



Dan Walters Nick Valle Don Jones Gail Richardson Jayson Culp

Safety Committee Report

August 10, 2018

As we enter into August, we must stay focused on Safety. We need to support our Negotiation Committee and let them do their job in bringing us back a fair and equitable contract. Over the years, we have experienced an increase in incidents in the Plant during contract negotiations. Again, please stay focused and always expect the unexpected.

It looks like for the year, the trends that we are seeing for injuries are the following;

- ✓ For all of the injuries in 2018, we have had 133. Primary Operations has had 59, Hot Rolling & Finishing has had 39, MEU has had 32, Quality has had 2, and General Plant has had 1.
- ✓ If we look at some of the types of injuries, there has been 45 sprains/strains, 19 contusions, 19 foreign bodies, 13 burns, 9 lacerations, 8 fractures and, 5 abrasions.
- ✓ If we look at some of the types of accidents, there has been 18 foreign body eyes, 17 strains/

Health, Safety & Environment Committee

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over exertions, 17 struck by, 16 strains, 15 contact with, 12 falls same level, 9 caught between, 7 struck against, 6 exposure, and 5 fall below.

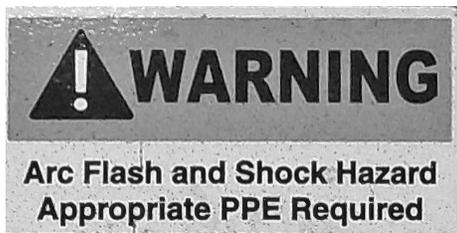
- ✓ If we look at some of the body parts injured, there has been 20 eyes, 18 fingers, 12 knees, 11 back, 8 hand, 8 shoulders, 7 ankles, 7 arms, 7 wrists, 6 neck, 5 face/nose, and legs.
- ✓ If we look at some of the injury activities, there has been 27 walking/ stepping, 13 other (needs to be broken down to understand what they were doing), 13 pulling/pushing, 9 aligning/installing, 8 reaching/stretching, 6 climbing up/down stairs/ladder/etc., and lifting/carrying/transporting manually.
- ✓ If we look at some of the occupations that are injured, there has been 34 Operating Technicians, 27 Maintenance Technicians Mechanical, 21 Service Technicians Electrical, 10 Senior Operating Technicians, and 5 Utility Person.

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

What we are trying to show in the above trends is that we need to maintain our situational awareness on the shop floor. The severity of an injury is only seconds and inches from a first aid case to being a lost time injury or even worse. We have seen over the last few months the severity of injuries are more than just first aid cases. We have been asking our Department Safety Committees to review the trends in their areas, and see if they are meeting the objectives of the 2018 Safety Plans.

Electrical Safety

Labeling of electrical equipment with Arc Flash stickers began in 2004 with the placement of generic stickers on all equipment in the 600 volt class that has enough incident energy to create and sustain an Arc Flash as defined by IEEE 1584, that being above 240 Volts AC and above 125 Amps. We also include 250 Volts DC. I am sure most workers have seen these warning labels many times.



The ArcelorMittal Electrical Safe Work Practices Standard normally goes thru a revision on a 3 year cycle, following the revisions of the National Fire Protection Agency's 70 E consensus standard.

Labeling and its minimum requirements has been changing on most revisions, i.e. 2005, 2009, 2012, 2015, 2018. Our current Labeling requirements are:

9.0 Labeling

9.1 Minimum Required Labeling Requirements:

9.1.1 Electrical- Cubicle Doors, Disconnects, Distribution Panels, Servi-

cepanels, switchboards, panelboards, control boards, meter socket

enclosures, motor control centers.

Equipment must be field marked with all of the following

- Nominal system voltage
- Danger High Voltage must be displayed for 600V AC and up.
- Arc flash boundary
- At least one of the following

available incident energy and the corresponding working distance or the arc flash PPE category tables 130.7(C) (15) (a) or Table 130.7(C) (15) (b) not both

minimum arc rating of clothing

site specific level of PPE

NOTE: If the arc flash analysis has been completed, it takes precedence over the PPE category tables.

Exception: Labels applied prior to September 30, 2011 are acceptable if they contain the available incident energy or required level of PPE.

The method of calculating and data to support the information for the label must be documented. The data must be reviewed for accuracy at intervals not to exceed 5 years.¹

In closing, remember Incident energy, the amount of energy impressed on a surface, at a certain **distance from the source**, generated during an electrical arc event. One of the units used to measure incident energy is calories per centimeter squared (cal/cm²).

The RED banner labels we discussed last quarter indicate there is NO SAFE LEVEL OF PPE

Distance is your friend, its the easiest way to substantially decrease your **exposure to uncontrolled energy**, should

1

AM USA ESWP July 12, 2018

we experience a Arc Flash event. Work smart, watch your distances, stay safe.

Summer Safe

Summer Safe, historically planned after Workers' Memorial Day, has begun. The Safety Awareness Committee has put together some materials for your Department to use for Summer Safe activities. Each department has representatives that helped to coordinate these activities. Here are some examples of the materials that may be used to heighten safety awareness in the departments.

Emergency Preparedness – EAPs, Drills

Monthly Topics – Trifold/Videos

- Job Observations and Shop Floor Layered Audits
- Taking time during activities to discuss critical job procedures
- At Home Safety
- Situational Awareness
- Health Presentations

Operation Lifesaver was held July 19, and volunteers passed out information in the plants. Thanks to all that helped to make this a success.

Rail Safety- "Through the Eyes of a Switchman" video is being revamped with the current standards and will be available when completed.

Summer Safe is an event for workers to communicate with each other and share ideas concerning how things are being done in various areas. Training and good communication are a core value of the Safety Program. We must all work together to ensure we return home to our loved ones. Safety sharing is not limited to this day only; we should strive to make improvements

Safety continued on page 4

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

Safety continued from page 3

during the year, giving the departments a chance to improve their strengths and weaknesses.

On July 20, the 80" Hot Strip Department held their Summer Safe Day. This event is a family day with activities for employees and family members. A tour of the 80" Hot strip is the highlight of their Summer Safe day. The families were bussed to the Hospitality Center where a presentation was given before a tour of the Mighty 80" Hot Strip mill. The event this year had 150 family and friends attend.

On August 8, the Summer Safe event was held at East Finishing (3 Cold Strip). Crane sirens were activated simultaneously at 10:00 am in a moment of remembrance and respect for the workers who have lost their lives on the job. There was an audiometric testing van where employees were given an opportunity to have their hearing checked. Also, East Finishing has five competent lifeline and fall protection Inspectors. They were responsible for inspecting more than 300 pieces of fall protection equipment. The competent people were busy inspecting and taking non-compliant equipment out of service. The inspectors took this opportunity to communicate the importance of wearing the equipment, ensuring it is in good working condition.

Summer Safe is a time of sharing; we hosted visitors from the ArcelorMittal Cleveland Plant. The workers from Cleveland benchmarked several ArcelorMittal plants in Indiana due to rail incidents occurring in the Cleveland plant. We communicated and shared ideas at IHE and IHW, including the 80 Hot Strip, East Finishing (Loading Procedures for Cold Roll and Hot Band coils, Riverdale, Burns Harbor, and INtek/Kote. Benchmarking is important, it can be effective from Division to Division or across miles of roads to other facilities. We can learn Safe Practices from each other.

Lockout

One of the most important things that we must do for our safety and for those who expect us to come home safe every shift, is applying our Lockout/Verification program properly to applicable tasks. Make sure that equipment you are working on, and any adjacent equipment that may affect you, is de-energized by locking out all energy sources controlling the equipment, and then verifying that the equipment is in a zero energy state. Anytime we are controlling energy, this MUST be done.

