

LOCAL 1010 STEELWORKER



3rd Qtr. 2007

East Chicago, Indiana

Volume 18; No. 3

Long History for 25 Year Picnic

Story on Page 9



Photos by: Joe Gutierrez, Jim Spasoff and Seretha Woods

UNION SAFETY COMMITTEE REPORT



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

Safety Committee

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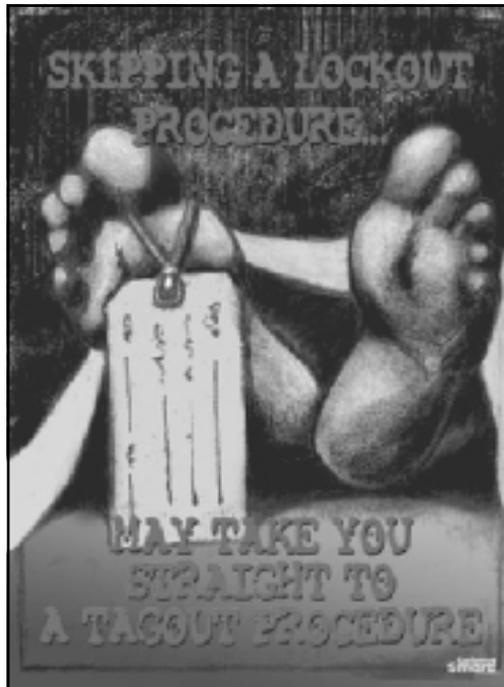
Take immediate corrective actions when possible. The health and well being of the next person may depend on you actions or inaction.

Improper or lack of lockouts and verification continue to cause accidents and serious near misses. Remember, you shall always lockout and verify anytime you can be injured by the unexpected start up or energizing of equipment or machinery. **Remember,**

In the last addition of the Steelworker, we had an article that addressed Unsafe Condition Reports (U.C.R.). These reports represent an important part of improving safety in the workplace. We have the responsibility to get any unsafe conditions documented so they can be corrected.

In that article, we stressed the importance of documentation and having a company representative (salaried) sign the U.C.R. to acknowledge they received it. Keep a copy of the signed report for future references. We need to ensure that follows-ups need to be made so that the unsafe condition gets fixed. However, we failed to mention the importance of taking immediate corrective actions. If the unsafe condition is something you can immediately remedy, take the time and correct the situation yourself. If you see a bad spot in the floor grating or hand railing missing, don't just walk away and write up a report. Be pro-active and at least flag off the area. If an electrical switch is not working properly and immediate repairs cannot be made, it's the responsibility of the person that discovered the situation to Red Tag the switch and turn in an U.C.R. If the

brakes on mobile equipment are not working, Red Tag the equipment and turn in the U.C.R. Also, remember to document this condition on your mobile equipment inspection checklist.



Your actions may prevent an injury or a fatality. Simply documenting the situation is not enough. Don't leave traps for the next person. The next person may not notice the condition, thereby causing an unfortunate incident.

just slapping a safety lock on something (Electrical switch, Valve, Lock box, etc.) does not mean you have locked out properly! Lockout verification is the OSHA standard and that is also what you need to do to prevent yourself from being involved in a serious accident. It is everyone's responsibility on each job to lockout and verify every aspect of the lockout. Are the switches locked out in the off position? Did you verify that the switch is isolating the power? We have had several electrical switches fail. **Just because these switches were put into the off position does not guarantee the switch is working properly and has actually de-energized the equipment! This needs to be verified!** Are all valves closed and seating properly? Have you verified that there is not any bleed through? Are all blocks and pins in place where called for? These are just some examples of different verification methods that must take place by everyone that enters the point of operation. **Do not assume that someone else verified and that it was done correctly. You must verify to ensure that the energy source has**

been isolated. Your life depends on your verification. Always lockout and verify.

