

## Photo with Santa

### Santa's Eighth Annual Visit to Memorial Hall



We want to thank all the Volunteers, Members, Parents, Grand Parents and Children that participated and made this annual event once again a wonderful experience for all in attendance.

#### Santa Claus Annual Visit

The first week of December arrived with a fanfare of activity surrounding Memorial Hall. The preparations prior to Santa's visit, was filled with decorating activities. Christmas trees, miniature Christmas town displays with Laser lighting, and the numerous inflatable displays inside and outside of the hall, Photographic back drops, lighting, cameras and printers, Christ-

mas music, videos and so much more that goes into transforming the Hall for a child's Christmas experience of a life time.

December 8th, Santa and Mrs. Claus arrived and prepared to greet nearly 400 Children, Parents and Grand Parents. Everyone enjoyed a visit and Photograph with the Clauses in addition to Juice and cookies, and a gift for each child in attendance.

This annual event is staffed by a host of Volunteers that work hard in the weeks, days leading up to and including the event. We want to thank all those that attended, and those that volunteered to make this year yet another great annual event!

In Solidarity,

Daniel Walters



Dan Walters      Nick Valle      Don Jones      Gail Richardson      Jayson Culp

## Safety Committee Report

In 2018 we saw improvements in all injuries, OSHA recordable injuries, Lost Work Day Cases, and Restricted cases compared to 2017. On near misses, we can do a better job. Basically, we held the same as last year. Remember, turn in near misses so that we can correct the hazard and prevent accidents. Even though we had reductions in OSHA classifications, there were some cases where the outcome could have been a lot worse. Always expect the unexpected. Maintain your situational awareness while you are working. Seconds and inches may determine how you may go home to your family.

As we move Safety forward in 2019 our Department/Area Safety Committees must implement the 2019 Safety Focus Items for the Plant and Divisions. These Safety Focus Items have been jointly agreed to and they are essentially what we have been doing over the last couple of years with some activities improved so that we can reduce injuries and sustain our compliance with the Fatality Prevention Standards/Safety Management System. If we all work together, we can make the Journey to Zero a reality.

**Health, Safety & Environment Committee**

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usw1010.org

Working safely is a priority for all of us at USW 1010. Numerous training programs have been developed to heighten awareness in the plant and working at home.

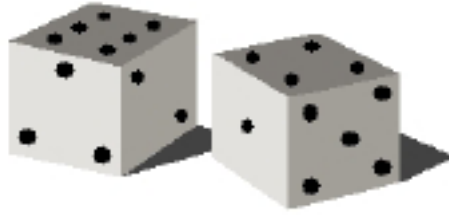
Hazard Recognition 2019 has begun and some of the topics are:

- Compliance Training
- Change in Conditions
- Paradigm Shift

Change of Conditions: unanticipated changes and events that are not normal in your work area.

When we proceed with a job, we must watch for any for any potential changes in conditions, and see if these changes will affect us. Think of these changes in conditions as potential hazards that are not normal for your job assignment, including the area where you are working. Never ignore any changes. Look to see if someone has started operating the

# When you gamble on Safety



## You're betting your life!

equipment, and if there a hazard from starting that equipment, know how the change is going to affect you. We have the ability to recognize a change in condition. Stop and do a HIRAC-lite, identify and correct the hazards.

Paradigm Shift: an important change that happens when the usual way of thinking about or doing something is replaced by a new and different way.

In the 2019 Hazard Recognition Class, we will be discussing an important paradigm shift in safety, why it is important to learn about it, how it relates to us in the workplace and how it can help us reduce serious injuries and fatalities.

Remember to ensure you have the correct permits when needed for tasks. Review the procedure and always ask operations personnel if there are any special instructions. When in doubt, ask again.

Continue to practice teamwork. Identify the procedures, hazards and controls for your specific jobs. Identify any changes in conditions if present, then communicate, update and modify your controls. Let's continue good participation with our coworkers and we must always KEEP OUR HEADS IN THE

### GAME.

"We Make the Job Safe, or We Don't do It" is more than a motto. It is a life-saving approach to our everyday jobs. Article 3, Section C, of our basic labor agreement spells out The Right to Refuse Unsafe Work. It states, "If an Employee, acting in good faith and on the basis of objective evidence, believes that there exists an unsafe or unhealthy condition beyond the normal hazards inherent in the operation (Unsafe Condition), s/he shall notify his/her immediate supervisor. The Employee and the supervisor will make every attempt to resolve the condition in the interest of safety...." Oftentimes, we hear about legitimate safety concerns and issues on the job, but when the question, "Did you stop the job and attempt to make it safe?" comes up, the answer is too often, "No." We must make the job safe before we begin or resume the task. Your HIRAC-lite form is the best tool to nail down the hazards of concern along with the controls to correct them. Sometimes we are not fortunate enough to bring the issue up after the fact without somebody already suffering an injury.

Also, let your Reps, Safety Advocates,

and the 1010 Safety Committee know if you witness or are involved in a situation in which you stop a job, and the only resolution you get from management is that they relocate you out of sight of the current situation, which you are diligently trying to correct for your safety and the safety of those around you, just to have the job done by somebody else. Due diligence is the key to resolving these issues.

In closing, as our Safety Committee continuously works to improve the Health & Safety in the Plant. Progress has been made, however more work remains. Fatalities need not happen. 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. As always keep an eye on newly transferred members and our new hires.

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

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

## ESSAY COMPETITIVE EDUCATIONAL AWARD

Four \$1,000 Educational Awards

United Steelworkers Local 1010 will award four \$1,000 Educational Awards 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:  
"Effects of the Ludlow Massacre on the labor movement"



### HOW TO APPLY

Secure an official application form along with procedure and instructions beginning February 25, 2019 through March 25, 2019 at USW Local 1010 Memorial Hall.

- No ACT scores required for eligibility
- Must be a high school graduate, class of 2018-2019
- Son, daughter, legal ward of a member, retired member, or deceased member of USW Local 1010
- Application form must be completed and certified by an Official of USW Local 1010 Education Award Committee by 4 p.m. on April 15, 2019

**SOLIDARITY**  
**FOREVER,**  
**For the union**  
**makes us strong.**

## SOAR IN ACTION

Together we are...



Fighting for universal healthcare,



Protecting Social Security and Medicare,



Standing up for workers' rights,



And more...

