

GET PREPARED

ArcelorMittal Imposes Appalling Lockout on Backs of Retirees and Youth

Steelworkers condemn cold-hearted lockout at Contrecoeur-Ouest plant

Contrecoeur, Que., August 7, 2014 – The United Steelworkers (USW)/ Syndicat des Métallos is condemning ArcelorMittal’s “appalling” lockout at its Contrecoeur-Ouest plant, imposed Wednesday at 10:30 p.m.

The lockout, which affects 300 members of Métallos Local 6951 and their families, was imposed by the company despite the union’s willingness to continue negotiations, said union representative Guy Gaudette.

“They locked out the workers despite all the negotiations and proposals put forward by the union and the conciliation we requested and that was granted. Not to mention our members’ willingness, every step of the way, to return to the bargaining table and find a solution after management’s previous offer was rejected,” Gaudette said.

“Every one of our proposals – whatever its nature – was rejected by the employer,” he added. “They are not here to negotiate, but to impose their position on us.”

The union has been bargaining in good faith and attempting to find solutions to pension plan issues raised by the company, even though the pension plan is almost 100% funded. The company has

been making big profits over the past several years, with union members setting multiple production records, noted Denis Trottier, the union’s regional coordinator.

“ArcelorMittal’s fixation on the pension plan is distressing,” Trottier said. “The company is healthy – as is the plant – and the union is ready to continue negotiations. What’s the problem? It looks like the employer is trying to feed us a line under the guise of the current public debate about Quebec pension plans. We will not allow a lockout to be imposed on the backs of future retirees and the youngest workers in the plant.”

“ArcelorMittal has no respect these days for either our members or Quebec, which saw this company come into being,” added Gaudette. “Our members will maintain solidarity until we get a fair and equitable contract for all workers ... and for every generation.”

The collective agreement at ArcelorMittal’s Contrecoeur-Ouest plant expired on July 31 this year. One key issue in the bargaining process was the pension plan, with the company seeking to introduce a defined-contribution plan that would be less beneficial to new employees. The USW/

Syndicat des Métallos, an FTQ affiliate, is Quebec’s largest private-sector union, with more than 60,000 members who work in all sectors of the economy (mining, metallurgy, industrial manufacturing, security, hotels and restaurants, trucking and taxis, etc.).

Source: United Steelworkers/Syndicat des Métallos (FTQ)

Lock Out Over!

USW District 5 Assistant Director Guy Farrell reports at the ArcelorMittal Contrecoeur facility, represented by USW Local Union 6951 they protected the pension plans and the membership overwhelmingly ratified a new Agreement.

We should be concerned and aware that the ArcelorMittal strategy in Montreal could be the same act they make on us next year.

Now is the time to save your money and get ready, we will do everything in our power to negotiate a fair and equitable agreement but be prepared just in case.

Tom

Don Jones

Nick Valle

John Gelon

Daniel Walters

Gail Richardson



Safety Committee Report

In July, we kicked off our new Hazard Recognition Training, “Change in Conditions”. As President Hargrove has stated, this hazard recognition training is different from the past. Our plant continues to have too many serious events, due to the fact the hazard was not recognized, eliminated or controlled. This training is designed by Steelworkers, to help the thought process in locating and recognizing hazards or changes in conditions that may cause an unfortunate event.

Some may think that the format is silly, (pizza oven) but it is not. During the training class, there will be an understanding that spotting the hazards are not always easy. This exercise will help all of us improve our Safety Awareness not only at work, but in anything we do in our everyday lives.

Our goal is while performing a job or task, if something is not going right, or if it feels like something isn’t right, we need to stop and regroup. Bad things can happen very fast. Most of the time once a bad event starts, if it isn’t recognized and controlled, there is not much you can do to get out of the way.

We have been getting good feedback on the new Hazard Recognition Training.

The classes have found the interaction of the scenarios useful. The two scenarios cover lockouts/verification/stored energy, confined space, electrical hazards, safety data sheets (SDS), gas hazards, emergency evacuation, Process and Confined Space Hazard Identification, Risk Assessment & Controls (HIRACs) and HIRAC-Lites. The debriefing of each scenario by the groups on what went right, what did not, and some of the possible outcomes, have been well received. Our new trainers have also been recognized on their efforts to make this training successful. The comments on improvements have been made, and we appreciate the input on making the training applicable on our shop floor environments.

We are seeing improvements in our safety performance on lost workday cases, OSHA recordable cases, restricted cases, and all injury cases. Some of the incidents were only “seconds and inches” from being more serious and or life threatening injuries. Hopefully, everyone attended the Safety Stand-down Meetings held in July throughout the plant. One thing we must do to maintain our improve-

ments, will be to stay focused on our safety. In the past, we have seen increases in incidents during contract negotiations. Stay focused!!!

As in our new Hazard Recognition Training, we must recognize the hazards that may exist on the shop floor and eliminate risks. One of the “Summer Safe” activities was that each department/area would conduct “Hazard Spotting”. The purpose was to identify hazards that may exist on the shop floor and have them corrected.

We should take the opportunity when there is a change in conditions while performing job tasks and use a HIRAC-Lite. Remember, the checklist (Hazard Identification, Risk Assessment and Control) is meant to generate a pre-task or change in condition plan, to identify hazards and help to develop a safe method to perform the task.

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 safety & health, and possibly our life, may depend on it!

***We Make the Job Safe or
We Don’t Do It!!***

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

Hazard Recognition Training “Change in Conditions”





Insurance & Benefits

Ernie Barrientez (219) 937-7784 ext.117

Otis Cochran (219) 937-7784 ext. 112



Brothers and sisters of Local 1010, we hope all of you and your families are doing well.

If you have any questions and concerns about health care, retirement, or any benefit that you may need assistance with, we are at the union hall Monday-Friday 7am to 4pm. You can call us at 219 937-7784 ext 112 or 117.

Some frequently asked questions on retirement:

- All retirements commence on the first day of the month you retire.
- Special payment is nine weeks pay plus any unused vacation time. This is based on 2% of last year's w-2 minus profit sharing; you will receive this lump sum payment one month after you retire mailed to your address on file.
- First retirement check will come to you on the fourth month following your retirement.

Example: retirement date-January 1st

Special payment-February 1st

First retirement check-April 1st

- If you sign up for direct deposit your first retirement check will be deposited into your banking account.

If you have any questions, please come to the union hall, or call us.

If you are an active employee, you no longer have to complete a student form to keep insurance on your children, who are attending college. Retirees that have children between 19 and

25 years of age, have to complete student forms available from this insurance office.

Sickness and Accident forms are available here at the insurance office in Memorial Hall. Fill out your information on the top, have your Dr. fill out his portion and return it to the west annex.

Save your EOB's (Explanation Of Benefits). The EOB has all the details needed. Date of service, the provider, bills charged, discounts, deductibles and co-pays. All this information is used to determine what was paid and why, and what you may owe the provider. The EOB is your documentation used to prove you were billed correctly.

Keep your spouse updated by turning in a coordination of benefits form (COB). If your spouse works and is paying a premium, you qualify for the Spousal Reimbursement benefit. You will be reimbursed for any cost over \$120.00, but you must turn in the reimbursement form.

In an effort to better assist our retirees and members, the Local 1010 Insurance office has done some careful research to acquire two new Hearing Aid Specialist. This will allow members the opportunity to seek service in several locations to better serve you. These Hearing Aid Specialists have all agreed to accept our insurance allotted every 3 years, with no out of pocket expenses. There services will include:

1. No deductables
2. 3 years warranty

3. 3 years of free batteries

4. Free Hearing Test

Please contact one of the participating hearing centers to schedule an appointment:

Belton

402 Wall St.

Valparaiso, IN.

219-465-0852

Belton

382 W. 80th Pl.

Merrillville, IN.

219-756-1060

Belton

3190 Lancer ST.

Portage, IN.

219-762-4533

Belton

9009 Indianapolis Blvd.

Highland, IN.

219-838-7370

Clear Ear Hearing Aid Center

827 W. 45th Ave.

Griffith, IN.

219-934-9747

As always if you have any questions or concerns, either stop by the hall or call us our number is 219-937-7784.

In Solidarity,
Otis / Ernie



Jim Gogolak
Inner Guard

BE READY FOR CONTRACT NEGOTIATIONS

In the President's Message, Tom Hargrove reminds us that contract talks are less than a year away and cautions us to be ready for a fight. Is it really that serious, or is Tom just being an alarmist? Well, contract talks are always serious, and President Hargrove is very much the realist. All of us need to be prepared if we expect to get the best contract possible.

