

LOCAL 1010 STEELWORKER



3rd Qtr. 2019

Hammond, Indiana

Volume 29; No 3

COME MEET SANTA

CHILDREN & GRANDCHILDREN

Ages 10 years and younger of active members only

DECEMBER 14, 2019

**7047 Grand Avenue
Hammond, IN 46323
(219) 937-7784**

Child must be accompanied by an adult

CHILD MUST BE PRESENT TO RECEIVE GIFT CARD

Photographers to take picture with Santa

Sign ups & picture time will be first come first served

HOLIDAY FOOD DRIVE

**Local 1010 is requesting non-perishable food donations
the day you pick up your tickets.**

**One Union Member per Family to
SCHEDULE TIME & PICK UP TICKETS**

November

**18th, 19th, 20th, 21st, 25th, 26th, 27th
7 AM - 4 PM at Local 1010 Memorial Hall**



Dan Walters

Nick Valle

Don Jones

Gail Richardson

Jayson Culp

Safety Committee Report

Take 2

Stop - Think - Identify - Plan Proceed With Care

We hope you had a safe and happy summer with your families. In our last Safety Article, we mentioned that we need to “Stay Focused.” Our thought was that we have historically seen upward trends on accidents in the summer months. Look at the Indiana Harbor Safety Update (Column 1, Page 3) that was provided at the Town Hall Meeting. As you can see, these four items have been our big hitters over the years. Keep in mind; we are the ones getting hurt. Hand and finger injuries, walking and working surfaces/slips trips and falls, sprains and strains, and foreign bodies in the eye. For the year, we are still trending upward for all injuries compared to 2018. Somehow, we are losing our situational awareness in recognizing hazards on the shop floor.

Article 3, Section A (4), of our Basic Labor Agreement:

The Company, with the involvement of the Employees performing the work, will develop and require the use of safe job procedures for the performance of all work. In the absence of a formal safe

Health, Safety & Environment Committee

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job procedure, a hazard assessment control checklist will be used until a formal safe job procedure is developed.

Using a HIRAC-lite for the same job repeatedly without developing a procedure will fail to communicate recognized hazards and controls to different shifts or crews. The point is to capture those hazards and controls in a safe job procedure for consistency. The first question on the HIRAC-lite card is, “Is there a written procedure for the work?” If the answer is “no,” make sure we identify that we need future documentation to be developed on the back of the HIRAC-lite card. Make sure that a procedure then gets developed. If it does not get developed, contact your area representatives. If there is already a procedure for the work, make sure it is not outdated. Also, keep in mind that over the years we have had a lot of changes to our equipment. Does this procedure identify the changes? Just because the company says they are having financial issues, that does not mean that they are off the hook from providing a safe workplace or inves-

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

Company Gathered Data to date:**Hand and Finger injuries:**

29% of 2019 OSHA injuries are hand and finger injuries
31% 1Q vs 28% 2Q

No touch tools, Hazard Assessment, hand placement awareness, plant communication, focused observations

Walking and Working Surfaces:

27% of 2019 OSHA Recordable Injuries are due to slips, trips and falls
25% 1Q vs 28% 2Q

Housekeeping inspections, Area Safety Inspections, Hazard Assessment, grating survey, focused observations

Sprain and Strain Reduction:

24% of 2019 OSHA injuries are due to sprain and strain
25% 1Q vs 24% 2Q

Body mechanic job evaluations, ergonomic assessments, training, use of Hiracs, plant communication, focused observations

Foreign Body in Eye:

12% of 2019 OSHA Recordable Injuries - 6% 1Q vs 8% 2Q,
20% of all injuries are due to foreign bodies -16% 1Q vs 22% 2Q

Job Hazard Analysis regarding proper eye protection, plant wide fit assessment initiative, focused observations.

(William Emery, Health and Safety at 3rd Quarter Town Hall)

tigating near misses. Remember, we must turn in near misses and make sure they are investigated. For 2019, we are much lower compared to 2018. Near misses are free lessons and opportunities to put corrective actions in place for hazards that have the potential to harm us.

October is National Fire Prevention

Month. It is a good time to revisit home and workplace fire safety and prevention. Check fire extinguishers, keep clutter and combustibles away from fuel sources. Never block firefighting equipment or exits. Know which chemicals are combustible in your work areas by reading the applicable safety data sheets. In the event of a fire at work, remain calm, call 5555, give nearest emergency station number, stay on the phone until the dispatcher tells you to hang up. If possible, get somebody to the roadway to direct the emergency workers to the correct location. At home, be sure your smoke and carbon monoxide detectors are functioning properly. At the end of October is Halloween. Make sure the children in your lives going Trick or Treating wear high visibility clothing, don't wear masks that reduce vision, never go alone, and practice safety when walking the neighborhoods by using the sidewalks, crosswalks, and maintaining awareness of their surroundings.

We had another incident involving 480 Volts AC, three Phases, with..... you guessed right another 1600 Ampere Breaker. SO this incident had the same potential as the last one or..." in excess of 1.3 megawatts, or in layman terms, the energy to feed 55 homes... an entire subdivision."

Let's put that amount of energy in another unit of measure so more people can relate to what we are describing here. 1,328,640 watts is equal to 1,781 horsepower.

Please make sure you are controlling energy. We have had incidents of personnel working on equipment with multiple feeds they thought were de energized receiving shocks. Review your print(s); use your Energy Control Procedure(s), have you completed your pre job briefing, and hi-rac lite. Remember we have Test Before Touch rules for electrical.

Is the equipment you are working on in "A state in which the conductor or circuit part has been disconnected from energized parts, locked and/or tagged in accordance with established standards, tested to ensure the absence of voltage, and grounded if determined necessary"? Unless you have accomplished this task the equipment is not in an "ELECTRICALLY SAFE WORK CONDITION" the preferred method to work on all electrical equipment in our plant.

Red banner Arc Flash Labels on Electrical equipment denotes a very important visual fact, from a distance. The RED banner signifies the equipment is above 40 cal/cm² and will state, "No safe level of PPE found" In these cases you have to go up stream until you locate feed equipment in your circuit that does NOT have a red banner, that you CAN safely de energize.

Remember an Arc Flash protection suit is just that, protection from an **arc flash** the light and heat produced as part of an **arc fault**. These 40 cal/cm² Arc Flash suit and switching hood is NOT a Blast Suit, nor a Bomb Suit.

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. Remember, we lost a Union Brother, Edwin Fleming in a tragic accident at the Raw Materials Rail Dump at #7 Blast Furnace. 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!!



