

# STEEL VOICE



UNITED STEELWORKERS LOCAL 1999

Volume 8 Issue 1.

Indianapolis, IN

January 23, 2015

## Put Working People First

### Leo Gerard

The jobs report set off cheering: a quarter million positions added in December; unemployment declining to 5.6 percent. This good news arrived amid a booming stock market and a third-quarter GDP report showing the strongest growth in 11 years.

It's all so very jolly, except for one looming factor: wages. They're not rising. In fact, they fell in December by 5 cents an hour, nearly erasing the 6-cent increase in November.

Hard-working Americans need a raise. Their wages are stuck, rising only 10.2 percent over the past 35 years. Workers are producing more. Corporations are highly profitable. CEOs, claiming all the credit for that as if they did all of the work themselves, made sure their pay rose

TABLE 1

CEO compensation, CEO-to-worker compensation ratio, and stock prices, 1965–2013 (2013 dollars)

	CEO annual compensation (thousands)*	Worker annual compensation (thousands)		Stock market (adjusted to 2013)		CEO-to-worker compensation ratio***
		Private-sector production/nonsupervisory workers	Firms' industry**	S&P 500	Dow Jones	
1965	\$819	\$39.5	n/a	570	5,889	20.0
1973	\$1,069	\$46.4	n/a	503	4,330	22.3
1978	\$1,463	\$47.2	n/a	315	2,691	29.9
1989	\$2,724	\$44.7	n/a	586	4,553	58.7
1995	\$5,768	\$45.6	\$51.5	822	6,829	122.6
2000	\$20,172	\$47.9	\$53.8	1,931	14,506	383.4
2007	\$18,541	\$50.4	\$54.0	1,660	14,805	351.3
2009	\$10,394	\$52.0	\$57.3	1,030	9,650	193.2
2010	\$12,466	\$52.7	\$58.0	1,218	11,398	227.9
2011	\$12,667	\$52.3	\$57.6	1,313	12,381	231.8
2012	\$14,765	\$52.0	\$57.1	1,400	13,155	278.2
2013	\$15,175	\$52.1	\$55.8	1,644	15,010	295.9
<b>Percent change</b>						
1965–1978	78.7%	19.5%	n/a	-44.8%	-54.3%	9.9
1978–2000	1,279%	1.4%	n/a	513%	439%	353.6
2000–2013	-24.8%	8.7%	3.6%	-14.9%	3.5%	-87.6
<b>1978–2013</b>	<b>937%</b>	<b>10.2%</b>	n/a	<b>422%</b>	<b>458%</b>	<b>237.2</b>
<b>Change in ratio</b>						
1965–1978						9.9
1978–2000						353.6
2000–2013						-87.6
<b>1978–2013</b>						<b>237.2</b>

\* CEO annual compensation is computed using the "options realized" compensation series, which includes salary, bonus, restricted stock grants, options exercised, and long-term incentive payouts for CEOs at the top 350 U.S. firms ranked by sales.  
 \*\* Annual compensation of the workers in the key industry of the firms in the sample  
 \*\*\* Based on averaging specific firm ratios and not the ratio of averages of CEO and worker compensation

Source: Authors' analysis of data from Compustat's ExecuComp database, Federal Reserve Economic Data (FRED) from the Federal Reserve Bank of St. Louis, the Current Employment Statistics program, and the Bureau of Economic Analysis NIPA tables

937 percent over those 35 years. That's right: 937 percent!

It doesn't add up for workers who struggle more every year. Something's gotta change. The AFL-CIO is working on that. It launched a campaign last week to wrench worker wages out of the muck and push them up.

At a summit called Raising Wages

held in Washington, D.C., last week, AFL-CIO President Richard Trumka said, "We are tired of people talking about inequality as if nothing can be done. The answer is simple: raise the wages of the 90 percent of Americans whose wages are lower today than they were in 1997."

⇒ See FIRST Page 18



# My View

Kelly Ray Hugunin,  
Local Union Representative



Brothers and Sisters:

I hope that everyone had a joyous Christmas and had a great start to the new year.

We have several contract negotiations in the Local this year. Jim Adcock and myself began working with some of the bargaining committees late last year.

BP is the smallest unit in our local. They are part of a Master Agreement with BP as well as the Steelworkers National Oil Bargaining Program.

The oil units and locals approved the Steelworkers National Oil Bargaining Policy last week. The policy covers items like wages, benefits, contracting out and safety.

Bargaining takes place on two levels simultaneously: national and local. At the national level, general items affecting all locals are discussed, such as wages, benefits and working conditions (health and safety, contracting out, etc.).

Local union negotiations bargain over issues affecting their particular

location, such as job bidding, local health and safety issues, short-term and long-term disability, hours of work, grievance and arbitration procedures, vacancy filling and funeral leave.

The contract with BP expires January 31.

Air System Components (ASC) will be in bargaining with their contract expiring April 10. ASC was bought by Johnson Controls Inc. (JCI) last summer. We don't yet know how JCI will approach bargaining. Contract surveys were distributed to the membership last week. We will meet with the bargaining committee in February to begin drafting proposals and strategy.

We met with Cenveo's bargaining committee in December to begin identifying issues. The collective bargaining agreement with Cenveo expires on April 7.

Our local is a member of the Steelworkers Cenveo Council. The council consists locals of steelworker represented Cenveo plants across the country. The council meets and communicates regularly on issues affecting the plants. Currently no master agreement exists for Cenveo.

Bargaining is expected to be difficult. The last round of bargaining 2 years ago resulted in a pay freeze and a frozen pension.

At Indiana Box we have seen the business doing well. The plant has seen an expansion and additional employees hired since the current agreement was bargained. The contract at Indiana Box expires June 30.

The Rexnord Bearing Plant is up for contract renewal on October 4. This is another facility where bargaining was contentious two years ago. At that time the company demanded a second tier wage for new employees and a wage freeze for current employees. And they threatened to relocate the plant to another state if they didn't get what they wanted.

We have already started working with the bargaining committee. Surveys have been circulated through the plant and collected by the committee. The committee has been reviewing the results of the surveys. We have also been developing a strategy for the next round of bargaining. BTW

In all of these upcoming negotiations we will need the support of the membership. If you are asked to participate in an action please participate. It may be as simple as wearing a certain color of shirt on a particular day or wearing a button. We need everyone to participate to show strength and solidarity to the company. If we are divided the company will exploit it.

The local will be prepared if there is a strike or a lock out at any of these units. We will make sure everything is in place from ensuring the manning of the picket line to membership assistance. If necessary we will set up a food bank at the union hall. The District and Sub District will also be involved to help meet the memberships needs.

Hopefully we will be successful in bargaining without a work stoppage occurring at any of these facilities. However we will be prepared to take these company's on in a fight if necessary. □



# NEXT GENERATION

Empowering the Next Generation of USW Leaders

## Next Generation Sub District 3 Report

We are currently setting up a Next Gen coordinators meeting for February 23rd, 2015 at Local 1999. All Next Gen coordinators from each plant in Local 1999 are encouraged to participate. We are trying to turn this event into a Sub District event and invite all Next Gen coordinators from all Locals in Sub District 3 to come to this event. I believe this will allow the Next Generation to move to the next stage by creating a network between the plants in Sub District 3. We recently had a Sub District 3 Presidents meeting where I was able to communicate with all the Presidents the importance of starting the Next Generation program. This should also help jump start the Next Generation program as well. Local 1999 is making huge progress. We have scheduled a Next Generation Poker tournament on January 31st. We will be kicking off a raffle in February with a chance to win one of these prizes (60in Flat screen TV, I PAD Air Tablet, or a Samsung Galaxy Tab 4 Tablet) all sponsored by Next Gen. The drawing will be in April at the Local Union Meeting. Local 1999's goal is to raise money to have events for the membership. We are currently looking at setting an event up with the Woman of Steel in Local 1999. More information will be available as it progresses. We are also looking at setting up a silent auction, car bash, Community outreach event and sports Committee. I Hope to see Next Generation have huge success this year.

