**December 2018**

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| **Good and Welfare****In Memorial Retirees:**Rod WeatherholtWilliam "Bill FisherKelly NortonRoger RothMember Tony NelsonWalter FrankEmmett DixonTom HartzRichard EnglishStephen WilkeDonald RhoadesMike MorrisDarrell MartinClyde MoranGeorge EngelbrechtRoy BabbPeter DayRandy Young | **Cont'd****In Memorial Retirees:**Member Tim GentryBobbie Jed SmithGeorge HenryTheodore LutzFrancis MattinglyGlen Ray CollierMike WhoberyJame s LitzyRick McCarthyRandy ingramTheodore DeMossRamon DiazCoy YoungRonald ColemanClyde VeeckPat FoleyBobbie HarveyLarry JamesLee Liltherland |  | UNION MEETINGS3rd Tuesday of every Month5:05 am6:05 am7:10am7:40am1:15pm2:15pm3:15pm3:40pm |
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| **DID YOU KNOW:****If you are still actively working and you or your spouse turns 65 and becomes eligible for Medicare Part B, That you do not need to purchase Part B until after you retire! Once you retire, you simply need to get a document signed by the employer stating that you did not need Part B due to having other insurance. By presenting the document verifying other insurance when you do retire and sign up for Medicare part B you will not have to pay the penalty for not signing up when first eligible. If you have any questions concerning Medicare part B please contact your Union Hall.**  | **Local 104 Communicator****Cheryl Dau****Editor****USW Local 104****3966 Red Brush RD****Newburgh IN 47630****Hall Phone 812-853-3156****Hall Fax 812-853-2973****Email:uswa104@evansville.net****Or Cheryldau@hotmail.com****USW Local 104****P.O. Box 247****Newburgh IN 47629-0247****Http://WWW.USW104.ORG** | USW Local 104 SOARMtgs.2nd Thursday each Month8:00am @ USW Local 104Union Hall3966 Redbrush RD.Newburgh, IN |
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| **Know Your Contract****Art XXIX Bereavement:** (Bold Letters reflect improvements from 2014) When a death occurs in an employee's Immediate family (i.e. employees legal spouse, mother, father, mother-in-law, father-in-law, son daughter, brother, sister, grandparents, **grandchildren,** Stepparents, stepchildren, stepbrother, stepsister, **son-in-law**, **daughter-in-law**, half brother, or half sister) an employee, upon request, will be excused for up to three (3) days (or for such fewer days as the employee may be absent) on which he otherwise would have worked. Such days must fall within one six (6) consecutive day period encompassing either the death or the funeral or the memorial service in lieu of the funeral. After making written application therefore and providing that the relationship is one which is comprehended herein, the employee shall receive pay for any such scheduled shift (up to eight hours) provided he attends the funeral or memorial service in lieu of the funeral. Payment shall be made at the employees regular straight time hourly rate on the last immediately preceding scheduled day worked excluding shift premium, overtime, and incentive earnings. An employee will not receive funeral pay when it duplicates pay received for time not worked for any other reason. **Time thus paid will be counted as hours worked for purposes of determining overtime or premium pay liability.**  |
| Image result for pictures of money |

SAVE SOME MONEY EACH PAYCHECKCONTRACT EXPIRES IN 5 MONTHS |



 Kenny Nau, who is currently serving as Financial Secretary for the Local, has decided to retire January 1, 2019. Kenny has served on the Local 104 Executive Board for many years. The Local would like to thank Kenny for his many years of service and dedication to the membership of 104, and for stepping up all those years ago and helping to make this a great Union. The board will begin the process of appointing someone to fill the role of Financial Secretary and if you are interested in the position please contact President Horn at the Union Hall. **Thanks Kenny and have a long and enjoyable retirement!!!!**

 

BA Report

 Sisters and Brothers. The Christmas Holiday is fast approaching, and hopefully everyone will find time to spend with family. With much of the Plant running 24/7 it has always required many of our members to be in the plant on the Holidays. All of us at one time or the other have sacrificed time with our families to keep the plant running, and we should never forget to recognize and appreciate those that do so every year. Unfortunately this year has been worse than previous years, especially in the craft areas, and none more than Rolling Mechanical. This is due to the Company waiting too long to add the additional headcount that is needed to run the facility. To make things worse, now that requisitions have been approved, it is taking much longer than in the past to fill those needs. This should come as no surprise, based on all of the Hiring that has taken place throughout the tri state in 2018. As you are aware, and for that reason, in January the Local tried to impress upon the Company to proceed with hiring at that time. The Local offered that if the Company would agree to sign an agreement designating a start date for our 7 electrical apprentices, that were laid off out of the apprenticeship, they could proceed with the hiring process. Unfortunately it fell on deaf ears. The Local feels the key to maintaining the necessary number of crafts for the future is to start and maintain the proper apprenticeship programs for the various trades. The Local will continue to push the Company to do so. Not only would this insure that in the future Warrick would not find itself in the manning crunch that it does today, but it's also the right thing to do in order to provide those that have spent years in the plant an opportunity to learn a trade if they desired to do so.

 Although you will likely hear very little appreciation from Company, In addition to those that will work thru the Holiday's to keep the plant running, much appreciation should also go out to the smelter employees for the successful restart of Line 4 and to the rest of the plant for taking a plant that was running at a 540 million pound rate just a few years ago to a plant that this year is running at a 740 million pound rate. This has been accomplished with very little additional production headcount and actually less craft headcount. Be sure to remind those that you work for that instead of more discipline, more forced overtime, and more "bird dogging" they should be showing the recognition that is deserved for the major increase in productivity. Let them also know that you can overlook the lack of verbal gratitude, but that you will **not accept a Contract in 2019** that does not properly compensate for the hard work and dedication and does not properly allow the members to share in the profits.

 **Wishing you all a Merry Christmas and A Happy New Year!! In Solidarity**

**Underhill**

Survey's Are In and your voices are heard!

 Once again, there was a great response to the survey's that were sent out concerning the upcoming 2019 contract negotiations. The Negotiating Committee will set Local 104's bargaining proposals on the input from the survey's. It is your Union and your contract and with your continued support, the committee will Bargain in an attempt to gain improvements in the area's the membership have deemed most important.



USW 104

2018/2019

Scholarship Recipients

 Matthew Bunch(IU) son of Dwayne Bunch

 Ashley Wire(USI) daughter of Ronald Wire

 Zharia Nicole Mercer(Texas State Univ) daughter of Fred Mercer

 Mallory Ammons(Ky Wesleyan) daughter of Ricky Ammons

 Jarrett Stahl(VU) son of Eric Stahl

 Beau Michael Harpenau(ISU) son of Jeff Harpenau

 Garrett Price(Eastern Ky) son of Bruce Price

 Emma Bracher(Purdue) daughter of John Bracher

 **2018 Greg Nuhring Scholarship**

 **Molly Powers(Oakland City) daughter of Steve Powers**

 Alternate Katie Underhill(Murray State) daughter of Tom Underhill

 Alternate David Strathmann(IVY Tech) son of Greg Strathmann