

## —————Notice—————

### General Election Information

**Nominations for Local 1010 offices of:**

**President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Trustee (3), Guide, Inner Guard, Outer Guard, Chair Person Grievance Committee, Vice Chair Person Grievance Committee, Secretary Grievance Committee, Grievance Committee Person, Assistant Grievance Committee Person, Grievance Steward.**

### Nominations

**Date:** Monday March 2 —Thursday March 5, 2015

**Time:** 7:00 a.m. – 4:00 p.m.

**Acceptance Deadline:** Thursday March 12, 2015 at 4:00 p.m.

**Place:** Local 1010 7047 Grand Avenue, Hammond, IN

*Recording Secretary shall receive all  
Nominations and Acceptances.*

The General Election will be held on  
**April 2, 2015 from 5:00 a.m. until 5:00 p.m. at  
“Designated Plant Locations”.**

Tabulations will begin at Local 1010  
immediately after the polls close at 5:00 p.m.

# Automated voting system is easier, faster

## Ballot cards will be used in the April 2, 2015 officers election

The Soco Corporation, election specialists from Carmel, Indiana, who have done the last four elections has been contracted to provide complete election tabulating services for this April 2, 2015 election.

### How's it done?

Each voter will mark a ballot card or "sense" card. Numbers corresponding to candidate names are blacked out using a normal pencil or pen (blue or black). After the polls have been closed, the ballots will then be tabulated using a card reader that processes at a speed of about 150 cards per minute. Results are guaranteed to be accurate because there is no chance of human error in counting.

There will be separate ballot sheets for each Grievance Area. The ballot sense cards given to the voters will be pre-printed to indicate which area it is for. The card reader then knows which Executive Board and Grievance Committee numbers to tabulate.

The polling position numbers that are plant wide, are the same for all areas, and will be on all ballot sheets. Only the Area Grievance officers will be different.

As always, the Local 1010 Election Committee Tellers are completely responsible for the election. They will verify the eligibility of all candidates and check the good standing of members who vote on Election Day.

The Soco Corporation will just tabulate and certify the election results. They will also provide voter education posters, literature, privacy voting booths, ballot sheets, ballot card and customized reports. Soco has extensive experience with Union elections. Many Steelworker and Autoworker Locals have used them.

### Questions? Just call.

If any member has questions about the voting system, please call the Hall at 937-7784 ext. 123.

## Local 1010 General Elections April 2, 2015

**Voting at all locations is from 5:00 a.m. to 5:00 p.m.**

- Plant 1 Site: Training room first building west of gate entrance.  
 Plant 2 Sites: In the Hospitality Center (by 80" Hot Strip)  
 Tent - Lot 40 parking lot  
 South Training Center by Tundish Building (South end of 2 Bof, 2nd floor)  
 Plant 4 Site: Tent - Inside employee main parking lot  
 Riverdale Site: 13500 Perry Ave. Riverdale, Ill. 60827 Building 34, ICD class room "A"  
 (All Riverdale members, and ONLY Riverdale members vote at the Riverdale location.)

**Deadline for requesting Absentee Ballot is 4:00 p.m. March 25, 2015**

To qualify for an absentee ballot you must either: 1) be on vacation; 2) be assigned to work 50 miles from your normal workplace; 3) be on active duty for the United States Armed Forces. To receive an absentee ballot you must contact the Election Committee Chair at the Union Hall (219) 937-7784 ext. 123

# How the Voting Will Work

## Sample Ballot Sheet

Grievance Area #13

### President

- 1) Andrew Jackson
- 2) Richard Nixon
- 3) Bill Clinton

### Vice President

- 4) Aaron Burr
- 5) Spiro Agnew

### Recording Secretary

- 6) Nom DePlume
- 7) I. M. Literate

### Financial Secretary

- 8) Dewey Cheatum
- 9) Joe "Digits" Abacus

### Area #13 Griever

- 26) Will Gebaktuya
- 27) Hugh Gotacase

## Ballot Instructions

Please read the following instructions before marking your ballot.

- 1) Check the ballot sheet and decide which candidates you wish to vote for.
- 2) Fill in the number on the ballot card that reflects your choices.  
A proper mark should look like this: ●  
(be sure the numbers are covered).

**DO NOT PLACE ANY IDENTIFICATION MARKS ON EITHER THE BALLOT CARD OR, if using a challenged ballot, THE BALLOT ENVELOPES.**

- A. Be sure to use either #2 pencil or a pen (blue or black ink).
  - B. Vote for only one candidate for each office (except trustees; vote for three).
- 3) When you have completed all of your selections:
- A. Place ballot card in ballot box; **DO NOT FOLD BALLOT CARD.**
  - B. For challenged ballots, place the ballot card in the ballot envelope and seal. **DO NOT FOLD BALLOT CARD OR ENVELOPE.**  
Drop in ballot box.

