

LOCAL 1010 STEELWORKER



1st Qtr. 2012

East Chicago, Indiana

Volume 23; No. 1



USW Local 1010 Activist speak out against Right to Work (For Less)

Santa Claus visits Memorial Hall



**Do The
Right
Thing:
Buy**

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Solidarity For Ever



Darrell Reed
Vice Chairman,
Grievance Procedure

At press time more so than ever, our leadership and the members we represent must at all cost remain DEDICATED to the foundation of our existence and our preamble "Solidarity For Ever"!!! Right to Work legislation conceived in inequity whose parents are Corporate America, the state of Indiana republican majority house and senate, chamber of commerce and a flip flop governor! Is the most controversial oxymoron of all time!! This legislature is nothing more than a personal attack on not only our unions, but the vast majority of the nearly extinct middle class!! The twenty-two RTW states have an average salary which is \$5,300.00 less than our state, RTW states have 21% fewer workers with employer provided medical coverage, RTW states have 51% higher mortality rate, RTW states make women who occupy the same occupation as their male counter parts however get paid on the average 12% less, RTW states have a 2.5% higher poverty rate and last but not less Right to Work states are the most impoverished in these United States of America!! Five of the most influential Americans to have ever recited the Pledge of Allegiance had this to say about right to work; Republican president Dwight D. Eisenhower- "Only a fool would try to deprive working men and women the right to join the union of their choice," Our 16th president also a republican Abraham Lincoln said "All that serves Labor serves the nation. If a man tells you he trust America yet fears labor he is a fool!

There is no America without Labor and to rob one is to fleece the other"! President John F. Kennedy-Democrat said" Labor Unions are not narrow self seeking groups. They have raised wages, shorten hours and provided supplemental benefit and pensions. Through collective bargaining and the grievance procedure they have Brought Justice to the shop floor! The founder of Social Security President Franklin D. Roosevelt quoted;" If I went to work in a factory the first thing I would do is join the union","Civil Rights Activist and Nobel Peace Prize winner" Who Died while standing up for the rights of union workers, Dr. Martin Luther King Quoted "-In our glorious fight for civil rights we must guard against being fooled by false slogans such as' right to work .It provides no rights and no work'. ITS PURPOSE IS DESTROY UNIONS AND THE FREEDOM OF C O L L E C T I V E BARGAINING....WE DEMAND THIS FRAUD BE STOPPED." Do not let your intelligence be insulted!!! RTW (right to work) is wrong for our families now and for generation to come!!!

CALL THE HOUSE OF
REPRESENTATIVES 1-800-382-9842
CALL THE SENATORS
1-800-382-9467
VICE-CHAIRMAN
GRIEVANCE PROCEDURE

DARRELL E. REED



Health, Safety and Environment Committee

Don Jones

Nick Valle

John Gelon

Dan Walters

Kermit Deel

Safety Committee Report

First Quarter 2012

In 2011 we did a much better job on reducing total injuries than we did in 2010. Also we were very fortunate that we did not have a fatality. There were some injuries and incidents that the outcome may have been different. To reach our Journey to Zero we must follow all safe job procedures and policies. We must continue our vigilance on proper lockouts/energy control and verifications, fall protection, follow confine space/hazardous gas procedures, rail and transportation movements and other specific safe job procedures. Also when there are no procedures or when you are assigned to a non-routine task use a Hazard Identification, Risk Assessment, and Control Check List (HIRAC-Lite). Another item that we cannot forget is having the proper personal equipment (PPE) for our health and safety.

During the first month of the year we have already had three lost time injuries at the Indiana Harbor Plant. One of the injuries was classified as a sprain/strain. Last year and previous years we have seen a trend in sprains/strain cases. Always ask for help when lifting heavy or awkward objects, use proper lifting techniques and never lift with your back, utilize mobile equipment,

cranes, carts, buggies and other safe equipment. Our Plant #4 Joint Safety Committee at the Indiana Harbor Long Carbon has taken a proactive approach looking at ergonomics. Ensure walk and working surfaces are maintained in a safe and orderly fashion. Keep all walkways free of obstructions, use hand rails going up and down stairs, identify/correct safety hazards, maintain regular area safety inspections (ASI's) and good housekeeping practices.

One of our joint safety efforts started in the forth quarter last year was a new Safety Awareness Program for the Plant. Local's 1010 and 1011 Safety Representatives with the Company Safety Representatives developed the criteria. This new program is geared for more hands on experience based designed to recognize hazards and risks that we may face during our work assignments. Our group set up an area with various hazards to be identified with group discussion to talk about the hazards found or not found. Some other parts of the awareness programs help hazard identification and risks we may encounter. HIRAC-Lite scenarios are covered with hands on assignments. Our instructors are doing an excellent job covering all the safety material.

President Hargrove will be holding his quarterly safety meeting in March with all Department Safety Committee's and Area Safety Committee's. One of the focus items will be a discussion on accidents, near hits and equipment damages. The safety pyramid demonstrates that we are not reporting all of the near hits. Once we identify the gaps it will help us recognize what we must do to eliminate hazards and risks that you and or your co-workers may be facing on the shop floor.

Our Joint Safety Committee is currently in the process of updating the plant's Fatality Prevention Standards to meet our joint safety requirements. We have set up committees to take on the task of tackling the following policies and procedures, confine space, lockout/verification, gas hazards and fall protection just to name a few. Once this is in place we will have to do training and education programs.

The theme of this year's April 26, 2012 Health & Safety Day will be:

Stop, think and act safely

WE MAKE THE JOB SAFE

OR WE DON'T DO IT!!

