

LOCAL 1010 STEELWORKER



2nd Qtr. 2019

Hammond, Indiana

Volume 29; No 2

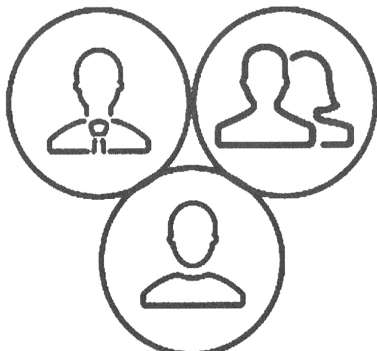
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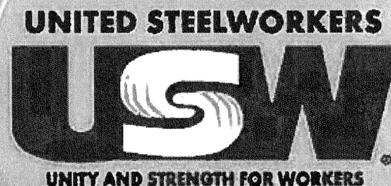
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Dan Walters

Nick Valle

Don Jones

Gail Richardson

Jayson Culp

Safety Committee Report

“Stay Focused” July 2, 2019

As we enter into the summer months we must stay focused on our daily job tasks that we perform. We have seen upward trends on accidents in the summer months. We kicked-off summer safety on Workers Memorial Day. The summer safe activities in the plant are intended to keep our members informed on departmental job procedures, the plants policies and procedures. For example some departments may have fall protection demonstrations, confine space demonstrations, lockout/verification review, hearing conservation, PPE review, for rail safety, take a ride on a locomotive and see what they view day in and day out with the traffic in the plant, and this is just to name a few things that may occur. Maintaining Situational Awareness and recognizing any change in conditions has to be our focus. We know that in the summer months there are a lot of activities that we do like vacations, ball games, cookouts, fishing, swimming, camping, graduations, and the list can go on. We cannot let ourselves be distracted while we are on the shop floor. When things happen they happen very

Health, Safety & Environment Committee

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fast. Always expect the unexpected. If you see a hazard, turn it in, don't assume everyone knows about. Take time out when something doesn't feel right. Usually there is. Utilize an HIRAC-Lite Card and it may help you identify some hazards and put in controls so the job can be performed safely.

Another trend that we seeing, we are way down on reporting near misses. As we have always said near misses are a free lesson learned without an injury. We must be pro-active, turn in near misses and make sure they are investigated.

Remember to use shared vigilance. If we see somebody performing an unsafe act, do not be afraid to speak up. Be sure to speak constructively and with kindness keeping in mind your goal to help. That person may not realize what they are doing is unsafe. Whether they forgot to put on safety glasses, they are climbing up onto something without fall protection, or servicing a piece of equipment that needs to be locked out, if you see something say something to

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

them. We care about our coworkers and you don't want an injury on your conscience if you could have possibly prevented by helping your coworker.

On the other hand, if somebody offers you some advice or urges you to do a task safely, remember, they are trying to help you stay safe and make it home to your loved ones. Do not use harsh words towards them or any other negative reaction for trying to give safety advice. Discouraging the help of others will only turn them off from possibly helping somebody else in the future which could have very possibly been a life saved. Get together, go over the procedures, figure out what controls need to be put in place, and capture any new information and observations on a revised procedure so the information gets passed on to other crews and shifts. Let's treat each other with dignity and respect.

The lack of maintenance in our plant has digressed to the point that deteriorated building systems are now being portrayed by some people as an acceptable risk. Roofing systems are not designed with, nor are they supposed to have random holes in them. Likewise, Electrical Metallic tubing is not designed to have broken sections that allow the intrusion of rain water.

During a recent investigation one person kept saying Roofs are not supposed to have holes in them, and the common response was we have no money to fix those systems. Then a discussion ensued about auditing the roofs and electrical systems in the department, and we will put holes in electri-

cal switches, and boxes to let the water out. At this point an informed person stated they believed doing so would violate the NEMA rating of the electrical equipment. In addition to this we have Electrical conduit that goes from the overhead where there are holes in the roof, down to floor level where it enters the switch. The circuit, the overhead lighting in the area, is 480 Volts, 200 Amps, and 3 Phase. An MTE opened the switch to find that it was holding a large volume of water. The feed side of that switch is controlled by a 1600 ampere breaker, so the incident energy at the incoming side of that wet switch could reach in excess of 1.3 megawatts, or in layman terms, the energy to feed 55 homes... an entire subdivision.

The Department issues an immediate directive, if you think there might be water in a switch, put on a Blast Suit.

Fix your roofs; they are not supposed to have holes in them. Your electrical system was designed for indoor use.

AM USA Electrical Safe Work Practices program July 12, 2018, 1.0 Electrical Safety Program, 1.1 Special Responsibilities, 1.1.2 Division Manager / Manager is responsible for the safe condition of electrical systems and equipment that is properly installed, and there is no evidence of impending failure within their areas of responsibility.

Stay safe, test before touch, work on electrical equipment in an "Electrically Safe Work Condition" as listed on page 4 of the AM USA ESWP program.

The United Steel Workers uniquely

combined safety, food, and sharing on July 16th for all ArcelorMittal East Employees. The Summer Safe day helped build a safety culture, which is a combination of dedication, training, and commitment. Those who attended certainly received Training information from Vendors and great food.

Visual Communication is a powerful Safety tool. This year Summer Safe Taste of 1010 was an excellent way to share ideas and to communicate with others any accomplishments that transpired throughout the year. Many activities were planned for July 16th at the Memorial Hall Local 1010.

President Steve Wagner, Executive Board and the Union Safety Team would like to Thank everyone that participated in the taste of 1010. Each department will have an event for Summer Safety so please engage in all the activities. Enjoy your summer with family and friends but most of all stay safe at home and on the job!

In closing, as our Safety Committee continuously works to improve the Health & Safety in the Plant. Progress has been made, however 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. As always keep an eye on transferred members and our new hires.

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

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



By Gail Richardson



The USW 1010 Civil Rights Committee members are committed to preserve and protect your rights in the Workplace. Effective Civil rights enforcement is part of our mission. Safeguarding civil rights is a challenge we must all work towards.

Together, we can achieve this goal. Education and training are key components to ensure that all employees know what harassment is. We have policies to prohibit and prevent harassment in the workplace.

Harassment can consist of words or actions, which show disrespect or cause humiliation to another employee because of his or her race, color, religion, creed, age, disability, place of origin, or

ethnic origin.

Sexual harassment is a violation of the Title VII of the Civil Rights Act of 1964.

There are two types of Sexual Harassment:

- (1) Quid Pro Quo (One thing in return for another)
- (2) Hostile Work Environment

Other types of harassment consist of:

Inappropriate forms of communication (such as email messages, voicemail, cell phones, radios, paging systems, etc.)

It is also a violation to retaliate against an individual who files a harassment complaint and those who testify at an investigation.

All complaints are handled with complete confidentiality by the Civil Rights Committee, and should also be handled with strict confidentiality by all individuals involved in the investigation.

If you feel there is any form of harassment in your workplace, please contact our committee.

Gail Richardson 219 313 6949

Anita Freels 219 898 0691

Dave Roque 219 381 7339

**USW LOCAL 1010
UNION Meetings
First Thursday of
Each Month at 4 pm!**

SOAR IN ACTION

Together we are...



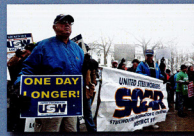
Fighting for universal healthcare,



Protecting Social Security and Medicare,



Standing up for workers' rights,



And more...

