class and poor people do, and that makes our economy weak. Raising the minimum wage puts more money in the hands of people who need to spend it. □



UNITED STEELWORKERS**UNITY AND STRENGTH FOR WORKERS****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
 JOSEPH PERKINSON - CENVEO
 BOB BRATTAIN - CENVEO
 DEBRA COREY - CENVEO
 THERESA HURRLE - CENVEO
 STEVE PATTINGILL - CENVEO
 GARY TACKETT - CENVEO
 MARK HOLLAND - CENVEO
 FREDDY COOK - CENVEO
 MARY SICKING - CENVEO
 STANLEY NIX - PEPSICO
 GARY MATTINGLY - DIAM CHAIN
 MARTIN RADICAN - DIAM CHAIN
 ALAN HICKS - DIAM CHAIN
 JUDITH A. ENGLAND - DIAM CHAIN
 DENNIS HIGDON - DIAM CHAIN
 BANGEN FINLEY - DIAM CHAIN
 LUIS AGUILAR - DIAM CHAIN
 GARY TACKETT - DIAM CHAIN
 HOWARD PATTERSON - DIAM CHAIN
 PEYTON HILL - DIAM CHAIN
 CORDALE MARSDEN - DIAM CHAIN
 GERALD CLARK - DIAM IN
 TONYA SMITH - DIAM CHAIN

STEPHEN BALES - CARRIER
 DEBRA BILLS - CARRIER
 WILLIAM CARPENTER - CARRIER
 SUSAN CARTER - CARRIER
 CHRIS CHANEY - CARRIER
 DERRICK CHANEY - CARRIER
 JOHN CHILTON - CARRIER
 LEILANIA CLEMENT - CARRIER
 WILLIAM CORNETT - CARRIER
 PAMELA CUSTIS - CARRIER
 CHARLES DAILEY - CARRIER
 TINA DEBERRY - TAYLOR - CARRIER
 MAKADJI B. DIAMBOMBA - CARRIER
 CINDY DISHMAN - CARRIER
 RONALD GENTRY - CARRIER
 BEVERLY HACKMAN - CARRIER
 RICHARD MIKE HANCOCK - CARRIER
 KATHLEEN HOWARD - CARRIER
 THLO HUP - CARRIER
 LUIS IBANEZ BARRERA - CARRIER
 EVELYN JONES - CARRIER
 MATHEW JONES - CARRIER
 DORLANDA LEEGE - CARRIER
 RICK MANN - CARRIER
 TRACY MAYNARD ROBINSON - CARRIER
 ELOY NAVARRO - CARRIER
 NO NO - CARRIER
 SAMUEL OREBAUGH - CARRIER
 CARL PARKER - CARRIER
 DAVID PARLIAMENT - CARRIER
 BRADLEY PRICE - CARRIER
 REGINA ROBINSON - CARRIER

JOSEPH SHANNON - CARRIER
 PHYLLIS SMITH - CARRIER
 JOSHUA STEAD - CARRIER
 BLAK THANG - CARRIER
 ROBERT TINSON - CARRIER
 RYAN VAUGHN - CARRIER
 RAPHAEL VETTNER - CARRIER
 MUHAMMED VIJASA - CARRIER
 JOHNNY WELLS II - CARRIER
 ROBERTA WESSEL - CARRIER
 BYRON MONDAY - COLORS
 SHARON SLAYTON - COLORS
 JESSICA STEPHENS - COLORS
 MONTE ERIC WALKER - COLORS
 COREY BERNSTEIN - COLORS
 MARIO BOBADILLA - RSR QUEMETCO
 ERNESTO CABRERA - RSR QUEMETCO
 JOSE CANAS - RSR QUEMETCO
 JOSE CASILLAS - RSR QUEMETCO
 LUIS CASTANEDA - RSR QUEMETCO
 JAMIE CRUM - RSR QUEMETCO
 CHRIS MASK - RSR QUEMETCO
 JOSE MENDEZ - RSR QUEMETCO
 JOSE A. RAMIREZ - RSR QUEMETCO
 BRAD RICHARDSON - RSR QUEMETCO
 RODRIGO SOLANO - RSR QUEMETCO
 JAMES L. GRAHAM - SUMCO

THESE PEOPLE HAVE NO MORALS!

Robert James

Voting Rights for Millions at Risk in Supreme Court Case

Petee Talley

The U.S. Supreme Court is hearing a monumental case that will impact voting rights.

The case, *Husted v. A. Philip Randolph Institute (APRI)*, challenges a procedure the state of Ohio uses to remove voters from the registration rolls based on their failure to vote. The precedent set by this Supreme Court case will have ramifications for voting rights for generations and,

if the court decides against APRI, it could potentially harm entire swaths of the voting public.