In Solidarity,  
Jason Campbell, Sub District 3 Next Gen Coordinator

## Next Generation Local 1999 Report

Happy New Year Brothers and Sisters, Next Gen is embarking on a fresh start this year. We want our Union family to get ready for a year of new ideas, community outreach and some anticipation in growth and development within our Local. So come celebrate with us as we flourish in 2015.

In Solidarity,  
Walter Jones, Local 1999 Next Gen Coordinator



Next Generation is a program to inspire and educate the young members of the United Steelworkers, North America's largest industrial union that proudly represents 1.2 million current and retired workers. The Steelworkers of today work in industries like manufacturing, oil, paper, health care and pharmaceutical, education, public services, mining, forestry and so much more.

The USW has a proud history of standing up for workers and making our world a better place. The Next Generation program honors our past, protects our present and aims to make our union viable and relevant for the future by introducing our newest members to a lifetime of activism.

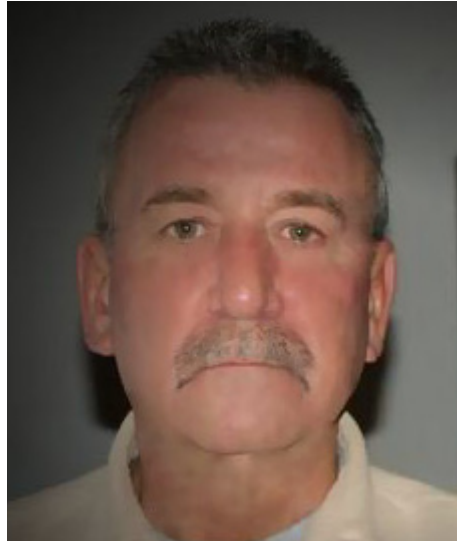
# John Boehner Screws Over The American People By Blocking A \$2,000 Middle Class Tax Cut

Chuck Jones, President

House Democrats introduced a new proposal that would give middle class families a \$2,000 tax cut that was immediately shot down by Speaker Of The House John Boehner, because Republicans have no interest in helping the middle class.

The Washington Post described the Democratic plan as a step towards addressing income inequality:

*"The centerpiece of the proposal, set to be unveiled Monday by Rep. Chris Van Hollen (D-Md.), is a "paycheck bonus credit" that would shave \$2,000 a year off the tax bills of couples earning less than \$200,000. Other provisions would nearly triple the tax credit for childcare and reward people who save at least \$500 a year. The windfall – about \$1.2 trillion over a decade – would come directly from the pockets of Wall*

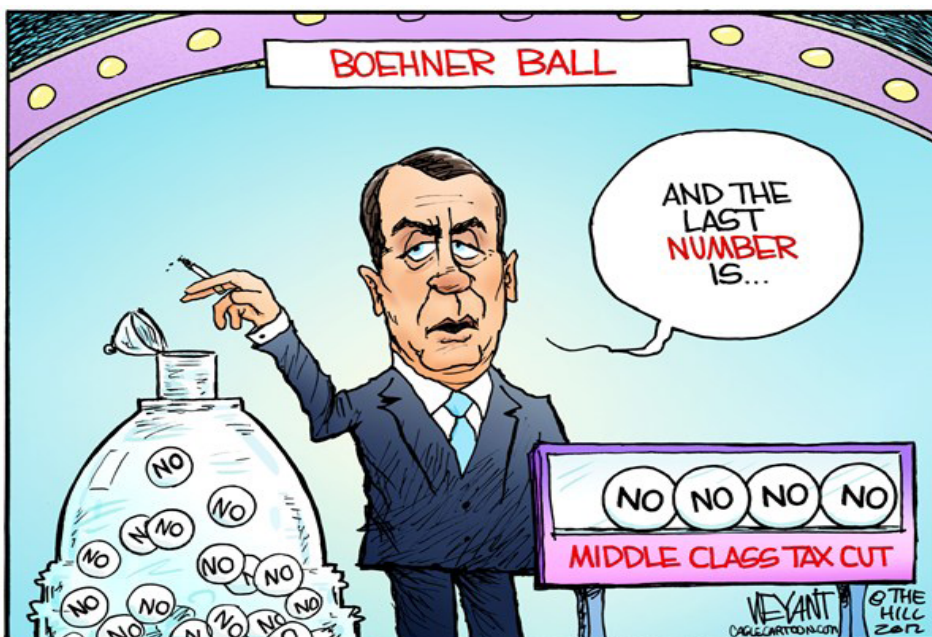


*Street "high rollers" through a new fee on financial transactions, and from the top 1 percent of earners, who would lose billions of dollars in lucrative tax breaks."*

Speaker Boehner is not going to allow the Democratic proposal to be brought to the House floor for a vote. Throughout his time as Speaker,

John Boehner has killed legislation that he opposes by not allowing it to come to the floor for a vote.

Boehner's position that tax cuts add to the deficit apparently only applies to tax cuts for the middle class because it was only last month that Speaker Boehner supported a \$440 billion tax cut for corporations. John Boehner is fond of referring to the House as the People's House, but it clear that the people the Speaker is referring to aren't working folks or middle class Americans. By the People's House, Speaker Boehner means the Koch brothers, corporations, or other special interests. If Republicans were serious about governing, they would seize the opportunity to pass a middle-class tax cut that Democrats would support and the president would sign. Instead, Republicans are using their power in Congress to harm the middle class while claiming to be carrying out the will of the people. A middle-class tax cut would put money back into the pockets of those who need it most while providing a boost to the economy. Boehner's rejection of the Democratic proposal is another reminder that the Republican Party doesn't care about ordinary hard working Americans. Jason Easley for PoliticusUSA wrote this article. After I read the article I felt that all of our members should be made aware of Speaker John Boehner's action, because it affects us all. □





# **USW Local 1999 Next Generation Raffle**

**Grand Prize: 60" Vizio LED Smart HDTV**  
**2nd Prize: iPad Air 16GB**  
**3rd Prize: Samsung Galaxy Tab 4.**

**\$5/Ticket or \$20/5 Tickets**

Maximum of 3000 tickets to be sold.

See your unit Next Generation Representative for tickets.

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**Drawing: April 19, 2015 @ Local Union Meeting 10am  
218 S. Addison St. Indianapolis.**

Raffle is open only to dues paying members and retirees\* of Local 1999.  
Need not be present to win.

All proceeds go to USW Local 1999 Next Generation Fund.



\* Retirees must have been in good standing at time of retirement.



