

“DOING THE RIGHT THING” Award



“Doing The Right Thing” Award

On April 14, 2010

Ramiro Muro

a #4 Steel Producing RHOB Operating Technician observed the Caster Craneman in the process of picking up a treated heat off the turntable. As it was lifted approximately six inches he noticed the “blind side” hook was not fully engaged. He immediately told the craneman to set the ladle back down. His quick actions and Shared Vigilance avoided a potentially serious safety incident.

Good Job Ramiro!

Doing the Right Thing

We see programs come and go, we want a culture change in how the USW Local 1010 membership approaches each and every job large or small, easy or hard; you see we only want to make safe steel. We have a lot at stake we are the ones on the front line performing the work task.

If you were told, “Go ahead and just do the job, it’s always been done this way.” What does that person have in the game? What are they putting at risk?

Why would any USW Local 1010 Member want to risk life or limb just to get’er done? How can you work, or work overtime while you are injured? What if you loose your life, who gets your pension?

President Tom Hargrove enacted an award to recognize the USW Local 1010 Members that say NO to this culture of Get’Er Done.

It’s called the Presidents “DOING THE RIGHT THING AWARD”, and in this issue of the Steelworker we would like to share with you the recent recipients of this prestigious award.



“Doing The Right Thing” Award

On May 27, 2010

Tyron Pearson

a #4 Steel Producing employee was assigned with a crew to clean a dust spill at the Cadre Baghouse. Tyron questioned if the dust was hazardous, after he read the procedure it was determined they were handling the dust incorrectly. He informed the rest of his co-workers and they stopped the job immediately. Tyron questioned the way the job was being done and didn’t assume the job was being done the safe way. His quick actions and Shared Vigilance prevented his co-workers from a potentially serious incident.

Good Job Tyron!

We make the Job Safe, or WE DON’T DO IT!

“DOING THE RIGHT THING” AWARD



“DOING THE RIGHT THING” AWARD

On July 8, 2010

Ike Peterson

a # 4 Steel Producing employee and co-worker Rusty Williams assisted getting Steve West emergency assistance for injuries suffered after an explosion which caused brick and hot slag to become airborne. After debris had stopped falling, MEU employees Dave Ruder and Ken Renn noticed Steve West coming from the south around the thickener. Steve had burns on his abdomen and neck and was disorientated. They also noticed Steve was headed back near the explosion site. They took quick action and stopped Steve, preventing him from going back into that area. About that time a truck showed up with Rusty Williams and Ike Peterson from #4 SP. All of them placed Steve West in the vehicle and took him to emergency station 145 and called for emergency medical help. Their Shared Vigilance and immediate quick actions stopped Steve from going back into that area enabling Steve to get immediate emergency medical assistance.

Good Job Ike!

“DOING THE RIGHT THING” AWARD

On July 8, 2010

Ken Renn

a MEU employee and co-worker Dave Ruder were repositioning a manlift in the scrubber roadway at # 4 SP. A nearby Pugh Ladle exploded causing brick and hot slag to become airborne. After debris had stopped falling, they noticed Steve West coming from the south around the thickener. He had burns on his abdomen and neck and was disorientated. They also noticed Steve was headed back near the explosion site. They took quick action and stopped Steve, preventing him from going back into that area. About that time a truck showed up with Rusty Williams and Ike Peterson from #4 SP. All of them placed Steve West in the vehicle and took him to emergency station 145 and called for emergency medical help. Their Shared Vigilance and immediate quick actions stopped Steve from going back into that area enabling Steve to get immediate emergency medical assistance.

Good Job Ken!

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On July 8, 2010

Dave Ruder

a MEU employee and co-worker Ken Renn were repositioning a manlift in the scrubber roadway at # 4 SP. A nearby Pugh Ladle exploded causing brick and hot slag to become airborne. After debris had stopped falling, they noticed Steve West coming from the south around the thickener. He had burns on his abdomen and neck and was disorientated. They also noticed Steve was headed back near the explosion site. They took quick action and stopped Steve, preventing him from going back into that area. About that time a truck showed up with Rusty Williams and Ike Peterson from #4 SP. All of them placed Steve West in the vehicle and took him to emergency station 145 and called for emergency medical help. Their Shared Vigilance and immediate quick actions stopped Steve from going back into that area enabling Steve to get immediate emergency medical assistance.

Good Job Dave!

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Good Job Rusty!



“DOING THE RIGHT THING” AWARD

On July 16, 2010

Keith Hopkins

and co-worker Ryan Keen was directed to work on a Pugh car at the Car repair building. They arrived at the job site and noticed the jacking stands (Cribbing) did not have any proof of being load tested, which caused concerns for their own safety if used. They brought this issue to the attention of their immediate supervisor. The supervisor told them the steel fabricated cribbing has been used in the past at Car repair and was adequate for the job. Ryan and Keith refused to use this cribbing since there was not any proof that these had been load tested. The supervisor continued to insist that they use these jacking stands, so Ryan and Keith requested Safety Relief and was prepared to be sent home. At that time, the supervisor told them that load tested cribbing was available at the Pugh Ladle repair building. Ryan and Keith went to Pugh ladle and picked up the correct load tested cribbing. They then proceeded doing the job safe way with the proper equipment. Ryan and Keith's actions demonstrate the true meaning of “Make the job Safe or don't do it!”

Good Job Keith!



“DOING THE RIGHT THING” AWARD

On July 16, 2010

Ryan Keen

and co-worker Keith Hopkins was directed to work on a Pugh car at the Car repair building. They arrived at the job site and noticed the jacking stands (Cribbing) did not have any proof of being load tested, which caused concerns for their own safety if used. They brought this issue to the attention of their immediate supervisor. The supervisor told them the steel fabricated cribbing has been used in the past at Car repair and was adequate for the job. Ryan and Keith refused to use this cribbing since there was not any proof that these had been load tested. The supervisor continued to insist that they use these jacking stands, so Ryan and Keith requested Safety Relief and was prepared to be sent home. At that time, the supervisor told them that load tested cribbing was available at the Pugh Ladle repair building. Ryan and Keith went to Pugh ladle and picked up the correct load tested cribbing. They then proceeded doing the job safe way with the proper equipment. Ryan and Keith's actions demonstrate the true meaning of “Make the job Safe or don't do it!”

Good Job Ryan!

Union Safety Committee Report



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

The Safety Committee Report

As we start the forth quarter our total injuries for IH Flat Carbon have increased by alarming numbers. This time last year we had 324 total injuries, to date this year we are at 613 total injuries. USW Local 1010 Safety Committee recommends that we all "Take Two" and "Think it Through" check out the job assignment / task at hand, think about what you are doing. Utilize safe job procedures; also fill out a hazard assessment form for all work assignments weather routine or non-routine. Do the right thing! Change can only happen when we take the necessary steps to perform our jobs safely. The current direction is creating a dangerous and backward step on our Journey to Zero.

On the other hand IH Long Carbon has only experienced 2 Lost Workdays, 10 OSHA Recordable and 21 total injuries. Plant 4 was shutdown last year, than reopened the first of this year. This was accomplished with about twenty-five percent of the original workforce

returning. Your Safety Committee and Safety Advocates helped provide Orientation training with a strong emphasis on safety for all of the work force. Congratulations to the Long Carbon employees on their safety performance, keep up the good work!

All Department and Area Safety Committee's need to take a closer look at all the incidents (accidents, near misses, equipment damages) in their areas. We must eliminate all hazards and risks that you or your co-workers are exposed to.

Our Joint Safety Committee is in the process of reviewing and revising our plant polices and procedures. Assigned committees are currently working on the following polices and procedures, confine space, hot work permits, lock-out/verification, gas hazards, incident investigations, crane inspections, pipe identification, asbestos and emergency action plan just to name a few. Once new policies are in place we will do

training and education programs throughout the plant. USW Local 1010's goal is to have all polices and procedures in place and start the training in the first quarter of 2011.

We just sent twenty-two health and safety representatives to the 2010 USW Health, Safety and Environment Conference in Pittsburgh, PA. Many USW local unions and employers find benefit during the conference to meet as a group and discuss their issues and concerns they face on the shop floor. There were many key note speakers from the United States and Canada sharing their views on health, safety and environmental matters that our workers face in the work place and our communities that we live in. The work shops were great. The Union Safety Committee is committed to providing training, education for our safety representatives and advocates this helps us achieve our goal of ensuring us a healthy and safe work place. We all go home the same way we came to work!

Safety Committee

398-3100 x120 or 121

safety@uswa1010.org

Ivan Agosto - Chairman

397-6934

Cell: 712-5631

Nick Valle - Vice Chairman

Cell: 808-5377

John Gelon - Secretary

690-1523

Cell: 406-4190

Don Jones - Safety Coordinator

838-4210

Cell: 712-5610

We make the Job Safe, or WE DON'T DO IT!!!



From Left Gary Bender, Eric Meyer

Riverdale Safety Committee

Gary Bender - Griever

(773) 216-9481

Eric Meyer - Safety Coordinator

(815) 685-1999

Riverdale Safety Report

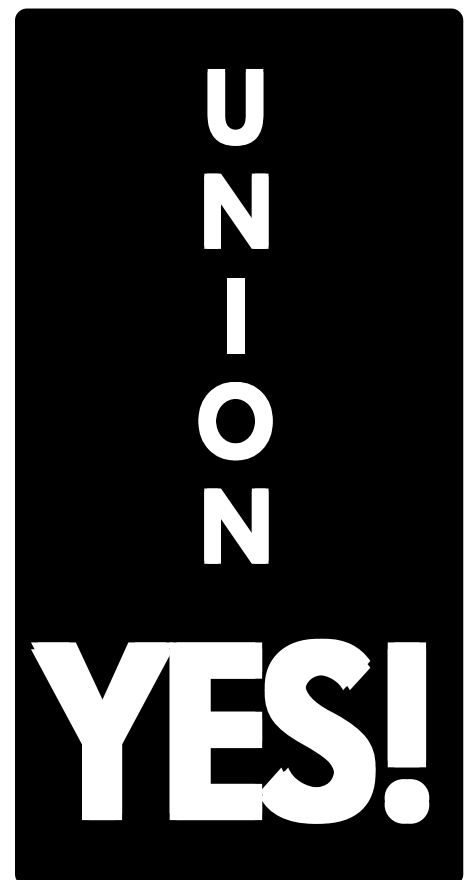
Riverdale was able to go from 5/19/09 to 7/7/10 without a lost time accident. One of our most important changes/practices that helped make this possible was our pre-shift safety talks. The shift managers of each department take 15 minutes before each shift begins to discuss a daily safety topic and address any safety concerns the employees may have. Area managers and the plant manager also attend these meetings reinforcing that; safety at Riverdale is everyone's job and also emphasizing that "We Make the Job Safe, Or We Don't Do It". Another key element is that when safety concerns are brought up in the pre-shift meetings everyone gets feedback as soon as possible as to the status of the concern and any remedies that have taken place or are planned (Action).

The union's observation is that the biggest difference we see is, Riverdale management is treating safety with actions and not just going through the

motions of saying they believe in safety (Act). They have committed themselves that if safety is their number one job, then they need to make time to make it their number one thing they do each and every day by taking action to address the safety concerns of the Employees. Safety is not an act, safety is action!

