

GOLDEN LODGE NEWS

Volume 68, No. 7

August 2021



By Pat Eslich
President

Preparing for Steel negotiations

Meetings were held during the middle two weeks of July to gather input from the members in regards to the upcoming contract negotiations. The negotiators appreciated the comments and suggestions of the mem-

bers. A big thank you to all who attended and shared their thoughts.

The negotiators are currently preparing language that we will use to present our position to the company. Negotiations will begin August 9, 2021.

I want to stress that we must stand together through this process and stay united. It is important not to believe rumors coming from fellow members and especially through social media. Only information released directly from our Union Hall should be deemed reliable. If you hear something, before passing it on please confirm the information came from myself, either in a newsletter, on the official Union Facebook page, or through hand billings.

On the national level, I highly suggest you call your elected federal representatives and both Senators Brown and Portman to urge them to vote for the Pro-Act. This legislation could have a direct impact on our membership. The language in the Pro-Act prohibits permanent replacement of workers by a company if there were to be a work stoppage. To be clear, I am neither predicting this could happen nor promoting that a stoppage should occur, but just covering all our bases.

Locally, we had two employees discharged for attendance and two discharged for falsification. The latter discharges will be taken to arbitration. Many employees are getting disciplined for improper job performance. All maintenance must be sure to log the reason why a preventative maintenance (PM) cannot be performed due to location of equipment or locked out. It is better to provide more information than you may think is necessary.

I hope you continue to have a safe and healthy summer and I promise to keep you up to date to the best of my ability throughout the upcoming months.



On July 19, Golden Lodge Steel Negotiators met with USW International representatives to discuss upcoming negotiations. From left; Scott Mathie ~ HSP, Donnie Blatt ~ USW District 1 Director, Pat Eslich ~ Golden Lodge President, Katherine Horigan ~ USW Collective Bargaining Research and Benefits Dept., Curtis Green ~ Golden Lodge Vice President, Bill Conner ~ USW District 1-Sub District 2 Director, Jose Pena ~ GSP and Mike Poole ~ FSP



SAFETY CORNER



By Scott Mathie

*HSP Fulltime Union
Safety Representative*

In 2019, when Terry Dunlop became the interim CEO of TimkenSteel, he met with Union leadership to discuss a wide variety of topics. One of those topics was grievances; specifically, the volume of them.

The Union and the company tried to come up with solutions to help “cleanup” the number of grievances or prevent them altogether. At the time there were numerous grievances related to rule #24 in the EMPLOYEE handbook. Notice I did not say the associate handbook. Remember we are not associates. We are employees, but this is a story for another time, so I digress.

Rule #24 states “Violation of, or disregard of, safety rules or safety practices; carelessness, endangering the life or safety of another person”. As a resolution to these grievances the Union and the company decided that for first offenses of rule #24, the plant USR would have a conversation with the affected employee and discuss the events that lead to the alleged rule #24 violation. Remember this is for first offenses only.

The only exception to this new policy is if the violation is in regard to what we refer to as “the big four” in safety. The big four are machine guarding, LOTO, fall protection, and confined space. Any “violations” of these categories will not result in a conversation with your plant USR. More than likely, it will result in some sort of discipline, even if it is your first offense.

If you are unsure about the policies and procedures regarding the big four, please reach out to your department Union Safety Committee member or your plant USR. The big four are categorized as such because they have a serious potential to cause death or serious bodily harm.

Lately I have been notified quite a few times about forklift operators not having their seat belts fastened and leaving the fork trucks running and the operator is more than 25 feet away and not in view of the fork truck. The OSHA standard states that a fork truck operator must be within 25 feet and can view the fork truck if left running.

If at any time you are issued disciplinary action for your first offense regarding any alleged safety violation that is not part of the big four, notify your plant USR, your department Steward, grievance committee member, and/or the Union Hall. As always, be your Sisters and Brothers keeper and look out for one another.

TIMKEN STEEL

&

GRAINGER

Has opened an onsite footwear store!