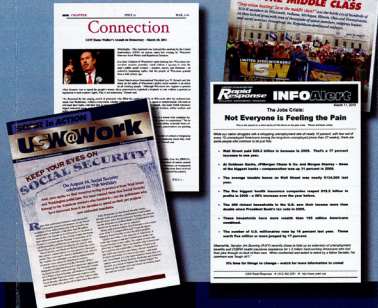
BENEFITS FOR MEMBERS

In addition to receiving an honorary SOAR membership card and lapel pin, SOAR members receive regular updates about how to stay engaged in our union's work. Members will also be able to take part in the Union Plus Benefits Program through the AFL-CIO; which offers unique savings, including discounts on AT&T, entertainment, hotels, flights and car rentals. Union Plus' mortgage program can even assist you and your children with buying or refinancing your home.

Additionally, SOAR members receive the "SOAR in Action" publication by mail four times each year. This publication is designed and mailed to only SOAR members. It contains updates on events, pictures of our members in action and interesting articles on important issues affecting retirees and our families. Past issues of the "SOAR in Action" publication are also available in our online archive at www.usw.org/soar

All SOAR members will also continue to receive the "USW@Work" publication.

STAY INFORMED



JOIN TODAY!

STAY INVOLVED

ABOUT SOAR MEMBERSHIP:

Membership to the Steelworkers Organization of Active Retirees (SOAR) is not limited to retired USW members. Spouses of retired USW members are also eligible to join, and SOAR's by-laws were amended in 2011 to welcome any like-minded retiree who agrees with and supports the guiding principals and programs of the organization.

So, if you are a USW retiree, spouse, or union supporter that wants to join SOAR, simply fill out the attached membership application and return it to the address listed on the bottom along with your membership payment.



HOW DO I BECOME A SOAR CHAPTER MEMBER?

IT'S EASY!

Simply fill out the form on the reverse side (remember to include your spouse) and send it in with your first year dues. Some retirees can have their SOAR dues deducted automatically from their pensions. Contact your local union or the SOAR office to find out if this option is available to you.*

STAY ACTIVE

HOW MUCH DOES IT COST?

Annual dues are as follows:

- ◆ Retiree \$12.00/year
- ◆ Spouse of retiree \$3.00/year
- ◆ Surviving spouse of retiree \$3.00/year

10 Year Membership:

- ◆ Retiree \$100.00
- ◆ Spouse/Surviving spouse of retiree \$30.00

* If you elect dues check-off, if available, \$1.00/month will be automatically deducted from your pension, \$1.25/month if also paying for spouse.

VISIT US ONLINE AT: WWW.USW.ORG/SOAR OR PHONE: 866-208-4420

APPLICATION FORM

Renewing Membership ☐
New Applicant ☐

Name _____
(PLEASE PRINT CLEARLY)

Street Address _____

City _____ State _____ Zip _____

Home Phone _____ Birth Year _____

Cell Phone _____

Email _____

Local Union Number _____

Chapter Number _____

Do you receive USW @ Work? ☐ Yes ☐ No

SOAR DUES

- ☐ Retiree - \$12.00 per year
- ☐ Spouse/Surviving Spouse of retiree - \$3.00 per year

10 Year Membership

- ☐ Retiree - \$100.00
- ☐ Spouse/Surviving Spouse of retiree - \$30.00

Name of Spouse _____

Amount Enclosed _____ Spouse Birth Year _____

For additional information call (866) 208-4420

Please return this application with payment to:
SOAR
United Steelworkers
60 Blvd. of the Allies
Pittsburgh, PA 15222



STAY INFORMED

STAY INVOLVED

STAY ACTIVE

JOIN TODAY!



ABOUT SOAR

Our union is stronger when Steelworker retirees are involved as activists, advocates and volunteers; which is why we established the Steelworkers Organization of Active Retirees (SOAR). With the establishment of SOAR, our union solidified its focus on the unique issues impacting USW retirees and their spouses.

SOAR CHAPTERS

SOAR has over 225 chapters in the United States and Canada. SOAR chapters are an opportunity for USW retirees to continue their activism with our union. It only takes 25 members to establish a SOAR chapter, which functions much like a local union. SOAR chapters elect officers, hold regular meetings and discuss a variety of issues impacting our communities and our union.

To help fund their regular activities, each chapter receives a percentage of the dues collected in the form of a refund check three times every year. Chapter presidents receive the "Connection" - a bi-monthly newsletter which keeps them informed on the major issues of the day and provides them with current materials to present at monthly meetings. Participating SOAR chapters also receive instant communication on issues affecting workers and retirees through the USW's legislative Rapid Response Program. For more information about SOAR, visit our website at www.usw.org/soar.



A MESSAGE FROM BILL PIENTA, PRESIDENT OF SOAR



First and foremost, SOAR members help to strengthen the communities in which we live by volunteering with and supporting social and civic organizations. We work to promote union values by organizing with like-minded groups in the community, whether they are non-profits, churches, or community advocates.

SOAR MEMBERS CAN ALSO MAKE AN IMPACT BY:

- Participating in USW Rapid Response which focuses on advancing legislation that protects workers and our families;
- Partnering with the USW Civil and Human Rights Department to protect the elderly, minorities, and people with disabilities;
- Supporting our union's efforts to bargain better contracts in the various industries where our members work;
- Lobbying local and federal government in an effort to protect Social Security and Medicare, advance manufacturing policy, and protect American jobs.
- And more...

Community Services Committee

By Andy Klawiter



Hello brothers and sisters. There have been some recent changes to the community service committee. Nick Young has accepted a position at our international union. So, a big congratulations to Nick. Thank you for your hard work and dedication to community service, your department, safety, and our local. With that, Nick has stepped down as the chairman of community service. I have been offered and accepted the position of Chairman, Andrew Nashkoff has accepted the position of Vice chairman and joining the committee is Glenda Holiday as Secretary. I feel we

have a great team and look forward to serving our communities and members. In May we were able to build a new sandbox with benches for the Nazareth Home. They had expressed a need and our members really stepped up. I would like to thank all of the people that were involved. Moving forward, in the next months we will be collecting donations for a school supply drive to benefit the East Chicago school system. There will be a drop off location at our union hall and flyers will be distributed shortly. In closing, we in community service are excited with these new opportunities. We

will be having more actions to come throughout the year. Please feel free to contact myself, Andrew, or Glenda if you would like to volunteer or have suggestions for future service projects.

Andy Klawiter Chair
(219) 771-9079

Andrew Nashkoff Vice-Chair
(219) 293-6989

Glenda Holiday Secretary
(219) 670-9144

Committee On Political Education

By Terra Samuel

Congratulations to all the winners in the primaries held in May, 2019. We look forward to the election on November 5, 2019. It is a privilege to vote. Let's continue to exercise your right to vote. Please make sure you are making an informed decision. Research the candidates in your neighborhood, find out what their attributes are and

how their views line up with yours. By voting we are able to put candidates in office having a positive impact on our lives and communities. We must vote for Labor friendly candidates. These candidates may potentially vote on laws that may affect the way we work. We want our families to maintain and or have a better quality of life. So let's

vote, hold them responsible and keep them accountable for a better today and tomorrow.

In Solidarity,

Patricia Humphrey, Chair

Shanise Edwards, Vice-Chair

Terra Samuel, Secretary



German Vagner, Josh Swentzel, Nick Young install the new sand box.



USW LOCAL 1010 GOLF OUTING

SEPTEMBER 21, 2019

\$60 each Golfer (Due at signup)

Wicker Park Golf Course

8554 Indianapolis Blvd.
Highland, IN. 46322



UNITY AND STRENGTH FOR WORKERS

Sign Up at Local 1010 Memorial Hall

See: Rosa Maria Rodriguez
or
Max Carrasquillo to pay

Shotgun Start at
7:00 a.m.

