

LOCAL 1010 STEELWORKER

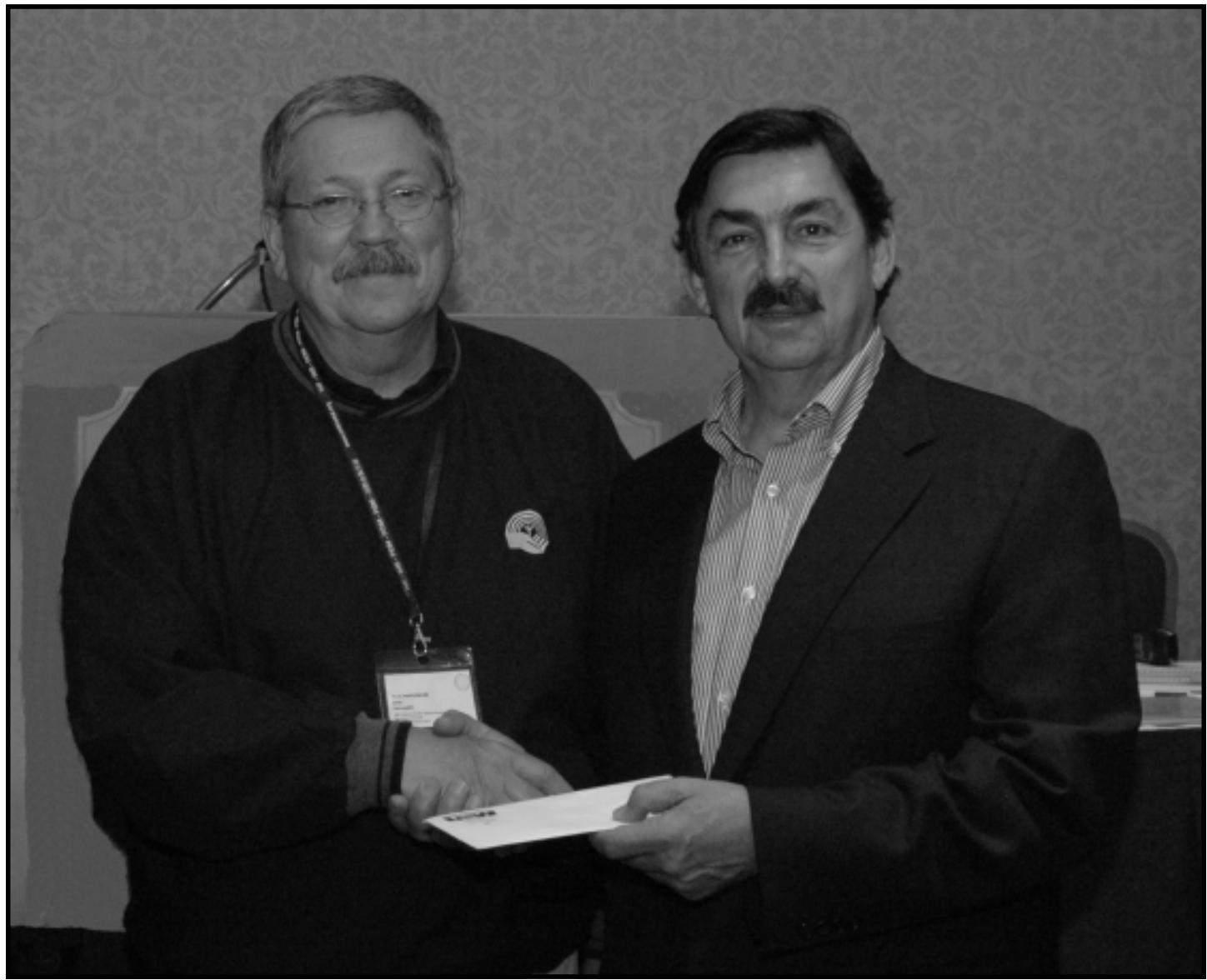


4th Qtr. 2007

East Chicago, Indiana

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USW To Become Global Union To Deal With Global Companies



Local 1010 President Tom Hargrove presents a voluntary strike fund donation to Napoleon Gomez Urrutia, exiled leader of Mexico's Miners and Metalworkers Union, at a September 16 ArcelorMittal World meeting in Montreal.

Photo: Ray Jackson

Story on Back Page

UNION SAFETY COMMITTEE REPORT



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

A huge congratulations needs to go out to all employees of #5 & #6 Blast Furnace, Union and management alike for the great improvement in their Safety performance. Their huge improvement has been the result of hard work by the Union reps, Area and Departmental Safety committees, the employees that work there and a change in management that is dedicated to the cause. Not only has their Safety performance improved, but also when these employees come to the Safety Awareness training their overall attitude and positive comments is incredible. They speak highly of the department and their new manager's commitment to Safety! They discuss this improvement and state that the difference has been the new manager's commitment.

Imagine that!

Accident rates have also improved dramatically. In the last two years combined (2006 & 2007) they have had 55 accidents and 10 lost workday cases. As of October 5th of this year they have had 10 accidents and two lost workday cases. That's quite a turnaround!

Many of the comments about the overall improvement in these areas of the Blast Furnace began when they got a new manager that is dedicated to improving working conditions and Safety. When unsafe conditions get identified, they get taken care of. Housekeeping has improved and any safety items that are needed are provided.

The manager there actually talks to the em-

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

in conflict with supervision or a worker that just doesn't get it. It is not always easy trying to educate or re-instruct someone on a safety issue when they do not want to hear it.

Whenever a Safety Advocate approaches someone doing something unsafe, a common reply from the worker may be "This is how I have always done it." Or "If I did that, do you know how long it would take?"

When it comes to your safety, we need to do whatever is necessary and take the time to do

things safely. Make the job safe or don't do it!!! That is why our Safety Advocates are in place, to assist you in making the jobs safer, even though their help is not always accepted.

Every month the Safety Advocates meet for training and sharing of information and to work as resources for each other. They discuss safety issues that may have been encountered in their area and ideas on how to address these issues.

The most important aspect of a Safety Advocate's duties is to provide a visible presence on the shop floor so they can be available when needed. They are also involved in many other aspects to improve safety in their departments such as conducting safety audits, assisting in lockouts, addressing PPE issues, walk work surface inspections, performing confined space tests, fall protection problems, Safety meeting involvement, help in documenting and correcting unsafe conditions and provide Safety training. In addition, there are many other responsibilities for a Safety Advocate, such as assisting in accident investigations to help determine the cause and help prevent a reoccurrence in the future.

When you see or deal with your Safety Advocate, remember that they are put into this position to help provide a safer workplace and help eliminate accidents!

Take the time to let your Safety Advocate know that you appreciate their efforts. A little thanks and respect go a long way!

ployees about what is needed to continue this improvement in Safety or if any problems exist that they can assist in! Management here actually walks the walk instead of just talking about it.

When management makes this kind of commitment to safety and also makes efforts to ensure that all the facilities, like restrooms, lunchrooms, etc. are proper, huge rewards are the result.

Congratulations to everyone again for this excellent performance so far this year. Your department should be used as a model of success for several other departments to improve safety for the benefit of everyone.

Keep up the good work!

We now have Safety Advocates working in all departments. These Advocates are a resource to all of us, to assist in addressing safety issues or problems that routinely occur on the job.

These Safety Advocates are our Union brothers and sisters that have taken the extra burden of doing whatever may be necessary to improve safety in the workplace. Safety Advocates can only be assigned or replaced under the direction of Local 1010 President Tom Hargrove.

