



By Willis McCoy
President

Overview of Contract Ratification

After twenty-five meetings spanning twenty-two weeks, the membership demonstrated a record-setting turnout to vote on three tentative agreements.

Ultimately, a new four-year contract was approved on February 5th, 2026.

KEY TOPICS: AWS AND ENHANCED OJT

Alternative Work Schedule (AWS) and Enhanced On-the-Job Training (OJT) have emerged as the most prominent issues following the contract ratification. These topics are new to supervisors and managers, so it will take time to implement the necessary changes effectively. Continued collaboration with management is planned to ensure a smooth transition.

BIOMETRIC SCREENING

The biometric screening process with Anthem has not met expectations. Recognizing these challenges, the company has decided to revert to a new company. Further information about the transition and process will be shared as it becomes available.

GRIEVANCES AND ARBITRATIONS

Since the contract ratification, there has been an increase in write-ups and grievances, particularly concerning the following rules: Rule 36 (refusal or failure to work), Rule 38 (abusive language), Rule 32 (loafing), Rule 27 (repeated violation of rules),

Rule 44 (tardiness), Rule 41 (chronic absence), Rule 24 (violation of safety rules), Rule 17 (sleeping), and Rule 20 (improper job performance).

In arbitration, two cases were resolved successfully, with both employees being reinstated and made whole. These outcomes were made possible by extensions during contract negotiations.

REMINDER, THE LAST SUNDAY IN JUNE IS THE GOLDEN LODGE PICNIC

Sunday, June 28



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STAY ON THE SUNNY SIDE OF LIFE

your **USW** dues dollar: the **BEST** INVESTMENT

44¢ TO YOUR LOCAL UNION

When a group of workers joins the Steelworkers, a new Local Union is formed or the group joins an existing Local. This Local elects its own officers and runs its own affairs. Almost half of every dollar paid in dues* – 44% – comes back to the Local Union so that it helps pay for:

- Administration of Local Union Affairs;
- Collective Bargaining;
- Member Education Programs;
- Arbitration; and
- Sending delegates to important conferences and International Union Constitutional Conventions.

It's clear that the Local Union is the mainstay of the whole organization. And so, a large part of your dues dollar goes toward keeping the Local Union active and effective.

Your Local Union spends its money according to your priorities. Financial controls ensure that the membership oversees all spending. Local Union books are audited regularly. So are the books of the entire union. In addition, the International Secretary-Treasurer issues an audited public report to the Local Unions each year. And all of this financial information is available to you.

1¢ TO POLITICAL AND LEGISLATIVE ACTION

The USW takes a stand on governmental policies that affect working people, their jobs, their economic security, their retirement and issues of social justice. One cent of each dues dollar* helps promote pro-worker political action.

3¢ TO ORGANIZING

Just as you are now considering Steelworkers membership, other workers across North America want the same chance. To bring the benefits of the Steelworkers to new members, 3% of each dues dollar* (in addition to 2 cents per hour) pays for the resources needed to keep the Steelworkers growing in all sectors of the U.S. and Canada.

1¢ TO EDUCATION

The workplace is changing rapidly and our members need the skills to properly take care of their interests. That's why the Steelworkers offer the most extensive education program of any union. Courses on collective bargaining, labor law, Local Union leadership, health and safety, human rights, women's issues, and many other topics are available to all members. A 1% share of each dues dollar* supports this vital activity.

44¢ TO THE INTERNATIONAL UNION

This share funds the general operations of the union both in the United States and Canada. It supports specialized departments in the union like Corporate Research; Legal; Health, Safety and Environment; Education; Rapid Response; etc. These departments provide:

- The strength and resources of an international union capable of taking on the global corporations;
- Protection for Local Unions to maintain their autonomy, to set their own priorities and make their own decisions;
- Copies of USW@Work to keep you up-to-date on union developments;
- Expertise and advice on legal issues, arbitration, negotiations, public relations, education, health and safety, research and assistance; and;
- Trained full-time representatives to help Local Unions with bargaining, arbitration and other matters.

7¢ TO THE STRIKE AND DEFENSE FUND

A healthy Strike and Defense Fund means a strong union. As one of the largest unions in the U.S., it's essential that we keep this fund well supplied. With 7% of your dues money* plus .15% of gross earnings going into the fund, we are confident that we can keep it healthy. The fund currently exceeds \$150 million.

At the bargaining table, an ample strike fund gives us more influence and respect. Companies know we have money behind us and they know they have to consider our proposals seriously. Because of this strength, 98% of our collective agreements are settled without a strike. But, if a strike can't be avoided, and you vote to strike, the fund helps our members get by while negotiations continue. It's comforting to know that although strikes in the Steelworkers are rare, the Strike and Defense Fund is there if the need arises.

