

Steelworkers Achieve Historic Win By Unionizing Doctors In Minnesota

By Larry Sillanpa

Editor, Duluth Labor World

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In an historic organizing victory, medical professionals – including medical doctors – at the Lake Superior Community Health Center (LSCHC) in Duluth, Minn., and Superior, Wis., have ratified their first contract and are now members of Steelworkers Local 9460.

The 11-member unit at the center, whose members provide comprehensive primary care and dental services for low-income communities, includes physicians, physician assistants, nurse practitioners, registered nurses and behavioral health therapists.

The victory and contract ratification makes the LSCHC staffers the first such bargaining unit in the Steelworkers, and the first in Minnesota, to include physicians and mid-level health care providers as union members. The American Federation of Teachers have also organized a doctors' unit at an Oregon hospital, possibly the only other MDs unit in the U.S.

In the end, the Minnesota doctors' desire to have a seat at the table and a voice in the workplace is no different than that of any other group of workers, said Dr. Emily Onello, one of three medical doctors in the group.

The Duluth doctors and their colleagues signed a contract May 3 that runs through 2018 after almost three years of contentious negotiations.

"For doctors and health care professionals a healthy work

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These are the happy new members of USW Local 9460 after achieving a first contract at the Lake Superior Community Health Center. Back left to right Jessica Gerard (NP), Aaron Pust (BHC), Dr. Matt Penning, and Adam Wennersten (PA-C). Front Dr. Emily Onello, Gayle Held (BHC) and Louise Curnow (PA-C). Other members are Dr. Barbara Hemenway, and RNs Lane O'Connell, Kaitlin Thompson, and Penny Jo Waldum.

(Photo by Cathy Drummond)

President's Report

By Spencer Buchanan

President of USW Local 115

We have fourteen new members that started Monday, July 25, 2016. I encourage you all to help and support them through their probationary period. I am hoping this will help with the forced overtime throughout the plant. The company has seen an uptick of volumes. We are meeting in Partnership on Thursday, July 28th. We will be discussing overtime, the hiring pool, the

vacation plan for 2017 (whether or not there will be shutdowns) and departmental training matrices. The company has started posting seniority lists in the plant. They are also posting departmental lists, please look to make sure your dates are correct. Contact your committee person if there are issues with your seniority dates.

We had eighteen people participate in the District 7 Education Summer School Program in June and July at the University of Illinois in Champaign. Our members did an excellent job and were

excited about the opportunity. I anticipate them sharing their experiences and learnings with their peers.

The Grievance Committee continues to do an outstanding job addressing Morningstar issues. I encourage you to contact your FMLA committee members, stewards or departmental committee persons with all matters concerning Morningstar. The company and Morningstar are now looking at patterns regarding FMLA call-offs, this is legal under the Act, however, it shows

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Equal Employment Opportunity Committee

By Ali Edwards

Lithium Plant

July has come and soon will be gone. It's the month of celebration with one day in particular where over 150 million hotdogs are consumed and fireworks roar well into the night with cheering onlookers at the amazement that lights the sky. Those who have been fortunate enough to have a birthday on the fourth we send birthday wishes to you. You'll be glad to know that you also share a birthday with Calvin Coolidge and Malia Obama, the current first daughter. The Fourth of July has always been the nation's celebration of it's independence, but is that really the right day? Here's something to think about; Author Kenneth C. Davis has revealed that the 2nd of July may actually be the more appropriate date to mark the nation's special day. "The fact is that John Adams wrote home to Abigail on the 3rd that this day, July 2nd will go down in history," Davis said, during an appearance on CBS This Morning. "We'll celebrate it with parades and pomp and bells ringing and fireworks and it was because Congress actually ruled it in favor of independence on July 2. But it was two days later, of course, that Congress then accepted Jefferson's declaration, explaining the vote two days before that really got fixed in the America's imagination as our birthday. July 2nd should be Independence Day." Whether on the second or the fourth I enjoy the smells of grills grilling and the sounds of happy people everywhere I go and the true display of community togetherness; just as we do here every day at Arconic. Working together and finding common ground to produce products that in turn produces good lives for us and our families. As always please take time to know who the members of the EEO Committee are in your home departments. Ask questions, get answers and raise awareness. We all benefit from education so remember, let's celebrate diversity by celebrating

ALL of USW 115!



