

USW LOCAL 2958'S NEWSLETTER

FORGED TOGETHER



Inside This Edition:

**SOLIDARITY
ACROSS BORDERS**

**GEARING UP FOR
THE NEXT STEPS**

**ORIGINS OF LABOR
DAY**

UNITED STEELWORKERS
USW
UNITY AND STRENGTH FOR WORKERS

September / October 2026

BRING THE HEAT

**DUANE FORT
MEMBER SPOTLIGHT**

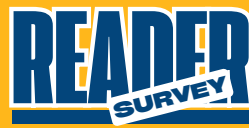
ELECTION NOTICE



SEPTEMBER 7



Forged Together Newsletter Feedback



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


SCAN HERE


Communications Team:
Zach Keller, Paul Reehling, &
Austin Thorpe

Contributors: David Hunt, Eric
Gibson, Paul Wines, Andrew
Betzner, & Joe Fields



SEPTEMBER 17
7:30AM
1:00PM
3:30PM



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



SEPTEMBER 5
1:00PM

OCTOBER 3
1:00PM

SAVE THE DATE!

UNITED WE RISE: STRONGER TOGETHER FOR WORKING FAMILIES

SEPTEMBER 5, 2026

12:00 – 4:00pm

UAW LOCAL 685 UNION HALL

Union Committees • Community Resources
Labor Organizations • Community Partners

FAMILY-FRIENDLY ACTIVITIES!

- Ice Cream Truck
- Bounce House for Kids
- Raffles and Giveaways
- Fire Truck Display
- Music by DJ Ambrose Freeman



CELEBRATE WITH US!



SEPTEMBER 19
1:00PM

OCTOBER 17
1:00PM

MEMBER SPOTLIGHT

DUANE FORT

WORK GROUP 5 - MEMBER SINCE 1990



**EXPERIENCE MATTERS, RELATIONSHIPS LAST.
FROM IN THE PAINT TO THE PICKLE TANK,
SOLIDARITY TAKES ALL OF US.**

**CLOCK NUMBER - 25237
SHIFT - 3RD**

Q

Do you have any interests or passions outside of work?

Traveling is my biggest passion. I love watching my Dallas Cowboys play ball and spending time with my family.



Q

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

Growing up in Kokomo, my parents kept me active in sports. This connected me to lifelong friendships that I have maintained to this day. I still love to contribute to Carver Community Center because it was a big part of my childhood.

Q

What is your proudest moment?

When my daughter was born, and also having the opportunity of playing basketball against Patrick Ewing & David Robinson while I was in college.

Q

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

The Fish That Saved Pittsburgh with the same lead actor, Julius "Dr. J" Erving. You can have all the toys and money in the world and still be unhappy. It's important to find your purpose & what drives you and pursue it. Basketball has brought me a lot over the years: relationships, opportunities, and benefits of hard work & consistency.



Q

What are some of the biggest changes you've seen in your time here?

The biggest is communication; oftentimes management & hourly aren't on the same page. It's hard to meet goals that way. As the workforce gets younger and younger, I've also seen a lack of respect for seniority and experience. You can't have it all upon arrival. Take the time to learn how product flows through the plant. This is a valuable lesson, top to bottom.

Q

If you could go back and tell yourself one thing, what would you say?

Build relationships. Many pursue money and toys, the finer things, but many times in life it comes down to who you know. Even more important is who knows you.

Q

What advice do you have for the newer members of the union?

We, the people (membership), are the union. It takes all of us to keep the union strong.



ARTICLE BY:
PAUL REEHING

UNION HISTORY SPOTLIGHT:

THE BIRTH OF LABOR DAY



For many Americans, Labor Day marks the unofficial end of summer. It turns into a long weekend of cookouts, travel, and great sales, before fall returns. But the holiday began with a much deeper purpose. Labor Day was born from the struggles, pride, and organizing power of working people in the late 1800s. At this time industrial growth transformed the United States, but often at great human cost.

By the 1880s, factories, railroads, mines, and mills were a huge part of the nation's expansion. Workers kept the economy running. Yet many worked long hours for low wages in unsafe conditions. The growing labor movement argued that workers deserved not only better pay and safer workplaces, but also public recognition for their contributions to the country's prosperity.