This fund is also for the Defense of our members' collective bargaining agreements. The USW is well known for its long-standing commitment to resisting employer abuse. A primary way the USW does this is through "strategic campaigns." These are generally initiated when an employer strongly resists reaching a labor agreement. The USW Strike and Defense fund helps the Strategic Campaigns Department involve an organized and mobilized membership to intervene in an employer's key relationships in order to generate pressure on them to act fairly and reasonably.

Note: *Refers to dues of 1.3% of gross earnings. Additional amounts are directed to the Organizing Fund and Strike and Defense Fund. See outside flaps of this brochure for further explanation.

What do Dues do?

Every dollar we pay in Union dues is split into six categories

- * 44 cents goes directly to your Local Union. This money is used for the administration of local Union affairs, collective bargaining, arbitrations and sending delegates to training conferences.
- * 1 cent is directed to Political and Legislative Action. The USW takes a stand on government policies that affect working people, their jobs, their retirement and on social justice issues.
- * 3 cents is designated to Organizing. This money is used to bring the benefits of the Steelworkers membership to other workers across North America.
- * 1 cent is used for Education. The USW offers courses on collective bargaining, labor law, Union leadership, human rights and health and safety.
- * 7 cents is spent on the Strike and Defense Fund. A healthy Strike and Defense Fund means a strong Union. An ample strike fund gives negotiators a edge in collective bargaining. The defense fund is used to resist employer abuse of existing contracts.
- * 44 cents goes to the International Union. This share funds the general operation of the Union. It supports specialized departments like Corporate Research, Legal, Health Safety and Environment, Education and Rapid Response. These departments provide our local Unions with trained full-time representatives to help with bargaining, arbitrations and other matters.

Dues are set democratically at the Constitutional Convention by delegates from local Unions. As a Union member you help to oversee how our dues are set and how they are administered.

Understanding Vacation Pay

By Bryan Weller

HSP Negotiator

When it comes to vacation, many of us want more of it but few of us understand how our vacation pays and time is calculated.

Your vacation pay is connected to your years of service.

121 working days to 3 years pays 2%.

3 years to 7 years pays 4%.

7 years to 14 years pays 6%.

14 years to 21 years pays 8%.

21 years and over, pays 10%.



Your vacation pay is calculated by taking your total wages paid for hours worked during the 26 pay periods running from May 31 to May 31 and multiplying that number by the percentage you are at based on your years of service.

For example, Old Timer Tim has 24 years of service and made \$75,000 for hours worked from May 31st, 2025, to May 31st, 2026. His vacation pay for vacation year July 1, 2026, to July 1, 2027, is \$7,500 ($\$75,000 \times 10\%$).

Newer employee Nancy has 2 years of service and made \$50,000 from May 31st, 2025, to May 31st, 2026. Her vacation pay for vacation year July 1, 2026, to July 1, 2027, is \$1,000 ($\$50,000 \times 2\%$).

Your vacation allowance (time off) is also based on your years of service.

121 working days to 3 years gives you 1 week (40 hours)

3 years to 7 years gives you 2 weeks (80 hours)

7 years to 14 years gives you 3 weeks (120 hours)

14 years to 21 years gives you 4 weeks (160 hours)

21 years and over gives you 5 weeks (200 hours)

The benefit of vacation pay being calculated via percentages is the higher your hourly rate is, the higher your vacation pay will be.

With a 5% raise in February and another 5% coming in September, vacation pay is climbing quickly!

While this does not cover every detail of vacation pay, this is a good start. ***Safe Travels Everyone!***



GOLDEN LODGE NEWS

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Editor's footnote:

We asked Mr. Weller to explain a topic that was in our Basic Labor Agreement (BLA). There could be some items in the new contract that may be confusing for some of our Brothers and Sisters. If you think of a topic that needs to be explained better, let us know about it. We would be happy to hear about any subjects that need cleared up.

Say Hello to our New Wellness Platform: WellRight

The Metallus Benefits Department is introducing a new wellness platform called WellRight. You will have access to WellRight beginning March 2nd.

WellRight makes it easier than ever to track and complete your required activities along with offering an expanded education library to customize your wellness journey!

Access to Anthem MyRewards was disabled on 1/1/26, no activities have been logged this year.

The requirements are staying the same:

Employees and their eligible spouse will each need to complete the following two activities:

Biometric Screening and the Online Health Risk Assessment

Employees and their spouse who complete both activities will earn their deductible waiver for 2027.

There will no longer be a paper form for your doctor to complete for your biometric screening.

Simply enter the date you completed your screening and check the box confirming it was completed this year within WellRight.

The deadline for this has been extended to **December 15, 2026**, to complete your activities and earn your deductible waiver for 2027.

