

STEEL VOICE



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Stop in the Name of Love – of Country

Leo Gerard

The conduct of the New York State Metropolitan Transit Authority (MTA) in rehabilitating the Verrazano-Narrows Bridge can only be described as anti-American.

The MTA plans to send \$235.7 million of Americans' hard-earned toll dollars to China for foreign steel and foreign fabrication to renovate a bridge over the Hudson River that Americans built with American steel and American fabrication 50 years ago.

The MTA must stop. It must stop converting this American landmark – the longest suspension bridge in North America – into a foreign-made object. The MTA must stop. It must stop eroding American manufacturing,



spurning American workers and wounding the American economy. The MTA must immediately stop stimulating the Chinese economy, employing Chinese workers with American toll dollars, transferring technological skills overseas and heightening Chinese power over America by enlarging the trade deficit. The MTA must stop, now, and buy American.

It's the MTA's contention that it can dodge buy American requirements because it is repairing the bridge with toll dollars, not tax dollars. The MTA used this contrivance to buy 15,000 tons of steel plate from state-owned and subsidized Anshan Iron & Steel

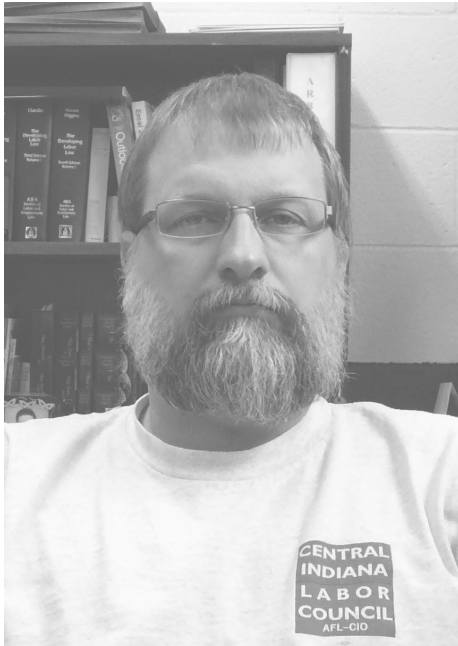
Group of China and fabrication work from the China Railway Shanhaiguan Bridge Group.

Responding to criticism that MTA, a government agency, shirked buy American requirements, the authority's executive director Thomas F. Prendergast said American corporations and workers weren't capable of doing the work. America is not number one, Prendergast said. American manufacturers and American workers are just not as competent as the Chinese, according to the MTA.

⇒ See LOVE, Page 3.

My View

Kelly Ray Hugunin,
Local Union Representative



Brothers and Sisters:

We have been busy the last couple of months with negotiations. Quaker (Unit 15), Alexandria Extrusions MidAmerica (Unit 17), and Colors (Unit 21) all ratified new agreements.

Quaker's new agreement provides for a \$0.45 wage increase in each year of the contract that represents a greater increase for the majority of the plant over the prior contract, improves vacation eligibility for newer employees and those serving in the Military, the Unit Vice President is now on the Grievance Committee, grievance arbitration improvements, and job bidding wage protection. The membership overwhelmingly ratified the proposed agreement by a vote of 151-5

At Alexandria Extrusion MidAmerica we were bargaining a first contract with the new Company since it was sold by MidAmerica Extrusions. It is

a one year agreement that provides a good foundation to build upon in years to come. Although the agreement did not offer any wage increase at this time, it does provide for two opportunities later this year for a wage increase. The new agreement was ratified by a 6-0 vote of the membership.

Colors new contract provides \$1.50 in wage increases over three years. Improvements were made to Funeral Leave, Life Insurance, and Sickness and Accident benefits. The Company and Union also jointly committed to regular discussions about safety improvements in an effort to promote continuous improvement of health and safety in the plant. The contract was ratified by the membership by a vote of 13-0.

Looking forward to upcoming negotiations we have Vertellus Inc. (Unit 28), Diamond Chain (Unit 13), and Rexnord (Unit 00) who all have contracts expiring over the next three months.

Vertellus Inc. will be first to expire with their agreement terminating on September 1. They are followed by Diamond Chain's contract expiring on September 28 and Rexnord's agreement terminating on October 6. These are the last collective bargaining agreements that will expire within the local this year. Carrier's contract expires next April and bargaining surveys are already out in the plant for the membership to express their concerns and priorities.

Staff Representative Jim Adcock and myself have been working with the respective committees to prepare proposals that will address the memberships current issues and

future needs.

Our hope is to be as successful in these upcoming negotiations in the last half of the year as we were with the negotiations in the first half. A work stoppage is always something that we do not want to see at any of our facilities. But on the same token members should be aware that when necessary work stoppages do occur and they should be prepared for it if it were to happen. Any work stoppage initiated on the part of Local 1999 would only be by the approval of the membership at that facility. Members should be aware that a lock-out could occur as well and that is in control of the Company. Our goal as negotiators is always to achieve a contract that is fair and equitable for the membership.

In the future I ask the membership at the facilities with upcoming negotiations to participate in the membership surveys, attend the Unit Meetings, and participate in any actions that your bargaining committee or the local ask you to participate in. Even something as simple as wearing a union button or wearing a certain color of shirt on a specific day sends a message. By doing these things the membership can show the company that we are united in Solidarity and that gives the membership, the negotiating committee, and the local power.....

Bargaining Power!

Bargaining Power that we can take to the bargaining table to negotiate the best contract for the membership.

In Solidarity
Kelly Ray Hugunin

⇨LOVE From Page 1.

This is exactly what Caltrans contended when it purchased Chinese steel and Chinese manufacturing for the Bay Bridge construction in California – after refusing federal aid so it could duck buy American provisions. Americans just couldn't do the work, Caltrans contended. And yet, American firms that bid on the project said they could. Caltrans ended up sending dozens of experts to China to babysit its contractors there; inspectors repeatedly discovered defects in welds, and the steel arrived from China 15 months late.

Caltrans said the bid from the consortium of American firms was too high, and the proposal would have delayed the project. But with hundreds of millions in cost overruns and a year's delay attributable to the foreign purchases, the difference between the two bids at this point is negligible.

