

# LOCAL 1010 STEELWORKER



2nd Qtr. 2018

Hammond, Indiana

Volume 28;No 2

## INSTALLATION OF OFFICERS May 3, 2018



The USW Local 1010 Election Committee submitted their General Election report at the May monthly meeting. Once the report was completed, there was a motion to accept the report, a second on the motion was provided, and all those in attendance unanimously approved the motion on the floor. Michael R. Millsap, Director USW District 7, administers the OATH of OFFICE to the officers elected during the April 5, 2018 General Election at USW Local 1010.



Workers Memorial April 26, 2018 Jacob "Jake" Cole places a rose at the Memorial Wall in honor of his Uncle, one of the 391 names of Fallen Workers at our plant since the beginning in 1901 as Inland Steel Company.

The constant reminder of our goal, *"Never Add Another Name"*

Apr 05, 2018

## Election Totals Report

19:09:32

USW LOCAL 1010

GENERAL ELECTION

Total Votes Cast = 1,628

**PRESIDENT**

VOTE FOR 1

STEVE WAGNER  
CODY R. COLLINS

Votes Cast for this Office = 1,582

1178  
404**VICE PRESIDENT**

VOTE FOR 1

DON SEIFERT  
RON KASZAK

Votes Cast for this Office = 1,512

1082  
430**RECORDING SECRETARY**

VOTE FOR 1

DON JONES  
MIKE "MAD DOG" DAVIES

Votes Cast for this Office = 1,479

994  
485**FINANCIAL SECRETARY**

VOTE FOR 1

ROSA MARIA RODRIGUEZ  
BOBBY GUEVARA  
KIM SPONAUGLE

Votes Cast for this Office = 1,514

954  
289  
271**TREASURER**

VOTE FOR 1

MAX CARRASQUILLO  
BARB TAZBIR

Votes Cast for this Office = 1,454

1038  
416**GUIDE**

VOTE FOR 1

JAYSON CULP  
MARIO MENDOZA

Votes Cast for this Office = 1,448

811  
637**INNER GUARD**

VOTE FOR 1

JIM "GO GO" GOGOLAK

Votes Cast for this Office = 1,245

1245**OUTER GUARD**

VOTE FOR 1

EDDIE (BIG HARV) HARVEY  
JIM ((THE WARDEN)) WHISENHUNT

Votes Cast for this Office = 1,407

841  
566

Apr 05, 2018

## Election Totals Report

19:09:32

USW LOCAL 1010

GENERAL ELECTION

Total Votes Cast = 1,628

**TRUSTEE**

VOTE FOR 3

Votes Cast for this Office = 3,512

ERNIE BARRIENTEZ957LUIS AGUILAR942OTIS COCHRAN III825

SCOTT "TUNA" GRENCHIK

788

**CHAIRPERSON GRIEVANCE COMMITTEE**

VOTE FOR 1

Votes Cast for this Office = 1,209

DARRELL E. REED1209**VICE CHAIRPERSON GRIEVANCE COMMITTEE**

VOTE FOR 1

Votes Cast for this Office = 1,187

MATTHEW BECKMAN1187**SECRETARY GRIEVANCE COMMITTEE**

VOTE FOR 1

Votes Cast for this Office = 1,154

JAMES "JT" THOMAS1154**ASSISTANT GRIEVANCE COMMITTEE PERSON**

AREA 1 - #5 &amp; #6 BLAST FURNACE

VOTE FOR 1

Votes Cast for this Office = 34

JOSE J. CORTEZ34**GRIEVANCE COMMITTEE PERSON**

AREA 4 - #4 BOF, SLAB CASTER, LIME PLANT

VOTE FOR 1

Votes Cast for this Office = 208

JACOB "JAKE" COLE126

ELIJAH "ELI" SALINAS

82

**ASSISTANT GRIEVANCE COMMITTEE PERSON**

AREA 4 - #4 BOF, SLAB CASTER, LIME PLANT

VOTE FOR 1

Votes Cast for this Office = 179

"DAVID ROQUE"179**GRIEVANCE COMMITTEE STEWARD**

AREA 4 - #4 BOF, SLAB CASTER, LIME PLANT

VOTE FOR 3

Votes Cast for this Office = 532

JIM THOMAS122JULIO C. PEÑA88JAMES "JIM" LANGREDER86

BRIAN M. AYERS

73

RAY A. MITCHELL JR.

72

RUSTY WILLIAMS

70

CHARLES T. ROOP

21

Apr 05, 2018  
USW LOCAL 1010

Election Totals Report

19:09:32

GENERAL ELECTION

Total Votes Cast = 1,628

**GRIEVANCE COMMITTEE STEWARD**  
AREA 5 - #2 BOF / CASTER COMPLEX

VOTE FOR 1  
JESSE "CHUY" ZAMORA Votes Cast for this Office = 14  
14

**GRIEVANCE COMMITTEE PERSON**  
AREA 6 - UTILITIES

VOTE FOR 1  
SCOTT COCHRAN Votes Cast for this Office = 61  
61

**ASSISTANT GRIEVANCE COMMITTEE PERSON**  
AREA 6 - UTILITIES

VOTE FOR 1  
STEVE GOVERT Votes Cast for this Office = 81  
63  
KEN BOGUCKI 18

**GRIEVANCE COMMITTEE STEWARD**  
AREA 6 - UTILITIES

VOTE FOR 2  
WILLIE COCHRAN Votes Cast for this Office = 89  
54  
JUDY BAILEY 35

**GRIEVANCE COMMITTEE PERSON**  
AREA 20 - SHOP SERVICES

VOTE FOR 1  
CHARLES SWITZER Votes Cast for this Office = 99  
99

**ASSISTANT GRIEVANCE COMMITTEE PERSON**  
AREA 20 - SHOP SERVICES

VOTE FOR 1  
KEN STOUT Votes Cast for this Office = 93  
93

**GRIEVANCE COMMITTEE STEWARD**  
AREA 20 - SHOP SERVICES

VOTE FOR 2  
MIKE BAKKER Votes Cast for this Office = 168  
108  
SEDRICK T. SWYGERT (SWAG) 60

**GRIEVANCE COMMITTEE PERSON**  
AREA 25 - 80" HOT STRIP MILL

VOTE FOR 1  
BRIAN HERNANDEZ Votes Cast for this Office = 133  
133

**ASSISTANT GRIEVANCE COMMITTEE PERSON**  
AREA 25 - 80" HOT STRIP MILL

VOTE FOR 1  
JACOB FRAKER Votes Cast for this Office = 112  
112

**GRIEVANCE COMMITTEE STEWARD**  
AREA 25 - 80" HOT STRIP MILL

VOTE FOR 3 Votes Cast for this Office = 414

Apr 05, 2018

## Election Totals Report

19:09:32

USW LOCAL 1010

GENERAL ELECTION

Total Votes Cast = 1,628

<u>ALEX MALDONADO</u>	<u>78</u>
<u>BRETT NAGDEMAN</u>	<u>55</u>
<u>KYLE G. GONZALES</u>	<u>53</u>
SUE STASKO	50
JERRY "JERBEAR" SANTOS	49
ALFRED L. GORDON	40
FRANK GONZALEZ JR.	37
ROBERT SHEPPARD	28
ARMANDO ORTEGA JR.	24

**GRIEVANCE COMMITTEE PERSON**  
AREA 26 - MHS / TRANSPORTATION

VOTE FOR 1	Votes Cast for this Office = 148
<u>JOHN WILKERSON</u>	<u>98</u>
ARTURO (ART) DIAZ	50

