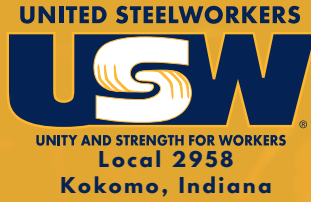


January - February 2025

Volume 10



# Forged Together

USW 2958 Newsletter



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

## **SOLIDARITY: FOREVER OR NEVER?**

*By Andrew Betzner*

Solidarity. Oh boy does that word get thrown around a lot in the labor movement. I bet there isn't a single issue of "Forged Together," or any union publication for that matter, that hasn't mentioned it at least once a printing. I even heard a few people around contract time say we didn't have any. That got me thinking, "What the hell is solidarity, exactly, and are we running short on it?"

That person talking about a lack of solidarity really sparked my interest. I never thought much about whether we had any or not, so I was curious as to why they felt that way. Their response was along the lines of, "Well, a lot of people have different opinions on what is or isn't a good contract." For the next few months my mind would come back to the statement often. Yes, it is true, many people in our union have differing opinions on things. Unions are democratically run institutions, differing opinions are to be expected.



## SOLIDARITY: FOREVER OR NEVER?

*Continued from Cover*

With a large group of people such as ours it would be unrealistic for everyone to be 100% in agreement at all times. If solidarity isn't everyone having the exact same opinion, then what is it?

It took a while, but eventually, the answer would reveal itself. What if solidarity isn't some grand unification of minds running in perfect sync like an army of droids? What if it's something simpler, like a coworker volunteering to work the weekend because he knows Vik was really looking forward to taking his daughters to Smiley's? Maybe it looks more like that weekly Friday carry-in at the 100 mill and Lisa made her delicious pork chops? If not solidarity, what do you call that "caw caw" sound a brother gives in advance of management coming? That card your committee person brings around when someone is sick or lost a loved one and we all put a few bucks, surely that's solidarity? I can't think of a gate collection that hasn't raised at least \$1,000 for a cause or brother or sister most people have probably never even met. Half of you still probably have a sticker on your hard hat in support of ending skilled trades vacation restrictions, even though you aren't in skilled trades and never wish to be.

No, solidarity to me isn't everyone in constant agreement with everyone, it's everyone giving something or sacrificing just a

little so everyone in the whole is better, whether they personally benefit or not. Remember that person who said we didn't have solidarity during contract time? They also told me it would be hard financially to go on strike, and were willing to accept the current deal, but if the whole decided it wasn't good enough they sure as hell weren't crossing that picket line and they'd be the loudest person out there. To those who say we don't have any solidarity, I say you aren't looking hard enough.



## Grievances Resolved: A Look Into 2023 Issues & Resolutions

We experienced a complex landscape of grievances, revealing some interesting insights into our concerns and the organizational challenges we have with Haynes Intl. 2023 saw 21 distinct grievances paid out via the contractual grievance resolution process across multiple work groups, with a total financial impact of \$22,580.63 for our brothers and sisters. One particularly noteworthy detail is that only one case from 2023 has been slated for arbitration, and the resolution process that extends beyond standard grievance procedures has not been as taxed as has been the case in the past. 2024 numbers are still being processed.

Work Group 8 was the most active, accounting for the highest number of grievances resolved via the process. The primary issues in WG8 as well as overall centered around **contracting out**. The grievances spanned multiple categories though, demonstrating the multifaceted nature of the disputes we have had and the challenges we have with the management and administration of Work Group 8 (Skilled Trades). The average payout for contracting out grievances in 2023 was \$2,571.95.

The most substantial payout was a \$9,380.52 settlement related to contracting out in Work Group 5A, highlighting the systemic challenges in job allocation and external workforce management we face. Three separate work groups (1, 4, and 13) filed and resolved grievances totaling \$4,934.02 for Overtime Mismanagement. The smallest grievance, a \$35.47 Garage Work claim, demonstrates that no workplace issue is too small to be addressed.

The data underscores the importance of proactive workplace management, clear communication, and robust dispute resolution mechanisms. By analyzing and understanding these grievance resolutions, we hope to see where we can target language changes to the next CBA, possibly develop strategies to improve workplace harmony, reduce conflicts, and create a more fair and equitable work environment for all of us in Local 2958. As we move forward, continuous monitoring and addressing of these underlying issues will be crucial in maintaining an equitable workplace.