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

“Meet Santa” – The Right Event at the Right Time

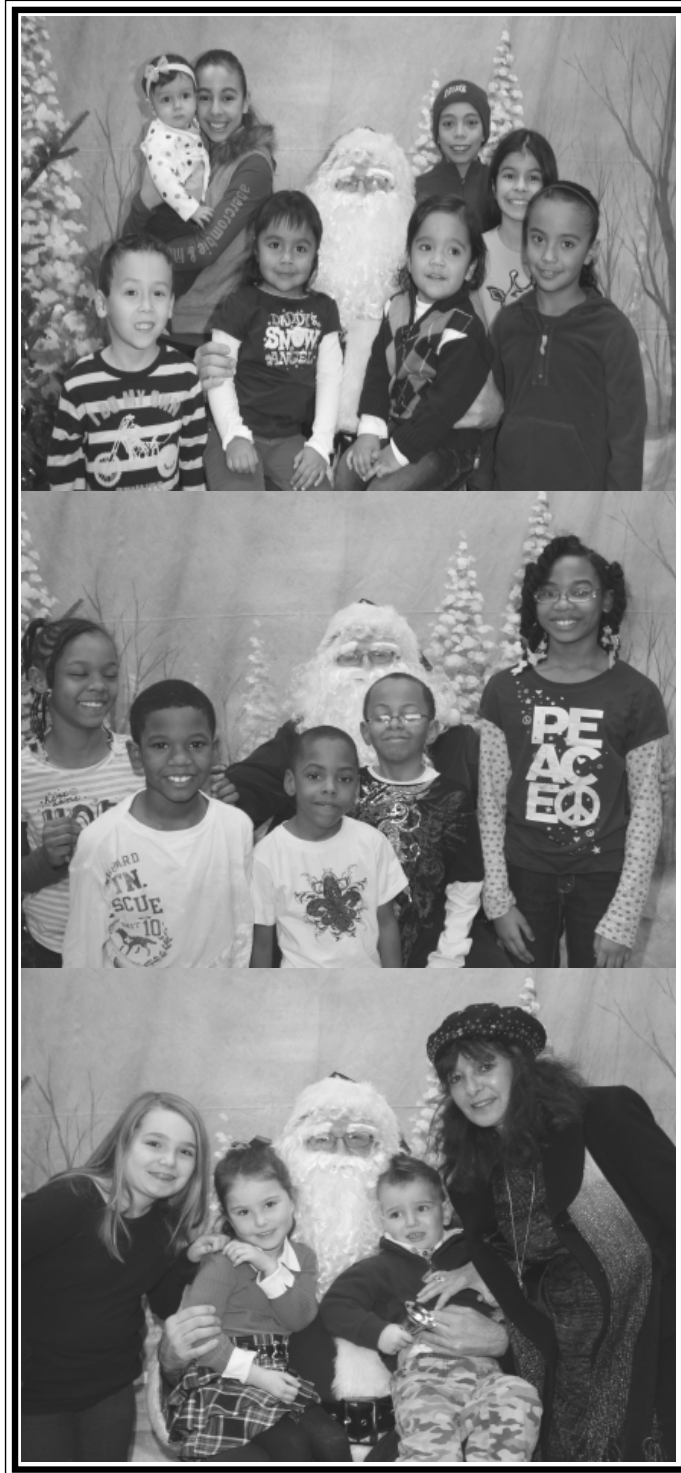
by Jim Gogolak, Inner Guard



On behalf of my family and all the families who came to Local 1010’s “Meet Santa” event, I would like to thank President Tom Hargrove and the Local for bringing Christmas back to East Chicago. Special thanks goes to the Planning Committee and all volunteers who made it an outstanding success. Congratulations on great planning and superb execution. Fabulous job!

There was some discussion at a regular union meeting as to whether this event was appropriate for a handful of reasons; but the membership approved it, and it turned out to be the right decision. It was exactly what we needed at just the right time.

“Meet Santa” was more than just a fun event for the children. It was a way of building support and solidarity for Local 1010. How wonderful to have three generations of union families together at the hall! It is an excellent reminder that our union has been not only good for us as workers, but also good for our families. All extra gift cards were given to charity, reinforcing Local 1010’s commitment to the community, too.



This is no small point. Unions in Indiana are under attack by our Republican-dominated legislature. “Right to Work” legislation looms on the horizon. We need to remember that unions have been good not just for the actual members, but for their families and the community as a whole. We helped build the middle class the Republicans are now trying to destroy.

Gathering together in a communal celebration cements our solidarity. Loving families having fun together at the hall translates to appreciation of the union. Appreciation of our union generates the loyalty and commitment necessary to battle those who are trying to destroy unions and the middle class they helped create. What better way to build solidarity and establish a positive dialog with our children than by having fun together at the union hall?

Thanks again to all the planners and workers on the “Meet Santa” event. Your hard work made it a success in two ways: We all had a good time at the hall, and the good will this generated toward our union will surely pay dividends when we need family and community support.

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 5 —Thursday March 8, 2012

Time: 8:00 a.m. – 5:00 p.m.

Acceptance Deadline: Thursday March 15, 2012 at 5:00 p.m.

Place: Local 1010 3703 Euclid Avenue, East Chicago, IN

***Recording Secretary shall receive all
Nominations and Acceptances.***

The General Election will be held on
**April 5, 2012 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 5, 2012 officers election

The Soco Corporation, election specialists from Carmel, Indiana, has been contracted to provide complete election tabulating services for this April 5, 2012 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 398-3100.

Local 1010 General Elections April 5, 2012

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
 Tent - Lot 40 parking lot
 Tent - West of #2 BOF- old 5/6 Blast Furnace parking lot
 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 5:00 p.m. March 28, 2012

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.

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.

- 3) When you have completed all of your selections:
 - 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 96 numbered circles arranged in 16 rows of 6. A 'PROPER MARK' example shows a solid black circle. A 'FOR OFFICE USE ONLY' box at the bottom contains 24 circles, with a solid black circle in the 13th position.

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 5, 2012. Local 1010 has authorization to mark your employee ID badge.

WORKERS MEMORIAL DAY OBSERVED – April 26th, 2012

By Safety Committee

Each year on April 28th people throughout the world remember those who were hurt or killed on the job. On this day people gather in front of memorials world wide to remember Brothers and Sisters who have lost their lives or were made sick on the job and to fight for safer workplaces for the living.

Workers Memorial Day also highlights our past failures to prevent these tragedies. It is a reminder that we must constantly battle for a safe work environment. Remember Safety has no borders! We all must do more each and every day to make our plant safer by removing hazards, improve decision making processes and improve safety awareness.

The past four years at our Local 1010 Union Hall (Memorial Hall), Local's 1010 and 1011 have Co - Hosted Workers Memorial Day, a celebration to honor these workers that lost their lives on the job. This ceremony pays homage to these workers from the previous Inland Steel Company, and most recently Arcelor Mittal Indiana Harbor and Riverdale, Illinois.

This year April 28th will be on a Saturday, so we will dedicate Thursday, April 26th as Workers Memorial Day. This ceremony will be at our Local 1010 Memorial Hall and is open to anyone that would like to attend.

If you or anyone you know has a family member that lost their life in our workplace and would like to participate in the memorial, please contact John Gelon at 219-406-4190 so proper arrangements and welcoming can take place.

Several family members of these loved ones that lost their lives will be in attendance. Every year this event has grown and more family members have attended this great Memorial.

Last year there were nearly fifty family members that participated in the Memorial and approximately 200 people that witnessed the event and filled our Union Hall.