It is the company's responsibility to provide the employees with the proper Lockout Procedures. If there is no Lockout Procedure, one must be created before we can go forward with the task. If you find yourself with no procedure, contact somebody from your Area Safety Committee/Department Safety Committee including your Safety Advocate, and participate in developing the procedure if there isn't one, or participate in revising the procedure if it is inadequate. Also, any time there is a change in the equipment that we are controlling, such as an addition, upgrade, or removal, we need to update our Energy Control Procedures and Task Specific Lockout Procedures to capture those changes. Don't put yourself in a position of being in harm's way when you should have locked out, but didn't, just to keep up with production demands. A decision like this could prove to be catastrophic when you or a coworker are fatally injured due to the unexpected movement of equipment.

For our production and maintenance workers, when we are troubleshooting a piece of equipment that is not functioning properly on a breakdown, we have to take time to assess the hazards surrounding us, and control them using the proper procedures put in place for our protection. Don't take that risk that puts you in a position to be seriously injured or worse. Communication is

the key to making sure we are all on the same page during these tasks. Just because a unit is down, does not mean it cannot be activated from multiple locations. It MUST be properly de-energized.

Remember, just because we follow the procedures to shut the equipment down, we are not in the clear yet. We still have to verify that the equipment will not harm us by following the verification procedures and testing the equipment out. Be sure to get somebody knowledgeable of the equipment, if you are not, and try to activate the equipment once everybody is clear of any potential movement. All of this is spelled out in our Energy Control Procedures and captured on our Lock Placement and Verification Permits that the verification took place.

Although we may get away with shortcuts and shortfalls over a period of time, the uncontrolled hazard is sure to catch up with us or somebody else we may have negatively influenced over the course of repetitious risk taking without consequence once the hazard crosses over into the realm of an actual incident. We do not want to be caught in this situation. We must always follow our Lockout Program properly and report any observed problems within the program. The cost of us not doing this is far too high.

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 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!!

80" Hot Strip Summer Safe Day



3 Cold Strip Summer Safe Day



Cleveland Benchmarking



Committee On Political Education

By Terra Samuel



Let's get started early!! Make your VOTE COUNT!

VOTER REGISTRATION

Important Voter Registration Dates
May 22, 2018 Voter Registration Begins

October 9, 2018 Voter Registration Ends

November 6, 2018 General Election Day

ABSENTEE BALLOTS

- May 22, 2018: First day a voter may file an absentee ballot application with a county election board to vote in the November 6, 2018 general election.
- October 10, 2018: First day that a voter may vote an absentee ballot for the 2018 general election in the office of the county election board or a satellite facility.
- October 29, 2018: Deadline for absentee-by-mail applications to be received by the county office for the 2018 general election.
- **November 6, 2018: General Election Day.**

General Information on Absentee Ballots

All registered voters in Indiana are eligible to vote **absentee-in-person** at the county election board office beginning 28 days before Election Day. In order to vote **absentee-by-mail**, one of the following must apply:

- You have a specific, reasonable expectation that you will be absent from the county on Election Day during the entire 12 hours that the polls are open (6 am until 6 pm).
- You have a disability.
- You are at least 65 years of age.

- You will have official election duties outside of your voting precinct.
- You are scheduled to work at your regular place of employment during the entire 12 hours that the polls are open.
- You will be confined due to illness or injury or you will be caring for an individual confined due to illness or injury during the entire 12 hours that the polls are open.
- You are prevented from voting because of a religious discipline or religious holiday during the entire 12 hours that the polls are open.
- You are a participant in the state's address confidentiality program.
- You are a member of the military or a public safety officer.
- You are a "serious sex offender" as defined in Indiana Code 35-42-4-14(a).
- You are prevented from voting due to the unavailability of transportation to the polls.

Note: Voters voting absentee-by-mail are NOT required to show photo ID.

- In order to vote absentee-by-traveling board, one of the following must apply:
- The voter expects to be confined, due to illness or injury, or the voter expects to be caring for a confined person at a private residence, on Election Day.
- The voter is a voter with disabilities and believes their polling place is not accessible to them.
- The voter is physically unable to

complete the ballot and sign the affidavit on their own.

- The ballot will be delivered to you by a bi-partisan absentee voter board who will be able to assist you with your ballot.
- Voters voting by traveling board are NOT required to show photo ID.

You have the right to vote in Indiana if:

- You are both a U.S. citizen and a resident of Indiana; and
- You will be at least 18 years of age on or before the next General or Municipal Election, and
- You are not currently in prison after being convicted of a crime; and
- You have lived in the precinct where you vote for at least 30 days prior to the election; and
- You are registered to vote.

Register to Vote Online

Register to vote online by visiting <http://www.indianavoters.com/>. Indiana residents with a valid Indiana driver's license or Indiana state-issued identification card will be able to use this tool to submit a new voter registration application or to update an existing voter registration record.

In addition to registering to vote online, <http://www.indianavoters.com/> provides Hoosiers with the ability to validate their voter registration status, find their polling place location, look into their provisional ballot status information, find county contact information, and determine "Who's on My Ballot?" for an upcoming election.

Register to Vote by Mail or In-Person

To register to vote or update your current registration by mail or in person, you will need to complete and return the **Voter Registration Form (En Español)** On or before April 9 before the

2018 Primary Election or on or before October 9 before the 2018 General Election..

IMPORTANT NOTICE: ONLY the version of the state voter registration form (VRG-7) and the county voter registration form (VRG-11) published on the website (or earlier revisions of these state forms approved since September 2013) will be accepted by county voter registration offices. Older versions of the VRG-7 or VRG-11 will NOT be accepted for processing. Federal voter registration forms may continue to be used.

Return the completed form to your county’s voter registration office or the Indiana Election Division according to the registration deadline requirements. You can also apply in person at the voter registration or county clerk’s office, and apply in person at any BMV

license branch if you are conducting a “credential transaction” (such as obtaining a driver’s license, permit, or identification card). You can apply in person at a public assistance office if you are applying for service or assistance. You may also pick up a registration by mail form at a BMV license branch or public assistance office.

Once your voter registration application is received, your county voter registration office will process the application and determine your eligibility. If you are eligible, the county office will send you a voter registration acknowledgment card. Once you receive that card, you will be officially registered. If you are not eligible, or if the application was incomplete, you will receive a notice denying the application or requesting the missing information.

If you have not received a voter

registration card or a notice from your county within about 30 days, call your county voter registration office. You can check your voter registration and polling location at any time at <http://www.indianavoters.com/> or by calling 1-866-IN-1-VOTE.

Federal Voter Registration form: The federal voter registration form is also a valid voter registration form for use in Indiana. See <http://www.eac.gov/file.aspx?A=SuIrD0MEluWPb%2f1CsluBCtGblIGJJKOn%2f7Ygrw1dzZo%3d>.

(All above information obtained by the State of Indiana - <https://www.in.gov/sos/elections/2403.htm>)

Please stay informed and continue to exercise your right to VOTE!