The Safety Advocates need your support. When they are on the floor trying to address a problem or issue, keep in mind that they are working to improve our safety. Sometimes this assignment is what many have termed a thankless job. They may be

Safety Advocates

NAME	DEPARTMENT	PHONE	EMAIL
Dave Hudson	Plt.2 Blast Furnaces	1815	Dave.Hudson@arcelormittal.com
Ken Churilla	No.7 Blast Furnace	1806	Kenneth.Churilla@arcelormittal.com
Edward R. Covarrubias	# 2 BOF	3797	Edward.Covarrubias@arcelormittal.com
Robert Kesler	# 2 BOF	4953	Robert.Kesler@arcelormittal.com
Tim Kruchowski	80" Hot Strip	6608	Timothy.Kruchowski@arcelormittal.com
Marlon Strong	80" Hot Strip	6608	Marlon.Strong@arcelormittal.com
Gail Richardson	# 3 Cold Strip	5021	Gail.Richardson@arcelormittal.com
Kevin Lawrence	# 3 Cold Strip	5798	Kevin.Lawrence@arcelormittal.com
Martin Bridgeman	Cleaning Services	6173	Martin.Bridgeman@arcelormittal.com
Rodney Dobbins	Field Forces	7790	Rodney.Dobbins@arcelormittal.com
Ernest Gutierrez	Field Forces	4450	Ernesto.Gutierrez@arcelormittal.com
Dave Horn	Field Forces	7343	David.Horn@arcelormittal.com
Joseph Sarwacinski	Field Forces	2236	Joseph.Sarwacinski@arcelormittal.com
Steve Warner	P.A.E.T.	2129	Steve.Warner@arcelormittal.com
Ed Krzyston	Masons	2596	Edward.Krzyston@arcelormittal.com
Dave Butler	Machine Shop	2397	David.Butler@arcelormittal.com
Joseph Duran	Machine Shop	1228	
Jay Salinas	Fab/Reclaim	3482	Jovita.Salinas@arcelormittal.com
Scott DeLauro	MHS	4463	Scott.Delauro@arcelormittal.com
George Dodd	Electric Shop	2378	George.Dodd@arcelormittal.com
Rafael Colon	Utilities	5141	Rafael.ColonJr@arcelormittal.com
Lawrence Person	HEAT/Pugh Repair	3521	Lawrence.Person@arcelormittal.com
Raul Martinez	Rail Ops	3373	Raul.Martinez@arcelormittal.com
Donna Parker	12" Mill	1412	Donna.Parker@arcelormittal.com
Ron Kaszak	12" Mill	1412	
Dan Mosley	Electric Furnace	3864	Dan.Mosley@arcelormittal.com
Russ Govert	O & T	6174	Russ.Govert@arcelormittal.com
Don Clinton	Lime Plant	5757	Don.Clinton@arcelormittal.com
John Walker	#4 BOF	8326	John.Walker@arcelormittal.com
Jim Spasoff	#4 BOF	2388	Bof4safetyfirst@arcelormittal.com
Marvin Strong	#4 BOF	5743	Bof4safetyfirst@arcelormittal.com
Charlie Johnson	Meu / Pugh Ladle	4422	Charles.Johnson2@arcelormittal.com
Reyes Rodriguez	IHCC	378-3902	RRODRIGUEZ@suncocoinc.com

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

Training Committee Report

by Luis Aguilar, Dorine Godinez & Steve Wagner



Our team started in October of 2005. We have had several management changes on our team. Since initiation union members are: Luis Aguilar – Welder, Steve Wagner – Mechanic and Dorine Godinez – Electrical.

Classes that are available:

Operation Maintenance Assist – 40 HRS. We have had over 860 Opportunities for training in OMA. However, our actual number trained is 680 employees.

In our Mobile Equipment Area: Forklift Training is an 8 hour course. We have had 295 opportunities and only 218 of employees have been trained.

RC Crane 40 HRS. We've had 58 opportunities and 58 people trained.

RC Crane Maintenance 16 HRS. There have been 13 opportunities and nine workers were trained.

Crane Cab 40 HRS. 16 Opportunities were available and only 11 employees were sent to training.

Pendent Crane 16 HRS. Training there were four opportunities and only two employees were trained.

MTM classes: Hydraulics had 120 training slots available however, only 84 workers were sent to training.

Power Transmissions had 40 slots available and 32 were trained.

Laser Alignment had 48 Opportunities for training and 43 employees were trained.

Welding Classes: 6G Qualified, CO2 Qualified, Tig and Tack. All the welding classes have been full.

MTE classes: Arc Flash, Introduction to Process Automation, DC Crane Controls, Introduction Alternating Current, Cutler Hammer Brakes, Westinghouse Brakes and Square D Brakes. Electrical Classes have been running consistently. Usually there is good attendance however, all of the classes have not been full.

We have had over 400 employees trained in Arc Flash.

Next year we plan to have more Equipment Training Opportunities including Mobile Crane and Additional Crane Training.

In electrical we plan to roll out three new classes. Breaker Maintenance, Week Long AC Course and A week long Process Automation Course.

We are attempting to get the release of our Mobile Crane Operator so that we may feel the plant wide training need.

Continued from page 8 Lutes

Here are some questions for you:

1. When was the last time you went without a drink for a week?
2. When was the last time you hugged and kissed your wife without alcohol on your breath?
3. When was the last time you went on a vacation?
4. When was the last time you went to school functions for your children?
5. When was the last time you didn't have to take money out of the bank or credit union to pay for your alcohol?

I have been a recovering alcoholic for 33 years, but I am no different than a person who has been dry or without alcohol for 3 months. I am one drink away from being drunk.

There was a man who had not had a drink in 45 years and lost his wife. Within one week he was back to drinking a fifth a day. Doctors cannot figure out why a person can be alcohol free for years, then he takes a drink and is back to the point where he left off and it gets worse. This is why I say alcohol is the most powerful drug in the world.

I used to be able to go to the mill to speak with the employees about alcohol and drugs. I spoke to the union people and salaried people usually during their safety meetings. I am willing to do this again!!

Alcohol cost me my first marriage, raising my 4 children, 80% of my liver, being in jails, have a low platelet count, aging my parents, losing a lot of money, and being in debt up to my neck!

I work with the Union Members Assistance Committee. You can call Dave Lomellin at **397-9002**, Paul Johnson at **219-364-1284**, or the Union Hall at **398-3100**. Dave or Paul is there every Thursday.

I know what living in hell is like. You can reach me at **924-2294** or **742-3269**. The call might very well save your job, life, or marriage.

Record Number of Women at Conference



Rosa Maria Rodriguez
Financial Secretary

From August 22-27 2007, our sisters in Toronto, Canada, hosted the third Women of Steel Conference. **We made history that week with over 1,000 participants.**

Like all conferences, the agenda was full of speeches and workshops but there was something different in the air. There was an enlightened moment that electrified those in attendance. We felt it as women from different parts of the world came to discuss the workplace; we brought issues in hand, and recognized that as a human race we all suffer same injustice. We had so much in common. It was enlightening listening to the International Panel of Women speak on the issues that were important to them. Statistics show that some women are not equally paid as her counterpart and like many of us, women are not given the respect or acknowledgement of their contributions in the workplace. There is still a glass ceiling and a step is still missing in the ladder to the top when it comes to women. We listened to the unfairness come to light every time a woman spoke on the issues in the country she represented.

Juanita from Mexico talked about the hundreds of young women missing and murdered commuting back and forth to the Mecadoras. Maria from Chile spoke of the machismo in the workplace and at home that holds a women hostage from moving forward professionally and economically. Many spoke about the blatant manner in which both country leaders and corporations keep unsafe work conditions and continue imposing tactics to gain their huge profits by scarifying human being as a commodity. As we listened we recognized.

