

LOCAL 1010 STEELWORKER



3rd Qtr. 2016

Hammond, Indiana

Volume 27; No.1

Solidarity Works!





Don Jones

John Gelon

Gail Richardson

Nick Valle

Daniel Walters

Safety Committee Report

We have seen a slight increase in our safety performance this year compared to last year. With the ratification of our new contract, some of the distractions should be past us.

It appears the Company is more concerned about the OSHA rates than the working conditions on the shop floor that we face each and every day. We have various safety systems and activities in place like OHSAS 18001, Fatality Prevention Standards, Department & Area Safety Focus Plans, Area Hazard Spotting, and Winter/Summer Safety Activities just to name a few proactive safety initiatives.

What we should be seeing in the plant

a place that is free from recognized hazards, housekeeping standards second to none, up to date training programs for all labor grades.

We have been working with our Department Union Representatives to have them file grievances if the Company is not providing a safe work place or just dragging their feet on shop floor hazards.

The Company will always be the Company because it is easier to blame the worker than find the failures in the safety system. We all need to ensure that we do our part by informing the Company of any safety issues or concerns.

Energy Control / Lockout incidents or issues remain in several departments. We must learn from our past failures caused by improper Energy Control and remember the horrible tragedies of our past to ensure these types of incidents cease.

In the last two rounds of Hazard Recognition training and in several rounds of Compliance training over the years, we have stressed the importance of ensuring proper energy control / Lockout and verification. We have also reviewed the requirements and have trained people concerning requirements.

Continued on page 3

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

Continued from page 2

It all starts with proper procedures for isolating the equipment, labeling and training. The company is required to have updated annual inspected Energy Control / Lockout procedures. These procedures must be available at all times. Our Hazardous Energy program states that these procedures should be documented on the Lock Placement and Verification permit and be inspected annually. The person performing the inspection must be knowledgeable of the equipment, processes, hazards, and the job task associated with the work to be performed. The date of the inspection is the day of the **visual observation and evaluation of the lockout procedure being performed**. This means that a properly inspected procedure requires that the knowledgeable inspector is present to observe the entire process being performed.

These procedures must be readily available at all times upon employee request. If the procedures are not available, the Energy Control Procedure or Lockout procedure must be inspected prior to use.

It is very important that we start requesting these procedures and using them. If they are not available, work should not proceed until the process mentioned previously is performed.

Having an ECP or lockout procedure in place is just the first step in ensuring that we are following the process. Ensuring that your ECP or Lockout procedure is being used is the next logical and more difficult step to achieve to make sure that Fatalities as well as injuries are avoided.

All procedures should be implemented by employers, and employees should be thoroughly trained prior to starting work.

A new round of Compliance Refresher training started on March 3, 2016. Training is composed of the following subjects:

- Confined Space entrant, attendant, and person in charge of entry
- Lock Out / Tag Out
- Fall Protection User Training

- Plant Rail / Vehicles and Driving

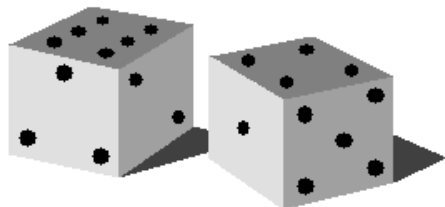
This eight hour training is mandatory for everyone (Union and management) that is or may be a:

- Confined space entrant, attendant or a person in charge of entry
- Creating or inspecting an Energy Control / Lockout Procedures or is
- Authorized to perform Energy Control / Lockouts
- Working at heights of 4' or more

In closing, we all must be diligent in our efforts to ensure we recognize any "Change in Conditions" to eliminate or control the hazards they may create. Our Health & Safety and possibly our lives may depend on it.

Remember: **We Make the Job Safe, or We Don't Do It!!!**

When you gamble on Safety



Your betting your life!

Health, Safety & Environment Committee

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Reading a Foot Print

Mike Bouvat
Griever Area 5



As most of you know and have heard by now 2 Steel Producing has been identified to be taken out and shut down. We have been CULLED out of the herd. Why would 2 Steel Producing be shut down? Poor quality, NO, poor yield, NO, poor reliability, NO. Actually our shop is running at a highly efficient rate.

The reason we are shutting down is because of the implementation of the FOOT PRINT!! Reading the FOOT PRINT, it says by shutting down 2 Steel Producing it is an effort to STREAMLINE, Arcelor Mittal USA facilities. The dictionary says: STREAMLINE, to make an organization or system more efficient and effective by employing faster or simpler working methods. Get ready this is it, Profits are going to explode, because 2 SP is going to shut down. I don't know how many years and how many management people (the really Smart ones) it took to figure that out, WOW. Hope Wall Street doesn't steal too many of those guys. I know we are really lucky to have them. Lots of brain storming there.

I could be wrong here just sayin, but we eliminate 300 jobs from the equation, make no mistake there will be 300 less jobs in Steel Producing. We aren't actually growing the business. We will be reducing our capacity to produce STEEL. But reading the Foot

Print here, this move is designed to improve efficiency, sustainability (for who), and hold on, Yep profitability. This management is really clever. The company is leading workers of 2SP straight to an abattoir.

What is a Foot Print? The dictionary says: The amount of land, energy, water, that a person or organization uses in order to exist or operate. So our Foot Print is becoming smaller. Outstanding. Okay, let's look at the overall Foot Print, 5 and 6 Blast Furnace shut down, plant 4 shut down, the 84 inch on the west side shut down. Not to mention the other plant closing through the years. We are reducing; dwindling, declining, pretty soon it is going to be a STUB print. Have these actions made us more competitive, more efficient, more profitable? No I don't think so.

Remember when running a business and your stumped! Can't run efficiently, can't be reliable, slim profits, what can we do? Call in your management (the really smart ones) Guru's. So the leader of the (really smart ones), tells the group, people were struggling here. Come on if we can't figure out how to operate these facilities what can we do? You in the back, YES, YES, there you go we shut down a facility. How did they really choose to shut down 2SP? I think they had 3 bosses, one from 4SP, one from 3SP and one from

2SP. They put two chairs in the middle of the room, started some music (don't know what song it was but I am open to suggestions) and said when the music stops get a chair. Guess who didn't get a chair, that's right 2SP. Next, how will they sell it, I don't know what if we call it a FOOT PRINT. Leader of (the really smart ones) I think I have a phone call coming in. It might be Wall Street; No it's the pizza guy. We as workers feel like we have been pilloried by the company! They say shutting down 2SP is a business decision, is it right is it wrong. I think along with my Brothers and Sisters that they are dead wrong. Big mistake.

Union working men and women of every generation have had to fight. Our Union has fought, confronted, withstood and won many conflicts with the company. We will continue to fight for workers' rights. This Union will do everything possible to make sure we have a viable job. What management is doing is nothing new, they have made bad decisions before and they will probably make them again. Hopefully the damage from bad management decisions won't be too great.

They can call it a FOOT PRINT, downsizing, streamlining, in the 80's they called it ATQ. We will always be challenged and we will always find a way to overcome. Yes, thank God

Continued on page 5

**Attend Your
Twenty-Five
Year Picnic
Lake County
Fair Grounds
August 27, 2016
10:00 am - 4:00 pm**

Continued from page 4

we have a UNION. Our UNION was able to insure that no worker will be laid off. All workers at 2 SP are going to remain employed. All will have a right to transfer to bids that will be made available. We have had one meeting at the Union Hall to explain the process. As we move closer to when the department is going to shut down we will be meeting again.

We have agreed to a new contract! Needless to say not everyone was satisfied with the outcome. It was one of the toughest negotiations we have faced. I hope everyone realizes what lies ahead. Make no mistake; going into our next negotiations, we are going to be stronger, louder, and more united. The table has been set, for September 2018, we don't know what sacrifices we may be called upon to make. I have no doubt if we do it together, we will overcome. We are UNION. United we Stand Divided we Fall.