So how do we prepare? We will have sound-off sessions to determine the concerns of the membership, of course. And we need to establish realistic goals regarding wages and benefits – that's a given. But there are things each of us can do as individuals to ready ourselves for a fight.

One thing we can do is to understand that some issues are more important than others. That means some things are worth fighting for, while others are nice to have but not critical. Understand that things that benefit the membership as a whole need to take precedence over personal, more specific issues. This doesn't mean that departments or groups won't have their concerns addressed; rather, it means that our leadership must prioritize, and we need to get behind them once those priorities have been established. Contract time is not the time for divisiveness.

We also need to prepare mentally and financially for the possibility of a strike.

It is a good idea to save up a cushion of money for the possibility of a strike. It

never hurts to have an emergency fund; and if you don't need it for a strike, the money is still yours to spend as you see fit. We do not want to put ourselves in the position of being "starved" into submission. Financially, we should be ready to fight "one day longer" for as long as it takes.

Mentally, we must accept that the possibility of a strike always exists. In fact, all of our labor laws, as well as our grievance/arbitration procedure, are based on the assumption that it is best to avoid a strike when at all possible. Strikes cost the company money. Strikes cost workers money. Strikes hurt the economy as a whole. Nobody really wants a strike.

Still, the fact that avoiding strikes is deemed so important is testimony to their effectiveness as a bargaining tool. If there were no possibility of a strike, there would be no impetus to negotiate. We would just spin our wheels going nowhere. We absolutely must be mentally prepared to support our union goals with a strike if necessary. We need to have the singleness of purpose and unity in our convictions to let the company know we won't settle for second best.

The point is that Tom Hargrove is not advocating a strike. He is not predicting a strike. He is not Chicken Little, saying "the sky is falling." He is simply being a realist by reminding us that all contract talks involve shrewd bar-

gaining, but that bargaining can only be effective if the company knows the membership is financially ready to weather a strike and are solidly behind our leadership if the possibility becomes a reality.

In a 1901 speech at the Minnesota State Fair, President, Teddy Roosevelt expressed this sentiment rather eloquently:

"A good many of you are probably acquainted with the old proverb, 'Speak softly and carry a big stick — you will go far.' If a man continually blusters, if he lacks civility, a big stick will not save him from trouble, and neither will speaking softly avail, if back of the softness there does not lie strength, power. In private life there are few beings more obnoxious than the man who is always loudly boasting, and if the boaster is not prepared to back up his words, his position becomes absolutely contemptible."

President Roosevelt knew then what President Hargrove knows now:

Talk alone will only go so far. We need the "big stick" of a strike in our arsenal if talks are to be productive. And we can only have the "big stick" if we are financially and mentally prepared for a strike. And we must act with a unity of purpose.

It's that simple.

Do your part.

Be prepared.

25 Year Picnic Multi-Generational Families



John Gelon

During the 2014 Twenty Five year picnic, multi-generational pictures and interviews were conducted by Local 1010. By Multi Generation, we mean families who have more than one generation of family with 25 years of service that are either retired or currently working (e.g., father/grandfather/son(s); grandfather/father/daughter(s); father/son(s); father/daughter(s), etc. The interviews and photos were set up near the Grill area. The opportunity was available to Union and Salaried employees/retirees who were eligible to attend the picnic with at least 25 years of service.

Pictures and interviews were done with these family members so they can be recognized, acknowledged and con-

gratulated for their family history.

These family members were very proud and privileged to be able to enjoy the picnic with their loved ones. Nine different families came to the table to be recognized for their achievements of being multi-generation members in 2013, and seven additional families were interviewed in 2014. They were all so very proud to attend the picnic with their family members and discuss the picnics they have attended over the years. It is truly a special event. You could just sense the pride in all of them as they talked about their experiences together at the picnic.

Our Union had to fight to keep the traditional picnic an annual event after the company attempted to eliminate the pic-

nic in 2001. Local 1010 challenged the company by taking it to arbitration and won. Thanks to the efforts of our Union, the picnic continues into the future. We should all give thanks that our Union fought and won the battle!

Special thanks to everyone that assists in making the picnic happen every year. A lot of volunteer efforts go into planning, setting up, cooking, serving food or drinks, and cleaning up after the picnic. All these efforts at the picnic and behind the scenes make this picnic a very special and proud traditional event! It couldn't be so successful without all of you.

Thanks!

See you at next year's picnic!

History of the 25 Year Picnic

- * 1939 – First 25 year picnic in Black Oak. It was a men only event
- * Past 25 Picnic locations: Black Oak, Block Stadium, Cline Avenue and currently at the Lake County Fairgrounds
- * 1980's – Women with 25 years of service were invited to attend the picnic for the first time. Previously, women with 25 years of service were invited to attend a luncheon instead of the picnic
- * 2001 – Company notified the Union that it would not hold the annual 25 year picnic. Union challenged it in arbitration. Arbitrator ruled in favor of the Union, that the picnic shall continue
- * 2001 – Local 1010 challenged the company by taking it to arbitration and won. Thanks to the efforts of our Union, the picnic continues into the future. We should all give thanks that our Union fought and won the battle!
- * 2013 – Nine different families were recognized for their achievements of being multi-generation members in 2013, and seven additional families were interviewed in 2014.
- * 2014 – All so very proud to attend the picnic with their family members and discuss the picnics they have attended over the years. It is truly a special event. You could just sense the pride in all of them as they talked about their experiences together at the picnic.

2014 Picnic facts:

- * 2740 attended the picnic
- * 446 were active employees
- * 2041 were retired employees
- * 25 were guests
- * 228 were volunteers/workers

Food served from the 1010 grill area:

- * Burgers - Over 500 lbs.
- * Thuringers (Specially made sausage with low Sodium) - Over 400 lbs.

Additional food served:

- * Chicken - Over 5000 pieces
- * Italian Sausage - Over 500 lbs.
- * Potatoes - Over 500 lbs.
- * Pasta Salad - Over 250 lbs
- * Tossed Salad (Head lettuce or bags of lettuce) - Over 300 lbs.

- * Loaves of bread - Over 100
- * Butter - Over 2000 lbs.
- * Hamburger and Hot Dog Buns - Over 450 packages

Drinks:

- * Soda - 632 2-Liter bottles
- * Beer – 39 Kegs (MGD & Miller Lite)

Transportation - Busses:

- From Calumet High School to the Fairgrounds - 254 people
- From Fairgrounds to Calumet High School - 138 people
- From Government Center to the Fairgrounds - 403 people
- From Fairgrounds to the Government Center - 367

2013 Picnic Multi Generation Families previously interviewed: Information below is the information provided in a 2013 interview at the 25 year Picnic.



Joseph Carillo (retired from # 4 Steel Producing after 31 years of service) and son Victor (currently working at # 7 Blast Furnace with 39 years of service)



Michael Kuzma (retired from Central Mechanical in 1981 with 43 1/2 years of service) and daughter Nancy (currently working as a Benefits Specialist with 35 years of service)



Victor Ostaszewski (left side on picture - retired in 1982 from the Machine Shop after 38 years of service) and nephew Robert Wolfe (retired from the 80" in 1997 after 38 1/2 years of service)



Richard Cashen (retired in 1994 from # 3 Cold Strip after 38 years of service) and son James (currently working at # 7 Blast Furnace with 38 years of service)



Thomas A. Lynch (retired from the Quality Department in 1993 after 34 years of service) and son Thomas M. (currently working at # 7 Blast Furnace with 37 years of service)





Leonard R. Keilman (retired from Process Automation in 1993 after 43 years of service) and son Leonard M. (currently working in the Quality department with 25 years of service)



Ray Hendrix (center picture - retired from # 2 Blast Furnace in 1990 after 31 years of service) and nephew Mike Forsythe (Left side on picture - currently working in MEU Field Forces with 40 years of service) and nephew Steven Forsythe (Mike's brother – currently working in Plant # 4 with 41 years of service)



Harold P. Shevchenko (retired from # 2 Coke Plant in 1988 with 41 years of service) and son Gerald (retired from # 7 Blast Furnace in 2002 with 30 years of service)



Raymond Horn (retired from the Roll Shop in 1982 with 31 years of service) and son Dave (currently working in MEU Field forces with 37 years of service)

2014 25 Year Picnic

Multi-Generational Families



Frank Gonzalez (retired in 1997 from the yard department with 43 years of service) attended the 25 year picnic with his son, Frank Jr. (currently working at the 80" with 21 years of service). This year's picnic was the first time

they were able to attend together as Frank Jr. was assisting his dad at the picnic to enable him to attend.