Food

Prizes

Skins Game:
\$20 Buy In
(per team)

For Information:

Eddie Medina
(219) 545-2691

Alex Kerr
(219) 218-2460

Summer Safe at 7 Blast Furnace



Updates

By James Thomas, Contract Coordinator



Rapid Response updates:

This Month, the U.S. House Education and Labor Committee passed two key priorities for our members. This is an important step in a long process for each piece of legislation.

* The first bill, referred to as the Butch Lewis Act (H.R. 397), addresses a looming crisis facing distressed multi-employer pension plans. Our union has worked hard for a number of years to find solutions. USW members and retirees, particularly those who are directly impacted, have written letters, participated in rallies, travelled to Washington, D.C., to lobby, attended committee hearings, and taken other actions to assist our union's overall efforts. We need to keep building support.

* The second bill, the Workplace Violence Prevention in Health Care and Social Services Act (H.R. 1309), is the subject of our current national postcard action. This foreseeable and preventable problem impacts those of us who work in health care or social services, any of us who are ever a patient, and any of us who visit or accompany a patient. Given that workplace violence compromises quality of care, everyone is ultimately impacted. Please help us make this action a success by pushing to get every one of your members involved. For any questions, or to get additional cards, reach out to your District Rapid Response Coordinator or call us at 412-562-2291.

* Currently we are still working on the SAFE JOB NOW action.

Kicks, punches, verbal abuse, choking, shoving, and broken bones. These things should never be "all in a day's work." Yet, this is often the reality for the tens of thousands of nurses, support staff, home care workers, behavioral health staff, emergency medical technicians, and others in our union who work in health care and social services.

While workplace violence is a serious and growing problem for all workers, in the last decade, incidents in these industries have far outpaced any other. The increasingly profit-driven nature of health care providers and a combination of social factors are driving the trend. This foreseeable and preventable problem impacts those of us who work in health care or social services, any of us who are ever a patient, and any of us who visit or accompany a patient. Given that workplace violence compromises quality of care, **everyone is ultimately impacted.**

Workplace violence prevention plans that incorporate appropriate training, staffing levels, resources, and other strategies; can make a difference. The Workplace Violence Prevention for Health Care and Social Service Workers Act (H.R. 1309/S. 851) would direct the Occupational Safety and Health Administration (OSHA) to issue an enforceable standard so these workplaces are covered by plans. While the U.S. House and Senate both must act, we

anticipate the Senate and Department of Labor will require the most pressure.

If you would like to help you can see me at the Union Hall or the Union Representatives in your area.

7 Blast Incentive Update

The Arbitration was partially held on June 10th. The union was able to present about half of their case but were unable to complete the arbitration due to its complexity and length. The Arbitrator was only scheduled for a single day, it has been rescheduled for August. The arbitrator however, did mandate that we meet with the company prior to the next arbitration date to come to a resolution.

80" Incentive Plan-

The new incentive plan for the 80" was grieved in May. As I write this the 80" reps and I are in discussion with management to get a full understanding of their efficiency model. During the company's -Employee Presentation Meetings, the company explained the efficiency model in a very simplistic way. In that, the efficiency model predicts how many tons the mill was supposed to run in comparison to what was ran. But, we have no idea where these tons we supposedly lost, were lost at. We got a 1.5 hour, in depth tutorial on the efficiency model and it is a VERY complicated model.

Updates Continued on page 11



The 19th Amendment

The month of March was declared International Women's month. The Women who helped to shape America are the unsung heroes...

They were Brave, Bold and Fearless. They were determined to make change, all were uniquely made from diverse cultures, yet they were similar.

For hundreds of years women's history was virtually unknown in both schools and communities.

President Jimmy Carter issued the first Presidential proclamation of a National Women's History week in 1970. The movement, a call for an official event grew and was led by the National Women's organization. The event became very popular. This encouraged several states to recognize March as Women's History Month. This was not handed to the women. They lobbied Congress to declare that the entire month of March become National Women's History Month.

Until this historical event women were

not really recognized as citizens. The 19th amendment to the US Constitution granted American Women the right to vote, a right known as Women's Suffrage. It was ratified on August 18, 1920 ending almost a century of protest. This unjust treatment of the women started in 1848. Many activists were fighting for the cause. Elizabeth C. Stanton, Lcretia Mott and Susan B. Anthony helped to bring awareness and lobbied the Government to grant Women voting rights. In 1848 the movement for Women's rights launched on a National level most of this excitement came to an explosive beginning at the Seneca Falls Convention. The Women were together fighting for equality. Nothing could stop these brave, bold and fearless women. What a day that was! The battle was won and the Women won. They were victorious. The 19th amendment was passed, but not until 1866 was the 13th 14th and 15th amendments passed giving black men the right to vote.

Why such a fuss? What was the big

deal?

(A) Women were denied basic rights that male citizens enjoyed

(B) Married women could not own property, and no legal rights to their earnings

(C) The obvious: they could not vote.

The Women's Suffrage movement began before the Civil War, starting in 1820, and in my opinion that was the beginning not the end.

Celebrate the Bold and Fearless women you are acquainted with not only during the Month of March.

This victory was not just for the Women, but a win for all Americans who believe in equality.

| | |
|-----------------|------------------------------|
| Gail Richardson | Chair (219) 805-3923 |
| Ella Knox | Vice-Chair (219) 484-6221 |
| Jessica Ritter | Secretary (219) 448-2658 |

Updates Continued from page 10

We have identified a few areas where this plan is not being properly calculated. For example, CR-49 (Cold Rolled or Tin) material is being ran out of 2 furnaces rather than 3. So per their furnace ratio calculation we are losing 1/3 of our incentive for the hours we ran that way. This furnace ratio calculation is just absurd! This material has always been run out of 2 furnaces because it has to be run at a reduced speed. However, with the new plan our incentive is reduced by a third because of this. The company should put this under the

operations planning delay (and given 100%) because the company is choosing to operate this way. The planning operations delay should be for anything that is part of management deviating from normal operations. I specifically asked about cold rolled back in the meetings prior to the company implementing the new plan and they said it would be given an exception delay.

Once this plan was implemented, the company should not make adjustments to the plan without first notify-

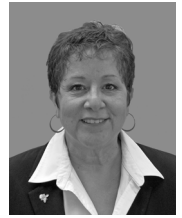
ing the union. I was not informed by the company that in the 2nd week of June, the company had made some adjustments to the plan because the aforementioned efficiency model was predicting too low of tons (meaning it was paying out too much) and they fixed that.

The grievance is filed and currently in the grievance procedure.

In Solidarity,
James R. Thomas

Financial Office Report

By Rosa Maria Rodriguez, Financial Secretary



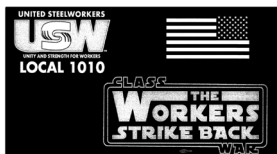
As always let me share with you our Financial Status. We are currently in good standards with all Federal, State, and International entities, required by standards and law. Our bank accounts are healthy financially. Recently during a random Indiana State audit we were informed that if a member receives a wage check from the Local, whether you pick up the check or not you will still be charged taxes and will be reported to the different entities. Any check(s) not picked up goes back into our general fund minus any and all deductions. (Please know that a few checks not picked up and voided, had to be re-entered, other than that we meet the requirements of the State.) The Financial Office is audited internally by month, quarterly, and with an annual audit by USW International Auditors. We are required to submit monthly, quarterly, and annually reports to Federal, State & Local Governments income taxes.

