

The Good, The Bad, And The Ugly Of 2007 At Indiana Harbor East

The Good

At #5&6 Blast Furnace, a new manager took over in early 2007. At that time 5&6 was the worst in class. The new manager, **Brian Black**, started out by building a relationship with the Union grievance committeeman, **Frank Deel**, based on mutual respect, and working to solve issues and not just taking positions.

This manager's approach was new at 5&6. People on the shop floor were treated with respect and dignity. Safety became a core value and not just a

buzzword.

Well guess what? Five and six went from the worst in class to the best in class.

How did this happen, you ask? As Aretha Franklin sung it so well: **R.E.S.P.E.C.T.**

The manager works with the Union and

walks the walk. Pretty simple, if you think about it.

Five and six is cleaner and safer and the lunchroom in the maintenance shop is a real showplace.

To Be Continued...

"What is your most important job today? Your safety."

Brian Black



"Rock and Roll Mechanical Lunchroom" at IH5, IH6, #3 Sintering Plant.

Photos: Dave Hudson

JOE GYURKO

Joe passed away at the age of 88 on October 14, 2007. In 1939 he was active in the Union and helped in collecting Union dues. For years he was the griever in the Open Hearth. He was a Rank and File member all of his years in the Union. Joe never missed a pass out of literature at the gates.

He dated Mary OBradovich. She was the first female ever elected at Local 1010. Mary was the Recording Secretary. My father said in all his years in the Union, she was the best recording secretary we ever had. Mary would

show movies twice a month at the old Union Hall for the kids to watch. I went many times. Joe married Mary in 1945.

Joe was always slated against the toughest person for a full time grievance job at the Union Hall. Finally he was elected to Chairman of the Grievance Committee. In all my years in the Union, he put more pressure on foremen in the 3rd step hearings than any other chairman we ever had. He was a little hard of hearing and could be very loud. When he was through with a foreman a lot of them didn't write the employees any more letters because they didn't want to face Joe again.

During one 3rd step hearing a plant officer had a gun on him, and Joe asked him to take the gun out of the room because he was trying to intimidate our people. The sergeant



told him that he was leaving his gun right where it was. Joe told him that he was giving him one minute to take it out of the room or he was coming across the table and take it off of him. Labor relations made him take the gun out of the room.

At one delegate election to the International Union Convention, Joe was elected, but he never got over the fact that his daughter, Darlene, got more votes than him. He took a lot of kidding over that. When we went to contract negotiations, my wife had me room with him because she knew Joe would keep me in line.

We roomed together many times. Joe had a curfew on me for what time I had to be in bed. One night I tried to get into the room after missing my curfew time. He had locked me out and I had to go to someone else's room to sleep.

Another time we were rooming together and the television was acting up. He told me to take care of it. On the third day it was still not working right. I started to call them. Joe grabbed the phone out of my hand and told them we were on

the 22nd floor on the east side of the building. Also, he told them if the television wasn't fixed in fifteen minutes to look out the window because he would be throwing it out. In ten minutes we had a brand new television.

When Joe retired he stayed active with our S.O.A.R. chapter and later became president of S.O.A.R.

Joe was 200% Union and it will be hard to find another person like him. He is up there with Mary looking over us. Joe, I will never forget you.

Don Lutes

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

We need to Learn from our Mistakes!

The New Year is always a good time to set our goals for the year. The safety of all our co-workers represents the most important thing that we must do. The year 2007 still showed us some of the same trends that we have seen over the last several years. **Our current data from most of the plant indicates that we have had an increase in the number of sprains and**

strains type of injuries from the previous year, from 140 to 175. However, we did see a decrease in the number of finger injuries from the previous year, from 80 to 69. Our hand injuries went from 48 to 37 and our eye injuries went from 90 to 73. Whatever the final data represents, we are still having too many accidents or incidents. On the average, at least one-a-day per calendar year, one of our co-workers may suffer an injury.

In a joint effort between your Union and the company to improve safety and health in the work place, and also to learn from past incidents, there has been safety committees formed to address the best practices across all of the ArcelorMittal plants in the USA. We must learn from the unfortunate deaths and serious accidents that have happened in our Blast Furnaces, Basic Oxygen Furnaces, Electric Furnaces and other plant operations across the country.

These committees will work in an effort to eliminate the hazards and to develop procedures that reduce risk that may be associated to our work assignments. The job tasks that are being looked into may consists of proper personal equipment, protective glass & shielding, emergency preparedness & fist aid training, standard operations, abnormal/special or emergency operations, mechanical integrity, CO gas procedures/systems, EOT & mobile cranes, RC engine & railroad operations, mobile equipment, conveyors, radioactive device prevention in scrap, housekeeping and auditing. The key element of all of the above items will be doing audits. Once we make changes to our work practices and procedures we must ensure that we abide by them.

We will be engaging our Department Safety Committees to use the data from the accidents and incidents to identify common trends within their own departments and our like facility's here at the Indiana Harbor Plant and USA Plants. As President Hargove has stated: We must change the Culture, we must change our mindset that safety is the way of life. We must not take risks and just because that's the way we were taught is the safest way. We must learn from our mistakes and near misses.

Housekeeping improvements in our plant must continue to move forward to eliminate hazards and unsafe conditions; we will need your help. We must drive this effort. Take some time every shift and survey your work area, asking yourself "what can I do to make the work environment safer for all our workers?" The effort you make for safety will help ensure that you and your co-workers return home safely to their loved ones at the end of the day. You work for your family and yourself. You owe it to them to return home safely every day.

We continue the project of addressing antiquated and inaccurate lockout procedures that some departments are currently using and will continue this project until complete. Always lockout and verify! You are the last line of defense on every job, always use extreme caution and verify everything!

Make the job safe or don't do it! Safety is about you!

Before You Start, Be Safety Smart



Joe Piller
Griever
Area 4

It is the company’s obligation to provide a safe work place, but it is up to us to make sure they live up to their obligation. If the job isn’t safe, make it safe!

Buddy Relief

I’m being asked out in the shop “How does buddy relief work?”