On December 12, 2014 the United Steelworkers Local 1999 & Rexnord Corporation held the 52nd Annual Gift Lift for the children at Larue D. Carter Memorial Hospital in Indianapolis. The annual event was started in December 1962 by USWA Local 1150 at the Link Belt Bearing and Chain plants. The employees and the company donate money to buy gifts for the children at the hospital. Members from Local 1999 and members of Rexnord management volunteer their time to come over to the Union Hall and wrap the gifts for the children. The gifts are then delivered to the hospital for the children to open on Christmas. Larue D. Carter Memorial Hospital is a psychiatric hospital in Indianapolis.

Larue D. Carter Memorial Hospital has served patients with persistent and severe mental illness from all across Indiana since 1948. The hospital is composed of two divisions: One provides care only to adults with mental illness, and the other division provides care for children and adolescents who are seriously emotionally disturbed. The hospital's 42-bed Youth Service is devoted to serving patients ages 7 to 18 who suffer from severe emotional disorders. □

## Give Charles the gift of life

Charles Arthur has been a Steelworker working at RSR/Quemetco for 36 years. Charles has helped his Union Brothers in time of need and now he needs help to keep enjoying life as he is getting closer to retirement. Charles is 58 years old and has been diagnosed with pulmonary fibrosis. Pulmonary fibrosis is a respiratory disease in which scars are formed on the lung tissue which causes serious breathing problems. Currently there is no medical cure for pulmonary fibrosis and the only treatment is receiving a lung transplant.

Charles needs help, in order to get onto the transplant list. He will need to have two years of insurance covered until Medicare takes care of the medical cost. One year of insurance is covered, however it will still require around \$20,000 to take care of the insurance cost to get onto the transplant list. Charles has been a good father and husband to his family and worked hard all his life to provide for his loved ones, surely we can come together and work to provide him peace of mind in this very troubling time in his life.



To help with the financial burden of Charles' uninsured expenses, a fund raising campaign in his honor has been established with HelpHOPELive, a trusted nonprofit organization that has been providing community-based fund raising guidance to patients and their families for more than 30 years. All donations are tax-deductible, are held by HelpHOPELive in the Great Lakes Lung Transplant Fund, and are administered by HelpHOPELive for transplant-related expenses only. Please consider a contribution.

Charles and his family are more than grateful for any support you can give.

**To donate go to [www.helphopelive.com](http://www.helphopelive.com) and enter campaign #5350**

**If you would like to mail a check:**

**Payable to: HelpHOPELive**  
**Memo line: In Honor of Charles Arthur**  
**Mail to: HelpHOPELive**  
**Two Radnor Corporate Center**  
**100 Matsonford Road**  
**Suite 100**  
**Radnor, PA 19087**

# The Truth About "Right-to-Work"

*Representatives designated or selected for the purposes of collective bargaining by the majority of the employees in a unit appropriate for such purposes, shall be the exclusive representatives of all the employees in such unit for the purposes of collective bargaining in respect to rates of pay, wages, hours of employment, or other conditions of employment.*  
National Labor Relations Act (Sec.9)

Under American labor law, unlike many other countries, when a majority of workers in a determined bargaining unit, vote to be represented by a union, that union becomes the *exclusive* representative of all workers in that unit. The purpose is to provide employees with a single, unified voice in determining their conditions of employment and the opportunity for employers to deal with one entity, instead of many competing ones, to establish the rights and responsibilities of both the employer and employees.

Federal law that governs private sector workers, as well as many state public employee laws, guarantees every worker who is represented by a union equal and nondiscriminatory representation – meaning unions must provide the same services, vigorous advocacy, and contractual rights and benefits. The guarantee applies regardless of whether the employee is a union member or not. All non-dues-paying employees are provided full union representation at no charge.

If you are not a member of the union, you are fully covered by the collective bargaining agreement that was negotiated between the union and your employer including wages,

pensions, vacations, health insurance, seniority, and working hours.

The statutory right of exclusive representation mandates a “duty of fair representation” on the part of the union. It has the obligation to represent all employees fairly, in good faith, and without discrimination. The right to speak for all employees in the bargaining unit carries with it the corresponding duty to protect them as well.

In her dissent in *Sweeney v. Pierce*, Judge Diane Wood contended that the state of Indiana had been “given a green light” to take private property - the services of the union without just compensation.

Federal and state laws also guarantee that no one can be forced to be a member of a union, or to pay any amount of dues or fees to a political or social cause they do not support.

“Right-to-Work” laws make it illegal for employers and unions to *mutually agree* to require nonunion employees to pay fees to cover the benefits they legally receive under the collective bargaining agreement.

Fees have nothing to do with “forced unionism.”

Organizations such as the Chamber of Commerce, billionaire-funded conservative foundations and their Republican allies, want unions to be the only organizations in America that are required to provide benefits and services to individuals who pay nothing for them. This is the same as enabling some American citizens to opt out of paying taxes while making

available all government services.

The real reason for the recent wave of “right-to-work” legislation, and other union weakening laws, has nothing to do with economic competitiveness but the weakening of the labor movement and its political influence. The only institution that stands in the way of the right wing's domination of our nation's political and economic system is the American labor movement.

This agenda was unmasked when Wisconsin State Senate Majority Leader Scott Fitzgerald explained that “this battle” is about eliminating unions so that “the money is not there” for the labor movement.

Last year, the Michigan director of Americans for Prosperity, chaired nationally by David Koch, said, “We fight these battles on taxes and regulations but really what we would like to see is to take the unions out at the knees so they don't have the resources to fight these battles.”

In virtually every case, the state legislation is taken straight out of the Koch-funded American Legislative Exchange Council (ALEC) playbook.

It was Dr. Martin Luther King Jr. who said, “In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as ‘right-to-work.’ It is a law to rob us of our civil rights and job rights. Its purpose is to destroy labor unions and working conditions for everyone... we demand this fraud be stopped.” □



# 7 Reasons Fast Track Is Off Track

During the secret discussion of the Trans-Pacific Partnership (TPP) trade deal, extreme corporate interests are pushing for a Fast Track process that would not only hurt working families in the United States, but in the other countries involved in any final deal. Here are seven reasons why Fast Track is off track:

1. People oppose it: More than 60% of voters oppose Fast Track for the TPP free trade deal.

2. It doesn't reflect modern values: Fast Track is a copy of the approach to trade taken by President Richard Nixon, pursuing the passage of trade deals regardless of the effects a deal might have on wages, jobs, small

businesses and the environment.

3. It's a job killer: Past trade deals have cost American jobs in large numbers. For example, the North American Free Trade Agreement led to the loss of more than 682,000 jobs.

4. It makes it harder for workers to get a raise: Previous Fast Tracked deals have depressed wages and weakened the rights of workers to organize and collectively bargain.

5. It increases inequality: Previous trade deals have greatly exacerbated CEO-to-worker pay disparities, so that the current ratio is 354-to-1.

6. It's undemocratic: Fast Track limits debate and prohibits amendments and doesn't give the public the opportunity to influence the process.

7. It gives corporations more power: By including "investor-to-state dispute settlement" provisions, foreign investors in the United States and U.S. investors operating in foreign countries can skip traditional methods of complaining about laws they don't like and sue nations directly in private arbitration tribunals made up of for-profit arbitrators. This would give corporations and foreign interests an influence over our economy that the rest of us don't have.



## FAST TRACK:

**A train wreck for democracy.**

# The Sam Masarachia Scholarship

The Masarachia Scholars Program is an undergraduate program in the IU School of Liberal Arts at IUPUI. Masarachia Scholars pursue an innovative course of study focused on labor, senior citizen, and community activism. The scholarship pays full in-state tuition and fees, renewable for up to four years – an award that can add up to more than \$20,000.

