

# STEEL VOICE



UNITED STEELWORKERS LOCAL 1999

Volume 8 Issue 2.

Indianapolis, IN

April 17, 2015

## Hoosier Hostility Not the American Way

Leo Gerard

After Indiana Republicans passed a license to discriminate law, a restaurant called Memories Pizza in the Hoosier town of Walkerton stepped up last week to make sure potential customers knew its religious rules: "No Shirt, No Shoes, No Certification of Heterosexuality, No Service."

Indiana GOP Gov. Mike Pence provided official sanction for such acts of oppression when he signed a gay-bashing version of the Religious Freedom Restoration Act. It enabled individuals and businesses to legally claim their faith required hateful acts of intolerance. Pence got all huffy when human rights groups accused him of seeking to change the state's



slogan from Hoosier Hospitality to Hoosier Hostility.

level, they hate institutionalization of minority hate.

Marriage-equality-hating Indiana Republicans were joined by counterparts in Arkansas, North Carolina and Georgia in advancing government-sanctioned discrimination. This is not the way Americans treat each other. Well, not in 2015 anyway. America traveled down the path of intolerance for too many centuries. Now, Americans look back at all-white lunch counters with shame. Despite anxiety about ISIS, they disapprove of blaming terrorism on all Muslims. Americans aren't perfect inclusive egalitarians. But they're trying. On a deeply spiritual

And that's what was going on in Indiana, Arkansas, North Carolina and Georgia. Bans on marriage equality have failed. So these states tried to crash those ceremonies by denying the couples wedding flowers and cakes, then cloaking that vicious discrimination in a sheepskin of religiosity.

The federal Religious Freedom Restoration Act, passed in 1993, was intended to protect religious practices from unnecessary government

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### 2014 USW CONSTITUTIONAL CONVENTION RESOLUTION



#### Resolution No. 7 - Civil and Human Rights

**WHEREAS**, the United Steelworkers is and has always been a union for all. We do not discriminate nor will we condone discrimination on the basis of race, gender, religion, ancestry, national origin, citizenship, age, disability, sexual orientation, gender identity or expression, or any other legally protected grounds; and

**WHEREAS**, the globalized economy and concentration of wealth among the richest of the rich has eroded human rights and workers' rights in North America and internationally; and

**WHEREAS**, all workers should experience employment security, fair promotions and benefits regardless of race, religion, age, gender or gender expression; and

**WHEREAS**, discrimination and harassment continues to exist in our two countries for minorities, immigrants, women and other groups seeking equality. Violent hate crimes continue to occur; and

**WHEREAS**, it is our union's duty to eliminate discrimination in the workplace and deal effectively with civil and human rights complaints through internal procedures and contract enforcement; and

**WHEREAS**, our union is committed to building and training local union member activism to advance civil, human and workers' rights and civil liberties; and

**WHEREAS**, the union is committed to continuing the work of civil rights leaders like A. Philip Randolph, Dr. Martin Luther King, Jr., Congressman John Lewis and others to ensure that every American has access to the voting booth; and

**WHEREAS**, wealthy conservative zealots and their allies in state governments have erected new obstacles disguised as voter protection laws to disenfranchise and to suppress the votes of minorities, women, young people and seniors; and

**WHEREAS**, in the United States, our union stands with labor, faith, community and business allies in recognizing the need for a new immigration policy that protects the rights of both native and foreignborn workers; and

**WHEREAS**, more than 1.1 million people who aspire to be U.S. citizens contribute to our economy; our

**See Resolution Page 7**

# My View

Kelly Ray Hugunin,  
Local Union Representative



Brothers and Sisters:

I want to congratulate everyone who was elected in the Local Union Elections. I also want to thank everyone who took an interest and ran for an office. The election of our Union Officers through the democratic process is an important part of our Union. Members who are willing to step up and take on the responsibilities of a Union Representative are deserving of everyone's gratitude. Many of the elected positions are often thankless jobs.

We began bargaining on April 1st at ASC in Lebanon. ASC is not a large shop with 75 members. The Company has struggled with profitability over the last several years and the Union leadership has worked with the Company to address a lot of issues that have come up mid-term of the agreement. This was done to help the Company and our members by trying to help the Company get into a better position to run the business successfully.

The ASC Union Committee of President, Dustin Martin, Dave Fariss and Mike Beck have put a lot of work

into preparing for bargaining with the Company in this round of bargaining. The Company has at times come across as unprepared.

The Contract with ASC expired on April 10th. The members are currently working without a contract while bargaining continues with the Company. Our goal is to continue to bargain for a fair contract with the Company. We return to the bargaining table on April 27th.

We are scheduled to begin bargaining with Cenveo next week on April 21st. Local 1999 represents 145 members at Cenveo in Beach Grove IN. The Committee of President Jason Campbell, Vice President Jane Hazlett and Terry Goss have been meeting with Staff Representative Jim Adcock and myself to prepare for bargaining. Bargaining with Cenveo typically goes beyond the expiration of the contract. Due to scheduling conflicts we were not able to schedule any bargaining dates with the Company prior to the April 7th contract expiration date. Bargaining is expected to be long and tedious.

The contract at Indiana Box in Greenfield will expire on June 11th. We will begin preparing with their committee in May. Indiana Box has 40 members.

I have continued to work with Rexnord's Bargaining Committee. The agreement at Rexnord expires October 4th. I am scheduled to meet again with the committee on Monday, April 20th. Rexnord's Bargaining Committee consists of President Don "Z" Zering, Doug White, Terri Cook, Brian Reed and Michael Robinson.

The committee has been taking orders for bargaining themed T-shirts

since April 6th. The committee plans to have designated T-shirt days at the plant. In July the committee will be passing out bargaining themed buttons in the plant. Local 1999 has 361 members employed at the plant on Rockville Road.

Bargaining with Rexnord is expected to be difficult this round of bargaining due to everything that transpired when we bargained with the Company in 2013. In that round of bargaining the Company threatened to move the facility if they did not get a lower employment cost with a 2nd tier wage structure, pension freeze and a wage freeze. The Company was successful in achieving two of the three.

The committee has reviewed the bargaining surveys returned by the membership. The committee has stated their bargaining goals are: Closing the Wage Disparity, a Simplified Wage System, 401K Benefits Improvements, Improved Healthcare Cost and Plan Design, Increased Vacation Time, Safer Workplace, Reduced Contracting out, an Equal Voice with Management Over Key Issues, Continued Success of the Plant and an Improved Work Environment. The Rexnord Committee will be preparing proposals in the coming months to address the bargaining goals.

