

Hate Costs Workers Dearly

By Fred Redmond
USW International Vice President
for Human Affairs

www.usw.org/blog/2016/hate-costs-workers-dearly

The GOP debate last week featured more immigrant bashing with the party's front-runner, Donald Trump, reasserting his plan to construct a wall – this one a religious barrier preventing Muslims from getting into the country.

Trump has mocked a disabled journalist and Asian speech patterns, demonized undocumented immigrants as rapists and approved violence against a Black Lives Matter protester. And he's no outlier in the GOP. Chris Christie said he'd block even five-year-old orphaned Muslims from entering the United States. Ted Cruz denigrated gay people, urging states to ignore the U.S. Supreme Court ruling on marriage equality.

Since Nixon, this hate mongering has been GOP strategy to secure the vote of white workers. It's a scam to get workers to fight among

themselves. Republicans persuade white workers that blacks are taking their jobs through affirmative action. The GOP tells black workers that undocumented immigrants are taking their jobs. And now, the GOP warns, everyone should be afraid, be very, very afraid of Muslims.

Meanwhile, back in Washington, D.C., the 1 percent took everybody's everything. They got every rule change and tax break and special deal that they sought to further enrich themselves. Their incomes skyrocketed. That didn't

happen for white workers or black workers or women workers or any kind of workers. Workers haven't had a raise in 30 years. No wonder they're looking for someone to blame. But fellow workers aren't at fault.

Last year, the AFL-CIO established the Labor Commission on Racial and Economic Justice to foster discussion among all workers about how the politics of hatred has enriched the wealthy and deprived the rest. I co-chair the commission with Marc Perrone, president of the United Food and Commercial Workers International Union.

We've conducted forums in cities across the country and will continue those this year. Last week, we issued a report called Race and Economic Jeopardy for All by Ian Haney Lopez, a Berkeley law professor and director of the Racial Politics Project at Berkeley's Haas Institute for a Fair and Inclusive Society. The report explains exactly how

"God never intended for one group of people to live in superfluous inordinate wealth, while others live in abject deadening poverty."

- Rev. Dr. Martin Luther King, Jr.



(Continued on page 4)

President's Report

From Spencer Buchanan

USW Local 115 President

January started being very quiet in the plant, however, the Union Leadership and the Company have had to meet on several issues important to the membership. We have met on employee recalls, GVS scores, the Lithium Department concerns, and Pay for Performance.

The company has recalled the last eight

people that were on layoff, back to work. They will be returning on Monday, February 1, 2016. This is very good news for our laid off members. Please join me in welcoming them back. The GVS scores have been consistently low at Lafayette. I believe there are many drivers. The company has invited the Union to attend a GVS type seminar at the Davenport, IA plant. We have decided to send three (3) of our members to attend along with three (3) from the company. The company is paying all of the expenses for this trip

which will be Monday, January 25, 2016 through Thursday, January 28, 2016. We want to try to get a better understanding of GVS and how it impacts our members and the Lafayette Works.

The Lithium Department is supposed to be doing limited casting and we have had discussions on how our members will be moved in and out of that department on daily assignments when there is no work. At the time of the

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Vice Presidents Report

From Scott Wolendowski

The forced overtime throughout the plant has gone down compared to where it was. We are still having issues with the overtime being run correctly on the first try. Thanks to all the Committee Persons for doing a fantastic job on staying up to date with this issue. Everyone should check the postings that go out for overtime because they do

change several times during the week.

Third step grievance hearings are scheduled for January 27 and 28. The Committee will be taking close to 40 grievances. Hopefully, all goes well and we get favorable answers.

The company has shared with the Partnership Committee that Extrusion will continue to be busy for 2016. Unfortunately, the high margin products will not be as heavy as they were in the past. This will definitely affect our Pay

for Performance. We have also sat down with the company and developed a new formula for Pay for Performance. More details to come on this when and if it gets approved by corporate.

