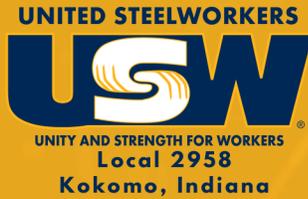


July - August 2024

Volume 6



Forged Together

USW 2958 Newsletter



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

OUR LOCAL LABOR HISTORY:

From Our Melt Shops to Mars Surface: Our Storied History in Space Exploration

By Zach Keller

In the vast expanse of space, where every journey demands precision and innovation, USW Local 2958 has prominently participated in almost all of humankind's journeys to the stars. From our predecessors before our forming in 1965, working on alloys that accompanied the Mercury Seven to boldly go where no Americans had gone before, to today

where alloys produced recently are on Mars with the Perseverance rover, and every mission in between. "I would guarantee that almost every rocket you see fired off has Haynes material on it somewhere," said Keith Kruger, a company executive, in a 2021 interview with the Kokomo Tribune. W.D. Manly, a VP of the company in 1969, declared, "We are proud of the part our high-performance alloys played in the (space) program."

From Our Melt Shops To Mars Surface

Continued

Project Mercury, on which the movie "The Right Stuff" is based, and Indiana's Gus Grissom was a part, was from 1959 to 1963. These "Original Seven", became the first Americans in space. McDonnell Aircraft Corp. was selected by NASA to design and build the Mercury capsules. They trusted our predecessors, (at this time, which predated our local, Haynes was a subsidiary of Union Carbide) to produce alloy for the outer skin shingles; to protect the astronauts from the vacuum of space as well as the blazing heat of reentry into Earth's atmosphere.

Man's voyage to the Moon began with the Apollo Program, with crewed flights beginning in 1968. The Saturn V rocket, with many of the alloys involved in its construction made by USW Local 2958 brothers and sisters, stands as a symbol of human ambition, engineering prowess, and the boundless pursuit of exploration. Developed by NASA during the Apollo program, this enormous rocket remains the most powerful ever built, and still the only launch vehicle to have carried humans beyond low Earth orbit. Comprising three stages, the Saturn V was a technological marvel, with its first stage powered by five F-1 engines generating a combined thrust of over 7.5 million pounds, propelling astronauts toward outer space. The F-1 engines had six different Local 2958-made alloys, including the still-manufactured HASTELLOY® X alloy (2600), HASTELLOY® W alloy (2690), HAYNES® R-41 alloy (2490), and HAYNES® 230® alloy (8305), as part of their construction in the turbine blades, heat exchangers, Turbopump manifolds, and nozzles. The second stage featured five J-2 engines with five of our alloys, while the third stage employed a single J-2 engine with tubing made from our alloys to push the spacecraft beyond Earth's gravitational grasp. The Saturn V propelled all the Apollo missions, including the historic Apollo 11 in 1969, when Neil Armstrong made the

"one giant leap for mankind." July 2024 marks the 55th anniversary of this incredible feat. It took nearly 14 tons of our alloys to complete this effort. Gilbert Fry, from the Tool & Die department, was sent to Houston to a special NASA luncheon. There the first two men to walk on the lunar surface thanked representatives from various companies for their part in a successful mission. Apollo 12 carried and left a small nuclear generator on the Moon to power experiments and transmit data back to Earth, made out of our HAYNES® 25 alloy (1860) as seen in the photos below. Alloys invented and produced here flew on every Apollo mission. Beyond its historical significance, the Saturn V and the Apollo program represents the pinnacle of rocket engineering, showcasing the collaborative efforts of our brothers and sisters, as well as a wide variety and range of manufacturers, scientists, engineers, and astronauts in the pursuit of reaching new horizons.