Vehicle collisions with heavy mobile equipment and trains remain a concern. These are very large pieces of equipment that may have several blind spots and can cause extensive damage and severe injuries. Traveling in the mill can be a dangerous undertaking if everyone is not paying attention to the task at hand (driving). Be very cautious at rail crossings; stop, look and listen. If you drive over the tracks when a train is coming, the operator may be unable to stop the train in time to avoid a collision. It would be a losing battle if you were to collide with a train or large piece of mobile equipment.

We must continue to stress to all operators of heavy equipment the importance of understanding the dangers they may present to themselves and to smaller vehicles and their drivers.

Inspect the equipment to make sure it's safe to operate. If the mobile equipment is unsafe to operate, Red Tag the equipment and park it. The dangers of taking a chance by operating defective equipment are too severe.

We again ask that all operators and drivers of personal vehicles follow posted speed limits and watch out for all other vehicles (personal and company owned).

We have been very fortunate that a fatality has not occurred due to a vehicle collision in the mill with a large piece of mobile equipment or a train. But we do continue to have too many of these collisions, it will just be a matter of time if we don't start taking more precautions.

Don't assume anything on the job, check and verify everything. You are the first and last line of defense

on any job to prevent an injury.

The most important part of any safety program are the people that are in it. **Always "MAKE THE JOB SAFE OR DON'T DO IT."**

The latest accident numbers reveal that June of this year we had 55 accidents, 31 were OSHA recordable (needed medical treatment) and 10 of these accidents were lost workday cases. Compare that to last year when we had 42 accidents; 33 OSHA recordables and 16 lost workday cases. We have had 254 accidents so far this year compared to 291 last year during the same time frame.

The following are the latest survey results from the Safety Awareness training have been compiled through June 29th.

* How many lock out every time required? **505 of 1003 or 50.3%**

* When locking out, how many verify? **282 of 505 or 55.8%**

* That means **282 of 1003** are locking out and verifying everytime. This represents only **28.1%** of the time we are we doing what is necessary to ensure a proper lockout.

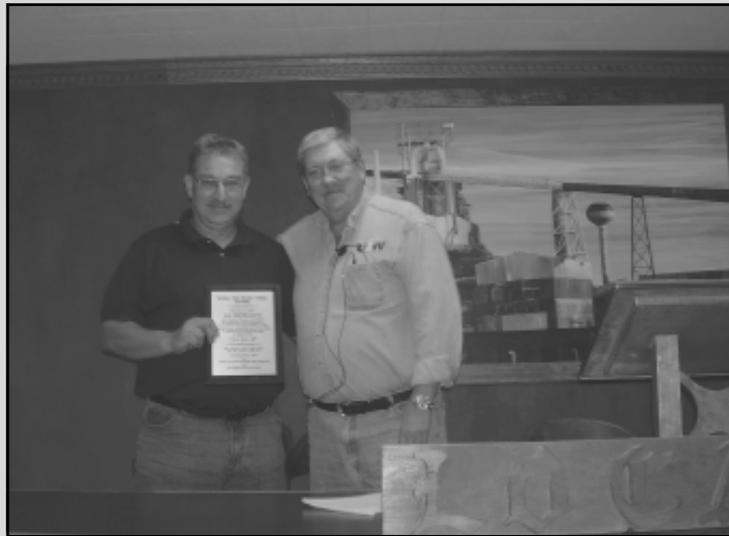
* Receive proper monthly safety meetings? **1194 of 1411 or 84.6%**

* Receive regular toolbox safety meetings? **669 of 1271 or 52.6%**

* On a monthly basis view an MTS safety training video? **1128 of 1413 or 79.8%**

* Know how to report an unsafe condition in writing? **1204 of 1416 or 85%.**





“DOING THE RIGHT THING” AWARD

On June 21, 2007

AL HEWLETT

*of #1 Electric Furnace was told by
his supervisor to do an unsafe act:
override the crane limit switch by going
onto the crane and holding down the switch.
Al refused and exercised his right
to Safety Relief.*

Good Job Al!

