

USW LOCAL 2958'S NEWSLETTER

FORGED TOGETHER



Inside This Edition:

**CONTRACT -
HALFWAY THERE**

**WHERE HAYNES
IS HEADED**

**A PENSION FOR
YOUR THOUGHTS**

March / April 2026

**CIRCLE CITY ABA
ORGANIZES**

**SPORTS
OFFICIATING UNIONS**

GRAD SUBMISSION

UNITED STEELWORKERS
USW
UNITY AND STRENGTH FOR WORKERS

Union Hall
CLOSED
Good Friday
 APRIL 3

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		



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

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, side hustles you want to promote, questions for officers, useful information, or even to volunteer, e-mail us at: usw2958news@gmail.com

SCAN HERE

UNITED STEELWORKERS NEXT GEN

MARCH 7
 1:00PM

UNITED STEELWORKERS NEXT GEN

APRIL 4
 1:00PM

MONTHLY MEETING

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

UNITED STEELWORKERS WOS WOMEN OF STEEL

APRIL 18
 1:00PM

DAD JOKE

Q: What word is shorter when you add two letter?

A: Short 😂 HA HA HA

Send your "Dad Jokes" to us at usw2958news@gmail.com and maybe you'll see it in the next issue!

UNITED STEELWORKERS WOS WOMEN OF STEEL

MARCH 21
 1:00PM

MONTHLY MEETING

APRIL 21
 7:30AM
 1:00PM
 3:30PM

MEMBER SPOTLIGHT

BRITTANIE FORSTHOFFER →
WORK GROUP 2 - MEMBER SINCE 2022

**FOCUSED ON THE JOB,
COMMITTED TO THE PEOPLE - FROM
COILS TO COMMUNITY WORK**

**CLOCK NUMBER - 27595
SHIFT - 2ND**



Q

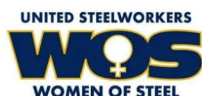
It's been a little over 6 months since you and Lisa Bryant took over Women of Steel. What has surprised you the most about this experience?

I would say participation, both in a positive and negative way. We have a great group of women who regularly attend meetings, and while I consider those women a blessing the lack of participation as a whole has been a little disappointing. But I am hopeful that participation will increase this year.

Q

Which WOS event has been your favorite so far?

My favorite WOS event so far has of course been the paint & sip event! It was just such a fun night of sisterhood & solidarity!



Q

With working full time, managing WOS, and raising 4 children, what does free time look like for you? What would you do if you had more of it?

Free time? Moms are allowed to have that? Honestly I don't have a lot but when I do it's usually spent playing games or watching movies with my kids. When I do have free time to myself I enjoy crafting, reading, & going to any store by myself & walking around with no time limit!

Q

You read 418 books last year. What is your reading goal for 2026 and which book do you find yourself revisiting most?

I feel like it's cheating to say I read that many books because I actually listened to audiobooks, & at 2x speed at that, but as someone with ADHD I'm a multitasker so it's just easier to be able to listen to them while I'm cleaning the house or driving. This year I only set

my reading goal to 200 because I plan on reading more physical books this year. As far as revisiting I rarely re-read books and it's so hard to pick a favorite but the Crenshaw Kings series by Shvonne Latrice had me in an absolute chokehold!

Q

What advice would you give to the newer members of our union?

Get involved, plain & simple. There are a lot of great committees like Women of Steel and Next Gen that you can get involved in. Ask your union rep how! Also allow yourself to form your own opinions about the union & don't let the negative talk on the floor discourage you from getting involved. Unfortunately there will always be a handful of people who want to bring down others, but don't let them! We have a lot of great union brothers & sisters, get to know them. We're the next generation & we have to lead it one day, why not start now?