Frank Sr. said he was having a great time at the picnic while enjoying the picnics tradition. "It's a special occa-

sion because we get to meet with friends we used to work with, and discuss or remember the ones that don't or can't attend the picnic anymore." His favorite memories of the picnic were cutting in the food line for Steaks at the old Block Stadium when the picnic was held there. Frank was the Incentive Chairman for Local 1010 for ten years when he was working. He finished the interview by saying, "Hopefully, we will both be back at the picnic next year!"

Frank Jr. said, "Its wonderful opportunity to be here with my dad and both of our fellow co-workers." He enjoyed seeing the social aspect of the active and retired employees at the picnic with all their buddies. Frank Jr. serves on the Members Assistance Committee for Local 1010.



John Gamez (Retired in 1990 from the 80" with 37 ½ years of service) attended the picnic with his two daughters, Patti Troxel (currently working at # 2 Steel Producing with 35 years of service) and Betty Shantz. Betty attended as an aid for her dad so he could attend.

This was the fifth picnic that Patti and her father have attended together.

Mr. Gamez said it's great to attend this picnic so he can see his old friends and attend with his daughter. "The number one most important thing is fellowship!" He commented that he sees less and

less of his friends and ex coworkers every year at the picnic because they are not able to attend or have passed away. His favorite memory is when the picnic was at Block Stadium because it was closer to home. He enjoys all the food, especially the brats.

Patti said she is proud to be able to attend with her father and their combined service. Her favorite part of the picnic is visiting with fellow co-workers, active or retired, taking pictures of friends, laughing, and being with her sister and father at the picnic. Patti said, "The picnic is well organized, well run down to a science, thanks to everyone who has volunteered to work at making the picnic a good time and so successful."

Betty enjoyed her time at the picnic with her father and sister and was also very thankful.



Ken Sjaheim (retired in 1986 from # 3 Open Hearth with 32 years of service) and his son Scott (currently working in MEU Field Forces with 36 years of service) attended this year's picnic.

Ken and Scott have attended eleven 25 year picnics together.

Ken said the picnic is a very enjoyable event. "It's a great opportunity to see

all my old friends, seen a bunch of them today here at the picnic. Really enjoying the beer, this picnic gets better every year but this picnic is the best one yet. My favorite memory of the picnic is attending with my son. If it wasn't for my son Scott, I wouldn't be able to attend. Everything here is good. Hope we can keep this picnic going every year forever."

Scott said he is proud to be able to attend the 25 year picnics with his dad. "I can't single out one favorite memory of the picnic because there are so many, but I would have to say it's being able to attend these picnics with my dad. This is an enjoyable time, seeing all the familiar faces we met that are active or retired."

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Russel Frahm (retired in 1980 from 1 & 2 Cold Strip after 31 years of service) and his son Christopher (26 years of service and currently working in the Planning department) attended their

second picnic together.

Russel said that it's odd to attend the picnic with his son after all these years of attending alone. This is a great event

that enables him to see all his ex-co-workers and friends that he hasn't visited in awhile. Many of those friends that use to attend this picnic every year have since passed away. He really enjoys the food and the beer, but especially enjoys the choir girls (Wolfgang from Hobart High School) that sing during the picnic.

His son Chris worked his first ten years at # 3 Cold Strip, and has spent his last 16 years in planning. He said his dad was retired for eight years before he was hired, so it's great to be able to attend the picnic with his father. Chris enjoys the food, friendship, and card games at the picnic. He hopes we always have this picnic. "It's a great 'Thank You' for working all the years."



Manuel Lorios (retired in 1994 from the rail department after 30 years of service) attended the 25 year picnic with his son Manuel Jr. (currently working in Rail with 38 years of service). This was their eighth time attending the picnic together.

Manuel Sr. stated that it is great to be able to bond together at this picnic with his son and friends. They both worked in the Rail department together for ten years, and know a lot of the same people that attend the picnic. He also enjoys coming to the picnic for the coffee and salads.

His favorite part of the picnic is that it enables him to keep in touch with all his friends. He commented that so many of the friends he has worked with over the years have passed away or are unable to attend the picnic due to poor health. He really thinks it's great to attend the picnic with those that are still able to come every year. He enjoys being at the picnic with his son.

Manuel Jr. hired into the 10" mill in 1976, and has worked in Rail since 1984. He enjoys coming to the picnic with his father, and will always cherish the memories of attending the picnic with him. He expressed his appreciation of Local 1010 for recognizing multi-generation family members that attend the picnic together. He said, "This is a great idea!"



William Lyman (retired in 1994 from # 2 Steel Producing after 36 years' service) and his son Danny (currently working at # 2 Steel Producing with 39 years of service) have attended the 25 year picnic together for 15 years.

William stated that it is fantastic to be able to attend the picnic with his son

Danny. He said, "We are both in good health and have a great time together. It's good to be able to visit with all the old timers I used to work with. It's the only time I get to see some of my friends. Glad to be healthy and able."

William has another son, Greg, that used to work at Inland (Spike Mill &

Rail) and is currently working at IN TEK. Greg has 36 years of service and was not able to attend this year's picnic.

Danny said his favorite memory of the picnic is going for the first time eligible with his father. "I got to see all my dad's friends that I knew as a kid." Danny is grateful to be able to attend the picnic as father and son. Danny has worked in # 3 Open Hearth, Field Forces, and # 2 Steel Producing. He said he especially likes attending the picnic because he is able to see some friends he lost touch with when his department closed (# 3 Open Hearth). Danny stated his appreciation to be able to see everyone at the picnic that have at least 25 years of service, and also wanted to send this, "Thanks to those with less than 25 years of service that volunteer to work the picnic. They get to witness what this picnic means to us old timers!"



Ken J. Scott (Retired in 1985 from Boiler/Weld Shop after 39 years of service) attended the picnic with his two sons, Ken D. (Retired in 2004 from # 3 Cold Strip after 40 years of service) and Richard (Retired in 2001 from MEU Field Forces after 30 years of service). This picnic was the first time all three have been able to attend the picnic to-

gether, but father Ken J. and son Ken D. have attended the picnic together for 26 years!

Ken J. said it's amazing that the three of us can all get together here at the 25 year picnic, a real pleasure. It's great to see all my old friends and coworkers at this picnic.

Ken D. said, "It's great to have my little brother around here with us at the picnic. The picnic is a lot of fun; it's just a great time. This is the only time I can get together with my friends and coworkers I worked with. Many of them are retired and living elsewhere far away but they come to this picnic and I get to see them here. My favorite memory up to this one was attending my very first picnic because I finally reached the goal of 25 years, but this one is better because all three of us are here."

Richard said he is enjoying this picnic because all three of them are together and he has been running into guys he hasn't seen since he retired in 2001. But most of all, attending my first picnic with my dad and brother has made this a special day.

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Joseph Peter Villarreal (Retired in 2001 from the 80” after 31 years of service) attended the picnic with his daughter Julie A. Villarreal (currently working in Sales and Marketing with 25 years of service).

This was the first time they have attended the picnic together.

Joseph said it’s great to see all his former co-workers and friends at the picnic.

They both said it was special to be able to attend the picnic together for the first time as father and daughter with over 25 years at the company.

Julie said it was special attending her first picnic with her dad, Aunt Teresa Villarreal, and Uncles Gilbert Gonzalez, Mario Gonzales and John Gonzalez.

They have a strong family history with both of Julies grandfathers retiring from Inland Steel with over 25 years of service (Joseph Villarreal – retired from # 2 Open Hearth, Felix Gonzalez – retired from # 2 Coke Plant) One aunt and seven uncles have all worked and retired from the company.

Note: The preceding 2013, and 2014 Multi-Generational Interviews by John Gelon Photographs by Ken Churilla



The State of Contracting Out

KEEPING AND TAKING BACK WHAT IS OURS

Union Brothers and Sisters, I am writing this article for many different reasons that I believe are important to all of us. First and foremost, it is important to continue our fight with the Company concerning their constant attack, and their continual attempts to contract out our Bargaining Unit Work. I want to thank each and every one of you for your efforts. Whether by stepping up and picking up the extra work and turns, or by your constant diligence and reporting of contractors in the Plant. All of you are the reason we have accomplished what we have, helping to reduce contractors in our Plant.