APRI argues that Ohio's voter purge procedure violates the National Voter Registration Act—sometimes called the Motor Voter law—which prohibits a state from removing a person from the voter registration rolls because of that person's failure to vote. The 6th U.S. Circuit Court of Appeals

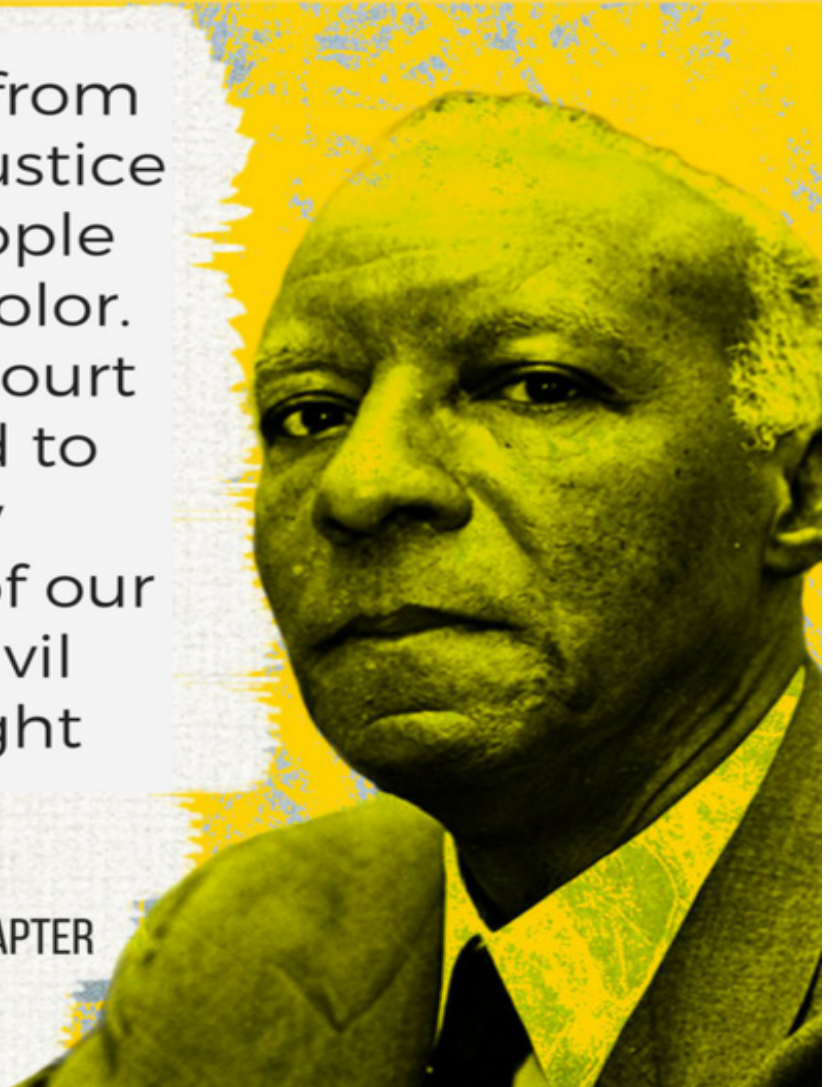
agreed with APRI that Ohio's removal procedure violates federal law, which prompted Ohio Secretary of State Jon Husted to ask the Supreme Court to weigh in. Under Ohio's process, if a registered voter does not vote or update their registration during a two-year period, the county board of elections will send a postal notice to the voter asking them to confirm

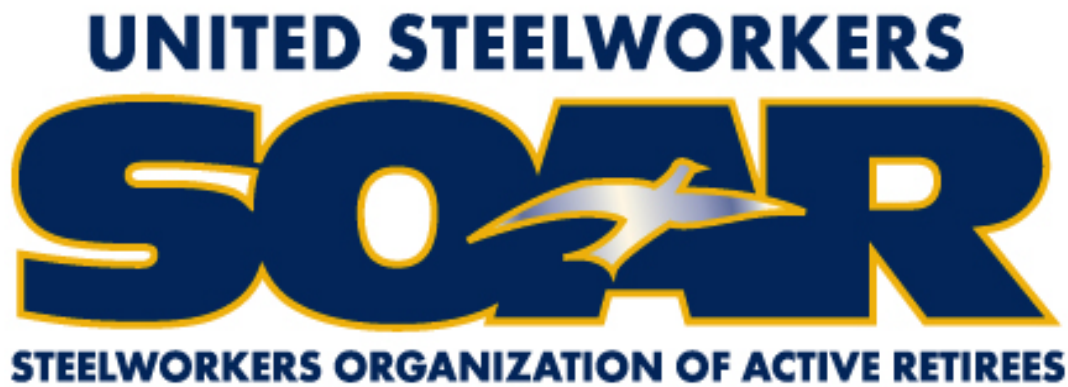
⇒ See Vote Page 10

A. Philip Randolph Institute

"Purging voters from the rolls is an injustice for working people and people of color. The Supreme Court can put an end to that here by protecting one of our most prized civil rights — the right to vote."

ANDRE WASHINGTON
—PRESIDENT OF APRI'S OHIO CHAPTER





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**

↩Vote From Page 8

their registration at that address. Recipients of the notice are removed from the rolls if they neither respond to the notice nor subsequently vote during the following four-year period.

For many people—including working people and especially low-wage workers—voting is not easy and this "use it or lose it" policy is unfair. Limited voting hours, erratic job schedules, child care needs, the closing of neighborhood polling places, inadequate or inaccessible transportation and the costs associated with obtaining a photo ID, to name just a few obstacles,

mean that many eligible voters are unable to cast ballots on Election Day—despite registering where necessary, being motivated to vote in the particular election and, in some cases, even arriving at the correct polling place and waiting in line. As a result, Ohio's voter purge procedure falls disproportionately on those citizens for whom various features of the voting process already present significant obstacles to participation.