Riverdale has also been working on other safety issues such as, updating the training of Employees on mobile equipment operator training including forklifts and mobile cranes. We have been installing new fall protection systems throughout the mill and improving our confined space program. We also teach all Employees that they have the right to refuse unsafe work.

The Riverdale location feels that as long as management and union continue to work together, our safety will continue to improve. If safety is the most important part of everyone's job, then make the time to take action on safety each and every day.



We make the Job Safe, or WE DON'T DO IT!!!

US Corporations Celebrate Record breaking Low Total Injury Rates

By Daniel Walters

October 3, thru October 8, 2010 was not only National Fire Prevention week, it was the time set aside for the United Steelworkers Annual Health, Safety, and Environment conference in Pittsburgh, Pennsylvania. USW Local 1010 had a delegation of members in attendance lead by President Tom Hargrove, including Ivan Agosto, Don Jones, John Gelon, Dan Walters, Luis Aguilar, Charles Switzer, Robert Kesler, Rafael Colon, Ed Chambers, Gail Richardson, Kevin Lawrence, Jim Spasoff, Ken Churilla, Lawrence Person, Ed Medina, Ron Kaszak, Gary Bender, Eric Meyer, Dave Michalak, Reyes Rodriguez, and Roger Blashill. We attended morning and afternoon plenary sessions daily with additional outstanding workshops in between, all were very informative and well received by the membership. One of the many highlights of this conference, the event that created that Aw Haw moment for me was Thursday morning when Bill Hoyle of the Chemical Safety Board was introduced and took the podium to address the one thousand, four hundred delegates in attendance.

“US Companies celebrate Record



Bill Hoyle Chemical Safety Board

breaking low Total Injury Rates,” Bill stated. Followed by some interesting statistics he had gathered during his research.

2005 British Petroleum celebrates Total Injury Rates Eight times below the national average.

Tesoro Corporation, the National Petrochemical and Refiners Association (NPRA) presented the Anacortes refinery numerous prizes over the years – “merit” and “achievement” and “gold” including two last year. Tesoro notes on its web site that this recognition is for reducing “recordable injury rates” – the lost-time injuries that must be reported to OSHA. <http://blogs.alternet.org/speakeasy/tag/tesoro>

Massey’s safety awards in 2009, The National Mining Association and the U.S. Mine Safety and Health Administration (MSHA) gave Massey three “Sentinels of Safety” awards, the most any mining company had ever received in one year. These recognize, as the NPRA awards do, low levels of lost-time injuries. <http://www.huffingtonpost.com/leo-w-gerard/safety-awards-that-endangb584673.html>

British Petroleum executives were aboard Deepwater Horizon in the Gulf of Mexico on April 20, 2010 to celebrate a safety milestone. Workers on the rig had gone seven years without reporting a lost-time accident.

So these Corporations among others are touting the fact that they are receiving prestigious Safety awards for driving down “Lost time and OSHA Recordable Injuries” All while they continue to make headlines such as;

On March 23, 2005 the Explosion at

Texas City, Texas Killed 15, Injured 170. The BP refinery in Texas City is the third largest refinery in the U.S. BP employees and contract workers began an especially dangerous procedure: re-starting a unit that had been down for repairs. They began to fill a tower with gasoline. The tower overflowed, and the excess gas flowed into a back-up unit, which then also overflowed and sent a geyser of gasoline into the air.

ANACORTES, An explosion and fire at the Tesoro Corp. Washington state oil refinery shook homes and shot flames into the night sky early Friday April 2, 2010, at about 12:30 am killing five people and critically injuring two others. The blaze occurred while maintenance work was being performed and was extinguished in about 90 minutes. Three men died at the scene and four workers — two women and two men — were airlifted to Harborview Medical Center in Seattle, with severe burns. The women and men later died, a hospital spokeswoman said. Bringing the total to seven workers killed.

The Upper Big Branch Mine disaster occurred on April 5, 2010 at Massey Energy’s coal mine at Montcoal in Raleigh County, West Virginia. Twenty-nine out of thirty-one miners at the site were killed. The explosion occurred at 3:27 pm. The accident was the worst in the United States since 1970, when 38 miners were killed at Finley Coal Company’s No.15 and 16 mines in Hyden, Kentucky.

Deep Water Horizon At 9:45 P.M. CDT on 20 April 2010, during the final phases of drilling the exploratory well at Macondo, a geyser of seawater erupted

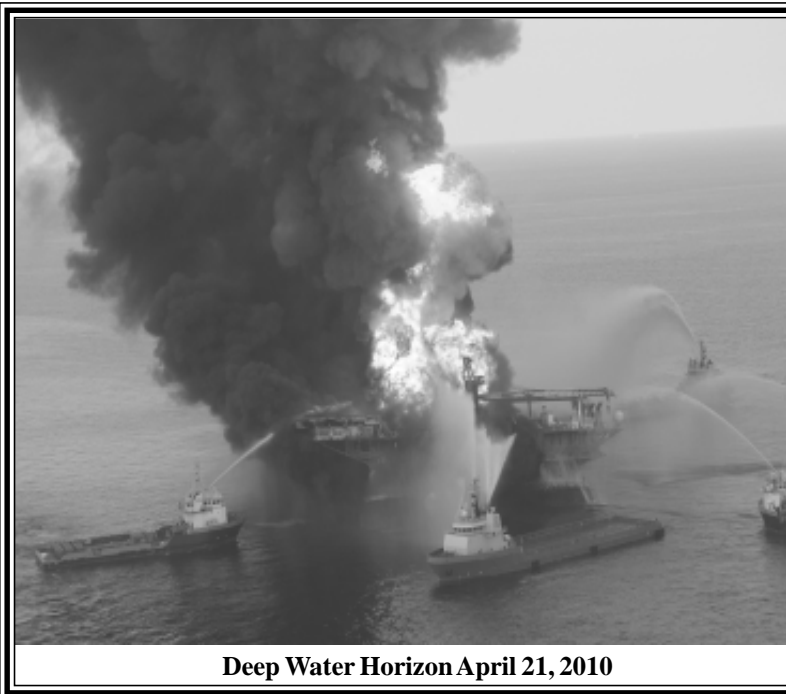
We make the Job Safe, or WE DON'T DO IT!!!

Continued on page 7

Dan Walters**Continued from page 6**

from the marine riser onto the rig, shooting 240 ft into the air. This was followed by the eruption of a slushy combination of mud, methane gas, and water. The gas component quickly transitioned into a fully gaseous state and then ignited into a series of explosions and a firestorm. An attempt to activate the blowout preventer failed. At the time of the explosion, there were one hundred twenty six crew members on board. Seven were employees of BP, seventy-nine of Transocean; also employees of various other companies were involved in the operation including Anadarko, Halliburton and M-I Swaco. Eleven workers were presumed killed in the initial explosion. Numerous injured workers were airlifted to medical facilities.

So Bill Hoyle's point that we need a



Deep Water Horizon April 21, 2010

better measure of safety than "Lost time and OSHA Recordable Injuries" is well taken, as shown in his examples of low numbers while Corporations continue to kill members in workplaces that contain unsafe work conditions that are either ignored, or failed to correct in a timely fashion.

What happened to corporate America's favorite sayings of the 1990's? "Workers are our number one resource!" You haven't heard that one for a long time;

because American companies are reverting back to management stiles like Fordism, Taylorism remember the River Rouge plant. How about Herbert W. Heinrich and his book Industrial Accident Prevention, A Scientific Approach in 1931. Heinrich's work is the basis for the theory of Behavior-based safety, which holds that as many as

95 percent of all workplace accidents are caused by unsafe acts.

Why are American companies so reluctant to just follow OSHA's top mandate and Engineer out the hazards? Provide a workplace free of recognized hazards.

Remember "Doing the Right Thing," and, "We make it safe or We DON'T DO IT!"

Dan Walters

USW 1010 Safety Committee

Plant 4 Area 27

By Ron Kaszak

The odds were against us but we did it. We restarted Plant 4 with an 80 % brand new workforce. Everyone busted there backs, bargaining and salaried alike. We had many obstacles to overcome and we still have a ways to go.

- * Safety / Injuries
- * Training
- * Scheduling
- * The infamous AWS (alternate work schedule)
- * Contractors
- * Personal issues like illnesses, death in the families, daycare.

People came from every walk of life; Incumbents, retired, some had previous mill experience many did not. In less than a year I've witnessed people that have seemingly been thrown together and have transformed ourselves into a great workforce. It was like a Plant 4 boot camp! I am very impressed.

Safety has been a big ticket item lately. There have been far too many accidents and near misses. We have to learn from every one of them! Be your brothers and sisters keepers. Get involved with safety, the Department Safety Committee (DSC) and get to the Union Hall on the first Thursday of the month.

This is as much your Union as it mine. The old-timers won't be here forever. New leadership needs to be on the horizon. I find it hard to believe I'll have 32 years of service in November.

There has been a lot of overtime lately. Those of you with young kids, there only young once. Once there grown you can't get that time back.

By December 5th 2010 the Company and the Union will revisit the Plant 4 Mutual Agreement concerning the contractors. We will keep you informed.

Sincerely,

Ron Kaszak Plant 4 Griever

It is Vitally Important to Vote This Year

By Rep. Dan Stevenson

**Indiana House of Representatives,
and member USWA Local 1010**



As the election season draws to a close, it is becoming even more obvious how important this election is to working families. Pollsters are speculating that anti-worker Republicans could make major gains on the national and state levels. If this happens, not only would the “anti-working family” Republicans have free reign over the state legislature to attack state laws that currently protect working families, they would also attack long standing worker protections and rights on a national level. In addition, they would have total control over the redistricting process to draw new boundaries for the state legislature and U.S. Congress. This could have long term devastating effects on working families as it would make it more difficult to regain control and stop the attacks.

Over the past several years, (with a couple exceptions) workers have benefited from a Democratic majority in the Indiana House of Representatives. While the gains for workers have been modest, the major benefit has been in defeating Republican

sponsored legislation aimed at weakening working families rights such as they did in the years they controlled the House.

During those years, on a state level we saw Republicans (who gained control of both chambers of the Indiana legislature in 1994 and 2004) attack and erode our collective bargaining rights. Our friends in the building trades came under an unyielding attack against their rights in several areas, as did our teachers and public education in general. The Republicans even tried to turn back the clock on the child labor standards that protect our children. Had they been successful our children would have no longer been able to enjoy the protections they have today.

Since the Republicans already control the Indiana Senate, as well as controlling the governor’s office, should they become successful and gain control of the House, there would be nothing to stop them from eliminating all the rights working families currently enjoy. Years of gains that have been made through nego-

tiations could be wiped out with the single stroke of a Republican legislator’s pen.

Also, if the Republicans gain control, not only will we constantly be defending gains we previously made, but we can forget about any future gains for working families, including unemployment benefits and workers’ compensation benefits improvements or workplace safety such as the bill I will again be filing this year to hold corporate bosses accountable for workers safety.

While working families cannot match the millions of dollars that “anti-working family” organizations such as the Manufacturers Association and the Chamber of Commerce dump into the campaigns of the anti-worker Republicans, we have the ability to go to the polls in large numbers and stand up for our rights by voting for candidates that support working families.