# DON'T FORGET TO VOTE ON OUR AWARDS!!



Time to make your voice heard! Don't forget to vote for the Awards and help us crown this year's champions, prank masters, and duct tape heroes. Your vote decides who takes home the glory—and the ultimate bragging rights! **Voting closes February 23**, so don't wait. Cast your vote online today and celebrate the personalities that make our local shine! You can scan the QR code to the left with your mobile device or visit the site listed below to vote.

<https://forgedtogether.link/awardsvote>



By Andrew Betzner

## FRESH FACES, BIG PLANS: NEXT GEN PLOTS SOLIDARITY AND SUMMER FUN

On the 1st Saturday of the year young activists braved the cold weather to join together at Tom Fischer Hall for the first meeting of the newly re-established NextGen Committee. WG2 Area Grievance Committeeperson Eric Gibson who organized the event, laid out the agenda and purpose of this new committee: build solidarity inside the plant and bridge the gap between young and old. Gibson said his role would be to guide the group along while members take charge. In between bites of food catered by Hog Heaven,

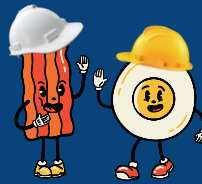
participants spoke on topics such as increasing untraditional communication by the union and solidarity building activities, such as having weekly carry-ins at work. Gibson highlighted opportunities for new activists to learn more such as the International Next Gen Conference or the District 7 Summer school partnership with the University of Illinois. Before leaving, participants were tasked with showing up next month with ideas to increase solidarity, and for the group's big project - a summertime union party. NextGen is geared towards those 18-35 but welcome to all. The next meeting is scheduled for 1pm Saturday February 8th, location to be determined. If you want to know more or have additional questions reach out to Eric Gibson at (765) 437-1607



## Kokomo Labor Breakfast

The Kokomo Union Labor Breakfast is a gathering where local union leaders and members can gather to reconnect, share updates, and celebrate our collective power.

Over coffee and a breakfast buffet, members from various local unions, as well as the mayor, exchange stories about recent victories, ongoing challenges, and upcoming initiatives. It's a time for building solidarity and learning from each other's experiences, as each union shares news from their organization and highlights issues that impact all working people in the area. We recently hosted this breakfast at UAW 685.



Everyone in the room reinforces the importance of community, solidarity, and unity in the local labor movement. The breakfast also provides an opportunity for unions to strategize together, discuss ways to support each other's causes, and even plan joint campaigns for the coming year.

It isn't just about sharing news—it's about building relationships, inspiring action, and reminding everyone that when we stand together, we're stronger. This event is a testament to the power of community and the commitment that local unions have to making a positive impact for all workers. Come by the hall for more information if you'd like to attend.

## 2024 Cabot Club Golf Results

By Andrew Betzner

History was made during the 2024 season of the Cabot Club Golf league. A team consisting of Bill Pratt, Brad Pratt, John Hodson, and Nick Hodson swept all 7 outings of the season. Although unconfirmed, long time participant Bill Pratt claims he's never seen it happen in all the years he's played. Highlights of their victorious season include not one, but two albatrosses (an albatross is three under par on a hole). The league, which runs April through October, is open to all current and retired Haynes employees and their immediate family members. The format for the league is "Captain's Choice," best ball. Courses are all located within an hour of Kokomo. This year's course selections included Arbor Trace (Marion), Dykeman Park (Logansport), Chippendale (Kokomo), American Legion (Kokomo), Deer Track (Frankfort), Marion Elks (Marion), and Angel Hill (Rossville).

Brad Pratt from the winning team spoke of how much enjoyment all participants had, and would encourage anyone interested to sign up this upcoming season. If you run into him out on the floor be sure to congratulate him and consider signing up next year to challenge their winning streak!





