USW LOCAL 2958'S NEWSLETTER

FORGED TOGETHER



Inside This Edition:

November / December 2026

THE FUTURE IS HERE

FROM THE PRESIDENT'S DESK - STATE OF UNION

DISTRICT 7 CONFERENCE

VETERAN RECOGNITION

WOMEN OF STEEL WIN BEST HALLOWEEN BOOTH

OUR CONTACT MEANS NOTHING IF WE DON'T ENFORCE IT

UNITED STEELWORKERS
USW
UNITY AND STRENGTH FOR WORKERS



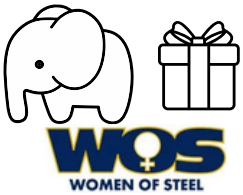
November 26 & 27

December 21 –25





Kids' Christmas Party – 12/12 2pm – 4pm



Women of Steel White Elephant Party 12/19 – 1pm



November 19
7:30am
1:00pm
3:30pm



December 17
7:30am
1:00pm
3:30pm

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







November 7
1:00pm

December 5
1:00pm



November 21
1:00pm

December 19
1:00pm





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

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

A REGOGNITION AND THANK YOU FOR YOUR SERVICE TO OUR LOCAL 2958 VETERANS

John M. Beck
Gabrielle Beckner
Brian S. Bennett
Travis W. Berry
Andrew J. Betzner
Billy G. Bowens Jr.
Ryan K. Bowland
Kyle P. Brown
Lisa A. Bryant
Anthony Bukowski
Kevin T. Buscher
Steven K. Buscher
Carlos Chavez-Rodriguez
Kenneth E. Clark
Devin N. Cleaver
Jeremy L. Conaway
Jay M. Courtney
Johnnie A. Davis
Richard C. Dill II
James R. Elliott
Keith E. Elmore
Preston W. Emmons
Eric S. Gabriel
Robert N. Garland
Johnnie P. Goodnight Jr.
Kenneth L. Gregory
Casey R. Harrison
Chad D. Herring
Jason L. Hileman
Michael D. Horton
Tory P. Hueston
Ashlynn P. Johnson
Glenn D. Johnson
Jim L. Johnson
Danny M. Keating Jr.
Llewellyn B. Killibrew
Jacob A. Lee
Daniel K. Lewis
Corey M. Marks
Phillip R. Meyers Jr.
Scott D. Monroe
Jeff A. Moss
Jeffrey S. Mullen
Joseph R. Navara
Michael P. Payne
Galen E. Penn
Steven A. Phillips
Christina M. Pickard
Michael A. Pohlman
David J. Roberts
Johnny C. Roberts
Juan C. Rodriguez
Todd M. Ronk
Frank H. Schmidlin Jr.
Leslie W. Shelley
Scott D. Shook
Michael R. Smith
Noah G. Smith
John J. Sullivan
Danny R. Swise
Thomas A. Taylor
Cirio R. Tina
Dennis E. Vondersaar Jr.
Nickolas C. Wales
John S. Walton
Andre E. Washington II
Paul E. Wines
Henry Young Jr.











FROM THE PRESIDENTS DESK

2026 STATE OF THE UNION

ARTICLE BY
DAVE TOCCO



Brothers and Sisters,
As we near the end of another year, I want to update everyone on where our Local stands, some challenges we're facing, and a few upcoming events.

Union Finances
Our Local remains in good financial shape despite the cost of two arbitration hearings in September. We also have two more arbitrations coming up, all involving employee terminations. It seems the Company would rather take these cases to arbitration than work toward reasonable settlements through the grievance process. Arbitration isn't cheap, but we won't let the cost keep us from fighting for our members and defending their rights under our Collective Bargaining Agreement.

Grievances and Representation
On October 21, we held an all-day grievance meeting with the Company to review outstanding grievances and work toward getting as many resolved as possible. These meetings help keep things moving and prevent grievances from piling up. We don't always see eye to eye with the Company, but we'll continue pushing for fair resolutions and holding them to the language of our contract.