Regardless of which plant you work in we may call upon you for your help in an action at another facility. We may need help manning a picket line in the case of a strike or lockout. This Local is prepared if a work stoppage were to occur at any of these 4 plants during the course of bargaining a fair agreement for our members. Please be ready to take action when called upon. □

↳ HOOSIER From Page 1

intrusion. For example, it prevented a Louisiana school district from requiring that a Rastafari student cut his hair because a tenet of his religion is that men should grow long dreadlocks.

The new-fangled versions of this law pushed and passed by Republicans this year, however, added clauses to provide individuals and businesses that unlawfully discriminate with protection from lawsuits alleging unlawful discrimination. These laws would, for example, enable a pizza shop owner to assert that his religion requires him to deny service to long-haired Rastafarians or to same-sex couples holding hands while waiting in line.

Gay rights activists, human rights advocates and righteous Americans protested. They didn't want to face government-sanctioned discrimination. They didn't want their friends or family or even strangers to face government-sanctioned discrimination.

Gov. Pence and the Republicans in the Arkansas, North Carolina and Georgia legislatures ignored these protests. And virtually every Republican seeking the party's presidential nomination - Jeb Bush, Ted Cruz, Bobby Jindal, Ben Carson and Rick Santorum - voiced support for the governors and their license to discriminate laws.

The Republican governors backpedaled only when they heard the giant sucking sound of business and convention dollars draining from their states. Similarly, former Arizona Gov. Jan Brewer, also a Republican, rejected a license to discriminate

law last year only after the National Football League and corporations threatened negative consequences she'd not anticipated.

Companies including Apple, Angie's List, NASCAR, Gap Inc., Levi Strauss & Co., Eli Lilly, Marriott, Subaru and Salesforce condemned Indiana's anti-gay law or threatened to cancel expansion planned for Indiana. The NCAA, headquartered in Indianapolis, expressed concern about government-sanctioned Hoosier Hostility to players, coaches and fans. In the countdown to the Final Four games in Indianapolis, basketball coaches, professional athletes and former Olympians censured Indiana, threatened to boycott the state and demanded repeal of the law. Cities and states from Connecticut to Washington that protect the rights of LGBT Americans forbid taxpayer-funded to travel to Indiana. Celebrities, bands and comedians canceled visits and concerts.

In Arkansas, Walmart, based in Bentonville, told Gov. Asa Hutchinson the anti-gay bill "does not reflect the values we uphold." After the state's largest employers urged a veto, Hutchinson reversed his earlier promise to sign and sought removal of the discriminatory language. Pence, who'd arranged for three anti-gay activists - Micah Clark, Eric Miller, and Curt Smith - to stand behind him as he signed Indiana's bill, supported amendments to prevent the likes of Memories Pizza from demanding certification of heterosexuality before service.

This sudden change of heart - and the revisions to the Indiana and Arkansas legislation - created some awkward moments for the

Republican presidential candidates who'd already supported the anti-gay laws. Bush flip-flopped just like the governors did. One day he was for discrimination, the next he wasn't. Apparently recognition of LGBT rights by the majority of Americans - and American businesses - occurred much too quickly for Republicans.

Admittedly, the labor movement hasn't always honored equal rights as quickly as it should have. But AFSCME was among those that pulled a convention out of Indiana in protest of the anti-gay law, and the labor movement has made a concerted effort in recent years to establish true solidarity among all its diverse members.

My own union has failed at times to meet standards to which it aspires. But last summer, at the USW convention, the membership voted to make it an offense under the union constitution to harass a member on the basis of sexual orientation or gender identity. The USW will not tolerate any form of discrimination against anyone in its ranks for any reason. It has no place in our union.

Like the USW, the United States is a union. It is a collection of diverse states and diverse people. Standing together, they are stronger.

Republicans who supported codifying intolerance need to experience a conversion. Such hostility has no place in the land of Hoosiers. It should find no home in the land of the free. □

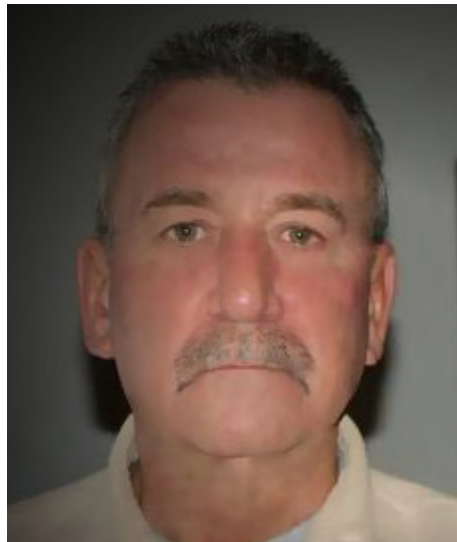
# Just for Clarification

Chuck Jones, President

Every three years during election time, I don't know what drives people to tell such horrible lies about the current Local Union Officers. One of the biggest lies that opponents like to tell is that the current officers are crooks. Our Local Union Executive Board consists of eleven members. There is a check and balance system to everything that has to do with Local finances. Six of the eleven board members are responsible for the management of the funds and property of the Union those six individuals are comprised of 3 Trustees, 1 Treasurer, 1 Financial Secretary, and the Local President.

All records and expenditures are reported on and posted at every Union meeting each month. Rent, Utilities, Offices supplies, lost time checks, taxes, and any & all other financial responsibilities are managed by the Financial Secretary. The record keeping and writing of the checks are done by the Treasurer. All checks have to have the signatures of the Financial Secretary, the Treasurer and the Local President in order to be valid. No one can use a check without all three signatures. All financial expenditures are voted on and need accepted

by the membership in attendance at the monthly Local Union meeting. Every three months the Trustees do



an Trustee Audit to make sure that the Financial Books are in order and correct (to the penny.) At least twice a year the Financial Secretary and the Treasurer do a complete audit to make sure everything is in balance (to the penny.) Every few years the International sends their own Auditors to make sure everything is correct and balances out. This is just as in-depth as an IRS audit. So if someone wants to claim that this Executive Board is Corrupt then it is their obligation to inform the International Union in

Pittsburgh and file charges. These are not easy jobs by no means but I assure you, this Local Union is very fortunate to have some of the best Executive Board Members in the entire USW in charge of Local 1999's finances. Anyone that is in question of how the money is spent, come on over to the Union Hall, third Sunday of every month at 10:00 am and we will be glad to answer or explain any and all of your questions. □

## United States Department of Labor Office of Labor

Management Standards:

Union Officer Responsibilities

Financial Safeguards:

*Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.*

## United Steelworkers International Constitution

Page 48, Section 6 & page 49, Section 9.