## The Masarachia Vision

Sam Masarachia understood that if working people are to have a voice in our society they need to stay informed, organize themselves, and participate actively in the democratic process. The goal of the Masarachia Scholars Program is to give tomorrow's community leaders the skills they will need to build viable democratic institutions and contribute to social and economic justice.

## The Course of Study

The Sam Masarachia Scholars Program prepares students for active roles in society by putting the knowledge acquired in the classroom to work for grassroots organizations fighting for social justice.

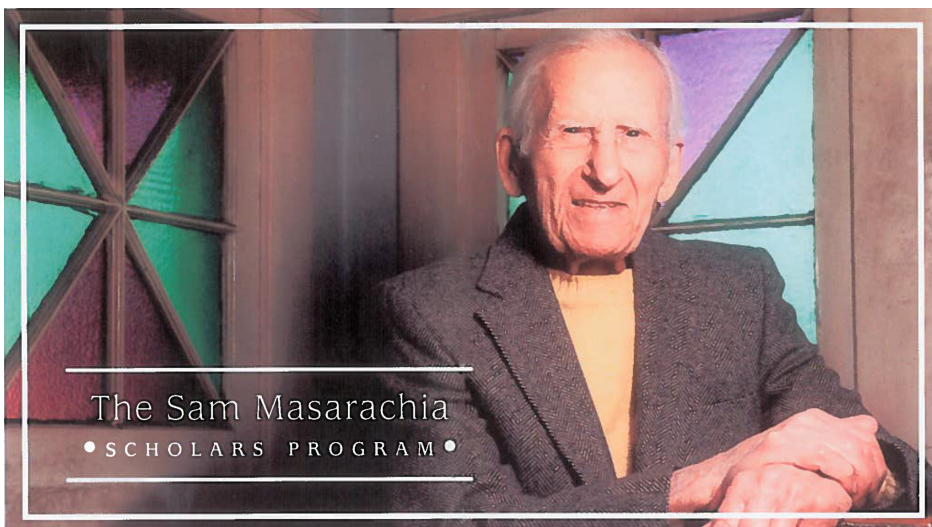
In addition to small seminars on working class history, contemporary social issues, and the theory and practice of organizing, scholars complete two internships with local organizations, including labor unions and senior citizen or community groups.

## About Sam

The second of eight children from an immigrant coal mining family in Clinton, Indiana, Sam Masarachia quit high school to help provide for the family after they moved to Indianapolis, hiring in at a saw manufacturing plant. In 1937, he and his coworkers organized a union that negotiated a pay raise, paid holidays, vacations, insurance coverage, and a grievance procedure for employees. The victory convinced Sam of the power of organizing, and he went to work for the Steelworkers Union.

Sam served his country in World War Two, earning four bronze stars in combat in Europe.

When he retired from the Steelworkers in 1968, Sam didn't stop organizing people to fight for social justice. He organized neighbors in Fountain Square and helped to found a senior citizen center that today bears his name. Sam was also a founding member of United Senior Action, Indiana's premier senior advocacy organization, and one of the groups that scholars have an opportunity to intern with.



The Masarachia Scholars are a living tribute to Sam's dedication to labor, senior, and community organizing.

## Eligibility and Selection Criteria

Applicants who will join the program as first-year students should:

Have SAT scores of at least 1000 or an ACT of 21

Be admitted to IUPUI by February 1

Intend to enroll on a full-time basis

Continuing student applicants should:

Have at least two full years remaining prior to graduation

Have a GPA of at least 3.0

Be admitted to IUPUI by February 1

Intend to enroll on a full-time basis

Scholars are selected by the program's board of directors based on a combination of academic qualifications and evidence of commitment to and familiarity with one or more of the program's areas (labor issues and unionism, senior citizens, and community organization). The required essay is the most important part of the application. After the board reviews written applications, finalists will be interviewed.

## How to Apply

### Entering freshmen:

Obtain an IUPUI admissions application form a FAFSA, and an IUPUI Freshman Scholarship Application.

Apply and be accepted for admission to IUPUI (remember to allow 3 - 6 weeks for processing)

Submit the FAFSA in February to ensure early processing by March 1st.

Submit the "IUPUI Freshman Scholarship Application"

Check the Sam Masarachia Scholarship box and include a completed essay on the following questions

"How do you view the conditions and interests of workers, seniors, and/or communities in today's society?"

How do you see yourself making a difference in the representation of these groups?"

Have your high school send a transcript and have your SAT or ACT scores forwarded to the Scholarship Office with other application materials by the deadline.

### Continuing students:

Submit a FAFSA, as above, and an IUPUI Continuing Student Scholarship Application. Check the Sam Masarachia Scholarship box and include a completed essay on the questions above.

Submit a copy of your Onestart transcript and transcripts of any other universities you have attended.

### Submission deadline for all applicants: February 1

**For more information and application forms contact:**

**IUPUI Office of Student Scholarships Phone - 317-274-3976 or email - masschol@iupui.edu**

**Or visit: <http://liberalarts.iupui.edu/masarachia>**

## Unit 00 Rexnord

Hello Union Brothers and Sisters,

I'd like to take this time to welcome all new hires. If you have any questions on anything whether it is Contract, Rules of Conduct or Insurance, please let me or one of the stewards know.

Thanks to all who participated in the Gift Lift. We gave 43 children Christmas that they would not have had without us. We also collected \$2,909 for next year. Great Job!

For the food drive we collected 2,438 pounds of food, again Great Job!

We collected the contract surveys and the Negotiating team is going over them to find the hot issues.

Don Zering (Zero) we are hoping Don will be back in February get well soon Don from all of us.

As Don always say's our door is always open if you have a question. There are no dumb questions. Please ask, it is better safe than sorry.

Solidarity! That is what we need. We all have to be one. United We Stand Divided We Fall

We need to stand UNITED ALL FOR ONE .

In Solidarity,  
Doug White  
Acting Unit President

## Unit 07 UTC Carrier

Hello Brother's and Sister's,

I would like to take this time to again welcome all the new hires. If you have any questions whether it is Contract, Rules of Conduct, Points, Attendance Policy please see your President, Committee Person or your Steward please.

I would also like to congratulate all of our retirees for the year of 2014. May you all have a prosperous one.

As a reminder; Brothers and Sisters you know we have a point system. So please if you can check points twice a month (on Monday's) to see if your updates and your recoup dates are correct. Don't hesitate to get your Union Representation to assist you.

In Solidarity,  
Vickie Burrus  
Treasurer / Grievance Committee

## Unit 09 RSR Quemetco

Hello Brothers and Sisters,

Welcome to the New Year my fellow USW members as we gear up to get through these winter months. Let's remember to stay safe and be aware of winter hazards. Remember when we have issues with each other let's try and work it out with each other. Let's continue to be our Brother's keeper.

In Solidarity,  
Derrick Morris  
Unit President

## Unit 32 Cenveo

Hello Brother's and Sister's,

Our plant is still running strong, work has begun to slow down but we are still remaining busy. Our plant still needs 10 adjusters and 2 operators. Cenveo is looking for adjusters who have some type of machine background experience. If you are interested or know someone who is, then either apply in person at 6302 Churchman Bypass Indpls, IN 46203.

