

GOLDEN LODGE NEWS



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Fall 2023

Bearing negotiations, 2024 non-Medicare retiree costs



By Pat Eslich
President

The bearing factory negotiations started on September 18th. The contract will expire on September 28th at 12:01am.

The negotiators have been working to address the needs of our Brothers and Sisters.

We MUST stand together to achieve our goals.

TimkenSteel has introduced a HealthAdvocate group to deal with some of the many problems we have encountered with Cigna.

This service has NO COST to our members or their dependents. Currently, this is for active employees only.

The HealthAdvocate will help with providing support for insurance related issues, explain and coordinate benefits, facilitate pre-authorizations, expedite any records or paperwork needs and help resolve medical billing and claims issues.

This service is here to help the covered employees and dependents to get all the benefits that they are entitled to.

You may contact the HealthAdvocate group by calling them at 866.799.2731, online at:

<https://www.HealthAdvocate.com/TimkenSteel>, or email answers@HealthAdvocate.com.

Next is a reminder to ALL TIMKENSTEEL employees. Both of the following items: the biometric screening AND health risk assessment (HRA) on the www.mycigna.com website, **needs to be completed by November 30, 2023**, by the employee AND spouse (if married), to have the \$300/\$600 annual deductibles waived.

Also remember that, if you get married, have a child or adoption of a child or gain custody of dependent stepchildren, you only have 90 days from the time of the event for the dependent(s) to be placed on your insurance. You MUST notify the Total Rewards benefits department within that time frame. **THIS IS A MUST.**

If you fail to do so, you must sign up with them during the open enrollment period which is October 29th through November 11th, 2023. If you miss this deadline, your dependents will not have benefit coverage for the calendar year of 2024.

Next up, on September 24th, 2023, TimkenSteel employees will receive a 2-1/2% pay increase and the outstanding COLA of \$0.79 will be rolled into the base wages per the negotiated contract language.

We were notified by the TimkenSteel HR department that the Steel retiree non-Medicare monthly medical premiums will increase for 2024. The new amount will be \$355.42 for each retiree, spouse or surviving spouse enrolled per month.

We have also just received the 2024 rates from the Bearing HR department regarding the increase for their retiree non-Medicare eligible premiums. The new amount will be \$678 for each retiree, spouse or surviving spouse enrolled per month.

Mark these upcoming events on your calendar:

Details are coming soon for our annual Veterans' Breakfast which will be held here at the Union hall Saturday November 11, 2023. Time to be determined.

The Children's Christmas Party will be held at the Canton Palace Theatre on November 25, 2023. Doors will open at 11:00am.



By John Lidderdale

*Union Safety
Representative*

In October, 2022 I accepted the role of Union Safety Training Representative. The focus of this position is new hire onboarding, training, and working with the apprenticeship program. In addition to this, I am working closely with the SPM's (skilled performance measure) with a focus on providing those an opportunity to advance through the apprenticeship program based on prior skills and knowledge.

Equipping our new hires with knowledge and skills related to safety events is key and an essential part of keeping everyone safe. As we continue to enhance our safety programs a key part of this is Management of Change.

Management of Change (MOC) is a tool that companies use before implementing any significant change in the workplace. It guides in identifying potential safety and occupational risks that can come with enforcing the proposed change. Management of change helps minimize potential negative impacts, create adequate and timely measures, and ensure that the proposed change is worth doing.

Too many times as an organization have we implemented new policies and procedures just to walk them back a short time later. Management of Change can solve this with checks and balances. It's a road map insuring the right people within our company are involved and all consequences, both positive and negative are evaluated before the proposed change is implemented.

What is the purpose of MOC?

MOC ensures that any changes are managed in a systematic way to help minimize risk and maximize benefits. Performing this practice also provides companies an assurance that proposed changes are thoroughly evaluated, properly planned and consider people's safety before they are fully implemented.

Organizational changes are implemented for many reasons such as efficiency and streamlining processes. Changes, however, can pose risks to employees if they are implemented without conducting an MOC. Here are some examples of changes in the workplace that can trigger the need to perform an MOC:

Physical: These can be engineering or physical changes that include new or modified equipment, a new or renovated facility, and process chemicals that can pose new safety risks that need to be evaluated.

Operations: Changes to how work is performed or employees are managed will need to be assessed for possible new risks. Standard Operating Procedures (SOP's), changes to Preventive Maintenance procedures (PM's), Startup procedures, new technology, or changes brought by reorganization need to be considered for new risks.

Personnel: Changes to staffing, training for employees, and other changes that will impact the safe execution of tasks should be evaluated before implementation.

How to implement Management of Change

Since the primary reason for doing an MOC is to assess and confirm if a change in the business process will be successful, the process itself must be done carefully. All important details should be laid out and addressed so that no critical aspects are missed and that leaders come up with a credible resolution for the initiative.