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# Workers Memorial Day

Every year on April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those who have suffered and died on the job and to renew our efforts for safe workplaces. This year the struggle continues to create good jobs in this country that are safe and healthy and pay fair wages and to ensure the

freedom of workers to form unions and, through their unions, to speak out and bargain for respect and a better future. It's time for our country to fulfill the promise of safe jobs for all.

Four decades ago, Congress passed the Occupational Safety and Health

Act, promising every worker the right to a safe job. Unions and our allies have fought hard to make that promise a reality—winning protections that have made jobs safer, saved hundreds of thousands of lives and prevented millions of workplace

➡ See MEMORIAL Page 14



# ASC Rallies For Fair Contract

The membership at ASC rallied on Monday, April 13 to show their support for the Union Bargaining Committee. There was a great show of Solidarity at the rally that was held in the plant parking lot in Lebanon. Unit President Dustin Martin led the rally. The membership had previously rallied on April 6 while the Union Bargaining Committee was in negotiations with the Company.

The ASC Bargaining Committee began bargaining with the company on April 1. They met with the company for a total of 5 days with very little being accomplished. The Union Committee feels they have tried to address the company's issues that were brought to the bargaining table. The committee has put forth proposals and counter

proposals to try to find middle ground to address the Company's issues. The company is adamant that they get what they want and do not seem to be interested in the issues the committee brought to the table to address the needs of the membership. The committee has tried to convey their concerns about various issues economically and non-economically. Based on the past and all the memorandums that have been drafted trying to help the Company with different issues, the committee feels they are not getting anything in return. The Company has not even acknowledged the help the Union Committee has provided the Company in the past where it related to flexibility and other issues that would help the Company become profitable.

President Martin told the membership the best thing we can do as a Union is to stick together. "The show of solidarity your committee saw with the Union rally that was held in the parking lot on April 6 encouraged us to work even harder for the membership." Martin said that when you go through a process like this there are many things that go through our minds. It is not easy because we are not at the bargaining table for ourselves; we are here for the entire membership. As the committee continues to bargain it is essential that the membership continues to show their Solidarity and be actively involved in rallies or any other concerted activity that is scheduled, to show the company the membership wants a fair contract. □



**ASC Unit President Dustin Martin leads the membership rally at ASC in Lebanon, IN. Inset left to right: Josh Polston, Dustin Martin, Rudy Rounder and Mike Beck.**



# District 7 Steelworkers Attend Lobby Day



**House Minority Leader Scott Pelath (D. Michigan City) addresses the Steelworkers at the Indiana Statehouse during the District 7 Lobby Day.**

Steelworkers from across the state descended on Indianapolis on March 16, 2015 for the United Steelworkers District 7 Lobby Day. The Steelworkers met at the Indiana Convention Center

Monday morning for a briefing on the legislative issues to be discussed with their representatives at the statehouse in the afternoon.

Speakers at the Convention center included District 7 Director Mike Millsap, District 7 Rapid Response Coordinator Jerome Davison, Local 1999 President Chuck Jones. Also presenting from the Indiana AFL-CIO: President Brett Voorhies, Director of Communications & Legislative Affairs Jeff Harris, Director of Political Affairs Robbie Henderson. All of which are dues paying members of USW Local 1999.



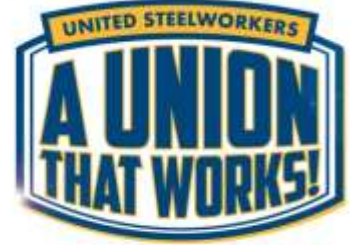
**Indiana Afl-CIO President Brett Voorhies addresses the Steelworker delegation at the District 7 Lobby Day. Pictured left: District 7 Director Mike Millsap and pictured right: District 7 Rapid Response Coordinator Jerome Davison.**

President Voorhies spoke about the continuing attacks on labor and the working class in Indiana. One of the biggest assaults to labor is House Bill 1019. The bill would repeal the Common Construction Wage law. Eliminating the law would have a devastating effect on construction workers, their families and local contractors who are a part of our communities. It would cut wages for construction workers, take away business from local contractors and

⇒ See LOBBY Page 13

2014 USW CONSTITUTIONAL CONVENTION

# RESOLUTION



## Resolution Number 7 Civil and Human Rights

**WHEREAS, the United Steelworkers is and has always been a union for all. We do not discriminate nor will we condone discrimination on the basis of race, gender, religion, ancestry, national origin, citizenship, age, disability, sexual orientation, gender identity or expression, or any other legally protected grounds; and**

**WHEREAS, the globalized economy and concentration of wealth among the richest of the rich has eroded human rights and workers' rights in North America and internationally; and**

**WHEREAS, all workers should experience employment security, fair promotions and benefits regardless of race, religion, age, gender or gender expression; and**

**WHEREAS, discrimination and harassment continues to exist in our two countries for minorities, immigrants, women and other groups seeking equality. Violent hate crimes continue to occur; and**

**WHEREAS, it is our union's duty to eliminate discrimination in the workplace, and deal effectively with civil and human rights complaints through internal procedures and contract enforcement; and**

**WHEREAS, our union is committed to building and training local union member activism to advance civil, human and workers' rights and civil liberties; and**

**WHEREAS, the union is committed to continuing the work of civil rights leaders like A. Philip Randolph, Dr. Martin Luther King, Jr., Congressman John Lewis and others to ensure that every American has access to the voting booth; and**

**WHEREAS, wealthy conservative zealots and their allies in state governments have erected new obstacles disguised as voter protection laws to disenfranchise and to suppress the votes of minorities, women, young people and seniors; and**

**WHEREAS, in the United States, our union stands with labor, faith, community and business allies in recognizing the need for a new immigration policy that protects the rights of both native and foreign-born workers; and**

