



10-86 NEWSLETTER

SUMMER 2018

LOCAL 10-00086 ~ UNITED STEELWORKERS ~ AFL-CIO

THE PAGE WE'RE ON

We are halfway into Year Two of Donald Trump's presidency. Here's a question for the rank and file. What does this man's election say about America and the American Dream? George Washington confessed to cutting down a cherry tree because he could not tell a lie. He went on to become the Father of Our Country. Abraham Lincoln was born in a log cabin. He too became President of the United States. Then there's the miracle of Barack Obama. A Black Man who won the White House.

Trump's narrative is unlike any of those others. It's more upside down than uplifting. His story reads more bizarre. A tale where an unqualified self-promoting failed real estate developer winds up the most powerful man in the world.

Fact - Trump owes much of his business success, as well as his presidency, to suspect money out of Russia. Journalist Craig Unger wrote about it last year in the New Republic (July 2017). His report, "**Trump's Russian Laundromat**," details and documents how Russian mobsters and oligarchs used Trump's hotels, condos and casino to launder untold millions in dirty money. It's all there to read. We just need to step back and open our eyes.

Nowhere does Unger say Trump knew about these crimes even though they occurred all around him over three decades. As incredible as that may sound there is a way to get at the truth. And we don't mean waiting for Robert Mueller to finish his investigation. Let's see Trump's income tax returns. He has refused any transparency as to how he makes his money.

The President claims to be a patriot. He wants to punish anyone who "disrespects" the American flag. Maybe Trump does care for Old Glory. It's even possible he loves our country more than his own "brand." But remember. The flag is a symbol. Trump and the Republicans who enable and abide him, through crimes of omission or commission, are ruining everything the Stars and Stripes stand for.

Fact - Trump's cabinet appointees of bankers and millionaires are carefully dismantling regulatory statues while choosing to ignore public opinion and proven science. Laws that were enacted to protect the air we breathe, the water we drink, the food we eat, the jobs we

work and the schools that educate our children. Why? Because Big Business has shown that most days it cannot be trusted to do the right thing. That it prefers profits more than people.

The stock market has skyrocketed, recording new highs from week to week. Freed from regulatory oversight how else did we think Wall Street would respond? Be forewarned. History shows a price to pay for such recklessness. We'll wake one day and realize a few more dollars in our paychecks holds little value. Especially if it means crazy weather, dirty air, poisoned water, crumbling infrastructure, workplace injuries, no medical care, poor education and no future for our children and our children's children.

Fact - the GOP Tax "Reform" Bill locked in permanent cuts for corporations, dropping the tax rate from 35% to 21%. It creates new exemptions in the estate tax and for pass-through corporations that benefit a select few including Trump. Yes, individual taxes kick in for most of us but they are temporary. By 2027 the richest 1% will see over 82 percent of the benefits. Meanwhile making the rich even richer adds \$1.5 trillion to the deficit. That

done or don't ever call me (for contributions) again." We have the best Democracy money can buy.

This current Republican class refuses to hold Trump accountable. Ryan, Mitch McConnell, none of them will say enough is enough and call the President to task for his rude and destructive behavior. They will back anyone on board with their agenda.

These thoughts are not for the college educated, the liberal "elites" or the clueless leaders in the Democratic Party. They already know what Trump is about. These words are for fellow union members, working folks, family and friends who voted for and continue to stand by Trump. Because they are angry and resentful of "others." Who want everything to be the way it used to be.

Fifty years ago Gonzo Journalist Hunter Thompson gave us his classic **Hell's Angels**. He rode with the outlaws for a year and studied their misfit ways. Eventually things turned ugly and they put Thompson in the hospital. Upon recovery he wrote it all up and published their story.

The book sold out its first two printings. People were fascinated by the violence, the sex, the drugs and the rock and roll. But Thompson said readers only interested in the risqué missed the point. The Angels were blue collar beer swilling fun loving high school dropouts, society's outcasts who knew the liberal touchy feely future held no place for the likes of them. But instead of being gracious losers and congratulating the winners they flipped the bird to society's squares. They preferred stomping you to pieces, stealing your women and setting fire to your home on the way out the door. Anything at all rather than submit to being nobodies.

Burn it all down, they said. Burn it all down.

So let's return to our original question with a few more and an observation. Was voting for Trump our way of saying burn it all down? Is that the page America's on now? Because embracing that philosophy might make sense for a motorcycle gang. It doesn't translate well when we're talking about our country.

- Paul Mercurio



Trump Year One/Women's March/Philadelphia 2017

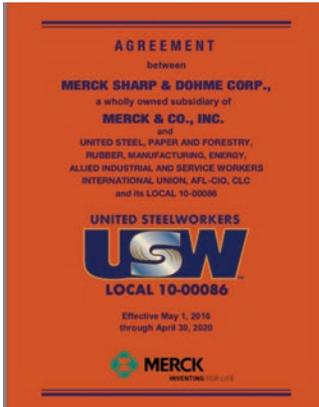
opens the door for rollback cuts to Social Security and Medicare. House Speaker Paul Ryan has said so.

