

# GOLDEN LODGE NEWS

Volume 68, No. 8

September 2021

## Talks continue, S&A admin changes, and good news



**By Pat Eslich**  
*President*

As I'm sure many of you are aware, the Steel negotiating committee has been meeting with the company since August 9th and have begun to lay out our position with the company.

We will continue to do so as negotiations continue through this month and expect both sides to have presented their proposals within the next week or so.

We have been requesting a lot of information from the company which we hope will strengthen our proposals.

Please be patient as information being released may not be as detailed as you wish. Remember nothing is final until a complete package is developed.

One positive outcome, which has actually taken place prior to a new contract, is the company's change from The Hartford to Aultworks as our Sickness and Accident/FMLA administrator.

Anyone who may have tried dealing with The Hartford is aware that they were nonresponsive and employees were unable to get timely payments, etc. This is a very good change for all. The new contact is Maria Liberator at 330.471.3742 or at her email [medleavehelp@timkensteel.com](mailto:medleavehelp@timkensteel.com).

Additionally, TimkenSteel has extended the \$100 incentive for Covid 19 vaccinations through September 30th. You must receive your first dose prior to that date to be eligible to receive the money.

For all veterans who served in the Southwest Asia theater, the Department of Veterans Affairs have put disability claims resulting from particulate matter exposure on the fast track for processing.

If you or a family member may be suffering from asthma, rhinitis or sinusitis from such exposure you can get more information from the VA website.

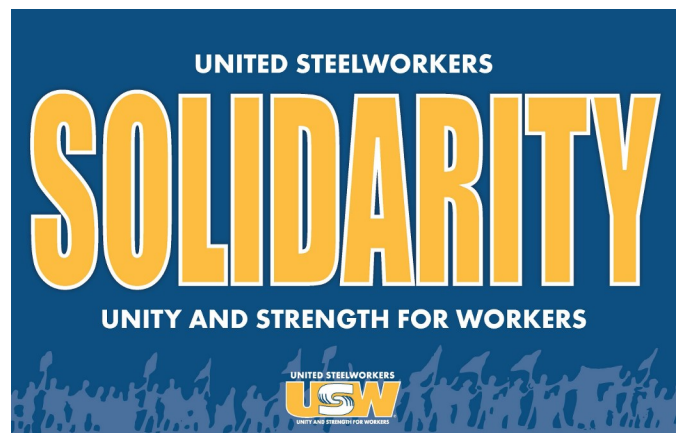
On a positive note, we were successful in getting two discharged members reinstated with all seniority earned without having to go to arbitration.

I wish to express my condolences to the family of the American Federation of Labor, Congress of Industrial Organizations (AFL-CIO) President Richard Trumka, who died in August. Rich was a powerful advocate for working families and his leadership will be missed.

Congratulations go out to Liz Shuler who was elected AFL-CIO President as well as USW International Vice President Fred Redmond who was elected to succeed Shuler as Secretary-Treasurer. The United Steelworkers are one of the 56 Unions that comprise the federation.

Again, be patient as negotiations continue. Do not listen to or spread rumors. We will provide as many updates and as much information as we possibly can when appropriate.

If you hear something that has not come through official channels, verify the information is correct before reacting or sharing with others.





**By Chad Steiner**

*HSP Safety Committee*

Working in the steel industry we are exposed to all types of risks. Excessive heat, cold, overhead hazards, flying scale, pinch points, crushing equipment, vibration and noise just to name a few. It is necessary that our members are safe while on the job. Our facilities are not the ideal working conditions, but they are far better than some places right here in town that I have been in and a vast improvement to what it was like when I started here twenty-five years ago.

We must guard against members and management, becoming complacent to the risks and dangers that we work in. When that happens, it's a ticking time bomb before either a worker gets hurt or someone gets a reprimand from the company for not following procedure or wearing the proper PPE. Pay attention to the risks, be alert and take note of the hazards in your work area every day. If you see your coworkers working dangerously, talk to them about it or let one of the safety reps know about it.