**WHEREAS, more than 11 million people who aspire to be U.S. citizens contribute to our economy, our communities and our country, yet they are essentially not covered by fundamental labor law because of their immigration status, are denied basic rights, and are easily victimized through unsafe working conditions and unfair wages; and**

**WHEREAS, sexual orientation and gender identity or expression must cease to be a lawful basis of discrimination in employment or in any other area of public life; and**

Continued next page

**WHEREAS, our union has improved the lives of minorities, women and others seeking equality by negotiating voluntary affirmative action programs and employment equity programs; and**

**WHEREAS, in Canada, our union has negotiated employment equity provisions for Aboriginal Peoples and First Nations employees, has established an Aboriginal working group in Western Canada, and is committed to exploring possible partnerships and alliances with Aboriginal Peoples and First Nations; and**

**WHEREAS, in Canada, the number of Temporary Foreign Workers rose dramatically from under 90,000 in 2000 to over 400,000 in 2012, leading to the terrible exploitation of these workers and downward pressure on Canadian wages; and**

**WHEREAS, people who live with disabilities are not fully protected by state, provincial and federal legislation in the United States and Canada; and**

**WHEREAS, national security policies and discriminatory interpretations of anti-terrorism laws infringe on fundamental civil rights and liberties, including the right to political dissent; and**

**WHEREAS, our union is committed to the principle that “Workers’ Rights are Human Rights” and strongly supports the United Nations Universal Declaration of Human Rights and the International Labor Organization Conventions on Labor Rights; and**

**WHEREAS, our members are known internationally for outstanding social justice achievements at all levels in the AFL-CIO, the CLC and other affiliated social justice and faith-based organizations in which we share common goals and values, including: the Coalition of Labor Union Women (CLUW), the A. Philip Randolph Institute (APRI), the Coalition of Black Trade Unionists (CBTU), the Labor Council for Latin American Advancement (LCLAA), the Asian Pacific American Labor Alliance (APALA), the Asian Canadian Labour Alliance (ACLA) and Pride at Work (PAW).**

**THEREFORE, BE IT RESOLVED that:**

**(1) Each local union must establish a civil rights or human rights committee to implement our union’s commitment to the protection and expansion of civil and human rights and civil liberties; where amalgamated locals exist, a civil rights or human rights representative or committee shall be established for each unit.**

**(2) To reflect the growing diversity of the workforce in both our nations, we pledge to build a strong civil and human rights activist corps to promote diversity in our Union, the labor movement and our communities. Training will be encouraged through our civil rights, human rights and anti-harassment education programs.**

**(3) We will actively discourage members from engaging in discrimination and harassment of equality seeking individuals or groups in the workplace and in union activities, and will not use disciplinary procedures to shield illegal discriminatory conduct.**

**(4) We oppose voter suppression legislation such as strict photo ID laws, proof of citizenship requirements and restrictions on early voting, and support efforts to restore voting rights to ex-**

**Continued next page**



**offenders. We support legislation to expand registration and voting opportunities and to restore the Voting Rights Act. We will continue to work with allies to ensure that the electorate is informed about its rights and the right to vote is protected.**

**(5) We will support comprehensive immigration reform to reduce the exploitation of immigrant workers and improve incentives for employers to hire workers domestically. We believe all workers should be protected by labor and health and safety laws so that immigration does not undermine wages and working conditions or support those industries that rely on substandard wages, benefits and working conditions.**

**(6) We will call upon law enforcement officials to vigorously prosecute perpetrators of hate crimes, and we will work with other labor and civil and human rights organizations to counteract hate propaganda.**

**(7) In the United States, we will work vigorously to enact legislation that deters wage discrimination. In Canada, we will pressure governments to adopt a proactive law to establish and maintain pay equity in federal and provincial jurisdictions.**

**(8) We support non-discrimination in both employment legislation and in the workplace and support legislative and collective bargaining initiatives that include sexual orientation and gender identity protections to guard workers from discrimination on the job.**

**(9) We commit to the inclusion of more women, people of color, people with disabilities, Aboriginal and First Nations peoples, immigrants and other equality-seeking groups in our organizing efforts, leadership development and political action training programs and Back to the Locals education program.**

**(10) We support initiatives and legislation that ensure pay equity, employment equity and affirmative action programs. We will continue to work with other unions, civil and human rights and women's organizations to educate the public on affirmative and equality action, lobby for employment equity and related legislation, and reaffirm our right in the United States under Title VII to negotiate voluntary affirmative action programs.**

**(11) In Canada, we will advocate for the elimination of the Temporary Foreign Worker Program and its replacements with measures that ensure foreign workers be provided with full employment rights and a clear path to permanent residency and citizenship, and that those rights be aggressively enforced by appropriate provincial and federal regulatory bodies.**

**(12) We will work for the effective enforcement of the Americans with Disabilities Act (ADA) and human rights legislation in all jurisdictions.**

**(13) We urge involvement and membership in organizations with which we share the mutual goals of full employment, the elimination of discrimination, advancing workers' rights and promoting an inclusive work force and labor movement**

**(14) In our ongoing campaigns for fair trade, our union will demand equality for all workers and will hold governments and employers responsible for working conditions that violate labor and human rights. We pledge to fight racism and gender discrimination through global solidarity with organized and unorganized workers.**

# JUSTICES TOSS PERMANENT COMPANY PAYMENT OF UNION RETIREE HEALTH CARE BENEFITS

By a 9-0 vote, in yet another decision written by the U.S. Supreme Court's most-Right Wing justice, Clarence Thomas, the High Court tossed out union retirees' right to continuing employer-paid health care benefits. Instead, employer payments can last only during the duration of the contract that mandates them, the justices said.

The decision involved saw the Steelworkers defend hundreds of retirees from M&G Polymers, a now-foreign-owned West Virginia firm whose current and past workers are the union local's members. M&G's new owners said settled principles of contract law trumped the lifetime company payment of health care benefits. Thomas and the other justices agreed.

The case also overturns a 1982 U.S.

Supreme Court ruling, *Yard-Man*, involving the Auto Workers, that appeared to give the green light to such continuing company health care benefit payments. Thomas said the 6th U.S. Circuit Court of Appeals in Cincinnati, which handled both the 1982 case and this one, got the whole issue wrong 33 years ago.

"Yard-Man violates ordinary contract principles by placing a thumb on the scale in favor of vested retiree benefits in all collective-bargaining agreements," Thomas wrote. "That rule has no basis in ordinary principles of contract law. And it distorts the attempt 'to ascertain the intention of the parties,'" meaning the company and the union (his emphasis).