The first Labor Day celebration took place on September 5, 1882, in New York City. Organized by the Central Labor Union, the event brought thousands of workers into the streets for a parade through lower Manhattan. These workers represented a wide range of trades, and the march became both a celebration and a public statement, laborers deserved respect, and a voice.

The founder of Labor Day was either Peter J. McGuire, a carpenter and labor leader, or Matthew Maguire, a machinist and the secretary of the Central Labor Union in New York. They both had ideas for a celebration or

holiday for laborers but which one actually got things moving is unclear. But Labor Day grew greatly from that day forward as a result of collective action and not from just a single person.

The idea spread quickly. Before Labor Day became a federal holiday, cities and states began adopting their own observances. Oregon was the first state to pass a Labor Day law in 1887, and several others soon followed. By 1894, more than half the states had recognized the holiday. That same year, Congress passed legislation making the first Monday in September a national holiday, and President Grover Cleveland signed it into law on June 28.

Labor Day's birth reminds us that holidays are not only days off, they are times for us to honor what is important to us. Labor Day honors all those that labor in our country whether they build things, do repairs, teach, serve, or any number of other things that help sustain our communities. It also reminds us that many workplace standards such as reasonable hours, safer conditions, and basic protections were fought for by those that came before us, the workers who organized for change.

So this Labor Day during your busy activities, take a moment to remember what the holiday is about and also think of those who came before and paved the way and fought for our rights as Labor Union workers today.



LABOR DAY

HONORING THE PAST. FIGHTING FOR THE FUTURE.

Labor Day is more than a day off. It's a tribute to the workers who built this country and a reminder that our solidarity continues to build a better tomorrow.

THE LABOR MOVEMENT BUILT:

 THE 8-HOUR DAY We fought for the right to a fair day's work and time for life outside of work.	 FAIR WAGES Raising standards so working families can live with dignity and security.	 SAFER WORKPLACES From unsafe to unacceptable. We keep fighting for every worker who comes home.	 BENEFITS & PROTECTIONS Health care, pensions, paid leave, and protections won through solidarity.	 OPPORTUNITY FOR ALL Equity, training, and a voice on the job open doors for a better future.	 A STRONGER AMERICA When workers succeed, our communities and our country thrive.
---	---	--	--	---	---

UNION STRONG. AMERICA STRONG.

SOLIDARITY BUILDS TOMORROW

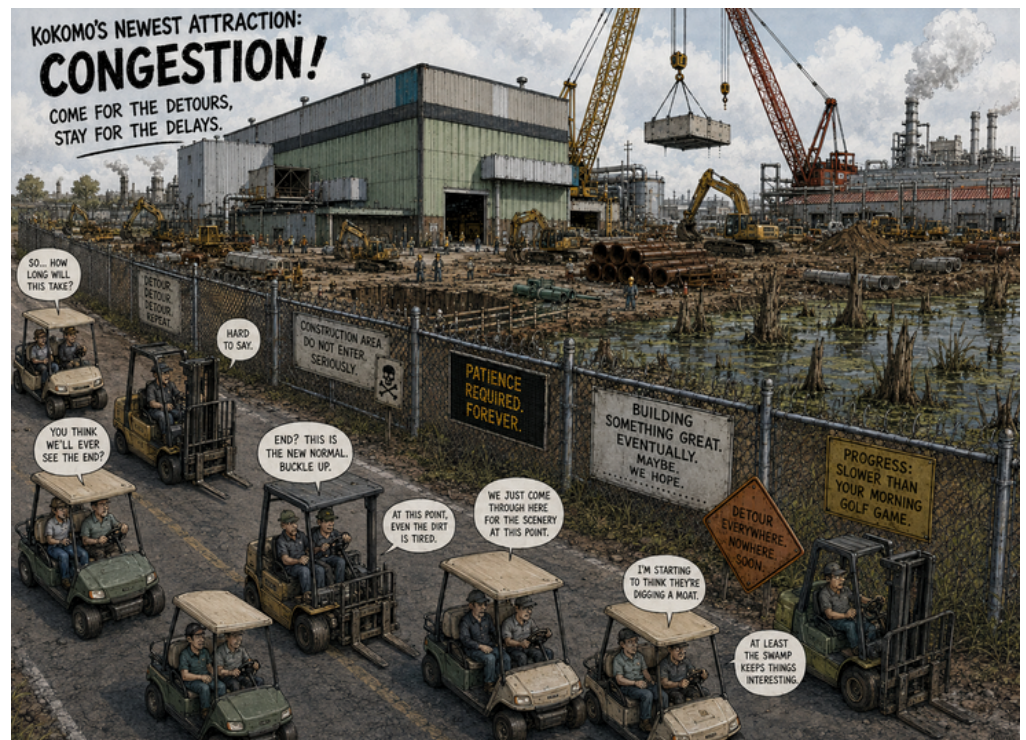
TOGETHER WE BUILD. TOGETHER WE WIN.

