

STEEL VOICE



UNITED STEELWORKERS LOCAL 1999

Volume 9 Issue 4.

Indianapolis, IN

October 21, 2016

Rexnord Running For The Border

Rexnord announced Friday, October 14 they would be sending almost 300 Union jobs to a plant in Monterrey, Mexico next year. The company told Local 1999 the "tentative" relocation would be completed by June 2017, and "invited the union to join us in an open and frank discussion over this potential relocation and the impact it would have on Rexnord associates and their families."

The company is profitable. Wall Street values it at almost \$2 billion. It recorded a profit of \$18.9 million in the most recent quarter, and is sitting on \$183 million in straight cash. It bought \$40 million of its own stock in 2016, a move that boosts returns for investors by raising the value of the company's shares.

Draper Alumbaugh, 37, works for Rexnord Corp., "My good-paying job - it's gone," Alumbaugh says in the video. "Because of greed. Greed! Nothing else."



"It's pretty simple what these corporate people want," he said in a video posted by Indiana news station RTV6. "They want to pay people nothing and they want to profit everything."

"This company makes over \$20 million a month selling heavy-duty bearings across the world," Alumbaugh says in the clip. "All of a sudden we can't compete? No, I don't think that's what the case is. The case is CEOs are on the average of 53,000 times the normal pay of an average employee. I wonder what's wrong with our country."

Rexnord CEO Todd Adams was paid \$1.5 million in 2016, \$1.7 million in 2015 and \$2.1 million in 2014.

Last year, executives at S&P 500 companies earned, on average, about \$12 million - or 335 times more than their workers, according to an analysis by the AFL-CIO.

Rexnord joins a list of Indiana companies shifting some or all operations to Mexico this year. Carrier Corporation and United Technologies Electronic Controls also announced hundreds of U.S. layoffs in favor of Mexican workers.

Vertellus Specialties is eliminating 43 bargaining unit jobs by the end of November 2016. Vertellus has plants in China making the product being discontinued here at the Tibbs Avenue plant in Indianapolis

**KEEP IT
MADE IN
AMERICA**

My View

Kelly Ray Hugunin,
Local Union Representative



Brothers and Sisters:

Once again another highly profitable Company has announced the closure and relocation of an American plant to Monterrey, Mexico. And again the plant being relocated is one of the Company's most productive and profitable plants. It is Carrier *deja vu*.

Rexnord announced October 14th the "tentative" relocation of the Rockville Road bearing plant. They were very clear to say tentative. Many have asked what Rexnord means by tentative. I believe they simply learned from the Carrier closure not to be final in their announcement. They know they have a legal obligation to sit down with the Union to bargain over their decision to close the plant here. Carrier wanted to go directly into effects bargaining and skip decisional bargaining.

In 2016 Rexnord had \$1.92 Billion in sales and profited \$67.9 million and \$2.05 Billion in sales with \$83.8 million in profits in 2015.

President and CEO Todd Adams total compensation for 2016 was \$1,500,943. He received

\$1,662,938 and \$2,124,706 in 2015 and 2014 respectively. Kevin Zaba who is the President of the Process and Motion Control division of Rexnord was compensated \$1,010,809 in 2016 and \$2,591,314 in 2015. Just let those numbers sink in. For just two years compensation for those two executives compensation equals \$6,766,004. Todd Adams hourly rate for 2016 was about fifty cents shy of \$800 an hour. The highest paid hourly worker at the Rexnord bearing plant makes only \$30.81 an hour and the lowest paid \$18.82 an hour. Adams made 30 times the hourly wage of the highest paid hourly worker and 43 times that of the lowest paid hourly worker. But it is the wages of the hourly workforce that Rexnord has deemed as too high.

Rexnord has yet to disclose what they believe their savings will be from the relocation of the plant. Carrier told us they would save \$65 million annually when they relocated the furnace plant to Mexico. Their cost savings was mainly due to the \$3 an hour wages they would be paying in Monterrey.

Corporate greed is the driving force behind the total and partial plant closures at Rexnord, Carrier, Vertellus and Alcoa. Vertellus Tibbs Avenue chemical plant is losing 40 American jobs due to work going to China. Alcoa shut down it's aluminum smelter in Warrick, Indiana earlier this year resulting in the loss of 600 American jobs. close to 2,500 good paying Steelworker jobs lost. Jobs that put food on the table and roofs over the heads of Hoosier families. Jobs that put children through college. Jobs that provided for the American Dream. Soon to be gone with little hope that they will ever return, at least not with the wages and benefits provided today.

We fought back against Carrier and we will fight back against Rexnord to try and sway their decision. We were not successful at Carrier and I fear we will not be successful at Rexnord.