Forging ahead, we came to a universal understanding, that as women we are producers at home, at work and in our world. We know that historically we have contributed much to the world. It is with our presence that we, as a civilization, have sustained our existence. Sally Field, who was bleeped out when giving her speech after receiving her 2007 Academy Award said, "If women (mothers) were leaders there would be no wars!"

All right fellas, this is not male bashing. It is just a reflection of our celebration to our contributions.

During the conference, USW International President Leo W. Gerard introduced us to a common thread that would knit us together and address an issue that affects all people. **LEAD.** Not, "I will lead you" but **GET THE LEAD OUT!** Lead is the poison that is being reintroduced in many of the products we import. We saw first hand how lead was found in a child's lunch box and a baby bib bought at Wal-Mart. I must share that the baby bib shown was exactly like the one my daughter bought and put on her one-month-old nephew a week earlier. I called my husband right away and told him to warn my family. Mr. Gerard, during a get together also shared, when his children were growing up he was very careful to purchase only American and Canadian made products but now he fears his grandson might have been exposed to lead and is being tested for Attention Deficit Disorder. You see lead poisoning has brain-damaging results.

On September 21, 2007, Mattel executive vice president Thomas Debrowski went to China and took full responsibility for the design flaw of harmful lead tainted toys. China manufactures are not to blame, the design the toys were given to China was by the Mattel Toy Corporation. Mattel also said that it was "overly inclusive" with its recalls,

and many of the toys were in fact not at risk of danger to children. Li Changjiang, China's head of product safety was displeased with the information and replied, "You cannot recall 10,000 products just because one is substandard." This is unacceptable. Mattel, the world's largest toymaker, recalled 21 million products in 5 separate recalls in recent months. But don't be too surprise when they do take the lead out of the toys and hike up the prices or maybe they'll put the toys on a great sale especially around Christmas time. One way or the other we the consumer, pay for corporate greed!

The Women of Steel are spearheading the campaign "Get the Lead Out" by providing information and kits to test for lead. This poison is in many products that have been imported. Right now we need to inspect the products that are in our homes, workplace, schools, etc. We need to take responsibility to inform the public to get rid of the things laced with lead. We might be unknowingly exposing ourselves, our children, and our future to lead poisoning. As we speak, women all over are taking a stand to educate the public and starting up programs to combat this dilemma. This is not a women issue this is a human being issue. The "**GET THE LEAD OUT**" campaign started as a press release in Canada and on Thursday September 27, 2007, Mr. Gerard took hundreds of letters to Washington to initiate the government to impose the laws that were created to protect us from contaminated products from entering our country.

The Local 1010 Women of Steel have taken the initiative to do their part in this fight to save our children from the exposure of products with lead that has filtered into our country and homes. As you are reading this, do you know of a child right now playing with a toy or opening up their lunch box, a child being fed using a lead laced bib, a baby who is teething and biting a.... that was imported?

Area 4 Report



SAFETY

Article 3 Section C of our contract has very strong language protecting our rights to a safe workplace.

THE RIGHT TO REFUSE UNSAFE WORK

1. If an Employee, acting in good faith and on the basis of objective evidence, believes that there exists an unsafe or unhealthful condition beyond the normal hazards inherent in the operation (Unsafe Condition), s/he shall notify his/her immediate supervisor. The Employee and the supervisor will make every attempt to resolve the condition in the interest of safety. Thereafter, s/he has the right, subject to reasonable steps for protecting other Employees and equipment, to be relieved from duty on that job and to return to that job only when the Unsafe Condition has been remedied. The Company may assign the Employee to other available work in the plant, consistent with this Agreement and without displacing another Employee.

2. If the Company disputes the existence of the allegedly Unsafe Condition, the Grievance Chair and the Plant General Manager or their designs will immediately investigate and determine whether it exists.

3. If after investigation it is determined that the condition existed, the Employee will be made whole for any lost time in connection with the condition. If after that investigation the Company does not agree that an Unsafe Condition exists, the Union has the right to present a grievance in writing to the appropriate Company representative and thereafter the Employee shall continue to be relieved from duty on the job. The grievance will be presented without delay directly to an arbitrator, who will determine whether the Employee acted in good faith in leaving the job and whether the Unsafe Condition was in fact present.

4. No employee who in good faith exercises his/her rights under this Section will be disciplined.

5. If an arbitrator determines that an Unsafe Condition within the meaning of this Section exists, s/he shall order that the condition be corrected and that the correction occur before the Employee returns to work on the job in question and the Employee shall be made whole for any lost earnings.

If the job is unsafe, demand that it be made safe.

SAFETY ADVOCATES

Don Clinton

x 5757

Jim Spasoff

x 2388

Marvin Strong

x 5743

John Walker

x 8326

UNION REPS

Joe Piller

Pager: 219-752-0020

Shop: x1901

Home: 708-478-1629

Hall: 398-3100 x134

Ernest Mosley

Shop: x2356

Home: 980 0294

Dave Lomellin

Shop: x1901

Pager: 752-0012

Cell: 805-0902

Fabian Martinez

Shop: x5828

Ruben Velez

Shop x1262

Attend Your Union Meetings!

1st Thursday of Each Month

It's YOUR Union!

Longevity Has Its Place



Darrell Reed
Vice Chairman,
Grievance Committee

On August 25, 2007, over 3,000 of our members, including yours truly, attended the 25 year picnic. Of that number, over 2,000 were retirees, whom I must say are aging gracefully. And you ask what is the root cause of longevity? Well, we know that as people of faith, everything comes from God and we surely want to thank Him on behalf of the retirees and active workers for our health care provisions!

As 2008 rapidly approaches, there are two significant events on the calendar that could have monumental consequences on our active and retired members. They are the contract negotiations beginning January 2008 (contract termination date is Sept. 1, 2008), and the Presidential election in November 2008. It has been my experience since my 1991 involvement on negotiations that each negotiation stands on its own meaning for the most part, always having different issues, and most importantly different personnel doing the negotiations. However, health care has always remained a constant difficult task of discussion, and 2008 won't be any different.

As for the soon to be newly elected democratic president, whoever it may be, he/she, black/white, they must hold true to all of their platform promises. One of which is paramount, National Healthcare for the richest country on this earth. I personally believe there is a direct correlation between "Life's expectancy and Healthcare benefits". At press time, Americans are living longer than ever before. However, not

as long as people in 41 of other countries. As other countries improve their populations' healthcare, nutrition, and lifestyles, the United States has been falling behind in international ranking of life expectancy.

A child born in the US in 2004, will live an average of 77.9 years, with proper health care provided. That life expectancy ranks 42nd, down from 11th two decades earlier, according to data from the census bureau and the National Center for Health statistics. Sad to say that a black American's life expectancy is less. A black male born in 2004 is expected to live 69.5 years, while a black female is expected to live 76.3, according to the census data.

Countries that surpass the USA include Japan, and most of Europe, as well as Jordan, Guam and the Cayman Islands.

One must ask him/herself what is wrong with this picture? The greatest and richest country on the planet can't keep up to speed with these other countries in regard to health care? **WE SHOULD BE LEADING NOT FALLING BEHIND!!** Inherently, we

all want to live long lives. Longevity has its place. However, without healthcare benefits associated with a National Healthcare Program, longevity will be unattainable. Researchers have determined a multiplicity of negative contributing factors that have lead to America's decline associated with the life expectancy numbers.