Yours in Solidarity
Mike Bouvat

POINTS TO PONDER

RETIREES AND SURVIVING SPOUSES

We have a problem occurring. Many of our retirees are having to pay back thousands of dollars, because State Street Bank is not taking health insurance premiums for you and your spouse or just one of you out of your pension check. Look at every pension check. Your premiums should show if both of you are on Medicare \$100.00. If both of you are not on Medicare \$200.00. If one of you are on Medicare and the other isn't on Medicare \$150.00. If your pension check shows an increase, there is a good chance they are not taking premiums out of your check.

Surviving spouses whose spouse retired before January 1, 2000 and passed away and you are on Medicare. This is how VEBA works:

7-1-2015 to 6-30-2016

7-1-2016 to 6-30-2017

7-1-2017 to 6-30-2018

An \$1,000.00 check in December of each year.

If surviving spouse goes on Medicare between these dates, you'll receive some money for that December. I will be able to tell you how much. A blue envelope will be sent to your known address in June of each year of contract. You must fill out top half of a blue form from ARCELOR-MITTAL USA VEBA. The first time only you must send a ZEROX copy of your Medicare Card with the blue sheet in the envelope you received with your package. If you change your address call 1-877-474-8322, press 1 and wait until you can talk to someone. Tell them you are an Inland Steel surviving spouse and they will speak with you.

If you read this article and didn't get a form, call Ernie at 937-7784 extension 117 or Otis at extension 112 or myself.

Surviving spouses if you remarry you lose your Health Care. If you meet someone and fall in love, live with them but do not marry them. I have a lot of surviving spouses calling me and ask what happened to their Health Insurance. I tell all surviving spouses this when I help them with death benefit papers on their spouse.

Here are a few tips for future retirees:

1. Do not retire on February 1st just to pick up the \$1,000.00 vacation bonus, because you are backing-up a good pension check retire on January 1st.
2. If you are going to be 65 years old, you can retire first of that month and keep the \$400.00 kicker for 12 months unless your birthday is the 1st of the month.
3. Your negotiating team got you a 10 year certain clause in the contract which is a big thing. It was a five year certain clause. If the retiree passes, the spouse gets the full pension check except no \$400.00 kicker the remainder of the 10 years left.

Anyone who thinks they might have a problem with alcohol or drugs call me. May 8th was my 42nd anniversary without alcohol I couldn't go 42 minutes without a drink. The Lord, Alcoholics Anonymous and the Union have kept me dry. I know what living in hell is like. The call might save your life, your job, or your marriage.

You can call me about anything that I have written about in this article. I return all calls.

Home: 219-924-2294

Cell: 219-742-3269

Don Lutes

Retiree

MEMBERS ASSISTANCE COMMITTEE (M.A.C.)

The members' assistance committee (M.A.C.) was established several decades ago for the sole purpose of providing the avenues of help for any member of our union who may be going through a pre-crisis or crisis situation.

This committee can provide the direction needed to help address these difficult situations. Some examples of these kind of situations may be problems arising from drug or alcohol abuse, family or work issues, behavioral concerns and other effects that are harming an employee or their employment.

So, therefore if a situation appears do not hesitate to call the union hall to talk with a committee person. We are here to help and are available every

Thursday during union business hours, which are 7:00 a.m. to 4:00 p.m. Should anyone need assistance immediately they should call the phone numbers below.

In solidarity,
Frank Gonzalez Jr. (219) 766-2748
Larry Lowe (219) 793-4709

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

Frank Gonzalez Jr. (219) 688-5722

Lawrence Lowe (219) 793-4709

Legal Problems? Need a Lawyer?

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

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

Provided by the Law Offices of

Joe Banasiak

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

Michael Bosch

3235 45th Street Highland, IN 46322 or Call 219 972-2000

Alexis Dedelow

3235 45th Street Highland, IN 46322 or Call 219-972-3030

*Times are approximate





Darrell E. Reed
Vice – Chairman
Grievance
Procedure

Contract Escalates Retirements

“If you can’t be a highway, be a Trail,
If you can’t be the sun, be a star.
It isn’t by size that you win or you fail.
Be the Best at whatever you are”

“Dr. Martin Luther King Jr.”

AT Press time we have a new contract the Ratification Total Tally vote was 5059 Yes to 1878 No.

Count at 1010 it was 953 Yes 429 No.

Subsequent to this process there has been an influx of retirements. Having said that, I recently had a conversation with one of those soon to be gone Fishing type people, this is what he had to say; **AND THEN IT IS WINTER.....**

You knowTime has a way of moving quickly and catching you unaware of the passing years.

It seems just yesterday that I was young, just married and embarking on my new life with my new bride. And yet in a way, it seems like eons ago, and I wonder where all the years went? I know I lived them all ...

And I have glimpses of how it was back then and of all my hopes and Dreams...But, here it is the winter of my life and it catches me by surprise .Where did the years go and where did my youth go?

I remember well, seeing older people through the years and thinking that those older people were years away from me and that winter was so far off that I could not fathom it or imagine

fully what it would be like... But, here it is my friends are retired and getting grey or bald they move slower and I see an older person now. Some are in better and some worse shape than me ... but I see the great change..

Not like the ones that I remember who were young and vibrant ... but, like, me their age is beginning to show and we are now those older folks that we used to see and never thought we’d be. Each day now I find that just getting a shower is a real target for the day! And taking a nap is not a treat any more ...It’s mandatory! Because if I don’t on my own free will, I fall asleep where I sit! Sound Familiar?

And so, now all the aches and pains and loss of strength and ability to go and do things that I wish I had but never did! But, at least I know that though the winter has come, and I’m not sure how long it will last ... that when it’s over ...Its over!

Yes I have regrets there are things I wish I hadn’t done... Things I should have done, but indeed, there are many

things I’m happy to have done. It’s all in a life time ... So, if you’re not in your winter yet ...let me remind you, that it will be here faster than you think. Whatever you would like to accomplish in this lifetime do it now! Expedite that bucket list!

You have no promise that you will see all the seasons of your Life ...Live for today and say all the things that you want to your loved ones ...and hope that they appreciate and love you for all the things that you have done for them over the years past!!

“Life is a Gift”

The way you live your life is a gift to those who come after, the contents of that Gift constitute your lifetime, How Will You Be Remembered?

The 25 years picnic is August 27th at the same Crown Point Fair Grounds see you there!

2018 negotiation is only one and half years away!

“All lives Matter”

New Contract Escalates Retirements

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

ESSAY COMPETITIVE SCHOLARSHIP AWARD

United Steelworkers Local 1010 awarded four \$1000.00 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:

Eileen Anguiano



“Unions and Socialism“

The Local 1010 Scholarship Committee was honored to present this years winners at the July 7th, 2016 Union Meeting.

Paul Centanni



ESSAY COMPETITIVE SCHOLARSHIP AWARD

United Steelworkers Local 1010 awarded four \$1000.00 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:

Bryce Freels



“Unions and Socialism“

The Local 1010 Scholarship Committee was honored
to present this years winners at the July 7th, 2016 Union Meeting.

Michael Wagner



TRIBUTE TO PAUL LITTON

AND ALL STEELWORKERS WHO'VE PASSED AWAY



Galvanize Personnel present at Funeral of Arthur 'Killer Joe' Lardydell

Back Row :Left to Right Robert Simmons (deceased), Bill Coes, Paul Litton (deceased), Jeff Smith, Carter Comer, Al Purham
 Front Row: Left to Right Glenn Smith, Robert Marshal, Lil Joe Gutierrez, Kathy Stone, Gilbert McDaniel, Willie Lot, Willis Fort
 Photo McKinley Nutall

Dying, indeed, is a part of living. We scan the obituaries for known names and when one appears, our thoughts delve into the past and memories, good and bad, take hold. Many souls have passed through Inland Steel's gates. Strangers became friends. Alliances formed. Sides taken. Hair turned gray with time; old age crept in slowly yet deliberately. And then, one surprising day, younger, gentle people offered a helping hand to open a door, to tie a shoe, to show a kindness, and realization set in that we're no longer young. This article is for all of us who walked through Inland's gates and worked our entire lives making steel, friends and relationships until that day our names, inevitably, are documented on that page of obituaries. Everyone has a story and this is Paul's.