But it's too late now. Caltrans denied American corporations the contracts, American workers the jobs, the American economy the boost. Caltrans contributed to the bleeding of American manufacturing jobs, 6,000 of which were lost just last month. MTA plans to join Caltrans in thwarting the Obama administration's effort to create 1 million new manufacturing jobs.

With precious little effort, the United Steelworkers found two American bridge fabricators that said they could meet MTA's requirements for specialized orthotropic steel decking for the Verrazano-Narrows Bridge. Both are located in eastern Pennsylvania within 100 miles of the Verrazano-Narrows Bridge site.

One was cleared by a bonding company, lined up financing and prepared to meet the MTA's construction schedule. Also in eastern Pennsylvania, Lehigh University's Advanced Technology for Large Structural Systems Center tested full-scale prototypes of the orthotropic steel panels for the Verrazano-Narrows Bridge.

Both American bridge fabricators were prepared to use American-made steel, which would employ Americans in good, family-supporting jobs in mills that are required to control emissions and that wouldn't have contributed to pollution by hauling steel halfway around the world.

MTA ignored all that and went to China for the steel and fabrication. It ignored Americans' strong desire for government agencies to buy American, with 90 percent of Republicans and Democrats supporting buy American for public works projects. MTA ignored untold hidden costs of buying foreign – including pollution, quality concerns and delays.

And while claiming American companies and American workers are not up to snuff, MTA overlooked the fact that Ansteel of the Anshan Iron & Steel Group has never before produced steel plate of the type required for the Verrazano-Narrows Bridge project. And the Verrazano-Narrows Bridge linking Staten Island and Brooklyn would be only the second in the United States for China Railway Shanhaiguan Bridge Group. In fact, Anshan officials told the Wall Street Journal that the Verrazano-Narrows Bridge project would be a test to determine whether its steel bridges "can go out into the world."

The MTA decided to go to China even though eight bridges collapsed in China in little over a year, including one of the longest in Northern China, the Yangmingtang Bridge in Harbin last August. That \$300 million span was only nine months old.

The MTA has tried to reassure protesters, including Republican and Democrat New York state lawmakers, that there is no risk. Prendergast told them all not to worry, no problem. "The safety of the public is always our paramount concern," Prendergast contends – exactly what Caltrans said.

MTA officials and construction management staff went to China to make sure everything is ok, Prendergast says. Steel was tested with "good results." Not great results. But, you know, good ones. Further tests will be done in the United States, Prendergast says. He pledges that MTA will maintain at the Chinese plant "a full time quality assurance presence," whatever that means.

The upshot is that MTA and its construction manager will pay to send experts and staff to China to try to ensure good quality work, the same way Caltrans did. That's a costly proposition. In addition, it means that these American professionals will transfer their technical knowledge and skill and expertise to a Chinese company. China won't have to steal it. MTA plans to give it away.

These same MTA experts and consultants could have been sent less than 100 miles to one of two Pennsylvania firms to oversee quality control and collaborate with

⇨See MTA, Page 4.

↩MTA From Page 3.

American manufacturers.

Any technical skill transfer then would have stayed within the United States, increasing American companies' ability to complete such infrastructure projects in the future.

The MTA needs to stop this project right now. Think it over, Prendergast. Like every other Republican who opted for abolishing "waste, fraud

and abuse" instead of cutting services to his own district, Ross failed to specify any examples.

Republicans may have some difficulty spotting waste, fraud and abuse because they're a little too close to it. Incensed that visiting constituents will be denied visits to the White House, the GOP-controlled House Committee on Oversight and Government Reform devoted its "government oversight and reform" efforts to producing a

video criticizing the sequester-caused White House tour cancellations.

That video definitely qualifies as waste.

Republicans never knew what their districts had gotten from the federal government. Until it was gone. Until after they'd paved it over with the sequester. Now they're stalled in an economically barren parking lot of their own creation. □

Reasons Why You Should Thank a Union

All Breaks at Work, including your Lunch Breaks
 Paid Vacation
 FMLA
 Sick Leave
 Social Security
 Minimum Wage
 Civil Rights Act/Title VII (Prohibits Employer Discrimination)
 8-Hour Work Day
 Overtime Pay
 Child Labor Laws
 Occupational Safety & Health Act (OSHA)
 40 Hour Work Week
 Worker's Compensation (Worker's Comp)
 Unemployment Insurance
 Pensions
 Workplace Safety Standards and Regulations
 Employer Health Care Insurance
 Collective Bargaining Rights for Employees
 Wrongful Termination Laws
 Age Discrimination in Employment Act of 1967

Whistleblower Protection Laws
 Employee Polygraph Protect Act (Prohibits Employer from using a lie detector test on an employee)
 Veteran's Employment and Training Services (VETS)
 Compensation increases and Evaluations (Raises)
 Sexual Harassment Laws
 Americans With Disabilities Act (ADA)
 Holiday Pay
 Employer Dental, Life, and Vision Insurance
 Privacy Rights
 Pregnancy and Parental Leave
 Military Leave
 The Right to Strike
 Public Education for Children
 Equal Pay Acts of 1963 & 2011 (Requires employers pay men and women equally for the same amount of work)
 Laws Ending Sweatshops in the United States

YesterYear

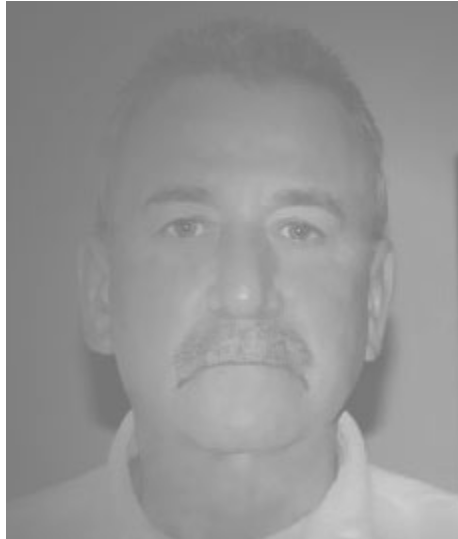
Chuck Jones, President

They say that the farther you can look back at a situation the better you can understand the present situation. That saying isn't easily understood, but the better we understand our past the more likely we are to avoid mistakes in our present and our future.