On this day, we will not only pay homage and honor to those that have sacrificed their lives on the job. It is also a reminder to the family members that their lost loved ones have not been forgotten and the fight to improve Safety must and will continue. We must get better in this battle as our past failures have indicated. The Union has done a lot of great things, but the battle to improve Safety is the most important thing the Union does. We must be constantly vigilant to improve safety.

Last year, family members of the deceased were given the opportunity to talk about their loved ones before the traditional laying of the roses at the base of Local 1010's wall and Local 1011's replica wall while bagpipes played, "Amazing Grace." It turned out more powerful than any of us could have ever imagined.

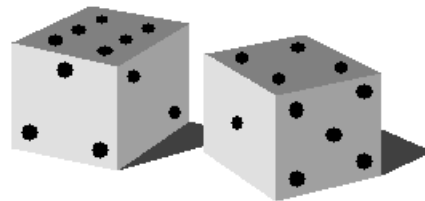
Their stories brought tears to the eyes of many in attendance. These stories were so vivid to all these family members they said, "It was like it just happened yesterday." Their lives have been changed forever.

Stefan Rytel was involved in a fire and explosion at Inland Steels number 2 Coke Plant on March 9, 1973. He died March 22, 1973. His widow, Millie Rytel tearfully recalled her husband's final days.

"My husband, he was 60 percent 3rd degree burns," she said. "He lived for two weeks in Saint Catherine's Hospital. I look at him through door hole for the key. Sometimes they let me talk to him on intercom. They let me in night before he die. He was running high fever. I talk to him, he understand me. I told him he has to drink a lot because he didn't have a skin. They constantly give him water. I went home at midnight; it was a five mile drive. At five o'clock in the morning, I got a telephone call, he passed away. I collapsed. I could not drive a car. My neighbor drive me. We call undertaker. It was so, so sad. It seems like yesterday."

Continued on next page

When you gamble on Safety



Your betting your life!

Continued from page 8

WORKERS MEMORIAL DAY

When we listened to her and other family members of deceased speak solemnly and tearfully about their loved ones, it was tear jerking indeed, really touching. It again brings out the importance of improving safety and the role everyone must participate in.

In attendance were two separate families whose sons lost their fathers that they never met to a fatality in our mill. One son's father was killed before he was born; the other son's father was killed one day after he was born. Hearing them talk about how tough it was growing up and not knowing their fathers was painful.

There are 389 names on the Memorial Wall, not just names, but very special people, loved ones that went to work and never came home to the ones they loved.

Joseph St. Clair is the first name to appear on our Memorial Wall. He was killed at the Open Hearth on February 21, 1903. The last name that appears on the wall is Jason Ham; he lost his life at number 3 Cold Strip on October 21, 2010. On the very bottom of this Memorial Wall is a plaque that states "OUR GOAL NEVER ADD ANOTHER NAME."

In the history of this company, we have never gone longer than 45 months without a fatality to a Local 1010 member.

This should be unacceptable to everyone; hence, we all need to do what

ever we can to prevent another horrible tragedy.

This is a goal we must achieve, with the help of everyone that works here.

We have greatly improved Safety over the years, but even one more fatality is one too many.

Everyone's goal shall be to do everything possible to prevent even one more fatality.

Every family member, co-worker and friend needs you to be involved in reaching this goal to ensure that these horrific events are never repeated.

If you still don't understand, you need to be here at Memorial Hall on April 26th to see and hear the family member's heart wrenching stories. You will then understand the pain these fatalities bring to everyone.

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

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:

"RIGHT TO WORK - WHY IT'S BAD FOR WORKERS"



Local 1010 Scholarship Committee

3703 Euclid Ave.

East Chicago, IN 46312

219-398-3100

HOW TO APPLY

Secure an official application form along with procedure and instructions beginning February 20 through March 16, 2012 at Local 1010 Union Hall.

- No ACT scores required for eligibility
- Must be a high school graduate, class of 2011-2012
- 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 2, 2012

“Right to work is nothing more than a race to the bottom for the middle class of Indiana, and that my friends, is not a race I care to win.”

– Indiana Senate Minority Leader Vi Simpson



RIGHT TO WORK-THE BOTTOM LINE

Right to work is an outright attack to lower the standard of living of all working people. If you work for a paycheck, Organized Labor has raised your standard of living, whether, you belong to a union or not.

Organized Labor is responsible for promoting many progressive issues including but not limited to:

Safety in the workplace, OSHA

Pensions, Local 1010 won a Circuit Court decision, (Inland Steel vs. USWA Local 1010) compelling the company to recognize pension benefits as mandatory bargaining right. Minimum wage increases, Workmen's compensation, Free education, Free textbooks,

Joe Piller

Treasurer



Women's Rights, equal pay for equal work. All of the above cost money, money the "I've got mine and screw The rest of you type people," believe should be in their pockets. And that's The Bottom line!

FIELD FORCES, AREA 32

GRIEVER - LARRY MCMAHON

The Field Forces Retirement Committee would like to invite any Local 1010 Party Animals to this year Retirement Party honoring Retirees from our Department having retired in the past 2 years. The party is at the K of C Hall in Griffith across from Fish A While. Open Bar from 6pm to 11pm with a dinner of Fish and Chicken served at 7pm. Workin Stiffs \$25 and any Retiree \$15. Please come on out and help us Honor these newly pasteurized retirees.

More Info contact McMahon or Connell at 219-399-5589

Selling out assets (Toll Road) Now its time to Sell Out the Working Class



Tasos Katopodis, 80" Hot Strip

Jake Cole, 4 Basic Oxygen Furnace

Nick Young, 4 Basic Oxygen Furnace

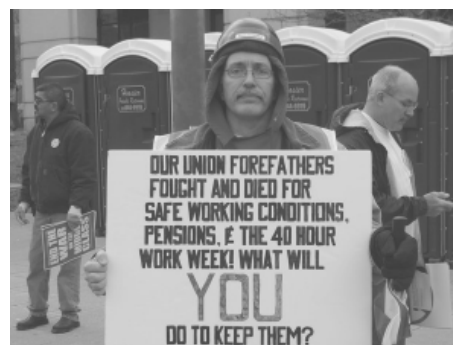
Activist from United Steelworker Local 1010 exercise their Rights, at our house, the Peoples House in Indianapolis. Their opposition and resolve against Right to Work (for less) is made crystal clear to their Elected Representatives.