Everyone have a safe month!

**Thank you for keeping
USW Local 115 100%
Union Strong!!
In Solidarity**

Political Education

Voting Charles Koch's decades-long plot to overthrow the government

By Doug Herr

It's not a surprise to learn that more people who are registered to vote bought Powerball tickets than actually voted. You can hear them say their vote doesn't matter. Their vote doesn't count. Then they contribute to the Lottery, in hopes of winning. Maybe they can afford to live like Republicans

The odds of changing an election by voting are better than the odds of hitting all the Powerball numbers. The odds of changing an election are better still when you contribute to a campaign. The groups that have been changing Indiana's Labor Laws contribute heavily to the politicians that vote for laws like Right To Work (freeload) and many other laws designed to weaken and break unions.

Indiana had the lowest voter turnout in the country. The United States has the lowest voter turnout in the world. The voters that show up to the polls vote mostly for the same people who pass laws that work against us.

If all of us made small regular contributions to a labor PAC, we could eventually make a difference. Maybe the thought of that contribution would remind us to vote. Maybe a large sign just reminding us to VOTE would be a start.



By Joan McCarter

Posted on Daily Kos Tuesday Jan 19, 2016 · 11:16 AM UEST

Charles Koch's public persona is that of a businessman who has only recently been forced into a political role by an out-of-control government. A new book by investigative reporter Jane Mayer blows the lid off that claim, as *Politico Magazine* reports. It turns out Koch has been constructing his political movement for four decades, drawing from some of the most extreme anti-government thinkers and organizations.

Mayer unearthed two previously secret documents, including a paper that Charles Koch wrote in 1976 for a conference of the new Center for Libertarian Studies, which was

opened with \$65,000 in seed money from—of course—Charles Koch. The second is an unpublished private history of David and Charles Koch commissioned by their other estranged brother, Bill. He hired Clayton A. Coppin, an historian at George Mason University, who had previously written a company history for Koch Industries which had given him "access to many

of the family's private letters and papers, as well as license to interview the Kochs and their intimates as few outsiders could." Between the two documents, Mayer was able to construct Charles Koch's movement away from the radical, conspiracy-theory laden John Birch Society his father helped found.

In contrast, Charles had been drawn to a radical libertarian thinker with a checkered past named Robert LeFevre, who opened what he called the



David Koch arriving at a Metropolitan Museum of Art Costume Institute Gala Benefit, at which he pretended to be a philanthropist

Freedom School in Colorado Springs, Colorado, offering immersion courses in "the philosophy of freedom and free-enterprise." The school had numerous ties to the John Birch Society, but its preoccupations were slightly different. LeFevre, who called himself an

"autarchist" because he didn't like the label "anarchist," was almost as adamantly opposed to the modern American government as he was to communism. Charles Koch was a major funder and trustee of the school by 1966. Brian Doherty, who chronicled the rise of American libertarianism in

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President's Report

(Continued from page 1)

writing of this report, I have been notified that the Lithium Department will be casting metal daily. I am in the process of requesting a meeting to hear what has changed.

There has not been a payout for Pay for Performance (pfp) for the last two quarters of 2015. The Union and the Company have met through the Partnership Committee to work on changes of the metrics for Pay for Performance payout (pfp). The parties are following the guidelines of **Appendix III Performance Pay of the Master Contract** (p.75). Stay tuned

more information to follow soon.

Finally, I have been notified that the company is going to agree with the Union's position regarding the attendance point reduction in the Tube Mill. Vice President Wolendowski, Department Committeeperson Mike Wortman and Assistant Committeeperson Ricky Parker were instrumental in getting this matter resolved. There were approximately twenty-five (25) grievances written in the Tube Mill regarding this matter! Nice work fellas!

I want to again thank all of you for being 100% Union!