The Space Shuttle era, spanning from the maiden flight of the Columbia in 1981 to the final mission of the Atlantis in 2011, marked a transformative chapter in space exploration. Our alloys have played a role in the Space Shuttle program since the early conceptual stages since at least 1960. NASA's early conceptual plans described a gliding vehicle and our HAYNES® 25 alloy (1860) was planned for the skin to resist searing. Early shuttle designs from the late 1970s had HASTELLOY® B (2620) & HAYNES® 188 (1880) alloys listed as materials for the engine prototypes. NASA's Space Shuttle program represented a pioneering leap from traditional rocketry, introducing a reusable spacecraft that could carry both crew and cargo into low Earth orbit. The fleet, composed of the Columbia, Challenger, Discovery, Atlantis, and Endeavour orbiters, facilitated a multitude of missions, ranging from deploying satellites and conducting scientific research to assembling and servicing the International Space Station (ISS). During initial testing, NASA had issues with corrosion in the liquid oxygen and hydrogen fuel lines. NASA and their fabricator, Lockheed, tested 19 different alloys from various sources and selected our HASTELLOY® C-22® alloy (2277) for these lines. Lockheed in an article assured, "As anticipated, the new high technology alloy has worked perfectly, resulting in considerable savings to the government as well as enhanced reliability for the Shuttle's fuel line system". Three of our alloys were used in Discovery; C-22® (2277) was used on the clamshell bellows of the shuttle launch pads, 188 (1880) and B alloys (2620) were used in the main engine turbopumps and solenoid valves.

NASA's Mars missions, spanning from the pioneering Viking missions in 1976 to the recent Perseverance rover's touchdown in 2021, showcase the agency's



From Our Melt Shops To Mars Surface

Continued

persistent quest to uncover the secrets of the Red Planet. Our alloys were extensively used in the innovative terminal descent system on the Viking I and Viking II lander capsules. The initial robotic landers like Viking and Pathfinder were the first missions to make a comprehensive study of another planet, and HASTELLOY® X (2600), HASTELLOY® B (2620), HAYNES® 230® (8305), and HAYNES® 25 (1860) alloys were instrumental to this revolutionary undertaking. The sophisticated rovers such as Curiosity and Perseverance have advanced our understanding of Mars' geology, climate, and potential for life. The same alloys used on the Viking descent engines were also used on the thrusters during the Curiosity

Rover's landing on Mars in 2012, which was a precursor to the Perseverance landing in 2021. Current orders and customers include many NASA subcontractors, Blue Origin, and SpaceX, who are leaders in private space exploration and may further Local 2958's reach well into space and the future.

Landmark successes like the Mercury and Apollo Programs, and the Mars Exploration Rovers have significantly contributed to humanity's knowledge. These missions collectively reshape our comprehension of the cosmos and lay the groundwork for future human exploration endeavors, of which as a leader in the industry, we can almost be assured of our continued place in the history of space exploration.



Mental Health Matters: Understanding the Reasons Behind Suicide

By Paul Reehling

A 21-year-old man driving down the street pulled out his pistol and shot himself in the head. He seemed to be a fun-loving guy. Loved to play basketball, and spend time with family and friends. He had a good job and seemed to be generally happy. Unknown to others at the time, he and his long-term girlfriend had been going through a rough patch and she told him that she did not see them ever getting married.

A 40-year-old successful businessman took his rifle to the woods and took his own life. He left 4 great kids that he dearly loved behind. But he had just learned that his ex-wife was getting remarried.

These are just a couple of instances of many where someone thought it was better to not be alive. Maybe it was just a brief thought but they acted on it and friends and family are left asking...why?

Suicide is the 11th leading cause of death in the USA. In 2021 an average of 23 per 100,000 men committed suicide and close to 6 per 100,000 women. And the numbers get worse when you expand the scope to the world. Over 700,000 people die by suicide every year. To put it into perspective, 1 person every 40 seconds commits suicide.

Last year more people committed suicide in the US than at any other time in history and the number continues to rise. This is an awful trend and brings up the question...WHY???. Why do people commit suicide? What is so bad that you would take your own life?

There are lots of reasons, some more prevalent than others. Mental illness is one of the biggest causes. The most common mental illness for this is severe depression. 31% of people with Major depressive disorder have attempted suicide.

Mental Health Matters: Suicide

Continued

Traumatic stress such as childhood sexual abuse, rape, physical abuse, or war trauma all are reasons people think of committing suicide. These situations affect men most of all.

Job loss, Bullying, financial problems, being arrested or imprisoned, academic failure, end of a relationship, loss of acceptance because of your sexual orientation. All these are causes of attempted suicide. Hopelessness, feeling like a burden, and terminal illness are big reasons, especially for the older generations. They don't feel like they contribute anymore and feel like they make things harder on others.