RTW Indianapolis

By Tasos Katopodis, Jake Cole, Nick Young
USW 1010 Activist

Right now our state governmental leaders are trying to cut the throat of working Hoosiers and call it freedom, by trying to ram through 'right to work' legislation at our state house. Our local union has been a leading force in fighting back against this anti-union/worker legislation by having our members on the front lines of this battle everyday at the statehouse since the session began. This struggle that we are facing with this legislation isn't like any other in our local history; it is probably the most destructive! But struggles are not anything new that our great local union cannot handle and that is what fuels the fire for us young activist.

Our local union today is solid, but we know that it didn't get that way by the generations before us sitting on their hands when they had there backs against the wall and hoping that the problem just goes away. It took dedication, guts, pride, and most important solidarity from the generations before us for them to be taken seriously and making us the force that we are today. Us young members are very grateful for the road that was paved before us, and we are dedicated to fight any battle that would jeopardize what was fought for by the generations before us!





LOCAL 1010 Members On Site



Local 1010 steelworkers battle the cold and snow Saturday January 14, 2012.

Fight back against corporate greed and help Cooper Tire workers get back to work.

E-Mail Cooper Tire CEO Roy Armes to urge him to end the lockout and negotiate fairly.

http://act.americanrightsatwork.org/p/dia/action/public/?action_KEY=3412&track=20120118_adv_cooper

Future Actions Please Contact Rapid Response Coordinator

Luis Aguilar (219) 838-9224 (219) 398-3100 ext. 115 Office



RIGHT TO WORK-definition: “Right to Freeload” RTW for Less – Definition: A job for less pay bill.

Rosa Maria
Rodriguez
Financial
Secretary



Right to Work for Hoosiers, those that have knowledge of what it means, thinks this piece of legislation is falsely labeled by its advocates, the Indiana Chamber of Commerce. It contends that this piece of legislation will create jobs by attracting businesses and lead to higher wages but in truth by adopting this state law it is designed to undercut workers rights and their hard earned benefits. Martin Luther King Jr. once said, *“In our glorious fight for civil rights, we must guard against being fooled by false slogans, as “Right to Work”. It provides no rights and no work. Its purpose is to destroy labor unions and the freedom of collective bargaining... We demand this fraud be stopped”*.

Instead of working towards fixing our economy and create jobs the ICC and some politicians are just playing politics. This RTW bill will take food off the table of working families and extract profits and gainful employment for their supporters like the mysterious group known as the Indiana Opportunity Fund who sponsored the advertisement in support for RTW but refuses to divulge its donors.

RTW Lie, starting with the deception of Mitch Daniels and his allies in the state legislature pushed the so called “Right to Work”, 54 Republicans, Yes for RTW, 39 Democrats and 5 Republicans, No for RTW. The Working Families are the target (Go to the AFL-CIO website for results.)

RTW lie, Americans are being forced to join a union. For example: Arcelor Mittal. As an individual seeking employment one is informed we have a contractual agreement and are a union shop. You don’t have to work for a Union Shop! Besides our Union dues,

1.45% of ones’ gross monthly earnings are no different than the ICC membership except their membership dues are 82% tax deductible. Another difference; the ICC membership, if you don’t pay you are not represented, in a RTW state employees don’t have to pay dues, but they still benefit from all of the improvements in working conditions, they must be represented, and receive the same pay wages the union is able to gain for the employees.

RTW lie, RTW states are more attractive for businesses investment, bring and create more jobs, and give better choices. Not according to the Economic Policy Institute Briefing Paper #300. In many states with RTW laws:

- ↓ Have not succeeded in boosting employment growth
- ↓ Have had a shrinking impact of RTW overtime
- ↓ Jobs were outsourced to lower-wage countries
- ↓ Economic development officials do not treat RTW as a significant selling point

RTW lie, everyone should have a right to work without joining a union. With RTW it will:

- ↓ Deny the worker to negotiate in good faith.
- ↓ Create unsafe and unhealthy communities
- ↓ The employer has the opportunity to bring employees who will earn lower wages and benefits but untrained both on the jobs and on safety.
- ↓ Indiana an “at will” employment state can fire a worker for any reason or no reason. It does not guarantee any right to “work” nor does it stop one from firing you under the at will doctrine.
- ↓ RTW laws are enacted; they lower

wages and benefits for all workers! Workers in RTW states earn far less and have fewer benefits then their counterparts in Non RTW states.

My Brothers and Sisters let’s call RTW what it is! This piece of legislation’s sole purpose is to decimate our unions and to get rid of the middle class, the working families thought-out this nation not just Indiana. Remember what happened to the Professional Air Traffic Controllers Organization? In 1980 they endorsed Republican candidate Ronald Reagan for President. On August 3, 1981 PATCO declared a strike, seeking better working conditions, better pay, and a 32 hour work week. On August 5, 1981 following the PATCO refusal to return to work, President Reagan fired 11,345 striking air traffic controllers!

This is why for over a year now thousands upon thousands of Hoosiers ascended upon the capital. We know we need to ward off the attack against our rights as workers. We need to defend ourselves against those like Mitch Daniels and his cronies who push RTW.

America is under fire and the bullet is Right to Work, its target is the American Dream.

First they came for the communists, And I didn’t speak out because I wasn’t a communist.

Then they came for the trade unionists, And I didn’t speak out because I wasn’t a trade unionist.

Then they came for the Jews, And I didn’t speak out because I wasn’t a Jew.

Then they came for the Catholics, And I didn’t speak out because I was Protestant.

Then they came for me, And there was no one left to speak out for me.

Still Standing

I would like to wish a happy New Year to all my Brothers and Sisters at 2 Steel Producing for 2012. As all of you know 2011 was the most challenging year we have ever faced. Starting in 09, orders were down, less work for our shop. In 2010 we were told we were the preferred shop and we would run hard. Then in February of 2011 management said the furnaces would be shut down by June, oh and by the way we have bids for 3 Steel Producing. Our department was impacted hard with transfers. We did reduce operations, temporarily but steadily more and more steel was identified to be run through 2 Steel Shop. No one has been under more pressure and duress than the workers in the Furnace LOP. With fewer workers they wanted to schedule more turns. Then they solicited workers to fill open turns. The furnace workers, hot metal workers, committed to make the furnace operations reliable and productive. Only by the resolve of the workers has 2 Steel Producing been able to succeed. We have seen many changes the last year or two. If conditions remain as they are, changes will have to be made. Make no mistake about it we are fighting to get more workers in the furnace LOP. Through all the uncertainty and speculation, the furnaces are **Still Standing**.

2 Steel Producing is a great steel making shop. We continue to succeed and be successful because of the dedication of the UNION workers.

Those who come to work, even when not feeling well. Fighting through snow storms or bad weather. Volunteering for an extra turn to keep the shop running. Those who solve maintenance issues, going above and beyond, exceeding the performance expectations, to keep 2 SP one of the highest quality and productive shops.

