

STEEL VOICE



UNITED STEELWORKERS LOCAL 1999

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There's Always Money for the Boss

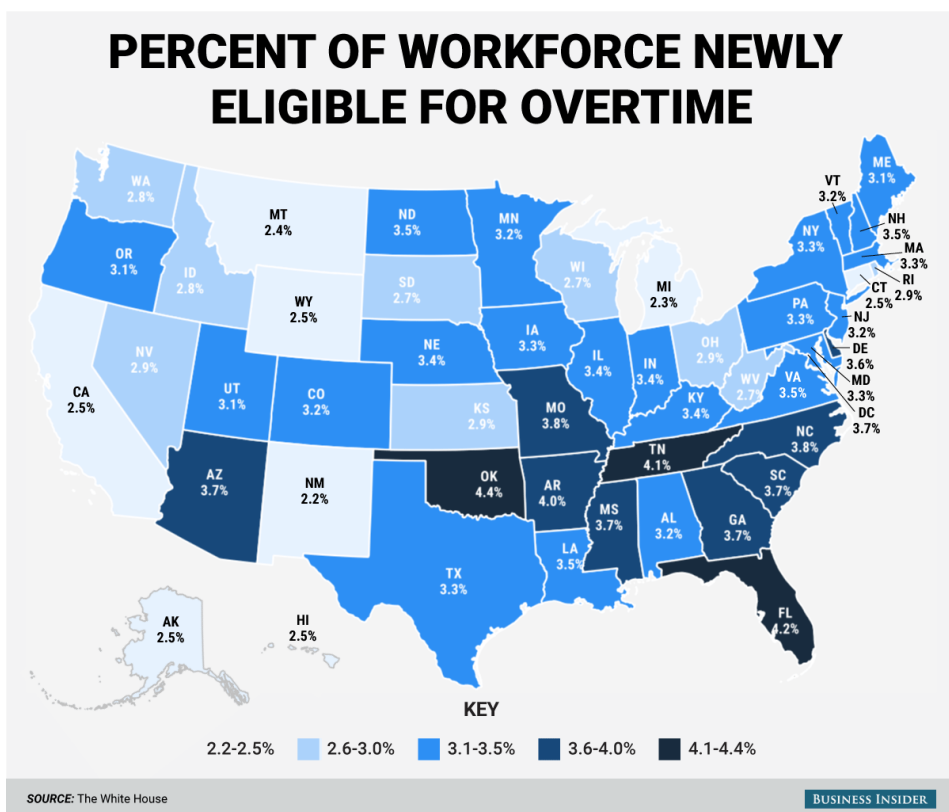
Leo Gerard

Businesses always find big bucks for the boss. He wants a raise; he gets it. No problem. For workers whose sweat of the brow produces profits, well, somehow there's never a cent for them.

In fact, last week when President Obama proposed making more workers eligible for overtime pay, fat cats and CEO sycophants expressed abject horror that companies may have to pay employees more when they work more.

No way could they pay, they protested! The proposed rule would bankrupt America, they raged. It's not humanly possible, they fumed, for corporations that pad CEO paychecks with millions in bonuses to also manage to pay time and a half when workers labor more than 40 hours a week. Can't be done, they cried! Well, except that it has been done since 1938.

That's when the Fair Labor Standards



Act passed. It created the 40-hour work week and overtime rules. It required that businesses pay time and a half to all hourly workers for each hour of labor after 40 in a week. It also required employers to pay time and a half to all salaried workers who were not highly compensated professionals, executives or administrators.

the salary threshold under which employers would have to pay overtime to salaried workers at \$50,440 a year. Taking inflation into account, that is the level at which it was set in 1975.

Somehow, corporations managed to pay time and a half for overtime worked by employees in that salary

President Obama proposed setting

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Nearly 5 million workers will have the **right to get paid for their extra work** under the new overtime rule.

#FixOvertime

Source: The White House

My View

Kelly Ray Hugunin,
Local Union Representative



Brothers and Sisters:

District 7 and the International Organizing department are currently in the process of organizing the over 1,200 nurses at IU Health-Methodist Hospital in Indianapolis IN. There are no privately owned hospitals in Indiana that have union representation. Nurses today are having trouble giving the quality care to their patients that they deserve. They are facing the same issues many of our members face with short staffing, high turnover and managers that now only care about the bottom financial line.

The USW has been working to increase our visibility at the hospital and successfully leafleted the last two Mondays with around 30 area USW members and their families coming out and supporting the nurses and passing out leaflets.

Participating on Monday, July 13 from Local 1999 were Local President Chuck Jones, Local Treasurer and Carrier Unit Vice President Vickie Burrus, Rexnord Unit President Don Zering, Cenveo Unit President Jason Campbell (and kids), Terri Cook

(Rexnord), Brian Reed (Rexnord) and myself.

Those who participated on Monday, July 20 were Local President Chuck Jones, Local Trustee Edwin Johnson (RSR, Quemetco), Diamond Chain Unit President Scott McCaslin, Diamond Chain Unit Vice President, Lincoln White, Cenveo Unit President Jason Campbell and myself.

In the Oil Industry there is a growing effort by oil companies to lift the ban on the exportation of crude oil. Congress enacted the ban on nearly all exports of domestically-produced crude oil after the OPEC led oil embargo of 1973. Removing the ban and allowing our nation's crude oil to be exported will put may U.S. refinery jobs in jeopardy. The USW represents the two thirds of our nation's refinery workers. Removing the export ban will threaten those jobs. Please visit www.usw.org/members/forms/crude-oil-export-ban and sign the online petition against eliminating the crude oil export ban. You can find more information about the crude oil export ban on page 6 of the newsletter.

Sub District 3 Director Wayne "Crash" Dale has reported that we have now won the last 25 out of 29 arbitration decisions in our Sub District. Director Dale said "I cannot tell you how proud I am of the efforts and hard work of our Sub 3 Staff, Local Union Presidents, Business Agent Tim Underhill, Business Representative Kelly Hugunin, Chief Grievors, Stewards and Administrative Assistant Amy Moll."

