

# REMEMBERING THOSE WHO LOST THEIR LIVES MAKING STEEL

Workers Memorial Day takes place annually around the world on April 28, an international day of remembrance and action for workers killed, disabled, injured or made unwell by their work.

**Mourn for the dead, fight for the living. Workers Memorial Day - April 28**



Local 1010 President **Tom Hargrove** and Indiana's 1st Congressional District US Representative **Pete Visclosky**, in front of Local 1010's Steelworker Memorial, honoring the men and women who lost their lives in our plant.

## Union Safety Committee Report



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

### Safety Committee

398-3100 x120 or 121  
safety@uswa1010.org

Ivan Agosto - Chairman  
397-6934  
Cell: 712-5631

Nick Valle - Vice Chairman  
(708) 891-2272  
Cell: 808-5377

John Gelon - Secretary  
690-1523  
Cell: 406-4190

Don Jones - Safety Coordinator  
838-4210  
Cell: 712-5610

can create serious and sometimes life threatening consequences. Remember, you are doing the right thing! It is your right to request a safe job procedure! By the way, we should not have to request a safe job procedure along with an Energy Control Procedure (ECP). The company is required to provide them. If they have not been de-

The phrase **“WE MAKE THE JOB SAFE OR WE DON’T DO IT!”** is not just our motto, **it is something we must do.** Our families, co-workers, and ourselves depend that we do not put ourselves at risk. At the Hazard Recognition and Culture Training Classes, our members are saying that they have seen some improvements in safety on the shop floor. However, there are many stories about having to take risks in order to get the job done and also having to keep the mill running. Our goal is to change the mind set so that safety becomes part of our daily work assignments. Our brothers and sisters at #5 and #6 Blast Furnaces believe this. They went from the worst safety performance in 2006 to the best in 2007. They also improved their safety performance in 2008. Their basic philosophy is **“What is the most important part of their job? Safety!”** This is a joint effort that is working. With the market conditions facing the steel industry which have caused reduced

production and departmental displacements within our plant, these same brothers and sisters are carrying their same message with them – **“Safety”**. They have brought their message and it is being heard. **WE MAKE THE JOB SAFE OR WE DON’T DO IT!**

In other efforts to improve safety on the shop floor, the new contact provides that ***“The Company, with the involvement of the Employees performing the work, will develop and require the use of safe job procedures for the performance of all work. In the absence of a formal safe job procedure, a personal hazard assessment and control checklist will be used until a formal safe job procedure is developed.”*** Energy control issues continue to be addressed. Procedures are being developed and reviewed across the entire plant. It is important to understand that the best procedure possible is useless if it’s not read and implemented. Failure to implement proper energy control

veloped, please take a timeout and use a hazard assessment document. Refer to the next page. Remember, **Step Back... Take 2... Think it Through!!!**

We continue to have railroad incidents/collisions involving vehicles that are passenger vehicles, internal trucking and outside trucking. It is the responsibility of all drivers to stop, look and listen at all rail crossings. Your health and well being depend on your awareness at all rail crossings to ensure that a train is not coming. We are investigating some items to increase visibility of trains during all weather conditions to avoid the complaint that the train was not visible.

A railroad committee has been developed to look at all job procedures for review/ revisions and also for re-instruction/ retraining. This group is also investigating all safety issues that concern the Rail Operations, both internally and

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externally. The goal is to improve rail safety across the board. Something we are looking at is changing/ eliminating rail crossings and roadways to provide a safer traffic pattern in the plant.

In our new contract, there are some improvements in safety and health training which provides for *“All employees will be provided with periodic safety and health training. In addition, before the initial assignment to a particular job, employees will receive training on the nature of the operation or process; the hazards of the job; controls in place; safe working procedures and the reasons for them; the purpose, use and limitations of the required personal protective equipment; and other controls or precautions associated with the job. The training shall be a minimum of sixteen (16) hours, site specific, over and above any State or Federal required training for employees transferring to another division within a plant or to another plant within the Company.”* With departmental displacements within our plant we must be made aware of all hazards that we may be exposed to on our new job assignments. We must not take any

unnecessary risks. Remember, **WE MAKE THE JOB SAFE OR WE DON'T DO IT!**

On our safety performance for 2008, we had fewer injuries than the previous year. However slips, trips and falls still remains one of our major contributors to our injuries. For the months of December 2008 and January of this year we have seen a tremendous number of winter weather related injuries involving slips, trips and falls. All departments are required to have a snow removal plan for parking lots and walkways. Do you know your department's plan and contact person? Always eliminate hazards and unsafe conditions that are under your control. **Please be careful!** Hand/finger type injuries also still remain on top for body type injuries. Over the last three years, hand injuries have been 48 to 37 to 43. Finger injuries had a reduction from 80 to 69 to 66. Eye injuries also remains a top hitter on body type injuries over the last four years. We have gone from 99 to 90 to 73 to 57. The numbers have gone down, but we must take an approach that one injury is too many and that we do not want to be the next one who gets injured. Remember, **WE MAKE THE JOB SAFE OR WE DON'T DO IT!**

As we make our **Journey to Zero** our role must entail:

- \* Be your brother's and sister's keeper and always look out for one another!
- \* Wear your required PPE at all times!
- \* Learn safety rules and procedures and follow them at all times!
- \* Plan each job safely: take two and think it through!
- \* Immediately take action to correct unsafe conditions, practices and at risk behaviors!
- \* Promptly report all incidents!
- \* Never take shortcuts or operate equipment that does not function properly!
- \* Openly participate in safety audits!
- \* Make the job safe or don't do it!

