

GOLDEN LODGE NEWS

Volume 69, No. 1

Spring 2022

Worker Fatality, Medical Insurance Concerns, Wellness Form Change for 2023, Grievance Resolution Meetings, a New District 1



By Pat Eslich
President

On December 27th, our worst nightmare happened. We lost a Union Brother, Doug Gauze. He was operating a small straightener at Plant A. OSHA is still investigating the incident.

At this time, no determination has been made regarding the cause of the accident. If you see or know of an unsafe practice or hazard, please take the time to fill out a green sheet or contact your Union Safety Representative.

Also starting March 1st, all employees will be required to wear metatarsal boots. You will have until September 30th to be compliant. The boot allowance is \$170 for standard and heat boots and \$190 for puncture resistance boots. PLEASE STAY SAFE!

TimkenSteel is still having issues with Cigna Insurance. If you need a 90-day supply of medication, you must use Express Scripts Pharmacy online. This can be done by creating or logging into your my.cigna.com account.

From the Home page, select the Prescriptions drop down menu, then select/click on Switch to Home Delivery. This is for active and retirees.

By using Express Scripts Pharmacy, this will waive your prescription deductible on the 90-day supply.

However, if you go to a local retail drugstore to get a 90-day supply, the deductible still applies. If you have any problems with the insurance, contact the Union Hall and we will address the issues.

Here is some new information provided to us from the TimkenSteel Benefits Director. “We have transitioned our well-being incentive platform from Vitality to Cigna MotivateMe. MotivateMe can be found on the Cigna member portal;

www.my.cigna.com

“If you have not already registered on the website, we highly recommend that you do so to take advantage of all the available resources and offerings.

“Once you are registered and log in to your personal account, you will click on the “wellness” on the top of the screen. Then, you will choose “Wellness and Incentives.”

“To earn the 2023 deductible waiver (\$300 for single, \$600 for family), employees and covered spouses must complete the following by 11/30/2022: Submission of a biometric/a health assessment via Cigna.”

Every Thursday at 10:00 am are the Grievance Resolution meetings. The weekly attendants are Bill Connor, Sub-District 2 Director, the company’s Labor Relations members and myself.

The purpose is to discuss pending grievances and to make an attempt to resolve them. While we are not always successful, we have made some very positive gains for our members.

On the International Union level, we have been made aware of the combining of Michigan and Ohio in District 1. More information will follow from the attending Delegates/Members at our first joint District 1 Biennial and Education Conference scheduled in late April 2022.

How COLA is calculated

Article V, paragraph G of the 2021 TimkeSteel USW Basic Labor Agreement (BLA) deals with the Cost-of-Living Adjustment (COLA). This wage adjustment is calculated four times within a twelve month period.. If the COLA for a quarter exceeds the Base Index, an hourly additive is paid across all occupations. This is referred to as outstanding COLA and is not used to calculate benefits like vacation pay and pension.

Calculations start with a Base Index. The Base Index is the “Consumer Price Index for Urban Wage Earners and Clerical Workers, CPI-W (Revised Series), All Items (1967 = 100)”, for the month of June multiplied by 103%. This additional 3% is referred to as the “trigger”. The CPI-W represents all goods and services purchased for consumption by the reference population and is calculated by the Bureau of Labor Statistics (BLS) The Base Index is used as a benchmark for the following twelve months. During that twelve-month period, there are four adjustment opportunities: September, December, March, and the following June. These adjustment opportunities are referred to as the Current Index.

If the Current Index is higher than the Base Index, a COLA of 1 cent per hour per 0.3 of each point higher is calculated. As an example, if the Base Index (June CPI-W x 103%) is 720.000 and the Current Index (for the adjustment month) is 723.000, the COLA would be ten cents per hour. $(723-720 = 3; 3/0.3 = 10$ which is \$0.10)

COLA is “capped” for any adjustment month by multiplying the June CPI-W by 106%. Increases in CPI-W above this cap are not used in

the hourly additive calculations. Any COLA resulting from following Current Index vs. Base Index comparisons is added to the outstanding hourly additive.

The CPI-W for any given month is published by the BLS the following month. If an hourly additive is merited for any of the four adjustment months, it begins being paid the first Sunday of the month after that. For example, the CPI-W for September is posted in October and payment would begin in November.