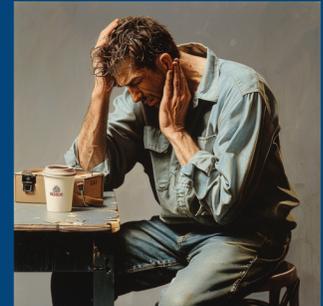
So many reasons and so many deaths. I'm sure most people know someone who has committed suicide and thoughts run through many of our heads in these instances. "What could I have done to stop them? Was there a sign I missed?"

You may not be able to tell everyone that is thinking about suicide but there are some warning signs that you can recognize. If someone is talking about wanting to die, or something that has them feeling guilty or ashamed, or if they say they are a burden to someone else. These are warning signs. It doesn't mean they will attempt suicide necessarily but it is a sign that you may want to talk to them about.

Other signs are change of behavior, extreme mood swings, eating or sleeping a lot more or less, use of drugs or alcohol more often than normal, and extreme rage. These are all things that may help you to see that someone needs help.

But how can you help? Sometimes it just takes someone willing to listen and not just listen but be an active listener. Ask direct questions, listen first but dig into the conversation and maybe they will open up. If you think someone is considering committing suicide encourage them to seek professional help.

Please, take suicide statements seriously. The person talking about it needs help. If you or someone you know is having suicidal thoughts call or text 988. Someone is standing by to help talk you through this.



Living Beyond Trauma: A Member's Journey with PTSD

By Kurtis Cox *[Kurtis is a new contributor to 'Forged Together'](#)*

In a violent eruption of a coil caught on the entry turnstile of the A&K, Seth Badger was killed not 100ft from where I was standing. In the 10 seconds that it took to register what had just happened, I went from enjoying a morning chat with a coworker to being in awe at the raw force of an unannealed coil coming loose, to finally horror as I watched a cracked blue ERT hardhat settle in the sudden silence of the aftermath.

This moment reshaped my life.

In the following weeks, I felt as if a spintop was set loose in my head. I became a hazard to my coworkers and family, as my driving became erratic, I would ride close to cars in front of me or overtake a vehicle with a minimal amount of space to pass. My sense of self-control was lost, and stress and anxiety became automated responses. Everything would set me off, and I would lash out in unapologetic anger with a cold, calculated strike of words. I was also unaware at the time of what to call these episodes, but I was experiencing frequent, soul-crushing panic attacks.

Then, it finally broke me one night, as my family and I were setting up the Christmas tree in the month following the incident. I wanted nothing to do with helping them, I was still struggling internally. Perhaps it was because I was thinking of another family that would never experience Christmas the same way. I had become angry at something so simple—helping place the ornaments up for decoration—and excused myself to hide in a dark room. That night, my tipping point, I decided it was time that I seek help, and admit that I could not get through this alone.

I went through all the proper channels, and was linked with a therapist in family counseling (it was not known to my practitioner or myself at the time that I was experiencing symptoms of PTSD). At our first meeting, I had an hour to spill everything I had experienced, everything I was going through, and everything I was hoping to get out of seeking counsel.

Although my therapist was not specialized in PTSD, he carefully took notes on everything I said, quietly shifting his legs to find a

comfortable position and occasionally clicking the pen against his teeth while in thought. By the end of the first session, he had recognized symptoms I had been experiencing as part of PTSD:

- **panic attacks - lack of focus**
- **intrusive thoughts - aggression**
- **emotional distress - irritability**
- **memory problems - sleeplessness**
- **intense stress - self-destructive behavior**

I continued seeing him every week for the next 6 months for not only myself, but for my family. With two kids and a wife at home, I could not allow myself to spiral out of control. I took a month off work through FMLA, and started redirecting my life back on track—to where, I didn't know, but I was determined to stray from walking down a destructive path.

In addition to seeking counsel, I started reading and writing again. Not on any specific project, but simply reconnecting with activities I once loved and had since neglected. I also started managing a multiplayer server for a game I play, which we are now up to over 100 players, and managing this server has inspired me into learning how to code. I found peace in these things, and with a community of friends and family to help.