There was a time not that long ago, when life was much harder. An average workday was fourteen hours without any breaks. You worked six days a week, Sunday being your only day off. Your average pay was five cents an hour and if you had to use the restroom your pay was docked five cents each time. When you punched the clock in the morning, the doors were locked behind you; this was to prevent workers from leaving. If you called in sick you were terminated, no excuses. There were no minimum wage or child labor laws. No safety rules either. It wasn't uncommon for children five years old and in some cases younger to work long hours in incredibly horrific conditions.

I want everyone to understand, employers and Corporations did not just feel like being nice one day and give their employees paid vacations. CEOs didn't get together in a boardroom and say "Let's give our employees more rights at work". Virtually ALL the benefits you have at

work are there because unions fought hard and long for them against big business who did everything they could to prevent giving you your rights. Many union leaders and members even lost their lives for things we take for granted today.



The right-wing attack on unions is nothing more than ignorance, lack of education, and propaganda. If people would rather support corporations instead of organized groups of workers working to secure a fair work environment A.K.A a union, I ask them to walk the walk as well. Give up every benefit and right that you use that unions are responsible for. Just understand that this may mean sacrificing the union fought rights you

enjoy everyday. I mean, you don't want to be a hypocrite, do you? Like bashing unions on your union fought lunch break? Which means if you practice what you preach, you don't get a lunch break.

This is what employers were like before unions. Don't take my word for it, look it up. If we rid the world of unions tomorrow, who is to say that they won't go right back to the way they were less than one hundred years ago?

So to anyone that doesn't wish to be a dues paying union member, please practice what you preach and give up all these rights and leave the umbrella of these laws! (For they were brought to you by unions.)

All of the advances and benefits we enjoy today as workers union or not, was due to the fights of the unions. Take away that bargaining power and we will return to that not so good yesteryear that I'm sure no one wants.

In closing I would like to say, I have been criticized for some of the names that I have used to refer to non-dues payers. I just want you to know, I DON'T CARE!!!

UNION

United We Bargain Divided We Beg

What The Media Didn't Tell You About Twinkies' Comeback

The Associated Press recently ran a story, picked up by newspapers and TV stations nationwide, about the planned comeback of Twinkies to the nation's grocery shelves. Hostess, Twinkies' bankrupt maker, was sold. A reorganized - and smaller - company plans to send the iconic treat back to grocers in July.

But there were a few holes in AP's story, as Media Matters for America points out below. One big one: The new Hostess will be non-union, unlike the prior Hostess, whose workers were represented by the Bakery Confectionery and Tobacco Workers and Grain Millers, the Teamsters, and several other unions. Here's their analysis:

"AP's Hostess Comeback Story Ignores Context About Company's Expiration" The Associated Press ignored significant context about the role of organized labor in its report on the comeback of Hostess brands and the iconic Twinkie snack. The article highlighted attacks from executives claiming unions were to blame for the company's demise while ignoring a history of union concessions, executive pay raises, and financial mismanagement that paint a different picture about the Twinkie's temporary expiration.

"The AP reported that Hostess Brands LLC, a trimmed-down version of the defunct Hostess Brands Inc., aims to have Twinkies and other well-known Hostess brand products back on store shelves by July 15. The story noted Hostess went bankrupt 'after an acrimonious fight with its unionized work-

ers' and described in he-said-she-said fashion how the company ultimately failed:

"Hostess Brands Inc. was struggling for years before it filed for Chapter 11 bankruptcy reorganization in early 2012. Workers blamed the troubles on years of mismanagement, as well as a failure of executives to invest in brands to keep up with changing tastes. The company said it was weighed down by higher pension and medical costs than its competitors, whose employees weren't unionized.

"To steer it through its bankruptcy reorganization, Hostess hired restructuring expert Greg Rayburn as its CEO. Rayburn ultimately failed to reach a contract agreement with its second largest union. In November, he blamed striking workers for crippling the company's ability to maintain normal production and announced Hostess would liquidate."

"The trimmed-down Hostess Brands LLC has a far less costly operating structure than the predecessor company. Some of the previous workers were hired back, but they're no longer unionized."

The article's depiction of the company's fall omits crucial context and leaves readers with the impression that the act of discarding union workers allowed the 'trimmed-down' company to re-emerge.

The AP did not tell readers that, just three years prior to Rayburn's negotiations with labor, union workers

made "substantial concessions" to aid the company's financial health, or that Hostess stopped contributing to workers' pensions and cut wages and benefits "by 27% to 32%."

Nor did AP mention dramatic pay raises Hostess provided its executives during its financial struggles. For example, Brian Driscoll, Hostess CEO in March 2011, saw his salary triple, to \$2.25 million, compared to 2010, the Wall Street Journal reported.

And while the AP story claims "workers" blame the company's woes on mismanagement and a failure to adapt to evolving consumer tastes, this has actually been the opinion of informed and objective third parties.

The AP itself noted in 2012 "Hostess' snacks don't neatly fit into the U.S. trend toward a healthier lifestyle." The Washington Post wrote Hostess was "rife" with problems beyond labor issues, including "management's failure to freshen up a stale product line." The New York Times discovered the company did not "have much of a finance department."

The Twinkie's return to the U.S. diet may ultimately be perceived as a comeback story. But with myths about Hostess' demise rampant in 2012 media reports, today's media should be careful not to rewrite history. □

Press Associates, Inc. (PAI)

PATRIOT-PEABODY PROTESTS CONTINUE; ROBERTS, HOLT-BAKER, 29 OTHERS ARRESTED

The Mine Workers-led monthly protests against the bankruptcy ruling for Patriot Coal that robbed tens of thousands of retired miners and their dependents of health care coverage continued and escalated on July 9: 31 people, led by union President Cecil Roberts and AFL-CIO Executive Vice President Arlene Holt-Baker, were peacefully arrested in the latest demonstration, in Fairmont, W. Va.