Assess the proposed change from different perspectives

Collecting as much information as possible, being inclusive and avoiding placing focus on too few voices in the organization. Changes can appear differently based on personal biases and individual goals, so looking at the effects of changes from various perspectives can help ensure a fair and reasonable outcome.

Gather feedback from employees, especially those that will be directly affected by the change. If at the end of doing an MOC, it is determined that there could be a negative impact on the company or the people, especially safety issues, it's important not to push through with the proposed change.

The MOST critical element of MOC is training and notification of affected employees. Notifications are for minor changes that just require that operations be made aware of the change. More robust training including classroom and graded testing, etc., must take place if operators are required to gain additional knowledge or skills to utilize or help support the change.

Management of change, if implemented properly, will be a vital safety tool propelling our company into the future. The days of knee jerk reactions need to come to an end.

Don't learn safety by accident!

Veterans Crisis Line

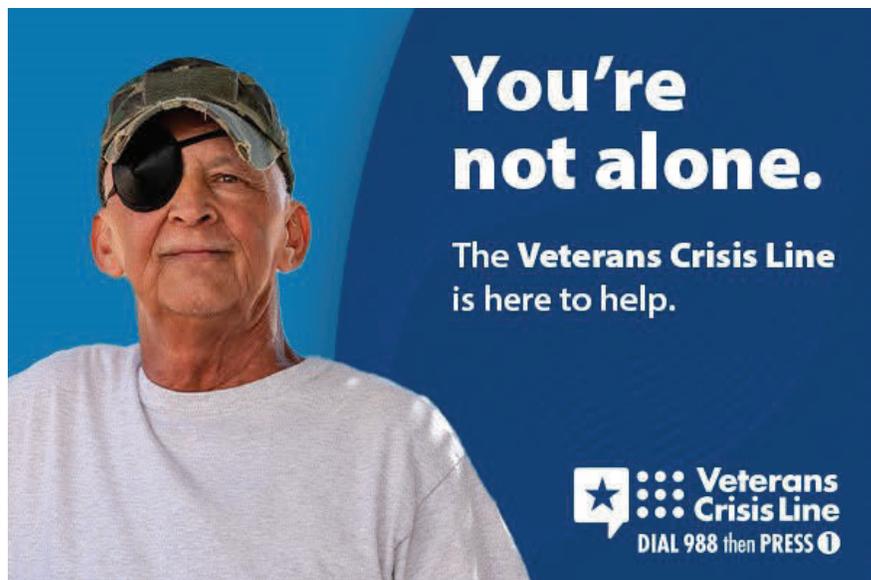
By Trish Hostetler

Union Safety Representative

Suicide is something that unfortunately has touched each of our lives. We all know a friend, family member or coworker that suicide has affect them in some way. Suicide is a sad truth, but it is something each and every one of us can do something about. Everyone can play a role, no matter how small. A simple smile as you pass by someone. You may never know the difference that smile has made in a person's life. We all can reach out to a someone and ask if they are ok, or how they are doing. You don't have to tell them what to do or have all the answers to life's problems, just reach out to them and let them know they are not alone.

Suicide affects our Veterans in so many ways. Veterans suicide rate is 1.5 times higher than the general population. Mental issues such as PTSD and depression have a strong link to suicide risk. For example, exposure to trauma or suffering a TBI (Traumatic Brain Injury) while in service can lead to increased risk of both substance misuse and PTDS. I want to give some information to you and our Veterans that I hope is useful to all; Veteran suicide prevention.

If you're a Veteran in a mental health crisis and you're thinking about hurting yourself—or you know a Veteran who's considering this—get help right away. You're not alone.



GOLDEN LODGE NEWS

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Golden Lodge Family Fun Day

On June 25th the Golden Lodge hosted a Family Fun Day at Wood's Tall Timber Resort. It was a hot and humid day and many of the attendees enjoyed dipping in the swimming lake to cool off.

The Picnic Committee volunteers kept busy cooking and serving the crowd. When it came time for the drawings, the main lodge got crowded and the lucky winners collected their prizes.

Thanks goes out to all the volunteers who worked to set up this event and to the Golden Lodge membership who allocated the funds needed. More pictures can be found on our USW Local 1123 website, Facebook and our Flickr pages. [2023 Golden Lodge Picnic | Flickr](#)



Golden Lodge Picnic Sponsors

Please support these area businesses!

Wood's Tall Timber Resort

AVI Foodsystems, Inc.

Grainger

Lindsey's Pizza

John's Bar

Bud's Corner

Poagie's BBQ

D3 Lake Erie Charters

Thank you all for your generous contributions!