Lake County, Indiana

2019 GENERAL EARLY VOTING LOCATIONS

Eligible voters can vote at any of these locations.

LAKE COUNTY BOARD OF ELECTIONS & REGISTRATION OFFICE

2293 N MAIN ST., RM. A-205, CROWN POINT

EAST CHICAGO COUNTY COURT HSE
3711 MAIN ST., EAST CHICAGO

GARY GENESIS CENTER
1 GENESIS PLAZA, GARY

HAMMOND COUNTY COURTHOUSE
232 RUSSELL ST., HAMMOND

HOBART POLICE COMM. CENTER
705 E. 4TH ST., HOBART

LOWELL TOWN HALL
501 E. MAIN ST., LOWELL

MUNSTER TOWN HALL
1005 RIDGE RD., MUNSTER

SCHERERVILLE TOWN HALL
10 E. JOLIET ST., SCHERERVILLE

ST. JOHN TWP. ASSESSOR'S OFC.
9157 WICKER AVE., ST. JOHN

WICKER PARK SOCIAL CENTER
8554 INDPLS BLVD., HIGHLAND

WINFIELD TOWN HALL
10645 RANDOLPH ST., WINFIELD

VOTING DATES AND HOURS

CROWN POINT

MONDAYS, TUESDAYS, WEDNESDAYS & FRIDAYS, OCTOBER 8 TO NOVEMBER 1
8:30 AM TO 4:30 PM

THURSDAYS - OCTOBER 10, 17, 24 & 31 - 8:30 AM TO 7:00 PM

SATURDAYS - OCTOBER 26 & NOVEMBER 2 - 8:00 AM TO 3:00 PM

FINAL MONDAY, NOVEMBER 4 - 8:30 AM TO 12:00 NOON

ALL 10 OTHER SATELLITE LOCATIONS

MONDAYS, TUESDAYS, WEDNESDAYS & FRIDAYS, OCTOBER 8 TO NOVEMBER 1
9:00 AM TO 3:00 PM

THURSDAYS - OCTOBER 10, 17, 24 & 31 - 9:00 AM TO 7:00 PM

SATURDAYS - OCTOBER 26 & NOVEMBER 2 - 9:00 AM TO 2:00 PM

FINAL MONDAY, NOVEMBER 4 - 9:00 AM TO 12:00 NOON



Early Voting, also known as absentee voting in person, is available to Porter County registered voters. Early voting dates, times and locations are listed below.

IMPORTANT: When you come to early vote, please be sure to bring your valid Indiana Drivers License, Indiana Identification Card, Passport, Military ID or State College ID Card

Early Voting Locations

For your convenience, there are four early voting locations. Eligible voters can vote at any of these locations.

Porter County Administration Center
155 Indiana Avenue, Suite 102A
Valparaiso IN 46383

North County Government Complex
3560 Willowcreek Road
Portage IN 46368

Chesterton Town Hall Meeting Room
790 Broadway
Chesterton IN 46304

Hebron Community Center
611 N Main St
Hebron IN 46341
Early Voting Dates & Times

Early voting begins at 8:30 AM on Tuesday, October 8th and ends at Noon on Monday, November 4th. Early voting hours for ALL early voting locations are:

Weekdays
Monday Through Friday from 8:30 AM to 3:30 PM

Weekends - Saturday, October 26th & Saturday, November 2nd ONLY
8:30 AM to 3:30 PM

Committee On Political Education

By Terra Samuel



Voter Registration

October 7, 2019: Voter Registration Ends

Mail-in voter registration applications must be post marked on or before registration deadlines.

Absentee Voting

October 8, 2019: First day voter may vote an absentee ballot for the 2019

municipal election.

October 24, 2019: Deadline for absentee by mail application to be received by the county office for the 2019 municipal election.

**Primary Election Day:
Tuesday, November 7, 2019**

**VOTING HOURS: 6:00 AM - 6:00 PM
at Designated Polling Locations***

Polling locations for the 2019 General Election will be announced shortly. Those already published, see page 4.

In Solidarity,

Patricia Humphrey, Chair

Shanise Edwards, Vice-Chair

Terra Samuel, Secretary



Women of Steel refers to all women in our union and has a place at each level of our Union starting with the Local Union Women's Committees and Area Women's Councils. WOS is a grassroots based structure that builds a platform for working class women. The structure allows WOS to reach back beyond the front-line activists and bring forth other members that may not have participated in the Union before. WOS is locally-based, not Headquarters-based. Our activists in the field do the work and bring forward the energy,

support and talent of women.

The term "Women of Steel" was derived from an earlier education course designed in Canada to educate and encourage women to step up and become activists and leaders in what was traditionally male dominated manufacturing union. Today, Women of Steel represents an integral part of the USW with members in the U.S., Canada, and the Caribbean. It was designed to help develop strong dedicated women in our union.

Thank you in advance to everyone for supporting the Petals of Wisdom event by volunteering and selling/purchasing tickets. Proceeds will help research for breast cancer. Be sure to attend your union meetings the first Thursday of the month. The Women of Steel meeting is at 3:00 p.m. before the union meetings.

All are welcome!

Gail Richardson

Community Services Committee

By Andy Klawiter

Hello brothers and sisters. We have had some great events recently with community service. First, we had the East Chicago Back to School Rally. This annual event is a kick off for the East Chicago School year. There were many vendors giving out information and handing out school supplies. This was our first time at this event, and it went great. We had many supplies to hand out. It was a beautiful day spent with the youth of East Chicago and serving the community. The students truly appreciated all of the school supplies they had received. Thank you to our members for all the generous monetary and physical donations. Also a thank you to our local leadership and committee members for making this event happen. We are planning to make this event even bigger and better next year.

Our next event was PackaPalooza organized by the United Way. This event was held at the Food bank of Northwest Indiana in Merrillville. There

were many volunteers to pack over 2000 boxes of food. There was a great group of people there packing dry and canned goods, fresh vegetables and reading materials for children. We had gone back to the food bank the next day to hand out the food we packed the day before to the needy families of northwest Indiana. There were wonderful people that were so happy to be able to get both fresh food and dry goods. Some of the families would be able to feed themselves for a week from the donations. This was a great event that was so rewarding to be able to directly serve our communities.

Lastly we were able to serve our members at the 25 year picnic. This is a great opportunity to serve our members that have put their blood sweat and tears into the plant and our union. It was a great day working with all of our volunteers making everything run so smoothly. We were working the grill, serving the food and everything in between.

