

STEEL VOICE



UNITED STEELWORKERS LOCAL 1999

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The Trans-Pacific Partnership Is a Bad Deal for American Workers

Richard Trumka

Here are 4 ways it benefits corporations over employees

Now that the Trans-Pacific Partnership (TPP) deal has been finalized, the Obama administration is telling anyone who will listen that it has the strongest protections for workers of any trade agreement in history. But nothing we know now about the TPP gives me any confidence that workers will end up with the good jobs and protections they deserve.

There's been a lot of talk about winners and losers in various aspects of this deal. Spoiler alert: Corporations seem to win at every turn at the expense of working people. As my friend Steelworker President Leo Gerard said, "TPP may be the final blow to manufacturing in



America. Our producers and workers are under siege from other nations' massive overproduction, foreign currency devaluation, our own lack of long-term infrastructure investment and the strong dollar."

Consider the following:

1. Omitting currency rules from TPP will undermine all of its touted market-opening benefits. Currency manipulation has already caused thousands of U.S. factories to close and millions of workers to lose their jobs. A TPP without currency rules

turns a mighty river of offshoring into a tsunami.

2. The inclusion of corporate courts (for investor-to-state dispute settlement) is a win for global business. Giant firms who use the U.S. as a flag of convenience but produce little here can now invest in Australia, Japan and Malaysia, then sue over laws and regulations they don't like. They will be able to collect billions from taxpayers to compensate for lost



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My View

Kelly Ray Hugunin,
Local Union Representative



Brothers and Sisters:

First off I would like to congratulate the Rexnord Unit on ratifying a new 3 year agreement. I felt that the Bargaining Committee did an excellent job of representing the membership in bargaining with the Company.

The Rexnord Committee undertook the task at hand early in the process by developing a specific set of bargaining goals from the membership surveys. The Committee was successful in achieving many of their goals.

The most important of those goals I believe was the elimination of the two tier wage structure that unfairly burdened our younger members. The second tier was eliminated without undue hardship on our senior members. All members at Rexnord received wage increases of 2.5% in year 1, 2% in year 2 and 2% in year 3. Although there was an increase in insurance premiums the wage increases more than offset the increases.

Other gains were made in contract

language. Most notably the elimination of the requirement to call in to report an absence every day if you have provided the Company with a return to work date. Many members had received discipline up to and including discharge for failing to call in every day to report absences. In the Committee's opinion the requirement was unreasonable and unduly burdensome.

With Rexnord's ratification the local is left with only one other open contract for the year. We continue to bargain with management at Cenveo. We have been in bargaining with the Company since April. A lot of the economic issues still remain unresolved. Healthcare, Vacation time, 401k and Overtime Free Byes remain as some of the big issues remaining on the table. We are scheduled to return to the bargaining table with the Company on November 3. Two sister plants, one in Williamsburg, PA and the other in Jersey City, NJ have previously ratified new agreements.

Next year will be a another big year for contract negotiations for Local 1999. We have 5 collective bargaining agreements expiring in 2016. Quemetco, Diamond Chain, Pepsico (Gatorade), Colors and Vertellus will all be in bargaining next year.

Quemetco will be first up for bargaining with their contract expiring February 28, 2016. The Committee has already put out bargaining surveys to the membership. Their bargaining Committee will begin meeting in December.

Next up for bargaining will be Colors. Their current contract expires on May 31, 2016. Typically bargaining is

conducted over a period of a few days. We don't normally have a lot of big issues in bargaining at Colors. One area of concern that we have is the number of scabs at the facility.

Pepsico (Gatorade) has an expiration date of June 5, 2016. This makes them next in line after Colors as far as expirations go. At this unit we have a new Unit President. He has been on bargaining committees in the past. His past experience will benefit the bargaining committee.

On October 1, the collective bargaining agreement at Diamond Chain will expire. This is another unit with a new President. And from all indications at this time a relatively inexperienced bargaining committee. Due to this Staff Representative Jim Adcock and myself will begin working with the Committee early to prepare for negotiations. The last several contract negotiations with Diamond Chain have been difficult. There is no expectation that next year's negotiations will be any less difficult.

Lastly, the agreement at Vertellus will expire on October 4, 2016. Traditionally bargaining with Vertellus has not been difficult. We have built and maintained a good working relationship with management over the years.

For the members at these units I ask that you participate if called upon to take some kind of action. If you are a member at one of the other units please be prepared to help out any of our Brothers and Sisters in the event of a work stoppage. None of want to see a work stoppage but never the less it is always a possibility if we are unsuccessful in bargaining. □

Congress Is Trying To Lift The Oil Export Ban. This Is Why They Will Fail.

Samantha Page

This week, the House of Representatives will consider – and likely pass – a bill to repeal a 40-year-old ban on exporting crude oil. But some environmental groups say the repeal is a giveaway to oil companies that will bolster production and increase carbon emissions worldwide.

“This is definitely heading in the wrong direction,” Radha Adhar, a federal policy representative for the Sierra Club, told ThinkProgress.

