

War Hero Honored



See story, page 5

Photos: Joe Woessner

Women of Steel Newsletter Inside!

UNION SAFETY COMMITTEE REPORT



From left: John Gelon, Nick Valle, Don Jones, Ivan Agosto

Safety Committee

398-3100 x120 or 121

safety@uswa1010.org

Ivan Agosto - Chairman

397-6934

Cell: 712-5631

Nick Valle - Vice Chairman

(708) 891-2272

Cell: 808-5377

John Gelon - Secretary

690-1523

Cell: 406-4190

Don Jones - Safety Coordinator

838-4210

Cell: 712-5610

We would like to wish everyone a safe and happy New Year. As we start the new year, **our goal must be zero injuries.** Last year we had an OSHA Rate of 5.49. That represents 413 injuries. Out of those injuries, 140 were lost workday cases. Also, there were another 140 first aid cases that are not counted in the OSHA Rate. Our OSHA Rate of 5.49 was an improvement over 2005 by 12%. Sure, there was an improvement, but look at the numbers: **in about one in every four cases, someone will be off work with a serious injury, and that could be you.**

We must stay focused on our work assignments and not take any risks. There is no reason why we should do a job unsafely. Take time to make it safe. One of the factors to our accidents is that we are getting hurt on our day-to-day work assignments. We are failing to recognize hazards or have accepted them as part of the norm. **We must change the culture and that is about changing our members' mind-set.** Taking risks is unacceptable. Take the time and lock-out and also verify that the equipment

is safe to work on. Get the right personal protective equipment to perform your work assignment. If is not available, don't do the job until it is available.

If you are unsure of how to perform a work assignment, contact a supervisor or a co-worker and get the proper procedure on how to perform the job safely. **Also, we must look out for our coworkers. If we see someone working unsafely, please take time out and help them. They might not recognize the hazard or the unsafe condition they may be facing.**

In a joint effort to improve our safety performance, the Senior Leadership Team, consisting of Union representatives from Local 1010 and Local 1011 and senior management of the company, have endorsed a new safety awareness program. The intent of the program is to have all employees who are regularly working on the shop floor attend the program. The Safety Awareness Program will cover various topics such as safety culture, lock-out/tagout/verification, confined space entry, fall protection, hand and eye injuries,

and also recognizing unsafe conditions and how to correct them. The program will promote interactive discussion. It should be noted that this program is not intended to replace any federal, state or company mandated training requirements.

Nick Valle, Chairman of Local 1010 Environmental Committee, and **Jim Flannery**, the Division Manager of the Environmental Department, kicked off a new environmental committee comprised of members from each area in the 4th quarter of last year. One the goals of the committee will be to revamp the ISO 14,001 by separating environmental and quality. The committee will also receive environmental training on various topics. Our environmental policy is "Protect and Improve the Environment". Remember if there are any cases of a spill or a release in any amount, please call **399-3226**.

Weekly Union/Management safety walk arounds are continuing. **President Tom Hargrove**, a member of

Continued from page 2 **Safety**

the plant wide Union Safety Committee, the department union representative, area safety advocate and a Senior Division manager are going to different departments every week conducting safety walk arounds. Our goal is to improve safety by discussing any safety concerns of our members or other safety issues that may exist, and also to heighten employees' safety awareness.

If you are present when a safety walk around is taking place in your department, take time to talk to our Union President or the member of the Union Safety Committee and voice your concerns if you have any. Your input is very welcome. We are there to help you and improve your safety. Your concerns and issues are documented and forwarded to the departments' management, safety advocates and union representatives for follow-ups and corrective actions. If the issue presents imminent danger, we will, and have addressed the issue immediately.

When there is a safety issue in your area, we strongly encourage everyone to do their part in getting the issue corrected. If it is something that you can take care of, do so. If it is an issue that is out of your control, report it immediately to your supervisor, or fill out an Unsafe Condition Report, or use the system in your department to have unsafe conditions corrected. Also you may contact your Union representative, safety advocate or the **Union Safety Committee** at this number; **398-3100 x120 or 121.**

If a safety issue exists that presents immediate danger to you, get it taken care of, do not put yourself in dangers way. We have a right to a safe work place. Notify a super-

visor about your concerns, and if it is not resolved, you have the right to ask for safety relief.

Union and management jointly are addressing lockout/tagout issues plant wide. We have audited all departments asking them about their administrative lockout practices. We want to ensure that all departments have updated and correct lockout procedures and that they are readily available at all times to anyone that may need them. OSHA requires certain information in lockout procedures. Our goal is to ensure compliance for the safety of all our members.

But remember, if you don't use these procedures and lockout, you may be putting yourself in harms way. Anytime you could be injured by the unexpected start up or energizing of equipment or machinery, which you are required to lockout and verify. **It is your personal responsibility to lockout and verify for yourself every time.** Do not trust that someone else has done it and done it right. Always protect yourself from any danger that may

exist. Your safety and well being depends on it!

Winter is upon us and we need to recognize the challenges the weather may present. Road travel can be hazardous at times, both coming to work and at work. Walking surfaces can be just as bad. By now we should have salt and a shovel by all exits. We need everyone's involvement in improving our walking conditions by reporting areas that these items are not at and by cleaning areas that need shoveling or salt. Everyone can spread salt or clean a walkway, do your part. It may be a friend, coworker or even you that could slip on snow or ice and get hurt. **Do your part to prevent this from happening, be pro active and help.**

Reminder: The safety shoe allowance period for this year expires at the end of October 2007. If you need safety shoes do not wait, go to the Safety Center, their hours are from 7:00 until 4:00 Monday through Friday.

