



Cigna Deductibles, Update Benefit Coverages & COLA



By Pat Eslich
President

The Union has successfully convinced the TimkenSteel Corporation to waive this year's deductibles *for individuals and families that did complete the biometric screening but did not complete the Health Risk Assessment (HRA)* due to a lack of communication or misinformation.

This is a one-time only event. Going forward, everyone must complete **both steps** to qualify for their deductibles to be waived.

Quick Review: The \$300/\$600 deductibles can be waived when the biometric screening **and** the HRA are completed.

The first step is the biometric screening during your routine physical with your doctor. The second step is the online completion of the Health Risk Assessment on MyCigna.com.

Any claims that were incurred from January 1st, 2023, will be reprocessed to reflect that the deductible credit has been given. ***This is only for those who completed their physical AND biometric screening but did not do the online portion of the HRA.***

The TimkenSteel Corporation will be sending letters out to all those affected employees.

Notice - To All TimkenSteel Employees: It's your responsibility to update benefit coverages.

When a change occurs in your family status, it is important that you contact Total Rewards immediately and complete the necessary forms to gain coverage for eligible members of your family.

If you fail to provide proper documentation concerning your dependents to the Total Rewards Department within 90 days, then, due to IRS regulations, your dependents can only be added during the next open enrollment with coverage effective the following January 1st.

Examples of changes in a family status to add dependent coverage include:

- marriage
- birth or adoption of a child
- gaining dependent stepchildren

You must notify Total Rewards Department immediately (no later than 30 days after the event) for the following family status changes:

- a spouse or child gaining or losing other health care coverage or
- a spouse gaining or losing employment.

You must also notify Total Rewards immediately (no later than 60 days after the status change) for any of the following family status changes:

- divorce/dissolution
- attainment of an age limit by your dependent
- death of a spouse or eligible dependent or
- child enters military service.

Lastly, a grievance has been filed on the Cost-of-Living Adjustment (COLA). The arbitrator has been notified and dates have been submitted to him.

We are waiting to hear back from them. We suggested the early part of April to hear the case. We will keep the membership updated.



SAFETY CORNER



By Curtis Green As of January, *USR– Compliance* I have accepted a Union Safety Representative position focusing on Compliance.

I am involved in subjects such as new hire orientation and training, compliance with state, local and federal entities, revitalizing the First Aid Provider program, as well as the task of getting all the plants to do things with uniformity.

As part of accepting this role I had to resign as Vice President of the Local. This was not an easy decision to make but I felt I could do more good for the membership as a USR.

I am incredibly grateful and thankful for the opportunity to be the Local's VP for a second term and look forward to working for and representing the members in my new role.

I would also like to congratulate Ed Smith. He was voted to fill the position as interim Vice President for the balance of the term.

This was negotiated and written in a Memorandum of Understanding; the USR would not hold a position on the Union Executive Board so they could be focused on full-time health and safety.

It came with great sacrifice, the four new USR positions were brought to fruition by the loss of two of our Union Brothers and I as well as the other new USR's will remember that every day.

So, moving along to this quarter's safety corner, I would like to discuss ladders and ladder safety.

One of my first projects as USR is to comb the entire company, department by department, and ensure that our members have safe, adequate and compliant ladders to use and a place to store them.

Ladders should have no missing or damaged parts and legible, complete warning and capacity labels. All the damaged or non-compliant ladders found will be repaired or removed and safe compliant ladders will be implemented.

Remember that all ladders should rise at least three (3) feet above a transition point. If you feel you need a spotter then get one. All extension ladders should be set with the 1 to 4 rule in mind.

The base of the ladder should be one foot away from the working surface for every 4 feet the ladder goes upward. Here is an example to climb to a 12' roof.

You're going to need at least a 16'-20' ladder naturally. The ladder should have at least three feet between the ladders base (feet) and the wall for a safe and proper lean angle, with at least 3' of the ladder going above the edge of the gutter.

Never use the top rung or top platform as a step, always follow all manufacturer's instructions, capacities and warnings. Inspect **every** ladder before **every** use and return it to its proper storage area when you are done using it.

Also make sure to use the right ladder for the job, no aluminum ladders when near electricity, no wooden or fiberglass ladders in extreme heat where

they could melt, warp or catch fire.