Hours of Operation: Tuesdays 1-4 PM & Thursdays 6-9 AM
Located in the GNW building on Dueber Ave by the pedestrian bridge.

Visit the **NEW, BIG RED FOOTWEAR STORE** Onsite for your next pair of Safety Shoes. Whether it's time for your annual allotment or you want to purchase yourself, Grainger has 20 styles in stock OR you can order for delivery to your home.



No Voucher Needed. Store replaces shoe truck events.

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USW District 1, Biennial Rapid Response, Legislative and Educational Conference

By Curtis Green
Vice President

On July 26th - 30th Golden Lodge officers and negotiators attended the USW Biennial District 1 Rapid Response, Legislative and Education Conference in Columbus Ohio.

Those who attended wish to thank the board and membership for the opportunity of attending. The Conference guest speakers included Ohio Senator Sherrod Brown, Ohio AFL-CIO Federation President Tim Burga, USW International Vice Presidents Dave McCall and Roxanne Brown.

They spoke about infrastructure, solidarity, and how important Unions are to rebuilding America and the necessity of passing the ProAct to secure and defend the rights to collectively bargain as well as protect the rights as Union members that we already have.

We attended various class sessions on the topics of FMLA, drug testing in the workplace, collective bargaining, building power, new media (social media/communication), internal organizing and preparing for a labor dispute.

We also had some members prepare and argue a mock arbitration. Unlike previous conferences I have attended, there were a great many first-time attendees which was nice to see. The future of our Union is in the hands of the membership.

These conferences are great places to learn and network with people from other locals and to build relationships with each other to strengthen our movement. An attack on one is an attack on us all, whether you make steel or paper, rubber bands or tires. From bearings to boots there is a USW Local that makes the products you use every day.

If you are interested in becoming more involved and seeking educational experiences, stop by the hall and attend a meeting to see what is new or upcoming.

GOLDEN LODGE NEWS

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From left; Bill Connor ~ USW District 1/Sub District Director, Mike Kemp ~ Financial Secretary, Scott Mathie ~ Trustee/HSP Negotiator, Donnie Blatt ~ USW District 1 Director, Mike Poole ~ FSP Negotiator, Dave McCall ~ USW International Vice President, Jose Pena ~ GSP Negotiator, Joe Plott ~ Treasurer, Curtis Green ~ Vice President, Carrie Holland ~ Recording Secretary.

History of Labor Day

Labor Day: What it Means

Labor Day, the first Monday in September, is a creation of the labor movement and is dedicated to the social and economic achievements of American workers. It constitutes a yearly national tribute to the contributions workers have made to the strength, prosperity, and well-being of our country.

Labor Day Legislation

The first governmental recognition came through municipal ordinances passed in 1885 and 1886. From these, a movement developed to secure state legislation.

The first state bill was introduced into the New York legislature, but the first to become law was passed by Oregon on February 21, 1887.

During 1887, four more states – Colorado, Massachusetts, New Jersey, and New York – created the Labor Day holiday by legislative enactment.

By the end of the decade Connecticut, Nebraska, and Pennsylvania had followed suit. By 1894, 23 more states had adopted the holiday and on June 28, 1894, Congress passed an act making the first Monday in September of each year a legal holiday in the District of Columbia and the territories.

Founder of Labor Day

More than a century after the first Labor Day observance, there is still some doubt as to who first proposed the holiday for workers.

Some records show that Peter J. McGuire, general secretary of the Brotherhood of Carpenters and Joiners and a co-founder of the American Federation of Labor, was first in suggesting a day to honor those "who from rude nature have delved and carved all the grandeur we behold."

But Peter McGuire's place in Labor Day history has not gone unchallenged. Many believe that Matthew Maguire, a machinist, not Peter McGuire, founded the holiday.

Recent research seems to support the contention that Matthew Maguire, later the secretary of Local 344 of the International Association of Machinists in Paterson, N.J., proposed the holiday in 1882 while serving as secretary of the Central Labor Union in New York.

What is clear is that the Central Labor Union adopted a Labor Day proposal and appointed a committee to plan a demonstration and picnic.