In Local 1999, Staff Representative James C. Adcock won the arbitration of Rick Reed's discharge at Rexnord. The Arbitrator awarded Mr. Reed

reinstatement with back pay. The Arbitrator chastised the company for not taking action to assure that Mr. Reed was wearing his safety glasses after the HR Manager and a Supervisor had seen him without them. Mr. Young was discharged for falsification. The Arbitrator reinstated Mr. Young with back pay and all lost benefits. The Arbitrator ruled that the Company had not conducted a fair and sufficiently thorough investigation on the charge, nor did it present clear and convincing evidence that he intentionally falsified his report.

Over the past few months Staff Representative Adcock and myself have been successful in resolving several cases that were appealed to arbitration at Rexnord and Pepsico. These settlements included reinstatement, reinstatement with some back pay and back pay without reinstatement. All of these settlements were offered and accepted with the grievant's full consent.

The Unit Committees have been using the training that they have been given on how to handle grievances. Staff Representative Adcock and myself are currently working to schedule additional grievance training for the units that are in need of training. I will also be scheduling steward training for all the units in the near future.

The training that has been developed by our Sub District Director Dale is paying off for the Local and for the Sub District. We are preparing better grievances with the information and documentation that is essential to winning the case in arbitration. This starts on the shop floor with the Stewards and Grievance Committees. Thank you for the work that you all do. □

↳ MONEY From Page 1

range in 1975. Maybe those CEOs were smarter than today's crew caterwauling that they can't do it.

President Obama estimated that 5 million workers would benefit from increasing the threshold. What that really means is that right now, corporations are cheating 5 million workers out of overtime pay they deserve because they labor more than 40 hours. These are salaried workers, so corporations can demand 50, 60, even 70 hours a week out of them for not a cent in additional compensation.

Though inflation rose each year in the 40 since 1975, the threshold was raised only once in that time. That was in 2004, during the Bush administration, so of course it was a paltry increase. The threshold now stands at \$23,660, moribund for 11 years. The result is that only 8 percent of full-time salaried workers qualify for overtime. Even under the proposed rule, not even half - 40 percent - would qualify.

Still, highly profitable corporations are complaining. The National Retail Federation, the group that opposes all minimum wage increases, said "there's no magic pot of money," from which to pay overtime.

There is, however, always a big fat magic pot load of money to pay CEOs.

In 1965, CEOs at the nation's 350 largest public firms made 20 times the pay of a typical worker employed by those companies. After the 1970s, however, worker pay stalled while CEO pay supersized. Since 1979, the compensation of the top 1 percent

grew 138 percent while the wages of the bottom 90 percent rose just 15 percent. Now those CEOs get 300 times the typical worker's pay. CEOs at the top 350 companies in 2013 pulled down an average of \$15.2 million a year, up 21.7 percent since 2010.

CEOs have long argued that they are so great and so valuable and so special that they deserve to get in a day what a worker earns in a year. But a 2013 report by the Institute for Policy Studies smacks that down. The researchers found that nearly 40 percent of the highest paid CEOs over the past 20 years were eventually bailed out, booted or busted.

That is, taxpayers came to the rescue of their companies, corporate boards fired the CEOs or investigators charged them.

Even when CEOs mess up, they clean up. For example, when Hewlett-Packard fired Carly Fiorina as CEO, she walked away with a golden parachute worth \$40 million and left behind a corporation hobbled by an ill-advised merger and plunging stock value. There were no golden parachutes for the 30,000 workers she laid off.

CEOs contended their corporations are too poor to pay overtime, but on their next quarterly call with shareholders, they'll brag about record profits.

In 2013, corporate profits were at their highest level in 85 years. But workers whose labor created those bonanzas didn't benefit. That same year, employee compensation was at its lowest level in 65 years.

And it's not getting any better. Average

hourly earnings continued to remain flat in May. While the unemployment rate has steadily declined and the stock market climbed to new heights, corporations have failed to respond by raising wages for workers.

They've also failed to reward productivity. For three decades after World War II, hourly compensation for the vast majority of workers grew at a rate very close to productivity growth. But from 1973 to 2013, pay for the typical worker rose just 9 percent while productivity increased 74 percent.

Overtime explains part of that discrepancy. As an increasing number of salaried employees worked overtime and businesses paid them nothing at all for it, their productivity increased and corporations took all of the benefits from that.

In announcing the proposed overtime rule, President Obama said, "We've got to keep making sure hard work is rewarded. Right now too many Americans are working long days for less pay than they deserve . . . Let's commit to an economy that rewards hard work, generates rising incomes, and allows everyone to share in the prosperity of a growing America . . . That's how America should do business. In this country, a hard day's work deserves a fair day's pay."

That's exactly right. Businesses lavish CEOs with fat paychecks and perks whether they do a good job or not. A well-run firm could find money to properly compensate employees who devote extra hours to ensure the place keeps humming. □

Who Are We? STEELWORKERS!

Chuck Jones, President

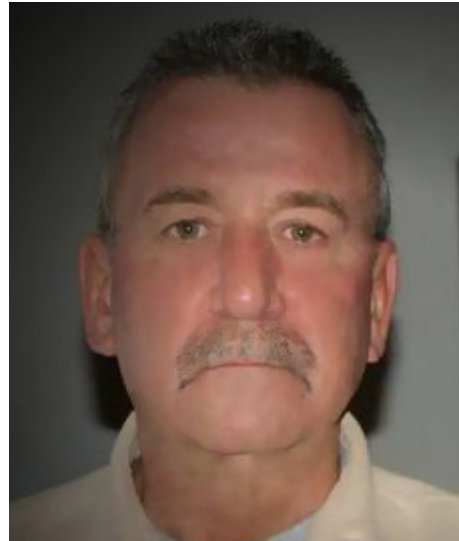
WHO ARE WE?

