

## Murdering American Manufacturing: “Strictly Business”

By Leo W. Gerard

USW International President

Posted: February 23, 2016 at <http://www.usw.org/blog/2016/murdering-american-manufacturing-strictly-business>

In the week before Valentine’s Day, United Technologies expressed its love for its devoted Indiana employees, workers whose labor had kept the corporation profitable, by informing 2,100 of them at two facilities that it was shipping their factories, their jobs, their communities’ resources to Mexico.

A few workers shouted obscenities at the corporate official. Some walked out. Others openly wept as United Technologies shattered their hopes, their dreams, their means to pay middle-class mortgages.

Three days later, 1,336 workers at Philadelphia’s largest remaining manufacturer, Cardone, learned that company planned to throw them out too

and build brake calipers in Mexico instead. Two weeks earlier, a Grand Rapids, Mich., company called Dematic did the same thing to its 300 workers.

No surprise. In the first decade of this century, America lost 56,190 factories, 15 a day.

Republican presidential candidates talk incessantly of building a physical wall to

Indianapolis factory employees, skilled workers who earn an average of \$20 an hour, and informed them that the corporation planned to kick them to the curb but expected them to perform to the highest standards until Carrier opened a new plant in Monterrey, Mexico, where workers will be paid \$3 an hour.

Carrier President Chris Nelson told the group, “This was an extremely difficult decision.” Such difficulties for poor, poor United Technologies! It was making a nice profit at its Indianapolis and Huntington factories. But it was not the big fat profit it could pocket

by paying Mexican workers a mere \$3 an hour, providing \$3 an hour in health and pension benefits, and doing it all in the nation with the longest work weeks among the 36 countries in the Organization for Economic Co-operation and Development.

It would be “extremely difficult” for

*(Continued on page 4)*



keep impoverished Mexican immigrants out of America. What they fail to offer is an economic barrier to prevent the likes of United Technologies and Cardone and Dematic from impoverishing American workers by exporting their jobs to Mexico.

The president of Carrier, owned by United Technologies, gathered the

## President’s Report

From Spencer Buchanan

The union leadership has met with the company on several occasions to discuss issues in the plant. We have come to agreement regarding Pay for Performance. The payout will be based on EBITDA and MPI. EBITDA = Earnings before interest, taxes, depreciation and amortization. The baseline is \$11M per quarter which is cumulative and the weighting is 75%. The MPI weighting will be 25%. The company will be providing KYI’S to keep us updated on how we are tracking.

The company also notified us that they were bringing back retired supervisors to

help support the Ingot department. Rick Parker, Dave Ratcliff and Chuck Newton will be working in Ingot for approximately 90 days. Ingot currently has a backlog of 1M pounds. I was surprised the company acknowledged the fact that equipment reliability is a contributing factor. Bobby Maddox has stated that he is willing to work with the department committeeperson and her assistant to address issues proactively. We have discussed volumes and Nelsen Sorensen expects large press to remain the same. The profit margins will be different due to the loss of Boeing metals. The driveshaft and spec tube business will remain strong too.

In the next couple of weeks you will be

seeing information about Work Culture committees (teams) in the plant. The purpose of these committees will be to help with communication, acknowledgement and engagement within the plant. We are looking to improve the work culture and work experience in the plant.

Earlier this month Carrier announced they would be closing plants in Indianapolis and Huntington, Indiana; they plan to move 2100 USW jobs to Mexico. It is important with the upcoming elections that we all vote for labor friendly candidates to keep our jobs in America.

**Thank You All for Being 100%!**

# Vice Presidents Report

From Scott Wolendowski

Nothing major going on in the mill this past month. Overtime issues seem to be ongoing especially in the Extrusion Department.

Keith Fortner, Ricky Parker, and myself visited the Davenport, Iowa plant in January. The purpose of this visit was to listen to the Union and Company's communication and employee engagement programs they offer. Nelsen Sorensen has committed to install a new program at our plant to improve communication and employee engagement. We will have more information on this in the coming months.

I would like to give a big thank you to Ashlee Flora and Denise Wagner for setting up the Go Fund Me Page for two of our members. In January Jay and Kelly Kendrick were blessed with twins. However, baby Leah was admitted to Clarian IU health for digestion complications and severe acid reflux. Everyone can view this page on the USW 115 Facebook site or the Alcoa Rumor Mill Facebook page. For those of you who are not on social media you can give monetary donations to Ashlee or Denise or drop them off at the Union Hall.