# Local 2958 Member Highlight

## Faith Helvie ~ Member Since 2018

### Tell us a little about yourself? What are your passions, and interests outside of the job?

"I've been with Haynes International for just over six years, and this is my first job in manufacturing. Most of my passions include helping or doing things for others. I'm a mother to five kids, all adults except for my 12 year old son, who is active in sports and loves to take his mom on new adventures. Whether we are hiking a trail, riding bikes, or practicing football, basketball, or soccer drills we stay pretty busy. I am also privileged to have two grandchildren, my granddaughter Lena who is two years old and my grandson Albie is one. When I am not at work, you can generally find me in the kitchen. I love to cook and bake, especially cookies for my son and grandkids. I also enjoy hosting a weekly dinner in my home for my family and a few friends to have a chance to get together and catch up and visit. Most of my interests involve being outdoors, either walking the trails with our dog, biking, or kayaking. Fall is my favorite time of year, with my intention of going to at least one apple orchard or pumpkin patch each weekend if not more. I also take a fair amount of time each day to work on myself, whether that be working out at the gym, spending time reading positive books, or when the weather is decent to hit the road on my motorcycle and clear my mind. A couple different things about myself, I was born and lived in Alaska till I was 14 and moved to Indiana. Now I despise being cold and have no idea how I tolerated -50 degree weather! Before Haynes, I worked at a maximum security male prison for fourteen years and the last five of those I was a shift supervisor and I still do not miss coming to work with 500 work emails and my phone ringing nonstop. My favorite part of my day is the time I get to just hang out with my youngest son and talk about his day or whatever is going on with him, and occasionally talk him into taking a motorcycle ride with me."

### What is your favorite thing about your local community, and how do you like to contribute or give back to it?

"I live in Peru, and we are a small town. One thing that I like about Peru is the multiple businesses we have that are locally owned. From the newer Cuban restaurant to the local florist shop, we have a variety of business one wouldn't think they'd find in a small town. I enjoy visiting these local places to help support them and often share their social media pages to help with promoting. "

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

"Not much of a movie person, so I completed an online quiz for this question and it came back with Scarlett Johansson as the actor, and the title for my movie would be "Need excitement, just give it a minute"!

### What is your favorite thing about working here and being a member of Local 2958?

"My favorite thing about working for Haynes International is by far the friends that I have made along the way. It's not always been the easiest of days, but the handful of people I work with each day have become more like my family. It doesn't matter what is going on at work, or at home I always have people who are there for me if I need them and that's all that really matters. I've also been a member of our ERT team for six years. This has given me opportunities to meet other people and become more familiar with our plant and some of the operations in other areas,

### What advice would you give to a new member just starting with the union?

"Going from a non-union job to a union factory can be challenging to learn your rights and options as a union member. My advice is to read and understand the local contract, talk with your union reps when you have questions or concerns, but always do what you feel is right. If you are asked to do a job and you don't know exactly what you are doing or you feel it is unsafe, just reach out to your representative for their help and advice."

### Can you share a piece of advice or a life lesson that you've learned and you believe is valuable for others to hear?

It's okay to feel lost or confused sometimes; the truth is that you owe nothing to that younger version of yourself, but you owe everything to your present and future self. Take time to work on yourself everyday to strive to become the best version you can be. Without personal growth and progress, we become stagnant. Don't just keep work goals, but personal ones too!





# METAL MAYHEM

LOCAL 2958'S EDITORIAL  
CARTOON FEATURE



## Real Estate or Real Headache? Our Land Decision

By Zach Keller

The union recently discussed during the monthly membership meeting, its land near the old Continental Union Hall and the former Rozzi's building, focusing on whether to retain, develop, or sell it. This roughly 3-acre property located on Milbrook Ln. between Markland Ave. and Berkley Rd., holds potential for union events like family picnics and reunions, but currently faces significant upkeep and access challenges. Members have varying views, reflecting both practical concerns and long-term vision for the property's use.

The land is in poor condition, requiring extensive work to make it suitable for any kind of union gatherings. The discussion emphasized the high costs involved in clearing the area, bringing in fresh topsoil, and building essential facilities like bathrooms and lighting. Additionally, the land has become a temporary residence for some homeless individuals, further complicating any immediate plans for development. To transform it into a family-friendly space, the union would need to invest heavily; not just in physical construction and maintenance, but also in ongoing security and management.

A recent offer of \$17,000 came from a New York-based company. While the offer sparked interest, union leadership feels that this price is too low. It was suggested that a more appropriate counteroffer could be solicited, even from a union member, with a couple people asking to be notified if the decision was made to sell. However, the potential sale has drawn mixed reactions among members.

On one side, some members feel selling could benefit the union financially and avoid future expenses tied to the land's upkeep. On the other hand, some believe the property holds untapped potential and may appreciate in value over time, especially given its location. Additionally, the union's financial situation does not necessitate an immediate sale, which gives members more flexibility in considering our options.

After careful deliberation, it was decided to amend the initial proposal. A motion to open discussions with potential buyers while refraining from making counteroffers was approved as well as for the trustees to obtain an appraisal so that the real value of the land can be found.



The amended motion passed unanimously, paving the way for a dialogue with interested parties without rushing into any decision. This approach respects the union's commitment to transparency and ensures that all members have a say in the property's future.