We cannot do it by ourselves. We need a congress that will stop making bad trade deals that encourage companies to move their operations out of the United States. It is of the utmost importance that we elect worker friendly candidates to congress. We must then hold their feet to the fire and talk to them about our issues and hold them accountable for the votes they cast.

I worry that if these companies that are making millions and billions of dollars in profits are moving out of the country then what will keep the ones that are struggling to make a profit. Maybe they simply won't be able to afford the move. Either way it does not bode well for working America.

Unit President Don Zering has quickly assembled a bargaining committee. The committee met Tuesday, October 25 at the hall to prepare for decisional bargaining. The first meeting with Company representatives will be Friday, October 28. We hope to learn on Friday exactly what the cost savings of the move are for Rexnord. What will it take to keep our jobs here if at all?

Mayor Joe Hogsett has also pledged that the city will consider any incentives that are within reason to save these jobs.

We are planning actions to take to try to prevent these jobs from leaving the country. We will be asking everyone from the local to participate. You have to ask yourself "will my job be next?" □



I will NOT lie down

I will NOT go quietly

I will NOT submit

I will NOT roll over

I will NOT comply

I will NOT shut up

I will NOT sit down

I will STAND UP and

I will FIGHT BACK



**Fight Back
Against
CORPORATE
GREED!**

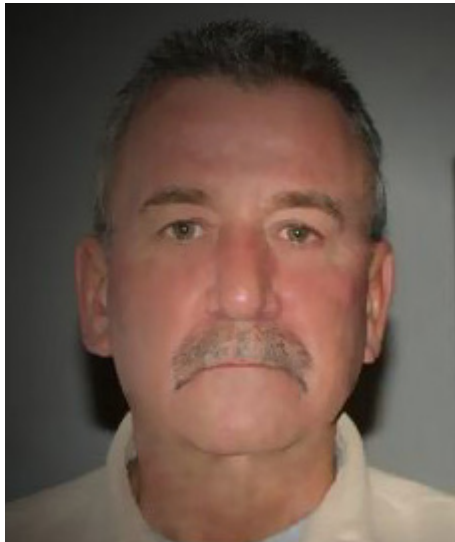
Corporate Greed Strikes Again

Chuck Jones, President

USW Local 1999 has once again received more bad news. Rexnord Bearing 1999-00 has announced that they too will be moving to Monterrey, Mexico. The announcement was made on October 14, 2016 and their plans are to move between April and June of 2017.

Once again it is nothing but pure CORPORATE GREED and UNFAIR TRADE LAWS. Rexnord is a very profitable company but evidently enough is never enough.

This is going to continue to happen all across America until there are no manufacturing jobs left, unless WE get involved and fight to get Labor



friendly candidates elected to office. The only hope we have to stop the bleeding of these jobs is to change the Free Trade Laws.

Union shops are not the only ones at risk, anyone that works in manufacturing is at risk of losing their job to foreign workers at any given time, because the law allows these Companies to move without any consequence. And we can't compete with \$3.00 an hour wages.

For years I have been stressing to you the importance of Voting and Voting for Labor Friendly Candidates. Some of you have listened but not near enough. Unfortunately it is too late to register for the General Election on November 8, 2016 but if you are already registered you need to get out and VOTE!!! ☐



Large Companies Owe Hundreds of Billions in U.S. Taxes, Report Says

Vineeta Anand

Leona Helmsley famously said that "Only the little people pay taxes." In a recent presidential debate, Donald Trump bragged that not paying taxes makes him "smart."

It's not just millionaires such as Helmsley and Trump who have mastered the art of avoiding taxes. A new study shows that the largest American corporations shelter trillions of dollars in profits from U.S. taxes each year by keeping the money offshore.

In 2015, the Fortune 500 companies avoided paying taxes on \$2.5 trillion in accumulated profits held offshore, according to the study by the Citizens for Tax Justice, U.S. PIRG Education Fund, and the Institute on Taxation and Economic Policy. Thirty of these companies accounted for \$1.65 trillion (66%) of these offshore profits.

U.S. tax laws permit companies to avoid paying taxes on foreign profits until they return the money stateside. Many of the Fortune 500 companies defer taxes indefinitely by keeping profits in overseas tax havens. Some large companies have even moved their headquarters overseas to avoid paying U.S. taxes.

Only 58 of the Fortune 500 companies actually disclose the additional taxes they would owe if they didn't book their profits offshore. These 58 companies would owe a total of \$212 billion in additional federal taxes if they didn't shelter their profits offshore. That's "equal to the entire state budgets of California, Virginia and Indiana combined."

The Treasury could receive a windfall of \$717.8 billion, nearly double

the federal budget deficit of \$438 billion last year, if all 298 Fortune 500 companies that shelter profits overseas agreed to pay their full tax bills.