Thanks to everybody who've donated!! Until next month I hope everyone has a safe month.  
In Solidarity



From Denise Wagner

We are still taking donations for our female soldiers. Alcoa has donated 2 cases of feminine care products. We have received quite a few product donations, we still need monetary donations to go for shipping. Donations will be taken until February 28th. Please contact your WOS committee about donations.

**Thank you for all you help us do.**

## gofundme Help baby Leah Mariah Kendrick



Show your support by going to this link  
[GoFundMe.com/kvuskmrk](http://GoFundMe.com/kvuskmrk)

Our dear friends /Co-workers, Jay and Kelly Kendrick we're excited and overjoyed when they welcomed twins Liam Matthew and Leah Mariah Kendrick into the world on 1-26-16. On 2-4-16 Leah was admitted under the care of Clarian IU Health with digestion complications and severe acid reflux, unable to keep fluid down or have bowel movements which led to spitting up irregular colored bile and continuous weight loss. Clarian has encouraged Jay and Kelly to keep her twin brother Liam by her side to aid in her recovery. Leah's functions are slowly improving, but she will continue to be under the care of Clarian IU Health until she can keep fluids down and gain weight. We ask that friends and family join together in helping this precious family through this emotional and difficult time, as unexpected medical bills and lost work time have occurred. Thank you all very much in helping support our dear friends!!!! We love you and hope Leah has a fast recovery and gets to go home to spend time with her family!

## WOS is taking Donations for Female Soldiers

### Items Needed:

- Feminine hygiene products
- Standard hygiene products
- Black or brown hair ties
- Razors

Monetary donations to purchase items will also be accepted.

Totes will be in Security to drop off items or can be given to a WOS member.

Donations are accepted January 28 to February 28

**Monetary collections for our female soldiers can be given to WOS members Brandy Moore (Ext U2 7-3), Denise Wagner (Ext U2 3-11), Megan Cornell (Ext U2 11-7), Amy Mueller (Tubemill 7-3), Kim Quillen (Tubmill 3-11), Gretchen Roy (Ingot), Chasity Dunbar (Ingot 6p-6a), any union official or drop them off at our hall.**

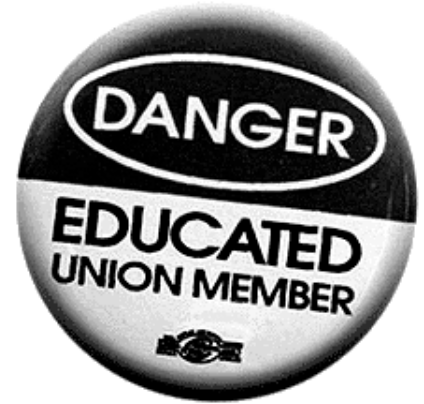


# Know your Contract: Article XXI Supervisors

Supervisors shall act in a supervisory capacity and shall not perform work so as to replace regular workers or operators on the job. Superintendents or other supervisors, however, will perform such work, when necessary to instruct other employees, and will perform experimental, development and other research work as deemed necessary by the Company. This paragraph does not apply to leaders, gang leaders, and similar squad leaders.

## WHAT TO DO:

If you see any supervisor or salary person doing bargaining unit work, tell them to STOP! Then contact your shift steward or department committeeperson to notify them of specifics as to what bargaining unit work was being done. Include who, what work, date and time the work was being done.



# Je Suis Confused!

By Doug Herr

It's easy to get confused when I listen to someone tell me what they don't like about our government. The federal government. I get it. You think government should be smaller. Except, You want the Army Corps Of Engineers to build a razor wire fence along the border between the United States and Mexico to keep the illegal immigrants out. The border should be patrolled by drones.

Geez. We have to add to the Army to do that. That means bigger government. And by the way, The U.S. Army is a socialist funded program. It is not privately owned and it is funded by the citizens of the United States; same for the rest of the military and the Border Patrol and Immigration as well as U.S. Customs.

Oh Yeah, over 40% of the illegal immigrants arrive here by plane. So why did we want a fence, for bigger government?