**All injuries are preventable and are NOT an inevitable byproduct of making steel!**

**No job is so important and no service so urgent that they should prevent us from taking the time to perform our work safely all the time!**

**Always Expect the Unexpected**  
Before you do a job...

**Step Back... Take 2... Think it Through!!!**

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



## “DOING THE RIGHT THING” AWARD

*On February 5, 2009*

### **RICKY DAVIS**

*a crane man at #1 Electric Furnace, was transporting a ladle full of molten steel from the LMF area south towards the Caster Pouring Stand when the crane’s hoisting mechanism failed. The ladle dropped and began to swing. Thanks to Ricky’s experience and quick actions, a major catastrophe was prevented when Ricky bridged the crane away from the Caster area. This was a life-threatening situation not only to everyone on the shop floor, but also to Ricky and his trainee, who was also in the crane cab.*

*Good Job Ricky!*

**WE MAKE THE JOB SAFE  
OR WE DON’T DO IT!**

*Presented by  
USW Local 1010 President Tom Hargrove  
and  
The Officers of Local 1010*

# Notice

## General Election Information

### **Nominations for Local 1010 offices of:**

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

### Nominations

**Date:** Monday March 9 —Thursday March 12, 2009

**Time:** 8:00 a.m. – 5:00 p.m.

**Acceptance Deadline:** Thursday March 19, 2009 at 5:00 p.m.

**Place:** Local 1010 3703 Euclid Avenue, East Chicago, IN

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

The General Election will be held on **April 2, 2009** from **5:00 a.m. until 5:00 p.m.** at “**Designated Plant Locations**”. Tabulations will begin at Local 1010 immediately after the polls close at 5:00 p.m.

# Automated voting system is easier, faster

## Ballot cards will be used in the April 2, 2009 officers election

The Soco Corporation, election specialists from Carmel, Indiana, has been contracted to provide complete election tabulating services for this April 2 election.

### How's it done?

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

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

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

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

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

### Questions? Just call.

If any member has questions about the voting system, please call the Hall at 398-3100.

## Local 1010 General Elections April 2, 2009

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

- Plant 1 Site: The Old 24" Bar Mill Building just past the Plant Protection Guardhouse.  
Plant 2 Sites: In the Hospitality Center  
Tent - Lot 40 parking lot  
Tent - West of #2 BOF-Blast Furnace parking lot  
Plant 4 Site: Tent - Inside employee main parking lot

### **Deadline for requesting Absentee Ballot is 5:00 p.m. March 25, 2009**

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

# How the Voting Will Work

## Sample Ballot Sheet

Grievance Area #13

### President

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

### Vice President

- 4) Aaron Burr
- 5) Spiro Agnew

### Recording Secretary

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

### Financial Secretary

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

### Area #13 Griever

- 26) Will Gebaktuya
- 27) Hugh Gotacase

## Ballot Instructions

Please read the following instructions before marking your ballot.

1) Check the ballot sheet and decide which candidates you wish to vote for.

2) Fill in the number on the ballot card that reflects your choices. A proper mark should look like this: ● (be sure the numbers are covered).

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

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

## SAMPLE BALLOT CARD

PROPER MARK ●

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

## EMPLOYEE ID BADGE NOTICE

In an effort to streamline the voting process and insure an accurate vote count, Local 1010 Election Tellers will place a small mark on your employee ID badge on election day, April 2, 2009. Local 1010 has authorization to mark your employee ID badge.

## Fighting To Renew The American Dream



Rosa Maria Rodriguez  
Financial Secretary

First and most important, let me begin with our finances. As of today we are doing well, but like many establishments throughout the world, we too are seeing and feeling the impact from our brothers and sisters who are being displaced and laid off due to the recession we are going through. Financially, we do feel the causalities of this economic recession and have put into place a means to tighten our purse strings and find solutions as we work towards a healthy recovery.

On Wednesday February 4, 2009, **800 USW Rapid Response activists** from all over America landed in Washington D.C. Armed with the issues, equipped and educated, prepared and empowered, we joined the ranks of over 3,800 other American workers and engaged our mission. We enlisted in a coalition representing labor, environmentalists, community activists, businesses and academics to meet with our elected officials and delivered our message to Capital Hill to pass the **Employee Free Choice Act** and the **Buy American Act**.