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

Presented July 5, 2007

by

USW Local 1010 President Tom Hargrove

and

The Officers of Local 1010

Financial Report



Rosa Maria Rodriguez
Financial Secretary

Wow! It's hard to believe, but it has been over a year since I began working as the Financial Secretary at Local 1010. In regards to finance, we are quite healthy. Congratulations to Dustin Barlow Palmer, the winner of this year's ACT scholarship. He is the son of Thomas Palmer from Mobile Equipment. Please be advised, we will begin accepting applications for 2008 beginning in September. The selection for the winner is determined by ACT and they in turn contact this office, so please get those applications in early. Recently we received your United Steelworkers membership cards. You can come down to the Union Hall during working hours and pick it up at the Financial Office. **Please call ahead so your card will be ready for you (398-3100 x101).**

I want to share with you what I have seen happening, not as an officer but as a member of Local 1010. I felt it important since I was one of the individuals who felt that our Union wasn't doing enough for its members. I have seen for myself the involvement and the dedication that goes on. And it isn't an election year!

Safety has come to the forefront. There have been ongoing sessions and more involvement and commitment from both management and our members. There are still stagnating elements that seem to keep the culture from completely being used or believed. One is a management supervisor. **Hopefully, with the current training management is receiving, they will understand the importance of the fact that Safety is a priority and not just lame talk.** We have been assured by management and the Union of the development of a different concept; **MAKE THE JOB SAFE, OR DON'T DO IT!** This philosophy has been in existence for a long time. I believe a supervisor was fired over this issue. The other stagnant element is us. Many of us are under the impression that the "new cul-

ture" is something like past things, started but will also pass or do not want to accept change because that is how it has always been done and the favorite of old timers, "I've been doing it for 30 years this way." Well, this safety culture is not going away. Not if

the union has any say so, and we do. **Our President, Tom Hargrove, along with other officers and members, is visiting all the departments, doing walk arounds and viewing for themselves unsafe conditions.** We have entered into a different way of doing things, and all for the best. Think about it. How many times have you done something unsafe and gotten away with no one getting hurt? How many times have you done the job unsafe and hurt yourself or someone else? How many have the scars, wounds, and pain of unsafe practices? Was there something that could have been done to prevent an accident? My interpretation of this whole culture awareness is to prevent causalities rather than the old philosophy, "Nothing gets done until someone gets hurt or dies!" **Be part of the solution and get more involved in safety.**

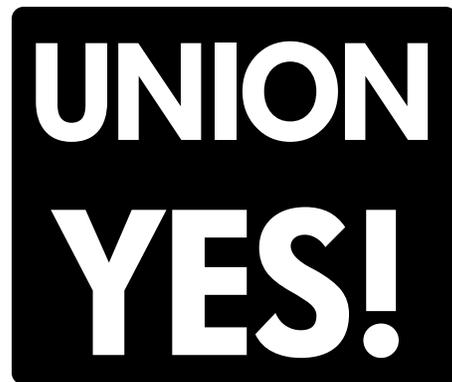
One of the most important parts of my life is volunteering. I have dedicated myself to youth and community for about thirty years. I have seen unsung heroes and many deeds gone unnoticed. It is not about just giving money to a cause but the involvement and caring to make a difference and bring about change. And that is what many of our brothers and sister do. From collecting money for Christmas gifts and taking up a donation for a fallen member to spending their own time off to work with those less fortunate. There is so much that is being done that if I begin listing them, we could fill this whole newspaper up. It is these precious moments of being involved that make one proud to be a Union member.

Recently we traveled to Ohio to hear Democrat presidential candidates speak. The speeches were what I expected, each told us what we wanted to hear. What did pique my interest is that their platforms, though general, spoke of issues that pertain to the working families. They spoke of renewing American manufacturing jobs and we, the Union, are playing an integral part in it.