Postcards with a registration link will be mailed to homes in April or:

You can use the following instructions to register now:

1. Go to metallus.wellright.com

* Click “Register” within the login box.

2. Select Your Role

* Select whether you are the “Employee” or “Family member” and click “Continue.”

3. Enter Your Email & Employee ID

* Enter your employee AIN (found on the back of your ID badge) and your preferred email.

4. Check Your Inbox

* Open the “Email Verification” email and

click the link to verify your account.

5. Registration

* Your information will be pre-populated for you. Review your information to ensure it is correct and click “Continue.”

6. Create Password & Activate

* Create a password that matches the listed criteria.

* Read and agree with the terms and conditions listed within the Privacy Policy and Terms of Use.

* Click “Register” to continue.

7. Welcome

* Complete your profile or choose to skip it. You can always add this information later via your Account Settings.

From the mobile app:

1. Use Company Code: Metallus

2. Follow steps 2-7 above.

* Eligible Spouses will need to create their own account using the steps below:

1. Go to metallus.wellright.com

* Click “Register” within the login box.

2. Select Your Role

* Select “Family member” (spouse) and click “Continue.”

3. Match Your Account

* Spouses: Enter the email your employee used to register, then enter *your desired email* (they must be different).

4. Check Your Inbox

* Open the “Email Verification” email and click the link to verify your account.

5. Registration

* Your information will be pre-populated for you. Review your information to ensure it is correct and click “Continue.”

6. Create Password & Activate

- * Create a password that matches the listed criteria.
- * Read and agree with the terms and conditions listed within the Privacy Policy and Terms of Use.
- * Click "Register" to continue.

7. Welcome

* Complete your profile or choose to skip it. You can always add this information later via your Account Settings.



DISTRICT 1

SCHOLARSHIPS

Sponsored by
District 1 Women of Steel

For 2026 there are four (4) scholarships to be awarded on a lottery basis to 2026 high school graduates:

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

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

See **APPLICATION AND RULES** for complete information.

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

Application Deadline: Friday, June 26, 2026 (before 3:00 p.m.)

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



IN MEMORIAM

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

GUY B. SNYDER, JR., Age 84, Dept. 68, passed away December 16th, 2025. Brother Snyder joined the Union in 1959 and retired in 1999.

CHRISTIAN WALTON, Age 77, Dept. 753, passed away December 16th, 2025. Brother Walton joined the Union in 1974 and retired in 2005.

RICHARD G. BELLAMY, Age 83, Dept. 72, passed away December 19th, 2025. Brother Bellamy joined the Union in 1964 and retired in 1999.

IVA J. IRWIN, Age 93, Dept. 75, passed away December 22nd, 2025. Sister Irwin joined the Union in 1969 and retired in 1985.

RONALD D. HAAS, Age 84, Dept. 66, passed away December 26th, 2025. Brother Haas joined the Union in 1962 and retired in 2001.

SHIRLEY J. MONFORT, Age 91, Dept. 79, passed away December 26th, 2025. Sister Monfort joined the Union in 1964 and retired in 1996.

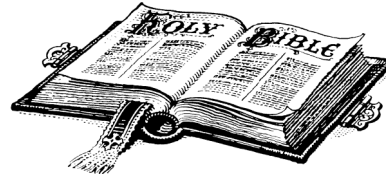
WALTER H. TIDENBERG, Age 82, Dept. 129, passed away January 2nd, 2026. Brother Tidenberg joined the Union in 1966 and retired in 1999.

LOUIS J. SARACHENE, Age 80, Dept. 82, passed away January 8th, 2026. Brother Sarachene joined the Union in 1964 and retired in 2000.

PAUL R. DAILY, JR., Age 86, Dept. 68, passed away February 7th, 2026. Brother Daily joined the Union in 1962 and retired in 1992.

RAY P. DEIBEL, Age 82, Dept. 09, passed away February 9th, 2026. Brother Deibel joined the Union in 1965 and retired in 2000.

CALVIN L. DAVIS, Age 65, Dept. 132, passed away February 10th, 2026. Brother Davis joined the Union in 1978 and Retired in 2009.



PAUL MELNICHENKO, Age 94, Dept. 199, passed away February 13th, 2026. Brother Melnichenko joined the Union in 1952 and retired in 1990.

DONALD SHOOK, Age 73, Dept. 283, passed away February 13th, 2026. Brother Shook joined the Union in 1973 and retired in 2006.

RONALD K. HEGNAUER, Age 77, Dept. 79, passed away February 20th, 2026. Brother Hegnauer joined the Union in 1968 and retired in 2004.

GEORGE H. TOMBOW, Age 89, Dept. 60, passed away February 20th, 2026. Brother Tombow joined the Union in 1965 and retired in 1998.