Looking into the near future we will be asking for donations to our annual holiday food drive. This is one of our bigger drives that benefit many families of northwest Indiana. Also we will be organizing a drive for the Nazareth Home. This is an organization that takes in infants and young children to confront the growing problem of abused or abandoned children, with unique and critical medical needs. We will be looking for new baby supplies and coats. The fliers will soon be out for both of these drives. As always please feel free to call myself, Andrew, or Glenda to volunteer or with questions or concerns.

Andy Klawiter Chairman
219 771 9079

Andrew Nashkoff Vice Chairman
219 293 6989

Glenda Holiday Secretary
219 670 9144



Andrew Nashkoff, Glenda Holiday, Andy Klawiter at Back to School Rally.



Andy Klawiter, Glenda Holiday at PackaPalooza.

SOAR IN ACTION

Together we are...



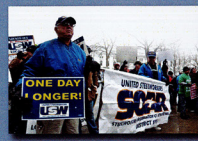
Fighting for universal healthcare,



Protecting Social Security and Medicare,



Standing up for workers' rights,



And more...

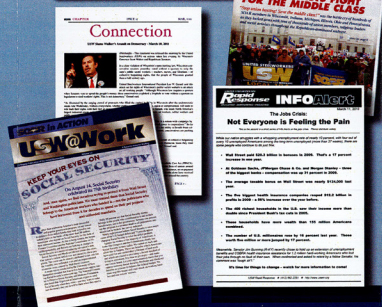
BENEFITS FOR MEMBERS

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.

UNITED STEELWORKERS
SOAR
STEELWORKERS ORGANIZATION OF ACTIVE RETIREES

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!

UNITED STEELWORKERS
SOAR
STEELWORKERS ORGANIZATION OF ACTIVE RETIREES

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.

UNITED STEELWORKERS
SOAR
STEELWORKERS ORGANIZATION OF ACTIVE RETIREES

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...

Summer Safe at 4 SP



AREA 25 80" Hot Strip

By Brett Nagdeman, Steward Area 25



Dear Brothers and Sisters,

Hopefully you all enjoyed your Summer Safe Days around Indiana Harbor. We were not fortunate enough to have one at the 80". It was cancelled at the last minute due to "operational issues". There is nothing worse for employee morale when an event like this is cancelled. It was disappointing on many levels. First, it is rewarding to get a day at work to enjoy some good food, nice weather, and talk with many of our co-workers that we normally only get to see in passing. Second, the people at the 80" who are responsible for putting together the day's events do a great job of setting up safety stations with our ASC and DSC team members. They plan activities to keep employees minds active and challenge them to solve problems correctly and safely. Finally, it was a major disappointment that it was cancelled because the owner of the company has continually stressed that safety is the number one priority. Following the tragic death of our union brother, Mr. Fleming, it was shocking to see our Summer Safe cancelled because it was supposed to focus on Rail Safety. It is highly important to have at least one or more days a year where employees have safety incorporated into their work day in face to face interactions

where we can learn about safety issues with all jobs out here. How else can we be vigilant for one another?

While, it was disappointing to not see a gathering on Safety Day, it was nice to see a large gathering at the 25 year picnic this year. My friend, Ralphie Booker, talks about the picnic every year. This year he recommended that I volunteer, so I did. It was a great decision to volunteer and help out with the rest of my union brothers and sisters. We might have only thrown out trash, helped prepare food or walked halfway across the fairgrounds looking for condiments but it was rewarding to serve those who paved the way for the rest of us. It was great to see current employees and retirees who have been instrumental in keeping this company running for years. These employees worked during a time when safety was not at the top of the priority list. They went through a lot of ups and downs and deserve to be honored and rewarded with a day due to their hard work, dedication and sacrifice.

Speaking of hard work and dedication, this past summer one of our friends and co-workers here at the 80" fell ill. Our fellow co-worker, Jim Brkljich, was not here in July when I returned

from vacation. It was heartbreaking to hear that he came down with an illness which he is currently fighting. Jim came to Coil Handling years ago after leaving the doomed 84". Jim worked the same job over there and adapted quickly upon arrival, even winning the newcomer of the year award. Jim would always arrive early at work, bring you food if you were doubling over, and give you half of his food if it looked like you had none. Jim is a good man and a member of our family here. We miss him, continue to pray for him and wish him well with his treatment and recovery. Please pray for our union brother that he gets better!

With cooler weather approaching and the inevitable arrival of snow and ice later this year please travel safely to and from work. Let's all get to work stress-free, earn our money, and enjoy our lives when we leave here. Thank you all for continuing to work efficiently and safely in keeping this company running. Watchout for each other on the job and continue to do the best we can. To quote the late Gene Wilder, "We are the music makers, and we are the dreamers of dreams"

May God bless you all!