ARTICLE BY
JOE FIELDS

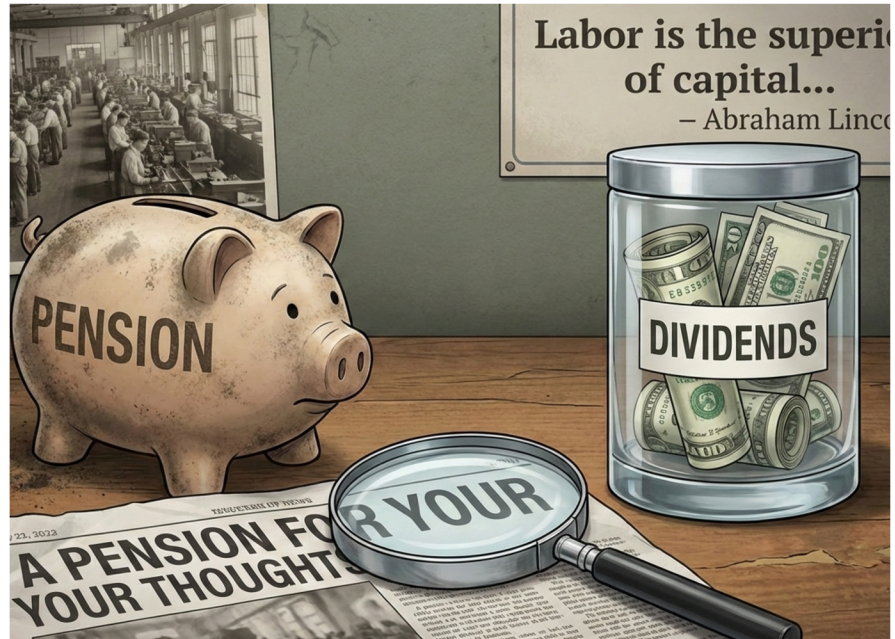
LOCAL UNION VIEWPOINTS:

A PENSION FOR YOUR THOUGHTS

A couple of months ago, I was chatting with someone who brought up pensions, and they made a pretty interesting point. They suggested the union should stop telling new hires that fighting for a pension is even a possibility. As someone who doesn't have a pension and remembers what was said during my orientation, I totally understand that sentiment. With another group of new hires on the floor and nearly 20 years since the pension plan was frozen, the idea of a pension truly feels like it belongs to a different era.

But why should we surrender the idea of a secure retirement? Why should we accept that after dedicating 30 or 40 years of our lives to a company, we could be left without any support for a comfortable future? Whether we call it a pension or something else, we all deserve a secure retirement after all the hard work we've put in. It should be a sure thing—something we can really count on! Because that is what we have been told? Of course the goal is to brainwash us into accepting less than our fair share.

During my first negotiations, the company claimed the pension program was too big of a liability. I couldn't help but wonder: a liability to what, exactly? The actual liability isn't the pension; it's the millions they spend on shareholder



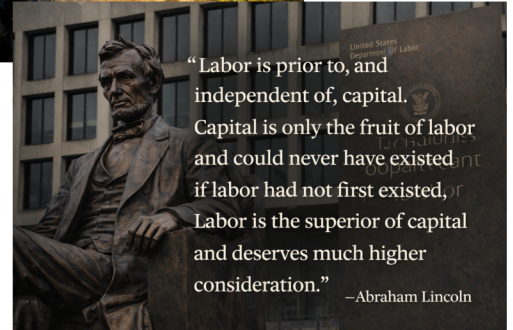
dividends. The concept of a pension hasn't failed; it's been deliberately undermined. They took the money that should have gone to funding pensions and started paying it out to enrich themselves and their shareholders. That is the true game being played.

This corporate strategy goes beyond just retirement. A whole generation of workers has been subjected to corporate messaging designed to make them doubt the possibility of guaranteed retirements, living wages, financial dignity, and first-class healthcare. These principles once defined the American dream, but they've come under attack from those looking to profit at our expense. We've been conditioned to think these fundamental ideas are no longer self-evident.

The idea that wages should keep pace with inflation is another principle we've been conditioned to doubt. If the last several years have taught us anything, it's that companies like Haynes International and Acerinox have the ability to adjust to yo-yoing tariffs, a global pandemic, and generational shifts across entire industries. They can certainly ensure their employees and families are not destroyed by those same forces. Attaching wages to the rate of inflation is something that wouldn't even move the needle on their financial statements. Yet, we are told to our faces that the idea is impossible, even as they talk about all the "possibilities for the future." The possibilities for the future should include secure retirements and real wage raises.