We, the Steelworkers, along side our counterparts, descended into those historical halls arm in arm with one of our USW mottos, **“Good jobs and a clean environment, its both or neither!”** We reminded our elected officials that though we may not have the millions of dollars that is being used to purchase negative campaigns against

**“Buy American”**, we had more powerful weapons - our vote, determination, and our voices. These joined forces imprinted in their memory that the stimulus package should stay in our country’s financial system and revitalize the American economy the same way other countries are doing.

The CEOs of multinational companies such as General Electric and Caterpillar, along with their allies in the Chamber of Commerce, on this day chose to invade Washington D.C. and were attacking **“Buy American”**, a provision included in the economic recovery bill passed by the House on January 28th. They tried to ignite myths of a trade war. But we were prepared. We laid out the grim map of the millions of unemployed people in the United States, the millions who are about to lose their jobs, and the millions more who are making ends meet any way they can. It was difficult to comprehend the amount of causalities, so many innocent victims. Their bullets of greed had no conscience of who got hit. Men, women, children. We forged ahead, our voices becoming one as we answered the call of President Obama to **“pick ourselves up, dust ourselves off, and begin again the work of remaking America”**. All the while the words of Warren Buffet, one of the world’s most successful investor, rang through our ears; “There is class warfare...but it’s my class, the rich class, that’s making war, and we’re winning.”

America needs good paying, green economy, stimulating jobs and we need them now! Wall Street has dictated to us that we are a consumer driven

economy. That’s some BULL! As an American this angers me to know we almost bought into this bull. There are infinite reasons why we should manufacture and produce in America but only one for companies, MONEY. (Those greedy scoundrels, now I know where they got the millions for negative campaigns.) Historically, industrial progress and success has been ours through development of new inventions and technology and the existence of a large labor force. My dad instilled in me when I first hired in at what is now known as ArcelorMittal, **“Never let anyone do your work.”**

When infrastructures and projects begin in our communities we need to make sure the products and labor is American first. We must ensure that the stimulus dollars being spent are going to American working families and not the few on the top like the CEOs who are undermining and high - jacking our jobs and opportunities. We need a fair playing field in our work place and globally.

It was an all out battle. Attack after attack was made against **“Buy American”** but with each bombing argument we built on our momentum. We strategically met with our state officials to pass a strong economic renewal plan and ensure workers of their American Dream. Meanwhile, John McCain, a key ally on the corporate side, tried to rally fellow Senators behind an amendment he introduced to strip the strong **“Buy American”** provision from the bill.

Blow by blow we battled to create a better solution to the American night-

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mare and in a distance we heard that they had extended the “**Buy American**” provisions to include **ALL** manufactured products and not just iron and steel as the House version calls for. They were saying it is illegal under the WTO. **It is not.**

The day came to an end. We headed back to our headquarters weary and cold but with a pride that we are bounded. We gathered to debrief and await the outcome of our endeavors. We were met by a message from Capital Hill. The outsources failed by a vote of 65 to 31. All Democrats voted against the McCain bill. All Republicans except Snowe (ME), Vitter (LA), Collins (ME), Hutchison (TX), Burr (NC), Graham (SC), Specter (PA), Brownback (KS), and Grassley (IA) voted for the McCain amendment. Independent Sen. Lieberman voted with McCain.

The Senate is expected to vote on the overall bill that includes the “**Buy American**” provision very soon. Because the house has already passed another version of the bill, details will be worked out.

You need to join the fight that affects our families, our communities, our workplace, our country. We need to bring back the **American Dream**, to honor the Earth, and to be the voice that will be heard. Help us with the **Economic Renewal/Buy American** campaign. Just know, our generation will be the first not to leave something for the next generation. Enlist in the fight of our American lifetime.

*“This is our chance to answer that call. This is our moment. This is our time - to put our people back to work and open doors of opportunity for our kids; to restore prosperity and promote the cause of peace; to reclaim the American*

*Dream and reaffirm that fundamental truth - that out of many, we are one; that while we breathe, we hope, and where we are met with cynicism, and doubt, and those who tell us that we can't, we will respond with that timeless creed that sums up the spirit of a people.”*

President Barack Obama

Thank you to the 800 USW Rapid Responses Activists.

Special thanks to the members representing Local 1010:

**Tom Hargrove**

**Luis Aguilar**

**Ivan Agosto**

**Gail Richardson**

**Ella Knox**

**Norma Conway**

**Daniel Walters**

**Rosa Maria Rodriguez**

## ESSAY COMPETITIVE SCHOLARSHIP AWARD

### Four \$1,000 Scholarships

United Steelworkers Local 1010 will award four \$1,000 scholarships for use at any college, university or technical school in the United States of America on the basis of a 500 word written essay competition on:

**“UNIONS & SAFETY IN THE WORKPLACE”**



**Local 1010 Scholarship Committee**

**3703 Euclid Ave.**

**East Chicago, IN 46312**

**219-398-3100**

### HOW TO APPLY

Secure an official application form along with procedure and instructions beginning February 23 through March 19, 2009 at Local 1010 Union Hall.

