

STEEL VOICE



UNITED STEELWORKERS LOCAL 1999

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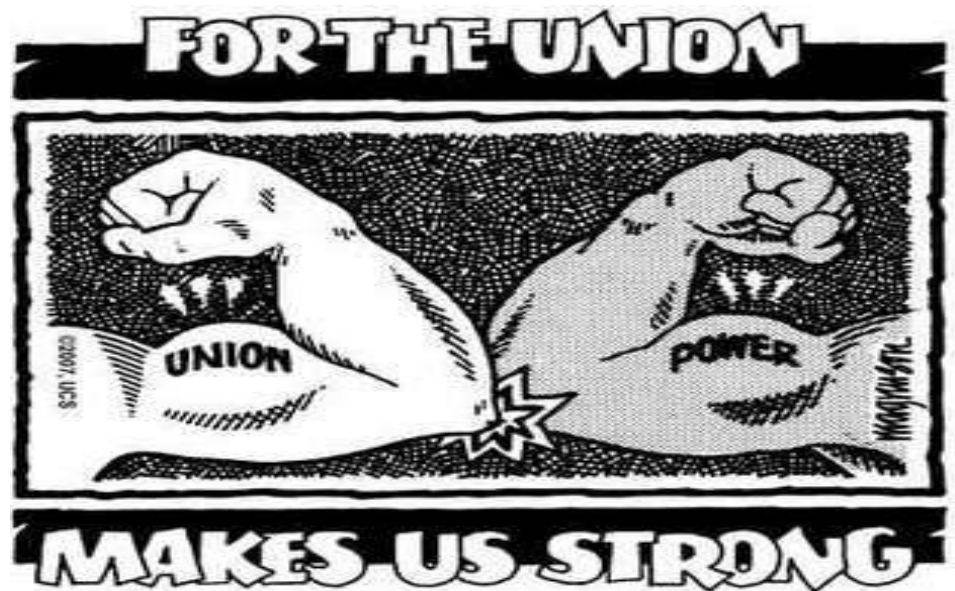
January 22, 2016

Unions Must Address Racism

Ian Haney López

Unions must mobilize to defeat racism because it destroys solidarity and brutalizes union members, the demographics of working people are changing rapidly and morality demands action. But mobilizing all of labor to join the fight against racism will not be easy: Race fractures the labor movement itself. AFL-CIO President Richard Trumka said of Ferguson, Mo., “our brother killed our sister’s son,” and, in doing so, he spoke to the tragic facts and also to the internecine racial fault lines that shatter worker solidarity.

For unions to recover, they must both fight the injustices done to people of color and simultaneously emphasize the common interests that all working people share. César Chávez knew this when he built a farm worker coalition across race lines, uniting Filipinos and Mexicans in California’s fields. Martin Luther King Jr. embodied this in joining the sanitation workers’ strike in Memphis and in organizing the Poor People’s Campaign in Washington. Seeking to build a bridge between labor and the civil rights movement, King said to the AFL-CIO in 1961, “Our needs are identical with labor’s needs, decent wages, fair working conditions, livable housing, old age security, health and welfare measures,



conditions in which families can grow, have education for their children and respect in the community.”

Fostering a shared commitment to challenging racial and economic injustice depends on everyone recognizing that racism is more than prejudice by one individual against another. It has been, and remains, a way to structure society, the economy and government. Consider slavery—the Southern way of life was built to rationalize this barbarism, the economy depended on it, and government was designed to protect it. Though not to the same extent today, racism nevertheless continues to play this structuring role.

This is most evident in our politics, especially when viewed from the perspective of the past half-century. Fifty years ago, the civil rights movement transformed the place of African Americans and other non-whites in society, ending formal segregation laws as well as racist restrictions on immigration. In turn, however, these changes contributed to rising anxiety among some made nervous by racial change, and politicians quickly sought to harness and then to foment this seething sense of insecurity.

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My View

Derrick Morris,
Local Union Representative



Hello to all my Local 1999 Union Brothers & Sisters,

I would like to take this opportunity to thank all the dues paying members of Local 1999. Local Union members have to remember what solidarity means. For me it means us as a whole 'USW members' sticking together through thick & thin. It means we won't let anyone divide us over non-issues that don't matter. Our focus should be on restoring & maintaining a strong Union.

For my Union Brothers & Sisters that

continue to ask "what does my union do for me?" Here is your answer my friends: breaks, vacation time, safety & health, insurance, holidays, better pay, fair & equal treatment. These are just a few things our Union does for those who don't seem to know.

I've been fortunate these last couple of months as acting Business Rep. to meet a lot of people at our different plants. Although our jobs are vastly different our goals are the same. To support & raise our families with decent livable wages, reasonable insurance coverage and quality time with our family & friends. We have very good people throughout this Local as we do all over but I have to quote a friend of mine "our union leadership is only as good as our membership" For me this means to get involved and attend Unit & Local meetings. You don't have to attend all the meetings but show up sometimes & show your support.

I would like to thank the Unit Presidents & officers at all our units in Local 1999. You men and women put in the time. In many cases your own time, to represent your members. My sincere thanks to you all. Your

members should thank you as well. Also I would like to thank the Local 1999 Officers who run the day to day business. The financial officers Allen Johnson and Vickie Burrus, Vice President Robert James, all the members of the Executive Board, Staff Rep. James Adcock, Business Rep. Kelly Ray Hugunin, and Local 1999 President Chuck Jones.

We must stand together as a whole. I as a dues paying member of Local 1999 for one is very proud to be a USW member 23 years strong. Solidarity today, Solidarity tomorrow Solidarity everyday! □

Derrick Morris has been filling in since November as Local Union Rep. (Business Rep.) while Kelly Ray Hugunin has been assigned as Temporary Casual Staff working for the International Union. Derrick has been the Unit President at Quemetco (Unit 09) since 2012. Derrick has been active for many years and has served on the Grievance Committee, Safety Committee, Civil Rights Committee and Negotiating Committee

USW Reaches Tentative Agreement with U.S. Steel

The United Steelworkers (USW) union's bargaining committee reached a tentative agreement today on a new contract covering 18,000 workers at more than a dozen facilities across the United States.

The contract is subject to ratification from the members of 26 local unions at those facilities. That process is likely to take several weeks to complete. Details of the agreement will be announced following ratification.

"This has been a difficult year and a difficult round of bargaining, but I am proud of the way the brothers and sisters of the USW stood up and demanded fair treatment," said USW International President Leo W. Gerard.

Bargaining between the company and the union began in June, in the midst of a crisis for American steelmakers. Illegally low-priced imports from China and elsewhere, along with a decline in oil and gas

drilling brought on by low fuel prices, resulted in overcapacity across the globe. That drove prices and demand for steel down and led U.S. Steel and other companies to idle plants and lay off workers at factories around the country.