We are steelworkers. We slurry and smelt aluminum. We mine for iron ore and create cement. We make glass and metals of many kinds. We produce paper and paper products. And we craft energy-saving wind turbines that help save our Earth. We are nurses and nurses' aides. We make Harley Davidson motorcycles and Carrier furnaces. We are rubber workers who make your tires; metal workers who make the materials that go into buildings, homes, automobiles, planes and roads. We serve you at banks and teach at universities. You'll find us in oil refineries and grocery stores, at utility companies and in chemical plants. We drive taxicabs and work in airports. We are security guards and electricians. We are miners and pharmaceutical workers. We are 1.2 million active and retired members strong. You'll find us fighting for a better life for all workers in union halls, at the work place, in the courts and in legislatures. We are global, we are local, We Are The United Steelworkers.

WHAT DO WE WANT?

Fair Trade - We will demand that our government investigate and enforce the rules of fair trade.

Retirement - We will uphold the right of all workers to be able to retire in dignity with a decent pension.



Affordable Health Care - We believe that all workers should be entitled to affordable medical coverage.

Job Security - A primary benefit of a labor agreement in your workplace is to provide job security for rank and file workers.

A Strong Middle Class - The continuing concentration of wealth in the hands of a few and the growing impoverishment of the many have dampened the hopes of the American dream.

Good Jobs with a Living Wage -

Many companies treat their workers as a commodity instead of a valued resource. Our goal is to make sure our members get their fair share. A Voice in the Work Place. The right to form a union is one of the most basic rights that workers are entitled to, but this freedom remains under constant attack from many employers and political enemies.

WHEN DO WE WANT IT? NOW!

The city of Indianapolis will hold elections for Mayor and twenty-five of the City County Council seats, on November 3, 2015. It may seem like a long way off but truly it is right around the corner. As Union members we must look closely at the candidates and make an educated decision to choose candidates that represent working men and women and their families and then we must hold them accountable. Labor has had a hard road for the past several years. The last couple of Governors and the Republican controlled House and Senate have tried to break us on more than one occasion. But we are still here. We must be vigilant, we must continue to fight, we must continue to educate, and we must continue to be the voice for all working men and women. □

"I see in the near future a crisis approaching that unnerves me and causes me to tremble for the safety of my country. ... corporations have been enthroned and an era of corruption in high places will follow, and the money power of the country will endeavor to prolong its reign by working upon the prejudices of the people until all wealth is aggregated in a few hands and the Republic is destroyed." - **Abraham Lincoln (attributed), November 21, 1864**

Connecticut Sets Example with Wage Theft Law

Connecticut now holds employers accountable for wage pilfering under a new law. It requires companies to pay back to workers double the amount of wages wrongly withheld.

Employers engage in wage theft to cut costs: by not paying workers minimum wage, not paying time and a half for overtime hours and not submitting tax payments, such as the employer's share of Social Security. Because wage theft can be hard to detect, businesses do it to make money at workers' expense.

Connecticut's governor last month signed a law that removes the burden of proof from workers in wage theft cases and puts it on employers, who must now demonstrate that they took particular consideration to pay

workers correctly. Unless employers can prove that they truly made a genuine mistake in paying workers, they must compensate the employee with double the lost pay.

Wage theft is less likely to occur to workers represented by unions.

State laws like Connecticut's raise the stakes for wage theft. They make the consequences of stealing from workers harsher and make it harder for companies to use payroll mistakes as an excuse for "lost" wages. This deters businesses from trying to make an easy buck by shortchanging workers.

In Dec. of 2014, the Department

of Labor (DOL) released a study regarding minimum wage violations in New York and California. The study revealed an estimated 372,000 minimum wage violations take place in California weekly resulting in a projected \$22.5 million of lost income for the victims.

For New York, the study estimated a total of 188,000 weekly minimum wage violations, meaning \$10.2 million stolen from hard-working employees.

Campaigns are in progress in Iowa, Nebraska, Florida, and 12 other states to follow Connecticut's example with legislation discouraging wage theft.

Ten states, including Arizona, Maryland, and Vermont, require companies to pay three times the amount of stolen wages to the victims.

Wage theft is less likely to occur to workers represented by unions. The negotiation of fair contracts with built-in mechanisms for enforcement deters employers from stealing members' pay.

On the federal level, the 1938 Fair Labor Standards Act established minimum wage and "time and a half" payment for hours worked over 40 in a week. It is enforced by the U.S. Department of Labor, but the 2016 bill for Labor, Health and Human Services substantially cuts funding the Department of Labor, and without proper funding, the DOL will be unable to investigate the multitude of wage theft cases reported across the United States. □

Wage Theft by the Numbers

- 25.9%** Low-wage workers paid less than minimum wage in week prior to survey
- 76.3%** Employees who worked more than 40 hours but with unpaid or underpaid overtime
- 16.9%** Workers unpaid for "off the clock" work before or after their shifts
- \$56.4 million** Estimated weekly losses due to wage theft for low-wage workers in New York, Los Angeles and Chicago
- \$1.06 billion** Back wages recovered by federal Wage & Hour Division in last five years (2009-2013)

Sources: "Broken Laws, Unprotected Workers," 2009 report by National Employment Law Project, Center for Urban Economic Development, UCLA Institute for Research on Labor and Employment. Estimates based on surveys of more than 4,300 low-wage workers in New York, Los Angeles and Chicago. Wage recovery figures from Wage & Hour Division, U.S. Dept. of Labor.

Graphic by Robyn Murray for FairWarning

Lifting the Crude Oil Export Ban = Refinery Jobs in Jeopardy

The Arab oil embargo in 1973 sent shockwaves through our economy. U.S. gasoline prices spiked. There were legitimate fears of fuel shortages. It was a wakeup call for Americans on energy security and our vulnerability to events outside of our borders. In response, Congress enacted a ban on nearly all exports of domestically-produced crude oil. We still import crude to meet demand, but overall, the policy has – and is – working, and Americans can never again be held hostage by OPEC or other oil rich countries. The ban also helped the U.S. refining industry align to domestically-produced crudes, meaning more investment in our refining jobs, energy infrastructure and overall security. For 40 years, the public and Congress have supported this smart policy.

Effort Underway to Dismantle the Ban – There's a growing effort by some producers and their allies in Congress to lift the ban and export our crude. In their relentless pursuit of profit, they'll harm U.S. jobs, endanger U.S. national security and make us more susceptible to global oil prices by selling crude on the international market. They are doing their best to build flimsy arguments to back their position. Congressional action is expected in July.

