

LOCAL 1010 STEELWORKER



4th Qtr. 2012

East Chicago, Indiana

Volume 23; No.2



If we stay the course on Safety Issues, there will be Results!

Working Together to Remove Hazards



The “Daniel’s Bypass,” as one local AM Radio Station had dubbed the effects of Cline Avenue dumping freeway traffic on local streets caused many ripple effects. The Plant two employees were constantly dealing with motorists using the Plant two exit ramps as a short cut, to make illegal U turns across a short median. Which resulted in many near miss accidents, you could hear the big rigs sounding their Air Horns, and slamming on their brakes to avoid collisions.

The Issue was reported to the Safety Committee, and brought to the President’s attention. Tom Hargrove and Plant Manager Wendell Carter had meetings with the State, County, City of East Chicago, and ArcelorMittal.

Tom’s persistence never wavered as he worked his way thru the legal red tape to resolve this important Safety Issue for all People using this main traffic artery.

The Pictures above and on our front

cover are the fruits of this labor, the placement of a permanent traffic barrier on our overpass. This will stop the unacceptable practice of illegal U Turns on the overpass that many people were doing to buck the traffic back up on the “Daniel’s Bypass.”

Great Job Company and Union, on resolving this Safety Issue.

In Solidarity,

Dan Walters - Safety Committee

Health, Safety and Environment Committee

Moving Forward and Making a Difference.....

This year we have seen progress in our Personal Injury Cases compared to last year. There have been reductions in Lost Work Day Cases, OSHA Recordable Cases and All Injury Cases. The Restricted Cases are above the previous year. However, we must stay focused on safe work practices. ArcelorMittal world wide has exceeded the last years number of total fatalities. As we know every fatality is unacceptable and preventable. In our "Journey to Zero" we must still eliminate injuries. We believe some of our safety efforts that have been put in place this year have contributed to our improvements.

The "Safety Awareness Training Program" has been well received and the benefits are showing. This "hands on" approach to recognizing hazards and the HIRAC-Lite group task assignments have carried over to our everyday work activities. Our instructors are doing a terrific job!

All the joint safety committees throughout the plant working on Fatality Prevention Standards and Assessments along with the Safety Management System are also improving our safety program. This system will help us manage and control occupational health and safety from every job in the plant, from the entry level job to the plant manager. This will aid us to implement health and safety policies and with the goal to eliminate the hazards and risks that may be present on the shop floor and provide the necessary training/education. Also our Area and Department Safety Committees have been engaged in complying with all health and safety objectives set forth in the 2 year plan.

As of July 30 of this year a revised Lockout / Tagout Program (Control of

Hazardous Energy) was completed. This was a cumulative effort from 1010 Safety, 1011 Safety and the plant Safety manager so we could be consistent throughout Indiana Harbor.

One of the main objectives of the revised program was to address the process of inspecting Energy Control Procedures periodically but at least annually as required by OSHA.

A form that we refer to in our program is a "Lock Placement and Verification Permit." This form shall be used to aid in the inspection process. The form shall be used for the following items:

- (1) To document the specific equipment locked out and the verification process.
- (2) To document the periodic or annual inspection of an Energy Control Procedure.
- (3) To develop a task specific lockout procedure or work instruction.
- (4) To identify any deviations or inadequacies observed and update the ECP, task specific lockout, or work instruction accordingly.

Each department shall conduct a periodic inspection of the Energy Control Procedures at least annually and use the "lock Placement and Verification Permit" to certify that an employee other than the one utilizing the energy control procedure being inspected must

perform the periodic inspection. The certification will identify the machine or equipment on which the energy control procedure is being utilized, the date of inspection, the employees included in the inspection and the person performing the inspection.

If an ECP has not been inspected within the last year it shall be reviewed and inspected upon use. Any help you may be able to provide in this process would be of benefit to all of our members. Shared Vigilance!!!

The Indiana Harbor East Electrical Committee (Local 1010 MTE departmental representatives and their company counterpart) meet each Wednesday at USW Local 1010 Memorial Hall from 10:00 am to 11:30 am.

Monthly we conduct audits of departments for compliance with the ArcelorMittal USA Electrical Safe Work Practices Standard. The results of these audits are reported back to the Department representatives for correction of the deficiencies.

Continued on page 4



Ken Finke Plt 4 Electrical John Yadron 2 SP Electrical
November Electrical Safety Audit - 7 Blast Furnace

Safety**Continued From page 3**

We communicate information back to the departments, such as the defective tool exchange that was in place for defective 1000 Volt channel locks to be exchanged free of charge at Central Spares. Implementation of elements in the AM USA ESWP Standard, interpretation on issues such as the changes in Cat II Daily Wear, and the full Cat II requirements, and when each level of protection are required. We are currently field testing "Combat Arms" Hearing protection. We recently completed a trial of Class "0" 1000 Volt rated Gloves with scuffs, for use in areas that have equipment in the 500 to 1000 Volt range.

We review current incidents, accidents, and near misses and make recommendations as a result of our reviews. We recently created a Glove bag with shoulder strap, a corrective action on accident follow up that will be available on e-market.