The contract says,
“Employees required to remain on the job until relieved shall be allowed to relieve each other (“buddy relief”) in accordance with procedures established between the management and union, up to 30 minutes prior to the scheduled end of the turn provided the Employee has worked their scheduled total hours.”

Lunch Relief

Another common question is “Am I supposed to get lunch relief?” The contract says, “The company

will provide reasonable and appropriate arrangements for lunch opportunity and other personal needs for employees during the course of a shift.”

Safety Shoe Allowance

On October 1 of each year, each employee, other than a probationary employee, is entitled to new safety shoes.

Elections

Protect our jobs and our standard of living, **VOTE** for candidates that support labor’s agenda.

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



Local 1010 Scholarship Committee
3703 Euclid Ave.
East Chicago, IN 46312
219-398-3100

ESSAY COMPETITIVE SCHOLARSHIP AWARD

Four \$1,000 Scholarships

United Steelworkers Local 1010 will award four \$1,000 scholarships for use in any college, university or technical school in the United States of America on July 3, 2008 on the basis of a 500 word written essay competition on “**Why Unions Matter**”.

HOW TO APPLY

Secure an official application form along with procedure and instructions beginning February 25 through March 20, 2008 at Local 1010 Union Hall.

- No ACT scores required for eligibility
- Must be a high school graduate, class of 2007-2008
- 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 4, 2008

Represent!



Darrell Reed
Vice Chairman,
Grievance Procedure

“Be not conformed to this world; but be ye transformed by the renewing of your mind”...Romans 12:2

“Do not conform” is difficult advice in a generation when crowd pressures have unconsciously conditioned our minds and feet to move to the rhythmic drumbeat of the status quo. Many voices and forces urge us to choose the path of least resistance and bid us never to fight for an unpopular cause and never to be found in a pathetic minority of two or three.

Ever certain of our intellectual disciplines which persuade us of the need to conform, some psychologists say that a mental and emotional adjustment is the reward of thinking and acting like other people, and philosophical sociologists suggest that morality is merely a group consensus and the folkways are the right ways.

Success, recognition, and conformity are the catch-phrases of the modern world where everyone seems to crave the anesthetizing security of being identified with the majority.

I said that to say this:

February is African-American History Month. African-Americans occupy approximately 15% of the United States population. It is very ironic that 15% also represents the number of unionized people in United States workforce. This in itself represents a definite correlation! History tells us that

the labor movement and African-Americans at one point in time was not a marriage made in heaven. In fact, in or around 1866, when white workers organized the National Labor Union, they did so with the intent of being the representative union of the working people. However, African-Americans were excluded and never were accepted on equal basis with whites in the National Labor Union. White workers felt that the African-American of that time, so recently freed from slavery, did not understand the true principles of labor unions. Thus in 1869, the National Negro Labor Union was formed. With the express purpose of advancing the cause, workers finally succeeded in having an affiliation with the National Labor Union. Nevertheless, even with the coalition alleging existence, the position of the African-American worker in society was not a highly desirable one, but used by manipulative employers. The black worker was often forced to work for lower wages in order to to have a job at all. Thus, an often heard quote in the African-American realm is **“LAST HIRED, FIRST FIRED.”**

Our African-American ancestors would exclaim: “What a tremendous contrast, today we as African-Americans are represented at all levels of the union solidarity purpose and have been over the years. The United Steelworkers has approximately 1,000,000 members. **Leon Lynch**, an African-American, (recently retired) was one of the Vice Presidents at the International Headquarters, replaced by **Fred Remond**, also a black man. **Bill Andrews** (recently retired) was Staff

Rep for the International and former President of Local 1010 for more than three terms. **Mary Elgin**, former Union Steward, former Financial Secretary for Local 1010 and an former Executive Board Member. **Alexander Jacque**, former Chairman of the Grievance Procedure, is presently a Staff Rep for the International. **Melvin Adams** started as Griever for years at #2 Coke Plant, was elected Treasurer then Financial Secretary of Local 1010 and a former Executive Board Member, as was **Seretha Woods**. **J.C. Porter**, the late **Walter Green**, the late **William “Bill” Gailes** and the late **Bobby Joe Thompkins** were also officers of the grievance procedure. Currently **David Hunter**, **Enie Mosley**, **Leonard Mosley** and **Duwayne Brown** have taken on the monumental task as Union representatives for Local 1010. We applaud their efforts. I was elected as griever at #3 CS, served on the Executive Board, elected Secretary of the Grievance Procedure and now elected as Vice Chairman Grievance procedure.

We as African-American people have excelled in every possible category known to man; religion, union, government, sports, television, education, computers, medicine, military and so on. But this in itself is a monumental accomplishment, since the time of the European Slave Trade initiative which began the largest forced migration in the history of the world. Estimates of Africans removed from the continent range from 15 to 50 million from 1482 to 1888. No more of a tragic episode had ever been recorded in human history, given its continuing impact on contemporary society.

Continued from page 5 **Reed**

At press time, an African-American has made history once more! **Barack Obama**, the senator from Illinois and a Harvard University graduate, won the first step in obtaining the democratic nomination for the presidency of these **UNITED STATES OF AMERICA**, as he won the Iowa caucus over **John Edwards** and **Hillary Clinton**. We could wake up on November 4, 2008 with a black man as President, stay tuned! **THESE ARE NOT THE BLUE STATES! THESE ARE NOT RED STATES! THESE ARE THE UNITED STATES OF AMERICA!!**

“JUST A THOUGHT”

Although one may disagree on how the interpretation was evaluated from the Bible, which is God to the church or a collective bargaining contract book, which is from God to the union and the company. There is a definite correlation between the two, whose foundations are built to obtain similar goals: fair and equitable, peace, justice, love and a better way of life for all who follow rules.



Area 6 Report

by Darrell Labarge
Assistant Griever

First, I would like to start off by saying that I hope everyone had a Merry Christmas. Second, I hope that everyone has a very safe, happy and prosperous new year.

