



Wilton, Iowa

Bargaining Update

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OPPORTUNITY LOST -- TIME TO "TAKE OFF THE GLOVES"

It is common knowledge that we fear what we do not understand. Gerdau has little experience with the United Steel Workers Union and fears we will "interfere" with their plans to re-deploy the work force according to their business plan. The companies cry for "flexibility" is nothing more than the right to respond to conditions in whatever irrational way they see fit. The same irrational way they have dealt with our contract negotiations. By letting an outside attorney push his anti-union agenda, the company is losing the opportunity for cooperation that would assure success and profitability for us all.

The local Wilton management will long regret, if they are unable to sell "The Wilton Way" of **cooperative effort** to Tampa Corporate, and instead allow an outside "rainmaker" to cloud the future for all of us. The numbers back us up. We are wildly successful considering our outdated equipment. Gerdau has said, "We didn't want the equipment, we wanted the workforce." The **UNION** workforce, so what is the problem one wonderful year later? The committee is not willing to let the ship sink, but Carl Czarnik, Ray Brisker, Brett Jackson, and Bob Barrett better start bailing for all they are worth! Remember gentlemen, in Kingman (the great non-union utopia) there was **no raising Arizona!**

We estimate that a combined tab for the company to stonewall progress in negotiations at the three divisions is close to \$10,000 a day. That is a big price to pay for preconceived notions, or plantation owner mentality. Management in Wilton, Iowa, has always been allowed to direct the workforce, and together, we have worked at solving the most vexing problems, and surviving the toughest times.

The companies attitude toward our proposals, can only be categorized as "surface bargaining," because they will not seriously consider even the Union proposals, that **agree with their** plans and principles.

We got a counter proposal on successorship. They would inform us 24 hours after the company is sold.

The all encompassing management rights clause is still on the table. This operates at all levels, a few inadequate salaried employees, promoted by cronyism, will run wild with it, (mismanagement rights).

The company thinks we will give up our right gonad, just to work 12 hour shifts. They want to make it another, "trial" because formalizing it would limit their flexibility; "flexibility" like, "on call" lists.

The company is afraid that if Iowa legalized a "closed" or "agency shop," some of you would quit your job rather than be "forced" to pay union dues. This is just more of the company's unrealistic paranoia!

We had an incident reported where **INDG** employees used their automobile in a threatening manner toward members of your negotiating committee. Until they apologize, **they do not need your input.**

This is YOUR CONTRACT, Time to TAKE OFF THE GLOVES and FIGHT!

ISSUED BY THE NEGOTIATING COMMITTEE OF USW LOCAL 8581