
LOCAL 1010 STEELWORKER



1st Qtr. 2018

Hammond, Indiana

Volume 28; No.1

—————**Notice**—————
General Election Information

Nominations for Local 1010 offices of:

President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Trustee (3), Guide, Inner Guard, Outer Guard, Chair Person Grievance Committee, Vice Chair Person Grievance Committee, Secretary Grievance Committee, Grievance Committee Person, Assistant Grievance Committee Person, Grievance Steward.

Nominations

Date: Monday March 5 —Thursday March 8, 2018

Time: 7:00 a.m. – 4:00 p.m.

Acceptance Deadline: Thursday March 15, 2018 at 4:00 p.m.

Place: Local 1010 7047 Grand Avenue, Hammond, IN

***Recording Secretary shall receive all
Nominations and Acceptances.***

The General Election will be held on
**April 5, 2018 from 5:00 a.m. until 5:00 p.m. at
“Designated Plant Locations”.**

Tabulations will begin at Local 1010
immediately after the polls close at 5:00 p.m.

Automated voting system is easier, faster

Ballot cards will be used in the April 5, 2018 officers election

The Soco Corporation, election specialists from Carmel, Indiana, who have done the last five elections has been contracted to provide complete election tabulating services for this April 5, 2018 election.

How's it done?

Each voter will mark a ballot card or "sense" card. Numbers corresponding to candidate names are blacked out using a normal pencil or pen (blue or black). After the polls have been closed, the ballots will then be tabulated using a card reader that processes at a speed of about 150 cards per minute. Results are guaranteed to be accurate because there is no chance of human error in counting.

There will be separate ballot sheets for each Grievance Area. The ballot sense cards given to the voters will be pre-printed to indicate which area it is for. The card reader then knows which Executive Board and Grievance Committee numbers to tabulate.

The polling position numbers that are plant wide, are the same for all areas, and will be on all ballot sheets. Only the Area Grievance officers will be different.

As always, the Local 1010 Election Committee Tellers are completely responsible for the election. They will verify the eligibility of all candidates and check the good standing of members who vote on Election Day.

The Soco Corporation will just tabulate and certify the election results. They will also provide voter education posters, literature, privacy voting booths, ballot sheets, ballot card and customized reports. Soco has extensive experience with Union elections. Many Steelworker and Autoworker Locals have used them.

Questions? Just call.

If any member has questions about the voting system, please call the Hall at 937-7784 ext. 123.

Local 1010 General Elections April 5, 2018

Voting at all locations is from 5:00 a.m. to 5:00 p.m.

- Plant 1 Site: Training room first building west of gate entrance.
Plant 2 Sites: In the Hospitality Center (by 80" Hot Strip)
Tent - Lot 40 parking lot
Riverdale Site: 13500 Perry Ave. Riverdale, Ill. 60827 Building 34, ICD class room "A"
(All Riverdale members, and ONLY Riverdale members vote at the Riverdale location)

Deadline for requesting Absentee Ballot is 4:00 p.m. March 29, 2018

To qualify for an absentee ballot you must either: 1) be on vacation; 2) be assigned to work 50 miles from your normal workplace; 3) be on active duty for the United States Armed Forces. To receive an absentee ballot you must contact the Election Committee Chair at the Union Hall (219) 937-7784 ext. 123

How the Voting Will Work

Sample Ballot Sheet

Grievance Area #13

President

- 1) Andrew Jackson
- 2) Richard Nixon
- 3) Bill Clinton

Vice President

- 4) Aaron Burr
- 5) Spiro Agnew

Recording Secretary

- 6) Nom DePlume
- 7) I. M. Literate

Financial Secretary

- 8) Dewey Cheatum
- 9) Joe "Digits" Abacus

Area #13 Griever

- 26) Will Gebaktuya
- 27) Hugh Gotacase

Ballot Instructions

Please read the following instructions before marking your ballot.

- 1) Check the ballot sheet and decide which candidates you wish to vote for.
- 2) Fill in the number on the ballot card that reflects your choices. A proper mark should look like this: ● (be sure the numbers are covered).

DO NOT PLACE ANY IDENTIFICATION MARKS ON EITHER THE BALLOT CARD OR, if using a challenged ballot, THE BALLOT ENVELOPES.

- A. Be sure to use either #2 pencil or a pen (blue or black ink).
- B. Vote for only one candidate for each office (except trustees; vote for three).
- 3) When you have completed all of your selections:
 - A. Place ballot card in ballot box; **DO NOT FOLD BALLOT CARD.**
 - B. For challenged ballots, place the ballot card in the ballot envelope and seal. **DO NOT FOLD BALLOT CARD OR ENVELOPE.** Drop in ballot box.