The worst culprits include Apple, which has stashed \$214.9 billion offshore, and would owe \$65.4 billion in U.S. taxes; Citigroup which kept \$45.2 billion offshore and would owe \$12.7 in taxes and Nike, which holds \$10.7 billion offshore and would owe \$3.6 billion in taxes.

The authors of the report urge Congress to change tax laws to prevent companies from deferring paying taxes on foreign profits indefinitely. The report also urges companies to be required to publicly disclose key financial data, such as profits by country, in their annual financial statements. □



Community stands behind Steelworkers

ADAM BLACK

Car horns rang out along U.S. 23 in South Shore on Saturday as residents slowed down and waved to show their support for United Steelworkers Local 133.

Community leaders, family and friends lined the portion of U.S. 23 in front of Harbison-Walker Refractories Co., facility to show their support for the local union, and hoping to send a message to the company about how strong the community is.

"These union workers are a big part of our community and do so much," Brandi Hunt said. "All they want is a fair contract."

Craig Hunt, president of USW Local 133, said they decided to strike at noon Monday in protest of what USW Local 133 claims are unfair labor practices by the company.

"We began discussions back in February, and were working without a contract since mid-April," Hunt said. "They want to reduce pensions

for current employees, and not even offer them new ones."

Along with pension issues, Hunt also listed several other issues, including safety hazards, benefits and not giving raises for the next three years.

"We just want a fair contract that will keep everyone safe and offer them what they deserve," Hunt said.

While Hunt has not heard of any future meeting to discuss the contracts, he said they are willing to stay on strike for as long as it takes.

"Since Monday, we have had hundreds of people stand with us and show their support," Hunt said. "This is our community, and we are happy to see they are supporting us."

As families continued to park their vehicles and picket with the workers Saturday, many held signs asking for a fair contract and asking for the "scabs to go back home."

Brandi Hunt, along with her father and children, also held signs, raising them to drivers as they passed, including Hunt's daughter, who held a sign stating "There goes my merry Christmas"

"There is so much that we are grateful for, but this is definitely going to impact us," Hunt said.

Workers in the Greenup County School District also attended the strike to show their support. Several administrators and teachers flashed signs of support for the workers and to let the company know they weren't backing down.

"This just doesn't affect us; it affects the whole community," Hunt said.

While Craig Hunt hopes the company will come back to the table soon, he said he knows he has the support of the community, and even other local unions.

"We will continue to fight for what's fair," he said.

The company is still running operations during the strike, and issued the following statement:

"For the past nine months, the company has negotiated in good faith with the United Steelworkers Union local to reach a new collective bargaining agreement at the South Shore, Ky., facility. The company has presented USW with fair proposals that better secure the future of the facility and its work force. To our disappointment, the USW has rejected the company's recent contract proposal and called its members to strike." □



Honeywell workers say lockout aims to destroy union: 'It's corporate greed'

Steven Greenhouse

UAW members, prevented from working for four months, question the company's claimed concerns over 'stark economic realities' in aviation industry.

More than four months into the lockout, Allan Enright and Jose DeLeon – both wearing T-shirts emblazoned with a bald eagle and the word "Solidarity" – were picketing outside the Honeywell factory that makes airline brakes.

On a street without any traffic or pedestrians, the two were showing their defiance toward Honeywell, the aerospace plant in South Bend, Indiana, which locked out 316 union members here on 9 May after they voted overwhelmingly to reject a proposed contract that they say contained a significantly worse health plan.

'Trump talks a big game' on Indiana factories – but workers express doubt
Read more

Honeywell says it locked out the members of the United Automobile Workers (UAW) – and brought in replacement workers – to assure continued production and meet customers' deadlines. Enright, 59 and soft-spoken, sees things differently. "Bottom line, they want to get rid of the union completely," he said. "That's why they locked us out."

Honeywell and the UAW resumed talks this week after reaching a stalemate but tempers are high. The company has embraced a weapon that has grown increasingly popular across corporate America as organized labor has grown weaker: locking out workers to throw the union on the defensive and perhaps break the union's and the workers' will.

"I really think they're just trying to hold us out, to make us hungry, to make the membership fold," said Bryan Rodgers, the recording secretary of UAW Local 9 in South Bend. Honeywell has also locked out 42 UAW members at a second airline brake factory, in Green Island, New York, just north of Albany.

Notwithstanding on-again, off-again negotiations, the company and union have been deadlocked since May. Tensions have festered and the workers have grown restive as the clashing sides continue to present vastly different views of the situation. The UAW says the airline brake factory here has fallen badly behind in keeping up with customer orders, while Honeywell insists that production is going well, better than

➡ See GREED Page 8



↳ **GREED From Page 7**

with its unionized workforce.

The union asserts that Honeywell should not be demanding concessions on health coverage, seniority and other matters when the company had record profits of \$4.77bn last year and income in its aerospace division rose. But Honeywell says it needs to rein in costs because the aviation industry has hit some turbulence.