Brett Nagdeman

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





7 Blast Furnace & 80" Incentive Updates

By John Wilkerson, Grievance Secretary
James Thomas, Contract Coordinator

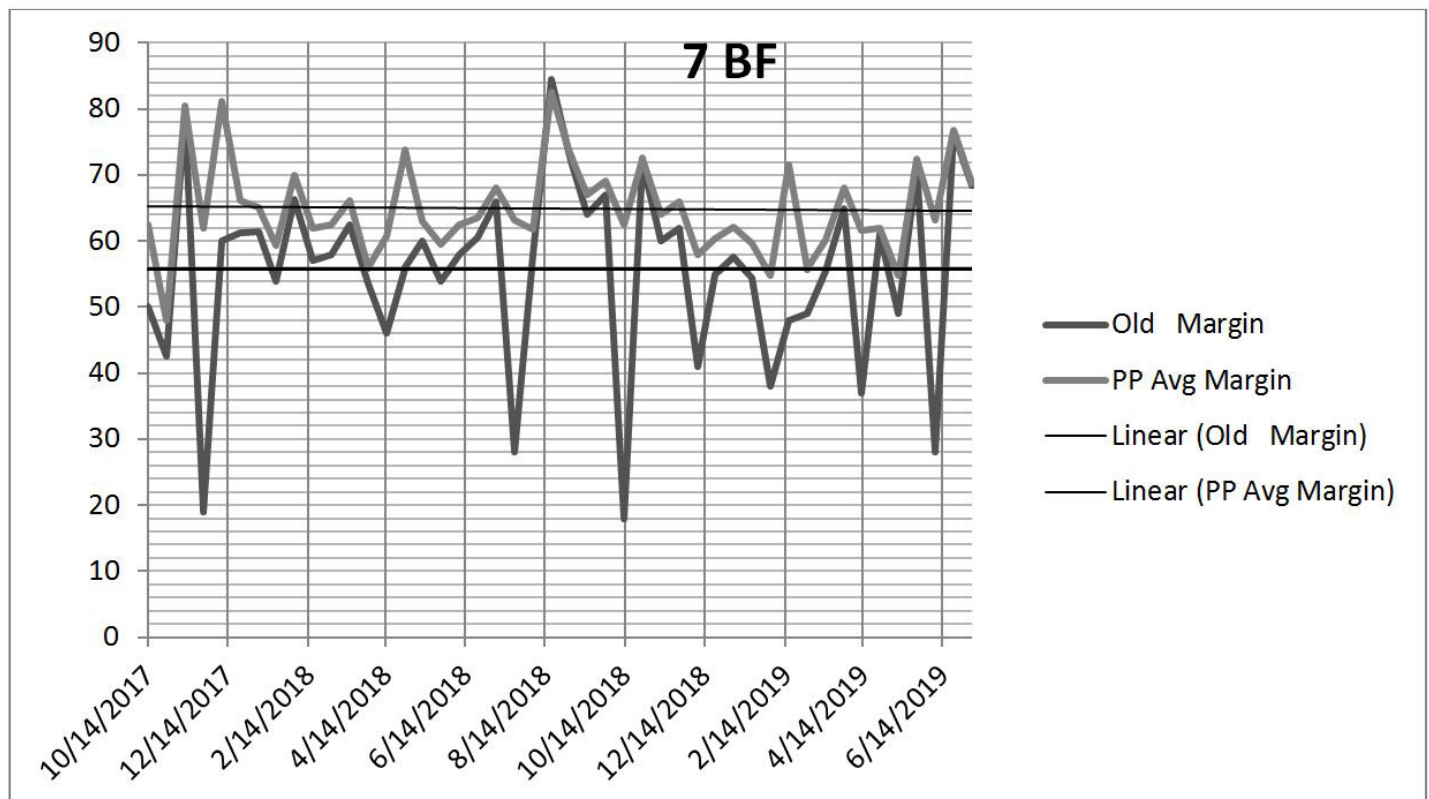


After a two-year process, more than a dozen meetings and a partial arbitration, the 7 Blast Furnace incentive grievance has finally been resolved! There were three explanation meetings held on September 4th with the departments affected. Here are the details:

From 1996 - to the shutdown of 2SP, the incentive plan paid an average 62.38 margin (historical average) which is 25.26% of the base rate. Since the shutdown of 2 SP, the incentive plan has been paying out an average 56.29 margin which is 22.8% of the base rate. This reduction is no fault of the employees, rather a result of no downstream facilities that could accept iron. Riverdale had increased iron input from 7 Blast from 220K tons in

2016 to 650K in 2019. 4 BOF even increased its input by 23% in that same time frame. But, even with those two facilities increased input they were still short of what 2 BOF could take. A Blast furnace cannot just shut down as the 80" can. They must continue to operate regardless of having nowhere to send iron, so the company has chosen to meter (intentional slowdown) the furnace. Metering is already covered in their incentive plan. Meaning that, when metering the utilization is 100% for those periods. Over the shutdown period the utilization had gone up over three points because of metering. This was one of the huge hurdles that we were going to have to convince an arbitrator of. The company had offered two

plans after the arbitration. The first one was not even worth explaining. The second was close to the historical margin but was also not acceptable. With arbitration dates looming, we looked at getting planned outages (six pay period average) included in the new incentive plan. This was a creative idea, in that when planned outages occur, employee's incentive for that pay periods were 1/5th of their normal operating incentive. Outages are only two days of a pay period but can happen up to four times a year. Adding the six-pay period average for outages would make the plan pay higher than the historical averages and add a level of consistency to the incentive throughout the year. See graph below:



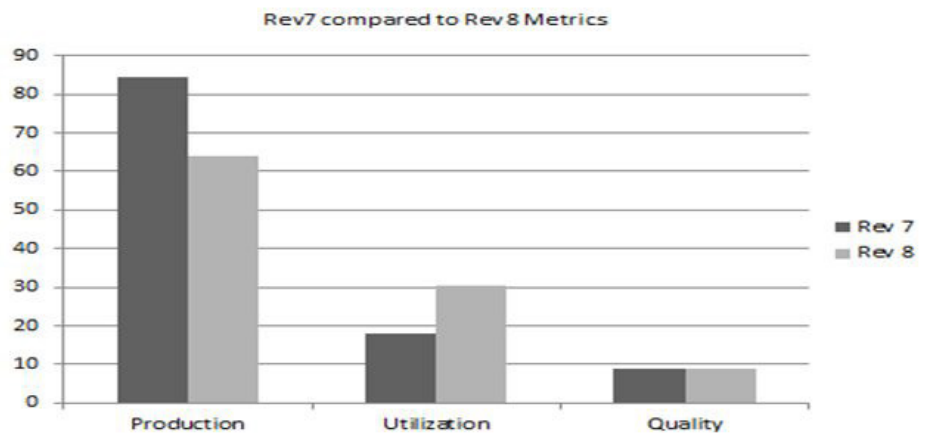
Updates Continued on page 11

Updates Continued from page 10

The new plan is revision 8. The first pay period of revision 8 paid out on September 7th, 2019 and paid out 20 margin points higher than revision 7 would have (8.1% of base rate or \$2.19/hr).

The prior incentive plan (revision 7) was 76% production, 16% utilization and 8% quality.

The new incentive plan (revision 8) is 62% production, 30% utilization and 8% quality. Graph to right:



More weight has been applied to utilization and less on production. Production metric has only been maxed out one time in the last 316 pay periods but the utilization has been maxed 101 times, so even if the production goes up this plan will continue to pay better. The quality points have not changed but the deterrents have, which will make it more relevant. We also added a yearly meeting for the quality metric to make sure it continues to be viable. We would like to thank the employees and witnesses who helped for the half arbitration we held, they did a great job painting a picture of how and why 7 Blast Furnace has been operating the way it is.