From the Sub Director's Desk

Friday, December 17, 2015



By Wayne "Crash" Dale

This year the Sub District has been busy negotiating contracts, arbitrating grievances, filing labor board charges, assisting the local unions with outstanding grievances, held meetings with elected representatives and conducted demonstrations against the Trans-Pacific Partnership (TPP), as well as many "good works" projects within our communities.

We were successful in negotiating and ratifying new Collective Bargaining Agreements without a strike or lockout during some of the most difficult times that we've faced in the last 30 years.

As a direct result of our on-going grievance training throughout the Sub District, we were successful in winning 26 out of 30 arbitrations. This would not have been possible without the hard work of our Staff Representatives, Local Union Presidents, Business Agents and Grievance Committees.

On October 21-23, 2015, we held our annual Education Conference in

Lafayette, Indiana. There were 116 participants; and 90% were new Union activists. We want to recognize the commitment of our Staff Representatives and Local Union Presidents for promoting the growth of our Union by encouraging new participation.

Our membership and Local Unions have unselfishly sponsored numerous actions, working with our friends and neighbors, to make our communities a better place to live. Listed below are just a few of their good works.

Next Generation – Raised money for the Toys-For-Tots event this winter, and a coat drive for the Indianapolis area.

Local 104 – Sponsored "Santa Claus for Kids", raising \$3,000; assisted the homeless Veterans by helping them find jobs and setting up doctor appointments for the chronically ill in Evansville, IN and the surrounding area. The Local Union continues to meet Veterans every Wednesday working hand-in-hand on several local projects and there

"are no goodbyes."

Local 7703 – Held a Salvation Army fundraising event for the needy in Shelbyville IN.

Local 2958 – Worked with the Greater Downtown Kokomo Alliance, planting flowers and trees to beautify the city of Kokomo.

Local 15173 – Sponsored a kick-ball tournament to "Kick Out Cancer," raising \$25,000.

Local 1999 – Donated clothing, soap and other items for the women's shelter; and collected money for the needy families for Christmas in the Indianapolis community.

Local 1999-32 – Collected 8,000 envelopes and participated in fundraising for the Indiana Honor Flight Group that took WWII Veterans to Washington DC for a day.

Local 1999-07 – Women of Steel raised \$40,000 for "Making Strides Against Breast Cancer"; and conducted a bake sale for 136 walkers for this fundraiser.

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Hate costs...

(Continued from page 1)

politicians' deliberate use of racism has hurt workers — black, Latino, women, gay and white — while, simultaneously, advancing the agenda of the 1 percent. Over the past several days in Washington, D.C., the AFL-CIO has brought together more than a thousand workers, including a delegation of hundreds from my union, the United Steelworkers, to discuss these issues at a convention that will end on Martin Luther King Day. This and the earlier meetings have been communions of workers of all ages, genders, religions and colors, enabling us to hear each other's experiences, anxieties, fears and solutions.

The weird thing about hate is that it diminishes both the hater and the hated. The racial and religious hatred purveyed by the GOP didn't improve the pay of white workers. They suffered wage stagnation just like everybody else. That's because separated, workers are weak. Unions have always known that. To secure power, workers must stand together.

And workers' common interests — better wages and better lives for themselves and their families — are much more significant than differences in skin tone or place of worship or gender.

Granted, the white worker and the black worker look different. But both want to go to work every day for decent wages. Both want to buy a home and have some kids and send them to good schools. Black and white hope to retire with

dignity. Neither received a raise, considering inflation, in 30 years. Together they've suffered factory closures and jobs shipped overseas. There are no white pension plans or black pension plans. All pension plans are being gutted.

Dr. Martin Luther King Jr. saw this connection long ago. In 1961, as he tried to bridge the labor and civil rights movements, he said, "Our needs are identical with labor's needs: decent wages, fair working conditions, livable housing, old age security, health and welfare measures, conditions in which families can grow, have education for their children and respect in the community."

Dr. King died while in Memphis to support striking sanitation workers. It was 1968. I was 14.