"Yard-Man's assessment of likely behavior in collective bargaining is

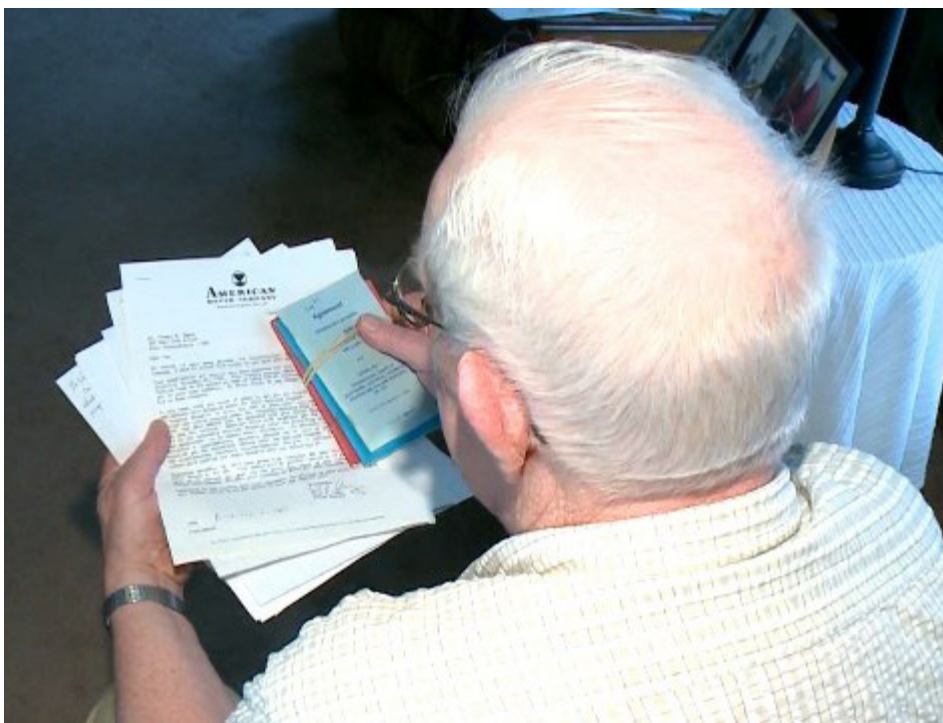


too speculative and too far removed from the context of any particular contract to be useful. And the court of appeals derived its assessment of likely behavior not from record evidence, but instead from its own suppositions about the intentions of employees, unions, and employers negotiating retiree benefits.... Although a court may look to known customs or usages in a particular industry to determine the meaning of a contract, the parties must prove those customs or usages" through affirmative evidence in any given case, Thomas added.

"The court of appeals also failed even to consider the traditional principle that courts should not construe ambiguous writings to create lifetime promises," Thomas declared.

Justice Ruth Bader Ginsburg, writing for the four progressive justices, said when a "contract is ambiguous, a court may consider extrinsic evidence to determine the intentions" of the company and the union. "Contrary to M&G's assertion, no rule requires 'clear and express' language to show that parties intended health-care

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## ⇒ HEALTH From Page 10

benefits to vest. Constraints upon the employer after the expiration of a collective-bargaining agreement may be derived from the agreement's 'explicit terms,'" Ginsburg and her colleagues said.

"But they may arise as well from... implied terms of the expired agreement," Ginsburg added. M&G's agreement with the Steelworkers, which it had inherited from the firm's former owner, Shell Oil, had expired.

When it gets the case back, the circuit court "should examine the entire agreement to determine whether the parties intended retiree health-care benefits to vest. Because the retirees

have a vested, lifetime right to a monthly pension, a provision stating that retirees 'will receive' health-care benefits if they are 'receiving a monthly pension' is relevant...But the court must conduct that review without Yard-Man's 'thumb on the scale,'" Ginsburg warned.

Thomas' ruling against union retirees came a week after the justices upheld yet another worker whistle-blower, in this case a Transportation Security Administration officer, whom the agency fired after he disclosed that for cost reasons, TSA pulled air marshals from some long-distance flights. The American Federation of Government Employees, which represents the TSA agents, sided with the whistle-blower in a friend-of-the-court brief. So did other unions.

The TSA said its rules barred disclosing "sensitive security information" and had the same force as a law does. It also declared that exposing the lack of air marshals on some planes – without specifying which flights – was "sensitive security information."

Both the TSA officer's lawyer and AFGE said equating TSA rules with law was wrong. "A bad decision could chill important, protected disclosures from not only federal air marshals but also from AFGE's Transportation Security Officers, who provide front-line security for nearly all public air travel across the United States," the union said. □

Press Associates, Inc. (PAI)

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# Indiana Official Resigns over Pence's Wage-Cut Moves

While Indiana Gov. Mike Pence (R) was vacationing in Europe last week, a top state official resigned in protest over Pence's efforts to cut middle-class wages. In his letter of resignation, Port Commissioner David Fagan wrote:

Indiana is ranked 38th in per capita income, and the governor's solution is to cut wages on good middle-class jobs. What sense does that make?

Pence supports legislation to repeal Indiana's prevailing wage law, known as the Common Construction Wage. Said Fagan in his letter:

"By repealing Common Construction Wage, you will slash wages for Indiana workers, cripple Indiana contractors, starve small businesses and reduce our state's

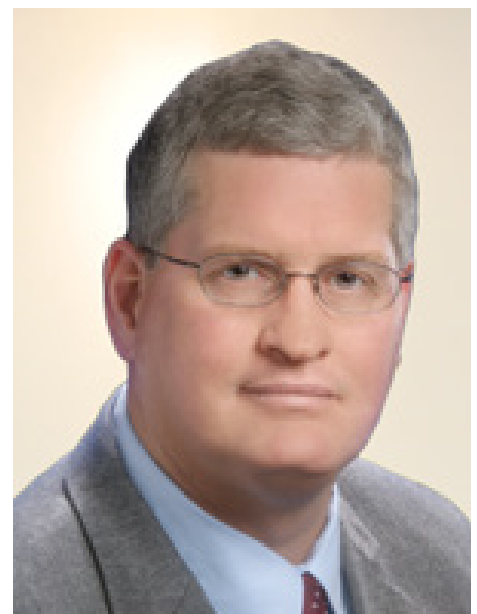
tax revenue. In addition, you will undermine private-sector training for Indiana's youth, which directly contrasts your statements in support of additional worker training.