By Abby Macari

Extrusion Department

We would like to thank everyone who came out to the "Relay for Life" walk. We raised a little over \$1200 for the cause. We have now started raising money for the CASA Cycling Challenge. The Challenge is August 13, 2016. We have a really nice bicycle we are raffling off and we are selling tickets for a chance to win it out in front of Security at the Life Committee table on Thursday morning's and in the afternoon. Stop by and see us. The bike will be out front so you can check it out. You can check out the information for the CASA Cycling Challenge at:

<http://casasforkidsfund.kintera.org>



United Way of Greater Lafayette

By Abby Macari

The 12th Annual Alcoa & USW 115 Golf Outing Benefit for the United Way is August 7th at The Ravines. Come out for some good breakfast and lunch with the Burrito Bus. We will be having a 50/50 drawing and raffling off prizes to win. All money raised will go to the United Way. There are entry forms out in the plant. Come out and have some fun playing golf, having good food, and great prizes!

We Hope to see you there!

Political Education: FIRE MIKE PENCE!

By Doug Herr

Mike Pence said "I'm a Christian, a conservative and a Republican. In that order."

Religion is often the last refuge of the scoundrel. He hasn't been a friend of Labor. He does what he can to foster divisiveness among the people of Indiana, The Religious Freedom Restoration Act, being one example. It has been more accurately called "The Freedom to Discriminate Act." He even signed the bill behind closed doors, surrounded by the very folks who thought the bill was a great idea.

Let's back up a hundred years. Warren G. Harding first coined the term "Founding Fathers" at the 1916 Republican National Convention. He said it again in his 1921 Inaugural Address as a "divine inspiration of the Founding Fathers."

We didn't know we had "Founding Fathers" until Warren G. Harding said we did.

Many conservative Christian politicians claim "All of the Founding Fathers were Evangelical Christians."

Church/State Separation A Historical Primer can be found here : <http://www.wallofseparation.us/founding-fathers/>

Their conclusion :

"In short, an expanded list of America's Founding Fathers includes very few Evangelical Christians, and many men who bore the Christian label as mandated by colonial/state governments. By any measurement, Christian nationalists are incorrect in asserting that many (much less most) of America's Founding Fathers were Evangelical Christians."

While many conservative Christians and politicians of the late 18th and early 19th centuries (products of theocratic colonies) were upset that America was founded as a secular nation, today's religious and political conservatives – against all credibility and in spite of the historical record – insist that their forebears had it all wrong, and that the

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President's Report

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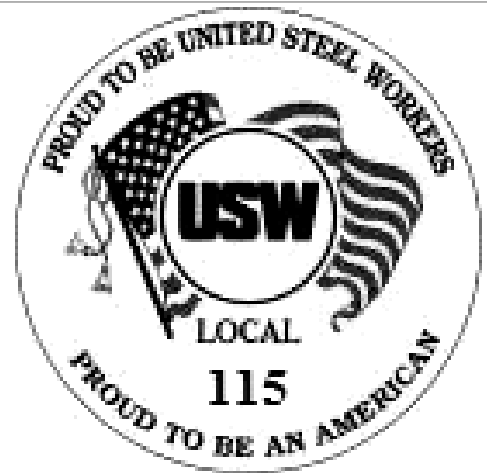
their lack of compassion for our members with chronic conditions. Third party companies like Morningstar are hired to make it difficult for employees to get and utilize FMLA.

I will be attending department communication meetings starting with the Tube Mill, July 27, 2016. I will be listening to your concerns and looking forward to the opportunity to help address your departmental issues from a union perspective. The company is

providing time for me to speak as well. The election season is upon us and I encourage all of you to get registered to vote. It is crucial that we vote for labor friendly candidates in both the national and state elections.

In closing, there are large amounts of overtime being worked in the plant, it is important that each of you work safely and look out for your peers' safety as well. This summer has been unusually hot! BE SAFE!

**Thank you for being 100%
In Solidarity.**



Unionizing Doctors...

(Continued from page 1)

environment is the best way to take care of patients," Dr. Onello told the *Duluth Labor World*. "We need to feel that our opinion matters and we need to be able to have conversation to adapt to the change we see, especially in a community health center."

What the workers were getting was a top down management approach that Dr. Onello said was "disengaging and disrespectful." They found their voice in what she called an uncon-ventional path to becoming a union. "Louise is the real hero in this story," Dr. Onello said.

Louise is Louise Curnow, a Certified Physician Assistant nearing her 6-year anniversary at LSCHC. She has seen a lot in her time there and it hasn't been good. That probably runs counter to what an outsider would think working in what has long been known as "the free clinic" is all about.

