

LOCAL 1010 STEELWORKER



4th Qtr. 2025

Hammond, Indiana

Volume 29; No 4

Members Update

Safety must always remain our top priority. On that front, we had a record year, and that is something every member should take pride in. That success did not happen by accident. Our Local 1010 safety team, which includes the Union Hall, Safety Advocates, Area Safety Committees, Department Safety Committees, and our Green Guardians, all deserve a well-earned pat on the back.

Safety is an unmeasured metric, it does not show up on a spreadsheet or production reports, but it matters more than any number the Company tracks. While we are proud of the progress made, we are not close to perfect, and we can still make strides to ensure that every member goes home the same way they came in, safe and healthy. Thank you to everyone who plays a role in keeping safety at the forefront, and let's continue on this path.

As most of you know, Cleveland-Cliffs continues to blame market conditions, imports, and costs while making decisions that too often place the burden on the workforce instead of on poor planning and mismanagement. We continue to see cutbacks, production shifts, and an ongoing reliance on contractors, all while our members are asked to do more with less. Let me be clear, bargaining-unit work belongs to bargaining-unit employees. The Union will not except excuses for violations of the Agreement. We will continue to challenge contracting out, defend seniority, and hold the Company accountable for every decision that threatens our jobs, our safety, and the long term future of this plant. Over the last few weeks, there have been major changes to management compensation packages for the negative. As a result, we are already seeing management quitting or retiring.



Historically, when this happens, we start to see instability and questionable decisions on the shop floor. We are going to see management doing some strange things in an attempt to eliminate overtime, and history tells us these decisions often create more problems than they solve. If you see scheduling games, improper coverage, or decisions that impact safety or contract language, keep your Union representatives informed immediately so it can be addressed.

All of this is setting the stage for what the Company has in store heading into negotiations, and the Union is watching closely. On a positive note, the company has several capital investments coming in 2026 in the mill over the course of the year including #4 walking beam which has been neglected for several years and will allow more consistent output out of the Hot Mill. Others include a grinder install and a lot of utility upgrades.

Overtime and Staffing

Locally, the Company is pushing the same cost-cutting agenda. We are being told by Cliffs leadership there is a target of 23.8% overtime across the plant, a directive coming from Lorenzo. Currently, overtime plant-wide is hovering around 25%.

The steel industry is volatile, and overtime has always been part of the job. We all understood that coming in. But numbers like these do not happen by accident, they mean we are short-staffed. While call-offs, sick leave, and FMLA exist, they do not come close to explaining a sustained 25% overtime rate.

Production overtime can only be reduced one way, proper staffing. That means hiring, infusing new workers, and committing to months of training to get where we need to be. Maintenance overtime for the company is even harder to reduce when contractors are performing work we are capable of instead of bargaining-unit employees.

Since this edict from Cliffs leadership on overtime we have seen management start trying to change schedules and violate the contract in order to meet this objective. Over the last few years, the Union has made significant gains in restaffing the crafts inside this plant. None of that was given, it was taken through enforcement, persistence, and solidarity. But the core issue remains the same, we need more people. This is a recurring problem, and while it continues to resurface, the Union will continue to fight, and we will prevail.

Riverdale Update

I want to thank the Executive Board and the membership for approving Thanksgiving gift cards for members on layoff, as well as for the gate donations that the Union proudly matched for the holiday season. That is what solidarity looks like. Currently, there are 47 members on layoff, and that number is expected to decrease in February when the next round of bids is posted. We continue to push to get these members get back to work.

I also want to personally thank the Riverdale Union Representatives—Erica Lorenz, John Sandoval, Eddie Basset, Eric Meyer, Jeff Labelle, Shawn Andree, John Ellis, and Brian Ayres, for their continued work keeping members informed, protected, and safe during an extremely difficult time.

In Solidarity,

JT



Mike McGee

George Homer

Brian Hernandez

Daniel Guzman

Jayson Culp

1010 Safety Update and Insight

Jayson Culp - USW Local 1010 Safety Chair/Coordinator

Hello everyone,

I'd like to welcome you to 2026 and the first Steelworker volume released in quite some time. This gives our safety team a great opportunity to share updates and guidance that remain relevant to us all.

The year 2025 was one of our strongest safety performance years—possibly the best we've ever had. While that progress is something to be proud of, we must never become complacent. Unfortunately, 2026 has not started on the right foot. The best way to turn that around is simple but critical: identify hazards, pause work when necessary, and correct unsafe conditions. Use your Safety Advocates, Reps, Managers, and any available resources to get issues addressed. Diligence is key. We do not perform tasks until recognized hazards that pose a danger to life and health are properly controlled. While minor injuries are unwanted, our primary focus must always remain on preventing life-altering injuries and fatalities.