While it seems to have sprung from nowhere, the repeal is the product of heavy campaigning from the oil industry, low oil prices, and an American fracking boom. The crude oil export ban has its roots in oil prices. When it was enacted in the 1970s, America was reeling from an oil embargo, and protecting every drop of our precious fuel from the global market seemed like a good idea. Now, the global price of oil has plummeted – and economists don’t see it bouncing back anytime soon. Meanwhile, due to developments in hydraulic fracturing, or fracking, oil producers have flooded the market, pushing U.S. prices even lower than the global price.

The benefits of repeal are up for debate. Supporters, such as Sen. Heidi Heitkamp (D-ND) and Sen. Lisa Murkowski (R-AK), who co-sponsored the Senate bill and have ties to the oil industry, say it will lower prices for consumers and benefit the economy. But that’s not quite what the federal Energy Information Administration found in its study on the ban released this month. According to EIA analysis,

if the ban were repealed, petroleum prices for the general American public would either slightly decrease (at higher domestic production levels) or remain the same (at current levels). The American public has some issues with the repeal. A poll from last year found that more than 80 percent of Americans thought we should use our oil here, not export it. This broad consensus could spell trouble for the senators trying to repeal the ban.

“They do not have the votes,” Adhar said. “The perception is that this will raise gas prices.”

American refineries would certainly suffer. Margins for domestic oil processing would decline, in the face of competition from overseas refineries. (The ban applies only to crude – i.e., unprocessed – oil, and the government has already loosened that restriction in some arenas, such as exports to Canada and product-swapping with Mexico. In addition, lightly processed petroleum can also be exported.) United Steelworkers, whose 1.2 million workers and retirees come largely from the metals, mining, and manufacturing industries, including refineries, strongly opposes the repeal, and said that not only would it stifle the American oil processing industry and move the country away from independence, it would also put American oil in the hands of less-regulated processors.

Processing oil overseas could have its own environmental consequences, Rory Houseman, a spokesman for the Steelworkers, told ThinkProgress.

“Our members have done everything

they can to comply with federal regulations on clean air,” Houseman said. “One of the reasons they have been able to afford that is the oil export ban.”

But the greater environmental travesty might be simply moving in the wrong direction on carbon emissions. What everyone seems to agree on is that repealing the bill will lead to more drilling in the United States, and that would likely decrease oil prices globally.

According to a report from the Center for American Progress, repealing the ban would result in an additional 515 million metric tons of carbon pollution each year – roughly equal to 108 million more passenger cars or 135 coal-fired power plants.

Decreasing oil prices may sound good to many consumers – but it doesn’t to most environmentalists. There is a clear link between oil (and gas) prices and consumption. The less fossil fuels cost, the more we use them.

A study out of University of California, Berkeley found that gas subsidies created economic inefficiencies. (Ironically, the researcher considered the United States an “outlier,” because subsidies here are on the production side, which benefits companies, not consumers. That is not necessarily an argument for continuing them.) Transportation makes up nearly a third of America’s carbon emissions, and natural gas – billed as a clean

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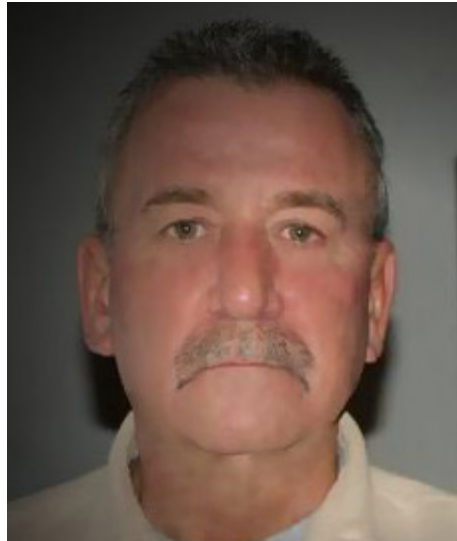
Don't Be Led Astray!

Chuck Jones, President

The Voting Rights Act of 1965 is federal legislation that prohibits racial discrimination in voting. It was signed into law by President Lyndon B. Johnson during the height of the American Civil Rights Movement on August 6, 1965, and Congress later amended the Act five times to expand its protections. Designed to enforce the voting rights guaranteed by the Fourteenth and Fifteenth Amendments to the United States Constitution, the Act resulted in the mass enfranchisement of racial minorities throughout the country, especially in the South. According to the U.S. Department of Justice, the Act is considered to be the most effective piece of civil rights legislation ever enacted in the country.

Since the 1960's, reforms have been enacted to make voter registration easier, yet voter participation has decreased. This decline has occurred because many Americans believe that their one vote will not make a

difference in elections. This has to change. We need to educate our family, our friends and our neighbors to the importance



of voting. The importance of choosing the right candidates, the ones that are willing to stand up for the working class and the children and the elderly in this country.

Quit voting against your own best interest. Nobody is taking your guns! Use your head, think about the issues that affect your paycheck, your child's education, your parents social security, your retirement and our environment.

Our Union gives us a voice in our work place, and our Vote gives us a voice in our government. Participation in both of these processes is probably two of the most important things you can do to sustain and/or grow the quality of life for yourself, your children and your grand children.

There is a movement in this country right now that is tearing away at our voting rights. One of the worst actions being taken is the racially motivated gerrymandering of specific voting districts that which enables the dilution of the minority voting strength. Voter ID laws are another tactic being used to target minorities. Don't let your rights be stripped away. Stand up to these attacks and fight for the rights that the people before us fought and gave their lives for.