In Solidarity,

COPE Committee



President Steve Wagner on behalf of the Executive board and members of Local 1010 Endorsing and Supporting Jim Harper candidate for Indiana Secretary of State



President Steve Wagner on behalf of the Executive board and members of Local 1010 Endorsing and Supporting Chris Chyung candidate for Indiana State Representative District 15



President Steve Wagner on behalf of the Executive board and members of Local 1010 Endorsing and Supporting Frank Szczepanski candidate for Indiana State Representative District 4

Communication Action Team





Women Of Steel

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



“WE ARE ONE”

United Steelworkers are more than 850,000 strong. We are represented within 13 Districts in Ohio, Florida, Mississippi, Kansas, Texas, Alberta, British Columbia, Nova Scotia, and Ontario just to name a few. Local 1010 is in District 7, which includes Indiana and Illinois under this massive umbrella. Women of Steel have been instrumental in helping to build the United Steelworkers and have played an important role in all facets of it.

Recently, the Women of Steel from most of the thirteen districts, representing the United States and Canada, rallied together for justice and to remind the leaders in the White House that we are Strong, we are United, and we are ready to March to the Polls to ensure that our voices are heard. We chanted with more than 250,000 women from all walks of life. Our goal is to impact the lives of

others in a positive way. The Women’s March was supported by more than 1.6 million women across the nation. Some viewed the march as controversial. In my opinion, it portrayed leadership, support and solidarity. For example, we have supported “DACA” or the Deferred Action for Childhood Arrivals program and petitioned against attacks to the program. The AFL-CIO’s newsletter, *The Labor Wire*, in a short article concerning the recent landslide victory in Missouri overturning right-to-work (for less) legislation that became law last year, hits the nail on the head when it comes to any struggle within the labor movement, with this, “The truth is, working people are just getting started...we aren’t simply defending the accomplishments of the past. We’re strengthening them and building on them, for the fair economy and just society that we deserve.” You too can contribute to fighting for people and workers’ rights by getting out and

voting in your precincts to make your voice heard, or simply by supporting your community by volunteering your time, resulting in a meaningful difference within your community. Yes, your voice does matter!

Women of Steel are once again at the front lines at home, along with the CAT (Communication Action Team) participants and anybody else wanting to show solidarity through these negotiations with the company for a fair and equitable contract, by participating in actions of solidarity, and distributing information and updates to the membership through multiple types of media. The key to our success, is standing strong TOGETHER!

The Women of Steel of Local 1010 have monthly meetings the first Thursday of each Month at 3:00 pm. We welcome your new and fresh ideas to the Local 1010 WOS committee. Although there are many voices of USW, we are one.



Gail Richardson and Terra Samuel on early morning Pass Out



ESSAY COMPETITIVE SCHOLARSHIP AWARD

United Steelworkers Local 1010 awarded four \$1000.00 scholarship for use at any college, university or technical school in the United States of America on the basis of a 500 word essay competition.



President Steve Wagner congratulating Maya Seifert and her family on her award.



President Steve Wagner congratulating Alexis Switzer and her family on her award.

The Local 1010 Scholarship Committee was honored to present this years winners at the June 7th, 2018 Union Meeting.



President Steve Wagner congratulating Lily Wall and her family on her award.



President Steve Wagner congratulating Khalia Williams and her family on her award.

Bargaining Unit Work Committee

By Max Carrasquillo, Chairman Bargaining Unit Work Committee



Union Brothers and Sisters. It has been a full Quarter since my last article and it looks as if the business has picked up to the point that the Company is feeling the pinch of lack of man power. There seems to have been some hiring in the Plant, but there has also been an increase in the number of contractors in the Plant. Everyone knows that though the Company is hiring, that those that have been hired, is not even enough to fill the jobs of those retiring.

Let's start with extending a welcome to all the new hires. To everyone out there let's make sure that we look after our new Union Brothers and Sisters. New hires, you have walked into an opportunity of a life time, so make the best of it. Remember, everything you get, wages, pensions and insurance, is a benefit that is attained due to your Union, not something that the Company willingly gives you.

Concerning the ongoing negotiations, remember that we have an experienced negotiation team representing all of us, and we can rest assure that they will hold strong to get us the best deal. Don't get concerned that negotiations are moving slowly, sometimes slow and sure will get better results. The Company would love nothing more than to incite everyone and make them

nervous as it comes closer to an expiration date, hoping that the membership settles for less. Remember this is not 2015, we are clearly in a better position.

As I said when I first started this article. We need Truck Drivers. We need Electricians. We need Mechanics. We need Crane Operators. We need Line Operators. We need People. Basically we need Bargaining Unit Workers. Everyone knows how many hours they all put in. I am here to tell you, even if everyone worked 7 days a week, 16 hours a day the Company would still be using contractors, instead of hiring people. The Company complains that they use contractors because people are calling off. First of all no one should have to work more than they want and the Company needs to recognize that. We will continue to preserve the jobs for Steelworkers and not for the contractor. Your negotiating team heard it loud and clear at the sound off, and is making it a demand.

To the elected Reps in the Department, I ask you to make sure overtime opportunities get posted weekly in the Department, and that the work is offered to all in the Department that are capable of doing it. Remember your Union does not allow a contractor to do

our jobs unless "NO ONE" is available to do the work. Whenever there is a contractor in your department, report it. Better it gets over reported, than to not have reported it. No contractor should be in your department doing your work without everyone working. The Company would love nothing more than to eliminate "GLOBAL" overtime, we the Union will allow that to happen when the Company eliminates using contractors. We all know that will never happen.

I want to touch on the frustrations that are occurring in the Plant concerning what is perceived by some, as Grievances involving contracting out are taking too long to settle. The frustration stems from the increase of contractors and not necessarily from someone being denied overtime, but actually the loss of work. Remember the Company believes that offering all the overtime meets their obligation. The Union has demands in negotiations for more people, and the Union is also preparing to take this issue through the arbitration process. Your Union is not going to let the jobs be bought out for overtime. Let's show the Company that we are united, and that we will do whatever necessary to get a fair contract.

SOLIDARITY
FOREVER

Financial Office Report

By Rosa Maria Rodriguez, Financial Secretary



To our new hires. Welcome to your home, USW Local 1010. It was that simple to become a member. With it, comes the responsibility of knowing who Local 1010 is and what it takes to make YOUR Union stay strong. It means getting involved and becoming the ears and eyes in your workplace and in your community. We are a labor movement, many before us have given their life so we can bear the fruit of their blood, sweat, and tears. Recognize that the company didn't give us anything without a fight. From your wages, your benefits, vacations, safety and the opportunities to progress in this company was done because of your Union. We are a powerful voice for working families all across this nation! Its because of unions, children no longer work in factories, we have 40 hour week and much more. For decades many of us have fought for a fair playing field in the global market and the steel industry. We traveled far to lobby in the capitals of this nation and to Washington D.C. to be heard. Our fight is for justice of our unions and their issues.

Our demands are simple and they are fair. For us it is a lifelong commitment and doesn't just happen when one gets into trouble or during negotiations. The choice is yours to continue the fight! I ask that should you have any questions or concerns about your job, your rights, and or benefits, do not listen to the Bathroom Grievers! Know your contract book. That is our bible, know procedures and if it is not safe, don't do it!

PER-DIEM

When requesting for Per Diem it is important to include a complete "Lost Time Voucher". Writing your name and limited information is not acceptable! Just like requesting for lost time, per diems also must have a sufficient explanation to justify the expenses. Without it, the process will not be completed. All request for a per diem must be authorized and signed by President Wagner. All vouchers must be approved by the membership and approved on the floor to be documented. You must identify your purpose of request. Days for per diem,

identify event by name and location.
REIMBURSEMENT
Same as above, you must complete "Lost Time Voucher", identify activities and supply original receipts to be reimbursed. I suggest you make copies of all transactions before turning them into Financial Office for reimbursements.