## SAMPLE BALLOT CARD

PROPER MARK ●

The ballot card consists of 16 rows of 6 numbered circles each, totaling 96 circles. A legend at the top shows a solid black circle as the 'PROPER MARK'. The circles are numbered 1 through 96. In the 'FOR OFFICE USE ONLY' section at the bottom, there is a 3x8 grid of circles. The circles in the first row are numbered 1-8, the second row 9-16, and the third row 17-24. In this example, the circles for numbers 1, 4, 7, 10, 13, 16, 19, 22, 25, 28, 31, 34, 37, 40, 43, 46, 49, 52, 55, 58, 61, 64, 67, 70, 73, 76, 79, 82, 85, 88, 91, 94, 97, and 100 are pre-marked with solid black circles.

In this example, Andrew Jackson, Aaron Burr, I.M. Literate and Joe Abacus received one vote each. And since the "office use only" box was pre-marked for Area #13, Hugh Gotacase received a vote.

## EMPLOYEE ID BADGE NOTICE

In an effort to streamline the voting process and insure an accurate vote count, Local 1010 Election Tellers will place a small mark on your employee ID badge on election day, April 2, 2015.  
Local 1010 has authorization to mark your employee ID badge.



Don Jones

Nick Valle

John Gelon

Daniel Walters

Gail Richardson

## Safety Committee Report

In 2014 we have seen some improvements in our safety performance. However, we had some serious accidents that were seconds and inches from being life threatening or a fatality. What we have recognized that many times the corrective measures are not effective to prevent another incident. Our Joint Health and Safety Committee has went through some training provide by the USW Tony Mazzocchi Center on Incident Investigation. This process uses a logic tree to find the root cause or causes and looks past blaming the worker to the System of Safety. To achieve our “Journey to Zero” we have to look at all the pillars of our safety program from Hazard Elimination, Safety Plan/Process, Leadership/Accountability/Engagement, Training & Education, Investigation & Preventive Actions, Stop Unsafe Work (Shared Vigilance), Audits, Regulatory Compliance and Active Emergency Procedures. Once you start analyzing the System of Safety you may find a common factor such as “Normalization of Deviation”. What is normalization of deviation? It means to operate by ignoring the ways the equipment and process were originally designed to function. We start doing things that are convenient, even though they violate the fundamental de-

sign of the technology. This also leads to the downgrading of risks associated with common mistakes that have not yet resulted in failure. Academics refer to normalization of deviation as, “You see it so many times, and you finally consider it to be an acceptable condition.” How many times have you heard “this is the way we have always done it!!”

With all the Lost Time Injuries we are using the root cause analysis to identify where improvements are needed in the system of safety and develop corrective actions that are effective. They are reviewed by the Senior Joint Health and Safety Leadership for acceptance. Also we will be looking at near misses and equipment damages incidents with high RAC codes.

Another system of safety item is the Department and Area Safety Focus Plans. These plans look at department and area safety trends. They may be based on Fatality Prevention Standards such as working at heights, isolation, cranes & lifting, rail safety, vehicles & driving and gas hazards/confine space. Also risk assessments have to be done on the top 5 at risk tasks/position HIRAC’s.

We encourage everyone to get involved in your department’s safety programs. Participate in Worker’s Memorial Day, Health & Safety Day, Winter/Summer Safety Activities and Area Hazard Spotting just to name a few activities.

Hazard Recognition, Change of Condition (Pizza Oven) training started in July of 2014 and is currently ongoing. Per the critiques that have been collected, the training has been well-accepted. The critiques also indicate that the trainers who have been delivering this training have done an excellent job and have made it very interesting.

As of January 2nd of this year, nearly 1400 people have attended this training. There have also been over 300 people scheduled to attend the training that were no-shows. This training is mandatory for everyone to attend one time, not yearly.

Workers Memorial is Tuesday, April 28th. This is a very special day and event for us this year as in the past. The last several years we have done a memorial event at the Union Hall and several family members of memorialized workers have attended. Take a moment out of your daily routine on this day and remember all workers and

Continued on page 5

**WE MAKE THE JOB SAFE OR WE DON’T DO IT!!**

**Continued from page 4**

1010 employees that have lost their lives on the job. The Memorial Wall we have at the Union Hall is dedicated to all 1010 employees that lost their lives in our mill and it lists their names and dates of their fatalities.

Let's not ever forget that our goal is to

never add another name to our memorial wall. Practice shared vigilance and always work safely.