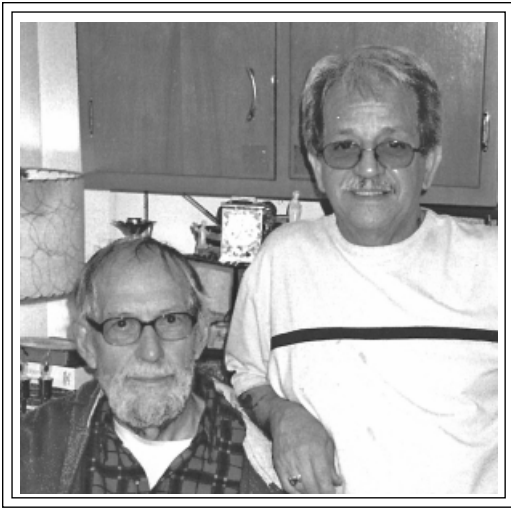
Paul Litton was from Kentucky and he was a God fearin' union man.

Paul's father was a coal miner and he died from Black Lung. His badge of honor rested in being yellow carded from Kentucky coalmines for union organizing. That badge forced him to leave home and family and work the coalmines in West Virginia. And he fought for the union there, too. Paul was born with union in his blood. And he was my friend and brother. And he loved my kids, and my kids loved him.

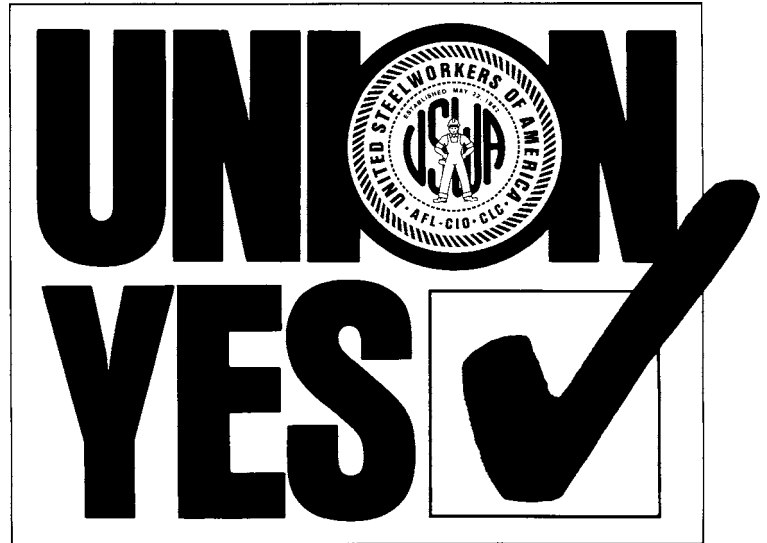
Paul worked in a number of departments at Inland before settling in at Plant #1 Galvanizing Department – the Best department with the Best people in Inland Steel.

Noteworthy to mention that all workers say the very same thing about the department they work in and the people they work with - and they mean it.

Paul worked most every job on the Finishing End until bidding on the galvanize lines where he worked until he retired. Back in the 60's, you show up to work as a line applicant and stand in a group by the foreman's office. The foreman arrived and picked and chose who worked where. The company didn't cater to seniority, and didn't abide until forced. That's the way it was back then. And that's when Paul got involved. He ran for Assistant Griever and got elected and reelected for four more terms, and then he ran for Griever and won that position, too. Paul was my assistant for four of those terms and



Paul Litton & Lil Joe Gutierrez



we worked as a team. And back then; we had to fight for everything we got. And we were good. And that's the way it was.

Paul loved our union, and didn't tolerate those who didn't. He often talked about how his father couldn't get a job as a coalminer in Kentucky and the struggles his mother endured raising him and his brother, Neil. And he talked about how proud he was of his brother getting elected and reelected Mayor of Drakesboro, Kentucky. He talked about how the Peabody Coal Company with their strip mines destroyed and continue to destroy the environment in Kentucky. Those rivers, streams and fishing holes they swan and fished in growing up in and around Drakesboro are gone, forever gone. They're some around, he said, but they're fenced off and few and far between. When I visited Paul, I saw those barbed wire fences and no trespassing signs that locked out people and drove off deer. I saw and heard those Peabody coal-filled semi's scream down Drakesboro streets leaving coal dust in their wake. Dynamite explosions scheduled throughout the day became as common

and insignificant for those living there as it is for those living next to railroad tracks or expressways where loudness reigns supreme.

Paul retired in 1993 and moved back to Drakesboro in 2007. He lived with his brother, Neil. When Paul landed in the hospital this last time, Neil called. I talked to Paul that Monday morning. Told him I was coming down. That was the last time I heard his voice. My son, Carl and I took off for Drakesboro Tuesday morning. When we got there that evening, Paul was in a coma. We

returned the next day. Paul was still in a coma. We left Drakesboro Wednesday afternoon. He died Friday morning.

Paul was my friend. And he'll be missed. My grandpa used to say that dyin' is just part of livin' and we're all gonna be there someday; so live each day the best you can and be good to everybody and treat everyone the same, and no matter what color they are or where they came from 'cuz we're all children of God. I believe that. And so did Paul. And he'll be missed.

Joe E. 'Lil' Joe' Gutierrez



Medicare for All

Terry Steagall

USW Local 1010

The solution for healthcare is Medicare for All, if you want to solve the problem.

Medicare for All covers the elderly, pre-Medicare retirees in the gap without coverage, Veterans not receiving their benefits, the homeless, the unemployed, the working poor, children, students in college, small employers and large employers with a cost-effective, fair fee schedule for doctors and hospitals.

It's time we wake up, America, on Medicare for All. It benefits everyone, and corporate America needs to get on

board. We need to be willing to fight the lobbyists working for the Insurance Industry that are using their unfair influence to control Congress and keep a dysfunctional healthcare system to deny people healthcare to boost the profits for the insurance industry. We have Americans ordering prescriptions on the internet from Canada for greatly reduced prices for the same prescription medicine. Congress we have a problem!

We need a broad-based coalition to support Medicare for All and bring the facts to the public of the cost benefit of Medicare for All in a realistic factual presentation. Our healthcare costs are

as much as three times those of other industrial nations and we need to look at the total cost of healthcare in America. And we should factor in the cost of healthcare for millions of Americans without healthcare. The bottom line is when someone ends up in the hospital emergency room without health insurance, someone is going to pay. The unfair burden of medical care should not be added to the bills of consumers with health insurance and it should not force people into medical bankruptcies.

It's time we had a healthcare system for all Americans. Solve the problem with Medicare for All.

* Published: April 15, 2016 at <http://www.usw.org/blog/2016/medicare-for-all>

Scrap the Cap on Social Security

Terry Steagall

USW Local 1010

The Fear Mongers of the Republican Congressional delegation are continuously making claims that we need to make cuts to Social Security and Medicare to keep them solvent. The Fear Mongers are constantly putting undue stress on Social Security recipients who paid into the system for years and are now living on a fixed income, with some solely dependent on Social Security income to live.

Some older workers are putting off retirement because of the Fear Monger rhetoric about cutting Social Security and Medicare. We cannot allow the Fear Monger Republicans to bully the older generation of America or to force them

to live in fear. It's time for the American people to stand up and fight back for a Social Security and Medicare system that is fair to its recipients.

The solution to Social Security funding is simple: scrap the cap on Social Security income tax limits. The current Social Security income tax limit is \$118,500, which means most Americans pay the tax on every dollar they earn because they earn less than \$118,500. By contrast, CEOs stop paying Social Security taxes within the month of January each year because they pay Social Security taxes on only the first \$118,500 they earn and don't hand over one cent of Social Security tax on anything they get after that, no matter how many millions it is.

We need to scrap the \$118,500 cap. If

we did, the extra income from taxing rich people at the same rate that working people are taxed would provide sufficient funding for the Social Security system. It's time to stop the bullying Fear Monger Republicans. Let your Congressional representatives know that we demand legislation that provides fair and equitable Social Security benefits to older Americans.

It's time for the American people to fight for social and economic justice and for an equitable Social Security system that meets the moral values of America!