On November 2nd Vote for labor endorsed candidates and help protect our workplace rights by supporting those who support us.

Steelworkers support Stevenson For State Representative

Field Forces Report

Pass the Buck Please!

We would like to shed a little light on a subject of deep darkness! This subject makes our top guru of MEU Maintenance (Sr. Division Manager) tremble in agony. It causes our Company leaders to buckle at the knees with its rippling effects creating an environment of hostility, lying and cheating amongst our top Brass and flows down hill and never ends. If you have not figured it out by now here it is the "Budget". The whole Department of MEU and the Company has felt its impact. The group that feels the most pain though when all the games have played out by the Company in order to maintain his precious "Budget" are the Stockholders. The Stockholders are paying the price in dollars and cents to protect this "Budget" through the schemes of management by "Contracting Out" and not abiding by the Basic Labor Agreement. The Company has paid double for many jobs that they lost through arbitration which is also a very expensive path to take for both the Union and the Company. With the use

of contractors and the payment gains won in arbitration to the Union members gives way to a heavy burden that the Company pays in order to protect that "Budget". Maybe we could go back in time to an old Company slogan "DRIFT" (DO IT RIGHT THE FIRST TIME). The great thing about this process though is that the money from double work payouts does not come out of MEU'S "Budget". Who the hell knows which budget ends up carrying that burden as long as it is not MEU'S. We should probably just call it "Pass the Buck" instead of "Budget".

On the other hand our Area 32 Union officials would like to shine a lot of light on "Safety" and the Advocates and ASC and DSC members in our department who pave the way for our safe arrival to the gate at the end of the Day! Quoting one of our senior retired Wiremen (Bob Arvidson) let's "give'em some credit". Our Advocates spend a lot of time making sure every-

thing is locked out properly and tested before we get to the job! Not every lock-out is on the computer and these guys test and check to make sure we get'er done safely. A lot of times they take a lot of shit from bosses but in the end 99.9% of the time they are right.

Ernie does cranes, brakes, tie-offs, you name it and if the company gives him any shit he lights up the phone banks for backup from OSHA and the rest is history! Ed Chambers (newest Advocate) and David Horn know where to lock-out everywhere in the mills and always question management no matter who it is to make sure we are safe. Some departments call on our advocates in certain situations for their advice. And then there is Eddis Clark a quiet guy, but if you need some information he will look into it and get'er done! We all give these guys shit sometimes but they do not cave in and they are always there to help us out in any way possible. Thanks for your "Diligence in the Safety Arena"

McMahon & Connell

VOTE

**Shelli VanDenburgh,
State Representative
District 19**



Shelli understands the importance of Union Representation. Her husband, a steelworker and member of USW Local 1066, was injured on the job. She knows first hand how vital it is to improve the worker's compensation laws in our state and will continue to fight for the necessary changes to protect workers on the job.

Steelworkers support VanDenburgh For State Representative



Insurance & Benefits 398 -3100 Fidel Azcona Extension 117 Jerry Strauch Extension 112



Brothers and sisters of local 1010, we hope all of you and your families are doing well. The winter weather will be on us soon, so remember to gear up for winter safety, on the job and at home.

Fidel and I are available to serve and assist you with any questions and concerns you may have on health care, retirement, or any benefit that you may need assistance with. We are at the union hall Monday-Friday 8am to 5pm. You can call us at 398-3100 ext 112 or 117.

Some frequently asked questions on retirement;

- * All retirements commence on the first day of the month you retire.
- * Special payment is nine weeks pay plus any unused vacation time. This is based on 2% of last years w-2, you will receive this lump sum payment one month after you retire.
- * First retirement check will come to you on the fourth month following your retirement.

* Example; retirement date-January 1st

Special payment-February 1st

First retirement check-April 1st

* Direct deposit- if you sign up for direct deposit your special payment will be mailed to your home, your first retirement will be deposited into your banking account. If you have any questions please come to the union hall or call us.

* Remember to turn in your student forms to keep insurance on your children, who are attending college as a full time student and eligible for coverage.

* Keep your spouse updated by turning in a coordination of benefits form (COB).

In the last issue of our paper I went over the rules to receive S&A benefits. It is your responsibility to get the S&A form. Fill out your information on the top, have your Dr. fill out his portion and return it to the west annex.

* Save your EOB's (explanation of Benefits). The EOB has all the details needed.

* Date of service-the provider-bills charged-discounts-deductibles and co-pays. All this information is used to determine what was paid and why, and what you may owe the provider. The EOB is your documentation used to prove you were billed correctly.

* If your spouse works and is paying a premium you qualify for the Spousal Reimbursement benefit. You will be reimbursed for any cost over \$120.00, but you must turn in the reimbursement form.

Please take advantage of all your benefits, The Union has fought hard for these benefits and just as hard to keep them.

One last note; we should be receiving a letter from the company before the open enrollment sign up period. Which is Oct 18th to Nov 12th . This letter will have information on the new Health Care Reform Act that will go into effect Jan,2011.

PLEASE READ CAREFULLY you may be required to list all your dependents, including children up to twenty-six years of age. They cannot be eligible for coverage under their employer.

We will be receiving more information on Health Care Reform and keep you updated on this issue. As always if you have any questions or concerns, either stop by the hall or call us.

In Solidarity

Jerry and Fidel

Alcohol or Drugs a Problem?

A Members Assistance Committee member is at the Hall every Thursday and is available to help with Substance Abuse or Behavioral Problems. Or you can call them at the numbers listed below.

Nationwide consultation is available 24/7 from Value Options at 800-332-2214. Value Options is the Care Administrator for all Substance Abuse and Behavioral issues. Referral and certification by Value Options can substantially reduce your out-of-pocket cost.

Local 1010 Members Assistance Committee

Dave Lomellin (219) 397-0902 Paul Johnson (219) 364-1284

Who Needs the Union, Anyway?

By Jim Gogolak, Inner Guard



During my many years as a union representative, I've heard some variation of "Who needs the union?" many times. And it always is born of a lack of understanding or an unwillingness to accept that the Union works for all of us, not just individuals.

One argument that often comes up is: "Since we have the Occupational Safety and Health Act (OSHA), the government will take care of our health and safety." But the problem with this idea is that OSHA can set the best standards in the world, but the agency has limited resources for enforcement. Besides that, the standards are not strict enough to protect everyone's health without question. Our Union helps police OSHA compliance and often gets management to agree to standards better than those required by OSHA. Our safety program's slogan says it all: We make the job safe or we don't do it. Try to find that in an OSHA manual.

Another thing I sometimes hear is: "I'm a good worker and a good employee. I stay out of trouble, so I don't need the union. All the union does is protect the trouble-makers." People with this perspective will often refer to someone who they think should have been fired, but the union saved his or her job. And the truth is, we have a damn good Grievance Committee that often wins cases that seem hopeless or negotiates settlements thereby saving jobs.

But saving jobs is only one function of the Grievance Committee. Dennis Shattuck and

the guys at the hall are the best in the industry. They are constantly working to enforce the contract at all levels, making sure we all get a fair deal. Winning tough cases is simply an indication of how good they are, not a sign they are not working for all of us. Some bosses will try to get you to believe that, but don't fall for it. Every job the grievance guys save and every case they win is better for all of us as a whole. If you never need to file a grievance, consider yourself lucky. But if your luck ever runs out, consider yourself lucky to have a solid Union with a strong Grievance Committee.

Contract time usually brings out some dissonance about the Union, because not everyone gets everything they want. Negotiations are just that: both sides say what they want and work to find some middle ground. Some issues are non-negotiable, which means sacrifices sometimes need to be made in other areas. New hires often want higher wages and benefits, but couldn't care less about retirement benefits. Older workers are often willing to sacrifice a little to get a better retirement. Our Union goes to the bargaining table after listening to workers' concerns at pre-negotiation sound-off sessions. The bargaining team takes a balanced approach to try to get the best deal they can for everyone. As far as I'm concerned, Tom Hargrove, Jim Robinson and the entire bargaining team have done a great job, especially in a shaky economy.

One example this is medical benefits. We have the best medical benefits around.

Another is pensions and retiree benefits. Increases in this arena mean that we will begin negotiations from a higher starting point each successive contract. Sooner or later everyone benefits. Our Union has also secured better wages and opportunity to advance more quickly, especially in the crafts. I could go on and on about things our Union has negotiated for all of us, but you get the idea.

"Who needs the union, anyway?" is a rhetorical question posed by frustrated people who cannot get everything they want and find it easier to blame the Union for their perceived losses. But I'd like to take a shot at answering the question as though it were a real one.

Who needs the Union? People who want a decent paycheck. People who want to go home healthy and in one piece. People who would like to retire sometime and have a pension and benefits that will allow them to. People who want to have some self-respect and some respect from management. People who want a good contract and some means of enforcing it. People who want protection from hostile and vindictive bosses. People who appreciate the bargaining power gained by working for the benefit of all.

In short, we all need a Union – each of us for their own priorities at any given time in their careers. Some of us are too short-sighted or bull-headed to admit it, though. And as far as the criticisms leveled at our guys down at the hall: Hey, they aren't perfect, just damn good.

LABOR DAY IN THE U.S.A. In 2010

By Joe Gutierrez



“These are the times that try men’s souls.” The Supreme Court ruled that corporations are persons, that corporations now have souls. That decision allows corporations to spend unlimited amounts of money to defeat political candidates who do not ascribe to their political agenda to secure more wealth and power at the expense of working and middle-class families. Among those corporations are some that siphon our resources and move off-shore to avoid paying taxes. And some are foreign owned.

Our country is in crisis. Given the anti-union rhetoric foisted upon a citizenry starving for work, the celebration of Labor Day seems futile and duplicitous. Corporations and their minions are destroying the middle class. Unfair trade laws slowly but systematically siphoned away our jobs leaving communities devastated as effectively as the worst natural disaster. The aftershock of those tumultuous agreements rumbled roughshod through the signatory countries leaving them poorer and without hope. We lost 75% of our manufacturing jobs, and unemployment continues to skyrocket. The true numbers exceed 17% in many parts of the country. Boarded-up buildings and padlocked fences dot our landscape. The housing market has collapsed. Many neighborhoods have been reduced to desolate skeletons of a once vibrant society. The family without work and no promise for the future is disintegrating. The taxpayer bailed out Wall Street and they bailed out on us. Greed and larceny accelerates the continuing decimation of our middle class. Aided by self-serving politicians, manufacturers who deserted the towns built around their factories reap exuberant profits

and leave misery in their wake. Full time work with benefits is rapidly becoming a thing of the past. Our country is in crisis.