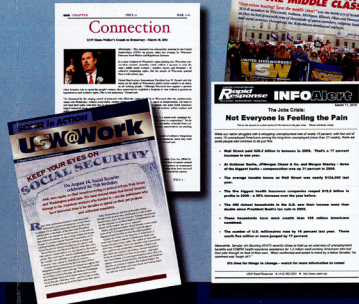
## BENEFITS FOR MEMBERS

In addition to receiving an honorary SOAR membership card and lapel pin, SOAR members receive regular updates about how to stay engaged in our union's work. Members will also be able to take part in the Union Plus Benefits Program through the AFL-CIO; which offers unique savings, including discounts on AT&T, entertainment, hotels, flights and car rentals. Union Plus' mortgage program can even assist you and your children with buying or refinancing your home.

Additionally, SOAR members receive the "SOAR in Action" publication by mail four times each year. This publication is designed and mailed to only SOAR members. It contains updates on events, pictures of our members in action and interesting articles on important issues affecting retirees and our families. Past issues of the "SOAR in Action" publication are also available in our online archive at [www.usw.org/soar](http://www.usw.org/soar)

All SOAR members will also continue to receive the "USW@Work" publication.

### STAY INFORMED



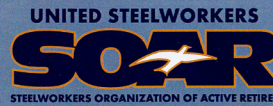
# JOIN TODAY!

### STAY INVOLVED

## ABOUT SOAR MEMBERSHIP:

Membership to the Steelworkers Organization of Active Retirees (SOAR) is not limited to retired USW members. Spouses of retired USW members are also eligible to join, and SOAR's by-laws were amended in 2011 to welcome any like-minded retiree who agrees with and supports the guiding principals and programs of the organization.

So, if you are a USW retiree, spouse, or union supporter that wants to join SOAR, simply fill out the attached membership application and return it to the address listed on the bottom along with your membership payment.



## HOW DO I BECOME A SOAR CHAPTER MEMBER?

### IT'S EASY!

Simply fill out the form on the reverse side (remember to include your spouse) and send it in with your first year dues. Some retirees can have their SOAR dues deducted automatically from their pensions. Contact your local union or the SOAR office to find out if this option is available to you.\*

### STAY ACTIVE

## HOW MUCH DOES IT COST?

Annual dues are as follows:

- ◆ Retiree \$12.00/year
- ◆ Spouse of retiree \$3.00/year
- ◆ Surviving spouse of retiree \$3.00/year

10 Year Membership:

- ◆ Retiree \$100.00
- ◆ Spouse/Surviving spouse of retiree \$30.00

\* If you elect dues check-off, if available, \$1.00/month will be automatically deducted from your pension, \$1.25/month if also paying for spouse.

VISIT US ONLINE AT: [WWW.USW.ORG/SOAR](http://WWW.USW.ORG/SOAR) OR PHONE: 866-208-4420

## APPLICATION FORM

Renewing Membership   
New Applicant

Name \_\_\_\_\_  
(PLEASE PRINT CLEARLY)

Street Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Home Phone \_\_\_\_\_ Birth Year \_\_\_\_\_

Cell Phone \_\_\_\_\_

Email \_\_\_\_\_

Local Union Number \_\_\_\_\_

Chapter Number \_\_\_\_\_

Do you receive USW @ Work?  Yes  No

### SOAR DUES

- Retirees - \$12.00 per year
- Spouse/Surviving Spouse of retiree - \$3.00 per year

#### 10 Year Membership

- Retiree - \$100.00
- Spouse/Surviving Spouse of retiree - \$30.00

Name of Spouse \_\_\_\_\_

Amount Enclosed \_\_\_\_\_ Spouse Birth Year \_\_\_\_\_

For additional information call (866) 208-4420

Please return this application with payment to:  
SOAR  
United Steelworkers  
60 Blvd. of the Allies  
Pittsburgh, PA 15222



### STAY INFORMED

### STAY INVOLVED

### STAY ACTIVE

# JOIN TODAY!



## ABOUT SOAR

Our union is stronger when Steelworker retirees are involved as activists, advocates and volunteers; which is why we established the Steelworkers Organization of Active Retirees (SOAR). With the establishment of SOAR, our union solidified its focus on the unique issues impacting USW retirees and their spouses.

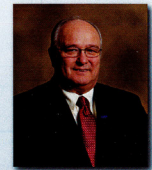
## SOAR CHAPTERS

SOAR has over 225 chapters in the United States and Canada. SOAR chapters are an opportunity for USW retirees to continue their activism with our union. It only takes 25 members to establish a SOAR chapter, which functions much like a local union. SOAR chapters elect officers, hold regular meetings and discuss a variety of issues impacting our communities and our union.

To help fund their regular activities, each chapter receives a percentage of the dues collected in the form of a refund check three times every year. Chapter presidents receive the "Connection" - a bi-monthly newsletter which keeps them informed on the major issues of the day and provides them with current materials to present at monthly meetings. Participating SOAR chapters also receive instant communication on issues affecting workers and retirees through the USW's legislative Rapid Response Program. For more information about SOAR, visit our website at [www.usw.org/soar](http://www.usw.org/soar).



## A MESSAGE FROM BILL PIENTA, PRESIDENT OF SOAR



First and foremost, SOAR members help to strengthen the communities in which we live by volunteering with and supporting social and civic organizations. We work to promote union values by organizing with like-minded groups in the community, whether they are non-profits, churches, or community advocates.

## SOAR MEMBERS CAN ALSO MAKE AN IMPACT BY:

- Participating in USW Rapid Response which focuses on advancing legislation that protects workers and our families;
- Partnering with the USW Civil and Human Rights Department to protect the elderly, minorities, and people with disabilities;
- Supporting our union's efforts to bargain better contracts in the various industries where our members work;
- Lobbying local and federal government in an effort to protect Social Security and Medicare, advance manufacturing policy, and protect American jobs.
- And more...



## What is Rapid Response?

Rapid Response is a non-partisan, grassroots education and mobilization program that allows Steelworker members to stay informed of legislative issues that impact our working lives. Through this education, we have a direct way of knowing what is taking place in Washington and in our state capital- and what that means to us. Once we have this knowledge, we can act to make a real difference in shaping policy to benefit workers rather than corporate interests.

The issues impacting Steelworker members are more critical than ever. Whether it is an attempt to undermine collective bargaining rights, a push to advance trade agreements that ship jobs overseas or just threats to key middle class sustaining programs like Social Security and Medicare, we have many reasons to be concerned. These policies affect our wallets, workplaces and communities while shaping our overall economy.

Steelworkers must engage in a fight to stop bad policy while promoting a better economy that works for all. Rapid response provides the tools to generate these needed changes by getting educated on the issues and then impacting the legislative process.

### How can I help?

Fill out the form below and turn in to your area union representative, or bring it directly to me. Your involvement can be as simple as phone call or sending a letter. Let's all help to make a difference.