Lifting the Ban Threatens U.S. Refinery Jobs – Our union represents workers at 63 of the nation's refineries. That's 2/3 of the U.S. domestic refining capacity. These are good jobs that support our families and boost the economy. They stabilize our communities by bolstering the tax base and supporting local businesses. If the ban is lifted, we can expect our crude to end up in China – the world's largest crude importer – and elsewhere. As the crude goes overseas, it won't be long before it takes our refining jobs with it.

Broad Impacts on Consumers, Other Jobs – The ban supports lower prices in the U.S. relative to the rest of the world. That benefits consumers by keeping prices at the pump in check. It helps keep our goods and services – anything that relies on petroleum products, including manufacturing – globally competitive. That creates and sustains far more jobs and economic growth than exporting U.S. crude ever could.

Visit www.usw.org/members/forms/crude-oil-export-ban and sign the following petition:

To: Senators and Representatives

I strongly urge you to oppose any legislation that lifts the long-standing ban on crude oil exports such as S. 1312 and H.R.702. These bills will increase oil prices for consumers, put U.S. refinery jobs at risk and undermine our nation's energy security.

Advances in oil extraction have dramatically decreased the United States' reliance on foreign crude and added refinery jobs across the country. Legislation such as S. 1312 and H.R.702 will undermine jobs and put America at risk of being beholden to the oil cartel, Organization of Petroleum Exporting Countries (OPEC).

Refinery and related industry occupations are good-paying, middle class jobs which support over \$1.8 million in value added to the economy per employee. That means jobs that support families and sustain local economies and communities. Lifting the crude oil ban would provide an incentive for companies to move refining off-shore, causing the loss of valuable U.S. refinery jobs and have a devastating ripple effect throughout the economy.

The U.S. should be self-sufficient and refine as much of its domestic crude as possible. As a recent study by the Energy Information Agency (EIA) predicts, America will import more foreign crude if the oil export ban is lifted. Domestic crude prices likely would rise to global levels, and with too-high crude prices, consumers will pay more, and domestic refining jobs will be lost. The higher environmental standards the U.S. refinery industry operates under also lead to a cleaner global environment. U.S. export controls help maintain significant job, economic, environmental and national security benefits for the country.

Please stand with consumers and American refinery workers and oppose S. 1312, H.R.156 and any other bill that lifts the long-standing ban on crude oil exports.

AFL-CIO

HOW TO FIND UNION-MADE TIRES



TEXT MADE TO 235246 FOR MORE UNION-MADE PRODUCTS

GO.AFLCIO.ORG/TIRES

The U.S. Department of Transportation (DOT) has made it very easy to find union-made tires by requiring that each tire carry a code that shows the company and the location of the plant that manufactured the tire. DOT requires that each tire sold in the United States carry a code that looks something like this: DOT BE XX XXX XXX. The two letters or numbers that follow the DOT identify a particular factory as listed below:

BE: B.F. Goodrich, Tuscaloosa, Ala.
BF: B.F. Goodrich, Woodburn, Ind.
VE, YE, YU, 8B: Bridgestone/Firestone, Des Moines, Iowa
D2, E3, W1, Y7: Bridgestone/Firestone, La Vergne, Tenn.
2C, 4D, 5D: Bridgestone/Firestone, Morrison, Tenn.
UP: Cooper, Findlay, Ohio
UT: Cooper, Texarkana, Ark.
JU, PC, UK: Goodyear, Medicine Hat, Alberta
JJ, MD, PU: Goodyear, Gadsden, Ala.
DA: Dunlop, Buffalo, N.Y.
JN, MJ, PY: Goodyear, Topeka, Kan.
JE, MC, PT: Goodyear, Danville, Va.
JF, MM, PJ: Kelly-Springfield, Fayetteville, N.C.
CF: Titan Tire, Des Moines
JH, MN, PK: Titan Tire, Freeport, Ill.
B plus serial #: Titan Tire, Bryan, Ohio
CC: Yokohama Tire, Salem, Va.

All tires made at the above locations are made by members of the United Steelworkers (USW). Make sure you use this easy-to-follow guide to buy union-made tires.

Thanks to the Union Label and Service Trades Department for this guide.

UNITED STEELWORKERS
WOS
WOMEN OF STEEL

Women of Steel Local 1999

The Local 1999 WOS Committee would like to thank everyone who participated, donated or stopped by to support us in our Community Yard Sale. We raised \$412. 100% of the proceeds of the yard sale will go toward helping a families in the women's shelter for Christmas and help fund other charitable acts sponsored by the Local 1999 WOS Committee. I want to give a special thanks to the WOS helpers Lakita Clark, Michelle Hughes, Vickie Burrus, Ron Terry, Stephanie Evans' Gavin and Local 1999 President Chuck Jones.

Women of Steel Local 1999

We invite all women, men and family friends to join us in the Making Strides Against Breast Cancer Walk on Saturday, October 31, 2015. You will receive a free T-shirt with a \$50 donation. Please be looking for more information as we get closer to the date of the walk.

Women of Steel Local 1999

We are selling WOS T-shirts. Prices are: \$12 for sizes Small - XL and \$14 for sizes 1X - 4X. All orders must be prepaid. Call the Union Hall @ 317-639-1479.

Local 1999 WOS meet every third Sunday at 9:30am at the Union Hall, 218 South Addison St. Indianapolis.





The Rise Of Anti-Union Rhetoric In The 2016 Race

Alice Ollstein

The Supreme Court agreed to take a case that could spell doom for public sector unions, with the potential to make the entire country so-called “right-to-work” territory.

If that effort fails, Wisconsin Governor Scott Walker has vowed to make every state a “right-to-work” state if elected president. Out of all the Republican candidates running for president, a growing roster that now tops a dozen, Walker has focused the most on his record fighting unions – a record he says prepares him to confront enemy combatants like ISIS if elected president.

But while Walker may be the loudest and proudest union buster in the 2016 race, his fellow candidates are also striving to prove their anti-labor bona fides.

