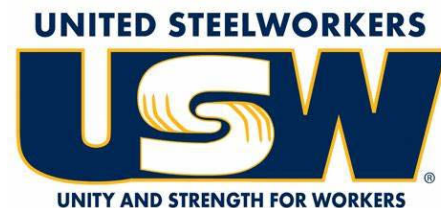


LOCAL 1010 STEELWORKER



1st Qtr. 2026

Hammond, Indiana

Volume 30; No 1

Standing Strong in a Time of Attacks on Workers

Across our region, we are seeing increased pressure on organized labor. Our Brothers and Sisters at BP represented by USW 7-1 and at NIPSCO represented by USW 12775 are both facing serious situations that remind all of us how quickly things can change when contracts are up and companies decide to push the limits. As we approach our own contract expiration, it is important that every member understands what is happening around us and what it could mean moving forward.

At BP and NIPSCO, these are not isolated issues. They are part of a larger trend where companies are testing unions, looking to take advantage where they believe they can. Whether it is pushing concessions, threatening job security, or preparing for potential labor disputes, the message is clear. We have to be prepared.

One of the most important things to understand is the difference between a strike and a lockout.

A strike happens when workers, through their union, make the decision to withhold their labor. This is done in response to unfair demands or when negotiations break down. A strike is not taken lightly. It is a last resort, but it is also one of the strongest tools we have. When we strike, we are showing the company that our labor is what keeps the operation running. We win strikes through solidarity, through sticking together, and by proving we can last longer than the company expects.

A lockout is very different. A lockout is when the company makes the decision to shut workers out of the workplace.



USW Local 1010 supporting USW Local 7-1

Instead of workers choosing to stop working, the company refuses to let them work. In many cases, a lockout is used as a tactic to pressure workers and their families financially in an attempt to force acceptance of unfavorable terms.

There is also an important difference when it comes to unemployment benefits. In many situations, workers who are locked out may be eligible for unemployment because they are being denied the opportunity to work. On the other hand, workers on strike often do not qualify for unemployment since the work stoppage is initiated by the union. This is a key factor companies consider when deciding their strategy, and it is something we all need to understand.

Both situations require the same response from us, solidarity. Whether it is a strike or a lockout, the outcome depends on how united we are as a membership. The company's goal in either case is to divide us, to create pressure, and to force decisions that benefit them. Our job is to stand together and not allow that to happen.

We also cannot ignore the impact of Indiana becoming a right to work state in 2012. That

law was designed to weaken unions by reducing resources and undermining solidarity. It allows individuals to benefit from union representation without contributing their fair share, which in turn affects the strength of the organization as a whole. Over time, this has made it easier for companies to challenge unions and harder for unions to maintain the same level of strength they once had. That does not mean we are weak. It means we have to be more aware, more

engaged, and more united than ever before.

The situations at BP and NIPSCO should serve as a reminder. Contracts matter. Preparation matters. Solidarity matters. We should always hope for the best in bargaining, but we must be ready for the worst.

Local 1010 has always stood up when it matters. We have walked picket lines, supported other locals, and fought for what is right. As we move closer to our own negotiations, we will continue to do exactly that.

Stay informed. Stay involved. And most importantly, stay united.

**In Solidarity,
JT**



Stand Strong. Stay Together.

There's a lot that comes with showing up to work every day. It's not just about the job. It's about providing for your family, taking care of the people who depend on you, and being part of something bigger than yourself. That's what being in a union represents. People standing together and having each other's backs when it matters most.

Over the last year and a half, my family and I went through something that really put that into perspective. We watched my little brother battle cancer. And I'll tell you this. I've never seen strength like that. Even when his body was worn down, his mindset never was. He kept fighting. He kept showing up. He stayed strong for everyone around him.

And just as powerful as his strength... was the unity of our family.

We leaned on each other. We showed up for each other. Nobody backed down from being there when it mattered most. That's what got us through the hardest days. That's the same kind of unity that makes a union strong. Showing up, having each other's backs, and standing together when it counts.