The Base Index for June 2021 is 817.367 (793.560*1.03) and will be compared against the CPI-W for September and December of 2021. It will also be compared to March and June of 2022.

The CPI-W for September 2021 was 801.524 so no COLA is available for the November 2021 adjustment date. Likewise, the CPI-W for December 2021 was 815.937. So once again, no COLA is available for the January 2022 adjustment date.

The next month’s CPI-W to be compared is March 2022. The numbers will be posted by the BLS in April and the COLA hourly amount, if any, will start the first Sunday in May.

Consumer Price Index
Urban Wage Earners and Clerical Workers (CPI-W)
U.S. City Average
All Items
1967=100

YEAR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SPT	OCT	NOV	DEC	AVERAGE
1991	395.4	395.7	396.1	397.1	398.5	399.6	400.0	401.0	402.8	403.2	404.5	404.7	399.9
1992	405.2	406.2	408.1	408.9	409.9	411.4	412.1	413.3	414.5	415.8	416.5	416.3	411.5
1993	417.8	419.2	420.4	421.6	422.6	423.1	423.2	424.2	424.9	426.7	427.1	426.8	423.1
1994	427.7	428.8	430.2	430.9	431.7	433.2	434.3	436.4	437.5	437.8	438.6	438.6	433.8
1995	440.2	441.7	443.0	444.6	445.6	446.5	446.5	447.4	448.5	449.6	449.5	449.5	446.1
1996	451.9	453.2	455.6	457.6	458.7	459.1	459.7	460.2	461.9	463.2	464.2	464.3	459.1
1997	465.7	467.0	467.8	468.3	468.3	468.8	469.0	470.0	471.5	472.3	472.2	471.3	469.3
1998	471.9	472.2	472.7	473.9	475.2	475.6	476.0	476.5	477.2	478.4	478.6	478.6	475.6
1999	479.7	479.8	480.9	484.7	484.9	485.0	486.3	487.8	490.5	491.5	491.7	491.8	486.2
2000	493.2	495.9	500.0	500.4	501.1	504.1	504.7	504.2	507.6	508.2	509.0	508.5	503.1
2001	511.6	513.4	514.2	516.7	519.4	520.0	517.8	517.6	520.6	518.3	517.3	515.0	516.8
2002	515.9	517.5	520.2	523.7	523.6	524.0	524.5	526.0	527.3	528.2	528.4	527.2	523.9
2003	529.2	533.7	537.1	535.5	534.3	534.8	535.0	537.1	539.2	538.2	536.7	536.0	535.6
2004	538.7	541.7	544.8	546.5	550.2	551.9	550.8	551.0	552.4	555.7	556.3	554.2	549.5
2005	554.9	557.9	561.9	566.4	566.0	566.2	568.8	572.3	580.9	581.5	576.1	573.3	568.9
2006	577.7	578.6	581.8	587.3	590.5	591.7	593.2	594.6	591.0	586.7	586.1	587.3	587.2
2007	588.467	591.403	597.561	602.083	606.643	607.374	606.759	605.267	607.324	608.662	613.287	612.948	603.982
2008	615.828	617.345	622.985	627.606	633.830	641.082	644.303	641.155	640.226	632.025	617.472	610.075	628.661
2009	612.719	615.719	617.239	619.344	621.875	628.422	627.093	628.970	629.462	630.140	631.491	630.600	624.423
2010	633.176	633.105	636.025	637.316	637.809	636.962	637.138	638.052	638.353	639.296	639.673	641.200	637.342
2011	644.591	647.969	655.385	660.503	664.113	662.826	663.314	665.221	666.299	664.376	663.692	661.766	660.005
2012	664.891	668.171	674.090	676.199	674.973	673.291	671.899	676.329	679.690	679.066	674.958	672.854	673.868
2013	674.734	681.158	683.084	681.969	683.309	685.104	685.350	686.169	686.700	684.311	682.517	682.639	683.087
2014	685.220	687.695	692.725	695.356	697.657	699.107	698.580	697.105	697.521	694.717	689.720	684.828	693.353
2015	680.018	683.374	688.243	689.626	693.763	696.431	696.436	695.127	693.025	692.167	690.227	687.456	690.491
2016	688.259	687.995	691.681	695.341	*698.314	*700.855	*699.312	*699.708	701.467	702.172	700.634	701.154	697.241
2017	705.517	707.371	707.906	710.215	710.744	711.352	710.766	713.243	717.684	716.594	716.871	716.454	712.060
2018	720.604	723.788	725.202	728.609	732.074	733.343	733.221	733.760	734.441	735.850	732.561	729.142	730.216
2019	730.176	733.407	738.024	742.683	744.288	743.920	745.376	745.009	745.422	747.336	746.592	746.021	742.355
2020	748.729	750.436	748.770	743.230	743.247	747.813	752.527	755.387	756.600	756.813	756.071	756.828	751.371
2021	760.447	765.056	771.287	778.147	785.221	793.560	797.661	799.443	801.524	808.869	813.309	815.937	790.872
2022	823.000												NA