"Things that went on were terrible on how people were treated," Curnow said. She said one co-worker told her, "I've been in health care for 35 years as an A+ employee and now I'm being disciplined for bogus reasons."

An Iron Range native, Curnow has family members who are Steelworkers and in other unions. Her husband, a construction inside wireman, is a member of IBEW Local 242. She knew how a union can improve a worker's life and she made the call to USW 9460, a Duluth-based amalgamated local that represents about 2,400 health care workers in 14 bargaining units from environmental specialists to surgical technologists.

A new LSCHC CEO, in a revolving door of management, made detrimental changes to benefits and working conditions without notice or discussion with employees. Fearful of discipline and possible termination, Curnow and her co-workers were motivated to seek a voice at work by concerns about being at-will employees and protection from unilateral changes to work rules, policies and benefits.

The professional employees had asked the LSCHC Board of Directors for a meeting to discuss the toxic work environment.

"We met with their executive board and had a tremendous turnout," Curnow said. "People poured out their souls. The board said they'd have a response but they never did."

CEOs came and went. The latest one started May 31.

Support staff workers at LSCHC had already voted in Local 9460 and had a contract that protected them. Those 17 members work as medical assistants, receptionists, health information service clerks, billing specialists, coders/ billers, licensed practical nurses and lab technicians. They approved a separate contract with the clinic on Feb. 5, 2015.

"We've always had good relations with them," said Curnow. "Those are the people who are in the trenches." But for the professional unit things were bad with management.

"We had people being harassed and people that were chased out or they couldn't take it anymore and left," Curnow said. "So it did change, yet we were able to stick together. Obviously, newer people coming in didn't know the history, or all of it. We had some

education to do, quietly. You try to be diplomatic."

Turnover had been high in the professional group when they had their first organizing meeting in April 2013. The election took place that June 28 and the National Labor Relations Board certified the results on July 5, 2013.

Things went from bad to worse for the professional employees. They had to file 42 unfair labor practice charges with the NLRB against LSCHC, many for violating their federally protected right to engage in union activity.

LSCHC was required by the NLRB to post a 4-page notice saying "WE WILL NOT..." to 22 illegal actions they had taken against employees. Those actions covered the gamut from violating federal law protecting workers' right to organize, to throwing out doughnuts brought for co-workers because the box was marked as being "for Union brothers and sisters."

Another eight employer violations fell under "WE WILL..." corrections to illegal actions the medical center had taken. They included removing items in files on individual employees and bargaining in good faith with the union. Curnow was named in a number of items after being sent home on more than one occasion for engaging in union activity, and she was also suspended.

Almost three years later, armed with a first contract, she said the struggle wasn't fun to live through but it has been worth the effort.

"Things have settled down especially after they were found guilty of the NLRB charges. We've had a lot of turnover and some of the new employees

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Political Education...

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United States was indeed founded by evangelical Christians as a Christian nation."

The fact that there were Mandated Religions, is the basis for the separation of Church and State.

The State of Texas Republican Party Platform 2012. Page 14 (near the bottom of the page):

Safeguarding Our Religious Liberties –

We affirm that the public acknowledgement of God is undeniable in our history and is vital to our freedom, prosperity and strength. We

pledge our influence toward a return to the original intent of the First Amendment and toward dispelling the myth of separation of church and state. We urge the Legislature to increase the ability of faith-based institutions and other organizations to assist the needy and to reduce regulation of such organizations.

Some Republicans disagree with the Separation of Church and State. How can they be so cavalier with only the parts of the Constitution they disagree with and call themselves conservatives? It doesn't work. It smells like something that shouldn't be put in your mouth. "Dispelling the Myth of Separation of Church and State." It's right there in their platform.

A candidate who proclaims his religion above all else cannot be expected to represent everyone. What happens if you're a non Christian but still a conservative and Republican? Or a Christian but not a conservative (regressive) and Republican? We KNOW how you'll be treated if you're labor.

He has taken a stand against raising the minimum wage. He is for "Right To Work" for less. He is strongly in favor of the Trans Pacific Partnership (TPP). Fire Mike Pence. Don't promote him. When we screw up, we get fired. He should be treated the same way. My "Fire Mike Pence" sign is staying in the yard with the addition of a Hillary Clinton/Tim Kaine yard sign.

Unionizing Doctors...

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are still trying to figure things out," Curnow said. But she added everyone is pleased with their pay raises and the protection a union contract gives them from being at-will employees.

As the president of the new unit Curnow said she's trying to figure things out too. She'll receive her training for that this month.