There is a common interest in the environment and taking responsible steps to better control what is going on in our world and creating opportunities and jobs to make a better world. This has been something that has been ignored long enough, and now it is biting us in the ass so many ways. There is talk of universal health care. Imagine, by taking this off the bargaining table during negotiations we can speak of other important issues that affect us in our workplace. They each believed in bringing our military men and women home now. This was so important to me, as my youngest son is due to go to Iraq in mid-August and the daily fear of him going is hard. My question is how are they going to get Corporate America to except doing business in the United States and embrace the Unions' involvement? Though they all spoke on the same issues, all-important and mindful to each of us, what was more important was the conversation afterwards amongst the members. We argued, agreed, disagreed and teased each other of our favorites but we voices our opinions. We walked away with tools to see whom we would support. Now the work has begun to see who is the most qualified and who will represent us when they reach the White House.

Yes, a lot has gone on in the last year and I know there is more to come. I wish more people would get involved to make a difference and be part of the change, whether it be safety, volunteering, or politically. It all is part of who we are, Union brothers and sisters.

In Solidarity, your sister,
Rosa Maria Rodriguez



State of the Department



by Mike Bouvat
Griever, Area #5

Happy 4th of July to all of my union Brothers and Sisters at #2 Steel Producing Shop, I trust everyone had a safe holiday. Independence Day is a time to celebrate and remember. Just as our forefathers had to pay a great price for freedom, we also as working men and women have had to pay a great price for our labor rights. During the American Revolution, people had to chose. Stand up and fight and be recognized as a **Patriot**, which took courage, or surrender their dignity to those who wanted to oppress their rights by glad-handing and fraternizing, rolling over to become **Bootlickers**. We as Union workers are still in a fight for our rights. Are you a **Patriot** or a **Bootlicker**?

Many of you have complained about not receiving your Reds (Pants&Jackets) from our present vendor. The lockers that store our Reds are hard to identify. The lighting is bad, some lockers are too close to the floor, many clothes are not returned, and you can barely walk inside the tight spaces of the room itself. We have had discussions with management to address all of these issues. They said they are investigating a new vendor to remedy all of these items. A video camera will be installed in the hallway where we place our dirty Reds in the bins for monitoring purposes.

Departmental and plant wide bids are being posted for vacant jobs. **It is important to keep a copy of your bid when you sign up for a bid. Make sure you know your rights.** If you

bid for a job and either accept the bid or turn it down, you will not be able to bid again for one year.

Art. 5, section E (10,G&H), page 39 in the contract book, states:

G In the event an employee accepts transfer under Paragraph 10 and remains on the new job for more than thirty (30) days, s/he may not again apply for transfer for one (1) year after such transfer.

H In the event an employee refuses a transfer under Paragraph 10 after applying therefore, or voluntarily returns to the unit from which s/he transferred s/he may not again apply for transfer to such unit for one (1) year after such event.

We continue to see workers in our department sent to the clinic for no apparent reason at all. In one such incident when a worker was sent to the clinic, it was because they were following instructions from their immediate supervisor. The supervisor told the

employee to go up on a crane. When they lifted the load it went up slightly and bumped a door, cracking a window. The employee was sent to the clinic for a fitness to work test. These incidents are nothing more than harassment from the company and send a wrong message to workers. It appears to be a way to place employees in some type of witch hunt. **HEY, why not send the supervisor who used poor judgment?**

I have talked with management and if anyone is told they need to go to the clinic for a fitness to work test, management has agreed that the person can speak to a Union official before they are sent to the clinic. **It is important that you request a Union representative.** Tell the Union rep. all the circumstances surrounding what happened to you. **Let's continue to work SAFE.**

Yours in Solidarity, Mike Bouvat

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*

Training Committee Report

by Luis Aguilar, Dorine Godinez & Steve Wagner



The Training Committee members have received a number of calls. Some of the most frequently asked questions and answers are listed below.