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Abraham Lincoln said, "Labor is prior to, and independent of, capital. Capital is only the fruit of labor and could never have existed if labor had not first existed. Labor is the superior of capital and deserves much higher consideration." This is a belief we should all hold onto and advocate for. Haynes International and Acerinox aren't just companies; they are integral parts of a system designed to exploit us, our families, our community, and our future. We should never accept anything less than what the working class truly deserves.



LOCAL UNION HIGHLIGHT:



ARTICLE BY:
ZACH KELLER

HALFWAY THERE: CONTRACT

December 30, 2025 marked the halfway point of our current Collective Bargaining Agreement. We are officially halfway between the start of our 2023 contract and its expiration in 2028.

That midpoint matters. Not because bargaining is around the corner, but because this is when preparation really starts. The second half of a contract is shaped by what works, what doesn't, and whether issues are identified early or ignored until it's too late.

Now is the time to hear directly from members.

What parts of this contract are working for you on the floor? What isn't working the way it should? What changes do you want to see addressed before the next round of bargaining?

Your day-to-day experience matters. Pay, staffing, overtime, scheduling, safety, supervision, training,

workload, and job security all look different depending on where you work and when you work. We need that perspective.

This is not about complaints for the sake of complaining. It's about getting an honest picture of where we stand so we can be better prepared for what comes next. If something helps you do your job, we want to know. If something is holding you back, we need to hear that too. The next contract starts getting shaped long before negotiations begin.

SCAN HERE



Scan here with your mobile device to provide feedback on contract and related matters



ARTICLE BY
ZACH KELLER

UNION LABOR SPOTLIGHT

WHISTLE WHILE YOU WORK: SPORTS OFFICIATING AND UNIONS

Some of you may know, in addition to my work here at the newsletter, as Recording Secretary, and in the Forge shop at Haynes, I am a sports official in baseball, football, and basketball. Officiating is hard. It requires intense focus. I know firsthand of the required hours, travel, and pressure to get every call right in the heat of the moment, even at the levels that I officiate. What most people don't see is the work that goes on behind the scenes to make the job sustainable. Professional sports officials have had to fight for fair pay, job security, and professional respect. That fight has often meant organizing into unions, pushing back against poor conditions, and standing together when it counted.

Baseball: Setting the Standard

Major League Baseball umpires were the first to organize in a serious way. In 1963, they began efforts to unionize. In 1968, two umpires, Al Salerno and Bill Valentine, were fired after league officials learned they were organizing. The official reason was "incompetence," but most saw it as punishment for union activity. In 1970, the remaining umpires formed the Major League Umpires Association and staged a short walkout before the postseason. The league gave in and recognized the union. That was the beginning of real

progress. Under longtime director Richie Phillips, the union secured raises, travel per diems, vacation time, and bonuses for postseason work. One of their biggest wins came in 1995, when the league added playoff rounds without offering extra pay. The umpires stood firm and got a 40 percent bonus for the extra games.

In 1999, the union made a risky move. Phillips had many umpires submit their resignations to gain leverage. The league accepted them and fired 22 umpires. That move backfired, and the union lost ground. It was eventually replaced by a new group, now called the Major League Baseball Umpires Association, which still represents MLB umpires today. In 2006, minor league baseball umpires went on strike for better pay and working conditions.

They were seeking basic fairness in a system that often treated them as disposable.

Football: Locked Out but Not Backing Down

NFL officials have faced two major lockouts, in 2001 and 2012. During the 2012 lockout, the league used replacement officials. One of them made a game-ending call in a nationally televised game between Green Bay and Seattle. The blown call sparked outrage across the sport.

The pressure forced the league to come back to the table. The NFL Referees Association reached a new deal and the regular officials returned to applause from players and fans. The incident showed the



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value of experience and preparation. It also proved that collective action can work, even against a powerful league.

