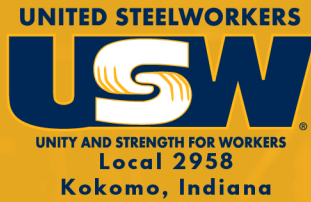


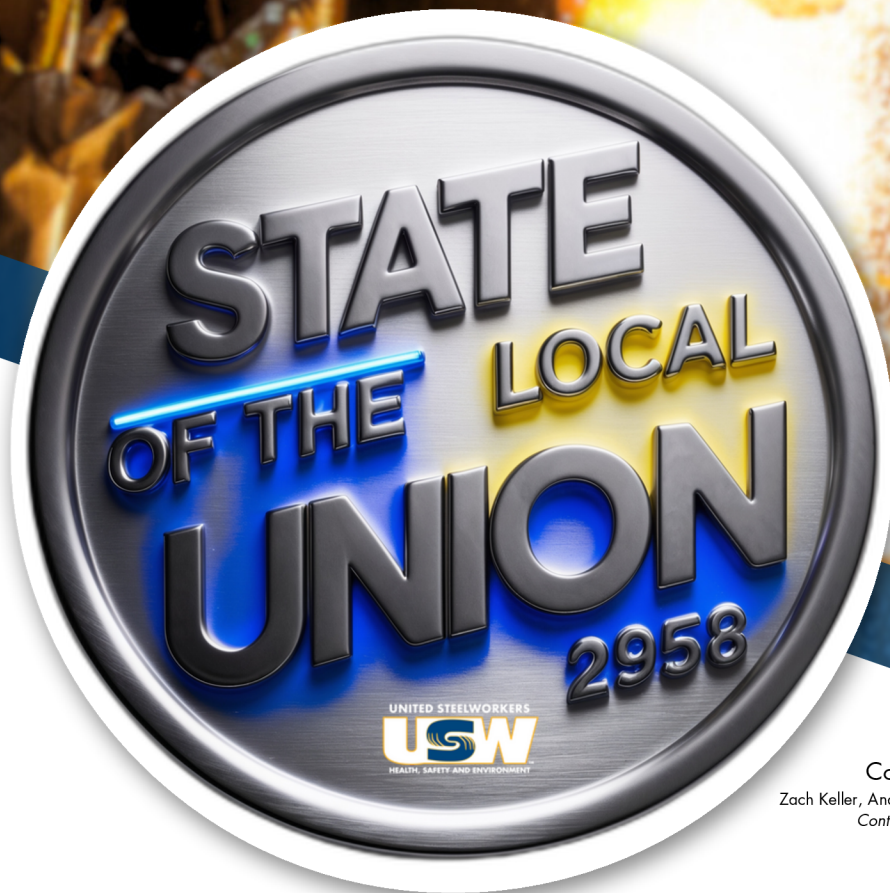
November 2024

Volume 8



# Forged Together

USW 2958 Newsletter



Communications Team:

Zach Keller, Andrew Betzner, Paul Reehling, and Kurtis Cox  
Contributors: Paul Wines & Joe Fields

## ***USW 2958 FROM THE PRESIDENT'S DESK: THE STATE OF LOCAL 2958***

*By Dave Tocco*

As many of you are aware, business has been slower than usual, and one of the main reasons is the ongoing Boeing Aircraft strike. Unfortunately, there is still no clear indication of when the strike might come to an end. This has created uncertainty, especially considering that aerospace makes up 52% of our overall business. With such a large portion of our work

tied to the aerospace industry, the strike's impact has been significant. I've had discussions with Dave Strobel, and he anticipates that the first quarter of next year will continue to be slow, with a lighter workload expected through the early months. However, he's hopeful that by the second half of next year, business will start to pick up, and we can look forward to a stronger workload and more consistent operations.

In the meantime, the union is hard at work addressing

ongoing issues. We continue to meet monthly with the company to manage the arbitration load, and our priority remains working through the backlog of grievances. Currently, there are 33 grievances left that still need to be discussed with the company, and we're actively working on getting these resolved. We understand that this process can feel slow, but rest assured that progress is being made. On a brighter note, we have some fun events coming up that we can all look forward to during this holiday season. The annual Children's Christmas Party will be held at our

union hall on December 7th, from 1 PM to 3 PM. This is always a great time for the kids, with plenty of activities, snacks, and a chance to meet Santa! It's a wonderful tradition for our members and their families, and we hope to see everyone there.

In addition to the Children's Party, we're also organizing our annual Adult Christmas Party. This year, it will be held at the VFW on December 14th from 5 PM to 11 PM, with dinner planning to be served at 6 PM. The planning is still underway, but we're putting together a great evening of food, music, and holiday cheer. We'll provide more details in the coming weeks, but make sure to save the date! It's always a highlight of the year, and a great opportunity to unwind and celebrate the season with fellow members and their families.



## **USERRA (UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT)**

## **CALLING CEASEFIRE ON SERVICE-RELATED DISCRIMINATION**

By Andrew Betzner

As soon as the calendar turns to November, you start to see the flyers and lists of businesses and organizations looking to honor and celebrate those who served in uniform. An endless stream of free dinners, haircuts, and car washes. I even saw free dental care offered once. Our little community in Kokomo really does a great job of celebrating Veterans Day. I believe the majority participate not just for the PR, but because they truly want to give back. Unfortunately, while nearly every business in the country will publicly display their support, not all of them will live those values.