Fagan, who was appointed to the Ports of Indiana Commission twice by Governor Daniels in 2007 and 2011.

Fagan, a Republican, also points out that the repeal of Indiana's Common Construction Wage "undermines the free-market wages negotiated in the private sector" and that:

Supporters of the repeal have publicly stated their support for utilizing foreign guest workers in our construction industry. I cannot understand why Indiana's

Republicans have sided with out-of-state and foreign workers. That this is even being considered is a tragedy for our party and our state. □





## Unit 00 Rexnord

Hello Union Brothers and Sisters,

I would like to welcome all the new hires to the union, if you need anything see your Dept. steward or myself or call my office phone 273-5581; any of the chief stewards have my cell phone have them call me at home if you have any questions or concerns.

Here is an update on the grievance load. We had Rick Reed's arbitration on 4/31/2015, everything went well, we have the Randy Buck arbitration due up on 5/5/2015. We are waiting on a date from the arbitrator for the Lee Brook's case. We have 17 other arbitrations slated to go forward, so everything is busy on the grievance side of things.

I want to give everybody a heads up on the policies that were handed out and the union members signed for, the union was involved in going over all the policies and meetings were scheduled to discuss any changes that were made.

Negotiation update we are still going through the language, and as we put out on the floor, we are going through all the concerns that the members put on their surveys, the next meeting is scheduled for 4/20/2015. Remember the contract ends on 10/07/2015. Don't forget, we will have UNIT MEETINGS the 2nd Wednesday of every Month until the contract expires; we need every one in attendance.

I want to take this time again to think EVERYONE for us being the

biggest unit in the local that is 100% UNION THAT IS SOMETHING TO BE PROUD OF, remember united we stand divided we fall.

I want to wish everybody a good spring and summer.

In Solidarity,  
Don Zering  
Unit President

## Unit 15 Pepsico

Brothers and Sisters,

I wanted to give everyone an update on a few things going on within our unit. We currently have 5 grievances that have a date set for arbitration and 3 more that were waiting on panels for. We also have a 3rd step meeting set up for the 28th of April.

As most of us know, the company just hired 10 new employees with a few more to come. Please welcome them to are company and local.

In conclusion I want to say thank you for allowing me to serve as your president over the past three years . I would also like to say thank you to all those that have helped me over the years. Please say something nice about those that have stepped up and given their time to make our union a strong one.

In Solidarity,  
Rich Moon  
Unit President

## Unit 32 Cenveo

Hello Brother's and Sister's,

We are currently set to go to the bargaining table April 21st through the 23rd. This will be the first round of negotiations for our next contract. Negotiations are not going to be easy in the market we currently work for. We are also set to have a Cenveo council meeting the 1st week of May to get an update on what's going on in the other Cenveo USW locals across the United States.

We have 2 grievances pending arbitration and waiting on a decision from another one. We hope after this next contract has been completed that we can focus on building our union and getting members to be proud about being Union member again. There used to be a time when everyone was proud to be union. It seems like those days are going away and it's time to fix it. I would like to see more people get involved so that everyone will know what's going on in our plant. We will be posting a sign up sheet on the union bulletin board for spots that need to be filled in the union ie. Stewards, welcome committee, safety committee. We would encourage everyone to sign up for a position they might be interested in. The company currently still needs 4 adjusters, 1 maintenance man, and 2 operators. Anyone interested can contact Chuck at the Local for more information. I wish everyone the best of luck and enjoy the better weather ahead of us.

In Solidarity,  
Jason Campbell  
Unit President



### ⇒ LOBBY From Page 6

reward out-of-state construction companies that use less-skilled workers to build our schools, bridges, hospitals and roads.

House Bill 1469, the company store/wage theft bill allows employers to deduct the lesser of \$2,500 per

year or 5% of an employee's weekly disposable income money from their paycheck for the purchase of uniforms and equipment necessary to do their job. It also weakens exiting law protecting against wage theft by making it harder to prove employers short employees pay purposely.

Voorhies credited former Local 1999

Business Representative Bruce Reed, Local 1999 President Chuck Jones and Local 1999 Financial Secretary with getting him involved in politics and legislative issues when he was first becoming involved with his Union. Voorhies became a Steelworker as a member of Local 1150 when he was employed at the Rexnord Bearing Plant. □



**Pictured from left to right: Bruce Reed, Retired Local 1999 Business Representative, Chuck Jones, President Local 1999, Brett Voorhies, President Indiana AFL-CIO & Allen Johnson, Local 1999 Financial Secretary.**



**UNITED STEELWORKERS**  
**WOS**  
**WOMEN OF STEEL**



**Pictured from left to right: Stephanie Evans, Terri Cook, Vickie Burrus, Pam Presley, Mary Akers, Julie Heaton and Lakita Clark. The Local 1999 Women of Steel Committee held a raffle to raise money for the various projects that the committee supports. The committee also accepted donations for Socks For Shelters to benefit Horizon House & Wailing Womens Shelter.**

### ↩MEMORIAL From Page 4

injuries and illnesses.

#### Mourn For The Dead Sticker

But our work is not done. Many job hazards are unregulated and uncontrolled. Some employers cut corners and violate the law, putting workers in serious danger and costing lives. Workers who report job hazards or job injuries are fired

or disciplined. Employers contract out dangerous work to try to avoid responsibility. As a result, each year thousands of workers are killed and millions more injured or diseased because of their jobs.

The Obama administration has strengthened safety and health protections through tougher enforcement and expanded workers' rights. New safeguards on silica

and other workplace hazards have been proposed and are close to being finalized. But this progress is threatened by business groups and the Republicans who now control Congress. They are trying to stop these protections and shut down all future regulations.