Upcoming Union Elections: April 2027
Our next Local Union elections will take place in April 2027. *Anyone considering running for Assistant Grievance Committeeperson (AGC) must have attended at least eight regular union membership meetings before the election.* This is a requirement, not a suggestion, so check your attendance now if you're interested in running. Our grievance committeepersons need to stay informed about union business, our contract, and the concerns of the members they represent. Attending meetings is an important part of that responsibility, and I encourage anyone interested in serving to get involved.

Update Regarding Camera Installation and the Union's Position
I would like to take this opportunity to address the concerns and questions regarding the installation of surveillance cameras throughout Haynes International. The National Labor Relations Board (NLRB) has recognized that the installation and use of workplace surveillance cameras may constitute a mandatory subject of bargaining, particularly when such cameras affect employees' terms and conditions of employment. The Union firmly believes that the Company has an obligation to bargain with the Union over these matters as required by federal labor law.

On September 22, 2026, USW Local 2958 formally submitted a cease-and-desist letter to Haynes International, asserting the Union's position that the

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installation of cameras is subject to collective bargaining and requesting that the Company cease unilateral implementation without fulfilling its bargaining obligations.

In addition to this formal correspondence, I have personally held meetings with the new VP Everett Vazzana and engaged in discussions with Susan Perry and Lori Tucker concerning the camera installations and the Union's concerns and our assertion that they not be used for discipline.

I also want to emphasize that this issue has been addressed on many separate occasions during our Union membership meetings since 2024. The Union has continued to keep this matter at the forefront of our discussions and remains committed to protecting the rights and interests of our membership.

For more than 22 years, it has been the longstanding practice and policy that the Union Hall remains open to all members who wish to discuss shop floor issues, workplace concerns, or matters affecting their employment. That commitment has not changed and will not change under my leadership.

I have always believed that communication, participation, and the exchange of ideas are essential to maintaining a strong and effective Union. My door will always remain open, and I welcome constructive suggestions, new ideas, and concerns from every member.

Please understand that the Union continues to address this matter with the Company and will remain committed to ensuring that our contractual rights and rights under federal labor law are respected.

Our strength as a Union comes from our unity, involvement, and willingness to work together toward common goals. I encourage every member to stay informed, attend Union meetings, and bring forward any concerns they may have.

Children's Christmas Party

Our annual Children's Christmas Party will be held Saturday, December 12, 2026, from 2:00 to 4:00 PM. Steve Dillman will be joining us as Santa Claus, with Cecilia as Mrs. Claus! We appreciate them volunteering their time and look forward to another fun afternoon with our union families.

Adult Christmas Party

We haven't set a date for the Adult Christmas Party yet. This year, we're putting together a Christmas Party Planning Committee to help organize the event. Anyone interested in helping is encouraged to get involved. We'll share more information as plans come together.

Closing Remarks

As we close out 2026, I want to thank our officers, grievance committeepersons, committee members, and everyone who continues to support Local 2958. We've faced our share of challenges this year, and there will certainly be more ahead. We'll continue standing up for our members, enforcing our contract, and making sure everyone is treated fairly. We aren't always going to agree on everything, but we're all part of the same union, and we're stronger when we stand together. I wish you and your families a Merry Christmas, Happy Holidays, and a safe and Happy New Year. Enjoy time with your loved ones, look out for one another, and always put your safety and family first.

Dave Tocco - USW 2958 President





ARTICLE BY:
ZACH KELLER

UNION VIEWPOINTS:

THE FUTURE IS BEING BUILT HERE



The groundbreaking at Haynes was more than a ceremony. It was proof that there is money for the future.

Roughly $172.5 million is being invested in the Kokomo operation, with more than 100 new jobs expected to come with it. New construction, new equipment, new capacity and years of planning are all moving forward because the company expects this plant to grow. That is good news for our members and it should also be remembered when the next contract comes around.

Our current CBA provided some of the largest wage increases in recent years. Those gains mattered. But the next agreement will be negotiated in a much different environment.