If you see management cutting corners on safety, call them out. Don't let your brothers and sisters fail or get hurt because you didn't want to speak up or mind someone's business. Staying injury free is everyone's business.

It is no joke that workers in some areas of the company have a hard time getting worn-out PPE replaced, machine guarding and work hazards fixed, in a reasonable amount of time.

It is up to us to change the culture around the plants and I know many of you can say "well I tried and nothing got done". Don't give up, talk to someone on the safety committee or at the union hall.

That's what we do. Sometimes it's a slow process and we can't get it all done instantly but, we can chip off one little piece at a time and that is progress moving forward. It may not be moving as fast as some would like but it is moving because I can remember what this place was like in 1997. Stay focused, stay alert, stay safe.

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## Hunter Safety Course

A First-Time Hunter Safety Course will be held September 20, 21, 22 (Monday -Wednesday) at the Golden Lodge Union Hall, 1234 Harrison Ave. SW, from 5:00 p.m. to 9:00 p.m. Youth 10 years old or younger must be accompanied by an adult. (The Hall is handicapped-accessible.)

Certified volunteers and Division of Wildlife staff teach the courses. They are specially trained and highly qualified to help you learn. Study materials will be provided in the class but, you will need to bring a pencil or pen and a highlighter.

Your instructor will cover a range of topics from conservation, safety and ethics, to the proper handling of shotguns, handguns, bowhunting gear and more. You should not bring firearms or archery equipment to class - all necessary equipment will be provided. ***You must attend all three classes.***

Once you've completed the course work, you will be given a 100-question test which includes multiple-choice questions. A student must score 75% or higher on the test to pass and obtain the certification.

Attendees: please be on time, as the hours are mandatory by the State of Ohio. Also, parents need to pick up students promptly at 9:00 p.m. on all three days.

To register for the course go online at [www.wildohio.gov](http://www.wildohio.gov) or call 1-800-945-3543.

***Please do not call the Union Hall.***

# Heat awareness

**By Sean Els**

*Fulltime Union Safety Chairman*

At some point, most of us have heard, seen or received training regarding heat stroke and heat exhaustion. Generally, what we know

revolves around the symptoms, treatments and a few tips for these heat illnesses.

Headache, nausea, ice packs, rest and heat index are just a few examples of what we hear. Pretty basic stuff that gets to be redundant over time. Oh yeah, don't forget the urine color charts many of us have gotten a laugh or two out

of.

But on a more serious note, I would like to bring up something that doesn't always get out there: worker heat sensitivity factors.

These items play a big a role in how quick and severe a heat illness can or will affect us. These always need to be taken into consideration before working in hot environments.

### **Worker Heat Sensitivity Factors:**

- **Age, Rest, Weight, Degree of physical fitness**
- **Degree of acclimatization, Metabolism, Medications**
- **Medical conditions:** Such as hypertension.
- **Prior heat injury:** Predisposes individuals to additional injury.
- **Food** - Avoid eating foods high in protein as it increases metabolic heat. Eat light, choose fresh and cool foods, avoid heavy meals.
- **Drink** - Avoid alcohol, caffeine and sugary drinks as they will increase the likelihood of dehydration. The best drinks are water and electrolyte replenishing (Sqwincher/sports) drinks. Be careful not to over-do Sqwincher and sport drinks. Also, very cold drinks can cause stomach cramps and esophageal spasms.

Unfortunately, some factors we will never have control over. Some, on the other hand, can be improved upon. We all can consider how the above items relate to us and hopefully those around us.

Making the needed adjustments and/or decisions on those hot days while working in those hot environments will greatly reduce, if not eliminate, the negative outcomes of heat illnesses.