- No ACT scores required for eligibility
- Must be a high school graduate, class of 2008-2009
- Son, daughter, legal ward of a member, retired member, or deceased member of USW Local 1010
- Application form must be completed and certified by an official of Local 1010 by 4 pm on April 3, 2009

## SAFETY FIRST



Joe Piller  
Griever  
Area 4

### By contract, we have the right to a safe work place.

We should use that right to make sure every job we perform is done without any risk to yourself or a co-worker. Know your work area and stay attuned to the hazards that are present in the area.

Pre- plan jobs, especially non - routine jobs. When locking out Equipment, always verify. It's your right to work in a safe environment.

**ELECTIONS AND THE ECONOMY-** Thanks to all of you that supported labor's candidates in the November elections. Hopefully the new administration can get our economy jump-started and get folks back to work.

Typically during slow downs management gets "creative" i.e. Scheduling. We have discussed this with management and have written the appropriate grievances challenging their creative decisions.

**WORKERS RIGHTS-** We as Union members have a legal right, upon request, to have Union representation in any meeting with the company that might result in discipline.

### SAFETY ADVOCATES

**Don Clinton**  
x 5757

**Jim Spasoff**  
x 2388

**Marvin Strong**  
x 5743

**John Walker**  
x 8326

### UNION REPS

**Joe Piller**  
Pager: 219-752-0020  
Shop: x1901  
Home: 708-478-1629  
Hall: 398-3100 x134

**Ernest Mosley**  
Shop: x2356  
Home: 980 0294

**Dave Lomellin**  
Shop: x1901  
Pager: 752-0012  
Cell: 805-0902

**Fabian Martinez**  
Shop: x5828

**Ruben Velez**  
Shop: x1262

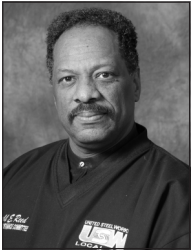
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April 2

**ATTEND YOUR  
UNION MEETINGS!**

**FIRST THURSDAY OF  
EACH MONTH @ 5:30**

## USA and African - American History



Darrell Reed  
Vice Chairman,  
Grievance Procedure

As you peruse this article it will be february 2009, **African - American History** month and I must say, as would **Carter G. Woodson** (father and originator of African - American history month) this year is like no other!

Before I speak about this historic occasion I first must go back in time to 1933, the height of the Great American Depression.

The stock market had already crashed (on Black Friday, 10/24/29), 25% of the national workforce, 12,830,000 people, were unemployed.

Now comes the **greatest President of all time, FDR** (Franklin Delano Roosevelt), the 32nd President of the United States of America who became a central figure in the world and 20th century during a time of world wide economic crisis and war. Notwithstanding all the negative opposition of the time FDR introduced "**The New Deal**". The words "New Deal" personified a new relationship between the American people and their government. FDR was deemed a bold experimenter and a man of action. Early on in his administration he assembled the best minds of his time in the country to advise him. The great depression tested the fabric of the American life as it had seldom been tested before. **FDR was the only President ever to be elected to four terms** and America did come

out of the depression. I said that to say this: **fast forward sixty three years to November 4, 2008.**

**President Barack Obama**, an African - American made history when the Junior Senator from Illinois and a Harvard University graduate becomes President of the **greatest country in the universe, the United States of America!!** I see many similarities between one of the greatest Presidents of all and our newly elected President Obama: war, the economy, and massive lay offs. **There were 3.6 million American jobs lost in 2008 alone.**

The new deal of 1933 is President Obama's economic stimulus plan. It is my prayer as it should be all Americans to support our new President! **It does not matter who you voted for then, we as a country must come together for all America now!**

*There will be a hue and cry concerning this venture from various sources. There will be outrage and indignations, there will be difficulty in the process, but I promise you, I swear to you, we shall know the truth and the truth will make us free as it was always intended to do. My beloved brothers and sisters of this greatest nation on Earth - let us become that, let us join together and set our house in order that our house may no longer be divided, but joined in a common understanding that never again shall the truth and common good become a casualty of darker agendas. I ask you to step into the light with me. Let us live in that light and let us be that light which we have always promised to be. A beacon of light and freedom for all nations and people of this earth.*

*President Barack Obama*

### Thought of the month

*When we can value not only our roots, but the roots of those who stand with us, then we can say, "united", that we have made Dr. King's dream a reality.*

## History Repeats Itself

by Larry McMahon  
Griever, Area 32

We all have heard the saying “**History Repeats Itself**”. Well, it’s happening now in our department: 2 wiremen working together as Union reps. Years ago, **Phil King** and **Tommy Formoso** were the Griever and Assistant and they did one hell of a good job in fighting and protecting us from the enemy. Now **Larry** and **Steve**, with the help of the stewards, are doing the same thing and the enemy’s different faces are still there. On behalf of **Steve Connell, Dan Luce, Steve Zissoff, Dan Rios and myself**, we would like to thank all our **Union Brothers & Sisters of Area 32** for their past, present and future support. We, with the help of all of our Union leadership down at the Hall, will always strive to represent our membership in the best way possible.