A few things that stand out from 2007:

One is that when the Union and company go to arbitration, it appears that when the Union loses, the company wants to implement it right now. But, when the Union wins, now all of a sudden the company wants to play dumb! Yeah, right. **They pretend they don't understand how it is supposed to work.** Now they have to check into it, and they will get back to us. Then it turns into yet another fight, which is why sometimes it takes so long for the issue to get implemented!

Another issue seems to be man power. They are hiring, yet it seems to be too slow a process and still not enough man power for what is actually needed to continue to strive to make the mill function. Another very serious issue is that they are not hiring maintenance personnel. Instead, they are continuing to utilize outside contractors in positions which should be held by our maintenance personnel. **The Union Hall continues to fight this issue.** The company is also trying to sneak in contractors. They fail to produce the order or notification for these contractors till after the fact, but our Union brothers and sisters are always on the alert. **Please don't ever stop contacting**

your Union reps when you see contractors inside the mill doing our work!

Also in regards to hiring, **I have no idea where the company recruits some of these NEW SUPERVISORS! WOW!!** Some of these people who are hired try to come into the departments to **change the WORLD!** They really have no clue about the department and how it operates or what it takes to make it operate. You would think they would come into the department and try to work together with the Union people so departments will run more efficiently. **I suggest that supervisors take some advice, especially from the Union people who have been around and know the mill operations.**

Now let's talk about safety. I feel we are starting to make a little progress in our department. Some of the walk-arounds are showing we still have a lot of work to do, but we can always use help! As far as reporting unsafe conditions, you can always utilize the **Unsafe Condition Reports.** That way the Union will have a hard copy report. Also, instead of complaining about the issue, we should try and correct the unsafe condition. If you feel the problem is too big for one person, we in Area 6 have people who can work on these safety issues if they become too big. You can talk to them or a Union safety advocate! As always, you can contact any of your Union reps on any issue. **We will definitely address your problem, but always remember some of these take time to resolve but we won't give up on them.**

LOCAL 1010

WOMEN OF STEEL



QUARTERLY NEWSLETTER



Volume 2, Issue 1

(1ST QUARTER) JANUARY, FEBRUARY, AND MARCH, 2008



Kathleen Peeples
Women of Steel
Newsletter Editor

Local 1010 s WOS Officers:

Maria LA Garcia
Chair

Seretha Woods
Vice Chair

Gail Richardson
Secretary

"HAPPY NEW YEAR"

...on page 3



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JUDY FIDOROWSKI PHOTOS | THE TIMES

Testing for poisons



ABOVE: Sue Gloza tests a "money ball" toy for lead content as owner Diedra Jefferson watches on Thursday at the United Steelworkers Local 1010 Union Hall in East Chicago. The local tested toys for lead and will test them again from 7 to 9 a.m. and 11 a.m. to 4 p.m. Dec. 15. The hall is at 3703 Euclid Ave. To find out about toy recalls, log on to www.usrecallnews.com.

LEFT: Kathleen Peeples applies an indicator fluid to a toy car so that it can be tested for lead content on Thursday at the United Steelworkers Local 1010 Union Hall in East Chicago. To learn about the harmful effects of lead visit www.protectourkids.org.

Article Courtesy of The Times Newspaper

(Additional pictures taken by Seretha Woods on page 5)

A VIEW FROM THE CHAIR

Maria L.A. Garcia

Happy New Year to all of our local 1010 members. This year the Women of Steel will try to continue bringing articles about interesting people. You may have noticed that up until now, we have been spotlighting some of the sisters within the Women of Steel Com-



mittee. This year we will spotlight some of our brothers—some of which actually do belong to our Women of Steel Committee—yes we do have some male members!

Our goal is to eventu-

ally bring to you some of our outside community notables as well.

We at 1010 tend to be diverse, not only in ethnicity, but also in gender.

We are very proud and pleased to welcome our first brother and

Interview on next page

2007 COAT DRIVE

Maria L.A. Garcia

THANK YOU to all who made contributions to the 2007 Coat Drive. A very special **BIG THANK YOU** goes out to Elizabeth Palacio-Vargas. Elizabeth works at the #2 BOF. She nearly single handedly collected close to 50 coats.

The coats were delivered to Northwest Family Services in Hammond, Indiana on December 12, 2007. ♦



Pictured left to right: Women of Steel Chair, Maria L.A. Garcia, Nerieda Villareal of the Northwest Family Services, and Women of Steel member, Elizabeth Palacio-Vargas

SALVATION ARMY CHRISTMAS ANGELS

Maria L.A. Garcia

We want to send another **BIG THANK YOU** to our sister and Vice Chair of the Women of Steel Committee, Seretha Woods. She leads the way every year for the

East Chicago Salvation Army's Christmas Angels. This year nearly 100 items were collected (toys and clothes). The Women of Steel would like to also send out a

SUPER THANK YOU to all of the local 1010 members that made donations to the Christmas Angels and to all of the worthy causes in the year 2007. ♦

LOCAL 1010



WOMEN OF STEEL

PROFILE

THOMAS HARGROVE



WOS: When did you hire in and what department did you get your start?

TOM: I started working at Inland in 1963 at plant 1 in a welding apprenticeship for 4 years.

WOS: How did you do?

TOM: I graduated.

WOS: and then...

TOM: I transferred to plant 2 blast furnace—worked in the sintering plant, ore docks. At that time we had plant 3 in operation and I worked at A & B furnaces.

WOS: How did you finally get to the 80'?

TOM: In 1970 I transferred to the electric furnaces and in 1977 transferred to the 80' and have been there ever since.

WOS: When did you become active in the union?

TOM: In the 70's at the 80'. First I became Steward, then 2 terms as a griever, 2 terms as Inner Guard, 2 terms as Treasurer, 2 terms as Vice President and then in 98' I assumed the Presidency when Mezzo went to the international.

WOS: Some of the members want to know a little more about their President. We thought this interview with you might help inform them.

TOM: Well, I'm out in the mill at least 2 to 3 times a week. I walk around—always looking to improve safety. I talk to the workers and I go in the lunchrooms and ask how are



Thomas Hargrove

things going, and try to correct any of the problems that I can correct.