The protest, which drew 5,000 people, was the 14th in a series the union launched months ago to highlight how the Patriot bankruptcy ruling hurts retired and active miners. The bankruptcy court not only let Patriot throw the retirees off health care, but also let the firm drastically cut wages and benefits for active union miners.

Before the arrests, Roberts, Holt-Baker and Steel Workers President Leo Gerard took turns denouncing Patriot, along with Peabody Coal Co., and Arch Coal. Those firms spun the retirees off to Patriot several years ago without providing assets to pay for

health care, and when Patriot filed for bankruptcy the process puts workers at the back of the line and bankers first when a firm goes broke. Gerard was not arrested.

"The United States of America is not great because of CEOs," Roberts said. "It's not great because of lawyers. It's great because of the working people of the United States. This is a faith-based movement, it's a civil rights movement, and it cannot fail.

"We're standing for those afflicted with black lung. We're standing with those who are in hospice care taking their last breath with their priests and ministers and families all around them. We're standing with those who have cancer. We're standing with the afflicted because the Bible tells us, 'Honor your mother and your father,'" he said.

A steady rain didn't dampen spirits, Holt-Baker said. She called the downpour "the tears of the righteous trying to wash away the injustice of

Patriot Coal."

"It's hard to believe that these Lexus-driving, latte-drinking, pocket-picking, health care-robbing, Wall Street coupon clippers, tax avoiders, pension-stealing, health care-robbing SOBs aren't in jail," Gerard, himself a miner's son from Ontario, told the crowd.

Patriot said it postponed dumping the retirees' health care by two months, to the end of August, after a federal bankruptcy judge in St. Louis, earlier this year, said it could dump them on July 1. The firm also says it is cutting salaries by smaller amounts than planned, and that it still wants to settle the mess in negotiations with UMW.

But even if the Patriot dispute is settled, members of the crowd and Gerard made the point that lawmakers must change federal bankruptcy laws, which are stacked against all workers when a firm goes bust. □

Press Associates, Inc. (PAI)



Justices Narrow On-The-Job Harassment

By a 5-4 margin, the U.S. Supreme Court ruled on June 24 that only supervisors with direct power over a worker's future – such as the power to hire, fire and demote – can be sued for racial or sexual harassment on the job.

In a case involving Maetta Vance, a substitute server in the events department who sued her employer, Ball State University in Muncie, Ind., the justices reaffirmed that companies can be sued if they don't act to prevent racial or sexual harassment, and that supervisors, as companies' representatives, can also be sued.

The question is "Who's a supervisor?" under civil rights law. The court majority said it's only those with direct power over the workers' future. Those workers who – as part of their larger jobs – can give orders to other workers about run-of-the-mill daily tasks, aren't supervisors, the justices said. And they can't be sued for ha-

arrassment.

"The concept of a supervisor adopted today is one that can be readily applied," Justice Samuel Alito wrote for the court majority, all GOP-nominated men. "An alleged harasser's supervisor status will often be capable of being discerned before or soon after litigation commences and is likely to be resolved as a matter of law before trial.

"An employer may be vicariously liable for an employee's unlawful harassment only when the employer has empowered that employee to take tangible employment actions against the victim, i.e., to effect a 'significant change in employment status, such as hiring, firing, failing to promote, reassignment with significantly different responsibilities, or a decision causing a significant change in benefits.'

"We reject the nebulous definition of a 'supervisor'" that Vance used,

citing the federal Equal Employment Opportunities Commission. Several appeals courts agree with the EEOC, and with Vance, but her "reliance on colloquial uses of the term 'supervisor' is misplaced, and her contention that our cases require the EEOC's abstract definition is simply wrong."

Workers "who can assign daily tasks" to other workers, but who are not supervisors, do not get off completely scot-free, Alito warned. "In such cases, a victim can prevail simply by showing the employer was negligent in permitting the harassment to occur, and the jury should be instructed that the nature and degree of authority wielded by the harasser is an important factor in determining negligence," he said.

The court majority recognized, in a footnote, that the National Labor Relations Act (NLRA), which governs worker-management relations, has a different definition of supervisor. Vance cited that as one of several definitions of supervisor the court should use to determine who can be sued for harassing her. The justices said "no."

"To be sure, the NLRA may in some instances define 'supervisor' more broadly than we define the term in this case. But those differences reflect the NLRA's unique purpose, which is to preserve the balance of power between labor and management. That

⇒ See NARROW, Page 9.





↳ NARROW From Page 8.

purpose is inapposite" – not pertinent – "in the context of Title VII" of the Civil Rights Act, "which focuses on eradicating discrimination," the justices said.

"An employee may have a sufficient degree of authority over subordinates such that Congress decided the employee should not participate with lower-level employees in the same collective bargaining unit, because, for example, a higher-level employee will pursue his own interests at the expense of lower-level employees' interests. But that authority is not nec-

essarily sufficient to merit heightened liability for the purposes of Title VII. The NLRB's definition of supervisor therefore is not controlling in this context."

The dissenters, led by Justice Ruth Bader Ginsburg, said the 5-man majority seems to ignore what actually occurs in workplaces in today's economy.

"Addressing who qualifies as a supervisor, the EEOC answered: (1) An individual authorized 'to undertake or recommend tangible employment decisions affecting the employee,' including 'hiring, firing, promoting,

demoting, and reassigning the employee' or (2) An individual authorized "to direct the employee's daily work activities,'" they said.

"The court strikes from the supervisory category employees who control the day-to-day schedules and assignments of others. The limitation the court decrees... ignores the conditions under which members of the work force labor, and disserves the objective of Title VII to prevent discrimination from infecting the nation's workplaces." □

Press Associates, Inc. (PAI)

In Labor Board Filibuster Fight, Republicans Kindly Offer To Take Over Agency

Dave Jamieson

WASHINGTON – The Senate is locked in a filibuster fight that GOP leaders claim could ultimately destroy the chamber. At the center of this showdown sit President Barack Obama's nominees to the National Labor Relations Board, the five-member body that enforces labor law on businesses and their workers. Democrats are demanding Republicans pledge not to filibuster the president's picks for the panel, which will not have enough board members to function in August if the stalemate isn't broken.