Call or write your U.S. Representative and U.S. Senators to give them the solution to funding Social Security: "Scrap the Cap" and levy the Social Security tax on all income.

* Published: April 12, 2016 at <http://www.usw.org/blog/2016/scrap-the-cap-on-social-security>



Insurance & Benefits

Ernie Barrientez (219) 937-7784 ext.117

Otis Cochran (219) 937-7784 ext. 112



Insurance Update by Ernie Barrientez and Otis Cochran

July 2016

By now, all of us were made aware of the many changes in our active and retiree health care plans.

The most important time sensitive benefit that we would like to remind everyone about is the **Annual Routine Physical**:

- The \$200 Single and \$400 Family deductibles will be waived for members who choose to participate in an annual routine physical from a certified physician or an urgent care center (you will pay a copay at an urgent care center). This **Annual Routine Physical** must be completed each year **prior to September 30** for the following Insurance Plan Year!

- When your physical is completed by a physician, there is no cost to you and remember that no individual information will be shared with the company.

- If your **spouse** is covered under the ArcelorMittal Insurance plan, he/she **MUST** also **get the physical** in order for the member to have the deductibles waived for in-network and reduced for out-of-network.

- When you participate in the annual routine physical, a new ArcelorMittal contribution will be made into your 401(K). So not only is your in-network deductible completely eliminated, but you will also receive \$200 into your account if you are enrolled in single coverage and \$400 if you spouse participates as well. If you choose to have the payment in cash, it will be subject

to appropriate withholding taxes.

- **Non- Medicare eligible retirees are also eligible for The Annual Routine Physical benefit.**

Please be aware that **active members** and **Non- Medicare eligible retirees** will be receiving new **Blue Cross and Blue Shield Insurance cards** and related benefit information in the mail on or before **this October**.

We also would like to extend our best wishes to our 2016 retirees for a long, healthy and happy retirement!

As always if you have any questions or concerns, either stop by the hall or call us.

In Solidarity,

Ernie Barrientez / Otis Cochran

UNITED STEELWORKERS LOCAL 1010 PICNIC

August 13, 2016 (11a-5p)

Hammond Moose Lodge #570

Service Rd 7500 Cline Ave.

Hammond, IN 46323

All Local 1010 members and their families are welcome and encouraged to come out.

- *President Tom Hargrove*

Hosted by



Fun for the Whole family!

Food & Drinks

Games

Pony Rides

Car and Bike Show

Bring your hot rods, classic cars, or custom bikes!

Visit Local 1010 Memorial Hall for Tickets

See: Rosa Maria Rodriguez, Max Carrasquillo, Luis Aguilar

Or Call:

Andres Maldonado

(219) 742-3350

Anita Freels

(219) 898-0691

Vincent Witherspoon

(219) 576-3407

Donation - \$3.00 Per Person

4 Steel Producing Update

With this footprint initiative happening, there are decisions to be made and uncertainty amongst our union brothers and sisters. But thankfully our bargaining committee has secured our members rights to jobs and there will be no layoffs which is a huge victory. Those that have bid into a labor grade one job, need to know that the memorandum of understanding is in effect. Which means that they can in turn bid on another job without the one year

penalty as outlined in the Contract.

4SP has already had 60 furnace hood changed and about to go through 50 furnace hood change. Green guardians and safety advocates played a huge roll in keeping everyone safe and having a successful outage.

Production for next year will be a priority but as always we will need to constantly remind the company that safety and the environment come first.

Jake Cole

Area 4

Griever



Contract negotiations were tough and strenuous but thankfully our bargaining committee and devout dedication of our membership, we were able to get a fair and equitable contract that passed ratification by almost 73%. So make sure if you see someone for the committee to thank them.

In solidarity,

Jake Cole

4SP Griever

Cell: 219-614-0206

HELLO... 4 Steel Producing!

Brothers and Sisters of 4SP,

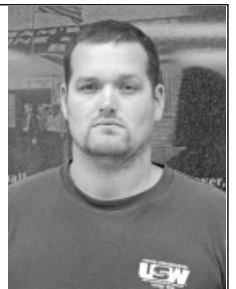
My name is Nick Young and I have the honor to be a new safety advocate in our department. I took the place of John Walker who I would like to wish a long healthy retirement! I was an original hire at the Burns Harbor 160" Plate Mill in 2006. After its shutdown, many of us were given the opportunity to transfer to Indiana Harbor East. I transferred to the 4SP department in April of 2010 and I have been working in the Steel Mills approximately 10 years. Since my transfer to the 4SP department, I have been active with our ASC (area safety committee) and DSC (departmental steering committee). Recently, I became a "Worker Trainer" for our USW International Union. As a Worker Trainer, I facilitated "A Union approach to Health and Safety Class" throughout USW District 7 (Indiana & Illinois).

I'm really looking forward to what's happening with our department. We are projected to make a lot of steel, which is a great thing for everyone! Even though production will increase, we must not take any short cuts on safety to make steel! We can always make more steel, but we cannot make another you! If a job assignment just doesn't seem right, ask questions as it is our right to do so!

We all come to work to make money for one reason or another. However, we cannot let our desire to make money drive us to accept safety hazards. I understand that the problems we face in our shop didn't happen yesterday or the day before. We know that these problems will not all get fixed tomorrow, but together we can make our department a safer place to work. Our latest hood project is a huge step to make this place safer, it was a long pro-

Nick Young

Safety Advocate



cess but it's now behind us. We also need to look at the way we currently perform our jobs. We must realize some of the way things used to be done in today's world is considered "Unsafe" and should not be continued or accepted by anyone. Working safely isn't always the most convenient thing or the easiest to embrace. Just by saying "That's how it's always been done" doesn't mean it's the safest way to get it done. Again, I look forward to working with everyone to make our department a safer work place for all of us. If anyone has a safety issue, give me a call (1-574-933-1222) together we can make a difference!

In Solidarity,

Nick Young

4SP Safety Advocate



IT'S TIME

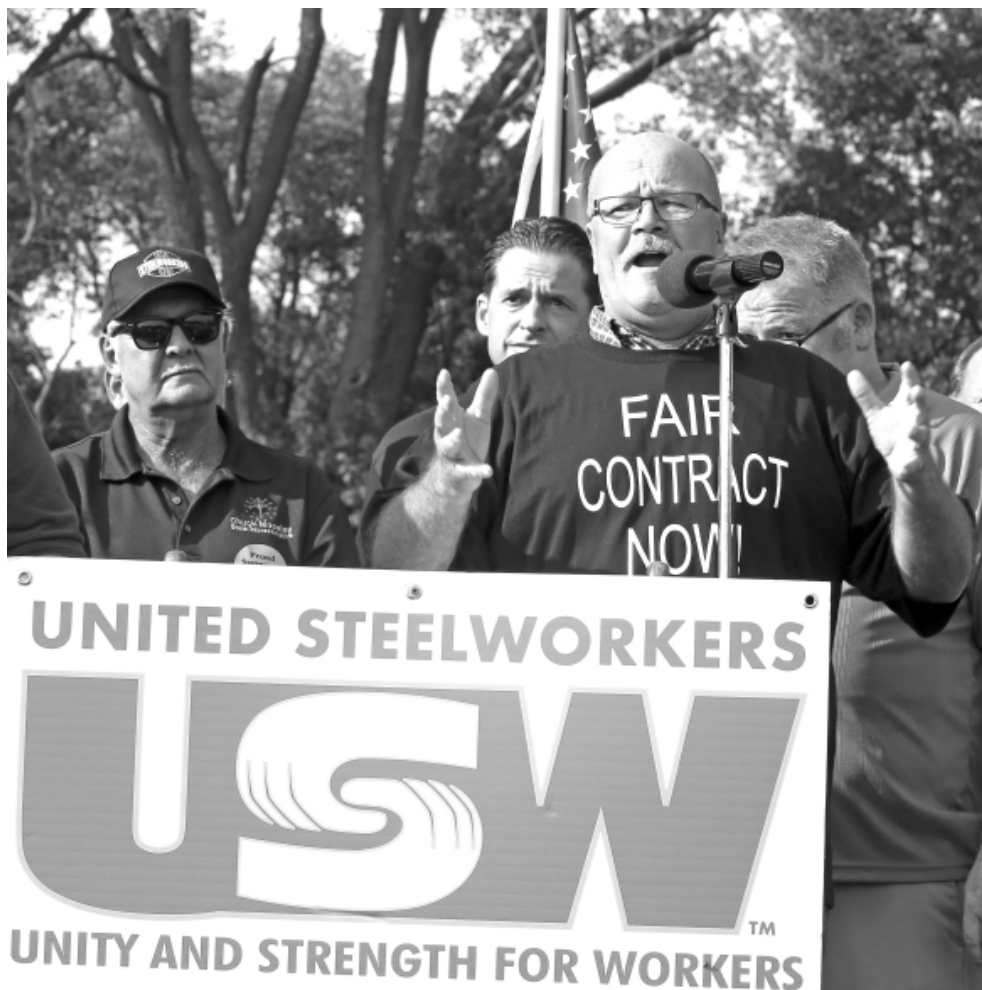


Brothers and sisters,

The distractions of bargaining are behind us now; it's time to get ready for the upcoming November elections. IT'S TIME anti-worker Politicians give up their seats to Representatives that support the working class people of Indiana.