I looked up some more of our favorite

socialist funded government programs. Highways, roads, public libraries, police & fire departments, student loans & grants, bridges, war, (we couldn't have war without our tax dollars funding it.) Farm Subsidies, Congressional Health Care, EPA, Social Security, Public Schools, Corporate/ Business subsidies, Food Stamps, Court systems, G.I. Bill, Free Lunch Programs, The Pentagon, FDA, National Labor Relations Board, Corporate Bailouts/ Welfare, Unemployment insurance, The Dept. of Homeland Security and the list goes on.

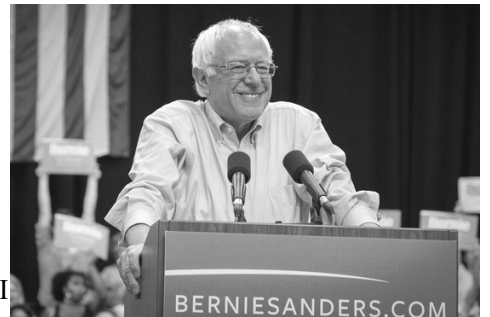
I hear you don't like socialism, though. I personally want to be like the billionaire socialists. They're so good at it you don't even suspect them. They privatize all the gains and socialize all their losses through the IRS (another socialist funded program.) After they declare their losses, we pick up the tab and then bail them out if needed.

From the Merriam-Webster dictionary on-line @ <http://www.merriam-webster.com/words-at-play/word-of-the->

year-2015/-ism:

**Gallery: Word of the Year 2015**

*The words most frequently looked up in the dictionary in 2015 give us a window into what people are thinking. We have*



*a lot on our minds.*

## Socialism

[Nick Sol](#)

*Curiosity about this year's top word, socialism, has been especially intense this year. It jumped several spots to #7 on the all-time most looked-up word list,*

*(Continued on page 5)*



Call 1-866-490-5361 or visit [UnionPlus.org/SaveMyHome](http://UnionPlus.org/SaveMyHome)

# One Percenters...

*(Continued from page 1)*

United Technologies to abandon Indiana after the corporation grabbed \$530,000 from the pockets of hard-working Hoosiers over the past nine years as the state's economic development agency forked over taxpayer cash to the corporation.

It would be even more "difficult" to turn its back on America considering that United Technologies grabbed \$121 million from a federal tax credit program established specifically to ensure that green manufacturing jobs remained in the United States. Carrier took \$5.1 million of those tax credits in 2013.

"This is strictly a business decision," Nelson told the jeering workers. It wasn't because of anything they had done. It was just that Mexico allows corporations to exploit its people in ways that America does not. Its minimum wage is 58 cents an hour, while the United States requires at least \$7.25. For now, at least. Some GOP president candidates (Donald Trump) have said they think that's too high.

The North American Free Trade Agreement (NAFTA) ensnared Mexican and American workers in a race to the bottom. And the proposed Trans-Pacific Partnership (TPP), a free trade deal among 12 countries instead of just three, would place American and Mexican workers in an even worse competition. They'd vie for jobs with forced and child labor in places like Brunei, Malaysia and Vietnam.

Under NAFTA, cheap American grain shipped to Mexico without tariffs destroyed peasant farming. And that

prompted migration north. Meanwhile, American factories saw desperate Mexicans willing to work for a pittance, a government unwilling to pass or enforce environmental laws, and because of NAFTA, no tariffs when the goods were shipped back to the United States. That propelled factory migration south.

Before NAFTA, the United States had a small trade surplus with Mexico. That disappeared within a year, and now the annual trade deficit is approximately \$50 billion.

Though it has been 22 years since NAFTA took effect, a report issued last week by the AFL-CIO says, "Labor abuses in many cases are worse now than before NAFTA. . . In short, NAFTA has contributed to labor abuses, not improvements."

The report says the Mexican government fails to enforce labor laws and refuses to ensure that workers can form independent labor unions to try to protect their own rights. In fact, the report says, "The human and labor rights situation in Mexico is rapidly deteriorating."

As a result, workers are powerless and completely at the mercy of corporations. So corporations like United Technologies can pay them \$3 an hour and get away with it. This is not good for Mexican workers. And it's not good for American workers.

The AFL-CIO report makes it clear that the TPP would worsen the situation because it would give corporations like United Technologies the option of moving to places like Vietnam where they could pay trafficked workers and child laborers \$1 an hour. Or less.

Just like with NAFTA, there's nothing enforceable in the TPP that would stop the labor abuses. It would facilitate

corporations forcing workers from Indianapolis, Philadelphia and Monterrey, Mexico, into competition with 14-year-olds laboring 60-hour-weeks for \$1-an-hour in Malaysia.