SOURCE: U.S. Bureau of Labor Statistics, CPI Program
LAST UPDATED: February 10, 2022

NOTE: Indexes for Jan.-Aug. 2000 were revised on 9-28-00.
*Data were revised on 10-18-2016.

**UNITED STEELWORKERS DISTRICT 1
WOMEN OF STEEL SCHOLARSHIP ANNOUNCEMENT**

For

Daughters, Sons, Step-children and Legal Wards

UNITED STEELWORKERS, DISTRICT 1

FOUR SCHOLARSHIPS will be awarded by lottery from those applicants who comply with the application requirements:

- Two (2) Technical/Trade/Online Scholarships with a total value of \$1500 each to be applied toward tuition at any accredited trade, technical or online school in the United States.
- Two (2) Academic Scholarships with a total value of \$2000 each to be applied toward tuition at any accredited college or university in the United States.

WHO IS ELIGIBLE TO COMPETE: Daughters and sons; step-children and legal wards (residing with or having proof of financial obligation for applicant) of any active United Steelworkers, District 1 member employed within the jurisdiction of his / her local; or who have retired from said local within the last eight (8) years (after 6/30/2014), are eligible to apply for the scholarship awards. The candidate must be in a graduating high school class during the year the scholarship is being awarded and have **attained at least a 2.8 cumulative grade point average, which must be stated on the attached transcript for the year of graduation.**

HOW TO APPLY: Applicants must complete the application form with all required information. Incomplete information will result in rejection of the application. The High School Principal or Guidance Counselor must certify the applicant's academic status on the application form. A copy of the applicant's current transcript (including first half of graduating year) and an essay must be attached to the completed application. The application must have the Local Union Seal and certification verifying the membership or retirement of applicant's parent/step-parent or legal guardian. Applications are to be sent to United Steelworkers, District 1 Women of Steel Scholarship Committee, 4069 Bradley Circle NW, Canton, OH 44718.

DEADLINE: Complete application form, transcript and essay must be received by **Friday, June 10, 2022, before 3:00 p.m.**, in the Canton Office. Faxed applications will not be accepted.

Additional applications can be obtained by contacting the USW Canton Office at 330-493-7721; downloading the forms at www.usw.org – District 1; or you can make copies of the form (please note some pages are 2-sided).



GOLDEN LODGE NEWS

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Coming Events

Union Meeting

1st Wednesday of the month
4:30 pm

Steward Classes

2nd Wednesday of the month
9:00 am / 4:30 pm

Union Meeting

3rd Wednesday of the month
9:00 am

Good Friday*

April 15th

Workers Memorial Day

April 28th, 1:30 pm
@Golden Lodge

Memorial Day*

May 30

**Union negotiated benefit*



By Sean Els

Union Safety Chairman Greetings Brothers and Sisters. Hopefully all of you are off to a safe and healthy New Year thus far. I would like to share some updates on Health and Safety. Some things that you may have heard about or been touched by.

“TimkenSteel employee dies following accident at company’s Gambrinus finishing facility.” Many of you likely read the article in the Repository on December 28th, 2021. We lost our Brother, Douglas Gauze, because of a workplace fatality on December 27th, 2021. Doug was found unresponsive and entangled with a bar on the inlet side of #6 Medart straightener by co-workers.

The investigation is ongoing, and Union Safety group has been a part of the process, although at times it has been limited, but not by our choosing.

OSHA, along with the BWC, have been onsite several times for employee interviews, looking at how similar equipment operates and the energizing of #6 Medart. Currently, #6, #5 and #1 Medart straighteners are shutdown pending next steps.