Like a lot of our co-workers, I served in the military. In February of 2009 I signed a 6 year contract to enlist in the Indiana Army National Guard. My time in the guard was rather uneventful. My unit had just returned from Iraq as I was finishing basic training. Plans for another deployment near the end of my contract got scrubbed. In my youth I was frustrated I never got to serve in the capacity that I wanted. Looking back now at some of the horror and heartbreak experienced by those who did, those feelings have lessened.

As many of you know, members of the National Guard are "Citizen Soldiers," training one weekend a month, two weeks a year, and various other schooling throughout their career. Like the majority of those in the guard, I had another employer outside of Uncle Sam. To be exact, I had two different employers during that time. Both with very different views on how my service affected their bottom line.

Like I said in the beginning, damn near every business will proclaim their support on November 11th. The first employer I had while in the guard was no different. Let's call this employer "Employer A." Now I had already been employed by Employer A when I joined the guard in 2009. As some of you recall, the economy was at a stand still during this period. The industry I was in was hit particularly hard. We had faced a year of on and off unemployment. Honestly, at the time of my swearing in, they were probably glad to see me head off as it was one less person to find work for. This would be the last time they would be "thankful for my service."

After returning from training for nearly four months, my employer was glad to have me back. By the end of the year business had really picked up. So much so they started mandatory weekends. That was when things started to get a little rocky. It didn't start all at once. A little snarky comment here and there about it being "convenient" I had to drill a certain weekend, or that "they should get something in return" for the sacrifice they're making by employing a Guardsman. I was told that I needed to make up for lost time by working over or taking shorter lunches. They said the schedule I gave them "didn't look official enough," and grew angry when it contained three day drill weekends. By the end, they were pressuring me to buy supplies with my military discount and accusing me of lying every time I requested time off for training.

Let's talk about Employer B. Luckily this story will be short and uneventful - as it should be. Employer B did not care that I would be gone for military training. They didn't need to know when I was coming back. If I needed to take the next day after training off for rest or get home life back in order, they did not care. I tried numerous times to give them my schedule for training in fear of not being believed. They said it was not necessary. Employer B did exactly what an employer should do: they treated me no differently than any other employee in the company.

Why am I telling you this story? My hope is that if you are serving, or know someone who is, and they can relate to my relationship with employer A that it doesn't have to be that way. I was young and dumb and didn't know any better. They give you that yearly USERRA (Uniformed Services Employment and Reemployment Rights Act) briefing every year for a reason. For those who slept through that power point slide here are the cliff notes:

You do NOT have to provide "official documents" proving training. Written or verbal notice is sufficient. (Section 4312 (a) (1))

Employers MUST afford you travel time plus 8 hours rest before reporting back to work for service between 1-30 days. (Section 4312 (e))

Employers CANNOT discriminate based on past or current military service. This includes harassment, retaliation, and any other adverse treatment. (Section 4311)

This act ENSURES you return to the same job you left with the same seniority, status, and pay. Time spent in service will be treated the same as time spent working for the employer for seniority based benefits. (Section 4313 (a)/Section 4316 (a))

You have the RIGHT to elect to continue health insurance for you and your dependents while on military leave. (Section 4317)

Go out and have fun this Veterans Day. Get stuffed on all the free steak you can eat. Get that free haircut and maybe even get that dental work fixed they jacked up during your time in. Be sure you show thanks to those thanking you. Most importantly, when you wake the next morning, don't let someone treat you like employer A treated me. Reach out to your Committeeperson, your Readiness NCO, or the USERRA Reporting Hotline (1-800-336-4590). Don't let someone treat you as lesser for going above and beyond for our country.

## Vets of Steel

If you are a USW member who's also a military veteran and interested in learning more about our Veterans of Steel Program, visit [usw.org/VetsOfSteel](http://usw.org/VetsOfSteel) and fill out the form or text VET to 47486 to join.

**With your registration, you'll receive a free "Veteran of Steel" dog tag and hard-hat sticker.**

Text VET to the number 47486



By opting-in, you agree to receive recurring messages from the USW International; message and data rates may apply. To opt out, text STOP. For help, text HELP. Full terms and conditions at [usw.org/text](http://usw.org/text). No purchase necessary.



# Lost Ground: Factors Behind Unions Decline Since the 1980's

By Zach Keller

If you've ever seen a graph of union membership in America, you have surely noticed the sharp decline seen at the beginning of the decade of the 1980's. The decade marked a pivotal period for organized labor in the United States, characterized by a significant decline in union membership and influence. One of the defining events of this era was the Professional Air Traffic Controllers Organization (PATCO) strike in 1981. PATCO demanded better working conditions, reduced hours, and improved wages. However, the Reagan administration, taking a hardline stance against the strike, issued an ultimatum for controllers to return to work or face termination. When the controllers did not comply, over 11,000 were fired, and PATCO was decertified, setting a precedent for aggressive anti-union measures.