About the only voice we have left is our right to VOTE, use it! □

"No business which depends for existence on paying less than living wages to its workers has any right to continue in this country."

— Franklin D. Roosevelt



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energy source by some – has been linked to massive amounts of methane added to the atmosphere, and has raised significant concerns about groundwater.

That is to say that, broadly, fossil fuel subsidies are not good for the climate. The International Monetary Fund found that worldwide, governments spend some \$5.3 trillion a year in hidden costs for fossil fuels – including subsidies and transferred costs. Meanwhile, back in the United States, legislators are vehemently resisting attempts to estimate how much it actually costs us to ruin the

planet.

Unnecessarily lowering the price of fossil fuels also has negative effects on developing clean energy.

One recent study found that adoption of energy storage – seen as a key piece in developing a renewable energy grid – is affected by natural gas prices. At low prices, storage suffers.

The big argument against wind and solar – that they are too expensive – has become less and less true. In many places, the cost of electricity from renewable resources equals or is even lower than the cost of fossil fuel.

It has been suggested that the oil

industry will barter its support for an extension of renewable energy tax credits for a repeal of the ban, but opponents are skeptical that would be enough to garner the senate votes needed.

The Sierra Club, at least, isn't taking the bait.

"Sierra Club is not engaging in conversation to negotiate the crude export ban for something we think congress has to do anyways," Adhar said.

And if Heitkamp and Murkowski do manage to usher their bill through, it still might not become law. President Obama has already threatened to veto it. □

Sign the petition to save American jobs and prevent more jobs from being sent overseas at www.usw.org/members/forms/crude-oil-export-ban

Project Bless The Next

There are a countless number of men, women, and children on our streets of Indianapolis fighting to stay warm during the cold season. Project -Bless-The-Next Inc. along with, FDPLLC, USW Local 1999, WOS and Carrier, are making it our business to help.

WE CANNOT DO THIS WITHOUT YOUR HELP!!!

We ask that you can find it in your hearts to donate any gently used Coats, Jackets, Hoodies, Scarves, Gloves, Hats, Blankets, and or Money. Every dollar of the money collected from donations will be used to purchase more of these items from Goodwill.

For More information, to donate winter items, money, or YOUR TIME Please contact Jason McGraw @ 317-728-5337 or @ FDPSLLC@gmail.com



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Lawyers awaiting details of U.S. Steel judicial decision

Mark McNeil

Lawyers involved in the U.S. Steel Canada restructuring hearings are awaiting details of a judicial decision to allow the company to forego tens of millions in health pension benefits and municipal taxes.

Justice Herman J. Wilton-Siegel released a short summary of his decision Friday that was expected to be followed up with an elaboration on Tuesday.

But as of 9 p.m. Tuesday, the detailed decision had not been released.

The expanded decision is significant because it will be scrutinized by legal representatives of the United Steelworkers Union, the City of Hamilton, and the province, among others, to decide whether to launch an appeal.

McMaster University business professor Marvin Ryder says to launch an appeal, a lawyer involved in the case "would need to cite a legal argument or precedent and suggest that the judge has made an error."

The judge's decision — insofar as it is understood from what he has said so far — also sets in place a process that will sever the Canadian subsidiary from its parent company while granting permission for USSC to forego paying health-care pension benefits, top up funds to the pension plan and municipal taxes.

USSC is already moving forward with establishing the independent

company. The company announced Tuesday it had hired a sales manager to "assume responsibility for all sales activities on behalf of U.S. Steel Canada, including direct oversight of the company's automotive sales activities.

"He has been tasked with expanding the company's sales across the Canadian market in order to maximize the steelmaking capacity at Lake Erie Works and the finishing capacity at the company's Hamilton Works facility — including coated products manufactured on the world class Z-Line."

But the survival of the new company is far from certain, says Ryder. He notes the judge could eventually decide it is unable to stand on its own and declare it bankrupt or it could slip into a "standby mode" with no employees for a period of months while it hopes for a buyer to come along.

As it stands now, he said, a third option is playing out.

"USSC will have employees and some orders and will continue to operate on some level. To help it preserve cash, it is not paying property taxes, postretirement medical expenses, and top-up payments to the pension. The problem with this option is that there is no guarantee that it will work."

Ryder says he is "not aware of another CCAA (Companies' Creditors Arrangement Act) process where a company was allowed to go forward without paying property taxes or medical benefits to retirees." Companies, such as Nortel, have gone bankrupt which led to pensioners and municipalities losing money. But it is unusual to have those debts relieved while a company is still standing. □



Thousands March for Fair Contracts in Steel Industry

Thousands of USW members and supporters took to the streets of Pittsburgh, Chicago and Burns Harbor, Ind., on Sept. 1 to demand fair contract settlements with U.S. Steel, ArcelorMittal and Allegheny Technologies Inc. (ATI).

We all stand in solidarity together," District 10 Director Bobby "Mac" McAuliffe told a cheering throng of 3,000 people outside the USW building in Downtown Pittsburgh as the crowd began its march through the city to the headquarters of ATI and U.S. Steel.