80" Incentive Grievance

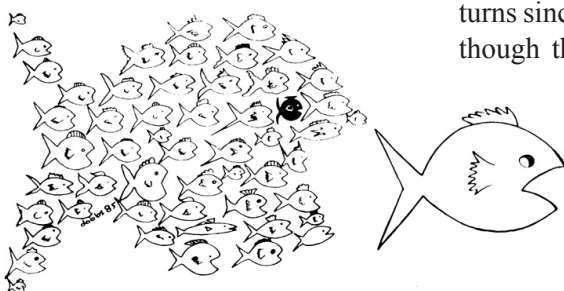
We held a second step with 80" management and labor relations. The 80" management's position was that they believe the plan is an adequate plan and that it helps employees become more engaged. Neither of those are correct, employees are very unhappy and becoming discouraged. As I write this, the company has not given their 2nd step minutes yet for us to pursue it to 3rd step. The plan continues to be confusing, example August 23rd we ran 322 bars (6500 ton) and the efficiency model only paid 3.44% but the work ratio was 14.24%. Even though our work ratio was fantastic, somehow the efficiency model must have predicted we should have run close to 8000 tons which would have been one of the top turns since the 80" ran its first bar. Even though this was one of the best turns

ran this year, it did not even equal the 32.4% we were froze at for ten years. With this plan we will always be chasing the efficiency model. Another example, we had two pay periods in July where quality paid zero incentive because of one lineup (approximately two hours) that was ran on May 22nd. It was a month and half after that line up was ran but took away a month of incentive, this makes absolutely no sense! Additionally, management is not keeping standard, critical spares (such as crane wheels) readily available which is also detrimental to our incentive as well. Again, we are waiting on minutes and the 3rd step then will be in arbitration.

In solidarity,

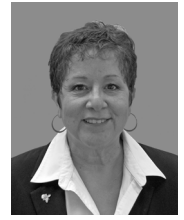
John Wilkerson

James Thomas



Financial Office Report

By Rosa Maria Rodriguez, Financial Secretary



Dear Pops,

I forgot to tell you, Thank You, Miguel Salas. You ascended out of this earth on July 4th, 2019 and I keep the forever grateful words on my lips. Pops, I prayed for you to stay just a little longer. Than I could have told you again how proud I am to be your daughter. I remember all the countless times you would sit me down and give me consejos, I was too hard headed to comprehend your fatherly advice at the time. Hey Pops, I was listening. God gave you to me and I cherished our time together. I was the prodigal daughter and you loved me unconditionally. How hard it must have been to see your only daughter travel that journey. How can I ever repay you for my life? You were instrumental in my life, as my father and as my mentor in the workplace. You showed and taught me to be strong and stand your ground!

Pops, I saw you work three jobs at a time to support Mom, Grandma, my brothers and me. I never heard you complain or argue with Mom about money or for the love of family; y'all would open up our house to help those in need. You worked at the Inland Steel/ Arcelor Mittal Company, Gary Airport, and Security. You were always working to provide for us. You still owe me a nickel for every grey hair I plucked out of your head until you would fall asleep growing up. It's got to be in the hundreds! Just kidding Pops, you paid me in the thousands!

Proud moments for me as a little girl,

was when Mom would take us to Washington High School for the Christmas Parties. One day Inland Steel, the next day USW Local 1010. You would be there working security and our eyes would meet! That was my POPS!

I remember going to Gary Airport, where you worked, to see John F. Kennedy, Bozo, and Mr. Ned. That was my POPS! Who knew one day you would be my supervisor as a Pusher in 2&3 Blast Furnaces.

I remember the day I received the call to get hired at the Inland Steel Company. We had just walked in from burying Monica (my 5 year old daughter, she drowned in Monticello Beach on August 12, 1978.) I was mourning her and wasn't sure I could work. You took the phone from my hands and spoke with Bob White, you told him I would be reporting to him on Monday, even though you didn't want no daughter of yours working in the mills! Twelve days later I reported to the 12" Bar Mill.

Shortly after that you took me down to the Union Hall on Euclid Avenue and said this is where I belonged. You introduced me to President Bill Andrews that started my involvement in becoming a unionist. I learned to be Union from you, Pops, how proud you were about being union! Pops thank you for sharing with me our history. I know you came here with nothing. You came to Indiana and left a very sick wife and children for a better opportunity for us. How grateful I am and proud to know great responsible men like you!

My standstill moment with you. You probably don't remember, you always forgave me. One day, I went to pick up a friend from a local bar, she called and asked for a ride, Pops I wasn't going in! I opened the door and there you were at the bar, sitting on a stool. Our eyes met, THAT'S MY POPS! I dared not to take a step further! I slowly closed the door and knew I had screwed up! After that we hadn't talked for months, even though we lived in the same house! Man was I afraid of you! I was 23! So you didn't know I had gotten displaced from the 12" Bar Mill and assigned another department. Well, that Monday morning I show up in the lunch room and waited with the rest of the gang for our Supervisor. Who walks in? YOU, POPS! That's my POPS! Man, you didn't miss a beat. You spoke to us with authority but respect. You were conscious of our safety and reminded us. Pops, you are a leader! How proud I was at that moment! Than the moment of truth! All that time not talking, I don't know what I was expecting but I was nervous I knew I had to get by you quickly! Our eyes met and I felt it hard to breathe, I tried walking fast and past you! You stopped me and gave me three consejos.

1. Pay yourself first.
2. Never let anyone do your job
3. You don't shit where you eat at

It has served me well and I have used it my whole career. Now Pops, it's in my welcoming speech to the new hires. Thanks Pops, best advice anyone could

Rosa Rodriguez Continued on page 15

Sports Committee

By Ed Medina Jr.



I would like to introduce the Sports Committee's new Vice Chair, Alex Kerr. Alex has been an active member of Local 1010 for seven years. Alex is the captain of our Local 1010 Softball Team and a Green Guardian at 4SP. Alex led our Local's Summer Softball League team to a 12-8 season. The members of the team included:

Alex Kerr, Joshua DeRolf, Jason Rivera, Kyle Gonzales, David Burgos, Matt Moore, David Rodriguez, Larry Mahler, Michael White, Jake Cole, Adam Martin, Pedro Ramos, Tim Kinzie, Matt Beckman, Rob Prentoski

and Dan Holley

At the present time, we have a softball team in the Hidden Lake Fall League season. Wednesday night consists of all teams working for local unions. Please come out and support your local USW team. They play at Hidden Lake in Merrillville on Wednesday nights at 6:30 PM.

I would also like to let everyone know the USW sponsored bowling league will bowl from September 9, 2019 until April 27, 2020. The league bowls at Plaza Lanes in Highland IN.

The sports committee strives to involve all members to join in sports activities. If you have any new ideas for a sporting event contact the sports committee directly.

In Solidarity,

Ed Medina Jr. Chairman
(219) 545-2691

Alex Kerr Vice Chairman
(219) 218-2460

Jayson Culp Secretary
(219) 313-8626

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**

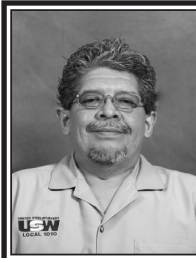
Michael Bosch

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 or call Highmark at 866-267-3280.