WOS: When do we go into contract negotiations?

TOM: This spring. We will start negotiations and concentrate on local issues. Things that are not covered by the national agreement—issues that pertain only to this area.

WOS: What is one of the main issues that we will be facing in the national agreement?

TOM: Health care and pension have always been a major battle in every negotiation.

WOS: After it is all said and done, what would you like your legacy to be as President of USW, Local 1010?

TOM: I would like it said that I helped to make it a safer place to work. Ultimately nothing else matters if you get maimed or killed while you're working—pensions, benefits, just don't matter if you don't live to receive them. The main

thing is to go through your working life, not getting injured and having a long and happy retirement. That's what it's all about, but it all has to start with being SAFE. It all has to start with "We make the job safe or we don't do it."

WOS: Is there something else you want the members to know?

TOM: Well, we are starting to get a lot of new members in the mill. I think it is very important that we watch out for them. These are the people that are going to take over for us. They stand on the shoulders of the ones that came before them—just as we stood on the shoulders of the ones that came before us. What's very important is that we don't forget our history. For all of the new employees, I show them a fifteen minute film of the Memorial Day Massacre so that they can understand how 1010 was involved with the early organizing—how we lost four of our members in the struggle and the struggle continues. We were just in Mexico recently at our sister plant in Lazaro Cardenas and we worked with the miners down there. The government is trying to break up their union. Two people were killed there. We are either going to have to help raise the bar around the world or lower our bar. I think we ought to be raising the bar and moving forward instead of coming down to world standards.

WOS: Thank you for taking the time to give us this interview.

TOM: Thank you. ♦

Interview was conducted by WOS members, Maria "L.A." Garcia and Kathleen Peoples

LOCAL 1010'S WOS 2008 CALENDAR OF EVENTS

First Quarter

JANUARY

"Happy New Year"
"Happy MLK Day"



January 3,
@ 4 PM

WOS Monthly Meeting

FEBRUARY

"Happy Valentine Day"



February 7,
@ 4 PM

WOS Monthly Meeting

MARCH

"Happy Easter"



March 6, @
4 PM

WOS Monthly Meeting

COMING EVENTS



May, 2008

71st Anniversary
Memorial Day
Massacre Program
Local 1033
Memorial Hall

RECIPES FROM LOCAL 1010

HAM HOCKS AND BEANS

6 medium sized smoked ham hocks
1 lb. can sauerkraut
1 lb. Pinto beans
1 stick butter
flour

Soak ham hocks and beans overnight in cold water, enough to cover contents. Before cooking, drain the water off and start fresh with cold water, enough to cover contents well. Bring to a boil; turn down heat so it just simmers slowly. When the hocks become tender, add the can of sauerkraut. When it comes to a simmer again, simmer another half hour before adding the thickening.

Melt a stick of butter in large skillet (do not burn); add enough flour to thicken to a nice consistency (not too thick) and brown lightly. Lower heat as low as you can and add water, a little at a time, until you have a nice consistency to be able to pour it into the soup. Simmer another 15 minutes or so to give it a chance to mix well with the liquid in the pot.

Honorable Peter J. Visclosky
House of Representatives, Washington D.C.

WORKING WOMAN'S EGG CUSTARD PIE

6 eggs
2 c. sugar
1 can Pet milk
1 stick butter
2 Tbsp. vanilla flavor
2 Tbsp. nutmeg
2 Pet Ritz pie crusts (10 inch)
1 tsp. allspice

Blend together in blender 3 minutes, eggs, sugar, butter. Add Pet milk. Pour into bowl and stir in flavor, nutmeg, allspice. Pour into pie crust. Bake at 350° in preheated oven for 35 minutes. "Voila."

Gail Richardson
3 CIS Safety Advocate



"Unfortunately, there's no law against driving after doing triple shifts."



**Wear Your
PPE**

**EVERYDAY
can be
SAFETY DAY**

get the
LEAD out
lead screening

PERFORMED BY THE WOMEN OF STEEL (LOCAL 1010)
ON DECEMBER 6 & 15, 2007



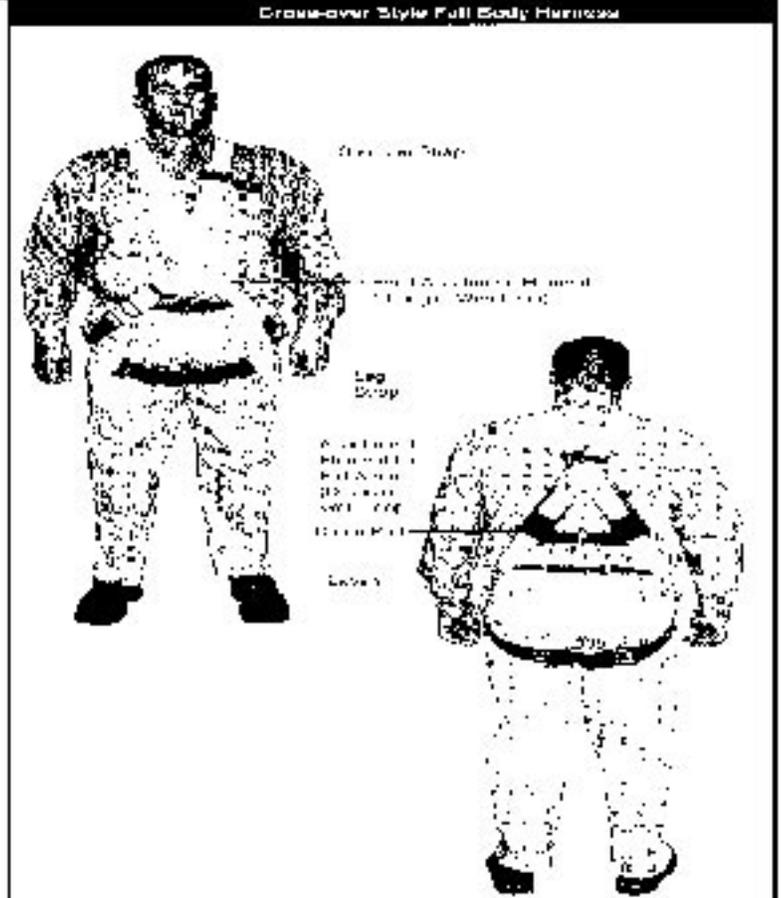
Pictured left on the back row (l-r): Seretha Woods, Gail Richardson, Owana Cheatham, Maria (L.A.) Garcia, and District 7's, Sue Maroko. Front row (l-r): Christina O'Reiley, Kathleen Peeples, Sue Gloza, and Rosa Maria Rodriguez. Pictured right, (l-r): Kathleen Peeples and Owana Cheatham