**ASSISTANT GRIEVANCE COMMITTEE PERSON**  
AREA 26 - MHS / TRANSPORTATION

VOTE FOR 1	Votes Cast for this Office = 105
<u>RODOLFO "RUDY" MÁRQUEZ</u>	<u>105</u>

**GRIEVANCE COMMITTEE STEWARD**  
AREA 26 - MHS / TRANSPORTATION

VOTE FOR 2	Votes Cast for this Office = 169
<u>KEITH J. HOPKINS</u>	<u>89</u>
<u>VINCENT BRANDON</u>	<u>80</u>

**GRIEVANCE COMMITTEE PERSON**  
AREA 28 - #3 COLD STRIP

VOTE FOR 1	Votes Cast for this Office = 241
<u>CRAIG A. KEMP</u>	<u>132</u>
HENRY BRONISZ	109

**ASSISTANT GRIEVANCE COMMITTEE PERSON**  
AREA 28 - #3 COLD STRIP

VOTE FOR 1	Votes Cast for this Office = 182
<u>TONY BROWN</u>	<u>182</u>

**GRIEVANCE COMMITTEE STEWARD**  
AREA 28 - #3 COLD STRIP

VOTE FOR 3	Votes Cast for this Office = 594
<u>CHRIS BONNER</u>	<u>154</u>
<u>FREDDIE M. TURNER JR.</u>	<u>141</u>
<u>BRETT HOOLEY</u>	<u>111</u>
MICHAEL DAVIS	104
SHUNDEL "SHUN" LACEY SR.	84

Apr 05, 2018  
USW LOCAL 1010

Election Totals Report

19:09:32

GENERAL ELECTION

Total Votes Cast = 1,628

**GRIEVANCE COMMITTEE PERSON**  
AREA 31 - #7 BLAST FURNACE

VOTE FOR 1 Votes Cast for this Office = 144  
ADAM GOVERT 144

**ASSISTANT GRIEVANCE COMMITTEE PERSON**  
AREA 31 - #7 BLAST FURNACE

VOTE FOR 1 Votes Cast for this Office = 116  
TOMMY JIMENEZ 51  
ANDY KLAWITER 46  
ALAN GEORGEVICH 19

**GRIEVANCE COMMITTEE STEWARD**  
AREA 31 - #7 BLAST FURNACE

VOTE FOR 2 Votes Cast for this Office = 200  
RON FRIANT 76  
ART HOLMES 64  
MAURICE CHANDLER 60

**GRIEVANCE COMMITTEE PERSON**  
AREA 32 - FIELD FORCES

VOTE FOR 1 Votes Cast for this Office = 79  
KEVIN BRACKETT 79

**ASSISTANT GRIEVANCE COMMITTEE PERSON**  
AREA 32 - FIELD FORCES

VOTE FOR 1 Votes Cast for this Office = 82  
AL PENA 82

**GRIEVANCE COMMITTEE STEWARD**  
AREA 32 - FIELD FORCES

VOTE FOR 2 Votes Cast for this Office = 193  
ANDRES MALDONADO 80  
CESAR VILLARRUEL 74  
DAVID SANCHEZ 39

**GRIEVANCE COMMITTEE PERSON**  
AREA 33 - IHCC

VOTE FOR 1 Votes Cast for this Office = 70  
WIL RIVERA 70

**ASSISTANT GRIEVANCE COMMITTEE PERSON**  
AREA 33 - IHCC

VOTE FOR 1 Votes Cast for this Office = 87  
SEAN CASTOR 38  
AL GARZA 31  
TJ RODRIGUEZ 18

Apr 05, 2018  
USW LOCAL 1010

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GENERAL ELECTION

Total Votes Cast = 1,628

**GRIEVANCE COMMITTEE PERSON**

AREA(S) 34, 35, 36 - OFFICE & TECHNICAL

VOTE FOR 1

TIM TRTAN

Votes Cast for this Office = 70

70

**ASSISTANT GRIEVANCE COMMITTEE PERSON**

AREA(S) 34, 35, 36 - OFFICE & TECHNICAL

VOTE FOR 1

BILL MCDONALD

Votes Cast for this Office = 106

67

NORMA CONWAY

39

**GRIEVANCE COMMITTEE STEWARD**

AREA 34 - OFFICE & TECHNICAL

VOTE FOR 2

ANITA M. FREELS

Votes Cast for this Office = 65

35

MARYLOU MAMRILA

30

**GRIEVANCE COMMITTEE STEWARD**

AREA 35 - P.A.E.T.

VOTE FOR 1

LYNWOOD HALLEN

Votes Cast for this Office = 4

4

**GRIEVANCE COMMITTEE STEWARD**

AREA 36 - RESEARCH

VOTE FOR 1

ROBERT HAYES

Votes Cast for this Office = 48

34

JEROME S. CAP

14

**GRIEVANCE COMMITTEE PERSON**

AREA 37 - RIVERDALE

VOTE FOR 1

PATRICK GOODSON

Votes Cast for this Office = 151

115

WILL TYUS

36

**ASSISTANT GRIEVANCE COMMITTEE PERSON**

AREA 37 - RIVERDALE - CSP

VOTE FOR 1

"SCOOTER" (SCOTT RICCARDI)

Votes Cast for this Office = 78

40

DENNIS GREEN

38

**ASSISTANT GRIEVANCE COMMITTEE PERSON**

AREA 37 - RIVERDALE - BOF

VOTE FOR 1

AMY NYHANNA

Votes Cast for this Office = 73

51

BRIAN KALE

22

End Of Report

**NOTICE:**  
**Local 1010**  
**Sound-Offs**  
**Active Members:**

**June 19<sup>th</sup> 2018**

**8:00 am and 4:00 pm**

**USW Local 1010 Memorial Hall**

**7047 Grand Ave. Hammond, IN. 46323**

**(219) 937-7784**

**Also, June 19th 2018 in Plant 2**

**MEU/Field Forces Building 2:00 pm**



# **NOTICE:**

Local 1010 Sound-Off

**“Retirees ONLY”:**

**June 20<sup>th</sup> 2018**

**9:00 am**

**USW Local 1010 Memorial Hall**

7047 Grand Ave. Hammond, IN. 46323

(219) 937-7784

**....NOTE: Retirees ONLY**



Dan Walters      Nick Valle      Don Jones      Gail Richardson      Jayson Culp

# Safety Committee Report

## Safety Report

As of the first of May, we are doing a lot better for injuries at Indiana Harbor East compared to last year at this time where we had 3 lost time injuries. Believe it or not, we have not had a lost time injury. Remember, seconds and inches may determine the severity of an injury, equipment damage, and near misses. For total injuries we are at 50 less. OSHA recordable we are 22 less. Restricted cases we are 6 less. Now for near misses we have 5 less. We can never have too many near misses. They are free lessons learned where there was no injury. Please report near misses. We have been in some investigations where an incident happened before and the thought was well no one got hurt. Again report near misses. If there is a disagreement about a near miss whether it is one or not, we have established a procedure on handling the matter. The area Griever will contact our Local's President Steve Wagner about the near miss. Steve will contact the Plant's General Manager Wendell Carter to set up a meeting to discuss the matter. Our position has always been investigate the matter to determine what happened or what could have happened. Usually there are some countermeasures that need to happen to prevent reoccurrence of the incident.

**Health, Safety & Environment Committee**

Contact Information  
(219) 937-7784

Don Jones    ext. 120  
djones@uswa1010.org  
Cell: (219) 712-5610

Nick Valle    ext. 122  
nvalle@uswa1010.org  
Cell: (219) 808-5377

Jayson Culp    ext. 121  
jculp@uswa1010.org  
Cell: (773) 744-9809

Dan Walters    ext. 140  
dwalters@uswa1010.org  
Cell: (219) 313-7913

Gail Richardson    ext. 124  
grichardson@uswa1010.org  
Cell: (219) 313-6949

usw1010.org

Just having good OSHA rates does not mean we can let our guard down. We

need to maintain our focus on the 2018 Safety Targets for the Plant and Divisions. All of these activities will help us improve our injury performance and stay in compliance with all of our standards. This is the path of the Journey to Zero.