The First Labor Day

The first Labor Day holiday was celebrated on Tuesday, September 5, 1882, in New York City, in accordance with the plans of the Central Labor Union. The Central Labor Union held its second Labor Day holiday just a year later, on September 5, 1883.

By 1894, 23 more states had adopted the holiday, and on June 28, 1894, President Grover Cleveland signed a law making the first Monday in September of each year a national holiday.

A Nationwide Holiday

The form that the observance and celebration of Labor Day should take was outlined in the first proposal of the holiday — a street parade to exhibit to the public "the strength and esprit de corps of the trade and labor organizations" of the community, followed by a festival for the recreation and amusement of the workers and their families. This became the pattern for the celebrations of Labor Day.

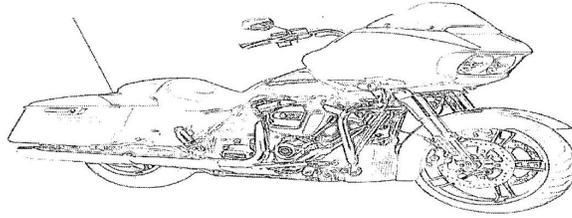
Speeches by prominent men and women were introduced later, as more emphasis was placed upon the economic and civic significance of the holiday.

Still later, by a resolution of the American Federation of Labor convention of 1909, the Sunday preceding Labor Day was adopted as Labor Sunday and dedicated to the spiritual and educational aspects of the labor movement.

The character of the Labor Day celebration has changed in recent years, especially in large industrial centers where mass displays and huge parades have proved a problem.



USW District 1, Sub-District 2
*1st Annual * Veterans of Steel * Poker Run*



Saturday, August 28, 2021

Starts and ends at:

Army and Navy Union #250
2970 N. Bender Avenue, Akron, Ohio 44319

Registration begins – 9:00 a.m.

1st Bike / Vehicle Out – 11:00 a.m.

Last Bike / Vehicle Out – 12:00 Noon

Last Bike / Vehicle In – 5:00 p.m.

\$25 per hand / All Vehicles Welcome

4 Hands Win:

1st - \$100; 2nd - \$75; 3rd - \$50; Worst - \$50

****Door Prizes**Basket Raffles**Dinner****

(Pulled pork, baked beans, cole slaw, sides welcome)

*** Please RSVP by August 20, 2021 - Call 330-493-7721 ***

All Proceeds Go To Veterans Organizations

NOT RESPONSIBLE FOR ANY ACCIDENTS - MUST BE REGISTERED TO PARTICIPATE

This change, however, is more a shift in emphasis and medium of expression.

Labor Day addresses by leading union officials, industrialists, educators, clerics, and government officials are given wide coverage in newspapers, radio, and television.

The vital force of labor added materially to the highest standard of living and the greatest production the world has ever known and has brought us closer to the realization of our traditional ideals of economic and political democracy. It is appropriate, therefore, that the nation pays tribute on Labor Day to the creator of so much of the nation's strength, freedom, and leadership – the American worker.

[U.S. Department of Labor www.dol.gov](http://www.dol.gov)

District 1, Women of Steel Scholarship Winners

- Trace Smith, son of Rusty Smith, Circleville, Ohio, Local 731
- MyKenna Creager, daughter of Robert Creager, Paris, Ohio, Local 1123

We want to thank the applicants for their efforts and wish them success in their educational endeavors. The scholarships are funded from the proceeds of two calendar raffles held yearly in May and October.

A Defining Moment

By Julie Stein
SOAR Director

In 1935, President Roosevelt signed the Social Security Act (SSA), which significantly reduced poverty among disabled Americans and nearly eradicated it among senior citizens for generations to come. Nearly 90 years later, the SSA is arguably the most popular legislative accomplishment in American history.

At the time, the SSA was a trailblazing effort because it completely changed the realities of work in America. Americans could actually retire and those who were unable to work because of a workplace injury or disability became eligible for unemployment and health insurance.