Going through that also showed me how important good insurance and benefits really are. When you're dealing with something like that, you realize quickly those things matter. They protect families when they need it most.

The VP Update



That's why what we do and what we stand for matters so much.

Right now, we're seeing union members being tested. USW Members at BP on lockout. USW members at Nipsco have already been through it. Those situations are meant to wear people down and create division.

But unity is what gets people through it.

The same way my family stood together through the hardest time of our lives is the same way we have to stand together as a union. No one

folds. No one gets left behind. We hold the line together.

With all that said about my little brother, my family and I truly appreciate all the messages, calls, prayers, support, and love that have been shown to us from our USW Local 1010 union family, and it's something we'll never forget. It means more than we can say.

Rest in paradise, my little brother, Matthew Roque. 12/25/2000 to 4/10/2026... Love you little bro!

David Roque
USW Local 1010 Vice President

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

2026 Workers Memorial Day: The 1010 Standard

Thank you to every one of you who are the backbone of the safety team out there getting it all done. To the Trainers, Advocates, Grievors, Stewards, DSC, ASC, and everyone who makes safety their most important job every day.

As usual, some of what I say might sound familiar. I do that on purpose. I repeat myself for those who haven't heard this either lately or ever, but I also do it because I feel the things that I bring up are worth mentioning every single time I have a platform to communicate. Safety isn't about coming up with a new slogan every year; it's about the core philosophy that keeps us alive. It's the foundation we stand on. We're United Steelworkers Local 1010. That name is legendary. Owners change, corporate logos on the gate change, but the people inside stay the same. We're the ones who know the heat, the noise, and the reality of this fire-breathing city. We have pride in who we are, and we have pride in the fact that we look out for our own.

But we have to be honest about the ground we're standing on in 2026. The business is tight and money is lean. When the industry gets squeezed, the pressure on the floor starts to rise.

Right now, our workforce is in constant motion. We have brothers and sisters transferring into new departments, taking on new roles, and wearing hats they've never worn before. In that kind of chaos, details get lost in the mix. I participate in the serious incident investigations. I see the reports, and I'm telling you, the trend of serious incidents is rising at an alarming rate. We cannot allow safety to become a "to-do" list that gets buried under production goals. Follow through is critical. We

must never stop focusing on solutions.

To keep names off of our Memorial Wall, we have to stay aggressive. It comes down to a simple process. We've heard of Take 5, and hazard recognition. It's all pretty straightforward:

- **First: Look for the problem.** Don't just walk past it. Don't let your expertise or your muscle memory blind you to a hazard that's waiting for a split-second mistake. Use your mind—we're capable of great ideas when we actually look for them.
- **Second: Stop the work.** You have the right and the obligation to pause a job that isn't right. If it's unsafe, the iron stays, the heat sits, and the coil stops still until we make it right.
- **Third: Fix the system.** Humans make mistakes. We get tired and we get distracted. We need lockouts, guards, and procedures to be our safety net. When we find a hazard, we have to use the **Hierarchy of Controls**. We don't just settle for the easiest fix; we look for the best fix to eliminate the danger at the source whenever it's possible.
- **Fourth: Follow through.** This is where we often see failures. Identifying a hazard is only half the battle. Staying on it until it's solved is the other half.

But none of this stands without **Proper Training**. We're constantly developing new programs and better procedures, but those documents don't do any good if they just sit in a shared drive. A procedure is only as strong as the system that trains it and the person who knows it. We have to ensure every transfer and every new hire is taught not just what to do, but why we're doing it. Knowledge is the only way we bridge the gap between a plan on paper and a life saved on the floor.

When you get a chance, stop in and look

at our Memorial Wall. Unfortunately we can't change the past. The names are already etched in stone. But we do have more control over the future than we realize.

When you look at this wall, of course you look at the names. We honor them and remember them. But also look at the empty space at the bottom of that granite covered with wood. I don't remember if anyone has mentioned this before, but it's too easy... I'm talking physically, not emotionally, it's too easy to pull that stone out and send it for another engraving. It takes much longer than the actual incident, which happens in the blink of an eye, but it can be done fairly quickly.

