“...We need a political revolution in this country. Stay focused on the most important issues. Don’t get divided by race or gender or guns. These are important, but not as important as whether your family can live in dignity.”

U.S. Sen. Bernard “Bernie” Sanders (I-Vt.)
2013 Rapid Response conference

MADE IN AMERICA
The USW has played a role in making Eagle Manufacturing of Wellsburg, W.Va., a place where members stay put and look out for each other like brothers and sisters.

SECURING THE FUTURE
A world-class metals company is spending $1.2 billion on a new hot rolling and processing facility in Brackenridge, Pa., that will secure the future for members of Local 1196.

WOMEN OF STEEL, RAPID RESPONSE
The USW’s Rapid Response and Women of Steel programs hold separate successful conferences that energize members to fight for continued progress.

ON THE COVER
Ralph Hunt of Local 8888, Newport News, Va.
Photo by Dwight Kirk

FEATURES
Speaking Out 03
Trade Watch 26
News Bytes 32

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Support the United Way

Dear Sisters and Brothers:
As the economy continues its slow recovery from the global economic crisis and recession that followed, too many of our communities continue to struggle, and too many hardworking men and women still need help.

That’s why I’m encouraging you to join me and Steelworkers throughout North America in supporting the 2013 United Way campaign.

When our communities suffer, it’s reflected by higher crime rates, restricted access to health care, lower grades and test scores and fewer opportunities for any of us to succeed – our children and grandchildren included.

Whether at the bargaining table, on the shop floor or in our communities, for more than 70 years, we Steelworkers have proven that nothing is impossible when workers are united in solidarity and speak with one voice.

The United Way has shown the same spirit of collectivism at work by mobilizing whole communities to create long-term social change that produces healthy, well educated and financially-stable individuals and families.

Since its 1887 founding, the United Way has made a huge impact by improving the lives of millions, and with our support, our communities will continue on the path towards lasting prosperity.

Thank you.
In solidarity,
Leo W. Gerard
International President

Thanks, from a Woman of Steel
I am now retired, but I wanted you to know that the phrase “Women of Steel” got me through so much, in more ways than you could ever guess: My husband’s death and a breakdown after that, just being a widow and trying to survive. I kept looking at that Women of Steel button and I would say to myself, “Yeah, I can get through this, after all I am a Woman of Steel.” Thanks for everything.

Carole Pellizzari, retired Local 6028
Fergus, Ontario

Blame Companies for Trade Woes
As a retired steelworker, I get a little disturbed when I see senators or leaders of unions who blame the imbalance of trade on China or other foreign countries breaking trade agreements. The real problem lies with the greed of American businessmen, whose only allegiance is to their bank account. They don’t care whether you’re working or not, as long as you buy their foreign-made products, even though it is destroying our economy. How about a tax on all products owned by American companies entering the U.S. from foreign countries? That tax could be deposited back into the Social Security fund to make up for the massive layoffs these companies caused by moving their operations to another country.

Is that idea too overwhelming for our brain-dead Washington bureaucrats?

Jim DeSantis, retired Local 1211
Beaver County, Pa.

Contractors Aim to Break Union
Here at Washington’s Hanford Nuclear Reservation, we do not have a union contract. The Department of Energy and contractors are failing to negotiate and trying to take away everything that we have. They are trying to take away seniority. They want to reduce our wages and not give us any cost of living or regular raises. They want to reduce our medical coverage, which already was reduced in the last contract. They also want to take away our pension and give us an enhanced 401(k), which they might not give us at all. We had our union dues automatically taken out of our checks, but now the contractors are making us pay dues separately. The list goes on. This tells us that they are trying to break the union.

Kevin George, Local 12-369
Hanford, Wash.

Buy American, Buy Union
In response to the recent “Buy American” letter: What about buy union? When I started working in the early 1970s, union brothers looked out for other union brothers. You never saw a foreign car parked in the lots. We bought union-made American cars. Now you see Japanese, Korean, etc. Even though some are built in the states, they’re all non-union plants. I even see these cars parked at the union hall. How many union members shop regularly at Wal-Mart? Wal-Mart is the most anti-union company in the country. We started losing “Buy American” years ago when we stopped buying union.

Lenny Conetsco, Local 979
Medina, Ohio

Corbett No Friend to Unions
I was surprised when I saw a picture of one the most anti-union, anti-worker politicians in our magazine – Pennsylvania Gov. Tom Corbett. Right now, he is trying to turn family sustaining jobs into minimum wage jobs by privatizing the state liquor stores.

Jerry Montgomery, former member Local 3733
Jim Thorpe, Pa.

Editor’s Note: The USW sought help from every level of government, regardless of political affiliation, to save the Pennsylvania refineries.
EAGLE KEEPS MANUFACTURING ALL IN THE FAMILY
In 18 years at Eagle Manufacturing, John Bober has seen a few co-workers come and go, but not many. The family-supporting jobs at the Wellsburg, W.Va., manufacturer, and the connection the USW work force has to the community, have made it a place where members stay put, and where they look out for each other like brothers and sisters.

“People who get hired here stay here,” Bober said. The “top-notch benefit package” is one reason why, said Bober, who works in the factory’s electric shop. “The union has had a lot to do with making this a great place to work,” he added. “The union laid the groundwork early on.”

Since its founding in 1894 as a decorative glass maker, Eagle has been owned by the Paull family and has occupied the same spot a few blocks from the Ohio River in the West Virginia panhandle. The union local organized in the 1940s and, in 1972, became part of the USW.

Over the years, the company shifted from making glass, to metal lids for Mason jars, to oil and gas cans, to plastics, which now make up about half of the business. Aided by the growth in environmental and workplace safety regulations in the 1970s and ’80s, Eagle built itself into a worldwide leader in industrial safety products, particularly those used to contain hazardous materials.

Through the changes, that family atmosphere has remained.

Personal connections
As company President and CEO Joe Eddy walks around the 675,000-square-foot facility, workers greet him with shouts of “Hey, Joe!” and he responds to each by name. He meets with workers twice a year, encouraging questions. On their birthdays, he makes sure to find them for a personal greeting.

In the workplace, as in any family, there are disagreements, but the personal touch is not lost on the USW members who work on the shop floor.

“We’ve had our go-arounds, but we always shook hands and moved on,” said Eugene “Red” Forrester, a maintenance worker who has been at the plant for 47 years, 20 of those as a vice president of Local 15229.

“I do not regret spending my time here. Every day is different.”

Forrester, who grew up a few miles down the river in Beech Bottom and lives in nearby Follansbee, helped to negotiate eight contracts and lived through one of the more contentious periods in Eagle’s history: a mid-1970s strike that stretched several months.

During that strike and other more recent struggles, the union fought to secure solid wages and some of the best health and retirement benefits in the area, said Local 15229 President Doug Jackson.

While the most recent contract, signed in January, added costs to the health care plan that were unpopular with members, the jobs at Eagle remain the kind to hold onto.

Jackson grew up in Wellsburg and has worked at the plant for 15 years. He said that the union and the company don’t always see eye to eye, but disagreements create a better workplace. “I look at my job as making the company better.”

Teamwork important
Because Eagle produces and markets 750 different products (its safety cabinets alone come in 23 varieties), workers constantly shift gears to create something different than what they made the day before.

Most of the 135 USW members at the factory are cross trained on multiple jobs and get to choose which jobs they want each day, with selections based on seniority.

Die setter Mike Waters said that system makes work more interesting and prevents it from getting monotonous. “It keeps me moving,” he said.

Eagle employs an “assembly line” style, so workers must rely on others to do their jobs well. That makes close working relationships important, said Mark Nicholson, a 19-year employee.

During a visit one April day, Bobbie Dudley was operating a press, methodically forming small metal plates into shape, one piece at a time. Those parts end up on the lids of safety cans, one of Eagle’s signature products.

Nicholson and press operator Jim Cavalier were cutting large steel plates for use in safety cabinets.

Cavalier has been with Eagle for 25 years and has served on the union grievance committee and as local secretary. He said his job at Eagle helped him put two children through college, while the presence of the USW gave him and his co-workers a voice on day-to-day issues like health and safety.

“It’s been a great deal,” Cavalier said.

Dudley, an 18-year employee, is a favorite among her co-workers. Known affectionately as “The Cake Lady,” she rarely allows a birthday or holiday to pass without providing sweets for her fellow Local 15229 members and company managers.

“My peanut butter fudge is the most popular,” she said as she joked with a co-worker about her contribution to his waistline. “It’s just a little something extra, something I enjoy doing.”

“People who get hired here stay here. The union has had a lot to do with making this a great place to work.”

People who get hired here stay here. The union has had a lot to do with making this a great place to work.”
**Stable work force**

The work force at Eagle has been stable recently, aside from a handful of layoffs during the 2008 economic downturn. Eddy points to a flexible work force willing to adapt to meet the constantly changing needs of its customers.

“Change is not only inevitable, but it is good for business,” he said, explaining that customers constantly want new products, and Eagle does everything it can to accommodate them. “Our customers are our best innovators,” he said.

As the company’s product line has evolved, it has added new machines and new technology and brought work previously performed by outside contractors into Eagle’s Wellsburg family.

Shifting outside work into the factory has allowed the company to add new union jobs while also keeping costs under closer control, Eddy said.

Jackson said the union’s flexibility has helped Eagle stay competitive where others have not. “A lot of other mills aren’t what they used to be,” Jackson said. “And this little place is still just chugging away.”

Meanwhile, the company’s footprint is growing. Already the largest employer in Wellsburg, population 2,805, Eagle recently broke ground on a new storage and distribution facility at a nearby industrial site.

Eagle purchased the land last March for a reported $1.2 million. The project will allow inventory to be moved out of the factory, freeing up more manufacturing capacity.

The expansion is a commitment to Wellsburg, and it gives Waters hope that Eagle’s family-supporting jobs will be there for generations of steelworkers to come.

