



MICHAEL H. BOLTON, DIRECTOR

DISTRICT 2 CONTACT INFORMATION

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Northern MI Sub-District Office
503 North Euclid Avenue
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Bay City, MI 48706
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Southern MI Sub-District Office
20600 Eureka Road, Suite 300
Taylor, MI 48180
(734) 285-0367

USW District 2 Council Steering Committee

The District 2 Council By-Laws established a District 2 Council Steering Committee comprised of a rank and file structure. It was set up to assist in the following:

- Development of agenda for Council Conference.
- Planning of the District Council Conference Educational Conferences.
- District 2 strategic planning.
- Determining and assessing educational needs within the District.
- Generating and leading activism and other purposes consistent with the mission and directives of District 2 and the USW.

The elected members of the Steering Committee are listed below by manufacturing sector. If you need to contact a Steering Committee Member, please do so by using the email provided below.

Name	LUF	Sector	Email Address
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United Steelworkers District 2
AFL-CIO-CLC

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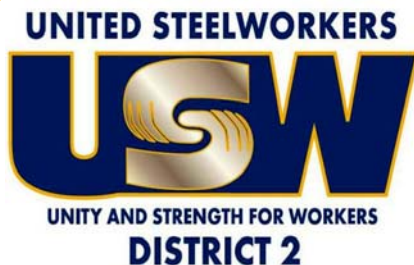
Contributors to this issue include:

Lori Gulekuntz, Tammy Duncan, Jay McMullan, Chris Haddock,
Linda Lucas, Thomas Peters, Cindy Odden, Jamie Dier,
MI Governor's Office, USW New Media, The History Channel

Articles and photos are welcome and
should be sent:

Art Kroll, Editor, District 2 News
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November 23, 2019 is the deadline for
submissions for the next issue.



NEWS

OCTOBER 2019 • VOLUME 9, ISSUE 10, PAGE 1

To Build Solidarity, It Needs You . . . Get Involved!

A Message from Michael Bolton



This month I would like to continue our discussion about workplace safety by explaining the importance of joint Union/management safety and health committees. I realize this language is not included in all District 2 contracts. However, in the coming year, we are going to put an emphasis on bargaining strong safety and health committee programs in all of our agreements. Let's face it, a safe workplace is a win/win for both workers and the boss. None of our members go to work to get killed, injured or sick; and management is always looking for ways to reduce their Workers' Comp premium. A joint Union/management safety and health committee is the most effective way for both of us to reach our goal of zero deaths or injuries on the job site.

Programs management has pursued in the past, like "Blame the Worker", have failed to work because they ignore the problem. What usually happens is the injured employee, for fear of some type of penalty, simply does not report the injury. Without a report of the incident, no one in management or the Union is aware of what took place, which means they cannot take action to prevent similar accidents in the future.

Also, without a record, the worker would be on the hook for lost time and medical expenses if complications from the injury develop in the future.

Joint safety and health programs are more effective because they treat all employees as equals. It isn't the boss holding the rules over the workers or the Union threatening to bring in OSHA to settle a dispute. It's both working together to provide members/workers the safest workplaces possible.

There is also another advantage to joint programs. They involve workers at the shop floor level, the folks who do their jobs everyday and know the processes the best. In short, they are the people who are living it. They know the ins and outs as well as the shortcuts workers sometime take. Who would be better to talk to

about making a job safe than the person who is doing it?

Ten years ago, District 2 launched the "Kevin Wilson Initiative" to raise membership awareness of workplace fatalities. Since that time, 20 Steelworkers have died. That's nearly two per year and that is 20 too many. We have to work harder and we have to be brave enough to fight for programs that will benefit our members.

Another topic you are going to hear me talk a lot about during the upcoming year is ORGANIZING! We, as a District, simply must do a better job of bringing in new members. It's a job we have to do, but its one that we are not getting done. Why?

We just cannot get the people we need to work as Organizers. According to every study that has ever been done about organizing, the best people to do it are workers. Not a Staff Representative. Not me. Workers in non-Union workplaces see us as a paid spokesman for the Union, but they identify with a worker doing the same type of work and are anxious to hear what being Union has meant to them.

We found some members who were eager to get involved; however, they lacked Union leave language in their contracts allowing them time off to do the work. Unfortunately, that has also hurt us when it comes to our Labor-to-Labor election activities and choosing qualified members to serve as Staff Representatives.

Needless to say, bargaining good Union leave language is also going to become a priority beginning in 2020. In the meantime, we are still looking for members to serve on our Organizing Committee in units where we have leave language; or if we have a good relationship with the employer, we will negotiate a leave that will allow you an opportunity to be trained to participate in and run Union organizing drives.

Becoming a Union Organizer will be the most exciting and challenging job you will ever have. You will work with people who will be fighting to gain a voice and dignity. It's you against the high-priced Union buster as you work to beat his next move and prepare workers for the day when they get to

— Continued on Page 2 —

"GO BUILD OUR UNION!"