We have recognized eye injuries, sprains/strains and slip/trip/falls are some of the types of accidents that are occurring. In moving forward to reduce eye injuries one of the items would be to ensure proper fitting eye wear and also additional personal protection equipment that may be necessary. Do a HIRAC-Lite!

Our joint safety committee has approved a new selection of prescription and plano safety glasses. Contact your safety advocates or a member of our safety committee for some information about the new styles.

With sprains/strains and slip/trip/falls all departments are required to have a walking and working surface plans, housekeeping plans and conduct area safety inspections. Do a HIRAC-Lite! When there is a need to lift heavy or awkward objects asked for assistance. Also keep in mind there may be the need for the use of various types of

equipment.

We would like to thank Kermit Deel for all his help and dedication to being part of the Safety Committee and all the years as being a Union Representative. We wish Kermit and his family a happy and long retirement.

With that being said, We welcome Gail Richardson, #3 Cold Strip Safety Advocate, to our safety committee as an ad hoc member.

As we start the New Year, We encourage each and everyone to do their part in making our work place a healthier and safer environment. Let's keep moving forward and making a difference.....

**We Make The Job Safe or
We Don't Do It!!!**

Safety Committee Contact Information

Don Jones - Chairman
djones@uswa1010.org
Home: 838-4210
Cell: 712-5610

John Gelon - Vice Chairman
jgelon@uswa1010.org
Home: 690-1523
Cell: 406-4190

Dan Walters - Secretary
dwalters@uswa1010.org
Home: 924-9931
Cell: 313-7913

Nick Valle - Safety Coordinator
nvalle@uswa1010.org
Cell: 808-5377

Gail Richardson - Ad hoc Member
grichardson@uswa1010.org
Cell: 313-6949

Process Automation Engineer Technicians

Due to retirements in the coming year there may be postings for Process Automation Engineer Technicians (ETs). The ET position is a bargaining unit job in O&T. It is a steady day, non-incentive position that begins at \$32.76/hour.

The Process Automation Engineer Technician position is open to bidders who have 5 years experience as an MTE. Bidders must also have already passed the International Society of Automation (ISA) Certified Control Systems Technician Program (CCST) Level 3 test. The time to prepare is now.

Requirements for taking the CCST Level 3 test are;

A thirteen-year total of education, training, and/or experience. The following elements may be used to satisfy this requirement:

- A registered apprenticeship in an instrumentation, measurement and control, electronics, electrical, and/or mechanical program, if applicable.
- Academic degree (or equivalent) in a related technology area, to a maximum of four years.
- Related work experience, including at least five years in instrumentation/measurement and control.

MTEs may wish to fill gaps in their knowledge by taking one or more online courses (a list is available) offered by ISA (and paid for using their TAP allowance). In the past, with enough interest, Joblink has offered ISA's CCST Review course followed by the exam.

If you have any questions feel free to contact me directly.

Scott Vlieg PAET Steward

Work: 219 399-2633

Cell: 219 789-4326

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

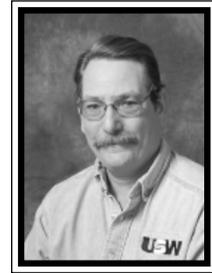


Insurance & Benefits

398-3100

Ernie Barrientez extension 117

Jerry Strauch extension 112



Brothers and sisters of local 1010, we hope all of you and your families are doing well. The winter weather is here, so remember to gear up for winter safety, on the job and at home.

Ernie, Anita and I are available to serve and assist you with any questions and concerns you may have on health care, retirement, or any benefit that you may need assistance with. We are at the union hall Monday-Friday 8am to 5pm. You can call us at 398-3100 ext 112 or 117.

Some frequently asked questions on retirement;

- All retirements commence on the first day of the month you retire.
- Special payment is nine weeks pay plus any unused vacation time. This is based on 2% of last year's w-2; you will receive this lump sum payment one month after you retire.
- First retirement check will come to you on the fourth month following your retirement.
- Example; retirement date-January 1st
- Special payment-February 1st
- First retirement check-April 1st

- Direct deposit- if you sign up for direct deposit you will receive your special payment one month later; your first retirement check will be deposited into your banking account. If you have any questions please come to the union hall or call us.

If you are an active employee you no longer have to complete a student form to keep insurance on your children, who are attending college. They are covered as long as they are not eligible for any other insurance.

Keep your spouse updated by turning in a coordination of benefits form (COB) one month before their birthday, each year.

In the last issue of our paper I went over the rules to receive Sickness & Accident benefits. It is your responsibility to get the S&A form. Fill out your information on the top, have your Doctor fill out his portion and return it to the west annex.

Save your EOB's (explanation of Benefits). The EOB has all the details needed.

Date of service-the provider-bills charged-discounts-deductibles and copays. All this information is used to de-

termine what was paid and why, and what you may owe the provider. The EOB is your documentation used to prove you were billed correctly.

If your spouse works and is paying a Health care Insurance premium you qualify for the Spousal Reimbursement benefit. You will be reimbursed for any cost over \$120.00, but you must turn in the reimbursement form.

Retirement- Surviving spouse options; there are three options to choose from when you retire, if you are thinking about retiring and have any questions on this benefit please call Jerry at the Union Hall. Take advantage of all your benefits, The Union has fought hard for these benefits and just as hard to keep them.