"It's been an interesting journey, and I'm certainly proud to be part of the Steelworkers," said Dr. Onello, who now teaches at the University of Minnesota Medical School in the Department of Family Medicine and Community Health. She still works one day a week at LSCHC, and she sends students there for work experience.

Ironically Dr. Onello's department is not part of the UM faculty union, the University Education Association, which is affiliated with Education Minnesota. It is affiliated with the UM Main Campus faculty which filed for a union election this year. The university is contesting that filing in court.

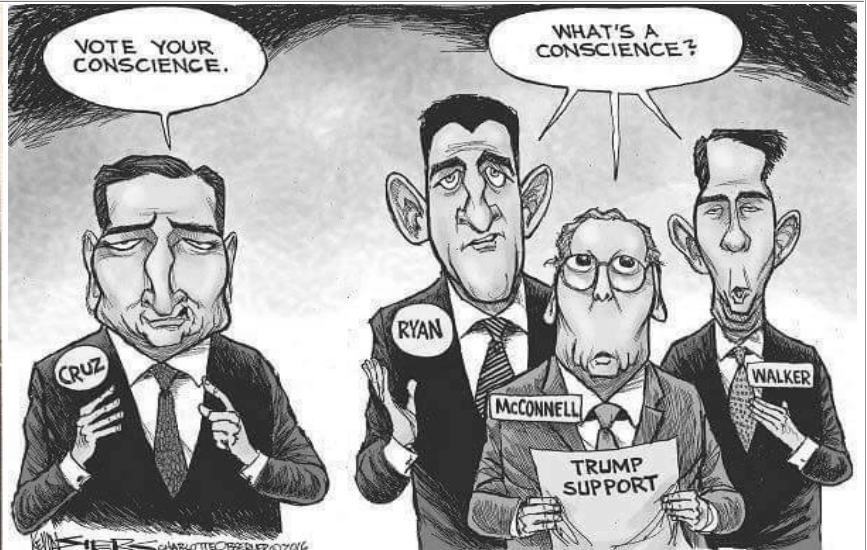
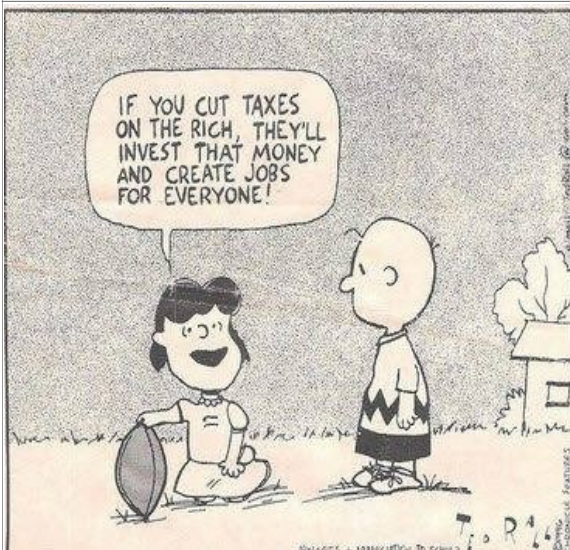
Dr. Onello gave kudos to USW 9460 President Stacy Spexet and staff rep Cathy Drummond for helping organize the LSCHS units and leading them in bargaining. "Their expertise, knowledge and experience were priceless for us, and you can quote me on that," she said.

Spexet said it is exciting to have physicians, who have historically owned their practices, join the USW. "Because a lot of physicians are not organized, I think it's going to help us as an international with the Health Care Workers Council. It just makes us

stronger as a whole." The union's health care council has 50,000 USW members.

Curnow hopes the union's efforts can improve health care. Beyond having a voice at work, my big picture – and I said this all along to my co-workers as we organized – was to try and take health care back into the hands of actual providers as opposed to being in the hands of management and insurance companies," she said.

"As our nation's health care system undergoes major changes, more and more doctors and other health professionals are working in large health systems rather than in private practice," said Steelworkers District 11 Director Emil Ramirez. "One way to make sure that health care providers continue to have an effective voice in patient care is to ensure their right to bargain collectively."



In Memorial

Donald E. Meihls
July 20, 2016

*Pray for
the dead,
Fight for
the Living*



7:30AM UNION 1:00PM
MEETINGS 3:30PM

3rd Tuesday of Every
Month

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



Find us on the Web at
www.usw115.org
Or Like us on Facebook
Members can find our Facebook group
and request to join



Puzzle Solutions

3	4	6	2	1	5	9	7	8
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WOS BACKPACKS FOR KIDS PROGRAM!