Stipend checks are available on the first of every month. You must sign the attached voucher before receiving check. When requesting to be made whole on lost time for doing the work of the union, you must complete the Lost Time Voucher. All information must be completed on the top of voucher. In the "Reason for Lost Time & Salary you must give a detailed explanation for Lost of Time along with the Case number provided to you when filing a grievance. Lastly the Work Schedule week must be completed to reflect your work schedule, you must post dates and hours scheduled. These checks are available on the 1st and 15th of every month unless directed elsewhere. Please be advised that all data submitted is scrutinized by the Financial Office, the Company, Government Entities, and our International Auditors. The Labor Movement has been under attack for a long time at the Capital in

Washington DC and our Indiana State Capital. Many of us remember how we fought diligently against Right to Work (Right to Work for Less Bill), a bill that undermined workers, we lost! Now we are in the fight to protect our "Right to Organize"! This bill you may say doesn't affect us, as we are an organized union shop but this is an example of how the efforts are being done to chisel away our strength. By taking away the right to organize will weaken those workers wanting to have a union shop. The inequality and the broken labor laws will only weaken us all at the negotiation table. It will have a spiraling effect on all union shops. If you see your U.S. Representative ask for their position of the bill "The Protecting the Right to Organize (PRO) Act (H.R. 2474) Rep Andre Carson (202)225-4011 Peter J. Visclosky (202)225-2461 or (866)202-5409



On July 16, 2019 we will be doing our part in hosting
"TASTE OF 1010", Summer Safe Event.
 We have a limited edition of our Taste of 1010 Pot Holders to give away



Join us and represent USW Local 1010 at one of these parades
Monday, September 2nd (Lowell, Labor Day Parade)
Sunday, September 15th (East Chicago, Mexican Parade)
Free T-SHIRT



STAND STRONG AND REPRESENT
\$15 t-shirts
FOR SALE, FINANCIAL OFFICE

Sports Committee

By Jayson Culp

The United Steelworkers Local 1010 Sports Committee organizes activities that give Local 1010 members opportunities to have fun, be active, build solidarity, and get to know each other outside of our everyday work environment.

Activities

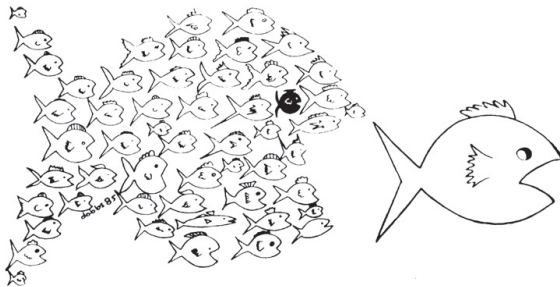
September 21st, 2019 Local 1010 will be hosting our golf outing at Wicker Park Golf Course in Highland. The cost is 60 dollars for each golfer which is 240 dollars per foursome. There will be a shotgun start at 7:00 a.m. There will be door prizes, prizes for First and Second place finishing teams, longest

drives, longest putts, and closest to the pin. Along with Ernie Barrientez's famous chili and dogs at the 9th hole, lunch will be provided afterwards. It is always a great time and we encourage you to sign up. Call the numbers below for sign up information or any questions you may have.

In Solidarity,

Ed Medina – Chair
(219) 545-2691

Alex Kerr
(219) 218-2460



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

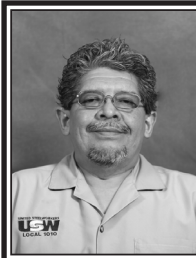
Joe Banasiak

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



Insurance & Benefits

Ernie Barrientez (219) 937-7784 ext. 117

Terra Samuel (219) 937-7784 ext. 112



HAI – Heath Awareness Initiative/Wellness Physical Form

Just a reminder, please be sure to get your forms for HAI/Wellness. The physicals are due by September 30, 2019, and the forms must be in no later than November 15, 2019. If the form is not received by Steelworkers Health & Welfare fund by November 15, 2019; you will not receive credit.

In order to receive the credit, please comply with marital status:

- * Single – Employee only take HAI \$400
- * Single & Dependent – Employee only take HAI \$600
- * Married – Employee & Spouse both take HAI \$800

Any additional questions please contact us at the Insurance & Pensions office: 219-937-7784 ext. 112 & 117.

HRA – Health Reimbursement Arrangement

Any questions regarding HRA, please contact us at Insurance & Pensions office: 219-937-7784 ext. 112 & 117.

USW Married Couple – Retiree Premium Reimbursement Form This form should be used for retiree premium reimbursement when an Active USW Represented employee has a spouse (legally married) enrolled in the USW Represented Retiree Healthcare plan. Any questions regarding HRA, please contact us at Insurance & Pensions office: 219-937-7784 ext. 112 & 117.

ArcelorMittal USA – Spousal Premium Reimbursement Program Coverage Status Inquiry

Active Employees & Retirees

Non-Medicare eligible spouses working 32 hours or more 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.

If your spouse meets criteria, have them fill out the **Reimbursement of Spouse Premium** to receive the reimbursement for the premium.

All forms for actives and retirees are available at usw1010.org and at the USW Local 1010 Hall: 7047 Grand Ave, Hammond IN 46323

STAY In the NETWORK!

Remember, when visiting our website you can find a list of Providers for Blue Cross Blue Shield. Please be sure to check to ensure your provider is in the network!

Actives & Retirees

Three months prior to your 65th Birthday; if you have not received your Medicare Card, please contact us at

219-937-7784 ext. 112 & 117 we will explain the next steps at the time.

If you are Active/Spouse prior to turning 65, you will receive your Medicare card. You only need to register for Part A, if you continue to work. If you have any questions, please be sure to contact us.

If you are retired, retiree/spouse– turning 65, and or awarded disability, be sure to contact us for the next steps. We will explain at that time.

Aetna Medicare Advantage Plan with Drugs

Retirees please note: YOU CAN NOT SIGN UP/REGISTER FOR ANY ADDITIONAL HEALTH-CARE/SUPPLEMENT PLANS. IF YOU DO YOUR COVERAGE WILL BE INTERRUPTED AND WITH POSSIBLE SUSPENSION FOR THE RETIREE, SPOUSE AND DEPENDENTS!!

BEWARE, YOU WILL RECEIVE A LOT OF PHONE CALLS FROM INSURANCE COMPANIES, ESPECIALLY DURING MEDICARE OPEN ENROLLMENT PERIOD! DO NOT, REPEAT DO NOT SAY “YES” OR “COMMIT” TO ANYTHING OR THEY WILL AUTOMATICALLY ENROLL YOU! AGAIN, THIS WILL CAUSE INTERRUPTION OF AETNA MEDICARE ADVANTAGE PLAN!