At a time when we should all be working to bring our government closer to the people, voter purges like Ohio's disenfranchise many voters who wish to have their vote counted. A bad ruling in this case could allow

states hostile toward voting rights to undermine the Motor Voter Act by purging voters from the rolls just because they did not vote in certain elections. It's happened before, and it will keep happening unless the Supreme Court sides with APRI and with the voters of Ohio.

We need to resist these cynical and unfair attacks on our democracy. And we need to stand up for our right to vote. Our future and the future of our democratic institutions depend on it. □

**Pierrette "Petee" Talley is
Secretary-Treasurer of the
Ohio AFL-CIO.**

↩\$\$\$ From Page 4

million bonus. That's \$27 million for a fiasco. It's a guaranteed bonus of wonderland proportions. Golly gee willikers, Mickey!

Disney has \$37.7 million sitting around to give Iger, but charged its theme park workers for costumes. That meant 16,339 Disney Park Donald Ducks and Buzz Lightyears earned less than the federal minimum wage of \$7.25 an hour, a violation of federal law. The U.S. Labor Department ordered Disney to repay them \$3.8 million.

Looks like Disney tried to get solid gold Mouseketeer ears for Iger out of the hides of its lowest-paid workers. Now that's goofy.

Non-CEO American workers have been stuck with nothing but shiny plastic beads for decades as their wages stagnated. But the fat cats at the top got more no matter how badly they performed.

Take Goodyear's CEO Richard J. Kramer. The company hasn't lost money over the past several years, but its performance has been less than notable. Despite that, the board of directors, for which Kramer is chair, keeps bumping up his compensation. It rose from \$17 million in 2012 to nearly \$20 million in 2016.

Three extra million over four years. It would take the median worker 67 years to earn the \$3 million that the board of directors handed Kramer for mediocre accomplishments.

U.S. Steel Corp. has struggled in recent years, cancelling a planned new headquarters building in Pittsburgh after suffering losses of \$1.5 billion in 2015. That year, former CEO Mario Longhi's compensation dropped 35 percent. Still, the board of directors paid the now-retired CEO \$8.6 million for losing \$1.5 billion. That takes some steel cojones.

As part of the Dodd-Frank Wall Street Reform and Consumer Protection Act

of 2010, the Securities and Exchange Commission issued rules requiring public corporations to begin reporting this year the ratio between the CEO's compensation and the pay of its median worker.

That's nice. Really. The more depressing information workers can get about pay grabs by their bosses the better.

More effective in actually dealing with the problem, however, is what the Labour Party in Britain is proposing. If elected to power there, Labour says it would tax excessive CEO pay and disqualify from bidding on government contracts all corporations with CEO-to-worker pay ratios of more than 20 to 1, which is the current pay ratio in Norway.

That's what America needs so workers receive a fair share of the wealth that their labor creates – in other words, significantly more than shiny plastic beads. □

The U.S. economy can afford a \$15 minimum wage

From the Economic Policy Institute

The federal minimum wage was established in 1938 to help ensure that regular employment provided a decent quality of life. By making periodic increases in the minimum wage, Congress also guaranteed that the country's lowest-paid workers would share in the benefits of broader improvements in the economy. For the first 30 years of the minimum wage's existence, regular raises allowed the minimum wage to keep pace with growth in economy-wide productivity. But, as the graph shows, since the 1970s Congress has failed to adjust the minimum wage to match the economy's capacity for higher wages—leaving low-wage workers behind.

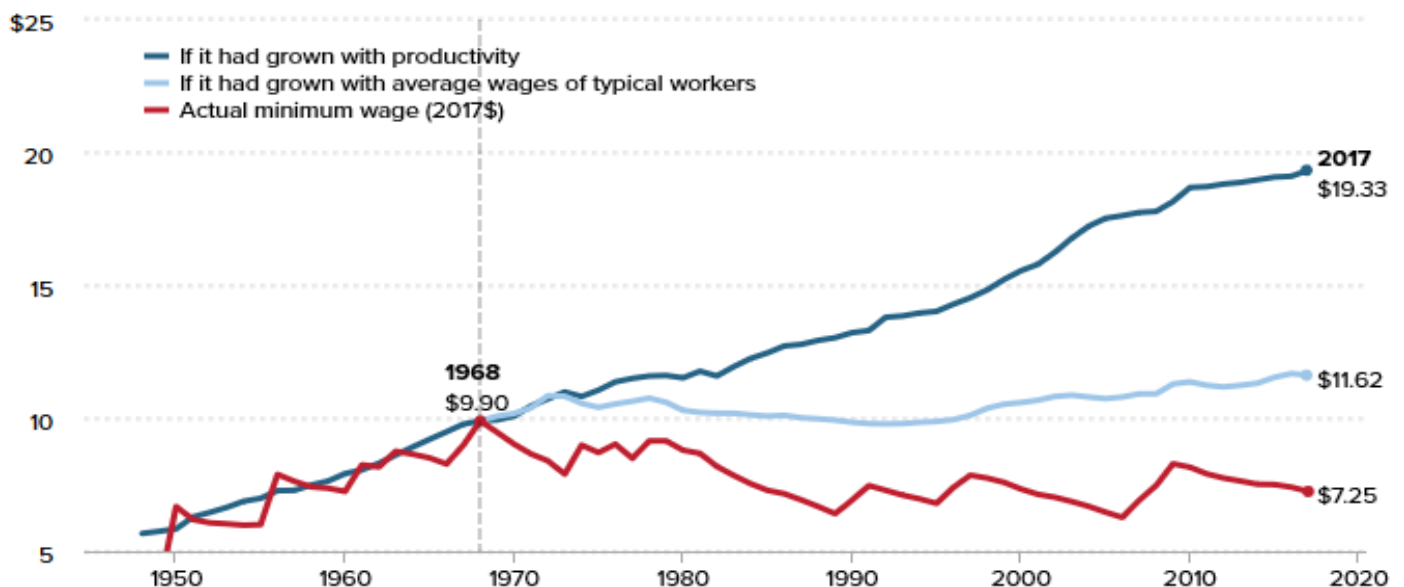
The bottom line shows how inflation has eroded the buying power of a minimum wage income even as the economy grew and was able to afford a higher minimum wage. If

