

# GOLDEN LODGE NEWS

Volume 68, No. 10

November 2021

## USW/TimkenSteel Tentative Agreement Ratified 459 - For 392 - Against



**By Pat Eslich**  
President

On Friday, October 29th, the 2021 USW/TimkenSteel Corporation Tentative Agreement was ratified. The new four year agreement includes a signing bonus and annual across the board pay raises.

It also includes changes to the Gain Sharing program, Melt Bonus program, reinstates the Cost of Living (COLA) calculations, lowered the eligibility threshold for vacation allowance. More agreement highlights are on page four.

There were Memorandums of Understanding (MOU), surrounding grievances, hourly fill ins, grievance resolution meetings plus safety and health. There is an MOU concerning the ongoing, and any possible future, pandemic which is the first of its kind in the State of Ohio.

A lump sum pension option was added for eligible members who retire on or after January 1, 2022. Pension Service multipliers were increased for both pre 2009 and post 2009 members and the core contribution percentage was raised for post 2009 participants.

The Job Evaluation Committee successfully argued to increase the labor grades for some skilled trades with corresponding increases for those trades Apprentice labor grades.

I would like to thank all our brothers and sisters who participated in the contract information meetings and who took the time to vote.

I also appreciated all of you who called me directly, as well as contacted members of our negotiating team, to get clarification regarding their concerns about the contract language.

While I recognize that the vote was close, I hope we can all unite and continue to strengthen our Solidarity during these next four years. I also want to thank those members who volunteered as Tellers. It is a long day but vital to assure a fair and accurate vote. I commend Scott Albertson, Raymond Taylor, Don Adams, Carrie Holland, Shawn Lindner, Shane Sickafoose, Todd Little and Richard Seward for their service to our Local.

The Negotiating Committee will be reviewing the language and all documents in preparation to sign the agreement. I expect this will take approximately two weeks. Wage adjustments will be retroactive to the expiration of the previous contract on September 27, 2021, pending payroll's recalculation. I assume you should see this adjustment and additional monies within the next 3-4 weeks.

The signing bonus will be paid within 30 days of the ratification. All the new Basic Labor Agreement (BLA) language became effective at the time of ratification. The Pension and Insurance Agreement will take effect January 1, 2022. There have been just a few grievances filed and should be resolved soon. Reminder that Thanksgiving and the day after are paid holidays. With that in mind, I wish everyone a very Happy Thanksgiving.

***The healthcare insurance carrier for Timken Steel active members, dependents, surviving spouses and non-Medicare eligible retirees, dependents, surviving spouses will be Cigna beginning 1.1.2022 Aultcare and Anthem will no longer be offered.***

***This change is not a result of negotiations. It will be a passive enrollment, meaning no action will need to be taken by the member to continue in the respective insurance plan.***



## Win the LOTO - Lock Out Tag Out

**By Tom Dowling** In recent months we have had several LOTO issues, so I'm going to make this very simple. Your own safety depends on this: ***the control of hazardous energy.***

This energy could be electric, hydraulics, compressed air and others that all have the potential to seriously injure or kill someone if not properly isolated. The complete **LOCKOUT/TAGOUT** procedure is covered under the **OSHA CFR 1910.147 Standard.**

First off, locate the LOTO procedure that is required for the machine/equipment that you are working on. This should identify the specific piece of equipment and a step by step process for shutting down and restarting the equipment. Remember one thing, if you can't locate this procedure, ask for it! Do not assume you know. Things change!

Next, notify anyone affected by the lockout before any work is performed. All co-workers, contractors or others, that may be affected, must be notified. Be certain to share when the work starts and how long the equipment will be unavailable. Also communicate any changes.

Within the procedure there should be a list of all energy sources that need isolated. As mentioned before, these energy sources have the potential to kill or seriously injure someone. Once we have all this information, the equipment should be detailed within the lockout procedure. All steps must be followed exactly as listed.