Today, America again faces a unique generational crisis where the population of seniors will double by 2050, while the number of people older than 85 will almost triple. Retired Americans are at a particular risk because, unlike most industrialized nations, the United States does not provide a publicly-funded long-term-care benefit for older adults.

The changing nature of our society, whereby most families cannot survive on just one income, has made it largely unsustainable for working-age Americans to take care of their elders as they have in previous generations. Additionally, the median salary for home-care workers is approximately \$17,200 per year, making it extremely difficult for the profession to attract a well-trained and sustainable workforce.

Many experts fear that failing to address this collision of factors “threatens to strain an already limited workforce of caregivers; complicate the retirements of millions of people; and force many children, particularly daughters, out of the labor market to care for their parents.”
(washingtonpost.com, 4/2/21)

President Biden has proposed that the American Jobs Plan should include a \$400 billion investment in home- or community-based care for the elderly and people with disabilities. This would nearly double what is spent annually on home care for vulnerable populations, which would help expand access to

more Americans, raise the wages of caregivers, and potentially drive down costs as a result of increased competition.

Our union strongly supports the President’s proposed investments in home- and community-based care, and other efforts to adequately meet the care needs of retirees and Americans with disabilities.

The goal of ensuring retirement security has broad support across our union. In fact, a survey that was circulated in 2019/2020 found that retirement security ranked among the top three most important concerns of USW members and retirees, with 86 percent of respondents saying it was “very important.” Healthcare came in 1st in with 87 percent, and workers’ rights was 3rd with 81 percent.

When our nation faced the generational crisis of the 1920’s and 30’s, we didn’t choose to abandon our fellow Americans who were most vulnerable. Rather, we created Social Security. We face a similar crossroads today, and we must not be afraid to act boldly.



Coming Events

September 1
Union Meeting
4:30 pm

September 6
Labor Day*

September 8
Stewards Class
9:00 am/4:30 pm

September 15
Union Meeting
9:00 am

September 26
2% wage increase
in all Timken
Company Job
Classifications*

September 27
TimkenSteel/USW
2017 Basic Labor
Agreement
Terminates

*Union Negotiated
Benefit

IN MEMORIAM

The following members of the Golden Lodge have passed away and Bibles have been presented to their families.



THOMAS L. HIGHAM, Age 77, Dept. 199, passed away December 19th, 2006. Brother Higham joined the Union in 1950 and retired in 1972.

LEROY ALLEN, JR., Age 73, Dept. 89, passed away December 5th, 2020. Brother Allen joined the Union in 1966 and retired in 2008.

LEROY M. JONES, Age 73, Dept. 190, passed away January 9th, 2021. Brother Jones joined the Union in 1971 and retired in 2007.

PHILLIP S. MARTIN, Age 83, Dept. 42, passed away March 26th, 2021. Brother Martin joined the Union in 1964 and retired in 2000.

MICHAEL E. SIMON, Age 70, Dept. 07-03, passed away June 1st, 2021. Brother Simon joined the Union in 1978 and retired in 2017.

WILLIAM E. HARDMAN, Age 73, Dept. 190, passed away June 5th, 2021. Brother Hardman joined the Union in 1969 and retired in 1999.

GEORGE H. OLIVER, JR., Age 67, Dept. 97, passed away June 15th, 2021. Brother Oliver joined the Union in 1973 and retired in 2009.

DONALD R. HARPER, Age 80, Dept. 60, passed away June 18th, 2021. Brother Harper joined the Union in 1959 and retired in 1997.

JAMES S. GIANNELLI, Age 78, Dept. 191, passed away June 26th, 2021. Brother Giannelli joined the Union in 1962 and retired in 1992.

RODGER W. HENDERSON, Age 91, Dept. 91, passed away July 1st, 2021. Brother Henderson joined the Union in 1955 and retired in 1985.

THEODORE J. BENDICK, Age 82, Dept. 185, passed away July 4th, 2021. Brother Bendick joined the Union in 1959 and retired in 1990.