The most controlling factor of all, 47 million Americans have absolutely no health care insurance. Other factors include obesity, racial disparities and relatively high infant mortality rates.

Human life expectancy in the USA is 77.9 years of age.

LONGEST		SHORTEST	
<u>COUNTRY</u>	<u>AGE</u>	<u>COUNTRY</u>	<u>AGE</u>
ANDORRA	83.5	SWAZILAND	34.1
JAPAN	82.0	ZAMBIA	36.6
MACAU	82.0	ANGOLA	36.7
SAN MARINO	81.5	LIBERIA	38.1
HONG KONG	81.4	ZIMBABWE	39.0
FRANCE	80.4	LESOTHO	39.5
AUSTRALIA	80.3	SIERRA-LEONE	39.7
SWEDEN	80.3	MALAWI	40.9
SWITZERLAND	80.3	MOZAMBIQUE	41.4

QUOTE OF THE MONTH: Exodus 20:12

Honor your Father and Mother then you will live a long, full life in the land the Lord your God will give you.

DON'T FORGET TO VOTE NOVEMBER 6TH 2007!

Insurance & Pensions Report

by Fidel Azcona & Jerry Strauch



Shortly we will be heading into a new year. The benefit reps, Fidel and Jerry would like to wish everyone an early Merry Christmas and a Happy and Healthy New Year.

We would like to start the New Year out by trying to save you some money. **ALWAYS** use an in-network Dr. or facility. If you don't, you will be balanced billed. This means the out of network Dr. will bill you for the difference of the cost of the contracted amount. If you are not sure if a Dr. is in-network you can call Fiserv at 800-654-6208, or go online to www.uswa1010.org click on Web Links on the top and follow the prompts to benefits, then to site index.

You can also get any forms you need from this site. We have new directories for network Dr.s and Facilities at the Union Hall.

You can also save money by using the mail in prescription service. We have the forms at the hall and will answer any questions you have on this service. If your spouse is working and paying for their own insurance, you can fill out a spousal reimbursement form and receive all monies paid minus \$120.00 per year. Remember, if you have children in college you must fill out a student form **EVERY SEMESTER** to keep them enrolled in the Insurance program. They must be a full time student with at least 12 credit Hours.

Value Options continues to be our provider for mental health and substance abuse services. You also need to save your Explanation Of Benefits (EOB). The EOBs that come from Fiserv and Value Options after a claim is filed are very important. You need to save them

in case a problem occurs. Basically, the EOB defines the how's and why's of the claim paying process, and will be needed if there is a dispute with the provider, the insurance carrier or both. EOBs detail the date of service, the provider, billed charges, discounts, deductibles, and co-pays, the amount paid by Mittal and the amount you are responsible for. The EOB is your documentation of proof if a problem occurs. We recommend you save the EOB along with the bill for at least five years. Remember, if you go out under a sickness or an outside accident it is your responsibility to pick up the Sickness & Accident form and return it to the guard at the west annex. You fill out the top half and the Dr. or hospital fills out the bottom half. You have twenty-one days to return it. If you don't do this you will not be paid.

As always, if you have any questions on your benefits or pensions, give us a call at **219-398-3100 ext117** or stop by the Union Hall - **3703 Euclid Ave., East Chicago, IN 46312**.

The Power of Alcohol

by Don Lutes
Retiree

For years, close to the month of December, I have been writing articles about alcohol.

Did you know that half of the packaged liquor in the United States is sold during the month of December? We lose many of our employees on Last Chance agreements during December. Why? Before December we have Thanksgiving. Next we have Christmas Eve and Christmas day. Then there is New Years Eve and New Years day. Plus we have all the football bowl

games in December and January.

It is difficult going anywhere during these events without alcohol being present. I hope that all the people on Last Chance agreements who think they can drink and beat the agreement read this article.

We had a person on a Last Chance agreement who had not been tested for seven months. He took the test and passed it. Then he was tested the next day and tested for alcohol. He lost his job! A lot of people have a few days off and think they can have alcohol and it will be out of their system before going back to work. Your liver pumps out an ounce of alcohol an hour, but if it isn't working 100%, the alcohol isn't

getting out of your system as quickly. I should know because 80% of my liver is gone with cirrhosis and I didn't even know it. Also, the alcohol was not getting out of my system like it should.

A good sign you might have liver problems is that you used to drink many beers and hard alcohol; now you have a few drinks and are getting higher quicker than before.

I never say a person is an alcoholic. I prefer taking he or she to a closed A.A. meeting and let him or her judge for themselves. I say when alcohol is causing a problem, then it is a problem.

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Canadian Connection

by Don Seifert, Griever
Area 20

I know what you're thinking, but no, it has nothing to do with the railroad. But it has everything to do with derailing the system.

The Canadian Connection isn't a philosophy, it's just a few management guys from Canada. Although they were involved in negotiating the contract, they think they can twist and distort the true intent of the Basic Labor Agreement and sell it to a superior and then coax, or attempt to coax, corporate to defend their positions.

Want examples? In M.E.U., we have a crane repair MTM/MTE dispute, lack of O.T. agreements; in the Shops, denial of first rights to the Refrigeration Shop by contractually identified pipe fitters. Also in the shops, you have incentive problems, L.O.P. issues ongoing, discipline for accidents, safety issues almost daily. Make the connection? It's CANADIAN!!!!!!

Once again, with assistance from the Union safety committee, we agreed to reconvene for a previously finished accident investigation because a cer-

tain Canadian must have thought that the nine people in the original investigation must have gotten it wrong just because training was one of the root causes by a consensus of the investigation team. We are told that Bargaining Unit and management involvement in investigations is crucial for all the facts to be heard and correct countermeasures to be identified and performed. Just because training is considered a root cause by the members of the investigation shouldn't be a reason for management to reconvene a new investigation with more people, and not all from the original investigation, just to wordsmith the same results.

It's offensive to me that a "**CaHeanian**" can't accept the appropriate results of an accident investigation, just because it points the finger squarely in the face of management. It is management's obligation to provide training to all the appropriate groups, not to move people and then try to think "How are we going to train them?" Management involved in investigations should be offended, knowing that their superiors can't entrust in them the task of making correct, conscious decisions regarding

their observations in investigations.

On the other hand, bargaining unit representatives are elected and advocates are appointed by Local 1010 President Tom Hargrove, with input from their grievors and other reps. Advocates are given training once per month and trained on procedures for accident and or near-miss investigations and continuous safety related issues.

For the record, Area 20 safety advocates Dave Butler and Joe Duran, Machine Shop, Jay Salinas, Fab. and Reclaim Shop, Scott Delauro, Mobile Equipment Repair Shop, and George Dodd, Electric Shop, have all done a tremendous job of addressing safety issues in the right direction, without having to look over their shoulder, despite management hurdles. **Keep up the good work!**

On the contracting out front, since the inception of Tabware on 9/11/06, the Bargaining Unit Work Committee (formerly Contracting Out Committee) has reviewed over thirteen thousand notices. Talk to anyone who uses this system and they will tell you its been a total failure.

Guess who championed the system?

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

**UNION
YES!**

From Worst To First

by Frank Deel, Griever
Area 1

To all of the employees of the Blast Furnace and Sinter Plant, it is now time to pat yourselves and your co-workers on the back and say "**Thank you for the outstanding job of turning the safety program around.**" The Iron Producing units have historically been the worst in accidents and lost work day cases until now, and to date we are the **BEST**. Some people have asked me how all of this happened. The best answer that I can give is **RESPECT**. The people of the department are receiving something now that was just a word for the last 30-plus years. We now have a manager, Brian Black, who does care about us and our families, not just making iron. It takes a lot of work to gain the respect of your employees in such a short time, given the history here, but he has done it. Brian has an open door and if you are having issues with anything, call him and ask for some of his time. He will listen and try to help. But there are still some people who feel they should be given respect because of their position. The reality of this is we should respect the position but the person has to earn it. The safety mentality of the Blast Furnace employees has

changed, and is only getting better. With the right leadership we will be the best and stay the best.