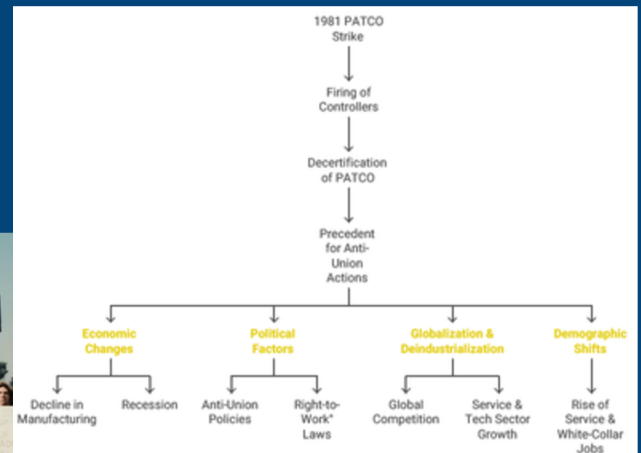
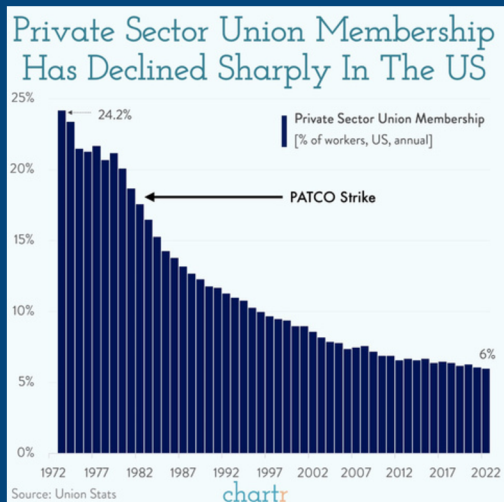
The decision to strike against federal law was driven by a combination of grievances about working conditions, historical precedents of labor actions, union leadership and strategy, frustration with perceived inaction, and perhaps a miscalculation of the government's response. Prior to the strike, controllers felt that their concerns were not adequately addressed by the government or the FAA through standard negotiations. This perceived lack of progress in addressing their grievances likely contributed to their decision to take more drastic action by striking, despite the legal prohibition. Some controllers may have been optimistic about the outcome of the strike, expecting that Reagan would be forced to negotiate and meet their demands given the critical role they played in aviation safety. However, this optimism was ultimately miscalculated, as the Reagan administration took a hardline stance and followed through on its threat to fire the striking controllers.

Several interconnected factors contributed to this downturn in union membership. Economic changes played a significant role, with industries like manufacturing experiencing declines due to global competition, technological advancements, and outsourcing. These shifts led to job losses in unionized sectors, reducing the overall pool of unionized workers. Furthermore, the economic recession in the early 1980's heightened economic uncertainty, making workers less inclined to engage in labor actions or demand concessions from employers.

The political climate of the 1980's, under the Reagan administration, also influenced union dynamics. Anti-union sentiments and policies became more prevalent, exemplified by the handling of the PATCO strike. Additionally, the rise of "right-to-work" laws in some states weakened union financial resources and bargaining power, further constraining their influence.

Globalization and deindustrialization were other significant factors. Global competition led to the decline of traditionally unionized industries, while service-oriented and technology-driven sectors with lower unionization rates grew. Demographic shifts in the workforce, including the rise of service and white-collar jobs, also impacted union membership, as these sectors historically had lower unionization rates compared to blue-collar industries.

These factors collectively created a challenging environment for organized labor, contributing to the decline in union density and influence throughout the 1980's that we are still battling and working to overcome today.



# T-Shirt Contest - Competition with an Unexpected Prize

By Andrew Betzner

Not that anyone needs another reminder, but we had a t-shirt design contest. What we had hoped to be an opportunity to see the creativity of our membership and a wide selection of choices for you to vote on fell short of our expectations. In short, I mean we received two submissions - both from contributors to this newsletter. Surprisingly, on the very last day of the deadline, we received an entry that left us both bewildered on how to proceed. The resulting answer was something we never expected.

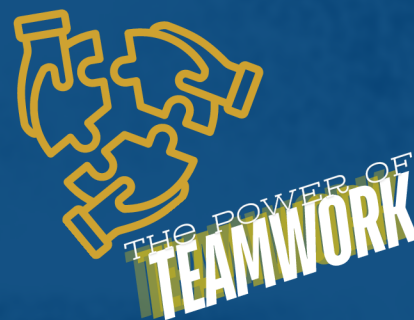
This entry was not in the typical fashion we were expecting. They had printed their design from different pages and glued them together. The bigger challenge was that the main image was copyrighted and therefore unusable. It was a really interesting concept, but it was just that - a concept.

Initially, the discussion raised more issues than answers. We tried contacting them to see if they could recreate the image with A.I. rendering it fair use. No such luck. This close to the deadline there was no time for him to accomplish it. Plus he didn't have the knowledge to use A.I. We discussed making it but none of us had the time to do another entry, either. Did it even still count as his if he didn't create it entirely? Besides, did we really want to do all this work for an idea that could beat our

own entry? This person was the only one who showed up for us, we didn't want to let him down. Then slowly a solution started to evolve.

That night I got bored and tried dabbling with an image generator. Surprisingly enough, within an hour, it created an almost identical image. All that was left to do was sneak a USW logo on it and tweak the color to match. Being proud of the work I'd done, I shared it with the group. We agreed that it was a shame it still wasn't finished and couldn't be included. Much to my surprise I woke up the next day to find Zach Keller had taken that image, cropped it out and designed the front side. It was now complete and able for entry.