Congratulations to our most recent retirees, 15 MTMs: **Tom Evans, Paul Gallet, Pedro Giboyeaux, Juan Herrera, Juan Jimenez, Steve Juaratic, Russell Myren, Bernard Pawlasek, David Shafer, Gene Sufana, Tim Willison, Bob Svetanoff, Mike Bennet, James Gest, Michael Spiece**; 2 MTEs:

**Bob Busch, Karl “K” Walker** and lastly one hard workin’ O & T sister **Jennie Brown**. Please come on out to wish them well in their new life after Steel, May 1st at the Knights of Columbus Hall in Griffith, IN across from the legendary “Fish A While”. **More info contact Larry McMahon or Steve Connell at 399-5589**. Hope to see you there.

History also repeats itself at times, when it comes to safety. Safety is very important to all of us workers and we have to continue helping each other out because upper management does not care. Here is an example of what I mean. In the past the head “**Canadian**” had a light out in the hallway by his office and wanted it changed. A Field Forces Wireman was doing a safety job in the clinic and was told to drop what he was doing and repair his light. The wireman said he would do the job after he finished the safety job for the clinic people. The next day the wireman was then directed to repair the fixture at the “**Canadian’s**” office again and stop the safety job. The wireman said he would upon completion of the safety job and repaired the hallway light that afternoon. Day 3 the wireman was told to drag up out of the main office and

was reassigned to the Rock (#7 Blast) to work on the shittiest job we had going which was the electrical tray installation in the Cast House. **If you do not believe me call that “Canadian”**.

Another example is taking place at the Pugh Ladle where the Pugh Vessels are rebuilt. That area was the hell hole of North America. The roof was leaking, poor lighting, change house in shambles and tripping hazards abounded. Workers were plucked out of several departments against their rights of the CBA once again by the “**Head Canadian**” and he would not address the safety concerns of the workers because production came first and safety came second. Well, the workers are sticking together and with the assistance of their Union reps., Pugh Ladle has gone off Dave Letterman’s top 10 list of unsafe working areas in North America. So if we stick together and watch each others’ backs, we can strive to make our company one of the safest plants in the World. Also do not let yourself and your co-workers get caught up in managements unsafe “corner cutting, lets get movin’ or else” production hustle. We have seen the results.

**Remember - Management has the Right to Mismanage**

## Memories

by Frank Deel  
Griever, Area 1

I can think back to a time when there were 8 furnaces operating. I think about all the people who have come and gone, and about all the friends we've made. Yet, as the griever for three and a half terms, I can think of mostly just one thing: change.

In the past, we've always concentrated on obtaining that precious 30, and all that we had to go through just to get there. But over time, any negative attitudes associated with that type of one-sided thinking have evolved into positivity. We finally realized that maybe it wasn't so bad after all.

During my time as Union rep., I've served one term as a Steward, one and a half terms as an Assistant Griever, and three and a half terms as a

Griever. As the Griever, I've focused on accomplishing one thing: to have everyone treated fairly regardless of the issue. Sometimes we won, but sometimes the company had the upper hand.

This will be my last term as griever, and I want to thank everyone, and let you know how much I've appreciated all of your help and support over the years. There have been times when I couldn't wait to get to work, and times when I've wanted to quit. But this last term as griever has been one that stands out above all the rest. It has been a pleasure to represent the Blast Furnace, and I truly feel as though you are all a part of my family, and I will always cherish the memories. All of you should be proud of what you have accomplished in

your efforts to make our department the safest in the industry. Congratulations to all of you.

I'm very excited for Rory McDonald to take over as Griever. Please help him continue the great progress the Blast Furnace has made. Please take the time to go to the Union meetings, and also think about what you can do to make the 5 & 6 Blast Furnaces a better place for everyone to work.

Remember, the glass is always half full, not half empty. Times are tough right now, but they will eventually get better. The elections are just around the corner. Remember, the benefits that we received because of the last negotiations were a direct result of the caring people that we have in office. Please don't forget that in April.

Thank you all and may God bless you and your families.

### Win A Local 1010 Jacket!

In an effort to recruit new members who want to get involved in their community through their Union, the Community Services Committee is giving away a Local 1010 jacket.

Receive a free raffle ticket for each Community Services Meeting you attend. Jacket to be given away in December.

Meetings held first Thursday of each month, 4 pm at Local 1010.

**Congratulations to Seretha Woods,  
2008 Jacket Winner!**

**Continued from page 15** **Bouvat**

have the right to do Bargaining Unit work. The Union Grievance Committee has been successful in working with the company to reduce these incidents, and to compensate those workers whose rights have been violated.