What I do to overcome living in constant stress may seem trivial to some, or foreign even, as in the example of running an online game server, but the point I am trying to make is that living with PTSD is not a death sentence. It can be overcome,

and your quality of life can be restored. Find things that you once enjoyed, or new things that you could enjoy. I do not mean to say that you will ever forget, or even get over the experience, but the stress can be managed through seeking the proper help—through counseling, talking with your family, reading self-help books, or even just developing a routine (routines bring comfort through familiarity).

No walks of life are immune to experiencing PTSD, and it does not always come from joining the military and witnessing atrocities of war—it can happen to anyone, at any time. A sudden death in a traumatic event can mark us in ways that we humans have trouble processing, and it is okay to open yourself to being vulnerable and seeking help to understand the process. Recognizing that there is a problem is half the battle, and talking with someone like I did can help, but you have to make the first step.

While I am not fully healed of the incident, it no longer has a chokehold on my life. I have rediscovered the joy in the things I had once loved and found new things to keep moving forward, and it would not have been possible if I had chosen to do it on my own. Please, if you struggle with PTSD, or share some of the symptoms I experienced, do yourself and your family a favor and talk to someone. Seek the help that would best benefit you.

Employee Assistance Program

To access services:

1-866-611-2826, TTY: 711

resourcesforliving.com

Username: MyHaynes

Password: EAP



Stirring Up Change: Starbucks Workers Brew a Battle for Rights

By Zach Keller

In February, Starbucks finally agreed to negotiate with their workers' union after extensive resistance, including illegal firings, intimidation, and refusal to bargain in good faith. This reluctant agreement came after two years of organizing, strikes, and public pressure, including Bernie Sanders confronting CEO Howard Schultz. Despite being legally required to negotiate, Starbucks only came to the table due to relentless efforts by workers and their allies.

Even as negotiations began, Starbucks pursued legal actions to weaken the National Labor Relations Board (NLRB). Recently, the Supreme Court sided with Starbucks, restricting the NLRB's ability to enforce workers' rights, specifically regarding the reinstatement of illegally fired workers. This decision signals a broader corporate push to undermine labor protections established since the New Deal.

Worker power is the fundamental force behind any gains under capitalism. Despite extensive labor laws and historical precedents, companies will always seek to erode worker rights if unopposed. Collective organizing and the willingness to strike are essential to achieving fair wages and conditions. The success of Starbucks Workers United exemplifies the effectiveness of organized labor, having grown from one store to hundreds through persistent efforts.

However, the struggle is ongoing. Corporate resistance and legal setbacks, like the Supreme Court ruling, underscore the need for continuous vigilance and collective action. Workers must rely on their own power, as employers, laws, and even supportive officials cannot be trusted to uphold labor rights consistently. The ability to withhold labor is our core strength of workers, essential for maintaining and advancing our rights.

LOCAL 2958 CALENDAR OF UPCOMING EVENTS



Recent Retirements



43 YEARS



28 YEARS



28 YEARS



SUBMIT YOUR RECIPES NOW



WE'RE WORKING ON A USW2958 COOKBOOK!!

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SCAN TO FIND LINKS TO COLLECTED OBITUARIES OF FORMER MEMBERS



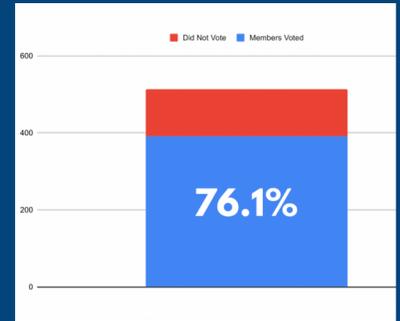
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YOUR LOCAL OFFICERS, OFFICIALS, & ELECTION STATISTICS

PRESIDENT - DAVE TOCCO - Received 44.8% of votes cast
 VICE-PRESIDENT - STEVE LEMING - Received 54.8% of votes cast
 FINANCIAL SECRETARY - BOB CRULL - Received 59.7% of votes cast
 TREASURER - DAVE HUNT - Received 63.5% of votes cast
 RECORDING SECRETARY - ZACH KELLER - Ran unopposed
 GUIDE - TROY JOHNS - Received 56.7% of votes cast
 OUTSIDE GUARD - JOHN BECK - Ran unopposed
 INSIDE GUARD - WILLIE JACKSON - Received 54.8% of votes cast
 TRUSTEE - BUD LABIG - Received 55.2% of votes cast
 TRUSTEE - JIM ELLIOTT - Received 53.7% of votes cast
 TRUSTEE - KATT MCNEIL - Received 34.2% of votes cast