Shortly after it hit me. This is exactly what a union is all about. We were faced with a challenge and needed a solution. Individually, none of us had the time or the ability to do it on our own. For some of the individuals it wasn't in their best interest to accomplish it. In the end we all put the whole above ourselves, combined our efforts, and accomplished something we never could have on our own. No, not everything happened the way we wanted it with the competition, but in the end we got blessed with something more.



Design Elements used from all three submitted designs by Terry Roe, Andrew Betzner, & Zach Keller

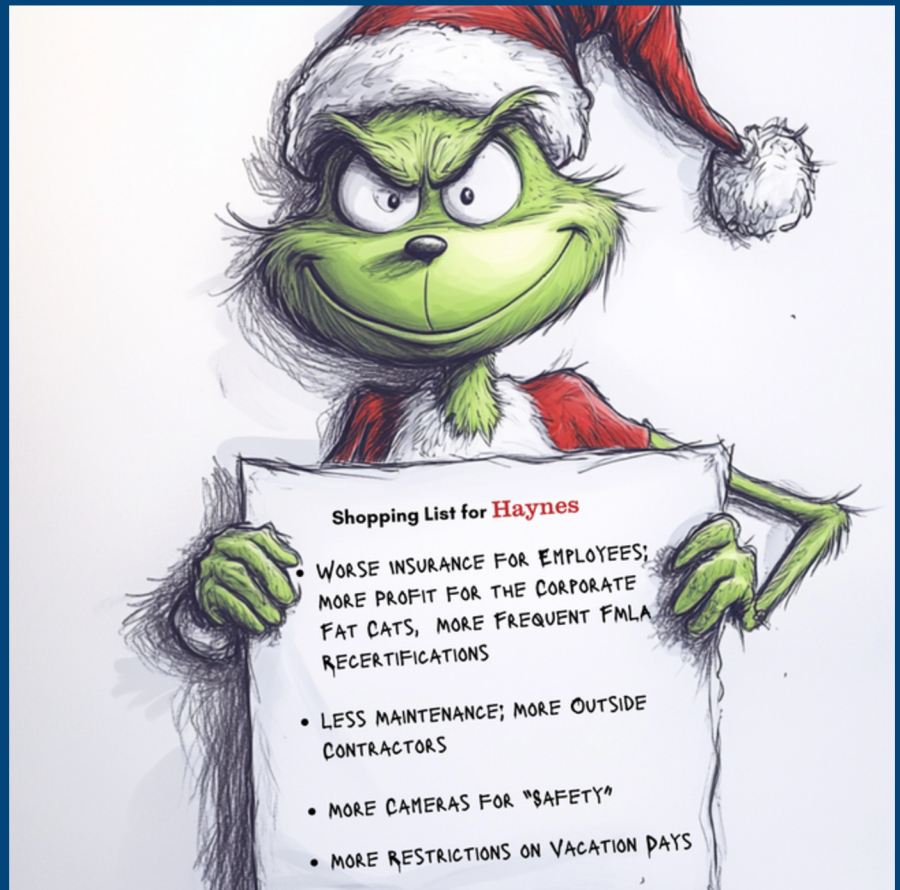
## WOMEN OF STEEL PARTICIPATE IN 3RD ANNUAL "BREAST IN SHOW"

Our Women of Steel Chapter handcrafted and donated a glamorous bra and gift card to the 3rd Annual 'Breast in Show' on September 20th to help Advanced Medical Imaging of Kokomo raise money for Free Breast Cancer Screenings and Mammograms. The proceeds from the auction and event tickets go towards mammograms for underprivileged and uninsured patients that would otherwise skip preventative health screenings due to the cost.



# METAL MAYHEM

## LOCAL 2958'S EDITORIAL CARTOON FEATURE



## Haymarket - Beyond the Blast

By Andrew Betzner

On the evening of May 4th, 1886, several hundred workers convened at Haymarket Square in Chicago. What started as light rain and a peaceful assembly would end in bloodshed. This story of protest, dynamite, vilification, and martyrdom would become what is known as the Haymarket Massacre.

The rise of the Second Industrial Revolution in the 1870s brought with it an insurgence of organized labor. This was made necessary by dangerous working conditions, low wages, and oppressive work hours. When the government first tracked workers hours in 1890, the average manufacturing employee was logging 100 hours a week. While the idea had existed in America since the 1830s, a renewed interest in the eight hour work day became a central demand. Under the slogan of "Eight hours for work, eight hours for rest, and eight hours for what we will," they rallied. The Federation of Organized Trades and Labor Unions set May 1st, 1886 as the deadline for a general strike, a strike that includes all workers in the workforce, if this demand wasn't met. This would be the catalyst for the events leading up to the massacre.

On May 1st, laborers made good on that promise. Estimates as high as half a million workers in New York City, Detroit, Chicago, and elsewhere put down their tools and marched in lock step for their cause. By all accounts the protests and rallies were peaceful. On May 3rd, outside the McCormick Reaper plant on Chicago's west side, that would change. As the end of the workday bell sounded, striking workers were there to confront the strikebreakers. Police fired into the crowd killing two strikers. Word spread quickly and a rally was scheduled for the next day in Haymarket square. Fliers calling for workers to arm themselves and seek justice for the police killings quickly spread. Well known anarchist and labor movement leader August Spies refused to speak at the event until the calls for violence were removed - a request that was granted.

