



# LOCAL 1010

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June 19, 2020

To Local 1010 Members:

First, let me say that today, Juneteenth, represents an important part in our United States History as it commemorates the day in 1865 when enslaved black Americans learned of their emancipation. Even this week's Supreme Court DACA ruling should be another reminder to let this day give us an occasion to reflect on the profound contributions of enslaved black Americans to the cause of human freedom for all people.

My sisters and brothers, unfortunately, we are still seeing some increases in Covid-19 related ho in 21 or so states (the numbers change daily). It still looks like most states will open up businesses and social gatherings to full capacity within the next two weeks. I caution all of us to remain diligent and continue to focus on safe practices at home, in public and of course at work.

The Union and the Company exchanged the Final Layoff Minimum Plan (LMP) documents with Arbitrator Terry Bethel on June 10th. Through Video Conferencing, We have Thursday June 25<sup>th</sup> scheduled to arbitrate as the Local 1010 Indiana Harbor East Layoff Minimization Plan (LMP). District 7 Director, Mike Millsap will be the Union Advocate to present the Union's LMP in arbitration.

The United States Domestic Auto Industry is experiencing a steady increase in operations as demand continues to increase for new vehicle production. Also, it has been reported that the Appliance Industry is planning to be at full production levels by sometime in early July.

According to management, Our Riverdale Facility should begin transitioning back to 4 crews the week of June 21 and operating with 4 crews by June 28. This should recall all from layoff and bring back our probationary members that were terminated due to the Covid-19 related

business slowdown. The good news is that our Riverdale Facility specific steel orders continue to increase.

At Indiana Harbor East (IHE), management has indicated that #3CAL will run one additional week that was initially planned due to operating performance issues from a strip break and not due to increased demand. Additionally, the current plan is to continue operations at the 80" Hot Strip Mill, #3 CS Pickle, Tandem, Anneal Line, and some slitting. However, it appears that these operations may be down the week of June 28<sup>th</sup> (4<sup>th</sup> of July week).

#4 Steel Production has been running on a limited operating schedule which was projected to be through the month of June. IHE Management has indicated that #4SP may increase operating turns because of an increase in orders but details have not yet been finalized. We will continue to report on our facilities as more information becomes available.

We have seen a slight uptick in orders. Indiana Harbor East Management remains cautious as we are not sure which ArcelorMittal Plants will receive any increases in steel orders. We know that orders are coming in with short lead times as the domestic steel demand in general remains very fluid. We have displaced craftspeople working in other areas in the plant to minimize layoffs. Displaced production members are working out of the plant wide labor pool created to minimize layoffs.

**Please note that our Health Awareness Initiative (HAI) benefit has been revised for 2020** due to the Covid-19 Pandemic. The details of these revisions are posted on the USW Local 1010 Website at <http://usw1010.org/images/HAI2020R.pdf>. Also, the 2020 HAI verification and letter detailing the 2020 deadline extensions and the 2021 deadline change will be mailed out to all members in the next couple of weeks.

The Covid-19 Pandemic has caused us to cancel the 25 yr. Picnic this year. Our health concern for our retirees, active members and of course, all the volunteers who make this event possible, leaves no choice but to stay safe and cancel the picnic. We look forward to 2021 as the 25 year Picnic will resume next year!

Local 1010 has NOT agreed with the Company on their approach for Voluntary Layoffs (VLOs). Members are free to make their own decisions but must understand the details as outlined in the company's VLO Form. As I have stated before, "None of the AM USA facilities covered by our Basic Labor Agreement has reached an agreement with their management counter parts on how to offer Voluntary layoffs (VLOs)". We will not agree to strip out our SUB benefits nor will we agree to force our members to stay out of the mill until management believes they

need them back to work. So, those members' that choose to accept the company's VLO are able to do so at their own choice. However, everyone understands that they will be out of the plant indefinitely (at management's discretion), while other more junior coworkers are called back ahead of them.

1010 Officers have been out in our departments and continue to work with department representatives to ensure safe work practices are in place, the availability of cleaning supplies, facilities are cleaned, and social distancing guidelines are followed. The Safety Committee along with department representatives are also checking to verify that all suspected/confirmed cases of COVID-19 get the proper follow-up responses. Management is responsible to notify affected co-workers and to make sure that all affected areas are cleaned according to our procedures and CDC guidelines. All relative information is in the hands of your department Safety Advocates and Grievance Representatives. If you have any issues related to your health and safety that are unable to be resolved at the department level with your advocate or department grievance representative, contact the Local 1010 Safety Committee. All safety contacts are at <http://usw1010.org/safetydirectory.html>.

**Please note for those who are recalled from LAYOFF:** Indiana Unemployment Officials have suggested that you should continue to fill out a voucher each week for State Unemployment Benefits. The UC request will obviously be denied but it will keep your claim ongoing and will be easier to restart if you are laid off multiple times in this uncertain business climate.

As we look out for each other, be safe at work and at home. Remember our members and families that are experiencing health issues, keep them in your thoughts and prayers.

In Solidarity, Steve