

USW LOCAL 2958'S NEWSLETTER

# FORGED TOGETHER

**NEW  
DESIGN**  
TAKE A LOOK



Inside This Edition:

**WHO WILL TAKE  
THE FLAG?**

**CHRISTMAS  
COVERAGE**

**WOMEN OF STEEL  
FUNDRAISER  
SUCCESS**

*January / February 2026*

**1912 BREAD &  
ROSES STRIKE**

**RETIREMENT  
ANNOUNCEMENTS**

**LINDEN HALL  
TRAINING REPORT**

UNITED STEELWORKERS

**USW**  
UNITY AND STRENGTH FOR WORKERS

*Union Hall*  
**CLOSED**

*Happy New Year*  
 JANUARY 1

*PRESIDENTS DAY*  
 FEBRUARY 17

*MLK DAY*  
 JANUARY 19

**UPCOMING EVENTS**

6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

**Forged Together Newsletter Feedback**

**READER SURVEY**

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)

**SCAN HERE**

**UNITED STEELWORKERS**  
**NEXT GEN**

JANUARY 3  
 1:00PM

**UNITED STEELWORKERS**  
**NEXT GEN**

FEBRUARY 7  
 1:00PM

**UNITED STEELWORKERS**  
**WOS**  
 WOMEN OF STEEL

JANUARY 15  
 1:00PM

**UNITED STEELWORKERS**  
**WOS**  
 WOMEN OF STEEL

FEBRUARY 20  
 1:00PM

**ARMED FORCES VETERAN**  
 UNITED STEELWORKERS LOCAL 2958

As a token of appreciation, all our USW Local 2958 Veterans should have received a car coaster and hardhat sticker. *If you did not get one, please contact the union hall, or Vets of Steel Coordinator Jim Elliott*

**THANK YOU FOR YOUR SERVICE**  
 UNITED STEELWORKERS LOCAL 2958

**MONTHLY MEETING**

JANUARY 22  
 7:30AM  
 1:00PM  
 3:30PM

**MONTHLY MEETING**

FEBRUARY 19  
 7:30AM  
 1:00PM  
 3:30PM



Communications Team:  
 Zach Keller, Andrew Betzner, & Paul Reehling

Contributors: Brittanie Forsthoffer, Kurtis Cox, Eric Gibson, Paul Wines, & Joe Fields

# MEMBER SPOTLIGHT

**DAVID HUNT**  
WORK GROUP 8 - MEMBER SINCE 2015



## KEEPING THE LIGHTS ON AND THE BOOKS BALANCED - CURRENT, CONNECTED, AND COMMITTED

CLOCK NUMBER - 26910

SHIFT - 3RD



**Tell us about yourself. What are your passions and interests outside of your job?**

I enjoy being outdoors, whether I'm hunting, fishing, or attending my daughter's sporting events.



**What's something people would be surprised to learn about you? One word friends would use to describe you?**

I think this answer could vary depending on how well you know me, but for someone who just met me, maybe the fact that I have jumped out of an airplane...Twice! I think my closest friends would describe me as "Loyal". I have a fairly large group of friends, and the majority of that group; our friendships go back decades.



**What's one thing you think we do really well as a group? What advice would you give someone on how to find pride in what they do?**

I feel that we always keep things collaborative and open. Everyone is given the opportunity to ask questions and provide input. This kind of openness makes teamwork smoother and keeps the union connected. Give yourself credit for the small victories, even if they seem insignificant, and do things with intention, not for completion. Focus on the "why" behind what you are trying to accomplish.



**What's a tradition, joke, or routine at work that always lifts your mood?**

Going Home!!! HaHa There are plenty of stories that get repeated from my time in the melt shop, as well as my time in the apprenticeship, which always seem to lift my mood.



**What's something you've learned at work or in life that changed how you think?**

I spent a lot of time in thought on this question and really kept coming back to one unfortunate reality. Since earning my journeyman card and getting into maintenance my feelings and the way I think about work/life balance have really changed. Once someone or something takes the choice away from you about what family functions or your kids' events you can or cannot attend, it really opens your eyes to what really matters in life. Being able to feel achievement and well-being in my personal life seems nearly impossible anymore.



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

This may sound cliché, but understand "You are the union." It's not the president or your committeeman; it's all of us collectively.