This is the worst thing I have ever written about as Union Safety Committee Chairman. Like Pat Eslich said, **“It’s our worst nightmare that can happen.”** The thought of going to work and never return home, in this day and age, should be just that, a thought. We **must** continue to push for a **safe and healthy workplace**, so the thought never becomes reality! RIP Brother Guaze.

Both Union and Company Health and Safety personnel have had recent changes. First, I would like to say happy retirement and thank you for your dedication to Union Health and Safety to Tom Dowling! Tom was the USR at FSP, one of the original three. Scott Mathie has assumed the role at FSP. He was previously at HSP.

Trish Hostettler has moved from GSP to HSP to fill the vacancy left by Scott. The vacancy at GSP has been filled by our newest USR, Brock McDevitt. Please do not hesitate to reach out to Brock with

your Health and Safety needs. He is currently settling into his new role and getting around GSP to serve you. Welcome aboard Brock!

The new and recent BLA brought a full-time Union Safety Training Representative position (USTR). I am currently transitioning to that role. Training is a crucial element of any Safety program and now the Union has more of a presence in that area.

On the Company side of safety structure, we now have three people in the corporate health and safety department, up from only one. Leah Haught, Safety Coordinator, started last December. Chris McGowan now has a new role, Senior Health & Safety Specialist. Leah and Chris both work under Shawn Crites. Shawn Crites is our new Senior Manager Health & Safety; he came on board at the end of January.

The plant Safety Analysts will also be reporting to Shawn. I am hopeful that these changes will strengthen the health and safety program, strengthen the relationship with Union Safety and get us on the right track. As of this writing Pat and I are waiting for the availability of Shawn. The three of us intend to sit down and have a discussion here at the Hall.

The COVID-19 rollercoaster continues to run. The number of cases in and out of the Company continue to decline. The latest from the CDC is that they may lighten up on mask recommendations. By the time you read this article, it may have happened. If recommendations lighten up, I will assume the Company will take that under consideration and adjust appropriately.



At times departments/crews had to deal with vacancies due to COVID quarantines and isolations. You could have very well experienced running short or forced overtime. The fact that the Company takes the position that no workplace spread has ever happened still boggles many of our minds, especially with what we know and have seen. Keep in mind we still must adhere to Company COVID-19 rules and protocols, whether you like it or not.

During the November Executive Safety Committee meeting with the Company, we have seen, for the first time, a timeline and Safety Culture improvement process. This is something the Company has been exploring for months with no mention to the Union. To say the least, I knew this was huge good or bad and needed attention. Especially learning about it at this point which seemed late in the process.

We, and I mean President Eslich, Sub-District 2 Director Bill Connor, Nick Young (International Health & Safety Department) and myself have had a few meetings with the Company to get more clarity on the intent of the process and which company TimkenSteel decided to go with. We also offered our ideas to the Company.

Through these meetings, we have learned the Company was going to go with SafeStart with or without us. It seems their minds were made up. So much for the spirit of working together. The Company offered to get us in contact with SafeStart to allow them to explain their role and answer any of our questions. We agreed to meet with SafeStart, just SafeStart and the Union and follow up with the Company. The process is to go something like this:

SafeStart will do an employee survey to get an idea on the present culture. This survey is to be **voluntary** and anonymous. After the survey, SafeStart will present the results to the Company and Union, if we partake and go along with a plan. Training of supervisors will then take place which looks like in May. The USRs can go through this if we choose. The Company has identified a substantial need for the supervisor training.

On February 11th, 2022, Donnie Blatt (District 1 Director) Bill Connor, Nick Young, Pat and myself met with the Company for follow-up.

The Company learned we will **not** be a part of this but as always, we want to collaborate with the Company to make a Safe and Healthy workplace.

We expressed our concerns and history with these types of safety companies. The Company gave their reasons of why it needs to happen this way and wanting us to join them.

Director Blatt asked the Company to look at what the USW Tony Mazzocchi Center has to offer before we begin moving forward with SafeStart. They did say they would meet with someone from the Mazzocchi Center. The Tony Mazzocchi Center is our USW Health, Safety and Environment training center.

BTW, SafeStart is a behavior-based safety company. The USW has never seen eye to eye with the principals of behavior-based safety. We have always been about hazard elimination and not the approach to safety through human behaviors. If it were as easy to just re-program human behaviors it would be “poof”, then the workplace will be safe,. No more injuries, illnesses or fatalities. Perhaps all the regulations would take that approach.