you were paid the \$7.25 minimum wage in 2017, you made 27 percent less—in inflation-adjusted terms—than someone who earned the minimum wage in 1968 (when the value of the federal minimum wage peaked, at \$9.90 in 2017 dollars). The middle line shows that if the minimum wage had kept up with average wage growth for typical U.S. workers (specifically, production and nonsupervisory workers, who constitute essentially the bottom 80 percent of the workforce) since 1968, it would be \$11.62 an hour. But even that would not have been sufficient to distribute the fruits of economic growth equitably. If the minimum wage had kept pace with rising productivity since 1968, someone earning the minimum wage in 2017 would have received \$19.33 an hour—and millions of people earning above the minimum wage today would also be getting higher wages

than they currently do.

The expectation that the minimum wage rise in step with broader trends in the economy would not have been unreasonable for previous generations—that was the trend throughout the 1950s and 1960s. Today's minimum wage workers have been harmed both by the failure to raise the minimum wage in step with pay for typical workers and by the huge and growing gap between these nonsupervisory wages and economy-wide productivity. The Raise the Wage Act of 2017 would raise the federal minimum wage to \$15 by 2024. Such a raise would certainly bring the pay of minimum wage workers closer to providing a decent quality of life, even though it would still fall short of what the economy could have delivered for low-wage workers over the past 50 years. □

The value of the federal minimum wage in 2017 if it had kept up with a growing economy



UNIT REPORTS

UNIT 07 CARRIER

Brothers and Sisters,

I'd like to start by wishing you all a very Happy New Year! Unfortunately for some membership, it will not be a great start to 2018 as the company will be laying off almost 300 employees as the final result of the end of the fan coil departments and the subsequent relocation to Mexico. The Union leadership wishes nothing but the best in your future endeavors and hope you will never have to go through something like this again. Corporate greed is unfortunately, unfair.

After the layoffs, the plant will be going through a transformation as well. Fan coil departments are now being disassembled and moved and those employees will be headed toward the furnace lines. Please welcome the folks from fan coil with open arms and allow them to get adjusted to their new positions.

Our next union meeting will be held on January 21, 2018 at 10am over at the union hall, located at 218 S Addison St, Indianapolis, Indiana 46222. Also, you can find us on Facebook by searching "USW Local Unit 1999-07-Carrier Site." And follow on Twitter @uswcarrier1999. Get the latest information, news and updates!

Remember to be good to each other, come to work, be safe, and always

do the right thing. Let's make 2018 a great year!

TJ Bray
Media Communications
Representative United Steelworkers
Carrier Unit 7

UNIT 09 QUEMETCO

Union Brothers and Sisters,

Here at the Q, times are cold. Overtime throughout the facility is there. We have some issues where some guys have fell and injured themselves. In particular, one guy broke some ribs. So be very careful my Brothers. At this time, we have no grievances. And as always, if anyone has any issues or concerns let a steward or grievance or safety committee member know. We are here for the members and the membership is what makes us strong. So, stay engaged & participate.

In Solidarity,
Derrick Morris
Unit President

UNIT 10 SUMCO

Brothers, and Sisters,

Business at Sumco is doing good. There's still a lot of overtime. Members are still upset about the insurance, but that gives us something to bargain for on our next Contract.

We have two open grievances. One for non bargaining workers doing bargaining members work. The other is for the company violating members seniority. We hope both grievances come out in our favor.

In Solidarity
Darren Dilosa
Unit President

UNIT 15 GATORADE

Happy New Year to the Brothers and Sisters of Gatorade.

IN THE LAST 2-1/2 YEARS WE HAVE MADE PROGRESS.

We have got six terminated Employees re-instated 3 of them with Monetary Reward.

We have appealed 15-20 grievances to arbitration. I believe this is more arbitrations than there has been in the past 24 years. There has been a record number of grievances filed as well. We have been adamant at holding the company to the CBA and their policies trying to keep consistency in place so we know which way it is? **Which way is it? Has been the most asked question concerning most issues. Due to inconsistency.**

Grievance process we have worked with the company to improve the

➡ See GATORADE Page 15



United Steelworkers Local 1999 in partnership with Quemetco, Inc. and the Diamond Chain Company proudly continued the tradition of the annual Christmas Gift Lift to benefit

the children at Larue Carter Hospital. The tradition began in December of 1962 by USWA Local 1150 at the Link Belt Bearing and Chain plants.