Remember, make it safe or don't do it! Your life may depend on it!



"You say Hoskins just lost an arm... well, where did he put it last?"

EMILIO A. DE LA GARZA JR.
Lance Corporal
United States Marine Corps



Emilio De La Garza Jr.

Citation

**Lance Corporal Emilio A. De La Garza Jr.
United States Marine Corps**

For conspicuous gallantry and intrepidity at the risk of his life above and beyond the call of duty while serving as a machine gunner with Company E, Second Battalion, First Marines, First Marine Division, in the Republic of Vietnam on April 11, 1970. Returning with his squad from a night ambush operation, Lance Corporal De La Garza joined his Platoon commander and another Marine in searching for two enemy soldiers who had been observed fleeing for cover toward a small pond. Moments later, he located one of the enemy soldiers hiding among the reeds and brush. As the three Marines attempted to remove the resisting soldier from the pond, Lance Corporal De La Garza observed him pull the pin on a grenade. Shouting a warning, Lance Corporal De La Garza placed himself between the other two Marines and the ensuing blast from the grenade, thereby saving the lives of his comrades at the sacrifice of his own. By his prompt and decisive action, and his great personal valor in the face of almost certain death, Lance Corporal De La Garza upheld and further enhanced the finest traditions of the Marine Corps and the United States Naval Service.

Richard M. Nixon
President of the United States

Local 1010 Honors One of It's Own

by Joe Woessner

At last September's Union meeting, Local 1010 had a rededication ceremony to honor a Vietnam War Hero.



Lance Corporal Emilio A. De La Garza Jr., a 1010 member, was awarded the Congressional Medal of Honor posthumously for his actions while serving in Vietnam in 1970. De La Garza Jr. sacrificed his own life for the lives of two comrades. His actions were within the highest traditions

of the United Steelworkers and the United States Marine Corps. The Citation on the facing page tells the complete story.

An Honor Guard from American Legion Post 508 in East Chicago and other Veterans groups presented their colors and were on hand to show their support for their fallen Brother.

De La Garza Jr's cousin, Marthala Taylor, unveiled the newly assembled awards display case honoring De La Garza Jr. and a procession of Veterans and Union members passed by to pay their respects.

Originally, our Union Hall had a plaque honoring De La Garza Jr., but it didn't state specifically what De La Garza Jr. did to earn the Medal of Honor. Jim Harris, Assistant Griever at #2BOF/CC

offered to design and assemble a new awards display case featuring the Medal of Honor Citation and De La Garza Jr's ribbons and badges. Harris is a former US Marine who also served during the Vietnam War.

When you meet a Veteran, thank him or her.



Marthala Taylor admires her cousin's awards as Jim Harris explains their significance.

Note: Jim Harris is a Military Awards researcher who has helped many people obtain their Military Medals and Awards that they or their relatives earned while serving our country. The medals and awards are available at no charge through the government. If you would like Harris to help you get yours or your relatives' medals, contact him at work at 399-6139 or on his cell phone at 765-4813. He provides this service for free.



We are expected to put the utmost energy, of every power that we have, into the service of our fellow men, never sparing ourselves, not condescending to think of what is going to happen to ourselves, but ready, if need be, to go to the utter length of self-sacrifice.

Woodrow Wilson

Bernard Kleiman Remembered For His Achievements With The United Steelworkers

Bernard Kleiman, a leading American labor lawyer who was the United Steelworkers' chief negotiator with the steel industry for many years and a close advisor to five international presidents of the Union, died Wednesday, Dec. 13, 2006, of cardiac arrest.

Kleiman, 80, of Pittsburgh, had a distinguished 46-year career with the USW. He was General Counsel from 1965 through 1997 and was most recently Special Counsel to the Union's international president, Leo W. Gerard.

He officially retired from the Union this past summer, but continued to report to work and was involved in the Union's current strike against Goodyear as recently as last week.

"It is difficult to overstate his impact on the Union," Gerard said.

His role with the Union was much broader than the typical duties of General Counsel. In addition to his legal work, he was a respected contract negotiator, labor strategist and counselor.

In essence, he was the Union's chief contract bargainer along with the USW

Presidents he served over the decades, said USW Secretary-Treasurer James English.

domestic steel users not to buy foreign imports every three years when Union contracts were up for renegotiation and product stockpiling occurred.

The agreement was in place for nearly a decade and is credited with raising the average wage of steelworkers from \$2.50 an hour to \$12.50 an hour, English said.

When the 1980s brought a downturn in steel, he pioneered strategic approaches to bargaining that were aimed at saving the industry while preserving employment opportunities.

By the late 1980s and early 1990s, under the leadership of retired USW President Lynn Williams, he led the Union to win contract gains in areas involving employment security, job protections from contractors, neutrality and successorship. He also helped to establish the Union's Institute for Career Development, which provides life-long learning opportunities for members of the Union.



Pictured from left: Steve Wagner, Bill Boehler, Tom Hargrove, Leon Lynch, Bernard Klieman, Dale Wiersbe and John Hanak at JobLink's rededication celebration in honor of Bernard Klieman.

He created the Union's well-respected legal department in 1965, and played a key role in the April 1974 federal Consent Decree that brought the steel industry into compliance with the Civil Rights Act. That agreement opened mill jobs to African Americans and women.

Kleiman was also the principal negotiator and designer of the 1973 Experimental Negotiating Agreement with the steel industry, which barred strikes in return for contract arbitration when there was a dispute.