We would like to thank all of the active members and retirees of Local 1010 for all of your support during negotiations. After all the crazy low down proposals by the company, we finally settled on a **contract with no concessions**.

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

**In Solidarity,
Jerry Strauch**

Seasons Greetings to all!

I would like to introduce myself, my name is Anita Freels. I work in the 3 C/S department and hold the union positions of Secretary of Joint Civil Rights committee and Co-Chairman of the Next Generation committee. Please feel

free to contact me if there is anything I can help you with. Also you can email me your contact information if you would like to be updated with Next Generation meetings and event dates. May you have a wonderful Holiday Season!

Anita Freels
Cell 219-898-0691
Work 219-399-7847
afreels@uswa1010.org





Rapid Response Committee



First off we would like to thank all the members who volunteered there time in the 2012 election process. Whatever action you did (phone banking, walking, or handing our flyers in your shop) Your hard work is always appreciated! Thank you ALL for getting out and expressing your right to vote!

With that being said, let's start off and highlight some things that our local membership has done. During the six weeks leading up to the 2012 election Local 1010 hosted phone banking. This was held every week, two days a week, for two hours each day. Volunteers called other local 1010 members and there family to encourage them to get out and vote for our labor friendly candidates. We also did "Door to Door" walks for some local labor friendly candidates and just as in every election cycle, we posted flyers in various wash houses providing information on candidates.

The attack on workers will not be

getting any weaker at any level! At the state level prior to the 2012 election the Indiana house of representatives was 60-40 republican majority, which means any extreme anti-labor legislation brought to the house floor, (i.e. Right to work) could have been stalled by the house democrats by way of "walk out" which would have denied the republicans a quorum to continue with business.

Now after the election, it is now 69-31 republican, giving house republicans a super majority. This means that Republicans can now pass any motion without a single Democrat being present. This super majority house will not be doing Hoosier workers any favors! Our fight must continue reminding the House of Representatives that we as union workers are not happy with the states current anti-labor laws and let them know that organized labor is not going away in the state of Indiana! We need to mobilize, and prepare ourselves for the upcoming elections, We

need to balance out the House of Representatives.

At a national level labor/working families' hard work paid off by re-electing President Barack Obama for another term. But our fight is far from over at the national/state level. We must continue to remain vigilant on pursuing legislation that will benefit America and American workers by electing officials that stand for our values as working people, and continue to let our voices be heard by fighting back against those who don't!

Local 1010 Rapid Response action team will continue to be there with you on the front lines leading those fights that will jeopardize our industry and our member's way of life!

In solidarity,

Local 1010 Rapid Response

Luis Aguilar

Ed Medina

Mario Mendoza

Nick Young

ESSAY COMPETITIVE SCHOLARSHIP AWARD

Four \$1,000 Scholarships

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

"WHY UNIONS MATTER"



LOCAL 1010

Local 1010 Scholarship Committee

3703 Euclid Ave.

East Chicago, IN 46312

219-398-3100

HOW TO APPLY

Secure an official application form along with procedure and instructions beginning February 18 through March 15, 2013 at Local 1010 Union Hall.

- No ACT scores required for eligibility
- Must be a high school graduate, class of 2012-2013
- Son, daughter, legal ward of a member, retired member, or deceased member of USW Local 1010
- Application form must be completed and certified by an official of Local 1010 by 4 pm on April 5, 2013

Training Committee

By Don Seifert



With the addition of the new training language in the Collective Bargaining Agreement, the face of training for 2013 should see considerable changes.

As always the language is only as good as applied. This means that if you have not been properly trained nor have you been made aware of all safety aspects pertaining to any assignment you should not be doing the job. Currently the parties are working on a common Template to facilitate training and tracking in every department and for every assignment in that LOP. Hopefully this will assure that no less than 25% of the incumbents in a box will be trained annually in their respective LOP until all are qualified, on all assignments, within their respective box as called for by the BLA.

The new BLA calls for the Company's commitment to fill 40% of the annual plant wide Maintenance Technicians with Maintenance Trainees. These trainees will be bidders that have scored at least a raw score of 50 on the Ramsey test, if you are a prevailing bidder and

scored at least 50 but not an 84 for MTM or a 73 for MTE. The Prevailing bidder will be offered 320 hours of Company provided training to bring your score up to the required (MTM 84/MTE 73) score. If you do not bring your score up to the required level you will revert back to your previous assignment.

Prevailing bidders entered into the Maintenance Technician Trainee program will be Labor Grade 3 and offered 320 hours of instruction and 720 hours of practical experience to pass five of the ten factor tests. Once the five Factor tests are completed an additional 320 hours instruction and 720 hours of practical experience will be provided for the remaining five factor tests. Upon completion of all 10 Factor tests the trainee will advance to full Maintenance Technician status Labor Grade 4.

During the course of the above mentioned training the Trainee may be assigned anywhere in the plant during his/her period of training. If there is a fail-

ure to progress at an acceptable pace the Trainee shall be offered an additional 160 hours to correct the deficiencies, and retested. Should the Trainee be deemed to not have the ability to perform the work, or at anytime voluntarily withdraws from the program for any reason he/she shall be assigned at the discretion of management to any department within the plant as a utility person.