Did you know?



VETERANS OF STEEL



For more information on the
USW VETERANS OF STEEL
and how to sign up, go to page 8

Urge Your Member of Congress to Co-Sponsor H.R. 2474, the PRO Act.

For too long, employers have been able to violate the National Labor Relations Act without facing any repercussions, routinely denying workers our basic right to join with co-workers for fairness on the job. As a result, the collective strength of working people to negotiate for better pay and benefits has eroded and income inequality has reached levels that predate the Great Depression.

Want to find out why its so
IMPORTANT to **ELECT** the right
people to public office?



Go to pages 5 and 9



The Union Plus Credit Card program.

With 3 card choices - designed to meet the needs of union members. All with competitive rates, U.S. based customer service and more. Plus, exclusive hardship grants for eligible cardholders*.

The Union Plus Credit Card Program is designed to meet the needs of hard-working union members and their families.

To apply by phone, call: 1-800-522-4000



NEWS

United Steelworkers District 2
AFL-CIO-CLC

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HAVE YOU BEEN TO DISTRICT 2'S
PAGE ON FACEBOOK?
www.facebook.com/USWDistrict2

A Message from Director Bolton - continued from page 1

sit down and negotiate a contract with the boss. To be honest, it's difficult work, but the reward is great. If you are interested in joining our Organizing team, please talk to your Local Union President or District 2 Staff Representative.

While we are on the subject of negotiating, I want to introduce a new program as part of District 2 education. Collective bargaining training will become an important part of our leadership training. It will be held in a central location and will be put on for Local Unions that have contracts expiring within the next twelve months. The training promises to be educational while helping Local Union negotiators sharpen their bargaining skills.

Additionally, the USW is putting a new emphasis on an existing program called "Building Power". The plan recognizes the time to begin building solidarity in your Local during contract negotiations is not two days before your contract's expiration date. Trying to implement a plan at the last minute is not very effective. With the Building Power program, you will start preparations six months before the contract runs out. Technicians from USW headquarters will provide training in building communication teams to keep members involved and informed. They will show you how to produce written communications and how to use social media to get your message out. It also includes a session on developing corporate campaigns to put pressure on the boss to bargain in good faith.

Forty delegates from District 2 joined me at the 2019 Rapid Response and Legislative and Policy Conference (October 28-30, 2019) in Washington, D.C., at the Hyatt Regency Washington on Capitol Hill.

Every time we walk into our workplaces or negotiate a contract, laws and policies impact us. The question is, will those decisions benefit us or do us harm? Our elected officials are making decisions on these issues every day we must do everything we can to make sure they make the right decision.

Getting involved in Rapid Response and our Union's legislative work brings our perspective to the table. At this conference, locals are gaining knowledge on the key issues that affect workers and their families. They are learning how to share these issues and the skills they learned with their membership back at their workplace and to engage in actions that boost the Union's power to impact government decisions - whether it's in Washington, DC; Madison, WI; or Lansing, MI.

During this conference, delegates will also lobby elected representatives in the U.S. Congress and Senate on Workplace Violence Prevention for Health Care and Social Service Workers Act (H.R. 1309/S. 851), the Butch-Lewis Act, and the Pro Act.



— For pictures of the Rapid Response march and rally at the US Department of Labor, go to Page 12 —

"GO BUILD OUR UNION!"



2019 District 2 Calendar of Events

JANUARY

- 16 WOS Lobby Day (WI)**
Capitol Building, Room 300 SE, 2 East Main Street • Madison, WI
- 18-21 AFL-CIO Dr. Martin Luther King Jr. Civil & Human Rights Conf.**
Washington Hilton, 1919 Connecticut Ave Northwest • Washington, DC
- 22 WOS Quarterly Meeting**
USW Local 2-21 Hall, 1201 Sheridan Road • Escanaba, MI

FEBRUARY

- 11 LM Review Session**
USW Local 12075 Hall, 3510 James Savage Road • Midland, MI
- 12 LM Review Session**
Bungalow Inn, 1100 28th Street • Manistee, MI
- 13 LM Review Session**
Teamsters Local 7 Hall, 3330 Miller Road • Kalamazoo, MI
- 14 LM Review Session**
USW District 2 Southern MI Sub-Office, 20600 Eureka Road, Suite 300 • Taylor, MI
- 22 WOS Quarterly Meeting**
American Legion Hall, 327 W. Wisconsin Avenue • Tomahawk, WI
- 25 LM Review Session**
USW Local 2-21 Hall, 1201 Sheridan Road • Escanaba, MI
- 26 LM Review Session**
Kronenwetter Village Hall, 1582 Kronenwetter Drive • Kronenwetter, WI
- 27 LM Review Session**
Lucky Dog's Labor Temple, 157 S. Green Bay Road • Neenah, WI
- 28 LM Review Session**
Milwaukee Labor Council Building, 633 S. Hawley Road • Milwaukee, WI