The ENA was designed to persuade

Continued from page 6 **Kleiman**

During his tenure as General Counsel, the Union had 18 cases before the U.S. Supreme Court. The Union won 13 of them and lost five. One was the Weber case, which affirmed the legality under Title VII of the Civil Rights Act of affirmative action plans in employment.

He was known for marathon bargaining efforts and worked with companies including U.S. Steel, Newport News Shipyard, Warren Consolidated Industries, Kaiser Aluminum, Continental Tire, Bridgestone/Firestone, Goodyear Tire, International Steel Group, and many others.

Born in Chicago, Kleiman grew up in Kendallville, a small town in northeastern Indiana where his father was a scrap dealer. In that basketball-crazy state, Kleiman played center on his high school varsity team.

Kleiman enlisted in the U.S. Army after graduation from high school just after the end of World War II and served in Korea. After the service, he returned to Indiana and attended Purdue University, majoring in metallurgical engineering. He then enrolled at Northwestern University School of Law, where he was awarded a law review position.

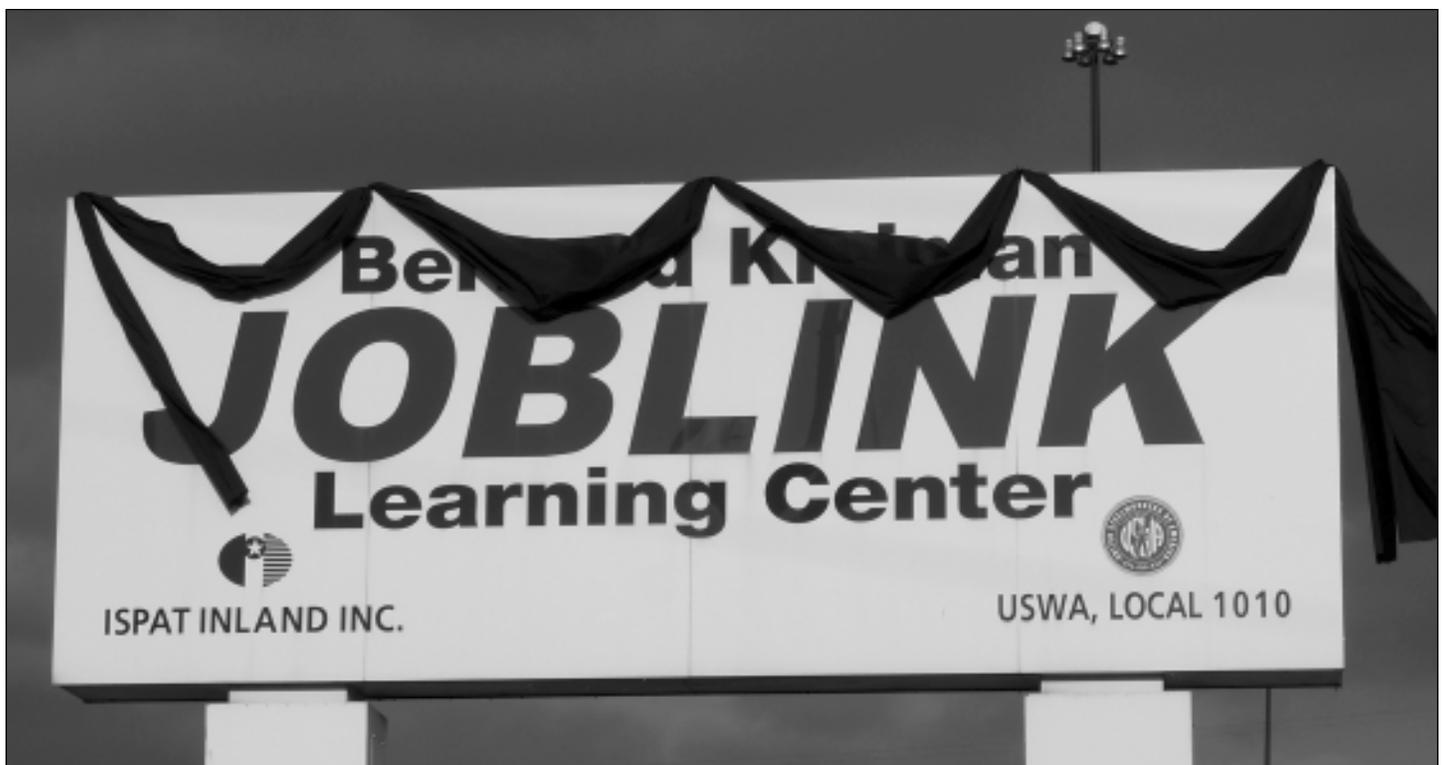
In 1960, he became counsel to the Steelworkers' former District 31 covering Illinois and Indiana. As District Counsel, he brought a successful lawsuit to force the state of Illinois to reapportion the state legislature on a one-vote basis, thereby giving urban, predominantly working-class voters a much greater voice in the election of lawmakers.

Word of his talents spread through the Union and in 1965 he was named Gen-

eral Counsel of the entire Union by the third International President of the Union, I.W. Abel. He also served USW Presidents Lloyd McBride, Williams, George Becker and Gerard.

Outside of the Union, he was active in the Democratic Party, the Americans for Democratic Action, and the American Civil Liberties Union. Survivors include his wife, Gloria Baime Kleiman.

We named our ICD learning center, JobLink, for Bernie on June 23, 2000 in recognition of all his efforts as one of the architects of the 1989 negotiations where ICD and JobLink got their beginnings.