One of the biggest contributors to improved safety over the past two years has been the **Core Standards** centralized safety training conducted in 2024 and 2025 at the Hospitality Center. This training demonstrated a real investment in safety and reinforced the shared understanding that going home in the same condition we arrived is our most important job. Our trainers did an excellent job delivering this material and are currently developing the 2026 training sessions. Our goal is to begin in mid-March, and we look forward to seeing everyone participate again.

Another critical factor in day-to-day safety is awareness of our surroundings. While eliminating hazards or separating ourselves from them using the hierarchy of controls is always the most effective approach, maintaining personal awareness remains essential. That awareness depends on adequate rest and minimizing distractions—something we all know isn't always easy. We have lives outside the mill gates, and our jobs carry their own stress. Many of us, and our coworkers, face challenges such as fatigue, illness, family issues, loss of loved ones, depression, or anxiety. When these distractions are present, they can put both ourselves and others at risk. Recognizing these factors in ourselves—and sometimes in others—is critical. When in doubt, the safest action is to pause work.

While I can't offer personal solutions for every situation, Local 1010's Members Assistance Committee is a valuable resource available 24/7 to help guide members through difficult circumstances. If you or someone you know needs support, please reach out.

Local 1010 Members Assistance Committee Chair:

Johnny Vasquez – 219-850-3582

Finally, I want to thank all of you who serve as Reps, Safety Advocates, Safety Trainers, Green Guardians, DSC, ASC members, and everyone who takes a proactive leadership role in safety. Your impact may not always be measurable by numbers, but it is real, meaningful, and essential. Please keep up the outstanding work.

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Why Pausing Work Keeps Us Safe

As your Union Vice Chair of Safety, I want to remind everyone of something simple—but powerful: it’s okay to pause work.

Most workplace injuries don’t happen because people don’t care. They happen because we’re rushed, distracted, fatigued, or dealing with conditions that aren’t quite right. Taking a moment to stop, reassess, and speak up can be the difference between going home safe and getting hurt.

Pausing work isn’t about slowing production or avoiding responsibility. It’s about preventing injuries before they happen. If a task feels unsafe, equipment isn’t working properly, or conditions have changed, stopping the job allows hazards to be identified and corrected. That protects you, your coworkers, and the quality of the work itself.

Our union supports every member’s right to pause work for safety reasons—no questions, no pressure, no retaliation. Safety is a shared responsibility, and it starts with trusting your instincts and looking out for one another.

Remember: no deadline, load, or shortcut is worth an injury. Take the time you need.

Health, Safety & Environmental Committee

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Speak up when something doesn't feel right. Going home healthy at the end of the day is the most important job we have.

In Solidarity,
Mike McGee
Union Vice Chairman of Safety

Thank you for an amazing 2025

As we wrap up the year, I want to take a moment to sincerely thank everyone for the incredible work you’ve done.

This year’s successes are a direct result of your dedication, teamwork, and professionalism. I’m especially grateful for the strong safety focus you’ve shown day in and day out.

Looking out for one another, following best practices, and keep speaking up when something doesn’t feel right has made a real difference, and will never go unnoticed.

Because of your dailey efforts, we’ve not only achieved some amazing goals, but we’ve done so in a way that keeps people safe and supported. That’s something to be proud of. I believe I speak for everyone, when I say, thank you all for your hard work, your commitment, and for making

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this a great year. I'm looking forward to what we'll accomplish together in the years ahead.

With appreciation,

Daniel Guzman
Local 1010 Safety Committee

Handling Hazards in the Workplace

As steelworkers, we are aware of the ever-present danger we face in the work place, but is it all necessary? There is a difference in having a hazardous job, and being surrounded by hazards on the job. We accept the risk that comes with the title of Steelworker, and wear it as a badge of pride. What we should never accept is the hazards in our shops that can be

Injury summary for 2025:

SIF:6

Hand/Finger injuries: 24

Just a reminder to be conscious of hand placement. Using no touch tools, and being aware of pinch points.

Eye:16

Proper fitting safety glasses. Use goggle or gasket style when in high dust or windy areas.

Back:15

Team lift when objects are too heavy or are oddly shaped. Be conscious of lifting with your legs and not your back.

Knee:13

Ankle:12

Make sure you have proper fitting boots, keep walking working surfaces clean, and work stations free of debris.

mitigated. In 2025, 140 of us were injured on the job in IHE. As a union, we have the ability to reduce that number by taking action.