Need New Cards

Have you lost any of your Medical (BCBS), Vision (Davis) or Dental (United Concordia) cards, if so, call Highmark 866-267-3280. Listen to the menu and follow the prompts.

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 USW Spousal Premium Reimbursement, 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!

Highmark Blue Cross Blue Shield & Aetna Members

If you are denied any services: medical or prescriptions, there is an appeal process. Any questions regarding these issues please process.

Aetna Members

Representatives will be on site Monday, October 14th & Monday, November 11th at noon. Should you have any questions or concerns, please come to the hall.

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 an 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

Insurance & Benefits Continued on page 15

Insurance & Benefits Continued from Page 14

WILL BE TERMINATED FOR THE RETIREE, SPOUSE AND DEPENDENTS!!

BEWARE, IT IS OPEN ENROLLMENT SEASON YOU WILL RECEIVE A LOT OF PHONE CALLS, LITERATURE 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 TERMINATION FOR THE RETIREE, SPOUSE AND DEPENDENTS.

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 of 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 above information should be filled out and returned to:
3220 Dickey Rd. EC IN 46312**

Anyone planning to retire 1/1/2020 please call us at 219-397-7784 ext. 112 or 117. We will make sure you have the correct information & set up your appointments.

In Solidarity,

Terra Samuel

Ernie Barrientez

AMERICA WORKS BEST WHEN WE SAY...

UNION YES 

Rosa Rodriguez Continued From page 12

give a person. That and the other consejo about quit asking people to "let's take it outside", when I can no longer communicate with someone! That one I work on every day.

My life saving moment, Pops. When I fell 28 feet at #2 Furnace. I was a Mechanic Helper in 1987, that day in March was cold with extreme high winds. We were on the job and to take the chill off, I began moving around. I was by myself, waiting for my partner

to come back with a crowbar to start the job. I placed the gasket on a flange, as I began to stand, the grating gave way and I fell through, it had never been welded. Pops, how hard it must have been for you to see me laying on the ground, 6 inches more south was a set of railroad tracks, six inches north, was jagged piping and wall. I remember seeing you, our eyes met! Through your eyes I saw the fear and your vulnerability as a father but the most I saw in your eyes was love, strength, and your words that everything would be okay. That's my POPS!

The other day, I received Grandma Martha's birth certificate and it showed her father was a Steelworker. Pops, we are four generations of Steelworkers. To hear the stories of our family legacy is amazing, each of us, have left our mark in this union. Thank you, Pops!

Until our eyes connect again, I will strive to make you proud of me. I Love You, Mike Salas, POPS!

Your Loving Daughter and
In Solidarity.



I would like to take the opportunity to once again welcome our new union members to Local 1010. I hope by now you have had the pleasure of meeting some of our dedicated union brothers and sisters and hearing some of their stories. Every Steelworker has a great story, and you are on your journey to create yours. During my time in the bar mill, I learned so much simply by listening to these great Steelworkers. The comradery and conversations helped us get through the hard physical labor our job required and added humor to our long hours. Working with the Internal Logistics track gang was definitely a rough summer, but also one filled with fun and laughs along the way. When I entered the craft as an MTM, I was fortunate to have a number of "old school" union brothers who taught me about the many different trades in Field Forces

and their history. By hearing the stories and perspectives of others who have come before me, I learned to reflect not only on my role as a steelworker, but also to reflect on life in general. I have had grown men warn me to avoid working so much over time and remember to keep my family and my time with them first. I have watched with admiration as our strong Women of Steel raise families and balance life's daily challenges. These women are truly made of steel! I don't know how they do it, but they get the job done.

In addition to learning from my co-workers along the way, I was blessed to have the most dedicated, tough, and well-respected mentor in unionism, the late Luis Aguilar. Luis had the desire to train anyone who would dare enter into his twisted world! He taught me to take great pride in this local and its accom-

plishments, to know and understand the history of our local, and to always conduct myself according to high standards. Most importantly, Luis taught me that the labor movement and our local always come first. If you are in, you better be all in and give it everything you've got. I truly miss my conversations with Luis and just simply listening to his stories. There is no doubt that I learned a lot about this local and being a steelworker with a cause, due to my time with Luis. I am proud and honored to have been his friend.

I hope that you too will take the time to listen as you create your own story.

In Solidarity,
Andres Moldonado
Chairman Next Generation

Members Assistance Committee

By Frank Gonzales Members Assistance Chairman



Our Members Assistance Committee (M.A.C.) here at local 1010, United Steelworkers works in conjunction with the Employee Assistance Program (E.A.P.) in that we assist employees with personal problems and/or work-related issues that may be impacting their job performance, health, mental and emotional well being.

Members assistance is fully supported by our union and offers free and confidential help and counseling referrals for our members and their families. Some of the areas

of help available are listed below.

- (1) alcohol and substance use disorders
- (2) financial issues
- (3) legal issues
- (4) family problems
- (5) work-related conflicts

Our health care benefits through Blue Cross/Blue Shield are very generous in providing the coverage an employee and their family may need. So, therefore if a situation should arise do not hesitate to call the union hall to talk with a committee person. We are here to

help and are available in person every Thursday during union business hours which are from 7:00 a.m. to 4:00 p.m.

Should anyone need immediate assistance please call the phone numbers below.

Frank Gonzalez Jr.
(219) 766-2748 (h)
(219) 688-5722 (c)

Larry Lowe
(219) 793-4709 (c)

An Uplifting Article

By Jim Gogolak, Inner Guard



The other day, I met a young supervisor who had about 7 months with the company. We talked a bit, and I asked him what kind of relationship he had with his Griever. He thought they had a pretty good rapport, but he didn't understand why the Union had to be so adversarial. Specifically, he referred to my article about the "Peter Principle" in the last Union paper. He said that he would like to see "uplifting" articles about Union/management cooperation. So here's something more positive:

This guy seemed like a decent person. He had a strong background in the jobs he was supervising. He seemed sincere about workers and management get along better. (Then again, all bosses would, especially when getting along better means doing everything management's way.) Still, this young, idealistic boss was a breath of fresh air.

His attitude is in stark contrast to bosses who willfully violate the contract and tell you to grieve it if you don't like it. He is not the "bully" boss who makes fun of people's physical disabilities in front of a group, and calls them "too

sensitive" when they protest. It seems like he knows enough about the job to listen to reason instead of threatening discipline when an employee balks at his orders. He is different than the boss who once told me, "As long as we don't violate the contract or any laws, management can be as stupid as it wants to be." He isn't like the boss who said, "I'll send the whole crew and the Safety Advocate home if they stop the job (for safety reasons) again." And, hopefully, he isn't like the boss who stated, "The only way asbestos would hurt you is if you bit off a hunk and choked on it."