Insurance & Pensions Report

by Fidel Azcona & Jerry Strauch



We hope that everyone enjoyed the holidays and wish you good luck in 2007. If you have any issues concerning your health care, dental, sickness & accident benefits or any information on retirement, you can **contact us at 219-398-3100 ext. 117, or Fax at 219-398-9253**. If the line is busy, leave a message and we will return your call as soon as possible. Stop by from 8:00 a.m. to 5:00 p.m. Monday to Friday.

E.O.B's - Explanation of Benefits Form

When you have a claim processed you will receive an E.O.B. This explanation of benefits form will have the details of your claim. It will show the provider, date of service, billed charges, discounts, deductibles, co-pays and amount paid for this claim. It will also have a running tally of deductibles, co-pays and the amount of lifetime coverage used to date.

It is very important that you keep the E.O.B's for several years. The information they contain helps us in resolving any disputes now or in the future.

Student Dependent Certification Form

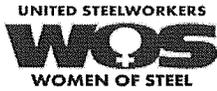
To maintain coverage for your unmarried children between 19 and 25 years old not working full time and qualified as an eligible dependent before turning 19. Must be enrolled full-time in a high school, vocational school, university, college or licensed technical training school. (Full-time at a college or university is 12 or more hours.)

A Student Dependent Certification must be completed and filed each semester/term.



Attend Your Union Meetings!
1st Thursday of Each Month
It's YOUR Union!

WOMEN OF STEEL



QUARTERLY NEWSLETTER



Volume I, Issue I

(1ST QUARTER) JAN, FEB, MAR, 2007



Kathleen Peeples
Editor

Local 1010's WOS Officers:

Maria "LA" Garcia
Chair

Seretha Woods
Vice Chair

Gail Richardson
Secretary

*Congratulations
and good wishes
to our retiring Chair
"Hellen Herrera"*

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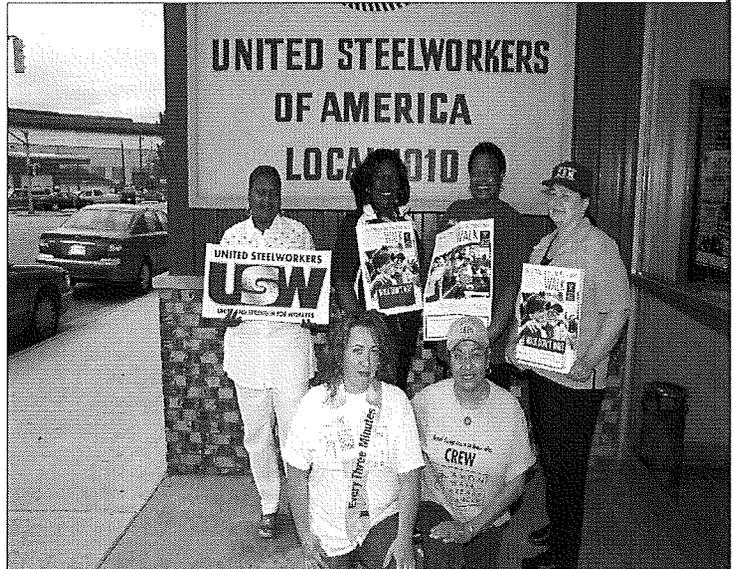
Breast Cancer Awareness Month

"An ounce of prevention is worth a pound of cure". How many times have you heard this quote? And we all know that prevention is so crucial in sustaining and maintaining good health.

October is the annual month for breast cancer awareness. We hope all women had their yearly check-ups and if not, now is as good of a time as any to make that doctor's appointment.

The WOS was proud to have participated in the 2006 Avon Walk for breast cancer. A total of \$2760 was collected for breast cancer research. We would like to thank you all for your support and donations.

Maria "LA" Garcia worked as a crew mem-



Some of Local 1010's WOS Members: Standing (l-r), Ella Knox, Gail Richardson, Patricia Humphrey, and Dorine Godinez. Kneeling (l-r), Diane Perry, and Maria "LA" Garcia.

ber and assisted the walkers.

We look forward to an even larger turn out this year. Volunteers are

needed to walk in the 2007 Avon Walk-- so ladies get those walking shoes ready for June 2 and 3, 2007. ♦

UNITED STEEL WORKERS MASSACRE OF 1937 FAMILY SEARCH

Local 1010's Women of Steel is searching for family of the original union members that participated in the march or were slain in the massacre of 1937. It is probable that most if not all are now deceased but the descendants and other rela-

tives and friends that remain may have vital information about that dreadful day that may have been passed to the next generation. We urge anyone with some knowledge of the massacre to please get in touch with the WOS. It is our hope

that someone will have a story to share with us for the special dedication that we plan to give at our annual Memorial Day program. If you have or know of anyone with information that may aid

(continued on page 2)

Our Women of Steel

LOCAL 1010'S WOS 2007 CALENDAR OF EVENTS First Quarter	
JANUARY  	
"Happy New Year"	
Jan 4, @ 4 PM	WOS Monthly Meeting
FEBRUARY  	
"Happy Valentine Day"	
Feb 1, @ 4 PM	WOS Monthly Meeting
Feb 7	Yoga Class Starts (Call Job Link @ 399-8136 for Details)
MARCH  	
"Happy St. Patrick Day"	
Mar 1, @ 4 PM	WOS Monthly Meeting
COMING EVENTS  	
Sun., May 27, @ 2 PM	70th Anniversary Memorial Day Massacre Program @ Local 1033 Memorial Hall 11731 S. Avenue O, Chicago, IL <i>President Leo Gerard Speaker</i>
June 2 & 3	Avon's Annual <i>Breast Cancer Walk</i>

*Maria "LA" Garcia
Chairperson*

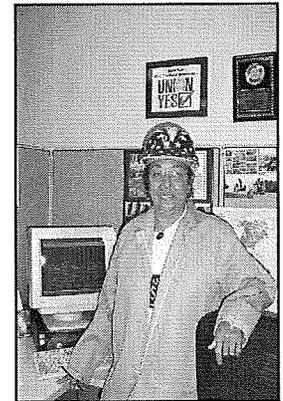
Hello Fellow Co-Workers!