FALL PROTECTION

Donna T. Parker
12" Bar Mill
Safety Advocate

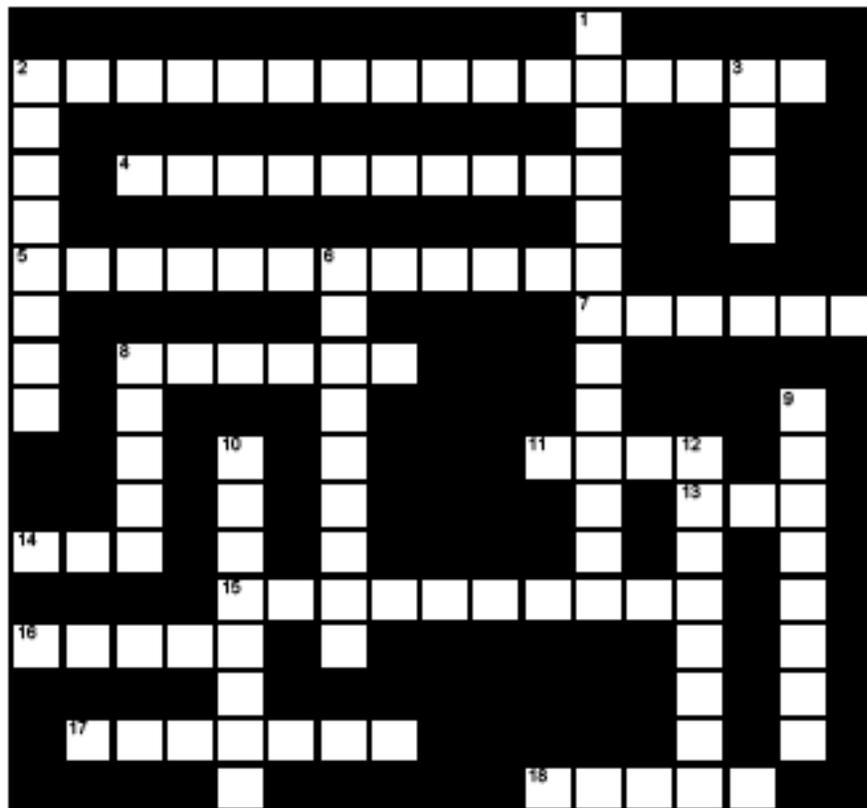
Last year I went to a Fall Protection Train the Trainer class. I learned that fall from heights is the leading cause of death in industry and third only to traffic and homicide. In the construction industry alone there are between 150 and 200 workers killed and more than 100,000 injured each year in the United States. "Industrial falls are like winning the lottery; they only have to happen once, to change

(Continued on page 7)



HEALTH & SAFETY

answers on page 8



Across

2. important area number
4. paper combustion is this type
5. tie-off or have a co-worker hold in place is good...
7. hand protection
8. next step after lock out
11. listings of hazardous chemical information
13. a safety team
14. safety items used by employees
15. 1010's safety committee chairman
16. secretary of 1010's safety committee
17. used in fall protection
18. safety coordinator

Down

1. allows one to stay focused
2. saves hearing
3. government agency
6. March 6, 2007 was Mittal Steel's _____
8. Agosto's right hand man
9. being safe can help avoid an ...
10. classes that aid in safety awareness
12. union appointed safety representative



CRYPTOGRAM

"UBFQ WNDQT KT SUPDR DQEGNOM XBJPHPEQU."

CQOOT UEBSJL

PDUSOBDJQ & KQDQXPEU

"XPHQ XNO TNSO UVNSUBH OQPWKSOUQWQDE PD-USOBDJQ VOQWPSWU."

XPIQH BYJNDB

PDUSOBDJQ & VQDUPND

SEND IN YOUR OWN CRYPTOGRAM QUOTE

If you have a special *job related* quote (i.e. union, safety, departmental, etc...) that you would like to share in this newsletter, send it to the WOS editor's email address (kdpeeples@uswa1010.org) for consideration—be sure to supply your name and a contact telephone number.

WE COULD BE SOLVING YOUR QUOTE NEXT QUARTER

FALL PROTECTION

(Continued from page 5)

your life forever!"

Fall protection is the industries process for protecting workers at heights. In this program you have Fall Prevention, Fall Restraint, and Fall Arrest.

In Fall Prevention you try to eliminate the fall hazard by installing things closer to the ground, using guard rails and handrails, flags, and ladder cages.

In Fall Restraint you eliminate the possibility of workers falling, by shortening the lanyards or position anchor points so workers can't go over the edge.

In Fall Arrest, it assumes you

can fall and it is designed to stop you from getting the level below and minimizing your injuries.