MARCH

- 13 WOS Quarterly Meeting**
USW Local 2-148 Hall, 1201 Gillingham Road • Neenah, WI
- 20 WOS Quarterly Meeting**
USW Local 12075 Hall, 3510 James Savage Road • Midland, MI
- 22 WOS Quarterly Meeting**
USW Dist. 2 Southern MI Sub-Office, 20600 Eureka Road, Suite 300 • Taylor, MI
- 22 WOS Quarterly Meeting**
Milwaukee Labor Council Building, 633 S. Hawley Road • Milwaukee, WI
- 26 WOS Quarterly Meeting**
Kent Ionia Labor Hall, 918 Benjamin Avenue NE • Grand Rapids, MI
- 27 WOS Quarterly Meeting**
Old Morton Federal Credit Union, 516 Kosciuszko • Manistee, MI

APRIL

- 9-10 District 2 Legislative Conference**
Blue Chip Casino, Hotel and Spa, 777 Blue Chip Drive • Michigan City, IN
- 15 Presidents Meeting**
Ronn Hall, 1206 Baldwin Avenue • Negaunee, MI
- 16 Presidents Meeting**
Fraternal Order of Eagles, 1104 S. Oak Avenue • Marshfield, WI
- 17 Presidents Meeting**
Lucky Dog's Labor Temple, 157 S. Green Bay Road • Neenah, WI
- 18 Presidents Meeting**
Milwaukee Labor Council Building, 633 S. Hawley Road • Milwaukee, WI
- 26 WOS Quarterly Meeting**
Old Morton Federal Credit Union, 516 Kosciuszko • Manistee, MI

MAY

- 1 District 2 Lobby Day (Wisconsin)**
Capitol Building (North Wing), 2 East Main Street • Madison, WI
- 5-10 District 2 WOS Leadership Development Course (Levels I & II)**
Landmark Resort, 4929 Landmark Drive • Egg Harbor, WI
- 14 Sub-District Local Union Leadership Training (NMI)**
*Holiday Inn, 810 Cinema Drive • Midland, MI, and
USW Local 12075 Hall, 3510 James Savage Drive • Midland, MI*
- 16 Sub-District Local Union Leadership Training (SMI)**
Village Conference Center • 1645 Commerce Park Drive, Chelsea, MI
- 21 USW District 2 Lobby Day (Michigan)**
Michigan State AFL-CIO Office, 419 South Washington Square, Suite 200 • Lansing, MI
- 21 Sub-District Local Union Leadership Training (NWI)**
Red Lion Hotel Paper Valley • 333 West College Avenue, Appleton, WI
- 23 Sub-District Local Union Leadership Training (SWI)**
Four Points by Sheraton - Milwaukee Airport • 5311 South Howell Avenue, Milwaukee, WI

JUNE

- 7 WOS Quarterly Meeting**
Joann Lester Library, 100 Park Street • Nekoosa, WI
- 11 WOS Quarterly Meeting (Central Michigan Area)**
Michigan State AFL-CIO Office, 419 South Washington Square • Lansing, MI
- 11 Presidents Meeting**
Teamsters Local 7 Hall, 3330 Miller Road • Kalamazoo, MI
- 12 Presidents Meeting**
USW Local 12075 Hall, 3510 James Savage Road • Midland, MI

JUNE continued

- 12 WOS Quarterly Meeting**
USW Local 2-148 Hall, 1201 Gillingham Road • Neenah, WI
- 13 Presidents Meeting**
USW District 2 Southern MI Sub-Office, 20600 Eureka Road, Suite 300 • Taylor, MI
- 18 WOS Quarterly Meeting (Southern Michigan Area)**
Michigan State AFL-CIO Office, 419 South Washington Square • Lansing, MI
- 21 WOS Quarterly Meeting**
Kent Ionia Labor Hall, 918 Benjamin Avenue NE • Grand Rapids, MI

JULY

- 8-9 Financial Officers Training (Wisconsin)**
Red Lion Hotel Paper Valley, 333 West College Avenue • Appleton, WI
- 11-12 Financial Officers Training (Michigan)**
Great Hall Banquet & Convention Center, 5121 Bay City Road • Midland, MI
- 12 WOS Quarterly Meeting**
Milwaukee Labor Council Building, 633 S. Hawley Road • Milwaukee, WI
- 21-25 USW International Civil and Human Rights Conference**
Hilton Minneapolis, 1001 Marquette Avenue • Minneapolis, MN

AUGUST

- 20 WOS Quarterly Meeting**
Upper Michigan Community Credit Union, 204 M-28 East • Munising, MI

SEPTEMBER

- 11 WOS Quarterly Meeting**
USW Local 2-148 Hall, 1201 Gillingham Road • Neenah, WI
- 9-13 USW International Safety and Health Conference**
Westin Convention Center, 1000 Penn Avenue • Pittsburgh, PA
- 13 WOS Quarterly Meeting**
Marzinski Horse Trailhead & Campground, Marzinski Road (south of M-55) • Manistee, MI
- 13 WOS Quarterly Meeting**
Joann Lester Library, 100 Park Street • Nekoosa, WI
- 19 WOS Quarterly Meeting (Western Michigan Area)**
Michigan State AFL-CIO Office, 419 South Washington Square • Lansing, MI