Think of how easy physically adding a name is to this wall. Now think of the gravity of all that's involved with that person. An individual, who was born, loved, laughed, and lived. Think of the earth-shattering change it brings to family, friends, and coworkers. Our entire purpose, every meeting, every training session, every time we raise our voice, is to keep that space empty. I'm going to keep talking, I'm going to keep repeating these truths, and I'm going to keep pushing until I'm not here anymore. The work is never done. We know the sayings:

- We make the job safe or we don't do it.
- Pause Work.
- Consider your "Big 5."

At the end of it all, we must: **Look for the hazards. Stop the work. Fix it. And follow through.**

**In Solidarity,
Jayson Culp
Safety Committee Chairman**

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



Why Reporting Unsafe Conditions Matters

In an environment with inherent risk, safety isn't just a policy—it's a shared responsibility. One of the most powerful tools we have to prevent injuries and protect each other is reporting unsafe conditions.

Unsafe conditions can include anything from damaged equipment and missing guards to poor housekeeping, spills, or faulty lighting. These issues might seem small at first, but in a steel mill—where heavy machinery, extreme heat, and moving materials are constant—they can quickly lead to serious incidents if left unaddressed.

Why Reporting Matters:

Prevents Injuries Before They Happen

Most accidents are preventable. Reporting hazards early allows them to be corrected before someone gets hurt.

Protects Everyone on the Floor

When you report a hazard, you're not just helping yourself—you're protecting your coworkers.

Health, Safety & Environmental Committee

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Improves Overall Safety Culture

Speaking up shows commitment. A strong reporting culture builds trust and accountability across the team.

Supports Continuous Improvement

Tracking unsafe conditions helps identify patterns and recurring issues, leading to better long-term solutions.

What You Can Do:

Stay alert and recognize in your area

Report unsafe conditions immediately—don't assume someone else will

Use proper channels(supervisor, safety advocate, UCR reporting system)

Follow up if issue isn't addressed in a timely manner

Remember:

If you see something unsafe, say something and document using our unsafe condition reporting system. Taking a minute to report a hazard could prevent a lifetime injury.

Safety starts with awareness-and action

Thanks, and have a safe day!
Mike McGee
Local 1010 Vice Chairman of Safety

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

The Danger in “The way we’ve always done it”

Normalization of Deviation caused by Practical Drift - Becoming so accustomed to a deviation from established safety standards or protocols that you no longer see it as a flaw. The “shortcut”, over time becomes the accepted norm. This dangerous practice has become all too familiar in our plant and industry as a whole. It doesn’t happen overnight, rather it creeps in over months and years, making it one of the hardest workplace hazards to identify and control. Unfortunately, once the easy way becomes the norm the safest way almost seems like extra unnecessary work or becomes obsolete.

Unsafe alternatives for the correct way to do things aren’t necessarily always due to willingly taking “shortcuts”. It can also result from a practical drift of safety know how that is meant to be passed from experienced employees to trainees during OTJ training. I’m sure we all have seen or experienced this erosion of knowledge, new people training new people. An employee breaks in on a new position, trained by someone who has weeks or months on that job. Within weeks or months, they are being asked to train someone else. There is no opportunity for experienced employees to pass down safe work habits to the new trainees. In this scenario the likelihood of a dangerous incident occurring



drastically increases. Many industry experts suggest that 1,000 hours is the benchmark for professional competence; the point where you are reliable enough to perform a task or skill in high stakes environments without constant supervision. The company expects 1,040 hours of probation because they know that’s what it takes to be safe. After years of not hiring new employees, while the experienced ones were retiring, the company now expects to teach and learn complex jobs in a fraction of the time. Asking those with little

practical knowledge of the work to constantly train one another, the risk begins to sky rocket and experience slowly begins to fade. This is not a lack of competency on the part of us as workers, rather a failure by the company to provide the time and resources required to master the tasks we are required to perform and required to pass on when training our co-workers.