SWAG APPAREL

We have T-shirts for sale \$15 to show our solidarity during negotiations. We have a Steel Strong campaign going on. The T-shirts are Union Made, American Made! It has the USW logo in the front, Steel Strong in the back, American Flag on the right and USW Local 1010 on left sleeve. They are in a dark blue. Soon we will have doo rags and bandanas to sell also. I anticipate arrival for head swag to be made available by the 24th of August. You can purchase your Steel Strong t-shirt at the Financial Office. Should you have any question contact the Financial Office at (219) 937-7784 ext 301

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

4 Steel Producing

By Jacob “Jake” Cole, Griever Area 4



Dear Area 4 & Area 5,

Let me start by saying that I've thoroughly enjoyed the past 6 years representing everyone at Area 4. It's been an experience that has allowed me to flourish, learn, and make friendships that can't be broken. If it wasn't for each one of you trusting in me to be your representative, I would not be writing this note. I've been offered and accepted a position with the United Steelworkers. Under Director Mike Millsap I'll be working for District 7 as a staff rep, servicing local unions in

sub-district 5.

In conjunction with this, I'll be resigning as Griever. It will be my recommendation that Dave Roque assume the position of Griever of Area 4 and Area 5. Dave has been a tremendous help to me and everyone at 4 SP. It's been an honor serving with one of my best friends, and I wish him the best of luck. I know he will do great.

Also, I would like to thank my Local Union Leadership in supporting my decision and encouraging me to always

stay involved. Without great mentors constantly offering guidance and sharing their knowledge, I don't know if I'd be where I'm at today. Lastly, I encourage young members to get involved and keep fighting.

To everyone that I've had the pleasure of meeting and representing, Thank You.

Farewell, but not goodbye, from Griever Jake Cole, my beautiful wife Caitlin, and our amazing son Levi.

Training Coordinator Report

By Andres Maldonado, Training Coordinator



I would like to congratulate all Local 1010 members who have recently retired. I appreciate the knowledge and wisdom you have passed down to the next generation. In 2018, and going into 2019, let's make training a focal point of our daily work lives.

I would like to encourage all members to participate in the various training programs that are offered through Central Training. It is our target to make sure all **non-craft** employees

are trained within an LOP box on all assignments until fully trained per the BLA. For our **craft** employees, there are a variety of upskilling courses offered to further your training as well. In addition, there is a **maintenance technician training program** for those members looking to be a MTM or MTE. For anyone that desires a career in the crafts, take advantage of this opportunity. Those who would like information on how to proceed; you can contact Local 1010 Training

Coordinator Andres Maldonado 219-937-7784 ext.123. Anyone interested in simply taking the MTM or MTE Ramsay can call Amy Imbesi 219-399-4760

On a personal note, I would like to thank my brothers in MEU Field Forces for their continued support. I would also like to express my appreciation for all of the trainers who have welcomed me in this new role as Training Coordinator.

Outer Guard Report

By Eddie Harvey, Outer Guard



A lot is happening in the plant as we are in negotiation with the company for a fair contract. I would like to encourage all of us to stay focused, come to work and stick together. Most of all, work safely. Don't get so wrapped up in worrying about the contract talks that we do not stay focused on the

tasks at hand. WE DO IT SAFE OR WE DON'T DO IT! There are a lot of supervisors out there who will try to interject their feelings about the contract. Know your rights. You do not have to engage with them about your feelings nor what is taking place. Updates are passed out on a regular basis

at the gates, sent to your cell via text, on the website at usw1010.org, or you can pick up copies of the updates from Local 1010 Memorial Hall. Remember, TOGETHER we stand and DIVIDED we fall. Let's stick together and we will prevail with a fair contract that we can live with. God Bless and keep you.



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.

Ernie, Otis and Terra are available to serve and assist you with any questions and concerns you may have on Health Care, Retirement, or any benefit you may need assistance. We are available at the Union Hall on Monday thru Friday, 7am to 4pm. You can contact us at 219-937-7784, ext. 112 or 117.

SOME FREQUENTLY ASKED QUESTIONS:

MEDICARE:

If you are active or retired and you or your spouse are turning 65; or if you, your spouse or dependent becomes disabled; please call USW Local 1010.

ANNUAL ROUTINE PHYSICAL – HEALTH AWARENESS INITIATIVE:

The most important time sensitive benefit that we would like to remind everyone about is getting an ANNUAL ROUTINE PHYSICAL.

The \$200 Single and \$400 Family deductibles are waived for members who choose to participate in an annual routine physical from a certified physician

or an urgent care center (you will have a co-pay at an urgent care center). This **ANNUAL ROUTINE PHYSICAL -HAI** must be completed each year **prior to September 30th** for the following Insurance Plan Year!

The physical consist of: height, weight, blood pressure and a consult with the Physician. No examination results should be recorded on your HAI FORM, only check marks in the four boxes. No individual information will be shared with company.

Your physical must be completed by a physician or nurse practitioner; at the time of setting the appointment please let them know it is for a wellness physical. Make sure to present your Blue Cross and Blue Shield card.

If your **Spouse** is covered under the ArcelorMittal Insurance Plan, he/she **MUST also complete the physical** in order for the member to have the deductible waived.

When you participate in the annual routine physical, you can choose to have your contribution made into your 401(K) by electing *special deferral percentage*. Not only is your in-network deductible completely eliminated, but you will also receive \$200 into your account if you are enrolled in single cov-

erage however, if you are married your spouse must complete their physical for a \$400 payment. If you choose to have the payment in cash, it will be subject to appropriate withholding taxes.

Non Medicare eligible retirees are also eligible for the **ANNUAL ROUTINE PHYSICAL** benefit.

SPOUSAL PREMIUM REIMBURSEMENT COVERAGE STATUS INQUIRY

Active Employees and Retirees:

Non-Medicare eligible Spouses working 32 hours or more per week and Non-Medicare Eligible Spouses who are retired and offered retiree coverage must enroll for all available coverage offered by their employer or former employer.

If your spouse fails to enroll in available coverage, his/her coverage under the ArcelorMittal USA Plan will be interrupted.

If you have been recently divorced or widowed and need to change your beneficiaries, please contact us at (219) 937-7784 ext. 112 or 117.

In Solidarity,

Insurance and Benefits

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

4 Steel Producing Safety

By Nick Young Safety Advocate



With summer almost behind us, thank you all for making the departmental Summer Safe a success! One thing that we must all do is to stay focused on our jobs in the mill when we are here. I completely understand that is easier said than done with the stress of the things that we all face in our day to days lives that we have little to no control of, and then the worries of the things that are out of our hands (I.E. Contract Negotiations) We must all stand behind our Negotiating Committee in Solidarity and Trust!

2018 Hazard Recognition is a great tool for everyone to understand the policies and programs that are in our plant. If

you have taken the class please bring back that information and use it on your jobs and task in the mill. These policies and programs are jointly agreed on by our union and the company. It is up to everyone to utilize them to make our jobs as safe as they can be. If there is any issue where it seems like what your learning isn't being followed with your job assignment please notify a Safety Advocate or Union Representative of the situation. You're the one who knows your job best!

Reporting near misses seems to be a touchy subject with some in management. Our stance is what it always has been; near misses are lessons learned

and an opportunity to make corrective action before an injury occurs. We cannot accept that having near misses are part of the steel making process. With that being said, anytime that an incident in which no property was damaged and no personal injury was sustained, but where, given a slight shift in time or position, damaged or injury easily could have occurred. IT IS A NEAR MISS and should be reported!

In Solidarity & Safety,

Nick Young

4SP Safety Advocate



Do you realize you are the face of our Union?