"The union is ignoring the stark economic realities currently facing the global aviation industry, which has lost approximately 35,000 jobs since 2015," said Scott Sayres, a Honeywell spokesman.

That doesn't persuade John Suher Sr, a 60-year-old millwright, who is furious about the lockout. "It's basically corporate greed," he said. "They want to eliminate the middle class."

The dispute's main sticking point is health coverage. Union members say Honeywell's proposal would make many of them pay several thousand dollars more each year for health coverage. They also complain that Honeywell is demanding the power to unilaterally change health coverage, premiums and deductibles without the union's approval.

"The unilateral healthcare changes are unacceptable to us," said the UAW's Rodgers. "They want to be able to change healthcare any time they want."

On a recent afternoon, Enright and DeLeon carried placards with bright red letters saying "UAW Locked Out", as they stood alongside a

makeshift shelter – a grey tarpaulin held up by wooden poles stuck into concrete-filled plastic buckets. A previous shelter had literally blown away during a ferocious summer storm.

Wearing a bandanna on his head to shield him from the sun, DeLeon, a Honeywell employee for seven years, acknowledged the lockout was taking its toll. "It's a struggle," he said. "I have a daughter in college, and my wife is ill. She's only got a part-time job. Between that and unemployment insurance, we're making it."

Many workers are getting by only because they receive \$390 or so in weekly unemployment insurance. But they worry about what will happen when those benefits expire in November.

But Honeywell's Sayres defended the proposal. "We are offering the same healthcare benefits available to nearly all other Honeywell employees in the US, including those represented by unions," he said.

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insurance, we're making it."

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The Honeywell workers average \$22 an hour, or \$45,760 a year for a full-time worker before overtime. Honeywell, however, says average total compensation exceeds \$80,000 a year, including overtime and benefits – a number the union disputes. The company's contract offer includes a 8% raise over five years.

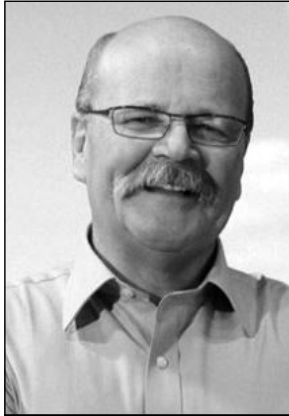
The UAW has sought to turn up the pressure on Honeywell. On 21 September, 100 union members and supporters demonstrated outside a federal building in Albany to protest against the government's recent decision to award Honeywell's South Bend factory an \$18.3m contract to produce replacement brakes for the navy's F/A-18 plane.

Julie Kushner, director of the UAW's New York region, said: "We believe the government should stop giving new contracts or extending old contracts to a deplorable company that is locking out its workers and destroying good, middle-class jobs."

Barbara Fick, a labor law professor at Notre Dame University here, questioned how long the workers could hold out. "These workers were used to making pretty good money," she said. "And if they're out four or five months without wages, they have obviously got to be hurting." □

JOHN GREGG

A Strong Voice for Working Families



A lifelong Indiana resident, Gregg has spent the last 30 years working in private business and serving our state in public life. He wants to continue fighting for working people as governor.



Supporting Equal Pay. Gregg supports equal pay for equal work because it's fair for women and good for working families. (Candidate website, 8/23/16)



Creating Jobs. Gregg supports smart investments in roads and bridges to attract new businesses and create good-paying jobs. (Candidate website, 8/23/16)



Increasing Workers' Comp. Gregg knows wages and workers must be protected; he led the charge in passing the largest workers' comp increase in state history. (Howey Politics Indiana, 10/31/11)

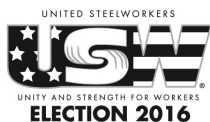


SUPPORT CANDIDATES WHO SUPPORT WORKING FAMILIES

JOHN GREGG

FOR GOVERNOR

YOU CAN VOTE EARLY BEGINNING ON OCT. 12 IN THE OFFICE OF THE COUNTY ELECTION BOARD.
FOR MORE INFORMATION, GO TO WWW.INDIANAVOTERS.COM.



How you vote is a personal decision. Your union has done the research and believes **John Gregg is the best choice for working people.**

For more information, contact United Steelworkers Local 1999 at 317-639-1479 or visit www.afcio.org.

VOTE
NOV. 8

Court overturns ruling for DuPont in overtime suit

Jessica Masulli Reyes

Employees claiming they were not paid overtime by DuPont Co. will get another shot in court following a federal appeals court ruling last week.

A panel for the U.S. Court of Appeals Third Circuit on Friday reversed a Pennsylvania judge's ruling in 2014 to toss out the lawsuit against DuPont.

The case is now remanded to the lower court for further proceedings.