Someone said that in a progressive society there is nothing permanent except change. In 2008 we voted for change, but the obstinate leadership of the Republican Party has shouted a resounding NO to any change. They stand against America’s recovery by blocking progress just to defeat President Obama. They are responsible for the most severe, damaging obstruction of progress in generations. They demanded the deregulation of big banks rather than protecting ordinary Americans, and fought for ‘Big Insurance’ in the battle for health care reform. They support profitable companies that move to third world countries and Right-to-Work States simply to avoid unions. Their lack of empathy for working people exacerbates the pain of unemployment. The sad sound of their shallowness echoes endlessly through empty factories and boarded-up homes. Those same Republican Representatives who voted without question for unlimited spending under the Bush administration refused to extend unemployment benefits for laid-off workers with the lame excuse that doing so would discourage them from looking for work. They cry about the economy and the lack of jobs, but voted against a Jobs Bill that would have created jobs and helped small businesses. They cry about the deficit yet fight to maintain the Bush tax cuts for the very wealthy, which would add trillions to the deficit. What hypocrisy!

These are hard times and the national debate should be about jobs, not a Muslim community center with a prayer

room two blocks from ground zero. Such issues are only exploited to divert our attention from what is truly important. Corporations hide behind front groups subsidizing the ‘Tea-Baggers’ just as they did the ‘John Birchers’ - groups that breed hatred and intimidation to wipe out entitlements. Imagine where we would be today if the Republicans had been successful in privatizing Social Security? Rest assured – their goal to eliminate this social safety net for all Americans has not disappeared from their agenda. We must refuse to be intimidated into silence. We must stand together in solidarity and continue to fight for the Employee Free Choice Act, which has all but disappeared in the hallowed halls of Congress.

We must question those who just say NO to everything. We watched Bush scuttle the agencies created to protect workers and their families reducing them to nothing but empty words. That mentality made a mockery of oversight and regulation, all of which nearly collapsed our economy and came home to roost in a coal mine in W. Virginia and now the Gulf of Mexico. Do the Republicans really believe that the average American has forgotten the terrible damage inflicted on our country with their eight years of failed ‘leadership’ in Washington? We must remember the past and look to the future. We need unions now more than ever. “The summer soldier and the sunshine patriot will, in this crisis, shrink from the service of his country; but he that stands it NOW, deserves the love and thanks of man and woman.” And the fight goes on.

Joe E. Gutierrez - Retired

USW Local 1010 Union Official

The Union Advantages

James W. Harris Assistant Griever, #2 Steel Producing



I recently interviewed a lady that works at a non-union Company. I will not disclose her or the companies' name. She fears reprisals from her supervision up to and including Termination. She's been working for this company for 14 years. Her starting pay was \$ 7.00 an hour and each raise she has received over these 14 years has been minimal at best. Her work record is outstanding with never a reprimand. It just so happens that this company makes at least 1 million dollars a day. The way the company is set up the supervisors make an unbelievable amount of money and the average hourly worker gets jacked. For example, some of their upper bosses i.e. equivalent to manager of steel making shop make about \$250,000 per year. That supervisor's boss makes \$500,000 per year. You would think they would want to share the wealth with the employees that work their butts off for them, NOT! They get no bonuses or any compensation other than a paycheck. Their employee turnover rate is up there in the clouds somewhere. As far as their absenteeism policy goes she told me that there is a 10- point system per year. Each call off is considered 1 point. If you call off on the holiday or weekend it's considered 2 points. If you're late for work or have to leave early it's considered ½ point. Here's the kicker, if you accumulate 10 points you are fired. If you have a slight disagreement with another employee (not even dukin' it out), you are fired. She also stated that the bosses there are very arrogant and self-centered. Sounds familiar? Yea they pretty much got you on a limb. All the company has to do to terminate you is tell you "we feel that it would be in the best interest of the company that we have to let you go". There is no

going to the hall and asking for help because there is no hall and there is no Union. This lady I interviewed fears for her job every single day. On a daily basis she observes co-workers being terminated. There is no "probable cause" for drug testing at her company. They take hair samples and urine samples at will. They get no pension and the 401K they did have when the company started they took away.

If you have a complaint they do have the Human Resources Department which is run by (you guessed it) more supervisors. If you get fired for any reason there is a Review Board that you may or may not get a chance to go in front of. Hey guess what? The Review Board is comprised of five supervisors, no hourly workers. Only witnesses that are directly relevant to your case are allowed into your hearing. The medical insurance is paid for by the employee. It comes out of your check on payday. The company has a habit of firing the workers with the most seniority because they make a little bit more money so the more years you bust your butt for the company the odds increase that you'll get terminated. What a bunch of Boot Heads. These are just some examples of what it's like for an employee, who always went to work and did her job, to have to deal with on a daily basis working in a non-union shop.

I am so grateful that I work at a Union shop. Our Steelworkers local 1010 is one of the strongest Unions in the United States. I am honored to have been elected as an Assistant Griever for #2 Steel Producing. Unfortunately, there have been times we may have heard one of our union workers bad rappin the union at the mill. Most of the time it is because of misinforma-

tion. That is why it is important to talk to a Union Representative. I guarantee that if this Representative does not know the answer to your question, I will find out. The thing that really eats at me is when a union brother or sister bad raps the union to a member of management. We can only guess as to why they would do this? The old saying: "united we stand divided we fall" is oh so true. Bosses love it when we as brothers and sisters don't show a unified front. Then we also have a few 2 legged rats that walk around with their heads so far up the bosses butt you need a 'come a long' to pull them out. In this day and age unity is the key for a union's survival. Even the 2- legged rats need the union when the company jacks them around. Most of the 2 legged rats in the mill that I have had to deal with were all self-centered. They were that way in grade school, high school, and the big mill. You know the ones that hide behind their job all the time. If you are called to the office and there might be possible discipline involved be sure to contact one of your Union Representatives, it's your right. Remember, you have the right to request safety relief if you feel the work is unsafe.

Before I forget, I want to give a big shout out to the Taggers (M.Mable, J.Langreder, J.Dabu, D.Martinez Jr, E.Nelson, D.Jones Sr, and S. Warner) down there in TCO. They took an old beat up office and cleaned it up real nice, really showed a lot of Local 1010 originality. If you see someone that is a veteran just go up and shake his or her hand and tell them thank you.

Respectfully Submitted

James W. Harris

Assistant Griever, #2 Steel Producing

Third Annual Local 1010 Scholarship essay Award Winners

Unions and the Middle Class

By Brandie Werblo

It has been said that the working people built America. These working people are your typical middle class citizens. Unions have helped in the past to protect middle class workers from being exploited by their employers. In the 1820's a union sought to reduce the working day from 12 hours to 10. They were successful and would later succeed in creating the 40 hour work week. Unions were also among the first to offer the middle class benefits. These benefits included, but are not limited to, paid health care and pensions. Throughout the course of history these same unions have helped to protect the middle class workers working conditions as well as their economic conditions. To this day unions are continuing to help the working citizens.

During the Great Depression unions helped to bring America back onto its feet. In 1935 the National Labor Relations Act granted workers the right to bargain collectively. They were encouraged to fight for their rights. The increase in union movement helped the middle class to survive the Great Depression. Now in the 2000's Unions are once again helping the middle class to survive.



With the recent economic recession unions are protecting workers and helping them to continue being employed. Those 1 unions can usually not be fired unless there is a just cause. Unions strive for the fair treatment of their workers and are willing to stand up for them. A 2008 study showed that those who work for a union on average earn 11.3% more than non-union workers. This is an equivalent to \$2.26 per hour more than those who do not work in a union. This money helps the middle class boost the economy. The majority of the population in the United States is a part of the middle class, and thus an important aspect of the economy.

A 2003 study has shown that union workers are on average more productive than non-union workers. This is partially due to the fact that

unionized establishments often offer more formal training than non-union. This helps the worker perform their job efficiently and safely. Many unions are affiliated with the ICD, Institute for Career Development. This allows for workers to further their education. These middle class citizens are now more educated. Should something happen and these citizens were to lose their job, they are now more marketable and have improved their chances of finding employment once again.

Unions are a vital part in American society. Without the assistance of unions the middle class could have very easily fallen into poverty levels during the current recession. The unions are keeping the middle class working and thus help to stimulate the economy. Unions help the middle class to work in safe conditions. A number of unions provide ways for workers to continue their education which helps the middle class workers to move ahead in life. Unions give benefits to workers that would otherwise be costly and difficult to obtain. Furthermore unions keep wages competitive and provide the middle class with a better quality of life.

Taking Back America Unions and the Middle Class

By Phillip Foreman

Throughout American history, the formation of unionized workers has proven to be the driving-force of the American middle-class. In 1954 when the United States started to experience an economic upturn, 35% of workers were unionized. Unfortunately, the current union situation is quite different from the 1950's. Currently, only 12.3% of the American workforce is unionized, and the middle class is struggling to operate during an economic recession (Ahrens). The decline of unionized workers had decreased several benefits which empower the middle-class. If unions reform, causing increased wages and purchasing power, then the American middle-class will recover from the current economic recession.

Over the years since the formation of unions, numerous researchers and studies have confirmed specific economic impacts of American unions. Unions typically raise the wages of the employees that they represent, increase benefits of the employees, and enhance productivity of each worker in the economy as a whole (Voos). Even during the road to recession, the presence of unions can be found making positive impacts. Within a four-year period of 2004 to 2008, union workers were being paid on av-



erage 11.3% higher than non-union workers (Madland). Unfortunately for the middle-class, the amount of unionized workers has been gradually declining.

Along with the steady collapse of unions, there was another main contributor to the fall of the middle-class. During periods of high economic growth, workers' wages and workers' productivity were positively correlated. When productivity increased, the workers would benefit with higher wages. This relationship eventually became less significant from 1980 to 2008. During this economic boom, workers still continued to be highly productive, but they did not receive appropriate wage increases. From 1980 to 2008 worker productivity grew by 75%, while worker's wages only increased by 22.6% (Madland). This unjustified difference eventually caused the middle-class workers to be paid less, causing them to have less purchasing power in an over productive economy.

One way to boost a waning economy is by purchasing more goods. This purchasing causes more money to be circulated between businesses and the people. As stated before, though, the American middle-class was not compensated appropriately, giving them less purchasing power. With less purchasing power, fewer goods will be purchased from a market which has over produced, creating a surplus of goods. This economic cycle led to a recession for the American economy, leaving countless people of the middle-class financially weak. Shortly after the middle-class experienced the impacts of the recession, the corporations of America also began to crumble and face economic hardships.

Currently, the American economy is undergoing a period of stagnant recession, waiting for some event to trigger an expansion in the economy. A possible solution to the economic downturn is the increased formation of unions. As displayed in past history, the increased formation of unionized workers has proved to stimulate the middle-class to economic success by increasing wages and purchasing power. By passing government regulations and constitutional amendments which allow for union to be formed more easily, then the increased creation of unions will occur, allowing for the middle-class to rise back to power.

Third Annual Local 1010 Scholarship essay Award Winners

Unions and the Middle Class

By Zackary Djurick

I have lived a good life. The USW has taken care of my father and I quite well, and it is because of them that I will have the awesome opportunity to pursue my dream this fall in college as a musician in the music production and engineering field.

I have not experienced being laid-off, on strike, or been fired. I haven't worked in the cold, heat, dark, dust, or grease. I've never worked in or near atmospheres of dangerous gases or billowing fire and smoke. I've never considered the dangers of working at heights or depths at which I would be afraid of falling from or into. I've never considered what kind of safety equipment I should wear when I go to my summer job. Loud, is the volume I listen to my music, not the deafening sounds of industrial machinery.