Around the 80" Hot Strip

By Brian Hernandez Griever

With the current incentive plan in affect it seems we are still learning how the model is set up to run. We were invited into an efficiency model meeting which went over and outlined some interesting facts about the current incentive plan. The current incentive plan runs on a perfect mill set up. That being the furnace has the capability of running at 23 meters/hour with a mill gap time of 15 seconds. Well that is in a perfect world as you and I know that we don't run like this. Here are some factors that slow down the furnace. Not in the pocket, not thermally ready, not clear to extract, and not in auto. Some of these are out of our control and we still take hit for them. WHY??? Finishing mill shear loss can cause us a delay when we are running a tight 15 sec gap. This happens when the bar comes from R5 but another bar is still in the finishing mill. That creates a delay until the first bar has cleared the finishing mill and the other bar can now be put in. We get hit for that as well.....WHY? There are many other factors as you and I feel that

we have no control over but will still take a delay hit for thus effecting our incentive. With all the new upgrades, consoles, and tweaks to the finishing mill some of which the operators are still learning, why didn't this incentive plan wait until the upgrades were fully implemented and operational? New screens are being implemented without the operators knowledge or training of the upgrade. We have heard on the radio a senior operator say "Where is that at, and what screen is this." We will have more incentive meetings to still go over how this plan fully works because many of us do not understand the model, and it supposed to be simple and easy to understand!

I have seen in the past few months more and more discipline letters are being given to employees from management. When management is giving the letter to an employee they simply hand them the letter without any union representation. If you receive a letter of discipline from management it is

your right to ask for a union representative to be present. Union representation was granted by the United States Supreme Court in 1975 also known as "Weingarten" rights. With all the new hires and current employees in the plant many may not know this. Please spread the word and let all members be aware of our rights. Discipline is meant to be corrective and not punitive. It seems the letters are being handed out from upper management and given to turn supervisors to simply hand to an employee. Remember to request for a union representative if you do receive a discipline letter.

In Solidarity,
 Brian Hernandez
 80" Griever
 Brian Hernandez (480)215-6069
 80" Assistant Griever
 Jake Fraker (219) 713-3429
 80" Stewards
 Kyle Gonzales (219)617-8346
 Alex Maldonado (219)252-9261
 Brett Nagdeman (219)902-5060

Insurance & Benefits Continued from Page 14

Any questions, please contact us.

We get several calls regarding the Vision Plan. As an Aetna Medicare Advantage Plan member, you have Vision Benefits. Some providers will submit claims from their office. However, in most cases, you have to pay and submit for reimbursement. Be sure to ask the provider for a detail receipt including codes, description

of service, charges and verification payment.

Change of Address, Fed & State Tax and or Bank Information

Please contact us with any concerns when making changes to:

*** Bank – Direct Deposit Form**

*** Moving – Change of address**

*** Exemptions or withholdings – Fed & Tax Forms**

All information should be filled out and returned to: 3220 Dickey Rd. East Chicago, IN. 46312

Thinking About Retirement

Call us at 219-937-7784 ext. 112 & 117

FREE COLLEGE BENEFIT

Union Members and their families can earn an Associate Degree with NO out-of-pocket cost.



FREE COLLEGE BENEFIT FOR YOU AND YOUR FAMILY

The USW Free College Benefit offers working families debt-free and convenient higher education opportunity. You, your spouse, children, financial dependents and grandchildren, can all take advantage of this exciting opportunity.



EASTERN GATEWAY CREDITS ARE TRANSFERABLE

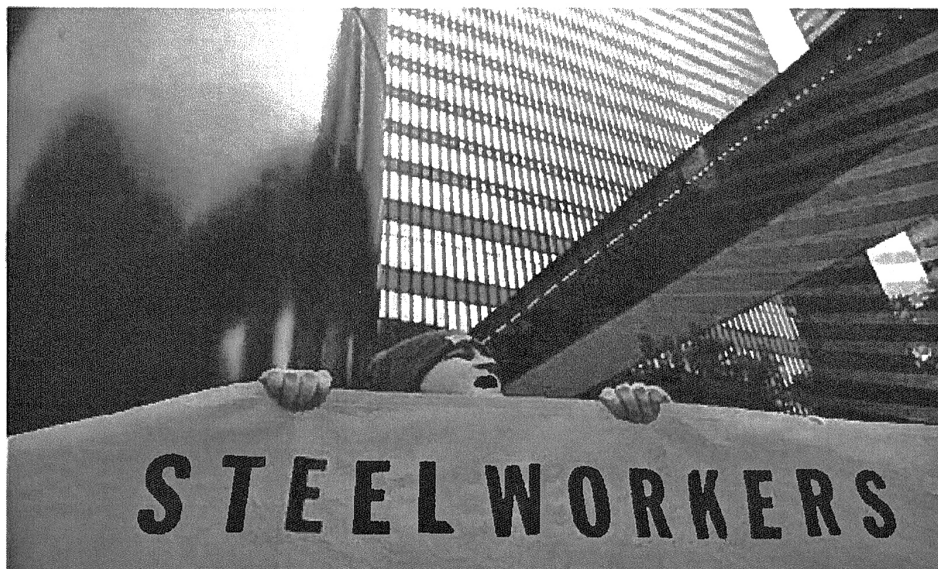
Eastern Gateway Community College is a public, non-profit school in the University System of Ohio and is regionally accredited by the Higher Learning Commission.

Credits you earn can transfer to other school, potentially saving you thousands of dollars.



ZERO OUT-OF-POCKET COST

Members and their families can earn an ASSOCIATE Degree online, with no out-of-pocket cost. A last dollar scholarship covers the difference between any Federal Grants and your tuition, fees and e-books at Eastern Gateway Community College (EGCC).



FreeCollege.USW.org

888-590-9009

The Peter Principle

By Jim Gogolak, Inner Guard



If you've ever suspected your supervisor is incompetent, you just might be right. In 1969, Laurence Peter (a USC college professor) came up with a theory that people in management receive promotions until they reach their level of incompetence where they stagnate, make boneheaded decisions, and are shuffled around into positions where they can do the least harm.

It's not like upper management makes a concerted effort to promote boneheads. Rather, people who perform well are promoted to positions that require different skills which they often do not possess. The trouble is, this doesn't become evident until someone has already been promoted. Upper management does not like to admit their mistake, so they tolerate incompetence and try to minimize its impact. Worse yet, they sometimes ignore it.

According to Peter, the misfits tend to settle into middle management where they make random decisions that antagonize both shop floor supervisors and workers alike. I'm betting you know bosses who fit that description.

It must be hell for these "Peters." If they realize they can't actually perform their jobs, they struggle to hide their inadequacies, living in constant fear of being discovered. But some of them don't realize they are ill-equipped, all

the while wreaking havoc on those below. The first bunch is miserable, and they share their misery with us to soothe their egos. The others are clueless, viewing themselves as geniuses leading idiots who don't appreciate how smart they are. These guys generate confrontation and lower morale.

To be fair, there are competent bosses at all levels. Some superstars never reach their level of incompetence, transitioning smoothly into each promotion. Others peak early, floundering every step of the way. It's a crapshoot, if you use performance at one level as a predictor of success at a higher level. I would like to offer a message of hope, but with nearly 47 years at this mill, I have given up hope of this changing. It's a systemic, institutionalized problem. Despite numerous attempts by upper management to coach, council, educate, and change this system, it looks like it's here to stay.

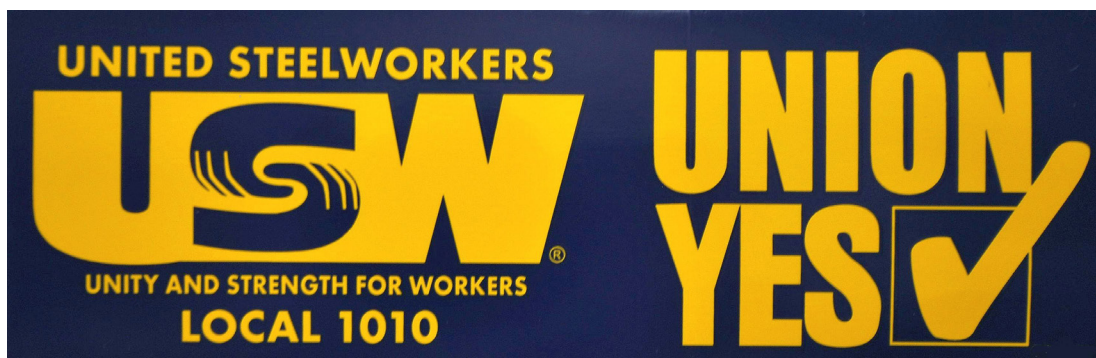
So what's a worker to do?