Our contract is due to expire April 8th, 2015. There are surveys going around the plant and I would like to remind everybody the surveys are due by January 23rd. I believe this will be the toughest negotiations the plant has ever faced. We will be sending our letter to the Company soon to request to bargain as required by law 60 days prior.

Our last two arbitration cases did not go as expected but we must move on and not be discouraged. We are currently waiting on 2 more arbitration decisions for 3 grievances. One arbitration decision has 2 grievances combine together.

Currently in the grievance procedure we are battling the company over not matching 401k contributions to anyone hired after the ratification of our current contract. Nothing in our contract says anything to the extent that new hires would not receive a 401k contribution whether it be the 2% yearly or the weekly match.

⇒ See CENVEO Page 13



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

**SOAR & Golden Age Club**

**September Meeting Guest Speaker: Brian Ward - Insurance Broker**

**We meet every 3rd Monday of the month**

**Time 11:45AM**

**AT**

**UNITED STEELWORKERS**

**Local 1999 Union Hall**

**218 S. Addison St. Indianapolis, IN**

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**↳ CENVEO From Page 12**

I would also like to remind everybody that there was a clerical error with our insurance cards. High mark claims that they did not receive the enrollment information from Cenveo in time. This why we received more than one set of insurance cards. If you enrolled in the high option, your group number should be 16994-48 on your card, the medium would be 17381-28, and the low would be 17381-30. If you have a card that is different, please destroy the card. It will not work.

Good luck to all in the new year.

In Solidarity,  
Jason Campbell  
Unit President

## **Financial Corner**

As everyone knows we have been working on your W-2's for 2014. Once again we were able to get them completed early. Anyone who had any lost time paid by the local in 2014 will be receiving a W-2. They were being mailed out this week. If you don't receive one and you should have please contact the Union Hall @ 639-1479.

We were able to accomplish our goal of getting them out early with the help of brothers and sisters updating their addresses. It is very important that anyone who has an address change updates their address with the company that they work for. This is how we receive new addresses unless you call the hall and let us know.

In Solidarity,  
Allen Johnson, Local 1999 Financial Secretary  
Vickie Burrus, Local 1999 Treasurer



## Women of Steel Local 1999 Report

Thank You So Much for all the donations we received from you last year.

We collected Socks for Shelters at the union hall. We donated these items to Horizon House. Horizon House is the only full-service day center in Central Indiana, serving an average 3,000 homeless every year! Each day Horizon House sees up to 200 homeless in Indianapolis – affirming each person as a valuable community member, offering hospitality, restored dignity and a hopeful future.

We will continue to collect items for the Wailing Womens Shelter. The shelter targets women of various ages and ethnic and socioeconomic backgrounds transitioning from incarceration and homelessness. Dedicated to the successful restoration and reintegration of offenders and women transitioning from a troubling past by promoting access to resources and tools necessary to commit fulfilling and law abiding lives.

### Items needed for this year's projects:

**Warm Items: Socks, Gloves, Hats. Women's Products: (feel good items) Lip Stick, Nail Polish, Hair Ties, Perfume, Make-up, Etc....**

Thanks again, Be Kind, Be Safe

Julie Heaton, Local 1999 Women of Steel Coordinator



**Socks For Shelters items collected for Horizon House & Wailing Womens Shelter**

# 8 Things You Need to Know About Trade Deals This Year

A lot of the buzz about the new Republican-controlled Senate is about international trade deals, particularly the Trans-Pacific Partnership (TPP) and so-called Fast Track authority. As we previously discussed (Page 9), the problems with Fast Track and TPP are plentiful. They aren't good for working families. They cost jobs and increase inequality. Here are eight things you need to know about TPP, Fast Track and other potential trade deals this year:

1. Trade deals are confusing enough, but they're made worse by the alphabet soup of acronyms needed to figure out what's going on. TPP stands

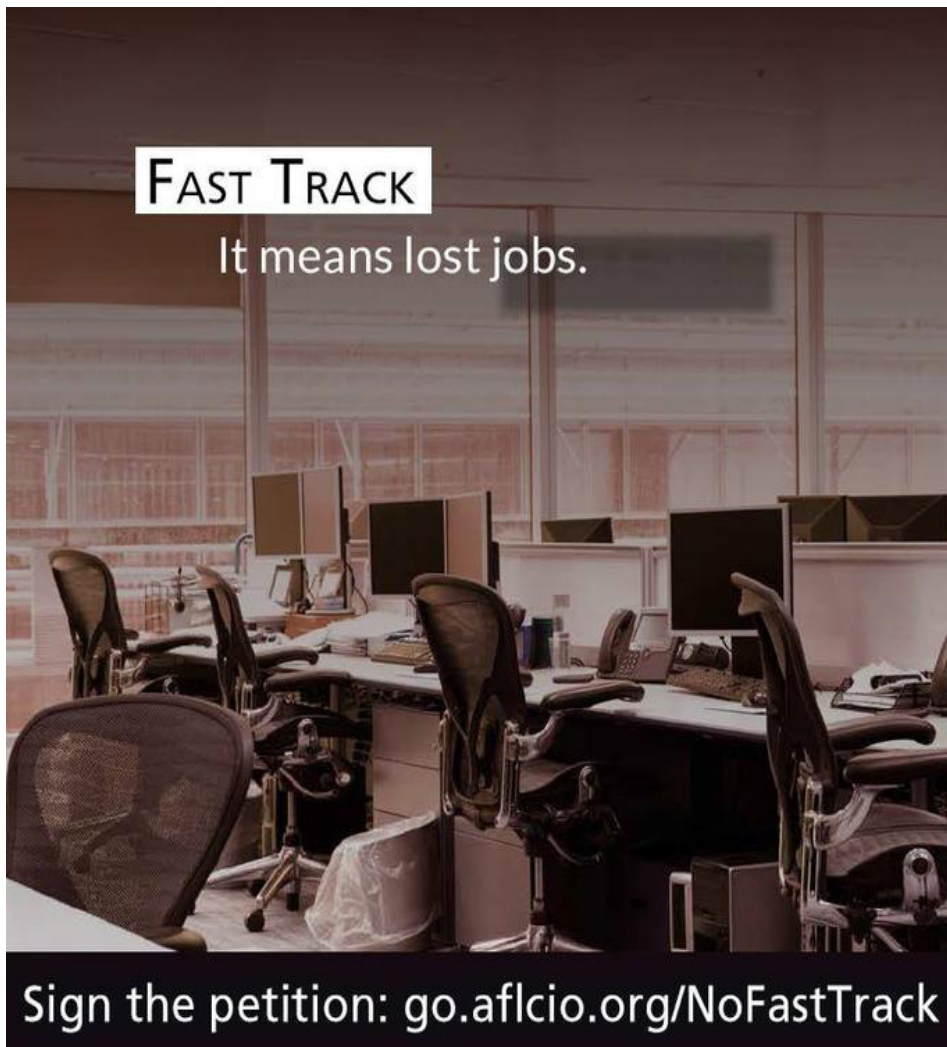
for "Trans-Pacific Partnership," and is a trade and economic policy deal being negotiated in secret between the United States and 11 other countries, including labor and human rights violators such as Vietnam, Brunei and Mexico. Allowing human and labor rights violators into the agreement gives them a free pass (why work any harder to raise standards when they have the access to the U.S. markets they want?) and accelerates the race to the bottom in wages that is already hurting U.S. workers like you and me. The deal also could increase corporate control over our economy and weaken our ability to respond to a recession. The TPP could still be

fixed, but none of the negotiators seem interested in challenging its corporate power agenda—and how can working people have a real influence when the actual text of the deal is secret?