USW contracts with U.S. Steel and ArcelorMittal were set to expire at the end of the day on Sept. 1, but the union has agreed to keep working while bargaining continues. The union's contract with ATI expired on June 30, and the company locked out 2,200 members at 12 plants on Aug. 15.

Another crowd of 3,000 marched on Tuesday at ArcelorMittal offices in Chicago and Burns Harbor, Ind., and hundreds more USW members and allies held rallies at ATI plants throughout the country.

~~"This is about fairness and justice,"~~
"It's one of the most shameful things we've seen in a long time,"
- Tom Conway

but it's about more than that," said District 1 Director David McCall as he held aloft Marlee Grinage, 7, daughter of USW member Jaimee Grinage. "It's about our children and our grandchildren."

The steel industry is cyclical, but industry leaders want to use the current, temporary crisis to make permanent changes that would

turn back decades of progress union members have made at the bargaining table, said McCall, who leads the union's negotiations with ArcelorMittal.

"The same companies that we helped to create are now attacking us," said Pete Trinidad, president of USW Local 6787 in Burns Harbor. "We're not going to stand for it."

USW marchers were joined by workers from dozens of other unions, along with clergy members, AFL-CIO leaders, community activists and lawmakers, including Pittsburgh Mayor Bill Peduto, the grandson of steelworkers.

"Here in Pittsburgh, we support good jobs for all," Peduto told the crowd. "Rights that have been negotiated over the years are being taken away."

Those long-held rights that are under attack include the right to overtime after an eight-hour work day, the right to a secure retirement, and the right to affordable health care, said Dan Simmons, president of USW Local 1899 at the U.S. Steel plant in Granite City, Ill.

"These proposals would take us back to the 1950s," Simmons said. "We know what [U.S. Steel CEO] Mario Longhi makes, and those don't sound like 1950s wages to me."

International Vice President Tom Conway, who leads the USW's



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Women of Steel Local 1999

The Local 1999 WOS Committee raised \$530 for Making Strides Against Breast Cancer. The Committee also raised \$105 for the Christmas Fund. The WOS Committee is still taking donations of socks for the womens shelter. 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.





NEXT GENERATION

Empowering the Next Generation of USW Leaders

Next Generation Sub District 3 Report

Lead coordinators from Indy, Lafayette, and Kokomo recently had a meeting to discuss events for the 6 months in Next Generation. We had discussions about doing another raffle between the 3 locals (1999, 115, and 2958). We are planning on doing a coat drive, toys for tots drive, and a community event in the spring. We are in the process of setting up Facebook pages for each local. The biggest thing we are doing in the next month is restructuring Next Generation and adding more people to the group. If you are interested in being a part of the group you should see your Unit President. Your Unit President should refer you to the coordinator of your plant. We will be accepting any and all members to be a part of the group to help our union become more active. Next generation is a good start for someone who later wants to take on more of leadership role in their union. Our goal is to get to 100 members in the 3 biggest locals in sub 3 by the end of the year. Something has to be done in our union and I believe next generation is the start to brighter days in our Union. Strong Union members is the biggest asset to better contracts. Get involved and learn the history of Unions and why it's important to be involved.

I would also like to take the time to congratulate the Bargaining Committee at Rexnord for their persistent fight against 2 tier contracts. Rexnord was successful in bargaining out a 2 tier wage scale and making equal benefits for all members. The Next Generation would encourage all bargaining committees to follow in their footsteps. 2 tier contracts are bad for a Union and its members.

Get Involved,
Jason Campbell Next Generation Sub 3 Coordinator

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profits.

3. It could hurt U.S. automakers. Japanese auto manufacturers are thrilled with the new rules because TPP will reduce U.S. tariffs on cars and trucks Japan sends to the U.S. Those cars may have a Japanese name on the outside, but everything that actually makes it a working car could be Chinese. I don't know

how U.S. Trade Representative Mike Froman can look at any auto supply chain worker in the U.S. (or Canada or Mexico for that matter) and tell them with a straight face that TPP is a good deal.

4. It's unclear whether the labor provisions will benefit workers. While there may be some small improvements to the labor chapter, we have first-hand experience that rules are worthless without enforcement.

Until we see the actual text, we won't know how much these promises live up to their hype.

Sadly, terrible trade deals have affected working people for the past four decades. Based on past performance, those who believe the same old promises will suffer, while those who wish to abuse and exploit workers with little pushback from governments will profit. □

Dealmakers Drop a Plan to Divert Millions from the Health Insurance of Retired Coal Miners

Alec MacGillis

The parties involved in the bankruptcy of a coal company have stepped away from a deal that would have diverted \$18 million intended for the health insurance of retired Indiana miners to pay attorneys and other bankruptcy costs.

The turnabout came after ProPublica reported last week that the deal worked out by the lawyers and financiers involved in the bankruptcy of Patriot Coal Corp. would leave only \$3 million to cover the guaranteed health-care benefits of 208 retired miners and their dependents, enough to last only about a year and a half. The deal was especially striking given that the unionized miners had themselves never worked for Patriot. Instead, they were having their benefits stripped of their value through an elaborate bit of financial engineering.

Over the weekend, former president Bill Clinton attacked the deal in a speech to West Virginia Democrats in Charleston, and presidential candidate Hillary Clinton said the deal was "outrageous and must be stopped" in a statement to the media.