So, how do we stop the drift? It starts by taking the time to evaluate the tasks associated with your job. Do any of them feel wrong or unsafe? If so, are we following the procedure or is this just what we were shown? If we are going by procedure, is the procedure adequate? We need to recognize that “this is the way we have always done it”, doesn’t mean this is the way we always have to do it. We need to continue the push for modernizing outdated procedures and involving our experienced employees in the training process. It has to be a conscious decision by us all to work safely, and refuse unsafe work when the company doesn’t provide us the opportunity. Shared vigilance is a powerful tool in fixing a struggling safety culture. See something, say something. If we can return to make the job safe or don’t do it until we make it safe, we can build a positive safety culture that will last and matter.

George Homer

Local 1010 Safety Committee

Q1 Summary for 2026

SIF: 1

Near Miss: 25

Personal Injury: 30

Equipment Damage: 30

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

Brothers and Sisters

I wanted to take this opportunity to address the company's ongoing attack on overtime and its troubling approach to our contractual rights. For the past several years the overtime has been wide open since the covid era, however the company is attempting to throttle it back. In order to properly do that, the company would need to remove the contractors and allow our members to perform the work. Our Basic Labor Agreement (BLA) is clear. It establishes a guiding principle that our members will perform any and all work within the plant, and that the Union will be properly notified before outside contractors are brought in to perform work. This language is not optional, and it is not open to creative interpretation.

Unfortunately, the company has recently taken an unusual and aggressive stance by attempting to manipulate this language. Let us be clear: Our position has not changed.

Union members have the right to perform all of our work before contractors are ever considered. We will defend that right at all costs. We will continue to file grievances and pursue expedited arbitration to enforce the BLA. In fact, several cases are already moving through that process as you read this article. If contractors are removed from the plant, then the company must follow the equalization procedures so overtime is distributed fairly among our members. Every department has an established overtime equalization system designed to ensure fairness.

Equally concerning is the company's disregard for long-standing past practices and local working conditions. Historically, the mill has

The Chairman's Corner

Preparing for Contract Negotiations



relied on volunteer sign-up sheets to fill overtime. This system works. When overtime is filled by willing volunteers, morale stays high and productivity follows. Forcing employees to work overtime — while denying opportunities to those who want it — does nothing but create frustration across the mill. That frustration impacts morale, and ultimately, efficiency.

This also protects the right to waive overtime. Our contract supports reasonable shift swaps when another qualified employee is willing to work. This has always been a common-sense approach that benefits both the workforce and operations. As the old saying goes, a happy worker is a good worker.

This is exactly what the BLA

Partnership Agreement was designed to avoid. That agreement calls for the company and the Union to work together to improve efficiency and create stable, rewarding jobs. What we are seeing now are knee-jerk decisions being made without Union input and the Union does not agree with the company's current actions. We will continue to challenge these violations through grievances and arbitrations.

In the meantime, we ask our membership to stay strong, stay united, and remain focused. We understand the frustration, but we must stand together as we push back against these violations of our contract and our long-standing practices here at Indiana Harbor.

Stay united. Stay strong.

**Your Chairman,
Charles Switzer**

"When overtime is filled by willing volunteers, morale stays high and productivity follows"

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



Communication is Key

If there is one lesson, we have learned from the countless investigations that are held. It's that, it is never a single variable that caused any injury. We had 6 SIFs at IHE last year. In every one of those investigations, one breakdown seemed to always emerge as a causal factor.

Communication:

A lack of clear communication. Even though it could be different circumstances around each incident, we found at some point, important information is either not shared, misunderstood, delayed, or ignored altogether.

Communication failures have multiple opportunities to take place in every job that we do. In some cases, safety

standards are not well understood or enforced, in others they're perfectly understood, but are ignored because of things like external pressure, design, or environment.

We all need to understand that unclear instructions, can seem minor in the moment but can have major consequences. That's why we should always practice 3-part communication.

Along the chain of events that happened in each investigation, it always seemed like it could have been preventable if we would've been better at communication, and taken our time.

"Not responding is a response, we are equally responsible for what we don't do."

We've always been taught that a near miss is a free lesson, and I also believe every injury serves as a reminder that when communication breaks down safety does too.