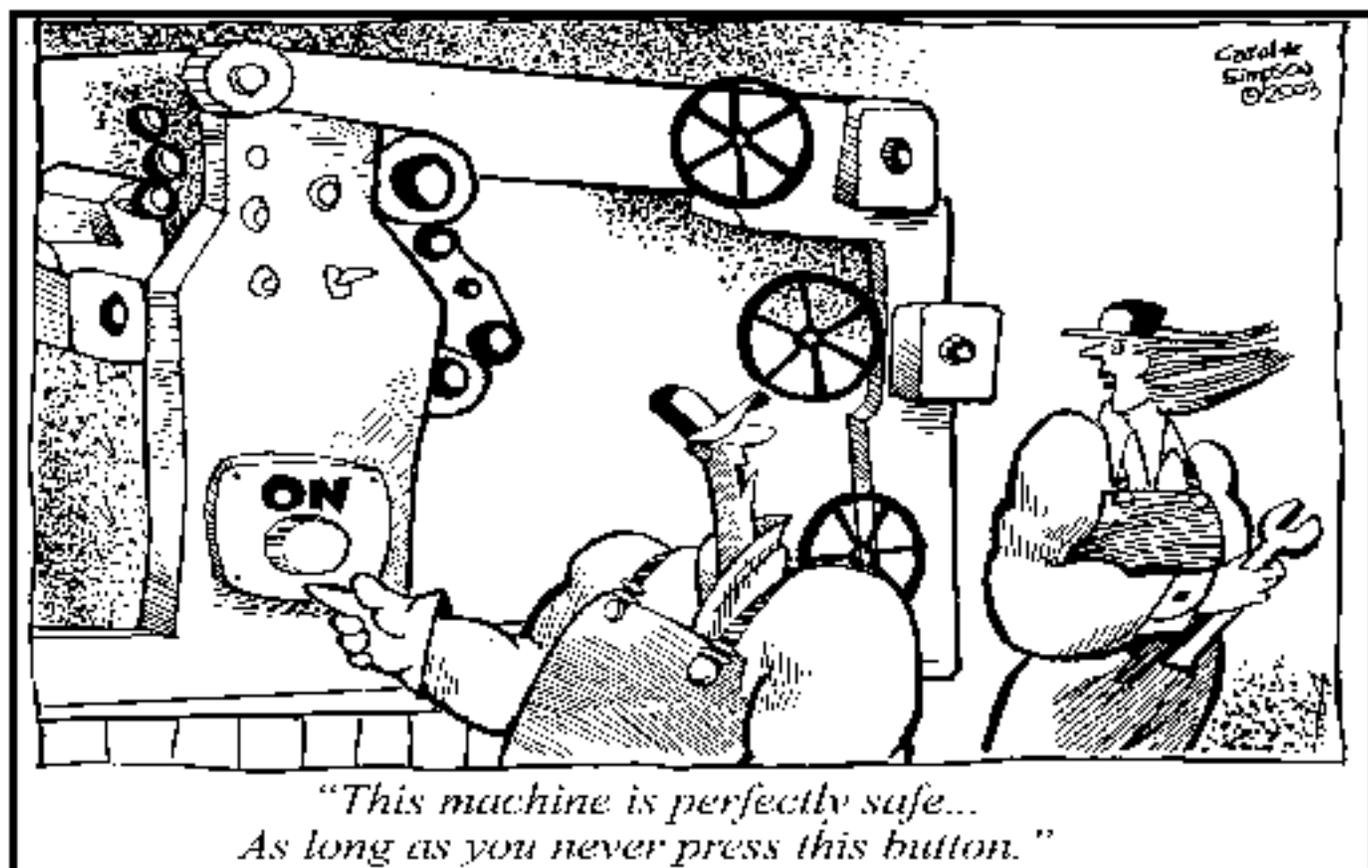
The steel industry has changed a lot in the last 35 years and so has the Safety Equipment that is available. Full Body Harnesses, which are used to protect you when working in heights over 4 feet, come in many different styles to fit every person, no matter what size, gender, or job application. The most commonly used are the vest style and the cross over style. The only difference between the two harnesses is that the vest style has a strap that goes straight across your chest horizontally, while the cross over style crosses your chest vertically like a big X. The cross over style might be more comfortable for women, but both must be adjusted prop-

erly or they can cause you injuries or distress.

When you are suspended, if your harness is not adjusted properly, the chest strap in the vest style and rise up and put pressure on your throat choking you.

The cross over style, if not adjusted properly can cause rope burns to the sides of your neck.

No matter what style you wear or what equipment you have, if you aren't trained properly you can still get hurt or even die. The equipment is there to protect you, but you must know how to inspect it, take care of it, and know how to properly use it. **The more you know the better chance you have to survive a fall.** ♦





QUOTES

We are not makers of history. We are made by history.

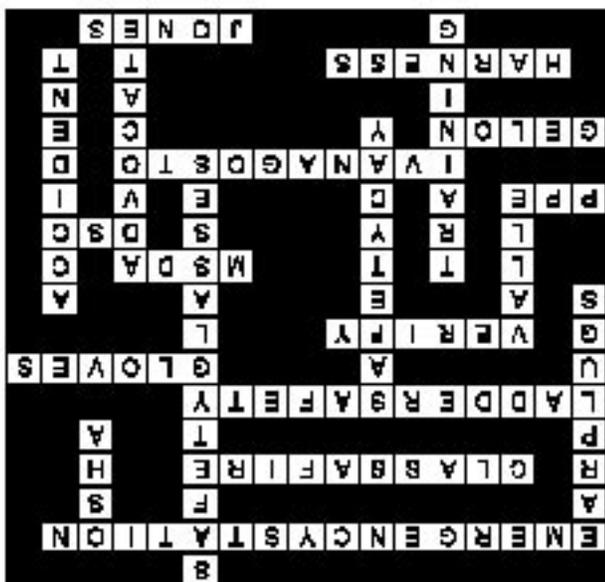
Whatever your life's work is, do it well. A man should do his job so well that the living, the dead, and the unborn could do it no better.

Martin Luther King, Jr.

PUZZLE SOLUTIONS

puzzle on page 6

INSURANCE & FINANCIAL SERVICES
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 PROGRAM



LOCAL 1010

United Steel Workers
WOMEN OF STEEL
 3703 Euclid Avenue
 East Chicago, IN
 46312
 Phone: (219) 398-3100



Email Us

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 Secretary: grichardson@uswa.1010.org
 WOS Editor: kdpeoples@uswa1010.org



We are on the Web

<http://uswa1010.org/committees/women/women>

REMEMBER, THIS IS YOUR UNION

IT IS WHAT YOU MAKE IT

UNION JOBS MEAN



A BETTER COMMUNITY

Moving Forward in 2008



by Mike Bouvat
Griever, Area 5

I would like to wish everyone a happy new year in 2008. I hope everyone enjoyed the holidays. As we look back on 2007, I would like us to remember a couple of the employees who have passed and are no longer with us. They will be missed. Thank you to the employees who have helped out in the Department Steering Committee, and Area Safety Committee. Your involvement has made a difference. Also, thanks to the workers who stood up for safety and refused to do unsafe acts. You also have had an impact.