*Remember the survey is **voluntary**.

Lastly since our newsletter runs quarterly, please take time out to remember that April 28th is Workers Memorial Day. This is for those who have lost their lives on the job or later due to injury or illness sustained while on the job.

As always, USRs and your Union Safety Committee Reps are here for you. Do not hesitate to reach out to us or the Union hall with any of your health and safety concerns. Together we will make a healthier and safer workplace!

USW Local 1123 Union Safety Representatives

Sean Els ext. 2913 - USTR

Chairman Union Safety Committee

Brock McDevitt ext.4249 USR - GSP

Trish Hostetler ext.5026 USR - HSP

Scott Mathie ext. 3967 USR - FSP



The following members of the Golden Lodge have passed away and Bibles have been presented to their families.

DONALD L. SALTSMAN, 82 , Dept. 62, passed away August 30th, 2021. Brother Saltsman joined the Union in 1959 and retired in 1994.

JAMES R. SOLINGER, Age 79, Dept. 52, passed away September 15th, 2021. Brother Solinger joined the Union in 1965 and retired in 1998.

ROBERT J. BRUNONI JR., Age 74, Dept. 60, passed away November 22nd, 2021. Brother Brunoni joined the Union in 1965 and retired in 2005.

DOROTHY A. PRATT, Age 79, Dept. 98, passed away November 30th, 2021. Sister Pratt joined the Union in 1997 and retired in 2014.

JOE O. "SUNNY" TRACY, JR., Age 73, Dept. 73, passed away December 3rd, 2021. Brother Tracy joined the Union in 1979 and retired in 2008.

LEROY W. HESTER, Age 74, Dept. 183, passed away December 8th, 2021. Brother Hester joined the Union in 1968 and retired in 2005.

WILLIAM R. PHELPS, Age 77, Dept. 190, passed away December 8th, 2021. Brother Phelps joined the Union in 1966 and retired in 2001.

JACK L. KNISLEY, Age 89, Dept. 40, passed away December 10th, 2021. Brother Knisley joined the Union in 1951 and retired in 1994.

JAMES D. DANIEL, Age 79, Dept. 72, passed away December 14th, 2021. Brother Daniel joined the Union in 1965 and retired in 1997.

EUGENE F. PARKER, Age 90, Dept. 79, passed away December 19th, 2021. Brother Parker joined the Union in 1960 and retired in 2003.

NORVAL A. CLAY, JR., Age 81, passed away December 24th, 2021. Brother Clay joined the Union in 1965 and retired in 2003.

ROBERT L. HENDERSON, Age 87, Dept. 74, passed away December 25th, 2021. Brother Henderson joined the Union in 1955 and retired in 1986.

LOUIS J. MARINO, Age 87, Dept. 07, passed away December 25th, 2021 Brother Marino joined the Union in 1959 and retired in 1997.

SUSIE M. CAMPER, Age 78, Dept. 189, passed away December 27th, 2021. Sister Camper joined the Union in 1976 and retired in 2012.

DOUGLAS A. GAUZE, Age 65, Dept. 752, passed away December 27th, 2021. Brother Gauze joined the Union in 2012 and unfortunately died of a work related fatality.

RICHARD T. BIRD SR., Age 78, Dept. 74, passed away January 7th, 2022. Brother Bird joined the Union in 1966 and retired in 1999.

CHRISTOPHER G. MIESIAK, Age 65, Dept. 181, passed away January 7th, 2022. Brother Miesiak joined the Union in 1981 and retired in 2016.

LARRY E. STOLICNY, Age 83, Dept. 188, passed away January 7th, 2022. Brother Stolicny joined the Union in 1964 and retired in 2000.

CARY SCOTT THOMPSON, Age 53, Dept. 193, passed away January 9th, 2022. Brother Thompson joined the Union in 1995 and was active at the time of his death.

DANIEL A. DONNARUMMO, Age 81, Dept. 82, passed away January 7th, 2022. Brother Donnarummo joined the Union in 1969 and retired in 2000.

LARRY LEE BROWN, Age 85, Dept. 136, passed away January 13th, 2022. Brother Brown joined the Union in 1986 and retired in 1997.