SAMPLE BALLOT CARD

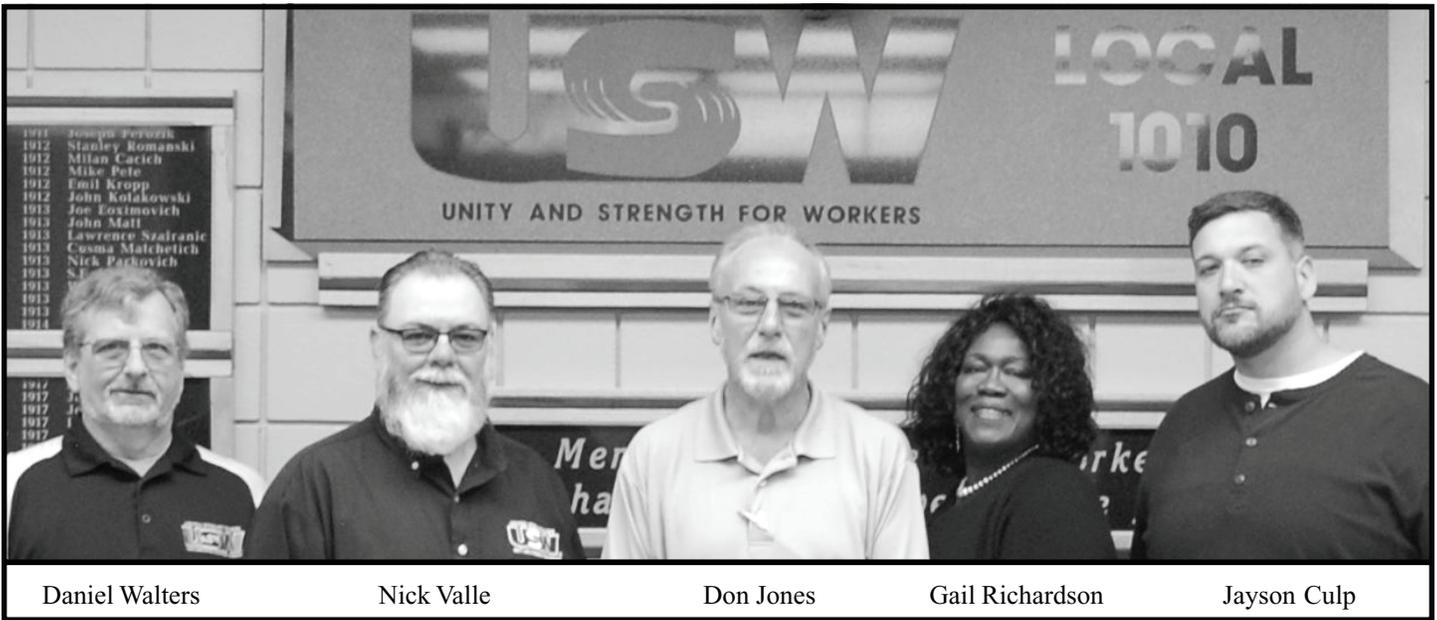
PROPER MARK ●

The ballot card displays 96 numbered circles (1-96) arranged in 16 rows of 6. A 'PROPER MARK' example shows a solid black circle. The card includes a 'FOR OFFICE USE ONLY' section at the bottom with a grid of circles, some of which are pre-marked with solid black circles.

In this example, Andrew Jackson, Aaron Burr, I.M. Literate and Joe Abacus received one vote each. And since the "office use only" box was pre-marked for Area #13, Hugh Gotacase received a vote.

EMPLOYEE ID BADGE NOTICE

In an effort to streamline the voting process and insure an accurate vote count, Local 1010 Election Tellers will place a small mark on your employee ID badge on election day, April 5, 2018. Local 1010 has authorization to mark your employee ID badge.



Daniel Walters

Nick Valle

Don Jones

Gail Richardson

Jayson Culp

Safety Committee Report

In 2017, our Local was faced with two serious events that occurred at Riverdale and Indiana Harbor East. Willie Batteast and Alfred Cadena both have lost their lives. Our thoughts and prayers go out to their families, friends and co-workers.

On March 13, 2017, Willie was working as a safety watchman on an operating crane while maintenance was being performed on an adjacent crane in the same bay. After the work was completed on the adjacent crane, Willie believed his safety watch was no longer needed and began to de-board the crane, but the communication of his intended action was not clear to the crane operator. When the crane moved, his leg was caught between the crane boarding platform railing and the cab's swing gate, which resulted in his leg being fractured. While recovering from surgery and making good progress, Willie passed away on March 20, 2017.

Health, Safety & Environment Committee

Contact Information
(219) 937-7784

Don Jones ext. 120
djones@uswa1010.org
Cell: 219-712-5610

Nick Valle ext. 122
nvalle@uswa1010.org
Cell: 219-808-5377

Jayson Culp ext. 121
jculp@uswa1010.org
Cell: 773-744-9809

Dan Walters ext. 140
dwalters@uswa1010.org
Cell: 219-313-7913

Gail Richardson ext. 124
grichardson@uswa1010.org
Cell: 219-313-6949

On December 11, 2017, there had been a weld break in the #3 Continuous Anneal Line, and the scrap was removed. Alfred was operating the buggy that was used to pull the piece of steel scrap. He and his co-workers attached the steel scrap to the buggy, then transported it to the scrap trailer area. His co-worker disconnected the steel scrap from the back of the buggy, and while trying to position the buggy to move out of the area by the scrap trailer, for some unknown reason, the buggy went forward under the scrap trailer.

We believe that accidents can be prevented by recognizing any change in conditions, maintaining situational awareness and having good job procedures that encompass all aspects of the body of work that is being performed. The SIB in this article (page 6) was developed by the Joint Safety

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

Continued from page 4

Committee to be used across all of the USA's ArcelorMittal Plants. It identifies some of the dos and don'ts for operating buggies, scooters, gators and other types of similar equipment. Basically, this concept (dos & don'ts) must be utilized during inspections and use of all equipment that we may operate in the Plant.

In this year's 2018 Hazard Recognition Training, we are focusing on going back to the basic components of our safety programs that have been put in place. We must continue our efforts in recognizing what performance modes we may be facing in a change in condition while executing the task at hand. Don't

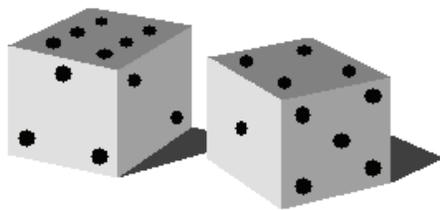
let normalization of deviation, also known as practical drift, become the norm and always be aware of your surroundings.

On another note, looking at safety for 2017 compared to 2016, we at Indiana Harbor as a whole had improvements in our total injuries for the plant, OSHA recordable cases, lost work day cases, and restricted work cases, not to mention improvements from 2015 to 2016. However, on reporting near misses our numbers are below where they should be. As President Hargrove has said, "A near miss is a free lesson learned when there is no injury." We must report near misses. Remember, a more

severe outcome is only seconds and inches away the next time it happens.