Even though most Americans were against the "Reform" Bill every Republican voted for it. The Congressional GOP Majority refused to heed the very people they represent. Congressman Chris Collins (R-NY) when voting for the bill had this to say. "My donors basically said, 'Get it

EXPEDITED ARBITRATIONS

One of the better outcomes of the 2016 Collective Bargaining Agreement was the creation of Expedited Arbitration hearings. Expedited arbitrations have a twofold effect. They allow for resolution of grievances in a timelier manner. And immediate rulings help us understand what arbitrators are thinking when it comes to interpreting bargaining unit contracts.

In the past the Company could deny a grievance at Third Step and be relatively confident they wouldn't have to deal with the issue for years. Previous union leadership grew frustrated with the tactic and on more than one occasion attempted to file Labor Board charges. Their frustration only grew when the Board would instruct the Union to "follow your (grievance) process." As a result the pending arbitrations line grew to almost 400 grievances.



In 2013 the Company made us an offer to clean up the grievance backlog. The agreement was known as the Global Settlement. It awarded a cash payout for all the grievances in the queue. Unfortunately labor-management relations haven't improved all that much and we currently have over 100 pending arbitrations.

After the 2016 contract ratification the Union and the Company chose a panel of two arbitrators to preside over expedited

arbitrations. Beginning in 2017 the parties agreed on one date in the first, second, third and fourth quarters to hear the cases. (See the current contract book Article 12-10 Expedited Arbitration). The cases are presented by the Union and accepted or rejected by the Company. The maximum cases to be heard in a day are five. Each side presents their argument and there is no cross-examination. After each case the Arbitrator renders a decision – grievance denied, sustained or mitigated.

The cases presented tend to be minor disputes (except of course to the grievant). It is the hope of the Union, and we imagine the Company, that these "one off" decisions serve as guideposts. Knowing arbitrators view a certain issue as a legitimate contract violation we hope to have similar cases settled before wasting valuable time pursuing a different outcome. On the flip side if arbitrators view an issue as nothing more than a "bitch" we know not to waste management's time seeking to change their mind.

Here's a look at some of the cases heard so far. Some specific words are redacted so as not to give away any state secrets (for lack of a better term).

• 1) On whether the Company violated the CBA when a supervisor was brought in to train bargaining unit employees on the _____ task, and 2) if yes, has the grievant suffered any harm? **Grievance Mitigated – In this particular circumstance, the Company should have drafted a sufficient number of trained bargaining unit employees instead of bringing in a supervisor to provide _____ task. Further, given that the grievant did not sign up for overtime, he/she was not harmed and no remedy awarded.**

• Whether the grievant was qualified for the position of Millwright and should have been awarded the position. **Grievance denied – the grievant did not meet the**

qualifications of the position.

• Whether the grievant should have been compensated at the rate of time and a half when his shift was changed on April 23rd and April 24th, 2015. **Grievance sustained – pay time and a half to grievant.**

• Whether the Company had Just Cause to discipline the grievant. If not, what shall the remedy be? **Grievance sustained – the evidence does not support the Company's decision to impose discipline on the grievant. This decision does not preclude the Company from enforcing its policies of requiring employees to report injuries.**

• Did the Company violate the contract when it precluded the grievant from bumping into positions previously occupied by Long Term Disability (LTD) employees? **Grievance denied – there were no available positions for the grievant to bump into as the LTD employees were no longer on a roster and thus not in a department.**

• Was there Just Cause for issuing the grievant a verbal warning for not completing their required training? **Grievance sustained – grievant failure to timely complete crucial training justified by family emergency. Company retains its right to discipline for failure to complete training on time.**

• Was supervisor's action in violation of Article 21.2 (management doing bargaining unit work)? **Grievance denied – supervisor did not perform bargaining unit work.**

• Did the Company violate Article 22.5 of the CBA when it did not pay the grievant for 4 hours of overtime when he appeared for work on _____? **Grievance sustained – the grievant reasonably relied upon information indicating he was scheduled to work.**

ELECTIONS HAVE CONSEQUENCES

Organized labor is bracing for a pending Supreme Court ruling that would make it easy for public-sector workers to stop paying some dues. According to Kris Maher (Wall Street Journal/02-03Jun2018) unions across the country are reaching out to hundreds of thousands of members asking them to keep paying their dues.

The Service Employees International Union (SEIU) has sent text messages to 800,000 members as part of a program that includes meeting with workers and sending mailers to their homes.

"We have a goal of speaking to every union member and getting them to recommit to the union," said SEIU President May Kay Henry. Roughly half of its two million members are public-sector workers.