Identifying a hazard in your work area is only half the battle. The next thing we have to do it mitigate it. This can be done in several ways, depending on the severity of the hazard. Minor hazards like uneven walking or working surfaces can be addressed by utilizing the Unsafe Condition Reporting System. This will send a detailed report to the appropriate manager obligated to correct the issue, as well as the Area Safety Advocates tasked with ensuring management does so. This system documents the identification of a potential hazard, signifies a formal request for mitigation, and aids your union leadership team in holding CliAs accountable to the rights of our members.

Identifying a major hazard in your area that is directly threatening the safety of yourself or your fellow union members, requires immediate action. You should protect anyone in the area by raising awareness of the danger, exercise your right to PAUSE work, and contact your Area Safety Advocate. Your Advocate will notify the 1010 Safety and Grievance Chairman, who will respond to negotiate with the Plant General and Safety Manager. No work will continue until safe conditions for our members are agreed upon. The responsibility of taking drastic measures like these is never comfortable, but the consequences of staying silent could be life changing.

George Homer
Local 1010 Safety Committee

"It's better to lose one minute in life than to lose life in a minute"

Working Safely in the Plant Matters

Working in a mill or industrial plant comes with real risks. Heavy machinery, moving parts, high temperatures, dust, noise, and tight schedules all create an environment where one small mistake can lead to an incident. That's why safety is not just a rule, it's a responsibility every worker shares. Working safely protects lives.

Lockout/tryout, Take 5, wearing PPE, keeping safety guards in place, and following proper startup and shutdown procedures are all there for one reason. The reason is to make sure everyone goes home the same way they came in. No job is worth a life changing injury.

When everyone follows safety procedures, work flows smoother, machines last longer, and downtime is reduced. Safe plants are efficient plants, and looking out for each other matters.

Safety isn't just personal, it's teamed based. Speaking up when you see a hazard, helping a co-worker, or stopping a job that doesn't feel right can prevent accidents before they happen. Watching out for one another builds trust and a stronger work culture.

Safe Habits Become Habits

Using the right tools, staying alert, keeping work areas clean, and following training might feel repetitive, but those habits prevent accidents. The goal isn't just to work hard, it's to work smart, every shift, every day.

In the end safety is about respect. Respect for the job, the equipment, your coworkers, your Big 5, and your family waiting for you at home. When we work safe, everyone wins.

Brian Hernandez
Local 1010 Safety Committee

The VP Update

By David Roque



First, I would like to say that this past year was a very challenging one. With the Riverdale situation and the layoffs, our local was met with a lot of obstacles. Getting our members back to work was not easy. Of course, we all wish everyone could have returned right away, but through the persistence of our Union and the teamwork we displayed, we were able to bring back as many members as possible. It now looks like within the next month everyone will be back to work. Not just those of us at the Union Hall, but the Union leadership at Riverdale, the IHE department representatives, safety advocates, and the membership as a whole all played a part in this process. I am proud of what we accomplished together. Union proud.

As many of you know, I am involved in the bid posting process for our local. The most recent round of bids has closed, and additional postings will be coming in the weeks ahead. Once a bid is posted, it remains active for 90 days. During that period, if an awarded bid is reverted, the company moves to the next eligible person on the list. The company provides us with all reversions so we can track movement and help ensure the process stays organized and transparent. Postings continue to be monitored, and any discrepancies are addressed as they arise. If you ever feel there is an issue with how a bid was posted or handled, please reach out to your department leadership or you can contact me. I will always do my best to look into concerns and provide clarity.

We continue to address issues in some departments regarding the cleanliness of locker rooms, bathrooms, and welfare areas. A group from the Union Hall and department leadership completed a walk around and brought these concerns to the company's attention. We will continue to follow up and demand clean and sanitary welfare areas for our members. If there are issues, contact your department leadership or the Union Hall so we can address them.

I have also had multiple members reach out asking about union involvement. One of the best ways to get involved is to start coming around, asking questions, and learning about the different ways to participate. Not everyone wants to be a union representative, but we have multiple events throughout the year where members can volunteer and stay connected. One upcoming event is our annual Easter Egg Hunt. We do not have a date set yet, but flyers will be posted soon with full details.

Stay safe, and if you need anything, always feel free to reach out.

David Roque
USW Local 1010 Vice President

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1010's Impact on Training

By Andres Maldonado

Treasurer

USW Local 1010 continues to play a critical role in corporate training initiatives, safety programs, and the establishment of workplace standards. Our involvement is at the forefront of achieving the shared goal of zero accidents and maintaining a healthy, safe work environment for all members.

It's important to recognize that meaningful corporate initiatives are only successful when they are done jointly with the USW. Our union's involvement ensures that training programs and safety standards are practical, effective, and built on real-world experience. We are only at the table when we work together—and that partnership is what drives real results.