Remember, it was the Company that

wanted the consolidation of all the jobs as a way to reduce the need of the Bargaining Unit. You, the membership, have stepped up and learned the job, and never have you waived from asking for the training as a means to making sure the job is done safe. As everyone in the Plant can see, there has been some hiring done, maybe not to the levels that the Union would like, but definitely in a positive direction. Let us all step up and spread the word to all our Brothers and Sisters, especially the newer employees, of the opportunities available in the Plant, as a way to continue helping in the reduction of the number of contractors in our plant.

I want to take this opportunity to update the Production Bargaining Unit Employees, from the 2 BOF, that were demoted by the Company during the June outage. I have filed Grievances that the Company has not responded to, concerning some contracted out work, that wasn’t offered to the Bargaining Unit. This is separate from the Grievances that were filed by your Griever concerning the demotion of the Production Bargaining Unit. I know for a fact that your Griever is working on those issues because when it first occurred, he made every effort to resolve the issue at a meeting that I attended.

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Rosa Maria Rodriguez
Financial Secretary

“Get Up Offa That Thang”

James Brown 1976

GET READY! BE COUNTED!

What does the deportation of children on the border; street violence/killing our children and our contract have in common? Any of these issues can affect you and your family if you:

- do not become involved and take a stand!
- do not educate yourselves on the process and the history of the matter!
- do not become knowledgeable on the issues that affect the potential outcomes for your family and yourself!

All of this can have a devastating result in your life, sustainability, and as you live now.

Recently I attended the LCLAA conference through our local. (Labor Council for Latin American Advancement (AFL- CIO) lclaa.org. I, like many, were misinformed on the plight of the children that were crossing the American southern borders. I thought it was just a message of the poor, I even thought they came to take our jobs.

I was enlightened to know that this movement began way before President Obama came into office though he is not blameless. Documentation released by Department of Homeland Security notes that most of the children traveling alone are not from Mexico. Many children from Guatemala are from rural areas, suggesting that increasing poverty is their motivation to flee from the arms of their parents. Parents are willing to take the risk that their children may die because of the elements they must endure to reach the U.S. and

are willing to sacrifice their babies, rather than take the chance for them to die in the hands of the gangs and the corrupt authorities. The largest population of children fleeing their country are from Honduras. Tegucigalpa (the capital), San Pedro, the highest murder rate in the world, Sula, and Jutiapa. They are the major cities overrun by drug and street violence. Teenagers are routinely forced to join gangs or be shot and killed by gangs or soldiers. Remember the War on Drugs? We, Americans, have a link to the murder of these children not just because we are a large consumer of the illegal drugs, cocaine, heroin, and methamphetamines but because in the 1980s, the US Central Intelligence Agency assisted the Honduran armed forces with guns and training in El Salvador and Nicaragua. The military carried out political assassinations and the torture of suspected political opponents of the government during this same period. The ones who suffer are the children. They are the victims and the pawns in this political struggle year after year, and yet nothing was being done. In May, 2014 President Obama asked his Homeland Security chief to hold off on completing a review of U.S. deportation policies until the end of the summer in a move aimed at salvaging any hopes for Congress to act on immigration this year. We were informed that they wanted to wait until after the election. We began responding in disapproval across this nation signing petitions, educating others, and having conversations on the injustice. I am proud to say we the Union were part of it! Unions across

this country took up arms and began the movement to save the Children on the Border because it is THE humane thing to do. The fight continues!

Here in the U.S. every day we hear of children being murdered in street violence because of drugs and gang activity. My Brothers and Sisters, we are fighting the same war as in Central America. Think it won't happen in your community? It has, it does, and it will continue; until we sincerely do something about it. “Get Up Offa That Thang”, and stand up to a better community, region, state, country and world. We have a saying in the union “an injury to one is an injury to all.” It is only a matter of time.

To the members, especially those that have gone to our Summer School Programs, Rapid Response Conference, LCLAA, WOS, and other Conventions: What are you doing with your information, education and knowledge? Our contract is upon us and we are preparing for the fight. We have one of the best negotiation teams in the country, in addition to having one of the best Locals, but we need everyone's help. We must all prepare for the worst and fight for the best. We need to come together as one voice and be heard for the injustices in our workplace, our benefits and our communities. We must stand together and not allow those in power to dictate our way of life. We must recognize that what is happening in the third world countries will affect us. We must be part of the solution to what is going on in other countries and

Continued on page 14

Tribute to Memorial Day Massacre

Republic Steel South Chicago

To these men who shall walk the picket lines forever, and to the hundreds of other martyrs in Labor history like them, we dedicate this memorial in memory of:

- | | | |
|--|--------|---------------|
| Hilding Anderson | age 29 | Local 65 |
| Alfred Causey | age 43 | Local 1010 |
| Leo Francisco | age 17 | Western Union |
| Earl Handley | age 37 | Local 1010 |
| Otis Jones | age 33 | Local 1033 |
| Sam Popovich | age 50 | Local 1010 |
| Kenneth Reed | age 23 | Local 1010 |
| Joe Rothmund | age 48 | WPA |
| Anthony Tagliori | age 26 | Local 1033 |
| Lee Tisdale | age 50 | Local 1011 |
| Who gave their Lives on Memorial Day, 1937 | | |



Max Carrasquillo

Contracting Out

Continued from page 12

The Company showed its usual stubbornness, when at the conclusion of a two and one half hour meeting with the Union, the Company never responded to the Union's suggestions.

As we enter the last year of our contract, let us send the Company our message that we are not going to allow the Company to contract out our work. Show the Company that we are all in for the battle, if a battle is what they want. Talk to all your Brothers and Sisters from the other ArcelorMittal Plants, and tell them of the opportunities that we have in our Plant, and try to learn what they are doing in their Plants. The time has come to take a stand, "One Owner, One Union". Together we will not succumb.



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

Rosa Maria Rodriguez

Financial Secretary

Continued from page 13

in our communities or else it will bring down our quality of life. I do not pretend not to be a politician, I am. I have recognized that any and everything we do is connected politically. Stats show how we have lost elections because we do not vote; we do not take a stand. We must "Get Up Offa That Thang", and Unite, Stay Strong. The times are telling us that we must come out of our churches, our homes, and our unions and begin working on America. If not us, then who; if not now, then when?

USW Local 1010

ESSAY COMPETITIVE SCHOLARSHIP AWARD

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

“UNIONS & SAFETY IN THE WORKPLACE”

The Local 1010 Scholarship Committee was honored to presented the winners at the July 2014 Union Meeting.



Rachel Bach



Christine Foreman



Ed Medina



Jasmine Thomas

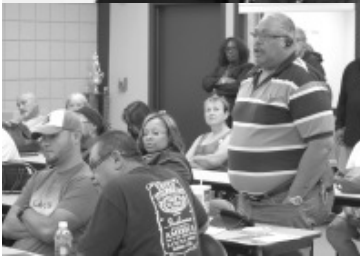
Lowell Labor Day Parade





United Workers Union of Liberia

Delegation of 10 members visit Local 1010 August 7, 2014



THANKS,..... YOU SAVED MY LIFE

Heroism comes in many forms, running into a burning house to save a life, hitting a home run in the bottom of the ninth to win the World Series, conspicuous gallantry in the face of enemy fire, or sometimes in the simple advice of a co-worker or friend.

This is one of those stories.

To Christopher Cottrell the simple act of friends have saved and prolonged his life. On the day of May 29th, 2009 Christopher was working his job as a driver in Trucking, Internal Logistics, when he stopped to have a cup of coffee. He had felt uneasy during the day thinking he was coming down with a mild ailment and when he drank his coffee, something didn't taste right in his mouth. The coffee normally satisfying had a taste, bitter and unfamiliar, when he went to spit in a garbage can he could sense the unfamiliar taste of blood. When he realized he was bleeding and could not ascertain where it was coming from Christopher decided he would no longer stay at work and instead call it a day. After all, he was on overtime and had already finished his normal shift. That's when his co-workers Ernest "Toby" Morales and Joe "Cool" Colgan did something that would change his life forever, not something as dramatically heroic as men-

tioned prior but something just as life changing.