There is a new ArcelorMittal Steel USA program called, "Preventing Overexertion Injuries Involving Heavy Lifts" that is being rolled out this year. In an effort to prevent sprains and strains, the program identifies that lifts of greater than 50 lbs. must be avoided and will require a risk assessment to determine additional controls that will reduce the risk of an overexertion injury. When a lift that exceeds 50 lbs. must be performed, alternative methods such as mechanical means (forklifts, chain falls, hoists, cranes, etc.) must be used whenever feasible. If alternative means are not feasible, conduct a documented risk assessment (HIRAC-Lite) to plan the lift, determine modifications to reduce the risk, and get help if more than one person cannot handle the lifts. Lifts of less than 50 lbs. that are awkward or repetitive, may also require a risk assessment. For more information on this new program, refer to the ArcelorMittal web site.

When you gamble on Safety



Your betting your life!

As we continuously work to improve safety, more work remains. Fatalities need not happen. We all must be diligent in our efforts to ensure we recognize any "Change in Conditions" to eliminate or control the hazards they may create. Our Health & Safety and possibly our lives, may depend on it.

Remember: We Make the Job Safe, or We Don't Do It!!!

Continued on page 6

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

Continued from page 5

Safety Bulletin

December 14, 2017



Buggies, Scooters, Gators, etc.

In light of the recent serious event, below are some reminders on rules for golf carts, buggies, scooters, Gators, electric carts, or maintenance buggies... Whatever you call yours, it is important to remember that they provide a valuable service. With the complexity of our plants, machinery, equipment and overhead cranes, each individual who operates these types of vehicles has a very serious responsibility to operate safely.

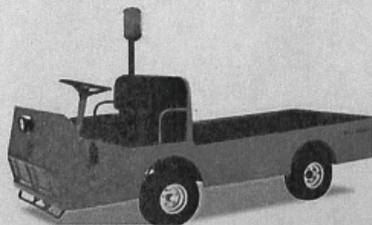
Please follow these simple rules:

Do's:

- Inspect the vehicle to confirm it is operating properly.
- Drive at safe speeds to maintain control.
- Be aware of the hazards in the area, such as surface conditions, grade, and other conditions of the environment which could affect operation.
- Travel only authorized routes and obey all traffic signs.
- Operate vehicle with light(s) on at all times.
- Keep all body parts inside the vehicle.
- Follow all manufactures requirements.

Don'ts:

- Operate in a manner that would endanger other persons including driving in close proximity to people.
- Operate without elevated flashing light or flag.
- Operate without a working horn and reverse alarm.
- Operate in congested areas or close clearances.
- Operate with defective brakes or other components that affect the safe operation of the vehicle.
- Add or modify the vehicle or use it beyond it's intended purpose.



For questions please contact your local Health and Safety Representative.

Journey To Zero

STOP – THINK – ACT SAFELY

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

— NOTICE —

***Workers Memorial Day April 27, 2018 was changed to April 26th 2018 Thursday!**

Family members of those honored on Memorial wall that wish to be placed on our list of participants and notified of details to participate in the **April 26, 2018** Workers Memorial Day, and future events please contact Nick Valle (219) 808-5377 or workersmemorial@uswa1010.org

Area 32 Report

By Kevin Brackett

Happy New Year from the workers in area 32!!

There seems to be some confusion about when to call the Reed Group. The Reed Group is not only about FMLA they also handle our pay when members are off work due to accident or illness. Their number is 1-800-507-5388; every bargaining unit employee and their spouse should have this number in their phone. If a union member expects to be off work for an extended period or to be hospitalized the Reed Group must be called as soon as possible. This is necessary to start your

S&A benefits and prevent interruptions in your paycheck.

Another issue that is becoming a reality is the fact that contractors are taking over more work that has been historically performed by our local 1010 membership; Normal maintenance tasks like PM's and break downs. This is taking place because it relieves supervision from the responsibility of managing the work force, in addition it gives them the ability to turn a blind eye to safety. They can sit in their offices without a care while 1010 members are losing their jobs to contracted labors,

ironworks, millwrights and electricians. It is important that our membership inform their union representatives if they witness any outside contactor taking our jobs! This practice has to STOP!

Often times it is easier to look the other way, but if we want our sons and daughter our nieces and nephews to have the ability to earn the good living we have enjoyed. It is up to each and every one of us to fight for our jobs, to fight for their future.

In Solidarity,

Kevin Brackett



Insurance & Benefits

Ernie Barrientez (219) 937-7784 ext.117

Otis Cochran (219) 937-7784 ext. 112



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

Otis and I are available to serve and assist you with any questions and concerns you may have on Health Care, Retirement, or any benefit that you may need assistance with. We are available at the Union Hall- Monday thru Friday, 7am to 4pm. You can contact us at 219-937-7784, ext. 112 or 117.

SOME FREQUENTLY ASKED QUESTIONS:

RETIREMENT:

- * All retirements commence on the first day of the month you retire.
- * Special Payment is nine weeks pay plus any unused vacation time. This is based on 2% of the last year's W-2 worked, you will receive this lump sum payment.

EXAMPLE:

Retirement date- January 1st

- * Special payment – February 1st
- * First Retirement Check – April 1st

ANNUAL ROUTINE PHYSICAL:

The most important time sensitive benefit that we would like to remind everyone about is getting an ANNUAL ROUTINE PHYSICAL.

* The \$200 Single and \$400 Family deductibles are waived for members who choose to participate in an annual routine physical from a certified physician or an urgent care center (you will pay a co-pay at an urgent care center) this **ANNUAL ROUTINE PHYSICAL** must be completed each year **prior to September 30th** for the following Insurance Plan Year!

* With your physical completed by a physician, there is no cost to you and remember that no individual information will be shared with the company.

* If your **Spouse** is covered under the ArcelorMittal Insurance Plan, he/she **MUST also get the physical** in order for the member to have the deductibles waived for in-network and reduced for out-of-network.

* When you participate in the annual routine physical, a new ArcelorMittal contribution will be made into your 401(K). So not only is your in-network deductible completely eliminated, but you will also receive \$200 into your account if you are enrolled in single coverage and \$400 if your spouse participates as well. If you choose to have the payment in cash, it will be subject

to appropriate withholding taxes.

Non Medicare eligible retirees are also eligible for the **ANNUAL ROUTINE PHYSICAL** benefit. However you will be charged out of pocket for the office visit.