U.S. Steel's opening proposal contained demands for major cuts in pay and benefits, along with changes to work rules and other concessions

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UNITED STEELWORKERS
Rapid Response
 EDUCATING • EMPOWERING • ENGAGING

INFOAlert

January 13, 2016

Understanding Our Trade Crisis

Plant closures. Massive layoffs. Devastated communities. Our country's trade crisis is at a boiling point.

At yesterday evening's State of the Union Address, Dan Hill attended as a guest of Senator Amy Klobuchar. Dan is one of nearly 2,000 Steelworkers who have been laid-off from Minnesota's Iron Range due to an unprecedented surge in subsidized Chinese steel being dumped into the U.S. market. He made a profound statement about community impacts that result when jobs are lost to bad trade.



It doesn't matter whether you work in healthcare or manufacturing, for the government or at a mine, we've all got something to lose. As Dan notes, "It's not just the miners. It's the entire community."

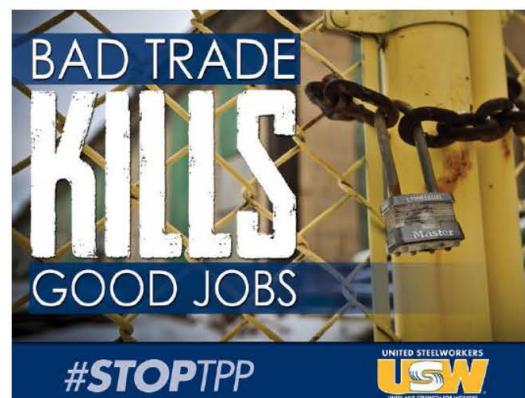
Go to https://youtu.be/39_rkIR9SCM to hear Dan's comments.

Join in the Fight

In the coming weeks, Rapid Response will be launching a national action on trade. Make sure you're plugged in. Watch for:

- **A Series of InfoAlerts** – These will highlight issues such as currency manipulation, overcapacity, state-owned enterprises, rules of origin and other trade-related topics. This series will share what we are facing currently and what's at stake should the Trans-Pacific Partnership (TPP) pass.
- **A National Postcard Action** – Your local will also be receiving a packet of postcards and detailed instructions on what to do with them. They will be used for lobby visits, coordinated deliveries and more to ensure that our legislators know another trade agreement such as the TPP is not in the best interest of American families.
- **Requests for Specific Action** – Depending on where you are in the country and whether or not your Senators or Representative are on the fence on TPP, we may need you to take additional action. Please help out if called upon!

Please be sure your members are getting the information they deserve to know and are getting the opportunity to take action. As always, thank you for all that you do and all that we are about to ask you to do. **Your voices make the difference.**



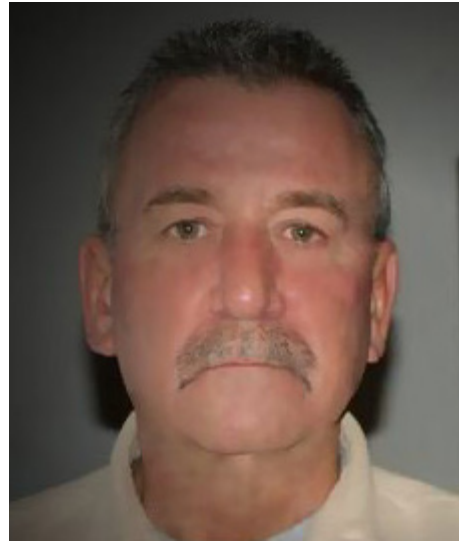
Martin Luther King, Jr. - A Worker's Champion

Chuck Jones, President

In remembrance of the truly great leadership and insightful wisdom of Dr. Martin Luther King, Jr. In April 1968, Dr. King traveled to Memphis to support striking sanitation workers. The strike was in many ways more than a dispute over workplace issues it was a struggle for dignity for predominantly African American workers joining together in a union to create a voice on the job and in their community. It was while supporting these striking union members that Dr. King was assassinated on April 4, 1968. America's union movement champions those who lack a voice in our society. Union members played a critical role in the civil rights struggles of the past and that involvement continues today. When Martin Luther King Jr. was jailed for civil disobedience, unions and union members frequently came to his aid with the legal and financial help he needed. Union members marched in Washington in 1963 and in countless cities around the country.

"The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to

unemployment insurance, old age pensions, government relief to the destitute and above all new wage levels that meant not



mere survival, but a tolerable life."

"The captains of industry did not lead the transformation to social progress; they resisted it until they were overcome. When in the thirties the wave of union organization crested over the nation, it carried to secure shore not only itself but the whole society."

Dr. King was quick to see through the "right-to-work" scam. Here's how he described it:

"In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as "right-to-work". It is a

law to rob us of our civil rights and job rights. ...Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone. Wherever these laws have passed, wages are lower, job opportunities are few and there are no civil rights"

"Union meant strength and union recognition mean the employer's acknowledgement of that strength, and the two meant the opportunity to fight again for further gains with united and multiplied power. As contract followed contract, the pay envelope fattened and fringe benefits and job rights grew to the mature work standards of today. All of these started with winning first union recognition"

Unionism was still on his mind just hours before his death in Memphis in April, 1968, when he declared:

"Nothing would be more tragic than to stop at this point, in Memphis. We have got to see it through. Be concerned about your brother. You may not be on strike. But either we go up together, or we go down together." □

International Food Workers Show Solidarity with Chicago Nabisco Workers

Kenneth Quinnell

The International Union of Food Workers (IUF) and the Bakery, Confectionery, Tobacco Workers and Grain Millers (BCTGM) have affirmed their solidarity with employees of Mondelēz International, the maker of Nabisco products, around the world. The state of Illinois has given Nabisco/Mondelēz millions of dollars in public assistance and tax breaks. BCTGM represents some 4,000 Mondelēz workers. The company has asked for massive concessions from employees that BCTGM says would amount to lost wages and benefits of \$22-\$29 per hour, per employee, and would lead to hundreds of lost jobs. In July, the company moved hundreds of jobs from Chicago to Mexico, jobs that were mostly held by African American and Latino workers before the move. They are represented by BCTGM Local 300 in Chicago. Most

of them are also over the age of 40, a surprisingly disproportionate targeting of experienced and valuable employees.

BCTGM International President David Durkee condemned the company's actions:

When Americans lose opportunities to provide for their families, when good, middle-class jobs become a 'distant memory of a better time,' we cannot and will not sit on our hands; we will take all necessary action along with our global partners. When corporate greed seeks to cut costs and take advantage of workers across all borders, we must take action. We believe that these middle-class manufacturing jobs have provided a direct path for Americans to build a secure future and these opportunities

must be protected. We are grateful for the support of our IUF Brothers and Sisters and will join them in taking any and all measures necessary to protect the rights and welfare of our combined memberships.