The locks assigned to you shall be labeled with your name. They must be used to lockout all energy sources. Each person involved in maintaining or servicing the equipment must attach their own lock to isolate/control the energy.

Secondly, you must release any stored energy; i.e. electric, hydraulic, compressed air. Make sure the area is clear before releasing any stored energy.

Also take into consideration the hazards such as moving equipment that should be secured before work starts.

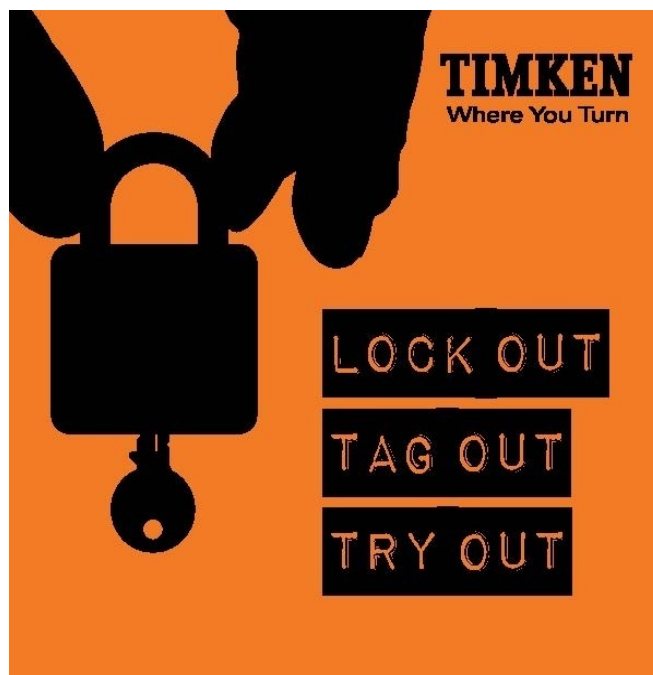
Once all energy sources have been disconnected and locked out and the area is clear, attempt to start the equipment.

This verifies that the equipment has been successfully locked out. All controls should be rendered useless if the procedure has been successful.

Finally make sure to return all controls to the OFF position so the machine will not start when energy sources are reconnected. Now work can begin. It sounds like a lot but it is your health and safety that depends on it.

All of us are responsible for our own safety but brothers and sisters, let's watch out for each other. Those little shortcuts can be deadly.

Expectations are that we return home safely everyday. Our families depend on it. I appreciate the opportunity to serve the members of Local 1123.





## It's time to stop screwing around with infrastructure

**By Tom Conway**

*USW International President*

“Look I don’t want to talk to you about Democrats or Republicans or Trump or Biden. We are long past the point where politics has anything to do with this.

Look, it's time to stop screwing around. With this infrastructure bill, we've got a once in a lifetime opportunity do some real good for our jobs for the country for our Union.

For generations we've seen entire industries wiped out, jobs just gone. Too often our jobs.

This is a chance for us to bring back some of this work and to make an investment in our country and into the stuff that we do and make in this Union. It's really that simple.

And if we do this right, if we build stuff, if we make stuff, if we modernize and insist that it's done with our labor, we will have

good jobs and good work for a generation.

Don't be fooled by all the talk about pork and needless spending and other nonsense.

This country has spent needlessly on tax breaks and on wars for generations. It's now time to invest and rebuild our country.

Is this bill perfect? Probably not. Is it as horrible as some would have you think? It's definitely not.

Look we're all experienced at bargaining. We all know when you sit at the bargaining table and someone on the other side is trying to screw you instead of give you what you deserve.

Well, that's what happening here. And it's no different. So, we're not going to fall for it.