2. TTIP, which stands for "Trans-Atlantic Trade and Investment Partnership," a trade and economic policy deal being negotiated in secret between the United States and the 28 countries of the European Union. Unlike the TPP, the TTIP's main goal isn't to send more U.S. jobs overseas and turn them into sweatshop jobs (though some of that could happen). What the TTIP is really about is eliminating "regulatory barriers" to trade. The problem is, one person's regulatory barrier is another person's essential standard (whether that means lead in lipstick, or reporting requirements for big banks, or the right of local governments to protect their drinking water supply). So the TTIP still poses risks if it's not negotiated correctly.

3. TISA, which stands for "Trade in Services Agreement," a trade and economic policy deal being negotiated in secret between the United States and 49 other countries. The biggest risk of the TISA is that it hands over essential public services to the private sector—who will squeeze out every last dime of profit from the taxpayers while degrading services and turning decent jobs into minimum wage, no benefit, dead-end jobs.

4. The deals are being negotiated in secret with important people



**FAST TRACK**  
It means lost jobs.

Sign the petition: [go.aflcio.org/NoFastTrack](http://go.aflcio.org/NoFastTrack)

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# Five Causes of Wage Stagnation in the United States

Kenneth Quinnell

A series of recent reports from the Economic Policy Institute (EPI) make clear the case for why wages have stagnated in the United States.

Before digging into the details, it's important to note a few things. First off, wage stagnation is not a small problem, it's something that affects 90% of all workers. As one of the authors of these reports, Lawrence Mishel, says: "Since the late 1970s, wages for the bottom 70 percent of earners have been essentially stagnant, and between 2009 and 2013, real wages fell for the entire bottom 90 percent of the wage distribution." Second, while the Great Recession made things worse, the problem goes back 35 years. And

third, and most importantly, wage stagnation is a matter of choice, not necessity.

## Here are five real reasons why wages have stagnated in the United States.

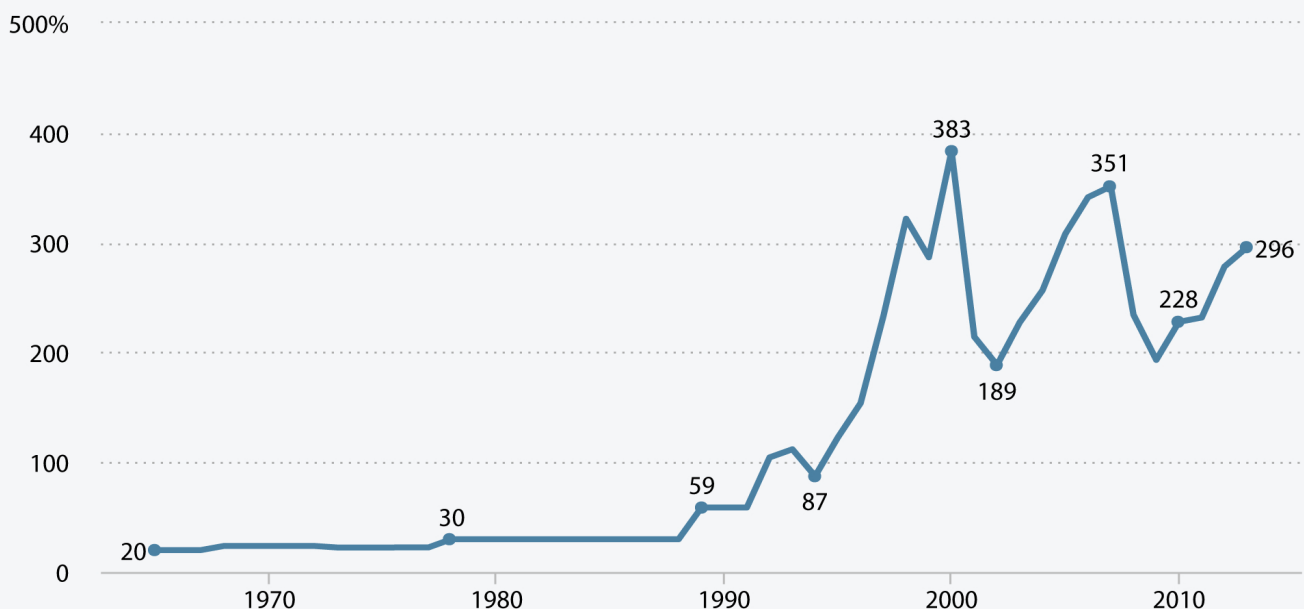
**1. The abandonment of full employment:** For a variety of reasons, policy makers largely have focused on keeping inflation rates low, even if that meant high unemployment. A large pool of unemployed workers means companies are under less pressure to offer good wages or benefits in order to attract workers. Since the Great Recession, austerity measures at all levels of government have made this problem worse. EPI

says excessive unemployment "has been a key cause of wage inequality, since research shows that high rates of unemployment dampen wage growth more for workers at the bottom of the wage ladder than at the middle, and more at the middle than at the top."

**2. Declining union density:** As extreme pro-business interests have pushed policies that lower union membership, the wages of low- and middle-wage workers have stagnated. Higher unionization leads to higher wages, and the decrease in unionization has led to the opposite effect. The decline in the density

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CEO-to-worker compensation ratio, 1965–2013



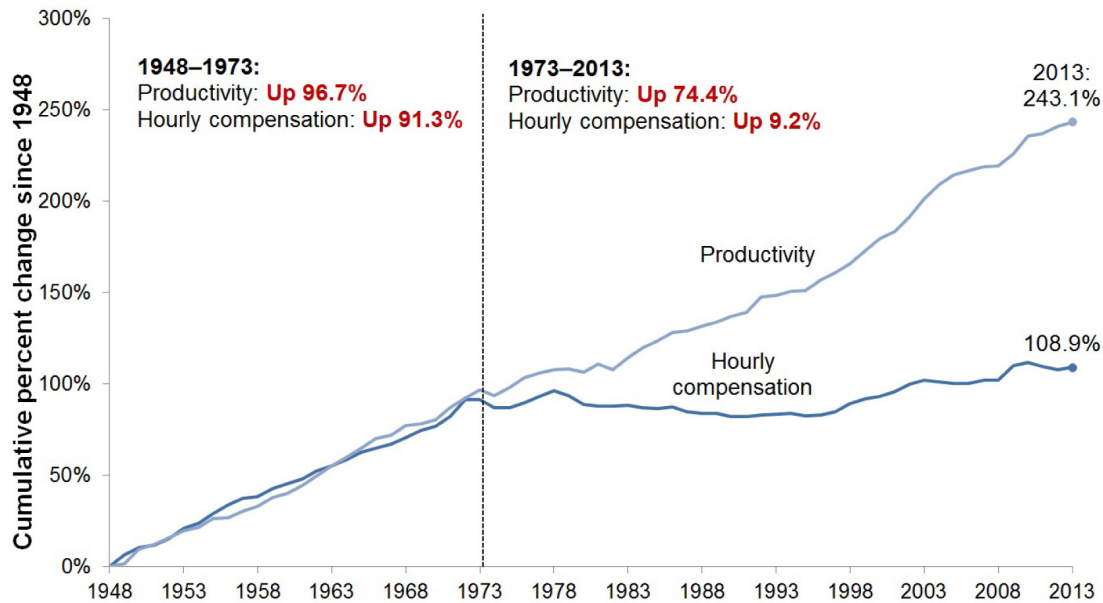
**Note:** CEO annual compensation is computed using the "options realized" compensation series for CEOs at the top 350 U.S. firms ranked by sales. Typical worker compensation is average compensation of production/nonsupervisory workers in the key industries of the firms included in the sample.