★★★ POWERED BY WORKERS. BUILT ON SOLIDARITY. STRENGTH IN UNITY. ★★★



METAL MAYHEM

LOCAL 2958'S EDITORIAL
CARTOON FEATURE





ARTICLE BY
AUSTIN THORPE

UNION VIEWPOINT SPOTLIGHT

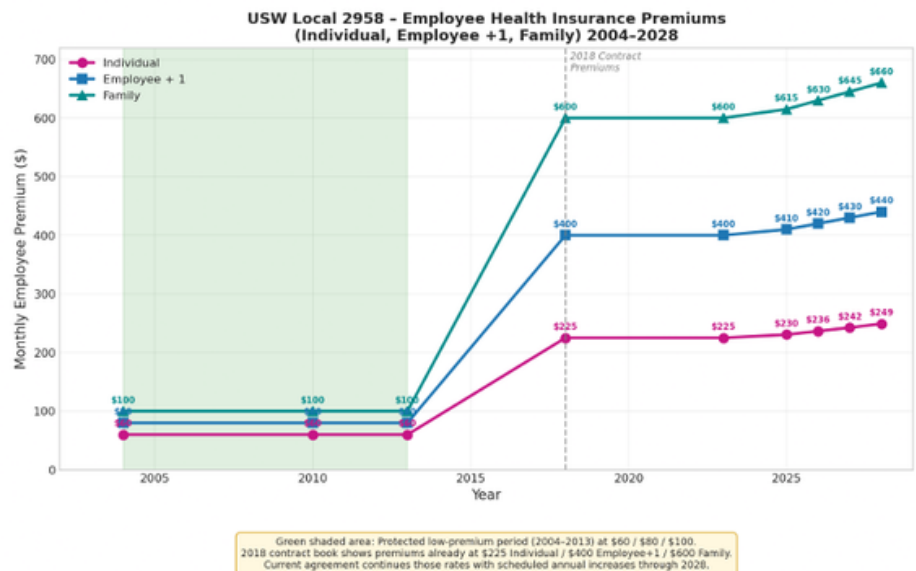
GEARING UP FOR THE ROAD AHEAD

As we head into the next round of bargaining, looking back at where we've been is the best way to see where we need to go. I pulled contract books dating back to 1988, examining what we won, what we held, and what still needs work. The membership survey told us our priorities. The contracts show us how those priorities have actually moved over time.

Health Insurance – Holding The Line For Years, Then Facing Rising Costs Clear health insurance language first appeared in the 2004 CBA with employee contributions of:

- Individual: \$60
- Employee + 1: \$80
- Family: \$100

Those rates, along with protective language that premiums would not exceed set caps, were carried forward through 2010 and 2013. For nearly a decade, our union held employee costs remarkably steady while many workplaces shifted more of the burden onto the workers. By the 2018 agreement, those contributions had risen sharply to \$225 Individual/ \$400 Employee +1/ \$600 Family. The current contract continues those higher rates and includes potential annual increases. The underlying cost of coverage has kept climbing. The long period of protected low premiums was a real win. The jump that followed shows how quickly that protection can erode when cost pressures mount. Keeping quality insurance affordable without gutting wages remains one of the central fights heading into 2028.