Carly Fiorina has blamed unions for pay disparities between men and women, though that disparity is much smaller among unionized workers.

Sen. Rand Paul (R-KY) has called for ending collective bargaining for postal workers and implementing “right-to-work” nationwide.

In his campaign launch, New Jersey Governor Chris Christie touted his years-long battle with the state’s teachers unions, in which he stripped away their tenure protections and pensions. At a recent campaign stop in New Hampshire, he faulted labor for U.S. students falling behind their global peers. “The teachers union likes to be off work four or five months

a year. They like to get a full-time salary for a part-time job. They don’t want to work longer hours.”

Louisiana Governor Bobby Jindal has similarly long blamed teachers unions for impeding his education policy efforts, slamming their “Herculean efforts” to stop the expansion of charter schools and voucher programs that draw resources away from public schools. Yet Louisianans on the Left and Right have criticized Jindal’s record on schools: “The governor and the GOP state legislature really have balanced the budget on the back of higher education,” wrote conservative columnist Rod Dreher. “Under Jindal’s leadership, the state has cut its spending on higher education to the bone. Now they’re sucking marrow.”

Though former Texas Governor Rick Perry is a card-carrying union member (he joined an actors’ union after playing himself in one film), he too had advocated for a national law outlawing automatic union dues collection. In his last run for president, he also called for eliminating entire federal agencies – though he couldn’t remember which ones – and said any federal workers who disagreed with him would be reassigned “to some really God-awful place.”

And former Florida Governor and presidential candidate Jeb Bush told a South Carolina audience that teachers unions are “an adult-centered system. They’re not focused on the outcomes for kids as much as the economic interests of the adults.”

The comment echoed his recent campaign launch speech, in which he vowed to “take the power...away from the unions and bureaucrats and give it back to parents.” Bush’s rhetoric has earned the ire of the American Federation of Teachers, which accused him of promoting “privatization and disinvestment in public schools by calling for what’s disguised as choice.”

Bush’s comments on unions have also been called “terrible” by famed civil rights leader Dolores Huerta, who told ThinkProgress politicians should instead be advocating for higher salaries and better training for teachers and more support services at schools.

“It’s a sin to blame educational failures on our teachers, when it’s our whole system that is failing teachers and failing students,” she said. “Anyone who disrespects our teachers like [Bush did] really needs an education themselves.”

Though union membership in the U.S. has declined for decades, organized labor remains a powerful political force. Though some Republicans have made halfhearted attempts to win their support, they have largely ceded their millions of votes and millions of dollars in campaign funding to the Democratic Party. The norm for Republican candidates has now become demonizing unionized workers. □

Four Loony Labor Lies

We're Really Sick of Hearing

David Tindell

Numbers don't lie. Wage inequality is at its highest since the Great Depression. Total income grew 36.9% in the United States from 1979 to 2007, and the top 1% snatched 53.9% of it. Yet despite the facts, people are blaming unions for everything from corrupt politics to economic failures.

Enough is enough, am I right?

Union members are integral to protecting against workplace abuses and develop some of the most highly skilled workers (we all remember when the NFL tried to use replacement refs, right?). Here are just a few myths about unions and union members that deserve a place in the garbage bin.

Myth #1: Unions don't matter anymore.

In the words of my least favorite character from "The Princess Bride," "INCONCEIVABLE!" This myth doesn't take too much explaining to debunk. Corporations are designed to generate profit and are incentivized to increase the level of output while reducing the cost of labor. While investors and decision makers at the top often benefit from the increased profits, those who benefit are not always incentivized to increase the cost of labor by spreading the profits to workers.

That's why, even in a consumer economy that benefits from a growing middle class, corporations become more profitable while the middle class shrinks. Unions are the only

"Unions lift wages for non-union members by creating a higher prevailing wage. Even if you aren't a union member, your pay is influenced by the strength or weakness of organized labor. The presence of unions set off a wage race to the top. Their absence sets off a race to the bottom."

Eric Liu, writer and founder of Citizen University



mechanism that allow for workers to collectively bargain for a fair share. Without bargaining as a unit, workers often lack a strong enough voice to stand for their rights, and corporations will slowly chip away the gains unions have made.

Myth #2: Unions are just political machines.

Unions are involved in politics because they represent the interests of working people. How do you think we got a federal minimum wage, a 40-hour workweek and child labor laws? It's called the Fair Labor Standards Act, and corporations are regularly campaigning to weaken it.

But, of course, there is a lot more to unions than politics. Aside from the value they provide workers on the job, union members also take an active role in the community, providing assistance when financial and personal crisis strikes. Click here to learn more about the community services provided by the AFL-CO.

Union members also have ancillary benefits when they go home, such

as the consumer benefits offered through Union Plus. Such benefits include a unique mortgage program that provides interest-free loans and grants to help make mortgage payments in times of need, as well as a savings on things such as your wireless plan or travel.

Myth #3: Unions cause companies to go bankrupt.

Nope, sorry, not buying it. Paying workers fair wages, giving them benefits, ensuring safe working environments...these are not the reasons that a company fails. Companies close for economic reasons, and mismanagement.

Need an example? How about the U.S. auto industry. Much of the media credited the Detroit Auto Industry's struggles on unions, but this, as explained by the Economic Policy Institute, is clearly false history. The Big Three automakers became less competitive in the marketplace over years of designing and selling poor products. Additionally, the

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Unit 00 Rexnord

Hello Union Brothers and Sisters,

Hope everyone is having a safe and happy summer.

Just to let you know what has been going on with the grievance load and the arbitrations. On the grievance side the Union has 7 grievances that are ready to go to the 2nd step. The Company has been meeting with the Union for about 3 months in an effort to settle some of the outstanding grievances that we have ready to go to arbitration. Some movement has been made to settle a few of them. On the arbitration side as most of you have heard, WE WON THE RICK REED CASE, HIS JOB BACK AND FULL BACK PAY! We had another one slated for arbitration that was settled the night before the hearing. We have one that is slated for arbitration as we speak that we are waiting on an open date with the arbitrator. We have a few more grievances that will go to arbitration if the company doesn't come around and come to an agreement with the Union.