The Training Committee is committed to enforcing the Training language and to make each Department responsible for their Joint Training plans.

Don Seifert
Training Coordinator

Questions, feel free to call any member of the Training Committee at 398-3100.

Don Seifert	ext.141
Tom Hargrove	ext. 111
Luis Aguilar	ext.115
Steve Wagner	ext. 113

**ATTEND YOUR
UNION MEETINGS!
FIRST THURSDAY OF
EACH MONTH @ 5:30**

Workers Memorial Day April 25, 2013

Family members of those honored on Memorial wall that wish to be placed on our list of participants and notified of details to participate in the 2013 Workers Memorial Day, and future events please contact John Gelon (219) 406-4190
workersmemorial@uswa1010.org



When is enough, enough?

By Jake Cole, Steward Area 4

When is enough, enough? We are the middle class, blue collared workers of America. And yet we are constantly under attack by our employers. For instance, Lakshmi Mittal the 21st richest man in the world with over 28.7 billions dollars in personal wealth, wants to strip us workers in America of basically everything we have collectively bargained for over the last 70 years. Wages, pensions, benefits. When does it stop? When is enough, enough?

A man like Mr. Mittal doesn't become rich over night. I commend him for the success in his life, but I want to live a successful life too. I want to be prosperous and know that my wages and benefits are safe and not at the disposal of the company to change as they feel necessary. Who could sleep at night with that on your conscience, knowing that you're affecting hard working men and women's livelihood and well being. We are the ones in the mills sacrificing 8,12, sometimes 16 hour days just to put a meal on the table and clothes on our children's backs.

Blood, sweat and tears are just the beginning of our physical sacrifice. We want to go home at night the same way that we came but too often that isn't the case. Too often brothers and sisters pay the ultimate sacrifice. They come to work to put an honest days

work in, and for some reason or another, their lives are lost.

The image of a union worker is sickening to say the least. Fat, lazy, overpaid. That's just the beginning. I would love to show some of the union bashers what it's like to work a day in the mill. Take off that white collared shirt and put some greens on. Don't be afraid to get your hands dirty, or your knuckles banged up.

When people ask me if I have any brothers or sisters, my face lights up. My response is often questioned. I proudly say that I have 1.2 million brothers and sisters. They are both active and retired union brothers and sisters. We are a union. We stand for solidarity and unity. You can find us fighting for workers in union halls, at the workplace, in the courts and legislatures.

I am a steelworker. I am your neighbor, your family, your friend, an everyday person just like you. I don't ask for much: Just to have fair wages so I can provide for a family. I ask for benefits so when me or my family gets sick we have a plan in place. I ask for a pension so I don't have to work literally until the day I die. Ultimately I ask for a safe workplace. I am a steelworker.

In Solidarity,

Jake Cole

Retirees and Active Employees

I want to thank all of you who were involved in the two marches while we were in negotiations. Those marches played a major role in the settling of the contract. This was my seventeenth time in contract negotiations and this was the most ridiculous things the company wanted out of the union that I have ever seen. The two major things that they wanted the active to go on the Salary Health Care Plan and they tried to eliminate health care coverage for the retirees. YOUR union held together and with YOUR support the company had to EAT what they wanted out of us.

The retirees, spouses, surviving spouses kept the 5 million dollar health care coverage, the 1 million dollar organ transplant coverage, the \$1,500 coverage on each ear every three years, the \$240 eyeglass coverage every two years, and your premium cost for your health insurance if on Medicare is \$35 a month and not on Medicare is \$70 a month. U. S. Steel pays \$190 a month not on Medicare and \$95 a month on Medicare.

Beginning in December 2013 every surviving spouse whose spouse retired before January 1, 2000 will get a Medicare Part B check for \$850 from the company each December of the contract.

I have been doing pensions and death papers since 1952. I have caught a lot of mistakes on pensions. Two weeks ago I caught a huge mistake on a person retiring on 01-01-2013.

If you want me to do your pensions call me on my cell at 742-3269 or my home phone at 924-2294. I don't get paid for doing this AND I will not take any money from anyone.

Anyone who thinks they might have a problem with alcohol or drugs give me a call. I know what living is hell is like. The call might save your life, your job, or your marriage.

Don Lutes, Retirees Representative

Alcohol or Drugs a Problem?

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

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

Local 1010 Members Assistance Committee

Dave Lomellin (219) 397-0902 Paul Johnson (219) 364-1284



Donald Guerrero
Griever, Area 4

4 SP Safe Sustainable Steel

We Make The Job Safe or We Don't Do It!!!

Safety

People do not like it when I say this but, "You are your first line of defense when it comes to Safety". If something does not seem right, you need to question it. If someone tells you to do anything that goes against your safety training, you need to question it. You need to question it whether it is coming from a co-worker or a supervisor. There are provisions in the contract for the right to refuse unsafe work, article 3, section C. (page 25)

We have had a couple of incidents where the individuals saw something that was not right and questioned the situation and held their ground. Eric Nelson saw water in the mold and questioned it. He asked for safety relief and used the stop work card. It turned out management did not properly understand either of them, as a result the department is supposed to have some follow up training to explain them. Camille Modrowski saw many issues with a confined space job at the BFF Bag House and stopped the work. Be-

cause these people questioned the safety of the work, they kept themselves out of harms way, and changes are going to happen to make it safer for those who follow. We need more people like them.