At the same time, according to Maher, conservative groups in Illinois, Michigan, Ohio and Pennsylvania are alerting workers how to opt out of paying dues. They are gathering names and addresses of tens of thousands of state and local workers through public-record requests. The goal is a political-style campaign using direct mail, phone calls and home visits.

The pending Supreme Court case was

filed by a child-support worker in Illinois against the American Federation of State, County and Municipal Employees. Mark Janus, who is represented by attorneys from the National Right to Work, Legal Defense Foundation, said bargaining with public agencies is inherently political and a mandatory \$45 per month fee paid to the union violates his First Amendment Rights.

The high court, with its 5-4 conservative majority, is expected to rule in Janus's favor within the next several weeks. Such

a ruling could allow an estimated five million government workers in 22 states to stop paying so-called agency fees, the portion of union revenue that funds collective bargaining. Workers have the right to decline union membership or pay full union dues. Twenty-eight states have passed right-to-work laws which allow workers to avoid paying agency fees. A favorable ruling for Janus could result in the loss of 726,000 union members over several years.

Back in 2016 we alerted membership as

to what was at stake in that year's November election. Our recommendation was Hillary Clinton because she supported a union's right to collectively bargain. Donald Trump does not.

Upon taking office Trump nominated Neil Gorsuch to replace Antonin Scalia who died earlier in the year. When Gorsuch was approved the Supreme Court became a conservative majority. Gorsuch will more than likely be the deciding vote when it comes to ruling on Janus.

LOCAL LEADERS SPOTLIGHT

From time to time we like to highlight members who do our Local proud. Carol Peterman is a Bio Technician in Bldg. 60. After earning a bachelor's in animal science from Penn State she began her Merck career in Rotavirus, August of 2009. By all accounts she knows her work and does it well. But instead of just doing her job, collecting a paycheck and going home Carol wanted something more. She wanted some say. She wanted to get involved. She joined our USW Next Generation Committee.

Next Gen is one of our newer committees. It is a standing committee mandated by the International. Its purpose is to groom and educate the "next generation" of union

leaders. Unions are under constant assault by corporate interests. As a result older members often get caught up in the day to day battles. This leaves little time for passing on the knowledge gained from years in the trenches. As leaders we have a duty to share our tribal knowledge with younger members willing to listen and learn.

Carol is one such member, the ideal shop steward. One who understands and embraces her role as an advocate for the shop floor, who listens quietly and learns.



But don't confuse quiet with deferential. A Support Associate remarked to us recently, "I like her fire (passion)." As do we. We like members who talk the talk AND walk the walk. Carol isn't the kind of person who feels entitled. Nor does she take her privilege for granted. She doesn't leave the union steward hat behind upon exiting through the turnstile at the end of the day. She gives back.

Last year Carol was appointed the Chairwoman of the Next Generation Committee. She succeeded previous Chairman Johnny Beidler. And she hit the ground running.

Here is just a sampling of the Committee's good works:

- Ever see those blue signs out on the highway surrounding our campus? The ones that say Local 10-00086? Those signs are there because our Next Gen Committee members do a roadside cleanup twice a year on a Saturday as part of the "Keep America Beautiful" program. They receive nothing in return.

- Last December the Committee members volunteered a day at the Greenfield Senior Living Center visiting and assisting residents with holiday crafts.
- Over Christmas they collected donations of holiday gift cards awarded by the Executive Board. Thanks to member generosity the gifts were handed over to Manna on Main Street and Animal Care and Control Team (ACCT) in Philadelphia, the largest animal shelter service in the region.
- Recently they donated time working with Cradles to Crayons in Conshohocken. C to C serves 70,000 children in need every year in the Greater Philadelphia area. The purpose of the organization is to provide essentials to children free of cost. How? By collecting new and gently used children's items, sorting them and spending a day distributing packages to those kids not as fortunate as you and I.
- The Committee has run Snow-Tubing Events at Bear Creek to benefit the Montgomery County Sheriff K9 Unit (in 2018) and Charlie Kernaghan's Global Labour and Human Rights Organization (in 2017). Even though this year's event was cancelled due to weather they were able to donate proceeds from a 50/50 drawing to help the Bengali Family.

As you can see Next Gen does the Union proud.

Next Generation Committee members are: Katie D'Hulster; Anthony Previte; Rick McFadden; Vionette Garcia; Ye Hoang; Sean Redmond; Tommy Daley; Sherman Washington; Becky Wiker; Jitu Patel; Sam Klegarth.

Emelia Sohn is the Committee's Co-Chair.

Note: the Next Generation Committee welcomes new members. Interested? Contact Carol Peterman at 215 896 0474.