Given the choice between what they say will destroy the Senate or allowing the president's nominees to serve on the labor board, the GOP isn't budging. But they do have a counter-offer.

Republicans said they won't negotiate on two of Obama's nominees, both Democrats already serving on the board, because their recess appointments have been ruled unconstitutional by a federal appeals court, and they didn't resign when Republicans demanded them to. But a spokesman for Senate Minority Leader Mitch McConnell (R-Ky.) said Republicans are willing to move on Obama's three other nominees – two Republicans and one Democrat – in order to keep the board at a quorum.

There's just one small catch. If Democrats were to accept this GOP proposal, the labor board may be comprised of a Republican majority within a matter of months, never mind that a Democrat occupies the White House.

"It's almost like the 2012 election never happened," said Bill Samuel, director of government affairs at the AFL-CIO labor federation. "It's not an offer – it's a charade."

If the Senate confirms Obama's three uncontested nominees, the NLRB would be running at a full five-member capacity, including the two recess appointments that have been called into question. (In accordance with tradition, Obama has nominated three board members from his own party and two from the opposing party.) But with the Supreme Court having agreed to take up the recess appointment case, there's a good chance those two board members – Sharon Block and Richard Griffin – will be ruled illegitimate by the high court later this year.

That would drop the board down to three members – two of them Republicans, one of them a Democrat – who would issue the sort of decisions applauded by the Chamber of Commerce and decried by labor unions.

Given that less-than-attractive olive branch from Republicans, Senate Majority Leader Harry Reid (D-Nev.) said on "Meet the Press" on Sunday that the minority had left him with little choice but to change Senate rules to fill vacancies.

"We're not doing anything that effects life-time appointments, we're doing nothing that effects legislation," Reid said. "Here's what we're doing: a president, whether it's President Obama, the new President Clinton, or the new Bush, whoever is president

should be able to have the people on their team that they want... Changing the rules is like the sky is falling?... The changes we're making are very, very minimal. What we're doing is saying, look, American people, shouldn't President Obama have somebody working for him that he wants?"

According to Democrats, the GOP proposal indicates that Republicans won't allow for a functional NLRB unless they control it.

"Naturally, Block and Griffin could not be struck down if they were simply appointed through the normal process as we are seeking to do," said Reid spokesman Adam Jentleson in an email. "But despite their much-avowed concern for the process by which they were appointed, Republicans are blocking us from appointing them through the normal process."

Don Stewart, a McConnell spokesman, claimed the intransigence belongs to Democrats.

"Remember, we urged the president six months ago to send up new nominees for the two unconstitutional ones," Stewart said in an email. If Democrats would work on the three uncontested nominees, "then we would work with them on a fair hearing for the two new [nominees]. They've refused. They are open to no compromise, no solution. Sorry."

Of course, there's no guarantee that Republicans would confirm the two replacement nominees down the

⇒ See OFFER, Page 15.

FOR THE RECORD: A REPUBLICAN WHO LIKED THE NLRB

Over the years, not all Republicans have hated the National Labor Relations Board. Here, from archival files, is proof to the contrary.

The statement came on the 50th anniversary of the board's establishment by the Wagner Act, the original National Labor Relations Act. Admittedly, its author was not always union-friendly. Just ask the Professional Air Traffic Controllers, the old union in that sector. Still, the statement speaks for itself:

November 12, 1985

"A free labor movement is essential to the preservation and expansion of

free enterprise. Since its passage in 1935, the National Labor Relations Act has been a bulwark of support for this vital American heritage. A half century ago, this law established the right of workers to organize and bargain collectively, should they choose to do so. Our system of peaceful industrial relations and the national labor policy that has evolved from the Act rest on this principle of free choice."

"The National Labor Relations Board is to be commended for its fairness in enforcing the statute over these past 50 years. I had firsthand experience with the Board during my tenure as president of the Screen Actors Guild

many years ago, and I can attest to its outstanding record."

"In conducting union representation elections and processing unfair labor practice charges, the NLRB has helped build a peaceful industrial relations system that is a model for the free world. The processes of the Board, as necessary today as they were 50 years ago, provide a forum and an orderly legal framework for resolving labor and management disputes. Truly, the NLRB has succeeded in fulfilling its mandate for America."

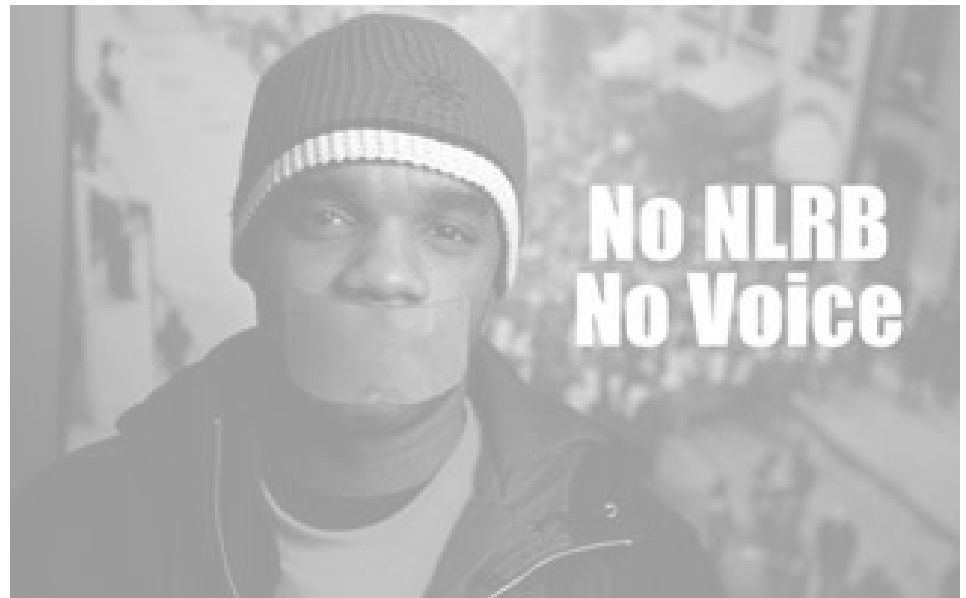
– Ronald Reagan –



NLRB

The National Labor Relations Board enforces the National Labor Relations Act, the principal law safeguarding your right to organize to improve your working conditions, whether or not you are in a union. Workers turn to the NLRB when they are illegally fired or otherwise prevented from working together for change.