Local 1010 members have been deeply involved in several key initiatives, including:

- New Hire Safety Training Safety Foundations/Applications Committee
- Railroad Safety Standards and Training
- Railroad Training Committee
- Gas Hazards and Purge Committee

I believe it's also important to recognize the Local 1010 members who played a pivotal role in standing committees and hands-on involvement to improve safety and training across our facility.

New Hire Safety Training: Safety Foundations

Daniel Guzman and Jayson Culp played a key role, bringing their insight and knowledge to create a training document that is implemented across our Cliff's footprint.

Railroad Training and Standards:

Mike McGee, Fred Williams, Marc Lenaburg and Marco Burnside all contributed their railroad knowledge and played an instrumental role in driving corporate-wide changes to railroad training and standards.

Gas Hazards and Purge Committee:

Andrew Klawiter is participating in key roles to strengthen training and safety practices related to gas hazards and purge procedures.

Safety Foundations – Train the Trainer Pilot:

USW Local 1010 led the way by participating in a pilot "Train the Trainer" program. Our trainers, Jaime Sustaita, Fred Williams, Sofia Rice, Cena Nasiloski, Mark Schwartz brought diversity, creativity, and real-world experience into the classroom, creating an environment where members were engaged and invested. This effort helped establish what is now recognized as Safety Foundations training throughout our plant and the entire company.

I am proud to be part of a Local that represents a strong, diverse group of brothers and sisters—individuals with the knowledge, dedication, and determination to look out for one another. Their passion and commitment help ensure that every member goes home safe at the end of the work day. That is what union strength looks like with 1010 leading the way.

Andres Maldonado
Contract Coordinator
Treasurer

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Training Coordinator Updates

Adrian Cardona
1010 Trustee

Training with Pride

This past year, Central Training supported a high volume of MTM/MTE development across all departments throughout the mill. In Crane Training alone, 175 members were trained, while approximately 285 members completed Mobile Equipment training. In Weld Training we continued to show strong results, with over 22,000 hours of weld training completed in 2025. In addition, we successfully caught up on required 70E training, qualifying over 240 MTEs. These numbers continue to grow due to the hard work and dedication of our departmental Training Resources and appointed trainers.

Union leadership remains committed to ensuring members are trained to their full potential. Through the Joint Training Committee- a collaborative partnership between the union and the company-we continue working together to promote fair, consistent and effective training practices that support both safety and skill development.

In 2024/25 we kicked off TIER II prep classes to help members achieve

the required score to enter into the program. We are now beginning to see the success of that effort this year and I am very proud of everyone involved. Congratulations to all who have graduated or currently participating in the program. Ramsay testing for MTM/MTE positions remains available every Wednesday, ensuring consistent access to required testing for our members. I also assisted Coke Energy in implementing a monthly entry-level testing schedule. This collaboration will help reduce delays that were experienced during their previous bid, where time was lost due to low passing rates.

If you need study materials for any testing conducted here at IHE, please feel free to contact me.

Adrian Cardona
USW Local 1010
Training Coordinator
Acardona@USW1010.org
219-614-9557

MTM / MTE Test Scheduling

MTM & MTE testing will be conducted for East Chicago Cleveland Cliffs employees only (active or on layoff status) Must take MTM or MTE test prior to bidding on all craft postings

Wednesdays 9:00am or 3:00pm

Please call Amy at 399-4760 or email at amy.imbes@clevelandcliffs.com to schedule your testing date

Please provide the following information when scheduling:

Requested Test Day and time
Name (indicate full name)
Check Number
Test (test you are planning to take: MTM or MTE)
Phone number

- 1 Must be an East Chicago Cleveland Cliffs EMPLOYEE to test on this date.
- 2 Arrive at least 10 minutes prior to start of test time.
- 3 Provide Driver's License or photo I.D.
- 4 Test session is 2 hours.
- 5 Employees on layoff status are eligible to register for these sessions.

Winter 2026 Class Catalog

Local 1010 JobLink - bjjoblink.org
Local 1010 Riverdale
Local 1011 Leon Lynch - llearningcenter.org



• Learning is a form of self-respect, when you study, you are telling yourself you're worth the effort of growth • Rest feeds the body, but knowledge feeds the soul • Your mind is the treasure that you can never lose, invest in it like it's gold • Education raises and empowers you • Treat study time like overtime—it pays back • When you invest in yourself, everything else gets stronger • Your future deserves the same effort you give your work • When you learn, you lift yourself higher • Make yourself the priority • The first investment must be you • Don't just work for the future—shape it • Learning is a form of self-respect, when you study, you are telling yourself you're worth the effort of growth • Rest feeds the body, but knowledge feeds the soul • Your mind is the treasure that you can never lose, invest in it like it's gold • Treat study time like overtime—it pays back • Prioritize investments in learning and personal growth before other expenses and distractions • Your future deserves the same effort you give your work • When you learn, you lift yourself higher • Make yourself the priority

Pay Yourself First!