SPOUSAL PREMIUM REIMBURSEMENT COVERAGE STATUS INQUIRY

Active Employees and Retirees:

- * Non Medicare eligible Spouses working 32 or more hours per week and Non-Medicare Eligible Spouses who are retired and offered retiree coverage must enroll for all available coverage offered by their employer or former employer.
- * If your spouse fails to enroll in available coverage, his/her coverage under the ArcelorMittal USA Plan will be interrupted.

Retirees on Medicare or Spouses

- * Retirees should have received their new Medicare-Advantage ID cards January 1, 2018. If a retiree hasn't received their ID card from Aetna contact Customer Service at 877-448-3073 or you can contact us at the Union Hall at 219-937-7784 – ext. 112 or 117

In Solidarity,
Otis & Ernie

Rosamaria Rodriguez
Financial Secretary



I hope when this newsletter reaches your hands, it will find you and your family in good health and prosperity. Happy retirement to those who chose to work their last day and a whole-hearted thank you for your service. To our valued seasoned members thank you for the great work you do each day. Welcome, to our new members, you are our future!

January 15th was the commemoration and birthday of Dr. Martin Luther King Jr. I had the honor and privilege to represent Local 1010 at one of the ceremonies by lighting the candle of peace alongside the niece of Mrs. Eunice Roper Allen, Mrs. Allen was a local icon of East Chicago. Ms. Donna Roper, her niece, is also a representative of the NAACP. In our presence were two men who were being recognized as EC Civil Rights Historical Marchers. One was a priest at the time, Mr. Richard Morrisroe, who was shot in the leg during a non-violent Demonstration with Dr. King. Did you know that there were Local 1010 representatives who walked with Dr. King? Two of the members were Mr. William "Bill" Gales and Mr. Robert Hoggs. I had the opportunity to speak with Mr. Hoggs. Did you know that Local 1010 has always had the reputation of being a leader in Human and Civil Rights long before it became a matter of national interest? We can be traced back to the

1900's organizing and fighting for the rights of the working families. Mr. Hoggs spoke of a time in 1963 when the first African-American women came to work at "Inland Steel" One hundred sixty women refused to work with a black woman and stopped production at the Tin Mill... It wasn't until the threat of being sent home did they go back to work. I shared with Mr. Hoggs that I was able to seek employment because of affirmative action in 1978, when I was hired. At the time I didn't know what that meant but I knew I was going to become one to get a job. From the time I began working at the mills, I have been a Unionist. I grew up and got educated in the halls of our union and in the classrooms of the Universities discovering unionism. Dr. King, Cesar Chavez, Mother Jones and Dorothy Day, all historical activists are my heroes and sheros.

On January 21st, I along with three young women from my community, Alexis Rodriguez, Eloise Sierra, and Martha Gallegos will be attending the 2nd Women's March in Las Vegas. I and my granddaughter Alexis, rode the bus to Washington D.C. for the first Women's March last year. I have been taught through my union, community and church the responsibility of mentoring our youth on their journey to become future leaders in our union, and community. Though it is 2018 there

is so much injustice that is occurring in our workplace, our community, and our country that we must educate each other in creating a just environment. We must teach each other "my destiny is your destiny"! We cannot be satisfied until we are all equal. This year the Women's March will come together again to celebrate one year of resistance and to launch our collective 2018 Women's March agenda: Power to the Polls.

The location was selected due to recent experience with some of the most pressing issues facing women in our nation today. Gun violence, sexual assault and harassment, and plain old moral common sense are some of the issues we will address. Nevada is the perfect place to commemorate the Women's March and continue the goal of Power at the Polls. We must advocate for policies and candidates that reflect our collaboration and values with those that want to partner to elect progressive candidates and more women.

Martin Luther King Jr. said "We must accept finite disappointment but never lose infinite hope". I like Dr. King, also have a dream.

God bless and In Solidarity,
Rosa Maria Rodriguez



Don Seifert
Training Coordinator

HOLIDAY GIFTS

We, as a Union, use the words “Brothers” and “Sisters” towards our male and female co-workers as a sign of respect, an acknowledgement of the highest regard. This is an article of one of each.

Jason Reyes is a Service Tech from No. 4 SP. He is a young man, a big man, to say the least, who has been employed at ArcelorMittal for 10 Years.

As with anybody you invariably get to know, you start asking personal questions. Questions about hobbies, interests, friends, family, loves, loss, kids.

I got to know Jason and typical of the person he is, I realized that he’s a giver.

On one not so particular day I asked about the upcoming holidays and how Jason would spend them. It seems that Jason and four of his buddies growing up thought that providing Thanksgiving turkeys to the needy would be a great endeavor and so they started doing just that. Not just turkeys mind you, but entire Thanksgiving dinners. A few families at first and then slowly over the years it has grown into the hundreds.

From his mid-twenties to their current ages, (he is only 35 years old) they have diligently set out to bring joy and comfort to the less fortunate in the way of meals. It has grown over the years and incorporated more volunteers as than at first he ever imagined. This year, 560 turkeys and dinners (by far the most ever) were delivered, but not by Jason. Although his stamina is not what it once was, he had to undertake

managing the loading, packaging and delivery logistics with maps of the route which was a tremendous endeavor.

But this year was different, you see...Jason himself suffers from kidney disease. He has battled for over 8 years with this dreadful disease. This year was the worst, he knew that the function of his kidneys was slowly dying out and they did. The time had come for him to go on dialysis or get a transplant. The usual wait for a kidney is 7-8 years, if you make it.



A person can live on dialysis for years but it is no picnic, being attached, going through the filtering system three times a week such as he has had to endure can zap the strength right out of a man.

Jason, in our conversations has never questioned why me? Nor taken pity amongst him. He has always looked upon it as an obstacle to overcome and get back to work. Jason is lighthearted about it and has even told some funny stories about family members being tested to see if they are donor matches. Sadly, they are not. Jason on the other hand has also talked about a program where all you have to do is find someone who is willing to donate a kidney and the hospital can match four sepa-

rate donors with four separate recipients.