Collection will take place from July 8th to July 31st. Drop off your bags or items in any department break room or in security.

You may make monetary donations with any WOS member if you want to help but not shop!

First Grade

- 1 plastic school box (approx. 8 1/2 x 5 1/4 x 2 1/4)
- 3 boxes Crayola Crayons (24 colors)
- 20 #2 pencils
- 4 erasers, Pedigree Pink
- 6 black dry erase markers
- 2 highlighters (any color)
- 1 pair of scissors
- 8 glue sticks
- 2 pkg. of 3 x 5 notecards
- 2 large boxes of tissues
- Girls -1 box quart size freezer bags with a zip/slider top
- Boys -1 box gallon size freezer bags with a zip/slider top
- white soled, clean gym shoes (new or used)
- 1 container of disinfecting wipes

Kindergarten

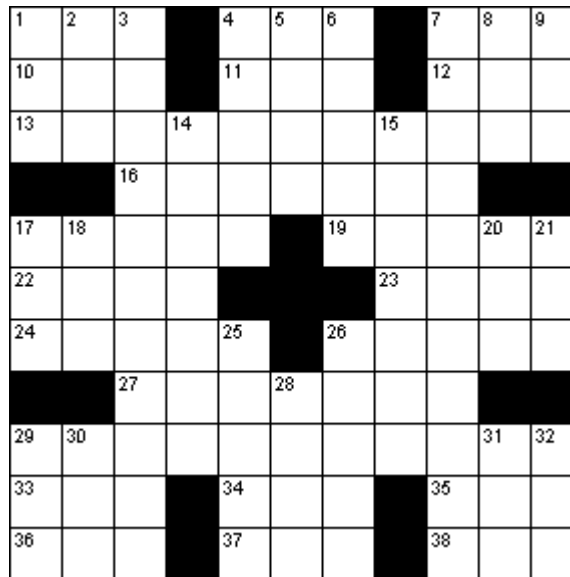
- 1 school box (approx. 8 1/2 x 5 1/4 x 2 1/4)
- 1 box Crayola Crayons (24 colors)
- 12 #2 pencils
- 2 erasers, Pedigree Pink
- 1 pair Fiskars 4 1/2" blunt scissors
- 8 small glue sticks
- 2 large boxes of tissues
- white soled, clean gym shoes (new or used)
- 1 container of disinfecting wipes

UNITED STEELWORKERS
WOS
WOMEN OF STEEL

Across

1. Conditioned emotional response
4. Donkey
7. Resort
10. Avenue (abbrev.)
11. Decay
12. Paddle
13. Degree of hotness
16. High spirits
17. Latin for "Home"
19. Gentle push
22. Spheres
23. A type of musical notation
24. To the point
26. Ledge
27. Adds air or oxygen
29. Mindlessly
33. Pouch
34. A pass between mountain peaks
35. Meadow
36. Before
37. T
38. High-pitched bark

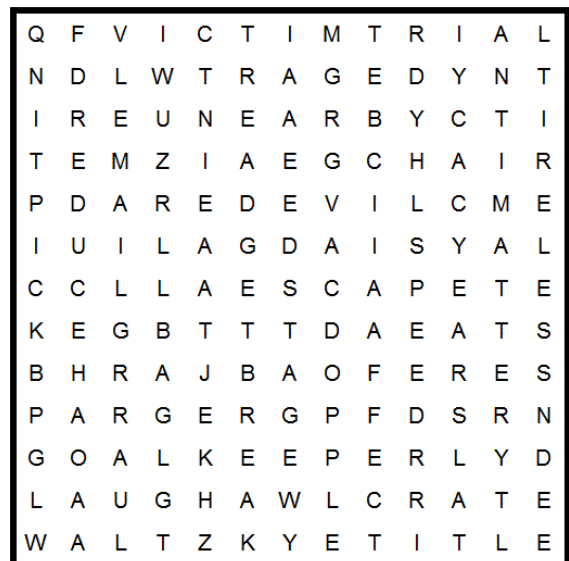
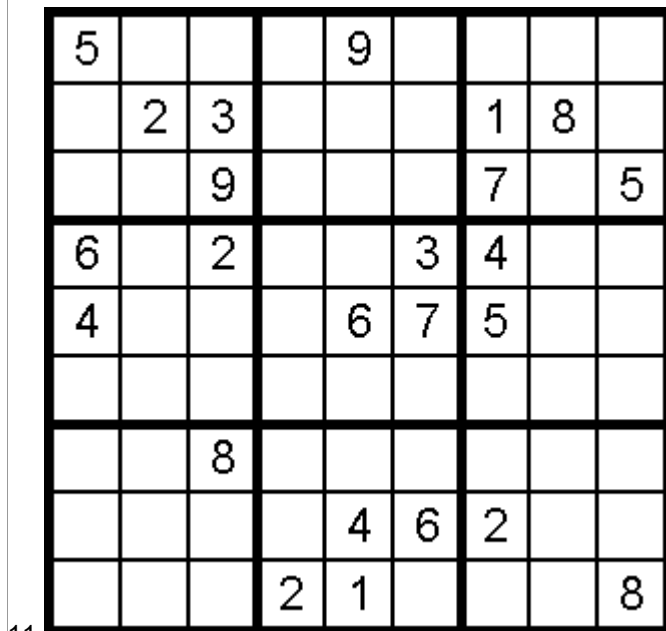
<http://www.crosswordpalace.com>