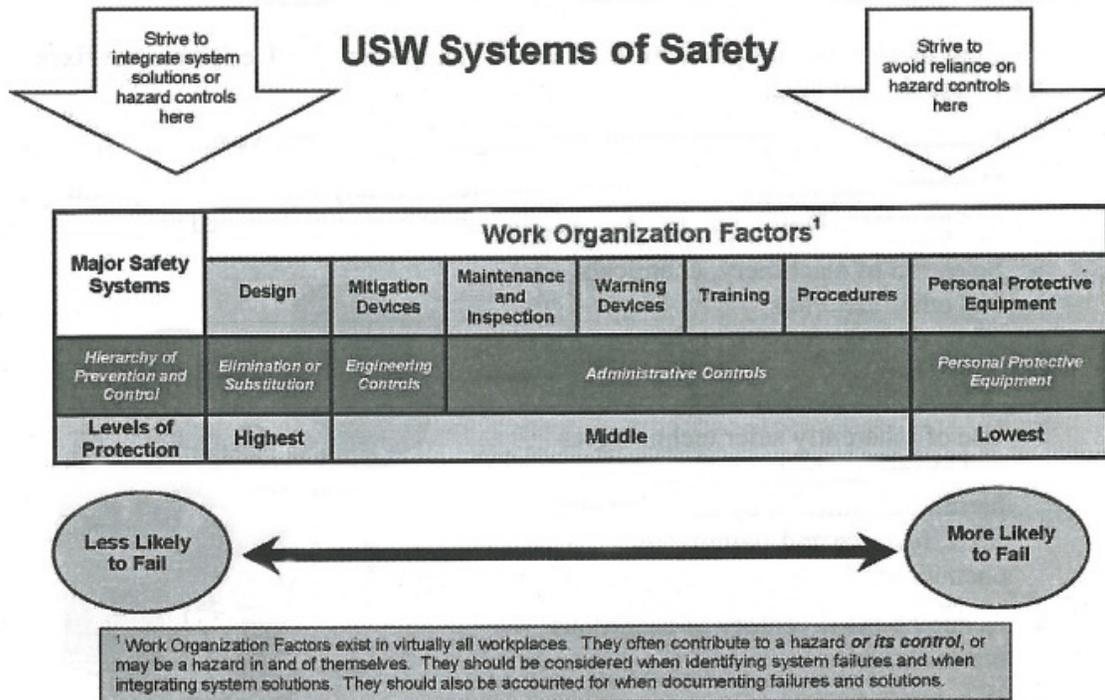
In closing, if you are performing a job task and something doesn't feel right or something doesn't appear right. Stop, Take 2 and Think It Through! Get a HIRAC-Lite. Also, get your co-work-

ers' input. Remember, when things start going wrong, things happen very fast.

**We Make the Job Safe or**

**We Don't Do It!!!**

References from the Tony Mazzocchi Center, Incident Investigation Training, Edition 3.0 January 2014



A few examples of the above chart are listed below, but there are many other examples that are not listed.

Work Organization						
Management of Organizational Change		Workload		Staffing		Buddy System
Design	Mitigation Devices	Maintenance and Inspection	Warning Devices	Training	Procedures	Personal Protective Equipment
Equipment and Process Design	Safety and Check Valves	Inspection and Testing	Monitors	Hazard Identification	Well-defined Up-to-date Operating Manuals	Air-purifying Respirators (APR)
Computer Hardware and Software	Suppression Devices	Vibration Monitoring	Hazard Warning Lights	Pre-job Training	Management of Change (MOC)	Self-contained Breathing Apparatus (SCBA)
Proper Material Selection	Emergency Isolation Devices	Quality Control	Facility Alarms	Relevant and Meaningful Training	Pre-startup Safety Review	Chemical Protective Clothing
Use of Inherently Safer Technologies and Chemicals	Relief Valves	Preventive and Predictive Maintenance Programs	Process Instrumentation Alarm Devices	Emergency Response Training	Job Hazard Analysis	Hard Hats, Gloves and Eye Protection

Revised March 2010



Dear Brothers and Sisters of Local 1010, Happy New Year to you and your families. In an effort to better assist our members and retirees, we have added another hearing aid specialist. This new specialist will allow our members and retirees the opportunity to seek out more service locations. All hearing aid specialists have agreed to accept our insurance allotment every three years with no out of pocket fees.

The services will include:

- 1.) Free hearing test
- 2.) No deductibles
- 3.) Three years of free batteries
- 4.) Three year warranty

Please contact one of these participating hearing centers to schedule an appointment.