Basketball: Fighting for Pay and Respect

NBA referees formed the National Basketball Referees Association in the 1970s. They staged their first strike in 1977 and have had other disputes since then. Job actions in 1983, 1995, and 2009 focused on pay, travel, and fair evaluations.

In each case, referees stood together to push for better terms. While the league is known for high salaries at the player level, officials had to fight hard for every improvement. Their union helped create structure and stability in a job that used to have little of either.

Soccer: Making Strides Upfield

Soccer referees have also been part of the labor fight. Major League Soccer locked out its referees in 2004, but a new deal was reached shortly after. In recent years, soccer officials have continued to raise concerns about scheduling, evaluations, and compensation. Union representation has given them a way to address those problems, even if the road has been slower than in other sports.

A Job Worth Protecting

Professional officiating isn't a hobby. It's a job that requires skill, focus, and professionalism. It also requires support. Without a strong union, referees and umpires are vulnerable to poor treatment,

unfair discipline, and unsafe conditions, just like any other job. Officials in every major sport have shown that standing together makes a difference. Their fights have led to real gains. They have also shown other workers, including those of us in the industrial trades, that solidarity is not just a slogan. It is a tool. It is how you defend your craft, your dignity, and your future.



LOCAL INTEREST STORY:

WHERE HAYNES IS HEADED, AND WHAT WORKERS SAID TO MARTY LOSCH



ARTICLE BY ZACH KELLER



Marty Losch, Chief Operating Officer, has been with Haynes since 1988 and has held leadership roles across sales, production, engineering, and quality before becoming COO in 2024.

Before January's monthly union meeting, Marty Losch, COO of Haynes International, asked to address our brothers and sisters in a informational town-hall type meeting. A wide range of issues were put on the table. From safety and staffing, to major capital investments, the conversation was direct and, at times, blunt.

Losch opened by focusing on safety. Recordable injuries dropped last year, and Kokomo posted its lowest incident count

on record. That progress was acknowledged. At the same time, concerns were raised that safety problems still surface when processes change without enough input from the people doing the work. Several close calls were discussed, including situations where new procedures or equipment changes nearly resulted in serious injuries. Losch repeatedly emphasized that production goals will not override safety, even if it impacts output or yields.

Losch also laid out the company's

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long-term plans following the sale to Acerinox. Haynes is moving forward with the largest capital investment in its history, roughly \$185 to \$200 million. This includes a new vacuum furnace and a rotary forge that will allow the company to expand further into round and long products and significantly reduce lead times. According to Losch, this investment positions Haynes for major growth over the next several years.

That led directly to the question many in the room were already asking. Who is going to run and maintain all this new equipment?

Much of the discussion that followed centered on skilled trades, maintenance staffing, and retention. Some described a department that has been understaffed for years and is now nearing a breaking point. Machine repair and instrument were repeatedly cited as being hit the hardest, with experienced journeymen leaving and the remaining stretched thin, especially on weekends. Several speakers warned that new equipment and expanded operations will only increase strain if staffing issues are not addressed first.

Apprenticeships were a major focus. Workers said apprentices are often trained only to leave for better pay, schedules, or working conditions elsewhere. Others expressed frustration that apprenticeship proposals are discussed but delayed, tabled, or never acted on, despite the known shortage of skilled trades. Members also pointed out that off-shift apprentices and internal training opportunities are being underused, even when qualified mentors are already in place. Concerns were raised that training outside maintenance has become inconsistent, with newer employees sometimes training other new hires before they have fully learned the job themselves.

Pay, culture, and leadership were also central to the conversation. Some spoke openly about losing people not only over wages, but over what they described as a toxic and adversarial environment in Skilled Trades.

Several described a growing disconnect between leadership and the floor, particularly in maintenance, where decisions are made without input from those doing the work. Concerns were raised about favoritism, layers of supervision, lack of accountability, and communication breaking down before issues reach senior leadership.