Our 2018 Hazard Recognition Class has targeted "Back to the Basics." We felt that it was important to review our Safety Programs. It appears we may be seeing some of the benefits. We are getting good feedback from the critiques on the material covered and on the Trainers. We have made some changes on the program. Also some critiques will be incorporated in the 2019 Hazard Recognition Training.

On February 20, 2018 the Company received notification from IOSHA on the Alfredo Cadena fatality. The Company was cited on alleged violations of 1910.178 Powered Industrial Trucks Standard. The Company has contested the alleged violations. The Safety Committee has filed Party Status with the State of Indiana. There has already been a prehearing teleconference on the matter held on April 26, 2018. Dates have been established for presentation of evidence, proposed findings/conclusions, and hearing/discovery schedule. This does not prevent the parties from

continuing settlement discussion until the time of the hearing.

### Electrical Safety

Our Plant standing Electrical Committee has been meeting weekly since its inception in 2005. Qualified Electrical personnel understand the importance of using the proper Personal Protective Equipment for your assigned electrical task. We have trained on the two categories (Cat 2, and Cat 4) many times.

Brothers and Sisters there is no safe level of PPE to protect us once the incident energy is above 40 Cal/cm<sup>2</sup>. The Arc Flash Labels with a red banner visually indicate they are above 40 Cal/cm<sup>2</sup>. The preferred method of working on electrical equipment is with it in an “Electrically Safe Work Condition – A state in which the conductor or circuit part has been disconnected from energized parts, locked and tagged in accordance with established standards, tested to ensure the absence of voltage, and grounded if determined necessary.” (AM

USA Electrical Safe Work Practices Standard May 28, 2015 Page 4)

We must perform routine maintenance on our electrical systems to insure reliability and reduce the risk of operating equipment with evidence of impending failure. For example we experienced five fault/trip events of a 250 Volt, 4,000 Amp breaker in a seven day period. The fifth time the breaker was reset, it experienced a catastrophic failure. Why did we not stop, think, and act? This breaker was tripping for a reason, it was operating as designed. When our equipment is telling us there is trouble brewing, stop, make it electrically safe! Get out our test equipment, and start isolating the trouble. Trouble shoot until you are able to clear all your faults, as required by our standards after the second tripping event on a breaker.

### Workers' Memorial Day

On April 26<sup>th</sup>, Members, Families, and Friends gathered at the United Steel-

workers Local 1010 Memorial Hall for Workers' Memorial Day, a day for families and coworkers to pay respect and remember those that worked hard to provide for their families, but ended up paying the ultimate price.

On Workers' Memorial Day, we honor those who have lost lives by committing to improving workplace safety conditions for all workers in our plants, and doing all we can to not have another name added to the Memorial Wall in our union hall. There are 391 names on this wall. All of these men and women met an unfortunate fate that claimed their lives, and ultimately changed the lives of their family and friends forever.

Workers' Memorial is recognized internationally on April 28<sup>th</sup>, but this year, due to the 28<sup>th</sup> falling on a Saturday, it was recognized on the 26<sup>th</sup> throughout the ArcelorMittal Plants. This is a day committed to remind us to report hazards and to do our share to help create a safer work place. All workers are entitled to a safe workplace free of recognized dangers.



President Steve Wagner presented Thomas Hargrove with the 3<sup>rd</sup> Ernie Gutierrez Ironman Award. With 20 years as President of United Steelworkers Local 1010, Tom earned this prestigious award because of his commitment and dedication to Safety not only here at Indiana Harbor East, but also internationally.

Workers' Memorial Day is also the

start of “Summer Safe.” Each department should have activities related to Recognizing and eliminating/controlling hazards, Heat stress, Nutrition, 50 lbs. lifting program, also the department ASC and DSC should be planning the activity that is relevant to the Department to reduce incidents in the department.

### District 7 Safety and Health Conference

On May 7<sup>th</sup> and 8<sup>th</sup> several USW members from each department represented by Local 1010 attended the District 7 Safety and Health Conference in Michigan City. The conference consisted of several notable speakers, including District 7 Director Mike Millsap, International Vice President Fred Redmond, and a guest speaker named Billy Parker, a man who lost both arms while cleaning a drywall shredder who discussed why a working Lockout Program is important to you and all of your loved ones.

There were also seven workshops over the course of the conference including Situational Awareness, Walk Work Surfaces, NIOSH, and Rail Safety just to name a few.

The goal of the conference, as always, is to bring the attained knowledge and insight back to the plant to better our safety program.

### Production Training Safety

With new employees, transfers, and move-ups in our departments, it is imperative that our job training is sufficient to ensure that we know the job well enough to do it safely. Training is a safety issue. That is why there is now an Ad Hoc committee, set up by Gary Bender and Steve Thompson of Joint Union & Management Safety of USW/ArcelorMittal USA, using safety representatives from multiple ArcelorMittal USA facilities, to work together

Safety Continued on Page 13

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



# Walk Away!!!!!!!!!!!!!!

By Darrell Reed, Chairman Grievance Committee

Pressure, strain, tension, and especially force that tends to distort a factor that induces bodily or mental anguish, extreme pain or distress especially of the mind; in other words

## STRESS

This mindset also defines many of our members and is the root cause of the many recent altercations between fellow bargaining unit employees. However; let it be known the company does not acknowledge this frame of mind as a mitigating circumstance in regards to verbal or physical confrontations and the discipline thereafter.

### The Company Will Fire You!

For whatever reason it may be: sociopathic tendencies, family matters, death, drugs, alcohol, money problems, gambling (**THE BOATS**), excessive overtime, lack of over-

time, mental disorders; whatever the reason may be, one or more of the aforementioned stress related problems could lead to a confrontation with a co-worker. I reiterate, the **COMPANY** will fire you and your co-worker. After the fact, the **Union** will fight an intense battle to regain the sister or brother's job back. Let it be known the process is excessive in regards to time consumption (weeks, sometimes months) if we have to go to arbitration. Punitive to your pockets (lost wages), bad for your health, no benefits for the grievant or his/her dependants after discharge, while we wait for a arbitration decision, and finally, if the Arbitrator rules against the grievant and you have less than 30 years of service; you would be eligible at age 60 for a fraction of a 30 year pension. Last but not least, no healthcare insurance. But, I have good news; you can walk away. You can walk in the opposite direction to avoid conflicts and save your job,

your insurance, your healthcare, your pension and your marriage.

### **WALK AWAY!**

If you have a problem with a co-worker or supervision, contact our Civil Rights Committee, lead by Luis Aguilar, Gail Richardson and Anita Freels. Telephone the union hall 219-937-7784 Ext 115. If you have stress, contact our Employee Assistance Committee, Frank Gonzales or Larry Lowe at 219-937-7784 Ex.144 they will get you some help promptly.

**DARRELL E. REED**

### **CHAIRMAN GRIEVANCE PROCURE**

Quote of the month; **AS WE GROW AS UNIQUE PERSONS, WE LEARN TO RESPECT THE UNIQUENESS OF OTHERS!**

**GOD BLESS OUR MILITARY IN THE MIDDLE EAST AND ALL OVER THE WORLD.**



# AREA 32 Field Forces / Refrigeration

By Kevin Brackett, Griever Area 32

Spring has finally arrived and hopefully, we have seen the last of the snow. As we shed our winter coats to go out and enjoy the warm weather be aware; Indiana Harbor is hiring a lot of new people. This includes both bargaining unit and salary personnel alike. We here in MEU-Field Forces encourage everyone to practice "Shared Vigilance" routinely but would like to emphasize the importance with new employees. With many this might be their first experience in an industrial environment. We must be cautious they do not put themselves or others in harm's way.