By then, members will have watched millions of dollars poured into buildings, furnaces, equipment, contractors, fancy management golf carts, cameras, and expansion. We will have helped bring all that investment online. We will be expected to run it, maintain it, troubleshoot it and turn it into profitable product.

That has value.

The last public Haynes filing before the sale showed then-CEO Michael Shor receiving about $2.61 million in annual compensation. That worked out to roughly 31 times the pay of the median employee.

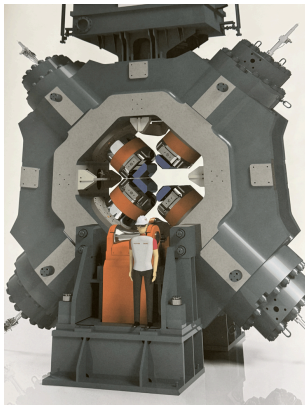
Since 1979, U.S. productivity has risen 93.7 percent, while inflation adjusted pay for production and nonsupervisory workers has grown just 32.7 percent. Workers are producing far more value with each hour of work, but their compensation has not kept pace. That gap is another reason the people creating that value should expect a larger share of it at the bargaining table.

Nobody is arguing against investment in the plant. We need good equipment. We need modern facilities. We need capacity that keeps work in Kokomo for decades to come. But investment cannot stop at concrete and machinery. The people who make this place run need to see that same confidence reflected in their wages, benefits, time off, retirement and working conditions. When bargaining starts again, nobody should be told there is no money. We can all see where the money is going.

The company is clearly willing to spend big when it believes something is important to its future. Next time, they better be ready to invest in us too.



USW INTERNATIONAL STAFF REP & FORMER LOCAL 2958 PRESIDENT REX AMBROSE SPEAKS AT THE GROUNDBREAKING CEREMONY



ARTIST RENDERING OF THE PLANNED NEW ROTARY FORGE PRESS TO BE INSTALLERD ON THE SOUTH SIDE.

ARTICLE BY:
ZACH KELLER

UNION SPOTLIGHT:

DISTRICT 7 CONFERENCE FOCUSES ON WORK, COMMUNITY AND THE FUTURE

Members and leaders from across USW District 7 gathered in Michigan City September 22–25 for the 2026 District 7 Conference. The theme, "Our USW Union and the Community," reflected a wide mix of topics that reached beyond the workplace.

Sessions covered workplace rights during strikes and lockouts, community partnerships, Rapid Response, Women of Steel, Next Generation, Veterans of Steel, labor history and election issues. Members also heard from union leaders, attorneys, elected officials and other speakers throughout the conference. A lot of the speakers were USW-endorsed candidates for offices in Indiana, Illinois, and Wisconsin.

One of the more forward-looking presentations focused on artificial intelligence and how it may affect workers through automation, monitoring, privacy concerns and changing job duties. Another session featured the officers of the locked out BP workers of Local 7-1 for a rousing call to action. Attendees were also given a copy of 'Before The Next Revolution" a book about the struggles of workers and labor in Mexico.

Just as important as the formal sessions was the chance to meet Steelworkers from other locals, compare experiences and bring new ideas back home.