Whether you are an elected representative or just someone that just comes to work every day and is not involved in Union activities, you are still the face of our Union. As you go about your life from day to day it is important you let it be known you are a Steelworker. Do you coach your child's sports team, an active volunteer in your community, hold a political position or maybe even own your own business? As you do those activities let it be known. This is one of the many things that the Next Generation Committee learned at a conference we attended. As we are in negotiations it is important to have as much support from our community as possible. So stop down at the Union Hall and buy a t-shirt, get a yard sign and let others know that you are part of

one of the largest, strongest Unions in the world, the USW!!

In recent months we have gained



roughly 90 new hires that we hope are adjusting well to the mill environment. If you happen to be one of those new hires and need help in anyway please reach out to your reps and coworkers, also remember to attend our monthly

Union meeting the first Thursday of every month at 4pm. This will keep you informed and is a great way to meet others.

On August 4th a Solidarity picnic was held at the Hammond Moose where we had a great turn out and fun by all. Thank you to all of the volunteers that helped to make this event a success, we cannot do it without you!!

Stay focused and work safe,

The Next Generation Committee

Andres Maldonado - Committee Chairmen

Anita Freels -Vice chairmen

Vincent Witherspoon - Committee Secretary

Grievance Committee Report

By James Thomas Secretary Grievance Committee



Do You Know Your Weingarten Rights?

Have you ever been called into the supervisor's office to be questioned concerning; call-offs, an accident, near miss, insubordination, maybe even a confrontation you may have had with a manager or a co-worker? During this meeting you start to realize that you may need union representation. I have had this happen to me, I did not know at the time that I had a right to union representation during such informal questioning.

Our Weingarten rights were derived from a 1975 Supreme Court ruling; allowing employees the right to union representation during investigatory interviews.

After your request is made, your employer has 3 options:

- 1 - Grant your request for union representation
- 2 - Give you the choice of continuing without representation
- 3 - Postponing meeting until representation is made available.

You cannot be disciplined for requesting union representation.

If your employer continues, he/she is committing an unfair labor practice and you have a right not to answer his/hers questions. In this case you should notify a union rep immediately.

With your union representative present, they can advise you how to answer questions, help you avoid admissions or outbursts, and most importantly, keep an accurate account of the interview incase needed.

Remember:

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions respectfully request my union representative, officer, or steward present at this meeting.

Not only is it our right, it is our OBLIGATION to enforce & protect our union rights!

Proposed 80" Incentive plan:

The 80" incentive plan has been frozen for well over 10 years now for most of you reading this that is longer than your plant service. It was frozen by agreement for a number of reasons but mostly due the change in the material. This material (Weirton) was a much narrow and lighter material which made the incentive plan unattainable.

As many of you may know, the company presented the union with a new incentive plan back in May. The union has had several meetings with management and the companys incentive group over the last several months to try to better understand the in's and outs of this proposed plan. The Union has presented the company with multiple ideas/adjustments to improve their proposed plan. However, as of now, the company has only listened to these ideas. Per our contract should we not reach a agreement on a new plan the company may install it unilaterally. After the 90 day trail period and based on our expected results we will grieve their plan.

Grievance update:

7 Blast Furnace (BF) incentive grievance.

In 2015 the company started their

"Foot Print Project" shutting down redundant operations to fully utilize the operations that were left. This so-called Foot Print was supposed to help the remaining mills prosper and become fully utilized. Since the shutdown of 2 Steel Producing (2SP) 7 Blast Furnace has not prospered in fact production is down 500/1000 tons a day for the last year. The 7 BF was meant to run at one speed, full speed. So, to reduce the furnace to operate at 500/1000 less tons a day, they have to meter (reduce wind intake) the furnace. This metering has nothing to do with the conditions of the furnace or the employees working there but rather, having nowhere to send the iron too.

7BF incentive plan has 3 metrics; 1. Quality (quality tons produced), 2. Utilization (planned operating time relative to unscheduled down-time) 3. Production (total produced tons). Metering affects all 3 metrics of the incentive plan quality, production and utilization. While there is a positive adjustment (cut-out) to the incentive calculation when metering, its only for the utilization metric of the plan. This adjustment only accounts for a 2% increase, while the production metric is down 25-35% and the quality metric another 2% loss.

The company's arguments at the 2nd step and 3rd step grievance hearing were, that the shutdown of 2SP has nothing to do with the incentive at 7BF. They also argue that when metering, there is an offset in the utilization metric to compensate for it.

This grievance is currently awaiting arbitration.

In Solidarity,

J.T.

N.F.L. Part 1

By John Wilkerson Griever Area 26

“If there is no struggle, there is no progress.” –Frederick Douglass

As summer comes to a close, my favorite time of the year begins, fall. This means cooler weather, leaves changing colors making beautiful landscapes, and football. I do not care what anybody says, football is not to be confused with soccer, America’s real favorite pastime. Grills, beer, and the NFL that is all you need to make Sunday the best day of the week. Football brings families and friends together sharing a common goal, or a friendly rivalry. All these reasons made this my favorite time of year.

Over the last several years, we have now looked behind the curtain, and see what the NFL truly is. I no longer see the façade like the “Great and Powerful Oz” the N.F.L. wants us to see. Covering up health and safety issues and a culture of suppressing anyone who tries to stand up against the old culture of the NFL, this is the real NFL. I have come to believe none of these issues are new. The reason we are all witnessing this change is because individuals that are now brave enough to risk everything to start the process of change. This change starts with using the power of speech.

Watching these events unfold with the N.F.L. in real time, it is hard not to then draw parallels between what the employees of the N.F.L. are experiencing and the issues we face as Steelworkers. Granted we, as Steelworkers are not paid as much, but the players are represented by a Union tasked with collectively bargaining a fair contract in the best interests of the Membership, like us. Also the N.F.L., like all other companies, uses a risk verses reward method with managing assets; the part that effects these employees, and us, is the fact we like

the employees of the NFL are in that system as assets.

“They get paid a lot of money to play a game.” I have heard this phrase, or variations of it, used to justify why player’s long term health should be a priority, just not a high priority. The New York Times published an article titled “110 N.F.L. Brains” in which 111 N.F.L. player’s brains were examined, “110 were found to have C.T.E., the degenerative disease linked to repeated blows to the head.” Washington Post reports owner of the Dallas Cowboys, Jerry Jones, calls it “absurd” to acknowledge the link between playing in the N.F.L. and C.T.E. While more research is needed and we cannot determine cause of this or any chronic illness from one study, this kind of dismissive attitude shows the level of commitment for player health and safety. To understand how C.T.E. effects players there is no better source of to look to then a player’s spouse. Keana McMahon’s ex-husband was diagnosed, after his death at 36, with C.T.E. She states “Nobody handed us a piece a paper and said you may die and leave your kids fatherless. Nobody said that death was option.” She goes on to talk about how her marriage was ended due to symptoms of undiagnosed C.T.E., think about that the next time you cheer for a “big hit.”

This is no different than the struggle we, as Steelworkers, face. How many big companies denied the long-term health risks of substances like lead, cadmium, benzene, mercury, and a multitude of others. The Federal Government has stepped in and attempted to regulate these substances, but they use a method of Permissible Exposure Levels (PELs). What this means to us is, there is an amount of poison the government is allowing companies to expose to their

employees, and communities, before it becomes illegal. This is highlighted in a recent report by the Chicago Tribune where ArcelorMittal Burns Harbor “emitted nearly 18,000 pounds of lead in 2016;” lead and benzene levels increased from this steel mill “as airborne levels of both toxic substances has dropped nationwide.” If this is what companies are willing to expose to the community, what are they willing to expose employees working at the facility to? Prior to 1965, airborne lead was thought to adversely affect only industry workers not the community. That was proven to false then action was taken to reduce airborne lead. This shows that until it was proven to affect the community limited actions were taken to protect Steelworkers. Not unlike the N.F.L. players with chronic illness, the objective of making money outweighed the long-term health risks of using lead.