I have experienced always living in a nice house. I've always lived in a nice neighborhood, with nice friends. I've always attended nice schools



and been driven in nice cars. I have always been able to afford doctors when I'm ill, and have always had a good meal at the end of the day. I sincerely value what I have received from the Union, not only material objects from wages earned, but chances that have been presented to me and doors that have been opened as an affect of my fathers career.

I know that these things didn't happen overnight. Many of my relatives were immigrant farmers from small villages in Europe. They came to seek "The American Dream". I know that the improvement in quality of life started taking place as my Great Grandfather became a Steelworker, and that generations of my family have kept this trend alive as they participated

through the years as well. I also know it was the persistence of the Union movement's struggle that created the "Middle Class" that I now benefit from. It began as a dream of a better lifestyle, manifested into reality, and now is the standard of living known as the middle class.

Currently I'm about to experience the next level of education. Registering for college has exposed benefits I will continue to need, benefits from others who have sacrificed in the past to help secure my future. Benefits I've taken for granted such as medical attention I might need. Basics that I need and use such as dental, vision, prescriptions, and other benefits I am not even aware of. All paid for by my Dad's Steelworker contract, and all still available to help me while I'm away at college.

I simply cannot imagine my life any differently. The Union has been there for me all my life, and it has not gone unnoticed. I would like to thank the USW yet again, and agree that the concept of Unions and the Middle Class goes hand in hand just as the USW logo displays.

Unions and the Middle Class

By Heather Watson

Unions are the foundation of the middle class, and the middle class is the foundation of society. The middle class is made secure by the formation of unions, which are defined as "an organization of workers joined to protect their common interest and improve their working conditions." The success of a population is dependent upon the middle class because the middle class is the biggest part of society. If the largest part of society fails to thrive, society as a whole will deteriorate.

It is no wonder that the functionalism of the middle class is dependant upon the strength of unions. As part of a union, an employee is allotted a voice in regards to his or her employment. Without a union, the middle class would be set back hundreds of years to a time where seventeen hour workdays and unhealthy conditions were prominent among places of employment. These poor working conditions do not make for a comfortable and maintainable lifestyle, which seem to be the goals of the middle class.

Also having a voice on the job provides a chance for the employee to bargain pay with his or her



employer. Unions are the best way to ensure that companies are reasonable in providing for their employees. Employee bargaining is probably the reason that union workers earn approximately 30% more salary than their non-union counterparts (alicio.org). This type of bargaining allows employees and employers to maintain a strong line of communication.

Furthermore, union workers are more likely to enjoy employee benefits than workers who do not belong to a union. For example, most union workers enjoy a pension after retirement. With a pension a worker will continue to receive payment long after he or she has retired. This enables an average worker a chance to retire at a relatively young age and maintain a comfortable lifestyle. Along with lifestyle, union workers are also often provided with health insurance, which is essential to avoid massive healthcare cost.

To provide an example of how a union positively affects its member, my uncle was a member of a union throughout his thirty-two year employment. My uncle was provided with health benefits, good pay, and a pension that was a direct result of his union membership. Following his retirement in 2006 at the age of 58, my uncle enjoys a lifestyle that would not be possible had he not been a member of a union.

Without a union, a company may become to powerful. This will lead to the demolition of the middle class. For example, if the Chief Executive Officer of a company suddenly decides to cut wages in order to better fund his or her personal ventures, union workers can have a say. Unions are the best way to ensure that such an overtaking does not occur. This type of organized labor secures that the company will be a democracy rather than a dictatorship.

Unions make the middle class strong. A strong middle class leads to a strong society. Without this strong foundation, companies could partake in "big government," in which they become corrupt and overtake employee rights. Unions are, without, a doubt, the best way to maintain order and fairness within a workplace.

AFL CIO Endorsements 2010

Type	Race	District	First Name	Last Name	Party	Type	Race	District	First Name	Last Name	Party
Federal	Senate		Brad	Ellsworth	D	State	House	27	Sheila	Klinker	D
Federal	House	1	Peter	Visclosky	D	State	House	29	Joseph	Weingarten	D
Federal	House	2	Joe	Donnelly	D	State	House	30	Ron	Herrell	D
Federal	House	3	Thomas	Hayhurst	D	State	House	31	Joe	Pearson	D
Federal	House	4	David	Sanders	D	State	House	34	Dennis	Tyler	D
Federal	House	7	Andre	Carson	D	State	House	36	Terri	Austin	D
Federal	House	8	W. Trent	VanHaaften	D	State	House	37	Scott	Reske	D
Federal	House	9	Baron	Hill	D	State	House	42	Dale	Grubb	D
State	Sec. of State		Vop	Osili	D	State	House	43	Clyde	Kersey	D
State	Treasurer		Pete	Buttigieg	D	State	House	44	Nancy	Michael	D
State	Auditor		Sam	Locke	D	State	House	45	Jesse	James	D
State	Senate	1	Frank	Mrvan, Jr.	D	State	House	46	Bionca	Gambill	D
State	Senate	4	Karen	Tallian	D	State	House	51	Codie	Ross	D
State	Senate	6	Jim	Metro	D	State	House	55	David	Moeller	D
State	Senate	11	Catherine	Fanello	D	State	House	56	Phillip	Pflum	D
State	Senate	15	Jack	Morris	D	State	House	60	Peggy	Welch	D
State	Senate	21	Chuck	Sosbe	D	State	House	61	Matt	Pierce	D
State	Senate	25	Tim	Lanane	D	State	House	62	Sandra	Blanton	D
State	Senate	26	Sue	Errington	D	State	House	63	Daniel	Steiner	D
State	Senate	29	Robin	Shackleford	D	State	House	64	Kreg	Battles	D
State	Senate	31	Frank	Anderson	D	State	House	66	Terry	Goodin	D
State	Senate	38	Timothy	Skinner	D	State	House	68	Robert	Bischoff	D
State	Senate	39	Steven	Thais	D	State	House	69	David	Cheatham	D
State	Senate	41	Chris	Roller	D	State	House	70	Paul	Robertson	D
State	Senate	45	James	Lewis	D	State	House	71	Steven	Stemler	D
State	Senate	46	Charles	Freiberger	D	State	House	72	Shane	Gibson	D
State	Senate	47	Richard	Young	D	State	House	73	Ryan	Bower	D
State	Senate	48	Lindel	Hume	D	State	House	74	Russ	Stilwell	D
State	Senate	49	Patty	Avery	D	State	House	75	Mike	Goebel	D
State	House	1	Linda	Lawson	D	State	House	76	Bob	Deig	D
State	House	2	Earl	Harris	D	State	House	77	Gail	Riecken	D
State	House	3	Charlie	Brown	D	State	House	78	Steven	Smith	D
State	House	5	Craig	Fry	D	State	House	80	Phillip	GiaQuinta	D
State	House	6	B. Patrick	Bauer	D	State	House	81	Winfield	Moses, Jr	D
State	House	7	David	Niezgodski	D	State	House	86	Edward	DeLaney	D
State	House	8	Ryan	Dvorak	D	State	House	89	John	Barnes	D
State	House	9	Scott	Pelath	D	State	House	91	Timothy	Huber	D
State	House	10	Charles	Moseley	D	State	House	92	Brett	Voorhies	D
State	House	11	Dan	Stevenson	D	State	House	94	Cherrish	Pryor	D
State	House	12	Mara	Candelaria Reardon	D	State	House	95	John	Bartlett	D
State	House	13	Chester	Dobis	D	State	House	96	Gregory	Porter	D
State	House	14	Vernon	Smith	D	State	House	97	Mary Ann	Sullivan	D
State	House	15	Timothy	Downs	D	State	House	98	William	Crawford	D
State	House	16	Bill	Reutebuch	D	State	House	99	Vanessa	Summers	D
State	House	17	Nancy	Dembowski	D	State	House	100	John	Day	D
State	House	19	Shelli	VanDenburgh	D						
State	House	21	Dwight	Fish	D						
State	House	24	Timothy	Banter	D						
State	House	25	Jeb	Bardon	D						
State	House	26	Paul	Roales	D						

Steelworkers support AFL-CIO endorsed Candidates'

Why vote November 2, 2010? *It's a good question, really.*

By Rosa Maria Rodriguez

Our government makes decisions every day that affect our lives, the working family. By voting, we can make sure that our leaders in government focus on the working family priorities and take the needs of the worker and our families into account. We need a guarantee that our leaders will create a better balance between work and care without compromising on financial security. We need to ensure our children a quality education to compete in the global market. We need a decent living wage jobs and better rights to safe work. We need to build infrastructure that connects communities and not divide them. We need an economy that works for all Americans and not just a few.

This election is a choice between parties with very different values and beliefs. Us, who understand working families and believe in our American future. Or, Them, who what to impose the Right to Work law ("**Right-to-work**" is the **wrong** labor and economic policy for our nation. Because union security is vital to the finances of a labor organization to operate, "**right-to-work**" laws represent a state-sanctioned policy of union suppression.) "Them" want to cut services our families and communities rely on. "Them" want to go back to policies of fear, fear of each other and our American future. "Them" continue to send our job overseas and are receiving foreign funding for political campaigns.

Democrats

✓ Bills Done

Republicans, the Party of "NO"

BILLS HAVE BLOCKED/ATTEMPTED TO BLOCK

2010 Defense Appropriations Bill , the amendment analyzes companies that restrict claims of sexual assault and discrimination to arbitration.	<i>NO-it would withhold defense contracts from companies and restricts their employees from taking workplace sexual assault, battery and discrimination cases.</i>
Health Care making sure every single American has access to affordable, effective health care coverage. Better access to healthcare for children and adults. Increased funding for medical research and curing disease. Lowering drug cost for seniors.	<i>NO- POWER: limiting the power and control of the government over the people; the fear that control over healthcare choices is just the beginning to control over citizens' lives.</i>
Tax Breaks for Small Business and mainstream Americans instead of big business. Increased loans to small business.	<i>NO - say it's a waste of money and small businesses would benefit more with the Bush tax cuts extension. Small business lending bill.</i>
Improve Healthcare for Veterans	<i>NO -Homeless Women Veterans and Homeless Veterans With Children Act.</i>
Cash for clunkers	<i>NO- government interference in private industry and an example of the "stupidity coming out of Washington right now."</i>
Comprehensive Wall Street reform and consumer protection	<i>NO- help for small businesses</i>
The Stimulus Bill which created or saved million of jobs	<i>NO- Sstimulus Bill, wasteful spending they say is in the stimulus package.</i>

Other Democratic Accomplishments

Other Republicans the Party of "NO"

Credit card Bill of Rights to protect consumers	<i>NO-Filibuster money for unemployed Americans at home</i>
Stopping torture of prisoners of war	<i>NO- Financial reform</i>
Pursuing green energy and jobs improving emissions and efficiency standards	<i>NO- Political Ad Disclosure Bill</i>
Reduction of nuclear arms worldwide	<i>NO – Immigration Windfall Oil profits tax bill</i>
Increased sanctions on Iran and North Korea	<i>NO - Oil Spill Liability</i>
Increased education funding	<i>NO – Health care for the 9/11 First Responders who go sick from being at Ground Zero</i>

When Republicans controlled all 3 branches of government they:

Shipped American jobs off to India and China, deregulated the markets, created two wars, killed 6,000 Americans, overspent \$7 trillion, chanted "DRILL BABY DRILL" without having an emergency plan for future disasters, oversaw the largest expansion of government in history, dismantled the NEA, tried to use the constitution as a weapon of discrimination, squandered our surplus.... **YOUR VOTE NOVEMBER 2, MATTERS**

FOR YOU, YOUR FAMILY, OUR NATION!