Indiana's 4,634,149 registered voters were represented by the 28% that voted in our last election. Low participation of registered voters is devastating to organized labor and working families. It gave us what we currently have at our state house, a super majority of a party and governor that promotes numerous efforts to weaken our union and put more strain on our families as their platform. This is nothing but toxic! We can and must change this!

We now have a candidate for governor that has demonstrated he will stand with organized labor when we are under attack. That candidate is John Gregg! When the "Right to work" battle was taking place in 2012 at our state-



house, John Gregg was in the packed halls of the statehouse standing in solidarity with us to fight the proposed anti-union legislation!

During our contract negotiations we held numerous high turnout solidarity rallies; John Gregg came to our rally and spoke on stage in support of us, and all working families of Indiana. From the beginning of our bargaining he countless times publicly spoke of the struggles that our industry faced and stood on our side every time! He is a

proven true friend of labor and working families. Get out and vote November 8th, 2016 John Gregg for Governor!!!

However having a friend of labor as governor is not the cure all! We must all show up to the polls on November 8th to vote and change the make up of our entire state house legislature! Support Candidates that support us! Support Candidates that support OUR UNION, and OUR FAMILIES! We cannot afford as union members to con-

tinue down the path that we have been going down in our state. I urge you all to take part in somehow in the upcoming election. We will be doing numerous things to support those candidates that side with our issues in the coming months. If you want to get involved in anyway please call me! 1-574-933-1222. Let's take Indiana back IT'S TIME!

In Solidarity, Nick Young
 Chair - Luis Aguilar (219) 313-8678
 Nick Young (574) 933-1222

Labor History

Jose Cortez
Assistant Griever
Area 1



What I'm Taking Away from My First Week at Summer School

Recently I had the chance to attend the 69th annual USW summer school at University of Illinois. To say that I enjoyed my time there would be an understatement. I literally can't wait to go back next year. Each day I left my classes inspired and better equipped to deal with issues back in my home department. All throughout the classes that I had, one common theme stood out to me; Activism.

Our Union, and on a much larger scale, the labor movement in America itself, has been built on activism. As far back as 1786 when the first successful strike ever was carried out by printers in Philadelphia. It is easy to forget that many of the benefits and advances that we have made were paid for in the costliest way; with human lives as currency. Many people may not know that the United States has had the bloodiest and most violent labor history of any industrialized nation in the world.

Many of us have heard of the

Memorial Day Massacre of 1937 but our history is littered with these kinds of events. From The Haymarket Riot of 1886 which started as a rally for an 8-hour day. To the Ludlow Massacre of 1914 which was called, "the culminating act of perhaps the most violent struggle between corporate power and laboring men in American history". In the Everett Massacre of 1916 union members on a boat were shot at and nearly capsized after not being allowed to dock in the town of Everett, Washington. Events like these are woven throughout our history.

As recently as the 1990's has labor in America had to deal with violence as a part of fighting for what's right. The fact that people are no longer being shot in the streets doesn't change our fight. As our union has evolved, so has the attack on our solidarity. Division from within has always been the establishments best weapon against organized labor. This method has, however, become subtler as time has gone on. There are still blatant attacks like

"right to work", but we are now, more than ever, divided by political issues as well. I am by no means telling anyone how to vote, Lord knows I struggle with that decision on a daily basis. What I do know is we are purposely being distracted. Division, distraction and the natural attrition that is occurring around us every day has to be seen for what it is: A red flag.

Gone are the days of the thought that "Someone else will fight for me so I don't have to". These flags should have everyone asking themselves "What can I do to become more involved?" We have to get back to our roots. Activism has always fueled the fire that is the American labor movement. We can't let the fire that burned so brightly in the last century become extinguished, because if we have learned anything from the past it's that we will repeat it if we don't learn from it.

In Solidarity,
Jose Cortez

**Do The Right Thing:
Buy AMERICAN**

80'' Hot Strip / #5 Roll Shop

James Thomas
Griever Area 25



Whether you voted yea or nay, our contract has been ratified. It is a done deal, so now is the time to start preparing for the next contract. We need to prepare by getting our affairs in order in the case that a labor dispute arises we are able to sustain it. With our next contract, we can all hope that the economy picks up, steel tariffs are enforced and steel prices pick up, but we have to prepare for the worst.

The 80'' HSM has been meeting for second step grievances monthly with labor relations and the union to resolve issues that have arisen. However, lately traffic violations are on the rise. While some may be valid, others seem to be plant protection trying to meet quotas.

Example 1: Entrapment- An employee enters the gate showing their badge, drops it on the passenger side of the vehicle. The employee removes their seatbelt to retrieve the badge, reapplies seatbelt and shows their badge then proceeds to clock house. Employee saw gate guard speaking on radio in his rear-view mirror, employee is then pulled over by plant protection and cited for not wearing his seatbelt. Obviously the gate guard radioed ahead to plant protection who was hiding north of the gate house and informed him that employee had no seatbelt on. Plant protection cited him but there was no way he could have seen what had transpired because his seatbelt was put back on at the gate. The employee explained the situation and was told it was not going to make a difference and the ticket was going to be issued. This has also happened to others who removed their seatbelts to

retrieve their wallets. This is entrapment!

Example 2: Plant protection vehicle searches- An employee on his way home was held at the gate for twenty minutes after being surrounded by four plant protection vehicles and thoroughly searched. Why? A yellow ice scraper that the gate guard thought was a weapon. That was an extremely excessive search and with some effort employee was compensated for his time. While they have a right to do random vehicle searches, it is unreasonable to hold an employee for extended periods of time after they have already clocked out, to search their vehicles based on a claim that an ice scraper could be a weapon.

Example 3: An employee was detained because of their child's "HOT PINK" toy nerf gun. The guard took pictures of the toy and called his captain to advise and for direction. Luckily, he instructed the over-zealous gate guard to let him proceed to work. Who is training these guards? We need to keep grieving these ridiculous cases so we can show them what is acceptable and what is not! PLEASE, report these issues so that we can deal with them accordingly.

We have had LG1 and displaced employees entering our departments and L.O.P.'s as of late. This is going to be common place as ArcelorMittal moves forward with their "footprint". It is important for us all to remember that if these LG1 and displaced employees are in your L.O.P. they are entitled to the

same overtime agreement and vacation guidelines/rules as their incumbents.

Lastly, with summer temperatures on the rise, I would like to speak about heat stress, its symptoms and how they affect us as we are working in the elements. It is important to be aware of how heat affects us and our co-worker's behavior. Heat can cause headache, agitation and irritability, these are symptoms of heat related illness. To prevent this, remember to take breaks, cool down, drink plenty of water acclimate to heavy work-loads (gradually increase the work load) and get help when you need it. When we are hot and exhausted we need to try to remember to be patient with each other. I know that is sometimes easier said than done but keep an eye out for symptoms of heat related illness for yourself and for you co-workers. Work safe and keep each other safe.