When dealing with a "Peter," tread lightly. Know your rights under the contract. Enlist the help of a Union representative. But be careful of hostile challenges. The tool of incompetent bosses is "insubordination" discipline. Lacking the personal skills to actually solve problems, they quickly resort to calling the plant guards. After this hap-

pens, the company has a vested interest in proving you wrong, and things can get pretty stupid. Even when upper management realizes a boss is a "Peter," they are committed to supporting them. You may eventually win, but it is an uphill battle. Sometimes it's better to back off than to challenge too strongly.

A simpler way to deal with "Peters" is to do whatever they tell you. Suggest what you think might be better; but, if they insist, do what they say. It may seem stupid, but, under the law, if management is not violating the contract or any laws, they can be as stupid as they want to be. (I had a manager tell me that once, and he was absolutely right.) Their stupidity will eventually come back to haunt them, even if it takes a while. And, seriously, I doubt they really intend on being stupid. They just have a hard time admitting it when they are.

In the meantime, be as smart as you can be. Do your job. Work your schedule. Don't give the "Peters" ammunition to use against you. Understand your rights and responsibilities under the contract. Get your Union representatives involved if you have to. Don't be collateral damage for some supervisor's inability to do his job effectively. Don't be the victim of a "Peter."





SOAR Chapter 31-1 President's Report



By Dorine Godinez



Our SOAR meetings are located at USW Local 1010, the second Monday of each month (January through November) we do not have a meeting in December. SOAR membership cost is \$12.00 a year for a retiree and an additional \$3.00 for your spouse which is only \$15.00 per year. If you have not yet joined and are a retiree please join. I think you will realize how beneficial it will be for you both in regards to the helpful information you will receive each meeting but also meeting and talking with your retired friends. If you decide to join SOAR, John Bortko, our treasurer will have an application for you at your first meeting. After, you renew your annual membership the retiree and or spouse may submit a completed renewal form to the USW LU 1010 Financial Secretary and they will pay for your Second year, membership fee and send it directly to the USW SOAR Organization in PA.

Several people have asked me lately what we do at our SOAR meetings. I tell them at our meetings we usually have a speaker at 12:30 a.m. on various beneficial topics for our members. Then we start our meetings at 1:00 p.m. and they usually run an hour. A few examples of speakers, would be a representative who provides

ABSOLUTELY FREE a home telephone for persons who have difficulty hearing. The Installation is free, the phone is free, the phones come in both touch tone and push button. They have full-colored screens displays. Amplified handsets which are set to fit your

specific tone and pitch requirements for your individual sound comfort. They have a built-in answering machine with captioned messages which you also have the ability to increase the font (letters) size for your personal reading comfort. Free installation and lifetime warranty. The representative will also put in your contacts and phone numbers for you. Requirement: Hearing Loss, Home phone service and High-speed internet. They will provide you with a form for a hearing aid specialist or your family doctor simply indicating you have some hearing loss.

We also have a pharmacy come in and provide injections for our members annually. We have had Presentations on Alzheimer, Parkinson and other healthcare issues. We had Aetna come in at two meetings this year to discuss all the healthcare changes and what effects that has on us. They also answered many questions. USW LU 1010 also insures us that on the days of our SOAR meetings they will fully staff the insurance dept. at the union hall and our members can come in with their issues all day. We also are able to help Veterans and their families with better prices on funeral costs. Sometimes we have lunches at 12:30 p.m. Each meeting we hold a 50/50 raffle and select three winners.

We have an annual picnic and Christmas Party each year. This year our picnic will be on Friday, August 16, 2019 at Wicker Park Pavilion, Highland, IN from 12:00 – 4:00 p.m. Linda Harder, Trustee will be selling picnic tickets at both our July 8th and August 12th meetings at the union hall priced at \$10.00 per person. We will have our food catered from Van Til's. We will have a good time with our friends, good food, drinks, and prizes. On Wednesday, December 4th, our annual Christmas party is scheduled at Halls of Saint George, in Schererville, IN from 1:00 to 5:00 pm., 2019. Those tickets are scheduled to be on sale at both our Oct. 14th and Nov. 11th meetings. Ticket prices have not yet been established. However, USW LU 1010 has committed to help support this event so ticket prices will be lower than any other year.

We will also have a legislative review this year. We attempt to provide information on all the state and federal laws that can, could and do affect us. This way we can be prepared to stop the laws those which are not good for us and our families and promote those which will help us. We will have facts not myths about our benefits and which house and senate bills will increase our benefits.

We hope you will join SOAR. We will plan on seeing you soon. SOAR meeting dates for 2019: July 8th, August 12th, Sept. 9th, Oct. 14th, & Nov. 11th mark your calendars.

SOAR 31-1 President,
Dorine Godinez
574-971-4215

AREA 32 Field Forces / Refrigeration

By Kevin Brackett, Griever Area 32



Happy summer to all of the employees at Indiana Harbor East,

Summer time, the days are longer the temperatures are higher and the worries are fewer. It's time to enjoy some carefree fun in the sun on a hot summer day. No snow to shovel, no ice to salt, nothing can hurt you on a beautiful summer day; if this were only true. The PPE that you need to protect you from the hazards in the steel mill also helped keep you warm when it was cold out. That same PPE is still needed to protect you but can create its own hazards now that the weather is hot. I know you have heard the same warnings every year but every year someone still gets taken out by the heat. Heat stress and heat stroke are very serious injuries that can have long term effects. It is very important to drink plenty of fluids. Remember that by the time you are thirsty you are already dehydrated. Remember to take frequent breaks in safe, cool locations. Open up that PPE and give your body a chance to cool down naturally. But do it in a place where you are not exposed to the hazards your PPE is protecting you from. Remember to protect yourself

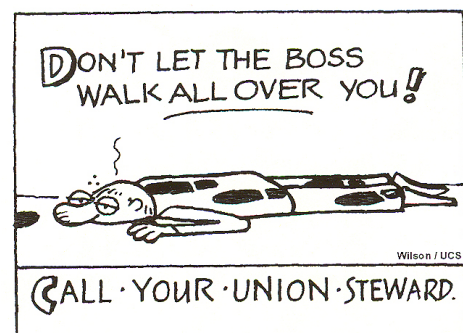
from the sun. Skin cancer is by far the most common form of cancer and it can easily be prevented. If you work in an area where you are exposed to the sun remember that your hard hat, greens, and metatarsal boots might not be the only PPE that you need. Sun block is not just for the beach, it is needed anywhere you are exposed to UV rays, even at work.