WOS Golf Scramble for Clearview Hope

The Golden Lodge Women of Steel Golf Scramble to benefit Clearview Hope raised \$2,660. Renee Powell, founder of the charity says: “Clearview Hope gives assurance to women veterans who might feel as though they have been transparent. It is one way of thanking our women veterans for their service to our country through the game of golf.”

First place; Kristen Weekly, Bob Weekly, Bret Weekly and Chris Faulk.

Second place; Theresa Gallion, Jamie Fleming, Kenny Floyd and Joe D.

Third place; Ed Gorby, Ryan Gorby, Steve Durrey and Don Grimm.

Thank you to all of our sponsors.

- USW District 1
- USW Local 1123
- USW Local 5644
- USW Local 979
- USW Local 9187
- Adams & Sons Pump Service, Inc.



- Hall of Fame Central Labor Council AFL-CIO
- Mike Kemp

We also appreciate the volunteers; Elsie Fox, Jo Marteney, Adam Holland, Shawn Lindner, Dave Laher and Kenny Young.

Big thanks to Natalie Davis for getting us all the raffle baskets!



1st Place



2nd Place



3rd Place



In other golf news, Jim Blend of the Golden Lodge Tuesday evening golf league scored a hole in one on the 5th hole at Wilkshire golf course. Jim used a 9 iron to make the 110 yard shot.

Congratulations!



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

GALE MOTZ, Age 81, Dept. 75, passed away May 11th, 2023. Brother Motz joined the Union in 1969 and retired in 1999.

RAY W. BAUM, Age 89, Dept. 753, passed away May 23rd, 2023. Brother Baum joined the Union in 1953 and retired in 1990.

DOROTHY W. ZAWASKI, Age 96, Dept. 81, passed away May 23rd, 2023. Sister Zawaski joined the Union in 1949 and retired in 1977.

ALLEN L. STOCKER, JR., Age 76, Dept. 82, passed away May 26th, 2023. Brother Stocker joined the Union in 1965 and retired in 1995.

DAVID M. HUTTON, SR., Age 77, Dept. 190, passed away June 3rd, 2023. Brother Hutton joined the Union in 1964 and retired in 1999.

DONALD L. FIMPLE, Age 71, Dept. 753, passed away June 5, 2023. Brother Fimple joined the Union in 1973 and retired in 2003.

TIM A. VOLL, Age 80, Dept. 79, passed away June 6th, 2023. Brother Voll joined the Union in 1962 and retired in 2007.

EDWARD R. ADOLPH, Age 81, Dept. 190, passed away June 9th, 2023. Brother Adolph joined the Union in 1966 and retired in 2000.

PATRICIA J. KENNEDY, Age 86, Dept. 75, passed away June 9th, 2023. Sister Kennedy joined the Union in 1973 and retired in 1998.

GALEN D. FROELICH, Age 77, Dept. 13, passed away June 20th, 2023. Brother Froelich joined the Union in 1964 and retired in 2003.

NORMAN J. GATSCHET, Age 90 passed away July 2nd, 2023. Brother Gatschet joined the Union in 1951 and retired in 1994.

MICHAEL S. SHIMKO, Age 96, Dept. 13, passed away July 4th, 2023. Brother Shimko joined the Union in 1948 and retired in 1987.

STANLEY THOMAS, Age 90, Dept. 68, passed away July 7th, 2023. Brother Thomas joined the Union in 1951 and retired in 1990.

ROBERT M. JELICK, Age 69, Dept. 84, passed away July 25th, 2023. Brother Jellick joined the Union in 1997 and retired in 2014.

MICHAEL R. STOLICNY, Age 71, Dept. 70, passed away July 31st, 2023. Brother Stolicny joined the Union in 1969 and retired in 1999.

MANUEL C. LOPEZ, Age 96, Dept. 750, passed away August 7th, 2023. Brother Lopez joined the Union in 1947 and retired in 1986.

EARL M. BEGGS, Age 78, Dept. 71, passed away August 8th, 2023. Brother Beggs joined the Union in 1965 and retired in 1988.

HERBERT D. HUTH, Age 80, Dept. 71, passed away August 12th, 2023. Brother Huth joined the Union in 1963 and retired in 1998.

DONALD ANDERSON, Age 93, Dept. 67, passed away August 13th, 2023. Brother Anderson joined the Union in 1948 and retired in 1987.

RONALD L. GILBERT, Age 85, Dept. 129, passed away August 13th, 2023. Brother Gilbert joined the Union in 1977 and retired in 1999.

TIMOTHY J. PALASKI, Age 73, Dept. 190, passed away August 17th, 2023. Brother Palaski joined the Union in 1972 and retired in 2010.

KENNETH B. THOMPSON, Age 66, Dept. 753, passed away August 21st, 2023. Brother Thompson joined the Union in 1978 and retired in 2009.