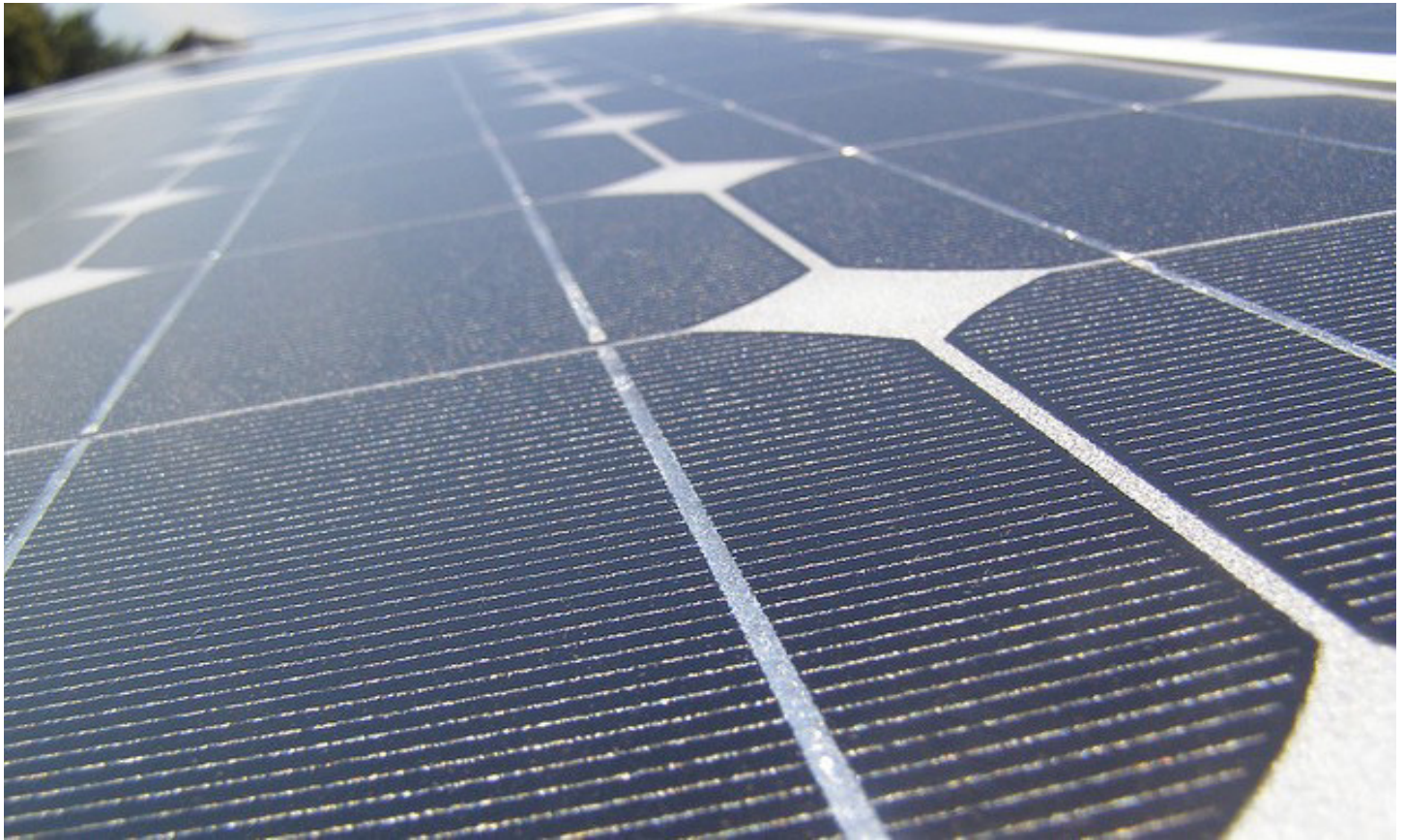


We were honored to have Senator Joe Donnelly and Congressman Andre' Carson join us to help wrap gifts for the children.



While Trump Weighs Tariffs, Solar and Washer Imports Soar

Matthew McMullan



We got a new year going! Happy New Year. The president is back and back at it. Seems really refreshed. We've already outlined a bunch of stuff we hope to see the White House tackle in 2018, including meaningful action on the deluge of steel and aluminum imports. Hey, the Republicans got their tax bill across the finish line, and the administration said that's what the hold-up was! Time for action on steel. Workers are waiting.

In the meantime, though, there are other trade kettles boiling, like possible (separate) tariffs on imported washing machines and solar panels.

Here's what's up: Manufacturers in each industry – Whirlpool for washers, and Suniva and SolarWorld

for solar panel producers – brought cases to the U.S. International Trade Commission (ITC), and had to show evidence they had been injured by unfairly traded imports.

The ITC, according to the Wall Street Journal, agreed with the plaintiffs in both cases, and sent its recommendations to the White House – where it's up to the president to decide what to do next. Apply tariffs a little? A lot? Not at all? He's got a lot of leeway.

Whether he does or not, imports of washers and solar panels have skyrocketed. Notes the Journal:

Trade data offer a limited window into companies' export decisions, which can be influenced by seasonality,

demand and trade. But Panjiva trade analyst Christopher Rogers said manufacturers expecting new trade barriers often boost shipments. Their attitude, he said, is: "Let's get while the getting is good."