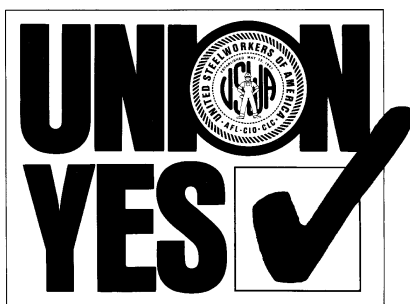
These two men, whom he had worked with for years, didn't or wouldn't let him disregard what he thought to be minor signs, go home on his own, to sleep it off, and not be checked out. Toby and Joe Cool insisted that he call the Clinic and be treated before going home. Toby stated that his Mom once had bleeding gums similar to what they now suspected Christopher had, and she found out it had been brought on by leukemia. Calling the paramedics is never easy for a guy that although overweight feels like he is in pretty good condition. Once at the Clinic Amy Imbesi checked his vitals and she too did not feel comfortable with his condition and had him transported to the Hospital. After running the normal battery of tests Christopher had a much needed blood and platelet transfusion. Later he was told that he indeed had leukemia. That bleeding of gums and the dark urine that he had observed throughout the day (he mistakenly dismissed as being dehydrated) are actual signs of bleeding out. And if he had dismissed these signs by foregoing his friends' advice and the paramedic that cared for him, he probably would have gone home, slept, and not lasted through the night.

He would never have had the ability to see his sons again who were in the military awaiting deployment to Afghanistan. Instead he is now here, alive and wanting to share thanks to all that saved his life starting with Toby Morales (whom soon will be retiring) and Joe Colgan his friends and co-workers from Trucking. To Amy Imbesi the paramedic that insisted he goes to the hospital from the Clinic and Northwestern University whom cared and treated him while he was sick.

It's often stated that when you're a kid your friends are in your neighborhood. When you're a teenager their in your school and when your an adult with a career their at work. I now know that Chris feels this is true. When I asked if he was in remission, Christopher stated that you have to be cancer free for 5 years to be considered in remission and hopefully without any more setbacks he will attain just that in the near future.

As a Union we always talk about being your "brothers and sisters keepers". The company, about "shared vigilance". For Christopher, it's much easier to all who cared..."thanks you saved my life". Sometimes heroics come in a simpler form.

Don Seifert



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

TRAINING

After we reached an agreement with management to allow craft trainees to bid on craft vacancies, this year has brought us a significant number of mechanical and electrical postings. However, originally we did not have enough interest to fill the postings with current employees, so the company has begun to hire new craft trainee employees. This is after years of the company not hiring significant numbers of employees, but 2014, so far, has brought about change. To date, we have seen increased numbers in new hires, production (109) and craft (40). Craft training has had a dramatic increase in new-hire and in-plant Ramsay qualified bidders entering the Craft Trainee Program. In May of this year, the Company posted for 58 vacancies while only getting 24 prevailing bidders. On August 18th the company re-posted for 51 craft vacancies, and I foresee most of these bids to come from employees that are Tier 1 or Tier 2 Ramsay qualified.

Currently in Craft training, we are running Tier 1 and 2 Tier Trainee programs in both the Mechanical and Electrical crafts, with more forthcoming. For anyone that desires a career in the crafts, the opportunity is better now than anytime in the last two decades, so take advantage. For those who would like information on how to proceed; you can contact Local 1010 Training Coordinator Don Seifert (219) 937-7784 ext. 141. Anyone interested in simply taking the MTM or MTE Ramsay test can call Jean Jimenez @ 399-5241 for scheduling.

WELLNESS

Health Week is right around the corner. Beginning September 29th thru October 3rd there will be Bio-Metric testing and Flu shots. Any 1010 member can attend any site for these activities. Additional information forthcoming, look for flyers or posters in your area for reminders.

The IHE Bar Products Wellness Committee has a number of activities planned for 2014.

Fresh Fruit Days are ongoing through the summer. During Health week, T-shirts will be issued to participants, and Health Club membership monetary incentives are provided for those who pay health club membership fees. Additional monetary incentives are available for those who participate in other various wellness activities.

The IHE Flat Products Wellness Committee mailed a letter identifying a number of wellness initiatives to 1010 members' homes in April 2014. These incentives began in January, and run through October of 2014. At the end of the year, participation will yield monetary incentives for those participants. Activities for Incentives include:

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

- * Incentive for an Eye Examination.
- * Reimbursement for Participation in Walk/Run or equivalent activities.
- * Incentive for a wellness physical with a primary care provider.
- * Incentive for smoking cessation.

This letter is also under the Wellness Committee attachment on the Local 1010 website, usw1010.org. As we near the 4th Quarter of 2014, I would like to remind everyone that there is still plenty of time to get in on some of these activities.

Documentation for off sight activities can be dropped off in the Wellness Drop Box located inside the West Annex main doors in the center of the circular drive. The Wellness Drop Box is just to the left of the Clinic Entrance on the side of the staircase.

ALL INFORMATION MUST BE DROPPED OFF NO LATER THAN NOVEMBER 7, 2014

Questions can be directed to your 1010 Wellness Committee Members (219) 937-7784

Vice-President Steve Wagner ext. 113

Training Coordinator Don Seifert ext. 141



Did you know?

The usual Suspects

Boiler and Weld Shop Retirees. They meet every month at 444 W Ridge Rd, Griffith, IN 46319 Pictured here in their meeting on August 28, 2014. Their next meeting is scheduled for September 25, 2014. The last thursday of each month at 9:00 a.m. Please send in your group picture and information we will include it in future publications. editor@usw1010.org

Points to Ponder

Retirees, Surviving Spouses

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

1-1-2013 to 6-30-2013 - December 2013 - You get a \$450.00 check.

7-1-2013 to 6-30-2014 - December 2014 - You get a \$950.00 check.

7-1-2014 to 6-30-2015 - December 2015 - You get a \$1,000.00 check

If surviving spouse goes on Medicare between these dates you will receive some money and I will be able to tell you how much you will receive. A blue envelope has been sent to your last known address. In June of each year of the contract you will fill out the top half of a BLUE form from Arcelor Mittal USA VEBA. The first time you must send a ZEROX copy of your Medicare card with the BLUE sheet in the envelope that came with your package. The second and third time you DO NOT have to send a copy of your Medicare card. Many surviving spouses threw the blue envelope away. Some moved and didn't give the company their forwarding address. You can call State Street Bank at 1-800-356-0078 then press 2 and give them your current address or call 1-877-474-8322 then 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. Over 750 surviving spouses did not collect this benefit because of what I said in the above paragraph AND the company will not pay for December 2013 and December 2014.

The company made a BIG mistake!! Any retiree who retired before January 1st of 2000 and passed away between 2004 to 2013. The company put down the date he died in place of the retirement date and these surviving spouses DID NOT receive any forms at all. I caught several of these errors when I helped the surviving spouses with the death papers. There are many surviving spouses whose spouse died be-

tween 2004 thru 2013. They have not received a form to fill out. The company said, "There is not a time frame on these people." They can contact the company at 219-399-4721 or 1-877-474-8322. Also, you may contact Mr. Don Lutes at 219-924-2294 or cell phone 219-742-3269 on anything I have written about.

Some of you active employees this could be your mother and retirees who know any of these women please call me. Here is what retirees, retirees' spouses, and surviving spouses have:

\$5 million health care coverage

\$1 million organ transplant coverage

\$1,500 hearing aid for each ear every 3 years

\$240.00 for eyeglasses every 2 years

Monthly premium,

Non Medicare \$70

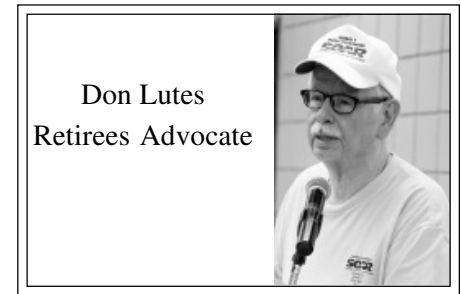
Medicare \$35

Pre 8-01-1974 do not have this coverage

I received a lot of calls on the last steelworker paper about the hearing aid coverage. People were paying over \$5,500.00 for hearing aids. They did not know we had hearing aid coverage. I got the company to reimburse them \$3,000.00. Many of the surviving spouses were paying \$70 a month for coverage when their spouse passed away because they were not on Medicare. When they were on Medicare, they still took out \$70 a month. I was able to catch some of these errors and they got back over \$4,000. The company was very helpful on these two above issues.

I have gotten lots of calls when a person is going on Medicare.

1. If you get a letter to take COBRA Insurance, throw it away!
2. If you get a letter to take Medicare Part D, throw it away You have drug coverage.
3. When you get a letter with your Medi-



Don Lutes
Retirees Advocate

care card in it, take the Medicare card out and do not send the letter back. You will have Medicare Part A & B. B cost \$104.90 a month that they take out of your Social Security check. Be sure your next pension check is \$35.00 less for you insurance premium.