Losch acknowledged those concerns and took responsibility for past leadership failures, including situations where problems were allowed to linger without resolution. He said he does not expect fixes overnight, but committed to being more directly involved, including attending skilled trades committee meetings and pushing for more serious discussions around staffing, apprenticeships, training, and retention. He stated that a new plant leader with a strong background in maintenance and manufacturing is being brought in to improve equipment reliability, maintenance planning, and decision-making. Losch stressed that staffing, apprenticeships, and wages will continue to be discussed and that nothing should be viewed as off the table.

The conversation also touched on pensions and financial stability. The pension plan is now fully funded, with active members' pensions overfunded by roughly 19 percent. While no commitments were made, workers suggested this should be part of broader discussions about retention and long-term investment in the workforce.

The meeting closed with Losch emphasizing the company's long history and the role workers have played in sustaining Haynes for more than a century. The message from the floor was equally clear. Growth and new equipment matter, but they only succeed if safety, staffing, training, and respect for the people doing the work are treated as priorities, not afterthoughts.





**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

January 2026
Bobby Thornburgh
(not present, prize rolled over)



February 2026
Levi Causey
(not present, prize rolled over)

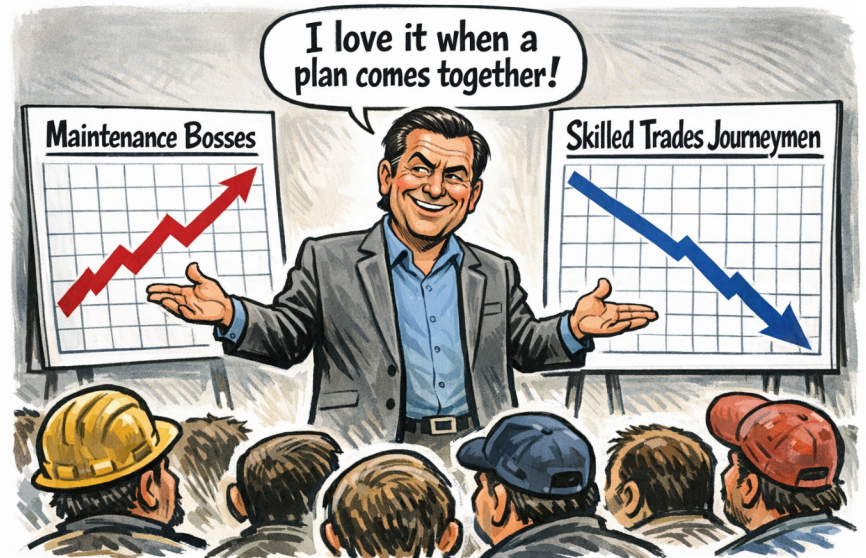


"MAKE THE SCENE, AND MAYBE LEAVE WITH SOME GREEN"



METAL MAYHEM

**LOCAL 2958'S EDITORIAL
CARTOON FEATURE**





ARTICLE BY
ANDREW BETZNER

LOCAL UNION SPOTLIGHT

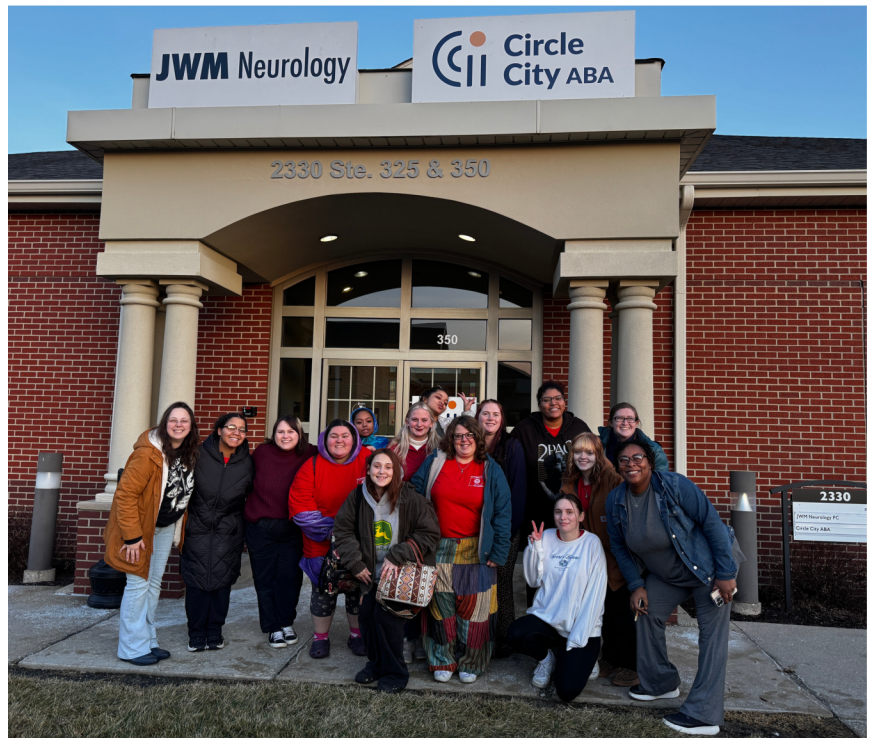
NEW KIDS ON THE BLOCK: KOKOMO RBTs ORGANIZE