The company has made clear its commitment to the town and its employees, and the workers have returned the favor. Eagle offers internships to college students and sponsors the local fire department as well as educational and sports programs. USW members serve as volunteer coaches for local sports teams.

The Local 15229 picnic has come to be known as the “Eagle Family Picnic,” with participation from labor and management. “It’s like a family in this town,” Eddy said. “And much of it is due to our labor force.”
Matt Edwards, a 16-year employee who started at Eagle when he was 22, said he’s confident Eagle has a long future. “You feel comfortable knowing that they’re not going anywhere,” he said.

‘No place like home’

Pictures of his predecessors adorn the walls of Eddy’s office. Just outside the office is a framed photo from the classic 1939 film, The Wizard of Oz, in which Dorothy and the Scarecrow free the Tin Man from his rusty captivity by applying the contents of an oil can to his frozen joints. The can used in the film was one of the early entries in Eagle’s line of metal containers.

Waters, a third-generation employee, appreciates that the company honors its history. He grew up a mile away, and his father retired from Eagle three years ago after 48 years on the job. “They kept food on my table as I was growing up, and I’m proceeding to do that with my children,” he said.

Waters has had other jobs, spending 13 years as a mechanic and seven in the concrete industry. “There’s just no comparison” to Eagle, he said, pointing to the stable workforce, the community connections and solid labor relations. “The company reaps benefits from the union being here as well,” he said.

After moving away for 10 years, Waters said, returning to the area to work at Eagle was one of the best moves he’s made. “There’s no place like home,” he said.
Women of STEEL

CONFERENCE EMPOWERS NEW UNION LEADERS
Joanie Farrell and hundreds of other USW members left the 2013 Women of Steel conference fired up and ready to start tackling some of the big challenges facing the labor movement.

“I came away feeling really upbeat and ready to go – ready to get some things started,” said Farrell, a veteran Woman of Steel activist and a paper worker from Local 608 in Lewiston, Idaho.

Farrell wasn’t alone in her enthusiasm for the conference, which drew to Pittsburgh more than 800 participants from the United States and Canada, as well as a contingent of international guests.

“Let me tell you it was awesome,” said Margaret McClain, a first-time delegate from Local 9507, whose members work for auto parts supplier IAC Group in Springfield, Tenn. “I met some of the most inspiring women. Plus, I learned so much that I can share with my local union. I am so fired up!”

Women of Steel (WOS) is the USW’s program for training and developing women into activists and leaders in their workplaces, their locals, and their communities. It’s a mandatory part of all local unions where there are women members.

“It’s important for union brothers to understand Women of Steel and support the program because it strengthens the union as a whole for all of us,” said director Ann Flener Gittlen.

Looking back and forward

This year’s conference theme, “Honoring our Past, Protecting our Future,” gave members the opportunity to look back on the history of the labor movement and to look forward as they continue fighting for working people’s rights.

After years as a single mother struggling to make ends meet working in a non-union munitions factory, Farrell is acutely aware of the particular difficulties of being a working woman. Today, as a USW member and Women of Steel veteran, she also knows how important it is to have a strong union with women included in leadership.

But Farrell worries that membership participation in her local is slipping and that too few women are active. She also is concerned about how Idaho’s anti-union laws will affect her local, especially as many older members retire and younger workers take their places.

The conference gave members resources to start solving these types of problems. Women of Steel heard from experts and brainstormed with other members in similar situations.

“I walked away with a lot of information,” said Laura Seward, a first-time conference attendee from Local 1029 in Oneonta, N.Y. “Can’t wait to share it with others.”

In district breakout sessions and in workshops, participants discussed ways to help revitalize the labor movement and make it more relevant to an increasingly diverse membership.

Some members have already addressed issues of low participation and misperceptions of labor unions by doing charity cancer walks, community garage sales and union-led drives for local food banks.

Maintaining momentum

Although many of those who attended the conference already are leaders, International President Leo W. Gerard encouraged them to take their roles as ambassadors of the labor movement especially seriously.

“Almost everybody in the workplace knows who you are and that you’re an activist,” he said. “When you’re able to show them that you care about them, when you’re able to show them you’ll fight for them, when you show them you care about their future, they will believe they belong to a good union.”
Building a strong, engaged base is critically important now when labor rights are under coordinated attack in many states. In Michigan, for example, Republican lawmakers used a lame-duck session in December to ram through so-called right-to-work (for less) legislation designed to cripple unions. Other states are facing similar battles.

U.S. Reps. Debbie Wasserman Schultz (D-Fla.) and Michelle Lujan Grisham (D-N.M.), speakers at the conference, noted the long delay in renewing the Violence Against Women Act and the increasingly toxic political rhetoric on topics like rape and abortion as evidence that a right-wing faction intends to strip women of advancements made over the past four decades.

“We cannot afford to let them halt our progress,” Wasserman Schultz said. “We’ve worked so hard to get here and there’s no way we’re going back.”

International Vice President at Large Carol Landry, one of the first members to go through Women of Steel training, noted how far both the union and society have come regarding working women.

“Through education and pressure and downright persistence our union started talking about issues of child care, sexual harassment, violence against women, pay equity, affirmative action,” Landry said.

While progress has been made, the union is still working on women’s concerns as an ongoing priority. Workshops helped participants identify ways to promote women’s issues while carrying out the routine business of negotiating contracts, handling grievances, conducting health and safety training, and even holding local meetings.

This includes fighting for issues like clean, private space for women to pump breast milk at work and limits on last-minute mandatory overtime that wreaks havoc on child care arrangements. It also includes helping union sisters with simple issues like bathroom breaks that they’d rather not discuss with male co-workers.

One key topic was the importance of mentoring younger
During the 2013 Women of Steel conference, the USW was honored to host representatives from strategic allies across the globe. Union sisters from South Africa, Britain, Australia, Liberia, Mexico, Brazil and France joined in workshops and discussed challenges facing working women in their countries.

Conference delegates learned that women’s lower wages, sexual harassment and declining support for labor unions are common issues across countries, reinforcing the need for continuing international solidarity.

Ana Maria Mendez, for example, told about the bitter fight she and her co-workers endured while attempting to organize an auto parts factory with the Mexican union Los Mineros. The factory’s workers established a local union affiliated with Los Mineros, but the owner, the Finnish PKC Group, signed a collective bargaining agreement with another union, the Confederation of Mexican Workers, without the knowledge or consent of employees. The company fired Mendez and 10 of her co-workers, and they continue to fight for better pay and safer working conditions.

Mandy Herrell, 28, is an example of someone who only needed a little push to become a leader. Herrell had never heard of Women of Steel before the president of Local 288 at UCOR in Oak Ridge, Tenn., suggested she attend a regional training session in Nashville two years ago.

Since then she’s gone on to participate in health and safety training, become a shop steward and serve as her local’s recording secretary. She has also encouraged another young union sister, Lisa Slover, 25, to become a more active member.

Herrell and Slover came to the WOS conference seeking help in connecting younger workers with the union at UCOR, the cleanup contractor for the Department of Energy’s Oak Ridge Reservation, a former production site for the Manhattan Project. They left with ideas on using social media, the local’s web page and even text messaging.

The local has already begun an outreach campaign to help increase union participation and make a difference outside the workplace. Successes include a series of charity drives for food and school supplies.

“We’ve accomplished a lot in a very short amount of time,” said Herrell, “not just in community action but also in uniting the local union.”
Shipyard workers watch as the lower bow section of the nuclear powered aircraft carrier Gerald R. Ford is lowered into position at Newport News Shipbuilding in Newport News, Va.

AP Photo/Steve Helber
Steelworkers who build nuclear submarines and aircraft carriers for the U.S. Navy and Coast Guard in Newport News, Va., are working under a new contract that includes solid improvements in wages and benefits.

The 52-month agreement with Huntington Ingalls Inc. and its Newport News Shipbuilding (NNS) division was overwhelmingly ratified in March by members of Local 8888, the largest local in the USW with nearly 11,000 workers at the shipyard.

“We definitely moved forward in this contract,” International Vice President Fred Redmond, the chief union negotiator, told Local 8888 members after the talks concluded. The negotiations were the first since Huntington Ingalls was spun off in 2011 as a stand-alone company by Northrop Grumman. The shipyard had been a part of Northrop Grumman since 2001.

The company designs, builds and maintains nuclear and non-nuclear ships for the U.S. Navy and Coast Guard and provides after-market services for military ships around the globe.

Bill Bell, the shipyard’s vice president of human resources, issued a statement calling the agreement “fair, competitive in the industry and worthy of our great shipbuilders.”

**Wage increases**

The agreement delivered wage increases of 14.2 percent on average and contains more than $16,400 in new money for all covered workers over the full term, not counting overtime and other wage additives.

There were increases in special pay additives for certain jobs including foundry operations, refueling, working on high wires and with high-voltage power systems, blasting in cargo holds and ballast tanks, and maintaining soiled sewage lines and holding tanks.

The contract immediately reduced worker-paid health care insurance premiums by 15 percent, upped the minimum monthly pension benefit, increased personal leave time for employees and bolstered promotional opportunities.

The minimum monthly pension benefit will jump from $1,350 to $1,450 on Aug. 1, 2013, and then to $1,550 on August 1, 2015. The additional payment for service over 30 years will increase in two increments to $30 per month per year of service over 30 by Aug. 1, 2015.

New language on promotions in specialty trades, for example, eliminates a written test requirement in some job classifications and replaces it with a practical test that would factor in an employee’s experience and knowledge.

**Made everything better**

Marcus Johnson, who started working in the shipyard in 2009 when he was 18, gave the new contract and the USW bargaining team a thumbs up after casting his ballot on March 13.

“They made everything better – brought the health insurance down, got us a nice raise and the PT (personal leave time) is better,” Johnson said.