My life had changed completely because of what Dr. King was advocating that day in Memphis — collective bargaining. A couple of years before Dr. King's assassination, my dad had gotten a union job at Reynolds Metal Co. near where we lived in Chicago.

All of a sudden, he was making enough money that we could afford a television. He saved and bought our family a home. He had health insurance and we went to a private doctor for the first time in our lives. My dad was the son of a Mississippi sharecropper who could barely scrape by, but now he worked in a mill where white and black union men called each other brother and where he earned enough to give his family a piece of the American dream.

That is what all workers want. We aren't going to achieve that dream

for ourselves or our families or our communities or our country if we allow ourselves to be riven by ridiculous hatreds. It's self-defeating.

We should listen to each other, employed and unemployed, union and non-union. All of us lucky enough to still have family-sustaining jobs should listen to those who don't. We should, for example, hear the voices of those who work for minimum wage at places like WalMart and McDonald's.

WalMart, owned by the Walton family, one of the richest in the world, won't give many of their employees full-time hours and won't provide health benefits they can afford without full-time hours. So the workers are forced to depend on food stamps to feed their families and Medicaid for health insurance for their children. The GOP urges workers to see that as some sort of failing by WalMart employees. Republicans want to distract workers with hate for food stamp recipients while the Walton family benefits from all those government subsidies.

Food stamps and Medicaid mean the Walton family doesn't have to pay its workers a decent wage. Food stamps and Medicaid are, in fact, welfare for the Waltons.

My grandfather worked hard every day of his life. Like WalMart workers, he never had much to show for it. It wasn't because there was something wrong with him. It was because there is something wrong with the system, something exploited by the rich and powerful for their own benefit. But if workers reject hate and stand together, we can fix the system so that it works for the vast majority, for the workers.

UNITED STEELWORKERS
WOS
WOMEN OF STEEL

From Denise Wagner

We are starting the new year by taking donations for our female soldiers. They are in desperate need of basic female supplies. Personal care and hygiene product's. Totes will be in security. We will also be taking monetary donations and will do the shopping for you. Some funds will be needed for postage.

We will also be training our WOS committee members how to register people to vote in the next few months. We encourage everyone to get registered, if you are not already, and get out there and vote. Your vote matters!

Thank you for all you help us do.



From the Sub Directors Desk

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Local 1999-00 – Raised thousands of dollars for the Larue Carter Memorial Hospital, which assists children with mental health issues.

Local 115 – Women of Steel collected 68 backpacks of school supplies for students at Miller Elementary School located in Lafayette, IN; collected personal care items for the women’s shelter; planted flowers at the Veteran’s Home; participated in fundraising for the transitional housing and food bank; participated in fundraising for “Making Strides Against Breast Cancer”; built homes with Habitat for Humanity; held a voter registration drive; collected donations for Salvation Army; collected toys and clothing for the underprivileged families in the Lafayette community; participated in the March of Dimes walk; assisted in the “Read to Succeed” program helping 2nd and 3rd graders learn to read; and sent 500 cookies and 100 cards to our

Soldiers in Kuwait. WHAT TO LOOK FORWARD TO IN 2016

We are pleased to announce that we will be scheduling meetings with several Mayors to identify large neighborhood projects that will benefit our friends and neighbors.

BREAKING HISTORY

For over 42 years, Locals 525U and 822 have worked in an “open shop” environment with historically low Union membership. By the hard work and determination of their members and leadership, they have increased their membership by 20% and 26%, respectively.



Mobilizing our Local Union Representatives, Women of Steel, Next Generation, Rapid Response, Union Activists and SOAR Chapters to hold voter registration drives and to Get-Out-The-Vote will be one of our top priorities for the 2016 elections. We are formulating an Internal and External Organizing plan in an effort to increase membership within our Union. The plan will include selecting committed Union members to assist in organizing several targets within our Sub District. These individuals will be selected by February 18; and training to be completed by March 31, 2016.