Safety in 2011 saw 2 Steel Producing go from worst to first. We were the safest shop in all of steel making. How did that happen? We had workers from the Area Safety Committee, raising safety awareness on the off turns. Our accident prevention team overhauled the program. We are now the model throughout the plant. I am grateful to all those who have volunteered to work on the Area Safety Committee, and the Department Safety Committee. Thanks to the Safety Advocates and Dept. Trainers. Safety is a combination of efforts. The biggest impact on Safety was the workers who chose to work Safe. If the job isn't Safe don't do it. Your efforts have made an impact. You are difference makers! Our health and well being is number 1!

Management has indicated that they will be calling workers to the office for discipline on attendance with or without Union representation. Remember you have rights, any time you are asked to have a meeting with a supervisor, and that meeting could lead to discipline you can ask for a Union Rep.

Mike Bouvat
Griever, Area 5



Don't be coerced into a meeting without a Union Rep. present. You have rights under the Weingarten Act. Any worker called to a meeting with management should say; (If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my Union representative, officer, or steward be present at this meeting. Until my representative arrives I chose not to participate in this discussion.) An employer's failure to comply with a worker's request for union representation, or a violation of any other Weingarten right is an unfair labor practice.

To all Union workers, I would like to put out an All Points Bulletin (APB). Be on the lookout for the Rogue supervisor. They are susceptible to knee jerk reactions. The Rogue supervisor will send a worker home for such reasons as; I am having a bad day. I can't #@!\$%#@# my boss but I can and I will #@!&%# you. You annoy me. Hey I am the boss. The Rogue supervisor says, remember things I normally accept will not be accepted at this moment. **YOU'RE GOING HOME!** If you are accosted by the Rogue supervisor, susceptible to Knee Jerk Reactions, contact your Union Rep. immediately.

**Remember United We Stand
Divided We Fall!**

Yours in Solidarity

Mike Bouvat

WE ARE THE UNION

Donald Guerrero
Griever, Area 4



I have been hearing a lot more complaints about the union lately. “The union is not doing enough for me”, “The union lets the company do whatever it wants.”, “The union this and the union that.” The important thing to remember is all of the dues paying members are the union. We are the union. The elected officials are chosen to represent the membership. If a person is unhappy with anything about the union he/she should be setting up himself/herself to make a difference. This can be done by talking to the elected representatives, attending union meetings, setting up himself/herself to run for election, or finding someone to support for election. It does not do any good to stay on the sidelines and complain.

Now does a person get elected to represent the membership because he/she is the best person to do the job or can a person get elected because not enough people take an interest in the process? Take me for instance if about fifteen people voted for my opponent instead of voting for me, or 30 more people voted I would not have been representing you for this term. I would guess only about 60 percent of the department voted. This was probably considered a high turnout. If someone feels they could do a better job as griever, they should have been preparing to run or finding someone to support for running. The problem is usually people do not set themselves up to meet the requirements to run. I will say one thing, if you're thinking about running for the pay, you would be making a mistake.

By the way I have not decided whether I am going to run for another term. I also want to say, I feel that Dave Lomellin, Art Trevino,

Steve Dovellos, and Steve Govert are doing a great job representing you. If I choose to run I would be proud to run with them. Mike Mikula, Jim Spasoff, John Walker, Marvin Strong, and Don Clinton are doing a great job representing you as safety advocates. It also amazes me on all the good work your representatives at the hall are doing for you. I feel we would really be in trouble if we did not have them working on our behalf.

Now let's talk about our state representatives. When they ran for election and won most of them were spouting off their agenda's about not being pro-union. Now if they pass the right to work for less bill and the people of Indiana can vote them out the next election, how did they get voted in, in the first place? Just like the Wisconsin governor, he got enough votes to get in. Now it looks like they are going to get enough signatures to have a recall vote. Which could lead to him being voted out of office? I feel not enough people took an interest in the process to start with, or he would not have been elected in the first place. When you do not vote it is the same as supporting the eventual winner.

We are under attack.

Relief, direct orders, discipline, FMLA, traffic tickets, right to work for less, and so on and so on.

The company is scheduling us excessive overtime and refuses to post for permanent openings, so we filed a grievance. Apparently upper management will not let the department post for permanent openings. They feel we have too many people. Now the company has started charging you for an early quit on a double for a turn you're

not working, when you are too exhausted to work a double. It counts as a half day against your attendance. A grievance will be filed. The cranemen are not getting regular lunch relief as it is and the company reduces a service cranemen. A grievance has been filed. The company seems to think of us as indentured servants instead of employees. It is important for you to know we are fighting the fight together.

6th and 7th day forms.

It is important for you to remember to fill out the 6th and 7th day forms. These are days of pay you are entitled to get, but you do not get unless you fill out the forms.

FMLA

If you are entitled for FMLA make sure to apply for it. Do not wait until you are in attendance trouble to apply for it. Also make sure to renew it in a timely manner. Once you are on the discipline level for attendance it takes 18 months to step back to the previous level.

FREEBOARD

A Couple of weeks ago the RH sent back a heat to be dumped. This heat was eventually recycled. On the very next heat tapped into this ladle, it burnt through at the slag line. This is why it is important for Argon and the RH to be vigilant on monitoring the freeboard. We are the caster personal's last defense from a heat being sent up which is too full.

THANKS,
DON GUERRERO
219-309-3890



Insurance & Benefits

398-3100

Ernie Barrientez extension 117

Jerry Strauch extension 112



Brothers and Sisters of USW Local 1010;

First of all, we thank you for all of your support in the upcoming negotiations.

Once again we will proudly serve you and assist you with concerns on your medical, Dental and Value Options benefits. If you have any questions about your retirement come by the hall and we will give you a print out of your pension earnings, and explain the retirement process and your options on retirement.

I would like to go over the S&A (Sickness and Accident) process. If you are off work due to an illness or injury you will need to know the rules.

1. Admissions to a hospital either in patient or out patient are covered from the first day.
2. Accidents are covered from the first day. If you are unable to work it must be certified by a Medical Doctor, Podiatrist or by a Value Options contracted behavioral Health Care Provider. Benefits begin with the day a recognized (see above) health care provider certifies your inability to work.
3. If your situation isn't covered under 1 or 2 above it is considered an illness and there may be a seven day waiting period before benefits begin.
4. You have to file a claim for S&A benefits with the employee benefits section of Mittal Steel.

Claim Forms are available from the Insurance/Benefits office at Local 1010. You have twenty-one days from the first day of disability to file your S&A claim.