Keep in mind that you are required to use a fall arrest system when working from a height of more than four (4) feet but this does not include using a ladder. Which means taking extra precautions and using safe ladder practices and three points of contact is always necessary.

When the use of a scissor lift or JLG is possible, consider using them instead of a ladder. More so, particularly when needing to bring materials and tools to a working height and follow safe work practices with those as well.

If you notice any ladders with issues in your area or need ladders, you can contact me on extension 4716. You can alert your supervisor or flag me down if you see me out and about in your plant or contact your plant's USR or EHS analyst as well.

In closing, keep an eye out for our new employees. We can all remember our first few weeks in the plants and how intimidating as well as dangerous it can be. I hope to see you soon and be safe out there.





DISTRICT 1

SCHOLARSHIPS

Sponsored by
District 1 Women of Steel

For 2023 there are four (4) scholarships to be awarded on a lottery basis to 2023 high school graduates:

- A. Two (2) Technical/Trade/Online Scholarships with a total value of \$1500 each to be applied toward tuition at any accredited trade/technical/online school in the United States.
- B. Two (2) Academic Scholarships with a total value of \$2000 each to be applied toward tuition at any accredited college or university in the United States.
- C. If in the opinion of the Committee an essay(s) rises to the level of excellence, the Committee reserves the right to award one (1) additional scholarship.

WHO IS ELIGIBLE TO COMPETE: Daughters and sons; step-children and legal wards (residing with or having proof of financial obligation for applicant) of any active, full dues paying United Steelworkers, District 1 member employed within the jurisdiction of his / her local; or who have retired from said local within the last nine (9) years (after 6/30/2014), are eligible to apply for the scholarship awards. The candidate must be in a graduating high school class during the year the scholarship is being awarded and have attained at least a 2.8 cumulative grade point average, which must be stated on the attached transcript for the year of graduation.

See APPLICATION AND RULES for complete information.

They are available at your Local Union;
on USW.org website (Select Districts; District 1);
or by calling Canton, Ohio Office at 330-493-7721

Application Deadline: June 23, 2023 (before 3:00 p.m.)

Donald E. Blatt, District 1 Director
Teresa Cassidy & Tonya DeVore, District 1 Women of Steel Co-Coordinators



GOLDEN LODGE NEWS

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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

www.facebook.com/groups/uswlocal1123

www.uswlocals.org/golden-lodge-local-1123

Bob Harper passes

On December 23, 2022 former Golden Lodge President Bob Harper passed away. Bob was President for two, three year terms from 2015 through 2021. Previous to being elected President, Bob served USW 1123 in various positions including Vice President, Grievance Committee and Steward among others.

He was also involved in the community working with American Legion Post #44 and the Stark County Veterans Commission. Coordinating events including Memorial Day parades, Monumental Fourth Fireworks and Veterans Day Commemorations. Bob was an active Golden Lodge member at the time of his passing. He was 60 years old.

Rest in Peace



Former Golden Lodge President Bob Harper. 1962 –2022

OSHA update & EHS audits

By Sean Els
*Chairman Union
Safety Committee*

Greetings Brothers and Sisters, I would like to report on a few safety and health related topics. Keep in mind that there is much more happening than can be captured in this article.

On the OSHA front, the TimkenSteel Corporation. had four (4) inspections last year and one complaint to investigate. Two inspections are closed cases while two remain open. The complaint that the Company had to investigate was also closed with no citations.

The slag hauler fire, which resulted in no citations, is one of the closed cases. The second closed case was an inspection at FSP which was prompted by an anonymous complaint. OSHA generally handles anonymous complaints by notifying the Company that a complaint has been made and instructs them to investigate and respond back. Based upon the Company's response, OSHA may open an inspection or close the complaint. In this particular case an onsite inspection took place which resulted with no citations.

The investigation the Company had to perform due to a complaint was handled this way because the complainant remained anonymous. No citations were issued, and the case was closed. Generally, when an individual provides their name at the time of making the complaint it is processed differently vs. not giving a name. OSHA does not disclose the name of anyone making a complaint.

The two that remain open are the GSP fatality and FSP furnace explosion/fatality. These cases will remain open by OSHA until the abatement language for the willful citations (2 willful GSP & 1 willful FSP) that the Company accepted has been fulfilled. OSHA will make the determination if abatement is complete.