ELLSWORTH



UNITED STATES SENATE

Brad Ellsworth

*Fighting for Indiana's
Working Men and Women*

- * Supported the Recovery Act to make critical investments in our infrastructure and puts Hoosiers back to work.
- * Voted to require Recovery Act projects to use American-made steel.
- * Fought against unfair Chinese trade practices that hurt American steelworkers.
- * Will insist that trade agreements are fair to American workers and will close loop holes that encourage companies to ship American jobs overseas.



Dan Coats: Sold Out American Workers

- * Coats voted for NAFTA, a job killing trade agreement that has led to the loss of thousands of Indiana jobs.
- * Coats worked for a lobbying firm, King & Spalding, that specializes in teaching CEOs how to fire American workers and ship their jobs overseas.
- * Coats and his firm represented several manufacturing plants in Indiana that have outsourced more than 1,000 jobs, many of them union jobs, to Mexico and Canada.

www.ellsworthforindiana2010.com

Steelworkers support Ellsworth for Indiana

EXERCISE YOUR RIGHT VOTE

**Tuesday, November 2, 2010
GENERAL ELECTION DAY**

Polls are open 6:00 a.m. to 6:00 p.m., prevailing local time.

“Let us never forget that government is ourselves and not an alien power over us. The ultimate rulers of our democracy are not a President and senators and congressmen and government officials, but the voters of this country.” Franklin D Roosevelt



Darrell Reed
Vice Chairman,
Grievance Procedure

Walk Away!!!!!!!!!!!!

Pressure, strain, tension, and especially force that tends to distort a factor that induces bodily or mental anguish, extreme pain or distress especially of the mind; in other words **STRESS**

This mindset also defines many of our members and is the root cause of the many recent altercations between fellow bargaining unit employees. However; let it be known the company does not acknowledge this frame of mind as a mitigating circumstance in regards to verbal or physical confrontations and the discipline thereafter.

The Company Will Fire You!

For whatever reason it may be: Social pathic tendencies, family matters, death, drugs, alcohol, money problems, gambling (**THE BOATS**), excessive overtime, lack of over-time, mental disorders; whatever the reason may be, one or more of the aforementioned stress related problems could lead to a confrontation with a co-worker. I reiterate, the **COMPANY** will fire you and your co-worker.

After the fact, the **Union** will fight an intense battle to regain the sister or brother's job back. Let it be known the process is excessive in regards to time consumption (weeks, sometimes months) if we have to go to arbitration. Punitive to your pockets (loss wages), bad for your health, no benefits for the grievant or his/her dependants after discharge, while we

wait for a arbitration decision, and finally, if the Arbitrator rules against the grievant and you have less than 30 years of service; you would be eligible at age 60 for a fraction of a 30 year pension. Last but not least, no healthcare insurance.

But, I have good news; you can walk away. You can walk in the opposite direction to avoid conflicts and save your job, your insurance, your healthcare, your pension and your marriage.

WALK AWAY!

If you have a problem with a co-worker or supervision, contact our highly qualified Civil Rights Committee, lead by Luis Aguilar, Gail Richardson and Tina O'Reilly. Telephone the union hall ext 115.

If you have stress, contact our Employee Assistance Committee, David Lomellin or Paul Johnson at 398-3100 ext 117. They will get you some help promptly.

DARRELL E. REED

VICE -CHAIRMAN GRIEVANCE PROCURE

Quote of the month ; AS WE GROW AS UNIQUE PERSONS ,WE LEARN TO RESPECT THE UNIQUENESS OF OTHERS!

GOD BLESS OUR MILITARY IN THE MIDDLE EAST AND ALL OVER THE WORLD.

SAFETY HAS TO BE A TEAM EFFORT

Don Guerrero # 4 SP

We have been having a problem with the unsafe condition reports (UCR's) at 4 SP. According to our department's procedure the UCR's should be entered as safety work orders (SFS). The department has not been willing to do this. An SFS has to be completed within a maximum of 90 days. If it is not, it becomes delinquent. If it becomes delinquent they have to answer to upper management and the union safety committee as to why it was not completed. It promotes accountability.

No news on project X incentive, the companies offer got worse. I am looking into other issues which may be adversely affecting our incentive. I will update you when I find out anything.

On 8-29-2010 ladle 431 burned through under the furnace. For those who don't know, the root cause was a missed laser. The ladle was lasered after the 76th heat on the ladle. It should have been lasered after the 79th heat, it burned through on the 80th heat. The procedure has been changed. If a ladle can not be lasered, the ladle has to be parked.

If you see a ladle spill, notify the Caster foreman and also let me know. These need to be documented by an event report or a near miss report. This is the only way to correct the problem. The department is getting better about not questioning the ladles that are too full, and pouring the excess out to achieve adequate freeboard.

Remember in a fight on company property there are no winners.

I feel all of your representatives and safety advocates I have had the opportunity to work with this term have done an excellent job. Mike Mikula is

Continued on page 22

Don Guerrero**Continued from page 21**

really a diamond in the ruff. He puts 110% into being your safety advocate. We are lucky to have him.

Continue to fill out the "CLAIM FOR OVERTIME" forms for 6th and 7th days. If you follow the master schedule the only time you should have to fill out the forms is when your off day, for what would normally be your 6 day week, falls on Saturday or Sunday. The other time is when your turn gets changed. If you have not filled out the forms to claim your 6th and 7th day, you still go back and file for any weeks after September 1, 2008. If you need any help filling out the forms, feel free to call me. (219-309-3890)

Elections are coming, there is no better way for your voice to be heard than exercising your right to vote.

If you have any issues contact one of your representatives or safety advocates, no issue is too small. Talk to us before a little issue, becomes a big issue.

4 SP REPRESENTATIVES

Don Guerrero Griever
219-309-3890 x3135-3585

Dave Lomellin Assistant Griever
219-805-0902 x1260

Art Trevino Steward
219-796-7179 x3135-3585

Jeff Morey Steward
219-730-7000 x3450

Steve Dovellos Steward
219-808-9101 x3303-3304

SAFETY ADVOCATES

Mike Mikula 219-880-5678
x1262

John Walker 219-608-9249
x8326

Jim Spasoff
x2388

Don Clinton 219-608-9248
x5757

Marvin Strong 219-608-9250

USW 1010 Hall 219-398-3100

Local 1010 wishes all our 1st, 2nd and 3th Qtr. 2010 Retirees a long and happy retirement!

*Retirement . . . I am SO busy now, how
did I ever find time for work?*

— Unknown wise person

Legal Problems? Need a Lawyer?

**Local 1010 members can take advantage of a free legal
consultation every Wednesday at the Union Hall from:**



8:30 am - 9:30 am*

and

3:00 pm - 4:30 pm*



Provided by the Law Offices of

Joe Banasiak

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

Michael Bosch

&

Alexis Dedelow

8320 Kennedy Ave. Highland, IN 46322 or call 219-972-3030

*Times are approximate



1st Quarter 2010 Retirees



AARON, HUBERT	37	12 INCH B M	MATTHEWS, CHARLES R	41	2 STEEL PROD
ABEYTA, SIMON D	30	4 STEEL PROD	MCCAMPBELL, LINDA S	31	SYS TECH
ALLENBAUGH, RONALDE	33	4 STEEL PROD	MORALES, CHRISTINE A	40	INT LOGISTICS
ANDERSON, GILBERT C	36	3 CSW	MORRIS, STEVEN G	11	7 B FURNACE
ANGUIANO, URBANO T	36	INT LOG - YARD	MUDY, JOHN M	37	UTIL POWER
BALDWIN, ROYE	38	FIELD FORCES	NORDYKE, DAVID M	34	80 HS MILL
BETHEL, MARY A	40	MEDICAL	NOWAK, LAWRENCE M	32	GALVANIZING
BOCEK, JOHN M	41	2 COLD STRIP	ODEGARD, LAWRENCE H	44	2 STEEL PROD
BOGGS, CARROLL RANDAL	37	LIME PLANT	OPACH, ALEXANDER	43	3 CSE
BUTLER, DAVID R	31	MACHINE SHOP	PATTERSON, CHARLES W	34	4 STEEL PROD
CABRALES, JESUS SAUL	40	4 STEEL PROD	PINTOR, FEDERICO	32	4 STEEL PROD
CALDERON JR, FEDERICO	31	7 B FURNACE	PRENDERGAST, DONALD	40	ROLL SHOP #5
CASTILLO, SUSAN D	32	4 STEEL PROD	REILLO, ISMAEL	37	80 HS MILL
COUNDIFF, DAVIS H	32	7 B FURNACE	RIVERA, PATRICIA E	31	80 HS MILL
DANIELS, SHARON A	33	1 EF&BC	RODRIGUEZ, ARTURO	45	80 HS MILL
DIAZ, FELIX M	37	3 CSE	RODRIGUEZ, SANTIAGO M	31	7 B FURNACE
DOBBINS, RODNEY A	31	FIELD FORCES	ROSS, ROBERT E	37	GALVANIZING
DOCTOR, DENNIS A	36	PROCESS AUTO	SCHMID, DAVID C	36	3 CSE
ECHOLS, LINDA	30	LOGISTICS	SIGNORELLI, MICHAEL T	34	7 B FURNACE
FLORES, JOSE L	36	80 HS MILL	SILVA, JUAN J	37	TRANS
FLORES, JOSE D	37	3 CSW	SMOCK, DARLENE M	31	ACCTG & SVCS
GARZA, VICTOR M	38	TRANSPORTATION	STORDEUR, WILLIAM C	41	3 CSE
GODINEZ, DORINE BARBARA	32	80 HS MILL	SUSTAITA, RAYMONDA	33	4 STEEL PROD
GOLON, THOMAS	31	3 CSE	TAYLOR, DENNIS R	38	UTIL-POWER
GROVES, RICKY	32	3 CSE	TORRES, SAM	34	3CSW
GRUBE, MARY H	30	3CSW	TURNER JR, HENRY	43	4 STEEL PROD
HAC, VENCEL D	31	4 STEEL PROD	URIBE, ENRIQUE H	37	4 STEEL PROD
HARVEY, JONAS W	34	5&6 BF SINTER	VANTICHELT, WAYNE	29	FAB & RECLM
HAZELETT, WILLIE M	38	80 HS MILL	VEGA, DOMINGA	31	IH COKE CO
HIGGINS, DANIEL P	31	IH COKE CO	VEREB, WILLIAM A	34	PROCESS AUTO
HINTON, GREGORY N	35	CLNG SERVICES	WAITE, JEFFREY T	37	3 CSE
HOOGEVEEN, JOHN R	31	80 HS MILL	WALTON, DEWITT	20	7 B FURNACE
JACKSON, DENISE R	31	7 B FURNACE	WANGERIN, JAMES E	30	7 B FURNACE
JAKES JR, M C	43	2 STEEL PROD	WEST, GERALDINE	32	INT LOG - YARD
KEELEN, KENNETH F	35	5&6 BF SINTER	WILLIAMS, NOAH L	44	TRANSP
KOLADA, JOHN H	34	MACHINE SHOP	ZAMORA, RENE	31	2 STEEL PROD
LANE, LEON	39	4 STEEL PROD			