In Solidarity,

James Thomas

Cut Below

### ACTIVIST INFORMATION

Local Union # 1010

Last Name: \_\_\_\_\_ First Name: \_\_\_\_\_

Home Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

District: 7 Sub District 5 Cell Phone #: \_\_\_\_\_

Email: \_\_\_\_\_

< Check Box to indicate you have given permission to the United Steelworkers to contact you via e-mail.

Congressional District: \_\_\_\_\_ County: \_\_\_\_\_ Township: \_\_\_\_\_



## Women Of Steel

By Gail Richardson, Chairwoman W.O.S. Committee



### Heroism

If the dictionary were to be rewritten today, under the word Heroism you would find names not only of great Women of steel, but also names of some mighty men of steel as well.

Heroism, for the year 2018-19, would be defined as people who have made great sacrifices in their lives for working people and workers in the factories making products which are essential for all of America to thrive and live life day to day. If steel were to run out or become a limited product, where would that leave us as a nation?

The negotiating Team for the Collective Bargaining Agreement for 2018 displayed heroism. They were away from their families traveling for meetings, with one of the members falling gravely ill. They stayed focused on the task at hand and made difficult decisions. Steelworkers Stand for Unity and Strength for Workers, and the negotiating committee displayed remarkable strength, no different from our

men and women who fought for justice and displayed heroism for the last 76 years since the United Steelworkers' initial existence. Always remember, our recently ratified agreement does not stand alone. It is just one building block stacked upon a great foundation built from past negotiations that bring us what we have today.

Heroism could be a soldier fighting for a cause greater than his or her own personal gain, like a father fighting for justice for his children, women who work in sweatshops earning 20 cents a day traveling great distances from their homes, or women who share their leisure time to volunteer in nursing homes to help feed and care for the elderly and assist understaffed facilities. All these things, in my opinion, are ways we are heroes. Continue to do something good for others, make a point to be kind, not only for the holidays, but throughout the year. It does not cost you anything to be respectful to others. If a new definition of Heroism were created, ensure

a likeness of you, a Steelworker working to better your family and community, is thought of. Some of us volunteer in our communities, serving as activists to ensure legislation is done with all people in mind, not just a select few. Some Steelworkers work through the week and on Sunday morning they are delivering messages from the pulpits to multiple denominations.

Solidarity and strengthening the labor movement contributes to our local union's capacity, which is needed to better serve the membership

The Women of United Steelworkers Local 1010 are doing outreach to the membership and encouraging all women to become active. Many are new hires participating to represent their respective areas. Women of Steel are excited to share and learn from them... Whether you are a veteran employee or new employee, your support is needed. Be the Hero, get involved in your Union and your community.

**USW LOCAL 1010**  
**UNION Meetings**  
**First Thursday of**  
**Each Month at 4 pm!**

# Grievance Committee Report

By Darrell E. Reed Chairman Grievance Committee



## *JFK*

At Press time we have a new Four Year Contract. The Ratification Total Tally vote was 82.7% yes, Local 1010 counted 1164 Yes, 306 No. The 35<sup>th</sup> President of these United States - John Fitzgerald Kennedy "JFK" a Democrat was assassinated November 22, 1963. 2018 marks the 55<sup>th</sup> infamous anniversary for one of the greatest U.S. presidents in history. JFK was the First Catholic Elected President; Second Youngest elected President in U.S. history; A War Hero; A Pulitzer Prize winner and in my opinion and the most important the Architect for the Civil Rights Act of 1964. "Notwithstanding the fact the bill was signed in July of 1964 By President Lyndon B. Johnson", JFK considered the bill his "Manifest Destiny" To be put into law. The law was a major milestone for Civil Rights and U.S. labor law. The law states: "To enforce the constitution right to Vote ,to confer jurisdiction upon the district courts of the United States , to provide injunctive relief against discrimination in public accommodations , to authorize the Attorney General to institute suits to protect constitutional rights in public facilities and public Education, to extend the Commission on Civil Rights , to prevent discrimination in federal assisted programs , to establish

a Commission on Equal employment Opportunity and other purposes ."This law ended segregation in public places and banned employment discrimination based on Religion, Race, Color, Sex, or national origin.

"The Civil Rights Act changed the United States of America forever"!

JFK was not only determined to protect people of color, he acknowledged the importance of Unions and the necessity to protect them. JFK once said, "Our Unions are not narrow, self-seeking groups". They have raised wages, shortened hours and provided Supplemental Benefits. Through collective bargaining and The Grievance Procedure, they have brought Justice and Democracy to the shop floor! "Due to Kennedy's strong stance on the importance of Unions and Fair trade, he never let his concerns go unheard. In 1962, a press conference was held where JFK called steel price hikes" a wholly unjustifiable and irresponsible defiance of public interest". He then criticized Steel Executives for their Pursuit of Power and Profit. He was always for the Middle Class, Equal Pay, Fair Trade and Equal employment.

Happy Blessed New Year to All!!!

Work Smart Not Hard! Work Safe not Unsafe!

" Great Minds Discuss Ideas";  
 "Average Ideas Minds Discuss Events"  
 "Small Minds Discuss People"  
 -Eleanor Roosevelt

Darrell E. Reed  
 Chairman Grievance Procedure

"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 life time, How Will You Be Remembered?

Article 3 Section G of the Collective Bargaining Agreement: Alcoholism and Drugs abuse are recognized by the Parties to be treatable Medical Condition. If you have a Drug or Alcohol problem contact Frank Gonzalez (219) 688-5722 or Larry Lowe (219) 793- 4709.

Don't wait till its Mandatory.

"All life Matters"

**Do the right thing,  
 Buy American!**



# AREA 25 80” Hot Strip

By Brian Hernandez, Griever Area 25

As this year comes to an end I would like to first point out our safety improvements at the 80”. Personal injuries this year are at 22 compared to this time last year we were at 34, OSHA recordables cases this year were at 7 compared to last year at this time we were at 15, and restricted cases we’re at 1 compared to last year we were at 3 cases. Although the year is not over we must always be working safely and looking out for one another.

We are currently in the hiring process and the 80” has 31 new hires in 2018. Let’s make sure to watch over our new employees and make sure they are working safely. Never allow new employees to do a job until they have safely identified all the hazards of the job. As we see the orange hats walking around let’s pay extra attention to them, Statistically, a new employee is more likely to be involved in a workplace injury. Some of these new employees have only been here for a few weeks and are being placed in LG1 temporary positions throughout the mill. Remembering back on my first few weeks here the overall new hire experience can be

overwhelming as the 80” is massive. So let’s look out for our new employees giving them good safety advice as needed when we see them throughout the mill.