Incentive, incentive, incentive. It seems this question is asked at least 50 times a day. When are we going to see a new plan? The answer is that it is in the hands of **John Perham at 4179**, and **Wendell Carter at 5740**. If you have any questions, you should call them. Brian Black and I have worked on a new plan and it is now in their hands.

I have filed numerous grievances on the holding of people as hostages from their bids. Some have been heard in the second step and more grievances will be filed as the time limits are violated. Some people have been released and as new hires come in, others will be released. The new hires that are here now are training in the casthouse and on the hi-line, so if you see someone with a **RED HARD HAT** help them out by watching out

for them. There will be a lot of overtime scheduled and asked during this transition so please be careful as you work and if you are tired, ask your supervisor to let you go home. Don't put yourself in a position to hurt yourself or someone else.

Retirement: If you are thinking about retiring, as most of us are, you should contact **Fidel or Jerry at the Union Hall, 398-3100 x117**, and they will advise you on the proper procedures.

Election time is near. Please find time to register to vote and take the time to go to the polls and make a difference. Your vote does matter and this is your opportunity to say "I care and I want to try to make things better for all of our families."

If you have any questions or concerns please contact me at 1756, 661-8944 or 808-3188. If you can't get me, call Rory McDonald at 8759, Rich Mikola at 3004 or Joe Gifford at 3374.

**Vote!
Nov. 6**

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*

LOCAL 1010

WOMEN OF STEEL



QUARTERLY NEWSLETTER



Volume 1, Issue 3

(4TH QUARTER) OCTOBER, NOVEMBER, DECEMBER, 2007



Kathleen Peeples
Women of Steel
Newsletter Editor

Local 1010's WOS Officers:

Maria "LA" Garcia
Chair

Seretha Woods
Vice Chair

Gail Richardson
Secretary

...Stories on pages 2 and 3



Inside This Issue:

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2007 WOMEN'S CONFERENCE

Building Power, Taking Action

The Women of Steel Conference, September 23-26, 2007 was held in Toronto, Canada. History was made with a record setting attendance. Delegates came from a good portion of the world—to name a few: Chili, Brazil, Mexico, Liberia, United States, and the United Kingdom were amongst the host country, Canada.

Each country presented their own needs. Some of the important topics discussed were: health care, safety in the work place, child labor, sweatshops, unfair working hours and conditions, and lead imports.

Elizabeth Edwards, wife of U.S. presidential candidate, John Edwards was keynote speaker. She especially concentrated on the Health Care System in

(Continued on page 3)



Back row: Gail Richardson. Front row: (l-r) Owana Cheatum, Leo Gerard (USW President), Sharon Stiller (Former WOS Director), Kathleen Peeples, Patricia Humphrey, and Rosa Rodriguez

October: Breast Cancer Awareness Month

Breast Cancer affects millions of people yearly. We all know of someone that has been directly or indirectly affect by this disease. Breast cancer does not discriminate by age, race or gender. To bring attention to this awful disease, October has been designated as Breast Cancer Awareness Month.

Local 1010's Women of Steel realizes the importance of the Avon Walk for Breast Cancer. For the second consecu-

tive year, the WOS of local 1010 has participated in Chicago's Avon Walk For Breast Cancer. This year we raised beyond our goal of \$3600. Collectively,

throughout Mittal Steel IHE, a total of \$4500 was raised.

Rosa Rodriguez, local 1010's financial secretary and Elizabeth Vargas from #2 BOF walked for local 1010 in the Avon Walk for Breast Cancer. Maria (L.A.) Garcia assisted as crew member to aid the walk-



(l-r) Rosa Rodriguez, Maria (L.A.) Garcia, and Elizabeth Vargas

Check out the next issue when Rosa gives her own recount of "Walking in the Avon Walk For Breast Cancer"



REQUEST FOR A LEAD TESTING KIT

@

http://www.stotoxicimports.org/hazards_of_lead.asp

ARE YOUR CHILDREN, GRANDCHILDREN, RELATIVES' AND FRIEND'S CHILDREN BEING EXPOSED TO LEAD? FURTHERMORE, ARE YOU BEING EXPOSED?

Many would be surprised of how much lead has entered this country through products--especially children's toys and clothes.

The USW has made a point to provide information and supply lead testing kits. Please check the USW.org website for more information on...

GET THE LEAD OUT

(Continued from page 1)

2007 WOMEN'S CONFERENCE

America. President Leo Gerard was another keynote speaker. He expounded on the WOS's theme—Building Power, Taking Action. He explained that anger without action is only frustration.; thus he encouraged everyone to get involved and take some action. He also spoke on health care. He feels health care should be a birth rite for all citizens.

District 7 was strongly represented and after this conference, hopefully the district will be even more empowered to take even more ACTION.

RECIPES FROM LOCAL 1010

ARKANSAS SMOKED BARBECUE TURKEY

6 to 8 lb. young turkey

4 Tbsp. Mrs. Dash garlic and herb

2 Tbsp. paprika

1 Tbsp. red pepper

1 bottle Miller Lite beer

1 whole onion (put in cavity of turkey)

1 bottle Open Pit barbecue sauce

1 tsp. lemon juice

2 Tbsp. Sugar

Season turkey with Mrs. Dash, paprika, red pepper and onion. Grill turkey for 1 $\frac{1}{2}$ hours. Add to the bottle of barbecue sauce, lemon juice, sugar and beer. Baste turkey with this special sauce. Grill an additional 1 $\frac{1}{2}$ hours.

Darrell E. Reed

Vice Chair of Grievance
Committee - Local 1010

LOCAL 1010'S WOS 2007 CALENDAR OF EVENTS

Fourth Quarter

OCTOBER

"Halloween"



NOVEMBER

"Happy Thanksgiving"



Nov. 1, @ 4 PM WOS Monthly Meeting

TBA Christmas Program for the Elderly

DECEMBER

"Merry Christmas"