**Clear Ear Hearing Aid Center**

Griffith, IN  
(219) 934-9747

**Beltone**

Valparaiso, IN  
(219) 465-0852  
Merrillville, IN  
(219) 756-1060  
Portage, IN  
(219) 762-4533  
Highland, IN  
(219) 838-7370

**Accurate Hearing Aid Services**

Hobart, IN  
(219) 942-8881  
DeMotte, IN  
(219) 987-7987  
Valparaiso, IN  
(219) 462-7409

Chesterton, IN  
(219) 926-9888

Remember, it is that time of year to turn in spousal reimbursement forms. If your spouse works and is paying Medical Insurance premiums, you qualify for the spousal reimbursement benefit. You will be reimbursed for any cost over \$120.00 a year. You must complete and submit the Spousal Reimbursement form. We have them available in the Insurance office.

If you have any questions or concerns, we are at the union hall Monday thru Friday, 7:00 a.m. to 4:00 p.m.. Either stop in at the Union Hall or call us at (219) 937-7784 ext. 117 and ext. 112

In Solidarity,  
Ernie and Otis

**Do The Right Thing:  
Buy AMERICAN**



## What is Rapid Response?



Rapid Response is the Steelworkers' grassroots education, communication, and action program that provides the necessary structure to inform every USW member about pending legislation concerning labor and work-related issues. Rapid Response provides opportunity for all USW members to have a strong voice and an active part in the legislative activities that affect our daily lives and allows USW members to fight back on a daily basis on issues that affect them, their families, and their communities.

It is very important that we all are aware of the vicious attacks that organized labor and working families are under in this country. The attacks are not only at the national level with rotten trade deals like NAFTA and loop holes for corporations to receive tax dollars when they ship American jobs overseas. We are even being targeted here in our

own state with anti-worker legislation called "Right to Work." There are many misconceptions about "right to work." The title of the legislation sounds like it would be positive for workers. **WRONG!** Despite its name, this law does not guarantee anyone a job, protection against unfair firing, equitable wages, or decent working conditions. This law was designed to do one thing, to weaken the best job security protection we all have as USW members - OUR CONTRACT.

We must all stand united, together now more than ever, since our state passed this legislation. Staying 100% union is a huge edge we have when it comes to bargaining. It shows that we stand behind our negotiating team at the bargaining table. There is strength in numbers. In other "right to work" states, where they do not have 100% union membership, their wages are

lower, their benefits packages are less adequate, and they have weaker contract language. These are things we must move forward on, and never take a step backwards.

Elections matter to all workers. The only way to fight back against anti-worker laws is to elect people who stand up for workers. With the upcoming election cycle right around the corner, I'm urging anyone who would like to take part in turning our state/national political landscape in the direction that favors the working class, to get involved with our local union Rapid Response program. We need you now more than ever before, it's essential that we all get involved in this coming election.

**Support those who support us!!**

In Solidarity, Contact; Nick Young  
[nyoung@uswa1010.org](mailto:nyoung@uswa1010.org)

## ESSAY COMPETITIVE SCHOLARSHIP AWARD

### Four \$1,000 Scholarships

United Steelworkers Local 1010 will award four \$1,000 scholarships for use at any college, university or technical school in the United States of America on the basis of a 500 word written essay competition on:

### “1937 MEMORIAL DAY MASSACRE AND ITS EFFECT ON LOCAL 1010”



**LOCAL 1010**

Local 1010 Scholarship Committee

7047 Grand Ave.

Hammond, IN 46323

219-937-7784

### HOW TO APPLY

Secure an official application form along with procedure and instructions beginning February 23 through March 20, 2015 at Local 1010 Union Hall.

- No ACT scores required for eligibility
- Must be a high school graduate, class of 2014-2015
- Son, daughter, legal ward of a member, retired member, or deceased member of USW Local 1010
- Application form must be completed and certified by an official of Local 1010 by 4 pm on April 10, 2015



Santa Said,  
"Merry Christmas"







Don Seifert  
Training Coordinator

## TRAINING

First, I would like to say Happy New Year to all our members for 2015!! This year will be shaping up quickly as there are tremendous challenges facing us ahead. The Union will be having elections in April and contract negotiations soon thereafter. We, as members, must stay focused and vigilant on the job at hand, and the unity that guides us through negotiations. On the Union Calendar, the theme was set for 2015 to "Get Prepared" for whatever undertaking the company takes during this round of bargaining.

As for training, we saw positive changes that gave us direction for the future. The Union resolved some outstanding issues with the Company that gave us better flexibility to train MTM Tier trainees with qualified in-house personnel. Significant improvements to the previous curriculum have allowed our Instructors to be successful in the

classroom and have helped form buy-in from trainees while providing a potential road map for training craftsman to facilitate ongoing and future attrition needs. Currently, we have ten Tier 1 programs running on the Mechanical side and five on the Electrical.

On a personal note, I would like to extend hardy congratulations to two trainers who retired from our group this year, Jeff Noel and Justin Perkins! Thanks for your hard work and dedication to this Local. Your accomplishments will be missed.