Retirees, spouses, and surviving spouses have a group called Steelworker Organization Active Retirees or S.O.A.R.. We meet the second Monday of each month at Local 1010 Union Hall at 1 p.m. The first year dues for retirees is \$12.00 and spouse or surviving spouse is \$3.00 a year. You get a \$3,000 free accidental death policy for each year. If you make 7 or more meetings the first year, the second year is free. We have good speakers who come and give out great information.

ANYONE who thinks they might have a problem with alcohol or drugs give me a call. May 8th was my 40th Anniversary without alcohol when I couldn't go 40 minutes without a drink. I know what living in hell is like. The call might save your life or your marriage. You can call me on anything that I have written about in this article on any subject. I return all calls. My house phone is 219-924-2294 and my cell number is 219-742-3269. I am proud of the active retirees, surviving spouses and S.O.A.R. members for the two marches on the company because the company was trying to take away the retirees' health insurance this past contract. These marches saved us because some customers were going to get their steel elsewhere. They needed the steel and didn't know if we were going to strike.

We might need everybody again because in 2015 we start negotiating our contract.

I am proud of U.S. Steel Local 1066 full time officers who came on their motorcycles and participated in the second march.

Don Lutes

Retirees Advocate



Donald Guerrero
Griever, Area 4

CONTRACT COMING IN ABOUT A YEAR

It seems like a long time before contract time, but time flies. Last contract was the first I was involved in while being griever. I was told it was different than most contracts, because we were so far apart late into negotiations. So expect the next contract to be a tough fight. You should be getting together a list of what you want to be discussed in the contract negotiations. This list can be presented in the next contract sound off in 2015.

Lime Plant Safety Advocate

Don Clinton has decided to retire this year. When you see him be sure to thank him for the good job he has done. He has made a difference.

We went into discussions on his replacement with management. I chose an MTM to replace Don. The company is not willing to use an MTM because of a shortage in MTMs. The company feels they should be able to choose the replacement. The contract is clear, the Union picks the person who will be the safety representative.

There is a chance the company will eliminate the lime plant safety advocate position. If this does happen and you have a safety issue, you can call one of the other four safety advocates at 4SP, or one of the 4SP reps. They are listed at the end of this article.

6-7 day forms

The 6-7 day forms are something you do not have to fill out, but if you do not fill them out you will not get paid the money you are entitled to receive. The company keeps your money.

Some of the people who do not have to fill out the forms are:

You work the same 5 days a week. (As in; Mon. thru Fri. or Tues. thru sat.)

For the 2 week period you are looking to file on, you have worked 6 days or 7 days during either week. (Sunday through Saturday)

You have not worked the first 5 days of the 7 day period you are claiming.

In most cases, if you work a 21 turn schedule or your schedule gets changed, you will need to file at some point in time. (Doubles in most cases will not affect the filing of 6-7 day forms)

You can only go back to the start of the current contract (Sept. 1, 2012). If we get into the next contract you will have lost the money you have earned by not filling out the 6-7 day forms.

More people are filling out the 6-7 day forms but a lot of people are still not doing them.

The people at 4SP department need to get their line 33's (attendance sheets) to me so I can catch them up. This is including the people who were on the

a-turn/ 16 turn schedule.

Lately the pay has shown up added to your incentive. I have also seen, for 2 days approved, have 16 hours of overtime in addition to -16 hours of regular pay. The incentive part of the pay was in incentive.

For 1 day approved, you get paid 4 hours of overtime. You have already received the 8 hours of regular pay.

Don Guerrero /4SP Griever/ 219-309-3890 (3585)

Dave Lomellin /4SP Assistant Griever/ 219-805-0902 (1260)

Jake Cole /4SP Steward/ 219-614-0206 (5654)

Steve Dovellos /4SP Steward/ 219-808-9101 (3304)

Brian Ward /4SP Steward / 219-545-4443 (3300)

Jim Spasoff / 4SP Safety Advocate / 219-313-9918 (2388)

Mike Mikula / 4SP Safety Advocate / 219-880-5678 (1262)

Don Clinton / 4SP Lime Plant Safety Advocate / 219-608-9248 (5757)

John Walker / 4SP Safety Advocate / 219-608-9249 (8326)

Marvin Strong / 4SP Safety Advocate/ 219-608-9249

Just Try to Come and Get Some

As President Hargrove said on the front page of this Steelworker edition, "GET PREPARED." We know what we need to do. ArcelorMittal has already fired the first shot over our bow. On August 7th, they locked out 300 USW brothers and sisters in Montreal Canada. The Union said the Pension Plan is at the heart of the dispute. Does this sound familiar? In the 2012 negotiations, the company was trying to make unwanted changes to our pension. It's just a reminder that we are going to be in a fight. Also in 2012, the company wanted to go after our incentive and labor grades, health care, and they wanted to cut our wages during slow times. The company also wanted to reduce S&A and be allowed to schedule 32 hour work weeks. Those are just some of the issues they tried to come after. They organized a huge propaganda effort to justify their position of trying to reduce our Benefits and Standard of Living for us and our families.

The history of the United Steelworkers is long and storied. Our Union fought and won the right to representation, collective bargaining, health care, safety in the work place, the 40 hour work week, and fought against bias and discrimination in the work place. Our struggle has never been easy. The Memorial Day massacre, when 10 Steelworkers were shot and killed and 90 more were injured while peacefully

demonstrating for the right to organize, is a reminder of that. One thing is clearly evident, workers have always had to Unite to achieve gain and to succeed against the heavy hand of the Company. The Solidarity we showed as workers in the last negotiations, was what allowed the Union to win against the concerted attacks on our Rights and Benefits. Our history shows that when the company comes to TRY and GET SOME, they will have a Fight on their hands. We have a strong Union, and I have no doubt that when called upon, we will continue to stand strong, we will have Solidarity, we will march, we will demonstrate, and we will do what is necessary to win the fight for a Fair Contract!

Recently some workers have had concerns about Harassment in the work place. What is harassment? The company states, it is "Engaging in a course of conduct against a worker in a work place that is known or should be known to be unwelcome." Most of the harassment I hear about is company supervisors engaging in conduct unwelcome from the hourly worker. If you feel you are being confronted with unwelcomed behavior from a supervisor or another worker, contact one of your Union representatives. Certain supervisors will confront and try to harass workers, and then try to use the old, "I was just kidding." I can assure you when the hourly

worker displays that type of behavior and state that they were just kidding, guess what, they get sent home. Stand up for your Rights.

Our Union negotiated that we as workers have 10 recognized holidays. The contract states that if we work any of the 10 recognized holidays, we will be paid (2½) times our regular rate of pay. A worker who does not work the holiday shall be paid 8 hours of regular pay. The contract states: Article 10 section A, 3b (3) works as scheduled or assigned on both his/her last scheduled workday prior to and his/her first scheduled workday following the day on which the holiday is observed, unless s/he has failed to work because of sickness or other good cause. We have received complaints that workers are not being paid for all the holidays the company has agreed to. If you are not paid for a holiday, please contact a Union Rep. so we can investigate and find out what the problem is.

Remember, as we move forward, we must band together in order to achieve our goals. A strong Union is our one constant.

United We Stand Divided We Fall.

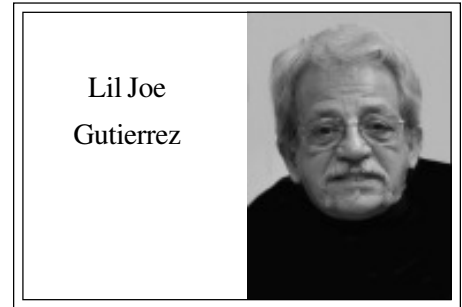
Yours in Solidarity,
Mike Bouvat

Mike Bouvat
Griever Area 5



Thoughts, Hopes and Observations from a retired grievance committeeman

For Today's Representatives to Contemplate



My name is Jose E. 'Lil' Joe' Gutierrez. Retired in July 2002.

I Hired into #3C/S June 16, 1959. Soon thereafter, the United Steelworkers of America went on strike nationwide. Five hundred thousand steelworkers hit the streets. Booming mills suddenly silent became home for foremen and supervisors who roamed empty, corrugated buildings and sporadically stared out at workers with picket signs waiting for something, anything to happen. Food and drink and cots to sleep on had been moved in months before the end of the contract. The company, determined to maintain the status quo, prepared to wait out those union agitators who dared ask for more. That fight lasted almost five months. Ancient history.