On January 5th, the City of Firsts added another reason for its namesake. Registered Behavior Technicians (RBT) at Circle City ABA voted to join the UAW. While unable to confirm, many say this is the first case of unionized RBTs in the nation - something not lost on organizer Dejah Stafford. "Right now, there are no other RBTs organized in the nation as far as we know, so the process felt very lonely," said Stafford.

Circle Center ABA operates in 5 states, with its Kokomo location two blocks south of Haynes International on Dixon Road. They offer services in Applied Behavior Analysis Therapy for children and adults with Autism Spectrum Disorder. RBTs are board-certified paraprofessionals who provide direct contact with clients to carry out behavior intervention plans.

While perhaps not historically what comes to mind, healthcare workers are one of the fastest-growing sectors for organizing. "Healthcare gets the brunt end of all jobs," says Stafford. "They deal with everyone. Patients, families...every healthcare worker I know is underpaid, undervalued, and overworked."

Although Stafford mentions being underpaid, compensation isn't the main focus of what the RBTs of Circle City ABA are hoping to achieve. Like many in the healthcare field, they hope to use their leverage to provide better outcomes for their patients.



CIRCLE CITY ABA JOINS UAW IN AN ORGANIZING WIN HERE IN KOKOMO

"We are hoping to change the quality of therapy for our kids", says Stafford. "Without the staff being taken care of and consistent changes we can't keep up with, there is no way to ensure our job is being done to complete efficiency."

Consistent changes over the past year spurred their desire to form a union. "We saw little changes such as changes to on-call policies, attendance policies, and sick policies for staff and kids. We also piloted something called 'telehealth center,' which in turn makes our supervisors work from home off of a computer," Stafford tells. The latter has led to RBTs feeling safety was jeopardized.

Additional staff was promised to alleviate the issue - a statement Stafford claims was never fulfilled. Initially, Stafford started this effort alone. "No one knew what I was doing or who I was talking to...the reasoning for approaching it this way was because I didn't want to risk anyone's job. Retaliation for attempting to organize isn't uncommon."

Because of this, one of the initial challenges is keeping efforts a secret until enough momentum is built. Stafford says, "I decided to invite them all to a work get together right after Thanksgiving at 5pm after work. I refused to tell anyone what it was or

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where it was at until exactly 4pm when the day let out.”

When asked if many of her co-workers needed convincing, Stafford fired back, “I don’t like the word convincing. With organizing we aren’t salesmen, we just wanted to show that they have a voice as well in the matter and could be part of the change.” While most were on board, Stafford says there were a few holdouts. Instead of intimidation, or ostracizing, the group responded with compassion. “We showed up for them every day, we picked up extra work to make sure that they understood that we were still there for them, even if they didn’t agree with the unionization.” Putting true solidarity on display proved fruitful in winning them over.

With the entire workforce on board, they were tasked with staying united until the election. At first there was little pushback from their employer. Stafford mentions the company initially tried what she described as “band-aid fixes” and giving workers more attention. Then meetings started on what was referred to as “the company’s ideas on unionization.” According to Stafford, they consisted of the company saying they “didn’t see a need for it” and painting the union as a third party saying “the union will have more power over them than they realize.”