Next on my list is our new "housekeeping" program. Some of you may have heard about it or even seen our team members in your areas. This program goes beyond just housekeeping. It covers safety, health and the environment. It is our new way of auditing and replaces the many ways these types of audits have been happening throughout the plants over the years. The program lays out the directives for ALL plants to follow. We worked with the Company on a few language changes/additions resulting in the current program as written. This needed to happen in order for us (Union, which is you!) to support.

Plants have been divided into four zones over which a tour team presides with a tour leader. The team will conduct a monthly tour (audit) where findings will be written up and entered into MAXIMO for the needed corrective actions. Findings will fall into 1 of 4 point categories.



The points are calculated according to the process in the program to give the zone a score. Scores out of the box will likely be terrible if the tour team does their job correctly. This is not a bad thing, as time goes on the scores should improve because there should not be as many findings.

USRs and Union Safety Committee Members are currently attending tours. It is imperative that trained eyes attend in order to **FIND & FIX HAZARDS**. I feel they will be a great asset to make us safer and help with the untrained eyes.

If you see any of your Union Safety Reps out there, do not hesitate to touch base with any concerns/questions.

Since the new year, we have had two different USW led training courses at the Union Hall revolving around safety and health. Both of these classes had participants from the Union and TimkenSteel Corp.

First was an **OSHA 30-hr** class. This training focuses on OSHA standards and compliance. OSHA determines what is covered and the amount of time spent covering those specific topics. Upon completion, each trainee will receive their OSHA 30-hr card. Attendees were made up of Union Safety Committee Members and Salary Safety and Maintenance employees.

The second was ***Increasing the Effectiveness of Labor-Management Safety and Health Committees***. This class gets together those who are a part of a Joint Labor-Management Health and Safety Committee. The participants work together by identifying current problems with the committee and then coming up with solutions. Many of the identified issues were resolved in class and those that remain outstanding, now have an execution plan to get them resolved. It's all about improving the committee's function collectively. Attendees were made up of Union Leadership, USRs, upper Company Management, Labor Relations and Salary Safety employees.

More United Steelworkers Tony Mazzocchi Center (USWTMC) led and Company sponsored training will continue throughout the year covering additional courses.

The USWTMC is our International Health, Safety and Environment Training Center. BTW, not one penny of our dues goes to this department. It is solely funded by the Labor Institute using federal taxpayer dollars. With that being said, this is real deal training that is audited by the Feds no matter who is in office. This ensures the effectiveness of the training is not being wasted.

Please mark your calendars for April 28th. Are you wondering why? April 28th, every year, is Workers' Memorial Day. This is when we give remembrance to those who lost their lives at work. It goes beyond going to work to never returning home. Do not forget those who later lost their lives because of that workplace sustained injury(s)/illness(s).

We will give remembrance here at the Hall on April 28th at 1:30 pm. Surely you will be able to attend this Memorial service. All are invited and I hope to see you there.

I would like to welcome the four new USRs; Curtis Green, Mike Henderson, Shawn Lindner and John Lidderdale. Hopefully you have had the chance to meet them as they get around their areas dealing with issues and assignments. They have been doing well considering the fast paced environment. I know they will only get better once settled in and trained up.

Lastly, welcome new hires! The conversations during orientations have been greatly beneficial for me and trustfully you. Basing things off incidents and feedback, my hat goes off to all Brothers and Sisters who have taken the new members under their wings. You are doing a damn excellent job! Keep it up because the Company is continuing to hire. New hire orientations have expanded into August at the time9 of this writing.

If you have any questions or concerns, please let us know. Union Safety is here for all of you.



Labor-Management Safety and Health Committees training at the Golden Lodge



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

CHARLES J. GUDALL, Age 85, Dept. 68, passed away April 29th, 1997. Brother Gudall joined the Union in 1946 and retired in 1968.

IRVIN W. BONEY, Age 85, Dept. 21, passed away August 26th, 2020. Brother Boney joined the Union in 1953 and retired in 1997.

JAMES E. HUTTON, JR., Age 81, Dept. 192, passed away February 7th, 2022. Brother Hutton joined the Union in 1963 and retired in 2001.