On the contract side, as was printed in the flyer we handed out to you, we have finalized our non-economic proposals, by the results of the surveys. We also used the surveys to get our first pass done on the economic issues for the membership. Remember we only have about 2 1/2 months before the contract expires.

As far as the work load, the way I understand from Kevin is that orders are down and because of THE GREAT JOB ALL OF YOU HAVE DONE WITH SAP they are selling

product out of the warehouse to take care of the customers.

If anyone needs anything please feel free to stop by and discuss any issues with me, or let one of the stewards know and I will come talk to you.

ONE LAST THING REMEMBER,
TOGETHER WE STAND DIVIDED
WE FALL. STAND FIRM 100%
UNION.

In Solidarity,
Don Zering
Unit President

Unit 09 RSR Quemetco

Hello fellow USW Brothers,

As you all know contract time is near. You have already reviewed your surveys and turned them into us. We value your input. I can't emphasize enough how important it is we all go into upcoming negotiations 100% United.

Also I'd like to ask you all to continue to watch out for each other we have unique challenges here at RSR with our work environment so stay vigilant & remember the only way to get the job done is the safe way, no shortcuts.

In Solidarity,
Derrick Morris
Unit President

Unit 32 Cenveo

Hello Brother's and Sister's,

Cenveo is currently in the middle of negotiations with the company. Negotiations is commonly referred to as collective bargaining, however the word **collective** must not be in the company's handbook. I would call it concessionary bargaining. We continue to be a part of a company whose primary objective is to strip benefits from our union members. On our last contract, we lost our pension and received no raises for 4 years.

So, here we are, bargaining a new contract and the company is dead set on taking 2 weeks' vacation, 2-tiering our 401k benefits, doubling our insurance, changing our overtime from time and half over 8 to a 40 hr. week, adding dark days and stripping us of an overtime relief system known as free byes and making it a earned style system from the current granted system. Our union went on strike in 1998 to receive those byes.

The bargaining committee continues to resist the company's proposals and it would appear we may have a tough battle ahead of us. The most important thing I could say at this time, is that our union needs to band together in solidarity in these crucial times. The term **"United We Stand-Divided We Fall"** is a proper theme for these tough times.

We are currently set to talk about insurance at the end of July. Future dates about the rest of the contract have not been set yet. We have had 2

⇒ See CENVEO Page 13

Quench Your Thirst with a Union-Made-in-America Brew



Like the song says, "Summer's here and the time is right for dancing in the streets." Then you can cool off with a made in America and union-brewed cold beer. There's a wide range of union-made beers to please any palate, from the ubiquitous Bud Light from Anheuser-Busch to the hard to find Talon Double IPA from Mendocino Brewing Co. to organic brews from Butte Creek Brewing and the classic "Land of Sky Blue Waters" Hamm's from Miller/Coors.

Below is a partial list from Labor 441's Definitive Union Beer List and from the Union Plus website of beers brewed by Machinists (IAM), United Food and Commercial Workers (UFCW), UAW, Teamsters, Operating Engineers (IUOE) and IUE-CWA members.

To get more made-in-America product lists right to your phone, text FLAG to 235246.

1845 Pils, Alexander Keith's, Anheuser-Busch, Bass, Beck's, Black Eye Ale, Black Hawk Stout, Blue Heron Pale Ale, Boxer, Bud Light, Budweiser, Budweiser American Ale, Busch, Butte Creek Organic Collection, Carmel Wheat Beer, Clear Creek Ice, Czechvar, Dundee Craft Beer, Eye of the Hawk, Genesee Brewery, Goose Island, Hamm's, Henry Weinhard's Blue Boar, Henry Weinhard's Private, Hoegaarden, Honey Amber Rose, Huber Bock, Huber Premium, Icehouse, Kirin, Labatt Blue, Labatt Blue Light, Landshark Lager, Lazy Mutt Farmhouse Ale, Leffe Blonde, Lionshead, Mad River Brewing Co., Mendocino Imperial, Michelob, Miller Beer, Miller Genuine Draft, Miller High Life, Miller High Life Lite, Miller Lite, Miller Lite Ice, Milwaukee's Best, Milwaukee's Best Ice, Milwaukee's Best Light, Minhas Oktoberfest, Natural Ice, Natural Light, O'Doul's, Olde English 800,

Pabst, Peregrine Pilsner, Pyramid, Red Dog, Red Tail Ale, Reserve, Rolling Rock, Sam Adams, Sharp's, Shergill IPA, Shock Top, Sparks Malt, Staropramen, Stegmaier, Stella Artois, Swiss Amber, Talon Extra Select Double IPA, White Hawk Select IPA..

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weeks so far in the process consisting of 3 days each week. There are only a few non-economic proposals left on the table.

The company is still hiring. We need 6 adjusters and 2 operators.

Grievances have been down lower than normal this year, with the focus being more into negotiations. We have 2 grievances pending arbitration, waiting on a selection of an arbitrator from the process of picking from panels.

Overtime and work have picked up in the plant. The biggest issue, is we work for an employer whose has no consideration for its employees or their families. It's amazing how an employer would want to destroy its workforce and expect it to have a positive outcome. The happier your workers are, the better they work for you.

In Solidarity,
Jason Campbell
Unit President



“I have found that you can save money and get good deals by checking out the Union Plus website and visiting it on Facebook.”

Linda Hays, UAW Local 1519, Santa Clarita CA

**STAY CONNECTED with Union Plus
and fellow union members by joining:**



Facebook –
www.facebook.com/unionplus



Twitter –
www.twitter.com/unionplus



YouTube –
www.youtube.com/unionplus



Union Plus Email & Mobile Alerts –
www.unionplus.org/eneews



UnionPlus.org/Blog

Tell the Department of Labor to Stop Wall Street from Draining Your Retirement Account

Mike Hall & Kenneth Quinnell

When you pay a financial adviser to help you invest your hard-earned retirement savings, you would assume that they would be required, by law, to have your best interests at heart. But because of loopholes in the rules, advisers can get away with not only putting their own financial interests above that of their clients, but also allows them to take incentives from Wall Street firms to recommend investments that drain funds from ordinary Americans' retirement accounts through hidden fees and lower returns. The White House Council of Economic Advisers says this costs us \$17 billion a year.