Overtime – The 60-Hour Cap and the Fight for Family Time

The first 60-hour monthly overtime limit was won in 2010 and has been carried forward ever since. That is a good first step towards real protection. However, when we look closer at how the company treats the time we actually give them, there is clear room for improvement. Any overtime you volunteer for does not count towards the 60-hour cap at all. This means the company can keep asking for more hours, keep filling the schedule with “volunteers”, and still claim they are staying within the limits of the contract. The hours we freely give them never touch the protective ceiling that was supposed to safeguard our time. They tell us we are valued to our faces. Then they structure the rules so that the extra

time we sacrifice for the job doesn't even register against the limit meant to protect us. This is not how you treat people whose time you respect. That is how you treat a resource you intend to exploit as hard as the language will allow.

Staffing shortages make the problem worse. Members have raised concerns, including ongoing maintenance staffing issues. Too often those concerns fall on deaf ears. When the company refuses to staff the plant adequately, the pressure shifts onto the people who are already here, and the 60-hour language becomes a lot easier for them to exploit.

Today many members still say the same thing: we want less forced overtime and more time with our families. The

CONTINUED FROM PREVIOUS PAGE

language exists on paper, yet the lived experience for a lot of us is still too many mandatory weekends and stretched weeks. The 60-hour cap was hard-won. Making it mean something in real life: forcing the company to value and respect our time as much as it values its production numbers is still the fight in front of us.

The wage record from 1988 to the current contract shows clear union strength. Our rates have consistently outpaced the estimated pay for production operators at major non-union steel mills in Indiana. This gap was bargained for and defended over decades. That difference is real progress and a direct result of collective action.

Shift Differentials: Real Gains, But Not Automatic USW Local 2958 - Shift Differentials Over Time (2nd & 3rd Shift)



At the same time, the inflation line reveals where the fight is not yet finished. After 2018, rising costs outpaced our wage growth, widening the gap between what we earn and what it takes to keep up with the cost of living.

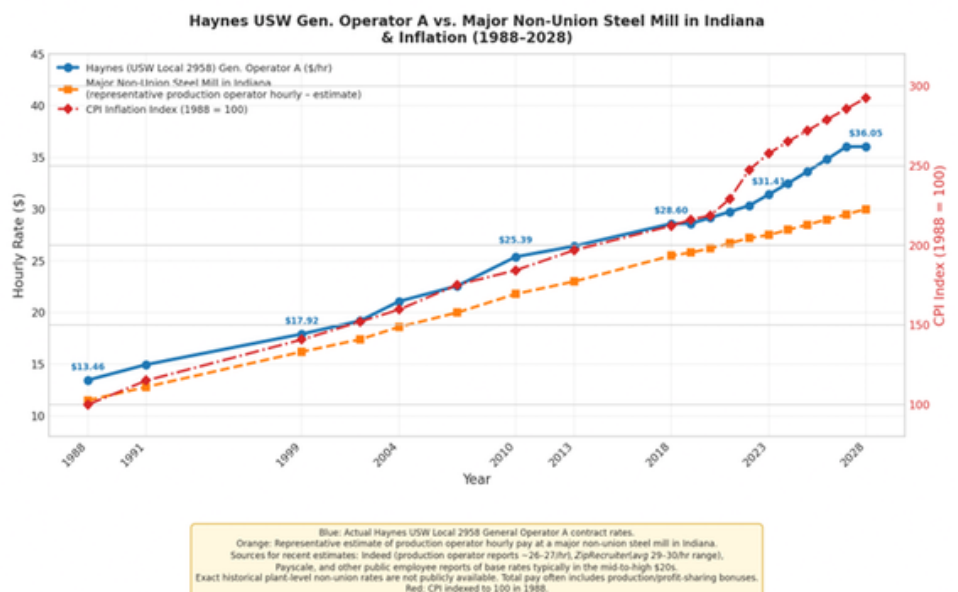
The gains we see did not appear by chance. They were won by people who stood together when it mattered. The contract history shows what is possible when we fight for it. The road ahead will not be easy. Real progress requires strength, unity, and preparation. That means standing together, staying disciplined, and doing the hard, practical work of getting ready: saving money, building solidarity, and refusing to be divided. The foundation is already under our feet, built decade after decade by members who refused to settle. Now it is our turn to stand on it; strong, prepared, and united.