And while workers are being asked to take massive cuts, the company's CEO is laughing all the way to the bank:

Mondelēz CEO Irene Rosenfeld took in more than \$21 million in total compensation in 2014, a nearly \$6 million increase from the previous year as she and her board of directors continue to attempt to drive down wages and benefits of their own employees worldwide. Over the past eight years, she alone has received about \$170 million in compensation from the corporation. □



NLRB says ATI lockout of Steelworkers is illegal

The National Labor Relations Board (NLRB) says Allegheny Technologies Inc. (ATI) violated federal labor law when it locked out 2,200 of its employees Aug. 15.

The federal agency notified United Steelworkers (USW) on Dec. 18 that it will issue a formal complaint against ATI, because its investigation found merit to the union's charge that ATI didn't bargain in good faith before – and after – it began the lockout.

We think now it's up to \$50-60 million, and the more they screw around, the bigger the settlement will be." — USW International Vice President Tom Conway

Federal labor law requires union-represented employers to negotiate in good faith: They must demonstrate a sincere desire to reach agreement, and not just go through the motions. But that didn't happen this time at ATI, which began planning for the lockout in January 2015, months before contract negotiations began. Instead, the union says, ATI hired outside consultants to recruit replacement workers, and forced union members to sit through mandatory-attendance meetings aimed at getting them to accept concessions.

Then on Aug. 6, ATI presented USW with a "last, best and final" contract offer, and demanded that the union accept it by Aug. 10. The offer would significantly cut health insurance benefits, end retiree health and life insurance benefits for new hires,

replace the pension with a 401(k) for new hires, and give the company greater latitude to contract out work done by union members.

When USW didn't comply with the ultimatum, the company locked out the workers at 12 ATI metal plants in six states, including 180 members of Local 7150 at the former Oremet Wah Chang titanium plant in Albany, Oregon.

When the NLRB's formal complaint is issued, it will include a trial date for the case to be heard by a federal administrative law judge. The NLRB normally seeks a voluntary settlement which would include a remedy to the violation. In this case, the remedy would be to reimburse all 2,200 locked-out workers for any losses they've incurred since the beginning of the lockout, including wages and benefits – and to require the company to bargain in good faith.

"Under the law, they have to reinstate the status quo – put everybody back

to work, and make them whole for their losses," said USW International Vice President Tom Conway, who leads the union's negotiations with ATI. "We think now it's up to \$50-60 million, and the more they screw around, the bigger the settlement will be."

On Dec. 28, USW announced that the NLRB will also be issuing a separate but related complaint against ATI: That the company unlawfully interfered with its workers' right to unionize at an ATI Cast Products plant in Albany, Oregon. USW has made three attempts to organize the nonunion plant, which ATI acquired when it purchased Ladish Co. in 2010. During the most recent campaign, managers unlawfully threatened job loss and plant closure if the plant were to unionize, and made the case that it would be futile for workers to join the union. Conway said ATI management's unlawful conduct made it impossible for the union campaign to go forward. □



USW & ATI Continue Bargaining in Attempt to Try to Find a Path to Settlement Agreement

The parties have continued to meet at USW headquarters this week, both with and without the presence of the Mediators, in an attempt to try to find a path to a settlement agreement and an end to the lockout.

All the issues that were on the table at the start of the lockout are back on the table and under discussion, including new hire issues, active and retiree health care, scheduling, contracting out, VEBA funding and economics, along with certain local issues that the company refused to address during the summer.

The company has moved on some minor issues, but they continue to

argue for some of their more onerous ones. Premiums are still a topic of discussion along with schedules and contracting out. The discussions are further complicated by the announced idling of Midland and the GOES operations.

The union anticipates that soon it will bring the full bargaining committee back to Pittsburgh as part of these discussions. ATI can demonstrate its seriousness about ending the dispute that it caused by putting a meaningful proposal on the table, a proposal that is realistic and returns us back to our jobs with a good agreement and the protections we need.

This company has caused tremendous damage and hardship to our members and communities. While we are encouraged that the discussions have continued this week and we anticipate ongoing and further talks, we will not accept an agreement that is dictated by ATI on their terms. We urge them to finally come to their senses and begin to try to find a way out of the problems they have created with this destructive behavior. The union stands ready, as we always have been, to reach a fair agreement and to get the scabs out of our plants and our members rightfully back on their jobs where they belong. □

USW workers to start voting on U.S. Steel contract

The USW is now mailing out ballots to U.S. Steel employees, including those at Gary Works, East Chicago Tin and the Midwest Plant in Portage.

Steelworkers will get a week or two to cast their votes to ratify or reject a new contract with the Pittsburgh-based steelmaker, after getting summaries of all the changes from the 2012 contract in the mail. The tentative three-year deal contains no pay raises, but it has more profit-sharing and largely preserves benefits for workers and retirees, District 7 Director Mike Millsap said.

Millsap, who represents steelworkers in Indiana and Illinois, said the union secured the best possible deal after more than six months of difficult negotiations. More than two dozen union locals at U.S. Steel mills across the country still must ratify the deal.

"Look, it's a very difficult time in the steel industry," he said. "Prices are down. Steelmakers are losing money. The markets are shrinking. We did everything we could."

U.S. Steel has declined to comment on specifics until a new labor pact is reached.

Under the proposed contract, there are some minor changes from the 2012 agreement, such as higher co-pays. But Millsap said USW was largely able to preserve health care benefits after U.S. Steel wanted to slash them to where newer workers could have far less coverage and steelworkers could end up paying \$6,300 more out of pocket per year, which would have effectively amounted to a big pay cut.

Steelworkers would not have to pay

any monthly premiums under the proposed deal.

"There are minor changes," Millsap said. "But the benefits are preserved."

The USW also secured a concession that U.S. Steel will restore full benefits when it recalls laid-off workers, such as those at Granite City Works in southern Illinois.

Steelworkers will get no salary increases over the next three years, but they will get a 5 percent increase in profit-sharing if U.S. Steel turns itself around and makes a profit. The company lost around \$509 million in the first three quarters of 2015.

"When the market comes back, our share in the profit-sharing just got bigger," Millsap said. □

UNITED STEELWORKERS
WOS
WOMEN OF STEEL

Women of Steel Local 1999



X

NEXT GENERATION

Empowering the Next Generation of USW Leaders

Next Generation Sub District 3 Report

Next Generation and Women of Steel sponsored a Toys for Tots raffle. Local 1999 Indianapolis, Local 115 Lafayette, and Local 2958 Kokomo participated. Each union member who donated \$5 received a raffle ticket for a \$350 visa card. The Drawing was held at the Sub 3 Council Meeting on December 11th. Next Generation and Women of Steel collected \$980 for toys for tots. Dustin Stout from Indiana Box was the winner of the \$350 gift card from the Raffle. Next Generation and Women of Steel are sponsoring a Toys for Tots event. Local 1999 Indianapolis, Local 115 Lafayette, and Local 2958 Kokomo will be participating in the event. Each union member who donates money (\$5 Minimum) will receive a raffle ticket for a drawing to win a \$350 visa card. The Drawing will be held at the Sub 3 Council Meeting on December 11th.