The NLRB is supposed to have five members that are nominated by the President and confirmed by the Senate. But corporations have persuaded Republicans in the Senate to use silent filibusters to prevent a vote on President Obama's nominees. The Board needs at least three members to make decisions. Two of the five



seats on the NLRB are currently vacant and the term of another member will expire in August.

Working people need and deserve a functioning National Labor Relations Board. The President has sent the names of five well-qualified nomi-

nees to the Senate. If we don't let our Senators know that the NLRB matters, Senate Republicans will continue to abuse the Senate rules and filibuster the nominees and Senate Democrats will not take action to overcome the filibuster.



Unit 00 Rexnord

Hello Everyone

Hope everyone had a good 4th of July and hope you're having a good summer.

I would say overall everything is going pretty good at the plant. The on time delivery and availability of finished product is down which has put us in a hole, this has caused us to have to turn away business, and this has also affected demand of product.

A lot of overtime is being worked to address this problem. Some of the reasons for this have been a major quality issue, down machines, and manpower, all this is being worked on as we talk.

The grievance load has been low except for the 4 termination we have had. I encourage everyone if there is anything the union can help you with, personal or work related please let us know, we are one phone call away, don't wait until you're in trouble to ask be pro active not reactive, my door is always open.

Just to give everyone a heads up on where we are at on negotiations, the next 3 months are very important for your attendance in the unit meetings. The meeting dates are July 22nd, August 14th, and September 18th, and this is where the most up to date information that can be discussed will be talked about.

Remember the contract ends on October 6th.

REMEMBER TOGETHER WE STAND

DIVIDED WE FALL .

In Solidarity,
Don Zering
Unit President

Unit 09 RSR Quemetco

Dear Brothers and Sisters,

Here at RSR there is a change coming. The Company has rolled out a new attendance policy and it is my opinion that the new points part of the policy is excessive and unreasonable.

If you need time off & you have a valid reason tell your department head or plant manager. We can't be gone for extended periods of time without informing someone. That is part of what prompted the Company to change the policy. You can always ask for a leave of absence. Also let's not complain when our union brothers are off work because we don't know what's going on in their life.

We have a 3rd step grievance meeting scheduled for July 30th over holidays during vacation & other issues. I will keep you informed.

In Solidarity,
Derrick Morris
Unit President

Unit 27 Air System Components

Brothers and Sisters,

At this time work seems to be fairly

steady in most areas and I hope it continues so we do not have to deal with more forced shutdowns or shortened work weeks like we have over the last several months. In the plant meeting, held July 3rd, management indicated that we had a stellar month in June and were starting to see an upswing in business and things were looking positive on the sales end.

I believe that there is a lot of damage to be repaired from previous mismanagement and new better relationships have to be developed between customers and management. Everything that I have saw and heard where it relates to customer's having issues with our facility does not point in the direction of the bargaining unit. We all know we work hard to put out a good product and even management recognizes this. Hopefully the new management team can create good relations with new customers and repair bad relations with some of our customers that have been around for awhile.

The grievance load is starting to become heavy and the committee has been working through various issues that we have not had to deal with in the past. Many of these issues can be related to having new management and them not being familiar with the history of our facility, the CBA, language interpretation, past practices, etc. The Union committee is trying to make a valiant effort and be as speedy as possible when addressing these issues. Paul Mullen's grievance is slated for arbitration and we should be having it hopefully in the coming months. I talked to Paul and all is well.

⇒ See ASC, Page 15.

STEELWORKERS

SOAR

**STEEL ORGANIZATION OF
ACTIVE RETIREES
District 7 Chapter 30-10**

**Soar & Golden
Age Club**

**would like to invite all United SteelWorker
Retirees to join us in a pitch in lunch and
to discuss our Pensons,Healthcare and all
the other Benefits we have as Retirees...**

