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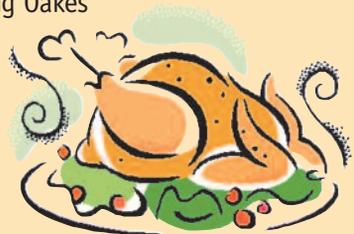
## USW Local 560 Continues Longstanding Christmas Tradition

By Tom Ricker

In keeping with a longstanding tradition, the United Steelworkers Local 560 has once again conducted their annual Christmas turkey donation drive. Members, along with other Bobcat employees, donated a total of 162 turkeys to those less fortunate in our surrounding communities.

Turkeys were given to the Ransom County Food Bank, North Dakota Veterans Home, Sargent County Food Bank, Women of Gwinner, as well as several area churches including Oakes and Gwinner, N.D., and Britton, S.D. U.S.W. Local 560 would like to thank all those involved for making this a successful event again in 2017.

*Ricker is vice president of United Steelworkers Local 560.*



### Let's Hear from YOU!

USW@Work is published four times a year and we need the submissions for the Spring 2018 issue by April 13, 2018. Please submit them to [D11news@usw.org](mailto:D11news@usw.org).

Also include a telephone number or active e-mail address in case we need additional information. We will try to include all submissions and we reserve the right to edit information in order to fit the allocated space.

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**NEXT GENERATION**

For information on Next Generation, please contact the District 11 office at 612-623-8045.

**ORGANIZING**

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# USW REPORTER

## Martin Marietta Ratifies First Contract

We are pleased to announce that the employees of Martin Marietta Materials, Inc. have ratified their first contract with the USW.

Martin Marietta Materials is an underground mine in Fort Dodge, Iowa, and produces limestone for a variety of uses. The employees first organized in 2016, and negotiations began in early 2017.

In September of 2017, the company proposed a “last, best and final” contract offer that provided significant raises for some employees but left many without any raise at all.

With the help of Vince Clark from the Strategic Campaigns Department at the International Headquarters, the

local committee launched a “Fair Contract for All” campaign and organized various actions to show the company that they were not going to leave anyone behind.

Much to the surprise of the company, the members showed their solidarity in participating in the actions. Also, local unions of Martin Marietta in Michigan and Ohio also helped with the solidarity in writing letters and other actions to support the members at Fort Dodge.

In January of 2018, the company came back to negotiations with an offer that included wage increases for everyone.

Shortly after, the membership ratified the agreement, which increased wages more than 11 percent and maintained their health care, pensions and other benefits.

“This was the first time I ever helped negotiate a contract and had reservations at first, but after seeing support from the other USW locals, our international union and our local solidarity, we bargained for one of the largest pay raises in the history of this mine,” said

Joe Grandors, a member of the bargaining committee.

“We now have a legal document that we can build on in the future,” said Matt Godfrey.”

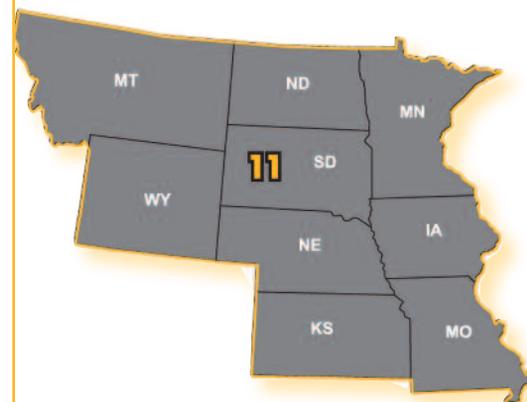
“We have a seniority clause, clear job descriptions and a grievance procedure to name a few of our achievements,” said Anthony Johnson.

Godfrey and Johnson served on the committee with Grandors, District 11 Assistant Director John Rebrovich and Iowa Sub-district Director Randy Boulton.

Negotiating committee members:  
Matt Godfrey, Joe Grandors and  
Anthony Johnson



### DISTRICT 11



### 2018 UPCOMING EVENTS

- ▶ **MINK:** June 3-8
- ▶ **District 11 Women's Conference:** July 12-14
- ▶ **District 11 Conference:** July 15-18
- ▶ **Ruttger's:** September 16-21



## THE DIRECTOR'S DESK

Emil Ramirez, District 11 Director

### SHOW US THE JOBS, MR. PRESIDENT.

In this column one year ago, I outlined how we were anticipating a rebound in manufacturing jobs here in District 11. Just a few weeks

ago, on Jan. 30, 2018, Harley Davidson announced that the assembly plant in Kansas City will close in early 2019.

The USW represents 225 employees there. Companies like Harley will continue to ask our members to accept wage freezes and pay higher health care premiums and then turn their backs on workers. Harley Davidson, in my perspective, is just as bad as Carrier Corporation.

This is just one example of the many manufacturing facilities across the country that have either already shut down or where management has announced plans to close this year or next.

No matter where or how much overtime they work, no USW member in any sector benefited as much as the

wealthiest individuals and most powerful corporations when the President and congressional Republicans passed their massive, expensive tax break.

As a union, we are still waiting for the results that the administration outlined in a plan to reform the failed trade policies of the past. The trade deficit with China and the world, fueled by protectionist and predatory practices, continues to rise, and action is long overdue.