Shift differentials have moved from the 1988 baseline of \$0.40 (2nd shift) and \$0.45 (3rd shift). The largest single jump came in the current agreement, which raised them to \$0.70 and \$0.75. Progress has never been automatic. Two full contract cycles (2004 and 2013) saw zero movement. Those flat periods are a clear reminder that fixed-dollar differentials can sit unchanged for years while the cost of living and base wages continue to rise.

Members have expressed clear interest in moving to percentage-based differentials. A percentage structure would automatically adjust as base wages increase, making it harder for differentials to go stagnant across multiple contracts. That change would turn a recurring point of frustration into a more durable protection.



A Step Ahead, But Still Racing Inflation



→ ARTICLE BY
DAVID HUNT

GLOBAL UNION EXPERIENCES:

SOLIDARITY ACROSS BORDERS: A STEELWORKER STANDS WITH LOS MINEROS

"USW members joined thousands of other labor activists in Lázaro Cárdenas, Mexico, to mark the 20th anniversary of the deaths of two striking members of Los Mineros, the Mexican mine and metal workers union.

Hector Alvarez Gómez and Mario Alberto Castillo Rodríguez were killed by police on April 20, 2006, two months after an explosion at a Grupo Mexico-owned coal mine took the lives of 65 miners.

Napoleón Gómez Urrutia, president of Los Mineros, denounced the explosion as industrial homicide and called for strikes across the country. It was during those strikes that the two members were killed.

Soon after, the Mexican government launched an effort to discredit Gomez by falsely accusing him of fraud. They issued an arrest warrant, and Gomez faced threats to his life. With help from the USW, he traveled to Canada, where he lived in exile until 2018."

As a United Steelworker from Indiana, joining Los Mineros in Lázaro Cárdenas, Mexico, for the 20th anniversary of the deaths of two of their comrades was an experience that carried a weight difficult to put into words.



Twenty years may have passed, but the memory of those workers and the struggle they represented, remains very much alive. Standing alongside their families, fellow union members, and workers who continue that fight was a powerful reminder that the labor movement does not stop at a plant gate, a state line, or an international border.

For a Steelworker from the United States, being welcomed by Los Mineros showed what international solidarity truly means. We may speak different languages and work in different countries, but working people share many of the same struggles: the right to organize, the right to work safely, the right to dignity on the job, and the right to return home to our families at the end of every shift.

Being there wasn't simply about remembering two fallen workers. It was about honoring their sacrifice by continuing the fight they were part of.



I highly suggest that anyone who has not had the opportunity to go down to Lazaro Cardenas for this rally, do so. If our local could build this kind of companionship and solidarity, we would be nearly unstoppable. When members genuinely care for one another, stand together through the difficult times, and understand that another worker's struggle is their struggle too, that is when a union becomes more than an organization, it becomes a family.

An injury to one is an injury to all, and the memory of our fallen brothers reminds us why solidarity must never recognize borders.





Notice
about April
2027

Members considering a run for local union office should be aware of the meeting attendance requirement. Under the USW Constitution, candidates for Local Union Officer or Grievance Committee positions must have **attended at least one-third (1/3) of the regular union meetings held during the 24 months immediately preceding the month in which the election is conducted.** Certain absences may be excused and counted toward eligibility, Members seeking an excused absence will be required to provide documentation. The Election Head Teller will review attendance records and any applicable excuses when determining candidate eligibility. The requirement cannot be waived for Unit or Grievance Committee positions unless those positions have a vote on the Local Union Executive Board. **Executive Board positions are not subject to these requirements per NLRB rulings.**