On the evening of May 4th, from atop a wagon on Des Plaines Street, August Spies, Albert Parsons, and Rev. Samuel Fielden spoke to a crowd of between 600 and 3,000 people. Across the way waited a large number of police officers and city Mayor Carter Harrison. Spies delivered a message questioning the police presence as the object of the meeting was in his words, "to explain the general situation of the eight-hour movement and to throw light upon various incidents in connection with it."

## HAYMARKET - BEYOND THE BLAST

*Continued*

As the rally went on it remained peaceful. The Mayor grew bored and left. By the time of the last speaker much of the crowd had dispersed as weather conditions had deteriorated. At around 10:30 pm as Rev. Fielden was finishing up his speech, police began marching in formation toward the speaker's wagon. Despite Fielden's request they continue as they had been peaceful, Police Inspector John Bonifield ordered the crowd to disperse. It was at this time a homemade bomb was tossed at the advancing police by an unknown assailant. Its explosion was followed by an exchange of gunfire. Although not proven, nearly all accounts point to the police firing first. Within five minutes Haymarket Square was emptied of all but the dead. In total, seven policemen and at least four workers perished.

To this day, who threw the explosive is unknown. Despite this, local and national news were quick to name the culprit: "Anarchist Red Hand." A false narrative was adopted portraying the speakers and audience as a bloodthirsty mob. Gatherings and crowds were prohibited. Within days August Spies, Albert Parsons, and six other anarchists were arrested and charged with murder. They were set to face trial on June 21st.

Of the eight men on trial, only two were actually present at Haymarket at the time of the explosion, and they were clearly visible upon the wagon. Although they were not accused of throwing the bomb, their words would stand judgment. Historians have long held the trial as a flagrant miscarriage of justice. Starting with a partisan judge and the selection of twelve jurors who confessed prejudice against the defendants. The lead police investigator was later dismissed from the force for fabricating evidence. With the outcome certain, instead of pleading for clemency, Spies chose to speak out for workers and revolution. He was quoted saying, "If you think that by hanging us, you can stamp out the labor movement...if this is your opinion then hang us! Here you will tread upon a spark, but there and there, and behind you and in front of you, and everywhere flames blaze up! It is a subterranean fire. You cannot put it out. The ground is on fire upon which you stand." Seven of the eight men were sentenced to hang.

Of the seven men sentenced to die, only four would reach the gallows. Two men had their sentence commuted to life in prison. Louis Lingg was smuggled a blasting cap on the eve of his execution. He held it in his mouth like a cigar and blew off half his face. He survived six hours in agony until succumbing to his wounds. On November 11th, 1887, Engel, Fischer, Parson, and Spies would dawn white robes and hoods and be escorted to the gallows.

It was here in the hangman's noose the state would create martyrs for the labor movement. They sang in unison "Marseillaise," the anthem of the revolutionary movement. Moments before the trap door swung open, Spies shouted the famous quote that would later be etched on the monument at Haymarket Square, "The time will come when our silence will be more powerful than the voices you strangle today." Parsons then requested to speak but was answered with the opening of the trap door beneath him. Witnesses reported the men did not die immediately but slowly strangled to death over several minutes.

There is a lesson to learn from this. Some of you may be thinking there is no way this could take place in modern America. To those who hold that belief I ask: has the human species evolved so much in such a short period of time of roughly 100 years that it no longer resembles the same brain capable of such atrocities? Do those who wish to suppress the labor movement not fabricate false stories to demonize labor today? I recall as recent as the east coast Longshoremen strike of October 2024 as being improperly portrayed as "workers making \$39/hr." While that correctly describes top pay, most were earning close to \$20/hr. Or the auto workers and the media's ridiculous claim in 2023 they made somewhere around \$70/hr, without clarifying that's factoring in all benefits such as retirement and healthcare.

What about a government that to this day stamps out strikes in the name of "national security?" Or politicians that would demonize our movement as "socialism?" To this I say the real people in power who control the levers of society are just as strong and wicked as they were 100 years ago, and they damn sure won't give up those levers without a fight.



# LOCAL 2958 CALENDAR OF UPCOMING EVENTS



## A “Fall Back” Option, Smoke Detectors

By Paul Wines

As we move our clocks forward for daylight saving time, it's a great reminder to check the smoke detectors in your home. This simple task could save your life. The National Fire Protection Agency (NFPA) reports that nearly 60% of home fire deaths occur in homes without working smoke alarms. Fires in homes with no alarms account for 41% of these tragedies, while alarms that fail to operate cause another 16%.

The good news is that it only takes 10 to 20 minutes to check your smoke detectors. Start by replacing the batteries if needed, and make sure to check the expiration dates—yes, smoke detectors do expire! A quick inspection could mean the difference between life and death.

While we often complain about how smoke alarms go off at the worst times, especially when cooking, their job is critical. Just as you wouldn't neglect maintenance on any other essential device, keeping your smoke detectors in top shape is key to home safety. So, as you set your clocks forward, take a moment to look up at those smoke detectors. Ensure they're ready to protect you and your family. It's a small effort that can have a big impact on your peace of mind.