Election Turnout:
 3 out of every 4
 members voted
 in the April
 election



YOUR LOCAL OFFICERS & OFFICIALS

Continued

EAP REPRESENTATIVE - LOWELL PARSON, FIRST SHIFT
 EAP REPRESENTATIVE - KELLY SILVERS, FIRST SHIFT
 EAP REPRESENTATIVE - BYRON ELLISON, THIRD 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 - Jarron Grubb 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 - 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

Beyond Partisanship: Unraveling the Union's Role in Politics

By Andrew Betzner

Why does the union even get involved in politics, I don't like the person they're supporting, they should stay away from politics completely, - all positions I've previously held at some point in my life. I imagine a lot of you feel the same. For me, it took being offered new facts and a different perspective before the idea that the union should be involved in politics took hold. Let's talk about it and see if we can navigate this swamp together.

Why does the union get involved in politics?

Politics govern everything. Who pays for your PPE, whether your union dues can be payroll deducted, Weingarten Rights, all governed by politics. Trade agreements, workplace safety standards, your right to strike - politics again. Many issues facing workers can be decided by laws and avoid the burden of negotiating these rights in every contract. The less time spent bargaining over who provides safety glass, the more time available to negotiate bigger issues. With so much being decided in the statehouse and halls of Congress, it's not enough that we settle for our collective voice to be heard solely at the bargaining table, but in all places where decisions are being made that affect your livelihood.

I don't like the person they're supporting

Politics is more than just individual politicians. Yes, getting the right person in the right position can be pivotal, but it's also about bending ears. What bills come up for a vote and how they are written can be shaped by our collective voice. Congressional hearings provide a forum for our union representatives to explain our positions and

persuade others to take them up. Some people may argue unions blindly follow one party. I understand the tendency to feel that way. While one party's candidates have received more support than the other, we should also take into consideration the union's STRONG opposition to that same party's biggest trade negotiations, NAFTA and the TPP (Trans-Pacific Partnership).

They should stay away from politics completely

Let's imagine for a minute a world in which unions did stay out of politics. Mega corporations like Amazon and BlackRock would still have a seat at the table. Billionaire donors like the Koch brothers and George Soros would still be bankrolling people and the policies of their choosing, but what about you? What about your voice? Sure, you can call your government representative to voice your concerns or send the \$20-\$30 you can muster up for your chosen candidate. How do you think that stacks up in comparison?

What about when a government official suggests a policy such as "You strike, you're fired" or openly discourages any companies that have unions from wanting to come to their state - both real comments from officeholders. When politicians go on the attack against you and your right to organize they leave unions no other choice but to enter the arena. None of us want our union to wade into the murky waters of politics, but none of us can afford for them not to.

LOCAL UNION BUSINESS DIRECTORY

Cardwell Tax Service (David Hunt)

Tax preparation services

Call Heather Hunt at 766-864-0684 with any questions or to schedule an appointment

343 S 00 EW, Kokomo, IN 46902

We are a small family owned business that has been in operation for 50 years. We prepare tax returns for individuals, businesses, farms and rentals! UAW and USW member owned.

Terry Roe

Epoxy painted insulated cups and hardhats



574 -229-3998

nrsroe1@outlook.com

Colby Marner

My name is Colby Marner and I am an Esthetician and Massage Therapist. I run my spa business when I'm not working at Haynes. I have a little studio in downtown Kokomo where I do facials, waxing, lashes, microneedling and massage.

Body Glow on Facebook text 317-855-0595 for booking info

Brandi Tackett

S&B Creations LLC

Website: www.sbcreations4you@gmail.com
Facebook group: S&B Creations LLC
Cell: 765-480-9974 (call or text)

What we do: Custom apparel, graphic design, tumblers, marketing material, laser engraving, keychains, decals, and more.