Around this time Stafford and her co-workers noticed supervisors nitpicking everything they did. “They made last minute unneeded schedule changes, gave people ‘on-call’ shifts and then took them away and gave them to someone else.” Stafford elaborates further with “They started sending the schedule out at 7:30 when we open at 8, which gave the people out of town no time to get to work without being late.”

It was at this time that they realized this might be scarier than they all thought. Like a true leader, Stafford wasn’t deterred. “I started advocating even more for them ...I attended meetings that could result in discipline for staff with a notebook open and recording them. I made myself the biggest target because if anyone was going to get fired or go down for anything it was going to be me,” - a point Stafford says still stands.

Stafford wasn’t alone in pushing back against the company’s efforts to undermine their campaign. At the initial company meeting, they played “Union Buster Bingo,” something Stafford says the company wasn’t a fan of.

Afterwards, they all put UAW stickers on their cars. The

company hosted two more such meetings before the election. At a meeting a week later Stafford says, “Only a few people attended and laughed at everything they said the whole time. The last meeting was Friday before the vote. No one on staff attended this meeting, and we handed out fliers supporting our vote that same day in the parking lot.”

While there was no doubt the vote would go through, it was unexpected when the vote came back 100% in favor. “As they were counting the votes me and the company’s observer started laughing the more yes votes they counted,” says Stafford. Besides improving quality of care, these freshly organized RBTs intend to use this win to fight for fair and equal working conditions. “This includes things such as having the available staff for all clients...having fair and consistent policies for sick kids, making sure we have the room for more kids before accepting them, and having updated programs to run their therapy is also important.”

Besides the help of her co-workers, Stafford would like to thank UAW organizers Zachary Boyd and Ryan Retz. “Ryan and Zach were the first people I spoke to. They helped publicize the whole organizing process as well as offered advice and were there for all of the big events and meetings we held.” She would also like to mention the generosity of UAW Local 685 for the use of their hall to host after-hours meetings. Stafford offers advice for those who are considering organizing. “Stay Strong and level-headed. Be smart and strategic and make sure you have a plan for everything. In the beginning it can be the scariest, be sure you are supporting your fellow employees as well as keeping them safe. Everyone is going to have doubts and think they can’t do it anymore, even I did at times. In the end it is all so worth it.”

While the day-to-day at Haynes International lacks similarities with one as an RBT at Circle City ABA, I think we can learn a lesson from them. With just the basics of organizing, like having one-on-ones, showing solidarity, and leadership skills Stafford demonstrated, such as selfless service and compassion, labor united can accomplish great things.

When asked what else in their story she thinks we should know, Stafford says, “I hope this inspires other RBTs as well as the different fields of healthcare to advocate for themselves more and get their voices heard. I hope this starts a fire underneath all of them. We shouldn’t be the last union of RBTs you see in Indiana.”

LOCAL UNION SPOTLIGHT: GRADUATION ISSUE SUBMISSION



Do you or someone in your household have a graduation coming up this year? We want to recognize our members and their families. Send us the graduate's name, school, photo, and what they're graduating from so we can include them in the next union newsletter and on the website. Scan the QR Code or visit <https://uswlocals.org/local-2958/graduation-submission> to submit.



We're looking for more brothers and sisters to join our communications team! This group helps put together the newsletter, helps update the website and social media, and shares what's really happening on the floor and in the Local. You don't need special skills. Just a little time, a good eye for what matters to members, and a willingness to help. If you've ever thought, "I could help with that," this is your chance to jump in and make a difference. Email us at usw2958@gmail.com to volunteer!!



Happy Retirement

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

Joe Gilbert
WG 8 - Clock # 25561
32 years of service

Bill Gosney
WG 8 - Clock # 25615
30 years of service

John Berkshire
WG 6 - Clock # 25630
30 years of service

Kevin Dowden
WG 13 - Clock # 25642
30 years of service

Melvin McNeil
WG 11 - Clock # 26099
21 years of service