2nd Quarter 2010 Retirees



ALLEN, KEITH E	31	MEDICAL	LAPEER, JEAN	36	80 HS MILL
BELLOSO, HECTOR M	31	IH COKE CO	MERRY, DAVID E	22	WESTTRANSFR
BOYCE, BRIAN R	36	4 STEEL PROD	MILLER, WILLIAM A	32	80 HS MILL
BRASEL JR, NOEL P	35	IH COKE CO	MORAN, RICHARD J	36	RIGGER SHOP
BURBAGE, ROGER D	39	80 HS MILL	MUCHA, JAMES T	37	3 CSW
BUSH, ANNETTE T	30	80 HS MILL	NORTON, MICHAEL E	32	80 HS MILL
COPELAND, PAUL J	34	FAB & RECLM	ORTIZ, MARIA V	32	CNT SPR MTL
CORLETT, DIANE M	30	H & S	OP		
CRUSE, VERNELL E	32	IH COKE CO	PEEK, ALBERT A	31	2 STEEL PROD
DEAN, BRUCE W	29	7 B FURNACE	RODRIGUEZ, DANIEL	44	7 B FURNACE
DELAROSA, ISMAEL	39	80 HS MILL	SAMARDZICH, TOMISLAV	37	2 STEEL PROD
DELGADO, JOSE	33	3 CSE	SANDATE, ANGELA A	33	3 CSE
DEMOFF, STEVE A	44	80 HS MILL	SHABAZ, EDWARD	34	UTL-POWER
DONOVAN, MICHAEL F	35	WEST TRANSFR	SLAUGHTER, CRYSTAL R	32	CNTRL SPRS
GAINES, JOHNNY L	32	7 B FURNACE	TRIANA, FRANK A	36	TRANS
GONZALEZ, EDWIN Z	35	7 B FURNACE	VILLANUEVA, EMILIO R	32	4 STEEL PROD
GRAY, RICKY L	31	2 STEEL PROD	WARE, YVONNE	33	3 CSW
GREGAS, CHARLENE J	34	CR OPERATIONS	WARGO, DENNIS L	41	12 INCH BM
GREGORY, JEFFERY L	31	I LOG TRK DRV	WISE, TERRY E	32	2 STEEL PROD
JEFFERSON, CHARLES E	37	3 CSW			
KOZUP, JOHN M	38	3 CSE			

Retired but not forgotten.

Try as we may, inadvertent omissions do sometimes happen.

We extend our sincere apologies. The Editor

ANREE , ROSEMARY	32	7B FURNACE	(2nd Quarter 2009)
SANDERS-ALLEN, IRENE	32	80 HS MILL	(2nd Quarter 2009)
HOLMAN, GARY	35	RAIL OPERATIONS	(4th Quarter 2009)

We make the Job Safe, or WE DON'T DO IT!



3rd Quarter 2010 Retirees

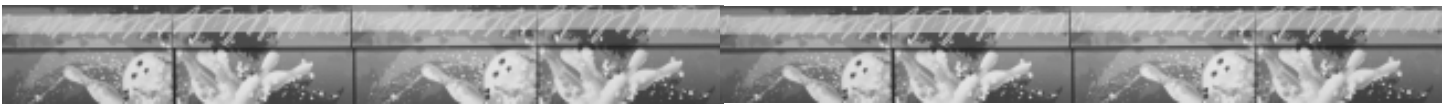


ADAMS, VICTOR	32	3 CSE
ALT, JOHN E	36	80 HS MILL
ANDERSON, CURLIE	31	IH COKE CO
ATKINS, RODERICK	36	80 HS MILL
BATISTA, ALEJANDRO	42	12 INCH BM
DORSEY, JANICE E	41	FIELD FORCES
FLORES, XAVIER	34	MEDICAL
GUNN, LAWRENCE A	35	3 CSW
HOLT, RODNEY M	33	3 CSE
KLEKOT, NICHOLAS A	40	3 CSE
KONTRIK JR, JOHN J	37	MACHINE SHOP
MARTINEZ, JAIME	31	4 STEEL PROD
MERCH, JAMES A	33	INT LOG - YARD
MICHELIN, KRYSTAL S	31	IH COKE CO
MIKOLAJCZYK, FRANK M	37	MACHINE SHOP
MOSS, JANICE L	32	FIELD FORCES
MURZYN, DANIEL T	32	2 STEEL PROD
NIGHTLINGER, CHERYL L	31	EXT PROC
ORTIZ, JUAN P	33	80 HS MILL
OZEGOVIC, GEORGE	32	7 B FURNACE
PANTOJA JR, CARLOS	44	80 HS MILL
ROBINSON, ISAIAH	34	3 CSE
ROBINSON-TRIGGS, TYCHELLE"	31	FIELD FORCES
ROMAN, NICHOLAS	32	3 CSE
ROSADO, JOSE	36	WEST TRANSFER
SPONAUGLE, JAMES C	38	UTILITIES-POWER
STANFORD, GARY S	30	7 B FURNACE
THOMAS, PAUL R	36	UTILITIES-POWER
WEST, EUGENE	33	ROLL SHOP #5



“There’s a direct relationship between the ballot box and the bread box, and what the union fights for and wins at the bargaining table can be taken away in the legislative halls.”

Walter Reuther



Local 1010 Bowling League



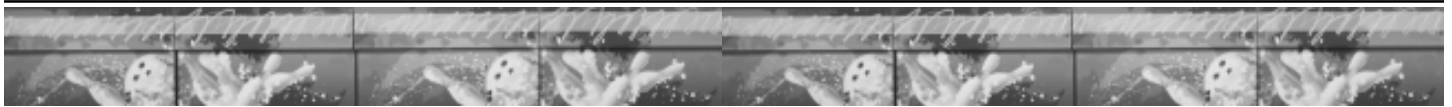
Bernita Calmese Highest Female Average & Series
Rick Woloszyn Highest Average & 45 300 Games



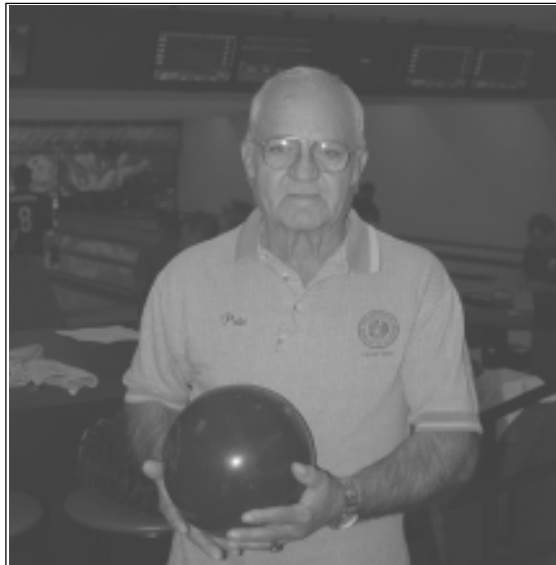
Al "USA" Pena Celebrates his Golden Anniversary in the USW Local 1010 Bowling League

This is the 50th year of Local 1010's bowling league. Hank "Babe" Lopez started the league.

Al "USA" Pena is the only bowler to have bowled all fifty years. The league started at Ken-Ridge Lanes. It was a tough place to bowl. 200 games were difficult to get. Hank Lopez led the league each year with around a 180 average. There is a record that has stood for 48 years. It is the highest handicap game of 1,358. Hank Lopez shot a 279, Nick Paunovich a 245, Don Lutes a 245, Pete Kounelis a 239, and Al Pena a 233. 1241 was the highest scratch game and handicap ever bowled there.



Celebrates Golden Anniversary



Pete Kounelis Leagues first 300 game 1974



Don Clinton (Bowling League Secretary) and Karl Walker (Bowling League President) discuss League matters.

Rick Woloszyn has the highest average (239) and has bowled 45 300 games.

Bernita Calmese has the highest female average (191) and series (676).

There have been a lot of 300 games shot. Pete Kounelis bowled the first one in 1974. He said he's more proud of the 1358 handicap game the team bowled.

Only seven times has the league winner been settled before the last night of bowling because you get 1 point for each game won and 1 point for series.

For years the winning team went to the International Tournament, but there are no more tournaments.

Last year 34 bowlers carried a 200 or better average.

We have a 50/50 drawing each week. The bowlers get the money when the season ends.

Karl Walker is now president of the league. Dennis "Bingo" Ault is vice president and Don Clinton is the secretary.

We bowl at 6 p.m. on Mondays at Plaza Lanes in Highland. We only have 11 teams. We NEED extra bowlers. Retirees can bowl too.

I was secretary of the league for 33 years until my retirement in 1996.

Don Lutes

POINTS TO PONDER

By Don Lutes



If you really want to retire on January 1, 2011, but considered retiring on February 1 to pickup a \$1,000.00 vacation bonus regardless of your age you are losing money. WHY? You are backing up your pension check by one month. You should go ahead and retire on January 1.

If you retire after your 65th birthday you will not receive a monthly \$400.00 kicker. For example your 65th birthday is October 3rd and you retire October 1st you will get the kicker added to 12 monthly pension checks. You lose a total of \$4,800.00 before taxes if you retire after your 65th birthday.

When we think about retiring, we need to use our negotiated benefits to our advantage. All our Dependents should fully utilize the negotiated Dental benefits BEFORE we retire. Did you know the dental program offered to retirees for a monthly charge is a HMO?

Employees on last change agreements for Substance Abuse need to stay vigilant on their program during the upcoming holidays. Many of you may visit your family during the holidays. We lose more employees during the holidays because the company increases computer generated kick outs for Drug / Alcohol testing.

When a Local 1010 Member gets remarried, MAKE SURE all declared beneficiaries are UPDATED and ACCURATE to reflect your wishes on all benefits documents. I have seen where the ex-spouse has gotten all the 401k

money and the present wife received nothing because it wasn't changed. The same thing has happened on life insurance, optional life insurance, and accidental death coverage.

We have a lot of retirees dying from malignant mesothelioma. Even a spouse who washed her husband's clothes died from this disease. When you go to your doctor with pains in your chest, have a scan taken of the front and back of your lungs. Ray Lopez is at the union hall every Friday from 9 a.m. to noon for people with any asbestos problems.

I belong to S.O.A.R. which is the Steelworkers' Organization of Active Retirees. It is only \$12.00 a year to be a member. Local 1010 pays the first year of membership for the retiree and his/her spouse.

S.O.A.R. meets the 2nd Monday of each month at 1 p.m. at Memorial Hall Local 1010. We have great information on what's happening. We bring in speakers, go to ball games, have picnics, and Christmas parties. Usually the meetings are an hour long.