Before the negotiations began, the union’s bargaining committee spent time talking with employees all over the shipyard, a two-mile long complex of docks, piers, cranes, warehouses and work buildings visible from the northern bank of the James River in Virginia.
“At every meeting and in every survey, we heard the same thing – our members want better pension benefits, better health insurance and other benefits, and more affordable benefit costs,” the bargaining committee said in a February update to the membership.

The USW was able to buck trends at a time when more and more employers are shifting health care costs to workers by demanding increases in deductibles, co-insurance and employee premium sharing.

“Our members really like this,” said Local 8888 President Arnold Outlaw. “They wanted a pay raise that wasn’t going to be eaten up by higher health care costs. Fortunately, we found a way to do that.”

Arguing for lower premiums

The union’s bargaining committee took the position that the premiums that workers pay should be reduced. An analysis of payments and costs showed the company had consistently overcharged employees for their 25 percent share of total health care plan costs.

The committee demanded and won an immediate 15 percent reduction in health care premiums. Moreover, future employee premiums will be adjusted to account for differences in premium payments and the contractual employee share. Employee premiums will still be based on the 25 percent share of projected health care costs. Those costs will likely rise over the term of the proposed agreement, but they will start from lower levels.

“You told us to get you a real pay raise. We did and we went forward,” Redmond told members at the contract review meeting. “You told us to hold the line on health care costs. We did and we went forward. You told us to create more promotional opportunities in specialty grades. We did and we went forward.”

Negotiations began in January, and the tentative settlement was announced on Saturday, March 9, a day before the expiration of the old contract, which had been in place since Oct. 27, 2008. The new agreement took effect immediately and will expire on July 9, 2017.

The proposal was presented to the local membership for review on March 11 at the Hampton University Convocation Center. Voting took place that Wednesday and into Thursday morning to catch all shifts.

The vote turnout was unprecedented. By the time the shipyard whistle blew at 3:30 p.m. Wednesday, the line of members waiting to vote wrapped around the union hall building and went down the block.

Aaron Johnson (no relation to Marcus), a yard maintenance employee who has been a member of Local 8888 for 29 years and is considering retirement, turned out to vote even though he is recovering from serious shoulder surgery.

“It’s a privilege to vote,” he said. “People sacrificed for us to have this right. So you should take advantage of the opportunity.”

The bargaining was clouded by budget chaos in Washington, D.C., and the failure of lawmakers to avert sequestration, a series of automatic, across-the-board cuts to government agencies totaling $1.2 trillion over 10 years. That brought with it the prospect of long, federally imposed delays to Navy ship construction and maintenance projects.

“At times it got rough, but we stayed the course, stuck to our members’ priorities and navigated to a place that created a win-win situation for our union and the company,” Redmond said.
President Obama toured the Newport News shipyard in February to warn that automatic budget cuts threaten jobs and the nation’s economic recovery.

“This work, along with hundreds of thousands of jobs, are currently in jeopardy because of politics in Washington,” the president said during his visit. “These cuts are wrong. They’re not smart. They are not fair. They are a self-inflicted wound that doesn’t have to happen.”

Newport News Shipbuilding is the nation’s only builder of nuclear-powered carriers used by the U.S. Navy, and one of only two builders of nuclear-powered submarines.

The prospect of the automatic cuts, known as the sequester, prompted Pentagon officials to delay the Navy’s overhaul of the carrier Abraham Lincoln at the shipyard, and may also delay construction of a future aircraft carrier, the John F. Kennedy.

White House officials said the cuts could cost thousands of jobs at the shipyard and at the many suppliers around the country that provide raw materials to build the nation’s fleet of warships.

Before his remarks, Obama toured the sprawling facility, where sections of the John Warner and the Illinois, two Virginia-class submarines, were under construction.

Employee Janet Jones, who stood in front of the stage where the president spoke, was floating with excitement hours later. “He shook my hand, and I spoke to him,” she said. “I told him that I appreciated everything he is doing for all of us.”

Local 8888 President Arnold Outlaw, who met and spoke to the president back stage, delivered a blunt message to Congress on behalf of the USW-represented shipyard workers. “These skilled, loyal workers, who build our military nuclear subs and aircraft carriers, should not be the victims of inaction and finger-pointing in Washington,” he said. “It’s time to stop playing games and start governing like grown ups.”
SECURING THE FUTURE
NEW MILL RISES IN OLD STEEL TOWN
A world-class metals company is betting $1.2 billion and its future that a USW local in an old Pennsylvania steel town up river from Pittsburgh can run the largest, fastest and most powerful hot strip mill in the world.

Allegheny Technologies Inc. (ATI) is making the wager in Brackenridge, Pa., a steel producer since the early 1900s, and home to Local 1196, which celebrated its 75th anniversary in 2012 and is a founding local of the United Steelworkers.

Instead of running to a new location with wide open spaces and no union, ATI’s Allegheny Ludlum unit struck a partnership with Local 1196 to shoehorn a new hot rolling and processing facility into an expanded existing plant site surrounded by hills, houses, a river and a railroad.

Future generations of steelworkers, Brackenridge and other communities near the plant will all benefit from the construction project and the jobs that come with it.

“We knew this was a project not to be taken lightly. It was a 50- or 60-year commitment from the company to stay in Brackenridge,” said Walt Hill, current grievance committee chair and president of Local 1196 from 2006 to 2009. “The negotiating committee and the executive board were completely focused on what needed to be done.”

That commitment builds on a century of history. The Allegheny Steel Company of Brackenridge began operations in the early 1900s, paralleling the early 20th century growth of the Pittsburgh region into the nation’s steel capital.

As America was nearing the end of the Great Depression in 1938, Allegheny Steel merged with New York-based Ludlum Steel Company to become Allegheny Ludlum, now a unit of ATI. Along the way, Brackenridge developed into a leader in the production of stainless and specialty metals.

Local 1196 was born in 1937, a time of intense labor activism in the United States. Congress had enacted the National Labor Relations Act a few years earlier in 1935, the same year United Mine Workers (UMW) President John L. Lewis announced the creation of the Committee for Industrial Organization (CIO). The CIO set out to organize entire industries regardless of workers’ skill or craft groups, and helped to form the Steel Workers Organizing Committee (SWOC).

Looking back at history

Workers in Brackenridge opened communications with SWOC in October 1936, after a failed attempt to affiliate with the waning Amalgamated Association of Iron and Steel Workers (AA), a craft union.

SWOC began to negotiate with the company in March 1937, but those talks soon broke off. A strike on the evening of March 25, 1937, led the next day to the establishment of Local 1196.
The local became a founding member of the union in 1942 when SWOC and the AA, founded in 1876, both disbanded to form the United Steelworkers of America. Memorabilia displayed at the Local 1196 hall includes the gavel used at the USW’s founding convention in Cleveland, Ohio, where Philip Murray, the first president of SWOC, was elected the first president of the union.

Brackenridge’s role in labor history goes back even further. In 1919, on the eve of a nationwide steel strike, Fannie Sellins, a labor organizer working for Murray and the UMW, was murdered during a tense confrontation between townspeople and armed company guards outside an Allegheny Coal and Coke company mine not far from the Brackenridge plant entrance.

Shot twice in the head, Sellins became an important symbolic figure to the labor movement, and, over the years, miners, steelworkers and other union members have conducted memorial services and Labor Day celebrations in her honor. Her grave was designated a Pennsylvania state history landmark in 1989, 70 years after her death.

Looking forward to future

With all of that history, Local 1196 officers did not want to lose the chance to secure Brackenridge for future generations, nor did they want to get into a bidding war with other locations.

“We knew we had to bring it here, no matter what, not just for us, but for the community and for future workers,” said Allegheny Ludlum/Safety, Health & Environmental Coordinator Terry Davidek, who served as the local’s president from 1994 to 2000.

Talks began in 2006 with the company, which wanted to begin the project by consolidating a melt shop in nearby Natrona, Pa., into Brackenridge. The Natrona site was plagued with potentially costly pollution problems. Employees at both sites were represented by Local 1196.

“So, that was the big key to it – if we were able to make an agreement to consolidate the two mills,” Hill said. “That’s when we got into major discussions about building the new hot mill in Brackenridge.”

Negotiations began in earnest in late 2007. A written agreement was reached in January 2008 guaranteeing the mill would be built in Brackenridge if the company decided to move forward. The project was announced publicly that September.

“We had to give them some flexibility as far as job duties and working requirements,” Hill said of the negotiations. “We had to make some hard decisions.”

Those hard decisions involved revisiting contract language that had been won over the decades and making revisions in anticipation of creating a more

Walt Hill
Current grievance committee chair and former president of Local 1196

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versatile work force for the future.

“I’m a third generation steelworker at Brackenridge,” Hill said. “I can tell you I thought a lot about what the men fought for over 70 years. That was always in the back of my mind.”

**Educated, skilled workers**

Even though the future of the Brackenridge plant was secured for decades with no layoffs for current workers, the changes were not universally popular, particularly among members whose jobs moved or changed.

“Some people would much rather have the old rules than the new rules,” Hill said. “But you’ve got to deal with the world market today. I mean, you could hang onto an agreement and shut the plant down. We didn’t want to go there.”

There’s more change coming. The new computerized technology planned for the mill will require Local 1196 members to upgrade their job-related skills.

“Every job there is going to have some sort of computer tie-in,” Hill said. “It’s all going to be driven by a lot of computer-based information that we don’t do today.”

It’s a work in progress. The necessary training will be jointly developed by the local union and the company as the project nears completion, Arabia said.

“It’s all going to be done in house,” he said. “Fortunately, we have a good rapport with the company, and it’s at our level. Who better to work out agreements than the people who know the plant, management and union?”

Work to merge the melt shop in Natrona into an upgraded melt shop in Brackenridge began after the agreement was signed. The melt shop work was completed in 2010.

Meanwhile, some old mill structures were demolished to make way for the new mill, and the construction site was expanded by taking a block of the surrounding neighborhood that had included a hardware store, a fireman’s club and a tavern. Cranes filled the skyline.