The free-trade-at-all-cost nerds who oppose raising tariffs say those costs will just get passed onto consumers, but – specifically in the case of solar imports – it's hard to argue with the fact the Chinese government subsidizes the heck out of this industry (just like it does to sectors like steel) and it plans to do the same in many other sectors.

Not exactly open market competition! We'll be watching closely to see what President Trump does regarding these tariff decisions. □

⇒GATORADE From Page 12

process. We have a regular schedule for step meetings. 1st and 2nd step meetings on Thursdays morning 7:30AM Afternoon 3:30PM. currently working with the company to set a six-month schedule for 3rd step meetings. We alternate times for 3rd step meetings to have the grievant present. Morning is preference so we have all committeemen present. We also now request the grievant be present in 1st and 2nd step meetings when necessary or requested. The Grievant presence is needed for better information and in some case's helps settle without going to 3rd step. This also allows the members to be part of the process and learn how the process works. Hopefully we will see the improvement in the new year.

We now get unscheduled days off as an award to those who are violated by being forced to work when they should not.

Shift transfers we had an issue with not being able to fill an open spot when another employee was out on leave. We have resolved that issue.

Weekend O.T. volunteer for 8 hours on day off. Opposed to 12-hour mandatory.

VACATION DAYS

We had the issue of the company taking the position that the agreement for single ½ or whole days of vacation time being counted as 10 events in conflict to a combination equaling 10 full days of vacation. We have recently resolved this issue.

RECOGNITION

I would like to recognize the Committeemen they have done some great work representing the

Membership. Dave Shelton, Bailey Carter and Bill Thomas

We owe large Gratitude to Kelly Hugunin our Local Business Rep for outstanding Representation.

LRT's & CONTINUOUS SCHEDULE

There has been a change in the LRT's being spread across the shifts for continuous scheduling. The reason for this is when the company first introduced LRT's they were referred to as extras. The company said they would be used for the continuous schedule.

The agreement was they would be spread across the shifts equally to fill needed spots and would be utilized thru the week to fill vacations, call offs and weekday GL spots. They had slowly veered from this. It resulted in a large group of senior employees being violated on 1st and 2nd shift last year when they placed a large majority of them on 3rd shift. Some employees are under the impression the LRT's have been given the choice of shifts. This is not true they have been paired with senior employees so the senior employees get the opportunity for weekend and shift start time choices. There is only 29 LRT's currently this is why everyone did not get their choice. Once the LRT's were exhausted there was no other options for seniority preference. Other than seniority within the bid job on that line. If you identify an error please notify a representative.

NEW HIRES

The company currently is exempting new hires from O.T. the first 30 days no O.T. after 30 days they are used for weekend O.T. after the 60 days they are used for all O.T. we are grieving this practice.

Some New Hires don't agree as well takes money out of their pockets and reduces the opportunity for vacation eligibility when hired late in the year.

LAYOFF

We had an early layoff which created some financial issues for the employees. There were issues with unemployment payout for different reasons. Some was listed as terminated for work performance. Others had issues by entering they are members of a union. This is for Hiring Hall Unions and does not apply to Collective Bargaining Union's. Then the issue of new changes related to job search requiring applicants to complete job searches after receiving 4 checks.

We have been given conflicting answers about the issues between the state and company. The state DWD office says they offered in house training and a program like Chrysler Corp. utilizes which resolves the issues of job search. Also, no trips to the DWD office. They said the company was not interested. They also said the 3rd party the company uses was contributing to the issues not being resolved in a timely manner.

The company said they was not contacted by the DWD office. Also blamed the state saying the 3rd party was not responsible for the incorrect info forwarded to the state. Then the issue of employees had been off work accumulating arrearage on benefit payments. The company use to double the deductions till the arrearage was paid now they take it all from what I have been told. One employee who was out 4-5 weeks was left with \$200.00 after the deductions. When the employee

⇒See GATORADE Page 19

Rev. Barber Rouses Crowd at Labor's Martin Luther King Conference

Mark Gruenberg

HOUSTON – Never let it be said the Rev. William Barber isn't one of the most powerful speakers in history.

Barber, founder and leader of North Carolina's Moral Mondays movement, which has spread across the South from its origins in the Tar Heel State, roused the crowd at the AFL-CIO's Martin Luther King conference in here on Jan. 13 with a stem-winding sermon that mixed calls to action, demands for justice and denunciations of racism in society and racists in public office.

And he wound up by announcing that the New Poor People's March, scheduled for June 23, would be preceded by 40 days of sit-ins, civil disobedience and campaigns not just in the nation's capital but in statehouses from coast to coast. King led the first such crusade 50 years ago, until he was murdered.

All the marches, sit-ins and rallies are in King's tradition to try to rescue a society "that is destroying its moral soul," Barber declared. Minutes later, he asked the 1,000 attendees to go home and demand their unions – and their union leaders – join in. He got, putting it mildly, an enthusiastic reception.

King, Barber noted, "was not popular when he made those same demands" against an economy that did not work for workers, against war and against systemic racism. "We don't need commemorations" of the slain civil rights leader, Barber said, but "reconsiderations" adopting the causes he fought for.