The employees who work 12-hour shifts at DuPont's manufacturing plant in Towanda, Pennsylvania, are

claiming they were not paid for the time spent donning and doffing their uniforms and protective gear on site, the court documents said.

They also claim they were not paid for performing "shift relief," in which they would give the incoming shift employees a status update on the work, according to court documents. The time spent on these duties ranged from 30 to 60 minutes per day.

DuPont claimed it could offset compensation given to the employees for meal breaks during their shift against the required overtime since

the company is not required to pay for meal breaks under the Fair Labor Standards Act.

The employees claimed DuPont was violating the FLSA by not paying them time-and-one-half for the overtime.

The appeals court found that the district court judge erred in granting summary judgment in favor of DuPont.

"We are disappointed with the ruling from the Third Circuit Court of Appeals and we are considering our legal options," said DuPont spokesman Dan Turner. □



Putting Off Retirement Shouldn't Be a Death Sentence

Rebecca L. Reindel

Working people are working longer to support themselves and their families. And they are paying for it. Today, one in five workers are 65 years or older and are at greatest risk of fatalities and injuries due to falls, slips and trips. But a rule proposed by the Occupational Safety and Health Administration would strengthen protections and prevent falls, slips and trips caused by workplace hazards.

What does this mean for their health and safety on the job?

Aging workers are at increased risk of dying on the job. In 2014, 35% of all work-related fatalities occurred in workers 55 years or older; and the fatality rate among workers 65 years or older was more than three times the rate of the overall workforce.

This is the first time the fatality rate for older workers increased in eight years and disproportionately affects blue-collar workers.

Aging workers have lower injury rates but need more time to recover. Older workers do not recover from severe injuries quickly, taking a median of 15 to 17 days away from work for recovery, compared to nine days for the overall workforce. Older workers tend to be highly skilled workers as a result of decades of training, education and experience, resulting in fewer work-related injuries. This is true when workers remain in their field of expertise, but often time older workers are unable to continue the jobs they have devoted their lives to because of physical demands and must change industries at an older

age.


How are aging workers injured on the job?

Workers 65 years or older are at greatest risk of fatalities and injuries due to falls, slips and trips, which accounted for 27% of all fatalities in workers in this age group. The same events accounted for 17% of fatalities among the entire workforce. Workers 65 years or older also were 1.7 times more likely to experience a fall, slip or trip that resulted in a severe injury.

Specifically, older workers are at increased risk of falling on the same level. These falls typically occur because of wet, slick or cluttered floors, steps or other walking surfaces and surfaces without proper guarding or handrails.

How can we protect an aging workforce?

In 2010, OSHA proposed a walking and working surfaces rule to strengthen protections and prevent falls, slips and trips caused by workplace hazards, after decades of delay. The Obama administration is running out of time to issue the final walking and working surfaces rule to protect all workers, including older workers who are especially vulnerable to these hazards on the job.

Read more about safety and health issues on the aging workforce in the 2016 Death on the Job report. 



UNIT REPORTS

UNIT 00 REXNORD

Hello Union Brothers and Sisters:

Just want to keep you updated on a few things.

On the grievance side we have 2 arbitrations scheduled for November 3rd and one on December 1st, we did settle one arbitration before it ever got to the arbitrator, and we have 2 more that need to go to arbitration. The grievance load has been low for a while. As of the printing of the news letter we have one person on discharge that we are getting ready to meet on.

As everyone knows we have a new plant manager; his name is Tom Kress, he has worked for Rexnord in the Milwaukee area for a while. Hopefully by the time you read the news letter there will be a notice out to meet him at the next employee meeting, which I was told on October 13th that it would be scheduled sometime for the week of October 24th.

On the insurance side of things, at the October 24th all employees meeting I was told that insurance will be discussed. I hope everyone opened their envelope from Rexnord, talking about the new choice for insurance, HSA 1, also the letter talked about the HRA account. Insurance enrollment per the letter is supposed to be the 2nd and 3rd weeks of November.

An update on the OSS, as everyone can see there are a lot of boxes of parts sitting around; some areas are slower than others because of this. I talked to the new plant manager when he got here about utilizing are machines, to run these parts as we did in the past. On the work load side I talked with Tom and he said orders are down a little. There may be a little less overtime than we have worked in the plant this year, but he thinks we are going to be able to keep the inventory levels up, which is a good thing for us.

On the new security cameras installed in the plant, the union has had a meeting with the company on October 12th and we are working through the issues. After our meeting, the agreement was the cameras would be turned off until the Union and company come to an agreement. We all know now what the cameras are for.

There has been some things said recently on the floor that the Union isn't telling the people everything. If you have any doubts or think we are holding back come see me, I will tell you what I know, and if I haven't heard what you tell me, I will ask the questions to find out the answer.