I would like to talk briefly about the recent call offs. Sometimes there are mitigating circumstances as to why you have to call off. You become sick, your spouse or kid becomes sick, your kid’s school is cancelled, your car breaks down, and there are many more reasons as to why to call off. Please keep in mind that having too many call offs can lead to written discipline letters starting with a written warning, to a 1 day suspension, 3 day suspension, and a 5 day suspension subject to discharge. If a letter of attendance is given you have the right to ask for union representation when receiving the discipline. Your union representative will advise you what needs to be done to handle the issue.

Lastly, with winter approaching very soon, we need to be aware of our footing when walking around the plant as ice quickly forms that could lead to a

slip trip or fall. We need to make every effort to prevent snow accumulation on walkways, de-icing walkways and doorways, and clearing our parking lots. We should start looking in our areas for any issues that may arise in the freezing weather and report them to our ASC and DSC members. It’s a great idea to also prepare a winter emergency kit in your car in case something happens to your vehicle or you see an individual stranded on the side of the road.

In Solidarity,

Brian Hernandez

**80” Griever**

Brian Hernandez (480) 215-6069

**80” Assistant Griever**

Jake Fraker (219) 713-3429

**80” Stewards**

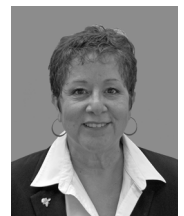
Kyle Gonzales (219) 617-8346

Alex Maldonado (219) 252-9261

Brett Nagdeman (219) 902-5060

## Financial Office Report

By Rosa Maria Rodriguez, Financial Secretary



### MY BEST WISHES TO YOU AND YOUR FAMILIES FOR A SAFE, HAPPY HOLIDAY SEASON

Let me put my good spirit and best wishes in writing: here’s to the happiest holiday season and New Year to date; you deserve it!

As a Union, it takes a great deal of both individual and collective energy to have a successful year in an organization like ours. With your assistance we have succeeded in meeting many of our goals. I encourage you to continue in our efforts in making our union strong and efficient. A Union is only as strong

as its members.

We’re looking forward to another year of excitement, change, and opportunities. Thank you for your support and solidarity and best wishes for a Happy, Prosperous, and healthy New Year.

# Bargaining Unit Work Committee

By Max Carrasquillo, Chairman Bargaining Unit Work Committee



## TIME TO DIG IN

To all Union Brothers and Sisters. I hope everyone had a Merry Christmas and a Happy New Year. As we turn the page on the calendar from 2018 to 2019 let us take a little time to reflect on some of the highlights.

I consider the Tariffs put on the importation of Steel as a good place to start. The Tariffs led the way to some of the highest prices of Hot Band and Cold Band Steel in the last decade. Everyone saw these high prices lead to the Hot Band Bonuses being paid out throughout the year. The better understanding of this was that as the contract expired it put the Union in a better position to Bargain.

Our position clearly did not necessarily play out as one would have thought. The negotiations were long, arduous and stressful on everyone, but eventually a new agreement was reached. Some would say that they were successful, yet others clearly will tell you, that from a position of strength, enough was not done on some very key issues. The raises were long overdue and will

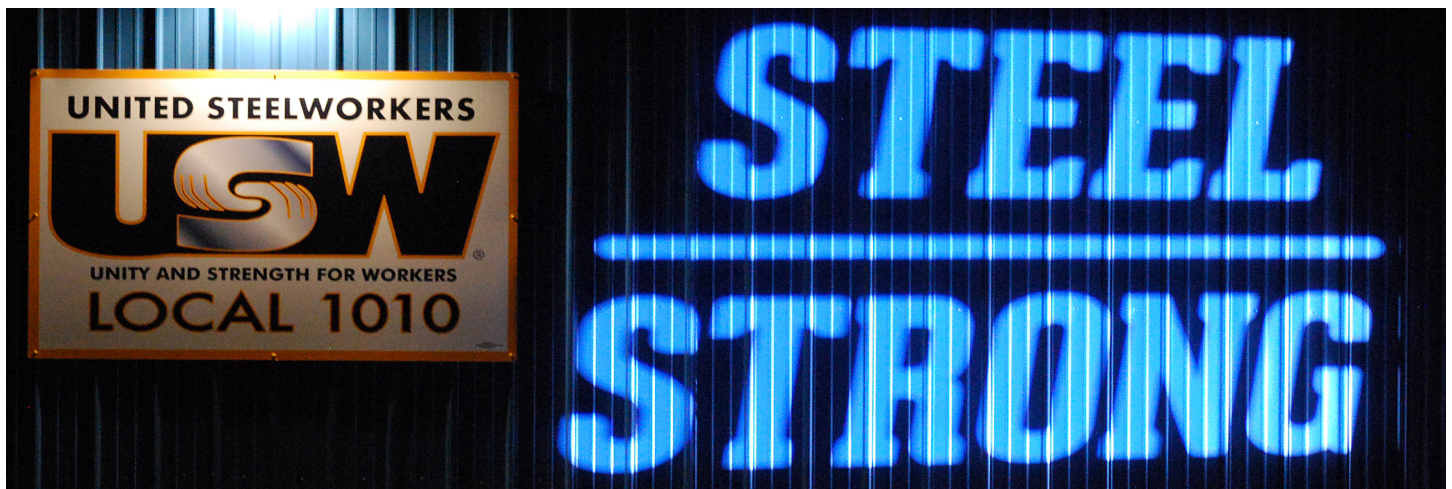
benefit going into the future. The Company's profits are at some of the highest levels, yet again a fierce battle is what led to the signing bonus and the raises. Keeping healthcare plans intact for both active and retirees were an important part of this agreement. But the most important thing to remember is that in 4 years when this agreement expires, we may not be in the same position so do not wait till then to prepare.

Which leads me to the focus of my article. Overtime is a good way to get the extras in life, such as a summer cottage, a vintage car or that bigger home, but what good is it when you are always at work because of your relief calling off, or no one available to schedule those open turns. The Company needs to understand that there are not enough employees to run this Plant. The Company is doing some hiring, but not enough. Every department is short, and when it comes to maintenance workers, truck drivers, cranimen and vacuum truck workers the Company wants to use an outside contractor. The Company has people qualified and waiting to fill the openings left due to retirements, yet they choose to use the

contractor. I have always said, we want to save the plant for "Steelworkers" not for contractors.

Everyone make it your focus, to get training to move into these skilled jobs. Let us force the Company into filling these jobs, even if it means that they have to hire another employee to do your job. Jobs were filled internally back in the day, make the Company go back to those days. No one cares more about the Plant than we the employees. The Plant belongs to us, not an outside contractor that will be working somewhere else at any given time.

To all my Union Brothers and Sisters, it falls on every one of us to keep the pressure on the Company. Whether you are the 40 year employee just trying to get another couple of years, or the new employee that just hired in. Stay involved, get involved, stay informed or be the one to inform. Four years may seem like a long time away, but before you know it another negotiation will be upon us. The Union may not be in the same position as 2018 and we all know what those good times got us then. "NOT ENOUGH".