The Labor Department is currently considering revising the rules for financial advisers and is taking comments from the public. Tell them now to fix these loopholes and make sure that financial advisers put the needs of their clients ahead of those of Wall Street and themselves.

The Obama administration took the first step to close a loophole in the rules that govern Wall Street brokers

and financial firms that provide retirement investment advice. That loophole can drain away thousands, or even tens of thousands, of dollars of hard-earned savings from a single retirement account.

The "Retirement Advice Loophole" allows Wall Street brokers and financial firms with major conflicts of interest to provide investment advice that serves their own interests instead of what's best for their clients. Obama ordered the U.S. Department of Labor to submit a proposed rule to strengthen financial advisers' fiduciary responsibilities and crack down on these practices.

AFL-CIO President Richard Trumka said the new rules are "long overdue" and a "good first step." Under current rules, he said, Wall Street firms can "create and distribute investment products to elevate a financial adviser's paycheck over the best interests of workers and retirees."

For example, they can sell financial products that pay large commissions

but hurt their clients with unnecessary fees, poor returns or excessive risks. Millions of Americans are affected by this loophole every year without even knowing it, and it is draining away their retirement savings.

Right now, some advisers are required to put their customers' interests first while others are not—and it is often extremely difficult for workers and retirees to know which type of adviser they are dealing with.

"Americans are worried about having a secure retirement, especially as they face increasingly complicated choices about how to save and invest their hard-earned dollars," said Trumka.

When they turn to professional financial advisers to help navigate their complex choices, they should be able to have confidence that the advice they get is in their best interest—and not driven by sales commissions and high fees that can deplete their retirement accounts like a slow leak in a tire.

Of course, Wall Street and the financial industry are adamantly opposed to reforming the rules. Two years ago, they lobbied hard for a House bill aimed at derailing any new Labor Department investment advice rule, and surely they will be spending big money to do the same thing in 2015.

Visit SaveOurRetirement.com to learn more and find out how you can help close the "Retirement Advice Loophole." □





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

SHEET OF SHAME

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

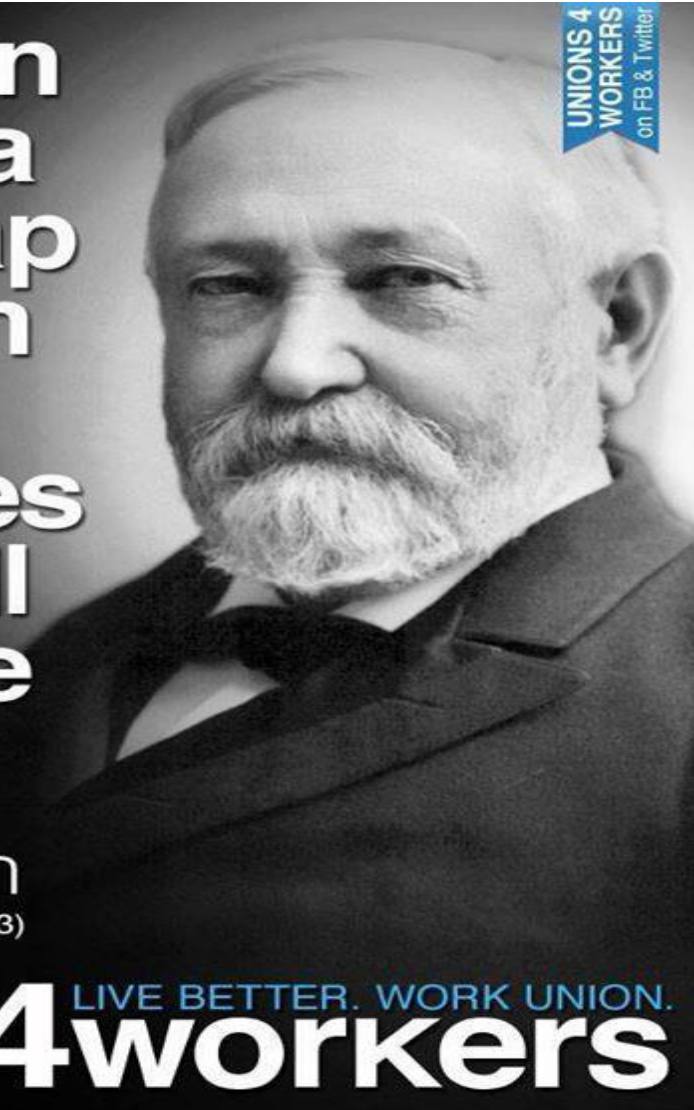
DAVID BAKER – A.S.C.	PAM CUSTIS - CARRIER
RYAN BUNCH - CENVEO	WILLIAM CARPENTER - CARRIER
JOSEPH PERKINSON - CENVEO	JOHN A. CHILTON – CARRIER
BOB BRATTAIN – CENVEO	STEPHEN V. SKILES – CARRIER
STEVE PATTINGILL – CENVEO	ORVILLE GANN – CARRIER
GARY TACKETT – CENVEO	JANET S. WALLEN – CARRIER
MARK HOLLAND – CENVEO	JAMES PATTERSON - CARRIER
FREDDY COOK – CENVEO	ANDRE KIRK – CARRIER
STANLEY NIX – PEPSICO	DAVID R. STOUT - CARRIER
TIMOTHY CROCKER – PEPSICO	CHESTER BOHANNON – COLORS
ALAN HICKS – DIAM CHAIN	LINDA BOHANNON – COLORS
DEREK JOHNSON – DIAM CHAIN	KATIE GILLIN – COLORS
GARY MATTINGLY – DIAM CHAIN	BYRON MONDAY – COLORS
LUIS ORTIZ – DIAM CHAIN	SHARON SLAYTON – COLORS
ERNEST WATERMAN – DIAM CHAIN	JESSICA STEPHENS – COLORS
TODD WAGONER – DIAM CHAIN	DAROL THOMAS – COLORS
JUDITH A. ENGLAND – DIAM CHAIN	JON TRUETT – COLORS
RALPH “GORDON” CUTSHAW-CARRIER	MONTE ERIC WALKER – COLORS
RICHARD “MIKE” HANCOCK – CARRIER	COREY BERNSTEIN – COLORS
WALTER R. BIRELEY- CARRIER	MELISSA BERNSTEIN – COLORS
NANCY MAYO-SKILES – CARRIER	JAMIE CRUM – RSR QUEMETCO
CARL PARKER – CARRIER	JOSE CASILLAS – RSR QUEMETCO

THESE PEOPLE HAVE NO MORALS!