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The Chairman's Corner

Preparing for Contract Negotiations

By Charles Switzer



As many of you know, our current labor agreement expires on August 31, 2026. While that date may feel a long way off, the reality is that contract negotiations will begin much sooner, starting early this summer.

For many of our newer members, this will be your first experience with union contract negotiations. It is important to understand what this process can look like with honest information and solid preparation.

First and foremost, let me be clear: we are always hopeful for good, productive negotiations. Our first round of negotiations with Cleveland-Cliffs went extremely well, and that remains our goal this time around too. However, anyone who has been through negotiations before knows that they don't always go smoothly, and sometimes discussions can become difficult. That's why you'll often hear the old saying:

“Hope for the best but prepare for the worst.”

Preparation does not mean we expect the worst. It simply means we're being responsible.

I hired in back in 2008, and I've lived through some very tense contract negotiations, particularly in 2012 and 2015 under ArcelorMittal. At the time, I was a young man with a family, a house payment, car payments, credit cards, a wife and two kids. Those negotiations were stressful. We were rallying outside the Main Office building, holding rallies in Chicago, and at one point even working without a contract for about a month under an extension.

Thankfully, everything worked out. We secured a contract, and we did not have to go on strike. That experience stuck with me. It taught me just how important it is to be financially prepared in case negotiations don't go as planned. This is not meant to scare anyone, just to be honest about the reality.

That's why now, early in the year, is the best time to start preparing. Even putting away a small amount from each paycheck can add up over time and create a cushion if it's ever needed. I strongly believe that every member should have an emergency fund, not just for contract negotiations, but for life in general. Injuries, illnesses, unexpected layoffs. Having savings, brings peace of mind, for you and your family. Since those early negotiations, I've made it a rule to always keep an emergency fund, and I can tell you firsthand how much security that brings.

Times have changed since our last contract talks. Coming out of COVID, the economy was strong and steel prices were high. Today, the landscape looks different. The honeymoon is over. Cleveland-Cliffs has shut down facilities, including three closures in 2025, and many of our brothers and sisters at Riverdale were directly affected. That hit close to home for all of us.

A strong union isn't just about the bargaining table, it's about members standing together, prepared for both good times and tough ones. When our members are financially prepared, informed, and united, it makes us stronger as a workforce and as a union.

We will always fight for a fair contract. We will always bargain in good faith. And we will always stand together. Local 1010 needs its members to be prepared going into negotiations.

Now is the time to prepare.

Your Chairman,

Charles Switzer

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Chairman of the B.U.W.C.

By Cesar Villarruel
Outer Gaurd

This has been a challenging month, regarding contracting out. The Company continues to eliminate overtime through improper methods that do not comply with our BLA. We currently have an expedited arbitration addressing how the Company is applying its justifications for contractor usage while using “surge” as an exception.

Another major issue is that the Company is creating its own “surge” and “emergency” situations by limiting bargaining unit employees from working available overtime. When the workforce is held back and then an exception is claimed, that is not following Article 2. The language is clear, when outside entities are used, overtime must first be offered to qualified bargaining unit employees.

The exceptions in the BLA are narrow and specific (such as New Construction Work, Surge Maintenance Work, Production Work performed outside the plant, and Warranty Work, see pages 16–18 of the BLA). These are not open-ended authorities to bypass our members.

Stay strong and remain alert. Our members are the eyes in the plant. If you see contractors performing bargaining unit work, notify your Union representatives immediately. We have been down this road before, and history shows these violations often get settled after the fact. Our goal is to stop them before they happen. I am always available feel free to call me. Solidarity and awareness are key.

Cesar Villarruel
B.U.W.C. Chairman
219-779-5032

LOCAL 1010 STEELWORKER

Executive Board

James Thomas, President

Dave Roque, Vice President
Jayson Culp, Recording Secretary
Terra Samuel, Financial Secretary
Andres Maldonado, Treasurer
Rhonda Hawkins, Guide
Anita Freels, Inner Gaurd
Cesar Villarruel, Outer Gaurd
Mike Mcgee, Trustee
Adrian Cardona, Trustee
German Vagner, Trustee

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Charles Switzer, Chariman
Adam Govert, Vice Chairman

Grievors

Jordan Carr
Scott Cochran
Andy Zart
Brett Nagdeman
Samuel Shaddrick
Shundel Lacy
Arthur Holmes
Mario Vasquez
Anita Freels
William Rivera
Bobby Hayes



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Vice Chairman's Update

By Adam Govert

Hello everyone my name is Adam Govert. I am the Vice Chairman of Grievance for Local 1010. I have a few bullet points I'd like to cover from a grievance standpoint.