## YOUR LOCAL OFFICERS & OFFICIALS

VICE-PRESIDENT - STEVE LEMING  
FINANCIAL SECRETARY - ROBERT CRULL  
TREASURER - DAVE HUNT  
RECORDING SECRETARY - ZACH KELLER  
GUIDE - TROY JOHNS  
OUTSIDE GUARD - JOHN BECK  
INSIDE GUARD - WILLIE JACKSON  
TRUSTEE - BUD LABIG  
TRUSTEE - KATT MCNEIL  
TRUSTEE - JIM ELLIOTT



USW 2958 PRESIDENT  
**DAVID TOCCO**

## YOUR LOCAL OFFICERS & OFFICIALS

Continued

EAP REPRESENTATIVE - LOWELL PARSON, FIRST SHIFT  
EAP REPRESENTATIVE - KELLY SILVERS, FIRST SHIFT  
EAP REPRESENTATIVE - DANNY SHELTON, THIRD SHIFT  
EAP REPRESENTATIVE - DAVID TOCCO, FIRST SHIFT  
EAP REPRESENTATIVE - DESMON WILLIAMS, THIRD SHIFT  
EAP REPRESENTATIVE - JIM ELLIOTT, FIRST SHIFT  
EAP REPRESENTATIVE - ERIC HAINLEN, THIRD SHIFT  
EAP REPRESENTATIVE - STEVE LEMING, FIRST SHIFT  
EAP REPRESENTATIVE - ERIC GIBSON, SECOND SHIFT  
EAP REPRESENTATIVE - LISA BRYANT, SECOND SHIFT  
EAP REPRESENTATIVE - BRAYDEN MOTE, THIRD SHIFT

HUMAN RIGHTS CHAIR - WILLIE JACKSON, FIRST SHIFT  
HUMAN RIGHTS ASSISTANT - ROMAN MARTIN, FIRST SHIFT  
HUMAN RIGHTS ASSISTANT - HENRY YOUNG, SECOND SHIFT  
RAPID RESPONSE COORDINATOR, JIM ELLIOTT, FIRST SHIFT  
SAFETY & HEALTH CHAIR - DOUG KLINE, FIRST SHIFT  
SAFETY & HEALTH (ALT) - SCOTT PULSIPHER, FIRST SHIFT  
SAFETY & HEALTH - DENNIS TUCKER, SECOND SHIFT  
SAFETY & HEALTH (ALT) - KEVIN SMITH, SECOND SHIFT  
SAFETY & HEALTH - KELVIN VAZQUEZ, THIRD SHIFT  
CONTRACTING OUT CHAIR - SCOTT PUSLIPHER, FIRST SHIFT  
CONTRACTING OUT ASST. - KEVIN SMITH, SECOND SHIFT  
SKILLED TRADES CHAIR - JOHN BECK, FIRST SHIFT  
SKILLED TRADES COMMITTEE - DENVER REEVES, FIRST SHIFT

AGC- Brandon Thomas WG 1 - Department 170; 1st shift  
ASSISTANT- Jeremy Ingold WG 1 - Department 170; 3rd shift  
ASSISTANT -Johnnie Roberts WG 1 - Department 170; 1st shift

AGC- Eric Gibson WG 2 - Department 190; 2nd shift  
ASSISTANT - Alvah Copeland WG 2 - Department 190; 1st shift

AGC- Kasey Mitchell WG 3 - Department 145; 1st shift

AGC- Michael Wright WG 4 - Department 143; 1st shift  
ASSISTANT- Craig Musgrave WG 4 - Department 143

AGC- Scott Pulsipher WG 5A - Department 154; 1st shift  
ALT - Zach Keller WG 5A - Department 154; 1st shift

AGC - Braedon Wyrick WG 5B - Department 168; 2nd shift  
ASSISTANT- Trey Shane WG 5B - Department 168; 1st shift  
ASSISTANT- Austin Thorpe WG 5B - Department 168; 3rd shift

AGC- Matt Mince WG 6 - Department 172; 1st shift  
ALT- Marion 'Bud' Labig WG 6 - Department 172; 1st shift

AGC- Bryan Meagher WG 8 - Department 427; first shift  
ASSISTANT- Craig Bambrough WG 8 - Department 427; 3rd shift  
ASSISTANT- Jim Elliott WG 8 - Department 427; 1st shift

AGC- Henry Young WG 9, 10 - Department 447; 3rd shift  
ASSISTANT- Rob Ooley WG 9, 10 - Department 447; 3rd shift

AGC- Alexa Hartley WG 11 - Department 297; 1st shift  
ASST- Adam Henderson WG 11 - Department 297; 1st shift

AGC- Kacey Gibson WG 13 - Department 317; 1st shift

*Area Grievance Commiteepersons*

# Breaking Free of Chronic Stress

By Kurtis Cox



The word "stress" gets thrown around too casually anymore, yet it is a complex emotion that is crucial for survival. Stress can be found in a range of situations, from work related anxieties to financial worries to getting married. Think of stress as the body's way of signaling for a need or an action, and by listening to the call, stress can be a powerful motivator. Despite its negative reputation, it is a vital part of our lives, and it helps us adapt and thrive.

Stress is regulated by the release of hormones in the bloodstream and by messages sent by the brain. The hormone's effects can take some time depending on a few factors like heart rate, blood pressure, and the distance hormones have to travel, but it is a widespread delivery system. Messages from the brain, on the other hand, are carried by the nervous system, which can be quicker, and have a targeting effect to be more precise.

Cortisol is the most widely-known hormone related to stress. This hormone is released in both acute stressful situations, like car accidents, and in chronic stress, like financial struggles. Cortisol is used to regulate metabolism, blood pressure, and the immune system, but chronic high levels can lead to negative health consequences in these areas. This is also one of two hormones that is released during "fight-or-flight," which is triggered by immediate threats.