If you have any suggestions or questions, please reach out to

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Heat Index Table													
Temp of	Relative Humidity (%)												
	40	45	50	55	60	65	70	75	80	85	90	95	100
110	136												
108	130	137											
106	124	130	137										
104	119	124	131	137									
102	114	119	124	130	137								
100	109	114	118	124	129	136							
98	105	109	113	117	123	128	134						
96	101	104	108	112	116	121	126	132					
94	97	100	102	106	110	114	119	124	129	135			
92	94	96	99	101	105	108	112	116	121	126	131		
90	91	93	95	97	100	103	106	109	113	117	122	127	132
88	88	89	91	93	95	98	100	103	106	110	113	117	121
86	86	87	88	89	91	93	95	97	100	102	105	108	112
84	83	84	85	86	88	89	90	92	94	96	98	100	103
82	81	82	83	84	84	85	86	88	89	90	91	93	95
80	80	80	81	81	82	82	83	84	84	85	86	86	87
With Prolonged Exposure and/or Physical Activity:		Extreme Danger: Heat Stroke or Sunstroke likely						Danger: Sunstroke, muscle cramps, and/or heat exhaustion likely					
		Extreme Caution: Sunstroke, muscle cramps, and/or heat exhaustion possible						Caution: Fatigue possible					



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# AFL-CIO President Richard Trumka dies

Our brother and leader Richard Trumka passed away on August 5, 2021, at the age of 72. The labor movement, the AFL-CIO and the nation lost a legend. He dedicated his life to working people, from his early days as president of the United Mine Workers of America to his unparalleled leadership as the voice of America's labor movement.

He was a relentless champion of workers' rights, workplace safety, worker-centered trade, democracy and so much more. He was also a devoted father, grandfather, husband, brother, coach, colleague and friend. Rich was loved and beloved.

The 56 unions and 12.5 million members of the AFL-CIO mourn the passing of our fearless leader and commit to honoring his legacy with action. Standing on Rich's shoulders, we will pour everything we have into building an economy, society and democracy that lifts up every working family and community.

Richard Louis Trumka dedicated his entire life to making sure every institution he touched; the United Mine Workers of America (UMWA), the AFL-CIO, the U.S. government and the world community, served working people and the public interest, comforted the afflicted and afflicted the comfortable.

In that sense, Trumka's legacy above all was his fight for democracy, from the UMWA of his youth to the AFL-CIO to the United States in 2020 to the world that he influenced through the global labor movement. Every day of his career, Trumka fought for the right of working people to be heard everywhere it mattered.

But the fight he fought was about something more than the particular demands of any given organizing drive or bargaining session. It was always about democracy, about the only question that really mattered, who gets a say in what happens? It must be said that Trumka in 2020 was prepared to lead working people into battle to defend our de-

mocracy and his leadership in 2020. Together with the courage of union members, that helped make sure that the votes were counted, the result was honored and democracy was saved.

And Trumka was devoted to dignity at work. He passionately cared about what happened to people when they clocked in, when they picked up the tools and put on a helmet. From his chairmanship of the mine safety committee in Nemaquin, Pennsylvania, to his fight for a COVID-19 workplace safety standard, his first question to anyone about any decision was always, "Will workers be safe?" His second question was, "Will workers be treated fairly and with dignity?" And his third question was, "Who will get the wealth workers create?"

For Richard Trumka the labor movement was first, second and third about what happens to us when we go to work.

He saw faces of the men who had worked by his side and had died in the mines until the end of his life. And yet he asked union members to go to Puerto Rico in 2017 and risk their lives to help our brothers, sisters and friends who were abandoned by the federal government. And they went.

Trumka leaves a lifelong legacy of understanding the labor movement as both a thing in itself, a place of solidarity, and as the most singular, powerful tool for economic justice. He believed the labor movement must be heard on the core direction of the economy.

As president of the Mine Workers, he helped found the Economic Policy Institute and as president of the AFL-CIO, he was an insistent voice in the ears of presidents of both parties and Federal Reserve chairs of all stripes. Demanding economic policy that benefited working people, full employment, rising wages, economic security and most of all, bargaining power. One of his proudest moments was that he was the sole dissenter on then-President Bill Clinton's Social Security commission when it voted to consider partial privatization.



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Another was the passage of the United States–Mexico–Canada Agreement, with labor rights enforcement language that he insisted on over then-President Donald Trump's initial opposition.