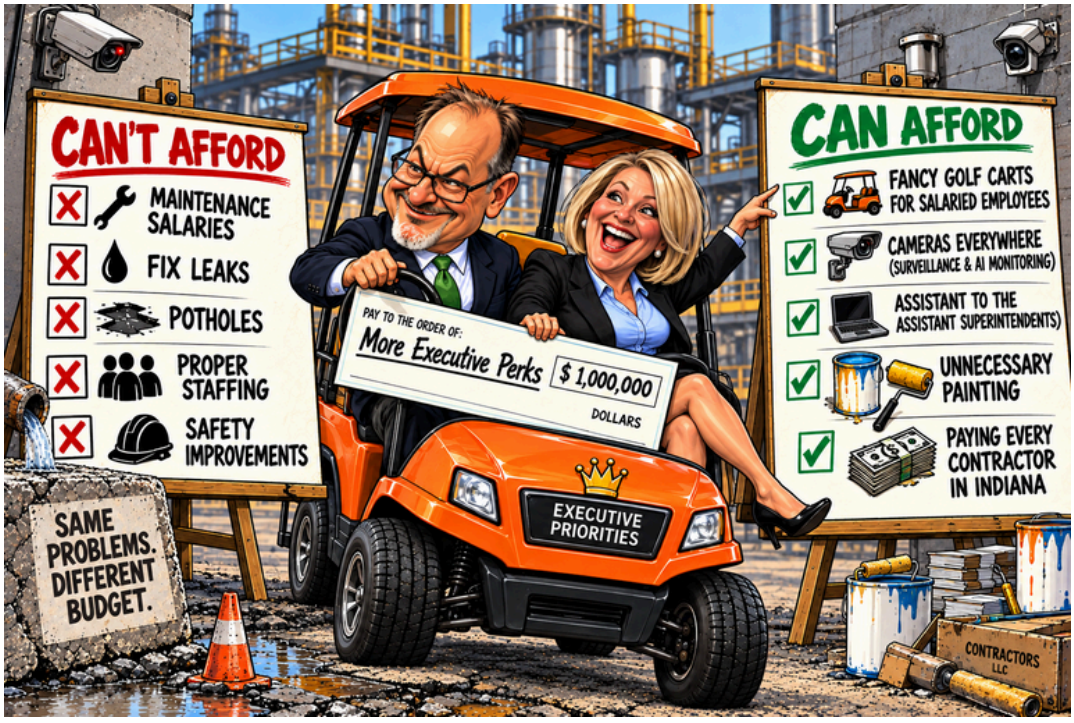
The conference covered a lot of ground, but the message was simple: an informed, involved membership makes the union stronger.



Indiana Secretary of State canidate Beau Bayh speaking at USW District 7's Conference

METAL MAYHEM

LOCAL 2958'S EDITORIAL CARTOON FEATURE



UNION VIEWPOINT SERIES

OUR CONTRACT MEANS NOTHING IF WE DON'T ENFORCE IT

ARTICLE BY
ERIC GIBSON



As our next contract negotiations approach, we need to pay close attention to how our current agreement is being followed. Repeated contract violations, inconsistent discipline, and management's handling of arbitration raise serious questions about how much respect the Company has for the agreement it signed.

Our contract isn't a suggestion. It's an agreement negotiated by both sides, and both sides are expected to follow it. These upcoming negotiations aren't just about wages and benefits. They're also about job security, fair treatment, and making sure the protections we've fought for actually mean something on the shop floor.

Progressive discipline is supposed to provide a fair and consistent way to address workplace problems. When management skips steps, applies rules differently from one employee to another, or ignores established procedures, we have every right to question those decisions. Any questionable disciplinary action should be reviewed against the contract and Company policy, with grievances filed when violations are found. Just because management makes a decision doesn't mean that decision is right.

If you believe your rights have been violated, document what happened and notify your union representative as soon as possible. Keep accurate notes, stick to the facts, and follow up. Don't discuss anything with management that could lead to discipline without requesting union representation.

We also can't let rumors, intimidation, or misinformation divide us. We won't agree on every issue, but we should all agree that our contract needs to be enforced. That takes members who stay informed, attend meetings, share accurate information, and support one another when problems arise.

I'm asking every member to take an active role. Pay attention to what's happening in your work area. Speak up when something isn't right. Keep good records and make sure your union representatives know about potential violations. Most importantly, show up and get involved. The more united and informed we are, the stronger our position will be when we sit down to negotiate.

Our rights are only as strong as our willingness to defend them. We are the United Steelworkers, and when we fight, we win!

UNION HISTORY VIEWPOINTS

FROM GRATITUDE TO GRIFT: HOW COMMERCIALIZATION HIJACKED THANKSGIVING

ARTICLE BY
AUSTIN THORPE

Thanksgiving Goes National!
Between 1827 and 1846, Sarah Josepha Hale waged a relentless, decades-long campaign to establish Thanksgiving as a national holiday. Her crusade culminated in September 1863, when she wrote directly to Abraham Lincoln and finally convinced him to make it an official national holiday. In October 1863, Lincoln declared Thanksgiving a national holiday, locking it in for the last Thursday of November.