Throughout the coming issues of our Women of Steel newsletter, you will read about some truly amazing people who may even work right beside you in the mill. They are hard working, dedicated and focused women whose time for recognition has come.

These untiring women, take care of their families, children, husbands, elderly or sick parents and still make time to show support for our U.S. Representative Pete Visclosky, by

phone banking and or walking with him in parades. They may even make time to help raise funds for charitable things like the Christmas Angels (clothes and toys for under privileged kids at Christmas). You may see them raising money and walking in the Avon Walk for Breast Cancer. And after showing support at numerous Steelworkers union functions, they still have the stamina to work 8, 12 or even 16 hours in the mill.

These are strong women you may never know or meet but they are out there in the work force, in every day life helping to keep



Maria "LA" Garcia

the mills rolling, the economy moving, and the labor union movement alive.

I have only the highest respect and regard for each and every one of these - my sisters,

THE WOMEN OF STEEL ♦

"To the world you may be one person, but to one person you may be the world"

UNITED STEEL WORKERS MASSACRE OF 1937 FAMILY SEARCH

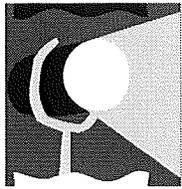
(continued from page 1)

us in our quest, it will be greatly appreciated if you call Local 1010 @ (219) 398-3100, ext. 101 or come by the Union Hall at 3703 Euclid Avenue, East Chicago, IN and share your story with us. ♦

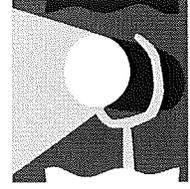


still from newsreel footage of Memorial Day Massacre

LOCAL 1010



WOMEN OF STEEL PROFILE



ELLA KNOX

This quarter the spotlight is on our own faithful WOS member, Ella Knox. She is a 29 year veteran at Inland, Ispat Inland, and now Mittal Steel.

Born in Winona, Mississippi, Ella migrated north in March of 1976. The migration incorporated her southern charms, warm personality, as well as her good southern cooking. She is a good-hearted kind person who has never been afraid of a little hard work in order to get ahead.

Ella never missed a beat though, because by the grace of God she was able to ...

She started her tenure at Plant 3 Coke Battery in 1977. Due to the closing of Plant 3, she was sent to no. 2 Coke Plant and stayed there until it closed in 1993. At that point, Ella was laid off from Inland for 3 1/2



Ella Knox

years. Ella never missed a beat though, because by the grace of God she was able to work at U.S. Steel Mill in Gary, IN until she was called back to Inland.

Currently, no. 3 Cold Strip is Ella's work home. She is a coil inspector. She is also on her department's safety committee, DSC (Department Steering Committee).

Although Ella's work schedule can be topsy-turvy at times, she still finds

time to attend Mount Herman Baptist Church in East Chicago, IN where she is a faithful member. She enjoys paying her tithes and offerings because she feels God has blessed her and continues to bless her. In return, she knows her giving will bless others. The saying Charity starts at home is close to Ella's heart. She pitches in a hand to help family members when appropriate.

Ella gave birth to three beautiful children and now-a-days enjoy spending lots of time pampering her grandson.

This wonderful female's extra curricular activities include a good live play from time to time. Shopping and traveling are high on her love to do list too.

Know it and believe it,
**ELLA KNOX IS TRULY A
WOMEN OF STEEL.** ♦

Remembering Dr. King

Dr. Martin Luther King was a lover of mankind. He believed in people and their ability to do what is right even in the mist of wrong doings. His principles of non-violence, tolerance and love **SHOULD NOT** be forgotten, ignored or taken for granted. He gave his life for what he believed. His life parallels that of Jesus Christ in the way that he was persecuted and willing to die for others.

His short life made an impact in civil rights but we still have so far to go in



accomplishing his dream for an endearing and peaceful society. Being a fighter for peace and advocate for justice ultimately lead to his early demise by those that did not believe as he did. His fight was for people of all races. He felt we all had something in common as human beings. We all deserve to be treated with common courtesy and respect.

Let's celebrate this exemplary historical figure **January 15th** and everyday by practicing tolerance and love for our fellow man. ♦

LOCAL 1010



United Steel Workers
WOMEN OF STEEL
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WOS Editor: kdpeoples@uswa1010.org

UNITED STEELWORKERS
WOS
WOMEN OF STEEL

We are on the Web

<http://uswa1010.org/committees/women/women>

RALLY SUPPORT FOR GOODYEAR TIRE RETIREES WAS EFFECTIVE

For more details, read article on local 1010's web site (uswa1010.org)



Women of Steel Supporters

East Chicago Salvation Army Christmas Angels

Wishing Everyone a Safe and Happy New Year



Seretha Woods
Vice Chairperson

I would like to thank all of the members who donated to the East Chicago Salvation Army Christmas Angels Tree. Your donations helped to make Christmas a truly joyous time of year for more than seventy-five families from East Chicago.

Christmas is a time of celebrating love for our families and friends. For many, however, it can be a time of stress and hardship. This is where you the members of Local 1010 stepped in and helped by donating monies and gifts for these families.