Cameras in the mill: They are almost everywhere except for the locker rooms and you need to be aware of this. If you have an accident, altercation, etc, the company will check them immediately. When an investigation is had the company will ask you questions that they already know the answers to, so its best to be honest.

Attendance: If you have FMLA it is up to you to make sure its current and report off with Alight as soon as possible after reporting off with your department.

Fighting: If you get into heated argument with another employee that leads to threats or putting hands on each other you will normally both be sent to the clinic for drug tests and terminated till an investigation is held. We are all here to make money so its best to just walk away and cool down.

**In Solidarity,
Adam Govert
Vice Chairman Grievance**

3 Cold Strip Updates

By Shundel Lacy



Greetings from East Finishing #3 Cold Strip. I'm Shundel Lacey Griever of the Cold Strip and today I would like to touch base with everyone about attendance and will call. Attendance issues are usually high around holidays and vacation months so understanding the basics is key to not violating the policy. If you are absent from more than 6% of your scheduled shifts in a 90-day period, you will violate the policy. This percentage goes down if you continue to violate the policy. Also, you can only report off 11 days in a 365-day period. So, it is possible to never violate the 90-day policy and still violate the 365-day policy. Will call (extended illness) is also a part of the attendance policy but it allows you to miss multiple days for a sickness reason and it will only count as one call off. If you report off "will call" you must miss a minimum of 3 scheduled days, not scheduled shifts. If you have good attendance, you can use 3 will calls a year and 2 in a six-month period. If you miss more than 5 days on will call the Company may have you clear the clinic to return to work. Be sure to report back on after your will call is over.

Remember these basics and keep yourself out of trouble. For more information on the policy, please reach out to the reps in your areas.

**Shundel Lacy
Area 28 Griever**

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Safety Talk

Thank You

In every task, in every job, and in every department, one topic should stand above all. It is the most important responsibility we share as a team. Safety!

Safety isn't achieved through standards, and paperwork alone. It's lived through awareness, accountability, and team work on a daily basis.

Local 1010 would like to extend our appreciation to the dedicated members who work every single day to teach, promote, and uphold safety standards across the plant. Your motivation to lead by example helps all of us ensure that safety is not just a rule to follow, but a habit that we form.

As we move forward, let's promise that safety will always come first. No task, no paycheck, or job is ever more important than the well-being of every brother and sister.

Together, we can continue to set the bar. We can, and should always choose to work safely.

Jaime Sustata, Sofia Rice, Fred Williams, Juan Alvarez, and Shana Walker. You're making a difference in the best way possible. Your passion for teaching safety makes the membership stronger, and ensures that everyone returns home safely at the end of the day. Keep up the great work.

Personal Fall Protection

A few rules to live by:

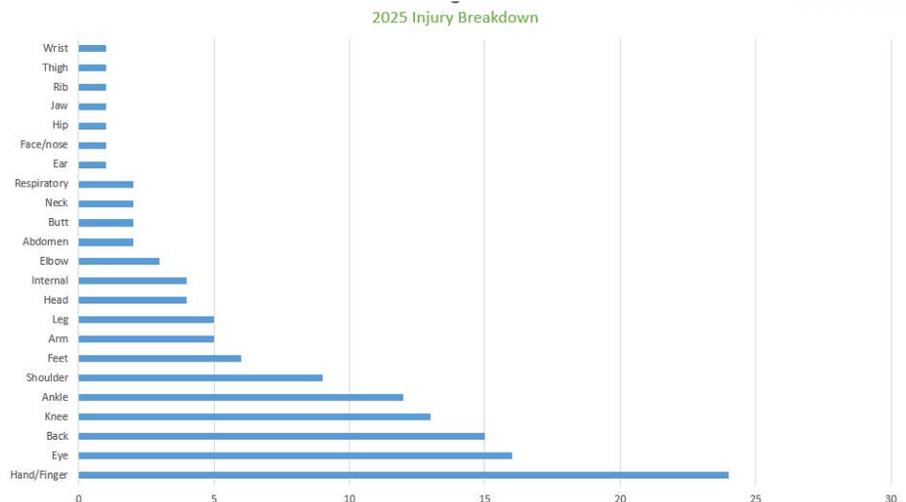
- ✓ Never harness up halfway. It's either on, or it's off.
- ✓ If it wasn't manufactured that way, then question it. Get it to your competent person.
- ✓ Be the voice of reason and remind others to take the time to inspect.