Jerome Davison will be working with the Local Unions to rebuild our Rapid Response program.

In closing, please know you have a standing invitation to visit the Sub District Office. We are happy to assist you in any way possible. If you get the chance, please stop by and visit - have a cup of coffee, soft drink, etc - you are always welcome! The Sub District 3 Office is located at

**9402 Uptown Drive, Suite 600,
Indianapolis, IN 46256 –
(317) 845-0495.**

Know Your Contract–Holiday Pay

From Spencer Buchanan

This article was pulled from our Master Contract and with the Presidents Day Holiday coming up, felt it appropriate.

“Article VI. Overtime and Premium Pay Provisions

Section 12.Sunday Work and Holidays

B. Employees shall be paid for the holidays providing they meet all of the following eligibility requirements:

1. During the payroll week in which the holiday is observed:
 - a. The employee works or is on a vacation scheduled under the Vacation Plan (Article VII, Vacations) or is on a layoff because he/she is not eligible for a vacation at the time of a shutdown during the payroll week during which the holiday occurs, or performs jury service, or is a witness in a court of law, or is qualified for bereavement pay (Article XXIX, Bereavement Pay) on each of his scheduled days in such week, or
 - b. The employee is absent due to personal illness or accident and is not eligible for sickness and accident benefits for such week because of the period, provided he is eligible for and receives sickness and accident benefits for such illness or accident for the following week.
2. The employee has thirty (30) days’ seniority as of the date of the holiday.
3. An employee who is **scheduled** to work on a holiday and is absent without permission for any reason except **sickness** will not receive holiday pay.”

January Labor History

From todayinlaborhistory.wordpress.com

January 4, 1965 : Eight thousand social workers represented by two different unions in New York City go on strike over workload and wages. Mayor Robert Wagner fired all of the strikers and threw nineteen leaders in jail for two weeks, but the workers won the strike within a month. Supported by organized labor, the civil rights movement, and a community coalition, it was the longest labor action by public employees in the history of New York City.

January 5, 1933 : Construction officially begins on the Golden Gate Bridge in San Francisco. Safety netting suspended under the floor of the bridge from end to end saved the lives of nineteen workers; however, ten of the eleven deaths on the job occurred when a section of scaffold fell through the net. The bridge opened in 1937 and was, until 1964, the longest suspension bridge main span in the world.

January 8, 2004 : The Service Employees International Union (SEIU) grants a charter to SEIU Local 1.0n in Canada, which formed from a merger of six SEIU healthcare locals in Ontario. In 2013, the local changed its name to SEIU Healthcare Canada and currently represents more than 55,000 healthcare workers in hospitals, long term care facilities, and home care agencies throughout Ontario.

January 9, 2003 : Transportation Security Administration Administrator James Loy announces that “mandatory collective bargaining is not compatible with the flexibility required to wage a war against terrorism.” The American Federation of Government Employees filed a lawsuit the next day challenging the denial of bargaining rights to TSA baggage handlers and screeners.

January 12, 1942 : President Franklin Roosevelt reinstates Woodrow Wilson’s National War Labor Board (NWLB) in an attempt to forestall labor-management conflict during World War II and prevent strikes which would slow industrial production and impede the war effort.

January 14, 1993 : The Occupational Safety and Health Administration issues a Permit-Required Confined Spaces Standard to prevent more than 50 deaths and 5,000 serious injuries annually for workers whose job requires them to work in confined spaces, such as underground vaults, tanks, storage bins, manholes, pits, silos, process vessels, and pipelines.

January 15, 1919 : A 58-foot-high metal tank, 90 feet in diameter, filled with 2.5 million gallons of crude molasses bursts in Boston, and the explosion sends a 40-foot tall tidal wave of molasses and debris crashing down Commercial Street. What became known as the Boston Molasses Flood killed 21 workers and residents and injured another 150. After many years of litigation, the United States Industrial Alcohol Company was eventually found culpable and forced to pay a million-dollar settlement.