**Down**

1. Feline
2. Biblical first woman
3. Memorial
4. Regions
5. Separate by kind or type
6. Mar
7. Silently
8. Equality
9. Metric unit of area
14. Not minuses
15. Pats
17. A period
18. Mineral bearing rock
20. A hair mousse
21. F
25. Construct
26. Ancient upright stone slab
28. Found in some skin lotions
29. South-southeast
30. Hearing organ
31. Garland
32. Bark

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.



- | | | | |
|------------|------------|---------|----------|
| affect | email | nearby | tape |
| antimatter | escape | nitpick | tear |
| belle | feat | orate | tireless |
| break | fluid | parge | title |
| chair | garbage | pert | tragedy |
| crag | glade | pout | tread |
| crate | goalkeeper | reduce | trial |
| daisy | laugh | seal | victim |
| daredevil | lays | slat | waltz |
| dark | mutt | speed | weep |
| dopple | neap | stage | years |

USW115 Pulse

Larry Lewis
Editor

USW Local 115
2555 South 30th Street
Suite B

Hall Phone: 765-474-5000
Hall Fax: 765-474-5550
E-mail: usw115@hotmail.com

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AFL-CIO, CLC

See us on the web at
<http://www.usw115.org>



Proud member of the
United Steelworkers
Press Association

Submissions from members are
always welcome.

To submit an article.
Mail to: USW115 Pulse
2555 South 30th Street
Suite B
Lafayette, IN 47909

Or email: usw115@hotmail.com



The Last Word

By Larry Lewis

Here we go again, raging against the tide. I've been asked if I think I might be talking over people's heads or using words too big for others to understand. YES I AM!! It's intentional. It's not to be pretentious or superior, it's just educational. I'm trying to flex those synapses in that bulbous mass on your shoulders. It's as important to exercise the mind as cardio is to the vascular system or physical excursion is to muscle maintenance. Also, if knowledge is power then developing ones intellect, which is the ability to discern and utilize knowledge, is a super power. So on with the show...

Brother Randy went through the USW's Safety Program at Union School this year and pointed out an official phrase, I've repeatedly stated in other ways, about conditions here at Al Chronic; the **NORMALIZATION OF DEVEATION**. By definition "...to operate by ignoring the ways in which the equipment and processes were originally designed to function." Hmm, can you think of any in YOUR area?

Those who have the strength to speak up are frequently told to shut up through attempts to make it look like some sort of slanderous attack on individual managers or just ignored completely; because a manager doesn't want to lose their job because they shut down a piece of equipment. WE GET IT! Management was handed a pile of POO! Welcome to the end of the line of an Ole Boys system where much of the wealth of the site was squeezed out of it and disseminated to its participant's. It's the same in a lot of older factories. Every time people go to bail out of here I tell them it's the same everywhere.

But here we have a Union.

Management here is behind the eight ball. Be careful. As the stress in different area's increases they WILL try to push us to do those things that AREN'T in our best interest. When in doubt pull a STOP CARD. If for no other reason than it documents the situation. Also, DOCUMENT any transgressions committed against you. Just write it down on a card or text it to your Committeeperson. We have to have each others backs. Lord knows they won't.

In Solidarity!

UNITED STEELWORKERS



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:

THE FOLKS WHO BROUGHT YOU THE WEEKEND.
CHILD LABOR LAWS, OVERTIME,
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
	Robin Buschman
Assistant	Brian Schoolcraft

District 5 Tool & Die/Lithium Plant

Committeeperson	Susie Bending
Assistant	Hilory(Butch)Hammond