Dec. 6, @ 4 PM WOS Monthly Meeting

COMING EVENTS



Spring/TBA Student Day

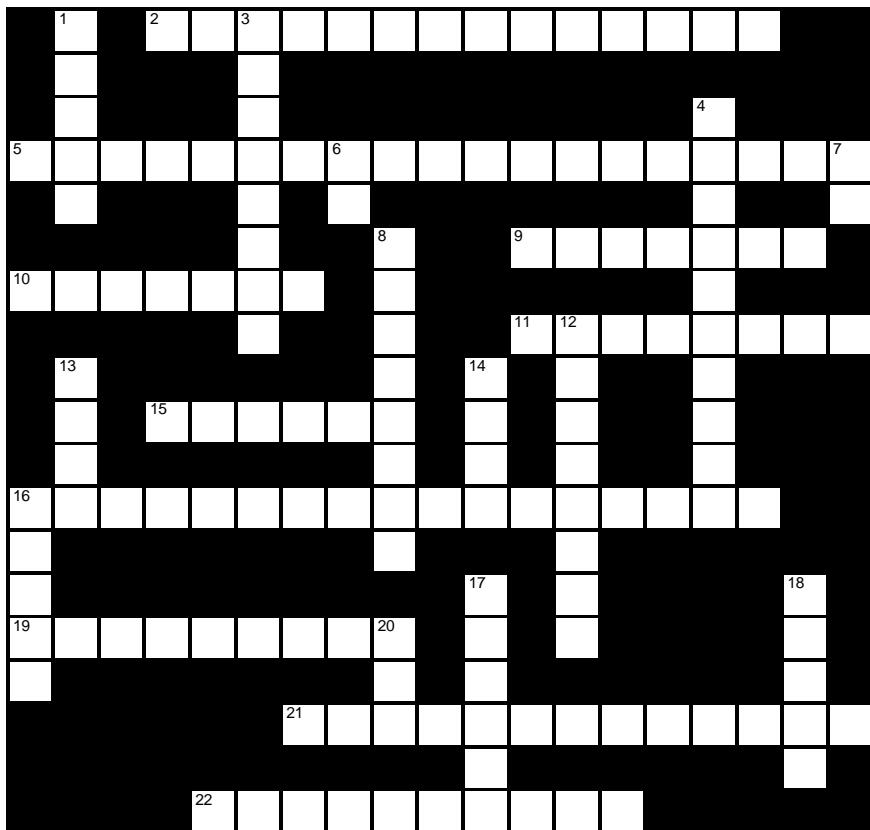
Please Contribute to the
**CAN FOOD
DRIVE**
at the Union Hall
Now and Throughout the
HOLIDAY SEASON

WHAT DO YOU KNOW ABOUT LOCAL 1010?***Answers for puzzles are on page 6*****Across**

2. Grievance Vice Chairman's home department
 5. Some members were killed in 1937's
 9. President in the 80's
 10. Community Service guy
 11. Grievance Leader
 15. 25 year _____
 16. Union Song
 19. Seretha Woods' position in WOS
 21. Female Trustee and Training Coordinator
 22. Steel Industry's union was derived from this union

Down

1. Safety Coordinator
 3. District Leader
 4. If the job is unsafe, _____, OR DON'T DO IT!
 6. WOS Chair, Maria Garcia, a.k.a.
 7. Local 1010's hall is in this city
 8. Appointed for safety in departments
 12. 1010's Leader
 13. Preceded present president
 14. Yearly outing
 16. Tom's right hand man
 17. Signs you in on 1st Thursdays
 18. Records minutes
 20. Financial Secretary's initials

**CRYPTOGRAM**

"OI IOM KEIJPR RNM ZJKU ULVNOC UI BSAM S
 PNYNOC"

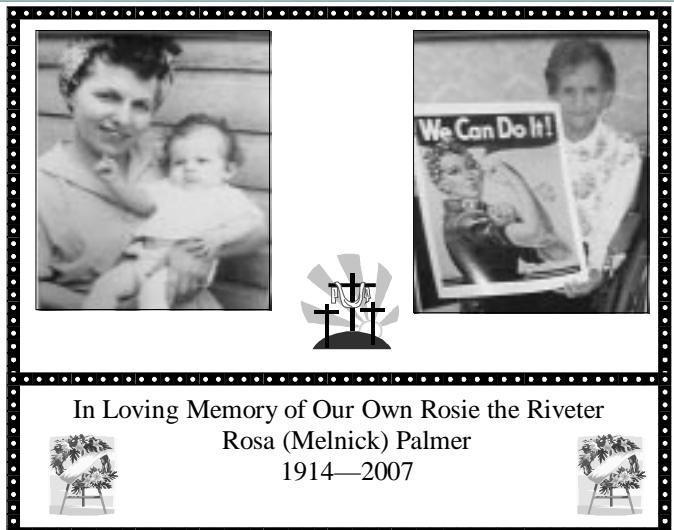
"NQ UEM ZID NK JOKSQM, BSAM NU KSQM, IL
 RIO'U RI NU"

UIB ESLCLIYM

SEND IN YOUR OWN CRYPTOGRAM QUOTE

If you have a special *job related* quote (i.e. union, safety, departmental, etc...) that you would like to share in this newsletter, send it to the WOS editor's email address (kdpeoples@uswa1010.org) for consideration; be sure to supply your name and a contact telephone number.

WE COULD BE SOLVING YOUR MEANINGFUL QUOTE NEXT QUARTER

**LOCAL 1010**

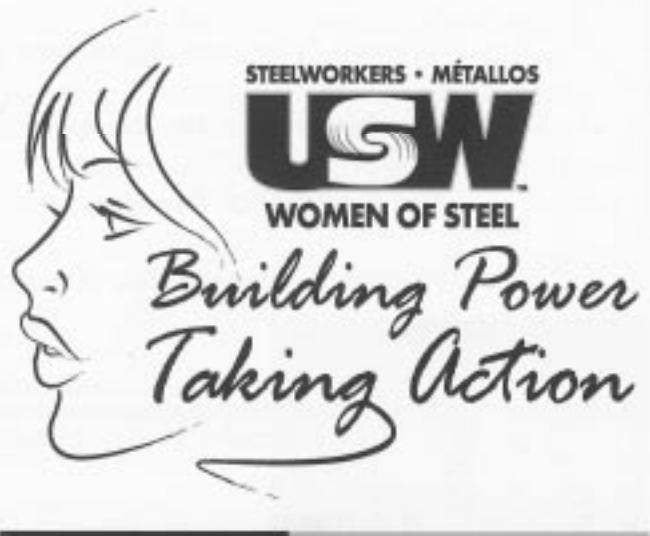
United Steel Workers
WOMEN OF STEEL
3703 Euclid Avenue
East Chicago, IN
46312
Phone: (219) 398-3100

**Email Us**

Chair: lagarcia@uswa1010.org
Vice Chair: swoods@uswa1010.org
Secretary: grichardson@uswa1010.org
WoS Editor: kdpeeples@uswa1010.org



Women of Steel: Sisters in Solidarity



WOS RAFFLE WINNERS

1ST PRIZE—LIQUOR BASKET

Augusta "Bo" Battle Quality Building

2ND PRIZE—HARLEY DAVIDSON GIFT CERTIFICATE

Rhonda Hawkins 80" Slab Yard

3RD PRIZE—USW WOOL & LEATHER JACKET

Jesse Bernel Service Technician

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

REMEMBER, THIS IS YOUR UNION

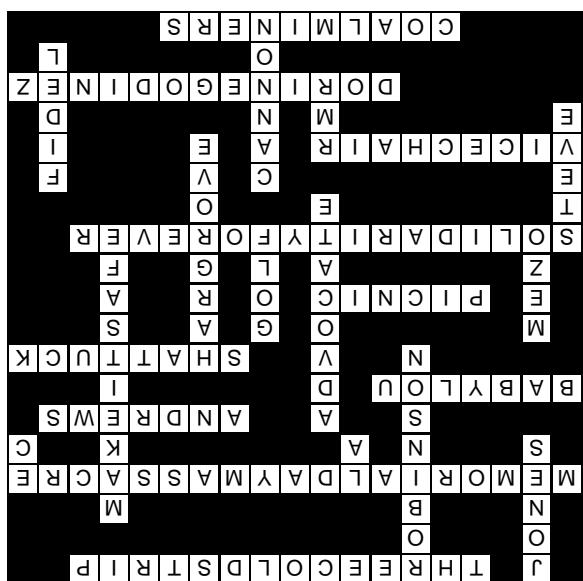
IT IS WHAT YOU MAKE IT

PUZZLE SOLUTIONS

TOM HARGROVE

"IF THE JOB IS UNSAFE, MAKE IT SAFE, OR DON'T DO IT!"
"NO ONE SHOULD DIE JUST TRYING TO MAKE A LIVING!"