AFL-CIO Scores for Indiana Representatives on Labor's Core Issues



1st District

Frank Mrvan

100 %
Congressman's AFL-CIO Score



2nd District

Rudy Yakym

4 %
Congressman's AFL-CIO Score



3rd District

Marlin Stutzman

6 %
Congressman's AFL-CIO Score



4th District

James Baird

11 %
Congressman's AFL-CIO Score

See How Your Rep Voted



5th District

Victoria Spartz

4 %
Congressman's AFL-CIO Score



6th District

Jefferson Shreve

0 %
Congressman's AFL-CIO Score



7th District

André Carson

98 %
Congressman's AFL-CIO Score



8th District

Mark Messmer

0 %
Congressman's AFL-CIO Score



9th District

Erin Houchin

4 %
Congressman's AFL-CIO Score

Kokomo's
Rep



Election Day is November 3rd!! With all the House of Representatives up for re-election, check out the AFL-CIO Legislative Scorecard. It tracks key votes affecting working people and shows how often each member of Congress voted in line with the USW's position on those issues. Scan the QR Code to see how your representative has voted and decide for yourself how well their record reflects the interests of working families.



ARTICLE BY
ANDREW BETZNER

UNION VIEWPOINT SPOTLIGHT

BRING THE HEAT!

The labor movement is dying. With its death your ability to demand a higher wage dies with it. This death sounds like “put that back on the shelf. We don’t have the money.” It’s driving a vehicle with mechanical problems a few years longer. It is a committee person too burnt out to file another grievance, and a membership too disengaged to rally around him/her. Some of the blame falls on domestic policy changes. A lot is from well intentioned leaders trying to take on the entire battle by themselves. It is bleak, but it is not unrecoverable.

If you take advantage of the District 7 Summer School program, you will meet Professor Gus Wood. At some point he will teach you about professional wrestling. No, you will not leave with a mastery of the suplex, or how to perform Stone Cold Steve Austin’s Stunner. What you will obtain is an understanding of the term “heat,” and why creating it matters.

What is heat?

If you aren’t aware, professional wrestling isn’t real. The wrestlers are actors with the goal to get you excited about their match. They accomplish this by creating “heat.” Heat is best described as a want, or pressure. It is not enough for a wrestler to punch a guy, first they need to create a desire for you to want to see the other guy get punched.



To better explain, I’ll paraphrase WWE Superstar Al Snow’s explanation: You’re coming out of the grocery store, and spot a person pouring gas on a stranger’s car. A lot of you are going to call the cops. Some of you will pull out your phones and record. Why aren’t you going to tackle him or try and stop him? It’s not your car. You’re not that invested in saving it. Imagine this story, but someone is about to light your car on fire. Maybe your family or your dog is inside. You’re going to try and kill that motherfucker, and why is that? Because there was something that made you care more, because there was that heat.

I’m going to introduce two more wrestling terms, “the heel” and “the babyface.”

The heel is the obstacle. Often it is the company. The heel is what is stopping you from getting what you want. “The Babyface” is simply the one wanting support from the audience. The back and forth struggle between the two creates heat.

There is also “bad heat” or “fuck you heat.” The membership no longer sees the union as a vehicle for change and you become the heel. Multiple things can cause this. The babyface lies to the membership or the heel accuses the babyface of lying and it is not properly addressed. The babyface neglects the members’ voices and demands. The babyface refuses to defend the membership in the face of the

CONTINUED ON NEXT PAGE

CONTINUED FROM PREVIOUS PAGE

heels attacks. The babyface takes too long accomplishing the members' goals and they lose interest.

When you have fuck you heat, members will disrupt meetings, post disparaging remarks online, and threaten to leave the union. Unresolved fuck you heat results in "burnt turf" - a condition in which membership is no longer engaged, participation is non-existent, and members widely ignore communication from the union. This will persist until the unresolved issues are cleared.

Clearing Burnt Turf

The first thing that must be addressed when trying to clear burnt turf is to identify the cause. Did corrupt leadership steal from the local? Was there a time membership spoke out and felt leadership didn't listen? Surveys can be a tool to do this, but the best method is in person one-on-ones. None of what I'm about to say matters unless the local maintains 100% honesty with the membership. This includes tough conversations about what the local can't accomplish because they are not at a high enough level of organization. Part of honesty is transparency. Trust is formed when we trust the members with the whole story.