OCTOBER

- 2 WOS Quarterly Meeting**
USW Local 12075 Hall, 3510 James Savage Road • Midland, MI
- 4 WOS Quarterly Meeting**
USW Dist. 2 Southern MI Sub-Office, 20600 Eureka Road, Suite 300 • Taylor, MI
- 8 Presidents Meeting**
Teamsters Local 7 Hall, 3330 Miller Road • Kalamazoo, MI
- 9 Presidents Meeting**
USW Local 12075 Hall, 3510 James Savage Road • Midland, MI
- 10 Presidents Meeting**
USW District 2 Southern MI Sub-Office, 20600 Eureka Road, Suite 300 • Taylor, MI
- 11 WOS Quarterly Meeting**
Milwaukee Labor Council Building, 633 S. Hawley Road • Milwaukee, WI
- 15 Presidents Meeting**
Ronn Hall, 1206 Baldwin Avenue • Negaunee, MI
- 16 Presidents Meeting**
Fraternal Order of Eagles, 1104 S. Oak Avenue • Marshfield, WI
- 17 Presidents Meeting**
Green Bay Labor Temple, 1570 Elizabeth Street • Green Bay, WI
- 18 Presidents Meeting**
Milwaukee Labor Council Building, 633 S. Hawley Road • Milwaukee, WI
- 22 WOS Quarterly Meeting**
Ronn Hall, 1206 Baldwin Avenue • Negaunee, MI
- 28-30 USW International Rapid Response Conference**
Hyatt Regency Washington on Capitol Hill, 400 New Jersey Avenue NW • Washington, D.C.

NOVEMBER

- 5 Sub-District Local Union Leadership Training (SWI)**
Four Points by Sheraton - Milwaukee Airport • 5311 South Howell Avenue, Milwaukee, WI
- 7 Sub-District Local Union Leadership Training (NWI)**
Red Lion Hotel Paper Valley • 333 West College Avenue, Appleton, WI
- 18-22 USW International Next Generation Conference**
The Westin Pittsburgh, 1000 Penn Avenue • Pittsburgh, PA

DECEMBER

- 3 Sub-District Local Union Leadership Training (NMI)**
USW Local 12075 Hall, 3510 James Savage Drive • Midland, MI
- 5 Sub-District Local Union Leadership Training (SMI)**
Village Conference Center • 1645 Commerce Park Drive, Chelsea, MI

This schedule is designed to assist in planning this year's events. However, there is a possibility dates and/or locations could change due to unforeseen circumstances. Changes and corrections will be made ASAP and updated on the USW District 2 website.

Getting to Know Your District 2 Next Generation Coordinators

This month we are featuring **Thomas “TJ” Peters** – *Northern MI Sub-District Next Generation Coordinator*



T.J. Peters is a CNA at the Bay County Medical Care Facility in Essexville, Michigan; and is currently a steward for Local 15301.

He is recently engaged to his fiancé, Samantha. In his spare time, he enjoys pool, golf, muay thai, and fellowship with friends and family.

T.J. believes in Next Gen because it is an opportunity to re-engage workers with their Unions. Next Gen bridges the gap between the knowledge of those before us with the passion and energy of today's up and coming leaders. Next Gen gives the opportunity to develop generations that may not be aware of what goes on in union leadership before handing over the reign to them. Preparing future leaders through mentoring builds continuity through time and helps lessen the divide of generations.

T.J. believes in the Next Gen because he is the Next Gen., then the time will come for our children to be the Next Gen. There is always going to be a Next Gen.

If you wish to inquire or have any questions about the Next Generation program, please feel free to contact T.J. Peters at: thomaspeters@delta.edu

Michigan Women of Steel - by Linda Lucas

The WOS in Southeastern Michigan held their quarterly meeting on October 4 at the Southern Michigan sub-district office in Taylor.

Echo Carson from Local 690L was in attendance and stated, “We had a very informative and educational Women of Steel meeting at our sub-district office in Taylor. I always enjoy seeing my sisters! I am still mildly surprised how much we can learn from each other's struggles. That's one of the best things of these committees is that people from



different locals and industries gather and we learn as much as we can from each other as we do from the instructor. As always, I can't wait until our next WOS meeting. January feels so far away.”

Echo continued, “As always, I'm very thankful to our local and our members for giving me the opportunity to learn and network. Trusting and believing in me to use information and shared experiences is a way to better us all. And, thank you, Director Bolton, for our District Women of Steel program.”