Jason thought about this option, but miraculously someone who was tested was a match and it was confirmed on December 20, 2017 that he would get his transplant. Miraculous not in the sense that it was a stranger off the street, miraculous due to the fact it is one of our “Sisters”.

A Donor, our “Sister” Heather Szymaszek is from 4 SP (O & T) stepped forward and gave back life to Jason with the gift of a kidney. The procedure was done on December 27th at University of Illinois Hospital in Chicago. As I was doing a little research for this article I realized that on the day our “Sister” was given life, she gave life in the way of a kidney, 43 years later to the day.

You see, December 27th is also Heathers birthday.

Heather is happily married with four children and two step-children.

I, for one, am thankful that in one of our “Brothers” most troubling times, he was saved by a “Sister” in one of her most benevolent. Henceforth she will always have a birthday that I’m sure the two will never forget. It seems only fitting that Jason who is so caring and giving has found his equal. Local 1010 wishes them both a healthy, speedy recovery.

In a year where two of our “Brothers” lost their lives in the workplace, what greater story than the fact that our “Sister” saved one.

Don Seifert

Grievance Procedure

James Thomas

James Thomas

Secretary
Grievance
Procedure



Attendance issues are becoming more and more a problem as our workforce is decreasing due to attrition and not being replaced. As we know the company is trying to operate as lean as possible to increase profits and be sustainable. Even with the idling of 2 Steel Producing earlier last year and the extra influx of those workers around the plant, we are still shorthanded. While the company is in the process of hiring, it will not be enough to eliminate all the overtime currently being worked. So it is important, if you have to report off and have mitigating circumstances for the report off, that you save it and make a copy if needed. Of course, some management will tell you, “we don’t have to accept a Doctor’s note” or “sorry,

there’s nothing we can do” etc., but we DO NOT have a no fault attendance policy, we have “JUST CAUSE”. Meaning things like the aforementioned CAN be taken into consideration. New managers are not being trained like the generations before them (most coming up through the ranks) and are leaning on their own interpretations of what is acceptable but their own attendance absenteeism interview form states “The following disciplinary action is appropriate unless the interview with the employee discloses unusual circumstances”. First of all it says, “Interview” when most of the time that is not what happens, just a blue envelope is dropped in your lap. And let’s face it that is not an appropriate interview. During the

interview process the determination of whether discipline is appropriate should be made, where cause, length of service and other factors for absence’s can be taken into consideration. Every employee is different. Finally it says unusual circumstances, so, not habitual or commonly occurring. In conclusion, if you have documentation to support a call off save it put a copy in your personnel file and if the company is unwilling to accept it, GRIEVE IT.

An ole wise man once told me “attendance is the easiest thing to fix but the hardest to defend”

In Solidarity,

JT

MEMBERS ASSISTANCE COMMITTEE (M.A.C.)

The Members assistance committee (M.A.C.) was established several decades ago for the sole purpose of providing the avenues of help for any member of our union who may be going through a pre-crisis or crisis situation.

This committee can provide the direction needed to help address these difficult situations. Some examples of

these kind of situations may be problems arising from drug or alcohol abuse, family or work issues, behavioral concerns and other effects that are harming an employee or their employment.

So, therefore if a situation appears do not hesitate to call the union hall to talk with a committee person. We are here to help and are available every Thursday during union business hours,

which are 7:00 a.m. to 4:00 p.m. Should anyone need assistance immediately they should call the phone numbers below. In solidarity,

Frank Gonzalez Jr.

(219) 766-2748 (H) (219) 688-5722 (C)

Larry Lowe

(219) 793-4709 (C)



Darrell E. Reed
 Chairman
 Grievance
 Procedure

EVERY VOTE COUNTS

First and foremost, I would like to wish the greatest asset of ArcelorMittal USA, the hard working men and women of Local 1010, who diligently work in Production and Maintenance, Local 1010-6 Office and Technical, Local 1010-23 Research and Local 1010-27 Process Automation a Happy, Healthy and Prosperous New Year!

In the 2016 presidential election there were over 200,000,000 million registered voters, yet only 139,000,000 million voted. This means that only 60.2% of registered voters voted. Out of 35 developed countries, the United States ranks 31st for voter turnout! What a dubious, undistinguished honor! In a recent equivalent election in Belgium there was an 87% turn out and in Turkey an 84% turn out. America we must lead by example.

As of today there are 27 Amendments to the Constitution of the United States. The first and second are well

known. The first amendment, "freedom of speech", and the second amendment, "right to keep and bear arms". My opinion strongly encourages that the 15th and 19th are very significant as well as they are the corner stones for what America is all about, "Democracy". The 15th Amendment states: "The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of race, color, or previous condition of servitude." This part of the constitution gave African Americans the right to vote! The 19th Amendment states, "The right of the citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex." The 19th Amendment gave women the right to vote!

I stated the aforementioned to say this. Possibly 39.8 % of our registered voters in the 2016 presidential election

could be afflicted with an "Acute Mental Disorder" called "Voter Suppression". The foundation of this disorder is deeply rooted in the misconceived notion "My Vote will Not Count"! However there is a panacea for this acute disorder, "Get Out and Vote"! "Roll Tide"! The voters of the great state of Alabama are national champions as well as the football team! As they showed what happens when you get cured of this self-imposed affliction and come out and exercise one of the most significant aspects of democracy the "right to vote". Alabama now has elected a Democratic Senator in this traditional red state! 2018 is the year for midterm elections and "Every Vote Counts"! Closer to home our elections are April 5, 2018, followed by 2018 Negotiations.

Darrell E. Reed

Chairman Grievance Procedure
 Local 1010

**Do The Right Thing:
 Buy AMERICAN**



Max Carrasquillo
Contracting Out

Contracting Out Update

Union Brothers and Sisters:

The 2017 calendar year was another robust year when it came to hours available to work for the Bargaining Unit. I would like to start with a Thank You for each and every one who has helped me with policing the Company. It is through your reporting on what is happening in your Departments that helps keep the Company in check. I would like to take this opportunity to do a refresher on Contracting Out.