Any veteran who has to go into a nursing home should apply for Veterans' benefits. If he/she qualifies, the Veterans Administration was paying \$990.00 a month. Even some of their spouses can get the benefit if he/she is in a nursing home.

In 1952 my father taught me how to do pensions. I have been doing them for 58 years. If you want me to do your pension, Please call me.

The last contract we got has the best health care plan ever for the retirees and their spouses. The plan went in to effect January 1, 2009. All Active and Retired Local 1010 member or spouse who used negotiated Health Care Benefits got a fresh start. Each retiree and spouse has five million dollars in coverage. Each has a million dollars in coverage for organ transplants. Hearing aid coverage is \$1,500.00 for each ear every 3 years.

The company proposed during the 2009 contract negotiations that anyone on Medicare pay \$100.00 a month for their health insurance coverage and anyone not on Medicare paid \$200.00 a month. Local 1010 settled on \$35.00 a month if on Medicare and \$70.00 a month if not on Medicare.

I am proud to be a part of the union negotiation team. Your Local 1010 negotiation team did a great job as did the Steelworkers International Union.

I am a recovering alcoholic. May 8, 2010 was my 36th year without a drink. I couldn't go 30 minutes without a drink. If you have a problem with alcohol or drugs feel free to call me. I know what living in hell is like. Your call might save your life, marriage, and job.

Don Lutes

Retirees' Representative
(219) 924-2294 Home
(219) 742-3269 Cell

VOTE

Jim Metro Indiana State Senate District 6



Indiana is facing some of the most difficult challenges we've seen in a generation. The status-quo has failed miserably and it is time for new ideas in Indianapolis. That is why I am running for State Senate. Rising unemployment, underfunded schools and a weakening middle class are problems that require bold leadership now.

As a small business owner, I understand the difficulties that this economy has posed for employers; and as a proud member of I.U.O.E Local 150, I know that the solution to our ailing economy is creating lasting jobs with the wages and benefits that all Hoosiers deserve. Unions created and have maintained

a strong middle class in this country and in the State Senate I will fight for strong unions that protect the rights of working men and women in Indiana.

I believe that Hoosier taxpayers deserve a strong return on their investment. That is why I will fight to protect funding for our public schools and promote policies that will allow parents, teachers and local officials to make the decisions about the resources our children need to be successful. I will also pursue legislation that opens the state checkbook for all taxpayers to see how their tax dollars is being spent. For too long state government has operated in the shadows and it is time that we

see where our money is being spent, how it is invested and who is benefiting.

I ask for your vote on November 2nd. Please stand with me on Election Day, I will stand with you in the State Senate!

Jim Metro and his brother own and operate Metro Excavating Corporation. He is married to Terri Scheeringa Metro. They live in Cedar Lake with their four children. The 6th Senate District includes part of Lake and Porter counties and all of Newton and Benton counties. For more information about his campaign for State Senate, visit his website www.metroforsenate.com

Steelworkers support Metro for Indiana State Senate

“We reward our friends and punish our enemies.”

Samuel Gompers, AFL to union voters

The Golden Ruse (Rules)!!!!

Mike Bouvat
Griever, Area 5



What is the Golden Ruse (Rules)? What is the real definition of a ruse? A Ruse is (an action or plan which is intended to deceive someone). Make no mistake the Golden Ruse (Rules) is not about our safety. This is nothing more than another tool for the company to dole out sever discipline or termination! The company states that we need this in order to insure safety. Nothing could be further from the Truth. We already have an established way of dealing with so called individuals who Go out of their way to break safety rules. It is called reinstruction and progressive discipline. We as Union Brothers and Sisters know that the Union and the workers all support Safety! Without us the there wouldn't be any Safety!

The Union will not support a program designed to put our Jobs in jeopardy. We all know that the real measuring standard of whether someone is going to be disciplined is going to depend on how well you get along with your supervisor. Are you a Bootlicker, do you like to Shine Apples. Do you think you better be one of those guys who don't make waves? You better think about it now. Example: The company has another Tool in their bag of games. It is called the Fitness to Work Test. One worker goes about doing their job as best as they can, but because we are Human we accidently damage a piece of equipment, or there may be a near miss. Then it is up to the boss to judge your performance. I have seen situations where workers have similar accidents. Who gets sent to the clinic for Fitness to Work test? You guessed it, the person the boss gets along with, and they are not going. Will sending someone now really affect production they aren't going either! It's all up to the su-

pervisor He gets to use A Judgment Call. How do you think they are gonna like the Golden Ruse (Rules)?

I guess another name for the Golden Ruse (Rules) could be Hide and Seek, ready or not here we come. What workers now are going to be willing to report accidents, unsafe conditions, and near misses? We will feel compelled to Hide everything. If management smells anything they are going to Seek it out and find someone to drop the Golden Ruse on. How many workers want to take a chance and put their Job at risk? As your Griever I have sat in on a lot of managements Slack Jawed investigations. It is always easy to say a worker should have done this or could have done that. Most of the bosses doing the investigations have never worked a double, never sweated in 100 degree heat, and had to contend with the environmental issues we deal with. But yet just like a Monday morning quarterback, that boss is going to say, you should have made this decision. Pretty easy to say when you're sitting in your lazy boy.

Remember if any of you are called to the office for a meeting that could lead to discipline you have the Right to have a Union Representative present. To my Brothers and Sisters at 2 Steel Producing if you feel a job is unsafe don't do it. The days of working and using your best judgment may cost you your Job. We will do everything we can to defend your Rights and Protect your Job!

Safety shoe allowance, on October 1st of each year workers are entitled to new safety shoes.

Yours In Solidarity

Mike Bouvat

Steve Wagner

Continued from page 31

list of T.A.P. Vendors. A list of these educational institutions is also available on Joblink's website.

We have developed reciprocal participant arrangements with the other Career Development Cites here in Northwest Indiana. The availability of customized classes at other sites is subject to specific agreements that we have for each class. Those classes are available to active members from each of the sites involved. Due to scheduling, some classes are not put in our course catalogue. Please contact Joblink or check Joblink's website for more information!

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

If you have a computer at home, check out the Joblink Website at <http://bkjoblink.org/>. You will find next semester's course lineup with course descriptions and other pertinent information.

Any questions regarding Joblink can be directed to the Joblink Staff (219) 399-8136. Anyone else who needs additional information can call me at the union hall (219) 398-3100 or E-mail me at swagner@uswa1010.org. If you call when I am not available, please leave a message on my voice mail (ext. 113) and I will get back to you as soon as possible.

LOCAL 1010 STEELWORKER

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www.uswa1010.org

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

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email: editor@uswa1010.org

Editor's Note: The opinions of the authors expressed herein do not necessarily state or reflect the opinions of the Local 1010 Executive Board or the Editor.



The Bernard Kleiman JOBLINK Learning Center

by Steve Wagner, Vice President

October 2010

The East Chicago Water Filtration Plant is Joblink's newest neighbor. And that doesn't mean that we are moving! We have at least a five year plan to co-exist with the filtration plant. We are currently looking at other facilities but have no immediate plans to move. Parking has been tight but should begin to ease up as the new roadway is paved, hopefully soon!

If you desire to improve your skills or learn a new skill, Joblink is there for YOU! Congratulations to all the MTM remedial graduates who have successfully retested on the MTM Ramsey! For those interested in becoming an MTE, don't forget that the Introductory to MTE Class is also available as a telecast course. Telecast courses allow for your maximum flexibility to take classes...check the Joblink Course Catalogue for more information.

While some Joblink participants are pursuing college degrees, many others are taking classes to satisfy personal development to improve their ability to perform their current jobs or prepare for new careers and retirement. All of these initiatives enhance a variety of skills including

math, reading, and communication skills. Our Career Development Program helps prepare us for the future challenges of our jobs, our personal & family lives, and ultimately in retirement.

Anyone interested in a specific class may contact Joblink with the type of class desired to begin an interested list. Don't take classes for granted. **Classes may not be repeated, so enroll in a desired class when you see it offered as soon as possible.** All Joblink classes must be in accordance with the Career Development Program Guidelines.

1010 Members can use their Tuition Assistance Program (T.A.P.) monies to access any accredited learning institution. T.A.P. benefits are a very flexible part of our contractually funded educational benefit. T.A.P. funds are subject to funding limits and are available annually on a first come first serve basis. Participants \$1,800.00 maximum annual benefit can be used to cover tuition, book, and course - related fees at nearly 100 approved learning institutions. Classes with the primary purpose of recreation or personnel enjoyment are not eligible for tuition assistance funding. Stop by Joblink to apply for tuition program funding or pick-up a

Continued on page 30

Change of Address

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

Name _____ Check No. _____

New address _____

City/State/Zip _____

PRESIDENT'S REPORT

Doing the right thing award

Local 1010 started giving this award about three years ago after an incident happened at the electric furnace that caught my attention. Al Hewlett, a mechanic at the #1 Electric Furnace Department was instructed to go on top the charging crane and hold down the limit switch to allow the arm to be set in the furnace. Fortunately, Al refused and asked for Safety Relief. I thought this is great because he did the right thing and should be recognized. However, I'm sad to say that another mechanic went on the crane and did the assignment of holding down the limit switch while the trolley moved and set the arm into the furnace.

Doing the right thing happens in many ways such as: refusing to do unsafe work if the boss or a coworker tells you to, stopping others from doing unsafe work, watching out for each other and going the extra step to keep each other safe.

Shared vigilance encourages us to be our sisters' and brothers' keeper. This is another example of how it is so important to do the right thing. Whether it's stopping unsafe work to protect yourself and/or your coworkers, we must intervene in these unsafe job assignments to stop the unsafe work. Collectively, we can make a positive difference in preventing accidents. We have to be diligent about looking out for each other, because some members will

work as directed regardless of the risk and many members find it hard to stand up to the boss. Unfortunately, we still have bosses that try to intimidate us by giving us undesirable assignments or moving individuals to a different crew.

We as union leaders must stand up and help those folks do the right thing! We can not allow a coworker to jeopardize his or her well being by performing a job incorrectly or by working in or near an unsafe condition without trying to eliminate the unsafe work condition.

We are all in this together and we must all work together to do the right thing. We cannot allow coworkers who are stuck in the past to expose themselves to unsafe conditions and unsafe work assignment. We must be committed to bring them to the present by any means necessary

Manslaughter Act

Local 1010 member State Rep. Dan Stevenson will reintroduce the Manslaughter Act bill in the Indiana General assembly next session. This is a good bill that provides criminal penalties with jail time if a manager allows a hazard to exist and someone is seriously injured or killed because of it.

There is a five-year jail term for harassing donkeys on federal property. But if a manager willingly lets a hazard exist and someone is seriously in-



jured or killed, the penalty under OSHA's is six months in jail.....now does that make any sense? How can a donkey's well being be more important and valuable than a human life?

Here at Indiana Harbor we have a Joint Health and Safety Program and try to do a reasonable job of removing unsafe conditions. With this law in effect, just think how much quicker hazards would be repaired if the manager thought if he didn't remove unsafe conditions, he could go to jail.

Simply stated, just think of the **Manslaughter Act as a Golden Rule for Management!**

In Solidarity,

Tom Hangroove

Griffith

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