On Wednesday, at Patriot's bankruptcy hearing in Richmond, the company told the court that it was withdrawing the plan to strip the retirees' benefits. While the details remain to be worked out, the action means that the miners will retain the health benefits they were originally promised.

The retirees had worked for Squaw Creek Coal Company, a joint venture in southern Indiana between Alcoa and Peabody Energy, the world's largest private-sector coal company, which provided fuel for a nearby Alcoa plant. The venture had mostly

petered out by 2000, but as part of the agreement, Alcoa was covering the cost of the guaranteed retiree health benefits, about \$2 million per year.

In 2007, Peabody spun off a new entity called Patriot Coal and assigned to it a few of its mining assets and a lot of its pension and health care liabilities. Patriot also acquired Peabody's stake in what remained of the Squaw Creek venture with Alcoa, which continued to pay the retirees' health benefits.

Loaded up as it was with Peabody liabilities, Patriot stood little chance of surviving, especially with the coal industry suffering from competition from cheap natural gas, tougher environmental regulations and the depletion of easily recoverable

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negotiations with U.S. Steel and ATI, said the union's current fight isn't just about good jobs in the steel industry, but about good wages and benefits for all American workers.

"America is sick of watching bosses saying they lost money and then paying themselves millions of dollars more," Conway said.

With ATI, Conway said, the USW bargained contracts that gave the company the savings and flexibility it needed to invest \$1.2 billion in 2008 to build a state-of-the-art hot-rolling and processing facility in Brackenridge, Pa., only to see the company lock workers out of their jobs after the new plant opened.

"It's one of the most shameful things we've seen in a long time," Conway said.



Despite the current steel industry crisis and tough times at the bargaining table, speaker after speaker promised that the USW's solidarity and fighting spirit would allow Steelworkers to prevail in the end.

"We will get through this, as we always have," said District 7 Director Mike Millsap. "We always last one day longer." □



Unit 00 Rexnord

Hello Union Brothers and Sisters,

Hope everyone is having a good and enjoyable summer.

Just to update you on a few things, we have 4 grievances that are at the 2nd step level, the Union has met with the company twice on the OSS that was given to us before negotiations, we are trying to work through the issues, the grievance is at the 3rd step level as we have told you before, we will keep you updated on the status of the grievance. From the safety side, please be careful and don't get in a hurry, we want you to go home just like you come to work, also please be sure to stop at the 4 way stops if you are on any kind of moving vehicle, if any one sees a company person not stopping at a 4 way stop please write down their name and time and which area it was and let myself or the Safety Committee know, the Union has a process they are going to use to report company people not obeying the safety rules.

I WANT TO THANK EVERYONE FOR THEIR TIME AND EFFORT in going to the parking lot rallies, wearing the concession stand shirts, standing behind the committee, doing the things in the plant that showed UNITY in this unit, if it hadn't been for all of you we wouldn't have been able to get it done THANKS AGAIN. As you seen on the results of the ratification results 218 for the contract 43 against it, I do understand that some people have responsibilities during the day and evenings with their children, grand children and loved ones, but with that being said I was informed

that between 60 and 65 people didn't vote.

If you have any questions with the new language or anything to do with the contract or with anything that has to do with the Union please see me or one of the Union Stewards in your department or shift. There will be a unit meeting in November, watch the Union boards for the date and times of the meetings. WE ARE UNION

In Solidarity,
Don Zering
Unit President

Unit 09 RSR Quemetco

Hello fellow USW Brothers and Sisters,

Here at RSR things are moving along. Contract time is fast approaching. Election time is close. We have to remember to vote with our wallets and vote for the people that support us as working men and women.

Also remember that at our facility we have unique challenges. So let's continue to work safe and be our Brothers keeper. Because at the end of the day we all lead separate lives and have families we love. But at work we are family. So let's stick together always. Solidarity today, Solidarity tomorrow, Solidarity always. Until next time.

In Solidarity,
Derrick Morris
Unit President

Unit 32 Cenveo

Hello Brother's and Sister's,

Union members at Cenveo have been engaged in a fight for survival for the last 6 months. We are involved in a bargaining process where the company demands concessions (cutbacks). This would be our 2nd contract with this company, in which the company has made proposals to take the union benefits backwards. The members here, gave up their pension last contract. They haven't had raises in 4 years and have seen large increases in insurance. Now, the company wants to take 2 weeks' vacation, eliminate time and half over an 8 hour day, 2 tier 401k benefits, take Overtime Free Byes from granted to earned, implement dark days, and increase insurance rates. The company is also doing the same thing to our sister plant in Williamsburg, PA.

We are anticipating, from recent proposals in Williamsburg, that the company will also make proposals to 2 tier wage scale, change attendance policy, and add more temp language. It just absolutely pisses me off to see a company demand concessions like these to boost their profits especially when the CEO of Cenveo received a 2 million dollar bonus. By all means, let the workers give back, to pay for corporate bonuses said no one EVER!!!! We have a tough battle ahead of us. Members at the plant should prepare themselves for the worst case scenario to be safe. Do not go buy a new car, boat, motorcycle, house until the negotiating process is

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Steelworker wins Tennessee AFL-CIO Presidency

NASHVILLE, TN – Steelworker Billy Dycus has been elected as the new president of the Tennessee AFL-CIO Labor Council. He succeeds Gary Moore, who chose not to seek re-election after serving as president since 2011.