Several hundred construction workers are building the new mill using equipment sourced from around the world. The international nature of the project has mixed Italian, French and German accents with American English on the job site.

Large equipment, including huge castings made in the United Kingdom for mill stands, is being shipped by barge from New Orleans up the Mississippi, Ohio and Allegheny rivers, and then trucked the remaining few miles to the mill site.

Some extremely-oversized loads have been moved through the narrow streets at night accompanied by police convoys and utility workers who were on hand to raise and lower power and cable lines as necessary.

Siemens VAI Metals Technologies of Germany was awarded the contract to design, engineer and supply the complete integrated hot-rolling mill. When commissioned, it will be capable of rolling a wide range of stainless steels and other specialty alloys at thin gauges and widths not yet available on the market.

ATI has called the new mill a “game changer.” Retired ATI Chairman, President and Chief Executive L. Patrick Hassey, for whom the mill is named, described the project as a “quantum leap in manufacturing technology” when it was first announced.

The new mill is designed to be the most powerful mill in the world for production of specialty metals. It will roll and process hot bands of up to two meters wide, significantly larger than what can be done now, with lower costs and shorter lead times.

The current hot mill at Brackenridge can produce a 4-foot 3-inch coil weighing 25,000 pounds. The new mill at some point will be able to produce 2-meter (6.5 feet) coil weighing 60,000 pounds.

The enlarged capacity will give the company’s manufacturing customers more options, and Local 1196’s officers also believe it may one day drive other related capital improvements in metal production and product finishing.

“There is technology that no one else is going to have,” Hill said. “Nowhere else in the world can do what this mill is going to do. We’re the only game in town. That’s what makes this so important.”

**Aerial view of new construction**

Photo by Eric Felack
CLIFF BAXTER, Rapid Response coordinator for Local 207 L at Cooper Tire in Findlay, Ohio, has lived through a plant closing and believes Steelworkers must be politically active to save American manufacturing: “The one thing people need to know is we have to have manufacturing jobs because the country cannot survive on service alone.”

CATHY WALLACE, vice president of local 730, at Express Scripts in Columbus, Ohio: “You have to have some sort of connection with Rapid Response to have your voice heard. As a local, we need to be involved because politics affects us all.”
On the closing day of the 2013 Rapid Response conference, more than 700 Steelworkers flooded Capitol Hill to voice the concerns of working families to individual members of Congress.

They pushed for legislation to invest in America and American jobs, to make trade policies fair, to reverse offshoring tax incentives and bring jobs home. They protested proposals that would damage working families, like cutting Social Security and legalizing comp time as a substitute for overtime pay.

Ohio’s Democratic Senator, Sherrod Brown, always an advocate of labor, didn’t need convincing as he met with 100 Steelworkers from his state. But he told the story of President Franklin Delano Roosevelt meeting with a labor delegation on similar issues and telling the workers that although he agreed with them, they must build grassroots support to “make me do it.”

That is the USW Rapid Response program in action, Steelworkers from across the country rallying to push lawmakers for progressive action to protect workers and families. The delegates to this year’s conference, nearly half of whom were first-time attendees, prepared for their mission with days of workshops, lectures and speeches from USW officers, lawmakers and experts who thanked them for their service, reiterated the magnitude of their mission and urged them on.

International Secretary-Treasurer Stan Johnson, who oversees the Rapid Response program, thanked the volunteers who give up their lunch breaks, arrive early at plant gates and labor long into the night to distribute leaflets, organize rallies, protest at lawmakers’ offices and urge brothers and sisters to call their representatives.

“You have done a phenomenal job. We are a voice to be reckoned with in D.C. We are little but loud, poor but proud. You are responsible for that – everyone in this room,” Johnson said.

Active members matter

Johnson said that when USW officers go to Capitol Hill, lawmakers respond because of the union’s active members: “I want every one of you to know you are the power. If I go to the Hill, the only reason they listen to us is you. We carry a big stick because you are there. We thank God for everything you do every day.”

International Vice President Fred Redmond reiterated that point, saying, “You are the movers and the shakers in our union. You are the people who affect the outcome. You have the power to put people in office and take people out of office.”

International Vice President Tom Conway explained how issues such as trade deals affect workers and urged every Rapid Response volunteer to continue opposing GOP efforts to suppress labor rights.

“The last voice left may be labor,” Conway warned. “If they can shut us up, they may get everything they ever wanted.”


Schultz, getting progressively more animated and loud just as he does on his show, urged the activists to hold lawmakers accountable. He said some politicians get weak knees...
when the word “union” is mentioned, but activists should confront them on that.

“Collective bargaining and unions built this country and don’t let them forget it,” he said.

Security and dignity
The morning before Rapid Response members went off to Capitol Hill, Sen. Sanders began his talk calmly but within minutes, like Schultz, his brow was furrowed, his face red and his arms waving.

The issues that brought a frown to his face are the very ones that worry USW members. He railed about the widening gap between rich and poor, anti-union legislation, an unemployment rate that is closer to 14 percent when the underemployed and those who have given up are included, and Wall Street gaining increasing control of the political process.

“There is a class warfare being waged,” he said, “These guys want it all. Apparently getting 100 percent of the rise in income is not enough for them. They have to drive people into desperation.”

He implored the activists to vehemently denounce attempts to cut Social Security, Medicaid and Medicare.

The senator noted that workers have been fighting these battles since the 1930s, and now conservative politicians are trying to take away the gains workers have made, from the 40-hour week to minimum wage.

The right wing, he said, wants to eliminate minimum wage, contending employers should be “free” to pay as little as they want and workers should be “free” to work for less. “That is slavery,” he said.

Sanders pressed the Rapid Response activists to do everything they can to stop the conservative onslaught.

“Stay focused on the most important issues,” he said. “Don’t get divided by race or gender or guns. These are important, but not as important as whether your family can live in dignity.”

Engagement is needed
In another lobbying pep rally before Rapid Response teams met with their lawmakers, U.S. Rep. Steny Hoyer (D-Md.) riled up the group.

Hoyer, the lawmaker behind Make It in America legislation, told the activists it was because of their work that every Democrat and 10 Republicans in the House opposed a bill to gut the National Labor Relations Board (NLRB).

“Things are better in America because of what you and your brothers and sisters and forebears did to join up and walk a line,” he told them, “And some have lost their very lives to ensure that in this democracy workers have respect and are compensated for their work in a proper fashion.”

He urged the activists to continue their work: “Tell your representatives why we need a Make It in America agenda,” he said.

USW members from Ohio left the meeting with Hoyer to lobby Brown, who has for 20 years worn a Steelworker canary-in-a-cage button.

Brown warned them that right-wingers want to destroy unions and workers’ rights. He assured them he’d do everything he could to stop that, but said they must work to make politicians do the right thing. He told them:

“We really need your engagement.”
Organizers for this year’s Good Jobs Green Jobs Conference very deliberately seated blue collar workers and green advocates at tables by home state, not by their union or non-profit affiliation. It was an important small step in coalition building.

International President Leo W. Gerard, co-chair of the BlueGreen Alliance that sponsors the conference, thanked the 1,800 unionists and environmentalists for attending while urging concerted action in the same breath.

“It is not just a social club to meet once a year. It is a movement,” Gerard said. “You are part of that movement.”

Throughout workshops, panel discussions and plenary sessions at the April meeting in Washington, D.C., a clear theme emerged: Concerted action by diverse organizations and individuals is crucial if the dual problems of climate change and high unemployment are to be resolved.

Nearly every speaker encouraged coalition building and strengthening. “We have got to do these things together,” said U.S. Rep. Henry Waxman (D-Calif.), chairman of the U.S. House Safe Climate Caucus. “They go hand in hand: Create jobs and protect the environment. We don’t want to be pitted against each other. Together we are stronger. Together the green and the blue can get us to where we want to be, more jobs, good-paying jobs and a clean environment.”

The alliance, he said, is very much like individual workers joining together to form a union strong enough to successfully negotiate for better wages and working conditions. “As collective bargaining gives individual workers a louder voice, BlueGreen gives its members more power,” he said.

An industry spokesman, Kevin J. Anton, a vice president and chief sustainability officer at Alcoa, acknowledged the power of unity, advising the group, “If you want to go fast, go by yourself. If you want to go far, come together.”

Coalition building is key, said Eric Rodriguez, vice president for research, advocacy and legislation with the National Council of La Raza, the largest national Hispanic civil rights and advocacy organization in the United States.

“One of the biggest challenges is that we have spent a lot of time talking to ourselves and not enough time establishing relationships that we need to win on issues,” Rodriguez said. “Having strong relationships and doing outreach on the local and national level is needed. We must build stronger coalitions.”

No time was spent discussing the reality of climate change. Gerard put it bluntly, “There is no debate among people with half a brain,” he said. “Global warming is here.”

Climate change and jobs

Speakers noted the connections between climate change and jobs. Global warming has damaged businesses and cost jobs, yet jobs are created when wind power and solar power sources are constructed and buildings are weatherized.

Dave Foster, executive director of the BlueGreen Alliance, talked of employment lost to climate change. He said forestry jobs have been eliminated by beetle infestation killing trees where it previously was too cold for the bugs to thrive. Winter resorts cut jobs for lack of snowfall, and farming and ranching jobs disappear because of drought in places like Texas.

By contrast, Sen. Sherrod Brown, the Ohio Democrat who received this year’s Green Jobs Champion Award, noted that after President Obama increased fuel efficiency requirements for cars, Chevy moved more of the production of its Cruze model to the United States, with assembly now taking place in Lordstown, Ohio. These are good jobs building a greener car.

Randi Weingarten, president of the American Federation of Teachers, one of the 14 partner groups in BlueGreen, talked about what unionists can do to improve the environment. Her union made a commitment to find $10 billion in worker pension systems to invest in projects like green energy and greening buildings. They are halfway to meeting that goal.

Michael Brune, executive director of the Sierra Club and co-chair of BlueGreen, said such projects creating jobs and improving the environment require collaboration. “We cannot do it alone,” he said.