Alliance for Retired Americans • Retiree News - by Jay McMurren, 1st Vice-Pres., MI ARA & USW District 2 SOAR Executive Board Member



On October 14, the Social Security Administration announced that current recipients would receive a 1.6% increase in monthly benefits thanks to a recent Cost of Living Adjustment (COLA). Unfortunately, the increase will likely be offset by hikes in Medicare premiums which is why the USW is encouraging members to contact their U.S. Senators and Representative and urge them to support the

Social Security Expansion Act. As USW President Tom Conway said during a conference last month, "Social Security is one of the most successful and popular programs in U.S. history. It has lifted millions of Americans out of poverty and given seniors dignity in retirement. But it is time to improve Social Security, to improve the life of the program and provide increased benefits for American pensioners and disabled workers."

Supporters of the Act say the legislation would extend the life of the program by 52 years to 2071. It does that by eliminating the existing cap on Social Security taxes. Currently, a CEO earning \$20 million annually pays the same tax as a worker bringing home \$132,900 due to a cap that limits taxes to the first \$132,900 earned. Any additional earnings are tax free. The pending legislation would raise the cap and subject earnings over \$250,000 a year to the tax. According to Administrators, 98.2% of American workers would see no increase in taxes.

The Act would also lead to increased benefits for current and future beneficiaries. Average low-income Social Security recipients would likely see an increase of about \$1,300 annually.

It would also lead to increased COLA payments. The bill does that by more accurately measuring the spending of seniors by linking them to a Consumer Price Index for the Elderly (CPI-E). Older Americans typically do not spend their money on high tech gadgets and other things younger folks do. Instead, they are spending on medical care and prescription drugs. Those spending differences would be reflected in the new index created by the proposed law.

The bill also prevents low-income recipients from falling into poverty by updating the Special Minimum Benefit. The update would make it easier for beneficiaries to qualify by increasing and indexing the benefit level to 125% of the U.S. poverty line.

Finally, the bill also restores student benefits, up to age 22, for children of disabled and deceased workers and combine Disability Insurance and Old Age-Survivors Trust Funds to help seniors and people with disabilities.

Conway concluded his remarks on Social Security by saying, "It has been a long time since Congress has acted to improve benefits for Social Security recipients. The Expansion Act is a commonsense approach to ensure that the elderly and disabled will continue to live in dignity for the future. Call your representatives today and tell them to get on board with the Expansion movement."

Steelworker Appointed to Mining Committee



District 2 sends out congratulations to Brother Chad Korpi, President of USW Local 4950, in Negaunee, MI, on his recent appointment to the Committee on Michigan's Mining Future. The committee was created by Michigan Public Act 47 and will play an advisory role recommending ways to strengthen and develop a sustainable mining industry in Michigan while protecting the environment and natural resources. Committee members will also be charged with reviewing state policies regarding the mining and minerals industries. Finally, they will be asked to develop partnerships between the industry, environmental groups, funding organizations, institutions, and government agencies. Korpi's appointment was made by Governor Gretchen Whitmer and his term will expire on January 4, 2022.

Chad and his wife, April, live in Ishpeming and have been married since October, 2014. In addition to his work as President of Local 4950, Chad is employed as an industrial electrician at Cleveland-Cliffs Empire Mine. He holds a Bachelor of Science degree in Electronic Engineering Technologies from Northern Michigan University and is a graduate of Westwood High School in Ishpeming, MI.

To see the Michigan Governor's press release of this appointment, please go to page 9.



STAT FACTS

District 2 local bargains workplace violence language into new CBA

Though workers at Copper Country Mental Health in Houghton, Michigan, obtained wage increases and pension improvements in their latest three-year contract, the benefit they're most proud of bargaining is language regarding workplace violence.

Since 2012, violence against health care workers has increased by 30 percent, and mental health workers are not immune.

"Within the mental health system we work for, there's been an increase in violence against workers across the many different departments, and we wanted a way to protect everyone," said Rachelle Rodriguez, Local 7798 unit chair.

About half of all mental health professionals at all levels and practice settings can expect to be threatened by a patient at some point in their career. And according to the Department of Justice, between 2004 and 2009, mental health workers were second only to law enforcement officers in sustaining on-the-job violence.

These humbling statistics are more than mere numbers for people like Rodriguez, which is why she and her fellow bargaining committee members pushed for years for their employer to implement a true policy and procedure to prevent and contain consumer-inflicted violence. With their latest contract, ratified on September 19, their hard work paid off.

The workplace violence policy will be the result of a committee, which will include two members of the local's negotiating team and will begin to meet no later than October 31.

All of this couldn't have been done without the local members rallying together and working toward what they knew was right, said USW Staff Representative Chris Haddock.

"This local has been tireless at working towards the safety of their members," Haddock said. "It's an absolute common thing for all of the committees to talk about safety, including during orientation, and the importance the union plays in that at work."

The reason obtaining specific language regarding workplace violence is so important is because there is often no legislation in place to protect health care workers.

The USW has been pushing to change this through its "Safe Jobs Now" campaign, a nationwide action to push for the Workplace Violence Prevention for Health Care and Social Service Workers Act (H.R. 1309/S. 851). This bill would direct the Occupational Safety and Health Administration to ensure workplaces develop and implement violence prevention plans like the one Local 7798 members have obtained in their contract.