"I am grateful and humbled that the affiliates representing thousands of hard-working Tennesseans of the Tennessee AFL-CIO have elected me to represent Labor throughout the state," Dycus said. "President Gary Moore and his staff have done an amazing job managing the many difficult issues facing Labor and working people over the last four

years. I look forward to growing Labor and providing workers the dignity and rights they so deserve by assembling a staff that is diverse, highly-motivated, and willing to meet the challenges of an ever-changing workplace and political landscape."

Previously, Dycus served as the president of United Steelworkers Local 1155L in Morrison, Tennessee.

"I want to extend congratulations to Billy Dycus upon his election to the office of President of the Tennessee AFL-CIO," Moore said. "As we move forward with our familiar and constant Labor battles, I know Billy will do a great job. I wish him and the new Executive Board the best of luck in their endeavors fighting for the working men and women of Tennessee."

Current Tennessee AFL-CIO Secretary-Treasurer A.J. Starling was re-elected to serve another term. "I look forward to working with President Dycus and

our staff to continue to serve working men and women in our state," Starling said. "I am confident in Billy's leadership and know that he will be a valuable asset to working families throughout Tennessee."

In addition to Dycus, the following Executive Board members were elected to new positions: Paul Shaffer (Executive Vice President), Norm Jenks (1st Vice President), Rickey Wallace (2nd Vice President), and James Morrow (3rd Vice President. Donnie Beechum, John Ledwell, Kevin Huddleston, Gary Watkins, Kevin McGavock, and Johnny Orton were sworn in as new Executive Board members.

All of the Tennessee AFL-CIO staff members and affiliates congratulate President Dycus and all of the newly-elected Executive Board members on their positions. The Tennessee AFL-CIO Labor Council represents over 60,000 working men and women throughout the state. □



Newly Elected TN AFL-CIO President Billy Dycus

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done. We would ask that the 3400 members of 1999 support us in any way they can during these tough times.

It's time to stand up and fight back,

In Solidarity,
Jason Campbell
Unit President



**"Workers of the world
awaken. Break your chains,
demand your rights.
All the wealth you make is
taken, by exploiting
parasites.
Shall you kneel in deep
submission from your
cradle to your grave?
Is the height of your
ambition to be a good and
willing slave?"—
Joe Hill**

Facebook.com/Pro Labor Alliance Inc.



**STEELWORKERS ORGANIZATION
OF ACTIVE RETIREES
District 7 Chapter 30-10
SOAR & Golden Age Club**

**We meet every 3rd Monday of the month
Time 11:45AM
AT
UNITED STEELWORKERS
Local 1999 Union Hall
218 S. Addison St. Indianapolis, IN**

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reserves in Appalachia. Patriot entered Chapter 11 bankruptcy in 2013, and exited it only after getting new backing from a New York hedge fund called Knighthead Capital, and after arranging to load the health care obligations of more than 11,000 retirees into a fund overseen by the United Mine Workers of America.

Earlier this year, Patriot filed for Chapter 11 again. This time, it is auctioning off its mines and going out of business. And to cover the costs of the proceedings, its lawyers, from the New York firm of Kirkland & Ellis, struck an unusual agreement with Alcoa. Alcoa agreed to pay Patriot \$22 million in exchange for Patriot assuming the health care obligations for the Squaw Creek retirees. This saved Alcoa money, since the actuarial value of the obligation was about \$40 million.

But instead of putting the \$22 million toward the actual health care obligations, Patriot stated in filings to the court that it was going to put only \$4 million toward that purpose—\$3

million for rank-and-file miners and \$1 million for salaried Squaw Creek managers. The rest, \$18 million, would go to the attorneys and others involved in the proceedings.

The Squaw Creek retirees would be moved into the same union-overseen

A bankruptcy plan for Patriot Coal Corp. would have thrown into question the medical coverage of 208 miners, wives and widows.

fund that now covers the health care for the more than 11,000 retirees that Patriot passed off in the 2013 bankruptcy. That fund is expected to run out of money in a few years, a fate that the addition of the Squaw Creek retirees, with only 1.5 years of funding, would accelerate. As it is, Congress is already having to weigh whether to bail out the fund with taxpayer dollars.

An editorial this week in the St.

Louis Post-Dispatch—in Peabody's headquarters city—called the deal a classic example of the dark coal-industry joke: "The company gets the profits; the miners get the shaft."

Now, with Patriot's cancellation of the deal with Alcoa, that outcome has been avoided. It remains to be seen how the Squaw Creek health care obligation will be handled—whether Alcoa will continue to pay for it on an ongoing basis, or move the retirees into the union-overseen fund with enough money to cover them.

But off the table is the notion that the benefits could be siphoned off to pay for the bankruptcy proceedings at a company the miners never worked for.

Patriot Coal, its lawyers and Alcoa all declined to comment on the matter.

"We are pleased that our retirees at Squaw Creek will continue to get the health care they were promised and have earned," said Phil Smith, a spokesman for the mine workers union. □



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No one will be turned away for lack of funds.