This decision reflects the union's dedication to balancing practical needs with long-term interests. As discussions progress, members can weigh in on the direction that best supports the union's goals. Whether the property ultimately becomes a valued site for community events or a smart financial sale, we are committed to making a choice that benefits members and preserves our legacy.

For more updates on this and other matters, attend the monthly meetings and keep an eye here for updates as well.



## Attendance Pays (Literally): Don't Miss Your Shot at the Jackpot!

We've found that only one in 10 members are "active" as defined by attending at least one meeting every 4 months. Do you want only 10% making all the decisions for you? We're thrilled to announce a new monthly raffle designed to reward attendance and increase engagement at our union meetings. Here's how it works and how you can participate:

### How It Works:

Each dues-paying member of our bargaining unit is automatically entered into the raffle. Numbers are assigned based on your place on the seniority list. These numbers correspond to ping pong balls placed in a clear cage hopper, which will be spun to ensure fairness. At the end of each monthly meeting day, one ball will be drawn to determine the potential winner.

### Prize Details:

- The prize pool starts at \$498—one dollar for every member in the unit.
- If no winner is present, the prize rolls over and increases by \$100 each month, up to a maximum of \$1,400.
- When someone wins, the prize resets to \$100 for the following month.

- Bonus Reward: If no one wins after six consecutive months, an extra \$100 will be added to the prize pool to further encourage attendance.

### How to Win:

To claim the prize, you must have been physically present and signed in at one of the three monthly meetings. If the drawn number belongs to someone that was not present, the prize amount rolls over to the next month. We'll publicize the growing prize amount and drawn names to keep everyone informed and engaged.

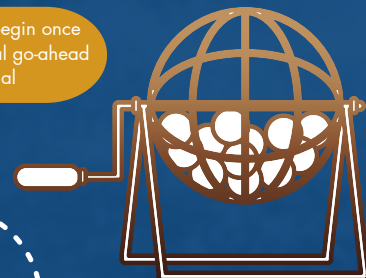
### Why Participate?

This raffle is a great way to stay involved and support our union meetings while giving yourself a chance to win a substantial prize. Your presence and participation strengthen our unity and commitment as a group.

Don't miss your chance to win—show up, sign in, and stay till the end of the meeting. Good luck to everyone!

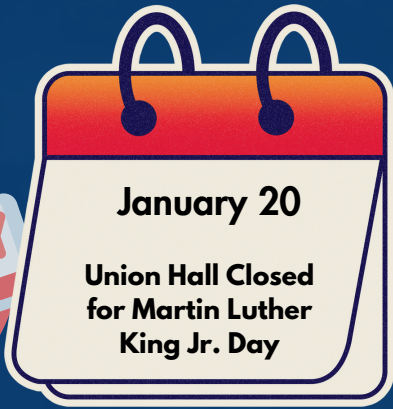


Drawings will begin once we receive legal go-ahead from International

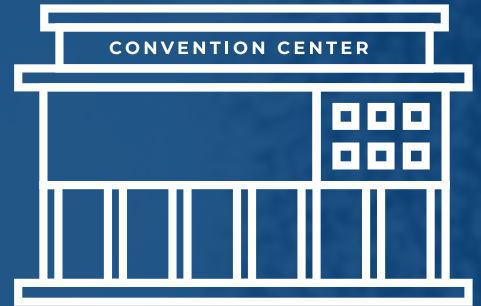




# LOCAL 2958 CALENDAR OF UPCOMING EVENTS



Convention Delegate Vote



c) has attended at least one-third (1/3) of the regular meetings held by the member's Local Union during the twenty-four (24) month period immediately preceding the month in which the delegate election is to be held. Meetings which a member was prevented from attending because of such member's Union activities, working hours, service in the armed forces of the United States or Canada, sickness which confines, childbirth (if the meeting occurs within twelve (12) weeks of the date of birth), death in the immediate family, or jury duty, shall not be counted as meetings held in determining such member's eligibility under this Section 7(c); provided, that the member shall have the burden of proving inability to attend for one of the prescribed reasons, in accordance with procedures to be specified in the Local Union Elections Manual." ~ pg. 55 of USW Election Manual

**All the eligibility requirements are listed in the Elections Manual which can be found at the Hall, online, and on our local union NextGen Facebook page. The main one people will be concerned with is the meeting attendance requirement. You'll need 1/3 of non-exempt meetings (which for many will be 8) of the last 24 months. I'm listing the figures as I have them so that you are aware where you stand, if you are choosing to run as a delegate. If your name is not on this list, I do not have record of you attending a meeting over the last 23 months. The January 23rd meeting will be your last chance to meet this requirement. If you have any questions or you believe there is an error, don't hesitate to contact me or the hall. Thanks!**