Local 1999 Next Generation held a raffle for a \$500 Visa Gift Card. The purpose of the raffle was to raise funds for future Next Generation events. The drawing was held on December 20, at the Local Union Meeting. James Glass from Carrier was the winner of the raffle.

Get Involved,
Jason Campbell Next
Generation Sub 3 Coordinator



↪ STEEL From Page 2

that could have cost workers and their families thousands of dollars per year. After agreeing to an extension, the two sides continued to exchange proposals well past the previous contract's Sept. 1 expiration date.

"Our members were determined

throughout this process not to be made scapegoats for the problems of unfair trade a global overcapacity," said USW International Vice President Tom Conway, who chairs the bargaining committee.

Mike Millsap, who serves as USW District 7 director and secretary of the bargaining committee, said the

union would continue to work with employers and politicians to address the problem of unfair trade.

"As we move on from a difficult round of bargaining, we look forward to building on this collaborative relationship with the company to address the problems that have led to this crisis," Millsap said. □

Workers, Unions May Face Big Loss At Supreme Court

Mark Gruenberg

Workers and public sector unions faced sharp questions about union dues, agency fees and what they're used for – or not used for – at the U.S. Supreme Court on Jan. 11.

And if the questions and comments from the justices, particularly “swing vote” Justice Anthony Kennedy, are any indication, the unions face another big, 5-4 loss when the jurists decide the top labor case of their 2015-16 session. A decision is due before the end of June.

The case, *Friedrichs vs. California Teachers Association et al* pitted a handful of dissident California teachers – funded and backed by the anti-worker anti-union radical right National Right to Work Committee – against California, its teachers unions, the Obama administration and their union and non-union allies.

Technically, the issue is whether state laws that let unions representing public workers collect “agency fees” strictly to pay only for contract negotiations and enforcement – such as grievances – violate the dissident workers’ constitutional free speech rights.

But the real issue, which RTW and its backers denied when the justices quizzed them, is whether public worker unions can survive a big loss of revenue as not just present “free riders” refuse to pay, but everyone else does, too – and can get away with it. Justice Elena Kagan estimated that thousands of union contracts and 10 million workers could be affected.

The dissidents, represented by RTW-hired attorney Michael Carvin, argue that anything a union does, including bargaining contracts and handling grievances, is “political” and thus forcing dissidents to pay agency fees for those functions violates their free speech rights.

“Many of these things” from class sizes in schools to staffing of fire departments “are matters of public concern” where the Constitution’s 1st Amendment and its free speech rights – including a ban on government coercion of individuals to “speak” via agency fees – trump everything else, Kennedy told California Solicitor General Edward Dumont.

“Many teachers disagree” with the

union on various issues, Kennedy continued. “The agency fees require that they subsidize unions on the issues they disagree with. The union is making these teachers compelled riders” on its policies.

If the dissidents win, every state and local government would in essence become a so-called “right to work” shop, where anyone could use the union’s services, but not pay for them.

The contest inside the courtroom was mirrored by demonstrations outside, as unionists from AFSCME, the Service Employees, National Nurses United and other unions converged upon the court to show the importance of the case to their rights and livelihoods. A smaller group, marshaled by the right, waved “We \square teachers” signs. One California “religious teachers association” sided with the RTW crowd (see separate story).

Inside, “with the agency fees, unions can do things they can’t do without them,” such as train workers to be more effective, Justice Sonia Sotomayor told Carvin.

“If you’re receiving the benefit of something, why is it hurting your 1st Amendment right to speak?” to be asked to pay for it, Sotomayor added. “They (unions) don’t have the right to demand that the other side subsidize them,” Carvin retorted. He gave virtually that same answer to Justice Elena Kagan.



⇒ See COURT Page 11

Union Workers Should Think Before Supporting Donald Trump

Richard Cucarese

Rapid Response Coordinator, USW Local 4889

Make America Great Again." The slogan from Donald Trump's campaign has been embedded into the national psyche for quite a few months. Now that we are getting closer to the Iowa caucuses and New Hampshire primary, let's delve into what Mr. Trump's "greatness" may mean for the American worker, especially union members and their families.

Before attaining his media celebrity in the past decade, Mr. Trump was already well known worldwide for developing luxury tower residences mainly in Manhattan. He also had holdings and interests in casinos, an airline and the now defunct USFL (football league). While much has been made of his business prowess and also his failures and bankruptcies, not much has been told of his relationships with the workers in his casinos or the tradesmen and women working on his towers.

Mr. Trump has displayed both positive and adversarial relationships with unions. He has used union tradesman in the building of his New York towers, mainly due to the close relationships

he formed with deceased Building and Trades Council President, Ed Malloy. While this has created some employment for the trades, he has also used undocumented workers in the demolition of the old Bonwit Teller Building, which paved the way for TrumpTowers on 5th Avenue. Members of Local 95 House Wreckers Union filed suit against Trump in Manhattan Federal Court in 1983, when he and a subcontractor used some 200 undocumented laborers from Poland to demolish and clear the site, paid them substandard wages and worked them excessive hours.

With all Mr. Trump's bluster about building a wall between Mexico and the United States, it has recently been alleged that he is using non-union, undocumented laborers from Mexico and Central America to build his newest, glitzy tower right in our nation's capital.

Mr. Trump's organization also faces charges of harassment and strong-arming his hotel workers who were trying to join the Culinary Workers Union, Local 226, in Las Vegas, Nev.

Although his efforts were unsuccessful, it does give us a window into Donald Trump's view of the average worker in the United States, especially if that worker is one of Hispanic origin, as are many in his Vegas, Trump International Hotel.

What many Trump supporters really want is to return to the America of the 1950s. They long for those halcyon days of the American middle class. In those days, one in three workers belonged to a private sector union, which ensured high wages, good medical benefits, a pension and paid vacation. The 1 percent paid an income tax rate of 70 percent on their highest bracket earnings. And government projects such as interstate highways, bridges and dams kept the nation's citizens employed, and safe, and was the intention of interstate highways.

If infrastructure economic development, support for unions and higher taxes for the 1 percent is what you seek, then Sen. Bernie Sanders is your candidate. Not Trump. □

⇨ COURT From Page 10

"Their burden of justification is much higher, because they can't possibly show that abolition of the agency fees would lead to demise of unions," Carvin told reporters afterwards.

Justice Stephen Breyer commented that "six people inside a room

bargaining on wages, hours and working conditions is pretty far" from barring people from exercising their free speech rights. Carvin saw no difference.

Breyer, Kagan, Sotomayor and Justice Ruth Bader Ginsburg repeatedly made the point that dissidents still have their own rights to speak up

in public forums and whenever they want, against unions' policies. Policy advocacy is different from collective bargaining, Breyer said.

By contrast, Justice Antonin Scalia told Dumont: "The problem is that everything that is within collective

⇨ See SUPREME Page 13

Unit 00 Rexnord

Hello Union Brothers and Sisters,

Hope everyone had a good holiday season. Here is an update on some things that are going on in the plant. The company and the union met on the 8 outstanding grievances that we have open with the company, there was 4 of them that was resolved, some with back pay and some with the removal of the write up and 1 was withdrawn on a non-precedent basis by the union. One of the open grievances is a termination case and 2 are still being discussed and 1 is being reviewed again by the union.