We're not pushing anyone's agenda here but our own. And I'll be damned if we're going to

### GOLDEN LODGE NEWS

GOLDEN LODGE NEWS STAFF

Pat Eslich, Managing Editor

Ron Roberts, Associate Editor

Chris Tunney, New Media Assoc. Editor

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USW Golden Lodge Local 1123

1234 Harrison Ave. S.W.

Canton, OH 44706-1520

Office (330) 454-6137

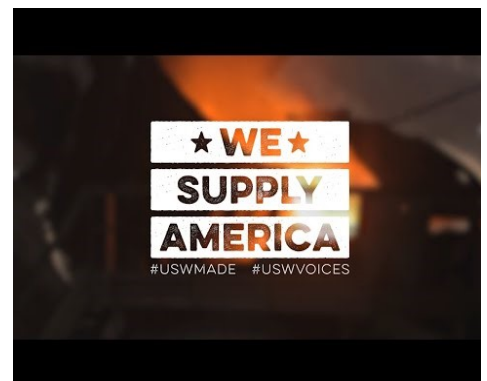
Fax (330) 454-3461

Email: [golden@neo.rr.com](mailto:golden@neo.rr.com)

[www.facebook.com/groups/uswlocal1123](http://www.facebook.com/groups/uswlocal1123)

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let our Union stand by and watch this opportunity pass us by without a fight, regardless of who we have to fight with.”



# 2021 USW/TimkenSteel BLA highlights

**By Curtis Green**  
*Vice President*

I would like to start off by thanking everyone who made the trip to vote on October 29<sup>th</sup>, 2021.

Whether it was a yes or a no vote, the Negotiating Committee really appreciates the turn out.

This article is to help explain some of the new changes to be made to the agreements as we go forward into the 2021 contracts. The first change will be an increase in shift differential. The new amounts will be \$0.35 for afternoons and \$0.50 for midnights.

The Incentive calculation rates for all job classes will be 1/3 or 33% of the hourly Labor Rate. So, for example labor rate 12 after the retroactive 3% increase will pay \$28.793 per hour, which makes the ICR \$9.598. The 3% increase will be paid retroactively back to the end of the 2017 Basic Labor Agreement 30 days after ratification.

The 500 Hour Guarantee triggers have been adjusted to accommodate the shutdown of the Harrison Steel Plant melt shop and the reduction of a piercing mill. In the event the Harrison melt shop is to return to a productive capacity, the numbers will be renegotiated and must be agreed upon by both parties.

While on the subject of triggers, the Melt triggers for the Melt bonus were lowered to be more obtainable. Now, 80,000 – 85,000 will result in a 3% payment of your ICR. 85,000 – 90,000 will result in a 4% payment of your ICR and 90,000 and above will result in a 5% payment of your ICR.

The payments will be 3%, 4% or 5% of your ICR multiplied by the number of hours worked in the quarter, paid quarterly not yearly, like the previous contract.

If the Gainshare plan does not pay for the quarter but the

Melt Bonus does, we will receive the Melt Bonus, If the Melt Bonus does not pay out but the quarterly Gainshare plan does, we will receive the Gainshare payment.

MST's will still not receive a Gainshare payment unless they have been temporarily assigned to a department and have contributed to a plants plan but will be eligible to receive the Melt Bonus. This is the same as the 2017 Basic Labor Agreement.

Much like last contract, there will be another six month window for any employee hired on or after November 9<sup>th</sup>, 2009, to make an irrevocable selection to switch from the Defined Benefit Plan (Pension plan) to the Company Core Contribution Plan (401K with contribution based on age and years of service), if they so choose. The dates for this selection period will be from January 1, 2022 until June 30<sup>th</sup>, 2022.

Starting January 1, 2022, up to June 30, 2022, if you have perfect attendance, you will receive one (1) unpaid personal day to be used within the following six (6) month period (July 1 – December 31, 2022) and so on and so on. This personal day will need to be requested 7 days in advance, just like a normal vacation day is currently in the contract. The personal day can be denied but must be allowed to be used within the 6 month period following the period of perfect attendance.

There will now be 20 daily vacation days allowed instead of 15 and 10 working days to “fail yourself” and return to your previous occupation after bidding to a new occupation. This was seven working days in the 2017 BLA.





