



United Steelworkers

District 12 - Colorado

Introductions

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The USW

Who Are the United Steelworkers?

-We're more than just "Steel"workers!

-We're actually the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

-If there is a job done somewhere in the United States, Canada, or the Caribbean, there's a good chance the USW represents someone who does that job

-We directly represent 1.2 million members and retirees in North America

-Because our members can be found in every industry, the collective bargaining and public policy work we engage in has a positive effect on millions more workers in our communities

What is USW District 12?



Where are We in Colorado?

-Denver Metro Area

- Local 12-477

- Suncor Refinery**
- Sealy Mattress Manufacturing**
- WestRock Packaging**
- Via Flexride**

-Pueblo Colorado

-Local 3267

- EVRAZ Rocky Mountain Steel (Office and Technical)**

-Local 2102

- EVRAZ Rocky Mountain Steel (Production and Maintenance)**
- Voestalpine Nortrak**
- Cooper and Turner**

Where are We in Colorado?

-Florence

- Local 14482

- LaFarge Holcim Cement

-Southwest Corner

-Local 12-477

-Elk Petroleum

-Statewide

-Local 920

-Safeway (Pharmacists)

-King Soopers (Pharmacists)

Where Do We Live?

-Our members live near our workplaces.

-These neighborhoods were built to be close to the factory gates

-Our members and retirees still have a stake in the health and wellbeing of their neighborhood.

- Calculations performed for the recent GEMM2 rulemaking show that Steelworkers continue to call the area around our plants home.

-88% of Pueblo's Local 2102/3267 membership and many of those from Local 14482 who work at the Florence plant live in a neighborhood near the Pueblo Steel mill. 2000 retirees live in Pueblo County.

-44 active members of 12-477 (approximately 10%) and an additional 21 retirees from that local live in the area surrounding the Suncor Refinery.

Why Do We Fight?

What Are the Stakes for Union Workers?

-Plant shutdowns/reductions

-A union job is not an easy thing to replace

-Loopholes and intentional weakening in federal labor law means new union jobs are not guaranteed.

-A union contract is even harder

-Collective bargaining achieves gains over time. A new contract will rarely match one that has been strengthened over decades.

-Our communities

-Our shops, and other union manufacturers set the standard for jobs in an area.

-Wage scales in many parts of the state are tied to "traditional" costs of living.

What Are the Stakes for Union Workers?

-Retiree Benefits

- Our retirees rely on the vested benefits they have earned over their careers**
- Bankruptcies and pensions do not mix.**
- Some of our retirees enjoy supplemental healthcare benefits tied to the active contract. A shuttered plant means they lose those stipends.**

-Worker Power

- Much of what we do is volunteer work.**
- The loss of a workplace or even a local means there are fewer of us to do what we do.**
- Many Steelworkers lend ourselves to other organizations to lift up other workers and our communities.**

How Can We Help Address Environmental Issues?

-The USW in Colorado and elsewhere are often one of the first unions to come to the table to find mutual solutions.

-Our CBAs provide for our employers and the Union working together when common ground can be found. Legislative issues are one such area where this is common.

What Won't We Accept?

-Because our membership is split between the Denver area and Southern Colorado, we are sensitive to any plans that causes an excessive burden on jobs in the Pueblo area.

-We will always oppose ideas that directly lead to job losses or reductions. We cannot agree to any plan that asks our membership to make sacrifices that others are unwilling to make themselves.

-We are not comfortable with any plan that lacks some form of true make-whole just transition for affected workers in advance of implementation.

-We will not agree to or endorse any plan that provides funding for transition/replacement jobs that does not stipulate requirements for labor neutrality and voluntary recognition.

Questions?