**Zach Keller, USW2958 Recording Secretary**

Meet. A	Clock Number	Name									
21	P25850	Beck, John M.	14	P26548	Jackson, Willie E.	8	P27415	Wright, Michael T.	4	P26436	Workman, Jack M.
21	P26170	Keller, Zachary R.	14	P26490	Acord, Danny R.	8	P24597	Pullen, Robert W.	4	P26997	Hueston, Tory P.
20	P26049	Tocco, David M.	14	P27270	Martinez, Caitlyn M.	8	P26136	Barker, Michael E.	4	P27440	Middlekauff, Cary B.
20	P26240	Leming, Steven J.	13	P25700	Huff, Anthony D.	7	P26173	Tucker, Dennis W.	4	P25578	Silvers, Kevin L.
20	P27502	Gibson, Steven E.	13	P25702	Gibson, Kacey J.	7	P25774	Chandler, Mike T.	4	P26122	Roberts, Johnny C.
19	P27000	Smith, Kevin R.	13	P26232	Reehling, Paul A.	7	P26405	Goodnight Jr., Johnnie P.	4	P27613	Burks, Phillip L.
19	P26910	Hunt II, David G.	13	P27015	Kuntzman, Phillip D.	7	P27039	Truax, Faith M.	3	P27682	Woodard, Kiley E.
18	P27509	Bryant, Lisa A.	12	P27045	Mince, Matthew D.	6	P26426	Copeland, Alvah D.	3	P27688	Reece, Melissa M.
18	P25978	Elliott, James R.	12	P25296	Labig II, Marion A.	6	P25897	Herr, Douglas K.	3	P27210	Renbarger, Chadwick R.
18	P27529	Thorpe, Austin M.	12	P25755	Meagher, Brian K.	6	P27014	Baxter, Jon P.	3	P27586	Davis, Justin E.
17	P25717	Shelley, Leslie W.	11	P25965	Thomas, Brandon M.	6	P26435	Hartley, Alexa D.	3	P25737	Nix, Kurt T.
17	P25539	Crull Jr., Robert E.	11	P25753	Pulsipher, Lisa A.	5	P27086	Horton, Michael D.	3	P25567	Gregory, Kenneth L.
17	P26148	Wines, Paul E.	11	P26497	McNeil, Suzetta	5	P27318	Cook, Bryan J.	3	P26317	Miller, Mark A.
17	P27363	Betzner, Andrew J.	10	P26552	Mitchell, Kasey J.	5	P26325	Kline, Douglas S.	3	P26495	Cassel, Stan M.
16	P26086	Kelly, Erin S.	10	P26492	Cunningham, Larry W.	5	P26297	Parvin, Zachary R.	3	P26594	Hodgin, Matthew N.
15	P25846	Pulsipher, Scott A.	9	P26895	Bambrough, Stephen C.	5	P25780	Silvers, Kelly L.	3	P27041	Lahr, Mercedes R.
15	P26542	Fields, Joseph R.	9	P27528	Wyrick, Braedon A.	5	P27549	Beebout, Zakkary A.	3	P27152	Spruill, Devin C.
14	P26438	Johns, Troy D.	9	P27055	Musgrave, Jamie S.	5	P25725	Schmidlin Jr., Frank H.	3	P27367	Keppel, Riley P.
14	P26142	Young Jr., Henry	8	P27048	Lytte, Dustin M.	5	P26433	Williams, Desmon D.	3	P27619	McCauley, Steven M.