If you have not had confined space training, you can not work in a confined space. If you have not had fall protection training, you can not work in an area that requires fall protection. If you have not had hazardous material (lead) training you can not change the bags at the Cadre Bag House.

New Schedules

If you feel there is a seniority violation with the new 16 turn schedule, let us know as soon as possible.

Vacation Scheduling

If you have any issues with the vacation scheduling, let us know as soon as possible. we have already had to repick

in some areas because of violations that were corrected.

6/7 Day Forms

I want to give a special thank you to Steve Govert, Pat Bergs, Jake Cole, Dave Ellman, and Kathryn Kreider for putting in the time to help people fill out their forms. We helped over 150 people fill out their backlog of 6-7 day forms. We worked for 4 days at union hall on the 6/7 day forms and many hours at home to get them done. I would also like to thank all of the people at payroll, and our local 1010 for giving us some time to help you. Thank you for your patients while we worked on your forms. I would also like to give a special thank you to Sylvia Clark, Arlinda Velazquez, Tom Hargrove, Darryl Reed and Nick Pappas for the help they provided. Make sure you thank all of the above when you see them.

Most people think you only need to fill out the 6/7 day request for overtime forms when they work 6 or 7 days in a row across two weeks. This is not true. The majority of the acceptances happen when what is normally your 6 day week and your off day is Sunday and sometimes Saturday.

If you need help filling out the 6-7 day forms just ask Steve Govert, Jake Cole or me for help.

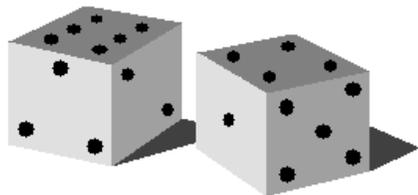
Thanks for your time,

Don Guerrero

219-309-3890

Don.g2@juno.com

When you gamble on Safety



Your betting your life!

The fight has Just Begun in 2012

By Lil Joe Gutierrez



The election is over, but the fight has just begun. It's not surprising that those who voted for Romney were so shocked that President Obama not only won, but that he won with such an overwhelming margin of victory given that their only source of information had been FOX news and Rush Limbaugh.

Obama's success is, indeed, a mandate, a mandate for truth. The cavalier skewering of facts and numbers by the Romney campaign became so obvious that everything said on that side became suspect. The electorate rejected the deception and obfuscation, and ultimately allowed truth to rule the day.

Elections have consequences. Every vote does count. The blatant voter suppression by Republican led legislatures in swing States motivated affected citizens to endure the duress in order to exercise their right to vote and for their voice to be heard. And their voice was not a whisper but a shout across this country that everyone counts regardless of race, color, religion or financial status.

Democracy is alive. Votes have been tallied, and we shall survive. President Obama must accept the fact that the other side of the aisle does not like him, does not want him, and will do everything possible to defeat him. Those congressmen determined to oppose any effort by our President to create jobs and reduce our deficit in a fair and

sustainable way must put country, our country, first. Tax brakes to move our jobs overseas must stop. Jobs in this country can be a reality if Washington has the political will.

If it's necessary to eliminate the filibuster to create jobs and maintain social justice, then so be it. Concerned citizens stood up to the millionaires and billionaires and won. We are sick and tired of gridlock and obstruction, and we will stand up against those politicians who represent the corporate elite and the almighty dollar.

The top 2 percent must pay their fair share. No. Corporations are not people. Yes. Citizens United, which allows corporations to spend unlimited amounts of money to buy our elections has desecrated our political process and must be revoked. Yes. Voter fraud was a straw man perpetrated by the GOP to suppress voting rights. Yes. The Republican Party has been hijacked by the likes of the Koch brothers and the religious right, and yes, the country needs moderates in both parties.

Yes. We must protect Social Security and Medicare and Medicaid, because they work and they are the social safety net for all citizens. And yes, we must save the United States Post Office by forcing Congress to rescind the unfair law that forces the Post Office to fund its pension plan and medical benefits for its future employees for the next 75 years.

Benjamin Franklin, the first Post Master General said that the purpose of government is to further the common good, not to make a profit. Save the USPS. And yes, we must end the war in Afghanistan and bring our soldiers home, now. It's time to end the madness. Someone said that there is never a good war and never a bad peace. Yes. We need unions now more than ever. And yes, nurses, firemen, policemen, government workers, teachers, our beloved teachers, should not be scapegoats for the privatizers, financiers and banksters with their hedging and derivatives who live only in the moment mortgaging our future and our children's future.

Banks should not be too big to fail. We cannot, we must not, lie down and die. Surrender is not an option. Open your eyes and open your hearts because there is hope and hope is alive. The late Howard Zinn's words bear repeating: "Sooner or later, profound change will come to this nation tired of war, tired of seeing its wealth squandered, while the basic needs of families are not met. These needs are not hard to describe. Some are very practical, some are requirements of the soul: health care, work, living wages, a sense of dignity, a feeling of being at one with our fellow human beings."