## Insurance & Benefits

Ernie Barrientez (219) 937-7784 ext.117

Otis Cochran (219) 937-7784 ext. 112



As we have approached the end of the year. We from the Insurance and Benefits office would like to extend to you our warmest regards. May you have a prosperous and healthy New Year. To all retirees please have an awesome retirement you've earned it, well wishes!

This year one of the changes in the contract was the payment of the Health Awareness Initiative – Wellness Exam.

### 1. How do I qualify?

If you (and your covered Spouse, if married) completed a Wellness Examination prior to September 30, 2018 and send the form signed by your Medical Provider to the Administrator prior to February 1, 2019 you will be eligible for the HRA in 2019.

### 2. How much is the Health Reimbursement Arrangement (HRA) contribution?

The employer contribution amount in a HRA will be as follows:

Employee Only Tier: \$400

Employee + Children Tier: \$600

Employee + Spouse OR

Employee + Family Tier: \$800

### 3. What can I use the HRA contribution for?

Most medical expenses will be automatically deducted from the HRA account by Highmark BCBS, this includes deductible expenses, coinsurance, and copayments. If a Provider demands payment at the time of ser-

vice, you will have to pay out of pocket and submit for reimbursement.

You can submit other expenses for reimbursement including Dental, Vision, Prescription Drug cost, and any other Expenses allowed by the IRS. Highmark will be mailing out information on the HRA to every member.

The HRA can be used to reimburse yourself for retiree health care premium but cannot be set up for auto pay of premiums.

### 4. Does the money roll over to the next plan year if I don't spend it?

The Deductible contribution will be used first and it does **NOT** roll over if unused. The Wellness contribution will be used last and it **DOES** roll over to the next plan year if unused.

### 5. What if I move to a new plan?

If you retire and move to a Retiree plan or age into medicare, any unused balance will move to your new plan with you.

### 6. What if I quit or retire?

If you retire from the Company with eligibility for an immediate pension or disability benefit, you can roll over any unused HRA account balance into retirement. You can use the HRA to reimburse yourself for Retiree Healthcare Premiums, whether for AMUSA coverage or other coverage. If you quit or leave without eligibility for an immediate retirement or disability benefit you lose any unused balance in the HRA.

### 7. What if I die?

Upon death, there is a three month run-out period during which expenses can be reimbursed by the HRA. The account is not funded with cash and will not be paid out to survivors.

### 8. Who will administer the HRA?

For Actives and Non Medicare eligible Retirees, Spouses, and Surviving Spouses, the HRA will be administered by Highmark BCBS.

For Medicare eligible Retirees and Retirees, Spouses, and Surviving Spouses, the HRA will be administered by Aetna.

For those Retirees who are eligible for the HRA but not eligible for the Company Sponsored Retiree Healthcare, the HRA will be administered by a different administrator.

\*\*\*IMPORTANT\*\*\*

The Health Awareness HRA is only for members in the PPO Plan

For Plan year 2020, Health Awareness forms must be submitted by November 15, 2019

ARE YOU ABOUT TO TURN 65? If so, please bring in your Medicare card so that we can get you signed up for your new Insurance Plan with Aetna.

We are always happy to assist you with your Insurance and Benefit Needs! Ernie Barrientez, Otis Cochran, & Terra Samuel

## Don Lutes' "New Year's Letter"



Now that 2019 has arrived, we can all strive to move forward to make it a very memorable and productive year. For some however, this is a very stressful time of the year which can lead to drug and/or alcohol issues. This is a dangerous path for some as it can lead to losing their job or losing a marriage or more. Unfortunately, I was one of these people years ago as I let the demons of alcoholism get the best of me as I was a severe alcoholic. Eventually, I turned my life around and became a "success" story. I could not have ever done this alone if it were not for the help of some pretty awesome and dedicated people of Local 1010's Members Assistance Committee. If it was not for the help of these people, I would not be alive today and be writing this article. Not only did I give up alcohol but I became dedicated to helping and guiding others who have careened down that same ugly path that I took.

A simple phone call for help is a great start. It can greatly benefit you, a co-worker, a family member or a friend in taking those first crucial steps to recovery and in the right direction to possibly save your job, your marriage and a lot of headache and heartache. But just like I did many years ago, some employees with drug or alcohol problems refuse to reach out for help and are just not willing to listen to others who have been down that same dark and dangerous road. Many feel they can control this disease themselves. Obviously, they have not fallen far enough and hit that "rock bottom" point yet. Addicts get on the defensive and often don't realize that their loved ones, their friends or their union reps really do care or love them and are only trying to help the best way they can.

Many addicts get that "wake up call"

after they get fired and come back to work on a Last Chance Agreement. The power of their addiction fools them into thinking they can beat the mandated alcohol and drug tests and they lose that proposition every time. There is a new crop of designer drugs which have surfaced over the last decade or two that have staggering addiction levels which have hooked thousands of people after the very first time of use. Alcohol still ranks as the most powerful and baffling drug of them all. Doctors are dumbfounded how a person can go for years without a drink and once they pick up that first drink, afterwards they will start consuming as much if not more as they did when they quit drinking.

When I was drinking, my drinking friends meant more to me than my wife and my 4 small children who were starving for my attention. I aged my parents immensely and caused grief and hurt throughout my entire family, friends and community. I lied, I stole and I became a person I was not proud of as I had alcohol in my system day and night and couldn't go more than 45 minutes without a drink. I was hardly ever home to help raise my children and when I did finally make it home after a drinking binge, my children truly didn't know who their father was. I left them in a very confused state and they were too young to understand what their father was going through. When I went to a bar, I had to be the life of the party and spent money like it was growing on trees. Alcohol had complete control of me as I drank everywhere I could, in the car, in the bathroom and even on the job. I went to jail numerous times and was constantly on probation. I had a very good woman in my wife but lost her and my children as I was too consumed in my alcohol to see how my actions were affecting

my whole family. Even after my wife left me and I had lost 80% of my liver, I still did not "wake up".

About 7 years after my divorce, the only thing that got me to go to a hospital was the help of the Lord. My family minister came to my house and said prayers for me. The Lord did the rest, because that same night I hit "rock bottom" as I had the delirious tremors (DTs); as I was seeing rats eating on my chest and pummeled my chest so badly with my fists that I was bleeding profusely. I thought there was a bumblebee in my ear and I put my head in the toilet and tried to flush it out. My Mother tried dearly to help me and I almost killed her in my frazzled state. Then by the work of God, Mr. Henry Johnson our Alcohol Chairman at the time, handcuffed me and took me to the Fairbanks Alcohol & Drug Addiction Treatment Center in Indianapolis. That was the start of a miracle as I have not picked up a single drink since that day.