I know everyone was as shocked as I was on the announcement on October 14, 2016 to move the plant to Mexico. We all see where we stand with this Company; plain Corporate Greed! As Americans we still have to fight for the American jobs. It can happen to anyone. Watch for newsletters and notices for future

Unit Meetings. Everyone will be kept in the loop.

DON'T FORGET TO VOTE ON NOVEMBER 8th, IT IS YOUR RIGHT; PLEASE VOTE FOR THE WORKING PEOPLES CANDIDATES. Thanks to all of you

In Solidarity,
Don Zering
Unit President

UNIT 07 CARRIER

To my Brother's and Sister's,

We are now headed into the last quarter of 2016. We are slowly getting closer to the end at Carrier. I want to give thanks to all that still come to work everyday and give 110%. I know it's hard to do now under these circumstances but it shows the company what kind of workforce they're leaving behind. We still are producing at gold standard.

We currently are in the initial process of job training and gathering all available resources and information. We are working with Representative Karlee Macer, Employ Indy, Department of Workforce Development, Labor Institute For Training (LIFT) & Working Nation. We are all working together to make sure that you all receive the best resources and opportunities available. The first thing going out soon will be a survey that you can take online or on paper. This survey will ask you questions about your

career interests, education, etc. I want to stress how important this 5 minute survey is as it is the first step in the job training process. I encourage all members to fill out the survey when it comes available. We will share any information pertaining to all issues about job training. Your union officials are doing the very best to make sure you get the proper tools to succeed after Carrier.

As we continue to work during these tough times, I would like to say that we can't have members going to management and "ratting" on other members. If you have a problem with another member, please contact your department steward, chief steward or committeeman. Let the union officials help solve the issue. The company doesn't care that you tell on someone. They just want to see people go out the door.

For those that don't know, we lost a brother from department 7125, Joe Nolan. Joe was a very well liked young man and it seemed like everybody was his friend. The members on 7125 showed an incredible amount of solidarity in his honor by wearing white. They also sent off a couple dozen white balloons outside the plant. "What time is it?" "Game Time!!" That was Joe's trademark saying. RIP Joe.

For those that are not currently on the Carrier/USW Facebook page, you can find it by searching the page name, USW Local Unit 1999-07 - Carrier Site. We post all important information and updates for the members. The page is for dues paying members only.

In Solidarity,
TJ Bray
Media Communications Rep.

UNIT 13 DIAMOND CHAIN

Brother's and Sister's,

I would like to start off by thanking everyone who participated in the Negotiation process at the local and international levels.

COMMITTEE:

I want to commend the negotiation committee for all the hard work and time they put in to the negotiation process this was not an easy round of bargaining by no means with the proposals the company started off with but the committee held strong and did not divide forcing the company to extend the current contract and eventually withdraw some of there proposals that we could not live with such as 12 hr. work days and large increases in our health insurance cost amongst other proposals.

C.A.T Team and Tellers:

I want to thank the cat team members for giving up some of their break and lunch time to pass out information to the membership I believe they did a great job at keeping everyone informed also I want to thank our two tellers for the time they put in on contract ratification it was a long day and they did a great job.

MEMBERSHIP:

I want to give thanks to the members who participated in the activity's we did at the plant to show our strength and solidarity as a unit I honestly believe without your participation the company would not have budged on a lot of their proposals I am proud of this membership and I also want to note we had a great turn out for contract ratification 144 members out

of 167 voted.

Contract:

We made some gains economically \$1.25 over the term of the contract while keeping our current caps on how much our insurance can increase in place by the end of this contract almost every member will be making more on the hr. then they did in 2008, we will be getting time with new hires during orientation, we also got 4 of the 6 two day doctor notices back that we lost in 2009 and brought some of our outsourced work back in house amongst some other positives in the contract on the lighter side of things we were not able to stop the company from hard freezing our pension and finishing off the retiree health insurance these are sad things to accept but with free trade laws being what they currently are in America and the way the market and other company's including other steelworker facility's our getting away from these type of plans knowing this I believe are membership made the right decision as hard as it was to make and as a unit we move forward and stay united and not allow this company to ever divide us in our contract again.

In Solidarity,
Scott McCaslin
Unit President

UNIT 15 GATORADE

MISSED PUNCHES

The missed time punches continue to be an issue. The company continues to uphold this policy. We are currently preparing for a 3rd step meeting.