This is just a sampling of the bad boss behavior I've experienced during my tenure with this company. This new guy seemed to aspire to be better than this.

It is "uplifting" to see the company hire a competent, decent person to run a shop where he's very familiar with the work. It's a change from hiring people, because of who they know or who they (fill in the blank).

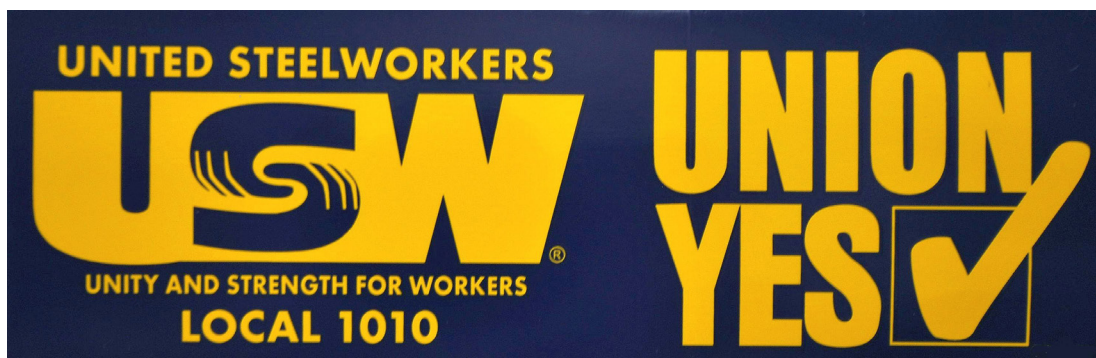
And while I hope the best for this idealistic new supervisor, I've seen this

place beat the good attitude out of people. I've seen decent bosses do bad things their rotten boss told them to do, because they were afraid to disagree. "Don't take it personally, it's just "business" has been a familiar refrain when bosses screw you (and each other, too) to try to ease their consciences.

If it weren't for the Union, management could be as stupid as it wants to be, as rotten as it wants to be, and as uncaring as it wants to be. Our Union contract, and its enforcement, protects us against that. The Union's relationship with the company is adversarial when it needs to be and cooperative when it makes sense. This is the way it must be to represent workers best interests.

My hope is that management will continue to hire competent, idealistic supervisors. I hope these new people don't get their idealism beaten out of them. And I hope they give me more uplifting things to write about.

I also hope for world peace
. . . . but I ain't holding my breath.





LET'S HELP RESTOCK FOOD PANTRY
FOR THE HOLIDAY SEASON

HOLIDAY FOOD DRIVE

Drop off Non-Perishable Food Items
Until December 14, 2019

Memorial Hall
7047 Grand Avenue
Hammond, IN. 46323
Hours 8:00 am - 4 pm Monday thru Friday

Supporting - Food Bank of Northwest Indiana, leading the Regions fight against hunger since 1982 and distributes more than 4.5 million meals each year to hungry kids, adults and seniors across Lake and Porter counties.

COMMUNITY SERVICE COMMITTEE

Andy Klawiter (219) 771-9079

Andrew Nashkoff (219) 293-6989

Glenda Holiday (219) 670-9144

AREA 32 Field Forces / Refrigeration

By Kevin Brackett, Griever Area 32



Greetings from Field Forces,

In the past several articles I have written for our News Letter I have discussed the fact that many of our union members are retiring and are not being replaced. I have discussed the importance of bringing in new employees to learn these jobs before all the experienced people are gone. You would think that this is something that should be important to the company if not for the safety "they talk" then for the sustainability "they talk". I have asked the union membership to watch for contractors who are taking the jobs that belong to our union workers to protect those opportunities for the next generation of steel workers.

It is with great disappointment that I find myself writing this article as Field Force employees are being direct assigned to 4SP due to a lack of manpower in their workforce. Field Force employees who have not worked in the

positions they are being asked to fill, led by inexperienced supervisors who are driven by production goals, often with a total disregard for safety. Field Forces, a department that already has many of their jobs either performed short-handed or given away to contractors due to a lack of manpower.

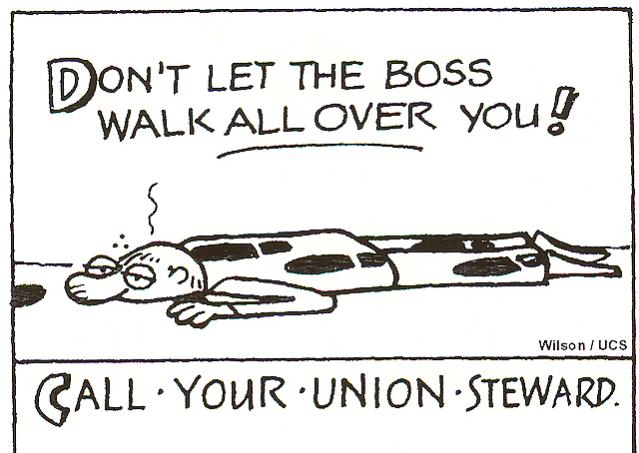
My disappointment is not with the hard working people at 4SP who have no say in manning issues. My disappointment is with upper management who were repeatedly warned by all levels of our union about manning issues throughout Indiana Harbor East. Warnings they chose to ignore, warnings that are now unescapable facts. In their wisdom management decided they could do whatever they wanted to do no matter if it went against safety, the contract, or even common sense. We all know the company likes to use the phrase "safe sustainable steel" which suggests two goals, safety and sustainability. Does anyone, includ-

ing the company, understand how they plan to achieve these goals without an experienced workforce? I am at a loss, the grievance procedure has been initiated and is moving forward but hopefully the company will wake up, figure it out and will fill these vacant positions with full time union employees soon. Hopefully the Field Force employees, some with over 30 years of service, will be back in their positions in their department soon. Hopefully steel workers' jobs will be performed by steel workers, not contractors, soon.

I wish to thank all the people at 4SP who are trying to keep it a safe place to work for themselves and the Field Force employees. The employees that are not afraid to remind the company we have a phrase as well, "We Make the Job Safe or We Don't Do It".