No snow to shovel, no ice to salt, no walking/working surface issues to address; if only that were true. Walking/working surface injuries are among the leading causes for serious work place injuries and deaths. The company has not been addressing the terrible walking and working surfaces across IHE due to "a lack of manpower". Back in the day we had crews that were dedicated to maintaining and repairing the walking and working surfaces across the mill. Now, in many cases, someone has to be injured before the company will take action. Even then they will try and find a way to blame the injured employee and deflect any responsibility for the conditions that caused the injury. They neglect to acknowledge

the willful act of not hiring the people to maintain the plant we all work in. It is unbelievable the money the company will waste on contractors to do the work we have historically done just to avoid having to manage a workforce. Then they tell us that they don't have the money to maintain the integrity of our plant. All this is compounded by the fact that much of our experienced union members are retiring. Without an apprenticeship or experienced co-workers the next generation is going to be forced to learn on the fly which will lead to accidents. This isn't only about giving advice and assistance it is also about receiving advice and assistance. It is important to not get angry when someone doesn't know or when someone is trying to help. In either circumstance that anger can lead to a situation that cannot be reversed no matter how much we apologize for losing our cool, no matter how much we wish that we would have handled it differently. Please remember that we are all in this together and we all need to watch out for each other.

In Solidarity,
Kevin Brackett

**USW LOCAL 1010
UNION Meetings
First Thursday of
Each Month at 4 pm!**



AREA 25 80" Hot Strip

By Brett Nagdeman, Steward Area 25



Dear Brothers and Sisters,
I hope all of you are enjoying the summer. For those of you that have vacations during this time, I hope you take the time to spend it with your family, see your friends, or do things your schedule does not normally allow you the time to accomplish. It is important to value the time we have off from work and feel like we are human beings. I know many of us like to work overtime, but we have to remember to give ourselves time to do the things we enjoy. Spend time with your family because they miss you when you are away for hours and working different shifts during the week. Like Don Corleone said in *The Godfather*, "A man who doesn't spend time with his family can never be a real man".

Often times we are treated like robots at work. Most times if we suggest something, the idea is shot down right away, not because it is a smart idea from a person who works the job but because it was not management's idea. Management fails to recognize that we as a people, in this workforce, have dedicated our lives and invested the majority of our time into this com-

pany. The majority of them do not have to deal with working on the weekends or working shift work. We sacrifice our time and our families and friends when we are here. We care about what happens to this company and care greatly about the quality of our work. It is not until something tragic happens, that real change takes place. If we cannot get our message across to management and continue to improve conditions at work then we simply continue to lose and become powerless. If you see something that is not safe, take a stand and attempt to get it fixed. If management is not listening to you, contact one of your union reps or one of the members down at the hall. We are here to help and want to get things done to not only make the job safer but less stressful for you. I have said it many times, the knowledge and experience that the veterans of the mill have is too great a thing not to invest in. These people that have been here for years know how this place works, how to make things run correctly, and have seen the uglier side of things.

Please take the time to contact your grievors about getting more involved

with safety programs around the mill, whether it is ASC or DSC. If you have ideas or want to continue to get things fixed around the mill please get involved. There are union meetings you can attend every first Thursday of the month. Come down to the hall and get involved and truly get invested. Elections might be a couple years away but try to get involved with the union if you want to get involved with defending and protecting your co-workers rights. Get the full benefit out of this job and your union because many of us will be here for years to come and we have to continue to strengthen and improve our jobs not only for safety but for the stability of our future. Please continue to watch out for your fellow co-workers, especially those new hires. Enjoy the rest of your summer and remember you are a person to your fellow union brothers and sisters, not just a number.

God bless you,

Brett Nagdeman

80" Steward

Do the right thing, Buy American!

Vice President's Report

By Don Seifert

Life, Death, and Resurrection



On May 20th of this year while attending the District 7 Safety Conference the audience was privileged to be able to listen to a motivational speaker by the name of Eric Giguere. The following is a short story of his accident that appeared in the program.

"As I left for work on the morning of October 4th, 2002, little was different in my daily routine other than the wedding ring I had now been wearing for six days. In my current position as a laborer I was tasked with installing water lines in a rural setting. Though the work was difficult it gave me a sense of accomplishment and well being as I knew I would be able to provide well for my wife and myself. At the age of 27 I felt as though my hard work was well rewarded with an hourly wage of over twenty dollars per-hour. Things changed quickly that afternoon.

Working in a trench roughly six feet deep I crouched down near the pipe our crew had been laying. Without warning the sides of the trench collapsed, completely engulfing me with a crushing sensation. Immediately a sense of panic set in as I fully realized what had happened. Panic soon gave way to fear, as I realized the breaths I was taking were becoming more labored. Fear soon subsided as well, replaced this time with a sense of warmth and well-being. As my concern with the situation lessened, I felt even more at ease; I was dying.

The remainder of the five man crew on site immediately had to make difficult decisions when the trench collapsed. Our backhoe operator took the top two feet of soil off immediately, but left the rest of the digging to be performed by hand out of fear of injuring me further. Roughly ten minutes later I was uncovered, completely blue with no signs of life. As the ambulance was on its way my co-workers began CPR as I was still

somewhat buried. The ambulance crew continued CPR and eventually evacuated me by helicopter to Strong Memorial Hospital in Rochester, NY. There Doctors informed my wife, family, and friends who had gathered that despite their best efforts I may not live, and if I did I would likely have severe brain damage. One by one loved ones filed into my hospital room to pay what they thought would be their last respects. As family members comforted my wife, a delivery was being made to the now vacant accident site. The contractor I was employed by was dropping off a trench box that was not previously available to us. It was approximately 4 pm, the same time I was supposed to be leaving for my honeymoon."

This to me, was a good short story presentation for the backdrop of a speech that this man was to present to the audience. In all Mr. Giguere spoke for roughly forty-five minutes to an hour. I can only imagine the thousands of times he has given this speech to groups due to the fact it was without hesitation or mistakes in his voice but the mere thought of this endeavor was chilling.

You see what you fail to get in this story is the underlying facts. The project had been going on for months and going smoothly ahead of schedule but never had the trench been this deep due to the grade of the terrain in which they worked, normally it was only three to four feet deep. This caused complacency without the thought of a need for a trench box. The trench box he alluded to earlier was delivered to the scene by his employer to give the appearance that safety equipment was on scene but simply not used. You didn't get to read the part where everyone involved in the rescue unknowingly took chances that put their own lives in jeopardy and everything had to go right for him to survive. Like when his co-worker

realized he had been buried alive due to the fact no one actually saw the collapse, only the initial scream when it happened, or how the backhoe operator took a chance pulling the top two feet of dirt off of him without hitting him and potentially ripping him apart. (Backhoe equipment can't tell the difference between flesh and bones, and the earth and rock). Luckily saving precious minutes needed to uncover him. Or the aftermath where rescuers rushed to the scene and an officer took pictures only due to the fact he assumed it would be recovery, not a rescue. Those pictures told a greater story afterwards and one that should be learned from. You see in one picture his body already blue from lack of oxygen, he was dead. His rescuers valiantly fighting to revive his partially exposed body that hadn't yet been completely unearthed. Another showed 8 or 9 rescuers in the trench without anyone realizing the dirt had not been pulled away from the top of the trench; therefore, if it had again collapsed, you now would have multiple fatalities with no one to save them.

Every single action had to go right for him to survive, and it did, he recovered walking out of the hospital just 6 days later, but it cost him everything. He now has 3 dark dead spots on his brain. His wife unable to take the strain, left. He is incapable of work that he once enjoyed. So he speaks. He tells the story of his experience so others may benefit. It took one second to change his life forever, that's why safety has to be your number one priority. His life and his work will forever be defined by that one second. Yours?

Don Seifert

Vice President

The Bernard Kleiman JOBLINK Learning Center

By Steve Wagner, President

July 2019

It's our Educational Benefit!