⇒ See UNIT 15 Page 18

MAKE YOUR VOICE COUNT, VOTE ON NOVEMBER 8TH

FOR UNION ENDORSED CANDIDATES IN THE 2016 GENERAL ELECTION



**US SENATE
EVAN BAYH**



**GOVERNOR OF INDIANA
JOHN GREGG**



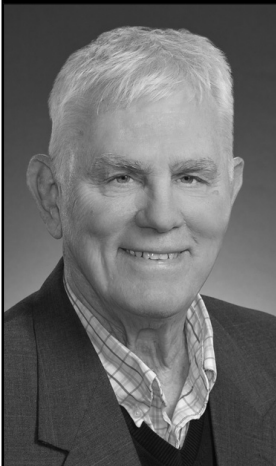
**ATTORNEY GENERAL
LORENZO ARREDONDO**



**STATE SUPERINTENDENT
GLENDA RITZ**

SUPPORT THEM ON NOV. 8TH SO THEY CAN SUPPORT US!


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**You can
count on
Phil Webster
to fight for
you.**

PHIL WEBSTER

A STRONG VOICE FOR WORKING FAMILIES

 **Protecting Workers' Rights.** Webster opposes "right to work" laws that weaken working people's ability to bargain for better wages and working conditions. (Candidate website, accessed 9/13/16)

 **Supporting Working People.** Webster supports workers' right to organize and will fight for policies that promote better wages and working conditions. (Candidate website, accessed 9/13/16)

 **Investing in Infrastructure.** Webster supports smart investments in roads and bridges to attract new businesses and create good-paying jobs. (Candidate website, accessed 9/13/16)

SUPPORT CANDIDATES WHO SUPPORT WORKING FAMILIES

PHIL WEBSTER

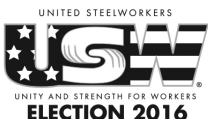
FOR STATE SENATE, DISTRICT 35

YOU CAN VOTE EARLY beginning on Oct. 12 in the office of the county election board. For more information, go to www.indianavoters.com.

How you vote is a personal decision. Your union has done the research and believes **Phil Webster is the best choice for working people.**

For more information, contact United Steelworkers Local 1999 at 317-639-1479 or visit www.afcio.org.


**VOTE
NOV. 8**



NLRB ruling could strengthen the power of strikes

Mark Gruenberg

If the National Labor Relations Board accepts a recommendation from its own general counsel, the right of workers to strike for better wages and conditions could be greatly strengthened.

NLRB General Counsel Richard Griffin has asked the Board to rule that United Site Services of California must prove, not just state, that it could not survive if it did not hire permanent replacements for members of Teamster Local 315, who are on strike.

Currently, if workers strike because their employer has violated a labor law, and the NLRB agrees that a violation took place, the employers cannot legally hire permanent replacements.

However, members of Local 315 walked out because negotiations about wages, benefits and working conditions had broken down. In such a case, the NLRB allows employers to hire "permanent replacements" to keep the company afloat.

However, for many years the NLRB has required no proof that a company would fail if it did not hire replacements for strikers.

This is one reason for the huge decline in the number of strikes in recent years. Federal data show last year there were only 12 strikes and lockouts, affecting a total of 47,000 workers nationwide, and that this represented less than 0.05 percent of total worker-days.

In 1952, there were 470 strikes or lockouts involving 2.75 million workers.

Not forcing employers to prove the need for hiring "replacement workers" takes the strike weapon out of workers' hands, says pro-union Philadelphia labor lawyer Mark Kaltenbach. "The right to strike will only become a reality when the board jettisons the presumption" that employers can hire permanent replacements, he wrote in the On Labor blog.

Kaltenbach, author of a paper on the right to strike and "replacement workers," notes that even the U.S. Supreme Court has recognized that hiring permanent replacements is "inherently destructive" of the right to strike. But it hasn't questioned employers' assertions of the need for the replacements. The NLRB should demand proof of need, Kaltenbach says.

That's exactly what Griffin is proposing.

Griffin's brief to the NLRB states that nothing in any Supreme Court decision "precludes the board from considering [my] argument to overrule *Hot Shoppes*," the original case, decades ago, that laid down rules for hiring permanent replacements.

In their brief to the NLRB, attorneys Andrew Baker and Lorrie Bradley of Oakland, Calif, present arguments to back up Griffin's position. Baker and Bradley represent Teamsters Local 315.

"The crux of" United Site Services' "argument," they write, "is that the Supreme Court and the board recognized that an employer's hiring of permanent replacements is in and of itself the legitimate justification for