On the campaign trail, the President promised that billions of dollars would be spent on infrastructure. We could upgrade our water and electrical systems across the country, build high speed rail or at least upgrade our deteriorating rail lines, just to name a few possibilities.

Any of the above would create the jobs our country desperately needs.

## Women of Steel in Action

**The Women of Steel Program really took off in 2017. Community volunteering, membership engagement and activism, educational workshops and training demonstrated a strong commitment to making a difference. It all culminated with a local union Women's Committee winning the Jefferson Award—again, for the second straight year.**

The D-11 program would not be the success it is without the support and commitment of the local union presidents, executive boards and Women's Committees. The locals who stepped up to hold a meeting, arrange a tour of their worksite and/or host a speaker deserve recognition, as do those who provided lunches and the use of facilities during the past several years:

**Iowa:** Locals 310L, 444L and 105

**Mo-Kan** (Missouri, Kansas and Nebraska): Locals 13, 307L, 11-228, and 760

**WI'MN-KOTA** (Minnesota, North Dakota and South Dakota): Locals 560, 9460, 11-418, 662, 6860, 6115, 11-63, and 1976

**Wyoming/Montana:** Locals 11-0047 and 13214

2018 looks to be even more promising as the District will host our 7th annual Women's Conference in July and the International Women's Conference in October. This is in addition to the Year 1 Women's Leadership Course and regular Council meetings.



*If you are on Facebook, please go to "USW District 11 Women of Steel" to keep up with all the latest information!*



WOS WIM'N-KOTA Council touring the Flint Hill Resources Oil Refinery in Inver Grove Heights, Minn. USW Local 662 hosted the tour.



WOS MOKAN Council touring the Harley Davidson Factory in Kansas City, Mo. USW Local 760 hosted the tour.



## HEALTH CARE COORDINATORS HOLD INAUGURAL MEETING

Seventeen newly appointed health care coordinators met in Pittsburgh this week to establish their goals and chart the future of the Health Care Council.

Health care is one of the union's fastest growing sectors, with close to 50,000 members. In recognition of health care's vital place within the union, delegates at the Constitutional Convention in April unanimously passed a resolution to help serve and grow membership in the industry.

"Health care is an important part of who we are as a union," said International Vice President Fred Redmond, who oversees bargaining in the health care sector. "And it's an important part of who we want to continue to be as we look to the future of this ever-evolving organization."

One of the primary outcomes of the resolution was the creation of the position of health care coordinator. Each coordinator was selected by his or her district director and will be responsible for facilitating communication between health care locals in their districts.

Together, the coordinators will also form the steering committee of the Health Care Workers Council.

The health care sector faces unique challenges, including geographically disparate locals, amalgamated locals in which the majority of members are not health care workers, and diverse job classifications within units.

"All these years I thought I was alone," said Cheryl Rheam, a radiographer/mammographer from Local 1940 in Lewistown, Pa. "I was always told there were other health care workers in the union but was never actually introduced to them."

Debbie Yakscoe, a grievance committee member from Local 10-00086 in Lansdale, Pa., echoed this sentiment. "This committee means there is hope on the horizon that we're not on an island," she said.

The coordinators crafted a mission statement, made a strategic plan for fostering communication between locals, and discussed the upcoming Health Care Workers' Conference, which will take place in the spring.

"My main goal is to get our members involved," said Daniel Coghill, Vice President of Local 14637 in Hazard, Ky. "And I know there is support if we need help."

**Health Care Coordinators:** Tim O'Daniel (D1), Jackie Anklam (D2), Ray White (D3), Judy Danella (D4), Audra Nixon (D6), Nicole Greene (D7), Daniel Coghill (D8), Cheryl Rheam (D10), Debbie Yakscoe (D10), Heather Hill (D11), Louise Curnow (D11)

**Designated Staff:** Michelle Laurie (D3), Del Vitale (D4), Richard Leblanc (D6), Kim Smith (D9), Cathy Drummond (D11), Dianne Kanish (D12)



District 11 welcomes Travis Lohmann as a casual staff representative in the Minneapolis office. A member of USW local 11-418 in Cottage Grove, Minn., Travis has worked at the 3M plant for 18 years, has held several positions on the local union executive board and has worked on organizing drives at several other 3M facilities in the U.S.

Travis' union-building efforts as a member of 11-418 include helping to form the 3M Council, a group of nine local unions that meet on a regular basis to build solidarity and increase bargaining power. At the 2017 USW International Constitutional



Convention, he helped author the resolution that created the Veterans of Steel committee and has led the efforts of creating a chapter at his home local while assisting other local unions to establish committees of their own.

Travis has been married to his wife, Ricci, for 25 years, and they have two children attending college. In their free time, Travis and Ricci enjoy traveling, camping, boating, Minnesota Twins baseball and spending time with family.

We also welcome Cameron Redd as a casual staff representative in Montana. Cameron was a member of USW Local 7686 at Noranda Aluminum, prior to its closing due to bankruptcy. He held numerous positions on the local union executive board, including vice-president.

Cameron served as the Rapid Response coordinator for Local 7686, and he spearheaded efforts to stop so-called "right-to-work" legislation in Missouri by educating union members and the public about the devastating consequences when such laws inhibit or diminish the ability of workers to organize and bargain collectively.

Cameron has been married to his wife, Rhonda, for 27 years, and they have one teenage daughter.