The members reinforced the fact that a union is not about individuals but communities. We as union members care about the children and we were able to help by buying gifts that were given to the East Chicago Salvation Army.

As union members, we work in East Chicago, and have family and friends who live in this city. Many of our members were born in East Chicago; therefore we care about what happens in this city. We understand that building a good community start with the Children, every child should wake up on Christmas day and open that spe-

cial gift. We the members of Local 1010 made it possible.

The Women of Steel would like to thank President Tom Hargrove and the Executive Board and all the Local 1010 union members for their donations. Special Thanks to Ed Probus and the union members at IHCC. ♦



Pictured to the left is local 1010's Financial Secretary, Rosa Maria Rodriguez and a Salvation Army employee preparing the donated Christmas gifts from local 1010



Make smart choices for your retirement plan

Join us for a hands-on workshop -- **Finding the Right Investment Strategy** and make the most of your opportunities to save and invest for the future.

- Learn about stocks, bonds, and short-term investments
- Find the investment mix that fits your style
- Manage your portfolio to meet your long-term goals

For employees who want to take a more in-depth look at their portfolio and be better prepared to make investment choices.

To make the most of this workshop, bring a copy of your current retirement plan account statement.

Date: March 12, 2007

Times: 8:00 am, 1:00 pm & 4:00 pm

Place: Local 1010 Union Hall

Contact: Tom Hargrove 398-3100 x111



Training Committee Report

by Luis Aguilar, Dorine Godinez & Steve Wagner



Here we are again at the beginning of a new year. We hope everyone had a wonderful Christmas and a happy New Year.

The Training Committee has been working towards the development of Training Modules to assist in the training of our members. The trainers have been busy reviewing material that is pertinent to the topics we are going to present. Departmental training plans are useful tools in the development of our training modules. **It is very important and critical that the managers and grievors of their respective LOP's develop, discuss, and continually review their training plans.** Any changes or requests should be communicated to the Training Committee.

The Training Committee is currently offering the following classes:

- Rough Terrain Crane
- Manlift
- Rigging
- Crane Brake Training

If there is a specific area of training that you're interested in or concerned with, please let us know. Your cooperation is greatly appreciated and is essential if we are to succeed.

Ongoing LOP training should be occurring within each department. The department manager and area griever both have the responsibility to jointly discuss, meet, and agree to the LOP training needs within each department. **If you have questions and/or concerns, please contact Dorine at 398-3100, Ext. 141 or email at dgodinez@uswa1010.org.**

Union

by Charlie Averill

*When I fail to take a stand
for what I know is right.
When I fail to lend a hand
by joining in the fight.*

*Then you all can fix the blame,
as history has shone,
on the one who bears the shame,
on me and me alone.*

*But hopefully we all have learned
that victory takes us all;
and gaining that for which we've earned
means answering the call.*

*Give your all and nothing short,
for it is no illusion,
That winning takes your full support
cause you're the "U" in UNION.*

© Charlie Averill 1992

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

Bosch & Banasiak

**7150 Indianapolis Blvd., Hammond, IN 46323
or call 219-844-3020**

**Times are approximate*

Area 4 Report



Joe Piller
Griever

Belated Holiday wishes to everyone from myself and the other reps. and hoping that everyone has a safe 2007.

SAFETY

Our OSHA recordable accident rate at 4 SP in 2006, was approximately half of what it was in 2005. Translated to plain English that means there were 13 fewer accidents in 2006 than in 2005. Ultimately, it is the company's responsibility to provide us with a safe work place but it is our responsibility to ourselves and our families to do our work safely. **If the job is unsafe, make it safe, or don't do it!**

We are working hard to get the

needed improvements on the Scaring Crane and in the Lime Plant Control Room.

The cleanup job in the spray chamber is progressing at a slow but steady pace. Local 1010 President Tom Hargrove and the DSC are monitoring its progress and will see it to completion.

Steel foundry water issues are being addressed and hopefully, will be completed by the time you read this paper.

I want to thank everyone that came out and supported our brothers and sisters in the Goodyear action. The strike was settled with one of the major issues, retiree health care coverage, significantly improved over the company's original offer.

Remember, "Today's Worker is Tomorrow's Retiree!"

DEPARTMENT ISSUES

I know with the new contract there are new issues that we have to deal with and we are doing our best to get our arms around these issues. Last fall we had a sequence meeting with the Lime

Plant people and a lot of their issues were addressed. If you have contractual, safety, or any other issue, don't hesitate to contact one of your reps. If you feel that there are issues that are affecting your area and they need to be discussed, we can hold an area sequence meeting at the Hall.

Joe Piller	X3240
Ernie Mosley	X2356
Dave Lomellin	X3240
Fabian Martinez	X5828
Ruben Velez	X1286

Field Forced Report

by Steve Connell - Steward

Happy New Year, and congratulations to our recent retirees: 6 Electrical – Jerry Cadwalader, Sam Rodriguez, Ron Zaragoza, Mario Lopez, Reginald Woody & Joe Maggio; 5 Mechanical – Ed Wisinski, Bob Ginther, Mike Opolski, Vince Flores & Terry Duvall; 1 Operator – Oscar Martinez. These fine gentlemen will be honored at the April 20, 2007 Retirement Party. Thanks to all who support the Field Force Retirement Fund Funraisers. These funds enable us to buy jackets and dinner for the honored retirees, and past retirees receive a discount on their retirement party ticket. Special thanks to Ed Wisinski for donating his Super Bowl square, which has already won \$25, to the Retirement Fund.