The Government has made, and continues to make, improvements to the regulation of toxic substance. This is not out of some moral obligation or sense of duty as they would like you to believe though. Organized Labor has been on the front lines in the battle for a safe and healthful workplace. When more stringent regulations became law, there was a hard-fought battle to get it there. There are also individuals and groups of people lobbying for the opposing goals. This is why when the minority of the Americans elected a president that calls in to question the toughness of the N.F.L. players when improvements are made to player safety, and attempts to dismantle agencies like the EPA, it is not in the best interest of Steelworkers. Anyone with the rebuttal of “look at the steel tariffs,” I would respond with look at the first proposal for the Contract we are currently negotiating and when

Wilkerson continued on page 21

POINTS TO PONDER

By Don Lutes



Retirees, Spouses, Surviving Spouses

ArcelorMittal Steel started off the Contract Negotiations with unbelievable concessions which they want us to take.

Two Contracts ago, ArcelorMittal wanted all of the Active Employees to go on the Salaried Employees Health Insurance Plan and all of the Retirees, Spouses, and Surviving Spouses would be left with no Health Insurance Coverage at all.

The Union Negotiating Committee gave the word and there were two big marches on the Company.

Those marches paid-off because some of the Company's major customers thought there were going to be a Strike and they were preparing to take their business elsewhere. The Contract was then settled right away.

In 2001 the Company said there would no longer be a 25 Year Picnic. They were taken to Arbitration and the 25 Year Picnic was kept.

WHEN THE NEGOTIATING TEAM GIVES US THE WORD, WE ARE READY TO MARCH.

Two former Union Officers passed away recently:

Ed Sadlowski – he was 200% Union. He had served as President of Local 65, District 31 Director, Ran for President of the International Union and was President of the Local 65 SOAR Chapter.

Jerry Strauch – Local 1010 Griever and was the Local 1010 Insurance Representative

Local 1010 had a real nice Retirement Party for President Tom Hargrove.

Tom was President of Local 1010 for a record 20 straight years.

Mary Hendrickson, Manager of the Company's Benefits Office for years, retired June 1st. She worked really well with our Local 1010 Officers.

Surviving Spouses whose Spouse retired before January 1, 2000 and is on Medicare, should have received in early June 2018 a blue envelope with a form to fill out. The Top Paragraph only on the form needs to be filled out with a copy of your Medicare card attached. (You only have to furnish a copy of your Medicare card the first time you fill out this form). You will then receive from ArcelorMittal USA a Veba Medicare Part B reimbursement check each December. If you did not receive the form to fill out, please contact Ernie Barrientez (219) 937-7784 ext 117 or Otis Cochran at ext 112 at the Hall.

Retirees – If you want to get together with past Retirees, you can bring your spouse and meet for Breakfast at Jedi's Restaurant at the corner of Cline Ave and Ridge Rd in Griffith in the back room. There is a 10% discount given on your breakfast. Here is the schedule of Breakfast Get Togethers.

Field Forces – 1st Monday of each Month at 8:30am

80' & Cold Strip – 1st Tuesday of each Month at 8:00am

Blast Furnaces – 1st Thursday of each month at 8:30am

#4 BOF Mechanical – 3rd Thursday of each month at 9:00am

We have a very active SOAR group. We meet the 2nd Monday of each month at the Local 1010 Hall. The meetings

start at 1:00pm. Many get there around Noon. Come to a meeting if you like as it is only a \$12.00 Membership Fee per year for Retirees and a \$3.00 yearly fee for a Spouse or Surviving Spouse. There is a Speaker every month to keep everyone well informed of issues concerning Retirees.

If you feel you have an Alcohol or Drug Problem, there is a great Member's Assistance Committee. They are at the Local 1010 Hall every Thursday from 7:00am to 4:00pm or you can call them at the Hall at (219) 937-7784 ext 144. You can also personally contact Frank Gonzalez at 219-688-5722 or Larry Lowe at 219-793-4709. What you say to them stays there.

If you would like to call me as I have been there like you, call me. A call to any one of us can save your job, marriage or life.

Don Lutes

Home: (219) 924-2294 or

Cell: (219) 742-3269

Wilkerson continued from page 20

do the bread crumbs began to trickle down!

All of this proves that working-class America needs to be on the offensive. Whether, you are a professional athlete or a hotel housekeeping staff member you are on the same team in the same fight. The only way we, as a collective group, can get our message heard is by speaking as one. As Steelworkers, our history has been one of leading the charge from the front. We must remember that if we are not moving forward, we are moving backwards. Let us remind all opposition how troublesome we can be.

AREA 32 Field Forces / Refrigeration

By Kevin Brackett, Griever Area 32



Greetings to all our Union Brothers and Sisters from the MEU-Field Forces Family;

The warm summer weather is with us and with it I trust everyone is safely enjoying the activities it brings. This is also a contract year so as this Steelworkers News Letter is being delivered to your home or you have received it as a handout at the gate one of two things is happening.

The first possibility is that we have a fair and equitable contract and everyone is happy. A contract that provides for our families and our future. A contract that remembers those who came before us, our retirees. A contract that reflects and shares the prosperity that the company is currently realizing.

The second possibility is that the company is playing hardball and we are going into extended negotiations. We

were asked and we gave concessions during the hard times when the economy was down. We cannot give concessions during the prosperous times when the economy is up.

Whatever the case we must remain focused and continue to do our jobs safely. We must trust the elected members of our Union Negotiating Team to watch our backs. The union membership needs to have their backs as well; that means not to undermine their efforts with posts on social media. The company monitors all forms of social media and we cannot ever give them the impression that we are not 100% united in our fight for a fair and equitable contract.

On another note, I cannot over emphasize the importance of keeping your beneficiary designations up to date. The web address for the employee benefits page is <http://www.arcelormittalusa.com/benefits/> and from there you will be able to access forms, phone numbers, and internet sites. You need to have up to date beneficiaries for your 401k, Life Insurance, and Pension. It is a very sad occasion when someone passes and their loved ones do not receive the benefits intended for them because a file was not updated. It is also import to check with your department clerk and verify your emergency contact information. In the event something were to happen to you at work this is the information needed to contact someone on your behalf. Do not assume any of this information is currently accurate; a little of your time now might prevent years of hardship for your loved ones in the future.

In Solidarity,
Kevin Brackett

Members Assistance Committee

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

Our members assistance committee (m.a.c.) here at local 1010, United Steelworkers works in conjunction with the employee assistance program (e.a.p.) in that we assist employees with personal problems and/or work-related issues that may be impacting their job performance, health, mental and emotional well-being.

Members' assistance is fully supported by our union and offers free and confidential help and counseling referrals for our members and their families. Some of the areas of help available are listed below.

(1) alcohol and substance use dis-

orders

- (2) financial issues
- (3) legal issues
- (4) family problems
- (5) work-related conflicts

Our health care benefits through blue cross/blue shield are very generous in providing the coverage an employee and their family 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 from 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)

Cooperation Only Goes So Far

By Jim Gogolak, Inner Guard



In dealing with management, there are times to cooperate and times to fight. It's just that simple.