CRYPTOGRAM



Battered Worker Syndrome



by Mike Bouvat
Griever, Area #5

I know there isn't a category, but if they decided to create one, 2 Steel Producing probably would qualify. That category would be "**Battered worker syndrome**". What would that be? Battered worker syndrome would describe a pattern of psychological and behavioral symptoms found in battering relationships. What are the phases? First, there is the tension building phase (foreman pushing workers to do assignments they may not completely understand), followed by the explosion or battering incident, (foreman cussing out a worker and throwing their hardhat) followed by the honeymoon phase, (foreman says "Hey, you know I am not really like that. I'm a good guy, I let you change your schedule"). Hostile work environment harassment occurs when unwelcome comments or conduct, based on sex, race or other legally protected characteristics, unreasonably interferes with an employee's work performance or creates an intimidating, hostile or offensive work environment.

Examples of actions that may create harassment include:

- Leering, i.e., staring in an intimidating suggestive manner
- Making offensive remarks about looks, clothing, body parts
- Touching in a way that may make an employee feel uncomfortable, such as patting, pinching or intentional brushing against another's body

- Use of racially derogatory words, phrases, epithets
- Derogatory or intimidating references to an employee's mental or physical impairment

Harassment that results in a tangible employment action occurs when a management official's harassing conduct results in some significant change in an employee's employment status (e.g., hiring, firing, promotion, failure to promote, demotion, formal discipline, such as suspension, undesirable reassignment, or a significant change in benefits, a compensation decision, or a work assignment). Only individuals with supervisory or managerial responsibility can commit this type of harassment.

All workers have the right to a workplace free of harassment. The BLA states in Article 4 Section C, 1: **All employees shall be educated in the area of harassment awareness and prevention on a periodic basis.**

If you feel a supervisor or co-worker is harassing you, please contact a Union Representative.

While we continue to move forward with safety in our department there are still many obstacles we face. We recently have seen new employees that have been hired with no experience in a steel making facility. It is important that we all look out for their safety.

Many of your concerns with safety are being addressed by the Department Steering Committee and the Area Safety Committee.

Here is information some of you have been requesting about IOSHA:

IOSHA's phone # is 317-232-2655

How do I file a complaint?

Put your complaint in writing to:

Indiana Department of Labor - IOSHA
402 West Washington Street
Room W195
Indianapolis, IN 46204
or call **317-232-2655**

Here is a list of your area Union Reps:

Griever: Mike Bouvat - Home 836-2170, Work 1165

Assistant Griever: Jim Harris - Home 765-4813, Work 6139

Steward: LeeSmith - Work 1994

Steward: Rodney Dinwiddie - Work 5876

Steward: Shawn Schultz - Work 5876

Any one who feels like they are a battered worker from management or a co-worker has rights. Don't be intimidated, and don't take abuse. Working people have basic legal rights to safe, healthy and fair conditions at work. Some employers violate these rights because they value their profits more than their workers.

United We Stand Divided We Fall



Continued from page 15 **Wagner**

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 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 served 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 Cities 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. 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 ex-

pertise 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!

Congratulations...to my entire fellow (46) Weight Watchers Class Participants! After just 4 weeks we've lost an outstanding total of 262 pounds!! We are going to offer another round of Weight Watcher Classes in January 2008. Many of you who have expressed interest after the class began will get another opportunity by starting off the New Year with an emphasis on healthy living!!

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.

Volunteers Make Golf Outing A Huge Success

Rick Campos, Chairman
Sports Committee

I'd like to thank all the volunteers who worked the golf outing that day. Without their work there wouldn't be a golf outing. Luis Aguilar and Steve Wagner on the grill. Ernie Barrientez who made the "Fabulous Chili". My wife, Jackie Campos, Darrell Reed, Fidel Azcona, Marlene Berwald, John Bobby, Ken

Churilla, Dorine Godinez, Paul Johnson, Deana Peters, Jovita Salinas, Gerald Strauch, and Steve Vuckovich.

We had 144 golfers tee off under beautiful weather.

Best Score, team: **Jethro Summers**

Best Handicap Score, team: **Al Pena**

Longest Drive, #4: **Jethro Summers**

Longest Putt, # 9: **Ken Warstler**

Closest to the Pin, # 6: **Jeff Payonk**

Longest Drive, # 16: **Rick Woloszyn**

Longest Putt, # 13: **Mike Haney**

Closest to the Pin, # 12: **Don Seifert**

Hope to see you next year

4th Quarter Retirees

ADAIR, KENDALL R - 34 - 80 INCH HOT STRIP MILL	GARZA JR, LUCIANO - 33 - 80 INCH HOT STRIP MILL	REIMER, JAMES A - 30 - #2 STEEL PRODUCING
ALDABA, SANTIAGO - 36 - 12 INCH BAR MILL	GRESKO, JOHN J - 30 - MEU SHOPS-MACHINE SHOP	ROGERS, RONNIE T - 30 - IH7 BLAST FURNACE
ALICEA, WILLIAM - 32 - 12 INCH BAR MILL	GROESCHE, RONALD F - 30 - #4 STEEL PRODUCING	ROMAN, JUAN - 31 - 80 INCH HOT STRIP MILL
BAILEY, RONALD J - 32 - 80 INCH HOT STRIP MILL	GUZMAN, JOEL R - 35 - 80 INCH HOT STRIP MILL	SALAZ, MICHAEL J - 32 - GALVANIZING
BIGBIE, LARRY G - 31 - FINISHING - #3 CSE	HAVIZA, KATHERINE M - 30 - IH5&IH6 BLAST FCE/3 SINTER PLT	SANDOR, ROBERT A - 35 - MEU SHOPS-MACHINE SHOP
BOND, CAROL L - 30 - ROLL SHOP #5	JONES, HOWARD - 37 - NO. 2 COLD STRIP	THOMAS, JAMES B - 38 - #2 STEEL PRODUCING
BOND, WILEY B - 35 - INTERMEDIATE - #3 CSW	KAYTAR, WILLIAM - 32 - MEU FIELD FORCES-FIELD SVCS	TILLMAN, RONALD H - 40 - IH7 BLAST FURNACE
BRANDT, MICHAEL E - 32 - COATED/CONTINUOUS - #3CSE	KISS, JOSEPH - 30 - INTERMEDIATE - #3 CSE	TURNER, JOHN D - 35 - MEU UTILITIES-POWER
CANNER, THOMAS G - 32 - 80 INCH HOT STRIP MILL	LOYD, HERMAN L - 31 - GALVANIZING	VELASCO, RUDOLFO - 33 - MEU FIELD FORCES-FIELD SVCS
CHERVEN, PAUL F - 44 - COATED/CONTINUOUS - #3CSE	MAGER JR, WILLIAM J - 32 - INTERMEDIATE - #3 CSW	VENTURA, MICHAEL - 30 - MEU SHOPS-MACHINE SHOP
COGLEY, PAUL J - 42 - 80 INCH HOT STRIP MILL	MEDINA, MANUEL P - 37 - INT LOG - TRANSPORTATION	VERBISH, GEORGE D - 30 - MEU SHOPS-FAB & RECLAMATION
COLEMAN JR, SAMUEL - 34 - MEU SHOPS-MACHINE SHOP	MENDOZA, HENRY C - 33 - #4 STEEL PRODUCING	VILLARREAL, VICENTE G - 35 - #4 STEEL PRODUCING
COOK, ALFRED J - 35 - MEU FIELD FORCES-FIELD SVCS	MILES, LARRY R - 30 - FINISHING - #3CSW	WASHINGTON, ROBERT E - 33 - #1 ELEC FURNACE & BILLET CASTER
COOK, RODNEY L - 35 - MEU FIELD FORCES-FIELD SVCS	MORALES JR, GUADALUPE - 32 - 80 INCH HOT STRIP MILL	WILKERSON, JOSEPH P - 35 - #4 STEEL PRODUCING
COY, RICHARD A - 30 - #4 STEEL PRODUCING	NAPULES, SYLVIA A - 30 - IH7 BLAST FURNACE	WILLIAMS, ROSCOE - 31 - #1 ELEC FURNACE & BILLET CASTER
CRUZ, EDWARD - 35 - INT LOGS/ESM-TRUCKING MECH	NAUTA III, JOHN - 31 - IH5&IH6 BLAST FCE/3 SINTER PLT	WILSON, SHELBY - 43 - 80 INCH HOT STRIP MILL
DZIEWICKI, DANIEL J - 30 - MEDICAL	PALOS, NORMAN J - 33 - 12 INCH BAR MILL	YUHASZ, GARY S - 31 - IH7 BLAST FURNACE
EARLE, BRIAN R - 35 - MEU SHOPS-MACHINE SHOP	PAPPAS, GARY - 31 - MEU FIELD FORCES-FIELD SVCS	
FRYE, BONNIE J - 30 - FINANCIAL ACCTG & SVCS (PLANT)	QUIROGA, ALFRED - 32 - FINISHING - #3 CSE	