The work load is still low, but some good news is, because of all the retirements we had at the first of the year and the retirements that are scheduled by the end of March this is definitely helping the attrition problem caused by the OSS. The layoff that was scheduled before the holidays in 131, has been canceled for now because of people leaving and other bid sheets being opened in other departments, if anyone is put on layoff and you have any questions please come see me so I can explain the process.

The new contract books have arrived and been given out if you didn't receive one please let me know.

The latest update on the OSS is that parts are starting to come into the plant and they are being checked by the quality department. The parts that are coming in will be going to different departments, some to 131 some to 123, and some will come in be checked and then sent to

104 to be assembled. I can't stress enough to everyone involved with these outsourced parts that if the QUALITY is not there when you are doing your process to these parts, PLEASE let your steward know and your supervisor, these parts will be going to our customers, THESE PARTS HAVE TO BE RIGHT, it all starts with us telling the company if they aren't right.

Again I want to remind everyone here if you need anything from this union feel free to get with me or any union official so we can answer your questions.

In closing I want to THANK everyone, COMPANY AND UNION that was involved in the gift lift for the LA RUE CARTER CHILDREN, IT WAS A GREAT SUCCESS AND I'M SURE THE CHILDREN ENJOYED EVERYTHING THEY GOT.

In Solidarity,
Don Zering
Unit President

Unit 07 UTC Carrier

Happy New Year to All,

As we embark on this New Year your, Union representatives are working hard to increase solidarity throughout the plant. It was great to see all of you who participated in habitat to build homes, the Breast Cancer drive, Coats for the homeless, and last year's Holiday dinner pitch-in. Now, we want to keep that energy going and welcome you to get involved with our Women of Steel and are Next Generation programs, so that we may further the United Steel Workers

cause in building our Union. Your unit President Donnie Knox have, come up with some activities and agendas for the whole year that, will bring us closer together, so that we all can be supportive to one another. Therefore, if you feel like you want to be part of some selfless organizing, help those who are in need, and give back to a community that will open their arms to the blue and gold come join, and let's get to work. WE NEED EVERYONE TO GET INVOLVED TO GET RESULTS!!

We are no longer under contract with Cintas so in February we will have a new vendor for uniforms.

Remember this any and all suggestion are welcomed cause with change comes sacrifice and a new mind set.

In Solidarity,
Walter J. Jones III
2nd Shift Union Official

Unit 09 RSR Quemetco

Hello Brother's and Sister's,

We are doing some hiring more of a labor positions not so much skilled trades right now and we have a light load of grievances. At our plant we have started preparing for our contract negotiations. We will be meeting with company in late January. I am looking forward to getting started on our future. Lets let the Company know we are ready for them to reinvest in us. Don't tell us show us!

In Solidarity,
Andy Engle
Unit Vice President

Unit 13 Diamond Chain

I'd like to take this opportunity to first welcome all new members, and thank you for filling out your check-off cards. This incoming year is the beginning of our contract negotiations. I would like to inform all of our members that the negotiation committee has officially been put together. We have met to begin preparing for the upcoming contract. The committee now consist of President: Scott McCaslin Vice-President: Lincoln White Griever: Clyde Jarrett Stewards: Steven Forsyth and Stephen Holloway.

The key to SUCCESS as well as a BENEFICIAL contact for all is SOLIDARY

For better communication among each other a Facebook page has been created entitled USW Unit 13. Please join the group to stay current with all news.

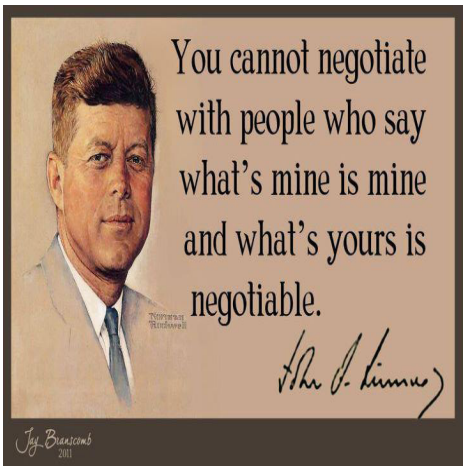
The International settled the Drug policy Grievance. The company has rolled out a new policy with a last chance agreement.

As everyone has noticed, work has slowed down and overtime is being cut. With many concerns, and talks with the company there aren't any plans of layoffs. If sales don't increase than we could be looking at temporary layoffs by working shorter work weeks.

In Solidarity,
Scott McCaslin
Unit President

Unit 32 Cenveo

Cenveo is still in the middle of Bargaining. The members rejected the first offer 100 percent and rejected the 2nd offer by 76 percent. We have made improvements with the company with wages. We continue to see problems with our vacations, time and half, insurance, and 401k. Concessions seem to be a common trend with this company. This would be our 2nd contract with the company, in which, concessions have been proposed. I see these things happening everywhere. Contracts are becoming worse and 2 tiers contracts are taking over. We as Union members need to recognize this and start fixing it. We cannot continue down this path. We face extinction if we don't fight back. All I can say is when the Unions are gone all that is left is low paying jobs, long hours, extremely high insurance costs, no retirement benefits, less holidays, no equal treatment, etc. (the list can go forever)...We are headed right back to the beginning. The point of life is to go forward not backwards.



In Solidarity,
Jason Campbell
Unit President

↳ SUPREME From Page 11

bargaining is done within the political system," and thus comes under the 1st Amendment and its free speech safeguards.

"There are deep public policy implications," Dumont admitted in reply. "But we're trying to do two things here: Run a government and run a workplace."

California and other states, he added, decided the best way to run a workplace is to work cooperatively with the one union - at each agency - which a majority of its workers voted in. Agency fees help fund that cooperative work, Dumont said.

David Frederick, speaking for the California Teachers Association, and its union allies, told the court that overriding - throwing out - the 1997 Abood case, which legalized the current agency fee system "would substantially disrupt established labor-management relations and collective bargaining agreements in half of the country." Those are the states that do not have so-called "right to work" laws.

"We're talking about a service fee" for the unions "to provide services" to all their covered workers, union and non-union, Frederick added. That drew yet another comment from Kennedy: "You're comparing them with a whole group of persons who have their own views, who are coerced or compelled" to back other views, via the agency fees.

"I can understand that argument" for keeping the agency fees "if the union is destroyed" without them, but not otherwise, Chief Justice John Roberts said. □



**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**

↳ RACISM From Page 1

The Republican Party, in particular, though eventually many Democrats, too, began to campaign by scaring voters. They did so by dog whistling: Using coded terms like “inner city crime” and “silent majority” that on the surface did not mention race, but that just underneath coursed with racial power, telling a story of decent whites under threat from dangerous minorities. Today, nobody better symbolizes this toxic politics than Donald Trump.