# CONVENTION DELEGATE ATTENDANCE ELIGIBILITY

Continued

3	P27620	Cox, Christopher J.	2	P26484	York, Darin R.	1	P25594	Stokely, Christopher J.	1	P26980	Banush, Nathan M.	1	P26329	Stevenson, Jacob R.
3	P27596	Weiler, Calvin R.	2	P26790	Reeve, Denver J.	1	P26230	Penn, Galen E.	1	P26986	Bailey, Bryce E.	1	P26443	Biggs, Jeffrey D.
3	P27264	Musgrave, Craig L.	2	P27098	Moss, Nathan R.	1	P27353	Herr, Cameron J.	1	P27043	Baker, Michael R.	1	P26806	Titus, Jeffrey A.
3	P25819	Catron Jr., Ronnie M.	2	P27412	Reese, Regina L.	1	P27683	Harrison, Drake M.	1	P27044	Roller, Matthew L.	1	P27040	Boles, David E.
3	P25587	Watson, Christine M.	2	P27507	Manns, Tiffany M.	1	P25917	Garza, Steven R.	1	P27046	Shelton, Danny E.	1	P27375	Causey, Levi B.
3	P26791	Roe, Terry G.	2	P27519	Elmore, Kelth E.	1	P26314	Davis, Rhonda J.	1	P27050	Tinsley, Dalton R.	1	P27523	Harmon, Brandi J.
2	P27548	Scott, Jared M.	2	P27532	Shaffer, J S.	1	P26447	Holland, Ranisha F.	1	P27133	Mullins, Joel G.	1	P27583	Duddleston, Kyle P.
2	P25705	Sholty, Scott A.	2	P27595	Forsthoffer, Brittanie L.	1	P26600	Moore, Bradley A.	1	P27145	Keller, Toni R.	1	P27516	Mote, Brayden W.
2	P25900	Engel, Carson D.	2	P27207	Yeary, Eric L.	1	P26867	Kearney, Brian P.	1	P27151	Jordan, Adam M.	1	P25332	Mullen, Jeffrey S.
2	P27387	Benson, Austin M.	2	P27802	Wilson, Michael E.	1	P27132	Kintner, Cameron T.	1	P27206	Miller, Andrew T.	1	P26079	Meyers Jr., Phillip R.
2	P27429	Sandlin, Dustin L.	2	P27810	Peterson, Gary W.	1	P27148	Goode, Melynda J.	1	P27220	Lewis, Nicholas W.	1	P26149	Pittman, Michael A.
2	P27438	VanDorn, Tyler K.	2	P25584	Ashburn Sr., Bryan D.	1	P27150	Hoffman, Robert L.	1	P27355	Singh, Vikrant V.	1	P26337	Gibson, Shawn R.
2	P27531	Young, Caleb D.	2	P25591	Young, Patrick A.	1	P27508	Deis, David W.	1	P27362	Sawyer, Edward D.	1	P26343	Moore, Scott A.
2	P27611	Harrison, Casey R.	2	P26345	Martin, Kyle L.	1	P27545	Arnett, Craig M.	1	P27376	Chavez Jr., Carlos	1	P26439	Vazquez Rosa, Kelvin
2	P26898	Zeider, Kory W.	2	P26334	Johnson, Mindy J.	1	P27614	Goodridge, Jonathan P.	1	P27534	Smith, Justin A.	1	P27038	Taylor, John J.
2	P27140	Hassett, Jeremy E.	2	P27409	Wright, Lisa M.	1	P27625	Polk, Jacob R.	1	P25242	Martin, Roman J.	1	P27214	Harris, Michael J.
2	P27173	Rollins, Anthony E.	2	P27510	Gray, Kaylee V.	1	P26100	Addison, Roger A.	1	P25720	Scott, Matthew C.	1	P27215	Earlywine, Austin R.
2	P25919	Blake, David M.	1	P27599	Smith, Gavyn R.	1	P26207	Cushing, Shawn C.	1	P26169	Buscher, Kevin T.	1	P27356	Mullen, Ty S.
2	P26118	McGuire, Randy L.	1	P27842	Meeks, John E.	1	P26630	Nieto, David	1	P26216	Payne, Michael P.	1	P27410	Kranz, Alisa S.



Only 35% of Members have attended at least one meeting over the last 23 months, and only 10% are defined as "active participants" (1 meeting every 4 months)

1	P27444	Reese, Brandon M.
1	P27535	Pittman, Justin L.
1	P25622	Diedrick, David F.
1	P26602	Shane, Trey E.

## Former Brothers & Sisters We Lost in 2024

Dennis Ege ~ Fred Timmons ~ Mark Reed ~ Chet Bowlin ~ William Mann  
 Jeff Kennedy ~ Mark Perry ~ Lois Bowlby ~ Avril Dodd ~ Donald Heinmiller  
 Pam Stover ~ Claude Young



YOU CAN SCAN THIS QR CODE WITH YOUR MOBILE DEVICE TO VIEW AND READ THE OBITUARIES OF OUR FORMER MEMBERS



## Roll Call!



In an effort to increase transparency and accountability, this section will appear every 6 months & include monthly meeting attendance for the elected officers and appointed positions. No distinction is made in this chart, just listing attended or not attended.