One way we cooperate is by doing our jobs in return for getting paid. That's a given. Another way is our joint safety team. Working safely is in everyone's best interest, so it pays to cooperate. Yet a third way we cooperate is training. It's good to develop your own skills, and that gives management a more productive worker. All of these are "win-win" situations where cooperation makes sense.

On the other hand, there are times where cooperation makes no sense at all. For instance: We negotiate a contract, and management violates it. It's time to fight. A contract is only as good as our ability to enforce it. We shouldn't hesitate to do so.

Cooperation goes out the window when management tries to undermine our joint safety program, putting our health and safety in danger. Time to whip out the STOP WORK card that Wendell Carter has given us to straighten out the situation. I wonder if he knew we'd

have to use it on his own people from time to time.

Finally, contract time is time to fight. We don't get a good contract by hoping and praying – relying on the "good will" of Lakshmi Mittal. We get a good contract by making it clear to him that we will settle for nothing less. If need be, we take it to the street.

To put it all in perspective: Remember that all the things we "cooperate" on have been fought for and won by collective action. We didn't "cooperate" until the struggle was over.

Unions fought for and won the right to organize legally in the 1930s. The right to refuse unsafe work was won after a couple of decades of struggle. Management used to be able to send you home without pay for refusing work. Over the years, our right to refuse evolved into what it is now. But this only happened because our union was willing to take on the fight. Training and Job Link are also negotiated benefits, not gifts. Our union won these improvements by pushing these issues on our behalf, not by letting the company have its way.

As we work with the company on cooperative programs that benefit workers, we must not be lulled into thinking that our relationship with management is entirely cooperative. That would be a big mistake. Our interests are linked, but not identical. We both want the company to succeed, but, without challenge, management will maximize their return at our expense.

A boss in our area recently said: "I do what upper management tells me, like it or not. I'm gonna protect my job, even if it screws you. That's just the way it is." Remember that. In the end, they will benefit at our expense if we let them.

My response to this Neanderthal is this: Our union is going to protect our wages, benefits, and jobs, even if management doesn't like it.

Cooperation only goes so far. Unions get what they fight for. That's the way it is, the way it always has been, and that's the way it always will be – as long as we are willing to take a stand. **Steel Strong, my brothers and sisters. USW Strong!**

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



Rapid Response

By Nick Young



Brothers and Sisters, thank you for your activism in collecting signatures for the latest Rapid Response Call to Action to Protect Our Workplaces and Communities petition. Actions like these are what help keep our elected officials and their appointees in Washington, D.C. in check. Although the decision has not yet been decided by the EPA administrator, we should all know that OUR collective union voice has been heard. For those of you who did not get a chance to sign the petition, the description is as follows...

EPA administrator,

A chemical release, explosion, or fire occurs every 2.5 days in this country, often at USW facilities across

the steel, aluminum, paper, and rubber, chemical, refining, and other industries. However, you and the Administration are seeking to repeal common sense regulations that require some industrial facilities to prevent and plan a response should a catastrophic chemical incident occur. Your proposals rescinds accident prevention requirements (like root cause investigation of accidents) and scales back requirements for facilities to coordinate with local emergency responders before and accident. As USW members who work in these facilities and live in surrounding communities, we call on you to withdraw the harmful and reckless proposal.

All locals throughout the country were asked by our International Union to

collect signatures telling the EPA administrator to withdraw from his proposals. This was the first petition action that was taken since our International Rapid Response Conference this last spring. The deadline for this petition was for August 15th and were submitted to our International Union Rapid Response coordinators. If anyone is interested in receiving Rapid Response updates, Political activism or getting involved with the upcoming election in November, please get ahold of me or anyone at the Union hall.

In Solidarity,

Nick Young

1-574-933-1222

Solidarity

By Andy Klawiter Vice Chairman Community Service Committee



Solidarity. A word we use quite often as a union. Solidarity picnic, solidarity rallies, and solidarity as members in our plants. Once again it is contract

time. An uncertain time. When we wonder what we will get and when we will get it. Although we rarely talk about how our contract will affect our



Community Services Members delivering Local 1010 donation to the Nazareth Home

communities. Our union contracts have driven up the pay, benefits, safety, and working conditions for many people in the region. It is hard to find anyone you talk to that doesn't know someone that is impacted by union jobs and

our contracts. Our contract is not just our fight but the fight of the region. Many of our neighbors, churches, businesses, and families rely on our support. Our union dollars go directly back into the communities we live in. Also, it is just as important for us to help our communities by volunteering. Our union and communities are a partnership and we rely on each other for support. Now is the time to ask our communities support in negotiating a fair and equitable contract. As we move forward we need to, not only ourselves get involved but the people around us. When there is an action for our contract like a rally bring your family, friends, or ask businesses to support us. We will negotiate a fair and equitable contract. The support of all of us and our communities will show the company that we are a force to be reckoned with and that we all support our strong leadership that is in Pittsburgh fighting for us.

Vice President's Report

By Don Seifert

CANNED



Since bargaining has begun it appears that everyone is once again on edge. We, as a Union know that to move forward is a long road with countless sessions of back and forth commentary at the table. Our UNION asks all of us to stay focused, vigilant and most importantly SAFE. If we as an institution do not look out for one another, especially in these uncertain times, we fail.

Recently, there has been a rash of unreported, misreported incidents/accidents/issues that a certain Union representative(s) has tried to stay on top of to gain clarity and further understand and enforce the process to make his department and ultimately all of us in this Mill safe. In the departments, the Company has always been guided into trying not to report every little incident, so as not to draw attention as one being the poster child for safety failures. Herein lies the problem, if you report a safety matter to management, they either take the matter seriously, do timely joint analysis and characterize the problem for what it is, or try to hurry the final outcome with or without the appropriate personnel involved and move on, hopefully drawing little or no attention, and sometimes depriving all of us an opportunity to make much needed improvements. That is a system failure that eventually could cost someone their life. We all pray it does not.

Usually when there is a system failure we do not know about it, due to not being made aware of it.

Oh, in these times of technological advances, Grievers should be able to reach into their pockets and call, or text or email a supervisor about any system failure and get an educated response or at the minimum, look to their superiors (?) for guidance and take appropriate action. Is this what always happens? Let me paint a picture that although made up has a tremendous amount of

truth to it.

So again I ask, Is this what always happens? No, first off, there is a system failure, the Supervisor thinks SHIT, I was hoping and praying all last night no one would find out. Second, Supervisors think how can I blow off the griever with little or no effort and hope it doesn't get into the safety or grievance procedure. Thirdly, they think screw it, I'll ignore it and make the Grievers take it to a higher power and let them deal with him because although I'm educated, I'm too stupid.

Once the blow off begins, the email chains start. Start with the supervisor, no timely response, up the food chain until someone takes notice, blows up and then starts the appropriate process, convenes the parties and returns with appropriate action or the grievance procedure. All which could have been handled prior.

Management now has a new system of neglect; it's what I refer to as canned. On July 28th, a certain griever sent an email about an issue to the appropriate supervisor of the area. Lo and behold, he was not ignored. What came back was a highly intelligent legalese document that in my opinion couldn't possibly be thought up by this aforementioned supervisor? So privately I (thoughtfully?) responded that he should try to answer in his own words, not some canned document obviously written by a lawyer in an attempt to prove in some future arbitration case how sincere the company is about safety.

No response by email or face to face when I sat in a meeting with him the following week, nothing.