**We meet every 3rd Monday
of the month
Time 11:45 am**

AT

**UNITED STEELWORKERS of AMERICA
Local Union 1999 Hall
218 S Addison St Indianapolis In
(former 1150 hall)**

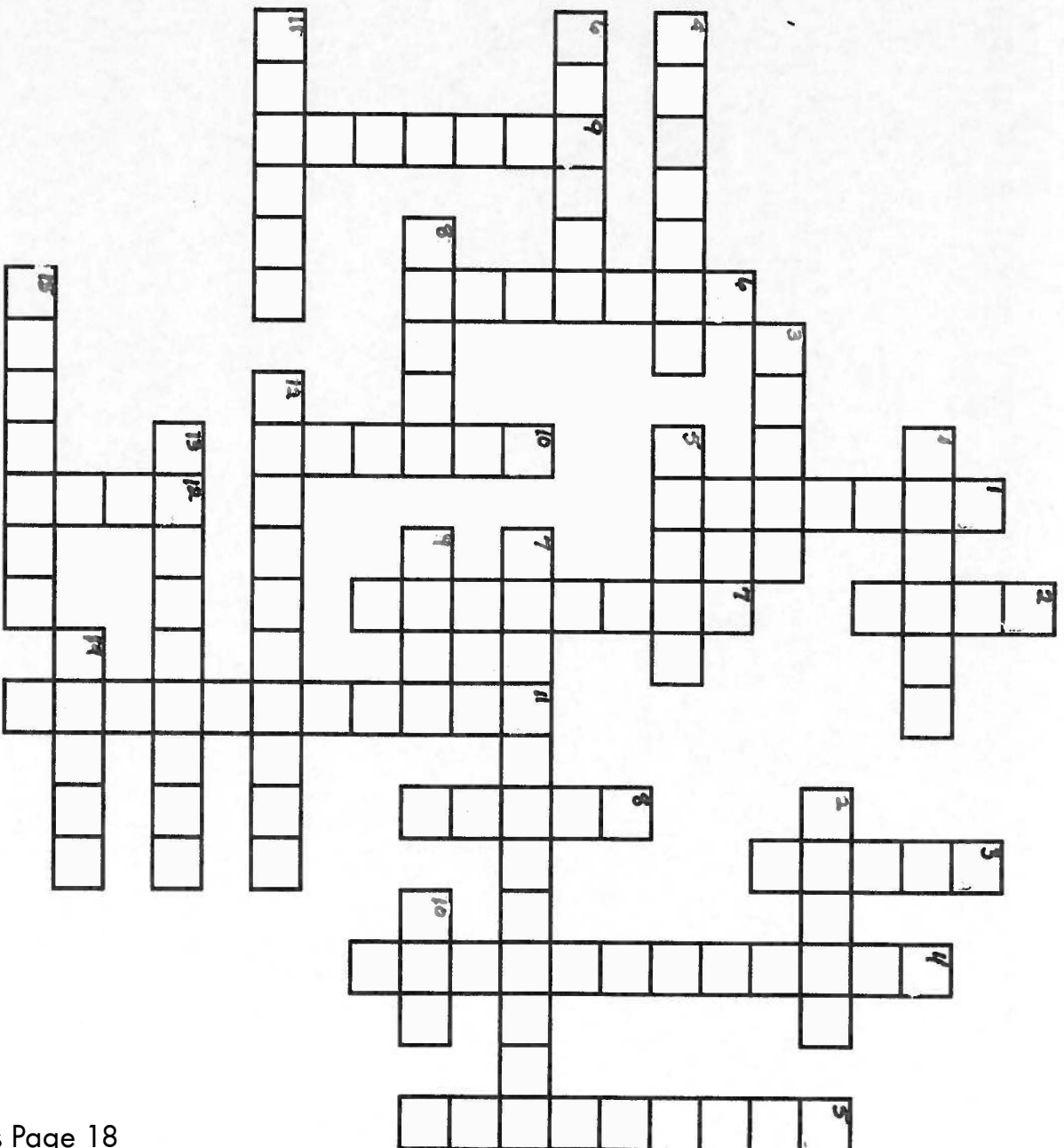
Please Join us we can make a Difference...

Across

1. freedom from risk of injury
2. regional
3. an ordinance of a union
4. elected union official
5. the members as a whole
6. a concerted work stoppage
7. a group united for a purpose
8. various forms of iron
9. non dues paying member
10. workplace
11. to give formal approval / consent
12. unity
13. group of elected or appt. persons
14. utterance
15. provide schooling or training

Down

1. haggle; negotiate
2. membership fee in organization
3. to work for wages
4. consolidation
5. contract violation
6. contract neg. service
7. binding agreement
8. sense of self worth
9. dignity
10. federation of labor unions
11. the hearing of a dispute
12. enforcer of workplace safety



⇨ OFFER From Page 10.

line to insure a Democratic majority. Republicans' main objection to the Block and Griffin nominations seems to be that the two didn't voluntarily step down after the U.S. Court of Appeals for the D.C. Circuit ruled their appointments invalid.

"I call it rule or ruin," said Wilma Liebman, the recent NLRB chair whose rulings made Republicans apoplectic. "It's a way to keep the president from putting his choices in place. It's a constant falling apart of the process, and it would be hard to have trust at this point. ... It's a deterioration of norms and traditions."

As Capitol Hill has grown more partisan in recent years, it's become more difficult for presidents from both parties to make clean appointments to the labor board. According to the NLRB's own record of board members, presidents have increasingly relied on recess appointments simply to keep the board operating and issuing decisions. It's now been a full decade since the board had five clean appointments serving.

During the Obama presidency, Republicans have gone to great lengths to render the board impotent. In addition to stonewalling nominations, they've introduced legislation to defund the board and have held numerous hearings to blast decisions and rules issued by its Democratic majority.

The growing intensity of opposition has baffled many of the board's supporters. Practically speaking, its decisions involve an ever-shrinking share of the U.S. workforce, as union membership continues to drop, now hovering at just 6.6 percent of the private

sector.

"They'd be happy to see it go out of business until there's a Republican president and you can go back to a Bush board or something like it," said Julius Getman, a labor law scholar at the University of Texas at Austin School of Law. "The idea of having an agency that's actually protecting the rights of workers has very little appeal to Republicans."

Republican lawmakers and business trade groups have reacted with fury to board decisions that seemed mild to unions, such as a rule that would require businesses to hang posters spelling out worker rights under labor law, much like minimum wage postings. (Echoing his colleagues, Republican Sen. Lindsey Graham of South Carolina declared that an "inoperable" board could be considered "progress.")

Applauded by the U.S. Chamber of Commerce, the appeals court ruling, known as Noel Canning, has been devastating for many workers. HuffPost reported on a group of West Virginia miners who've waited nine years to have their union-busting case with coal giant Massey Energy resolved. Although the board ruled last year that the miners are owed back pay and reinstatement, that decision has been stayed due to Noel Canning, which found that the board didn't have a legitimate quorum when it issued the ruling. Several miners have died while waiting to go back to work.

"For the people affected by it, it's horrible," Getman said of the labor board uncertainty.

In recent weeks, unions have pressured Democratic senators to deploy

the so-called "nuclear option" – a procedural ploy to confirm nominees through a simple up-down vote – in order to keep the labor board functioning. Sparring with McConnell on Thursday, Reid laid out his threat on the Senate floor, saying either Republicans can confirm the board nominees or watch Reid change Senate rules.

"Because Republicans refuse to accept the law of the land, they have denied the NLRB the ability to safeguard workers' rights and monitor unions," Reid said. "Workers have been illegally terminated. They have no way to appeal. The results of contested union elections? It doesn't matter. Labor abuse and unfair labor practices go unchallenged. Yet the Republican leader says there is no problem here; the status quo is just fine." □

⇨ ASC From Page 10.