First and foremost the Company has taken the position of not replacing our Union Brothers and Sisters when they retire creating a huge shortfall on people to do the work. The jobs that people are retiring from are good "Steelworker Jobs" and the Union's intent is

to keep them. The Company would prefer to bring in an outside contractor to do the work as a way to not have to manage the work. The Union has no desire to make management's job easier by letting someone else do our work.

The Union has negotiated in the BLA the Guiding Principle, which is that the Company will use Employees to perform any and all work which they are capable or could be capable in terms of skills and ability. This is why the Union requires the training of the Bargaining Unit in order to continue the Global Solicitation Process. A refresher on Global Solicitation Process, is where the Company identifies its needs and puts up a solicitation for those needs in

all departments across the Plant. (Posted usually where schedules are posted) These postings can be for craft work or labor work. If the Company's needs are met there will be no contractors used. The important thing to remember if the numbers are posted with limits, it is important to report if any contractors come in to make sure none of our Brothers & Sisters were denied. Another important aspect of this process is, if the Company is only soliciting certain turns it is important to notify the Union if one believes that the work can be done on any given turn.

The process on the order of how these turns are filled are as follows:

1st The work belongs to the Department Personnel

2nd The work is offered to the MEU Group, which is a supplement to all Departments

3rd A Global Solicitation is done. The P&M Group gets exhausted before the O&T is used

This process is only for the Arcelor Mittal East Side Plant. As everyone knows we are in a Contract Negotiation Year and the intent of the Union is to move forward, not backwards. Whether the Company hires people or continues to ignore retirements, Your Union will not give up the fight to keep this work, STEELWORKER WORK.

In Solidarity,
Max Carrasquillo



Your Union: It Ain't Perfect, Just Damn Good

By Jim Gogolak

As the new year begins, we look forward to negotiations for a new contract. While we didn't achieve stellar gains last contract, we made advances in some areas while averting disaster in others. You may remember the initial list of concessions the company wanted and the relentless anti-labor propaganda campaign by Andy Harshaw and others in management. There was also the shadow of strong competition in the global market.

We did pretty well, in spite of it all. Did we get everything we wanted? Of course not. We always have list of things that we would like to accomplish. So does the company. We meet somewhere in the middle. That's what negotiations are about.

Negotiations take place in whatever economic environment exists at the time. We can't simply bang the table and demand more if there is little to be had. On the other hand, the steel industry tends to be cyclical, so we do not simply give in when the economy is bad. We evaluate the likely future of the industry and negotiate accordingly.

This is what our Union does: It fights on our behalf to get the best contract possible, regardless of the circumstances. It pools and magnifies our resources, concentrating our efforts where they will do the most good. Together, we battle the company for a good contract. Together, we lobby our legislators for laws to protect us from unfair foreign competition. Together, we secure our safety in the work place. Together, enforce the contract when management violates our rights.

People tend to focus on instances where things didn't go their way, judging the Union to be useless or biased. It's far

from useless, and it is certainly biased against the company when it comes to protecting our rights. And like it or not, your rights end where another's rights begin. So sometimes someone is going to get something you want, because they are entitled to it under the contract or negotiated procedures. While this is distressing, it is far better than chaos or allowing management to institute arbitrary procedures. Your Union must consider what is best for the members as a whole, and sometimes individuals will feel wronged. I know that can be a bitter pill to swallow, but try to understand.

I'd like to comment on the accusation that all the Union does is protect the "trouble makers." If you read what I wrote before this, you can see that the Union does much more than that. It protects all of us in ways that we often overlook. Without the Union, management could do whatever it wants to do, whether we like it or not. Don't like it? Quit. They don't like you? To quote Donald Trump: "You're fired." Sure, you may have recourse under EEOC law or a civil suit; but good luck fighting the company on your own. Better to have the strength of your Union on your side. Management will think twice before doing something stupid.

Understand that the label "trouble maker" is generally assigned by management. Bosses will whine like children about employees they don't like. Their negativity can be contagious. Try to avoid catching it. People are human; we all have problems. Even "good" employees can get into trouble. If you have your life in order, congratulations. Some people don't. The Union protects them from hasty action by the

company. It also offers counseling on how to avoid trouble in the future. Nobody with a conscience really wants to see an employee put out on the street. Your Union makes sure employees get every possible chance to get their life in order. That's a good thing. Sadly, some people get themselves fired in spite of the Union's efforts.

Bottom line? We are all better off in many ways because of our Union. It ain't perfect; it's just damn good.

In case you didn't know, Tom Hargrove is retiring from the President's job at the end of his term. Tom has had a long tenure and presided over Local 1010 through good times and bad. The flagging economy and global competition presented many challenges. Sometimes Tom got blamed for things beyond his control. Sometimes he didn't get the credit he deserved for things that turned out well. Tom took that all in stride. He rose above petty disputes and did what was right for our Union. Among other things, Tom achieved great advances in our safety program. He is deeply committed to safety at our plant and at Arcelor Mittal plants throughout the world. I believe that Tom is a decent, sincere person who is deeply committed to the Union, to worker safety, and to inclusion and respect for every member of Local 1010. In their hearts, the membership must have known this, too, because they re-elected him time and again. I hope you will join me in wishing Tom a long and happy retirement and in thanking him for his long service for the betterment of Local 1010.

In Solidarity,
Jom Gogolak



Jake Cole

Area 4
Griever

NEW YEAR - SAME FIGHT

Hope everyone had a great holiday season and Happy New Year!

Contract Year

2018 is a contract year. Just seems like yesterday we finished bargaining and accepted the current BLA. While no one ever wants or anticipates a work stoppage, it could happen. Fight for the best but be prepared for the worse.

6th and 7th Day Forms

If people are submitting and not receiving their 6th and 7th day forms back you need to your union reps know. We will find out why they haven't been returned. And make sure that you get them back. Unfortunately filling these forms out is the only way to get the overtime paid that we have earned over the course of a two-week period. They aren't easy to fill out but if you have any questions feel free to ask.

Weingarten Rights

Employees have a right to union representation at investigatory interviews.