We understand there's pressure to get on a job. Sometimes it's an emergency, but don't let any pressure get in your way. Please, take the time to ensure you are working safe.

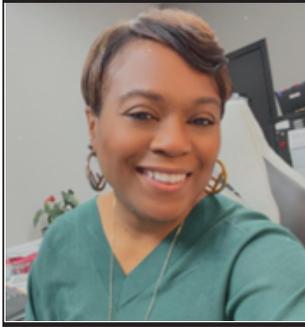
In short, inspecting your fall protection isn't a formality, it's a lifestyle practice. Regular inspections of your fall protection equipment could prevent an accident and ultimately save your life.

Local 1010 Safety Advocates

Ed Chambers	219-313-5300
Bruce Johnson	219-334-3100
Chris Ponziano	708-790-0036
Brian Hernandez	219-316-4102
Alex Maldonado	219-276-7323
Theotis Nunn	219-810-7322
Andrew Klawiter	219-313-6682
Marc Lenaburg	219-616-2376
Javier Torres	219-805-2921
Scott Grenchik	219-323-9523
Frank Settles	219-973-6200
Scott Cochran	219-241-0841
Brett Hooley	219-308-0870
Freddie Turner	219-900-3400
Ken Mills	219-678-9509
Zach Simmons	219-331-3297
Jake Fortenberry	219-331-8638
Andrew Nashkoff	219-320-0773
Matthew Rosilik	219-229-7513
Jack Darnell	219-246-0790
Edward Krzyston	219-484-3139
Aaron Govert	219-689-0776



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



Financial Secretary

Terra Samuel

"Honoring our Past, Celebrating Our Future: Welcoming Roxanne Brown"

As we CELEBRATE BLACK HISTORY MONTH, we reflect on the themes of Unity, Strength, Courage and Faith. Our ancestors made tremendous strides towards a better tomorrow, and we must continue the fight for equality and justice. Let us always remember the ones who came before us honor the sweat, blood and tears shed, bringing us closer to obtaining the "Dream" that Martin Luther King Jr. envisioned for each and every one of us.

This is an exciting time as we prepare to make History on March 1, 2026, when Roxanne Brown will become our USW International President. She will be the first woman and first black individual to lead our union. It feels us with pride to have a sibling who has learned from exceptional leadership and possesses the knowledge and experience to perform the task at hand with integrity and dignity. Roxanne not only talks about doing "EPIC SHIT", she has done the tasks and performed EPIC SHIT! She is the perfect fit for the job.

Congratulation to our sibling Roxanne Brown!

Additionally, we are in need of new gear here at USW Local 1010, to include: hats, t-shirts, hoodies, crew neck, polo shirts, and scarves. Please send your ideas for via email to: tsamuel@usw1010.org.

Lastly, be sure to update your address and contact information. Many of us have been with the company and for some time, so it is essential to be prepared for emergencies and ensure that our beneficiaries' information on insurance policies and 401(k)s is accurate.

Stay warm and blessed.

In Solidarity,

Terra Samuel, Financial Secretary

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

Members Assistance Committee

Johnny Vasquez Ricky Lopez

Dedicated to helping members with:

- Substance use and alcohol disorders
- Mental health challenges
- Provides confident, peer-to-peer support from members who understand and care

Connects members with:

- In-network treatment providers
- Counseling services
- Recovery and mental health resources

Focused on helping members achieve:

- Sobriety
- Emotional well-being
- A meaningful and balanced life

Recognizes that strong mental health is essential to:

- Personal recovery
- Workplace safety

Committed to fostering a:

Safe

Sober

Mentally healthy environment for all members

All communications are handled with care and kept strictly confidential



(MAC) USW Local 1010



USW Local 1010
Active & Retired Employees
Hearing Health Benefits
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Hammond, IN 46385

Call today to schedule your
FREE Hearing Evaluation

Kristina Jackson
H.A.S., L.D.O.
1-877-375-2508

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ESSAY COMPETITIVE SCHOLARSHIP AWARD

FOUR \$1000 SCHOLARSHIPS

United Steelworkers Local 1010 will award four \$1000 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:

"Honoring our Past, Building our Future: Lessons Learned from America's Labor Movement"



Scholarship Committee
7047 Grand Ave.
Hammond, IN 46312
219-937-7784

HOW TO APPLY

Secure an official application form along with procedure and instructions beginning Feb. 23rd through March 6, 2026 at Local 1010 Union Hall.