In Solidarity, Lil Joe Gutierrez,
Retired steelworker and Union Official,
L.U.1010, USWA

Jean Parker Shepherd Documentary/Film

Hammond Indiana native Nick Mantis is producing a Documentary/Film on the Life and Career of Jean Shepherd.

Jean Shepherd (July 26, 1921 – October 16, 1999) grew up in Hessville and went to Harding Elementary, Morton Middle School and graduated from Hammond High School in 1939. Jean went on to serve in the U.S. Army Sig-

nal Corps. during WWII and then went on to a successful radio broadcast career that started in Cleveland and ended in New York on WOR through the 1950's, 60's and 70's.

Jean also wrote for Playboy, Car & Driver and his first Novel, "In God We Trust, All Others Pay Cash" was a book recalling many childhood memories Jean had from Hammond that went on to become the movie "A Christmas Story." Jean then went on to produce numerous PBS TV specials called

"Shepherd's Pie."

Nick seeks anybody that may have any pictures, video or any stories they may have regarding Jean Shepherd. Jean visited Northwest Indiana in the 1970's, 80's and 90's. He was a member of Local 1010 and often spoke about his life growing up in Hammond and working in the Steel Mill.

Nick Mantis can be reached at (219) 670-9687 or email at nickjmantis@yahoo.com



Back: Nick Young, Tim Janko, Jayson Culp, Anite Freels, Andres Maldonado, Mario Mendoza, Quinn Hartman, Jake Cole
 Front: Amy Nyhanna, James Thomas, Eddie Medina, Tasos Katopodis

Next Generation

By Andres Maldonado

I'm constantly being asked, "What is **Next Generation** (Next Gen)?" I hope to answer this question and stimulate interest in the labor movement and in our union, Local 1010. **Next Gen** is a committee no different than others like Women of Steel or Community Services. Similar to these other committees, **Next Gen** has a Chairman, James Thomas 80" Hot Strip Mill, a Co-Chair, Anita Freels 3 Cold Strip Quality, and a Secretary, Andres Maldonado in MEU Field Forces.

Next Gen's goal is to enhance our local with new ideas and new faces. We would like to provoke and promote a new found interest in our local. **Next Gen** had its first summer picnic. With your support, we had a good turn-out; and with the support of our President, Tom Hargrove, we hope to continue this picnic annually and much more.

So, who is **Next Gen** and why is the labor movement important? To

begin with, I'd like to set the record straight. **Next Gen** is for **all of us** regardless of age, gender, or years of seniority. Local 1010 belongs to **all of us**. We are **all** steelworkers. **Next Gen** serves as a tool to reach out to our members and educate them on issues which affect all steelworkers. By empowering our members with knowledge of unionism and social justice, we hope to bring to light and address the injustices that affect us all.

Next Gen should have an important role in the labor movement. A strong labor movement is vital to the success of our working conditions, healthcare, job security, and the ability to collectively bargain. It is important to honor and recognize the fights, struggles and solidarity of our union's past. All of this holds true to our negotiating slogan, "Respecting Our Past, Securing Our Future."

We have a new fight on our hands that now attacks our core union

values. We all saw what the company brought to the table—two-tiered pay, a lack of respect for both seniority rights and healthcare for retirees. Not to mention, there exists an anti-worker, anti-union political agenda. An agenda like this only tries to drive down wages, erode benefits, and do away with pensions. This was seen in the passing of the Right to Work legislation in Indiana. The corporations, along with some politicians, believe the workers stand in the way of profits and fiscal budgeting. However, the 99% of us that work with respect and dignity for a living should be proud of our hard work and our union.

We are all the next generation of leaders in our local communities, and in our local union. **Next Gen** is set up to incite a flame of activism and to promote our fighting anthem of "One day longer, One day stronger." In our **Next Gen** meetings, we hope to inspire the next generation of leaders for Local 1010. -Andres Maldonado

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 - 4:30 pm*

Provided by the Law Offices of

Joe Banasiak

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

Michael Bosch & Alexis Dedelow

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

*Times are approximate



United We Stand Divided We Fall!

By Mike Bouvat, Griever Area 5



Brothers and Sisters, I would like to take this opportunity to thank all of you who supported me and others in this past election, James Harris, Lee Smith, Adam Deel, and Andy Klawiter. To those who didn't support us we hope to earn your support. I appreciate all of you who ran in this past election especially our younger members you are the life blood and future of our Union. Your involvement and participation is key for our Union to remain strong and vibrant. Congratulations to all who won.

I have encouraged participation from all the union reps and there is strong solidarity among us, we are working together. All of the union reps have been appointed to the department steering committee and have a voice. We have a lot of solidarity on the grievance committee and we are doing our best to protect your rights. The turn out and votes from 2 Steel Producing during this past election, showed it's important to our Brothers and Sisters who represents them. Not only for the grievance committee within our shop but also for those in the executive committees at the Union Hall that represent all of us at the plant wide level. There were many workers who came out to vote on their day off. We thank you for your participation. This is something all of us can be proud of. As in past elections, 2 Steel Producing's participation in the elections was strong and sends a loud message, we will not be taken lightly. With our Vote we will be heard, We have strong solidarity!