Retirement at sixty-five is ridiculous. When I was sixty-five I still had pimples.

George Burns: US actor & comedian (1896 - 1996)

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

Continued from page 16 Hargrove

Miners and Metalworkers Union leader locked in a fierce struggle with the Mexican government, has won a court order that protects him from arrest should he return home.

The court ruling, handed down October 17 in Mexico, was seen as a huge victory for the beleaguered leader, who fled to Vancouver last year after being accused of masterminding a \$55 million money-laundering scheme involving workers' funds. In March 2006, he and his family fled to Vancouver via the U.S. on a humanitarian visa with the assistance of United Steelworkers.

The Oxford-educated Union leader clashed with the government and Mexico's largest mining company, Grupo Mexico, after he demanded an investigation into the deaths of 65 workers in a coal-mine explosion he called "industrial homicide".

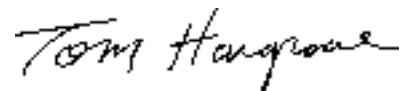
The government responded in February 2006 by ousting Gomez Urrutia as president of the National Miners and Metalworkers Union (Los Mineros), which has 280,000 members. His removal accompanied accusations by the government of embezzlement of Union funds.

Those charges, however, have

since been dropped. An audit of the Union books has also shown that all Union funds have been accounted for. And a court ruling in April also ordered the reinstatement of Gomez Urrutia to the top post of the Miners Union.

The fierce struggle between Gomez Urrutia, the Mexican government and the country's largest mining company has led to widespread labor unrest and nationwide strikes.

In Solidarity,



Unionists from Mexico, the US and Canada gather at the ArcelorMittal Sicartsa plant front gate, in Lazaro Cardenas, Michoacan, Mexico. The memorial behind them honors Mario Alberto Castillo Rodriguez and Hector Alvarez Gomez, two Union Activists who were gunned down by Federal troops in April, 2006.

Photo: Ray Jackson

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.

Mail to: USW Local 1010
 Attention: Editor
 3703 Euclid Avenue
 East Chicago, IN 46312
 Phone: 219-398-3100 ext.140
 email: editor@uswa1010.org

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.



The Bernard Kleiman JobLink Learning Center

by Steve Wagner, Vice President

Beginning January 1, 2008, we have limited Tuition Assistance Funds for recently retired Local 1010 Members!

The Institute for Career Development (ICD) has announced that the Governing Board has approved Limited Tuition Assistance Program (TAP) Benefits for recently retired members!

Effective January 1, 2008 recent retirees may use limited Tuition Assistance Funds for up to one year following their retirement date. Please note that this is a major change from the current ICD policy on expenditures for retired members. This pilot program is limited to the unspent TAP Funds under the 20% cap from the previous year, 2007. The good news is that our Local Joint Committee has agreed to participate!!

The guidelines for this pilot program are:

- 1. Retirees will be allowed to use up to \$1800 in Tuition Assistance for a period of one year following their retirement.**
- 2. Funding for this retiree TA benefit will come from JobLink's approved but unused TA funding from the previous calendar year. (Example: if JobLink budgets \$25,000 for TA in 2007, but expends only \$15,000; \$10,000 is then available to be spent on retiree TA in 2008, provided that the total amount spent on retiree TA in 2008 does not push the 2007 amount spent on TA over the 20% limit.)**
- 3. Since there is a natural limitation on funds, retiree requests will be met on a first-come/first served basis.**

More details will follow...check in-plant informational flyers and the JobLink Website for procedural information!

Now how about the rest of us?

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!**

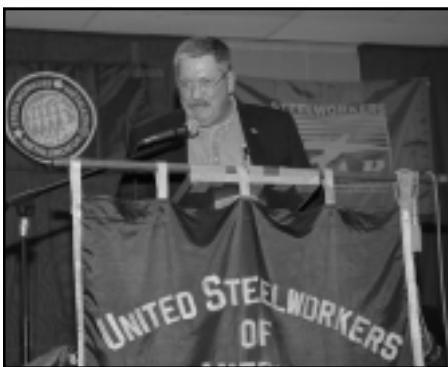
Continued on page 12

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



We've had a couple of serious incidents lately at Burns Harbor: the BOF fireball and the cherry picker fall. **Both of these could have been fatalities.** We're very fortunate they weren't.

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 happens in seconds and we don't have time to go put our PPE on after-the-fact.

From August 8-11, 2007 a delegation from the United Steelworkers from ArcelorMittal USA and Canada went to Mexico to meet with our brothers and sisters from the Miners and Metalworkers Union, Section 271, who are employees of ArcelorMittal at the Sicartsa plant in Lazaro Cardenas,

The United Steelworkers Union - Today, A Truly International Union

in the state of Michoacan . From September 16-18, about 150 Union members from ArcelorMittal plants around the world met in Montreal. This is where I met Napoleon Gomez, exiled leader of the National Miners and Metalworkers Union of Mexico.

Over the years, our Union has grown and changed. From the early years as a Union of workers in the steel and iron ore industries, we have grown to include workers in the can, aluminum, and metal mining industries. Many smaller Unions have merged into the Steelworkers to build strength and power.

With the last of these mergers, we changed our name from the United Steelworkers of America(USWA) to the United Steelworkers(USW) to reflect the fact that we are different from the original union of steel mill workers, and we dropped the "of America" because we are also a truly international Union.

Today, we have members throughout the United States and Canada, as well as in the US Virgin Islands, Puerto Rico and Aruba. We also have a formal alliance with a Union of warehouse workers in the Dominican Republic.

Because we understand the importance of global solidarity against global corporations, we have built strategic alliances with many Unions across the globe, including the Australian Workers' Union, IG Metall in Germany, Unite in Great Britain, CUT in Brazil, and the Miners and Metalworkers Union in Mexico(Los Mineros). This year, we began formal talks with Unite and Great Britain to form the world's first trans-Atlantic Union.

A Mexican Union leader, living in exile in Vancouver, is one step closer to returning home, thanks to a recent court ruling.

Napoleon Gomez Urrutia, a

Continued on page 14

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