I also would like to thank the Union stewards; **Lee Smith**, BOF maintenance; **Rodney Dinwiddie** and **Shawn Shultz**, furnace area, for their solidarity in representing our brothers and sisters. Special thanks to assistant griever **James Harris** for his tenacity when dealing with safety and contractual issues this past year. Our unity is essential in order to adequately represent everyone.

The Union reps, along with help from those on the safety committees, have been able to resolve some of your concerns about our locker rooms. We were able to solve a water leak by the lockers that had been there for years. New toilets, shower heads and a water heating system have been installed. New greens have also been provided. **Remember, all employees have the right to proper protective equipment!**

Article 3, section D: The Right To Adequate Protective Equipment: The company will provide without

cost to the Employee, effective protective equipment in good working order when required by law or regulation or when necessary to protect employees from injury or illness.

The strong commitment by employees to focus on safety, quality and the willingness on occasion to fill the open turns continues to make #2 Steel Producing a productive and profitable facility. That commitment has led to the company discussing possibly making upgrades and expansions in our department. These upgrades would enhance our production. More information when it becomes available.

As you all know, 2008 is a contract year. Many of you have already heard of the rumors of upgrades in the department. What that will entail yet, we don't know. **As with any rumor, don't believe everything you hear.** Speaking of the contract, in December the Local Union met with the International and other locals in order to formulate a plan. That plan will be a spring board to open dialog with the company in regards to the contract in January. From there I know we will have a sound-off at the Union Hall, where you will be able to speak out. Some people have approached me saying they have heard of certain details of the contract. I can tell you that whatever I know, I will share with you. So far, nothing has been stated. Certain people get their information from salary personal. **Caution! Extremely Unreliable Source! Hey, get a clue!** Also, I encourage everyone to attend their Local Union meetings. Our meeting is the first Thursday of each month, beginning at 5:30p.m.

Hope I can get some help with this

riddle! **How to get into the Good Old Boy Club, or does management want to contract out.** Recently in maintenance, the company hired young college educated individuals to supervise workers. After being ostracized by management, several of these maintenance supervisors either quit or transferred out of 2SP. Then, older retired supervisors who are friends of somebody get rehired by the company as a temporary (some have been here over a year) but much costlier supervisor. Presently we have about four so called temporary supervisors in maintenance. Now we hear management wants to start contracting out more and more of our work in maintenance. Perhaps by not having permanent supervisors, the goal is to try and contract the work out, and then let your temporary costlier supervisors go, or not! **Then what do you do with the maintenance workers? What is the goal?**

If you feel that someone is doing your work that is not a bargaining unit worker, or something you normally work on is being shipped out, please notify a Union rep. We have received some good tips that are very helpful.

United We Stand, Divided We Fall!

Yours in Solidarity,
Mike Bouvat



Area 32 Report

by Steve Connell
Assistant Griever

Happy New Year to all our Union Brothers & Sisters. The New Year brings in some new Area #32 Union Rep positions: Griever, **Larry McMahon** - plant ph # 5589, pager # 752-0030 & home # 219-956-4850; Asst Griever, **Steve Connell** - plant ph # 5589, pager # 755-7858 & home # 924-7945; Steward, **Dan Rios** - plant ph # 8673, pager 738-8060 & home # 398-6929. **Dan Luce & Steve Zisoff** will retain their current Steward positions.

The refrigeration group signed a new mutual agreement switching

them from Area #20 group to Area #32 and reaffirming the rights of the Central Maintenance Pipefitters on page 127 of the current contract book. Thus Dan Rios retains his Steward job into Area #32. We welcome their expertise.

We finally have a new overtime agreement. It was an amazing 2 year endeavor which finally came to an end and will go into effect 1/6/2008. Another huge issue, which will be arbitrated 1/7/08 is the **MTM - MTE craft crossing Crane Repair Grievance.** At the end of 2007 we met with management to insure that the proper training is given to all the crafts due to our increased job descriptions. Feel free to speak up if you

are not properly trained to do a specific task and remember, do not work unsafe. Those advocates are out there to help you when safety problems arise and do not hesitate to call **Rodney Dobbins #7790, Ernie Gutierrez #4450, Eddis Clark # 8436, Dave Horn #7343 or Joe Sarwacinski # 2236.** The next retirement party will be Friday, **April 4, 2008** at the K. of C. in Griffith. Please try to attend!

A big thanks to the Contracting Out Committee (Max & Don) on those contracting out payouts which we received on pay period #27.

Thanks for your Unity & Support, your Reps

4th Quarter 2007 Retirees

ALONZO, SANDRA K - 28 - FINANCIAL ACCTG & SVCS

ARAGON, JESUS - 31 - 80 INCH HOT STRIP MILL

BURGAN, ANN E - 27 - 80 INCH HOT STRIP MILL

CHENAULT, MITCHELL W - 32 - 80 INCH HOT STRIP MILL

CORNETT, CHARLES L - 36 - MEU FIELD FORCES-OPERATIONS

DIMOVSKI, NIKOLA - 34 - I N - INTERMEDIATE - #3 CSW

GARZA, ANTONIO D - 32 - #2 STEEL PRODUCING

JACKSON, LINDA - 38 - NO. 2 COLD STRIP

KROLL, TRULENE S - 23 - INTERMEDIATE - #3 CSW

MASON, ALBERT - 32 - 12 INCH BAR MILL

OPACIC, MIRKO - 32 - GALVANIZING

ORELLANA, JOSEPH A - 33 - MEU FIELD FORCES-FIELD SVCS

RANDOLPH, STEPHEN - 31 - INT LOG - TRUCK DRIVER

RILEY, CHARLIE - 27 - GALVANIZING

SMITH, JOHNNY E - 39 - MEU FIELD FORCES-OPER PIPE

*In retirement, every day is Boss Day and every day is
Employee Appreciation Day. ~Anonymous*