**Source:** EPI analysis of data from Compustat's ExecuComp database, Bureau of Labor Statistics Current Employment Statistics, and Bureau of Economic Analysis NIPA tables

Reproduced from Figure C in *CEO Pay Continues to Rise as Typical Workers Are Paid Less*



*Disconnect between productivity and typical worker's compensation, 1948–2013*



**Note:** Data are for compensation (wages and benefits) of production/nonsupervisory workers in the private sector and net productivity of the total economy. "Net productivity" is the growth of output of goods and services less depreciation per hour worked.

**Source:** EPI analysis of unpublished Total Economy Productivity data from Bureau of Labor Statistics (BLS) Labor Productivity and Costs program, wage data from the BLS Current Employment Statistics, BLS Employment Cost Trends, BLS Consumer Price Index, and Bureau of Economic Analysis National Income and Product Accounts

Updated from Figure A in *Raising America's Pay: Why It's Our Central Economic Policy Challenge*

ECONOMIC POLICY INSTITUTE

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of workers covered by collective bargaining agreements not only has weakened the ability of unionized workers to fight for their own wages and benefits, but also their ability to set higher standards for nonunion workers. EPI notes: "The decline of unions can explain about a third of the entire growth of wage inequality among men and around a fifth of the growth among women from 1973 to 2007."

### 3. Changes in labor market policies and business practices:

EPI argues: "A range of changes in what we call labor market policies and business practices have weakened wage growth in recent decades." Among the numerous changes they describe include: the

lowering of the inflation-adjusted value of the federal minimum wage, the decrease in overtime eligibility for workers, increasing wage theft (particularly affecting immigrant workers), misclassification of workers as independent contractors, and declining budgets and staff for government agencies that enforce labor standards.

### 4. Deregulation of the finance industry and the unleashing of CEOs:

The deregulation of finance has contributed to lower wages in several ways, including the shifting of compensation toward the upper end of the spectrum, the use of the financial sector's political power to favor low inflation over low unemployment as a policy goal, and the deregulation of international capital flows, which has kept policy makers from addressing

imbalances, such as the U.S. trade deficit. EPI adds: "Falling top tax rates, preferential tax treatment of stock options and bonuses, failures in corporate governance, and the deregulation of finance all combined to increase the incentive and the ability of well-placed economic actors to claim larger incomes over the past generation."

### 5. Globalization policies:

Decades spent in pursuit of policies that prioritized corporate interests over worker interests led to lowering of wages for middle- and lower-income workers in the United States. EPI concludes: "International trade has been a clear factor suppressing wages in the middle of the wage structure while providing a mild boost to the top, particularly since 1995." □

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"Families don't need to hear more about income inequality," he said; "They need more income."

The meeting attended by 350 union representatives, community group officials, economic experts and religious leaders was the first of many that will be conducted across the

- Atlanta, Columbus, Minneapolis, Philadelphia, San Diego, St. Louis and Washington, D.C. In addition to seeking wage increases for all who labor, these coalitions will pursue associated issues such as fighting for paid sick leave and equal pay for equal work.

At the same time, the AFL-CIO and allies will push for federal legislation

the group.

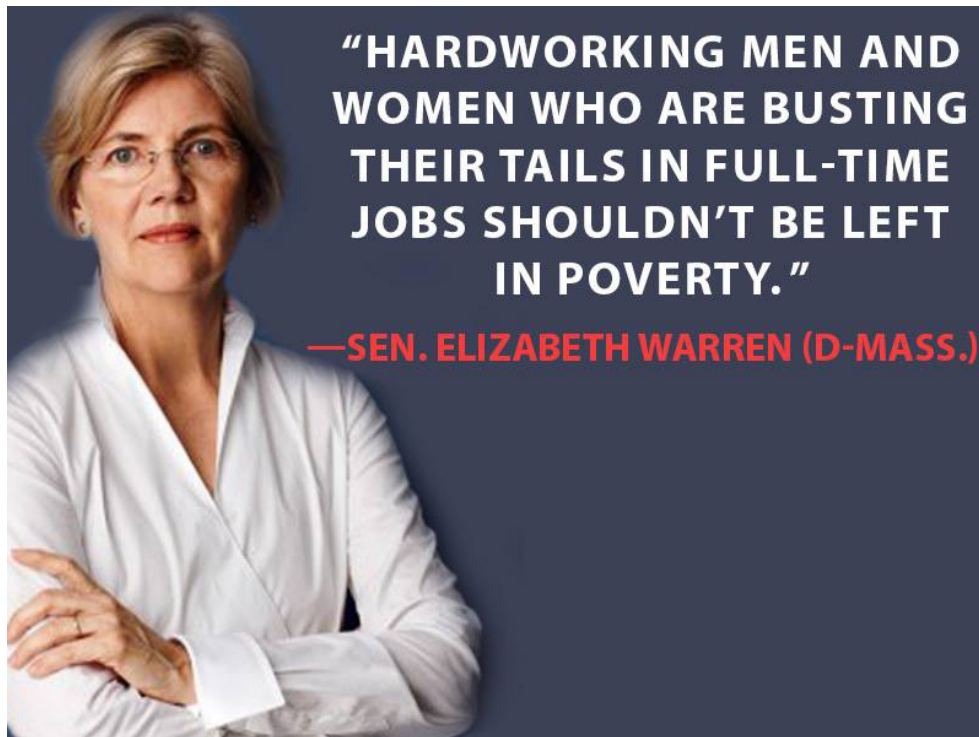
Another speaker, Lakia Wilson, said that workers can do everything right, work hard, follow all the rules and still lose out in this economy. The Detroit native earned a bachelor's degree in education and a master's in counseling. While serving as a school counselor, she took a second job as an adjunct professor at a community college to make enough money to qualify for a home mortgage.

But then, in a cutback at the college, she was laid off. She lost the extra income, and the bank began foreclosure. It was, she said, a horrible, humiliating experience. She cashed out her retirement to save her home. Now her credit and retirement are shot. This happened to her, and to so many others, she said, even though they "did everything necessary to get a good job and get the American dream."

U.S. Sen. Elizabeth Warren talked to summit attendees about why the economy does not work for people like Wilson and Harris. Though this economy is splendid for those who own lots of stock, it's not for the vast majority of workers who get their income from wages.

Sen. Warren pointed out that the economy didn't always work this way. From the 1930s to the 1970s, she said, workers got raises. Ninety percent of workers received 70 percent of the income growth resulting from rising productivity. The 10 percent at the top took 30 percent.

Since 1980, however, that stopped. Ninety percent of workers got none



**"HARDWORKING MEN AND WOMEN WHO ARE BUSTING THEIR TAILS IN FULL-TIME JOBS SHOULDN'T BE LEFT IN POVERTY."**

**—SEN. ELIZABETH WARREN (D-MASS.)**

country by the AFL-CIO to spotlight the pain and problems that wage stagnation causes. The AFL-CIO will begin these meetings in the first four presidential primary states - Iowa, New Hampshire, Nevada and North Carolina.