Its contract time again. It's time for our

union officials to go to Pittsburgh and negotiate with the company. On June 19<sup>th</sup> at 2:00 pm there will be a "sound off" meeting in the MEU central training building. This will be your opportunity to hear from your representatives and your opportunity for your representatives to hear from you. Remember, no one knows how these negotiations are going to turn out. Everyone needs to put a little aside each payday so we can be prepared for anything.

People are getting flat tires because of the scrap on the plant roadways and the magnetic road sweeper sits idle. The company is not making any effort

to clean up this dangerous and costly hazard. If you get a flat tire as a result of scrap metal on an in plant roadway file a report with plant protection. If the company refuses to cover the cost you incurred, ask your union representative to file a grievance on your behalf.

There is money on the table. It is a negotiated benefit for a cash payout to employees and their spouses that get wellness physicals. Get your share, this is your money don't forget it.

In Solidarity,

Kevin Brackett

# SOLIDARITY!

By James Thomas, Secretary Grievance Committee



With elections come and gone again, we can now focus on the upcoming contract negotiations which should start in the middle of the summer. Steel prices have continuously gone up since October 29<sup>th</sup>, 2017 with hot rolled going from \$578 to \$857/ton, cold rolled from \$790 to \$1018/ton and coated from \$748 to \$1019/ton. While we are in better shape financially than we were in the 2012 negotiations, we still need to PREPARE for the worst. The company will continue to attack us on our wages, pensions and benefits regardless of conditions. It's important that we show solidarity throughout. If you have not already started, it is time to start preparing for these rounds of negotiations, whether that being getting a nest egg put aside, paying bills in advance or taking money from your 401k we all need to PREPARE for the worst.

## Grievance Procedure update.

Current issues occurring in the plant.

### 1. Hostage Pay

The company has chosen to unilaterally change the way hostage pay is paid as of November 1<sup>st</sup>, 2017, the company sent a letter to the hall which stated "the company will no longer pay hostage pay to employees with bids until they transfer complete on their new

jobs". The company claims this is because of employees who take bids with no intention of actually going to their bids in order to obtain hostage pay. If this is the case the company has created the issue by not releasing them to their bids in the first place. Listen, there is an easy solution to this issue for the company, just release employees to their bids. The company has 60 days to find a suitable replacement. The principle of the hostage pay was to deter departments from holding employees past the allowed 60 days by penalizing them with time and a half for all hours worked regardless of transferring complete on a new job. The company tried to change the hostage pay language in 2015 through negotiations and were unsuccessful. Prior to hostage pay the company had no penalty for holding employees other than paying them after 2 weeks the difference in pay between the two jobs.

This is currently in the 3<sup>rd</sup> step of the grievance procedure.

### 2. Bidding penalty.

The contract states, if an employee accepts a bid, transfers and remains on the new job, they have a one-year penalty from bidding again, if you revert from the bid you have a six-month penalty from bidding again. In the past

if employees had a bid and were being held hostage the company would allow these employees to bid again during the hostage period. The company has changed the penalty process to now include the hostage period and 30 working turns after transfer.

The one-year penalty referred to in the contract is now the hostage period (regardless of length), 30 working turns and 1 year after that.

In one actual case, an employee was held hostage from January 2016 and was released in January 2018. The company is saying that this employee cannot bid on anything from January 2016 until 2018, then has 30 working turns plus the referred to one year penalty. If that were the case, this employee's penalty would be their year plus 30 working turns. Which is just ludicrous.

This grievance is currently waiting on arbitration.

So to wrap this up, as you can see the company has already started attacking us on issues for this round of negotiations and we need to stick together and use our biggest asset, SOLIDARITY!!

In Solidarity,

JT

## Safety Continued From Page 11

with the goal of asking critical questions of each division on the status and effectiveness of the training of production workers. This will be in the form of a questionnaire that will be distributed to each division to be completed and returned. Although there are many important questions in this survey, one of the main issues we want to avoid is the classic "new training new" scenario. With the information gathered, we hope to create a standardized system of

training across the company, including all Local 1010 employees, so we can be confident when we are being trained, or training somebody else on a job, that we are not losing or excluding valuable information critical to our safety along the way.

In closing, our Safety Committee continuously works to improve the Health & Safety in the Plant. Progress has been made, however more work re-

mains. 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!!!**

# Safety at the 80” Hot Strip Mill

By Brian Hernandez, Griever Area 25

Our goal for the 80” Hot Strip Mill is zero injuries and so far in 2018 we have zero injuries, 0 lost workday cases, and 23 near misses.

Coil handling has one personal injury, mechanical has three personal injury cases, and rolling has one personal injury case. That is too many injuries so far this year.

We always have to make sure to take a second, observe our surroundings, and identify any potential hazards on the job that we are performing. Keep constant communication with our co-workers and keep our attention focused on the job we are performing. Don't be afraid to speak up, stop the job, and report any unsafe conditions. We were all just issued new stop work cards and we have the right to use them without any reprimand or retaliation if we see something that is unsafe to you or one of your co-workers.

***Make the Job Safe or Don't Do It!!!!!!***

Our union has been fighting for safety in the workplace and has very strong language that protects us from working unsafe. As a result the company has an obligation to give each of us the proper tools and resources to keep us safe when we are at work. Also, since the OSH Act in 1970 congress has expanded OSHA'S WHISTLEBLOWER Protection Program that protects workers from retaliation under twenty two federal laws.

**Safety is 24/7 so we must always find better ways to improve safety. Don't wait until someone gets hurt to make a safety change.**

While we work towards the Journey to Zero Goal please;

- Always wear your proper PPE
- Look out for one another
- Report all incidents
- Fill out an unsafe work condition
- Maintain constant communication

Remember to practice Shared Vigilance and help maintain the safety of you and your fellow co-workers. We have many new employees here at the 80” HSM with more to come. They will be wearing the orange hats with stripes on them. We were all new to the 80” at one time, so be sure to look out for them and lend a helping hand. We all go home the same way we came in!

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

## Points to Ponder

By Don Lutes, S.O.A.R. Representative



### Retirees & Surviving Spouses:

• A Surviving Spouse (whose spouse retired before January 1, 2000) and is enrolled in Medicare Part B is entitled to a Medicare Part B Reimbursement Check. You will receive a letter in a blue envelope from Arcelor Mittal Veba in late May or early June each year. You must fill out the top portion of the letter and send it back in with a copy of your Medicare Card. (The Medicare Card copy only needs to be furnished once). The cycle runs July 1 to June 30 (of the following year) each year, as you can get the full reimbursement check of \$1,000 (tax free) in December of each

year of the current contract or a prorated re-reimbursement check if your spouse died during that cycle period.

• A Surviving Spouse (whose spouse retired before January 1, 2000) and has a Change of Address, please call 1-877-474-8322, Press 1 and inform them that you are an Inland Steel Surviving Spouse and then you can furnish them with all the updated information.

• If you are a Surviving Spouse and you remarry, you will lose your Healthcare Insurance. If your new marriage ends up in divorce or they pass away, you can get back on the Healthcare Insurance.

• For Retirees and their Spouses and all Surviving Spouses, we have a group S.O.A.R. (Steelworkers Organization of Active Retirees). The group meets the 2<sup>nd</sup> Monday of each month at the Local 1010 Hall. The meeting starts at 1:00 pm. The agenda is designed to keep everyone updated on current issues, outside speakers are brought in and there is a question and answer session.