Can the company make me do a job I am not trained to do? The company is required to train employees on both the safe way to perform jobs and how to perform the duties of the jobs.

What training is available? What other training plans are there? What classes are there for MTM's? What classes are available for MTE's? Listed below is a brief training history as well as short-term future plans.

More than 690 workers have completed Operator Maintenance Assist training.

More than 40 MTM's have attended Hydraulics training. Hydraulics is a forty hour class. We plan to have two Hydraulic classes per month. Soon we will have two Hydraulic Units for hands-on Troubleshooting Analysis in the classrooms.

Laser Alignment Classes are now available.

Eighty four workers completed a course entitled "Understanding Electrical Hazards".

Over 400 workers have completed Arc Flash Classes.

Brake training classes are available. We have designed brake specific classes for several areas in the plant.

DC Crane class started April 9, 2007. This course is a three -day class. The second session was held April 30, 2007.

Equipment Training has had over 100 people trained in cranes and over 176 trained on forklift.

We are currently looking for Rough Terrain Crane Maintenance Instructors.

Welding classes are running weekly. Several workers have passed the 6-G test and the 7-piece tests. The weldor instructors also provide CO2, TIG and Tack Training.

7BF is providing PLC training for MTE's within their department.

Notice

If you are planning to retire within the next year and would like to attend a Fidelity Workshop, fill in the form below and drop it off at the Union Hall or mail it to:

Tom Hargrove
USW Local 1010
3703 Euclid Ave.
East Chicago, IN
46312

Fidelity Workshop

Name

Address

Phone

Department

Years of Service

2nd Quarter Retirees

ABELL, JERRY - 30 - INT LOG - TRUCK DRIVER

AULT, DAVID - 36 - #4 STEEL PRODUCING

BAEZ, RICHARD - 31 - #2 STEEL PRODUCING

BALZER, CHRISTOPHE G - 31 - PLANT 4 MAINTENANCE

BENETICH, GLENN W - 33 - INT LOGS/ESM-TRUCKING MECH

CAMALICK, CHRISTOPHE A - 30 - MEU UTILITIES-POWER

CARDENAS, JOSE - 40 - MEU FIELD FORCES-OPERATIONS

CAREY JR, TOM - 34 - #4 STEEL PRODUCING

CARTER, WILLIE M - 43 - INTERMEDIATE - #3 CSE

CLARK, DAVID T - 30 - 80 INCH HOT STRIP MILL

COLON JR, ANGEL M - 31 - #2 STEEL PRODUCING

COTTRELL, WILLIAM R - 30 - 80 INCH HOT STRIP MILL

DIXON, JAMES V - 38 - 80 INCH HOT STRIP MILL

DJURICH, NIKOLA V - 37 - 80 INCH HOT STRIP MILL

DRAYTON JR, ZEKE - 42 - COATED/CONTINUOUS - #3 CSW

DRENNER, JERROLDE - 30 - 2A/21 INCH MILL IHBP

ESPINOSA, PASCUAL A - 31 - 12 INCH BAR MILL

ESTANOVICH, FRANK A - 31 - #4 STEEL PRODUCING

FLOWERS, MICHAEL O - 23 - IH7 BLAST FURNACE

GALESKI, DAVID J - 30 - MEU SHOPS-MACHINE SHOP

GALICH, JOKA - 23 - FINISHING - #3CSW

GARZA, OLGA - 27 - 80 INCH HOT STRIP MILL

GREENE, GEORGE B - 32 - MEU FIELD FORCES-OPERATIONS

HALKIAS, CONSTANTINE - 38 - FINANCIAL ACCTG & SVCS (PLANT)