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Mondeléz International Turns its Back on Chicago Workers

The BCTGM International was informed today by Mondeléz that the company had chosen to spend \$130 million in new investment at its Salinas, Mexico plant, rather than at the historic Chicago facility, represented by BCTGM Local 300.

As part of this investment, Mondeléz will install four new lines at its Mexico plant, replacing nine production lines at its historic Chicago facility, where approximately 1,000 workers are represented by BCTGM Local 300.

The Chicago plant, which dates to the 1950s, is the company's largest U.S. bakery. Union members operate all of the bakery's 16 lines producing such iconic brands as Oreo, Chips Ahoy, Nutter Butter, Honey Maid, belVita, Premium, Ritz and Wheat Thins.

In responding to the company's announcement, BCTGM International Vice President and lifelong Chicago resident, Jethro Head, states, "The announcement by Mondeléz is not a surprise and validates exactly what

the BCTGM said when we met with its representatives in May – that the company had already decided that it was going to put the new production lines in Mexico.

"We knew this because they came to the table with no legitimate, comprehensive proposal for us to review and no detailed production and financial data for us to analyze, all of which is essential for our Union and members to make a responsible and well-informed assessment and decision."

BCTGM International Strategic Campaign Coordinator Ron Baker explains, "When we did the basic math on their demand, it was clear to the Union and our Chicago members that the company knew full well that the magnitude of the financial sacrifice being asked of the workers was not only unacceptable, but would not even be feasible. The demand for \$46 million in annual savings would continue in perpetuity and require our members to work for almost nothing."

cuts.

Further, the company informed the Union that in order to secure the \$130 million investment in Chicago, at least 255 BCTGM members would lose their jobs despite their tremendous sacrifice. Thus, for the remaining 745 workers to achieve the \$46 million in annual savings, they would have to take cuts in wages and benefits of nearly \$30 per hour.

The company would realize the above savings in perpetuity. In 10 years, the savings would be nearly \$500 million; in 20 years nearly \$1 billion. Beyond this, by cutting 255 BCTGM jobs, the company will generate an additional \$30 million per year in wage and benefit savings.

On July 21st, the company confirmed to the Union the basic economic assessment outlined above. Mondeléz further acknowledged to the Union that the company had never before asked its workforce for concessions to pay for capital expenditure projects. Recent examples include capital expenditure projects at BCTGM-represented bakeries in Richmond, Va., Fairlawn, N.J., and Naperville, Ill.

"The sole purpose of the Mondeléz request to meet with the Union in May was to attempt to reap concessions out of Chicago workers before they made the announcement. This company wanted the Chicago Bakery workers to pay not only for the full cost of putting new ovens in the Chicago facility, but also for the

According to Baker, in order for the union members to generate \$46 million in annual savings, they would have to save \$46,000 per worker, per year. This amounts to approximately \$22 per hour in wage and benefit

THE CEO OF NABISCO'S PARENT COMPANY, IRENE ROSENFELD, RAKED IN A \$21 MILLION SALARY IN 2014.

AT CHICAGO'S OREO COOKIE PLANT:

SHE'S OUTSOURCING 600 WELL-PAYING AND COMMUNITY-SUSTAINING JOBS AND SENDING THEM TO MEXICO.



UNIONS 4 WORKERS
on FB & Twitter

➡ See OREO Page 19

Firsthand Account: Union Members Evacuate Metro Riders Seamlessly

Kenneth Quinnell

On Tuesday night, I left the AFL-CIO offices in downtown Washington, D.C., hopped a bus to Columbia Heights and planned to transfer to another bus and make my way home. The wait was 15 minutes, though, and I knew that to take the Metro at Columbia Heights station one stop to the Georgia Avenue-Petworth station, the one closest to my house, and the walk afterward would take a little less time. So I jumped on the train, which was waiting for me in the station, and got ready for a train ride that normally takes less than five minutes. Two hours later, when I walked out of the Georgia Avenue station, amid the emergency vehicles, most I've ever seen in my life, needless to say, I wasn't having the best night of my life.

It could have been a lot worse. But quickly, union members stepped in and made sure that what could have been a dangerous ordeal was safe and orderly for the passengers caught in the tunnel.

Seconds after we left the Columbia Heights station, the air conditioner shut off, quickly followed by the train beginning to slow down and stop a few seconds later. We would later find out the third rail had some kind of problem that shut down all of the trains from U Street and Fort Totten, most likely because of a failure at the Georgia Avenue Station. The passengers in my car stayed in good spirits while waiting nearly an hour and a half in that spot. Train operators kept us in the know with announcements, and WMATA employees, members of the Amalgamated Transit Union (ATU) Local 689, periodically came through the trains to check on us and make sure no one had an emergency. Eventually, we were told the evacuation plan was beginning and there were other trains and people ahead of us to be helped out of the tunnels first.

After about an hour and a half, the lights went out in the train, but

nearly instantly firefighters and EMS personnel, from Fire Fighters (IAFF) Local 36, jumped into action, opening our car door and directing us out of the train and the quarter of a mile on foot to the Georgia Avenue station. If you've never been in Washington, D.C.'s metro tunnels outside of a train, these aren't exactly places designed for rush-hour pedestrians, tired from a full day at work. The tunnels are dark and they're designed for trains, so protrusions, tracks, the potentially deadly third rail and the occasional rat were among the hazards we had to navigate.