**2021 Basic Labor Agreement Wage Rate Increases** *Upon Ratification, paid retroactively.*

Class	Current	3% Increase	2.5% Increase 9/26/2021	2.5% Increase 9/25/2022	2.5% Increase 9/24/2023	2.5% Increase 9/29/2024	ICR
Class 1	25.381	0.761	26.142	0.654	26.796	0.687	8.714
Class 2	25.381	0.761	26.142	0.654	26.796	0.687	8.714
Class 3	25.639	0.769	26.408	0.660	27.068	0.694	8.803
Class 4	25.898	0.777	26.675	0.667	27.342	0.701	8.892
Class 5	26.155	0.785	26.940	0.673	27.613	0.708	8.98
Class 6	26.411	0.792	27.203	0.680	27.883	0.715	9.068
Class 7	26.671	0.800	27.471	0.687	28.158	0.722	9.157
Class 8	26.926	0.808	27.734	0.693	28.427	0.728	9.245
Class 9	27.181	0.815	27.996	0.700	28.696	0.735	9.332
Class 10	27.441	0.823	28.264	0.707	28.971	0.742	9.421
Class 11	27.696	0.831	28.527	0.713	29.240	0.749	9.509
Class 12	27.954	0.839	28.793	0.720	29.512	0.756	9.598
Class 13	28.208	0.846	29.054	0.726	29.781	0.763	9.685
Class 14	28.467	0.854	29.321	0.733	30.054	0.770	9.774
Class 15	28.724	0.862	29.586	0.740	30.325	0.777	9.862
Class 16	28.984	0.870	29.854	0.746	30.600	0.784	9.951
Class 17	29.238	0.877	30.115	0.753	30.868	0.791	10.038
Class 18	29.499	0.885	30.384	0.760	31.144	0.798	10.128
Class 19	29.754	0.893	30.647	0.766	31.413	0.805	10.216
Class 20	30.012	0.900	30.912	0.773	31.685	0.812	10.304
Class 21	30.266	0.908	31.174	0.779	31.953	0.819	10.391
Class 22	30.525	0.916	31.441	0.786	32.227	0.826	10.48
Class 23	30.783	0.923	31.706	0.793	32.499	0.833	10.569
Class 24	31.040	0.931	31.971	0.799	32.770	0.840	10.657
Class 25	31.297	0.939	32.236	0.806	33.042	0.847	10.745

# 2022 Social Security Cost of Living Adjustment

Social Security and Supplemental Security Income (SSI) benefits for approximately 70 million Americans will increase 5.9 percent in 2022.

The 5.9 percent cost-of-living adjustment (COLA) will begin with benefits payable to more than 64 million Social Security beneficiaries in January 2022.

Increased payments to approximately 8 million SSI beneficiaries will begin on December 30, 2021. (Note: some people receive both Social Security and SSI benefits)

The maximum amount of earnings subject to the Social Security tax (taxable maximum) will increase to \$147,000.

The earnings limit for workers who are younger than "full" retirement age will increase to \$19,560. (We deduct \$1 from benefits for each \$2 earned over \$19,560.)

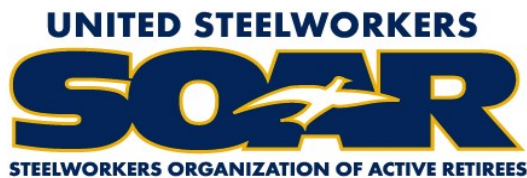
The earnings limit for people reaching their

"full" retirement age in 2022 will increase to \$51,960. (We deduct \$1 from benefits for each \$3 earned over \$51,960 until the month the worker turns "full" retirement age.) There is no limit on earnings for workers who are "full" retirement age or older for the entire year.

Medicare Part B premiums are projected to increase by \$10 to \$158.50. Information about Medicare changes for 2022, when announced, will be available at [www.medicare.gov](http://www.medicare.gov).

For Social Security beneficiaries receiving Medicare, Social Security will not be able to compute their new benefit amount until after the Medicare premium amounts for 2022 are announced.