Our grievance committee is demonstrating the strong Solidarity that is needed in order to represent and defend your Rights. The responsibility to represent the Rights of all of our Brothers and Sisters takes a total commitment and is an honor. Remember your support of the Union and the Reps who defend you has an impact on management. Never before has the need to stand together been as important.

From the elections we moved into negotiations with the company for the collective bargaining rights that we as workers have fought to obtain. The Right to bargain for a fair contract was not given to us; it was earned by those who laid down their lives. The company was determined to fracture us and they probed for weaknesses to exploit. When our Union leadership called for Solidarity and Unity. We answered the bell. Our demonstrations and Unity, for wearing stickers, displaying placards, and demonstrating with marches showed we will do what is necessary to receive a fair contract. Many workers from 2 Steel Producing were on the front lines. Many young workers along with senior members were making their voices heard. As we move forward we must remember that we are in a battle and that the War is not over. From the BOF to the Caster, from 2SP to the 3 Cold Strip, from the East side to the West side from the Indiana Harbor to Burns Harbor, workers will be ready for 2015. When we stay United the results are positive.

Again I want to remind you, management has been calling workers into the office for discipline. Remember you have rights anytime you are asked to have a meeting with a supervisor, and that meeting could lead to discipline you have the Right to ask for a Union Rep.

Don't be coerced into a meeting without a Union Rep. present. By law you have rights under the Weingarten Act. Any worker called to a meeting with management should say, "If this discussion in any way could lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my Union representative, officer, or steward be present at this meeting. Until my representative arrives I chose not to participate in this discussion." An employer's failure to comply with a workers request for Union representation or a violation of any other Weingarten right is an unfair labor practice.

We wish you all a Joyous and Prosperous holiday season,
and a Happy new year.

United We Stand Divided We Fall!

Yours in Solidarity

Mike Bouvat

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

Goodbye Old Friend/Welcome New Contract

By Jim Gogolak, Inner Guard



By now, you should all know that our union's offices are moving to a new building. The old hall developed some serious structural problems that would be extremely expensive to remedy. And who knows what other problems might develop in a building that old. So as a group our union has decided not to throw good money after bad and simply invest in a newer, more reliable building.

This was not an easy decision to make. Our union hall has a long and proud history. It was built in the 1930s and has served us well since then. It was our home through good times and bad, a place of refuge where we could meet to discuss any issues that arose. Most recently, it was rededicated as Memorial Hall, in memory of those who lost their lives in our mill as they worked to support their families. It is the only hall that any of us has known. In some ways, it feels like we are losing an old friend.

But the responsible thing to do is to invest the union's money where it will give the best return. Not only is the new building more modern, it also is more energy efficient, easier to maintain, and has sufficient space for all our needs. It is easily accessible, too – right off Cline Avenue, just a few minutes from the plant. Just as important, it provides future generations with a serviceable building for years to come. We do not need a hall that is an albatross around our necks both now and in the future.

So, goodbye Memorial Hall. You've been a good, reliable friend. But everything must come to an end. And for our hall, that time is now.

As we make plans to move, we are welcoming a new contract. I say "welcoming," because it is a welcome relief to have essentially the same terms as the previous agreement with some positive changes along with a pay raise. It is a welcome relief that our union successfully fought off all the concessions the company wanted. It is a welcome relief that we maintained pensions and retiree medical benefits. It is a welcome relief that, together, we rose to beat back the company's challenge.

While our negotiating team was in Pittsburgh, they kept in close contact with us. They made it clear to management that they represented the whole union. They did a heck of a job fighting for us. For our part, we rallied together to show the company that the negotiating team had our support. When management looked at our negotiating team, they saw thousands of workers behind them, in solidarity with them. They didn't just see people; they saw a force to be reckoned with. And eventually, they saw the light and negotiated reasonably, instead of pursuing an unrealistic list of unwarranted concessions.

Congratulations to all of us. Because everyone did their part, we were successful. That's what a union is about. That's what we do best.

Our slogan was "Respecting Our Past, Securing Our Future." There is a message in it for both sides. Management needs to know that is what we will always demand, and we need to remember that the advantages we enjoy were achieved through the hard work and dedication of our predecessors. We stand in solidarity not simply to honor those who came before us; we do so because it works. And I don't think anyone could say it didn't work this contract.

This brings us back to the mixed feelings about leaving Memorial Hall. As sad as it is to leave our old friend, it is time to do so. It wasn't the hall that got us a decent contract; it was the union. And the union is all of us, not just the officers. Whether we are in the old building or a new one, we are still the same people, working in solidarity for the betterment of each and all. That spirit will be with us wherever we go, and soon the new hall will feel just like home. It will be your, no, our new home. Welcome to the new home of USW Local 1010 – the best local in the best damn union you ever saw.

In Solidarity,

Jim Gogolak

Civil Rights Committee

The Union Civil Rights committee is working to ensure that your rights under Article 4, Section A of the Collective Bargaining Agreement are adhered to.