January 16, 1948 : The meatpacking industry in the United States effectively shuts down when both the United Packinghouse Workers of America and the Amalgamated Meat Cutters and Butcher Workmen of North America go on strike over wages. Just ten days into the strike, using the War Labor Disputes Act, President Harry Truman seized control of the plants and ordered the workers back to work with the greatest single wage increase ever in the industry.

January 17, 1962 : President John Kennedy signs Executive Order 10988, recognizing the right of federal employees to bargain collectively. The order was a breakthrough for public sector workers, who were not protected under the 1935 Wagner Act.

January 19, 1915 : Guards employed by the Agricultural Fertilizer Chemical Company in Chrome, New Jersey, open fire on unarmed striking workers, killing two people and wounding eighteen others. The next day, 31 deputy sheriffs were arrested, charged with first degree murder, and held without bail. The workers eventually won a wage increase and nine of the deputies were convicted of manslaughter and received sentences of between two and ten years each.

January 19, 2015 : Today is Martin Luther King Jr. Day, an American federal holiday celebrating the birthday of American civil rights activist and organizer Martin Luther King, Jr. The campaign for a federal holiday in his honor began soon after his assassination in 1968. President Ronald Reagan signed the holiday into law in 1983, and it was first observed three years later. It was officially observed in all 50 states for the first time in 2000.

January 20, 2000 : 600 heavily armed police are deployed to protect scabs unloading freight in Charleston, South Carolina, during an International Longshoremen’s Association strike. The striking longshoremen arrived at the docks to picket and a fight ensued; police drove into the crowd, fired smoke grenades, and attacked with wooden batons. Five longshoremen – who became known as the “Charleston Five” – were indicted for felony riot.

January 21, 1974 : A four-day strike by 2,000 postal workers at the New Jersey Bulk and Foreign Mail Center in Jersey City begins. The “Battle of the Bulk” was caused by postal management’s unilateral changes in workers’ hours and working conditions. A federal judge ruled in the union’s favor, directing management to settle the issue through binding arbitration.

January 25, 1926 : Textile workers in mills in and around Passaic, New Jersey, go on strike over wages, hours, and working conditions. The strike ended on March 1 of the following year after the final mill being picketed signed a contract with the striking workers.

January 29, 1936 : After Firestone Tire & Rubber in Akron, Ohio, arbitrarily fires a worker, workers stage a fifty-five-hour sit-down occupation of the plant. It was one of three occupations that happened in January of the largest tire companies that refused to recognize the United Rubber Workers of America union and ignored demands for fair work rules.

In Memorial

David Dwain DeSplinter 12/17/2015

Pray for the dead, Fight for the Living

Robert Jeffrey "Jeff" Brant 01/08/2016

7:30AM UNION MEETINGS 1:00PM 3:30PM 3rd Tuesday of Every Month

Watch the boards for emergency exceptions. BE ACTIVE, STAY INFORMED, ATTEND YOUR UNION MEETING

Charles Koch's...

(Continued from page 2) his book Radicals for Capitalism, described the school as "a tiny world of people who thought the New Deal was a horrible mistake." The school taught a revisionist version of American history in which the robber barons were heroes, the Gilded Age actually was the country's golden age and the Civil War shouldn't have been fought. In 1965, the New York Times described the school as so implacably opposed to the U.S. government, it was proposing that the Constitution be scrapped in favor of one that limited the government's authority to impose "compulsory taxation."

Eventually, as his fortune grew, Charles began to move beyond funding schools and other intellectual endeavors to launching a political movement. Charles' aim, according to Doherty, who interviewed Charles for his book, was to tear the government out "at the root." [...]