Brune noted, however, that the blue collars and green advocates will not spontaneously link up. “It takes work,” he said, like assembling conference attendees at tables by state and assigning them tasks requiring collaboration.
Like Philadelphia refinery workers before them, USW members in Kapolei, Hawaii, are fighting to save their jobs and preserve a refinery that management has vowed to close.

The fight for survival became urgent in January when Tesoro Corp. announced it would idle its Kapolei refinery, the largest of two operating in the Aloha State, and turn it into a terminal for imported refined products. Chevron operates a smaller refinery in Makakilo City.

“Shutting down the Tesoro Kapolei refinery is going to heavily impact our community,” said Pat Koge, the unit chair of amalgamated Local 591 in District 12. “Not only will 210 high-paid refinery jobs be lost, but so will 2,000 other jobs that are dependent on the refinery and on workers’ paychecks.”

The closure initially was scheduled for April and then moved to May. Without intervention, the state is poised to lose a refinery capable of processing up to 94,000 barrels of crude oil every day.

The refinery produces gasoline and diesel fuel for sale at Tesoro service stations on the islands and asphalt that is used on the state’s roads. Its fuel runs electric-generating plants and powers aircraft and ocean vessels. The U.S. Navy depends on Tesoro for about 70 percent of the fuel it uses in Hawaii.

Higher gas prices?

“Turning the refinery into a terminal and importing fuel is likely to bring higher gas prices and possibly supply problems,” Koge said. “Why should the fuel be refined overseas when we can do it right here at home and not throw people out of work?”

Last year, oil workers in the Philadelphia area set examples on saving refineries that were scheduled to be closed. They lobbied elected officials, wrote letters, distributed petitions, rallied and generated support from the community to save refineries about to be closed by Sunoco and ConocoPhillips. Both are now thriving with new ownership.

With help from the state of Pennsylvania, the Carlyle Group, a private equity firm, entered into a joint venture with Sunoco to revive that refinery and save 850 jobs. The ConocoPhillips refinery was purchased by a subsidiary of Delta Airlines, which uses it for jet fuel.

Looking for similar help in Hawaii, Local 591 in March delivered petitions with 5,000 signatures asking Gov. Neil Abercrombie to help find a buyer that would keep the Kapolei refinery open.

The union also asked Abercrombie to appoint a USW representative to a governor’s task force that is charged with examining the impact of closure on the state’s economy. The USW represents the majority of the refinery’s employees.

So far, the governor’s office has declined to help, and has told the USW that finding buyers and pursuing alternatives to keep the Kapolei
refinery operating are not on the task force agenda.

**USW presses governor**

International Vice President Gary Beevers, who heads the USW’s National Oil Bargaining program, wrote to Abercrombie and Richard Lim, director of business, economic development and tourism for Hawaii, to request the USW be added to the task force. After a second letter, Lim responded that the task force membership was set.

Abercrombie also was asked to release a public statement affirming his commitment to work with Tesoro and the USW in attracting a qualified buyer. He did not respond.

In April, the USW urged the Hawaii legislature to approve legislation that would set up an alternate legislative task force to examine ways to save the refinery from closure.

“It is important to have a task force that looks at ways to keep the refinery operating because if it closes, there is a strong possibility our state’s energy markets will be disrupted and energy prices will rise across the board. This will adversely impact multiple industries, such as shipping, aviation, tourism and agriculture,” Koge testified before a House Committee on Consumer Protection and Commerce.

Tesoro said it sought to sell the refinery, 32 retail stations and associated logistical assets as part of a previously announced strategy to focus on the U.S. Mid-Continent and West Coast markets. The refinery’s products, it said, complement the on-island demand for utility, jet and military fuels.

“There’s no question that it offers value for the right buyer,” Tesoro said in a statement.

**Seeking public support**

To garner public support for saving the refinery, Local 591 members are writing letters to the editors of Hawaii’s newspapers explaining how the state and its residents will be affected by the closure.

Several letters were featured in the state’s main newspaper, the Honolulu Star-Advertiser, along with an editorial submitted by Randy Perreira, president of the Hawaii AFL-CIO.

Local 591 allocated $30,000 to the campaign. Some of the money is being used for radio ads that ask listeners to contact the governor and elected officials to request help in finding a buyer.

USW members also asked local businesses to display signs in their windows with the message: “We Support Our Refinery.”

Local 591 activists met with Hawaii state legislators including state Rep. Chris Lee, a Democrat, who introduced legislation to set up the legislative task force.

Local 591 member Jason Sakamoto also went to Washington, D.C., in April to lobby members of the Hawaii congressional delegation. Plans were made to attend Tesoro’s shareholders meeting, scheduled for May 1 in San Antonio.

In the meantime, the USW negotiated a severance package that included lump sum payouts for years of service, one-year recall rights, and an employment verification letter. Local 591 members ratified it.

“Shutting down the Tesoro Kapolei refinery is going to heavily impact our community. Not only will 210 high-paid refinery jobs be lost, but so will 2,000 other jobs that are dependent on the refinery and on workers’ paychecks.”
California created jobs for thousands of families in spending more than $7 billion to build the new San Francisco-Oakland Bay Bridge, an architectural marvel. Unfortunately, those jobs were in China.

To stop that from happening again, the USW is supporting the “Invest in American Jobs Act of 2013” to ensure that taxpayer money used in public infrastructure projects supports U.S. manufacturing and U.S. workers.

“It’s just common sense that when you invest in American workers, you get paid back a thousand times,” said District 12 Director Bob LaVenture, who vigorously opposed outsourcing the bridge project to China.

“I don’t understand why anyone would want to ship jobs somewhere else when we have great technology and the greatest workers in the world right here,” he added. “It’s not right for America.”

The bill, introduced in March, is designed to help millions of Americans who are out of work, in particular the 1.8 million U.S. construction workers who lost jobs since the recession.

**Appalling and offensive**

“It is appalling, offensive and downright wrong to send our taxpayer dollars overseas when they should be invested in U.S. companies here at home rebuilding America,” International President Leo W. Gerard said in supporting the bill. “This legislation will put a stop to the practice and help turn our economy around.”

The bill would:

- Strengthen existing Buy America requirements for investments in highway, bridge, public transit, rail, and aviation infrastructure and equipment to ensure that all of the steel, iron and manufactured goods used in these projects is produced in the United States;
- Increase domestic content requirements for public transit rail cars and federally procured aviation facilities and equipment from 60 percent under current law to 100 percent by 2017;
- Apply Buy America requirements to other transportation and infrastructure investment where such requirements do not exist in current law including rail infrastructure grants, loans, and loan guarantees, Clean Water State Revolving Fund grants and Economic Development Administration (EDA) grants; and
- Require federal agencies to justify any proposed waiver of the Buy America requirements and ensure that the American public has notice of and an opportunity to comment on any proposed waiver prior to it taking effect.

**Numerous cost overruns**

The new eastern span of the controversial bridge is tentatively scheduled to open for traffic later this year after nearly $300 million in cost overruns, making it unclear just how much money was saved in the end by outsourcing.

Critics believe the bridge was a missed opportunity to both create American jobs and to develop manufacturing capacity in the United States at a time of economic recession.

The landmark bridge was called an “icon of embarrassment” by the Alliance for American Manufacturing, which used billboards illustrated with a Chinese flag last year to alert motorists of its foreign-made content and to promote its Should be Made in America campaign.

American manufacturing workers lost some 3.5 million man hours of work on the bridge, which meant a corresponding loss of state and federal tax revenues. Add to that the expenses of unemployment benefits, food stamps and other safety net programs for the jobless.

“When that man or woman who is working in the shops loses their job, they’re not putting into the system. They’re taking out of the system by having to collect unemployment compensation, food stamps, or whatever,” LaVenture said. “For the life of me, I don’t understand it and I don’t understand the politicians who were behind it.”
International President Leo W. Gerard criticized the Obama administration’s decision to welcome Japan into negotiations for an Asia-Pacific free-trade agreement.

The USW joined a chorus of protest from Detroit’s Big Three Automakers, the United Auto Workers and many members of Congress to the April 12 announcement that the United States agreed to permit Japan to join the Trans-Pacific Partnership (TPP) talks.

The TPP discussions have been underway since 2011 and currently involve the United States and 10 other countries — Canada, Mexico, Peru, Chile, Vietnam, Malaysia, Singapore, Brunei, Australia and New Zealand.

Japan is the world’s third largest economy and the fourth-largest U.S. trading partner. If it joins the negotiations, the final trade partnership is expected to cover nearly 40 percent of global economic output and one-third of all world trade.

Gerard said he was deeply troubled and skeptical of the agreement. He cited three decades of distrust over Japanese trade policies that have limited U.S. access into Japan’s market.

“Despite numerous trade agreements, including promises under the World Trade Organization, Japan has basically shut its door to foreign products,” Gerard said.

Lopsided approach

Gerard criticized the announcement for its “lopsided approach” to the trade debate. He noted that a fact sheet released by the U.S. Trade Representative highlights the $70 billion in exports that the United States sent to Japan last year, but ignores exports Japan sent here.

“What it fails to say is that Japan enjoyed virtually unfettered access to the United States and has flooded our market with $146 billion in exports,” Gerard said. “If this negotiation is starting with a glossing over of the facts, we must be especially vigilant as the process continues.”

Gerard also said the agreement fails to make any specific mention of currency manipulation and the need to address that manipulation with Japan in the context of trade talks.

Ford Motor Co. has fought hard to keep Japan out of the pact, arguing the U.S. ally has repeatedly failed to follow through on promises to import more foreign cars into Japan, and that the Japanese government has been driving down the value of the yen to help its automakers export more cars.

“It is stunning that the U.S. government would endorse a trade policy that puts the industry at a competitive disadvantage and comes at the cost of American auto jobs,” Matt Blunt, president of the American Automotive Policy Council, said in a statement on the U.S.-Japan deal. “We urge the administration to reconsider its position.”