Yet for all its ugliness, this was strategy, not bigotry. Keeping minorities in their place was never the main point. Instead, the goal was to win elections and also to satisfy the demands of the billionaires funding political campaigns. This required stoking resentment, not only against nonwhites, but also against an activist government, which was painted as coddling minorities with welfare while refusing to control them through lax criminal laws and weak border enforcement. In effect, powerful elites used the politics of fear and division to hijack government for their own benefit. Pandering to racial

anxiety and enflaming hatred against government, they distracted voters from recognizing the threat posed by increasing concentrations of wealth and power.

Today, the richest 0.1% of Americans holds 22% of the country's wealth—the same share held by the bottom 90% of the population. These are levels of wealth inequality not seen in a century. As we slowly emerge from the Great Recession, we find ourselves confronting levels of poverty and economic hardship we thought we had left long in the past, with pensions gone, home equity erased, jobs scarce and little promise for our children. Once again, robber barons rule a rigged system, with government and the marketplace in their pockets. In their greed, they are stifling shared economic prosperity, limiting the mobility of current and future generations and endangering our democracy.

It's time to stop segregating the race problem as one that harms only minorities. A deeper conception of how racism structures politics, government and the economy connects minority concerns to the

issues faced by all workers. This approach makes clear that when racism triumphs, all workers lose.

Dog-whistle politicians constantly warn the racially anxious that liberal government and unions care more about coddling minorities than about protecting hardworking whites. This drumbeat makes it risky for labor to mobilize around nonwhite concerns because it can make conservative accusations ring true to many white workers.

But the solution cannot be to avoid race and to exclusively address class interests. To talk solely about economics leaves racial demagoguery unchallenged, allowing it to continue dividing workers. It also leaves workers of color alienated and angry that the labor movement is ignoring the gross injustices they confront.

The only way forward is to connect race to class, and class to race—by building an inclusive social movement that silences dog-whistle politics and demands that government put people first. □

2016 UAW Union Built Vehicle Guide



UAW CARS

Buick LaCrosse
 Buick Verano
 Cadillac ATS
 Cadillac CTS
 Cadillac CT6
 Cadillac ELR (electric)
 Chevrolet Camaro
 Chevrolet Corvette
 Chevrolet Cruze
 Chevrolet Cruze (diesel)
 Chevrolet Impala
 Chevrolet Impala (police)
 Chevrolet Malibu
 Chevrolet Sonic*
 Chevrolet Volt
 Chrysler 200
 Dodge Dart
 Dodge Viper
 Ford C-Max (full hybrid/electric)
 Ford Focus
 Ford Focus (electric)
 Ford Fusion* (gas-powered only)
 Ford Mustang
 Ford Taurus
 Lincoln MKS

UAW TRUCKS

Chevrolet Colorado
 Chevrolet Silverado**
 Ford F Series
 GMC Canyon
 GMC Sierra
 RAM 1500**

UAW SUVs/CUVS

Buick Enclave
 Cadillac Escalade ESV
 Cadillac Escalade Hybrid
 Cadillac SRX
 Chevrolet Equinox
 Chevrolet Suburban
 Chevrolet Tahoe
 Chevrolet Tahoe (police)
 Chevrolet Tahoe (special service)
 Chevrolet Traverse
 Dodge Durango
 Ford Escape
 Ford Expedition
 Ford Explorer
 GMC Acadia
 GMC Yukon Hybrid
 GMC Yukon XL
 Jeep Cherokee
 Jeep Compass
 Jeep Grand Cherokee
 Jeep Patriot
 Jeep Wrangler
 Lincoln MKC
 Lincoln Navigator

UAW VANS

Chevrolet Express
 Ford Transit
 GMC Savana

UAW SPECIALTY VEHICLES

American General MV-1
(for drivers with disabilities)

UNIFOR CARS

Buick Regal
 Cadillac XTS
 Chevrolet Impala
 Chrysler 300
 Dodge Challenger
 Dodge Charger

UNIFOR SUVs/CUVS

Chevrolet Equinox
 Ford Edge
 Ford Flex
 GMC Terrain
 Lincoln MKT
 Lincoln MKX

UNIFOR VANS

Chrysler Town & Country
 Dodge Grand Caravan

These vehicles are made in the United States or Canada by members of the UAW and Canada's Unifor union, formerly the Canadian Auto Workers (CAW). Because of the integration of United States and Canadian vehicle production, all the vehicles listed made in Canada include significant UAW-made content and support the jobs of UAW members.

However, those marked with an asterisk (*) are produced in the United States and another country. The light-duty, 1500 model crew-cab versions of the vehicles marked with a double asterisk (**) are manufactured in the United States and Mexico. When purchasing one of these models, check the Vehicle Identification Number (VIN). A VIN beginning with "1" or "4" or "5" identifies a U.S.-made vehicle; "2" identifies a Canadian-made vehicle.

Not all vehicles made in the United States or Canada are built by union-represented workers. Vehicles not listed here, even if produced in the United States or Canada, are not union made.

Alcoa will shut down smelter, 600 jobs affected

Susan Orr

Aluminum maker Alcoa will permanently close its Warrick County smelting operations by the end of March.

Some 600 people work at Alcoa's Warrick smelter, which has a capacity of 269,000 metric tons. Warrick's rolling mill and power plant, which employ another 1,235 people between them, will continue to operate.

In a statement issued after the news release, John Martin, Alcoa's vice president of U.S. smelting operations, said: "Although our employees have worked diligently through these challenging market conditions, the aluminum smelter at Warrick Operations is no longer competitive.

The price of aluminum in the last year alone dropped about 30 percent. Our focus now is on our employees, and we will be working with our union, community and other stakeholders to help minimize the impact during this very difficult transition."

Most of Alcoa Warrick's hourly employees are represented by United Steelworkers Local 104.

Alcoa blamed market conditions for the shutdown, noting that the Midwest transaction price for aluminum dropped approximately 30 percent in 2015. During that same time the Alumina Price Index fell approximately 40 percent, Alcoa said. Alcoa produces both aluminum and alumina. Alumina is

a raw material in the production of aluminum.