Flash forward 5 weeks later, when another email moved up the food chain to this griever's Division Managers email about another safety matter. Guess

what? The exact same response, my guess that this document sounded too likely to not have come from a Supervisor was true, and sadly without any purposeful; meaningful thinking from their own brain. Once again I emailed a not-too flattering commentary to the canned response. I then received a call from Labor Relations discussing the appropriate avenues on how a lot of these issues can be handled with one phone call. I responded if that were true then some of these email chains would not have started, but sometimes the UNION uses emails in the same way management does, for tracking purposes.

I discussed this issue with the griever and asked if he had forwarded any request to someone higher than the division Manager? Here is the response:

"I received your email concerning your safety concerns. The Company takes all safety issues very seriously and is always working to provide a safe workplace for all its employees. I will forward your concerns to the appropriate parties for review. We will determine next steps after reviewing your concerns and follow the proper process to resolve it."

Keith Howell

Although slightly different than the first response, (2) sentences are dead on to the first responses given by the Manager and Division Manager. Every time I have read that response, all I can think of is the disingenuous sound of a computer voice. So if you report anything for safety and this is the response you get, remember you've been conned... uh... I mean CANNED.

Stay vigilant, stay focused, Stay Safe!

Don Seifert

The Bernard Kleiman JOBLINK Learning Center

By Steve Wagner, President

August 2018

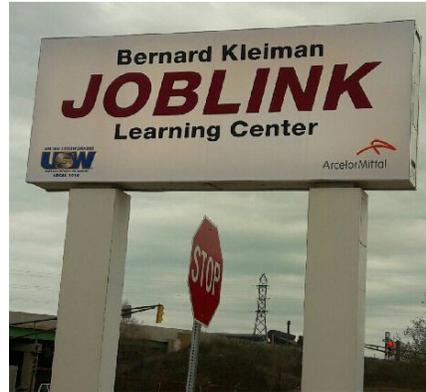
Joblink is OUR benefit for Lifelong Learning!

Whether you are a young steelworker new to your job or an experienced steelworker contemplating retirement, Joblink has classes that fit your needs. Continual education keeps you on your toes mentally, can be deeply satisfying and help all of us reach our lifelong goals! So, taking classes is good for personal satisfaction and great if you want to move up on the job or qualify for other job opportunities.

Many of our current electricians and mechanics started their education at JobLink which allowed them to improve their Ramsay scores and get into either Tier One or Tier Two training in the mill. MTEs have taken instrumentation classes through JobLink improving their skills, keeping up with technology and thus demonstrating their pride and commitment in being a crafts-person. Plenty of steelworkers have earned their CDLs through the program. And it's not surprising because we do our best to make classes flexible and convenient for those who desire to participate. That's why Joblink offers some of classes, such as Network Certification, as Live and Online classes. Those classes are available as in person live classes, but also recorded so many steelworkers can watch them online. So if you miss a class in person, no problem – just catch it online later. (Check out sample Live and Online classes at <http://careerdevelopmentchannel.org/>)

For years, JobLink has worked along with safety advocates to provide training that will boost their effectiveness and many times even their confidence. Working together, Advocates with Joblink instructors have produced a safety plan and two safety videos.

This is all possible because our educa-



tion philosophy is based on how we as adults learn – they need to have a voice in their learning and is learner driven. Not surprising that our Joblink Learning Center won a national award for precisely that reason.

Every quarter, since JobLink opened in the summer of 1990, the Joblink Staff has helped countless steelworkers looking to move into new positions by providing test prep materials and tutoring. Many participants come to Joblink for support in reaching their goals on the job.

Over the past two decades nearly 7,000 active steelworkers have taken advantage of this educational benefit. And the successes are many But don't take my word for it - student testimonials from course evaluations tell the story best:

- JobLink is a fantastic benefit.
- My expectations for this course were exceeded by far. I really like the creative interaction.
- I came to class with very little knowledge of small engines and I leave with an understanding of how they work. Now I will be able to troubleshoot my equipment at home.
- I really like the individual attention and supervision.

- This was an extremely challenging and rewarding class.
- I liked being creative and spending time with my co-workers.
- I use what I learned from class to say fit, active and to prevent injury.
- What I liked best was learning something new and challenging.
- The instructor was very thorough and really knowledgeable! Excellent guidance in both the technology and the artistry.
- I liked the collaborative effort of this class.

In keeping with dedication to offer hands-on classes and classes that keep up with the latest technologies, instructor Bill Needles will be offering programming classes this fall that provide instruction along with the real-life task of creating an App. That means you will soon be able to download a Job-Link app to check your course registrations, your spending and just what classes are still available. Watch for that coming soon.

This year, a class under instructor Nick Nash's close supervision, has built a beautiful garden hutch/armoire that will be practical addition to anyone's garden or home. This item will be raffled off on October 10th (10/10!) at our raffle day event. All proceeds – ALL – go to the Tino Fulimani Scholarship fund which awards college scholarships to the children and grandchildren of steelworkers.

Speaking of Nick Nash, take a look at what his classes have produced this past year – a kitchen classroom for new culinary classes. It is a model of kitchen safety and will provide us the ability

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

to provide you with new classes onsite at Joblink!

Check out the JobLink catalog online at www.bkjoblink.org. You'll find all the information you need regarding your educational benefit. And you can register for classes there. It's convenient and customized to steelworkers' busy schedules.

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

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

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

Some in-house classes are available to retirees and spouses on a first-come, first-serve basis. (Look for the diamond symbol next to a course in our

online catalog). In general, it does not cover tuition – unless you have been approved for Issuance 14 and are still working on your educational goal. In that case, if there are funds available, you may be able to receive some tuition assistance only during the first year of your retirement. In addition, retirees and spouses of active 1010 members can purchase courses that are on a per person pay arrangement. This applies to classes that are not filled by active members. Retirees and spouses of active 1010 members must pay for the class at least two weeks prior to the class start. Class cost can be obtained by calling Joblink at 399-8136.

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

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 mandate is to help steelworkers reach their educational goals.

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

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



President's Report

Negotiations are ongoing but making our plant safer is always our everyday objective. Please don't let negotiations distract you from working safe each and every day. We will do our best to keep you updated on our contract negotiations. However, we expect that **all of us** will do our best to reduce our workplace hazards and do our jobs as safe as possible every day in our plant.

Hopefully, you have been reading the many 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.

As you may be aware, we have experienced several events to prepare us for Bargaining.

- Local 1010 Membership Sound Offs occurred for Actives on June 19th and Retirees on June 20th. We appreciate all interested USW members & retirees that provided direct input as to what is-

issues are important to them in our 2018 Contract Negotiations.

- Departmental (Local) issues are on ongoing with our elected Local 1010 Department Representatives and Arce-lorMittal Management for discussion and resolution.

- Basic Steel Industry Conference was held on June 27th with USW International Representatives providing Local USW Representatives a status of the Steel Industry.

- Plant-Wide or Top Table issues have been submitted by our USW Local 1010 Bargaining Committee to Negotiations Chairman, Dave McCall.

- Our Local 1010 Communication and Action Team (CAT) received training on July 12. Our CAT participants will assist our Local 1010 Bargaining Committee in providing negotiations updates and forwarding any plant specific events/issues back to Pittsburgh.



- We met with Local Area Resources on June 29th to begin discussions/preparations in the event that we need them to assist us.

- Please reach out to Andres Maldonado 219- 937-7784 X-123 to get on our local 1010 texting system for negotiations updates.

Our local 1010 Scholarship Award Winners were celebrated at our June 7th Union Meeting. Congratulations to award winners, Maya Seifert, Alexis Switzer, Lily Wall, Khalia Williams!

With your continued support, we stand ready to achieve a fair and equitable contract for all USW Members and Retirees covered by our Basic Labor Agreement.

In Solidarity,

Steve Wagner