In Solidarity,

JT

Area 25 Griever

James Thomas (219) 588-5467

Area 25 Assistant Griever

Art Diaz (219) 384-5879

Area 25 Steward's

Jake Fraker (219) 713-3429

Tim Kruchowski (219) 608 9232

Brian Hernandez (480) 215-6069

As this November comes closer, more Americans will be talking about the presidential candidates. With Donald Trump and Hillary Clinton as the republican and democratic nominees it is within our best interest that our union brothers and sisters from United Steelworkers vote for the best decision; Hillary. As time progresses it seems now is the time to elect our first woman president. Now is the time to stand together to keep Trump out of the White House.

Hillary Clinton is a woman who understands women's rights. Roughly 43 percent of women hold a full time job in the United States and will only continue to grow. Because of this it is crucial to gain equal pay for women, help protect women's health and reproductive rights, and allow for women and



men to have more paid time for family leave. These are all points that Hillary intends to see better established.

Having qualifications for being the next president of the United States is no challenge for Hillary. She has been a former secretary of state, U.S. senator, and first lady for two terms and has always been a voice for women and families across the country. During a 1995 U.N. conference in Beijing, Hillary chose to speak about women's rights. Many believed she should have spoken about a less controversial topic but that never stopped her from explaining that "women's rights are human rights." Women are still suffering in

many aspects of their life and she intends to make it possible for young girls to grow up to be anything they want to be including president of the United States of America.

All in all, being blue collar democratic citizens it is important for our unions to keep democrats in all elected offices. Having less republicans with power gives the working class a fighting chance. This gives ordinary families the opportunity to live comfortably with a union wage. In order to for us to prosper we need Hillary Clinton in office.

In Solidarity, Women of Steel

Chair - Gail Richardson (219) 805-3923

Ella Knox (219) 484-6221

Jessica Ritter (219) 448-2658



Don Seifert
Training Coordinator

Collective Thanks

Now that the long ordeal of another Contract negotiation has passed I would like to extend THANKS to all the brothers and sisters of our Local for again showing the Solidarity and perseverance to accept the Locals challenges and maintain through the best of our ability, our current standard of living. Once again we have prevailed with a fair and equitable contract under the current climate. This Union will return to bargaining in just a couple years and as always expectations will be high in 2018. Remember, the foundation of the Union is only as good as our member-

ship. I foresee a bright future for all who remain strong and 1010 is the strongest.

I would like to thank all who helped for keeping the membership aware of the updates through leaflets and Gate handouts, rallies and marches, despite all weather conditions in the almost yearlong endeavor. Now that the negotiations is over I have had the opportunity to sit back, review and reflect over all the photos taken during the activities of our campaign and am stunned at the sheer volume of Union

brothers and sisters in "Solidarity in Steel" 2015 t-shirts and sweatshirts and other Union attire. In pictures of every major rally in Northwest Indiana and Chicago during negotiations the number of 1010 members is prominent and visible.

On a personal note I wanted to extend thanks to the members of the CAT Team for staying in constant contact regarding the issues and activities presented to us by the negotiating team and carrying out their direction.

-Don Seifert-



Max Carrasquillo

Contracting Out

BARGAINING UNIT WORK

Union Brothers and Union Sisters as you are reading this article we are entering into the early stages of the recently agreed to contract and I wanted to take this time to address each and every one of you. The just completed negotiations were long and arduous from the stand point of the negotiation team as well as you, the membership. The market condition was the main driving force in the longevity of the negotiations, and clearly the end results of what was the final outcome. I commend every union member for standing strong and united in this battle against the Company's attempt to totally destroying and taking back all of the benefits fought for and achieved by those who came before us.

I am proud to tell each and every one of you that we have been able to save and protect our work and our opportunities to do our work for another contract. I am proud of the work that all your elected representatives are doing in keeping me informed with the help of you the membership in reporting when an outside contractor is in the Plant performing work that can clearly be done with internal forces. I want everyone to not take this victory lightly, because not all of the Arcelor Mittal

Plants and US Steel Plants can stake this same claim. Time and time again, you the membership has stepped up and have gotten the job done.

It is important that we hold the Company accountable for properly planning work in a timely fashion, so that the solicitation process continues to be effective. I want to remind everyone that the work belongs to us the membership, and that the contractor should be bought in when we are not capable of getting it done during the window of opportunity of a down turn. The Union recognizes that there will be break downs that may lead to exceptions, but those still have a process that must be followed. The foot print puts more pressure to get a quality product delivered on a timely basis, and that is only going to happen by the loyalty of the employee and not some contractor passing through.

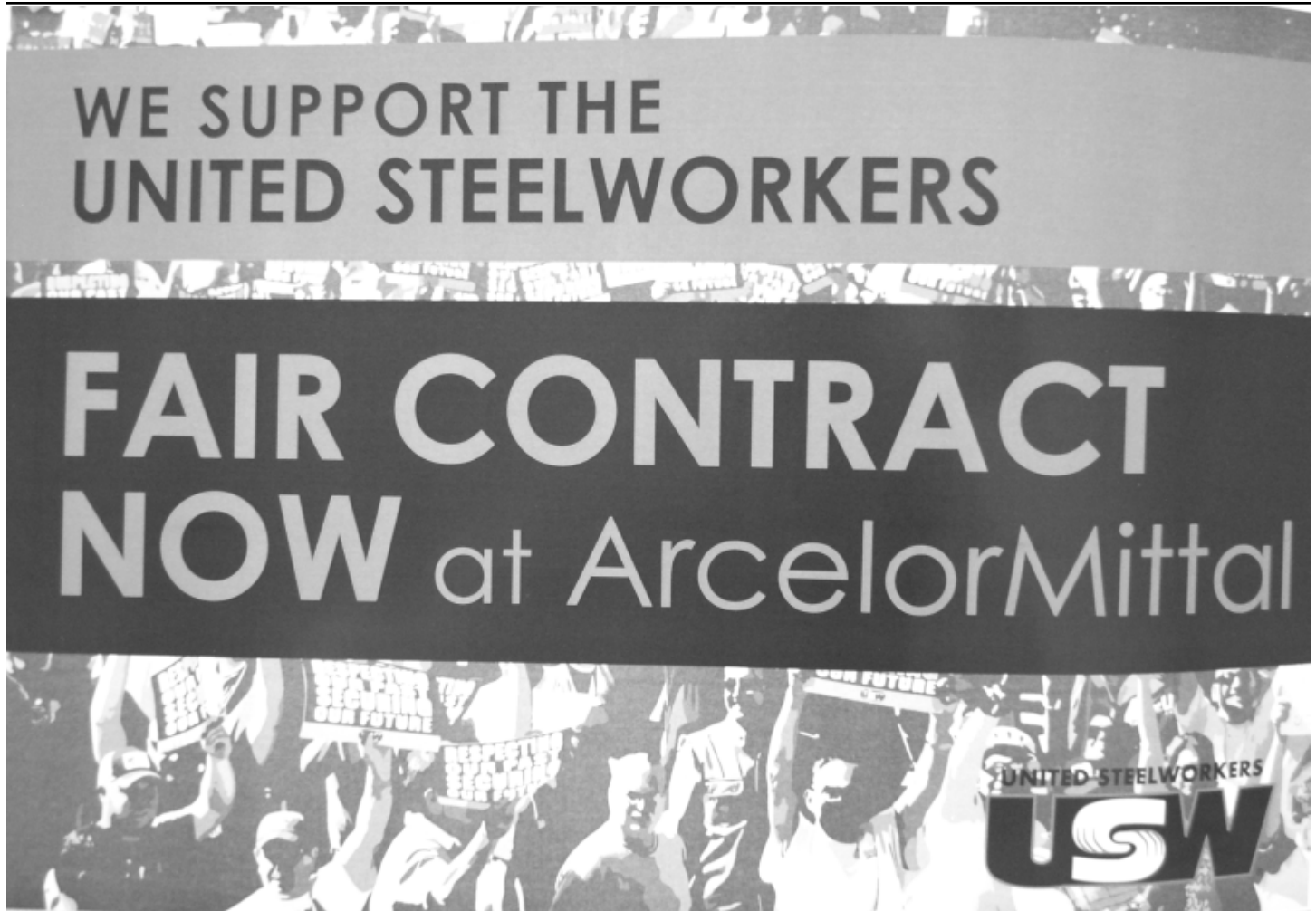
The shutdown of the 84" Hot Strip Mill on the west side puts more importance on the 80" Hot Strip Mill and #5 Roll Shop, and we the Bargaining Unit need to make sure that all the new management bought over from the West Side to the East Side, recognize how work

is contracted out at Indiana Harbor East. This is only going to happen with you the members keeping the local Union Representatives informed of everything going on around the department.