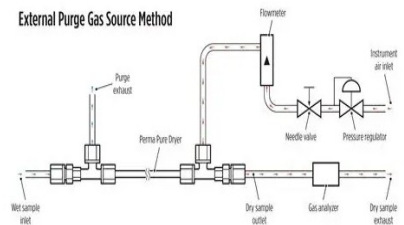
Remember stay vigilant, and always practice 3-part communication. it's not just about sending a message. It's also about: was it clear, did it convey everything I needed it to, was it received the way it should have been, and was it really understood?

**In Solidarity,
Daniel Guzman
Local 1010 Safety Committee**



Training Coordinator Update

Read more on page 12



Purge Committee Meeting on April 22 & 23



TTT for Rail Modules last week of April in Cleveland, Ohio

Have safety related questions? Ask an advocate.

Read more on Page 10

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

Chairman of the B.U.W.C.

Fighting for our Work

Brothers and Sisters,

I want to address the ongoing concerns about overtime and contracting out. I am fully aware of what is happening across the plant, and these issues are not being ignored.

We've seen Cleveland Cliffs shut down multiple facilities while continuing to push aggressive management tactics. Time and time again, the Company attempts to rule with an iron fist creating division between the Union and management to stall progress and avoid accountability.

This approach only leads to conflict where nothing gets resolved. At the same time, we continue to see efforts to bypass and violate Article 2 by limiting overtime while contractors perform work our members are capable of doing.

Let me be clear: we are actively pushing back and reclaiming that work. Overtime is not determined by management's judgement of what they believe is reasonable; it is driven by the amount of work available. All reasonable and appropriate overtime must be offered and exhausted before any outside entity is brought in.



"Overtime is not determined by management's judgement"

The Union will continue to enforce the BLA, challenge improper contracting out, and hold the Company accountable.

Stay engaged and continue bringing issues forward. That's how we protect our work.

In Solidarity,
Cesar Villarruel
Local 1010 BUWC



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



Scott Schultz and Robert Hayes presenting the Veterans Memorial Wall at Local 1010

Greetings to all of 1010

My name is Robert “Bobby” Hayes, I am the Local Unit President of 1010-28, at Arcelor Mittal Research, here in East Chicago. I’ve been with Arcelor Mittal since 2006. I am also the Veterans Committee Chairman for Local 1010, as we are just getting the Veterans program started. We just dedicated our Wall with great success on Veterans Day. If any of our Veterans have any suggestions or submissions for events to raise money for Veterans programs, please let me or Scott Shultz know. We are trying to think of different ideas to do this. Secondly, this is your year for Contract negotiations. As we just finished our 3-year contract with NO concessions with Arcelor Mittal North America. We hope that our leading the way for you in negotiations sends a message to Cliffs that our Union is strong, and a Good Contract for all can be accomplished. Good Luck and I hope everyone’s 2026 is a blessed and prosperous one.

Robert Hayes
USWA 1010-28

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

Safety Talk



Summer Heat Safety

As we head into the summer months, temperatures both outside and inside the mill will begin to rise quickly. In the steel industry, heat isn't just uncomfortable, it can become a serious safety concern if we're not proactive. Staying ahead of the heat is critical to keeping everyone safe, focused, and performing at their best.

Working around high-temperature equipment already puts added stress on the body, and when summer heat is layered on top, the risk of dehydration, fatigue, and heat-related illnesses increases. That's why it's important for every team member to take heat safety seriously every single day.

First and foremost,.....STAY

HYDRATED. Don't wait until you feel thirsty. Drink water consistently throughout your shift to keep your body functioning properly. Along with water, we have Gatorade, Sqwincher Popsicles, and sugar-free electrolyte packets available to help replenish what your body loses through sweat. Take advantage of these resources, they're there to keep you staying hydrated.

In addition to hydration, make use of the cooling gear available to you. We offer cooling bandanas, sweatbands, cooling vests, cooling towels, and Chill-Its to help regulate your body temperature while you work. These aren't just comfort items, they're tools that can make a real difference in preventing heat stress.