Had Charles wanted merely to promote free-market economic theories, he could have supported several established organizations, but instead he was attracted to fringe groups that bordered on anarchism. Coppin suggests, "He was driven by some deeper urge to smash the one thing left in the world that could discipline him:

the government." Charles, Coppin suggests, had "daddy issues" and "harbored a hatred of the government so intense it could only be truly understood as an extension of his childhood conflicts with authority." By the late 1970s, though, Koch wanted not just to grow an extreme libertarian theoretical movement, but to actually get political power and create a movement which, in his own words, would "destroy the prevalent statist paradigm."

That movement would have to be secret, and to entice adherents, "they needed to organize synthetic 'grassroots' groups and issue meaningless titles to volunteers, without yielding any real control." They also needed a good marketing plan that included making use of "all modern sales and motivational techniques to raise money and attract donors ... including meeting in a home or other place the prospect enjoys being." Hence their secretive, insidious "summits" at fancy resorts. Even David Koch's much-vaunted contributions to the arts and appearances in the society pages was scripted by Charles, who argued that they needed to "work with, rather than combat, the people in the media and arts."

Then it gets really creepy. Koch decided they really need to attract young people, and took the advice of libertarian historian Leonard Liggio, who was a huge fan of the Hitler Youth

model from Nazi Germany. "Liggio, who was affiliated with the Koch-funded Institute for Humane Studies from 1974 until 1998, described the Nazis' successful creation of a youth movement as key to their capture of the state. Like the Nazis, he suggested, libertarians should organize university students to create group identity."

To effectively co-opt young people, they'd need to infiltrate universities and to do that, and maintain the control Charles insisted upon, they'd set up private institutions within prestigious universities. Coppin summarized the plan of getting these institutions set up by using "ambiguous and misleading names, obscur[ing] the true agenda, and conceal[ing] the means of control. This is the method that Charles Koch would soon practice in his charitable giving, and later in his political actions."

All of this was plotted out in the 1970s, and we've seen it all play out as the Kochs have built their political empire. The secretiveness, the insanely complex networks of programs to conceal how all the money is being spent, the astroturf, the fake philanthropy: All designed to allow Koch to act as puppeteer for the people he co-opts into being the public, political face of what he wants to be his own government. At the heart of all this is a profound contempt for the public, for democracy, and for all the rubes that have been tricked into this "movement"—which no doubt includes all the politicians they've bought.

Black Solidarity Day's Wear Your T-shirts Blue STAND UP FIGHT BACK! Wednesday Friday

Puzzle Solutions grid with numbers and letters

\$1.25 - NYDailyNews.com

METRO FINAL

Cloudy, 36/26. Wednesday, January 20, 2016

DAILY NEWS

NEW YORK'S HO  WSPAPER

GLENN'S TRAGIC, FINAL DAYS IN NEW YORK

EXCLUSIVE — PAGE 3

PLUS Frey's death is sad, but I still loathe the Eagles

KUNTZMAN — PAGE 3



I'M WITH STUPID!

Birdbrains of a feather flock together. Former veep candidate Sarah Palin endorsed GOP front-runner Donald Trump in a rambling speech Tuesday.

DAILY NEWS
 Trump thinks he'll come in GOP win
CLOWN RUNS FOR PREZ
 Daily News 11th anniversary
 New York, NY

PAGE 7

Hate minds think alike: Palin endorses Trump

SARAH'S DRUNK SON BEAT GAL PAL, WAVED RIFLE: COPS

PHOTOS BY AP

Across

1. Consumed food
4. Woman
7. Old age (archaic)
10. Male offspring
11. Three in Roman numerals
12. ___ de Janeiro
13. An illusory feat
16. Declared but not proved
17. Wizards
19. Magistrate
22. Anagram of "Diem"
23. Symbol
24. Hemispherical roofs
26. Sings a style of jazz singing
27. Beseech
29. Dominating
33. Picnic insect
34. Every bit
35. Prefix indicating recent or new
36. A potent estrogen
37. Affirmative
38. Understand (slang)

<http://www.crosswordpalace.com>

1	2	3		4	5	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	32
33				34				35		
36				37				38		