Just like United Technologies, these corporate CEOs would say it was "strictly business" to offshore American mills, industry that had served as city centers for decades, even centuries, factories so synonymous with towns that the communities took their names like Ambridge (American Bridge) and Hershey, which, by the way, laid off workers at its Pennsylvania home in 2007 and opened a chocolate plant in Monterrey, Mexico.

The AFL-CIO investigation of the TPP determined that it would do nothing more than increase corporate profits while sticking workers – in the United States and elsewhere – with lost jobs, lower wages and repressed rights.

For 22 years NAFTA has destroyed subsistence farming in Mexico and good, middle class factory jobs in the United States. Maybe corporations have made out like bandits. But the banditry should be stopped for the heartache it has caused on both sides of the border.

As Carrier President Nelson told the Indianapolis workers, members of my union, the United Steelworkers, that he was taking their jobs from them so that shareholders and corporate executives could make a few extra bucks, the workers protested. Nelson kept saying, "Quiet down. Let's quiet down."

That's exactly the opposite of what American workers and communities should be doing. They should shouting from rooftops, "No TPP!" For the love of American manufacturing, they should be yelling bloody murder.



Riehle Bros. Burrito Bus will be located in the Receiving/Storeroom alley. Monday –Friday From 9am to roughly 9:30am or later if BUSY! Meals are \$5 where \$1 of each meal goes to the United Way. So come on OUT!

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- HOT LINKS
- BRATS
- RIBS
- TURKEY LEGS
- LOADED BAKED POTATO
- RIBEYE STEAKS

Mr. Darryl's BBQ will be located in the Receiving/Storeroom alley. Monday –Thursday  
On 1st shift: from 11am to 12pm  
On 2nd shift: from 7pm to 7:30pm  
All meals are \$8 with \$1 going to the Joint Life Committee and \$1 going to the United Way.



# Je Suis Confused!

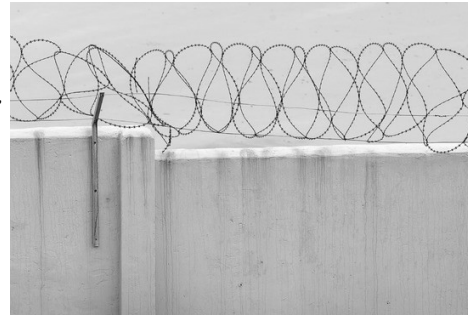
*(Continued from page 3)*  
with an increase of 169% over last year. Democratic presidential candidate Bernie Sanders calls himself a "democratic socialist," and the word spiked in the summer when large crowds showed up at multi-city rallies organized through social media, and again after the first Democratic debate in October.

The fact that a major-party candidate for president embraces socialism shows that the term has moved beyond its Cold War associations. The complex meanings of socialism have required new information at its dictionary entry.

In the modern era, "pure" socialism has been seen only rarely and usually briefly in a few Communist regimes. Far more common are systems of social democracy, now often referred to as "democratic socialism," in which extensive state regulation, with limited

state ownership, has been employed by democratically elected governments (as in Sweden and Denmark) in the belief that it produces a fair distribution of income without impairing economic growth.

## Fascism



Significant spikes for fascism ("a political philosophy...that exalts nation and often race above the individual") occurred following attacks in Paris, Colorado Springs, and San Bernardino.

Taken together with spikes for terrorism immediately following these events, we see that fear of threats from without are echoed by fear of threats from within; proposals for heightened security and surveillance, anti-immigration policies, and comments about the rhetoric of Republican presidential candidate Donald Trump all provide the context in which fascism appears. (A similar pattern was seen following the attacks on 9/11, when the spike in terrorism lookups had an echo in the heightened interest in jingoism.)

In November, some conservatives began using fascist to describe Trump's proposals and style, and at the beginning of December, writers for Slate and the New York Times and a commentator on CNN all referred to Trump as a "fascist," sending many people to the dictionary.

**Maybe I'm not quite as confused as I thought I was.**



### PROTESTER AT BERNIE SANDERS RALLY.



It was miraculous. It was almost no trick at all, he saw, to turn vice into virtue and slander into truth, impotence into abstinence, arrogance into humility, plunder into philanthropy, thievery into honor, blasphemy into wisdom, brutality into patriotism, and sadism into justice. Anybody could do it; it required no brains at all. It merely required no character.