I was eighteen years old and didn't fully understand the ramifications and sacrifices endured by families reliant upon that paycheck every two weeks. Company men got theirs. Their paychecks didn't stop. But with no income, steelworkers and their families suffered as well as the communities built around those steel mills. Steel towns like Pittsburgh, South Chicago, Gary, and East Chicago soon felt the brunt of those absent consumers who previously frequented their stores. Bills accumulated; savings disappeared; some went hungry; others moved on and looked for work elsewhere. Those who stayed and sought work dared not say they were on strike.

The strike lasted longer than the provisions the company provided for their

people. Lake Michigan and its canal behind Plant One became their conduit for relief. Food and drink were boated in; the company was more determined than ever to maintain their upper hand and unfair wages paid to union workers compared to their own. In 1959 I made \$2.19 an hour. A frontline supervisor made double that plus bonuses and a savings plan that paid two for every dollar saved with no limit on amount invested.

Only after a Supreme Court ruling, forcing workers back to work, did the strike finally end. The 1959 strike became the longest work stoppage in the history of the American steel industry. The company lost its demand that the union give up a contract clause limiting management's ability to change the number of workers assigned to a task or to introduce new work rules, which would result in reduced hours and fewer employees. The Union stood in solidarity and won its place in history. It was a new beginning. But the fight was not over. It just began.

When I hired into Inland Steel, it was the company against the union - them against us. We were the bad guys confronted with a class system in the mill that many company people bought into. Management deemed themselves better and in some cases that thought prevails today.

We demanded a voice and fought for dignity. We struggled for a living wage and better working conditions. With every fatality and horrible accident, that hidden fear of dismemberment and

death surfaced momentarily, then quickly dissipated into the uneasy acceptance that the possibility of death is an inherent condition of working in a steel mill, until the union cried out in one voice: Enough is enough! Our lives, both supervisors and steelworkers, depend on a safe workplace. Change gradually evolved.

As an employee, I believed that the company deserved a fair day's work for a fair day's pay. As a grievance committeeman, I felt that in order to be a good representative, I had to be a good worker. However, I discovered that if I did my job as a union rep, I became a target for the company. And they cared less if I were a good worker because they resented then, and resent now, anyone who stands up and fights back, but it was a battle that had to be fought. I demanded and fought for respect for my co-workers, and when a supervisor disrespected or mistreated a worker, I filed a grievance, a harassment grievance, for a very important reason - During my learning process, I attended an arbitration involving a worker who had been discharged for insubordination. He stated that his foreman had been harassing him continuously for several years. The company asked for proof. Had he filed a grievance? He answered, "No." The company responded almost flippantly that apparently there was little harassment, or a grievance would have been filed. He lost his job, and I learned a lesson. I walked out of that arbitration deter-

Continued on page 25

New Web Site USW1010.org

Replaces USWA1010.org

Have you heard about the new Local 1010 website? If not, the address is usw1010.org, and this article should get you up to speed. It is informative, mobile friendly, user friendly, and we can subscribe to email alerts about information that applies to us as Local 1010 Steelworkers. The email alerts sign up is a VERY important part of this site because everybody now has the ability to know what is happening on a consistent basis. Remember, knowledge is power, and there is strength in numbers. The more of us who know what is going on, the stronger we are.

Contract negotiations are around the corner, and the ability to communicate through as many avenues as possible will be beneficial for any efforts to inform and organize. Positive things could happen for our communities as well. Our committees organize acts of charity, like coat and food drives and volunteer work throughout the year. For example, last spring our local fixed up a recreational room for the Katherine House Boys and Girls Club in East Chicago. If our committees can reach more people who may be willing to donate time and goods to the chil-

dren and women's centers of our communities, then we have truly made some great strides as a union.

Within the site, there are useful contact directories to the Hall, Grievance Committee, Safety Committee, and many other standing committees within our local. You can access and download our basic labor agreement, check out bids, and even watch YouTube videos embedded in the site. There is also a calendar with listed events in which members, and often members' families, can participate and attend. Click or touch the events on the calendar to view the times, details, and directions.

This website is a growing collection of information, and it will continue to evolve as time passes and ideas come in. We will be making a photo gallery of Local 1010 members doing something enjoyable, like vacations, hobbies, or other activities while representing our local. Wear some kind of USW clothing, or use some other creative ideas to show some union pride in the pictures. Send pictures by email to webmaster@usw1010.org or by text message to Jayson Culp at (219)331-8626. There is also discussion of get-

ting information about different departments onto the site, so we can give our families and friends an idea of what it is like on our jobs.

Our local saw a need and made a decision to create a new website. After carefully mapping out the old website, we planned the content and design. The new site had to inform the membership about what we do, who we are, and where we come from as a local. It also had to be comprehensive and interactive. We pulled everything together and started construction of the new website. After many files were organized and linked, and thousands of lines of code written, it was good enough to launch. We hope you like it, and more importantly, we hope you use it. A special thank you, Danny Walters, for the useful knowledge. Also, thanks to everybody who helped make this site possible and all who advocate it.

If you have any questions, ideas, or suggestions, send them to webmaster@usw1010.org.

In Solidarity,
Jayson Culp

Lil Joe Gutierrez

Continued from page 24

mined to establish a paper trail, to provide 'proof', to file a grievance whenever a supervisor, regardless of position, harasses or mistreats a worker. He or she deserves no less.

And there is a war going on. Indiana is now a 'Right-to-Work' State. The

middle class is quickly becoming a thing of the past. We, both union and company, must understand that 'we' are in this together. Globalization is not just a word.

We do not know the future, but we certainly know the past.

The fight goes on, and the union must remain strong.

The union is you and I.

'Take it easy, but take it!'

In Solidarity,

Jose E. 'Lil' Joe' Gutierrez



UNITED STEELWORKERS WOS WOMEN OF STEEL

“Together We Can Do Great Things”

The Women of steel committee was created through the tireless efforts of those who came long before us. It makes sense then that we honor the pride and dedication into making the Women of Steel Committee, a meaningful entity of this great Union.

The woman who believes her own skin is the most comfortable place to be, who knows her worth is in loving herself and others, who finds her personal joy in being purposeful and passionate about her journey is a woman, who lives life freely and generously is a USW Woman Of Steel.

The members of the WOS are from all

departments and all are valued and needed to continue the success of the committee. Whether small or large, always ready to participate in rallies to give support to our locked out union brothers and sisters. From May until December the committee will be collecting new items to make baskets for Haven House womens shelter.

The Men of USW 1010 play an important part of the WOS committee, serving as members as well. Whether we are making donations to the women’s shelter, working to help bring justice for our locked out Steelworkers, or welcoming visitors from Liberia, we are

committed to doing the work of the Union.

Please join us the first Thursday of each month after the Union meetings.

2015 is time for Contract negotiations, we need everyone to stand together, and support the negotiating committee. Be ready to work when you are called to support your USW Union.

In Solidarity,

Women of Steel Committee Officers:
Gail Richardson, Norma Conway, and
Ella Knox

Human and Civil Rights Committee



Did you know that USW Local 1010 has a Human and Civil Rights Committee?

The Human and Civil Rights Committee is here to protect your rights in the work place.

Harassing conduct by Managers, Supervisors, Employees, or Contractors at any level will not be tolerated. If any employee believes that they have had their rights violated, report it promptly to your Human and Civil Rights Committee. If matters are not brought to

our attention, we are unable to help.

Whenever a complaint is brought to our attention, we will discuss the matter with you. We will then make a determination if the matter should be resolved through the joint Civil Rights Committee, that consists of both Union and Company representatives, or referred to the Grievance Committee.

Retaliation against anyone that brings a complaint to the committee, or to those that are involved in the investigation process, will not be tolerated.

All complaints will be handled with the strictest confidence by all those involved. If you feel that your rights have been violated, please contact our committee.

Human and Civil Rights Committee,

Luis Aguilar 219-937-7784 Ext: 115

Gail Richardson 219-805-3923

Anita Freels 219-898-0691

Our 25 Year Picnic

Lake County Fair grounds Crown Point, IN. August 23, 2014



Workers Memorial Day April 28, 2014



Local 1010 Softball





29 Temper Mill Crew 10 Years Accident Free



Tom Hargrove President Local 1010, Rick Williams Manager Finishing East with 29 Temper Mill crew on August 20, 2014. This crew was recognized for 10 years Accident Free. Congratulations To the crew!

Those recognized are:

Brian Hicks

Don Miller

Quinn Hartmann

Jake Mendez

Nick Petroff

Gerrick Williams

Marvin Morris

John Blaszc

Jim Hovey

David Djurich

Matt Travis

Dean Bunton

Greg Palikan (Recent Retiree)



Next Generation would like to welcome our newly hired Steelworkers. You truly are in the company of a great union with Local 1010. This local encourages all Steelworkers to attend monthly union meetings on the first Thursday of each month at 4:00p.m. Remember, Local 1010 belongs to all of us. Regardless of age, gender, or years of seniority, we are all Steelworkers!