On The Cusp Of Commercialism
In 1939, Thanksgiving landed on November 30, triggering retail panic by leaving a mere 24 shopping days before Christmas. To avoid hurting corporate profits, President Franklin D. Roosevelt signed an executive order moving it a week earlier to November 23. Congress officially moved Thanksgiving back to its current date in 1941.

Philly In The Black
In the 1950s, Philadelphia police used the term "Black Friday" to describe the chaos that ensued the day after Thanksgiving. Shoppers and tourists alike swarmed the city ahead of the annual Army-Navy football game held that Saturday. By 1961, Philadelphia had adopted "Black Friday". Stores at the time tried unsuccessfully to rename it "Big Friday" to remove the negative connotations.

Nationwide Blackout
In the 1980s, retailers successfully rebranded Black Friday, flipping the narrative from a chaotic traffic headache into a positive, highly profitable milestone. The one-day sales extravaganza has since exploded into a four-day mega-event, sparking spin-off holidays like Small Business Saturday, Buy Nothing Day, and Cyber Monday. Stores have opened earlier, and shoppers head in droves right after their Thanksgiving meal. However, this massive retail expansion came at a steep cost to the people keeping the registers running.

Gratitude Is The New Grift
The corporate game is capitalism, and the ultimate goal is simple: capture extra weeks of holiday sales. Because Thanksgiving centers on family and rest rather than big retail revenue, corporate giants have systematically weaponized Black Friday to bleed right into Thanksgiving afternoon. What used to be a quiet national pause has turned into a forced warm-up for shopping. Forget gratitude—retailers now force front-line shift workers to ditch their families so CEOs can hit quarterly revenue targets. We have years of petitions from exhausted employees at Target, Best Buy, and Walmart to prove how destructive these midnight shifts truly are. Apparently, protecting a single day of actual rest for working families is a radical act when there is corporate money to be made.

Shopper Buy, But Workers Pay
Naturally, the actual costs of this shopping madness fall squarely on the front line. Retailers love to understaff the chaos, leaving exhausted employees to juggle massive crowds, longer shifts, and endless multitasking with zero extra help. Workers get the privilege of absorbing customer tantrums, screaming matches, and workplace hazards; all while holiday premium pay remains a total myth for most. Where retail unions are non-existent, workers have about as much voice as a display mannequin. Toss in packed floors, rushed heavy lifting, and an army of untrained seasonal hires, and you have the perfect recipe for workplace injuries. But corporate boardrooms don't focus on employee well-being or the unmonetizable concept of family time when quarterly revenue targets are on the line. This holiday season reminds us exactly why we organize, fight, and stand together. Protecting our time, our safety, and our dignity isn't just a holiday wish, it's a collective right.

WOMEN OF STEEL
LOCAL 2958

LOCAL UNION SUCCESS STORIES

WOMEN OF STEEL TAKE HOME TOP HONORS AT KOKOMO MONSTER MASH BASH











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A huge congratulations to our Women of Steel for winning Best Booth with their *Alloys in Wonderland* display! The creativity, effort and attention to detail really stood out, and the award was well deserved. Thank you to everyone who helped build, decorate, organize, donate or stop by and support the booth. Great job to everyone who helped make it such a success.



CONGRATULATIONS!!





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.**





SHOW OUR STRENGTH
SHOW YOUR PRIDE
EVERY FRIDAY

WE ARE GATHERING INFO FOR CONTRACT SOLIDARITY SHIRTS! VISIT HTTPS://USW2958.S.GY/USW-SOLIDARITY OR SCAN THE QR CODE TO GIVE US YOUR SIZE SO WE CAN ORDER THE CORRECT AMOUNTS.

SCAN ME

Raffle Results

NOVEMBER MEETING DRAW UNTIL A WINNER IS PICKED

September 2026
Todd Ronk
(not present, prize rolled over



October 2026
Steven Garza
(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





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