—Joseph Heller, *Catch-22*

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WEB



*United Steelworkers – Jefferson  
Awards Foundation Nominee*

*Denise Wagner*  
*USW District 7 - Local Union 115*



In recognition of the dedication and “good works” in her community, we hereby submit Denise Wagner for Nomination of the Jefferson Award.

**Description of Volunteer Activity:**

Under the leadership of Denise Wagner, the Women of Steel has collected sixty- eight (68) back-packs of school supplies for students at Miller Elementary School in Lafayette. They collect personal care items for the local Women’s Shelter. The list includes the following but is not in totality of the “good works” the Women of Steel do; they plant flowers annually at the Veteran’s Home in West Lafayette; they have participated in fundraising for Transitional Housing; the food bank and “Making Strides Against Breast Cancer”; they have helped to build homes with Habitat for Humanity; held voter registration drives; collected donations for the Salvation Army; collected toys and clothing for 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 for the holidays. These are examples of the diverse volunteer efforts by the Women of Steel at USW Local 115 in Lafayette, Indiana.



**How does her service stand out?**

Denise has strong organizational skills that allow her to work on multiple volunteer efforts at a time. Denise is committed to helping people in her union (she is a union steward), as well as, her community. She works the 3:00 pm. – 11:00 p.m. shift at Alcoa Inc. often times six to seven days per week. On her off time she guides and organizes her committee to participate in volunteer events. Denise talks to different agency directors to understand what is needed and how her group can help. She listens well which gives her the uncanny ability to plan and prioritize what is needed. Denise is genuinely humble and she praises her committee for their work without taking credit for the amount of time she spends planning, organizing and leading these volunteer efforts. Denise understands there is no “I” in team! Denise does not understand the word “no” when it comes to volunteering and helping others. Denise does all of this volunteer work along with being a wife, mother and grandmother. Damn!

**Impact made on community as result of service:**

Miller Elementary school has many students that come from low –income families and the backpack program allows some of these students to get school supplies without impacting their families’ incomes. The program is growing and Denise is expecting to collect more than 100 backpacks this next year.

The Women’s Shelter in Lafayette provides women and their children temporary shelter from abusive living conditions. The shelter is funded by grants, and other non- for- profit agencies. Personal care items can be expensive. Denise and her group have asked those travelling on union trips to bring their unused personal care items to the union hall for distribution to the shelter. The shelter can use dollars not spent on personal care items to provide additional services for these women and children.