It's also important to take breaks when needed and use designated cool-down areas. Make sure your break rooms are a place where you can truly recover from the heat. Check that the A/C units are working properly, and if you notice any issues, report them right away so they can be addressed quickly. A properly cooled break area is essential during these hot months.

Keep an eye on yourself and your coworkers. If someone looks overheated, dizzy, or fatigued, speak up. Heat-related issues can escalate quickly, but they're preventable when we look out for one another.

Summer brings challenges, but with the right habits and awareness, we can

Local 1010 Safety Advocates

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Chris Ponziano	708-790-0036
Brian Hernandez	219-316-4102
Alex Maldonado	219-276-7323
Theotis Nunn	219-810-7322
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Frank Settles	219-973-6200
Scott Cochran	219-241-0841
Brett Hooley	219-308-0870
Freddie Turner	219-900-3400
Ken Mills	219-678-9509
Zach Simmons	219-331-3297
Jake Fortenberry	219-331-8638
Andrew Nashkoff	219-320-0773
Matthew Rosilik	219-229-7513
Jack Darnell	219-246-0790
Edward Krzyston	219-484-3139
Aaron Govert	219-689-0776

stay safe and productive. Stay hydrated, use your cooling gear, take your breaks, and don't ignore the signs of heat stress.

Let's work together to keep safety first, no matter how high the temperature climbs.

In Solidarity,

Brian Hernandez
Local 1010 Safety Committee

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

Members Assistance Committee

Johnny Vasquez Ricky Lopez

Dedicated to helping members with:

- Substance use and alcohol disorders
- Mental health challenges
- Provides confident, peer-to-peer support from members who understand and care

Connects members with:

- In-network treatment providers
- Counseling services
- Recovery and mental health resources

Focused on helping members achieve:

- Sobriety
- Emotional well-being
- A meaningful and balanced life

Recognizes that strong mental health is essential to:

- Personal recovery
- Workplace safety

Committed to fostering a:

Safe

Sober

Mentally healthy environment for all members

All communications are handled with care and kept strictly confidential



(MAC) USW Local 1010



USW Local 1010
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Kristina Jackson
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1-877-375-2508

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



Training Coordinator Updates

Adrian Cardona

1010 Trustee

Future of Training

As we continue moving forward this year, I want to take a moment to recognize the people who truly make our training efforts possible – our Trainers and Training Resource Coordinators. Your dedication, patience, and commitment to strengthening our members to create more opportunities does not go unnoticed.

I've also made it a priority to listen to our membership. Many of you asked for newer more hands-on training opportunities, and through a joint effort, we were able to help the 80HS MTEs with a Breaker Training that will be coming at the end of this month. This is a great example of what can be accomplished when we work together to improve training and give our members the tools they need to succeed. In addition, TIG training is something that has been brought up by several members. While its not part of our program, it is something we are looking into by working with our current weld school to help implement it. I believe this will create another pathway for our members to continue developing their skills and become stronger in their craft.

I want to congratulate everyone who has completed the Tier Program this year- your hard work and commitment you've put in truly stands out. As we look ahead, based on our most recent bid, we are preparing to move forward with our newest MTM and MTE Tier classes. Tier II classes will be starting soon for those who were awarded positions, and we're excited to see you as we continue building this program. The union continues to stress the importance of increasing bid postings to be able to expand opportunities so more members can be a part of the craft program. The company is stating that manpower limitations continue to present challenges but we will continue to discuss the importance on the need of more craft.

With upcoming contract negotiations, training will continue to be an important part of the conversation. Ensuring the resources needed to support our workforce will remain a priority.

If you have training needs, ideas, or concerns, I encourage you to reach out. Your feedback matters, and it plays a key role in shaping the direction of our Training programs.

Thank you again to everyone involved and let's continue to push forward together.

Adrian Cardona
USW Local 1010 Training Coordinator
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WE MAKE THE JOB SAFE, OR WE DON'T DO IT!!