The second hormone released is epinephrine, or more commonly known as adrenaline, and this is quickly released in sudden high-stress situations like car accidents. Adrenaline increases the heart rate and opens airways to allow more oxygen to be received by the body, glucose reserves are activated to provide energy for muscles, and senses are sharpened so decisions can be made more quickly. The heightened alertness and energy is then used to avoid said car accidents, or aid in the escape of a rolled vehicle with increased strength and pain tolerance.

Once the threat has passed, norepinephrine is then released to help the body return to normal. This chemical is important in slowing the body down, but depending on the state of arousal the body is in, the effects may vary. That is to say, the body may take more time to come down from being chased by a bear than it would after being stung by a bee. Norepinephrine can be released as a hormone or as a signal along the nervous system, depending on the needs of the body.

These three chemicals, when not properly regulated, can be damaging to the mind and body. Too much cortisol exposure has negative health effects like weight gain, high blood pressure, mood disorders, and weakened immune systems; too much adrenaline can leave you in a state of constant anxiety and sleeplessness; and not enough norepinephrine could lead to depression, difficulty concentrating, or hypoglycemia (low blood sugar). It is important to maintain a healthy balance of these chemicals to avoid long-term negative effects.

There are a few easy ways to keep stress low and avoid these long-term effects. Exercise is especially important to lowering cortisol and chronic stress levels, not only can it be a distraction from stressors, it also can improve overall mood by releasing endorphins (natural feel good chemicals). Exercise also helps with sleep, by tiring the body out, and this can stop the cycle of sleeplessness that heightened adrenaline levels may cause. In addition to exercise, a healthy diet and adequate hydration can help with stress by providing proper nutrition and energy levels to the body, as well as promote sleep.

A slightly more unconventional way of relieving stress is by booking a massage appointment. A massage can ease muscular pain and help eliminate toxins from the body. A good massage should leave you feeling more relaxed, and allow more, here's that word again, sleep. Also, be sure to drink plenty of water to flush the body after a massage.

And the last thing that can help reduce chronic stress is proper time management. By prioritizing tasks, things can get done in a timely manner to avoid procrastination, and this can reduce feelings of being overwhelmed and stressed. It's easier said than done, I know, but start by making a to-do list, break down large tasks into smaller, more manageable tasks, set deadlines, and avoid multitasking or taking on too much at once. Pencil in a time to exercise, whether that be at the gym or a short walk outside, plan your meals ahead of time, and block out 7-8 hours of time dedicated to sleep.

Using these techniques, stress can be lowered, but remember, while stress is a natural part of life, it's the chronic, excessive levels that pose a danger to health. The effectiveness of each strategy can vary from person to person, but by maintaining a healthy balance of these chemicals through exercise, sleep, diet, and time management, you can significantly improve your overall well-being and reduce the negative impacts of chronic stress.

# Local 2958 Member Highlight

Vikrant "Vik" Singh ~ Member Since 2021

**You live and breathe pickleball and weightlifting. If you could only do one which would you pick and why?**

"Of course weight training. Reason is growing up scrawny all my life, weightlifting has brought me a level of confidence in my life and has changed me in every way possible, mentally, physically, and most importantly, emotionally. It's not just a hobby, but it's a lifestyle."

**If you had unlimited funds and an entire weekend to spend with your daughters, what would you do?**

"I would like to take my girls to India. I want them to know their roots and show them memories of my childhood and their natives. So they always remember who they are and where they came from."

**If your life were a movie, which actor would play you, and what would the title be?**

"Sylvester Stallone, Rambo was the first Hollywood movie that I watched when I was in 7th grade and I cried at the end of the movie. It always reminds me that it doesn't matter what life brings to you always be ready to fight back and title would be VIK-THE-LAST- RAMBO"

**Is there a particular accomplishment or achievement that you're especially proud of?**

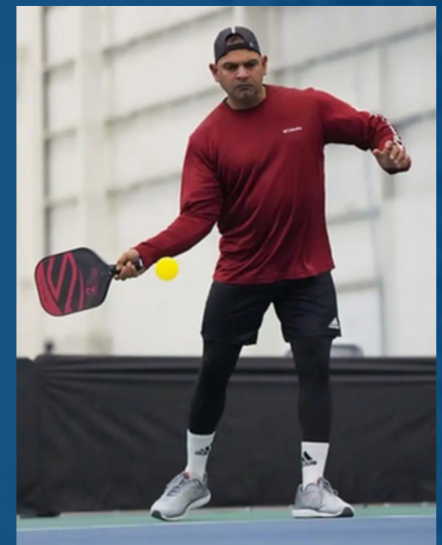
"Yes, as we were talking the other day about my American dreams (visa process) I was one of the 5k students that year got qualified for USA. Never thought in my wildest dream that it would ever happen that year!!!"

**You're a very open and outgoing person. What is one thing most people might be surprised to find out about you?**

"Honestly I'm very respectful and humble but me being Sagittarius, I can be very bad news for people if they try to test my bad side. I believe in forgiveness, but I don't forget what they have done to me at the moment. On the other side, I don't like my bad side because I think life is too short to keep grudges!"