### Active Employees:

• Many employees want to retire in the first quarter of every year.

Points to Ponder continued on page 15

# Time to Unite

By Jim Gogolak, Inner Guard



Election time is over, and the membership has spoken. Congratulations to the newly elected representatives, and kudos to the Election Committee on a job well done. Local 1010 has always promoted democracy, involvement, and freedom of expression. This election was no exception.

During the campaign, there were some strong differences of opinion. This is healthy for our Union, as it promotes beneficial changes. It also became obvious that there are some misconceptions about a number of issues. This can be remedied by better communication with the membership and more education for all. That education need not be formal; it can simply be more thorough explanations and respectful conversation. I know President Wagner understands this and has committed to being even more open and informative. Having known Steve for quite some time, I expected nothing less.

All of this is encouraging, as we approach contract negotiations. We can have full faith in our leadership, and focus on the real issues instead of dredging up past disappointments and carping about them. We can, and should, unite in the common goal of securing

the best contract possible.

We will have sound-off sessions in June, and negotiations will start in earnest in mid-July. Come to the meetings and say what's on your mind. We have an increasingly diverse membership, and we need to hear all viewpoints so no one gets ignored. While there will always be concerns about the standard issues of wages and benefits, make sure to say whatever is on your mind. Sometimes unique, innovative ideas come from unexpected sources. You may be one of them.

Our Grievers have been instructed to ask you about local issues. Here is your opportunity to make things better in your specific area. Think long and hard about what you need as well as what you would like. Engage in meaningful discussions about what would benefit your area the most. Make sure and stress universal issues over issues that affect you alone. Try to resolve personal disagreements in ways that benefit everyone to some degree.

The stage is set for meaningful changes at the hall and for maximum inclusion of the membership. You have expressed your opinion by voting during

the election. Don't stop now. Keep voicing your opinions, offering constructive criticism and viable solutions. Be insightful and respectful of others. Don't tear down; build up.

We can disagree and still work for the benefit of all. Make sure you have accurate information, as insightful questions, listen fully to the answers, and try your best to understand the issue from multiple viewpoints, not just your own. Disagree, don't disparage.

Getting involved, even in a small way, grows your understanding of how the Union works and fosters a greater appreciation of it. Simple things like attending Union meetings, sound-off session, and informed voting in local elections are a good start. The more you know, the more appreciative you will be of our Union.

With that appreciation you will come to realize that it is only through unity that we have achieved all of the benefits we enjoy. Then maybe . . . just maybe you will see the value in doing your part to build and nurture the unity that is the lifeblood of our Union.

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## Points to Ponder continued from page 14

- Please contact the Insurance and Pensions office of the hall to explain the benefits of going in the first quarter compared to other months, so you don't leave money on the table.
- If you retire after the age of 65, you will lose your \$400 a month kicker which is \$4,800 a year.
- If you are considering that you may want to retire soon, call 219-937-7784 ext. 117 for Ernie Barrientez and ext. 112 for Otis Cochran. They do a great job of helping you to fill out your Re-

tirement Papers.

- If you are planning on retiring in the next couple years, I would recommend that you and your family get any dental work done before you retire. Retirees have to purchase their own Dental Insurance.

Anyone who feels that they have a problem with alcohol and/or drugs, can contact Local 1010 at 219-937-7784 ext. 144 to be put in touch with the Member's Assistance Committee (they are at the Hall on Thursdays) or you

can directly contact Frank Gonzalez at 219-688-5722 or Larry Lowe 219-793-4709. I celebrated my 44<sup>th</sup> Anniversary on May 8 of being Alcohol Free. This could be you. Take that first step to getting some help.

August 1 this year will be my 22<sup>nd</sup> year of being retired. The Union has kept me going. The best money I ever spent was paying my Union Dues.

Don Lutes, S.O.A.R. Representative  
219-924-2294 or 219-742-3269



# Rapid Response

By Nick Young



Wanting to **get active** with the local union to communicate and educate the membership about real politics that impact OUR industry, OUR UNION, OUR families? No matter if you have been in the mill for decades or you just got hired days ago, Rapid Response is a great way to get involved in **YOUR** union!

## What is Rapid Response?

**Grassroots:** Rapid Response is the Steelworkers' nonpartisan grassroots education, communication, and action program that involves every member.

**Communication:** Rapid Response allows for almost instant personal communication with every USW member on any given subject.

**Education:** Rapid Response provides

the necessary structure to inform every USW member about pending legislation concerning labor and work-related issues. All information identifies the issue, its effect on workers and their families, and the sponsors and supporters. It also asks for a specific response.

**Action:** Rapid Response Action Calls provide USW members with a way to respond to the education provided. Rapid Response also provides the necessary structure to activate the USW membership to provide for real change in our ability to influence the legislative process. This system provides the necessary infrastructure to generate tremendous action on any given issue.

**Change:** Rapid Response provides the tools to generate necessary changes in the legislative process to ensure that labor survives

and flourishes far into the future. **Opportunity:** Finally, Rapid Response provides opportunity for all USW members to have a strong voice and an active part in the legislative activities that affect their daily lives. This program allows USW members to fight back on a daily basis on issues that affect them, their families, and their communities.

<sup>1</sup>Ref: <https://www.usw.org/act/activism/rapid-response/resources/what-is-rapid-response>

The info alerts that are sent out are not overwhelming and you won't be flooded with useless "Junk Mail" like other political mass e-mails sent. If you would like to be involved with all the happenings with Rapid Response please contact me!

Nick Young 1-574-933-1222

## C.O.P.E.

By Terra Samuel, Secretary COPE Committee

The Committee on Political Education (C.O.P.E.) would like to thank each and every union member for your unwavering support on VOTING! We may not all agree on the candidate, however, we must exercise our right to vote. Elections should be near and dear to the heart of union members. Many have fought and died for the opportunity to vote. It is up to us to make sure the FIGHT was not in vain. As union members we must:

- Be informed voters
- Know the issues and where the candidate stands
- What their views on steelmak-

ing and how they can help us

- Be registered to vote
- Be ready to help
- Phone Banking
- Canvas (Knock Doors)
- Stuff Envelopes
- Know what offices we are voting for and your polling place
- Get deadlines on absentee voting if needed

If voting was not a part of our society there are many privileges and rights

people have today that would not exist such as: Social Security, Medicaid and Medicare, minimum wage, women rights, workers compensation, consumer protection laws, 40 hour work week, and safety and environmental regulations.

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

In Solidarity,

C.O.P.E Members

*Patricia Humphrey, Chair*

*Shanise Edwards, Co-Chair*

*Terra Samuel, Secretary*



# MEMBERS ASSISTANCE COMMITTEE (M.A.C.)

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 kind 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 Frank Gonzalez Jr. at (219) 766-2748 (H) (219) 688-5722 (C) or Larry Lowe at (219) 793-4709 (C)



## 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



## Women Of Steel

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



Women of Steel Committees Still Making a Difference

Since the 1940's, American women have contributed to the labor workforce. This was done to replace the men who had gone off to war. When the war was over, the jobs these women held were in jeopardy.

In 1942, something happened to help change the mindset of those who thought women should not have employment, and needed to return to baking and house cleaning. The "We Can Do It" poster was created proclaiming the worth of women. It was done uniquely by an artist from Pittsburgh, named J. Howard Miller. The poster was created for Westinghouse and featured the iconic "Rosie the Riveter." "We can do it" became a slogan that forever changed the fabric of the lives of many women who needed employment to assist with essentials for their families.