## WELLNESS

By now everyone should have received the Wellness letter for 2015. This letter outlines the initiatives and incentives that will be given at the end of the year. They are as follows:

- \* Participation in Biometric Testing
- \* Participation in Wellness Blood Testing

- \* Reimbursement for Participation in Walk/Run or equivalent activities
- \* Reimbursement for Health Club Memberships or equivalent activities
- \* Healthier vending machine options which are subsidized by the Wellness Budget
- \* Incentive for a Dental Examination
- \* Incentive for a Wellness Physical with a primary care provider
- \* Incentive for smoking cessation

Something to be mindful of is the expiration date (November 6th) to submit your documentation, which must include the member's name, payroll number, and phone number. A copy of the letter with the information can be found on the USW Local 1010 website, [usw1010.org](http://usw1010.org).

Have a safe and healthy 2015.  
Don Seifert

## Legal Problems?

## Need a Lawyer?

Local 1010 members can take advantage of a free legal consultation every Wednesday at the Union Hall from:

8:30 am - 9:30 am\* and 3:00 pm - 4:00 pm\*

*Provided by the Law Offices of*

**Joe Banasiak**

2546 45th Highland, IN 46322 or Call 219-924-3020

**Michael Bosch & Alexis Dedelow**

8320 Kennedy Ave. Highland, IN 46322 or Call 219-972-3030

\*Times are approximate



# Looking Back at 2014

James Thomas  
Assistant Griever  
80" Hot Strip



Fellow 80" HSM employees, another contract has come and almost gone. It seems like just yesterday that we were out in front of the West Annex building practice picketing in preparation for the possibility of a lock out or a strike. Here we are again with a new contract just around the corner and the concerns that come along with a new contract. With that in mind, I would like to take this opportunity to remind everyone to remain vigilant and be attentive to your jobs. It is very easy to become distracted when you have other things on your mind. Stay aware of your constantly changing surroundings. Slips, trips and falls are still our number one issue, and these are accidents that could have been avoided by staying aware and not becoming complacent. We had twenty-nine injuries at the 80" HSM last year, compared to the thirty-five accidents we suffered in 2013. That is an 18% decrease! The largest decrease coming from mechanical, which had

seven injuries last year compared to fifteen injuries in 2013. That is a 64% decrease!! I would also like to congratulate the Dock, Heating, HRCM and CPL employees for having ZERO injuries in 2014! Let's all work toward zero injuries in 2015 and the years to come. One additional note, I'd like to thank Tim Janko, former 80" steward and DSC member, for the work he did helping the 80". He was replaced by 80" mechanic, Jake Fraker.

The 80" HSM has just paid out the 2013 overtime equalization, with a total of \$93,000 paid out. Since 2009, the 80" has paid out \$300,000. While the company has improved in equalizing overtime over the last 5 years, they are still outside of the ninety-six hour variance from the top of the overtime list to the bottom. The accuracy of our equalization is a concern that is brought to me quite often. While I am able to find discrepancies in many instances, some of the dates may be too long ago for the

employee to recall, making it very difficult if not impossible to calculate. This is why it is so important for you to keep track of your schedule. Keep a calendar with your regular schedule, any overtime you work and your refusals. This will make finding these miscalculations possible.

"Remember that you are fighting more than your own fight, you are fighting for the entire working class and you must stand together." -William Dudley Haywood, to striking mill workers in Lawrence Massachusetts, 1912.

In Solidarity,  
J.T.

### 80" Hot Strip Representative Team

- Joe Torres Griever (219) 805-9426
- James Thomas Asst. Griever (219) 588-5467
- Rhonda Hawkins Steward (219) 671-2848
- Saul Tirado Steward (219) 677-2480
- Jake Fraker Steward (219) 713-3429



### Alcohol or Drugs a Problem?

A Members Assistance Committee member is at the Hall every Thursday and is available to help with Substance Abuse or Behavioral Problems. Or you can call them at the numbers listed below. Nationwide consultation is available 24/7 from Value Options at 800-332-2214.

Value Options is the Care Administrator for all Substance Abuse and Behavioral issues. Referral and certification by Value Options can substantially reduce your out-of-pocket cost.

#### Local 1010 Members Assistance Committee

Dave Lomellin (219) 805-0902

Frank Gonzalez Jr. (219) 688-5722

## Why We Fight

Mike Bouvat  
Griever Area 5



To all of my Brother and Sisters at 2 Steel Producing, I would like to wish everyone a happy New Year in 2015. I trust your holidays were joyous. As we proceed into the New Year, I would like to remind everyone of the progress we have made at our steel shop. As many of you know, 35 months ago the company contemplated idling our furnaces. We were operating on a 15 turn schedule. We challenged and fought the company at every level, that 2 Steel Producing can get the job done. We fought to get more workers; we have added approximately 60 workers since that time. This past year major investments were made in 2 Steel Producing. We continue to fight.