MARION L. CATAZARO, Age 82, Dept. 736, passed away March 29th, 2022. Brother Catazaro joined the Union in 1965 and retired in 2000.

KERMIT NORRIS, Age 98, Dept. 133, passed away June 7th, 2022. Brother Norris joined the Union in 1942 and retired in 1985.

SHIRLEY ANN GRAY, Age 79, Dept. 75, passed away July 10th, 2022. Sister Gray joined the Union in 1966 and retired in 1996.

JONATHAN C. SIMON, Age 62, Dept. 172, passed away August 2nd, 2022. Brother Simon joined the Union in 1981 and retired in 2006.

CLIFFORD D. RUDY, Age 87, Dept. 86, passed away November 8th, 2022. Brother Rudy joined the Union in 1959 and retired in 1990.

DARRELL F. RECTOR, SR., Age 88, Dept. 753, passed away November 24th, 2022. Brother Rector joined the Union in 1973 and retired in 1996.

MELVIN W. ROHRIG, Age 81, Dept. 72, passed away December 5th, 2022. Brother Rohrig joined the Union in 1959 and retired in 1997.

MARY E. EGGLESTON, Age 79, Dept. 750, passed away December 8th, 2022. Sister Eggleston joined the Union in 1972 and retired in 2002.

JILL R. THOMAS, Age 56, Gambrinus Bearing Plant, passed away December 13th, 2022. Sister Thomas joined the Union in 1995 and retired in 2009.

DARRELL J. LIENHARD., Age 70, Dept. 129, passed away December 16th, 2022. Brother Lienhard joined the Union in 1978 and retired in 2010.

ROBERT E. MAGEE, Age 96, Dept. 73, passed away December 16th, 2022. Brother Magee joined the Union in 1947 and retired in 1986

JOSEPH C. PARIS, Age 75, Dept. 74, passed away December 18th, 2022. Brother Paris joined the Union in 1965 and retired in 1997.

ROBERT "BOB" C. HARPER, Age 60, Dept. 185, passed away December 23rd, 2022. Brother Harper joined the Union in 1999 and was active at the time of his death.

LESLIE ANN MILLER, Age 72, Dept. 81, passed away December 29th, 2022. Sister Miller joined the Union in 1973 and retired in 2014.

CINDY M. KLEIN, Age 73, Dept. 75, passed away January 2nd, 2023. Sister Klein joined the Union in 1976 and retired in 2006.

DAVID K. DULL, SR., Age 74, Dept. 120, passed away January 9th, 2023. Brother Dull joined the Union in 1972 and retired in 2003.

THOMAS L. GOODING, Age 77, Dept. 190, passed away January 16th, 2023. Brother Gooding joined the Union in 1968 and retired in 2000.

BURLENE C. KNIGHT, Age 83, Dept. 82, passed away January 16th, 2023. Sister Knight joined the Union in 1966 and retired in 1993.

JAMES C. SIMONS, Age 82, Dept. 132, passed away January 28th, 2023. Brother Simons joined the Union in 1959 and retired in 1995.

ARLO "BUD" WEISEN, JR., Age 90, Dept. 199, passed away February 2nd, 2023. Brother Weisen joined the Union in 1964 and retired in 1995.

THOMAS D. ZWICK, Age 68, Dept. 59, passed away February 4th, 2023. Brother Zwick joined the Union in 1973 and retired in 2012.

JOHN E. LEWIS, Age 75, Dept. 733, passed away February 6th, 2023. Brother Lewis joined the Union in 1969 and retired in 2000.

WILLIAM C. DOMER, Age 75, Dept. 59, passed away February 20th, 2023. Brother Domer joined the Union in 1969 and retired in 2000.

HANNELORE G. JEDEL, Age 88, Dept. RPP, passed away February 20th, 2023. Sister Jedel joined the Union in 1973 and retired in 1997.