Picture left to right: Committee Member Scott Skotarczyk, Local 7798 President Rich Simpson, Committee Member Vicki Paavo, and Unit Chair Rachelle Rodriguez.. Not pictured is Evelyn Livingston-Brady.

JFK's Address on Cuban Missile Crisis Shocks the Nation • October 22, 1962 - The History Channel

In a televised speech of extraordinary gravity, President John F. Kennedy announces on October 22, 1962 that U.S. spy planes have discovered Soviet missile bases in Cuba. These missile sites—under construction but nearing completion—housed medium-range missiles capable of striking a number of major cities in the United States, including Washington, D.C. Kennedy announced that he was ordering a naval “quarantine” of Cuba to prevent Soviet ships from transporting any more offensive weapons to the island and explained that the United States would not tolerate the existence of the missile sites currently in place. The president made it clear that America would not stop short of military action to end what he called a “clandestine, reckless, and provocative threat to world peace.”

What is known as the Cuban Missile Crisis actually began on October 15, 1962—the day that U.S. intelligence personnel analyzing U-2 spy plane data discovered that the Soviets were building medium-range missile sites in Cuba. The next day, President Kennedy secretly convened an emergency meeting of his senior military, political, and diplomatic advisers to discuss the ominous development. The group became known as ExCom, short for Executive Committee. After rejecting a surgical air strike against the missile sites, ExCom decided on a naval quarantine and a demand that the bases be dismantled and missiles removed. On the night of October 22, Kennedy went on national television to announce his decision. During the next six days, the crisis escalated to a breaking point as the world tottered on the brink of nuclear war between the two superpowers.



On October 23, the quarantine of Cuba began, but Kennedy decided to give Soviet leader Nikita Khrushchev more time to consider the U.S. action by pulling the quarantine line back 500 miles. By October 24, Soviet ships en route to Cuba capable of carrying military cargoes appeared to have slowed down, altered, or reversed their course as they approached the quarantine, with the exception of one ship—the tanker Bucharest. At the request of more than 40 nonaligned nations, U.N. Secretary-General U Thant sent private appeals to Kennedy and Khrushchev, urging that their governments “refrain from any action that may aggravate the situation and bring with it the risk of war.” At the direction of the Joint Chiefs of Staff, U.S. military forces went to DEFCON 2, the highest military alert ever reached in the postwar era, as military commanders prepared for full-scale war with the Soviet Union.

On October 25, the aircraft carrier USS Essex and the destroyer USS Gearing attempted to intercept the Soviet tanker Bucharest as it crossed over the U.S. quarantine of Cuba. The Soviet ship failed to cooperate, but the U.S. Navy restrained itself from forcibly seizing the ship, deeming it unlikely that the tanker was carrying offensive weapons. On October 26, Kennedy learned that work on the missile bases was proceeding without interruption, and ExCom considered authorizing a U.S. invasion of Cuba. The same day, the Soviets transmitted a proposal for ending the crisis: The missile bases would be removed in exchange for a U.S. pledge not to invade Cuba.

The next day, however, Khrushchev upped the ante by publicly calling for the dismantling of U.S. missile bases in Turkey under pressure from Soviet military commanders. While Kennedy and his crisis advisers debated this dangerous turn in negotiations, a U-2 spy plane was shot down over Cuba, and its pilot, Major Rudolf Anderson, was killed. To the dismay of the Pentagon, Kennedy forbid a military retaliation unless any more surveillance planes were fired upon over Cuba. To defuse the worsening crisis, Kennedy and his advisers agreed to dismantle the U.S. missile sites in Turkey but at a later date, in order to prevent the protest of Turkey, a key NATO member.

On October 28, Khrushchev announced his government's intent to dismantle and remove all offensive Soviet weapons in Cuba. With the airing of the public message on Radio Moscow, the USSR confirmed its willingness to proceed with the solution secretly proposed by the Americans the day before. In the afternoon, Soviet technicians began dismantling the missile sites, and the world stepped back from the brink of nuclear war. The Cuban Missile Crisis was effectively over. In November, Kennedy called off the blockade, and by the end of the year all the offensive missiles had left Cuba. Soon after, the United States quietly removed its missiles from Turkey.

The Cuban Missile Crisis seemed at the time a clear victory for the United States, but Cuba emerged from the episode with a much greater sense of security. The removal of antiquated Jupiter missiles from Turkey had no detrimental effect on U.S. nuclear strategy, but the Cuban Missile Crisis convinced a humiliated USSR to commence a massive nuclear buildup. In the 1970s, the Soviet Union reached nuclear parity with the United States and built intercontinental ballistic missiles capable of striking any city in the United States.

A succession of U.S. administrations honored Kennedy's pledge not to invade Cuba, and relations with the communist island nation situated just 80 miles from Florida remained a thorn in the side of U.S. foreign policy for more than 50 years. In 2015, officials from both nations announced the formal normalization of relations between the U.S. and Cuba, which included the easing of travel restrictions and the opening of embassies and diplomatic missions in both countries.