Since the industrial revolution, working men and women have had to fight for everything we have. The Vehicle that helps us fight is The UNION. Workers fought to have an eight hour work day, seniority rights, wages, vacations, health care, and safer working conditions. We fought to stop child labor and civil injustice. Today more than ever, big business is doing everything they can to separate the Rich from the Poor, like Indiana's right to work law, shutting down of U.S. manufacturing, and shipping jobs overseas. The amount of wealth concentrated in the hands of the top 1% is the largest it's ever been since 1929.

No one will argue the preeminence of corporate America. I can tell you right now, we alone cannot compete with the clout that Big Business has. That's where Unions come in; that's why we

Fight. The Union gives us a voice and the right to collective bargaining. We are fighting for our Brothers, Sisters, children and grandchildren. We fight against the corporate greed so prevalent today. We fight to organize as the only real offset to powerful corporations. Our Unity and Solidarity gives us strength to bring a balance in the work place. You will have the opportunity to see Big Business try to flex their muscle as we prepare for negotiations in September. You will have the opportunity to Fight, to be involved, to demonstrate Unity and have your Voice heard. Our history is strong; our history is proven. We are UNITED STEELWORKERS, and this is Why We Fight. As one of our great leaders said, I speak for the dignity of man and the destiny of democracy, We Shall Overcome. This is why we fight. We don't want the whole pie, we just want a piece.

Some workers have asked me if it is okay to text the Boss. I will say NO! Bad idea. Many workers are under the

misconception that texting is really a more private method of communication. They think that text messages, in contrast to e-mails, are untraceable and are not archived. Messages leave behind an electronic record, those messages could be used against you in the work place. Text messages can be interpreted in a way that may not be intended. I would advise any worker, NOT to TEXT their boss, do so at your own Risk.

As we move forward in the New Year, we must work safe. Remember if the job isn't safe, don't do it. You always have the right to ask for safety relief. Contact your supervisor and a Union Rep. In 2011 we were number 1 in safety for primary production. I am certain that as we work together, we can achieve a strong safety record for 2015.

United We Stand Divided We Fall,

Yours in Solidarity

Mike Bouvat

**ATTEND YOUR  
UNION MEETINGS!  
FIRST THURSDAY OF  
EACH MONTH @ 4:00 P.M.**



Darrell E. Reed  
Vice – Chairman  
Grievance Procedure

## Peaceful Protester

First and foremost, I would like to wish every one of my Union brothers and sisters and their families a Blessed and Prosperous 2015. At Press time, one of the greatest orators, pastors, activists, humanitarians, Labor Advocates, and the most renowned leader of the African –American civil rights movement in these United States of America, Martin Luther King Jr., would have been 86. Oprah Winfrey recently produced a movie called Selma. I witnessed hundreds at the cinema experiencing this remarkable movie about the unbreakable persistence and moral leadership of this great man. The movie reveals the struggles he endured to secure voting rights for all our African – American brothers and sisters in the Jim Crow south. Exempt from this great movie, however, is what a monumental part the Labor Movement had in the 1965 march from Selma to Montgomery and its part in catapulting the Civil Rights movement forward at so many pivotal moments. Dr. King’s “I Have a Dream” speech was twofold; as he had concerns that his children should be judged by the content of their character, and not the color of their skin! He also had an adamant belief in the importance of Unions, Labor Rights, and a strong worker’s voice. Dr. King’s view on civil rights and labor rights are inextricably intertwined. In 1961, Dr. King told the AFL-CIO Constitutional Convention, “The duality of interest of labor and Negroes makes any crisis which lacerates you, a crisis from

which we bleed.” Both movements are rooted in the idea that empowerment comes when people speak with one voice and rally as a community taking collective action. The Montgomery Bus Boycott, nearly a decade earlier, saw the main strategist was a local leader of the Brotherhood of Sleeping Car Porter, Ed Nixon, who saw the relevance of Rosa Park’s refusal to give up her seat at the front of the bus. Labor Leaders like Walter Reuther, A. Philip Randolph, and Bayard Rustin were also the driving organizational force behind the 1963 march on Washington. As we know, that demonstration was about economic justice as well as racial emancipation! Dr. King’s affiliation and fellowship with the labor movement was quite apparent. 50 years later, non-union workers all over these United States are constantly boycotting for the things that our union has already achieved: Pensions, 40 Hour work week, Paid Vacations, Health

Care, and Fair Wages. Benefits and economic security remains a dream for the vast majority of Americans.