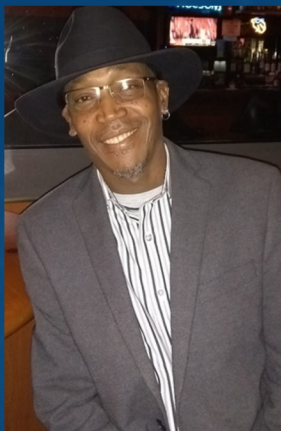
**What advice would you give to new members who are just starting their journey with the union?**

"Always support your union brothers and sisters, and remember, the union is for their rights. Don't let any management people bully you. Always remember "Together we stand divided we fall."



United Way Serving Howard and Tipton Counties is elated to share the 2024 Leading the Way Campaign! This year, we are rallying the community to raise \$1,300,000. These contributions will fund internal programming like our Information and Referral Department, Buddy Bags and free tax preparation for 700 families. Volunteers will determine grant amounts to share with non-profit agencies in our community in two grant cycles.

United Way has a familiar face in office to help with the campaign, USW 2958 Member Henry Young. He has been loaned to United Way by Haynes International with support from USW 2958 to be a "Campaign Associate". This opportunity allows workers in Howard and Tipton Counties to grow their non-profit, communication, and leadership knowledge. Young currently serves United Way three days a week. He contacts potential donors, businesses and organizations, answer questions and



support workplace campaigns. He occasionally helps with United Way programs like the Buddy Bag program. "My experience with United Way has been great! Going into it I did not have an idea of everything United Way does in our community, so I have learned a lot. I have worked with great people and have enjoyed my experience. I look forward to seeing the campaign through and seeing its success," said Henry Young. "Henry has been a wonderful asset to the United Way during campaign thus far. I have watched Henry blossom from making calls to doing presentations at Haynes, and beyond, I am proud of Henry and grateful for his commitment to United Way!" stated Campaign Director, Allie Tomlinson.

If you would like to learn more about United Way's Leading the Way Campaign, or any of our services, please visit [howardandtiptonunitedway.org](http://howardandtiptonunitedway.org) or call 765-457-4357.

# A&K Project Update

By Paul Reehling

We all know that Haynes can be a dangerous place to work, some areas more dangerous than others. We always need to be on our toes and pay attention to what is going on around us. Machines and people both, you just need to be aware and keep your head on a swivel. There has been a lot of injuries over the years from cuts, abrasions, fractures, burns, puncture wounds, crushed appendages, lost limbs, and worst of all death. Through all the injuries we need to learn, and steps need to be taken to insure that the same injury doesn't happen to anyone else.

Two years ago, we lost a fellow employee in a horrific accident, Seth Badger. Seth was a good husband and father, he loved basketball, music and his family. I had the pleasure of meeting Seth and getting to know just a little about him. One thing he and I connected on was smoking cigars and pairing a glass of whiskey with it. All I've ever heard about Seth was good things and I really wish I had had more time to get to know him.

Seth was working the A&K line that day when a coil burst its bands right next to him. This was an unannealed coil and had a lot of built-up power. I don't want to get into the whys and how's of the situation. It was something that shouldn't have happened, but it did.

After the accident, Haynes shut the line down to investigate as well as change things to make it safer. They ended up making a few changes to ensure that no one is ever beside a coil like

Seth was ever again. First off, they took out the turnstile that was used. You could load up 3 coils on it and someone had to be down near it to turn the turnstile to load a coil. Now we place the coil we are loading directly on the coil cart with a fork truck. They also moved all controls away from the coil cart. You can control everything from the platform the operators stand on or they can use a pendant that is still away from the coil. A protective cage was built around the controls on the ground and the protective bars around the platform were reinforced. New signage has been placed around the area and all areas that the coils may be sitting.

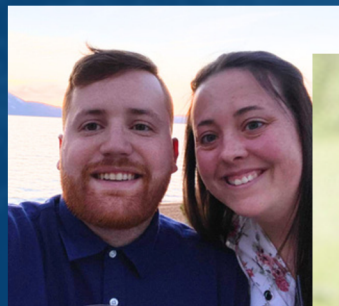
These are warnings about the possible danger of being near the coils. There is also a safety bar behind the area where the coil is loaded on the line to deter anyone from arbitrarily walking into an unsafe situation. They have also added an employee to the line making it a 5-man operation rather than 4 man in order to help that end of the line to be run easier and safer.

This was a terrible accident that we wish would never have happened and hope will never happen again. The changes that Haynes instituted have made a difference, but aside from the equipment changes we all need to do all we can to work safely and watch out for not only ourselves but our fellow workers as well.

## In Remembrance

November marks two years since we lost our dear colleague, Seth Badger, in a tragic workplace accident. Not a day goes by that we don't think of him, remembering the dedication, warmth, and camaraderie he brought to our team.

Seth's memory continues to inspire us, reminding us of the importance of looking out for one another and standing together in solidarity. As we honor his life, our thoughts are with his family, friends, and everyone who had the privilege to know and work alongside him.



## Next Issue: Christmas Parties & Sale Update



We are looking for better ways to communicate happenings within our local, but also help build community amongst our members. We hope you find the content of the newsletter worth reading, and we are always looking for feedback. If anyone has general questions, articles they would like to submit, hobbies they want to highlight, comments, ideas of topics to cover, side hustles you want to promote, questions for officers, useful information, or even to volunteer, e-mail us at: [usw2958news@gmail.com](mailto:usw2958news@gmail.com)