Chuck

**I pity the man
who wants a
coat so cheap
that the man
or woman
who produces
the cloth will
starve in the
process.**

**UNIONS 4
WORKERS**
on FB & Twitter



Benjamin Harrison
23rd President of the United States (1889 -1893)

f e unions4workers LIVE BETTER. WORK UNION.



**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**

New NLRB Election Rules Aid Alabama Workers in Joining the BCTGM

The unwavering strength and courage of 80 workers at a peanut-shelling plant in Alabama prevailed in their fight for dignity and respect through Bakery, Confectionery, Tobacco Workers and Grain Millers International Union representation.

Workers were regularly subjected to harassment, favoritism, prejudice and unfair work rules from management at the Golden Peanut plant in Headland, Ala.

The facility, owned by Archer Daniels Midland, is a shelling plant for runner peanuts, as well as a hull and fiber processing plant. Workers at the plant work in the production, maintenance, quality control and shipping departments.

"These workers were fearless to the end," said BCTGM International Representative David Woods, who led the workers' efforts to organize.

"This is really a story of human dignity. These are hardworking folks who were sick and tired of being treated poorly."

The workers were aided by new union election rules implemented by the National Labor Relations Board on April 14. Thanks to an expedited union election process, on May 19 the workers voted overwhelmingly to become members of BCTGM Local 42 (Atlanta).

BCTGM International Director of Organization John Price noted that this was the BCTGM's first union election under the new NLRB rules. The rules set forth an accelerated election process, speeding up the time between the filing of a representation petition and the union election.

After learning that the BCTGM represents thousands of Archer Daniels Midland workers in locations

across the country, workers reached out to BCTGM Local 42 (Atlanta) business manager Zach Townsend. Through a series of phone calls with Townsend, workers detailed the working conditions at Golden Peanut and the reasons why they needed a union.

"They were desperate for help. These people were so sincere about what they wanted and how hard they were willing to work to have a union," recalled Townsend, who worked extensively on the campaign. "These are good, hardworking people who take great pride in the jobs they do but who have been discriminated against and disrespected in every way imaginable."

BCTGM Southern Region Vice President James Rivers, Price and Woods joined Townsend in Headland, and the campaign escalated quickly. Local 149 (Memphis) President and General Executive Board member Letitia Malone also assisted with the campaign.

"It was just a flood of interest and emotion," Woods recalled. "Workers who wanted to help started showing up or contacting me directly. The first week I was in town, 25 workers came to sign union cards."

Woods filed for the election on April 29, and it was scheduled for 20 days later.

"The company wanted a later election date to wear workers out," he said. "The company wasn't successful and

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“labor premium” imposed by unions equaled out to be only 3% of total cost anyway.

Myth #4: Unions just create conflict.

When people think unions, they visualize chanting crowds and picket lines. However, strikes only happen in most unions after the workers take a vote. Not surprisingly, most contract negotiations are settled without a strike.

But when they do happen, strikes are not actions of “irresponsibility,” but of importance. The strike is a worker’s most powerful weapon to demand fair wages and working conditions. Strikes also send a public message that workers do not need to settle for exploitation. □



↳ BCTGM From Page 18

the union’s request was granted and the election was set.”

According to Price, the new election rules do work to cut down on the time companies have to intimidate workers.

“The beautiful thing with this campaign is that the organizers filed as soon as they knew they had the majority of workers on board—giving the company less time to run its anti-union campaign,” Price said. “By the time they knew the date of the election, management could only hold two captive meetings. They ran out of time to manipulate and lie to the workers.”

The anti-union campaign intensified

in those 20 days before the workers voted, Woods said, “but [workers] were well prepared for the company’s tactics, and they had the courage to stand up and take them on. They stood strong together—even when they knew it may cost them their jobs. They wanted change so badly that they risked it all.”

The excitement never subsided. On the day and night of the union representation vote, workers steadily came to vote, to watch their co-workers vote and to wait for news of the victory they were confident they would have.

Randy Williams, a machine operator, said that on the night of the election, he “felt like it was a new beginning sent from God to all the employees at Golden Peanut.”

“They stayed strong together and were so appreciative to the BCTGM,” Townsend said. “It was never about the money—and they had so little. This was a fight for respect and decency. They fought for one another and never backed down.”

Allen Wright, a maintenance worker, reflected on the unity of the Golden Peanut workers, saying, “Thank you, Lord, for teaching us and allowing us to unify against oppression to bring about a positive change in our workplace.”

Machine operator George Key was thankful to have met the BCTGM organizers and thanked everyone who helped the workers in their fight for dignity and respect, saying, “Thank God for the BCTGM!” □

STEEL VOICE

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Don't buy school supplies at Staples!

In October 2013 Staples and the U.S. Postal Service cut a deal that jeopardizes thousands of living-wage jobs – as well as your mail service. A no-bid deal between Staples and the Postal Service set up postal counters inside 82 of the office-supply stores in four test markets – staffed with untrained, low-wage Staples employees. In July 2014 Staples and the USPS expanded the program to Staples’ 1,500 locations nationwide.

The Staples deal is bad for workers and consumers.

The sweetheart deal is replacing highly-trained, uniformed postal workers – who have taken an oath to safeguard the privacy and security of your mail and who earn a living wage – with Staples’ retail employees, who earn about \$8.55 an hour. Already there have been cutbacks in service hours at dozens of Post Offices around San Francisco, one of the test areas for the program.