Because Union Membership throughout the United States has continued on a downward spiral, non-union wages have stagnated and the middle class has suffered. I said that to say this, it is 2015; Dr. King’s dream should now be a reality—Justice for all, voting rights, and a strong voice from our unions. Let not his death be in vain. We need not to ever compromise our legal right to vote. (November 2014 elections were the lowest turnout in history. Republicans took the House and Senate.) It is important to support your existing union, and continue to organize!!!

QUOTE OF THE MONTH: “Injustice anywhere, is a Threat to Justice everywhere.” Martin Luther King

In Solidarity,  
Darrell Reed



# The Bernard Kleiman JOBLINK Learning Center

By Steve Wagner, Vice President



February 2015

Make a 2015 resolution to learn something new – and do that at JobLink.

1010 Members can use their Tuition Assistance Program (T.A.P.) monies to access any accredited learning institution. T.A.P. benefits are a very flexible part of our contractually funded educational benefit. T.A.P. funds are subject to funding limits and are available annually on a first come first serve basis. Participants \$1,800.00 maximum annual benefit can be used to cover tuition, book, and course - related fees at nearly 100 approved learning institutions. Classes with the primary purpose of recreation or personnel enjoyment are not eligible for tuition assistance funding. Stop by Joblink to apply for tuition program funding or pick up a list of T.A.P. vendors. A list of these educational institutions is also available on Joblink's website.

We have reciprocal participant arrangements with the other Career Development sites here in Northwest Indiana. The availability of customized classes at other sites is subject to specific agreements that we have for each class. Those classes are available to active members from each of the sites involved. To see the class offerings at other sites, drop by JobLink to look through the catalogs or check Joblink's website- <http://bkjoblink.org/>. You can find them by clicking on the link on the left –“Class Catalogs” then scroll down and you'll find the Burns Harbor and USS catalogs. You will also find Joblink's next semester's course lineup with course descriptions and other pertinent information.

JobLink has upgraded their tech equipment so that students can receive more classes “live and online”. You can get the live classes you want with the con-

venience of distance learning. When you sign up for a class that we record, you have the option to get the face-to-face learning environment you have asked for along with the convenience of online accessibility. So when you see classes in the catalog with the L&O symbol by them you know you have your choice in how to participate in class.

With greater accessibility - you can access the class live, or after the session on demand, and you can even watch some classes live from a remote location. When you have wireless Internet or 4G availability, you can now access these classes from any desktop computer, laptop, tablet or mobile device.

Look for these classes at: [www.careerdevelopmentchannel.org](http://www.careerdevelopmentchannel.org)

Please Note: Live sessions will be held at either JobLink or Leon Lynch.

Don't forget that active 1010 members can combine the Tuition Assistance \$1800 annual limit with the Customized Class \$2000 annual limit to provide a more flexible total amount of educational assistance — \$3800 per year to Local 1010 Members. This combination of limits is available to individuals who have clear career goals to develop vocational expertise and may be approved in accordance with Institute for Career Development's guidelines.

There are various ways to register for Joblink classes:

Online at <http://bkjoblink.org/>

Phone in at 399-8135 Or 8136

Walk in at 8:30 am to 4:30 pm Monday – Thursday; 8:00 am to 4:00 pm on Fridays

Anyone interested in a specific class may contact Joblink with the type of class desired to begin an interested list. Don't take classes for granted. The same classes are not always offered due to participant interest, so enroll in a desired class when you see it offered as soon as possible. All Joblink classes must be in accordance with the Career Development Program Guidelines.

Retirees and spouses of active 1010 members can purchase courses that are on a per person pay arrangement. This applies to classes that are not filled by active members. Retirees and spouses of active 1010 members must pay for the class at least two weeks prior to the class start. Class cost can be obtained by calling Joblink at 399-8136.

We're always trying to find the right balance of classes as well as a wide variety of classes. We hope you agree that there's something for everyone. And if you don't agree, give me a call. Tell me what you'd like to see us offer. It's your benefit!

Please plan to stop by and help us celebrate 25 years of learning at Joblink; tentatively we will have an Education Fair at Joblink on Thursday, September 17, 2015.

Any questions regarding Joblink can be directed to the Joblink staff (219) 399-8136. Anyone else who needs additional information can call me at the union hall (219) 937-7784 (x-113) or E-mail me at [swagner@uswa1010.org](mailto:swagner@uswa1010.org). If you call when I am not available, please leave a detailed message on my voice mail. If you need a more immediate response you may call me on my cell at (219) 718-3199. Either way, I will get back to you as soon as possible.