Remember if you are married, every year around your spouse's birthday you will have to file a COB form (Coordination of Benefits).

If you are an active employee and your child or children are not eligible for other insurance they can be covered under our insurance until their 26th birthday if they are in school or not. This does not apply to retirees.

Spousal reimbursement. If your spouse is working and has to pay their premiums you can be reimbursed for any premium over \$120.00 (one hundred twenty dollars). This can be done annually or semi-annually.

SAVE YOUR EOB'S

When you have a claim processed by any Medical, Dental, or value options visits you will receive an EOB (explanation of benefits). The EOB details the date of service, the provider, billed charges, discounts, deductible and co-pays. The amount paid by Mittal Steel and your responsibility. All EOB's should be saved for several reasons.

1. If you need an explanation of the claim the EOB is a necessary resource.
2. If the claim needs to be adjusted the EOB is very helpful and the easiest

way to make sure you are billed right.

3. If the provider bills you the EOB is your documentation supporting discounts and Mittal Steel payments. If you get a check along with your EOB don't cash it, bring it to the hall along with your EOB and bill, you may have gone out of network. Let us check it out for you.

If you want to access the insurance site on your computer follow the following instructions:

- * Go to our web site: USWA1010.org
- * Click on web links; go to Local 1010 members; to benefits;
- * Click on Ispat Inland benefits page.
- * The benefits web sites will come up on the left side of the screen click on the topic you are looking for.

Everything you need – Doctors, Dentist, Caremark drug coverage and all of the forms that we have at the down at the hall are available to you on the web site.

We hope this article helps out or as always you can call us at 398-3100: for Ernie Barrientez extension 117, for Jerry Strauch extension 112.

Once again thank you all for your support- together- we are union

God Bless and Work Safe.

Management: Stupid as They Want to Be

By Jim Gogolak Inner Guard



Back in my days as a Griever, I once got frustrated during a grievance hearing and told a manager that what his foreman had done was just plain stupid. Mr. Manager looked me square in the eyes and said, "As long as we are not violating the contract or any laws, we can be as stupid as we want to be."

Without going into too much detail, let me say that this manager was absolutely correct. There is a wide range of things that management can do unilaterally, without regard to the Union's feelings on the matter. This is the principal of Management's Rights. Sometimes your Griever will say, "They can do that." And as lame as that sounds, it's the truth at times. Not every stupid thing management does is a grievance. Sometimes management has the right to do it.

Assuming that bosses aren't as stupid as they sometimes seem, you have to wonder why they do things that seem stupid to us. Let me give you a handful of suggestions.

Sometimes out-of-touch upper management tries to micromanage, though they have no idea what we really do on the shop floor. Lower-level bosses do not want to risk arguing with people who could fire them, so they meekly follow bone-headed orders.

Other times, departmental management feels that it must demonstrate its power to remind workers who is actually in control.

They will do things as a show of power, regardless of whether or not their actions actually contribute to the success of the department or the company.

Lower bosses are judged on how they perform against a business plan. Often, they have no real suggestions for improvement, so they invent bizarre goals that they claim will be beneficial. They are then forced into the position of defending these inane ideas and trying to make them work. All the while, they lie to upper management about how well things are going, more concerned with self-aggrandizement than being productive. People judged by performance against a stupid plan have a vested interest in continuing the stupidity. As long as upper management doesn't have a clue, these bosses run amok with impunity.

Regardless of the reason, management being as stupid as it wants to be costs the company money. Lower bosses don't care, because they are too concerned with proving a point or simply keeping their jobs. And mostly they are just following orders anyway.

Middle management often put the goofy plan together in the first place, and therefore has a vested interest in making it appear to work.

Their pay and promotions depend on their performance,

so it pays for them to set irrelevant, easily achievable goals. It doesn't help the company as a whole, though.

And upper management doesn't care what happens below them, as long as they don't have to get involved. They find it easier to believe the pap fed to them from below than to actually provide real leadership. They also like to flex their management muscles from time to time to make themselves feel important. None of this helps this company turn a profit.

So there are a number of reasons why management would be as stupid as it wants to be. And at all levels, their behavior is self-serving and possibly vindictive. The only profit they care about is their own. You have to wonder what Lakshmi Mittal thinks about this, since he's paying for the ineptitude. You have to wonder if he knows his bosses are being as stupid as they want to be, even though workers are trying to be as intelligent as they can.

One other thing, Mr. Mittal: In the propaganda videos we are forced to view from time to time, you refer to your workers as colleagues. That kind of gives us a warm and fuzzy feeling. But your bosses apparently misunderstood you and think you said collies. That's the only explanation I can think of for management treating us like dogs. Unless, of course, they are just being as stupid as they want to be.

The Fight Against Right-To-Work

By Lil Joe Gutierrez



The effort to add Indiana to the roster of 'Right-to-Work' States must be recognized for what it is: the never-ending story by self-serving politicians and their corporate backers in their attempt to destroy unions and ultimately the middle class in our country.

Right to work is not what it seems. In Right to Work States, lower wages prevail with higher poverty, poorer education and less social services. The Legislature in Missouri, both democrat and republican, understood this fact when they defeated the National Right-To-Work Committee's initiative to turn Missouri into a right-to-work state by a 3-2 margin. They understood the devastating ramifications prevalent in states that succumbed to corporate rhetoric convincing workers to vote against their own interests.

We are all in this fight together. There is a link between union wages, purchasing power and the fate of businesses, large and small. Unionized workers earn 15% and 28 % more than their nonunion counterparts and receive far better health and retirement benefits.

Economist James Galbraith says that unionization created the middle class by its direct effect on wages and benefits of unionized workers and the indirect effect on the wages of non-unionized workers, and by its impact on the creation of the social institutions as Social Security, Medicare, Medicaid - the very structures of the New Deal and the Great Society.

The past 30 years has seen the most colossal redistribution of wealth in modern world history from working people to a select few. In 2008 John Cavanagh and Claude Callius wrote in the Nation: "We now live in a second Gilded Age. Today, as in the robber baron era a century ago, the gap between those at the top and the rest of us is staggering. The 400 richest 1% of Americans hold more wealth than the bottom 90%."

Conservatives and corporations preach that privatization and right-to-work can solve any problem. This long standing war against common sense has convinced the guy on the street that tax cuts for the rich help the poor; that labor unions keep workers from prospering, that regulations attack freedom.

Our country is in crisis and greed and corruption are the culprits. We must reverse this reckless course and change our nation's political narrative and restore faith in our government.

Indiana's Republican legislators harp that Indiana must become business friendly to bring new businesses into our State, but they fail to mention that Indiana already is business friendly and the issue of 'Right to Work' does not play into the equation.