LARRY L. MORRIS, Age 79, Dept. 73, passed away February 23, 2026. Brother Morris joined the Union in 1966 and retired in 2001.

DEATH LEAVES A HEARTACHE
NO ONE CAN HEAL
LOVE LEAVES A MEMORY
NO ONE CAN STEAL



Calling all golfers!

The Golden Lodge Tuesday Evening Golf League has openings for individuals and two-man teams. The league will start in April at the Wilkshire Golf Course!
Call Chris Yacono - 330.323.7754



Join us, Tuesday, April 28, 2026, 1:30 pm - 2:30 pm at The Golden Lodge

We will be having a Workers' Memorial Day Ceremony on April 28th starting 1:30 pm at the Hall. Everyone is welcome. This is to remember those who lost their lives while at work or later due to an occupational disease or health conditions. We will be honoring our injured and fallen workers.



Coming Events

Steward Classes

2nd Wednesday of the month
9:00 am / 4:30 pm

Regular Union Meetings

3rd Wednesday of the month
4:30 pm

April 3*

Good Friday

April 28

Workers' Memorial Ceremony
1:30-2:30 Golden Lodge

May 25*

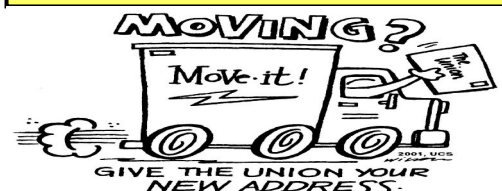
Memorial Day

**Union negotiated benefit*

Recent Retirees

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

Daniel Saunders	Donald Schnegg
Michael Branch	Daniel Jovingo
Matthew Knepp	Steve Cobedesh
Michael Wilcox	James Breedlove
Todd McMullen	Diana Sibila
Micah Bowden	Patricia Grinter
Carl Schmucker	Ronald Kulick
Timothy Brocious	Michael Frieden
Denise Scassa	Noah Simons
Joseph Erwin	Alvy Thomas, Jr.
Keith Conley	George Peters III
Anthony McKinney	



New Leaders Take Helm of USW

(Pittsburgh) – The United Steelworkers (USW) union installed a historic slate of leaders today, led by new International President Roxanne Brown, the 10th leader of North America’s largest industrial union since its founding in 1942.

Elected last fall, Brown replaces David McCall, who did not seek reelection after serving as the USW’s international president since September 2023. Brown is the first woman and the first person of color to lead the union.

“Working people are at a crossroads in this country,” Brown said following a swearing-in ceremony at the Sheraton Hotel ballroom in Pittsburgh’s Station Square attended by about 1,000 rank-and-file Steelworkers and guests. “Too many families keep working harder but are forced to settle for less because of the greed and indifference of Wall Street, corporate America, and the politicians who do their bidding.

“It’s our job in the labor movement to meet that moment – to organize, to educate, and to lead the fight for real economic justice,” Brown said. “Workers are hungry for real and lasting change, and our union stands ready to help them deliver it.”

Born in Kingston, Jamaica, and raised in White Plains, N.Y., Brown has been a USW member for 27 years and has served as USW international vice president since 2019. Amber Miller, who led the union’s Rapid Response grassroots education and legislative program since 2019, was sworn in alongside Brown to serve as an international vice president.

Also taking office March 1 for four-year terms were USW International Secretary-Treasurer Myles Sullivan, National Director for Canada Marty Warren and International Vice Presidents Emil Ramirez, Kevin Mapp and Luis Mendoza.

Twelve district directors also began new terms, including Donnie Blatt of District 1, Scott Lunny of District 3, David M. Wasiura of District 4, Nicolas Lapierre of District 5, Kevon Stewart of District 6, Michael R. Millsap of District 7, Larry Ray of District 8, Daniel Flippo of District 9, Bernie Hall of District 10, Cathy Drummond of District 11, Gaylan Z. Prescott of District 12, and Larry Burchfield of District 13.

McCall, a USW member since the age of 18, said there was nobody more prepared than Brown to lead the union into the future.

“I couldn’t be more proud or more excited to see Roxanne Brown take the helm of this great union,” he said. “She brings integrity, skill, knowledge, toughness and empathy to the job. She will represent the members of this union well.”

For more information about the USW’s new leadership, visit: usw.org/about/leadership/.

The USW represents 850,000 workers employed in metals, mining, pulp and paper, rubber, chemicals, glass, auto supply and the energy-producing industries, along with a growing number of workers in health care, public sector, higher education, tech and service occupations.



Retiring USW president Dave McCall swears in new USW president Roxanne Brown. USW District 1 Director Donnie Blatt looks on.