HARNES, JEFFERY D - 36 - FINISHING - #3 CSE

HUYNH, DUNG C - 31 - COATED/CONTINUOUS - #3CSE

JOHNSON, ROBERT C - 32 - CLEANING SERVICES

KOCZUR, LAWRENCE J - 43 - MEU SHOPS-MACHINE SHOP

KOHANYI, DAVID M - 39 - MEU FIELD FORCES-FIELD PIPE

KORBAR, JOHN W - 31 - GALVANIZING

LEAL, MARIA D - 27 - #4 STEEL PRODUCING

LEMUS, ISABEL L - 30 - INT LOG/EMM-MOBL EQUIP/TRUCK

LOPEZ, JUAN A - 37 - INT LOG - RAIL CAR REPAIR

MARKANICH, JOSEPH E - 35 - 12 INCH BAR MILL

MARRS, GLENN D - 33 - MEU SHOPS-MACHINE SHOP

MARSHALL JR, WILLIAM - 38 - #2 STEEL PRODUCING

MARTINEZ, IGNACIO Z - 37 - 80 INCH HOT STRIP MILL

MAYER, JIMMY A - 35 - 12 INCH BAR MILL

MCCOLLUM, EDWARD R - 33 - 1 ELEC FURNACE & BILLET CASTER

MEDINA, ANTONIO - 33 - MEU FIELD FORCES-FIELD SVCS

MENDEZ JR, ANTONIO - 31 - NO. 2 COLD STRIP

MILLER, KIRK D - 30 - IH5&IH6 BLAST FCE/3 SINTER PLT

MISECKO, PHILIP J - 33 - INT LOG/EMM-MOBL EQUIP/TRUCK

NIEWINSKI, KEN W - 20 - IH5&IH6 BLAST FCE/3 SINTER PLT

NOEL, JOHN R - 30 - INT LOG/EMM-MOBL EQUIP/TRUCK

OSTER, RAYMOND W - 41 - INTERMEDIATE - #3 CSE

OUTLER, MIKE R - 30 - MATERIAL OPERATIONS

PACKHAM, ROBERT C - 35 - MEU FIELD FORCES-FIELD SVCS

PERRYMAN, WILLIAM R - 35 - #2 STEEL PRODUCING

PETTIGREW, EUNITAD - 30 - MATERIAL OPERATIONS

PRZYBORSKI, IRVIN J - 30 - INT LOG - TRUCK DRIVER

RAE, ROBERT M - 35 - 80 INCH HOT STRIP MILL

REEDER, CHARLES A - 38 - PLANT 4 MAINTENANCE

RIVERA, GEORGE - 30 - MEU FIELD FORCES-FIELD SVCS

ROLDAN, JOSE A - 37 - MEU FIELD FORCES-FIELD SVCS

ROSALES, JEANNE C - 35 - 12 INCH BAR MILL

ROSS, LESLEE K - 30 - INT LOGS/ESM-TRUCKING MECH

RYGIEL, RAYMOND J - 30 - INT LOG - TRUCK DRIVER

SCOTT, DEAN - 28 - INDIANA HARBOR COKE COMPANY

SHAWVER, JAMES D - 27 - IH7 BLAST FURNACE

SMITH, DENNIS A - 35 - INTERMEDIATE - #3 CSW

STEIN, HECTOR - 30 - MATERIAL OPERATIONS

STEPHENS, BONNIE L - 33 - IH5&IH6 BLAST FCE/3 SINTER PLT

STICKLEY, ROBERT E - 33 - MEU FIELD FORCES-OPERATIONS

SUMMERS JR, DANIEL L - 31 - INT LOG - YARD

SWISSHELM JR, WILLIAM H - 26 - INT LOG/EMM-MOBL EQUIP/TRUCK

TRAVIS, DANA T - 33 - MEU FIELD FORCES-FIELD SVCS

URIBE, JOSE L - 30 - 80 INCH HOT STRIP MILL

UROSEVIC, SENKA - 30 - MEU SHOPS-MACHINE SHOP

WALTON, PATRICIA - 30 - MATERIAL OPERATIONS

WINTCZAK, RONALD R - 30 - 12 INCH BAR MILL

**Local 1010 would like to wish our newest, and all previous, retirees
a long, happy and healthy retirement.**

Sixty-Nine Year Tradition Continues

by Tom Hargrove

The 25 year club picnic has a long history at Inland/Ispat-Inland/Mittal Steel co. Since 1939, the company has held the picnic for employees and retirees with at least 25 years of service.