Economic inequality and jobs are now the focus of the American public and must be addressed. Those jobs available are low paying with no benefits. Oil speculators continue to cause the raise of the cost of gasoline. Our tax dollars bailed out Wall Street and Wall Street bailed out on us. There are so many issues. Which side are you on?

Joe E. Gutierrez

Retired

Local 1010 Official

**ATTEND YOUR
UNION MEETINGS!
FIRST THURSDAY OF
EACH MONTH @ 5:30**

Workers Memorial Day event
April 26th, 2012.

Everyone wishing to be placed on the list of Participants and notified of all details to participate in 2012 Workers Memorial Day, and future events please contact John Gelon (219) 406-4190 or workersmemorial@uswa1010.org

POINTS TO PONDER

By Don Lutes



When you retire after 1-01-2009, you keep your \$400 kicker till a month after age 63. You can get social security at 80%. If you collect social security at age 62, you still keep your kicker till a month after age 63. If you retire after age 63 and before age 65, you keep your \$400 kicker for one year. If you go on social security disability under the present contract, you keep your kicker till a month after age 63. This is what the retirees have under this contract: \$5 million healthcare coverage for retiree and if he picks his wife up for coverage the same thing applies. \$1 million for organ transplant. \$1,500 each ear every 3 years. You pay \$35 if on Medicare and \$70 if not on Medicare.

This includes retiree-spouse and surviving spouse on what I just said. There is eyeglass coverage for all of the above every 2 years. If you have cataract surgery, you don't need to wait 2 years for new glasses. If you get married after you retire, you can pickup your spouse for healthcare insurance and if you pass away, she doesn't have any coverage.

If you get married at least one day before you retire and the marriage lasts nine months your spouse has healthcare insurance unless divorced or Remarries.

I keep writing about the following and a lot of people DO NOT READ or LISTEN. When you get divorced you should change who you want to get your life insurance and your 401k money.

To apply for Medicare you only need A and B.

When trying to get Social Security disability, a doctor is the key. He must verify your condition that you can never work again. When first applying, you do not need a lawyer. If you are turned down, you still do not need a lawyer. Then if you appeal it and are turned down a second time, this is when you will need a lawyer. In 1952 I was a sophomore at Hammond Tech and my father was president of local 1010. He taught me how to do pensions and death benefits. I have been doing them for 60 years. I figure out your pension before I meet you to see if the company's figures are correct.

Also, I figure out your taxes, insurance payments and let you know what you are going to get on your pension check and your special payment check.

I have 8 extra sheets that do not come with your package from the company that I will discuss with you. It takes me about an hour to do your pension. I arrange a meeting with you and your spouse so you do not have to lose any work.

You can call me any time at 219-924-2294 or my cell phone 742-3269. We have been losing a lot of people lately from asbestosis. MAKE sure when you get x-rays that the doctor does a scan to get the back of your lungs. This is where it is occurring in most people. We lost Ernie Rico, a trustee on our S.O.A.R. committee from asbestosis. He had been retired for 24 years. Also, we lost 2 spouses last year just from washing their husbands work clothes. I am a recovering alcoholic. On May 8, 2011 it was 37 years that I had been without a drink when I could not go 37 minutes without one. Anyone who has a problem please give me a call. I know what living in hell is like. The call might save your life, marriage, or job.

Don Lutes

Local 1010 Retirees Representative

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) 397-0902 Paul Johnson (219) 364-1284



Staying Safe: Keeping Distractions at Bay

Plant 4 Area 27

Most of the new Employees have around two years seniority. Statistics show that after two years on the job accidents increase. Most people are feeling more comfortable on the job than when they first started working. Don't lose respect for the dangerous work we perform. If you think you know everything you need to know, your tired or if your mind is in other places you are at a high risk of injury.

A major distraction and moral killer is not getting paid correctly! I am as frustrated as everyone else. The major factors are the following.

- * Incentive plan
- * Incentive plan back pay
- * Late 2010 overtime equalization payout

- * The new payroll system
- * Alternate Work Schedule (AWS)
- * The lack of having an administrative assistant for the Bar Mill

The last two are the biggest day-to-day problems. For the most part the AWS is misunderstood and mishandled. You cannot "Pay Global" in the AWS. Every person has to have their data entered manually otherwise problems are imminent. The latest SNAFU is at the Bar Mill. Many Employees have their 2011 Thanksgiving holiday not worked pay is in disarray because Company did not pay ten hours for the HNW. The problems seem to have no end in sight. A partial solution would be to hire an administrative assistant for the Bar Mill.

This is something the Company is reluctant to do. In my opinion there are too many people in the TIMES System, like too many cooks in the kitchen. There should at least be a class on the AWS for everyone involved! Grievances have been filed for both shops regarding AWS and scheduling violations.

We have made great strides in Plant 4 since the restart. We still have a long way to go. We have another pivotal year ahead of us.

- * Right-to-Work (for less money) bill
- * USW Elections
- * 2012 Contract

Thank you,
Ron Kaszak
Griever

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 - 4:30 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



A Safe Person Is Who They Are, Not Who They Say They Are

Gary M. Bender



As Steelworkers we tend to hear a lot about safety incidents after the fact that usually end badly like; damage to equipment, personal injury, dismemberment or death. Today I'd like to talk about the safe workers, the men and women that don't show up in any incident reports yet perform many of the same job functions contained in and mentioned the reports. Some people may say they don't have any incidents because their just lucky or that they have them but just don't report them, I don't believe that to be the case.

My observation is that it's because they look out for hazards all the time and when the hazards are known they take precautions to prevent them. It's who they are and how they live their lives at work and at home that make them safer.

* These are the same people who if we see them outside of work in their car they always wear their seat belts. If they have children or any other passengers in the car they are required to wear a seat belt as well. They wear seat belts because they know that it's really not a matter if they themselves can drive safely, it's the other guy who may run a red light that ends your life because you didn't wear your seat belt.

* They would never think of using a cell phone while driving unless it was a hands free devise, and would never text message while driving.

* When we see them walking up or down stair cases they always use the handrails, knowing that just one tiny slip can end in tragedy with a fall down the stairs or a trip on the way up the stairs.

* When we see them mowing their lawns, we can see they have hearing and eye protection on as well as the proper clothing. They know that one little rock or flying debris flying out from under the lawn mower can take out an eye and the loud noise from the lawnmower can damage their hearing and that flying debris can puncture the skin. They also make sure that no one is in the area who is not wearing the same level of protection before they start the job to ensure others don't get injured.

