



LOCAL 338

HOT SHEET

A Union Publication for the Men & Women of Industry who work for Kaiser Trentwood

November 2020

PRESIDENTS REPORT

Forty-eight years ago as I took my place in the workforce I was given some lunchroom advice on the types of conversations to avoid at work. This was timely advice since I had just witnessed a discussion that quickly turned into a donnybrook on the shop floor. If you guessed politics and religion you were right. Nothing seems to flare people up more than disagreements over politics and religion. This year's political season has been no exception. Some of you have vented your anger and frustration over who the International Union endorsed for president of the United States. In past elections as in this one our local has not endorsed or recommended who you should vote for. However as union members and Americans, we should take the time to be informed and then we should vote.

Earlier this year we scheduled town-hall listening sessions. The sessions were for our members to come out and express their opinions to representatives of the International Union. Not wanting to do things the way they were done in the past they choose to hear directly from our members before making any endorsements. This was the opportunity many of you had waited for, a chance to tell our leadership what you thought of the candidates and the issues. When the day arrived we were prepared for our members to show up for one of the 4 meetings. Chairs were set out, materials were printed, and our Union's top brass was on hand to listen and take notes. By the time the last meeting ended we counted a total of 12 members who showed up for the meetings. I'm guessing our leadership walked away with the impression our members didn't really care who they endorsed.

After the 2016 elections we conducted surveys to get a better understanding of where our members ranked on issues related to politics and union involvement. We learned that less than 39% of the membership voted in every election while 30% said they vote sometimes. The survey also indicated that 30% were not registered and had never voted. We discovered

that our members' political awareness and voting activity mirrored what was taking place on a national scale.

Despite what we've seen in the past I was encouraged by the fact that this year in Spokane County voter participation was at 81%, up from 78% in 2016. More people are getting involved and exercising their civic duty by voting. The candidates each of us voted for may or may not have been elected. Those who voted have an undeniable right to complain or to celebrate, but the voices of those who failed to vote are drowned out by those who did their duty.

In Solidarity,
Dan Wilson—President Local 338

CHIEF GRIEVER, P & M

I was elected to the P&M Unit Chair position in July of 2020 and have been working diligently to resolve the grievances that were in process when I assumed this position. It is very important to process grievances in a timely manner, but to also spend time in the plant communicating with my brothers and sisters. I underestimated the time it would take to meet everyone in the plant, face to face. I am still walking the plant floor trying to reach each and every one of you. 11 contracting out grievances, dating all the way back to early 2017, have been settled. These resolutions are a big step forward for the company and members of Local 338.

Since COVID-19 we have held 3 union meetings. I was thinking about the oath that we recite when swearing in. Specifically the part "at every opportunity I shall say a good word about my Union." These are no doubt trying times for us as a Union and a country. I will say that I am truly honored and humbled with the opportunity to work alongside the greatest workforce on the planet. The hard work and dedication I see from the membership gives me hope for the future!

Joe Schwindt
P&M Unit Chairman

C & T UNIT CHAIR

The election is over and decided, the results of this election will be studied and discussed for quite some time to come. My big take away is to remember that truth has nothing to do with whether you believe it or not, nor perspective or opinion, truth is simply reality. I know there are many deeply held opinions and I look forward to continuing discussions with anyone interested. My hope though is that we hold those discussions after work, maybe over a couple of beers and not on the shop floor. When our shifts start we come together as Steelworkers, agreeing that we want to work at the safest, most efficient aluminum rolling mill in the world. Let us build on that agreement and do all we can to protect our jobs and care for our families. As we head into the holiday season, it is my sincere hope that despite the challenges of the pandemic you and your family experience peace and joy and are able to celebrate safely.

Ted Cummings
C & T Unit Chair

HEALTH & SAFETY CHAIR

As we all know, the cost of health care in the United States has grown at about a 10% rate per year for the past several years. We here at Trentwood and Alutek, have a health care system second to none in our area.

The question is how can we or in some cases I, help control cost. Some of us might say that is not my job to control cost of health care. I think that all of us share an important role in controlling health care cost. Your next thought is how can I help with cost? Number one, have a Primary Care Physician (PCP). We have many members who do not have a Physician. Some folks just use an assigned Doctor at an emergency room or at an Urgent Care Facility. That can work, but if your ER Doctor prescribes a few days rest before returning to work, one still will need a PCP to release you to go back to work. You just can't go back to the ER for another Doctor to release you. It will need to be the same Doctor who prescribed the days off. Number two, use your PCP. A yearly visit to the Doctor for a wellness check is paid for. No out-of-pocket expense! See your Doctor at least once a year.

Number three, stay in network. Starting January 1, 2021, we must all use physicians, testing services and hospitals that are "in network." Are you

wondering if you are utilizing an "in network" doctor or other associated services? Look on the back of your health care card, for most of us it will be your Anthem card. The Customer Service phone number is there, just call them. Another option for us to use is Telehealth Service. It can be reached online at livehealthonline.com.

One last thing, when you have changes in your coverage like the birth of a child, you have 30 days to inform Kaiser of these changes. If we do these simple things we can all enjoy these health care benefits now and in the future.

Next I would like to talk about planning for your future outside of work. Have any of you thought about having a financial planner look over your 401K? Vince Mcphail is with Wells Fargo Advisors and he offers advice to our members, at no charge.

Do you have a current will written to protect you and your family? Recently we have had members die suddenly and they did not leave a will for their respective estates. I understand that this is a very sensitive and taboo subject, but if we can save one of our Steelworker family's from this sort of pain it's worth it. At Local 338 we have access to a lawyer that can assist with writing your will. He helped my family when my Father died two years ago. He is a good man and he offers a discount to Local 338 members.

Another taboo subject is marriage. Our benefits are provided by contract to a married spouse. So that means that the pension benefits, if we die, can only be paid out to a married spouse. Please remember that a spouse is covered in our respective health care plans. Live-in or common law arrangements do not count as far as benefits go. A little planning up front will make the effort worth the result.

In Solidarity,
Steve Bacheller
Health and Safety Chair