It has always been a very important event to many people. It is an opportunity for club members to get together and renew old acquaintances, especially with retirees, whom they may see only that one day each year. The picnic was portrayed to new employees as something to strive toward. Young employees looked forward to the time they would become eligible to attend. Many retirees plan their vacations around the picnic.

In the early years, it was a men-only event. Women with 25 years of service were invited to a luncheon. Women were finally invited to the picnic in the late 80's and the luncheon was discontinued in the early 90's.

In 2001 the company notified the Union that it would not be holding the picnic that year, due to the economic conditions affecting the domestic steel industry. Never before had the picnic been canceled because of economic hard times, which the industry had gone through many times previously. Local 1010 considered the picnic a local working condition and filed a grievance. An arbitrator agreed, and ordered the company to reinstate the picnic.

Local 1010 had already secured a date to hold the picnic, whether we won the arbitration or not. The company ac-

cepted the arbitrator's finding.

The practice of including Inland Steel Co. retirees in the annual 25 Year Club

Picnic will be continued.

This year's picnic is August 25, at Lake County Fairgrounds. If you don't receive an invitation, don't worry. There will be a book with all the names at the entrance gate, so come on down.

I'll be cooking on the grill, as usual.

I hope to see you all there.



The Local 1010 Scramble

Turkey Creek Golf Course

Merrillville, IN

Sept. 22, 2007

8:00 am Shotgun Start

\$45 per Member

Fees Cover Cart, Food, Drink and Prizes

Contact: Matt Beckman 398-3100 x138

or

Rick Campos 789-1318



Enough Is Enough! It's Time To Pick A Fight

by Matt Beckman, Grievance Committee Secretary

Throughout the mill, Mittal management is thumbing its nose at us, the members of Local 1010. Nowhere is it more evident than in the Central Shops and Field Forces. Lead by Mike Heaney, these boys are attempting to dismantle the entire shops and field force departments. **I do not make this claim lightly.** In the central shops Heaney and Jim Stahl have displaced almost all of the non-craft workers and assigned their duties to the remaining craftsmen. **All of these instances have been grieved and are working their way through the grievance procedure.**

Heaney and Stahl have also assigned craftsmen, on an ongoing and continuous basis, to perform non-craft work in the Internal Logistics LOP. This by itself is repugnant enough but while they have these craftsmen do this he has told departments like #2 BOF to bring in

contractors to do the work these people used to do. As an example, there have been contractors at #2 BOF working on a steel ladle since April. **It's the end of July, and they are still working on the same damned ladle!** Now Heaney has covered his ass with his boss by saying that BOF management screwed this up. But nothing could be further from the truth. **The craftsmen who could have, and should have, done this work are cutting slabs and scrapping old bolts at Rail Car!** The snake-oil salesman Heaney has convinced his bosses that even though he has misused qualified people, it is someone else's fault. Even though the company does have the right to assign, this is a **complete misuse of the craftsmen in the plant.** This new contract was supposed to be designed so that the company and Union sit down and discussed these types of situations. In Heaney's world,

it is the grievance procedure that resolves issues. **Since that is his stance we are more than willing to walk that road.**

In Field Forces, management is mixing the Electrical and Mechanical crafts **even though they claimed in negotiations they were, and always will be, separate.** This is also working its way through the grievance procedure. **Management has also stated that Field Forces is going to be out of the outage business!** What the hell that means has not been clarified. But I can almost guarantee it means more contractors.

Based on this short history of dealing with Heaney, his intentions are obvious. He is going to do what he wants, damn the Union.

Bring it on Mike! It's time to pick a fight.

Continued from page 11 **Wagner**

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!