**DAVID IS AN ELECTRICIAN JOURNEYMAN AND OUR LOCAL'S TREASURER**



LOCAL UNION SPOTLIGHT →

# ADULT CHRISTMAS - KRIS KRINGLE JINGLE MINGLE



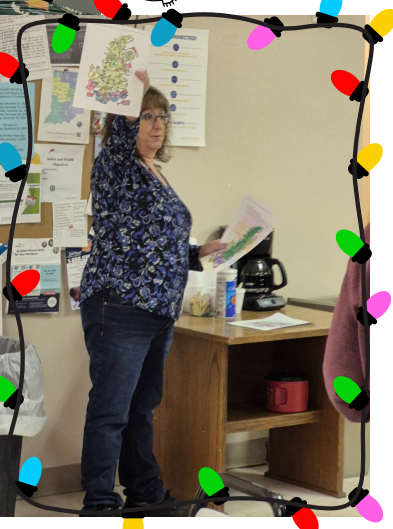
Big Thanks go out to the Christmas Party Committee:  
  
Katt McNeil (Chair), Danny Acord, Yolonda Mote, Ashley Johnson, Kenny Clark, & Henry Young





LOCAL UNION NEWS

# KIDS CHRISTMAS PARTY



On December 13th the weather outside was indeed frightful with temperatures reaching negative digits. Instead of a fire so delightful, members of 2958 were greeted with sweets and gifts at this year's children's Christmas party.

Once again 2958's office secretary Jenn Bess, stretched every dollar to the max ensuring everyone had a great time.

Children in attendance left with bellies full of cookies, and their arms full with toys such as full sized dolls, elaborate coloring sets, and I even saw a small remote control helicopter. The kids coloring contest was a success with too many entries to count. Past favorites Mr and Mrs Claus were on site.

This year brought the addition of a photo printer to capture and frame their meeting with Santa. Jenn hinted next year might include food other than snacks such as hotdogs. If you missed the chance to attend, be sure to stay off Santa's naughty list by paying your dues and keep a look out for flyers this time next year!!



ARTICLE BY  
ZACXH KELLER

UNION EDUCATION SPOTLIGHT

# COLLABORATION AND NEGOTIATION TRAINING: LESSONS WE CAN'T FORGET

On a recent excursion to Linden Hall (the training home of USW District 7), I spent a day in union skills training. We covered a lot of ground: public speaking, mental health, and note-taking. But the part that really hit home for me was a game called 'Win As Much As You Can.'

At first the game looked easy. Each group had to pick X or Y over ten rounds. If everyone picked Y, we all won a dollar. If some picked X, those teams could win more, but the others would lose.

Here's the thing. If every group had stuck with Y the whole time, we would have walked away with one hundred dollars in real money. The facilitator told us afterward that it could have been good beer money. Instead we walked away with nothing.

### How the Game Went

In the first rounds people tried to cooperate. But it didn't last. Some teams stopped trusting each other. Some lied during the short negotiations we had. Others focused only on their own score. When the bonus rounds came, where points were worth three, five, and even ten times more, the lack of trust showed.

*Additional*  
**TRAINING TAKEAWAYS**  
Facilitator Elizabeth Carter of USW Local 7600

Public Speaking	Mental Health	Note Taking
<p>We talked about filler words like "uh" and "um." I realized how much those little things weaken how we sound.</p>	<p>Talked about how union work wears on us. Frustration &amp; burnout are real, &amp; we need ways to take care of ourselves.</p>	<p>Writing things down matters. If we don't capture the exact intent of the language, it can come back to hurt later.</p>

By the end most groups had lost points. We didn't just miss the big win, we left frustrated. In the debrief people used words like "bullshit," "cutthroat," and "liars." Nobody felt proud of how it ended.

### What It Meant

It wasn't just a game. It was a lesson about bargaining. The truth is, when one group looks out only for themselves, the whole union loses. And when we fight among ourselves, management gets stronger.

The facilitator said it plainly. In bargaining, we have to be for everybody, not just for our own shop or our own friends. If we let division creep in, we lose power. If we stick together, we gain it.

### What I Took Away

Walking out of the training, I kept thinking about that X and Y game. We could have had one hundred

dollars in our pockets if we had trusted each other. Instead we left empty handed.

That's exactly what can happen in bargaining. Short term wins for one group don't mean much if the whole union loses. The only way forward is solidarity. We have to listen, trust, and think about the bigger picture. The "X/Y" game proved that short-term wins mean nothing if the group loses. Solidarity isn't just a slogan, it's the difference between walking away with \$100 or walking away empty-handed.