Barber was the top invited speaker at the conference, which the federation hosts yearly to commemorate King, the civil rights leader assassinated by white racist James Earl Ray in

1968 while King was campaigning for economic justice and the right to unionize with AFSCME for sanitation workers in Memphis, Tenn.

Delegates and other speakers, including AFL-CIO President Richard Trumka, spent the weekend uniting worker rights, civil rights, voting rights and economic rights, just as Dr. King did – and Barber added those causes are also unified by their enemies in politics and corporate suites.

But it's not just President Donald Trump who's a problem, Barber warned. It's the same economic interests King battled. And Democrats who "think they can fight" a "sick neurotic America" with neo-conservatism, so-called "free trade" treaties and ignoring worker rights are just as much to blame, he declared.

So were those unionists who voted for



Rev. Barber speaks at a Moral Monday protest in North Carolina.

Trump, he said. Exit polls in the key swing states around the Great Lakes – Michigan, Pennsylvania, Ohio and Wisconsin – showed half of unionists and union family members backed the real estate mogul, who upended Democratic nominee Hillary Clinton.

So, for King, were the “72 percent” of African-American leaders who “shunned” King’s anti-war stand and his campaign for “redistribution of wealth.” Said Barber: “They were often cheerleaders and bootlickers for big-money interests” – the same interests running capitalism today, he added.

“The same people who are attacking labor rights are attacking voting rights. The same people who are attacking voting rights are attacking health care. The same people who are attacking health care are attacking the environment,” he declared in one of many passages with the repetitions often heard in churches. If we can’t unite against them, something is wrong with us.”

To jump start that unity, beginning on Mother’s Day, the campaign “will have clergy in full vestments uniting with poor people and going to the offices of the Ryans and the McConnells” – the Republican U.S. House Speaker and Senate Majority Leader – to peacefully sit in. But it won’t just be in D.C.

“Can you imagine more than 150 people leading into the offices” of top lawmakers “in – wait a minute – Michigan, in Mississippi, in South Carolina, in Florida? They’re filling up the capitols and they ain’t goin’ nowhere.”

But it’s not just the politicians who are oppressing the poor, Barber

declared. It’s the corporate system and its systemic racism. “Systemic racism is giving them” – the rich and the elite – “economic power” and political clout “while leaving you out,” he told the crowd.

“Blocking the living wage is racism,” Barber said of the major union-backed “\$15 and a union” campaign “because 54 percent of black people don’t make it,” meaning that \$15 figure.

“Undermining labor rights is racism. Lying about voter fraud rather than suing against voter suppression is racism,” said Barber, whose Moral Mondays’ six-year North Carolina campaign has succeeded in court in overturning such suppression in his home state.

“Standing Rock is racism,” Barber said of a GOP-approved oil pipeline that goes through South Dakotan lands sacred to Native Americans while endangering their clean water source, the Missouri River. Unions split on Standing Rock, with militant National Nurses United opposing it and building trades for it.

“What happens in Puerto Rico is racism,” where half the commonwealth’s 3.5 million residents, all Latinos and all U.S. citizens, still don’t have water and power four months after Hurricane Maria flattened the Caribbean island, Barber said.

“And sending 200,000 Salvadorans and thousands of Haitians back home” to disaster-ravaged nations that can’t handle the tide, as GOP President Donald Trump plans to do, “is racism.” Trump’s doing that, over protests from the AFL-CIO, six unions and immigrant and refugee rights

groups, by ending the Temporary Protected Status program that kept the refugees here for years.

“Taking away the Affordable Care Act is racism,” Barber said of Republican efforts to repeal the Affordable Care Act, thus depriving 13 million people of health care coverage, “many of whom have never had it before.” And calling the ACA “Obamacare,” as Republicans do while trying to trash it “is racism” because it insults prior African-American President Barack Obama, who pushed the law through a balky U.S. Congress and over unanimous GOP hatred.

Trump’s “words are bad” and racist, Barber said, referring to the president’s characterization of African nations as “shitholes” and asking “Why do we need more Haitians?” rather than immigrants from all-white Norway. “His policies are racism.”

“But the real problem is not Trump, or Caesar, or pharaoh” who enslaved the Jews in Egypt “or Nebuchadnezzar,” the Assyrian despot who conquered Jerusalem. “America has never repented of her original sin” of racist slavery, Barber said. “And the moment we move forward, there’s a backlash.”

King forecast that current threat in 1965, Barber said, when King said “the aristocracy segregated” white and black workers “so they could not be together” against poverty and for the right to vote and to control their own destiny.

That’s the labor movement’s cause, Barber declared: “Campaigning against the sickness of everything.” □

Fatal on-the-job injuries rose by seven percent in 2016

Mark Gruenberg

WASHINGTON — More than 5,000 U.S. workers – 14 every day—were fatally injured on the job in 2016, a 7 percent increase from the year before, the Bureau of Labor Statistics reported.

The 5,190 deaths in 2016 were up from 4,836 the year before and the injury rate rose, too, to 3.6 deaths per 100,000 full-time workers, up from 3.4/100,000 in 2015, BLS added.

“For many groups of workers in this country, work is becoming more dangerous and deadly,” said Peg Seminario, the AFL-CIO’s veteran director of Occupational Safety and

rates stayed stable or dropped. But growing economic sectors “which receive little attention and oversight,” such as health care and food services, saw jumps in death rates on the job.