Down

1. American Sign Language
2. Foot digit
3. Betrothals
4. Young ladies
5. Assistant
6. Vassal
7. Exterminating
8. Fifty-two in Roman numerals
9. Hawaiian crooner ___ Ho
14. Chemical
15. An annual physical examination
17. Not at either end
18. Bustle
20. A parcel of land
21. N N N N
25. A homeless cat
26. Vends
28. Part portrayed
29. Villain
30. Half of two
31. Born
32. Obtained

How to play: The numbers 1 through 9 will appear once only in each row, column, and 3x3 zone. There are 9 such zones in each sudoku grid. There is only one correct solution to each sudoku. Good luck!

Difficulty level: medium.

11

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	3	4			5			
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S	H	E	L	F	C	H	U	R	C	H	M	S
Z	T	X	C	R	O	A	K	E	I	N	E	T
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X	L	P	R	O	H	I	B	I	T	A	H	L
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|---------|----------|------------|--------|
| alley | facia | ration | stripe |
| aloft | guilt | regime | sullen |
| ample | gusts | regulation | take |
| arose | hoar | relief | tango |
| burde | lade | remorse | till |
| church | mantle | scene | tine |
| class | method | seat | trial |
| cola | niche | sect | wrong |
| couch | organ | shelf | yore |
| croak | picket | stele | |
| diorama | prohibit | story | |

USW115 Pulse

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The Last Word

By Larry Lewis

I'd like to introduce you all to a different way of looking at what's going on, "a negative amortization of downtime." By Google definition "*In finance, **negative amortization** (also known as *NegAm*, *deferred interest or graduated payment mortgage*) occurs whenever the loan payment for any period is less than the interest charged over that period so that the outstanding balance of the loan increases.*" Hmm, sounds eerily familiar.

I'm not sure when it all started but someone at some time came up with the simply brilliant idea of not maintaining our equipment in lieu of keeping it running to maximize profit for said period of time. AWESOME! It worked once, let's do it again! And again, and again, and again... until you have what we have today. An entire working business plan built around a self defeating and self destructive business model. WHY?!

Just like with the compounding of the principle in finance, if you choose to only take small chunks of downtime to bandage your equipment instead of taking the downtime you need to take by doing the job correctly, you're just compounding the

eventual outage you'll have to take when it all comes to a screeching halt. And by not having the regularly changed parts on hand to keep the inventory low, the problem then also is compounded by having to hurry up and wait when the part fails. Or worse jeopardize OUR safety.

I'm not sure how much corporate collusion is (wink, wink) involved or even who if any of the managers involved are still here. But the damage has been ongoing and those of us who are here have been handed a very large pile of poo.

Oh yeah, GREED is the answer to why; the greed of individuals who had been padding their own bonuses and performance reviews. The avarice of individuals willing to put their personal gain over the welfare of the site/company and our safety. We keep hearing about the GVS scores and how Corporate is appalled at how low they are and have sent compliance officer's to evaluate the situation. DUH, force people to operate the way we do, bandage equipment the way we do and then force the workforce to work extra overtime to compensate for all the downtime. Might just be part of the problem.

In Solidarity!



LEADERSHIP

Local 115

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LABOR UNIONS:

THE FOLKS WHO BROUGHT YOU THE WEEKEND.
CHILD LABOR LAWS, OVERTIME,
MINIMUM WAGE, INJURY PROTECTION,
WORKMENS COMPENSATION INSURANCE,
PENSION SECURITY, RIGHT TO ORGANIZE . ETC.

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Assistant	Willard Hammond

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Committeeperson	Mike Wortman
Assistant	Rick Parker Jr.

District 3 Maintenance

Committeeperson	Aaron Eldert
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District 4 Extrusion/Sonic/Storerroom

Committeeperson	John Ragan
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Assistant	Brian Schoolcraft

District 5 Tool & Die/Lithium Plant

Committeeperson	Susie Bending
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