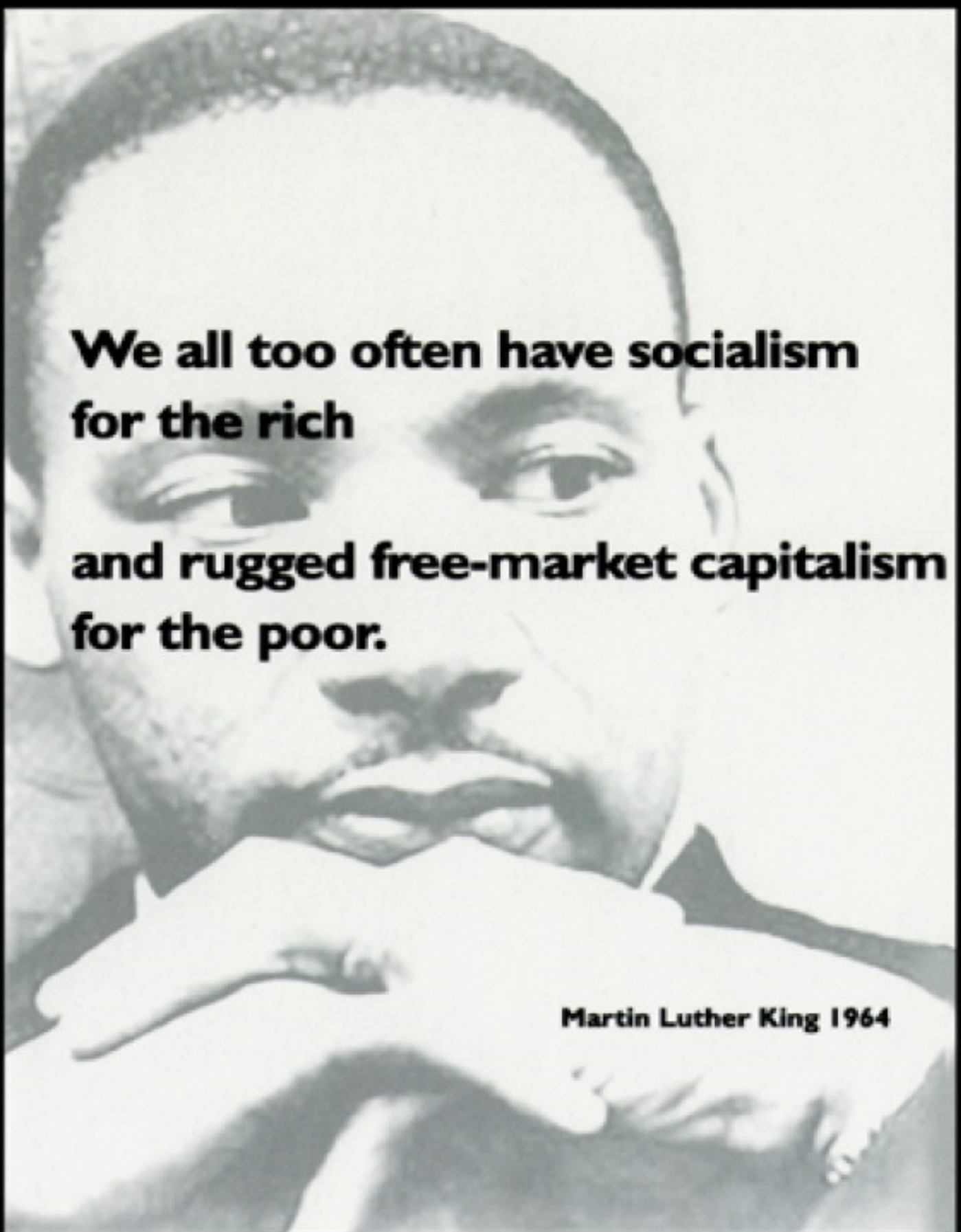
The Women of Steel has demonstrated the importance of recognizing our Veterans. They go to the Veteran’s Home to plant flowers and speak to veterans. They also thank them and they let them know that they are not forgotten. Many of the veterans look forward to these visits by Denise and her Women of Steel Committee. This past Holiday Day season, Denise and her group baked 500 cookies and sent 100 cards to our military soldiers in Kuwait. Denise opened her home to bake the cookies and she also pulled on family members for additional help. This is another example of her desire to show appreciation to our military veterans both active and non-active.

In Solidarity,

Wayne A. Dale

Sub-District 3 Director





**We all too often have socialism  
for the rich  
and rugged free-market capitalism  
for the poor.**

**Martin Luther King 1964**



**Across**

- 1. Latin for "Behold!"
- 5. Bother
- 11. A thin wedge
- 12. Reflected sounds
- 13. Concern
- 14. Insightfulness
- 15. Armored Personnel Carrier
- 16. Make a mistake
- 17. East southeast
- 18. Recharged a weapon
- 21. Supplications
- 22. Hemispherical roofs
- 26. Derision
- 28. 22nd letter in the Greek alphabet
- 31. Egg of a louse
- 32. A light grayish brown
- 33. Not a borrower
- 35. Augments
- 36. Creative person
- 37. Mirth
- 38. Edema
- 39. Untidyness

<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								39		

**Down**

- 1. A protective embankment
- 2. A place of worship
- 3. Too round for a square
- 4. Scottish for "Uncle"
- 5. Listened
- 6. Grant credentials to
- 7. Son of Ra (Egyptian mythology)
- 8. A few
- 9. Fermentation sediments
- 10. Anglo-Saxon slave
- 16. Lack of difficulty
- 19. Paddle
- 20. Doctor (slang)
- 23. Confuse
- 24. Avoids
- 25. Feels or detects
- 27. Soiled
- 28. Clothed
- 29. German for "Mister"
- 30. Within
- 34. Dunk
- 35. Annual General Meeting

**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.

		6			8			7
		9		4	1		5	
5						1	8	
							6	2
	9							
					7	9	1	
8	5			3		2		
			9					3
			4					5