So here's the takeaway: the next time we're at the table, or even in a local discussion, we need to ask ourselves: am I thinking just about me, or am I thinking about all of us? Because in the end, the only way we win is if we win together.





ARTICLE BY  
ANDREW BETZNER

## LOCAL UNION SPOTLIGHT

# WHO WILL CARRY THE FLAG?

The best intentions, the greatest ideas, and relentless motivation -all for nothing if people don't understand the "why." As many of you have mentioned, our local has made great strides in the last few years to improve communication. This newsletter has been one piece of that and I'm proud to be a part of it. One of the core messages we've advanced is the need for more involvement.

We've dabbled around the edges with some reasons why. We're better when all voices are heard, the importance of community, new voices equal new ideas -all valid reasons. I think the disconnect with some is they're a little too abstract, or not concerning enough for those who largely check in at contract time. I won't bore you with another attempt at rehashing items regarding morality and inclusion. If that approach worked I wouldn't be writing this. I'd like to offer a clearer, more tangible reason behind all of this.

The officers are all old, well half of them anyways. I don't say this to discredit anyone who's older, I say it as second only to hearing more voices. The reason most given for the push is this: it is their last term. Will someone step up to fill their role? Maybe. Any willing warm body is a very low bar for someone who is going to be making decisions



“ EVERY HAT TELLS A STORY, BUT THE NEXT CHAPTER NEEDS NEW PEOPLE WILLING TO WEAR THEM.”

regarding you and your family's future. I'll remind you of a story I was told that happened before my time working here. It is regarding the exodus of skilled trades and the knowledge the company failed to transfer to the new generation. They were warned they needed to open apprenticeships before they left. They failed to listen and decades of knowledge went with them. We cannot afford to make the same mistakes they did.

Labor law is complex. One mistake in representation can put our money at risk of a lawsuit. One oversight in

financial reporting can lead to huge problems with the government. A contract is only as good as you can properly enforce it. I spent an entire week last year on just the basics of grievance handling and I still have a lot to learn. International and our local take education seriously so people will know what they're doing before they're in the role. This requires people to get involved and learn before the need arises.

We don't even need to look into the future to see the shortage of people involved. While we have made a noticeable effort, there are still

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vacant assistant committeeperson spots. Ask yourself, would you rather have representation on the floor you can walk right up to, or play phone tag trying to pry info from the off-shift? While less of a problem for officer spots, how many committeeperson races were contested? One? How many of those people are enthusiastic about the role, or just doing it because no one else will?

People are spread thin. Let's take Jim Elliott, for example. He's a rockstar, but his hats include Trustee, Assistant Committeeperson, Rapid Response Coordinator, Head of Veterans of Steel, and EAP rep. Zach Keller, Recording Secretary, Alternate Committeeperson, Newsletter Editor, and Website Webmaster. Multiple people serving multiple roles.

This last point is extremely important: none of it is to shame you. You are not a bad person if you don't get involved. Your time is limited, you might not have the skillset, you might not give a shit enough to get involved - all valid reasons. We say this because someone has to. The situation isn't dire, but we need to always be planning ahead. Not just to find warm bodies, but those who are informed. Involvement and engagement during the few weeks of contract time is great, but contract enforcement and the day-to-day obligations of the union go on 365 days a year. We need those people who give a shit enough to keep this going. Why not you?



# METAL MAYHEM

LOCAL 2958'S EDITORIAL  
CARTOON FEATURE



Maury: "The test results are in ... and they say you should've retired three years ago."



**SOLIDARITY  
FRIDAY!!**



WEAR YOUR UNION SHIRTS ON FRIDAY'S!! SHOW MANAGEMENT THAT WE STAND AS ONE ON ISSUES THAT AFFECT ALL WORKERS. SHOW THEM THE POWER OF THE PEOPLE!!