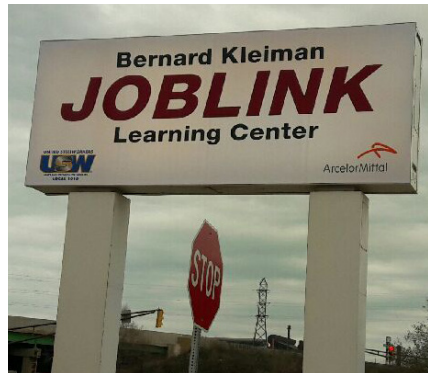
I always enjoy talking with co-workers about our Career Development benefits. I feel that it might be even more important for the new hires to use their education benefit since they are the future of our program. As we continue to have new hires enter our workforce, it is essential that they know our educational benefits and how to use them. When we meet with our newest co-workers, we encourage all of them to take at least one class a year and stress the importance of using our educational benefits. We're always trying to find the right balance of classes as well as a wide variety of classes. We welcome your suggestions as the continued success of JobLink can only occur with your input. We are proud that JobLink is a "Worker Driven Program"!

JobLink is always trying to create the best learning center for you with the best learning environment. Combine those two goals and you get some of the remodeling classes they have had recently. Learning by doing is the strongest way to learn because you are totally involved with the process. JobLink tries to make that philosophy of learning a reality in as many classes as possible.

Live and Online Learning

JobLink continues to offer classes that even those with challenging schedules can take – the Live and Online classes. (Visit www.careerdevelopmentchannel.org)

MTM Prep, MTE Prep, computer certification classes, guitar classes and



business classes are often available in person and can also be streamed online. That means that even if you miss a class, you can watch it online and even get the handouts for the class without missing a beat.

In January 2019, TAP Annual Limit was increased to \$2500. About your tuition assistance (TAP) – If you'd like to attend an accredited program or one recognized by the state of Indiana, JobLink will pay **\$2500** for tuition and books and even up to **\$4500** if you complete an educational development plan with the JobLink Coordinator. There are numerous institutions (list of approved vendors) that you can see on the website under the Tuition Assistance tab at www.bkjoblink.org.

Did you know that your tuition assistance will pay for certain online educational subscriptions? Here are some of the more popular ones:

Penn Foster - Enroll with a school that helps 30,000+ people each year achieve their goals through affordable online education and training. Whether you're interested in building a new skill or furthering your career, Penn Foster can help by providing you access to

high-quality career and college courses. Penn Foster's easy-to-use learning platform gives you access to books and study materials on the go, helping you learn when and where you want, at your own pace. Check out the **100+ accredited Career Certificate and Diploma programs** and **100+ College Courses and Degrees** available to you through Penn Foster's partnership with ICD. Receive your 15% discount and enroll by calling 1-888-427-5400 (select option #2) or emailing partnersolutions@pennfoster.edu. Get started today!

ISA – This online resource provides lessons in electrical and mechanical maintenance as well as in instrumentation. Upon registration, these comprehensive libraries provide access to all courses for a one-year period.

Individuals can 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: <https://www.isa.org/isa-training/computer-based-training/isa-online-training/>

Rosetta Stone – JobLink can now pay for a year's subscription to this popular language learning program. Check out the list of languages: <https://www.rossettastone.com/buynow>

JobLink can assist those who are required to test in the mill to be successful on their promotion or to get a bid by

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

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 and employment goals.

It's more convenient than ever to register for JobLink classes! This will be especially true when the app is available. You can register online at 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. All Local 1010 steelworkers register through JobLink even for classes at other centers.

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). If you are thinking of retiring, contact the JobLink coordinator at 399-8134 to find out how to make the best use of your benefit. For example, you may be able to receive tuition assistance during the first year of your retirement. (In general, retirees are not

eligible for tuition assistance.)

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 prior to the class start. Class cost can be obtained by calling JobLink at 399-8136.

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 don't forget to 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.

Any questions regarding JobLink can be directed to the JobLink staff (219) 399-8134, 8135 or 8136. Anyone who needs additional information can call us at the Union Hall (219) 937-7784. JobLink Committee members include Andres Maldonado (x-123); James Thomas (x-115), Don Seifert (x-141), or myself (x-113). All of our e-mails are on the USW1010.org website. If you call, please leave a detailed message and we will get back to you. If you need a more immediate response you may call me on my cell at (219) 718-3199. Either way, we will get back to you as soon as possible.

LOCAL 1010 STEELWORKER

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Daniel Walters, Editor



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

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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.

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We Make The Job Safe, or We DON'T DO IT !!



President's Report

"Working safely" means that we are never satisfied with the "Status Quo" and we continue to find ways to perform our work tasks in a safer manner. Whether you are a new hire or a seasoned mill worker, you can contribute towards improving our work practices. We, as union workers, must return home just as we came to work "Without Injury"! We owe this to our families, our co-workers and most importantly to ourselves. So the next chance you get, don't be bashful, go ahead and contribute to improving safety for all of us.

There is no other way to put this other than to say that "Our Safety Efforts Failed" as all of us mourn the death of Edwin Fleming on April 2, 2019. We, as Union brothers and sisters, share in his family's grief. Edwin was a great guy, I use to talk with him each week during our morning workouts at the Omni Fitness Center. Edwin is truly missed by all of us. We are trying our best to engineer the hazard out of the # 7 Blast Furnace Rail Yard to absolutely prevent any reoccurrence of his tragic accident. Please let this be a reminder to all of us to seek safer ways of doing our jobs.

Stand Up and Fight Back!

As I've mentioned before, our 4 year contract is settled but our work is far from done. We continue to raise concerns about having an adequate workforce – especially service and craft people in the plant. We have appealed grievances to arbitration in an effort to reach a successful resolution to these company contractual violations. The company refuses to bargain with us over these assignments. In fact, they have told our department representatives that additional manning of our facilities will only be done if we win in arbitration. Therefore, we have put the company on notice that we will use our dispute resolution process (which ultimately is arbitration) to drive contractors out of the plant and return those assignments to us!

We have completed our Indiana Municipal Primary Elections. I personally want to thank everyone who exercised their right to vote in this past primary. I especially appreciate the USW support in my Highland Town Council Election. I realize the decisions elected officials make every day can impact the conditions in which we live and our ability to provide for our families. I look forward to USW support and another victory in this November General Election.

If you feel that you want to make a difference in your Town or City, our USW encourages our members to run as candidates for elected offices throughout the United States. Steelworkers can also make a difference in elections by talking to fellow union members; by

participating in community walks and phone banking; and by distributing literature at our plants. Let me say that we all have priorities in life, but one that we all share is our responsibility to exercise "**Our Right to Vote**". I encourage all of us to remind candidates in these upcoming elections that "**WE VOTE**"! So get out and **vote early** so there is no excuse to not cast your vote for worker friendly candidates!

Just this past June, we had a potentially fatal accident which occurred while working off of grating over the water tower cooling retention pits at #7 BF. We just failed to recognize the potential hazards associated with working on fiberglass grating...especially grating that is not secured. The injured and his co-workers reacted quickly to a potentially life threatening situation. We must double down on our efforts to inspect, improve and secure all of our walk work surfaces each and every day in the plant.

Our focus day in and day out must always be on safety. We know that if we don't get injured, we can work and live for another day. **All other matters can be resolved but we only have one life and we should live it to the fullest.** We, steelworkers, work in an environment that can be fatal but absolutely doesn't have to be for any of us. We owe it to ourselves and our families to get home from work to enjoy our lives outside these mills.

In Solidarity,
Steve