U.S. trade officials said Tokyo has agreed to a separate set of negotiations that will focus on regulatory and non-tariff barriers that are keeping U.S. autos out of Japan.

The upcoming trade negotiations between the United States and Europe provide a rare opportunity to ensure that workers on both sides of the Atlantic Ocean finally benefit from a free trade agreement.

The USW and the AFL-CIO are calling on trade negotiators to take advantage of that opportunity and put the interests of workers at the core of any new agreement when talks open this June.

International President Leo W. Gerard said the trade talks, announced earlier this year by President Obama, should promote economic growth and opportunity for workers in both the United States and member countries of the European Union (EU).

“A U.S.-EU agreement that puts the interests of workers at its center provides the best opportunity to promote equitable, sustainable growth. We can, and must, do better,” Gerard said in a statement on the negotiations.

“An agreement, done right, could help sustain and expand the middle class and provide economic opportunity for hundreds of millions of people. But, the current model is a recipe for disaster.”

Abandon NAFTA model

For progress to happen, trade negotiators must abandon the corporate-driven NAFTA-style model that has in the past led to increasing income inequality, stagnant and declining wages and high trade deficits that sap economic growth.

Despite rosy predictions by the U.S. International Trade Commission (ITC) and free trade advocates about export and job growth, promised gains from NAFTA-style trade agreements generally fail to pan out.

Unlike previous agreements, actual job and wage growth must be the new priority in the EU negotiations, the AFL-CIO said in a separate statement.

European trade union representatives are expected to lobby EU negotiators to pressure the United States to strengthen its labor laws as part of the negotiations.

The USW works closely with industrial trade unions in Europe through Workers Uniting, the USW’s partnership with Unite the Union in the United Kingdom and Ireland, and the IndustriALL Global Union.

“There is more than $8 trillion in investments among all of the potential parties to the agreement,” Gerard said. “This huge cross-border investment directly links workers in the United States and in EU countries through an intricate web of common employers.”

Promote Workers’ Interests

USW Urges New Approach to Trade Talks with Europe
USW members from the United States and Canada joined an international week of protests against the Mexican government’s repeated violations of human and labor rights and its insufficient response to a 2006 mining disaster that killed 65 workers.

The “Mexico Days of Action,” which involved protests and other solidarity actions at embassies and consulates, began on Feb. 18. Several USW global allies participated including IndustriALL, Workers Uniting and the Tri-National Solidarity Alliance, which counts the AFL-CIO as a member.

Thousands demonstrated at Mexican Embassies in the United States, Argentina, Brazil, Chile, Colombia, El Salvador, Guatemala, Panama, Paraguay, Peru and Uruguay.

A delegation of USW members led by District 7 Director Jim Robinson also traveled to Mexico City to participate in a protest march with Los Mineros, the USW’s union partner in Mexico, to demand justice for 65 miners killed in 2006 at the Pasta de Conchos Mine.

Robinson’s delegation of 11 steelworkers joined hundreds of protesters who marched through Mexico City while carrying 65 caskets to mark the seventh anniversary of the mine disaster.

Standing in solidarity

“This week, our union brothers and sisters and allies throughout the Americas and around the world are standing in solidarity with Los Mineros,” Robinson said. “We are demanding justice for these workers and their families because it’s the right thing to do.”

Other USW members demonstrated in Montreal, Vancouver, Chicago and Tucson. Los Mineros Secretary General Napoleón Gómez spoke in Vancouver, where he has been living in exile since 2006 when the Mexican government began to press bogus criminal charges against him.

After the 2006 disaster, the Mexican government, rather than investigating Grupo Mexico and prosecuting those responsible, helped the company cover its tracks by ordering the mine sealed just five days after the blast, cutting rescue efforts short along with any attempt to investigate its cause or even to recover the bodies of those trapped inside.

The government also unfairly targeted Los Mineros and its elected leadership. Officials used police and troops to squash a strike over health and safety at Grupo Mexico after the disaster, and Gómez has faced death threats and trumped-up charges.

Strength and dignity

“Napoleón’s strength and dignity, even as the Mexican government has unfairly forced him to spend years away from his home and his family, should be an inspiration to everyone in the labor movement,” said Canadian National Director Ken Neumann.

The USW signed a strategic alliance with Los Mineros in 2005, and strengthened that pact with a new agreement signed at the USW convention in 2011, after an emotional address by Gómez’s wife, Oralia Gómez de Casso.

Gómez, who has been elected five times as general secretary of Los Mineros, addressed the 2011 USW convention by telephone.

The Los Mineros-USW alliance calls for the two groups to work together, share information and facilitate organizing on behalf of workers across North America, but allows the unions to maintain separate organizational structures.

International President Leo W. Gerard, who wrote the foreword to Gómez’s new book, “Collapse of Dignity,” said: “Napoleón understood from the beginning that industrial workers in North America, faced with the NAFTA regime that seeks to drive down wages everywhere, can only survive if we work together.”

February 2006 blast at a coal mine in northern Mexico resulted in the deaths of 65 miners and ultimately led to a protracted confrontation with the miners’ union and its leader, Napoleón Gómez.

That tragedy and its aftermath are the subject of Collapse of Dignity, a new book in which Gómez shares the inside story of the battles waged by his union, Los Mineros, against the corrupt officials and greedy corporations that control the Mexican government.

International President Leo W. Gerard, who wrote the foreword to the book, called Napoleón “one of my heroes.”

For order information, visit www-collapseofdignity.com.
Anti-labor agendas have gained a foothold in state capitals across the country, with Indiana and Michigan adopting anti-union laws, and Wisconsin infamously stripping public employees of bargaining rights.

While right-wing politicians have waged these attacks on workers, the legislation they have used to do so comes directly from the corporations and millionaire owners who benefit, and the recent war on workers is just the tip of the iceberg.

The American Legislative Exchange Council (ALEC), a partnership between business and political leaders, is a group dedicated to promoting a pro-corporate, anti-union agenda and lobbying for its passage, state by state.

Some of the largest corporations in the world are sponsors: Chevron, Dow Chemical, ExxonMobil, GlaxoSmithKline, Honeywell, International Paper, Koch Industries, Shell Oil, Tesoro, Time Warner, Verizon and many others.

“ALEC’s goal is to create a government of the wealthy, by the wealthy and for the wealthy,” said International President Leo W. Gerard. “The group promotes laws that make it easier to keep huge amounts of money in a few hands and take money out of the pockets of hard-working Americans.”

Laws written in secret

Behind closed doors, at junkets bankrolled by corporate sponsors, ALEC creates and distributes model legislation to its members, bills that will help businesses and their owners, such as anti-union right-to-work (for less) measures that restrict the freedom to bargain. Lawmakers then introduce those bills in their home states.

House Speaker John Boehner (R-Ohio) has called ALEC “a wonderful organization,” because it is a partnership between government and business.

But that “partnership” does not help workers. It does the opposite, resulting in a raft of laws aiding businesses at the expense of working families. ALEC, founded in 1975, estimates that about 1,000 of its bills are introduced each year, and about 200 become law.

“What’s excluded from the equation is the public,” says Congressman Mark Pocan, a Wisconsin Democrat who has tried to expose the machinations of the powerful yet largely unknown group.

Wisconsin starts a wave

When Scott Walker became governor of Wisconsin in 2011, he immediately began a campaign to strip union rights away from his state’s public workers. Despite howls of protest from workers in Wisconsin and across the country, Walker’s ALEC-inspired ideas began to spread to other states.

Michigan and Indiana hastily passed right-to-work (for less) laws. Ohio’s new governor pushed through a bill to strip bargaining rights from public workers, only to see voters overturn the law with a referendum. With help from ALEC, lawmakers in at least 18 other states considered laws to limit union rights, including Iowa, Minnesota, New Hampshire, Nevada, New Jersey, and Washington.

In Pennsylvania, where Republicans now control all three branches of government, Gov. Tom Corbett has cut funding for education and health care programs while backing a series of ALEC-inspired measures, proposing privatization of the state-run lottery, liquor stores and prisons, moves that would cost union workers their jobs.

All of the “privatization” efforts in Pennsylvania and elsewhere have the effect of weakening unions, cutting wages and hurting working families, while putting money into the pockets of corporations (and ALEC members) that stand to reap profits at the expense of taxpayers when public services are converted to private businesses.

While many of the laws that ALEC members put forward are outright attacks on workers, the group also has warped other social and economic policies. ALEC has pushed laws that make it harder for citizens to vote, that cut taxes for the rich and limit the rights of individuals to sue corporations.

The group pushed “Stand Your Ground” laws like the one made infamous last year in the wake of the shooting death of unarmed Florida teen Trayvon Martin. The public outrage that followed that incident led some companies, including giants like Wal-Mart, General Motors and Coca-Cola, to sever ties with the organization.

Despite that controversy, ALEC still claims more than 2,000 business and political leaders as members. And while the group bills itself as “non-partisan,” it is almost exclusively Republican. Of the 24 board members ALEC lists on its website, only one is a Democrat.

Defined as a ‘charity’

ALEC is classified by the IRS as a 501(c)3 tax-exempt, non-profit organization. That means that contributions from wealthy donors and corporations are considered tax deductible “charitable gifts.”

In theory, groups like ALEC are prohibited from actively supporting political candidates and are subject to strict limits on lobbying. But while lobbying in the United States is governed by extensive disclosure laws, because of its status as a “charity,” ALEC skirts those rules.
Steve Mason, an adjunct English instructor at Washington & Jefferson College, has taught there for 11 years, longer than any other contingent faculty member, longer even than some tenure-track professors.

Still, Mason’s tenuous job status at the private liberal arts college in Pennsylvania makes him feel like a “machine part” that is regularly “squeezed out” and “underutilized.”