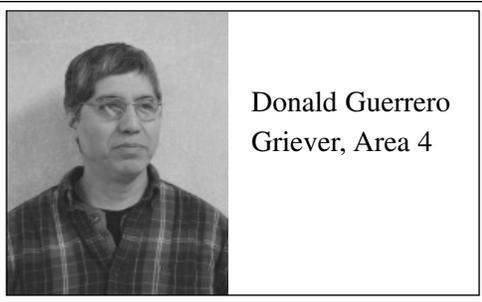
### Change of Address

If you have moved please mail this form, with the mailing label on the back page to Editor,  
Local 1010 Steelworker, 7047 Grand Ave., Hammond, In. 46323-2552

Name \_\_\_\_\_

New address \_\_\_\_\_

City/State/Zip \_\_\_\_\_



Donald Guerrero  
Griever, Area 4

I just wanted to wish all of the people who retired in 2014, and those who will retire in 2015, a Happy Retirement. You have earned it. Also, a special thank you, to 4SP Safety Advocates Don Clinton and Marvin Strong whose hard work has helped us improve our safety program.

#### 6-7 DAY FORMS

A lot of people complain about having to fill out the 6-7 day forms. You do not have to fill out the forms, but if you do not, the company will keep your money. This is not a gift. This is money you have earned. You can only claim this money during the current contract. You can go back to the beginning of the contract September 1, 2012, but come September 1, 2015, all the previous unclaimed money is lost. We could

be talking about hundreds, maybe even thousands of dollars. More people are participating, but many more should be filling out the forms.

#### FAMILY MEDICAL LEAVE

If you are eligible for family medical leave, you need to sign up. Too many people are getting too deep into attendance trouble before they take the time to sign up. Call Sedgwick to enroll (1-888-596-7872). For those who already are enrolled, keep track of when it will expire, and make sure to re-enroll before it expires.

#### 2015 UNION ELECTIONS

Our union elections are this spring. Make sure you vote.

AMERICA WORKS BEST WHEN WE SAY...

**UNION YES** ✓

## LOCAL 1010 STEELWORKER

### Executive Board

#### Tom Hargrove, President

Steve Wagner, Vice President

Don Jones, Recording Secretary

Rosa Maria Rodriguez, Financial Secretary

Max Carrasquillo, Treasurer

Don Seifert, Guide

Jim Gogolak, Inner Guard

David Hunter, Outer Guard

Luis Aguilar, Trustee

Ernie Barrientez, Trustee

Otis Cochran, Trustee

### Grievance Committee

Dennis Shattuck, Chairman

Darrell Reed, Vice Chairman

Matt Beckman, Secretary

### Grievors

Donald Guerrero

Michael Bouvat

Otis Cochran

Cornell Smith

Joe Torres

David Hunter

Fabian Martinez

Eddie Harvey

Adam Govert

Kevin Brackett

William Rivera

Tim Trtan

Gary Bender

### Daniel Walters, Editor



The Local 1010 Steelworker is the official publication of the United Steelworkers - Local 1010, AFL-CIO. It is published to circulate information of use and interest to its members. Submissions from members are welcomed and encouraged. This publication is free of charge to all active and retired Local 1010 members.

Mail to: USW Local 1010  
Attention: Editor  
7047 Grand Avenue  
Hammond, IN 46323-2552

Phone: 219-937-7784 ext.140

email: editor@uswa1010.org

**Editor's Note:** The opinions of the authors expressed herein do not necessarily state or reflect the opinions of the Local 1010 Executive Board or the Editor.

Photographs: Tom Hargrove, Daniel Walters,  
Jim Spazoff, Tasos Kapatodis,

**USW Local 1010 Memorial Hall  
7047 Grand Avenue  
Hammond, Indiana 46323-2552**  
**(219) 937-7784** 937-7684 General Fax.  
937-7412 Insurance Fax 937-7163 Contracting out Fax

NONPROFIT ORG.  
U.S. POSTAGE PAID  
GRIFFITH, IN.  
PERMIT NO. 13

## **PRESIDENT'S REPORT**



# **LETS MAKE 2015 OUR SAFEST YEAR EVER**

Our mission, our goal here at Local 1010, is to never have another fatality and reduce our accidents to zero.

It will take all of our efforts to get there but, nothing is more important than your life, or your body.

Remember no ounce of steel is worth an injury....  
We can always make more steel.

But we can never make another you!

**Make the job safe or don't do it...** for yourself, your Family and all those that care about you.

**We emphasize a rights-based approach to health and safety – the right to know about hazards and be trained in how to do the work safely; the right to refuse or shut-down unsafe work; and the right to fully participate in the design and implementation of workplace health and safety policies, programs, and procedures.**  
**This is both the rationale for effec-**

**tive workplace Joint Health and Safety Committees, and the centerpiece of an effective internal responsibility system.**

**Bad things happen quick!**

**Be prepared before you start the job..**

**Stop and think..**

**What can move, what can hurt you and.. Take action to make the job safe and protect yourself.**

In Solidarity,  
*Tom Hargrave*

**WE MAKE THE JOB SAFE OR WE DON'T DO IT!!**