**ARTICLE TWO Section A.  
Recognition and Coverage**

**4.** It is understood that supervisors at a plant shall not perform work on a job normally performed by the bargaining unit except:

- a.** experimental work;
- b.** demonstration work performed for the purpose of instructing and training Employees;
- c.** work required by conditions which, if not performed, might result in interference with operations, bodily injury or loss or damage to material or equipment; and
- d.** work that would be unreasonable to assign to an Employee or which is negligible in amount.

**5.** If an individual other than an Employee performs work in violation of Paragraph 4 and the Employee who otherwise would have performed this work can reasonably be identified, the Company shall pay such Employee his/her applicable Regular Rate of Pay for the time involved or for four (4) hours, whichever is greater.

**If you see a supervisor doing Bargaining Unit work, let a Union rep. Know!**

**Union Reps. Phone numbers:**

Griever      Mike Bouvat  
Home 836-2170      Work 1165  
Assistant Griever      Jim Harris  
Home 765-4813      Work 6139  
Steward      Lee Smith      399-1994

Yours in Solidarity, Mike Bouvat

## I STOOD UP TODAY

I stood up today, not in the traditional meaning, not in the mode of "I woke up today and stood to get out of bed". Rather, I stood up today, meaning "for myself, my family, my co-workers, my life, our future". I stood up today because although I'd done the job a million times before, and management let me perform this task without shutting down the mill knowing it was unsafe all the times before, on this day I refused.

I told them no, not today, make the job safe or I will not do it. I've had enough, enough of the lies, enough of the deception, enough of the "Okay I'll do it because this supervisor takes care of me". Today was the day I changed the rest of my life. You see, today I looked in the mirror and although I saw my reflection, I also saw the faces of all my brothers and sisters who have lost their lives for the same company I work for. I wonder if they worked unsafe because their boss took care of them, or they didn't want to disrupt operations, or they were bullied, or coerced, or a million other wrong reasons. Today, to the dismay of management, I refused. I made a conscience decision to live. For myself, for my family, my co-workers, my life.

You see, I stood up today. Who am I? Look in the mirror. I am you.

*"The labor laws of our country, of the United States, have been written to protect our nation and at the same time to protect the rights of workers."*

**President Jimmy Carter**



Mike Bouvat  
Griever, Area 5

As United Steelworkers of Local 1010 and specifically of #2SP, we have seen many changes take place in a short period of time. When negotiations were taking place in August and September of 2008 we were on the cusp of going on strike. I would like the Union brothers and sisters to know, as I went around the department trying to keep people informed of what was happening, we had a lot of solidarity. Many of you expressed strong support for the Union. That solidarity was essential in helping to receive the contract that was ratified. All of your support was greatly appreciated. **You are the Union, you make a difference!**

The Union was able to negotiate benefits for wages, healthcare, retirement and a signing bonus. In our department, one of the issues we were negotiating was to increase

## Moving Forward In 2009

incentives. The company's position was to reduce the highest paid incentives in the department. The Union was able to get an increase for everyone and also able to try and bring up maintenance to be more in line with other primary producing facilities. **Whenever there is an opportunity to get an increase we will fight to do that!**

**Any employee who was off receiving Sickness and Accident payments or Workers Compensation payments will receive their Signing Bonus when and if they return to work within one (1) year of the Effective Date of the 2008 Basic Labor Agreement, September 1, 2008.**

**Probationary Employees will receive their 2008 Signing Bonus upon completion of their probationary period.**

In October, we won a grievance for contracting out of MTM work. All MTMs shared in the award. We had work that we were capable of doing, being shipped outside the mill. If you see or know of any work being sent

out, please contact a Union rep.

We are still in the grievance procedure on when the company removed the midnight shift from the Caster Maintenance Aisle. The Union's position is that the company cannot arbitrarily remove the turn. It is essential to use all turns in order to maintain segment repair.

We also have a grievance in on the changes made to vacations. We feel the company cannot arbitrarily change vacations once they have been agreed to. They must involve the Union.

Many of you know that we are facing challenging times since just this past October. The economy is a challenge to all. In light of these situations, it seems our operations are in a state of flux. Sometimes we seem to run relatively well, other times not so well. As we get information we will relate it to you. Due to this uncertainty, remember that Bargaining Unit work is still Bargaining Unit work. Supervisors do not

Continued on page 14

### 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

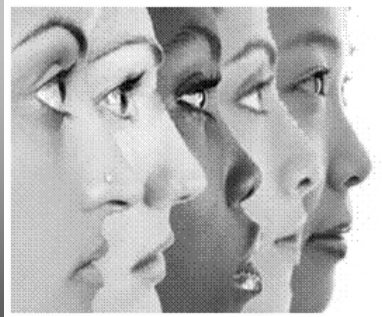
Dave Lomellin (219) 397-0902 Paul Johnson (219) 364-1284