Recent Retirees

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

<i>Robert Creager</i>	<i>Shawn Darr</i>	<i>Thomas Meyer</i>
<i>Donald Hawk</i>	<i>Nicholas Ebey</i>	<i>Paul Sanor</i>
<i>Diana Barwick</i>	<i>Lawrence Hilbert</i>	<i>Edward Seidler</i>
<i>Edwin Bowers</i>	<i>Jeffry Martin</i>	<i>Raymond Simon</i>
<i>Rebecca Harden</i>	<i>Lawrence Thompson</i>	<i>James Velez</i>
<i>Tammy Offenberger</i>	<i>Terry Coblentz</i>	<i>Archie Zantopolos</i>
<i>Kathy Perrin</i>	<i>Michael Davis</i>	<i>Niles Hostetter</i>
<i>Timothy Repp</i>	<i>Phyllis Fox</i>	<i>Bruce Zakrajsek</i>
<i>Scott Rinkes</i>	<i>Greg Guht</i>	<i>Thomas McCoy</i>
<i>David Seibert</i>	<i>John Kavadas</i>	<i>Donald Cain</i>
<i>Troy Tressel</i>	<i>Jeffrey Lones</i>	<i>Daniel Harris</i>
<i>Blaine Anstine</i>	<i>Thomas Long</i>	<i>John Steiner</i>
<i>Janice Arnold</i>	<i>Jeffery Loos</i>	<i>Enjoy retirement!</i>

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

April 7, 2023

Good Friday*

April 28, 2023

Workers Memorial

1:30 pm

May 29, 2023

Memorial Day*

**Union negotiated benefit*

Calling all golfers!

The Golden Lodge Tuesday Evening Golf League has openings for individuals and two-man teams. The league starts in April.

Call Chris Yacono at 330.323.7754.

Hopefully, the 40+ golfers will join us again this year at Wilkshire Golf Course!



How are death listings obtained?

The deaths that are listed in the Golden Lodge News come to us from a variety of sources. Primarily the list is compiled through the diligent scouring of local newspaper obituaries by the Administrative Assistant. Family members have also contacted us, as well as others.

The companies do not inform us of any deceased Brothers and Sisters. Unfortunately, Golden Lodge members who have moved away from the area may not have their passing recorded.

If your home receives a copy of this newsletter and that member has passed on, please contact us at golden@neo.rr.com or call 330.454.6137 so we can update our records. You can request to remain on the mailing list. Thank you.

Social Security Myths

By **Ron Roberts** **It's my money just give it back to me.**
Associate Editor

It's not just your money. It is a pool of past and present workers and their employers who have paid into the fund. It is not a savings account or 401k. Social Security is financed through a dedicated payroll tax. Employers and employees each pay 6.2 percent of wages up to the taxable maximum of \$160,200 (in 2023), while the self-employed pay 12.4 percent.

Politicians stole the money. Just put it back and it will be OK.

Nothing was stolen. Social security is a pay as you go system. The money workers and their employers put in the fund is used to pay current beneficiaries. Any excess is placed in the Social Security Trust Fund. For every dollar that comes in from Social Security taxes, a special-issue Treasury bond takes its place. These bonds earn interest. Without that interest the trust fund would be worth significantly less and would run dry much earlier than currently projected.

Social Security is going broke.

Social Security does face a funding challenge. It used to take in more than it paid out, now the beneficiary population outpaces the working population. The current trust fund balance has been projected to last until approximately 2034. Once it's dry, benefits can only be paid from Social Security taxes. The projections show that will only generate 75% of what's needed to pay all benefits. The most likely remedies will come in the form of a reduction in benefits, an increase in the capped amount eligible to be taxed or an increase in taxes. As long as there are people working and paying into the program it won't become bankrupt.

Illegal immigrants get Social Security.

While citizenship is not required to receive Social Security, immigrants must be lawfully present and must pay into the system for at least 40 quarters (10 years). They have to follow the same eligibility rules as everyone else.

Social Security is not an entitlement.

Social Security is the precise definition of an entitlement; *“ a government program providing benefits to members of a specified group also : funds supporting or distributed by such a program”* (Merriam Webster). Objecting to Social Security being referred to as an entitlement is, in effect, trying to change the definition. There is nothing wrong with calling it what it is; an entitlement.

I've paid more into Social Security than I will ever get back out of it.

While certainly some people die early and don't get the equivalent in benefits that they paid, the majority receive more than they were taxed. Remember that your employer was also taxed and the treasury bonds pay interest.

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Steelworkers Local 1123, Golden Lodge
1234 Harrison Ave. SW
Canton, OH 44706

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