It takes that first step. Yes, there will be false alarms as you will try to seek help and then change your mind. Many think you have to be on Skid Row to be an alcoholic and that is the furthest thing from the truth. You have to look in the mirror and be fully confident that there is a person inside of you dying to get out, dying to be productive, dying to be reliable, and dying to be a good friend, a good family man and a good husband and father. I lost many of these things early in my life and can never recapture them. Most of you know how passionate I am when it comes to helping others. When I fought my way through addiction, through denial, through suicidal thoughts, I didn't have the avenues that are available to everyone these days. We didn't have computers,

Don Lutes Continued on page 13

# Tension, Sadness, and Hope

By Jim Gogolak, Inner Guard



You could feel the tension in the air during contract negotiations. Nobody really wanted to strike, but nobody wanted the rotten deal the company tried to stuff down our throats. We prevailed in the end, getting a pretty good deal, in my opinion. Sure, everyone didn't get everything they wanted. Nobody ever does. But we got a reasonable pay raise and held the line on medical insurance. We got a small improvement on dental. And we also got a little better deal on the wellness program for those who make the effort to use it.

Sadly, Trustee Luis Aguilar passed away in Pittsburg during negotiations. I've known Luis for 43 years. I first met him in the Weld Shop when he was a Steward. I was an idealistic, naïve young kid who didn't know that the word "fair" is subjective and what I thought was "right" didn't matter if the contract said something different. I argued Union issues with Luis, trying to prove him wrong. More often than not, he proved me wrong. Once, he reinforced his victory by saying, "Nada por nada es nada!" For those who don't speak Spanish, this basically means, "Nothing because of nothing means nothing!"

Over the years, I came to appreciate Luis. He was a dedicated Union man who brought a lot to the table. I used him as a sounding board often. At times, we found ourselves on opposite sides in Union elections. But he always treated me with respect and was quick to offer good advice if he thought I was heading down the wrong path. Luis' direct manner could rub people the wrong way at times. But sometimes you need to be blunt when people don't want to accept reality.

I will miss Luis, and so will this Union. His passing is truly a loss. I always thought it sounded trite when people said, "He died doing what he loved." But here I am saying it. Luis died doing what he loved: working for us, working for the Union. Vaya con Dios, mi amigo. May we meet again one day.

With the tension gone and the sadness slowly fading, let us focus on the future of Local 1010. I think it looks promising. I've been around a long time, and I've seen a whole lot of reps come and go. I have to say that the young people who are filling Union positions these days are the some of the best I've ever seen. You elected many of them, so you already know that, or you wouldn't have voted for them. But the appointees and volunteers are pretty impressive, too.

Some people think appointees get their jobs for political reasons; they think that the administration appoints people simply because they like them. In a way, it's true. These people express interest, get involved, become educated, volunteer, and provide value to the Local. They demonstrate they are true Union people. They have drive, intelligence, and are more tech-savvy than previous generations. Their talent attracts attention and presents them with opportunity. Given that they use their ability to help, our Union, what's not to like? People receive appointments because the administration recognizes and values their potential and willingness to work. (If you aspire to a Union position, reread this paragraph and follow the blueprint to success.)

The message of hope is that we have talented younger people with drive and

ambition filtering in as the "old guard" trickles out. The demographic profile of our representatives is changing to mirror the changing demographic profile of the membership. This is a good thing. It shows that our Union is dynamic. It also means that we will have capable, determined younger people working alongside experienced people before taking the reins. It's a smart way to transition. That gives me hope for the future of this Union and everyone it represents, both active and retired.

May all of you have a fantastic New Year! Enjoy your new pay raise and be thankful for the good things you have, many of which are because you are fortunate enough to be Union members.

Don Lutes Continued from page 12

social media or the tools where you can do broad research on how to get help and beat this nasty addiction.

Local 1010 has a very good Members Assistance Committee to help you with that first step. They can help you if you desire a better life, call Frank Gonzalez, Jr. 219-688-5722 or Larry Lowe 219-793-4709. They are at the Union Hall every Thursday at 219-937-7784 ext 144 and they will be there for you, just give them a call. You can also call me at 219-924-2294 or 219-742-3269. I can take you to an Alcoholics Anonymous "AA" meeting and you can judge for yourself if you have a problem.

Please get 2019 off to a nice start. Begin with baby steps towards your recovery. Good Luck and God Bless!

## AREA 4 & 5 4SP & 2SP

By David Roque, Griever Area 4 & 5

This past September, I took over the Area 4 & 5 (4SP/2SP) Griever position due to Jake Cole accepting the District 7 Staff Rep position. I want to thank Jake for everything he has taught me and having prepared me enough to feel confident for this next role.

Jim Thomas is now the Assistant Griever and Josh DeRolf was appointed as the new Union Steward. With those two reps as well as the other Stewards Julio Pena, Jim Langreder, Jesse Zamora (Area 5 Steward),

Safety Advocate Nick Young, and the members of ASC, we have a great team built to help make a difference at 4SP.

Recently, we have added a lot of new hires throughout the plant including a significant amount at 4SP. I have seen our experienced union members of 4SP looking out for the safety of the new hires. I was informed of situations where the experienced union members are letting the new hires know the importance of proper training before they

perform various tasks throughout the department. The 2018 new hires at 4SP have already made a difference by bringing up safety concerns that have improved areas at 4SP. We have to continue to look out for each other's safety, but also keep a special lookout for the new hires around the plant.

Happy New Year to all!

David Roque

Area 4 & 5 Griever

## Members Assistance Committee

By Frank Gonzalez, Chairman M.A.C. Committee

Our Union, Local 1010, United Steelworkers, several years ago through contract negotiations established the Members Assistance Committee (M.A.C.). Once established, the main purpose of this committee was and is to provide the resources and avenues of confidential help for each and every member of our union that may be experiencing difficulties with their personal lives, employment or other issues.

This committee will provide the direction needed to help address these difficult situations. Some examples of these kinds of situations may be problems arising from drug or alcohol abuse, family relationship issues, work

and life stress, behavioral concerns including depression and anger management.

We also work with the Employee Assistance Program (E.A.P.) which provides confidential and personal counseling for a wide range of other concerns that may be harming an employee and their employment.

Our health care benefits through Blue Cross/Blue Shield are very generous in providing the coverage an employee may need. So, therefore if a situation should arise do not hesitate to call the Union Hall to talk with a committee person. We are here to help and

are available in person every Thursday during union business hours, which are 7:00 a.m. to 4:00 p.m.

Should anyone need immediate assistance please call the phone numbers below.

Frank Gonzalez Jr.