Thanks to Stan Gaskey and Dennis Shattuck for their persistence in the overtime solicitation transportation issue. MEU will provide transportation to all overtime solicitations from the desk of Mark Hodgkiss, internal or global. We are still working on the new OT agreement and expect to have it finished by the end of January 2008. Please don't hold us to that.



"Bad news, Zoltron, they don't have universal health insurance."

Editor's Note: We have all past issues of the Local 1010 Labor Calendar in our collection but one. If anyone has an extra copy of the 1980 calendar that they could spare, it would be greatly appreciated. Thank you.



Time To Get Busy

by Ernie Barrientez
Griever, Area #28

The election is now over and it's a new beginning in a new year and now the work begins! Again, I must comment on the voter turnout for the last grievance committeeman election. It was tremendous and we can all be proud of Area #28, which includes #3 C/S, #2C/S and the Warehouse. There is much to be said about the extraordinary number of our members who took the time and effort to go to the Union Hall and exercise their right to vote. **We had almost as many voters travel to the Union Hall as there were at the plant gates in the general election.** Our department stands out as an example of Union solidarity that we need now more than ever. **You can rest assured that the company was probably shocked that so many people participated and took the time to vote. You sent the company**

a message that our Union is alive and well, especially here at #3C/S. We have a job to do and I stand committed to do my part as your griever to fulfill those obligations. I am confident that all the reps from #3 C/S shall work together. Our department deserves and expects no less.

At the present time, I've met with management to address the vacation issue in the maintenance area. **Also, I will provide an update on our progress, not only on this issue, but all matters that concern our area in a bi-monthly newsletter, which I intend to publish.** I shall meet with the company to arrive at an equalization of overtime agreement for those areas that do not presently have an overtime agreement.

Presently, we have two DSC's (De-

partment Safety Committee) groups for Area #28. **Both DSC's will meet jointly the fourth Wednesday of every month to discuss and resolve safety issues concerning our areas.**

If you have any questions concerning grievances that have been filed, please feel free to contact **Dave Gutierrez** at 219-764-8552, **Timothy Smith** at 219-2317, **Eddie Harvey** at 219-944-3292, **Raymond Gramenz** at 219-397-3221, **Curtis Phillips** at 773-593-9444 or **Ernie Barrientez** at 219-763-4463. Again, I would like to thank you for your support and appreciate your continued support for our Union. Thank you.

In solidarity!
Ernie Barrientez, Griever
#3C/S, Area #28

In our glorious fight for civil rights, we must guard against being fooled by false slogans, as 'right-to-work.' It provides no 'rights' and no 'works.' Its purpose is to destroy labor unions and the freedom of collective bargaining... We demand this fraud be stopped.

Martin Luther King, Jr.



State of the Department

by Mike Bouvat
Griever, Area #5

Brothers and Sisters, I would like to take this opportunity to thank all of you who supported me in this past election, and to those who didn't support me, **I hope to earn your support.** I want to give you an update on what has been happening. I met with management over your concerns. 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 appointed a new safety advocate within the department, **Ed Covarrubias.** Instead of one we now have two safety advocates. We also have been able to get a trainer in the department for all mandated OSHA training that you should be receiving. The new trainer is **Tony Garza.** We are expanding the Area Safety Committee. **Jim Harris,** the Assistant Griever, and I have been going through the department and asking people to help. Your response has been tremendous. Our goal is to have all areas represented. We have had two safety walk arounds with Union President Tom Hargrove and a company official. One was in May and one was in October. **Thank you to all the people who spoke up during those walk arounds.** Safety issues were written down and are being corrected. Remember, **if a job is unsafe, don't do it.** You have the right to ask for safety relief.

In regards to the contract, we are working on training in each Line Of Progression. Each LOP has a seniority group. If you are unsure if someone is working in your LOP and has

rights to that position, contact a Union rep. We also had a meeting in December with management and the Grievance Committee, about craft people working production jobs. There is an understanding that management must train workers in their LOP. The company constantly complains that they don't have enough qualified workers when there is a temporary vacancy. **News flash:** we will have enough when they begin training as they are supposed to by contract. Example: if you work in the furnace and the company directs someone from maintenance to train as a hot metal helper, they must train the person in the furnace LOP first. I know there are other areas with the same problem. When we get information of someone working in an LOP who isn't in that box, we either get it resolved or file a grievance. **Could it be the company is showing favoritism to a select few?**

Also, under this contract, there are **no hourly supervisors.** Bargaining unit people should not be soliciting other workers for overtime, directing the worker, or giving out discipline in a supervisory role. Any questions, contact me.

We have had several incidents in the department where people have been sent to the clinic for a medical evaluation and administered the fitness to work test. Management sends people to be tested when they feel there has been an error in their judgment that could affect their work performance or safety. **If you fail the fitness to work test because of drugs or alcohol, you will be suspended from work, subject to discharge.**

It is very important, for safety reasons and with the fitness to work test, that people should not be operating equipment that is not safe. Equipment that you may not be able to operate safely may put you or your coworker at risk. **If anyone is sent by management for a fitness to work test, please let me know so I can document the circumstances.**

Two areas I need to bring to your attention! One is **safety.** We have had too many accidents in our department. It will take a lot of cooperation and involvement from everyone to eliminate accidents. If you have a safety concern, please let us know. We will do everything we can to help provide a hazard free workplace for you. The second is **apple polishers!** The same people who when you were in school couldn't wait to tell the teacher who got out of their seat or to volunteer for extra homework. We have **too many apple polishers** going into offices to tell on coworkers or to volunteer to do things the majority won't do. **Let's work together to provide an apple polisher free environment.** Have a happy and safe new year.