Committee Update: Next Generation has a new secretary, Vincent Witherspoon (Spoon). We would like to welcome him. He shares the vision of Local 1010 to promote solidarity and unionism throughout the mill and our communities. Let's face it, by promoting a stronger union, we show the company that we are united.

Next Generation is still holding meetings at Local 1010 Memorial Hall the Monday before the first Thursday of every other month at 3:15p.m. Please check out the new website, usw1010.org. Meetings will be posted on the calendar.

In Solidarity,

Andres Maldonado

Local 1010 Picnic

Hosted by Next Generation

On August 9, 2014, the Next Generation Committee hosted its third annual picnic for all Local 1010 members and families. It was a great turnout. The weather was perfect with a high of

eighty degrees and clear skies. The grills were going strong all day, and the music kept the dance floor busy. Classic and modern muscle cars, along with clean and chromed out bikes,

sparked plenty of conversation and admiration. Of course, the children had many activities to keep them busy and smiling. The ponies, bouncy house, and the all-time favorite, snow cones, helped

to accomplish the task.

Thank you, to all who attended, for making this event a success. Special thanks, to the volunteers, for all of your help and hard work. By doing things like this, we build common bonds and solidarity within Local 1010.



Next Generation Committee

Andres Maldonado
(219)742-3350

Anita Freels
(219)898-0691

Vincent Witherspoon
(219)576-3407

Local 1010 Picnic

Hosted by Next Generation





James Thomas
Assistant
Griever
80" Hot Strip

Hello fellow Indiana Harbor East brothers and sisters,

First I would like to talk to you about attendance. I have noticed over the last 6 years as an elected union representative at the 80" Hot Strip, that employees receiving verbal warnings or letters for attendance do not always contact their union representative. In these situations, I believe that there is a common misconception that this form of discipline is not a big deal because after all, it is just a warning. However, this becomes an issue when you start to progress from just a verbal reprimand, to more serious discipline with days off of work. These cases become very difficult to defend without the proper paperwork and record keeping. Sometimes there are unforeseen circumstances as to why you must call off. Such as: medical emergencies, a stint in the hospital, your child or spouse becomes ill, of course there are many reasons. We are steelworkers but we

are also human, issues do arise, and we have families, so throughout our career there will always be a possibility of unexpected issues. Please keep in mind, it is in your best interest to contact your union representative so that they can advise you what steps to take to avoid more severe discipline down the road.

Secondly, I would like to talk a little about safety at the 80" Hot Strip. In 2012, the 80" had 56 personal injuries, in 2013, we had 32, and so far this year, we have had 22. We would all like to see zero injuries, but this trend is heading in that direction. One of the major reasons for this trend is the great job our 80" ASC & DSC teams are doing. The DSC meets with their management counterparts bi-weekly to discuss and resolve issues. The ASC team also meets regularly to make the safety team aware of new issues that arise in their area, as well as doing area safety inspections. During the inspection process, if there are issues or concerns,

the ASC member either resolves the issue or completes the proper paperwork and makes the proper contacts to get them resolved. Our ASC team has had 100% completion of our area safety inspections for 21 months straight! A big thank you to our ASC & DSC members for helping our 80" co-workers go home safely. And thank you to everyone for not only recognizing hazards to protect yourself, but playing your part in educating others to the hazards we all face on a daily basis. Keep up the shared vigilance!

InSolidarity,

J.T.

80" Hot Strip Representative Team

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

Legal Problems?

Need a Lawyer?

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

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

Provided by the Law Offices of

Joe Banasiak

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

Michael Bosch & Alexis Dedelow

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

*Times are approximate



The Bernard Kleiman JOBLINK Learning Center

By Steve Wagner, Vice President



Recently, I've received questions regarding Joblink and the 2015 contract negotiations. After seeing ArcelorMittal Montreal lock out steelworkers from their plant in Quebec Canada, we should be prepared for the worst. Just like our fellow Steelworkers in Canada have found out, nothing that we have in our contract isn't gained or maintained without a fight. Please be assured that with your continued support, Local 1010 will work to keep our Career Development Program (Joblink) Benefits.

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

We have reciprocal participant arrangements with the other Career Develop-

ment sites here in Northwest Indiana. The availability of customized classes at other sites is subject to specific agreements that we have for each class. Those classes are available to **active members** from each of the sites involved. To see the class offerings at other sites, drop by JobLink to look through the catalogs or check Joblink's website- <http://bkjoblink.org/>. You can find them by clicking on the link on the left - "Class Catalogs" then scroll down and you'll find the Burns Harbor and USS catalogs.

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

If you have a computer at home, check out the Joblink website at <http://bkjoblink.org/>. You will find next semester's course lineup with course descriptions and other pertinent information.

There are various ways to register for Joblink classes:

Online at www.bkjoblink.org/

Phone in at 399-8135 Or 8136!

Walk in at 9:00 am to 5:00 pm Monday – Thursday & Friday 9:00 am to 4:00 pm

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.** Anyone interested in a specific class may contact Joblink to begin an interested list. All Joblink classes must be in accordance with the Career Development Program Guidelines.

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

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

What's happening at Joblink?

* **Remodeling classes:** New hires are surveyed when they first visit Joblink. Many concur with existing participants that they are most inter-

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 _____

ested in our remodeling classes. So this fall we have a lineup of remodeling classes from framing to door installation, flooring and dry wall installation. We'll finish with installing electrical components. These are not lecture classes! All of the classes are hands on and will serve a purpose for Joblink. We are opening a new office area in the woodshop and that's where all the remodeling is taking place. Students learn new skills and Joblink gets a new office space – we're all winners.

* **Garden Shed Raffle** – This past spring a Joblink class built a beautiful 6' by 8' garden shed. It is a combination greenhouse and garden shed which was raffled off at our *Hot Dog Day on Wednesday, September 10*. Come by Joblink between 11:30 a.m. and 3:30 p.m. to have a hot dog, some ice cream, and see the shed raffled off. Buy a ticket and you might be a winner. Tickets are \$5 a piece, or five for \$20, and are available at Joblink or at Local 1010.

* This fall Joblink is offering many **new classes** including: Run Your Home from Your Phone, Social Media for Beginners, Build Your Own Phone App, Create a Photobook, Solar Energy, Core Yoga and Pilates, Pressure Washer Maintenance and Repair. Try something new!

Fulfill your 2014 resolution to learn something new – and do that at Joblink.

Any questions regarding Joblink can be directed to the Joblink staff (219) 399-8136. Anyone else who needs additional information can call me at the union hall (219) 937-7784 (x-113) or E-mail me at swagner@uswa1010.org. 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.

Alcohol or Drugs a Problem?

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

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

Local 1010 Members Assistance Committee

Dave Lomellin (219) 805-0902
Frank Gonzalez Jr. (219) 688-5722

**LOCAL 1010
STEELWORKER**

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Daniel Walters, Editor



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PRESIDENT'S REPORT



“We Make The Job Safe Or We Don’t Do It!”

New Hazard Recognition Change in Condition Training Classes

The new Safety training you will be receiving is different from the Hazard recognition training classes you have attended in the past. Our plant continues to have too many serious events due to the fact the hazard wasn't recognized, eliminated or controlled. This round of Hazard Recognition training is designed by Steelworkers to help with the thought process in locating and recognizing Hazards or changes in conditions that can cause an unfortunate event.

When the training starts, some may think that the format of the training is

Bad things can happen very fast. Most of the time once a bad event starts, if it isn't recognized and controlled, there is not much you can do to get out of the way.

silly. But it is not! As the training day continues there will be an understanding that spotting the hazards is not always easy. This exercise will help us improve our Safety awareness not only at work but in anything we do in our everyday life.

We have greatly improved Safety over the years, but we still have a long way to go. Our goal is to never have another fatality, and to reduce our accidents to zero.

While performing a job or task, if something is not going right, or if it just feels like something isn't right, we need to stop and regroup. Bad things can happen very fast. Most of the time once a bad event starts, if it isn't recognized

and controlled, there is not much you can do to get out of the way.

We must recognize, eliminate or control the hazards before a job begins. We must also ensure we recognize any kind of change of condition and eliminate or control the hazards they create.

Our safety and possibly our life may depend on it!

Thanks to all the trainers who are working on this you are doing a great job!

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

In Solidarity,
Tom Hangroave

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