(219) 766-2748 (H)

(219) 688-5722 (C)

Larry Lowe

(219) 793-4709 (C)

# AREA 32 Field Forces / Refrigeration

By Kevin Brackett, Griever Area 32



Merry Christmas and Happy New Year to our Union Brothers and Sisters from all of us in the Field Forces Department.

With this Holiday season comes the opportunity to reflect and to look forward. After months of negotiations we have a new contract. The uncertainty of what is going to happen with our jobs is over for now and things can start to return to normal. But the uncertainty of jobs for the next generation continues. During negotiations we were unsuccessful replacing many retiring employees. The company doesn't want to give our sons and daughters the opportunity for these jobs, they want to replace us with con-

tractors. We, as a union, cannot allow this to happen. When you see contractors doing our jobs you must report it to your union officials so we can use the grievance procedure to protect the future of our union.

Even though our numbers are shrinking and many of our retirees are not being replaced, some are. When you see a newly hired employee practice shared vigilance. Take the time to ensure that they are performing their jobs correctly and most important, safely.

It is not a secret that cell phone use is becoming an ever increasing safety issue in our society. It is distracting and in an industrial environment could

easily become deadly. Please pay attention! If you must use your phone, do it in a location where it is safe for you and the people around you.

On another note, if you have taken extra insurance through ArcelorMittal for your dependent children and they have reached the age of 26 you need to stop paying on these policies. If you continue to pay there will be no reimbursements nor payouts once they are 26 years old.

Have a Safe and Happy Holiday.

In Solidarity,

Kevin Brackett

## 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 Street

Highland, IN. 46322

or Call **219-924-3020**

**Michael Bosch**

3235 45th Street

Highland, IN. 46322

or Call **219-972-2000**

\* Times are approximate

# Civil Rights Committee

By Gail Richardson, Chairman Civil Rights Committee

The USW Local 1010 Civil Rights Committee members are working to preserve and protect your rights in the workplace. Effective civil rights enforcement is part of our mission. Safeguarding civil rights is a challenge we must all work towards.

Together, we can achieve this goal. Education and training are key components to ensure that all employees know what harassment is. We have adopted policies to prohibit and prevent harassment in the workplace.

Harassment can consist of words or actions, which show disrespect or cause humiliation to another employee because of his or her race, color, religion, creed, age, disability, place of origin, or ethnic origin.

Sexual harassment is a violation of Title VII of the civil Rights Act of 1964.

There are two types of Sexual Harassment:

- 1.) Quid Pro Quo (one thing in return for another)
- 2.) Hostile Work Environment

Other types of harassment consist of: Inappropriate forms of communication (such as email messages, blackberries, voicemail, cell phones, radios, paging systems, etc.)

It is also a violation to retaliate against an individual who files a harassment complaint and those who testify at an investigation.

Any and all complaints are handled with complete confidentiality by the Civil Rights Committee, and should also be handled with strict confidentiality by all individuals involved in the investigation.

If you feel there is any form of harassment in your workplace, please contact our committee.

Chair - Gail Richardson  
(219) 805-3923

Anita Freels  
(219) 898-0691

Dave Roque  
(219) 381-7339

# Sports Committee

By Ed Medina, Chairman Sports Committee

The United Steelworkers Local 1010 Sports Committee organizes activities that give Local 1010 members opportunities to have fun, be active, build solidarity, and get to know each other outside of our everyday work environment.

## Activities

Keep an eye out for softball signups in early spring. The number of teams we have in a given season depends the number of members we have committed to play. We will also be keeping our eyes open for upcoming dodgeball tournaments.

This past September, we had our Local 1010 Golf Outing with Team Katsinis coming in first place and Team Kerrless coming in second. To all who participated in the outing, thank you. For the Fall Softball League, our Local 1010 team had seven wins, three losses, and came in fourth place. During the summer league, our team went seven and thirteen, coming in thirteenth place.

The Sports Committee appreciates new ideas. Contact us and let us know what they are. If there is enough interest within Local 1010 for an activity, we can look into making it happen. We look forward to doing new activities when possible.

In Solidarity,  
Ed Medina – Chair  
(219)545-2691



# Vice President's Report

By Don Seifert



## Luis A. Aguilar

I like writing articles. Topic's to me always seem to present themselves and once you start typing it always seems to take off, to write itself. This is the hardest article I will ever write.

My Brother passed... not my biological brother, but the closest Union brother I ever had. Friend, mentor, teacher, co-worker, contract educator, debater, practical joker, humorist, and so much more. They all applied.

Our Brother passed; Luis Aguilar succumbed to complications following a long battle with an infection that attacked his body but not his spirit.

In any Union travels, whenever someone realizes that you are a Local 1010 member, people will either ask about Luis or knew about him. He was that kind of a man. Luis was the longest standing full-time officer at Local 1010 having spent over a decade in the Grievance Procedure and then being assigned as a Contract Coordinator assigned to Civil and Human rights in 2006, a position he held until his passing.

Loving Husband, father, grandfather, and father figure to more than just his immediate family but to all the advocates (young and old) he has mentored throughout his career. I can write a million reasons on why he will be missed by this Union but if you knew him, then you know why. He was elected to a position in 13 straight elections without a

loss and served on the Executive Board for over 20 years.

He was one of our biggest advocates against the face of the company but probably the most respected as an adversary.

Rest in Peace our Brother, you will always be missed, but never forgotten.

Don Seifert

Vice President

AMERICA WORKS BEST WHEN WE SAY...  
**UNION YES** 

# The Bernard Kleiman JOBLINK Learning Center

By Steve Wagner, President

January 2019

## Happy New Year to All!

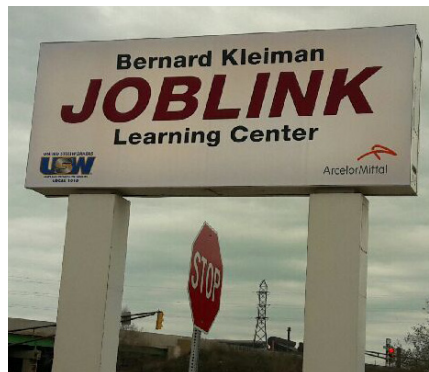
It's no secret that ArcelorMittal wanted to discontinue funding our Career Development Program, Joblink. I'm proud to say that together we fought off management's attempts to eliminate this important educational benefit. It is equally important that we know our benefits and how to use them! JobLink is always trying to create the best learning center for you with the best learning environment.

Combine those two goals and you get some of the remodeling classes they have had recently. Learning by doing is the strongest way to learn because you are totally involved with the process. JobLink tries to make that philosophy of learning by doing a reality in as many classes as possible.