Recently the company has taken issues with some of the content in our newsletters and may request that they not be brought in the facility. If this occurs the Local and International will be addressing it and I will personally see that they get distributed to the membership. This has never been an issue in the past. There are many political and personal views in our newsletters that I think the membership should be aware of and shared amongst all of us. I think everything that is published by our membership is great reading. Some articles stick out in my mind more than others and Chuck's last article has been by far the best and informative reading to date for me. Maybe he can do some freelance writing for some news paper since it has gained so much attention. □

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 Reference union
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 1-800-227-7368
 Reference union
 I.D. # 5029562

Budget
 1-800-455-2848
 Reference union
 I.D. # V816100

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 1-800-462-5266
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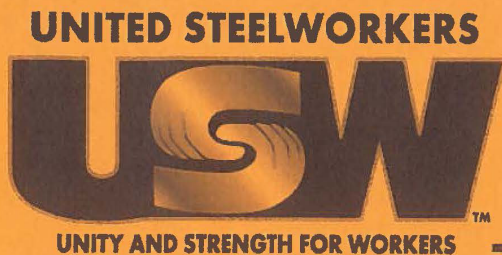
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WEB



Charles J. Jones
President USW - Local 1999
Robert James
Vice - President USW - Local 1999

SHEET OF SHAME

The following have made the choice to be
FREE LOADERS
THEY ARE ALL SCABS

- DAVID BAKER – A.S.C.**
- CHERYL BREWER – A.S.C.**
- BOB BRATTAIN – CENVEO**
- STEVE PATTINGILL – CENVEO**
- JAMIE CRUM – RSR QUEMETCO**
- DENNIS LEWIS – CENVEO**
- GARY TACKETT – CENVEO**
- MARK HOLLAND – CENVEO**
- FREDDY COOK – CENVEO**
- JERRY TYLER – CENVEO**
- STANLEY NIX – PEPSICO**
- JAMES GREEN – PEPSICO**
- COREY BERNSTEIN – COLORS**
- MELISSA BERNSTEIN – COLORS**
- 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**

THESE PEOPLE HAVE NO MORALS!

Chuck

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WOS
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help a child succeed

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PRESIDENT
TO TURN IN DONATIONS



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PENCILS
GLUESTICKS
PAPER

QUESTIONS
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PRESIDENT
JULIE HEATON
(317) 639-1479

Crossword Answers

- Across**
- 1. safety
- 2. local
- 3. bylaw
- 4. officer
- 5. union
- 6. strike
- 7. organization
- 8. steel
- 9. scab
- 10. job
- 11. ratify
- 12. solidarity
- 13. committee
- 14. voice
- 15. educate
- Down**
- 1. bargain
- 2. dues
- 3. labor
- 4. amalgamation
- 5. grievance
- 6. benefit
- 7. contract
- 8. pride
- 9. respect
- 10. oficio
- 11. arbitration
- 12. osha

Women of Steel Raise \$5,000 to Help McDowell Children Attend 4-H Camp

Summertime is fun time for many McDowell children who will be attending 4-H camp thanks to the \$5,000 donation raised by Women of Steel committees all across West Virginia.

When Karen Shipley and Heather Anderson, staff representatives with the United Steelworkers (USW) union, heard that many children in McDowell County could not afford to attend summer camp, they decided to embark on a mission to help as many as possible enjoy the fun, camaraderie and learning experiences that camp offers.

"I never dreamed that we could raise this amount of money," says Shipley. "We never had a dollar amount in mind. Our goal was simply to help as many kids as we could to experience the fun and friendship of summer camp, while building their skills to become young adults."

Women of Steel is a program started more than 20 years ago to motivate and educate women within the USW to become more active in their union and communities. When Shipley and Anderson reached out to Women of Steel committees across West Virginia, they were overjoyed with the outpouring of generosity and support they received from their union brothers and sisters, as well as from their USW District 8 Director Ernest "Billy" Thompson.

Anderson says she and Shipley had originally thought they would be able to sponsor four or five kids. Instead,

they are helping more than 50 children attend the weeklong residential and day 4-H camps run by the West Virginia University Extension Service. Kids come together at camp Donald Reed, a WVU Extension Service agent, organizes the 4-H summer camps in McDowell County. "I cannot say thank you enough to the Women of Steel," he says. "You have truly made 4-H camp a reality this year in McDowell County."

The 4-H camp in McDowell has a day program for kids ages 5-12, and residential (overnight) programs for younger kids ages 9-12 and older kids ages 13-18. The theme of this



year's camp is "Green Brick Road," which focuses on the 4-H tradition of courage (exploration), heart (generosity), head (clear thinking) and home (belonging).

Campers come together to learn new skills, such as archery, cooking and photography. The older campers have an opportunity to discuss teen issues, including drug abuse, relationships, money management and planning their futures. Healthy lifestyle

and STEM (science, technology, engineering and math) classes also are offered at camp.

In total, 90 McDowell children will attend the 4-H camp this summer. Generosity begets generosity. The Women of Steel's efforts inspired other union members to get involved as well. Together, the Monongalia-Preston Labor Council, the Southwestern Labor Council, the Marshall-Wetzels-Tyler Labor Council and the Marion County Labor Council contributed \$600 to defray McDowell 4-H summer camp fees.

Reed notes that the McDowell County 4-H Leaders Association and other local funders also helped raise money for the camp. Thanks to all of the donations, Reed was able to expand the 4-H camping program to include two more weeks of day camp for ages 5-12.

"It is so true that the combined efforts of all of these groups have made camp possible this year. Without them, I would be at a loss to pay the bills because most of our kids simply cannot afford the camp fees," says Reed. "The great thing about camp is that, for this space of time, 'kids are just kids'—no labels. We have a high return rate to camp, so we must be doing something right!"

Shipley says her summer camp fundraising efforts are "the most rewarding thing I have ever done." □

STEEL VOICE

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