This includes **ACCIDENT INVESTIGATIONS**. The company is now requiring a statement from employees immediately following a workplace incident. You should always contact your union reps before giving a statement. And if there was a mechanical or electrical failure the company is required to investigate before sending employees for fitness to work evaluation. If this isn't followed, you need to contact your union reps to file a grievance and fight protocol.

New employees in the department and areas are to receive a proper Department Safety Orientation and a Position Safety Orientation. These should happen around the same time as receiving the training packets. Ask ques-

tions and if you have issues with anything let our safety advocates or union reps know.

Maintenance clerk Heather Szymaszek has been out on sick leave and working from home. She is recovering from a procedure in which she has donated her kidney to Jason Reyes of the steel foundry. Such an amazing thing to do for someone. Hope everyone recovers quickly.

Please keep both of them in your thoughts.

Any questions, comments or concerns please feel free to contact me

Jacob Cole
4SP Griever
219-614-0206
jcole@uswa1010.org

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 - 4:00 pm*

Provided by the Law Offices of

Joe Banasiak

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

Michael Bosch

3235 45th Street Highland, IN 46322
or Call 219-972-2000

* Times are approximate



Don Lutes' "New Year's Letter"

Now that 2018 has arrived, we can all strive to move forward to make it a very memorable and productive year. For some however, this is a very stressful time of the year which can lead to drug and/or alcohol issues. This is a dangerous path for some as it can lead to losing their job or losing a marriage or more. Unfortunately, I was one of these people years ago as I let the demons of alcoholism get the best of me as I was a severe alcoholic. Eventually, I turned my life around and became a "success" story. I could not have ever done this alone if it were not for the help of some pretty awesome and dedicated people of Local 1010's Members Assistance Committee. If it was not for the help of these people, I would not be alive today and be writing this article. Not only did I give up alcohol but I became dedicated to helping and guiding others who have careened down that same ugly path that I took.

A simple phone call for help is a great start. It can greatly benefit you, a co-worker, a family member or a friend in taking those first crucial steps to recovery and in the right direction to possibly save your job, your marriage and a lot of headache and heartache. But just like I did many years ago, some employees with drug or alcohol problems refuse to reach out for help and are just not willing to listen to others who have been down that same dark and dangerous road. Many feel they can control this disease themselves. Obviously, they have not fallen far enough and hit that "rock bottom" point yet. Addicts get on the defensive and often don't realize that their loved ones, their friends or their union reps really

do care or love them and are only trying to help the best way they can.

Many addicts get that "wake up call" after they get fired and come back to work on a Last Chance Agreement. The power of their addiction fools them into thinking they can beat the mandated alcohol and drug tests and they lose that proposition every time. There is a new crop of designer drugs which have surfaced over the last decade or two that have staggering addiction levels which have hooked thousands of people after the very first time of use. Alcohol still ranks as the most powerful and baffling drug of them all. Doctors are dumbfounded how a person can go for years without a drink and once they pick up that first drink, afterwards they will start consuming as much if not more as they did when they quit drinking.

When I was drinking, my drinking friends meant more to me than my wife and my 4 small children who were starving for my attention. I aged my parents immensely and caused grief and hurt throughout my entire family, friends and community. I lied, I stole and I became a person I was not proud of as I had alcohol in my system day and night and couldn't go more than 45 minutes without a drink. I was hardly ever home to help raise my children and when I did finally make it home after a drinking binge, my children truly didn't know who their father was. I left them in a very confused state and they were too young to understand what their father was going through. When I went to a bar, I had to be the life of the party and spent money like it was growing on

trees. Alcohol had complete control of me as I drank everywhere I could, in the car, in the bathroom and even on the job. I went to jail numerous times and was constantly on probation. I had a very good woman in my wife but lost her and my children as I was too consumed in my alcohol to see how my actions were affecting my whole family. Even after my wife left me and I had lost 80% of my liver, I still did not "wake up".

About 7 years after my divorce, the only thing that got me to go to a hospital was the help of the Lord. My family minister came to my house and said prayers for me. The Lord did the rest, because that same night I hit "rock bottom" as I had the delirious tremors (DTs); as I was seeing rats eating on my chest and pummeled my chest so badly with my fists that I was bleeding profusely. I thought there was a bumblebee in my ear and I put my head in the toilet and tried to flush it out. My Mother tried dearly to help me and I almost killed her in my frazzled state. Then by the work of God, Mr. Henry Johnson our Alcohol Chairman at the time, handcuffed me and took me to the Fairbanks Alcohol & Drug Addiction Treatment Center in Indianapolis. That was the start of a miracle as I have not picked up a single drink since that day.

It takes that first step. Yes, there will be false alarms as you will try to seek help and then change your mind. Many think you have to be on Skid Row to be

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an alcoholic and that is the furthest thing from the truth. You have to look in the mirror and be fully confident that there is a person inside of you dying to get out, dying to be productive, dying to be reliable, and dying to be a good friend, a good family man and a good husband and father. I lost many of these things early in my life and can never recapture them. Most of you know how passionate I am when it comes to helping others. When I fought my way through

addiction, through denial, through suicidal thoughts, I didn't have the avenues that are available to everyone these days. We didn't have computers, social media or the tools where you can do broad research on how to get help and beat this nasty addiction.

Local 1010 has a very good Members Assistance Committee to help you with that first step. They can help you if you desire a better life, call **Frank Gonzalez, Jr. 219-688-5722** or **Larry**

Lowe 219-793-4709. They are at the **Union Hall every Thursday at 219-937-7784 ext 144** and they will be there for you, just give them a call. **You can also call me at 219-924-2294 or 219-742-3269**. I can take you to an Alcoholics Anonymous "AA" meeting and you can judge for yourself if you have a problem.

Please get 2018 off to a nice start. Begin with baby steps towards your recovery. Good Luck and God Bless!

PRESIDENT'S REPORTContinued from page 20

a fatality.

The safety bonus for management should be based on leading indicators like reporting and correcting near misses, events, and unsafe conditions. Front line supervisors will always try to please the boss and make them happy by focusing on what is measured and has a payout.