Final 2022 benefit amounts will be communicated to beneficiaries in December through the mailed COLA notice and *my Social Security's* Message Center.



On October 26, 2021 The Golden Lodge SOAR Executive Board held a meeting. In that meeting, the Republic Steel Canton SOAR Chapter withdrew from the merger previously announced.

A motion was made and approved to send a \$300 donation to the Total Living Center. The center "serves the physical and spiritual needs of people in the greater Canton, Ohio area."

The Board wants to remind its members that they were still around. Meetings will be scheduled when it is deemed safe.

*By - Fred Garrett SOAR 1-27  
The Golden Lodge*

**Buy Union-Made for Thanksgiving**

<b>Turkey and Ham</b> <ul style="list-style-type: none"><li>• Appleton Farms</li><li>• Butterball</li><li>• Cook's</li><li>• Farmland</li><li>• Foster Farms</li><li>• Hormel</li><li>• Tyson</li></ul>	<b>Vegetables and Fruit</b> <ul style="list-style-type: none"><li>• Andy Boy</li><li>• Betty Crocker Potatoes</li><li>• Birds Eye</li><li>• Del Monte</li><li>• Dole</li><li>• Eurofresh</li><li>• Mann's</li><li>• Muranaka Farm</li><li>• Ocean Spray</li></ul>	<b>Pie and Filling</b> <ul style="list-style-type: none"><li>• Banquet Fruit Pies</li><li>• Del Monte Fresh Apples</li><li>• Entenmann's</li><li>• Food Club Canned Pumpkin</li><li>• Kroger Brand Pumpkin Puree</li><li>• Marie Callender's</li><li>• Sara Lee</li></ul>	<b>Cookware and Cutlery</b> <ul style="list-style-type: none"><li>• Anchor Hocking</li><li>• Bennington Potters</li><li>• Clauss Knives</li><li>• CorningWare</li><li>• Cutco Knives</li><li>• Fiesta</li><li>• Homer Laughlin China</li><li>• Libbey Glassware</li><li>• Pyrex</li></ul>
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**Stuffing and Bread**

- Aunt Millie's
- Manischewitz
- Pillsbury
- Strohmann

**MORE AT: [AFLCIO.ORG/THANKSGIVING](http://AFLCIO.ORG/THANKSGIVING)**

AFL-CIO



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

**WILLIAM G. MILLER**, Age 67, Dept. 132, passed away March 17<sup>th</sup>, 2019. Brother Miller joined the Union in 1972 and retired in 2009.

**GEORGIA L. GIBSON**, Age 87, Dept. 75 passed away September 19<sup>th</sup>, 2021. Sister Gibson joined the Union in 1965 and retired in 1996.

**JESSIE J. JONES, SR.**, Age 92, Dept. 132, passed away September 23<sup>rd</sup>, 2021. Brother Jones joined the Union in 1953 and retired in 1995.

**EDWARD E. HODGE**, Age 90, Dept. 182, passed away September 25<sup>th</sup>, 2021. Brother Hodge joined the Union in 1953 and retired in 1990

**KENNETH W. BOLENDER**, Age 86, Dept. 61, passed away September 27<sup>th</sup>, 2021. Brother Bolender joined the Union in 1959 and retired in 1998.

**JOHN T. MALEY**, Age 93, Dept. 199, passed away September 30<sup>th</sup>, 2021. Brother Maley joined the Union in 1948 and retired in 1978.

**DAVID M. NICHOLSON**, Age 64, Dept. 184, passed away October 2<sup>nd</sup>, 2021. Brother Nicholson joined the Union in 1977 and retired in 2017.

**RONALD J. MOSPENS**, Age 69, Dept. 007-3, passed away on October 4<sup>th</sup>, 2021. Brother Mospens joined the Union in 1981 and was an active member.

**THOMAS "TOM" NAETZEL**, Age 74, Dept. 77, passed away October 6<sup>th</sup>, 2021. Brother Naetzel joined the Union in 1966 and retired in 2004.