Danny Shelton

Dumpster rental
www.Russiavillrentals.com
765-867-8104

PLEASE SUPPORT
OUR USW
BROTHERS & SISTERS

Haynes Emergency Response Team (ERT) Volunteers Needed

By Paul Wines



Ask yourself this simple question: **"Have I ever been thrown into a situation where I wish I could have done more to help?"** For example, you were out at one of your kid's ballgames and one of the players was injured and needed help. Or, you were driving to town and came upon an accident. You were the first on the scene, no one else was around, and those involved in the accident were in desperate need of help.

If you say "yes", then we have a great opportunity for you. What we are about to offer you will change your life forever. These classes we offer can be used for all types of incidents that may happen within your lifetime, not only in the plant but outside in the real world. And, if you ever wonder if this is true, we, the ERT members, can give you examples of past members who have saved someone's life when off work.

For 28 years, Haynes International Emergency Response Team has strived to be one of the best emergency response teams within our industry. Each member goes through some of the most rigorous training, which is certified and recognized by the Indiana Emergency Management System (IEMS) and the Indiana Department of Homeland Security. These certifications will be recognized by 49 of the 50 states within the continental United States. So as of right now, The Haynes International Emergency Response Team has started a new campaign to recruit volunteer members to respond to emergency calls within our facility.

I know this sounds a little scary, but as a member myself I can honestly tell you this: we work hard as a team, and we treat every person like family. We support one another in times of need. We help one another through the good times and the bad. And the greatest part is, you will become a part of a larger family.

We are looking for people to become members, to help us answer the call. In the last few years, the number of ERT members has



gone down considerably. How bad do you ask? In 2015, there were 19 to 23 active members, today in 2024, we have only 11 active members.

Our current members are:

Pam Hamilton (Employee Health Nurse) **Christine Watson** (28 years)
Paul Wines (19 years) **Natalie Koon** (19 years) **Jeremy Conaway**
(19 years) **Ken Gregory** **Joshua Manriquez** **Faith Truax** (5 years)
Larry Cunningham **Lisa Bryant** (2 years) **Bobby Thornburgh** (2
years) **Caleb Young** (2 years)

The members of our ERT team take their responsibilities very seriously. Our coworkers are protected by dedicated and committed emergency responders who do what is needed when called upon. Saving lives, protecting the environment, and protecting property, is the motto in which we teach, practice, and live. Trust me, some days are no easy task. We do it willingly and often without recognition.

As you become a member, we will offer you the following:

- The opportunity to make a difference when someone is injured or there is an environmental emergency
- The training to be a resource for questions and feel comfortable performing during a crisis
- HAZMAT (Hazardous Material) Training
- First Aid and CPR Training (State Certified Emergency Medical Responder)
- Certifications with the Indiana Department of Homeland Security (IDHS)
- Tools and Equipment needed to perform the necessary tasks
- Monthly meetings for continuing education
- Support from your peers and Updates within EHS (Emergency Health Services)

As our company grows, our emergency calls have increased. These last few years, we have responded to far more incidents than in years past. When someone is having a heart attack, we are there. When an employee has an accident and is hurt, we are there. We truly need new members to help us help our own.

If you, or someone you may know, is interested in becoming a volunteer member of our Emergency Response Team, please feel free to ask anyone who is a member of the team. They will be more than happy to answer any questions about the team. Or you could just call Pam Hamilton (Employee Health Nurse) at 765-456-6625 or email her at pamilton@haynesintl.com and she will be more than happy to sign you up.

HAYNES EMERGENCY RESPONSE TEAM

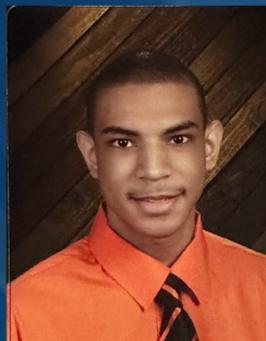
Local 2958 Celebrates Class of 2024



Darrian Story Jr.
Kokomo High School
Son of Darrian Story - WG2



Essence Wiley
Howard University, HBCU
Granddaughter of Kenny Clark -
WG5



Cameron Prevost
Kokomo High School
Son of Renee Prevost - WG5



Kyiah Elmore
Purdue University-Global
Daughter of Keith Elmore - WG5



Megan Bryant
IUK School of Nursing and Allied
Health Professions
Daughter-in-law of Lisa Bryant - WG2



CONGRATULATIONS GRADS!