# *Petals Of Wisdom*



**UNITED STEELWORKERS**



**Women Of Steel**

*Self Improvement & Empowerment Seminar*

*March 20 & 21, 2009*

**\$30 per person**

**For application & more information go to:**

**[www.uswa1010.org](http://www.uswa1010.org)**

**Women Of Steel Committee**

**Attn: Rosa Maria Rodriguez**

**Phone: 219.398.3100 x101**

**Fax: 219.397.5968**

**[rrodriguez@uswa1010.org](mailto:rrodriguez@uswa1010.org)**

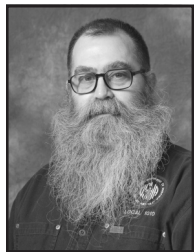
**Attn: Gail Richardson**

**Phone: 219.397.3776**

**Mobile: 219.805.3923**

**[grichardson@uswa1010.org](mailto:grichardson@uswa1010.org)**





**Editor's Note:**

It's been a real pleasure being a part of the greatest local in the greatest union,

the United Steelworkers.

I'd like to thank Tom Hargrove and the rest of the Local 1010 Executive Board, the Grievance Committee and all reps., the Contracting Out, Insurance, Safety and all other committees and all the folks at District 7.

Also, all my brothers and sisters in the plant and everyone at JobLink. Thanks to Big Mike for helping me get started.

I've learned alot from each and every one of you and I will miss you all. But I am certain our paths will cross again.

In Solidarity,  
Joe Woessner

**Local 1010 wishes our one and only  
4th Qtr. 2008 retiree,  
RICHARD M. FERNANDEZ - 35 -  
#2 STEEL PRODUCING  
a long and happy retirement!**

*Retirement . . . is when you stop living  
at work and begin working at living.*

— Unknown wise person

**U  
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YES!**

**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*

**Bosch & Banasiak**

7150 Indianapolis Blvd., Hammond, IN 46323  
or call 219-844-3020

\*Times are approximate

## Continued from page 19 **Wagner**

preparing for life after we retire from our mill careers. It really doesn't matter what your reason for learning is! If you have a need or desire to improve your skills or learn a new skill, JobLink is there for **YOU!**

**Retirees**, don't forget that **effective January 1, 2009** recent retirees may use limited Tuition Assistance Funds for up to one year following their retirement date. Please note that this is a major change from the current ICD policy on expenditures for retired members. This pilot program is limited to the unspent TAP Funds under the 20% cap from the previous year, 2008. The good news is that our Local Joint Committee has agreed to participate!!

### **The guidelines for this pilot program are:**

1. Retirees will be allowed to use up to \$1800 in Tuition Assistance for **a period of one year following their retirement.**
2. Funding for this retiree TA benefit will come from JobLink's approved but unused TA funding from the previous calendar year. (Example: if JobLink budgets \$25,000 for TA in 2008, but expends only \$15,000; \$10,000 is then available to be spent on retiree TA in 2008, provided that the total amount spent on retiree TA in 2009 does not push the 2008 amount spent on TA over the 20% limit.)
3. Since there is a natural limitation on funds, retiree requests will be met on a **first-come/first served basis.**

### **Now, how about the rest of us?**

**Attention new hires!** Stop by JobLink and see what educational opportunities your Union negotiated for you!

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

tuition assistance funding. Stop by JobLink to apply for tuition program funding or pick up a list of T.A.P. Vendors. A list of these educational institutions is also available on JobLink's website.

We have 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 <http://bkJobLink.org/> for more information!

Don't forget that active Local 1010 members now 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.

One of the important new ways that JobLink is trying to making taking classes easier is by streaming these classes on the internet. A class that is taped live at Burns Harbor or at the Leon Lynch Center is then available on the internet. Placing these taped classes on the internet is what streaming means. The streamed class also has videos and worksheets that are available to you.

When a class is streamed on the internet, you can take the class at your convenience without worrying about driving, parking, inconvenient hours, or over-time conflicts. Classes taken on the internet can be taken in chunks. If you can only watch the class in 20 minute segments, that is possible. The streamlining portion of the class is available for three weeks. Streaming is also a nice option if you can't attend a class, but don't want to miss the class information! If you don't have a computer, you can come to JobLink and use one of their computers.

If you have a computer at home, check out the JobLink Website at <http://>

[bkJobLink.org/](http://bkJobLink.org/). You will find next semester's course lineup with course descriptions and other pertinent information.

### **There are 4 ways to register for JobLink Classes:**

**Online at [www.bkJobLink.org](http://www.bkJobLink.org).**

**Phone in at 399-8135 or 8136.**

**Walk in at 9:00 am to 5:00 pm Monday – Thursday and Friday 9:00 am to 4:00 pm.**

**Mail in using the form in the JobLink Catalog.**

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

We now have online maintenance courses to help prepare people for future craft MTM and MTE positions.