Veterans of Steel Council Meet at USW HQ • October 9, 2019

Veterans of Steel Council Meet for First Time, establishes goals for USW Veterans

Several dozen USW members and staff who served in the armed forces in the United States and Canada made history with the first-ever meeting of the new Veterans of Steel Council.



Tom Conway,
USW President

The council, which included representatives from the union's districts and staff, gathered under the leadership of International President Tom Conway (photo on left), who served as a sergeant in the U.S. Air Force before he began his union career. They spent the day brainstorming and setting goals for moving forward our work to improve the lives of their fellow veterans.

The veterans' council, established at the our most recent constitutional convention, brought a wealth of experience and ideas to the discussion, which included topics such as ideal contract language for veterans' issues, increasing funding for the Department of Veterans Affairs, placing qualified veterans in good union jobs, helping veterans in both countries deal with mental health and other issues, and publishing a resource guide for vets who are union members, among other topics.

Conway welcomed the delegates to Pittsburgh for the meeting and reminded them that the Veterans of Steel program was intended to grow from the local level, rather than being a top-down project. He urged the council members to reach out and connect with other veterans as much as possible "both inside and outside" of the USW, including by doing community service projects that help veterans. Goals included engaging veterans in the union and community, educating and advocating for veterans issues in both the United States and Canada, and providing a variety of resources for Steelworker vets and their families, including help with PTSD.

"There's a reason all of you are in this room," Conway said. "We want to learn from you and for you to learn from and help veterans in our union and in our communities."

Will Attig, executive director of the AFL-CIO's Union Veterans Council, also joined the meeting where he said veterans make up almost a quarter of the labor movement and have unique needs as well as a lot to offer, including strong leadership skills. "Unions veterans have passion and purpose," he said.

Veterans who are interested in participating in the program can sign up to get more information and receive a free Veterans of Steel sticker.

Members can text: **VET to 47486** or type: www.usw.org/members/veterans-of-steel on your internet browser.

"GO BUILD OUR UNION!"

Wisconsin WOS Welcome Home "Stars and Stripes Honor Flight" - by Cindy Odden

On Saturday, September 28, 2019, the WOS were honored to welcome veterans home from Washington D.C. The stars and stripes honor flight sent veterans for the day; and our own WOS member, Melissa Mueller Holland, accompanied Veteran Timothy Heidenteich on the flight.



Sadly, Tim did not have family to welcome him home so the WOS of Southern Wisconsin humbly became his family. They arrived at Milwaukee Airport around 3:00 for the 9:30 arrival; and made signs in support of our veteran. Everyone was honored to network with the families and friends for all the veterans on the flight.

This was a very moving and emotional day for the veterans and their families and friends. For the Vietnam Veterans, it was a very different "Welcome Home" then what they received when the war ended. The WOS were grateful to have this opportunity and the experience. The stories shared will forever be remembered.

This was a great day with great people! What an honor!

Wisconsin Women of Steel "Sock Drive" - by Cindy Odden



THANK YOU to the mighty Women of Steel from USW District 2 for collecting 346 pairs of socks for our Sock Drive! These formidable women always step up for the community!

Donated socks will be distributed to MPS students, Pathfinders, Guest House, Sixteenth Street Community Health Centers, Cathedral Center, the Women's Center, and more.

MI Governor Whitmer Makes Appointments to Committee on Michigan's Mining Future • October 4, 2019

LANSING, Mich. – Governor Gretchen Whitmer today announced the following appointments to the Committee on Michigan's Mining Future:

Richard W. Becker, of Monroe, is the president of Michigan Paving & Materials Company and the operator of his family's soybean, corn, and wheat farm in Monroe County. Mr. Becker is appointed to represent an aggregate mining operation in this state, for a term commencing October 6, 2019 and expiring January 4, 2022.

Snehamoy Chatterjee, Ph.D., Houghton, is an assistant professor of mining engineering at Michigan Technological University. He earned his Ph.D. in Mining Engineering from the Indian Institute of Technology Kharagpur. Dr. Chatterjee is appointed to represent current or former research faculty members at a university in this state that hold a master's or doctorate degree in mining or geology, for a term commencing October 6, 2019 and expiring January 4, 2022.

Sean Hammond, of Lansing, is the deputy policy director for the Michigan Environmental Council. He earned his Juris Doctor degree from the Michigan State University College of Law. Mr. Hammond is appointed to represent an environmental nonprofit organization in this state with expertise in mining, for a term commencing October 6, 2019 and expiring January 4, 2022.

Matthew D. Johnson, of Marquette, is the manager of government and community relations for Eagle Mine in Champion Township. He earned his Master of Science in Public Administration from Northern Michigan University. Mr. Johnson is appointed to represent a metallic nonferrous mining operation in this state, for a term commencing October 6, 2019 and expiring January 4, 2022.