CENTRAL TRAINING



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

Vice Chairman's Update

By Adam Govert

In this article I have 2 important issues that need to be addressed. The 1st is about the contract, Our current contract expires on 9/1/26 and negotiations will start around June or July. The Union will hold sound off meetings (TBD) during the negotiation process to inform members how talks are going and also to hear the memberships opinions and suggestions. These meetings are important and you should make it a point to attend them to make your voice heard. To give an example, Last contract we gained the 2 weeks paid time off for having a baby and domestic violence. We gained this benefit because one of our members suggested it at a sound off meeting and the bargaining committee pushed for it. Your voice can make difference! The 2nd issue That needs to be addressed unregulated shanty's and contraband . As you may or may not know in the very recent past the company has found 2 different shanty's that should not have been there and both were full of contraband, the discipline was very harsh for the employees involved with them. This is grounds for termination in the eyes of the



company so if you or anyone you know is partaking in these types of shenanigans you need to stop it immediately! Hiding out , playing video games and debauchery are not worth losing this high paying job with amazing benefits. The company is actively look for more. So be aware.

In Solidarity,

**Adam Govert
Vice Chairman Grievance**

LOCAL 1010 STEELWORKER

Executive Board

James Thomas, President

Dave Roque, Vice President
Jayson Culp, Recording Secretary
Terra Samuel, Financial Secretary
Andres Maldonado, Treasurer
Rhonda Hawkins, Guide
Anita Freels, Inner Gaurd
Cesar Villarruel, Outer Gaurd
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Grievors

Jordan Carr
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Andy Zart
Brett Nagdeman
Samuel Shaddrick
Shundel Lacy
Arthur Holmes
Mario Vasquez
Anita Freels
William Rivera
Bobby Hayes



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

Over the last month, we have seen both BP and NIPSCO lock out our USW brothers and sisters due to them not accepting their “Last, Best, and Final offer” towards a contract agreement. When companies throw these words out there, they look stupid because:

1. It’s not going to be the Last offer because eventually they will learn they need the workers back because they cannot perform on the same level as our trained and qualified USW brothers and sisters.
2. It’s certainly not their Best offer because they are not respecting the work and sacrifice their workers put in.
3. It’s not the Final offer because eventually the people running the company will eventually figure out too little; too late that most of the scabs or managers doing the jobs couldn’t run a puppy farm. Hopefully our union brothers and sisters that work for BP and NIPSCO eventually get a contract resolution soon! Instead of “Last, Best, Final”, companies should be giving offers that are associated with "Good, Better, Best". The fact that their companies used those other words in a way that provides an ultimatum is disrespectful to years of hard work not

80" Griever Report

only to the workers, but to their families as well. These workers have sacrificed birthdays, holidays, and other events to make those company’s a profit. Managers come and go, but the workers stay, they strengthen and fortify these companies.

So while we are also in a contract year, please DO NOT BELIEVE rumors that uninformed people are spreading. Speaking of rumors, there has been a lot lately involving everyone’s favorite word: OVERTIME.

Lately, things have been tight with overtime hours being decreased. The company has been very sloppy conveying the message of how they are handling overtime. They are not “connecting” correctly with managers throughout the plant to send a clear message! The managers on the floor are being told to document what people are doing on overtime. Make sure you are out there doing your best and showing them how much they need us.

The better case we make for ourselves, good things will happen.

If there are things that you believe need to be fixed, cleaned up or corrected, bring it up to the management in your areas! If it is causing issues with how your area is producing, bring it up to your reps! If it is something that is causing safety concerns, bring it up to your safety advocates or your safety committee members.

So everyone stay buckled in... it’s a contract year, rumors will fly, conditions will toughen, but we need to make sure we are strong and unified! Do not let these things stress you out! We all need to remain focused and work safely out there!

We will get through this! If you get a chance, get on that line and help support our locked out brothers and sisters. They appreciate our 1010 members that have shown up in support and they will return the same courtesy should we need the support!

God bless you, be healthy and be safe!

Brett Nagdeman

**USW Local 1010
Griever, Area 25**

Contraband in the Plant

We are seeing a clear increase in company searches of shanties and breakrooms for what management is labeling as “contraband.” Items such as televisions, camera systems, video game consoles, laptops, Starlink equipment, and similar electronics are being specifically targeted. Majority of the time management has known about these for years but now it’s becoming a problem.