We are all entitled to come to work free of harassment and to be treated with respect. If you have a complaint or problem feel free to contact any member of the committee, we will go through your issues and make a determination on what course of action is necessary to correct the issue. It goes without saying that everything will be held in the strictest confidence.

Harassment and Prevention training will continue into 2013. The Union Committee will ensure that all Employees are exposed to the training classes pertaining to Civil Rights.

Members of the committee capitalized on the opportunity to build solidarity with other union members, at the National Civil Rights Convention in Cincinnati Ohio. A series of training workshops were attended, which will help us to better serve the membership.

We are committed to helping you

Please join us in this mission TO HELP CREATE A WORKPLACE FREE OF HARASSMENT, DISCRIMINATION, AND WORKPLACE VIOLENCE.

In Solidarity,

Civil Rights Committee:

219-398-3100

Luis Aguilar Ext. 115

Anita Freels Ext.112

Gail Richardson Ext.122



Steve Wagner

Continued from page 15

There are various ways to register for Joblink classes:

Online at www.bkjoblink.org!

Phone in at 399-8135 Or 8136!

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

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.

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.

Any questions regarding Joblink can be directed to the Joblink staff (219) 399-8136.

Anyone else who needs additional information can call me at the union hall (219) 398-3100 (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.

LOCAL 1010 STEELWORKER

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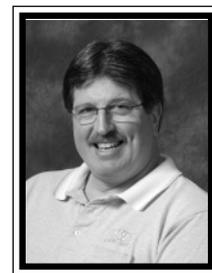
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Editor's Note: The opinions of the authors expressed herein do not necessarily state or reflect the opinions of the Local 1010 Executive Board or the Editor.

Photographs: Tom Hargrove, Bill Staniec,
Daniel Walters, Tasos Katopodis

The Bernard Kleiman JOBLINK Learning Center

By Steve Wagner, Vice President



This past summer, the JobLink staff participated in Summer Safe events in a number of departments. They were happy to speak to participants that they have not seen for some time and particularly to those who have never participated. Many made suggestions about courses they'd like to see offered.

Because of those suggestions we have a series of three one-day culinary classes on healthy cooking through the East Chicago IVY Tech campus: The Art of Cooking Lite, The Art of Healthy Cooking, and the Art of Low-Carb Cooking.

We were also asked to offer welding, which we have started this fall at IVY Tech; Welding Fundamentals II is continuing in February. Related to that is the Metalworking Class which we brought back – because of interest steelworkers expressed to us during those Summer Safe events.

While many of the old favorites are still being offered, here's a sampling of some the new courses that will be running in the winter session:

Boating Safety – given by a Coast Guard captain, John "Hoppy" Hopkins

Pergola Class – freestanding and as an addition to a deck with Nick Nash

Cell Phone Repair – great for extra income with George Zahariadis

Additionally, JobLink and Leon Lynch are offering new Apple computer courses with George Zahariadis.

We are also offering two certification courses that will start in January:

MCSA 680 – Microsoft Certified Systems Administrator – a course that Bill Needles will teach (can also be taken through telecasting)

Residential Wiring I – the first part of a two-part certification program. This hasn't been offered in a while, so we are happy to bring it back. Given by Tim Spanos

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!

Attention new hires...stop by Joblink and see what educational opportunities your union negotiated for you!

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

We have reciprocal participant arrangements with the other Career 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 Joblink's website- <http://bkjoblink.org/>. You can find them by clicking on the link on the left – "Class Catalogs" then scroll down and you'll find the Burns Harbor and USS catalogs.

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

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

Continued on page 14

Change of Address

If you have moved please mail this form, with the mailing label on the back page to Editor,
Local 1010 Steelworker, 3703 Euclid Ave., East Chicago, In. 46312

Name _____ Check No. _____

New address _____

City/State/Zip _____

PRESIDENT'S REPORT

7047 Grand Avenue, Hammond, Indiana 46323



Safety

Safety must be 24/7 365 days a year, on the job and off the job. You must wear your **PPE** at all times for your own protection. It is your limbs and lives we are trying to protect. Accidents happen in seconds and we don't have time to go put our PPE on after-the-fact. Recently at our Cleveland plant a Contractor fell thru a roof 65 feet above the ground. He is alive today because he had his fall protection on

As President of Local 1010 I have no greater responsibility or obligation than to the safety of everyone in the plant. Together we can make this a safer plant by finding and removing hazards.

We must make "WE MAKE THE JOB SAFE OR WE DON'T DO IT" more than just a slogan. Zero accidents are possible.

New hall

Due to serious structural problems at our present location, Local 1010 membership approved a motion to move to a new location. The building was previously a Hammond Library located at 171st and Grand Avenue in Hammond, just south of Morton High School.

This was a very difficult decision to make giving our long history in East Chicago, but there comes a point where it makes more sense to move to a more stable building for the long term good. More information will follow.

New Contract

After a long contentious negotiation we reached agreement and the Contract was ratified thanks to all who came out in support you made a difference. The time to get ready for the next one is now 2015 will come quickly better to be prepared and not need it then not.

Retirees no change in your benefits or cost Pre 65 \$70 a month Post 65 \$35 a month.

In Solidarity,

3703 Euclid Av.
East Chicago In. 46312

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