ARTHUR J. MURREY, Age 100, Dept. 59, passed away July 7th, 2021. Brother Murrey joined the Union in 1948 and retired in 1983.

CHARLES E. HOWARD, Age 81, Dept. 60, passed away July 9th, 2021. Brother Howard joined the Union in 1962 and retired in 1999.

JOSEPH L. EHRET, Age 67, Dept. 190, passed away July 13th, 2021. Brother Ehret joined the Union in 1973 and retired in 2010.

JAMES A WRISTON, SR., Age 77, Dept. 199, passed away July 14th, 2021. Brother Wriston joined the Union in 1972 and retired in 2005.

STEPHEN F. CHANEY, Age 80, Dept. 199, passed away July 17th, 2021. Brother Chaney joined the Union in 1963 and retired in 1994.

WALTER J. GECKLER, Age 73, Dept. 192, passed away July 19th, 2021. Brother Geckler joined the Union in 1968 and retired in 1991.

LEWIS V. CROSS, JR., Age 72, Dept. 736, passed away July 20th, 2021. Brother Cross joined the Union in 1973 and retired in 2003.

JAMES A. DEIBEL, JR., Age 56, Dept. 190, passed away July 20th, 2021. Brother Deibel joined the Union in 2011 and was active at the time of his death.

CAROL J. HOLDER, Age 79, Dept. GRP passed away July 25th, 2021. Sister Holder joined the Union in 1969 and retired in 2001.

With negotiations for a new Steel contract underway, we want to remind our Steel Golden Lodge members that the provisions of the 2017 TimkenSteel/USW Pension Agreement, including the \$5,000 special payment, will not terminate until 12:01am January 1, 2022. That means eligible members who retire before the end of the year, do so under the current Agreement regardless of the status of the Basic Labor Agreement (BLA). Negotiations for a new Pension Agreement run concurrent with BLA negotiations. Changes, if any, to the Pension Agreement would, after ratification, would go into effect on the agreed upon date.

Recent Retirees

Congratulations to the following members who have recently retired and will now enjoy their Union negotiated retiree pension and healthcare benefits.

Sheila Asante - GRP

Philip Soehnlen - GRP

Doug Morris - GRP

James Garofalo

UNITED STEELWORKERS WOMEN OF STEEL Golf Scramble Fundraiser

To Benefit **Clearview HOPE**

When: **Aug. 29th 2021**

Check-In Starts at: **7:45am** Tee Time: **9:00am**

Where: **Clearview Golf Course**

8410 Lincoln St SE East Canton, Ohio

\$55 per Golfer Includes:

18 Holes of Golf, Cart, Lunch, Drinks, Hot Dogs on the Turn, and Prizes

(Feel free to bring your own cooler with drink of your choice.)

Extras: Mulligans, Putting Contest, Raffles, Prize Holes

Registration Deadline: 8-15-21

(First come, first serve)

To Register:

Call – (330) 454-6137



Approved: Golden Lodge Executive Board, Exclusive Union Affairs

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CLEARVIEW H.O.P.E.

(Helping Our Patriots Everywhere)



Free Golf Program for Women Veterans

6 Weeks of Lessons followed by regular play every Friday.

Weeks 1 & 2

Introduction to Golf

- Putting, Pitching & Chipping
- Posture & Stroke
- Club Choice

Weeks 3 & 4

The Full Swing

- Irons
- Fairway Woods
- Driver

Week 5 & 6

On the Course

- Rules & Course Etiquette
- Scoring



Clearview H.O.P.E. is a cost-free, year-round recreational and therapeutic golf program specifically for women veterans. Instruction is provided by Clearview Golf Club LPGA/PGA Head Golf Professional Renee Powell.

Ladies from every branch of service are welcome to join. Previous golf experience is not required.

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- Exclusively for women veterans.
- All eras of service are welcome.
- Program is completely cost free.
- Build confidence through golf.
- For new and seasoned golfers.
- Great for health, wellness, and self-esteem.
- Social gatherings and indoor clinics in the winter.

THANK YOU FOR YOUR SERVICE!

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