I want to say thanks to the participants who built a passageway between the two Joblink buildings. In this class we learned the basics of working with concrete, how to frame a building, attach siding, roofing and how to install windows and doors – all through hands-on learning. And now students and staff can move easily and comfortably between the two buildings – a win for all.

More “kudos” to those who signed up for the kitchen remodeling classes. Thanks to those remodeling class participants as Joblink now has a kitchen for culinary classes that are conveniently located on site for all of us. Starting with a flooring class, then a cabinet installation class and counter-top class, students completely updated and improve the center.

JobLink is keeping up with the tech world by creating an app that eventually all mobile users can access to



make registering and taking classes all the easier. Look for that coming early 2019! Many thanks go out to instructor, Bill Needles and the Joblink participants who worked on designing an app just right for Steelworkers. We are proud of their efforts.

### *Live and Online Learning*

JobLink continues to offer classes that even those with challenging schedules can take – the Live and Online classes. (Visit [www.careerdevelopmentchannel.org](http://www.careerdevelopmentchannel.org))

MTM Prep, MTE Prep, computer certification classes, guitar classes and business classes are often available in person and can also be streamed online. That means that even if you miss a class, you can watch it online and even get the handouts for the class without missing a beat.

**In January 2019, TAP Annual Limit is increased to \$2500.** About your tuition assistance (TAP) – If you'd like to attend an accredited program or one recognized by the state of Indiana, JobLink will pay **\$2,500** for tuition and books and even up to **\$4,500** if you complete an educational development plan with the Joblink Coordinator.

There are numerous institutions that have been approved and you can see that on the website under the Tuition Assistance tab at [www.bkjoblink.org](http://www.bkjoblink.org)

Did you know that your tuition assistance will pay for certain online educational subscriptions? Here are some of the more popular ones:

ISA – This online resource provides lessons in electrical and mechanical maintenance as well as in instrumentation. Upon registration, these comprehensive libraries provide access to all courses for a one-year period. Course set times vary for each individual topic.

Individuals can receive CEUs (Continuing Education Units) and will be able to print out a certificate of completion for each course upon successful completion of final examination. To review curriculum content and course descriptions on the web visit: <https://www.isa.org/isa-training/computer-based-training/isa-online-training/>

Rosetta Stone – JobLink can now pay for a year's subscription to this popular language learning program. Check out the list of languages: <https://www.rosettastone.com/buynow>

ITU Online- This online learning center offers tech classes in software and even certification prep courses. Check the full list at <http://ituonline.com/shop/courses/>

Joblink can assist those who are required to test in the mill to be successful on their promotion or to get a bid by providing test prep material. Tutoring is available for those who want to brush up the necessary skills. JobLink's man-

## 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

date is to help steelworkers reach their educational & employment goals.

It's more convenient than ever to register for Joblink classes – this will be especially true when the app is available.

You can register online at

[bkjoblink.org](http://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](http://usscareer.com) or Burns Harbor's at [mittalcareer.org](http://mittalcareer.org). All Local 1010 steelworkers register through JobLink even for classes at other centers.

Some in-house classes are available to retirees and spouses on a first-come, first-serve basis. (Look for the diamond symbol next to a course in our online catalog). If you are thinking of retiring, contact the JobLink coordinator at 399-8134 to find out how to make the best use of your benefit. For example, you *may be* able to receive tuition assistance during the first year of your retirement. (In general, retirees are not eligible for tuition assistance.)

In addition, retirees and spouses of active 1010 members can purchase courses that are on a per person pay ar-

angement. This applies to classes that are not filled by active members. Retirees and spouses of active 1010 members must pay for the class prior to the class start. Class cost can be obtained by calling Joblink at 399-8136.

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.

We're always trying to find the right balance of classes as well as a wide variety of classes. We welcome your suggestions as the continued success of Joblink can only occur with your input. We are proud that Joblink is a "Worker Driven Program"! Tell us 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 us at the Union Hall (219) 937-7784. Joblink Committee members include Andres Maldonado (X-123); James Thomas (x-115), Don Seifert (X-141), or myself (x-113). All of our e-mails are on the USW1010.org Website. If you call, please leave a detailed message and we will get back to you. If you need a more immediate response you may call me on my cell at (219) 718-3199. Either way, we will get back to you as soon as possible.

## LOCAL 1010 STEELWORKER

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**We Make The Job Safe, or We DON'T DO IT !!**

**Now it is time for enforcement!**



**President's Report**

Let's all work together to make this a **HAPPY NEW YEAR** by making 2019 our safest ever!

The company tested our resolve to get a fair contract and we succeeded. With your support, we negotiated a fair and equitable contract not only for 1010 Members but for all USW Members and Retirees covered by our Basic Labor Agreement. Hopefully, you have been reading all the negotiations updates that have been distributed in the plant, on the Local 1010 Website, through our Local 1010 texting, and / or through the USW International texting system. In addition, Vice-President Seifert chaired all the regular union meetings during negotiations...not one meeting was cancelled! Plus, Local 1010 had designated membership contract updates sessions that were very well attended!

Our new 4 year contract is now in place and it would not have been possible without the Local 1010 Membership's

support. Our Solidarity and resolve proved to this company that we can turn back their concessionary demands if we stand-up and fight-back.....  
**TOGETHER!**

Thanks to all 1010 members, who supported and worked with our local 1010 departmental CAT Coordinators, our elected department representatives, our Local 1010 Executive Board, and our local 1010 Bargaining Committee. Because of these coordinated efforts, we have a new 4 year contract in place.

Our work is not done. In fact, we have only begun to assemble the necessary data and facts that we will use to stop the company's attempts to violate our collective bargaining agreement.

Soon we will be negotiating our new contract with Sun Coke Energy for our Indiana Harbor Coke 1010 members. Our members have indicated a number of issues that need to be settled.

Our focus day in and day out is always on safety. We know that if we don't get injured, we can work and live for another day. All other matters can be resolved but we only have one life and we should live it to the fullest. We, steelworkers, work in an environment that can be fatal but absolutely doesn't have to be for any of us. We owe it to



ourselves and our families to get home from work to enjoy our lives outside these mills.

This company and union know that if we work together, we can make our departments the safest and most productive throughout ArcelorMittal USA.

On a personal note, this contract negotiation was an extremely difficult one. While we were in Pittsburgh, we lost one of our long term Union Representatives, Luis Aguilar. Luis was a great mentor for our new representatives, a friend to many of us and a co-worker of mine for 25 years. He will be sadly missed but never forgotten. Please keep his family in your thoughts and prayers as they transition to live with the memories of their grandpa, father and husband.

Once again, thanks to all of you, who supported your negotiating committee all through the bargaining process!

In Solidarity,  
*Steve Wagner*