Mason’s story is one that is played out at universities and colleges across the country. It’s a tale that is growing ever more common as part-time instructors occupy an increasing number of jobs in American higher education but still struggle for fair pay, dignity and respect.

It is a situation, Mason says, that “infringes upon the spirit of human rights.”

Winning those rights for adjuncts across the country, through collective action, was the theme of a three-day conference of contingent instructors who gathered over a weekend in April at USW headquarters in Pittsburgh.

Sense of solidarity

Spurred by the success of the Adjunct Faculty Association, a USW affiliate at Pittsburgh’s Duquesne University, the attendees shared stories of low wages and long hours and highlighted their lack of benefits that others take for granted: job security, health care, time off, even office space.

Robin J. Sowards, an adjunct faculty member in Duquesne’s English department who has been one of the driving forces behind the organizing effort there, said the conference gave the teachers a sense of solidarity, a feeling that too often is missing in their day-to-day lives.

“The experience of being an adjunct is often an isolating one,” Sowards said. “We would not be here without the USW.”

In 2011, Sowards and his colleagues formed their union at Duquesne and chose to affiliate with the USW. Initially, Duquesne agreed to an NLRB-supervised election, but then tried to cancel that deal, claiming an exemption on religious grounds. The election showed 85 percent support for the union, but the university remains unwilling to bargain and continues to wage a legal battle.

While it is in legal limbo, the story of the Duquesne adjuncts served as an inspiration to attendees from other schools who hope to follow in their footsteps.

Margaret Betz, an adjunct faculty member at Rutgers University-Camden and West Chester University, said that many adjuncts are forced into such an existence because there often is “no other viable route” into their chosen profession.

In fact, part-time faculty members are the rule on most campuses, rather than the exception, with adjuncts now teaching a majority of college courses in the United States.

Even though many of these teachers hold advanced degrees and other academic credentials, too often they earn “poverty wages,” Betz said. At state and community colleges, adjunct pay can be as low as $1,500 for an average three-credit class.

Universities often resist calls for higher pay and benefits, believing incorrectly that the adjunct instructors see their teaching jobs as “side gigs,” Betz said.

“When this myth is perpetuated, it is to protect the status quo,” she said.

Perhaps worse, many adjunct instructors have no job security, not even knowing until a few weeks before each semester whether they will have a job.

“The problem is attitudinal,” Mason said.

Demand better treatment

The way to change that attitude is to organize and collectively demand better treatment, International President Leo W. Gerard said in offering a rousing welcome to the attendees, some of whom traveled from as far away as California, Minnesota and Washington State to attend.

Gerard said that while the work they do is different, the issues the teachers face are the same as those of other low-wage workers he has met across North America.

“We all share so many of the same problems,” he said. “Colleges and universities have found a path to low-wage employment. And they’ve never really been contested on it.”

Gerard pledged the USW’s support, saying that the union will “do all that we can do” to make sure adjunct instructors achieve the goals at the heart of all unions: fair wages and benefits, a voice in the work environment, and dignity and respect on the job.

He offered as encouragement the story of the USW’s effort in the late 1990s to organize workers at the University of Toronto in Canada. After spending years at “the bottom of the food chain,” more than 4,000 staffers there became members of the USW and ratified their first union contract in 2000.

“Now, they go to work with their heads held high,” Gerard said.
Texas hasn’t voted for a Democrat for President since Jimmy Carter won the White House in 1976. But as Pam Dorsey sees it, 2016 could be the year that the state with the second-most electoral votes goes “blue.”

“All we need to do is get everybody on board,” Dorsey said, referring to the large number of unregistered voters in her state. “Eventually people here are not going to go for these extreme views.”

Dorsey, a member of Local 13-208 in the Dallas-Fort Worth area and a customer service representative with Express Scripts, a pharmaceutical service, has worked hard to get everyone “on board” in her workplace and across the Lone Star State. That activism won her the title of PAC member of the quarter.

For Dorsey, the key is making sure her co-workers and fellow Texans realize how much everyday political decisions directly affect their lives, and that if they stay active and contribute to PAC, they can make politicians answer to workers rather than to big business.

“We’ve had so many recent examples of politicians trying to turn back the clock,” she said, citing Republican efforts to de-fund Planned Parenthood, repeal health care reform and unfairly target immigrants. “People think that preventing these things is something that happens automatically and that there’s no work involved.”

Dorsey said that participation in PAC rose last year during the presidential campaign, with a calendar filled with canvassing, candidate forums, raffles and rallies.

The key to keeping members engaged in politics, she said, is “encouraging people to become part of the process and giving them the resources to make sure they can.”

Federal rules prohibit the use of union dues for political purposes, so the USW must rely on voluntary contributions from members for political action.

One of the most important aspects of the USW’s PAC program, Dorsey said, is that it helps to foster greater activism among women and minorities.

“We have a lot of talent. I feel like women need to be more involved in the process,” she said. “There’s an assault on women as well as on minorities.”

With a broad spectrum of involvement, it’s only a matter of time before Texas returns to its roots as a stronghold for pro-labor Democrats, Dorsey said. “The seed has been planted, and we continue to nourish it.”

Retirees who left their “Occupy Century Aluminum” camp outside of the Ravenswood, W.Va., smelter last March returned to the site a year later to protest the company’s failure to follow through on an agreement to restore their health care coverage.

Century closed its smelter in Ravenswood in February 2009 as aluminum prices fell during the recession. About 650 employees lost their jobs, and the company soon began to terminate health benefits for retirees, which had been in place since 1959 and included funding from employee payroll deductions.

The retirees, inspired by the Occupy Wall Street movement, pitched tents at the plant’s entrance in December 2011 in response to the elimination of their health care benefits, a move that affected about 500 families.

The encampment lasted 75 days and drew political support and national attention to the retirees’ plight, and to the crisis in pension and health care funding.

The USW filed a lawsuit in response to the benefit cuts, eventually reaching a settlement, but the settlement has since fallen apart.

At the time, it looked like a victory for all involved: The retirees, the company and the community. International President Leo W. Gerard said as much last spring: “We’re pleased at the possibility of good jobs returning to Jackson County and restoration of benefits for retirees.”

But, a year later, Century has not kept its promise to restore the benefits, so, on March 7, the retirees returned for a day-long protest.

Century began the process of reopening the smelter last year, striking a deal with West Virginia lawmakers on tax breaks and with the Public Service Commission of West Virginia on low power rates, moves intended to save the plant millions and make re-opening easier. But Century put the brakes on those plans last October, citing fears of cost overruns.

Now, with the future of the smelter in limbo, the company has continued to drag its feet on the promise made last year to its retirees, and they have grown tired of waiting.
USW Supports Stillwater Mining

The USW is urging shareholders of Stillwater Mining Co. to support the company’s current board of directors as it opposes a takeover attempt by a New York hedge fund, The Clinton Group.

Stillwater is the only U.S. producer of platinum and palladium – precious metals that are used primarily to make catalytic converters used on vehicles to reduce pollution. It employs some 1,600 people and operates mines in the Beartooth Mountains of south-central Montana.

The present Stillwater management group is pursuing three separate expansion projects this year in Montana, which means job security for current employees, the USW said.

Retired Director David Wilson Dies

Retired District 8 Director David Wilson, who started his USW career at the former Bethlehem Steel Corp.’s Sparrows Point steel mill in Baltimore, has died at age 81.

Wilson first won election in 1981 as director of District 8, which then encompassed Maryland and New Jersey. He was re-elected in 1985, 1989 and 1993. He retired on March 1, 1998.

His wife, Dolores Wilson, said he died on March 26 in Florida, where he retired. He is survived by eight children and stepchildren, 14 grandchildren and seven great-grandchildren, she said.

A native of Bournemouth, England, Wilson began working at Sparrows Point in 1951. He served five terms as president of Local 2609, which represented workers on the operation’s finishing side. Local 2609 merged with Local 2610, which represented the steelmaking side of Sparrows Point, in 2002 to form Local 9477.

As a director, he was the secretary and then chair of the USW’s Bethlehem bargaining committee during the 1980s, a difficult period of retrenchment and consolidation in the steel industry. He also chaired the Crown Cork & Seal negotiating team and the union’s Refractions Industry Conference.

“He was a tireless advocate not only for the Sparrows Point workers, but for Bethlehem workers at all locations,” said International Vice President Tom Conway.

During his career, he worked on a wide range of issues that were important to the steel community including unfairly traded imports and employee assistance programs. He began a scholarship fund for the district and supported retirees and women members.

As an International Executive Board member, he participated in the Political Action and Civil Rights committees as well as the Future Directions Task Force on Leadership and the 1990 Convention Task Force on Quality of Life.

Paper Workers Ratify Contract

USW members at three paper mills in Wisconsin have ratified a new contract with KPS Capital Partners in anticipation of the private equity firm’s purchase of the facilities.

KPS is purchasing Wausau Paper’s mills in Rhinelander, Wis., and Mosinee, Wis., and the Thilmany mill in Kaukauna, Wis. When the deal is complete, the company will be the largest supplier of packaging and specialty paper in North America.

The four-year contract covers a total of 1,400 USW members at Locals 2-00015, 2-00221, 2-00316 and 2-00020.

“This particular piece of the industry still has enormous growth potential and has long been in need of a new strategic vision to capitalize on that opportunity,” said International President Leo W. Gerard.

The USW had been in discussions for several months with KPS about a deal to allow the company to compete in the global market and provide good, family- and community-supporting jobs. The contract includes wage increases and benefit improvements and locks in retirement security.

“These negotiations serve as a model and reminder of the value of working hard together to solve problems in ways that workers, investors and communities all win,” said International Vice President Jon Geenen, who heads the union’s paper sector.
Refinery Problems are Universal

A new Environmental Protection Agency (EPA) report on ExxonMobil’s Baton Rouge, La., refinery highlights issues the USW has raised for years regarding the safe operation of the nation’s refineries.