Everyone needs to understand the serious-

ness of this. There have already been multiple terminations this year tied directly to these items being found on company property.

Be aware: anything brought onto company property is subject to scrutiny. This includes items in your personal vehicle and lockers in your work area and locker room. These lockers are still considered company property by management.

Recently, the company conducted a search of an entire crew’s lockers—not just those allegedly involved. This kind of broad search sends a clear message: they are trying to terminate anybody

that frequents these shanties, not just the person that brought the contraband into the plant. A grievance has been filed on this matter. Do not assume you won’t be checked. Do not assume something is “harmless.” If it violates company policy, it can cost you your job.

Protect yourself. Know what you’re bringing in.

**Jordan Carr
Area 4 Griever
Vice Chairman BUWC**

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



USW Local 1010 Insurance



Steve Govert
Sgovert@usw1010.org
219-937-7784 Ext.117

UNITED CONCORDIA®



HIGHMARK®



German Vagner
Gvagner@usw1010.org
219-937-7784 Ext. 112



vsp individual
vision plans

Hello everyone,

In this quarter's letter we are going to discuss some misconceptions on retirement.

First and foremost, **ALL OF OUR MEMBERS HAVE A PENSION!**

Retiring under the **Defined Benefit Pension (old Inland pension)** has several requirements to retire with the company sponsored insurance. Under the DB pension the most common methods are 30-year pension and a 62/15 pension.

A 62/15 pension means that you have 62 years of age and at least 15 years of service, a 30 year pension means you've worked 30 years. **30 year pension is ONLY applicable to this plan.**

Retiring under the **Steelworker Pension Trust (STP)** the requirements are different. **Rule of 85 is ONLY applicable to this pension plan.** The other method to retire with healthcare is a non-reduced pension.

A non-reduced pension means you have turned 65 years old and have at least 15 years of service to get the retiree healthcare. Rule of 85 is also considered a non-reduced pension and you will need to have 15 years of service to have the healthcare provided.

Retiree healthcare, this is one that most people are lost on. To retire with healthcare you must have 15 years of service, unless you have the RRHA (company funded 401k for post-employment benefits. Those who are under the RRHA (hired on 6/23/2016 or later) must retire with a non-reduced pension to buy-in to the retiree healthcare which is at the company's cost +2%.

When someone retires, you **ARE REQUIRED** to get Medicare Part B, when you become Medicare eligible. Failure to get Medicare Part B will result in your loss of the negotiated retiree healthcare for not only yourself but your spouse and any dependents you may have on the plan. This is the most commonly misunderstood part about the retirement process.

As always, if you have questions regarding anything benefits, insurance, pensions, call German or Steve here at the Insurance and Benefits office 219-937-7784 (German x113) or (Steve x117)

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

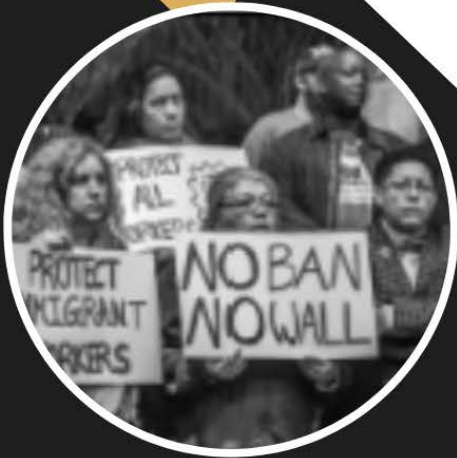
2026 MEMORIAL DAY MASSACRE COMMÉMORATION



KEYNOTE SPEAKER

ROXANNE BROWN

USW INTERNATIONAL PRESIDENT



**"WORKERS AND
IMMIGRANTS STILL UNDER
ATTACK"**



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**SATURDAY
MAY 16TH**

11731 S. AVENUE O
CHICAGO, IL

**DOORS OPEN AT
12:00PM
CEREMONY BEGINS AT
1:00PM**