Eleanor Roosevelt, Sojourner Truth, Susan B. Anthony, Betsy Ross, Rosa Parks, were great women leaders of their era. We are making history today as well. We have more women working in untraditional jobs. At East Finishing, 5&6 Blast Furnace, #4 BOF, Utilities, Quality, Shop Services/Internal Logistics, 80" Hot Strip, MHS Transportation, 7 Blast Furnace, MEU, IHCC, Office/Technical, P.A.E.T, Research and Riverdale, women are working in many jobs that have been male dominated. They are making a positive contribution to the workforce and to women everywhere as positive examples just as many great women who have come before them.

WOS (Women of Steel) Committee supports activities in the communities, coats for the less fortunate; donate to women shelters, canvassing, leafleting, phone banking, donating services for Dr. Martin Luther King volunteer day, pictures with Santa, multiple parades,

the 1010 Golf Outing and assisting in other activities when needed within USW Local 1010 as well.

I am the 3rd Generation of the USW. I learned firsthand the importance of being a dues paying union worker. It is my belief that Local 1010 can only continue to be great in this aspect with the involvement of the proud union women and men that are working within the USW 1010. You are encouraged to be active in the Women Of Steel Committee, Community Service, Sports Committee and the Next Generation.

Women of Steel Committee

Gail Richardson

Ella Knox

Jessica Ritter

[grichardson@uswa1010.org](mailto:grichardson@uswa1010.org)

219-805-3923

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

# 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

This summer, we have a Local 1010 softball team within the Hidden Lake Park Summer League. Come and cheer on the team on Monday nights, now through July 23<sup>rd</sup> at 6:30, 7:30, 8:30,

and 9:30 depending on the scheduled game time.

In September, depending on the state of our local concerning negotiations and activities on the home front, we usually hold the Local 1010 Golf Outing at Wicker Park.

In the recent past, and hopefully in the near future depending on membership interest, Local 1010 has been involved in participating in United Way Dodgeball Tournaments in Lake and La Porte Counties. We have also worked with

the Next Generation Committee to organize various 5k runs.

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

# Next Generation Committee

By Andres Maldonado, Chairman Next Generation Committee

I would like to start by welcoming our newly hired members. You belong to one of the nation's strongest unions and with your support and activism we can grow and push this union forward. Your involvement starts with coming to union meetings which are the first Thursday of every month at 4 pm. All members are welcome to get involved

in all aspects of the local union whether it be through Rapid Response, Community Services, Sports, Women of Steel or the Next-Generation Committee. All these committees are set up to amplify our unions message of solidarity, also to educate and engage our members in unionism. Stay updated via union meetings on activities and projects that

Next Generation will do this year.

Andres Maldonado (219) 742-3350

Anita Freels (219) 898-0691

Vincent Witherspoon "spoon" (219) 576-3407

# Training Coordinator Report

By Andres Maldonado, Training Coordinator



Hi, I am Andres Maldonado and I was recently appointed to be the new Training Coordinator for Local 1010 to fill the vacancy of our new Vice President Don Seifert. I have been an MTM in Field Forces where I spent the last 8 years of my 15 years seniority. I serv

ed at Field Forces as steward, for the last 7 years I chaired the Next Generation Committee. I welcome the opportunity to advance my skills and use my knowledge to broaden the training plans for our plant. Our main goal is to push this union training forward into

the future.

Andres Maldonado  
amaldonado@uswa1010.org  
(219) 937-7784 ext. 123 Office  
(219) 742-3350 Cell

# Vice President's Report

By Don Seifert



## The Scroll

September 11-15, 2016 was the USW National Safety Conference held in Pittsburgh. Yes, I know the date is almost two years ago.

Beginning the second day, and the first of the Joint session they started with a scroll of names titled "In Memoriam". You've seen them before, usually at or near the end of the year or during the Academy Award ceremonies of people who are famous or recognizable through motion pictures, screen, or some form of the arts but to me, this was much different. This was a scroll of names like us, fallen brothers and sisters of the USW and CWA workers that are not famous but just everyday people living the daily grind of the American dream.

Get up, get to work, provide for your family, and provide for them so they may have a better life than you did. That's the natural order, the American dream, but for these 70 names it didn't

end with a happy ending. They all died in a work related accident in the previous year. For their families, their dream ended with the death of a loved one who didn't come home that day. Their family's lives, their world changed that day, forever.

As I watched the scroll you read the name, the age, the local and location of where they perished, certain things stood out in my mind. One, I was shocked at the amount of people who were in their advanced years, fifties and sixties. Two, which a few didn't list their ages; and three, the one that hit home the most, was just fourteen.

Now, in every case as the scroll slowly passes upward, your mind runs wild about the circumstances to which each one may have passed and you think managements fault, complacency, and lack of adequate training or one of a million other reasons that could have or did happen.

I started this article a couple years ago and forgot about it. I only recently recalled it during the end of the Union's Ceremony for Workers Memorial day. You see, our Union has their own scroll. It's at the end of every WMD ceremony listing the 391 fatalities suffered here at our plant. The difference this time is that I didn't care how anyone of them passed, only how I can help that it never happens again. If given the opportunity, watch the scroll and think about how you can help too.

Since this is the first opportunity, I wanted to express my thanks for everyone that took the time to VOTE, not just the people that voted for me or the people I support, but for all of the Brothers and Sisters who want to be a part of this fine Union. THANK YOU!

Don Seifert

Vice President

## Outer Guard Report

By Eddie Harvey, Outer Guard



First I would like to thank God and the membership for the support in the past election. This is not a task that I take lightly and will serve to the best of my ability. The weeks ahead will involve contract negotiations and as usual management will be up to their old tricks. This is a time when we as a union need to stick together and not be swayed. I would like to welcome the new hires

and I hope that we older workers will look out for our co-workers. While on the subject of new hires I urge all to get involved in the union for you are our future. There are avenues open to all who want to participate we need YOU to be involved. Please be aware, if you are called to the supervisor's office to talk about missing days or anything that can lead to discipline you have a

right to union representation. The reps. that were elected are there to serve you the membership. Again I wish all God's speed and stay safe.

Remember together we stand, divided we fall. Let's all stick together.

In Solidarity,

Eddie Harvey



# 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. The summer weather is here, so remember to gear up for summer safety, on the job and at home.

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

## SOME FREQUENTLY ASKED QUESTIONS:

### RETIREMENT:

- All Inland pension plan retirements commence on the first day of the month you retire.
- Employees under Steelworkers Pension Trust Plan can retire any day of the month.
- Special Payment is nine weeks pay plus any unused vacation time. This is based on 2% of the last year's W-2 hours worked (excluding any bonus). You will receive this lump sum payment.

### EXAMPLE:

Retirement date- January 1<sup>st</sup>

- Special payment – February 1<sup>st</sup>
- First Retirement Check – April 1<sup>st</sup>

### ANNUAL ROUTINE PHYSICAL:

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** must be completed each year **prior to September 30th** for the following Insurance Plan Year!

- The physical consists of: height, weight, blood pressure and a consult with the Physician. No individual information will be shared with company.

- Your physical must be completed by a physician or nurse practitioner; there is no cost to you as an active employee.

- 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 coverage 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. However, you will be charged out of pocket for the office visit.

### 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.

- In addition, as you are about to turn 65 or if you become disabled or your dependent please contact us at 219-937-7784 ext. 112 or 117 regarding Medicare.

- 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.

### Retirees on Medicare or Spouses

- Retirees should have received their new Medicare-Advantage ID cards January 1, 2018. If a retiree hasn't received their ID card from Aetna contact Customer Service at 877-448-3073 or you can contact us at the Union Hall at 219-937-7784 – ext. 112 or 117.