EXECUTIVE BOARD	July '24	Aug. '24	Sept. '24	Oct. '24	Nov. '24	Dec. '24
President - Dave Tocco	☑	☑	☑	☑	☑	☑
VP - Steve Leming	☑	☑	☑	☑	☑	☑
Fin. Sec. - Bob Crull	☑	☑	☑	☑	☑	☑
Treas. - Dave Hunt	☑	☑	☑	☑	☑	☑
Rec. Sec. - Zach Keller	☑	☑	☑	☑	☑	☑
Guide - Troy Johns	☑	☑	☑	☑	☑	☑
Out. Guard - John Beck	☑	☑	☑	☑	☑	☑
Ins. Guard - Willie Jackson	☑	☑	☑	☑	☑	☑
Trustee - Bud Labig	☑	☑	☑	☑	☑	☑
Trustee - Katt McNeil	☑	☑	☑	☑	☑	☑
Trustee - Jim Elliott	☑	☑	☑	☑	☑	☑

COMMITTEEPERSONS	July '24	Aug. '24	Sept. '24	Oct. '24	Nov. '24	Dec. '24
WG1-Brandon Thomas	☑	☑	☑	☑	☑	☑
WG2-Eric Gibson	☑	☑	☑	☑	☑	☑
WG3-Kasey Mitchell	☑	☑	☑	☑	☑	☑
WG4-Michael Wright	☑	☑	☑	☑	☑	☑
WG5A-Scott Pulsipher	☑	☑	☑	☑	☑	☑
WG5B-Austin Thorpe	☑	☑	☑	☑	☑	☑
WG6-Matt Mince	☑	☑	☑	☑	☑	☑
WG8-Brian Meagher	☑	☑	☑	☑	☑	☑
WG9&10-Henry Young	☑	☑	☑	☑	☑	☑
WG 11-Alexa Hartley	☑	☑	☑	☑	☑	☑
WG13-Kacey Gibson	☑	☑	☑	☑	☑	☑

APPOINTED COMMITTEES MEMBERS	July '24	Aug. '24	Sept. '24	Oct. '24	Nov. '24	Dec. '24
Roman Martin (Human Rights)	☑	☑	☑	☑	☑	☑
Doug Kline (S & H Chair)	☑	☑	☑	☑	☑	☑
Dennis Tucker (S & H 2nd's)	☑	☑	☑	☑	☑	☑
Kevin Smith (S & H 2nd's Alt.)	☑	☑	☑	☑	☑	☑
Kelvin Vazquez (S & H 3rd's)	☑	☑	☑	☑	☑	☑
Denver Reeves (Skilled Trades)	☑	☑	☑	☑	☑	☑





45 YEARS



31 YEARS



31 YEARS

# — HAPPY — Retirement



30 YEARS



28 YEARS



25 YEARS



19 YEARS

## YOUR LOCAL OFFICERS & OFFICIALS

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  
 ASSISTANT - Brandon Phelps WG 2 - Department 190; 3rd 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 - Austin Thorpe WG 5B - Department 168; 3rd shift  
 ASSISTANT- Trey Shane WG 5B - Department 168; 1st 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 Committeepersons



# Forging Ahead: Strengthening Our Union One Step at a Time

By Zach Keller

For years, we've been hollering and imploring everyone to support the labor movement. If you've been on the receiving end of all this, you might think, "Sure, I'm on board, but how do I support the labor movement?" Fair question. "Supporting labor" sounds vague, like "eating healthy" or "fixing the potholes." Time to cut the fluff and get specific. Here's a no-BS guide for steelworkers to strengthen our union and maybe even have some fun doing it.

## Step One: Get Involved

Are you more than just a dues payer? If your answer is "no," fix that. Strong unions don't just pop up when it's time to bargain or strike, they're active 24/7. Join a committee. Welcome new members. Organize a party. Do anything you can think of to get involved and have your voice heard.

## Step Two: Run for Office

Think your union leadership could do better? Well, guess what? You can fix that, too. Run for an office, or better yet, team up with some like-minded coworkers, form a slate, and run for executive positions. Be the kind of leader you wish you had, someone who puts members first and doesn't back down when the bosses start with their BS.

## Step Three: Advocate for Boosting the Organizing Budget

Your union spends money on conferences, swag, and donuts. Fine. But is some of the budget going to organizing? If not, time to raise some hell. Organizing is how we grow the labor movement. Growth means power. Power means better contracts. Simple math.

## Step Four: Set Goals

What if every local said, "Let's grow our membership by 10% this year"? Suddenly, we're on a mission. And if someone claims, "There aren't any workers left to organize. We're already 100%," remind them the world's full of people who have no say at their jobs. Let's give them a reason to love their workplaces: union representation.