* When they see someone else doing something unsafe they stop the person or the job and explain the hazards in a manner that is both professional and not offensive in an effort to correct the condition.

* When someone stops them from doing something that can be considered unsafe or just points out a potential hazard, they always take the time to say thanks to that person for looking out for them and their co-workers and communicates to others to make them aware of the hazards as well.

There's a saying by Max R. Hickerson I like to use and I'd like you to think about and it, goes like this; "*A man is not what he thinks he is, but what he thinks, he is.*"

When we look at the types of character traits of a safe person I described above, we can see doing things safely is who they are and safety is not just a spoken word, its shown in their actions. My point is if you truly think of your safety and the safety of others as a personal value and not just words, then show it in your actions not just your words. Working and living safely is a challenge and not always easy, but worth putting forth the effort.

Whatever you're doing,

Please do It Safely,

Gary M. Bender

Contract Coordinator

Griever - Riverdale

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

Final Letter As Griever Plant #2 Blast Furnaces

By Kermit Deel



I am writing my last letter as Griever of #5 & 6 Blast Furnace.

To all of my Brothers and Sisters that have supported me as your Union Representative over the past 20 years. I thank all of you from the bottom of my heart. The time that I have been a Union representative in the Blast Furnace has been awesome and there are many more good memories than bad ones.

We have tried to build a department based on hard work and fair treatment and I think to a certain point we have succeeded. You can take anyone that has transferred out and ask about their work ethics you will find the responses are generally positive.

I have been blessed with people who have assisted me in becoming a better Union representative by helping me make decisions when I might have made bad choices and I am thankful for the leadership that our Local Union has given during some trying times at #5 & 6 Blast Furnace.

We started with 8 furnaces and the Sinter Plant and through the years have slowly shut them down a little at a time and continued to shut down and start them up until they finally shut down everything but the Sinter Plant.

The people have come and gone but for the most part if you came to the Blast Furnace to work you stayed and this is where you retire from. The work was hard but the people made up for the conditions that we had to endure.

We have gone from having one of the most unsafe areas in the entire steel industry to one of the safest.

This was not an accident (no pun intended) it was done by working together and a feeling of team work not individualism.

During the years we have had to deal with some real knuckle heads in supervision, I could use other terms for some but I will keep this as clean as I can.

During the final few years we had people in positions that actually cared about us and how we did our jobs. This not only affected us but affected our families, as we brought our wives and husbands to work to see what we had to deal with.

This helped everyone understand the safety issues and who better could stop us from doing something wrong than the people who care the most." Our families"

Please take time to remember the ones that have come and the ones that have gone. Remember the ones still around because we are the Constant, no matter how many programs have been forced on us or how many supervisors are hired. When the programs change or the supervisors move on to greener pastures we are still here doing what is asked of us by keeping this place running to the best of our abilities.

Choose who the next representatives are and support them as they continue to make this the Best Department in the history of Inland Steel or Arcelor Mittal Steel, which ever you like best.

Thank You

And continue God Blessings on you and your families.

LOCAL 1010 STEELWORKER

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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.

The Bernard Kleiman JOBLINK Learning Center

By Steve Wagner, Vice President



Are you using your negotiated Career Development Program benefits? Many of us are preparing for the new challenges that await us on the job. Yet others are preparing for life after we retire from our mill careers. It really doesn't matter what your reason for learning is. Now is the time to stay focused on our educational objectives. Certificate and degree certifications are not attained overnight. Educational persistence is the key to attaining our educational goals. If you have a need or desire to improve your skills or learn a new skill, Joblink is here for YOU!

Winter is here and will be gone soon...we hope! Learning at this time in our lives can be fun and actually save us some money doing our own improvements around the house, building a wood project, tuning up the snow blower or lawn mover or getting your bicycle or motorcycle ready for spring. Remember that the education benefits that we have, extend well beyond the classes offered at Joblink. We have customized classes offered at Joblink and other career development sites and we also have the Tuition Assistance Program type classes offered at various educational institutions. Your Career Development Benefits can help you prepare for a future job opportunity, continue to progress on your current job, or improve your skills with personal development classes.

We 1010 Members can use our 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 served 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 personal 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 under "New Items"...

We still 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. Due to space and scheduling decisions, many classes are not put in our course catalogue. Check Joblink's website for links to the other centers and their catalogues at <http://bkjoblink.org>. You will also find our current course catalogue with course descriptions and other pertinent information.

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.

Let's keep our eye on our future by utilizing our union negotiated education benefits today. Stays focused on learning and keep taking at least one class to insure that you reach your lifetime educational goal (s).

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) 398-3100 or E-mail me at swagner@uswa1010.org.

If you call when I am not available, please leave a message on my voice mail (ext. 113) and 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, 3703 Euclid Ave., East Chicago, In. 46312

Name _____ Check No. _____

New address _____

City/State/Zip _____

PRESIDENT'S REPORT



Young activist

Once again United Steelworkers Local 1010 is out front; our young members are stepping up and standing up along with our older members fighting for workers rights. I am very proud of our young members they are the future of this Union.

When we say, **“WE MAKE THE JOB SAFE, or WE DON'T DO IT!”** We really mean it; this is how we want the membership to work daily.

I think one of the reasons that local 1010 has been such a progressive and active union and had so many good leaders is because of our history. Like the mine workers from which the steelworkers evolved our history is based on blood sweat and tears. All the benefits that we have today was built on the shoulders of those who came before us. They were called imported agitators - red agitators and revolutionaries by the police and Chicago Press but that did not stop these brave men and women from showing-up and standing -up and I am proud to be a member and President of this great Local 1010.

Safety

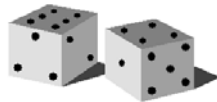
This past year (2011) we had no fatalities but we come very, very close in a couple of incidents. Convincing people not to take any calculated risks is a monumental task. Remember its ok to work safe, there is no ounce of steel that is worth an injury. This is the work ethic, the culture we support, and are promoting.

75th anniversary of the Memorial Day massacre

May 2012 marks the 75th anniversary of the Memorial Day massacre. Four of those ten men killed were local 1010 members. Sam Popovich, Alfred Causey, Kenneth Reed and Earl Hanley, many local 1010 members were present that day and many were wounded.

In Solidarity,

When you gamble on Safety



Your betting your life!

<p>3703 Euclid Av. East Chicago In. 46312</p>	<p>NONPROFIT ORG. U.S. POSTAGE PAID GRIFFITH, IN. PERMIT NO. 13</p>
---------------------------------------------------	---------------------------------------------------------------------------------

Safety First!
Make the Job Safe,
or DON'T DO IT!!!