



# LOCAL 1010

7047 Grand Ave. Hammond, IN 46323

219.937.7784

219.937.7684 (Fax)

web usw1010.org

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April 12, 2020

To All Local 1010 Members:

**To all of our co-workers who have tested positive with the COVID-19 Virus we wish you a speedy recovery and will keep you in our thought and prayers.**

It is Sunday (Easter) evening and I hope everyone had quality time with their immediate families. This COVID19 Pandemic has cast uncertainty in all of our lives. And to make matters worse, ArcelorMittal Indiana Harbor East (IHE) didn't help any of us by taking actions that are not favorable to Local 1010 Members with regards to next week's schedule and next week's work assignments. Unfortunately, the Company has chosen to take action against our members prior to agreeing to a Layoff Minimization Plan (LMP).

During these difficult times, normally, we would have information meetings with all of you. However, we all know that is not safe for any of us and it is not permitted as we fight the spread of the COVID-19 Virus. So let me recap where we are today. As stated in my previous message, we met with the IHE Management on April 3<sup>rd</sup>. The Company made it clear they wanted to push Local 1010 into a Layoff Minimization Plan (LMP) process quickly as the company desired to cut costs as fast as possible. IHE Management felt the best way to immediately cut costs, was to lay-off Employees with less than 2 years prior to agreeing on an LMP. Management believes that these Employees have no protections under the Basic Labor Agreement (BLA) and no right to Sub Pay. Management stated they wanted to schedule the Employees with more than 2 years but less than 3, less than 40 hours a week. Even more insulting is that management believes they could schedule people 8 hours a week if they wanted too. Local 1010 leadership advised caution in taking these kinds of actions against our members. Negotiating an LMP, in the manner outlined in the BLA, will no doubt reduce cost for the Company but it also can and will preserve the BLA rights of Local 1010 Membership. Local 1010 Leadership also, strongly asserted in that meeting, that this is not a normal economic downturn. We made it clear that this LMP needs to be negotiated keeping in mind we are in the middle of a global health crisis. Local 1010 insists that we must make every effort to protect our members that are the most vulnerable to the COVID-19 illness.

Monday April 6<sup>th</sup> was the next meeting between the Company and the Union. IHE Management presented what they called a LMP, but in reality was just an incomplete document that stripped us of our hard fought negotiated rights. Management wanted the Union to agree to give up our seniority rights, our rights to bargaining unit work (contracting out), our normal work scheduling rights, and our right to a 40 hour work week. Management's document only promised to reduce contractors and reduce overtime, without identifying a plan on how they were actually going to get these things accomplished. Required information such as the actual number of employees that were to be impacted and subject to layoff was not in the company's proposal. Management demanded that Voluntary Layoffs (VLO's) would only be allowed when overtime was under 3% and not until every Employee with less than 2 years was laid off.

I do not want the fact to get lost that the Company demanded that junior Employees who would want to work and who are not at high risk to develop severe complications from COVID-19 would not be allowed to report to work, while the more vulnerable Employees would not be able to voluntarily take a layoff. This shows a complete disregard for human life and the safety of YOU, our members, that we have been elected to represent and protect. Local 1010 informed the Company in the strongest possible terms that this is not acceptable. IHE management was then informed that Local 1010 would prepare our LMP and that Local 1010's LMP would protect the rights and health of the Membership. The Company then informed us they would notify us on Wednesday, the actual number of layoffs.

In a separate discussion on April 6<sup>th</sup> the Vice-President of ArcelorMittal Corporate Labor Relations notified USW International Vice President, Dave McCall that the Company will use the Federal Stimulus \$600 (Cares Act) to reduce our negotiated Weekly SUB Pay Benefits. This means that you will not get the negotiated SUB Pay amount plus the \$600 Federal Stimulus payment that you should get. The Company would save the SUB money for itself and you would only get what the government provides. There would be a reduction in ArcelorMittal's obligation of SUB payment that will affect all USW Members who will receive SUB Pay. This position taken by ArcelorMittal will be challenged by the union.

The Company received a massive tax break and increased profits due to steel tariffs, courtesy of a corporate friendly administration, all payed for by the middle class and now they want to take more money from people that were forced out of work at the time when it will be needed most. Make no mistake, the Company taking these types of actions would take food directly off your table.

Local 1010 contacted the Company on Thursday April 9<sup>th</sup> after not receiving any information about scheduling or the amount of jobs that would be impacted by the reduced operations. Management replied that no one would be laid off but now they were going to schedule any Employee with less than 3 years only 24 hours. Management also stated that the union would be receiving their final LMP proposal soon. What Proposal? Local 1010 firmly rejected Management's initial attempt at a LMP and said the Union will be drafting its own LMP as provided for in the BLA. If there was any doubt this is a fight, the company's retaliatory action makes the situation very clear.

The company's new proposal was just as bad and expanded on the assault on the rights of every Union member. The Union worked through the weekend and drafted a comprehensive LMP, as well as, a plan for implementation. This plan explains how to reduce overtime and reduce contractors from doing our jobs. Local 1010's LMP protects vulnerable Employees and allows people to continue to work. Our proposal includes preferential hiring for all recently terminated probationary Local 1010 Members. Attempts were made to meet with the Company Saturday April 11, or Sunday April 12. The Company did not want to meet and said they would get back to us sometime Monday.

The Union offered to start negotiating Voluntary layoffs 3 weeks ago for the employees that have pre-existing conditions or at high risk for severe complications from COVID-19. This would have allowed Employees who were at lower risk to remain working. This was flatly denied. Now 3 weeks later, the company is trying to bully the Union into signing an agreement that would remove the 40 hour guarantee to all Employees, allow company to schedule Employees anyway they see fit, and schedule employees to other departments at the company's will with no explanation. The Union will not be coerced into giving up our rights.

The Company has been attacking our rights on all fronts for the past several weeks. Information concerning plant operations has been changing at a rapid pace and we will continue to get information out when available. Let me be clear, we should report contractors working in our plant to Area Reps, the Contracting-Out Chairman, the Grievance Committee or myself. All of our contact information is at [usw1010.org](http://usw1010.org).

Most importantly, I want to remind everyone the Basic Labor Agreement is very clear regarding performing work that is not safe. All efforts at the department level should be made to make the job safe. However, if you forced to stop a job and a supervisor asks you something like "are you refusing to perform work" or any other such innuendo, make sure that the supervisor or Area Griever gets in contact with the Grievance Committee immediately. A Grievance Committee member will be there on site to settle the dispute. Do not argue or get mad, just state the safety issue and obviously make it safe or do not do the job then demand representation.

In Solidarity,

Steve