I want to challenge everyone throughout the Plant that today is as good a day as any to put more pressure on the Company into allowing us to perform our jobs and to have more input in the decisions on how the Plant is going to run. The recently passed Tariffs should help significantly with Steel Pricing, and that along with more input from you the membership, can only lead to a more profitable Company. Remember by the time you read this, we are only 2 years away from expiration of this contract. Let us make our future brighter, today is as good a day as any to start.

Solidarity to all Union
Brothers and Sisters.

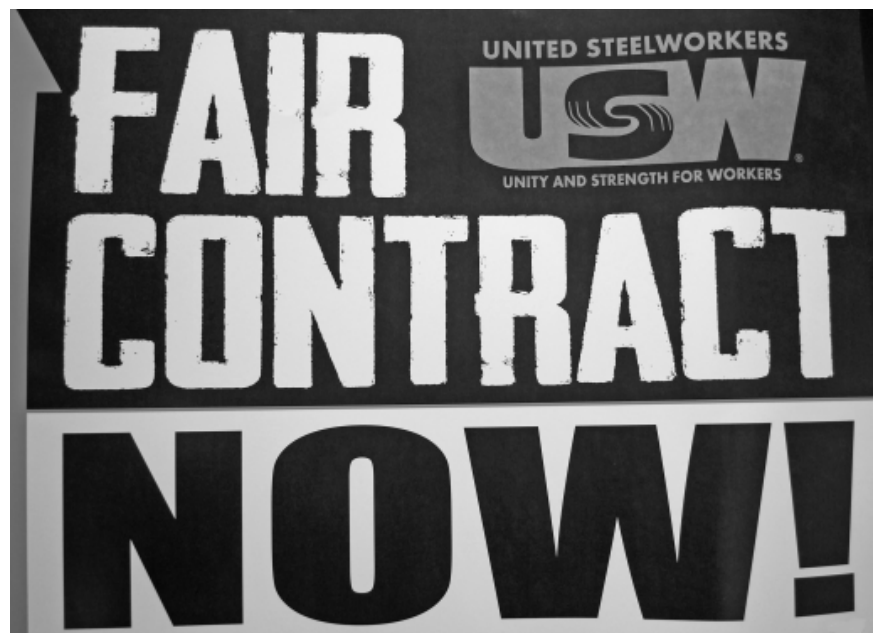
Max Carrasquillo



ABC Choice	Hammond	Diagnostic & Emissions Repair	Hammond
American Legion Post 485	Schererville	Donna's Barber Shop	Hammond
Anthony's	Hammond	Family Eyecare	Highland
Apex Muffler and Brake	Hammond	Faustino's Pizzeria	Lowell
Arnell		Flat Rock Tap	Hammond
Berey Bros.	Hammond	Flip's Auto Service	Hammond
Big Franks Sausage	East Chicago	GoLo Gas	Hammond
Bridges Scoreboard Lounge	Griffith	Goodyear Tire	Hammond
Broad Street Barber Shop	Hammond	Grand Foods	Hammond
Bugaboo Tattoo	Hammond	Grand Foods	Hammond
Casa Blanca	East Chicago	Hammond Muffler	Hammond
Cellular City	Hammond	John's Auto Service	Hammond
Chuck & Irene's	Hammond	Kennedy Cafe & Pancake House	Hammond
Clear Ear Hearing Aid Center	Griffith	Kenwood Tap	Hammond
Cutting Café	Hammond	Key Pizza	Hammond

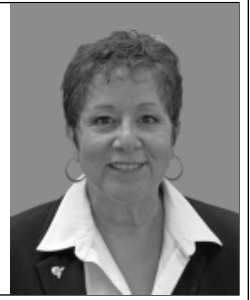
Lake Tire	Hammond
Lincoln Carry Outs	Crown Point
Lindy's Ace Hardware	Hammond
Lions Den	Hebron
Main Barber Shop	East Chicago
Mario's Athletic Zone	Hammond
Mirror Finish	Hammond
Mr. Bargains	Hammond
Nick's Liquors	Hammond
Petro Mart	Cedar Lake
Portage Pancake House	Portage
Prestige Auto Center	Hammond
Sophia's House of Pancakes	Highland
Star Room Lounge	
Steve's Grill	DeMotte
Submarine Sandwich	Hammond
The Donut Shop	Hammond
Treasure Hunt Resale Shop	Crown Point
Venice Pizzeria	Hammond
Woodmar Food Mart	Hammond

United Steelworkers Local 1010 extends a great big Thank You, and Salutes all the Places of Business that exhibited unrelenting support for all our members during the current long and sometimes difficult Contract Negotiations we just endured. If we inadvertently missed anyone on this list please contact the editor (editor@uswa1010.org) so those businesses can be added to our next edition of the Steelworker and acknowledged as one of our many outstanding supporters. When you Patronize these Businesses give them a copy of this recognition! A printable copy is available on the 1010 website at usw1010.org



Lifetime Steelworker

Rosamaria Rodriguez
Financial Secretary



WOW! How time flies! Our Union elections are over, negotiations have been settled. I know many are not satisfied with the contract, many of us weren't happy. As a daughter of a retired Steelworker I see first-hand the frustrations of my parents trying to understand the system and having to pay more. As a recipient of the program I see the higher cost too and we didn't get more money.

I also saw what many of you don't see. I saw head of households who had to leave their families and responsibilities to their significant other and the staff to hold down the home front for a year, as they went to fight for our safety, benefits, and wages! We, who were left behind, were delegated responsibilities to keep providing services to our members. There were many sacrifices that had to be made by all to get what I considered under all that is against us, the best contract we could get. While they were daily fighting for and protecting our contract we got to go home to our love ones and continue our lives, never losing a day of pay. I feel that our representatives that were in Pittsburgh for a year should be commended for their commitment to serve its' members. Yes, we didn't get what we wanted, but, we didn't get screwed like the company would have liked. For that I thank the Negotiation Committee.

I wanted to share a small part of my journey as a Steelworker for the last 38 years. As a Steelworkers, I am proud to be part of an organization that has been in the forefront in leading many issues that affect working families are across this nation and world! As an active union member, I am proud to say I have done my part and I recognize it goes beyond the negotiation table and beyond just a few. Each of us has a responsibility to support and contribute more than dues to make our union strong and successful. Sometimes we must be reminded, YOU ARE THE UNION! As union members we have the continuing battle to defend the rights of the workers. Each of us must do our job to make sure those that threaten our rights are dealt with and stopped. Our battles are, our war is in the Global Market, Wall Street, in the walls of Washington D.C., our Capitol Indianapolis, and our voting polls. Many do not know the struggle, the fight, the losses, and the conspiracy to destroy the steel industry and more important our union. Worse many do not know the benefits we received are from these sacrifice and battles. We must recognize the company has given an employee nothing without a fight. It has been a long fight for steel makers as unionist. I am a youngster compared to our history but I do have 38 years. I wanted to share some of my history of our fight.

* August 1978 hired due to Affirmative Action. The Pregnancy Discrimination Act of 1978 amended Title VII of the Civil Rights Act of 1964 to prohibit sex discrimination on the basis of pregnancy. Sexual Harassment was being discussed in the early 1970's but not quite enforced and on the rise in the mills. Many of us were victims and afraid to speak up and sometimes had to defend ourselves *feeling helpless. Sexual harassment still is prevalent in the workplace, in my 38 years working, I would be a victim two more times. You must speak up, many still are silent!*

* Between 1979 and 1986, about 16,000 of us Chicago-area steelworkers lost our jobs or were laid off due to China. Inland Steel cut thousands of workers. I was one of them, working on and off, mostly off. Never knowing when you would be laid off, there was always a financial uncertainty. Mini mills was the new fad.