Focus on improved communication. Our local has made recent strides in communication, but improvement is still needed. Is it enough to just state the problem? "USW 7-1 is locked out and needs our

help." Does this statement create the heat to make people care, or are we filming someone else's car being lit on fire? What if we said "Haynes International is watching how labor withstands the BP lock out, and the fate of these workers is intertwined with ours for 2028?" Do we put up "fair contract now" signs, or have an informational picket where we discuss inflation numbers, corporate earnings, and have testimonials on reduced buying power from the membership

Give the Membership a Role

Dave, or whoever the next president is, could be the most qualified individual in the labor movement, but our power comes from our numbers, not the sole output of one person. Every rally, every article, every communication should try to have an ask of the membership. It could be as simple as "spread this info to one person who didn't receive it" or "call out your boss and file a grievance every time xyz happens." It needs to be something simple enough anyone can do with minimal effort.

My Ask

If you want to change this local, but don't think you have the power to do so, I have an ask of you: Talk to other members on how you want to see this local move forward. In a couple months you'll see campaign posters go up. Take those conversations to those running, and challenge them on how they are going to get us there. You have the power, but only if you try.

President Dave Tocco and Next Gen Coordinator Eric Gibson deliver a \$1,500 check to USW Local 7-1. Funds came from a generous gate collection for school supplies for locked out BP brothers and sisters.



SOLIDARITY FRIDAY!!

Wear your union shirts on Fridays!! Show management that we stand as one on issues that affect all workers. Show them the power of the people!!

Happy Retirement!

Chris Dybalski
WG 13 - Clock # 25645
30 years of service

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

Angie Godby
WG 11 - Clock # 26113
21 years of service

Pat Young
WG 10 - Clock # 25591
31 years of service

James Parton
WG 11 - Clock # 26075
21 years of service

Raffle Results

July 2026
Kaylee Walters
(not present, prize rolled over)

August 2026
Kevin Buscher
(not present, prize rolled over)

“MAKE THE SCENE. AND LEAVE WITH SOME GREEN”



New Women of Steel Shirts

AVAILABLE NOW AT

THE HALL ~ \$20

Made in the USA & Union-Made

Marathon Health

Better healthcare. Right where you work.

We partner with your employer to provide you with high-quality care — the way you need it. Onsite, near-site, and virtual care.

100% FREE for Haynes employees
No copays. No deductibles. Just quality care.

NO MORE STRANGERS.
You're known. Not just your symptoms.

PROACTIVE CARE.
We help you stay ahead of problems.

UNFORGETTABLE EXPERIENCES.
Top providers, short wait times, real follow up.

WORKING TOWARD WHAT MATTERS.
Tools and support to help you reach your goals.

KEPT PROMISES.
It's that simple.

100% FREE
FOR HAYNES EMPLOYEES

THE FIRST STEP IS TO REGISTER YOUR MARATHON HEALTH PORTAL.

Get started by scanning the QR code or visiting:
my.marathon-health.com

SERVICES FOR YOU & YOUR FAMILY

Primary Care (Ages 16+)

- Sick & preventive services
- Routine physicals & wellness visits
- Care of colds/flu, minor injuries, wound care, etc.
- Specialist referral services

Behavioral Health Services

- Anxiety, depression, grief, PTSD, stress, substance use and more

Pediatric Care (Ages 2-15)*

- Minor illness & injuries: cuts, bumps, bruises, sprains
- Sports & camp physicals

Medications & Lab Services

- 150+ cost-saving medications
- Home delivery (for most medications)
- 3,000+ labs
- EKG & PFT diagnostic tests

Wellness Services

- Biometric screenings
- 1:1 health coaching
- Chronic condition management

Virtual Care

- Video- & telephone-based care

LOCATION
527 E. Lincoln Rd.
Kokomo, IN 46902

PHONE
(866) 434-3255

NEW HOURS

MON
9:00 AM – 6:00 PM

TUE
7:00 AM – 4:00 PM

WED
8:00 AM – 5:00 PM

THU
7:30 AM – 4:30 PM

FRI
6:00 AM – 11:00 AM

Quality care. No cost. Because your health matters.

Stand with
Local 7-1
Don't Buy BP
Gas

Page 12