GARY F. DAVIDSON, SR., Age 81, Dept. 729, passed away January 15th, 2022. Brother Davidson joined the Union in 1959 and retired in 1999.

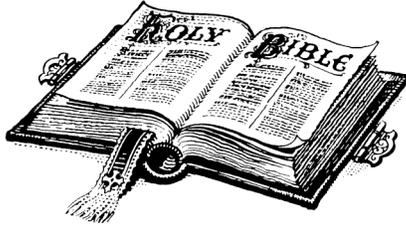
JAMES J. KUKUNIS, Age 92, Dept. 179, passed away January 15th, 2022. Brother Kukunis joined the Union in 1947 and retired in 1985.

LAWRENCE H. COLVIN, Age 79, Dept. 82, passed away January 17th, 2022. Brother Colvin joined the Union in 1969 and retired in 1999.

JAMES SIMMONS, Age 98, Dept. 98, passed away January 20th, 2022. Brother Simmons joined the Union in 1951 and retired in 1986.

RUTH M. ANGELO, Age 92, Dept. 81, passed away on January 25th, 2022. Sister Angelo joined the Union in 1965 and retired in 1986.

FRANK R. EFINGER JR., Age 76, Dept. 75, passed away January 29th, 2022. Brother Efinger joined the Union in 1964 and retired in 2003.



RONALD W. HAMPTON, Age 77, Dept. 21, passed away on January 29th, 2022. Brother Hampton joined the Union in 1963 and retired in 2000.

WATSON T. OMICINSKI, JR., Age 58, Dept. 193, passed away on January 29th, 2022. Brother Omicinski joined the Union in 1988 and retired in 2020.

LLOYD D. DAUGHERTY, Age 76, Dept. 70, passed away on February 1st, 2022. Brother Daugherty joined the Union in 1969 and retired in 1999.

BRUCE J. ANDREWS, Age 67, Dept. 70, passed away on February 11th, 2022. Brother Andrews joined the Union in 1973 and retired in 2009.

LEONARD S. WASHINGTON, Age 79, Dept. 75, passed away February 12th, 2022. Brother Washington joined the Union in 1967 and retired in 2001.

RICHARD SEYMOUR, Dept. 78, passed away on February 14th, 2022. Brother Seymour joined the Union in 1969 and retired in 2001.

KENNETH J. KING, Age 84, Dept. 84, passed away February 22nd, 2022. Brother King joined the Union in 1959 and retired in 1996.

Calling all golfers!

The Golden Lodge Tuesday Evening Golf League has openings for individuals and two-man teams. League starts in April.

Call Chris Yacano 330.323.7754



Recent Retirees

Congratulations to the following members who have recently retired and will now enjoy their Union negotiated retiree pension and healthcare benefits.

Rick Shifflet

James Haven

Kenneth Hargenrader

Jack Carman

Connie Dingler

Craig Drzal

Yolanda Humphries

Robert White

Thomas Dowling

James Law

Laurence Myers

Roger Renner

Scott Albertson

Charles Cain

Michael Conner

Michael Drake

Matthew Kelleher

Jose Pena

Rickey Post

Jeffery Fausnight

Enzo Bagnoli

Brian Roth - GRP

James Campbell - GRP

Karen Murphy - GCCU

Gate Collections For Gauze Family



President Eslich (above), Safety Chairman Sean Els (below) and over a dozen other volunteers canvassed the gates for nine shifts over three days to raise money for our fallen Brother and his family. Our heartfelt thanks goes out to all who stepped up to help make this happen.



NON-PROFIT ORG.
U.S. POSTAGE PAID
PERMIT NO. 973
CANTON, OH

Steelworkers Local 1123, Golden Lodge
1234 Harrison Ave. SW
Canton, OH 44706

ADDRESS SERVICE REQUESTED

To our Extended Family

To Everyone who stood out in the cold and collected donations and to each and everyone who donated we will never be able to thank you ENOUGH! It's hard to put into words how grateful we are! For All of you to do this for us and give up your free time means so much!

You all have been so good to us through this time!

Thank you
+
God Bless
Each + Everyone
of you!

For everything you've done...
for being the special people
that you are...
thank you so very much.

We Appreciate Everything!
Doug would be grateful!
Love

Teresa, Doug Jr
Dan + Josh
Gauze