We cannot let them succeed - workers' lives are at stake. ☐



## **SHEET OF SHAME**

The following have made the choice to be

**FREE LOADERS**

**THEY ARE ALL SCABS**

DAVID BAKER – A.S.C.  
 RYAN BUNCH – CENVEO  
 JOSEPH PERKINSON – CENVEO  
 BOB BRATTAIN – CENVEO  
 STEVE PATTINGILL – CENVEO  
 GARY TACKETT – CENVEO  
 MARK HOLLAND – CENVEO  
 FREDDY COOK – CENVEO  
 STANLEY NIX – PEPSICO  
 TIMOTHY CROCKER – PEPSICO  
 LaSHONE HEWLETT – PEPSICO  
 ALAN HICKS – DIAM CHAIN  
 DEREK JOHNSON – DIAM CHAIN  
 GARY MATTINGLY – DIAM CHAIN  
 LUIS ORTIZ – DIAM CHAIN  
 MATT TOWNSEND – DIAM CHAIN  
 ERNEST WATERMAN – DIAM CHAIN  
 TODD WAGONER – DIAM CHAIN  
 JUDITH A. ENGLAND – DIAM CHAIN  
 WESLEY MADRID – DIAM CHAIN  
 RALPH “GORDON” CUTSHAW – CARRIER  
 RICHARD “MIKE” HANCOCK – CARRIER  
 WALTER R. BIRELEY – CARRIER  
 NANCY MAYO-SKILES – CARRIER

CARL PARKER – CARRIER  
 WILLIAM CARPENTER – CARRIER  
 JOHN A. CHILTON – CARRIER  
 STEPHEN V. SKILES – CARRIER  
 ORVILLE GANN – CARRIER  
 JANET S. WALLEN – CARRIER  
 JAMES PATTERSON – CARRIER  
 ANDRE KIRK – CARRIER  
 AARON YOUNG – CARRIER  
 DAVID R. STOUT – CARRIER  
 CHESTER BOHANNON – COLORS  
 LINDA BOHANNON – COLORS  
 KATIE GILLIN – COLORS  
 BYRON MONDAY – COLORS  
 SHARON SLAYTON – COLORS  
 JESSICA STEPHENS – COLORS  
 DAROL THOMAS – COLORS  
 JON TRUETT – COLORS  
 MONTE ERIC WALKER – COLORS  
 COREY BERNSTEIN – COLORS  
 MELISSA BERNSTEIN – COLORS  
 JAMIE CRUM – RSR QUEMETCO

**THESE PEOPLE HAVE NO MORALS!**

*Chuck*



**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**

# Unions Are a Woman's Best Friend

**Liz Shuler**

With National Women's History Month behind us now, it's still important to celebrate the great strides women have made over the past decades. It is equally important to remember how many women workers still don't have the basic necessities they need to support themselves and their families. The labor movement views the struggle for women's equality as a shared fight, especially considering women are the sole or primary breadwinners for 40% of families in the United States. Women of color, in particular, have a hard time getting good pay and benefits, and they make up a disproportionate share of low-wage workers.

Nearly 7 million women have a voice on the job due to their union membership, and women in unions are more likely than their nonunion peers to have access to paid sick leave and family leave. Collective bargaining through unions also narrows the pay gap between men and women significantly. A typical woman union member earns \$222 a week more than a nonunion woman and is far more likely to have health

and retirement security. This puts upward pressure on wages and benefits throughout industries that are predominately female, many of which traditionally pay low wages. Every worker deserves to have protections on the job, and it is the goal of the labor movement to ensure that happens.

Recently I was in Chicago for the AFL-CIO Next Up Young Worker Summit, and I was inspired by how many young women I saw around me. Hundreds of young women came from across the country eager to learn and grow as leaders in the labor movement and to stand up for the rights of all workers. They were facilitating workshops, speaking on panels and leading their union brothers and sisters at demonstrations around the city in solidarity with local workers. Erica Clemons, a young worker with the United Food and Commercial Workers (UFCW), provided a snapshot into why it is so important for labor to be active in the fight for women's rights. She said, "I'm a young organizer. A person of color. A mother. These identities matter to me. It's important

for the labor movement to understand unique struggles."

Erica started out as a cashier at her local Kroger grocery store in Atlanta. After becoming a member of UFCW, she advanced through hard work and determination from cashier to a spot in the selective UFCW Gold Internship Program in Ohio, an intensive organizer training. Erica excelled in the program, and the organizing director of UFCW Local 881 took notice and offered her a job on the local's organizing team. Now Erica works to help workers organize in grocery stores just like the one where she started out. She helped organize and lead hundreds of Next Up participants in the demonstration at a Food 4 Less grocery store last week in Chicago, advocating for higher wages. And in her spare time, she serves on the AFL-CIO's National Young Worker Advisory Council.

The work that Erica and thousands of other union women are doing across the country offers a good reminder that if we work and stand together, achieving gender equality is possible for women all across the United States. □



*Liz Shuler is the secretary-treasurer/ chief financial officer of the AFL-CIO, one of three top-level officers for the federation and the first-ever woman elected to the position. Coming from Portland, Ore., Liz has been at the forefront of such progressive labor initiatives as green jobs programs and the fight for workers' rights for many years, starting as a political activist and an organizer at the local union level.*





## ⇒ SAFETY From Page 17

than half of Massachusetts workers who suffered on-the-job amputations got workers' comp, as did fewer than one-third of California workers with amputations and fewer than one-third of California workers suffering from carpal tunnel syndrome, a nerve injury."

And the workers' comp system has become so bad for workers that fewer than 40 percent of injured and ill workers who could receive benefits even apply for them, OSHA says. Many others can't apply because they're toiling for joint employers -- who don't take responsibility for safety conditions -- or employers misclassify the workers as "independent contractors" and thus evade paying workers comp. Or they're temps.

As a result, for example, 37.5 percent of Texas construction workers were "independent contractors." So were 35.5 percent in North Carolina and 16 percent in Florida. That's 500,000 workers in those three states alone, OSHA said.

"While this system proves inadequate for the average worker, the workers' compensation system performs even more poorly for low-wage workers. Many face additional barriers to filing, including even greater job insecurity, lack of knowledge about their rights, or a limited command of English," the report adds.

"OSHA staff members encountered many injured immigrant workers who have not filed for workers' compensation out of fear of losing their jobs. These barriers are documented in numerous surveys

of low-wage and immigrant workers who report being injured on the job and not filing workers' compensation claims."

Workers with job-related illnesses do even worse, as "most cases of work-related chronic disease are never diagnosed as work-related. When a linkage is made, the diagnosis generally comes long after employment ends. Even when a proper diagnosis is made, a worker who is eligible for benefits under Medicare, Medicaid, Veterans' Benefits or private insurers is more likely to take that route, and avoid the barriers to obtaining benefits through the workers' compensation system."