The lack of mechanical integrity in refinery equipment has been a contributing cause in many of the worst accidents, including the recent California Chevron fire, the April 2010 Tesoro Anacortes explosion that killed seven, and the infamous BP Texas City explosion that killed 15.

In Baton Rouge, ExxonMobil failed for years to inspect more than 1,500 lines of piping and did not have records of previous inspections. It also failed to identify more than 250 lines with less than minimum thickness. Thin and corroded pipes can lead to leaks, explosions and fires.

Adequate staffing was another problem in Baton Rouge. In a May 2011 inspection, OSHA cited ExxonMobil for not having the minimum number of people required to effectively facilitate an emergency shutdown. In July 2012, the EPA found ExxonMobil did not adequately document the minimum number of personnel required to handle emergency procedures.

Long Named ICD Director

A l Long, a longtime USW activist and officer at Local 6787 in Burns Harbor, Ind., has been appointed executive director of the Institute for Career Development (ICD).

Long succeeds career educator Jerry Evans, who retired at the end of March from ICD, a negotiated workforce training program for USW members at participating companies. Evans had been with the program since 1995, and became executive director in 2008.

Long started work at the former Bethlehem Steel plant in Burns Harbor some 39 years ago after a stint in the Navy, where he was trained as an electrician.

Over the years, Long served the local as a trustee and financial secretary. Prior to his recent retirement, he was a USW contract coordinator for the ArcelorMittal/USW Joint Health and Safety Committee and local joint committee co-chair of the USW/ArcelorMittal-Burns Harbor Career Development Program.

Study Online at Labor College

F inding the time to earn a college degree while holding a job can be a challenge, and the National Labor College (NLC) is offering a solution.

The college currently offers online associate’s and bachelor’s degree programs in business administration, labor studies and union leadership and administration, among others.

NLC admissions counselors work with students to determine what credits they have already earned from work experience, prior college courses, apprenticeships, union education programs and military training.

AFL-CIO union members and their family members are eligible for a reduced tuition rate. Financial aid is available for those who qualify. Scholarships are awarded annually.

For information visit www.nlc.edu/usw or call 1-888-427-8100.

International Vice President Fred Redmond was recently elected to the NLC board of trustees.

Health Care Staffing Survey

T he USW Health Care Workers Council is asking members who work in a hospital, nursing home or clinic to complete a survey on the priority issue of safe staffing.

The council hopes to use the survey results to expand the national discussion on safe staffing in health care professions. To participate, go to the USW website at http://www.usw.org/resources/hcwc.

The conversation around safe staffing has been too narrowly defined as nurse-to-patient ratios and should recognize the roles that all health care workers play in delivering patient care, the council believes.

Survey results will be available to support contract negotiations on safer staffing levels as well as to support of safe staffing legislation in the states and on Capitol Hill.
**Physician Employees Join USW**

A Kentucky physician, Dr. David W. Suetholz, has installed a plaque on the wall of his patient waiting room celebrating the USW as the bargaining agent for his office employees.

Dr. Suetholz, of Fort Mitchell, Ky., is pictured with new Local 530 members Tori Clifton, Tammy Clifton and Christina Edwards. He said medical office employees deserve the job security of a collective bargaining agreement.

“All individuals deserve respect and I showed my respect for the employees of our office by recognizing and bargaining with the employees and their mighty union, the United Steelworkers,” he said.

**Safety Coordinators Make a Difference**

The USW has negotiated hourly corporate health and safety coordinator positions in the steel, rubber and paper industries, and these efforts have made workplaces safer and the union stronger.

This April, the corporate-wide USW health and safety coordinators from ATI Allegheny Ludlum, U.S. Steel and Goodyear Tire and Rubber Co. met at USW headquarters to discuss specific practices and strategies to improve workplace safety.

Pictured are coordinators Calvin Crofcheck from Local 1557 at U.S. Steel’s coke works in Clairton, Pa., Terry Davidek from Local 1196 at ATI Allegheny Ludlum in Brackenridge, Pa., Mike Weibel from Local 307L at Goodyear’s plant in Topeka, Kan., and Steve Sallman, a technician with the Health, Safety and Environment Department. Jason Morrey from Local 116 at New Page Corp. in Wisconsin Rapids, Wis., participated by phone.

**New Members Win Contract**

Some six months after they joined the USW, licensed practical nurses ratified their first contract with Golden Living Center in Glasgow, W.Va.

The new members will be part of the amalgamated Local 12625. The agreement provides wage increases and other economic improvements, as well as containing language to protect jobs.

**Carey Salt Fight Ends**

The USW and Local 14425 at the Carey Salt mine in Cote Blanche, La., have successfully ended a bitter three-year struggle for a fair contract.

A three-year agreement ratified by the local’s members on Feb. 28 includes wage improvements and increases in payments for life insurance and both short- and long-term disability.

The USW filed unfair labor practice charges with the National Labor Relations Board (NLRB) during the dispute. The NLRB affirmed the company violated the law when it implemented its contract offer on March 31, 2010, without reaching impasse.

The NLRB also ruled that the members of Local 14425 engaged in a lawful unfair labor practice strike that began April 7, 2010, and continued until June 15, 2010, when the local unconditionally offered to return to work.

The contract did not resolve the pending NLRB issues.

**ARH Employees OK Contract**

USW-represented employees at nine Appalachian Regional Healthcare facilities in Kentucky and West Virginia have ratified a new contract, averting a strike threat.

The contract covering more than 2,000 ARH employees, including licensed practical nurses, clerical and maintenance workers and X-ray and lab technicians, was approved a few days before the April 1 strike deadline. The agreement is for three years.
USW-represented workers at three Titan International, Inc. tire plants ratified new contracts in March. The members of Local 164 in Des Moines, Iowa; Local 745 in Freeport, Ill.; and Local 890 in Bryan, Ohio, each approved four-year agreements, which include wage and benefit improvements and a variety of contract language enhancements, most notably around the issue of forced overtime.

District 7 Director Jim Robinson, who chairs the union’s negotiations with Titan, said that the union believes it reached a fair contract despite the challenge of negotiating while the National Labor Relations Board (NLRB) was caught up in a political and legal dispute between the U.S. Senate and President Obama.

Alcoa’s workers face similar struggles with issues including scheduling, wages, benefits, health and safety and outsourcing.

Open communications among workers may keep the global company from taking advantage of any one site or playing different unions against each other.

The WTC Health Program is a government-funded resource for people sickened in the post-9/11 recovery effort. Qualifying applicants can receive free medical care, including treatment and annual examinations, at a series of specially designated clinics around the country.

Workers and first responders who did rescue, recovery, demolition or cleanup and around Ground Zero between Sept. 11, 2001 and Jan. 10, 2002 and those who lived, worked or attended school in Manhattan or Brooklyn within 1.5 miles of the disaster site may be entitled to care.

Beginning May 1, 2013, rescue and cleanup workers helping with the 9/11 recovery in Shanksville, Pa. and at the Pentagon will also be eligible to submit applications for medical aid.

For more information, contact NYCOSH by phone at 212-227-6440 or by e-mail at nycosh@nycosh.org or visit their website at www.nycosh.org.

Executive Pay Watch

The CEOs of America’s largest companies made 354 times the average rank-and-file worker in 2012 – the largest pay gap in the world, according to AFL-CIO’s annual study of executive pay.

Last year, CEOs whose companies are listed on the S&P 500 received on average $12.3 million while workers took home an average of $34,645.

The new data confirms CEO-to-worker pay disparities have increased dramatically over the past several decades. Thirty years ago, CEOs were paid 42 times that of rank-and-file workers in the United States. For specifics, search the database online at www.paywatch.org.
Have You Moved?
Notify your local union financial secretary, or clip out this form with your old address label and send your new address to:

**USW@Work**
USW Membership Department,
3340 Perimeter Hill Drive, Nashville, TN 37211

Name ____________________________
New Address ________________________
City _____________________________
State _____________________________ Zip _________

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**In Memory of**

5/3/12  George Park Jr., 47  Canadian Forest Products
5/17/12  Tim Martins, 48  Swissport Canada Handling, Inc.
5/18/12  Jefferson Troester, 43  ArcelorMittal
5/28/12  Jon Maus, 50  Verso Paper
5/30/12  Debbie Carlson, 53  Manistique Paper
6/19/12  Harry Lilley, 62  Gerresheimer Glass
6/25/12  Danny A. Contreras, 54  U.R.S.
7/1/12  Rex Wilcoxson, 45  AC&S
7/11/12  Mika Saario, 44  Conifex
7/16/12  Robert Leech, 45  Alcoa
7/17/12  Bailey Bertrand, 24  Lemare Lake Logging
7/18/12  Dennis Jay Gougeon, 47  PCA
7/28/12  Dustin Hale, 29  PCA
8/6/12  Becky Mitchell, 50  Glatfelter Paper
8/13/12  Chris Reid, 28  PotashCorp
8/17/12  Brian Johns, 46  Dow Chemical Co.
9/9/12  Jonnie “Bert” Bussey, 59  Unimen Corporation
9/13/12  Toby Childs, 38  Lemare Lake Logging
9/30/12  Robert L. Evans, 49  Shenango, Inc.
10/3/12  David James, 58  Dover Corp., Norris Rods
10/10/12  Billy Phillips Sr., 65  Elmo Greener, Inc.
12/3/12  Daniel Tittle, 54  Valero Energy Corp.
12/3/12  Jason Scott, 35  ArcelorMittal
1/22/13  Samir Storey, 39  Tradesmen International
1/23/13  Cynthia Hardy, 35  Sani-Eco, Inc.
2/4/13  John Yost Jr., 42  Delek Refining
2/16/13  Randy Vayda, 50  ArcelorMittal
2/21/13  Fernando Bourgeois, 61  Canadian National Railway Co.
3/14/13  Michael Louque, 55  River Parish Maintenance
4/16/13  Michael Charles, 57  Compass Minerals

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**Those who Died at USW Work Sites**

2012 - 2013

**Workers Memorial Day 2013**