11

L	E	D	G	E	S	T	R	A	N	D	T	D
F	I	X	C	Y	T	H	R	E	W	A	E	L
U	B	M	P	I	C	N	I	C	B	P	N	C
D	R	C	I	R	C	U	S	F	E	R	D	H
G	E	L	A	T	E	X	E	E	T	E	E	A
E	A	A	N	O	H	S	H	C	E	V	R	P
B	K	I	T	K	O	C	S	A	N	A	D	E
T	O	Z	C	H	R	S	C	M	T	R	R	L
P	F	O	C	U	S	C	U	P	A	I	O	A
F	L	A	R	E	E	H	T	A	T	C	U	B
C	M	A	R	R	Y	E	T	I	I	A	G	A
S	E	D	U	C	E	A	L	G	V	T	H	T
F	U	T	U	R	E	P	E	N	E	E	T	E

- |          |         |             |           |
|----------|---------|-------------|-----------|
| abate    | clock   | horse       | shift     |
| bale     | craft   | latex       | strand    |
| boor     | death   | ledges      | teen      |
| born     | dress   | limit       | tender    |
| break    | drought | marry       | tentative |
| campaign | express | picnic      | threw     |
| chapel   | fear    | point       | tire      |
| cheap    | flare   | prevaricate | yet       |
| cheep    | focus   | rise        |           |
| chose    | fudge   | scuttle     |           |
| circus   | future  | seduce      |           |

## USW115 Pulse

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AFL-CIO, CLC

See us on the web at  
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# The Last Word

By Larry Lewis

Last Word February 2016

Once again into the breach! I know it sounds like I hate Whatchamacallit, formerly known as Alcoa, but I don't. I actually like my job, pay and benefits, (union bargained!) What concerns me is our future, salary and hourly alike. The sad state of affairs that we find ourselves in has been caused by a profit pull system that refuses to refill the kitty or tends to cheapen any repairs or upgrade designs so it costs even more in the long run. For the longest time that wasn't a problem when the corporation was reaping so much profit those losses weren't noticeable but when the times got tight, like they have in recent years, that same profit pull system just wants to pull a little harder.

When the Lithium Plant agreement was passed those who saw the Lead man system they wanted wondered if they would try and push it into the rest of the plant. Another sign of things to come was when they kept bringing back retirees for management and engineering. Ok, that last one may just be no one wants to work in this

managerial environment. The excursion to Iowa clinched it though. Our leadership is going to be involved in some very interesting conversations to come, to put it mildly. I'm as progressive as the next guy but there are going to be MANY hurdles to overcome if that is truly the direction they wish to go. First of which is the LONG adversarial history between management and labor. Sorry, retire as many of the old school management/union all you can want, you can't change the past. Next is that this plant has been and continues to be defiled by the ill support of maintenance staff, production workers and their supervisors.

"But OH JOY, we're turning over a new leaf so join us in the new millennium!" It's been said that there are two ways to change a culture. First is a methodical continuous program of information and education or secondly a significant emotional event. Anyone of us who have been through a plant closure or strike has seen the significant emotional event scenario. For us to have a future here, ALL of this is going to need to be metered in slowly with meticulous education & training programs and

(Continued on page 7)



Local 115

### Executive Board

President Spencer Buchanan  
Vice President Scott Wolendowski  
Recording Secretary Dylan Buchanan  
Financial Secretary Kenny Cox  
Treasurer Brian Schoolcraft  
Guide Willard Hammond  
Inside Guard Rick Parker Jr.  
Outside Guard Douglas Herr  
Trustee Larry Lewis  
Trustee Hilory(Butch)Hammond  
Trustee Clark McCorkle

### Grievance Committees

## LABOR UNIONS:

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MINIMUM WAGE, INJURY PROTECTION,  
WORKMENS COMPENSATION INSURANCE,  
PENSION SECURITY, RIGHT TO ORGANIZE . .ETC.

## LEADERSHIP

### District 1 Ingot

Committeeperson Terri Waymire  
Assistant Willard Hammond

### District 2 Tube Mill

Committeeperson Mike Wortman  
Assistant Rick Parker Jr.

### District 3 Maintenance

Committeeperson Aaron Eldert  
Assistant Doug Herr

### District 4 Extrusion/Sonic/Storeroom

Committeeperson John Ragan  
Assistant Robin Buschman  
Assistant Brian Schoolcraft

### District 5 Tool & Die/Lithium Plant

Committeeperson Susie Bending  
Assistant Hilory(Butch)Hammond