OSHA had several recommendations for cutting the toll and the costs of on-the-job injuries and illnesses. Its #1 goal, and the most-effective, the report says, is prevention: Employers must stop or fix the conditions that cause illnesses and injuries in the first place.

"Many employers strive to prevent all injuries and illnesses while others do not," it says.

Using nursing homes as an example, it says the overall on-the-job injury rate in the industry -- which OSHA singled out for special targeting, along with construction -- is 5.2 injuries per 100 workers. While the best quarter of U.S. nursing homes had injury rates of 0.8 per 100 workers, the worst quarter of them saw seven of every 100 workers injured on the job.

"It is (also) vitally important that the state-based workers' compensation systems take steps to eliminate roadblocks that prevent

workers with compensable injuries or illnesses from receiving the full benefits, including adequate wage-replacement payments and full coverage for medical expenses, to which they are entitled," OSHA recommends.

"Currently, workers with work-related injuries or illnesses who are successful in claiming workers' compensation receive only a small portion of the true costs of their injury or illness, and many others who are entitled to benefits receive no workers' compensation benefits at all. Without ending this unfair and unwarranted income loss, these workers will never be able to catch up to the income level they maintained before their injury or illness."

Without the changes, the problem will worsen, OSHA predicts. "By forcing the costs of injury and illness onto workers, families and the taxpayer, unsafe employers have fewer incentives to eliminate workplace hazards and actually prevent injuries and illnesses from occurring. Under this broken system, these workers, their families and the tax-payer subsidize unsafe employers, increasing the likelihood that even more workers will be injured or made sick."

"Despite a more-than-40-year-old legal obligation to provide safe workplaces, the unwillingness of many employers to prevent millions of work injuries and illnesses each year, and the failure of the broken workers' compensation system to ensure that workers do not bear the costs of their injuries and illnesses, are truly adding inequality to injury," OSHA concludes. □

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# X

# NEXT GENERATION

Empowering the Next Generation of USW Leaders

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## Next Generation Sub District 3 Report

The next phase of Next Generation is to organize the rest of the district. We recently had a class at local 1999's hall in February in which we had 27 coordinators from 5 different locals attend. We still have a lot more to do. The goal is to accomplish this in the next 3-4 months. Once the organizing is done, we will be able to concentrate on keeping the program more active. Local 1999 has been very productive. We are scheduled to have the raffle drawing at the next Local meeting in April. We are looking into community activities as well as fun events for the membership. There will be a survey going around soon to get members thoughts on what they might want to see the Next Generation do. We hope to see a lot of things going on this summer with the Next Generation and the membership.

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

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## Great Grandma Flood Victim

Meet Geraldine. She is Mother in Law to Daryl Bernethy who is a Steelworker at Vertellus. She is a 72 year old great grandma who is and has been raising her 3 year old great granddaughter since she was 2 days old on a fixed income of social security and little assistance for her granddaughter. She is an Indiana native who moved to Kentucky 2 years ago. She was a victim of the Good Friday flooding and her and her great granddaughter had to be rescued from their home by boat on Friday. Her home sits above the walkout basement and water rose fifteen feet or so to reach the bottom of the front porch. Her car was completely covered under water. She

carried full coverage insurance with State Farm so she thought she was covered, but a year ago she asked how she could make her insurance premiums less expensive and did not know that it was her comprehensive coverage that was dropped to make her premiums more affordable so she was not covered. As a result her car was a total loss and she has no claim. She is heartbroken and feeling defeated and now has no way of getting around and getting her great granddaughter to preschool each day. She does not have the means to buy a another used car with the income she has. She is still paying off a personal loan of \$1500 for the car that was lost in the flood. Please

help this grandma be able to buy reliable transportation for her and her grand baby by sharing this story and making a donation. It will be most appreciated.

This is the fund raising campaign for Great Grandma Flood victim: <http://de.gofund.me/r52egk>



## STEEL VOICE

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STEEL VOICE is an official  
publication of the United  
Steelworkers, Local 1999,  
AFL-CIO, CLC.



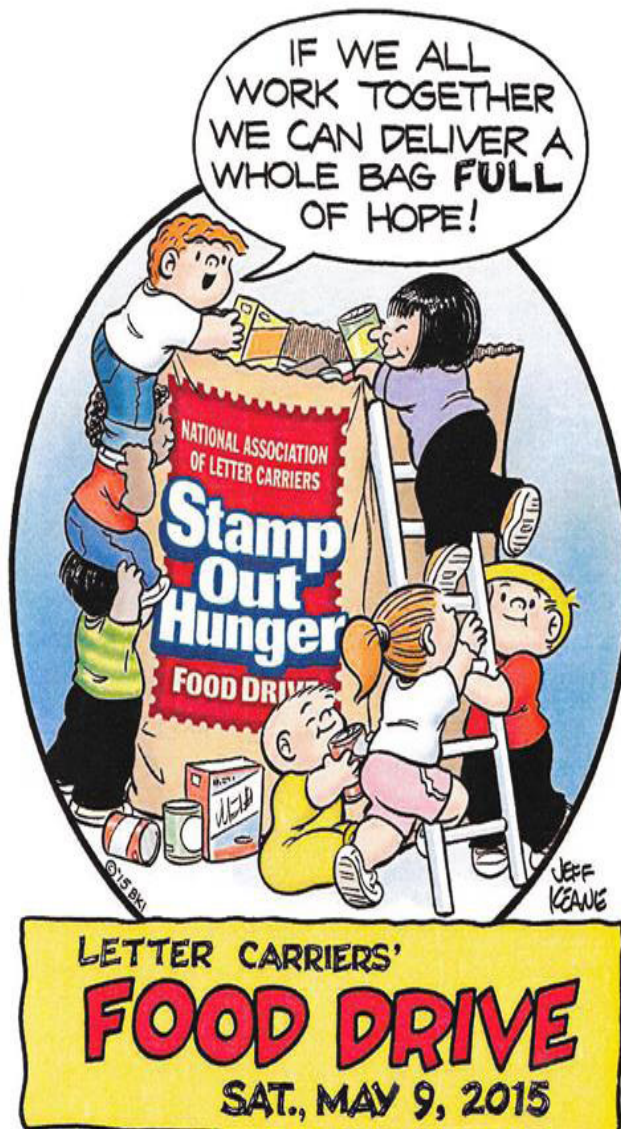
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