Congratulations to the families of our members on the graduation of your loved ones from school this year! This milestone reflects your unwavering support, encouragement, and guidance throughout their academic journey. Your dedication to their success has played a crucial role in shaping their achievements. As they step into a new phase of life, your continued support will be instrumental. Here's to celebrating this momentous occasion and wishing your families all the happiness and success ahead!

Customer Praise for Unmatched Excellence & Reliability

By Staff

Rob Knopf, a 35 year veteran hydraulic gate valve engineer at BPMI, commended Haynes and our members for their exceptional products and culture of excellence in a recent letter to Haynes management that was shared with members on the floor. During a visit to our facility, Knopf and his team were impressed by the professionalism, knowledge, and dedication of every employee they met.

Knopf emphasized the importance of Haynes' valve stems, made from HAYNES® 25 alloy (1860), used in hydraulic gate valves across the U.S. Navy's nuclear fleet. "I have never had an issue or problem with one of your stems," Knopf wrote, highlighting their impeccable performance, which is crucial as they must operate flawlessly for the lifespan of the ships they are installed in, because of the impossibility to remove and replace them during the ship's operational period.

Knopf also praised Haynes' STELLITE® 6B alloy (1810) used in the NIMITZ Class nuclear carrier hydraulic gate latch mechanism. These parts ensure the valves stay securely open or shut as needed and have consistently delivered perfect performance.

Throughout his career, Knopf has been BPMI's expert in resolving hydraulic gate valve issues. The reliability of Haynes' products has provided him peace of mind, knowing these critical components have not and will not fail. He concluded by expressing gratitude for meeting those members who forge and process these vital components and his hope to witness the stem forging process in person during a future visit.

He commented that our commitment to excellence and quality in valve stems has made a significant impact on BPMI and US Navy operations, ensuring mission successes worldwide.

The Seven Tests of Just Cause

By Andrew Betzner

Just cause is a set of fundamentals that assess if an employer has a valid reason for charging an employee with discipline. There are 7 principles, or tests, to determine if the actions of an employer are appropriate, follow a fair process, and that the discipline is appropriate. While an arbitrator may determine just cause hasn't been met by an employer failing just one of these tests, another due to severity, may uphold the discipline regardless of one or more conditions not being met. Use it as a barometer that the more failed tests, the more likely it will be decided the employer did not act with just cause.

Fair Notice

The rule must be made known to the employee and the consequences of not complying prior to the infraction. This does not apply to obvious violations such as theft, fighting, insubordination ect. The rule must be clear and not vague such as, "use good judgment" or "maintain a professional demeanor."

Prior Enforcement

The rule must have been consistently enforced. For example, an employer cannot discipline an employee for going a few minutes over on their break when it has previously been allowed without penalty over a period of time and management was aware, or should have been aware of it happening. An employer may "reset" a rule previously ignored by notifying employees they plan on enforcing it in the future.

Due Process

The employer must conduct an interview or investigation in a timely manner before issuing discipline. (Remember, if interviewed, use your Weingarten Rights!)

Substantial Proof

You cannot be disciplined based on rumor, suspicion, or conjecture. Charges must be backed up by credible evidence. The burden of proof that the violation occurred is on management!

Equal Treatment

Employees must receive equal discipline as a comparable employee with similar seniority and discipline record. You may wonder why seniority matters. Look at it this way: say you have an employee who has 30 years, never been in serious trouble but got into an altercation with a peer. On the other hand, imagine an employee who has only been with the company 3 months and already got into an altercation. While the offense is the same, the fact that one employee has proven to have been consistently rule compliant gets special consideration.

Progressive Discipline

The company should use the least amount of discipline in order to prevent a recurrence. Unless egregious, penalties should be gradual (warning, written, suspension, termination.) Employers should avoid using "stale discipline" against you and have penalties drop off over time.

Mitigating and Extenuating Circumstances

The reason why an employee committed the offense is important. Was the action intentional or a mistake? Was the employee honest about the mistake? The December 2023 "Stewarts Corner" has a great example where an otherwise good employee damages a machine in a fit of rage. This person wasn't a bad employee, he was upset over management being aware of, but failing to fix broken equipment. An arbitrator will use information such as this to determine if the employee is redeemable or are they a bad apple.



Next Issue: Labor Day History & Los Barrios Strike 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