In Solidarity,

Insurance and Benefits

Ernie Barrientez, Otis Cochran,  
Terra Samuel (ad-hoc)

# Community Services

By Andrew Nashkoff, Vice Chairman Community Services Committee

## Volunteerism for All

With the September 1<sup>st</sup> date quickly approaching, conversations amongst the membership will soon shift. We will go from talking with our co-workers about family, entertainment, and hobbies to what we expect to be fighting for this contract. Preparing ourselves financially will always be a thought on our minds. As a local we also need to start preparing in other ways. Volunteering and forming bonds with local charities and non-for-profits is just as important in the fight!

We have all heard the phrase power comes in numbers. Same holds true with unions and collective bargaining. The more people and the more support you have amongst the communities and the workforce the stronger we are going into negotiations. For us Steelworkers, it's all about solidarity amongst each other, but hardly anyone ever mentions community support. The local has formed strong ties with

United Way, The Boys and Girls Club, and the Greater Hammond Community Services. Those bonds have been formed with a lot of hard work by our members. Whether it be volunteering or donating money to support their causes. These bonds are now unbreakable and cherished by both parties in many ways. Not only have we leant a helping hand to those in need which is the ultimate reward. We also expanded our circle of much needed support in those communities.

The community service committee's goal going forward is to do one volunteering effort per quarter. This gives everyone who has busy schedules with swing shift, family, and activities a chance to make at least one of the events. We advertise through flyers in the departments and announcements at union meetings. Unfortunately, the time frame in which the events take place are usually out of our control. We are usually at the mercy of the non-for-profits schedule and hours of operation.

There are no invitations to these events. We need as many people as we can. Just show up and be ready to volunteer some of your time. We understand everyone's time is valuable if you are only able to make an hour or so of the event, and not the whole thing that is totally understandable. The committee is always looking for ideas and new places to go help. If you have any suggestions please contact any of the committee members.

Nick Young (574-933-1222)

Andy Klawiter (219-771-9079)

Andrew Nashkoff (219-293-6989)

*"Only a life lived for others is worth living."* — Albert Einstein

Sincerely,

Community Service Committee

## AREA 32 Field Forces / Refrigeration

By Cesar Villarruel, Steward Area 32

2018 will be a challenging year for MEU Field Forces. I am a steward in Field Forces with 10 years service as a local 1010 member. I'd like to take this opportunity to thank all members who took the time to vote. I would also like to congratulate all members on their victories.

In my eight years that I have been in Field Forces I've noticed a decline of

my coworkers, due to retirement. Because of our decrease in numbers, we have an increase in contractors. We are continuously losing our work. I understand that we are benefiting from the contracting out language now. However we are losing work and potentially weakening our position for the future. The company constantly fails to report contracting out work that we can do. A solution to this problem would be re-

membering "It's them against us". We must come together and be vigilant and relentless on reporting all contractors. We must maintain our fight on consistently challenging the company on opening Field Force bids.

In Solidarity,

Cesar Villarruel

# Bargaining Unit Work Committee

By Max Carrasquillo, Chairman Bargaining Unit Work Committee



Union Brothers and Sisters:

I would like to first start with a special Thank You to each and every one of you, for your continued support on giving me the opportunity to continue to serve you on protecting our Steel Worker Jobs. I look forward to working with all of your recently elected Union Representatives that were elected by you this past election. Some of them I have worked with in the past, and yet others this will be my first opportunity to work with them. I am sure that together we can accomplish the same results, if not better.

It is that time again, where one contract expires and another one begins. Thank you again for affording your elected experienced representatives, the opportunity to represent you at the negotiation table. I will make every effort as in the past, to help our Negotiation Team fight to keep and expand on the successes that we have had over the years. As everyone who has been here since the last contract knows, the Company has fallen in love with the contractor. We need to remind the Company that this is our "PLANT" and that we are not going to let some contractor that is just passing through, to take over our jobs. The "COMPANY" may have the right to manage, but we the "UNION"

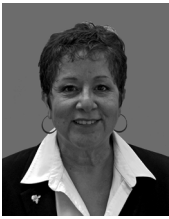
have the right to keep them from managing "STUPID". Refusing to let us do the work, and instead choosing to use contractors in order to push accountability to the contractor and off of themselves, is what is affecting profitability. We have an investment in this Plant, not like the contractor, who is one day here and somewhere else the next day. Together we must continue to put the pressure on the Company to assign us the work, because we were here when the "PLANT" started and we will be here until the end. These are good "STEELWORKER JOBS" and we are not interested in giving them away.

On the state of contracting out Bargaining Unit Work. The Company has finally started to hire some new personnel, though not nearly enough and only at utility positions. The Union will continue to force the Company to offer excess work across the Plant to the Bargaining Unit, before using an outside contractor. I urge each and every one of you to contact your representative if the solicitations are not being put up, or to just call the Union Hall. To the new employees, for labor turns that are available throughout the mill, the solicitations should be posted by where the schedules are posted. Extra maintenance opportunities are also posted by where the schedules are posted.

The Union recognizes the abundance of outside contractors being bought into the Plant to perform routine maintenance work, including PMs' throughout all departments, this is and will still be a priority during these upcoming negotiations. The Union wants this issue addressed by forcing the Company to identify, post and fill jobs, first from within or from the outside by hiring if necessary. The Union has identified the need to address the abundance of contractor "Truck Drivers" being used in the Plant along with the over use of outside Vacuum Service Contractors as jobs that are viewed by your Union as "STEELWORKER" jobs. Again the Union's belief that these jobs be filled by the posting and hiring if necessary to fill these positions. The Union will continue to enforce the contract, concerning overtime opportunities, but the time to pursue full time equivalency has arrived. Let's dig in for the fight. Let's make management get out of the offices and manage the work force. Let's reduce the contractor numbers by increasing the numbers of "STEELWORKERS".

Union Bargaining Unit Work  
Committee Chairman  
Max Carrasquillo

**SOLIDARITY  
FOREVER**



# Financial Office Report

By Rosa Maria Rodriguez, Financial Secretary

Voting is one of the most important responsibilities we have as a U.S. citizen.

Voting for our union officials is equally important as a member of USW Local 1010. It's our chance to select leaders who understand the issues and whose rhetoric will match their votes in our safety, grievances, contracts, pensions, by-laws and decision making with your union dollars. The people, we elect will make decisions affecting our livelihood and us going home to our families, the same way we come in, every day. As your Financial Secretary I am responsible for all financial aspects of the Local.

I want to thank everyone who came out to vote and thank you for electing me as your Financial Secretary. I am honored to represent the membership of our union.

I recognize we have many new employees and there were questions that arose during this campaign. I would like the opportunity to address some of those concerns. I appreciate the challenge and hope that as members you do question us, the leaders. It is your union, your responsibility. We serve you, and respectfully, our efforts are due diligence. We strive to insure each member is made whole.

As your Financial Secretary, I receive all money due the Local Union and pay the monthly expenditures. My responsibilities is to keep accurate the accounts for the members, all times, I have the books open for examination by the Auditing Committee. Local 1010s' books are audited annually by the USW International Secretary-Treasurer Auditors along with copies of supporting documentation on all accounts of the Local.

Annually, we produce a LM2 (this is public information and can be viewed on line) as well as a 990. These documents are submitted to the International Secretary-Treasurer, State of Indiana and the IRS. As a member, you too, have the right to examine and question all transactions done by our Financial Office. I have the responsibility to protect your information and that of this Local. You cannot take pictures, write down information, nor have copies or make copies of any documentation.

I present a detailed financial report every month at the Local Union meeting covering the receipts and expenditures of all funds of the Local Union.