JAMES R. SKELTON, Age 80, Dept. 185, passed away August 22nd, 2023. Brother Skelton joined the Union in 1963 and retired in 1996.

LARRY J. MCNEMAR, Age 80, Dept. 69, passed away August 24th, 2023. Brother McNemar joined the Union in 1966 and retired in 2000.

Recent Retirees

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

Todd Schubert

Brian Bennard

Steven Cowley

Gregory Jenkins

Cathy Mottice

James Blevins

Gary Kinsinger

Enjoy Retirement!

August Update from SOAR Director Julie Stein

Debt ceiling negotiations concluded in June with President Biden and our allies in Congress conceding nothing with regard to Social Security and Medicare.

This comes after five months of activism by Steelworker members and retirees, as well as a major push during our annual Rapid Response Conference to urge lawmakers to stand strong against the calls of some in Congress who have long sought to undercut the programs.

Additionally, on April 20, Dave McLimans, a former Local Union President (USW 1165 in Chester, Pennsylvania) and current SOAR District 10 Executive Board Member, testified in front of the U.S. Senate Aging Committee.

In his testimony, McLimans, a Vietnam Veteran, strongly opposed the efforts of some in Congress to cut vital programs like Social Security and Medicare, saying, “I didn’t serve my country, work and pay taxes for forty-four years just to let my voice fade away or see younger generations lose benefits I fought for my whole life.”

McLimans spoke in detail about our Union’s longstanding commitment to defending every workers’ right to retire with dignity, ranging from our unrelenting defense of Social Security and Medicare to our successful efforts to pass the Butch Lewis Act, which rescued the pensions of nearly 3 million workers and families, including 120,000 active and retired USW members.

Concluding his testimony, McLimans reminded the committee that, “we are the richest democracy on earth, we can afford to allow workers to retire with dignity.”

USW International President, Tom Conway, issued a statement praising the agreement, and celebrating the hard work of USW members and retirees to ensure all Americans continue to enjoy the right to retire with dignity.

In Conway’s words, Biden “reached across the aisle and found a path forward that allows our nation to meet its obligations without many of the cruel and unnecessary cuts.”

“USW members worked diligently over the past five months calling on our leaders to preserve key programs like Social Security, Medicare, and Medicaid. We’re grateful that President Biden listened to working Americans and held firm on these issues.”

Thanks to all the SOAR chapters who signed onto the “No Cuts to Retirement Security” campaign!

Coming Events

Regular Union Meeting

1st Wednesday of the month

4:30 pm

Steward Classes

2nd Wednesday of the month

9:00 am / 4:30 pm

Regular Union Meeting

3rd Wednesday of the month

9:00 am

November 11th

Veterans’ Breakfast

November 23rd & 24th*

Paid Holidays

November 25th

Children’s Christmas Party

Canton Palace Theatre 11:00 am

**Union negotiated benefit*



CANTON, OH

SOAR Chapter 27-27, also known as the I.W. Abel SOAR Chapter, passed the “No Cuts to Retirement Security” resolution at their chapter meeting held May 2, 2023. Thomas Treisch serves as the SOAR chapter president.

TimkenSteel Wage Raise

Effective September 24, 2023, TimkenSteel employees will receive a 2-1/2% raise and the outstanding COLA will be rolled into the base wages.

JOB CLASS	TIMKENSTEEL		
	9.25.2022	9.24.2023 2-1/2% raise	9.24.2023 with COLA rolled in
1&2	26.796	27.465	28.255
3	27.068	27.745	28.535
4	27.342	28.025	28.815
5	27.614	28.304	29.094
6	27.883	28.580	29.370
7	28.158	28.862	29.652
8	28.427	29.138	29.928
9	28.696	29.413	30.203
10	28.971	29.695	30.485
11	29.240	29.971	30.761
12	29.513	30.251	31.041
13	29.780	30.525	31.315
14	30.054	30.805	31.595
15	30.326	31.084	31.874
16	30.600	31.365	32.155
17	30.868	31.640	32.430
18	31.144	31.922	32.712
19	31.413	32.199	32.989
20	31.685	32.477	33.267
21	31.953	32.752	33.542
22	32.227	33.033	33.823
23	32.499	33.311	34.101
24	32.770	33.590	34.380
25	33.042	33.868	34.658

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Sounds Like A Plan hearing aids are available to be at the Golden Lodge on the first Thursday of each month. They offer free hearing tests to USW members, retirees, spouses and their dependents. They have worked with other USW locals to offer hearing aids at significant savings.

They feature Starkey hearing aids which are American made. Anyone interested in getting a free hearing test and talking with them about hearing aids should call their office and schedule an appointment at 440-305-2822. *Do not call the Golden Lodge to schedule.*

Kristina Jackson H.A.S., L.D.O.

www.soundslikeaplanhearing.com