Stephen Kesler, Ph.D., of Ann Arbor, is an emeritus professor of the geological sciences at the University of Michigan. He earned his Ph.D. in Geology from Stanford University. Dr. Kesler is appointed to represent current or former research faculty members at a university in this state that hold a master's or doctorate degree in mining or geology, for a term commencing October 6, 2019 and expiring January 4, 2022.

James M. Kochevar, of Marquette, is a registered professional engineer and the general manager of Cleveland Cliff's iron ore mining and processing location in Ishpeming. He earned his Bachelor of Mechanical Engineering from the University of Minnesota. Mr. Kochevar is appointed to represent a ferrous mining operation in this state, for a term commencing October 6, 2019 and expiring January 4, 2022.

Chad J. Korpi, of Ishpeming, is an industrial electrician for Cleveland Cliffs, Inc. and the president of amalgamated United Steelworkers Local 4950. He earned his Bachelor of Science in Electronics Engineering Technology from Northern Michigan University. Mr. Korpi is appointed to represent a member of a local chapter of an international steel workers union representing workers at an ongoing ferrous mining operation in this state or workers from an idled ferrous mining operation in this state, for a term commencing October 6, 2019 and expiring January 4, 2022.

Jerome Maynard, of Marquette, is an attorney and mediator for Jerome I. Maynard, PLC and a member of the Superior Watershed Partnership Board. In 2011, Maynard retired from the Dykema Gossett law firm, where he was a partner and environmental law attorney. He earned his Juris Doctor from the University of Wisconsin-Madison. Mr. Maynard is appointed to represent an environmental nonprofit organization in this state with expertise in mining, for a term commencing October 6, 2019 and expiring January 4, 2022.

Deborah L. Pellow, of Ishpeming, is a trustee for the Tilden Township Board and the secretary and treasurer for the Marquette County Land Bank Authority. In 2018, Pellow retired as the director of the Ishpeming Area Wastewater Treatment Facility. Ms. Pellow is appointed to represent a municipality in this state where a ferrous, metallic nonferrous, or aggregate mining operation is located, for a term commencing October 6, 2019 and expiring January 4, 2022.

Evelyn H. Ravindran, of L'Anse, is the director of the Keweenaw Bay Indian Community Natural Resources Department. She is a member of the Keweenaw Bay Indian Community and the Keweenaw Bay Ojibwa Community College Environmental Science Program External Advisory Panel. Ms. Ravindran is appointed to represent a member of a federally recognized Indian tribe that has trust lands in this state, for a term commencing October 6, 2019 and expiring January 4, 2022.

Timothy C. Eisele, Ph.D., of Atlantic Mine, is an associate professor from the Department of Chemical Engineering at Michigan Technological University, where he teaches minerals processing and metals extraction. He earned his Ph.D. in Metallurgical Engineering from Michigan Technological University. Dr. Eisele is the designee of Representative Sara Cambensy, who is the State Representative for the House District with the highest production from metallic mineral mines in this state.

Harold "Hal" R. Fitch, of Lansing, is the president of H.R. Fitch Consulting Services, LLC. and the former director of the Oil, Gas, and Minerals Division at the Michigan Department of Environmental Quality. He received his Bachelor of Science in Geology from Michigan Technological University. Mr. Fitch is the designee of Senator Ed McBroom, who is the State Senator for the Senate District with the highest production from metallic mineral mines in this state.

Additional members of the Committee include the chief executive officer of the Michigan Economic Development Corporation, the director of the Department of Natural Resources, and the director of the Department of Environment, Great Lakes, and Energy, or their designees.

The Committee on Michigan's Mining Future is an advisory committee created by Public Act 47 of 2019 to recommend actions that strengthen and develop a sustainable, more diversified mining and minerals industry in this state while protecting the environment and natural resources. The Committee will evaluate government policies that affect the mining and minerals industry, recommend public policy strategies to enhance the growth of the mining and minerals industry, and advise on the development of partnerships between industries, institutions, environmental groups, funding groups, and state and federal resources and other entities. The Committee will be dissolved 60 days after the submission of its final report.

These appointments are not subject to the advice and consent of the Senate.

USW Local 2-21's Annual "Strike for Hunger" Community Fundraiser - by Jamie Dier

Local 2-21's WOS committee member, Donna Dams, oversaw their annual "Strike for Hunger" in Delta County held from 6:00 am on October 3 until midnight, October 5. The event was manned around the clock by USW Local 2-21 members and their families in two locations - Elmer's County Market in Escanaba and Pat's Foods in Gladstone. All money and food donated stays in the area and helps keep the local food pantries stocked. Through very generous donations from the community, Local 2-21 was able to raise \$10,158 and over 3,700 pounds of food! Donna's hard work and dedication has taken the local's Women of Steel and brought them to new heights!



"GO BUILD OUR UNION!"

2019 Rapid Response and Legislative Conference - March and Rally at the U. S. Department of Labor • Washington, DC



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