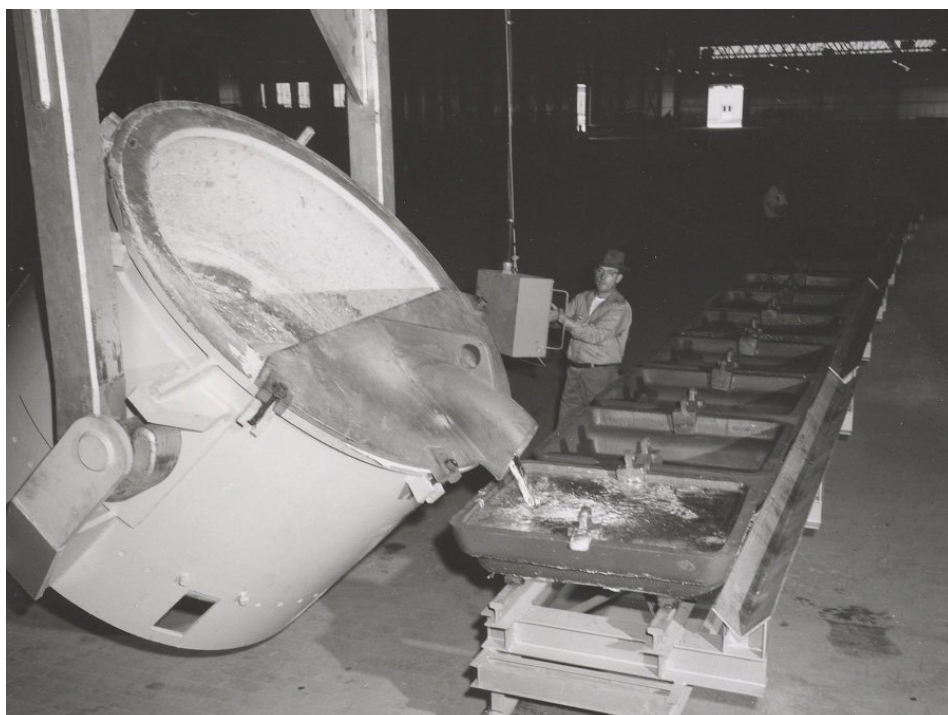
The move is the latest in a series of similar steps Alcoa has taken in the past year in an effort to reduce its costs.

In March, the company announced that it was beginning a 12-month review of its smelting and refining operations "for possible curtailment or divestiture."

Since then, Alcoa has taken the following actions at its smelters:

- Curtailed 74,000 metric tons of smelting capacity in Sao Luis, Brazil
- Closed its 96,000-metric-ton smelter in Pocos, Brazil, which had been curtailed since May 2014.
- Curtailed its Intalco and Wenatchee smelters, both in Washington State. The two operations had a combined capacity of 373,000 metric tons.
- Announced it planned to curtail its Massena West smelter and permanently close its Massena East smelter, both in New York. Shortly after that announcement, Alcoa said it had reached an agreement with the state of New York for an incentives package to keep the Massena West smelter open. Massena West has a smelting capacity of 130,000 metric tons.

Once the Warrick smelter closes, Alcoa's only active North American smelter will be Massena West.



On June 10, 1960, the first smelting pot at Alcoa Warrick Operations was tapped and molten aluminum was poured into pig-style ingots.

⇒ See ALCOA Page 19

Boonville mayor on Alcoa: 'It's a very, very sad day'

Shannon Hall and Megan Erbacher

Thursday was supposed to be a good day for Boonville Mayor Charlie Wyatt.

It was his first city council meeting as the new mayor. But a few hours before the meeting began, Alcoa announced its Warrick Operations Smelter will be shut down, and it could affect 600 jobs in the Tri-State.

"It's a very, very sad day to say the least," Wyatt said Thursday. "It's a tough day. I'm heartsick."

INTERACTIVE: A Look Back At Alcoa Warrick Operations

Wyatt worked at Alcoa in various positions starting in 1972. He retired in June 2013. He worked on the "pot line" for 17 days before being transferred.

He's always been proud to say he worked at Alcoa, and Alcoa has been a constant in the county's economy since the late 1950s. A report published by the company said 38 percent of its roughly 1,900 employees live in Warrick County. Another 24 percent live in Vanderburgh County.

"It's tough to get a good job with good benefits, especially like that," Wyatt said. "Our hearts and our prayers are with everyone in the Tri-State."

Chris Horn, an electrician for Alcoa and a United Steelworkers Local 104 PAC treasurer, said there's a lot of unknowns right now.

"We don't know how it will all shake out," Horn said. With union contracts, some people could be transferred to other facilities at Alcoa, but he's not sure.

Horn said he's been on the phone a lot trying to figure out what's happening.

If all 600 jobs are lost, "600 jobs is a lot for Warrick County," he said.

The late afternoon news wasn't something Warrick County Chamber of Commerce Executive Director Shari Sherman wanted to hear. It hits close to home for Sherman, whose son-in-law works at Alcoa.

"Anytime I hear there is any business that is closing or downsizing, I hate to hear that," she said. "That is a sad thing to hear ... Alcoa is one of the major employers in Warrick County. It's been here 55 years. So that impacts a lot of individuals, families

and multi-generations ... That's a major hit."

In a slumping aluminum economy, Sherman said she knows Alcoa Warrick Operations has worked hard to remain competitive. And with the facility being one of the last of the coal-fired smelters in the country, Sherman said technology has upgraded and created more economically feasible ways to accomplish the work.

Sherman said the chamber will learn more about the closure's impact over the next year. She plans to offer assistance not only to the hourly employees, but also to management during the transition.

"When you lose that many jobs, other businesses are also affected," she said. "And so I think time is going to tell. And certainly we're thankful that they're not closing completely. ... It will be an interesting coming year." □



Dirty Toys Made in China

Holiday Toys Made Under Sweatshop Conditions

Popular toys, sold by major retailers across the U.S., Europe and Australia, are made under harsh and abusive conditions at the Dongguan Zhenyang Wanju Limited factory in China by young workers forced to toil 12 to 13-plus hour shifts in near freezing conditions, earning as little as \$1.36 an hour and sleeping in crowded dorms on narrow wooden bunk beds.

The Zhenyang toy factory has over 1,000 regular employees and 800 temporary and student workers, many of whom are just 16 years of age. Workers are required to be between 16 and 30 years old and

two-thirds are women.

Zhenyang mainly manufactures Christmas toys, dolls, infant and baby toys. Right now, Zhenyang is in the middle of the toy manufacturing peak season.

Workers cannot have tattoos or colored hair, and must not have any disabilities, especially of their hands.

New workers receive little or no training, even for work in dangerous departments.

Workers interviewed by our researchers identified many health

hazards at Zhenyang. But the factory has no health and safety committee.

In peak season, shifts run 12 to 13 ½ hours. The Injection Molding department runs back-to-back 12-hour day and night shifts.

Work in all of Zhenyang's production departments is constant and fast. Pressure to produce and make quota is enormous: "Both hands must be constantly moving," the workers say.

Work areas are very crowded. Workers are not allowed to move from their work stations, or even to drink water. They must get a special pass to use the bathroom, and each production line of 35 to 50 workers has only one pass.

The workers do not use earplugs despite the fact that noise levels are extremely high in some departments. Workers report that some of their colleagues who are longtime employees of the factory have suffered hearing loss.

In the spray paint department, the workers do not always have fans. Nor do they have masks. The spray paint and printing work rooms are full of fumes from chemicals including industrial alcohol, phenylenediamine and sodium peroxide. Workers just starting in this department often feel nauseous and dizzy, and have headaches.

In the Assembly Department and warehouse, there are locks on the fire safety doors.