Don't forget that active 1010 members now 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 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.

Attention new hires...stop by JobLink and see what educational

opportunities your Union negotiated for you!

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.

Education makes a people easy to lead, but difficult to drive; easy to govern but impossible to enslave.

Henry Peter (1778–1868), Scottish Politician

LOCAL 1010 STEELWORKER

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

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 email: editor@uswa1010.org



The Bernard Kleiman JobLink Learning Center

by Steve Wagner, Vice President

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!**

While some JobLink participants are pursuing college degrees, many others are taking classes to satisfy personal development to improve their ability to perform their current jobs or prepare for new careers and retirement. All of these initiatives enhance a variety of skills including math, reading, and communication skills. Our Career Development Program helps prepare us for the future challenges of our jobs, our personal & family lives, and ultimately in retirement.

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. **Classes may not be repeated, 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.

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 classes at other sites is subject to specific agreements that we

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Change of Address

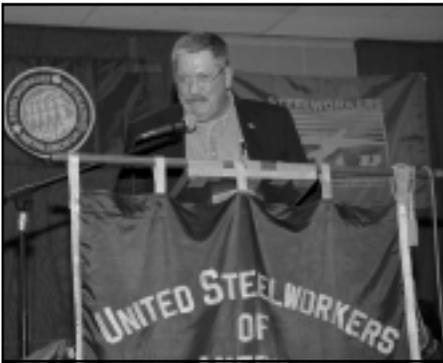
If you have moved please mail this form, with the mailing label on the back page to Editor, Local 1010 Steelworker, 3703 Euclid Ave., East Chicago, In. 46312

Name _____ Check No. _____

New address _____

City/State/Zip _____

PRESIDENT'S REPORT



June marked the first anniversary of the start of our efforts to change the safety culture at the Indiana Harbor Works. Much has happened over the last year. We have a new plant manager, and a couple of the key players have left the company, but progress is being made. I see it each week when I address the safety awareness classes and the supervisor training classes.

People are starting to believe that we really mean it when we say "Make the job safe or don't do it!"

Years, and sometimes decades, of doing a job a certain way and accepting the risk is a hard mindset to change and convincing people to shut down equipment that is not operating correctly and red tag it is one of my biggest struggles. Our people at the Indiana Harbor Works have a strong work ethic and a desire to get the job done, sometimes at the risk of their own safety.

My best example of this happened last summer. A very good mechanic at 5 and 6 Blast Furnace was working in

Sure, Safety Gets Old, But So Do Safe Workers!

the Sintering Plant on a conveyor belt with a frozen roller. The way he was taught and the way he has done it for over 30 years was to be beat on the roller with a hammer while the conveyor is running. **This time his luck ran out.** The frozen roller broke loose and sucked up his hammer and his hand. Fortunately, he was able to hit the emergency stop before he lost his hand, even though his hand was seriously injured. I went to the hospital to see him. **He was in much pain and worried about regaining the use of his hand.** We talked about doing the job that way. He said he had lost a few hammers over the years doing the job that way but never got his hand caught. After he recovered and went back to work, I asked him how he does the job now. He said he shuts the conveyor down, locks it out and verifies that it is actually locked. Then he frees up the roll and then starts the conveyor.

Recently I've been spending a lot of time in the Electric Furnace. There seems to be an attitude there that "This is a pigpen and that's all it will ever be

and this is my lot in life and things will never change and hazards and risks are just part of making steel." **This is a very dangerous mindset.** In 1997 we had a double fatality in the Electric Furnace. **This is something we never want to happen again.** Anytime you are working with liquid steel there is a great danger. **We cannot become complacent. We must stay on guard and make sure the process is done safely and all jobs are done safely and wear our PPE. Not one ounce of steel is worth an injury.** We can and we will make the Electric Furnace a department we can say we are proud to work in and safety is a core value of that department.

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 not only the safest plant in the company but also in the world.

In Solidarity,

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