Must be a high school graduate, class of 2025-2026

Son, daughter, legal ward of a member, retired member, or deceased member of US Local 1010

Application form must be completed and certified by an official of Local 1010 by 4pm on April 3, 2026

No ACT scores required for eligibility

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

80" Griever Report

By Brett Nagdeman



Dear Brothers and Sisters,

Hope everyone had a safe and enjoyable time with your families during the holidays. The weather has been rough as of late, so please make sure you have the correct weather appropriate PPE for your job. If you are unable to obtain some from your supervisor, please contact your safety advocates or union reps to help.

One of the major issues that continues to plague the mill is: COMMUNICATION. Communication can be good or it can be very bad depending on what information is given, how it is received, and how it is discussed.

How can communication be bad? People hear talk from someone saying they heard something from someone. When we ask, well who did you hear it from, sometimes the common answer is, "well I don't remember" or that, "well that's not important". The important thing to remember is never listen to rumors. People hear a small detail or part of a story and then it turns into the national inquirer and spreads fast around work. Always make sure that if someone is trying to tell you something that you check with one of your reps about certain topics:

Some topics might include, but are not limited to, are:

Attendance - If you have questions about FMLA, how to call off, will calls, etc.

Discipline – Never go into a manager or supervisor's office if you suspect it can lead to disciplinary action. You might hear someone tell you that you will be okay, but it is your right (Weingarten Rights) to have union representation and if management refuses you that right, you must let one of your reps know immediately!

Pay – Questions about overtime, incentive (how it works) or pay rules if you work under an AWS.

Again, I am not trying to say that certain individuals do not know what they are talking about, but for important matters, it is better to check and verify with one of your union reps or officials at the 1010 Memorial Hall.

How can communication be good at the mill? For starters, when we are on the job, whether you operate in a pulpit, crane, work on the floor, or operate mobile equipment, it is extremely important to have good communication! Incidents and accidents can be avoided this way! If you ever see anyone doing something unsafe which could lead to an incident or injury, please let that person know right away! The only way we get to continue coming to and from work in the same manner in which we arrived is to work together and use 3-way communication. For example, if someone calls you on the radio, respond to them and acknowledge what they are asking and then make sure they understand when you reply. Too often people can get walked on over on the radios out here, so make sure that your messages get through correctly and clear to your intended target.

Lately, it is a common occurrence that when things are communicated to supervisors, it is not reported to the managers and things do not get fixed. It is very frustrating when this happens and it is common for people to give up and stop reporting things. I don't know about anyone else, but when a supervisor or manager ignores you, that is disrespectful. There is nothing worse when you are trying to help out your co-workers and the mill in general and you get ignored. If this is happening, do not give up! Keep reporting it and contact one of your safety advocates or union reps and we will take up the fight for you!

It is a contract year, and while many supervisors or managers may be hurting and care less because the company gave up on them and did not issue them bonuses or raises. We still need to continue to fight for the things we need to keep the mill running. We need to continue to fight for a healthy and safe work place.

Keep up the fight moving forward! Keep the place running just like all those great brother and sister retirees who have come before us. Those who sacrificed their lives and helped build and maintain the place we call our second home!

God bless you, be healthy and be safe!

Brett Nagdeman

Griever, Area 25

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USW Local 1010 Insurance

Happy New Year!

Here in the insurance office, we handle many questions, some of the questions we would like to address are:

Steve Govert
Sgovert@usw1010.org
219-937-7784 Ext.117

German Vagner
Gvagner@usw1010.org
219-937-7784 Ext. 112

- 1) Vision provider has changed from Davis vision to VSP vision beginning 1/1/26. Flyers were mailed out. The process is very simple. If you need a copy of the flyer, you can contact German or Steve at the hall by phone 219-937-7784 (x113 German or gvagner@usw1010.org) (x117 Steve or sgovert@usw1010.org).
- 2) COB letters from Highmark. These letters come out annually from Highmark. It's asking if your spouse or dependents have other insurance if they do not, answer it NO OTHER INSURANCE. If someone does, then you'll need to provide that insurance information to Highmark. Failure to do so will cause an interruption in your dependents coverage. However, this is easily fixed and can in most cases be corrected by a phone call to German or myself.
- 3) Many believe additional insurance pays more. It doesn't typically work like this; our PPO medical plan pays 90/10 after the deductible is met. So, if your spouse has an 80/20 plan, our plan will only pick up the additional 10%.
- 4) We have 2 pensions. Defined Benefits (DB or Inland pension) for all members who were hired into Inland Steel until 11/13/2005. Members hired in from 11/14/2005 are covered under the Steelworkers Pension Trust (SPT). There are confusions between the 2 pensions most common is Rule of 85. Rule of 85 is ONLY applicable to the SPT members; it does NOT apply to the DB pension.

Again, if you have questions, please contact German or myself.

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