↳ TOYS From Page 18

Making laser guns and toy cars, the quota for a team of 36 workers is 11,000 pieces a day. So, in essence, each worker must complete 306 toys per day.

During the period of our investigation, the factory was toiling to complete a contract to produce 100,000 Disney dolls!

A worker told us that she had to make 2,400 Disney doll legs in a day—an average of 218 legs per hour! She said, “You can’t take your eyes off it for a second.”



The labor contract is just a blank sheet of paper. There is nothing on it, and workers are told, “just sign it.”

One worker told our researchers, “If I am discovered using a cell phone at work, my cell phone will be confiscated, given to the administration, and held for a month!”

All overtime is obligatory and sick leave is not allowed.

Workers found a water pipe spewing what they believe to be sewage from one of the factory buildings into a nearby stream. The discharge is yellow and has a putrid smell.

There is no heat or air conditioning in the factory or dorms. In Guangdong, temperatures can go down to the low 40s Fahrenheit in winter. Workers wear coats inside the factory.

An experienced male worker at the Dongguan Zhenyang factory has been working there for two years. He volunteers for a lot of overtime, when he can earn 13.02 RMB (\$2.05 USD) an hour during the week, or double time of 17.36 RMB (\$2.73) per hour on weekends.

“I also have a child,” he told us, “and I pay for him—school tuition and more. I can skip meals, but I don’t want to deprive my child. At the end of the month, I don’t have much money left!”

Chinese toy production and global warming: According to the New York Times, citing a recent study, “while it might be cheaper to make things in China, the cost is more pollution than if goods were made elsewhere.” □

↳ ALCOA From Page 16

Since March 2015 Alcoa has also curtailed or closed 3.3 million tons of refining capacity, including 810,000 metric tons of refining capacity at its Point Comfort, Texas operations. Alcoa made the Point Comfort announcement at the same time it announced the Warrick smelter closure.

So what exactly is a smelter, and how will Alcoa Warrick Operations function once it closes its smelter?

Aluminum smelting is the process of extracting aluminum metal from

aluminum oxide, which is also called alumina. This is done through a chemical process involving heat and electricity.

The aluminum produced at Warrick is cast into ingots, which are cooled and then sent to a rolling mill – a sort of industrial-sized series of rolling pins which flatten the ingots into thin sheets of aluminum. Those sheets get rolled into large coils that are then sent elsewhere for use in food and beverage cans, pop-top can tabs and lithographic printing plates.

An on-site power plant provides electricity for Warrick Operations.

After the Warrick smelter shuts down, the facility will purchase aluminum made elsewhere for use in its rolling mill.

According to Alcoa's website, Warrick Operations is one of the largest aluminum smelting and fabricating facilities in the world. The property, which includes more than 9,000 acres, is located along Indiana 66 between Newburgh and Yankeetown, Indiana.

The first molten metal at the Warrick site was poured in June 1960. □

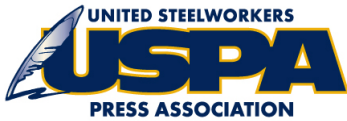
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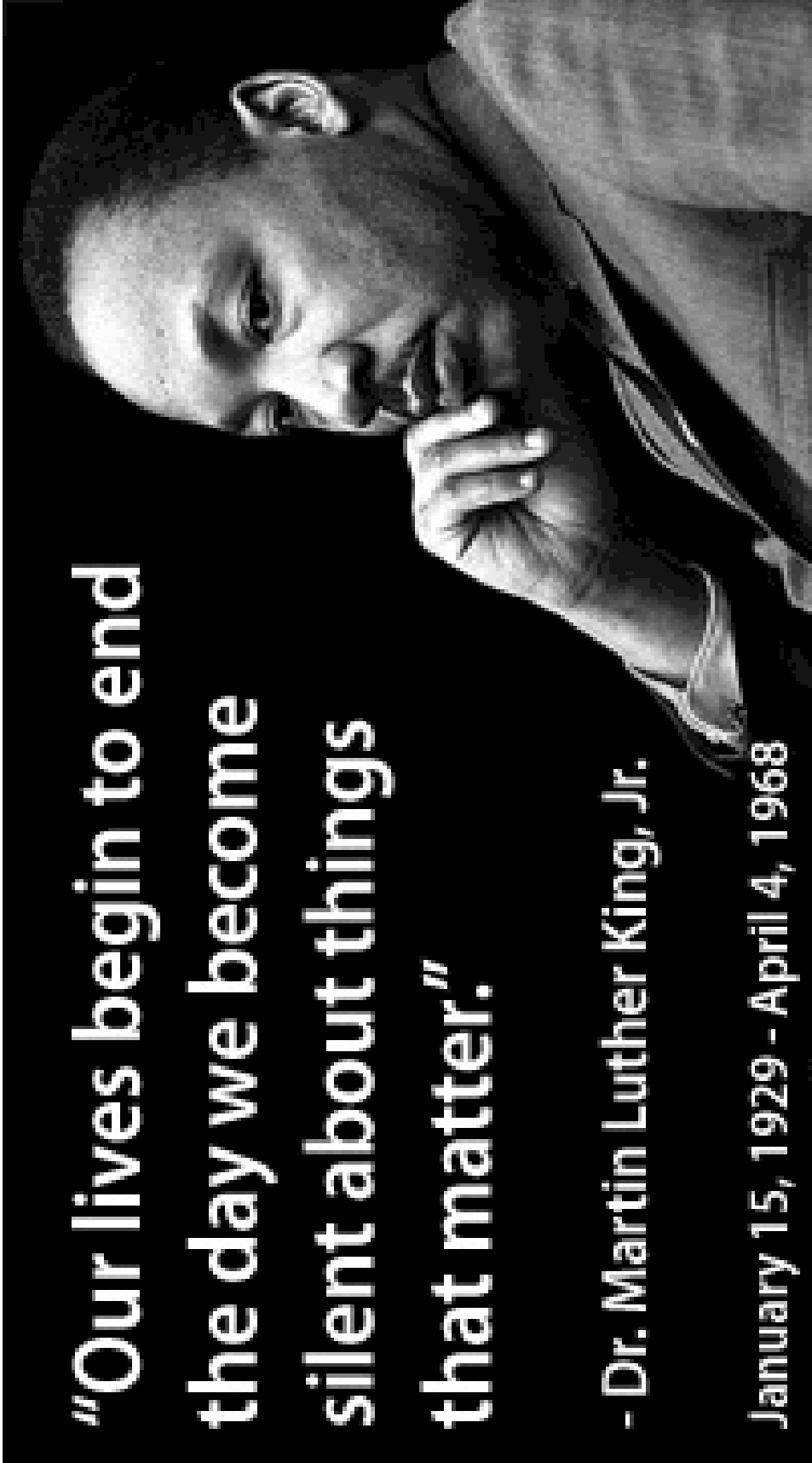
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“Our lives begin to end
the day we become
silent about things
that matter.”

- Dr. Martin Luther King, Jr.
January 15, 1929 - April 4, 1968