## Step Five: Expand the Pool

Steelworkers don't just pour metal and weld. Why not organize adjacent industries—factories, warehouses, logistics? If grad students can join the UAW, we can find creative ways to grow. We have in other areas of the country. Nurses are a growing segment of USW sisters and brothers. Only 8% of workers in Indiana are represented by unions. More members mean more resources, which means more wins.

## Step Six: Be a Union Evangelist

When someone complains about their job, don't just nod sympathetically. Tell them how being in the union has made your work life better. Walk them through the basics of organizing and hand over contact info. You're not just helping them—you're growing the movement.

Steelworkers, the union isn't some far-off office or an abstract idea. The union is YOU. If you're waiting for someone else to make it better, you'll be waiting forever. Start now. Lace up your boots, roll up your sleeves, and let's make this thing unstoppable.

# Transition Ahead: What Acerinox Means for Us

By Zach Keller

As Haynes International transitions to become part of the Acerinox family, we want to provide an overview of this global company and what this change may mean for us. Acerinox is a well-established leader in stainless steel and high-performance alloys, with a history of growth, innovation, and global reach. While we are cautious about the changes ahead, we are committed to working together to navigate this new chapter thoughtfully and transparently.

## Who is Acerinox?

Acerinox, founded in 1970 and headquartered in Madrid, Spain, has grown into one of the world's largest stainless steel manufacturers. Its operations span multiple continents, serving industries such as construction, automotive, aerospace, and

energy. The company's products include stainless steel flat and long products as well as high-performance alloys.

## Acerinox's U.S. Presence

One key part of Acerinox's global business portfolio is North American Stainless (NAS), located in Ghent, Kentucky. NAS, established in 1990, is the largest fully integrated stainless steel producer in the U.S. It has become a major supplier to North American markets, controlling every step of production, from melting to finishing.

NAS's success demonstrates Acerinox's ability to maintain regional operations while contributing to a global strategy. This serves as a possible model for how Acerinox balances

local expertise with its international reach. Acerinox has expanded its American footprint through several acquisitions, including us at Haynes International as well as VDM Metals. VDM is a German based company focused on nickel-based alloys and specialized stainless steels, and serves industries requiring highly technical materials, such as marine and gas turbines, but has various American locations.

## A Strong Financial Foundation

Acerinox has a solid financial track record over its history. A diversified product portfolio and presence in key global markets provide resilience against economic fluctuations. Acerinox has consistently demonstrated growth and profitability, which translates into stability and strategic investment capabilities. This financial strength ensures that our integration into the Acerinox family will be supported by the resources needed to grow and succeed, if that is indeed the direction that Acerinox has planned for Haynes.

## Union Dealings

Acerinox's dealings with unions vary across its global operations. In the U.S., North American Stainless operates in Kentucky, a right-to-work state like Indiana, and that company emphasizes direct worker engagement, though some employees have raised concerns about conditions. Also, employees at NAS have twice defeated union organizing drives. In South Africa, Columbus Stainless engages

in collective bargaining, adhering to South African laws supporting union activities, while VDM Metals in Germany works closely with strong unions and workers' councils under Germany's collaborative industrial framework. Acerinox Europa has had well publicised labor strife in Spain very recently, so the outlook we have on how they will approach our collective bargaining in 2028 is mixed. We should get clarity on how they plan to negotiate with us when Haynes' Arcadia contract comes up in December 2025.

## What This Means for Us

Becoming part of the Acerinox group seems like it promises an exciting future. They will benefit from our extensive knowledge and our global reputation, as well as our focus on aerospace markets. We will benefit from their cutting-edge technology as well as promised investment that will total approximately \$200 million over the next four years, mostly here in Kokomo. This partnership opens doors to new markets and increased production capacity. Increased capacity tends to indicate more jobs. There seems to be a customer and product crossover with another Acerinox subsidiary, VDM Metals. VDM has products and services much like us. VDM also has North American facilities in New Jersey, Nevada, Canada, and Mexico. Time will tell if this is a good thing, or if this will make our services and products redundant in the company hierarchy.

## Looking Ahead

We understand that change can be unsettling, and we are navigating this transition cautiously and thoughtfully. Our priority is to ensure that this new chapter with Acerinox comes with collaboration with us in Local 2958, the backbone of Kokomo's operations.

We will share updates as we learn more and work together to shape what this new partnership looks like in practice. In the meantime, we appreciate your patience and engagement as we move forward.



*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)*