But things went very smoothly. Firefighters and other union members made sure that the tunnels were safe before we got out of the train and they lined the entire tunnel from train to exit, to make sure that nobody got hurt and that those who needed assistance got it. The whole process was very orderly, and it was clear that the people helping us out of the tunnel not only knew exactly what they were doing, but that they cared enough to not only make sure that we were safe, but that the passengers were calm and reassured in what could have been a frightening, and dangerous, situation if they didn't know what they were doing.

So on behalf of the hundreds of people who were helped out of the trains trapped in the tunnels, we'd like to thank the firefighters, transit employees and EMS workers who helped make sure that a five-hour train stoppage was limited to a two-hour, well-handled and safe evacuation. □



Verizon Cries Poor with \$1 Billion a Month in Profits

Candice Johnson

Poor Verizon. In contract negotiations with the Communications Workers of America (CWA) and the Electrical Workers (IBEW), the company says it just doesn't have the money for a fair contract for 39,000 workers from Virginia to Massachusetts.

That's why it wants to cut pay for workers hurt on the job, hit workers with big increases in health care costs and get rid of good jobs

across the footprint. Surprised that a company that made \$9.6 billion in profits last year, and is doing even better this year, doesn't have the money to do the things it should, like maintain the telephone network upon which millions of people rely, keep its promises to build out FiOS broadband and negotiate a fair contract for the workers who have made it so successful?

Well, it's hard to make it on just \$1 billion in profit every month this year. There are big executive salaries to pay, yachts to buy and debts to pay off.

CWA is focusing attention on just how ridiculous Verizon's claims are with a new website, GoFundVerizon.com. It's crowdfunding for the 1%. ☐



Locked Out Steelworkers at Sherwin Alumina holding strong



About 450 United Steel Workers Union members have been locked out of the Sherwin Alumina plant in Gregory.

It's been one year since these workers have been without a job.

Rozlin Gomez' father is a steel worker

who has been locked out but has somehow managed to remain strong.

She said "every member here has family to take care of emotionally as well as financially."

Ruben Garza is a district director for the union, he recognizes these tough

Dr. Brad Hoffman
times as well.

"Men, woman, and children, they struggle a lot. They've gone through a lot, they have been through a lot in the last year, and they still continue to hold strong" commented Garza.

Ray Herrera, who has 25 years with the company is one of those who are going to remain united and fight for what they feel is fairness.

"This is a fight for our rights and what we feel is fair" he said.

There is no end in sight as to when this lockout will end.

In fact, right now there is not even any negotiations between the two sides.

Fred Redmond, an executive with the union said "we are going to continue to fight until we get to an end game right now we don't know how long its going to take but we are going to stay into their fight until its completed." □

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wages of the entire workforce in Salinas, Mexico in perpetuity," says Baker.

"This effort in Chicago by Mondeléz to have the workforce pay for the company's capital expenditure project is unprecedented and nothing more than an extension of a corporate scheme to wrangle money out of federal, state and local governments to fund their capital expenditure

projects," adds Baker.

Vice President Head concludes, "Mondeléz may be headquartered 30 miles from the Nabisco Bakery on South Kedzie Avenue, but, sadly, this company's genuine commitment to our community and our citizens is well in the past."

The BCTGM represents approximately 4,000 Mondeléz workers in manufacturing facilities, flour mills and distribution centers

across North America.

Mondeléz International, Inc. CEO Irene Rosenfeld took in more than \$21 million in total compensation in 2014, a nearly \$6 million increase from the previous year. This included a doubling of her annual cash incentive to \$3.6 million and a nearly \$4 million increase in her pension plan and other retirement benefits. In the last eight years, Rosenfeld has received approximately \$165 million in total compensation. □

STEEL VOICE

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**USW Local 1999 has endorsed the following candidates
in the 2015 Indianapolis Municipal Election:**

- **Joe Hogsett – Mayor (D)**
- **Frank Islas – District 6 (D)**
- **Chris Wall – District 15 (D)**
- **Jared Evans – District 22 (D)**

**The Central Indiana Labor Council has endorsed the
following candidates in the 2015 Indianapolis Municipal
Election:**

- **Joe Hogsett – Mayor (D)**
- **Kip Tew – District 2 (D)**
- **Pam Hickman – District 3 (D)**
- **Ray Biederman – District 4 (D)**
- **Curtis Bigsbee – District 5 (D)**
- **Frank Islas – District 6 (D)**
- **Monroe Gray – District 8 (D)**
- **William “Duke” Oliver – District 9 (D)**
- **Vop Osili – District 11 (D)**
- **Blake Johnson – District 12 (D)**
- **Steven Clay – District 13 (D)**
- **Lakeisha Jackson – District 14 (D)**
- **Chris Wall – District 15 (D)**
- **Jeff Miller – District 16 (R)**
- **Zach Adamson – District 17 (D)**
- **Eddie Barnes – District 18 (D)**
- **David Ray – District 19 (D)**
- **Jon Easter – District 20 (D)**
- **Frank Mascari – District 21 (D)**
- **Jared Evans – District 22 (D)**
- **Jeff Wheeler – District 25 (D)**

Vote **November 3rd**