In addition, JobLink now offers new Electrical and Mechanical classes that are designed in part to help individuals prepare for the MTE and MTM Ramsey Tests. Completing these classes prior to Ramsey testing should improve your opportunity to qualify!

Retirees and spouses of active Local 1010 members can now purchase courses that are on a per person pay arrangement. This applies to classes that are not filled by active members. Retirees and spouses of active Local1010 members must pay for the class atleast 2 weeks prior to the class start. Class cost can be obtained by calling JobLink at 399-8136.

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 x113** or E-mail me at [swagner@uswa1010.org](mailto:swagner@uswa1010.org). If you call when I am not available, please leave a detailed message on my voice mail. If you need a more immediate response you may call me on **my cell at (219) 718-3199**. Either way, I will get back to you as soon as possible.

## LOCAL 1010 STEELWORKER

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

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**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 .....is working to make your participation easier, and doing it GREEN!

by Steve Wagner, Vice President

We are all becoming aware that there is a movement out there to make us more environmentally conscious. The new motto is to "Try to think of the environment when you go about your day to day activities." This is referred to as "**being green.**"

JobLink also has many things in place that not only make your life better and easier, but also are **green.**

As a starter, the online courses through JobLink require no driving, no gas consumption, no parking fees, less paper, and fewer barriers for your participation. **This is being green.**

### TelSim online courses:

There are over 900 online courses waiting for you to take. These are informational courses that you can access. Even though they are not for credit, these online courses can give you any information that you need on given topics.

### South Suburban and IUN online courses:

These can be credit online courses or certification courses. Check the websites of these colleges and see what you are interested in.

### ALEKS on line math courses:

If you need any math remediation, and you want to do it in the convenience of your home, this is the way to review math. Maybe you want to take a math course because you never had a chance to study it before or you need it for an upcoming course or test.

Whether it's a general math review, algebra, geometry, business math, pre-calculus, trigonometry, etc., these courses are very individualized. You take a self-assessment and then the program guides you through the course to a successful completion. As with the other online courses, it all takes place at your convenience on your computer.

### JobLink's newest effort on behalf of all steelworkers is the TELECAST courses.

These are courses that you can sign up for at JobLink and participate live from the Leon Lynch or the Burns Harbor Centers. Additionally, within 24 hours after the class is presented, it is uploaded to the internet, and you can take it from the convenience of your home.

Whether you missed a class, want to watch it again to review or just are not able to attend in person, this class is on the internet for your use. Not having to leave your home means saving on gasoline and saving wear and tear on your car. **Now that is green!**

Are you using your negotiated Career Development Program benefits? Many of us are preparing for the new challenges that await us on the job. Yet others are

**Continued on page 18**

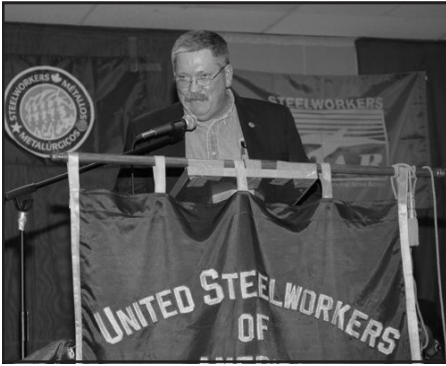
### Change of Address

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

# Do The Right Thing: Buy American!

**We are in the midst of the greatest downturn since the Great Depression.** Everything has stopped. Hopefully a stimulus package will start the country working again and steel warehouses will start restocking and people will start buying cars and washing machines and the economy will turn around.

**This too shall pass** but we must **keep our focus on safety. Losing a limb or your life will not pass.** February 5, 2009 at the electric furnace a very serious incident occurred causing a spill of 120 tons of molten metal. No injuries occurred due to the quick action of the ladle craneman, **Ricky Davis**. This could have been a real tragedy.

**Buy American.** I'm sure you've heard a lot about this lately. **This is definitely the right thing to do.**

*“The country is in the midst of the fastest, most severe economic downturn since the Great Depression. In 2008, the United States lost 2.6 million jobs – the largest loss in over 60 years and so far, this year isn't any better.” said Leo W. Gerard, USW International President. “This is a time for economic patriots. Our members and others are suffering. We can't afford to let greedy multinational corporations and others get in the way of common sense solutions that will get people back to work.”*

*Gerard continued, “Let's be clear. The Buy American provision in the economic recovery package does not break any existing U.S. trade obligations. It will not ignite a trade war. It will not raise the cost of infrastructure projects. What it does is what countries like France and China have already done, ensure that taxpayer dollars are used to buy goods produced in our country and create jobs at home.”*

**We have to start marking things in the USA again!**

Thanks to Editor Joe Woessner, who is retiring. You have done a great job Joe, and we will miss you.

In Solidarity,

*Tom Hango*

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East Chicago In. 46312

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**Make the Job Safe,**  
**or DON'T DO IT!!!**