The Local Union Treasurer keeps regular and correct accounts of all money received and paid, and also report at each meeting the balance of cash, shown by the last report, the amount received since, and the total checks issued and authorized, and the balance remaining. We also have other accounts and CD's. This is reported at the monthly Local Union meeting.

There are three Trustees who are in charge of the hall and all property of the Local Union. They do a quarterly audit and also read it at the quarter mark of the year at our Local Union meeting.

At this time or anytime you can challenge and or question any transaction, I am obligated to reply and answer your questions.

Initiation Fees are Ten Dollars (\$10) as required by article XIV Section 1 of the USW international Constitution.

Monthly Dues for a member shall be 1.45% (.0145) of total monthly earn-

ings plus an additional \$.02(two cents) per hour for an Organizing Fund Dues.

All due dollars and R-115 Form are sent by ArcelorMittal to our International Secretary-Treasurer. The International Union has instituted a Direct Deposit System for electronically returning the Local Unions portion of the monthly union dues. All dues dollars collected by the Local Union are reported and paid quarterly to the International Secretary-Treasurer.

Salary, Lost Time and Expense Vouchers are designed to support and document claims by members for legitimate payment of salary or reimbursement of lost time and expenses. Members making such a claim must obtain a voucher from the Financial Office and supply the information outline in Form 7894, with particular emphasis on the following

- Date of Lost Time (each day claimed must be entered individually)
- Number of hours of Lost Time claimed each day
- Hourly rate
- Adequate explanation of the union function which required the lose time (including the case number of any grievance or arbitration and such other details as may justify the claim)
- Total gross rate
- Work schedule week **must** be completed with each voucher.



# 4 Steel Producing

By Jacob "Jake" Cole, Griever Area 4



### Election

Congratulations to all officials that were elected/re-elected in the recent election.

Thank you to exiting Assistant Griever - Brian Ward, as well as Stewards - Brandon Smith and Jerry Elenz.

4 SP appreciates all the time and effort you put into the department.

The reps at 4 SP are as follows:

### Griever

Jacob Cole (219-614-0206)

### Assistant Griever

Dave Roque (219-381-7339)

### Stewards

Jim Thomas (219-628-2961)

Jim Langreder (219-314-0046)

Julio Pena (219-916-6015)

Please feel free to contact us if you have any questions comments or concerns

### 6<sup>th</sup> and 7<sup>th</sup> day forms

We can fill out and submit 6<sup>th</sup> and 7<sup>th</sup> day forms up until the end of the contract. So, this period runs from 9/1/15 until 8/31/18. They need to be submitted before the expiration of the contract. Don Guerero has done an excellent job for the whole mill and especially 4 SP. Myself and Dave Roque will gladly try and help as much as we can. Try and follow the templates that Don has supplied.

### New Employees

Local 1010 has an agreement in place for new hires that usually have a 6 month plant service restriction described in Article 5 E (B) of the 2015 BLA. The penalty is waived to allow the new hires to bid on the permanent vacancies. They will be in competition based on seniority with everyone else. If there's no successful bidders, then the company will assign future new hires to fill such permanent vacancies.

### Contract

There will be sound off meetings on June 19<sup>th</sup> at 8 am and 4 pm at our union

hall. Also, there will be one at 2 pm at MEU

There will also be a retiree sound off meeting on June 20<sup>th</sup> at 9 am

The sound off meetings are a platform for us members to voice our concerns with the contract.

Want better insurance?

More vacation?

Paid days off?

These are just some examples of things that people bring up. But I can tell you this, the more people that show up and voice their concerns, the more of a chance it has to get accomplished. Make sure to try and attend the meetings to let our Bargaining Team know what we want!!

In Solidarity,

Jacob Cole

4 SP Griever

### Financial Office Continued from page 24

- Reimbursement for Expenses must include original Receipts along with an explanation of expenses.

The member making the claim must sign the voucher. **Vouchers MUST BE COMPLETED, those that do not give sufficient explanation to justify the expense or do not have the correct receipts attached must not be paid.**

In closing, I hope this has been helpful in explaining how your union dollars are accounted for. Should you have any questions or concerns please contact me at the union hall. Remember my door is always open for the Membership.

Respectfully and in Solidarity,

Rosa Maria Rodriguez

### NOTICE:

Seeking six (6) women to volunteer one (1) day for "Women Build". It is a Habitat for Humanity of NWI to build two homes in the Adams Street block of Gary. The Local authorized to pay up to 8 women the \$50 fee. Lunch, T-shirt, thank you bag and snacks will be provided.

Please call Rosa Maria Rodriguez at: 219-801-1896.

***"You make a living by what you get. You make a life by what you give."***

# The Bernard Kleiman JOBLINK Learning Center

By Steve Wagner, President

May 2018

It is important that we know our benefits and how to use them! JobLink is always trying to create the best learning center for you and create 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 a reality in as many classes as possible.

Last year a series of classes were organized to build a passageway between the two buildings. Students 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.

This year the breakroom at Joblink is becoming a kitchen so that JobLink can hold culinary classes that are conveniently located for you. Starting with a flooring class, then a cabinet installation class and countertop class, students have begun to completely update and improve the center. Soon to come – Build a Kitchen Table/Island class and also Wood Bar Stools. In the fall they will have a tiling class that will actually install a backsplash to the kitchen.

## *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.

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 \$1,800 for tuition and books and even up to \$3,800 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.

Individual will 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/>

It's more convenient than ever to register for Joblink classes. Go online to [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 offer-

## 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

ings 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).

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](mailto: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.

**We  
ARE the  
UNION**

## LOCAL 1010 STEELWORKER

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The Local 1010 Steelworker is the official publication of the United Steelworkers - Local 1010, AFL-CIO. It is published to circulate information of use and interest to its members. Submissions from members are welcomed and encouraged. This publication is free of charge to all active and retired Local 1010 members.

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Editor's Note: The opinions of the authors expressed herein do not necessarily state or reflect the opinions of the Local 1010 Executive Board or the Editor.

Photographs: Steve Wagner, Daniel Walters

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



### President's Report

Our Union Elections are behind us and I'm honored and proud to be your Local 1010 President. We have a tremendous challenge ahead of us as our contract bargaining will be upon us soon! For those who are new to this process, let me describe our preparations for bargaining. Multiple events will take place to better prepare us for Bargaining.

- Membership Sound Offs will occur throughout the ArcelorMittal - USW represented Facilities in the United States that are covered by our Basic Labor Agreement. This allows for all interested USW membership to have direct input as to what issues are important to them in our 2018 Contract Negotiations.
- Departmental (Local) issues will be developed in conjunction with our elected Local 1010 Department Represen-



tatives and presented to ArcelorMittal Management for discussion and resolution. We will involve the affected department Grievors and their designated constituents when negotiating resolutions to local issues.

- Basic Industry Conference will be called for all Local USW Presidents to receive a status of the Steel Industry as researched by our USW International Technicians in conjunction with our USW International Executive Board.
- Plant-Wide or Top Table issues will be generated by our USW Local 1010 Bargaining Committee for negotiations in Pittsburgh.
- A Communication and Action Team (CAT) will be established at each Local Union to allow for two-way information

sharing. CAT helps provide for our Pittsburgh Bargaining Committee updates and forward any plant specific events/issues back to Pittsburgh.

- Local Resource preparations begin with discussions including local governmental and non-for-profit agencies to stand ready in the event of need by our members.
- Other preparations will occur as required by this 2018 round of contract bargaining.

With your support, we stand ready to develop our issues together and achieve a fair and equitable contract not only for 1010 Members but for all USW Members covered by our Basic Labor Agreement.

In Solidarity,

Steve Wagner