In Solidarity,
Kevin Brackett

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



Bargaining Unit Work Committee

By Max Carrasquillo, Chairman Bargaining Unit Work Committee



The Evolution of Our Plant

Union Brothers and Sisters, as you are reading this article we should be in the fourth quarter of the year 2019. Look around the Steel Industry and the market is not looking good. We all have different ideas on what are the causes of the downturn, but our focus should be on how we make and keep our Plant the most viable. We are in competition not only with the other steel companies, but also with our Brothers and Sisters from the other Plants. Let's make the Company's decisions difficult, when they come up with ideas such as the

"FOOT PRINT". We all know the difficulties we deal with on a daily basis, when it comes to producing Steel. We can dispute the decision to shut down 2 BOF, but it is water under the bridge, it happened.

There are many of us still out there that hired in the 1970's, so when we went from boom to bust in the early 1980's. We survived, but not without a sacrifice. The Company will always make decisions without our input that will turn out bad, but that does not mean that we have to like it. Today there are many who have not lived through bad times in the Plant and it is important

that experiences be shared with them. Look around and it seems that history is trying to repeat itself. From the downturn of business to the involvement of each and every one of us in our Union, the strength of the Union is predicated on the power of the workers. Time to get involved, don't accept what you are told, if you believe different. Challenge; ask questions, run for office. The more involved people the Company has to deal with, the less they can get away with. Whether it is a past union rep, a present union rep or a future union rep, keep the pressure on.

It's Our Safety and Health!

Steve Wagner Continued from Page 24

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!

Please note! I would like to respectfully ask all our Local 1010 active members and Local 1010 retirees to support the following Candidates in the Upcoming Highland Elections.

**Clerk Treasurer -
Michael Griffin
Town Councilmen:
Martin Del-Rio,
Konnie Kuiper,
Mark Herak,
Bernie Zemen,
and of course yours truly...
Steven Wagner!**

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 mat-**

ters 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. So tomorrow, before we start our jobs... let's ask each other, how can we perform today's job assignments safer?

In Solidarity,
Steve



By Gail Richardson



The USW Local 1010 Civil Rights Committee members are working 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 adopted 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 creates feelings of uneasiness, humiliation, and discomfort. It is an expression of perceived power and superiority by the harasser over another person. There are two principles fundamental to the trade union movement: human rights and solidarity. Sexual harassment strikes at the heart of both. Sexual harassment is illegal and a violation of Title VII of

the Civil Rights Act of 1964.

It is commonly defined as:

- (1) Unwanted Sexual Attention of a persistent or abusive nature, made by a person who knows or ought reasonably to know that such attention is unwanted; or
- (2) implied or expressed promise of reward for complying with a sexually oriented request or;
- (3) implied or expressed threat or reprisal, in the form either of actual reprisal or the denial of opportunity, for refusal to comply with a sexually oriented request.
- (4) sexually oriented remarks and behavior which may reasonably be perceived to create a negative, intimidating, hostile or offensive environment. Unwanted sexually directed behavior can include:

- Assault
- Physical abuse (touching, pinching, cornering)

- Verbal abuse (propositions, lewd comments, sexual insults)
- Visual abuse (display of material of a sexual nature designed to embarrass or intimidate)

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

Any and 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.

Chair - Gail Richardson
(219) 805-3923

Vice - Chair - Anita Freels
(219) 898-0691

Secretary - David Roque
(219) 381-7339

Do the right thing, Buy American!

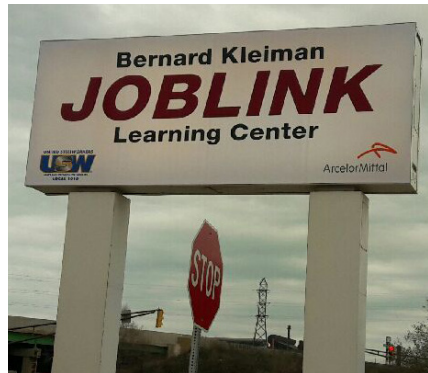
The Bernard Kleiman JOBLINK Learning Center

By Steve Wagner, President

October 2019

Career Development Educational Benefits!

I enjoy talking with every Steelworker about our career development educational benefits. Yet it's most important for me to reach out to new hires, 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"!



opment 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:

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 devel-

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](tel:1-888-427-5400) (select option #2) or emailing [partnersolutions@](mailto:partnersolutions@pennfoster.edu)

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/>

Tooling U

Tooling-U offers online modules for steelworkers who want to learn more in the area of electrical and mechanical maintenance. Participants can subscribe to the entire library for 3 months (\$200) or 12 months (\$500) paid for with your tuition assistance benefit.

Morgan Stanley

Morgan Stanley Financial Wellness provides members with resources covering a broad array of financial topics to help you make confident, well-informed financial decisions. Through the ICD partnership with Morgan Stanley, you have access to online financial education and financial planning for a \$300 subscription, again paid for through your JobLink benefit. The online experience can help you and your family measure and improve your financial wellbeing, matching you with personalized journeys and educational materials that can help address your needs.

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

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 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; US Steel Midwest www.ussmidwestcareer.com or Burns Harbor's at www.ceimillclasses.com. 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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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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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.

The last quarter data shows that our safety efforts have slipped for a variety of reasons. We somehow failed to recognize the hazards associated with doing our job assignments. Or, in some cases, we accepted the known hazards as just part of the job. Many times we (both management and union) see co-workers put themselves in a precarious positions and turn a blind eye. Our desire to just get the job done can cause accepted deviation from standardization. This deviation from standardiza-

tion allows us to not engage each other in making sure we help each other work as safe as possible. Let’s make sure that we be our Sister’s and Brother’s keepers by respectfully reminding each other to work as safe as possible. We must utilize the safety systems and tools that we have been taught, improve our job procedures and of course, utilize the HIRAC-Lite process to insure that we have mitigated all the potential hazards prior to starting a job.

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. In fact, we have appealed grievances to arbitration in an effort to reach a successful resolution to these company contractual violations. The company 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 “Grievance Procedure” (which ultimately is arbitration) to drive contractors out of the plant and return those assignments to us!

Many changes have occurred on the USW International Executive Board effective July 15, 2019. Our Interna-

tional President, Leo Gerard has decided to retire along with a number of other officers. President Gerard has represented us well in his many years as International President as well as multiple terms on the International Executive Board. It is with distinct honor and privilege to wish Leo Gerard, Stan Johnson, Carol Laundry and Jon Geenen a long healthy and happy retirement. Also, we need to congratulate our new International President, Tom Conway, as well as the other new officers who have stepped up for our union. John Shinn, Secretary-Treasurer, David McCall, International Vice President/Administration, Roxanne Brown, International Vice President at Large and Leeann Foster, International Vice President are to be congratulated as new International Executive Board Members working on our behalf.

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

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