* In 1987- Even though workers safety and health was negotiated in the 1950's contract, the company still had the philosophy it was your fault! The union fought to get better conditions and protection. On March I fell 30' and broke my back, the grating I was standing on wasn't welded and I fell through. I was given a 50/50 chance to walk again.

* 1987-1992 I was laid off like many Steelworkers, it was hard to find employment many companies wouldn't hire you because they knew you would go back if called back from the company. Working a few months, laid off. Unemployment began to dwindle. I like the thousands of workers who unemployed meant with many disappointments. For me, I went through a divorce, couldn't find work, and on welfare. I made some bad choices that would spiral me to rock bottom. Meanwhile in 1987, The American industry was caught off guard by Japan and South Korea's new mills and often with newer technologies. USW Local 1010 and Inland Steel anticipated a 25% work force reduction over the next three years. They began developing, with the assistance of Lakeshore Employment and Training Partnership Inc. and created the Inland Career Resource Center to assist dislocated workers with job training and job placement services.

* 1993, Inland Steel Company begins plans to close the Coke Plant and 11 battery displacing about 500 more employees. I became part of this process and was hired to work on the project of Inland Career Resource Center. There were times it was hard to face the men and women who were losing their jobs. I witnessed so many feeling lost, hurt, and overwhelmed as they tried to handle what was to happen next. It was also a very proud time as we were able to assist over 500 of my fellow union brothers and sisters' move on to new employment, education, and opportunities.

* 1994 Inland Steel begins going global

* 1995, the project Inland Career Resource Center was completed and once again found myself unemployed. I took advantage of the education program, I went to school and got my degree in Accounting and Computers graduating with a 3.96 GPA.

* 1998-2001 Ispat International bought Inland Steel. I like many others was called back to work. I would become the first woman to work the Band Saw sequence at the 12" Bar Mill and the first and only women to work on the mill floor as a guide setter.

* 2002 In a short three weeks, 30,000+ Steelworkers descended on Washington D.C. and other organized labor Unions from across the country as we rallied in solidarity for STAND UP FOR STEEL" I would also be the only woman in the world to be a Vacuum Degasser at our 4BOF.

* 2003 Steel Companies reached agreement with PBGC regarding the funding of our pension obligations. By the end of 2003 twenty seven steel manufacturers would declare bankruptcy.

* 2004 Corporate social responsibility is all the rage. Corporate greed, Corporate Welfare, Steel dumping, Outsourcing jobs manufacturing jobs are being lost within a stunning 43 con-

secutive months- the longest stretch since the Depression.

* 2006 USW Local 1010 and other supports held a demonstration at the Mexican Consulate in support, leader of the National Union of Mine and Metal Workers of Mexico who was illegally removed as leader of the union by the Mexican government following the tragic mine disaster in which Gomez demanded an investigation into the deaths of 65 miners in an accident on Feb. 19, 2006.

* 2006-present Ispat Inland becomes Arcelor Mittal 2007. I was elected an Executive Financial Officer for Local 1010.

* 2008 We support Barack Obama and create a political satellite at our union hall.

* 2012 We fought against the Right to Work bill. The state Senate voted 28-22 to pass the labor union bill

I share a small peep in my journey as a unionist to say that, it is because of my union, I am who I am. I will paraphrase John F. Kennedy. Ask not what your union can do for you, but ask what you can do for your Union! You can do your part and vote in November!

In Solidarity,
Rosamaria Rodriguez

The Bernard Kleiman JOBLINK Learning Center

By Steve Wagner, Vice President

July 2016



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

JobLink has been offering more and more opportunities to help Steelworkers get certified in a variety of areas: HVAC, CDL and Labor Studies.

We have brought back HVAC classes and by taking all three that will be offered, participants can test and become certified in air conditioning service. Also, this year JobLink has brought in labor studies classes that lead to a Labor Leadership Skills Certificate from Cornell University. Those classes are taught live at JobLink by Art Wheaton, but can also be taken online. That means if a participant can't take all the

four classes needed for the certificate here at JobLink, he or she can take the remaining classes online. It doesn't matter – online or live, a person can still earn the certificate.

This summer for the first time, JobLink is offering the classroom portion of CDL training. A Driveco instructor will be teaching this portion at JobLink. Active steelworkers can use their customized funds to pay for this portion of the training and then go to Driveco to take the driving portion of the training. Participants can then use tuition assistance funds to pay for that portion. This makes it so much more convenient. Look for the CDL training in the upcoming fall catalog, too.

The mosaic class at JobLink this spring made a beautiful mosaic bench which will be raffled off at a get together we are planning for September 13th. You can buy tickets for the bench (and a matching stepping stone) at Local 1010 Union Hall or at JobLink.

Look for JobLink staff at your department's Summer Safety Event. They'll be participating at many of those events this season, so stop by and say hello. You can even register for classes at those events and buy raffle tickets. All the raffle proceeds will go to the Tino Fulimeni Scholarship Fund for the children and grandchildren of Steelworkers.

You should have received the fall catalog in the mail by the end July. Also, you can visit JobLink's improved website where you can literally page through the catalog and also register right online.

It's more convenient than ever to register for Joblink classes. Go online to bkjoblink.org, or call 399-8135 or 8136, or stop in and register for a class in person.

We have reciprocal participant arrangements with the other Career Development sites here in Northwest Indiana. The availability of customized classes at other sites is subject to specific agreements that we have for each class. Those classes are available to **active members** from each of the sites involved. To see the class offerings at other sites, drop by JobLink to look through the catalogs or check the learning center's websites: US Steel's at usscareer.com or Burns Harbor's at mittalcareer.org.

Don't forget that active 1010 members now 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 ap-

Change of Address

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

Name _____

New address _____

City/State/Zip _____

Active

Retired

proved in accordance with Institute for Career Development's guidelines.

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

Some in-house classes are available to retirees on a first-come, first-serve basis. (Look for the diamond symbol next to a course in our catalog). In general, it does not cover tuition – unless you have been approved for Issuance 14 and are still working on your educational goal. In that case, if there are funds available, you may be able to receive some tuition assistance only during the first year of your retirement. In addition,

retirees and spouses of active 1010 members can purchase courses that are

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

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

Any questions regarding Joblink can be directed to the Joblink staff (219) **399-8134, 8135 or 8136.** Anyone else who needs additional information can call me at the union hall (219) 937-7784 (x-113) or E-mail me at **swagner@uswa1010.org.** If you call when I am not available, please leave a detailed message on my voice mail. If you need a more immediate response you may call me on my cell at (219) 718-3199. Either way, I will get back to you as soon as possible.

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AMERICA WORKS BEST WHEN WE SAY...

UNION YES 

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

PRESIDENT'S REPORT



Your Safety and the Safety of your Co-worker is your most important Job each and every Day!

As always I start with safety which is our most important job each and every day. Convincing people to focus on leading indicators and not lagging is very difficult due to the fact that leading indicators require forward thinking and is progressive, whereas, lagging indicators is like looking in the rearview mirror and requires no effort.

As a Union, we will stay focused on removing hazards, reporting near misses, correcting them and refusing unsafe work.

The year has been very trying with contract negotiations going on for almost a year. Our Union had many rallies and demonstrations. Solidarity and participation from our CAT volunteers, actives and retirees was outstanding, "Thanks to all."

Finally, after ten months of nearly continuous bargaining and sustained loud, visible support from the membership, we reached a tentative agreement on a fair contract that our negotiating committee unanimously recommended for ratification and was ratified by a large margin.

I think we got the best deal we could get under the circumstances without a strike or lockout. Each negotiation is a snapshot in time, sometimes you have leverage and sometimes you don't, so you get the best deal you can and live to fight another day. The next fight will begin in less than two years so start getting ready. Canada has National Health so they fight over wages. Sadly, in the USA, the Union's biggest fight is over healthcare. Our nation needs Medicare for all in a worst way.

In Solidarity,
Tom Hangroave