Trumka believed the labor movement had a responsibility to fight for all working people and to build an economically just society. He led one of the most substantial strikes in American history against the Pittston Coal Co. between 1989 and 1990. At stake was the health care of nearly 2,000 retirees, widows and miners with disabilities. It was a tactical masterpiece.

In the course of the strike, Trumka went to jail. He saw judges in the pocket of the company try to take the UMWA's treasury. The men and women of the Mine Workers risked their lives in the plant occupation that won the strike, facing down armed company guards and state police. The guards and the police waved machine guns and screamed insults at the strikers, trying to provoke violence. Yet Richard Trumka's message at every moment was *nonviolent* civil disobedience.

During the heart of the strike, which lasted nearly a year, Trumka would lay in bed at night and close his eyes. He'd see the faces. The union members. The widows. The retirees. And the kids. They kept him going. On the darkest of days, they were his guiding light. "One day longer. One day stronger," he would say.

Workers at Pittston achieved victory at a time when working people desperately needed a win, still reeling from then-President Ronald Reagan's decision to fire America's unionized air traffic controllers.

Trumka brought that vision to the world stage, from his youth organizing coal miners in Alabama to go on sympathy strike with South African miners protesting apartheid to, most recently, his fight for imprisoned Uyghurs in China. For the right of working people in the United Kingdom to have a voice in trade negotiations to his support for imprisoned trade unionists in Burma.

Trumka hated racism, sexism and other bigotry, something he referred to as the "isms." He was the son of immigrants and when someone attacked immigrants he saw them attacking his mother, father neighbors and responded accordingly.

Trumka understood his mission was more than political, more than economic. That he was lifting up the moral value of solidarity that he learned from his parents, from his community, from his sisters and brothers in the Mine Workers and from his Catholic parish in Nemaquin. Trumka was a man in full. His private life was as big as his public persona. The love for his family, his parents, his wife and son, his sister and brothers-in-law, grandkids and the many people for whom he was a surrogate parent and brother, shined through him.

He was a magnificent hunter, a man whose football career, ended by injury, was transformed into a lifelong love of the game and a devotion to teaching it to young people. Watching his son, Richard, play linebacker at Cornell University gave him special joy and despite the schedule of a global labor leader, he never missed a game. He was never happier than when he was with his grandchildren, Trey, Taylor and Ki. Trumka also had a devotion to craft, to how things are done and how things work. Trumka loved people, loved a fight, hated injustice and cruelty and strived for self-knowledge.

He was a student of history. And the history books will be sure to write about him. Trumka never stopped marveling at how much fortune had smiled on him by giving him the chance to fight for working people with every breath he had, from the darkness of the coal mines to the shining lights of the White House.

What is Richard Trumka's legacy to the labor movement? The labor movement as a movement. An organizing movement. The labor movement as a force for racial and gender justice. The labor movement as a powerful voice in leading the direction of the American economy, the counterweight to Wall Street, big corporations and billionaires. The force for justice and a voice at work.

The idea that the labor movement must be above all prepared to fight, to risk everything for working people. And above all, the embodiment of solidarity as a way of being, an antithesis to greed and selfishness. A path to hope and light and love. He lived it every moment of his life and workers around the world are better for it.

[\*Richard L. Trumka \(1949-2021\) | AFL-CIO \(aflcio.org\)\*](#)

# A Pandemic and a Promise

**By Julie Stein**

*SOAR Director* One of the lesser-mentioned but not surprising outcomes of the COVID pandemic is the notable increase of early retirements. According to a recent report in the New York Times, retirements among Americans age 65 to 74 increased by nearly two percent since the beginning of the pandemic after experiencing a steady decline throughout the last 20 years.

Further, they reported that “the retirement rate rose during the pandemic for those 65 to 74, regardless of education level. But for those 55 to 64, the rate rose only for those without a college degree. In contrast, the retirement rate fell for 55 to 64 year-olds with a college degree.”

While their survey did not explore why people retired, this finding leads me to believe that older blue-collar workers were more likely to consider retirement because they felt more exposed in their workplaces compared to white-collar workers who could work safely from home.