⇒ See **STRIKE** Page 18



IN AFL-CIO Endorsements for 2016 Election for Central Indiana

Governor of Indiana:**John Gregg (D)****Superintendent of Public Instruction:****Glenda Ritz (D) (I)****U.S. Senate:****Evan Bayh (D)****Indiana Attorney General:****Lorenzo Arredondo (D)****U.S. House of Representatives:****District 5: Angela Demaree (D)****District 6: Barry Welsh (D)****District 7: Andre Carson (D) (I)****Indiana State Senate:****District 20: Paula Jo Gilliam (D)****District 30: Pamela L. Hickman (D)****District 32: Sara Wiley (D)****District 33: Greg Taylor (D) (I)****District 34: Jean Breaux (D) (I)****District 35: Phil Webster (D)****District 36: Sean Gorman (D)****District 40: Mark Stoops (D) (I)****District 42: Randy Howard (D)****District 44: Linda Kay Henderson (D)****Indiana House of Representatives:****District 13: Mike Childress (D)****District 21: Jodi Buoscio (D)****District 26: Victoria Woeste (D)****District 27: Sheila Klinker (D) (I)****District 30: Natalie Guest (D)****District 32: Ryan Scott Davis (D)****District 34: Sue Errington (D) (I)****District 35: Melanie Wright (D) (I)****District 36: Terri Austin (D) (I)****District 39: David Russ (D)****District 42: Tim Skinner (D)****District 43: Clyde Kersey (D) (I)****District 44: Kimberly Fidler (D)****District 46: Bill Breeden (D)****District 47: Michael Reddick (D)****District 53: Nancy Tibbett (D)****District 55: Mimi Pruett (D)****District 56: Karen Chasteen (D)****District 58: Edward Dean O'Connor (D)****District 59: Robert Pitman (D)****District 60: Penny Githens (D)****District 61: Matt Pierce (D) (I)****District 65: Chris Woods (D)****District 73: Douglas Leatherbury (D)****District 86: Ed DeLaney (D) (I)****District 87: Carey Hamilton (D)****District 88: Dana Black (D)****District 89: Rachel Burke (D)****District 90: Lacy K. Hollings (D)****District 92: Karlee Macer (D) (I)****District 93: Greg Rathnow (D)****District 94: Cherrish Pryor (D) (I)****District 95: John Bartlett (D) (I)****District 96: Gregory Porter (D) (I)****District 97: Justin Moed (D) (I)****District 98: Robin Shackelford (D) (I)****District 99: Vanessa Summers (D) (I)****District 100: Dan Forestal (D) (I)**



**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**

⚡STRIKE From Page 16

hiring permanent replacements and denying striking employees their jobs upon conclusion of a strike."

However, Baker and Bradley continue, "This of course begs the question of why the employer hired permanent replacements in the first place. And this tautological reasoning - that the inherently destructive conduct is inherently legitimate - is exactly what is wrong with Hot Shoppes and why the board should now overturn that mistaken decision."

The attorneys write that they recognize that "it is true that (Supreme) Court and board precedent permits employers" to hire permanent replacements "as an economic weapon."

However, they say, "it does not follow that" labor law "precludes the board from requiring employers to prove the necessity of hiring permanent replacements to keep its operations

underway."

The NLRB is expected make a decision in the matter soon. ☐

⚡UNIT 15 From Page 18

The clocks have limited history of 48 hours. The only way to document punches is to take a pic of your history data.

GRIEVANCE PROCESS

Grievance process has been back logged due to several issues starting with the extension during negotiations. There also has been scheduling issues. Statements are also needed in a timely manner. Statements should be written A.S.A.P. this reduces loss of info.

Without a statement we have no grievance. All grievances require a statement.

It takes all of us to make it work! Report violations and issues to union rep's. Help provide information and statements.

DIRECT DEALING

Direct Dealing is a violation of NLRB Rules. Direct Dealing undermines the union's Right and Ability to Properly Represent the Members. Once a grievance has been filed it should not be discussed specifically where there is an attempt made by a company representative to reach a settlement without union Representation involvement. Once a grievance is written it is the property of the USW.

UNIT MEETING

NOVEMBER 11th DURING PLANT SHUTDOWN.

1st Meeting 09:30 AM till 11:00 AM.

2nd Meeting 12:30 PM till 2:00 PM.

Discussions around current issues.
Review New Contract language.

In Solidarity,
Ed Roell
Unit President

KARLEE MACER

A strong voice for working families in the Indiana House of Representatives



KARLEE ON LABOR

- ✓ Voted correct on 100% of the IN AFL-CIO 2015-2016 legislation
- ✓ Introduced the Clawback Amendment (SB 308 AMD #4) during the 2016 legislative session that would make companies like Carrier pay back taxes if they decide to move jobs out of Indiana
- ✓ Supports restoring collective bargaining rights for teachers and public employees*
- ✓ Supports equal pay and "Buy American" provisions*

*Source: IN AFL-CIO 2015-2016
Legislative Scorecard*

**Based on submitted Candidate
Questionnaire*

**Karlee Macer
Supports
Working Families**

How you vote is a personal decision. Your union has carefully researched the candidate's positions and believes that Karlee Macer is the best choice for working families for House District 92.

STEEL VOICE

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



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Press Association

Submissions from members
are always welcome.

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St. Indianapolis, IN 46222
Phone: 317-639-1479
Email: hugunin@tds.net



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code below.**



VOTE
November 8.