LOCAL NEWS

• April 18th was Election Day for our Local. Many members threw their hats in the ring to be our leaders for the next three years. The hats chosen as new officers by membership were as follows: **President/Mike Gauger; Vice President/Johnny Beidler; Recording Secretary/Pam Russell; Treasurer/Danny Peterson; Financial Secretary/Steve Reed; Sergeant-at-Arms/Jason Reiss; Guide/Jen Radwanski-Fischler; Trustees/Mark Thorp; George Walsh, Rodney Mathias; Board Members-at-Large/Derik Cross; Mike Grabowski Jr.; James Odenwald; Vernell Butler; Reed Gillespie. Your new Plant Chairman is Bill Panetta. Reporting to Bill will be Plant Committee Members Debbie Yakscoe, Kevin McCafferty, Joe Messina and Randy Rosenberger. Congratulations to all.**

• Your Medical Trustees will be President Mike Gauger, Kevin McCafferty and Danny Peterson.

• If you weren't aware we have new Contract and By-Laws books available. Our By-Laws were recently fine-tuned and updated by your outgoing Executive Board. It took a lot of blood sweat and tears but an overhaul was overdue. The By-Laws, approved by the International, give instruction as to how we run our Local. Get a copy from your steward or stop by the Union Office. Grab a Contract Book while you're at it. Get some skin in the game.

• The Company has been investing a significant amount of money into the plant site. The West Point Site Leadership Team (WPSLT) informs us that it's because we have been a cost effective reliable supplier of quality product in a safe and compliant manner. Remember there is no guarantee that Merck will continue to spend money here. But if we continue to score high on the five things listed above (COST, RELIABILITY, QUALITY, SAFETY AND COMPLIANCE) we can make any decision by Corporate to send work elsewhere a difficult one.

• Regarding that significant amount of money – you will notice there is a lot of construction going on around the plant site. That is a good thing. It means an investment to infrastructure capable of supporting new work. And that means JOBS. So don't complain when you have to detour the long way to get to where you're going. Be thankful you're going anywhere at all.

• When you encounter construction be sure to pay attention to signage. Dangers around an ongoing project can change daily. Don't assume a work site is the same as the day before. Chances are it isn't. Be aware.

• We have sixty new hires this year with another sixty or so expected by year's end. That would bring our numbers to over 1700 dues paying members. We're hiring because we are busy. Many areas are only now returning to their 2015 headcount numbers. We are busier today than we were then. Management will continue to ask that we do more with less. That's all well and good. We say do it right, do what you can, and just do it. It's our jobs.

• We keep hearing about respect. Or rather disrespect as in "my manager disrespected me." Some of us have been at West Point a long time. As you live and work through the stages of your career here at Merck you will find that things are cyclical. They love us, they hate us, they love us...here is some advice. Come to work on time, take reasonable breaks and lunches, work safe and compliant and don't leave early. Do your job and skip the drama. Doing things the right way builds self-respect. Self-respect speaks well of you and your union. Respect from your managers should follow. And if it doesn't? Then make sure they get your paycheck right.

• If you weren't aware we have a local law firm on retainer. Hamburg, Rubin, Mullin, Maxwell & Lupin is one of Montgomery County's largest law firms with expertise in a broad spectrum of legal areas to numerous to mention here. You are entitled to two free 30-minute office conferences a year. Some services are also free with reduced rates provided to members of Local 10-00086. Retired union members and spouses and dependents of union members are also covered under this agreement. Do other law firms also provide free consultations? Of course. But they aren't located around the corner from Merck. You can check out the services they offer at www.hrmml.com or call 215 661 0400 or come by the union office for a brochure.

• **Local 10-00086's Organizing Committee will host a Unity/Family Day Event at Dorney Park Wildwater Kingdom. Date: August 25th. Cost: \$15 per ticket/parking included Deadline: July 25th. Who to Contact: Steve Reed/267 218 3518; Angelena Pendleton/518 578 8192; Rhonda Mitchell-Carter/610 587 9246; Jen Fischler/267 421 6112.**

• We are migrating to a new website. This is being done in order to streamline communications and make the site more mobile friendly. When ready you will be asked to sign in under your regular user name and resetting your password by clicking on **FORGOT YOUR PASSWORD**. Stay tuned.

About these Tax Cuts

Since the tax cuts were passed some three million workers got tax cut bonuses. Many received thousands of dollars. (Here at Merck we got the 3 Year Loyalty/Installment Plan). Several large corporations, Apple, Bank of America, and Walmart, gave thousands of minimum wage employees bonuses ranging from hundreds to a few thousand dollars. Those companies said the bonuses were a result of the new tax plan.

Those bonuses respectively cost those companies \$300 million, \$145 million, and \$400 million. That money is nickels compared to the rewards given to large corporations by the new tax plan. It is estimated that Apple will likely save a minimum of \$40 billion, Bank of America \$2.7 billion and Walmart \$4 billion.

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