Many safety activities are reactive and not proactive, and we wait for losses to occur before taking steps to prevent a recurrence. Near miss incidents often precede loss producing events. A precursor is a high risk situation which if allowed to continue could become a serious injury or a fatality but may be

overlooked as there was no harm (no injury, damage or loss). We do not have a reporting culture where employees are encouraged to report these close calls. Many opportunities to prevent the incidents are lost. History has shown repeatedly that most incidents, both serious and catastrophic, were preceded by warnings or near miss incidents. Recognizing and reporting near miss incidents can significantly improve worker safety and enhance our safety culture.

- Use the near miss reporting as a leading indicator
- Reinforce with employees that near miss reporting is non-punitive and anonymous if requested
- Consider incentives that encourage reporting and enhance the culture. (Incentives that have the potential to discourage reporting must be avoided.)

-An example of a good incentive is one that recognizes the participation of workers in the recognition and reporting of hazards. This activity helps to enhance a reporting culture, engage workers in meaningful safety activities, and continue a process of risk reduction.

-An example of a poor incentive is one that recognizes supervisory and management performance based on outcome. OSHA recordable rates and LTI's. This type of incentive has been shown to suppress reporting and can lead to punitive actions that further undermine our safety efforts.

Remember make the job safe or don't do it!

In Solidarity,
Tom Hangrave

The Bernard Kleiman JOBLINK Learning Center

By Steve Wagner, Vice President
January 2018



It is important that we know our benefits and how to use them! 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.

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

Institute for Career Development's guidelines.

It's more convenient than ever to register for Joblink classes. Go online to bkjoblink.org, or call 399-8135 or 8136, or stop in and register for a class in person.

We have reciprocal participant arrangements with the other Career Development sites here in Northwest Indiana. The availability of customized classes at other sites is subject to specific agreements that we have for each class. Those classes are available to active members from each of the sites involved. To see the class offerings at other sites, drop by JobLink to look through the catalogs or check the learning center's websites: US Steel's at usscareer.com or Burns Harbor's at mittalcareer.org.

Anyone interested in a specific class may contact Joblink with the type of class desired to begin an interested list. Don't take classes for granted. The same **classes are not always offered due to participant interest, so enroll in a desired class when you see it offered as soon as possible.** All Joblink classes must be in accordance

with the Career Development Program Guidelines.

Some in-house classes are available to retirees and spouses on a first-come, first-serve basis. (Look for the diamond symbol next to a course in our online catalog). In general, it does not cover tuition – unless you have been approved for Issuance 14 and are still working on your educational goal. In that case, if there are funds available, you may be able to receive some tuition assistance only during the first year of your retirement. In addition, retirees and spouses of active 1010 members can purchase courses that are on a per person pay arrangement. This applies to classes that are not filled by active members. Retirees and spouses of active 1010 members must pay for the class at least two weeks prior to the class start. Class cost can be obtained by calling Joblink at 399-8136.

We're always trying to find the right balance of classes as well as a wide variety of classes. We hope you agree that there's something for everyone. And if you don't agree, give me a call. Tell me what you'd like to see us offer. It's your benefit!

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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, 7047 Grand Ave., Hammond, In. 46323-2552

Name _____

New address _____

City/State/Zip _____

Active

Retired

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Anyone that wants to prepare for Maintenance Technician Electrical and Mechanical opportunities in our plant can begin by signing up for ISA online classes. Go ahead and take courses that meet your needs or interest. Classes are \$12 each and come out of Tuition Assistance funds (\$1800 yearly limit). Some of the available libraries are:

- √ Automation & Control (43 Courses)
- √ Electrical Maintenance (68 Courses)
- √ Machine Technology (24 Courses)
- √ Mechanical Maintenance (82 Courses)
- √ Predictive Maintenance (17 Courses)

Note: Upon registration, these comprehensive libraries provide access to all courses for a one-year period. Course set times vary for each individual topic.

Individual will receive CEUs (Continuing Education Units) and will be able to print out a certificate of completion for each course upon successful completion of final examination.

To review curriculum content and course descriptions on the web visit:

<http://www.isa.org/onlinetraining>

JobLink also offers MTE and MTM prep classes which has been another important step in passing the Ramsay tests and securing craft positions. So we can further prepare with desired classes, members that are interested should sign an interest list at Joblink.

Joblink can assist those who are required to test in the mill to be successful on their promotion or to get a bid by providing test prep material. Tutoring is available for those who want to brush up the necessary skills. JobLink's mandate is to help steelworkers reach their educational goals.

Any questions regarding Joblink can be directed to the Joblink staff (219) 399-8134, 8135 or 8136. Anyone else who needs additional information can call me at the union hall (219) 937-7784 (x-113) or E-mail me at swagner@uswa1010.org. If you call when I am not available, please leave a detailed message on my voice mail. If you need a more immediate response you may call me on my cell at (219) 718-3199. Either way, I will get back to you as soon as possible.

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

PRESIDENT'S REPORT



What Safety Means To Me

What Safety Means To Me

As my working life comes to a close, I think about my involvement with safety over the years as President. I and the Plant Managers, six over twenty years were Co-Chairman of our safety committee. In the old days at Inland (pre-Mittal) we had a "Safety First slogan". That was what it was, just a slogan. No one really meant it. We also had a right to refuse unsafe work, but could not stop someone else from doing it. The boss would just find someone else to do the job. For the most part, all of that has changed for the better, like no-touch tools and fifty pound lifting lim-

its. Think of all the people you know missing a digit or has a bad back. This is really progressive. Sure, we have some knuckleheads out there, but they are becoming fewer and fewer and we have them on both sides of the table Company and Union.

I sincerely believe that the primary objective of safety is to prevent fatalities and working on reducing injuries. A fatality is the ultimate safety failure. It does not matter if you have zero OSHA recordable and zero lost time. You have failed if someone died. Since 1903 when

we started keeping records until 1998 when I became President there was only 8 years out of 94 without a fatality and some years we had multiple. The last twenty years we had six years with fatalities and fourteen without.

The current safety bonus system for management is based on OSHA recordable and LTI's (lost time injuries). These are lagging indicators that's like looking in the rearview mirror. They are in the past and are no predictor of the ultimate worst thing that can happen,

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