**CHARLES J. HALEY**, Age 92, Dept. 65, passed away October 10<sup>th</sup>, 2021. Brother Haley joined the Union in 1950 and retired in 1991.

**DANIEL D. PELLEGRINI**, Age 71, Dept. 82, passed away October 10<sup>th</sup>, 2021. Brother Pellegrini joined the Union in 1968 and retired in 2008.

**DANIEL W. SHETLER, III**, Age 67, Dept. 68, passed away October 12<sup>th</sup>, 2021. Brother Shetler joined the Union in 1973 and retired in 2018.

**TERRY J. ANKROM**, Age 70, Dept. 129, passed away October 13<sup>th</sup>, 2021. Brother Ankrom joined the Union in 1973 and retired in 2016.

**ROBERT O. MINARD**, Age 81, Dept. 70, passed away October 19<sup>th</sup>, 2021. Brother Minard joined the Union in 1998 and retired in 2005.

**EUGENE MERRICK**, Age 89, Dept. 76, passed away October 20<sup>th</sup>, 2021. Brother Merrick joined the Union in 1959 and retired in 1994.

**BALLARD JOHNSON JR.**, Age 86, Dept. 135, passed away October 21<sup>st</sup>, 2021. Brother Johnson joined the Union in 1955 and retired in 1992.

**Recent Retirees**  
*Congratulations to the following members who have recently retired and will now enjoy their Union negotiated retiree pension and healthcare benefits.*  
**Elsie Fox**  
**Donald Gooding**

**Coming Events**  
**December 1**  
Union Meeting  
4:30 pm  
**December 8**  
Stewards Class  
9:00 am & 4:30 pm  
**December 15**  
Union Meeting  
9:00 am  
**December 23, 24 & 25**  
Paid Holidays\*  
\*Union negotiated benefit

# 2022 TimkenSteel Retiree Medical Insurance Changes

## Certain Groups Affected

**By Ron Roberts** Associate Editor In early November, retired TimkenSteel non-Medicare eligible Golden Lodge households belatedly received their 2022 Medical Plan review information.

In this information, the monthly 2022 contribution rates were listed as:

**\$228 for each adult** enrolled (down from \$246)

**\$93 for children**, regardless of the number of children enrolled (down from \$101)

This review also informed them that there is only one insurance carrier Cigna. Cigna will also be the prescription drug provider. Aultcare, Anthem and CVS/Caremark will no longer be offered.

The benefit levels, such as annual deductible, max out of pocket and co-pays remain the same as their 2021 plan.

No action need be taken by retirees/spouses to continue in the plan.

**“It is strongly suggested that you confirm that your doctors will be in-network and that your prescription medications are covered prior to January 1, 2022.”**

You can do both by calling Cigna at **888-806-5042.**”

This change of insurance carrier is **not** a result of bargaining for the 2021 USW/TimkenSteel BLA.

Medicare eligible TimkenSteel members who retired between January 1, 2018, and December 31, 2021 (the term of the 2017 Insurance Agreement), also received notices that their Medicare supplemental insurance will be cancelled 12/31/2021.

This is a result of the 2017 Insurance Agreement expiring and the TimkenSteel Corporation choosing to not honor that Agreement.

These retirees “will transition from traditional group health coverage to individual Medicare coverage plans through the Aon Retiree Health Exchange, **effective January 1, 2022.**”

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**Their “Non-Medicare eligible dependents will continue to have TimkenSteel coverage as long as you enroll in a plan through the Aon Retiree Health Exchange.”**

This is the same process that TimkenSteel Medicare eligible retirees, who retired before the 2017 Insurance Agreement, currently participate in.

This will also be the process for 1/1/18 through 12/31/21 group of retirees whenever they or their dependents become Medicare eligible.

It is important that this group of TimkenSteel retirees, who retired under the term of the 2017 Insurance Agreement, follow the applicable instructions in their letter to continue having coverage for their non-Medicare eligible dependents and any financial help for themselves.