**UNION
YES!**

Continued from page 19 **Wagner**

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. Due to scheduling, some classes are not put in our course catalogue. Please contact JobLink or check JobLink's website for more information!

For those who may not be aware, active 1010 members can combine the Tuition Assistance \$1800 annual limit with the Customize 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 the following guidelines:

- * Contact the office at JobLink and make arrangements to pick up an Educational Development Plan (EDP) form. Complete the EDP.
- * Return the EDP to Diane Lentz (JobLink coordinator) and meet with her.
- * Diane will get approval from the JobLink subcommittee and the Institute for Career Development (ICD).

* Once this approval is obtained, you can register for additional classes.

Are you using your negotiated Career Development Program benefits? Many of us are preparing for the new challenges that await us on the job. Yet others are preparing for life after we retire from our mill careers. It really doesn't matter what your reason for learning is! If you have a need or desire to improve your skills or learn a new skill, JobLink is there for **YOU!** 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.

At the time this article was being prepared for press, the Architect of our Career Development Language, Bernard Kleiman suddenly passed away. On behalf of all Local 1010 members, I want to express our sincere condolences to the Kleiman family. In 1989, I had the distinct challenge of serving 1010 members as part of our negotiations committee. It was during that time that I got to know

Bernie very well. He had a wealth of bargaining knowledge that he was kind enough to share with the negotiating committee. He took the time to visit plant sites prior to the 1989 bargaining to learn what type of education program we felt we needed for our members. It was Bernie's diligent bargaining efforts that got us the JobLink benefits that we have today! As we all use our JobLink benefits, I believe we should remember a great man that dedicated most of his life to helping all USW represented workersBernard Kleiman.

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 or e-mail me at swagner@uswa1010.org. If you call when I am not available, please leave a message on my voice mail (**ext. 113**) and I will get back to you as soon as possible.

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) 634-1284



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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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New Pre-Technical Training Opportunities at The Bernard Kleiman JobLink Learning Center by Steve Wagner, Vice President

After several requests from 1010 members, **we have modified our policy on repeating pre-technical classes.** The JobLink sub-committee has agreed to waive the no repeating of classes policy for pre-technical classes. These classes generally provide additional hands-on training for participants to stay current with ever changing technologies. This change will be effective immediately. So to all of you who asked about additional pre-technical training opportunities, now is the time to sign up for those classes that you wanted to repeat!

JobLink continues to improve! We added new woodshop equipment and reconfigured the shop! As always, safety is our priority and safety has been improved to include better working areas to utilized woodshop equipment. This revamp of the shop has provided more space for other classes to be taught in the same building. One of the newest classes being offered is an Introduction to Ornamental Metalworking. Throughout this 6 week entry level class, participants will perform many operations to metal (punching holes, bending, and riveting) to form simple projects. Also, there are no prerequisites for this class!!

Local 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 developed reciprocal participant arrangements with the other Career Development Cites here in Northwest Indiana. The availability of customized

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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

Let's Make 2007 Our Safest Year Ever

I want to start this article by wishing everyone a safe and happy new year. John Gelon and Nick Valle will be starting phase two of our safety awareness program this month. This will be an all-day class in the same location as phase one. John and Nick will once again be the instructors and are doing a great job, as usual. You will be hearing a lot about our new safety culture in this class. I or Vice President Steve Wagner will kick-off each class along with a member of Senior Management or the Plant Manager. It is very important that each person, bargaining unit and salaried alike, understand that this is not a new program that will go away in a few months. **This is about a long-term commitment to change this institution and make safety as much a part of the business as quality is.**

We have been doing jobs unsafely for years, and in many cases, we have been very lucky that no one has been hurt or killed. **There is no reason to do a job unsafely.** The problem is, we have been doing it that way for many years and have accepted hazards, because **"that's the way we've always done it."** The same with wearing PPE. People will tell me "I never wear my safety glasses and my eyes are fine."

Once again, lucky, lucky, lucky. Why would you want to risk losing an eye, limb or your life? That doesn't make sense, other than our history of accepting risks as part of the job. This new safety culture is about changing people's mind-set, that taking a risk is not acceptable and you must **Make the Job Safe, or DON'T DO IT!!!**

I have no greater responsibility as President of Local 1010 than the safety of my members and all other folks, salary and contractors alike, working in the plant. The grievance procedure protects your rights, safety protects your life. I've told all the safety advocates and grievance representatives, when you see someone doing something unsafe, stop him/her right then and tell them what they are doing wrong and how they might get hurt. Sure there'll be times when that person will tell you to piss off, it's not your business, but just think how you would feel if you walked by and said nothing and that person got seriously hurt or killed. **I would rather have them pissed off at me for doing the right thing than me telling their wife or husband I'm sorry about their spouse getting killed at work because I walked by and said nothing.**

I've made a personal commitment to do a safety walk around at least once a week in different departments and talk to people about their concerns and what we can do to make their job safer. Responses have been very good, especially on the third and fourth visits to the departments. People realize this is for real, that we're really concerned and trying to make a difference. Sure, there will be bumps along the road with many nay sayers and doubting Thomas's among the ranks. It won't be easy but it sure will be worth it if we save one limb or one life. Keeping the company's feet to the fire on safety is another one of my commitments to change the way we address safety. Safety at this company is a long-term affair; I am talking about years, not just months. The goal is to put a safety culture in place that will be here no matter who is President of Local 1010 or General Manager of the plant. **With your help, we can make this the safest plant in the world.**

In Solidarity,

3703 Euclid Av.
East Chicago In. 46312

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Safety First!
Make the Job Safe,
or DON'T DO IT!!!