The idea is to ensure that candidates, Republican and Democrat, can't squirm out of dealing with the issue. And Trumka said labor won't tolerate sappy expressions of sympathy. The federation will demand concrete plans for resolution.

Also last week, the AFL-CIO launched Raising Wages campaigns with community partners in seven cities

to seriously punish employers who illegally retaliate against workers and to provide real remedies for workers unjustly treated.

At the summit, workers told their stories alongside experts. Among them was Colby Harris, who suffered illegal retaliation. A member of OUR Walmart, he was fired last year after participating in strikes for better conditions.

"They are trying to silence people for saying we need better wages and benefits. The average Walmart worker makes less than \$23,000 a year. These companies have no respect for their workers," Harris told

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who will be affected by the deal, most notably working families, not represented in the negotiations. (While some labor unions do get to “advise” the president on trade policy, business advisers outnumber labor advisers by about 15 to 1. And we do not get to participate in the negotiations or see the negotiating texts.)

5. If Fast Track is approved, Congress must vote on the TPP within 90 days of the date the president submits it to Congress,

which means that there will be little time to read the agreement to find out what's even in it.

6. Fast Track would limit the ability of anyone to fix the agreement to make it better. The vote will be all or nothing with no chance to add amendments. Meanwhile, supporters will try to round up votes by predicting dire consequences if the deal doesn't pass.

7. Fast Track will also prevent senators who oppose a trade deal to filibuster it.

8. But the most important thing you should know about trade in 2015 is that the story isn't written yet. The battle for jobs is not over, and you can make a difference. Most of the mainstream media isn't reporting much (if anything) on the TPP, TTIP, TISA or Fast Track. And they certainly aren't highlighting the risks. So you have to speak up. Be the voice of the news for the people who don't know the risks. Call your member of Congress and sign the petition here to stop Fast Track in its tracks.

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of the gains from income growth. The top 10 percent took 100 percent. The average family is working harder but still struggling to survive with stagnant wages and growing costs.

“Many feel the game is rigged against them, and they are right. The game is rigged against them,” Sen. Warren said.

The rigging was adoption of Ronald Reagan's voodoo trickle-down strategy. That economic plot puts massive corporations, Wall Street and the 1 percent first. Politicians bowed down to them, legislated for them, deregulated for them. In return, the wealthy were supposed to chuck a few measly crumbs down to workers.

They did not. Workers got nothing.

Despite that, workers still get last consideration. That, Sen. Warren said, must be reversed.

Accomplishing that, clearly, is a David vs. Goliath challenge. David won that contest, and workers can as well – with concerted action. Papa John's worker Shantel Walker told the summit such a story – one of victory against a giant with collective action.

She discovered that a teenager at the New York franchise where she worked was putting in time that was not clocked. The restaurant was stealing wages.

Walker helped organize a protest at the restaurant. Between 80 and 100 people rallied for justice for the young worker. And they won. The restaurant paid the teen. “Now is the time to stop the poverty wages in America,” Walker said; “Raise the wage!”

Trumka said the AFL-CIO and its allies will demand that of lawmakers. He said they would insist that legislators “build an America where we, the people, share in the

wealth we create.”

For that to occur, lawmakers must serve the vast majority first. They must stop functioning as handmaidens to the rich in an economic scheme that has failed the 99 percent from the very day the 1 percent got Ronald Reagan to buy it.

The AFL-CIO and its allies intend to help lawmakers see that they must prioritize the needs of America's workers.



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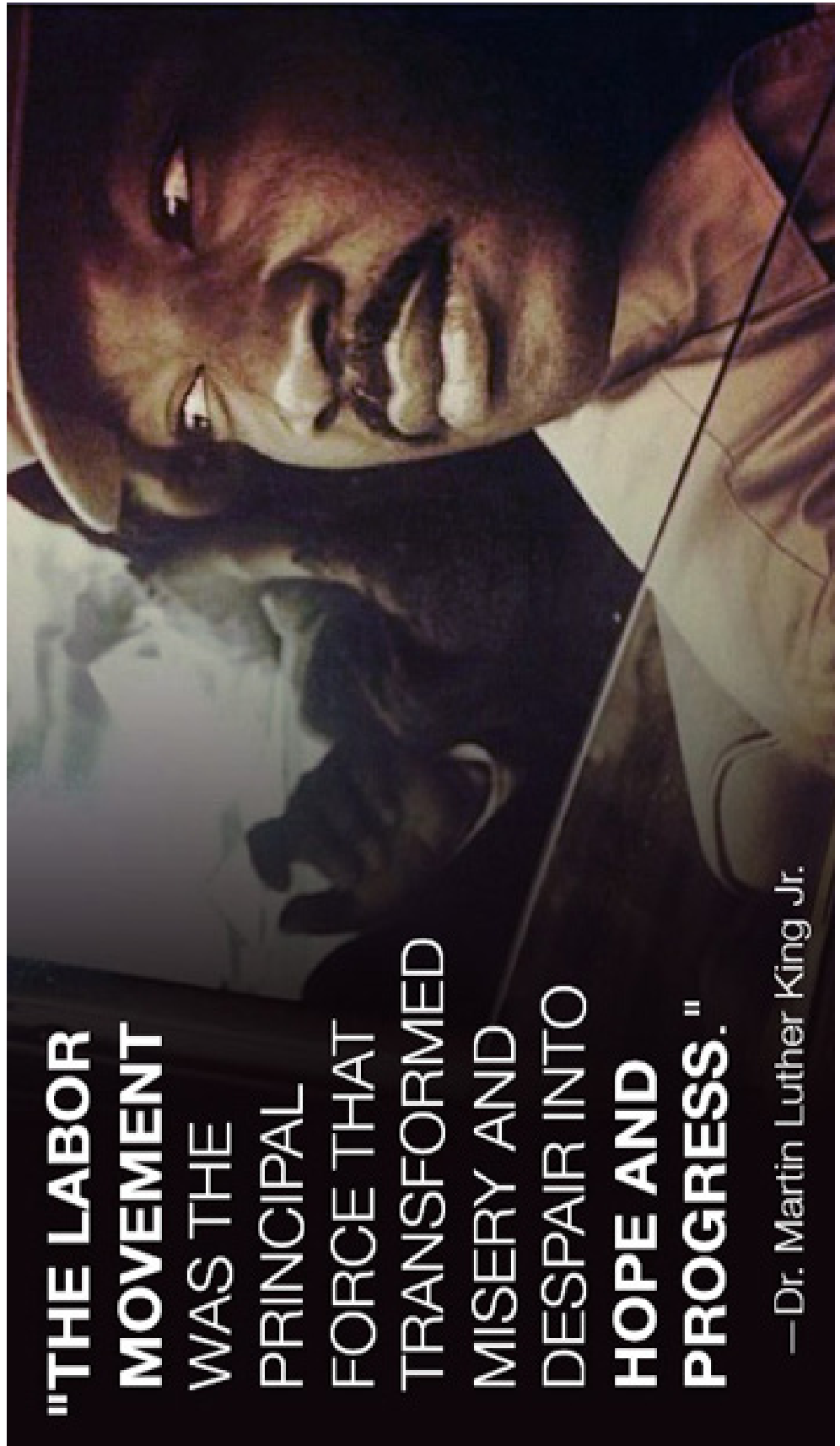
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WAS THE  
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—Dr. Martin Luther King Jr.