However, it is going to take time for us to fully understand how Steelworkers were impacted by the pandemic. And it is possible this trend will continue as workers and employers struggle to adjust to new workplace rules and a delicate economic recovery.

Regardless, the last 15 months have served to me as a reminder of the importance of our work to ensure the promise of a secure retirement for all workers.

Our work to defend Medicare and Social Security is unending and in the early months of 2021, we celebrated a massive victory when President Biden’s American Rescue Plan included the Butch Lewis Emergency Pension Plan Relief Act.

This concluded our decade-long fight to resolve the multi-employer pension crisis and has had an immediate impact on more than 1.5 million workers, including 120,000 USW retirees.

We should never lose sight of the fact that our ability to retire often depends upon the decisions made by our lawmakers.

So, **THANK YOU** for being a part of our work to ensure everyone’s right to a secure retirement.

**Sources:**

<https://www.nytimes.com/2021/05/12/upshot/retirements-increased-pandemic.html>

<https://www.cnn.com/2021/05/09/the-pandemic-drove-these-americans-into-early-retirement.html>

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## SCHOOL’S IN—STOP FOR BUSES



## Coming Events

**October 6**

Union Meeting  
4:30 pm

**October 13**

Stewards Class  
9:00 am & 4:30 pm

**October 20**

Union Meeting  
9:00 am

## *Recent Retirees*

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

*Todd Woodford*

*Jay Rittenour*

*Kenneth Bibey*

*Brian Jones*

*Mark Plumley*

*Bryan Sayers*

*Anthony Welker*

*Donn Yoesting*

## IN MEMORIAM

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

THOMAS P. ZIMMERMAN, Age 92, Dept. 120, passed away May 6<sup>th</sup>, 2021. Brother Zimmerman joined the Union in 1954 and retired in 1989.

STEVEN D. MERRY, Age 67, Dept. 68, passed away August 6<sup>th</sup>, 2021. Brother Merry joined the Union in 1972 and retired in 2003.

RICHARD J. SCOTT, Age 73, Dept. 736, passed away August 10<sup>th</sup>, 2021. Brother Scott joined the Union in 1968 and retired in 1998.

CHARLES L. FRANCIS, Age 81, Dept. 189, passed away August 22<sup>nd</sup>, 2021. Brother Francis joined the Union in 1963 and retired in 2001.



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## Bearing wage increase

The 2020 Basic Labor Agreement between the USW and the Timken Company provides for a 2% wage increase in all job classifications effective September 26, 2021.

JOB CLASS	2% WAGE INCREASE	
	EFFECTIVE 9/26/2021	
	RATE	INCREASE
1 & 2	24.883	0.488
3	25.136	0.493
4	25.390	0.498
5	25.642	0.503
6	25.893	0.508
7	26.148	0.513
8	26.398	0.518
9	26.648	0.523
10	26.903	0.528
11	27.153	0.532
12	27.406	0.537
13	27.655	0.542
14	27.909	0.547
15	28.161	0.552
16	28.416	0.557
17	28.665	0.562
18	28.921	0.567
19	29.171	0.572
20	29.424	0.577
21	29.673	0.582
22	29.926	0.587
23	30.179	0.592
24	30.431	0.597
25	30.683	0.602

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## Steel surviving spouse payments

The surviving spouses of deceased TimkenSteel Golden Lodge members, who retired before 1994, will receive a lump sum payment in September of 2021.

## TimkenSteel pre-1994 retiree, surviving spouse lump sum payments

Payment Date	Deceased Spouse Retired Prior to <b>August 31, 1975</b>	Deceased Spouse Retired between <b>September 1, 1975 - December 31, 1993</b>
	Lump Sum Payment Amount	Lump Sum Payment Amount
Sept. 2018	\$1,000.00	\$750.00
Sept. 2019	\$1,000.00	\$750.00
Sept. 2020	\$1,000.00	\$750.00
Sept. 2021	\$1,000.00	\$750.00