“The same is true for groups of workers that lack OSHA protection, including state and local government employees and many agriculture workers,” she noted.

Though Seminario did not say so, health care, food services and state and local government are all majority-female occupations. And agriculture, especially among farm workers, also has a high female share.

percent hike in deaths among food preparers and servers.

Overall, 387 women suffered fatal on-the-job injuries in 2016, 12.5 percent more than the 344 the year before. That’s almost double the percentage hike (6.9) for men. On-the-job injuries killed 4,803 men in 2016, up from 4,492 in 2015.

One reason for the increases, Seminario reiterated, is OSHA lacks enough inspectors to really do its job:

“Federal OSHA now has fewer than 800 inspectors and can inspect workplaces on average only once every 159 years. OSHA’s budget has declined since 2010 and been frozen for years. House Republicans are now seeking big cuts for 2018. Fewer resources and less oversight will mean more injuries and workplace deaths. Workers need more safety and health protection, not less.”

As usual, transportation and construction accounted for a large share of the on-the-job fatal injuries, and both sectors saw increases in 2016. Transportation accidents took 40 percent (2,083) of all workers fatally injured in 2016, including 1,388 among transportation workers.

And 991 construction workers and supervisors died from on the job injuries, up 54 (5.8 percent) from the year before. Most (849) fell to their deaths last year. That was up 6 percent from 2015, and deaths from falls rose by 25 percent from 2011-16, BLS said. □



Farmworkers carry crosses bearing the names of California field laborers who died from the heat while on the job.

Health. The number of dead is the most since 2008 and the highest rate since 2010, she said.

But Seminario also noted there is a big split in the numbers. Where the Occupational Safety and Health Administration (OSHA) concentrates money, staff and inspections, death

There was a 40 percent rise in fatal occupational injuries in bars and restaurants – again, a majority-female occupation – along with a 20 percent hike among state government workers and a 13 percent increase in local government. The bar and restaurant figures included a 64

GATORADE From Page 15

asked they was told we leave you enough to live on. I don't know anyone who can live on \$200.00 a week. If anyone can please share with the rest of us.

Other information I was told concerning the layoff is there was available work. But because of conflict between corporate Planning and Transportation Indy did not get the work. I was told planning wanted Indy to run some of the 5 million cases that was posted and communicated as well. Transportation kicked back and said they would not pay for transportation from Indy to the areas that needed the product. Due to the fact it would blow the year end budget. We know that effects management bonuses.

HOLIDAY SCHEDULE ISSUE

The company violated the Holiday schedule agreement, resulting in a loss of income to the employee's. Originally the Holiday Schedule was as follows:

Christmas Eve 12/22/2017 Christmas Day Monday 12/25/2017.

New Year's Eve 12/29/2017 New Year's Day 01/01/2018.

If the CBA Holiday Schedule agreement 10.8 would have been followed.

Christmas Eve 12/25/2018 Christmas 12/26/2018

New Years Eve 01/01/2018 New Year's Day 01/02/2018

Calculating the loss if the CBA had been followed employees would have worked the last 3 days the week of Christmas. The week of New Years employees would have received eight hours more pay. Breaking it down employees will get the 8 hours of holiday pay for

Friday 12/29/2017 plus the hours worked on 01/02/2018 which leaves employees short 8-12 hours. Final out come the loss of 32-36 hours of pay. Corporate enforces any plant that has 3 days of available run time will work. By the Holidays being manipulated it shut the plant down. This loss combined with the unemployment brought a financial burden on employee's families during the Holidays. This is damaging to the employee company relationship. We are making them millions at the Indy facility. This is part of the return we get. And 45 cent raises that does not compensate the benefit cost and cost of living.

I was told just trying to give employees time off. From where I stand I see a large cost savings at the cost of the employees. I have also heard comments that if employees were on 12-hour alternate schedule like 2-2-3 they would come to work because they would need the money. But yet they want to say you won't lose money. Math does not lie. Gatorade is currently the cash cow for PepsiCo we are currently carrying a few sister companies.

LINE 7 REDUCTION

Line 7 work force reduction the company is eliminating the caser operator position putting the work on the Filler Operator then placing the task of supplies and materials on the palletizer operator. They know when the line is running well the batch operator can't keep up but now they will expect them to help with breaks. They have had trouble filling this position because of this issue.

JOB BIDS

The other issue we have currently is bids being filled when employees are out on leave. It has been done both

ways. Some employees have been allowed others not. We are currently working with the company on a resolution to this.

IN SOLIDARITY TO THE BROTHERS AND SISTERS OF GATORADE**KEEP OUR PLATE FOR 2019 NEGOTIATIONS, WE NEED TO SHOW UP FOR WORK & KICK A**.**

In Solidarity,
Ed Roell
Unit President



Brothers and Sisters,

Well I am hopeful everyone has had a good Christmas and New Year with family and friends!

Vertellus has hired 2 new packagers and a truck driver that were former employees that left for other jobs when they had a possibility of being reduced. This is a small positive for the Union in trying to get more jobs back. We have a long way to go but we will take it one job at a time!

Stay warm and safe during these frigid cold days. Welcome back to the new employees!

In Solidarity,
Todd McClure
Unit President

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*"The labor movement was the principal force
that transformed misery and despair into
hope and progress."*

- Rev. Dr. Martin Luther King Jr.