## Raffle Results

**November 2025**

**Troy Johns**

*(\$500 Gift Card Winner!! He attended!)*



**December 2025**

**Melynda Goode**

*(not present, prize rolled over)*



"MAKE THE SCENE, AND MAYBE LEAVE WITH SOME GREEN"



ARTICLE BY:  
BRITTANIE  
FORSTHOFFER

### LOCAL COMMITTEE REPORT

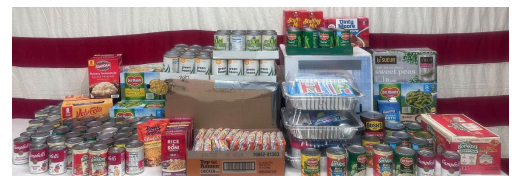
# WOMEN OF STEEL: BLANKET DRIVE SUCCESS

WOMEN OF STEEL



LOCAL 2958

I am absolutely AMAZED at the generosity of our members! We were able to donate 4 hats, 4 pairs of gloves, 4 pairs of thick socks, 4 sleeping bags, 17 coats, 63 blankets, an abundance of non-perishables, & \$400 in cash donations! For those that don't know, the [Helping Our Homies](#) organization helps our homeless neighbors with things like meals, clothing, warm items, & resources to get them off the streets! They serve meals on Wednesdays at 4:30 at the farmers market when the weather is above 32 degrees and are always needing volunteers to help with this if anyone would be interested!



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The Women of Steel also had a very successful Bake Sale to raise funds as well as a gift exchange at the December meeting. Kudos to everyone that participated!!



ARTICLE BY:  
PAUL REEHLING

**UNION HISTORY SPOTLIGHT:**

# BREAD AND ROSES STRIKE OF 1912



In the middle of the winter of 1912, the textile mills of Lawrence, Massachusetts went on strike. The “Bread and Roses” Textile Strike not only changed the course of the city’s history but also drew attention to the hardships of immigrant workers.

The city’s textile mills employed thousands, many of which were recent immigrants from Southern and Eastern Europe. For these workers, long hours, meager pay, and unsafe workplaces were the norm. Six-day workweeks left little time for rest, and poor ventilation made the air almost unbreathable. Despite the mills’ prosperity, workers and their families often lived in poverty.

In January 1912, when a new state law reduced the maximum workweek for women and children from 56 to 54 hours. Mill owners cut wages along with the hours. For families already scraping by, this small decrease made a big difference. On January 11, a group of Polish women at the Everett Mill discovered their pay had been lowered and promptly walked out. Word spread rapidly. By day’s end, thousands had joined them. Over 20,000 workers from more than 40 nationalities took to the streets.

The Industrial Workers of the World (IWW) stepped in to help coordinate the strike. Leaders like Joseph Ettor and Arturo Giovannitti called for unity across the lines of nationality and language. Their rallying cry “Bread and Roses” captured the workers’ demands for fair wages and a better quality of life.





ARTICLE BY:  
ZACH KELLER

**UNION SPOTLIGHT:**

# NEW HIRES 101: HOW TO GIVE ROOKIES THE UNION ORIENTATION THEY DESERVE

*Editorial Note: Reprint from March 2024 issue: with multiple new hires, we felt this article was worth a revisit.*

As new hires take to the floor and begin their journey with us, it's important to highlight the important educational role that we as "experienced" brothers and sisters play. As the "face of the union," to new members, we serve as a resource for them to learn about their rights and benefits they receive under our collective bargaining agreement after their 120-day probationary period.

We should proactively reach out to new members to educate them on contract provisions like seniority, healthcare, grievance procedures, etc. Don't wait for them to come to you. Check in frequently at first to see if they have questions. Be patient, though, as a new member and employee, they can have a steep learning curve. Explain whom they can go to for help with tasks, equipment issues, schedule changes, etc. Point out people, such as Committeepersons and EAP representatives, so they can get the help they need. An informed membership is a powerful and effective unit.

You can also admit if you don't know the answer to a question, but commit to following up once you get more information or sending it to someone who does. This shows everyone that we're all on the same team.

We should all endeavor to make them feel comfortable approaching us. Building trust takes time. Education though, should go both ways. We learn from every interaction. Serving as a resource to new hires empowers everyone and builds loyalty.

Providing members with knowledge gives the union strength at the bargaining table and on the shop floor.



HONORING THE BROTHERS & SISTERS WHO BUILT THIS PLACE AND NOW MOVE INTO WELL-EARNED RETIREMENT.

*Bud Labig*  
WG 6 - Clock # 25296  
35 years of service

*John Ousley*  
WG 5 - Clock # 25334  
31 years of service

*Jeff Ailor*  
WG 5 - Clock # 25202  
30 years of service

*Terry Stout*  
WG 6 - Clock # 25722  
28 years of service

*Scott Roudebush*  
WG 11 - Clock # 26006  
24 years of service

*Tammy Avery*  
WG 6 - Clock # 26332  
17 years of service

*Larry Cunningham*  
WG 6 - Clock # 26492  
14 years of service