**Local 1010 would like to wish our newest, and all previous, retirees
a long, happy and healthy retirement.**

Experience Must Count For Something!

by Ernie A. Gutierrez
Safety Advocate, Field Forces

It was just another day at the ArcelorMittal Indiana Harbor East Plant (formerly Inland Steel) when a crew of pipefitters were lined-up to install some new piping for an oxygen line at the Pugh Ladle Repair Area. Since the new contract, the term "pipefitter" has become old hat. Those on the mechanical side of the business such as the carpenters, fabricators, machinists, mechanics and even the pipefitters were all put into one group called the **Maintenance Tech Mechanic (MTM)**. The MTM's are supposed to be able to do any mechanical type jobs in the mill with a promise of training in the future. Luckily, on the Pugh Ladle Repair assignment, there was some experience to avoid a catastrophe.

The installation crew of Willie Verduzco, Steve Hadt, George Kesely, and Roger Snyder had just welded some piping in place when they noticed that the pipe had a flare-up and fire was inside the pipe. Since this was an oxygen line installation, the crew immediately stopped and reported the condition to their Impact Planner, **Tony Harris** and their Supervisor, **Ira Kirby**.

At first, the supervisor thought the crew was kidding but they were very serious and concerned so he informed the Impact Planner to follow-up.

The Impact Planner contacted the salesmen of the supplier and was instructed that the piping was pickled and cleaned for oxygen service. The installation crew was informed and returned to work. However, they were still having problems with flare-ups and fire inside the new piping. Therefore, they stopped the job for the second time. Due to their pipefitting experience (over 120-years combined), they would not release the pipe to be energized with oxygen until their immediate contacts re-checked with the supplier.

The supervisor realized he had a very explosive situation, if the crew was correct and the oxygen was introduced into the new line. He instructed the Impact Planner to obtain some assurance from the supplier that the new pipe was processed properly.

The Impact Planner contacted the supplier warehouse and explained the situation to their expeditor. She dug through all the paperwork and finally found the

problem. The supplier admitted to sending our plant the wrong pipe instead of the specialized pickled pipe. The planner also discovered that the pipe was shipped from China with caps installed. The supplier arbitrarily thought that since the piping were shipped with caps, it must be cleaned and pickled. The caps on the pipe were to restrict any insects and such from being shipped to our location and not for any special installation.

Before the new installation pipe could be used it had to be flushed to rid all the oil solvents from the internal piping. If the oil was left in the piping when the oxygen was introduced it could have been very volatile and unstable.

If any of the above mentioned people involved would've ignored the hazardous signs that were seen or communicated, the Pugh Ladle Repair area would have become a ticking time bomb. **Their persistence, outstanding craftsmanship, attention to detail, and concern for the health and safety of all employees is why we applaud them.**

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



Continued from page 11 **Wagner**

of us are preparing for the new challenges that await us on the job. Yet others are 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!**

While some JobLink participants are pursuing college degrees, many others are taking classes to satisfy personal development to improve their ability to perform their current jobs or prepare for new careers and retirement. All of these initiatives enhance a variety of skills including math, reading, and communication skills. Our Career Development Program helps prepare us for the future challenges of our jobs, our personal & family lives, and ultimately in retirement.

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

Local 1010 members can use their Tuition Assistance Program (T.A.P.) monies to access any accredited learn-

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

Don't forget that active 1010 members 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.

Congratulations to all who participated in one of our newest classes. Our first Weight Watchers Class had **46** people lose a whopping **531.8** pounds in approximately 4 months. Our next class has over 60 people signed-up. Getting healthy is getting contagious...good luck to all!

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

Attention new hires...stop by JobLink and see what educational opportunities your union negotiated for you!

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. If you call when I am not available, please leave a message on my voice mail and I will get back to you as soon as possible.

Sound-Off Meetings!

At Local 1010 Union Hall

Feb. 27 - 8 a.m. & 4 p.m.

LOCAL 1010 STEELWORKER

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Tim Trtan

Joe Woessner, Editor



www.uswa1010.org

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

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email: editor@uswa1010.org

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



The Bernard Kleiman JobLink Learning Center

by Steve Wagner, Vice President

Do you know that there has never been an easier way to register for class? Please be aware that during registration periods....

There are now 4 ways to register:

1. Online at www.bkjoblink.org
2. Phone in at 399-8135 or 8136
3. Walk in starting at 9:00 am Mon.- Fri.
4. Mail in using the form in the JobLink Catalog

Effective January 1, 2008 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, in this case 2007. 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 2007, 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 2008 does not push the 2007 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.**

More details will follow...check in-plant informational flyers and the JobLink Website for procedural information.

Now how about the rest of us?

Are you using your negotiated Career Development Program benefits? Many

Continued on page 10

Change of Address

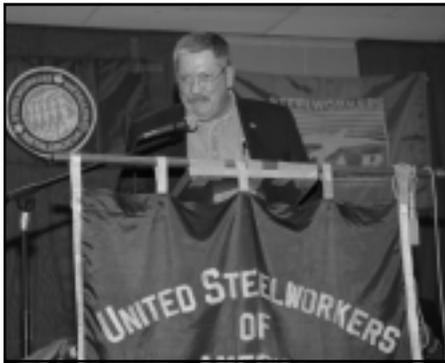
If you have moved please mail this form, with the mailing label on the back page to Editor,
Local 1010 Steelworker, 3703 Euclid Ave., East Chicago, In. 46312

Name _____ Check No. _____

New address _____

City/State/Zip _____

PRESIDENT'S REPORT



Dave McCall, Chairman of ArcelorMittal negotiations and District 7 Director **Jim Robinson**, Secretary of negotiations, have scheduled plant tours and membership meetings prior to the commencement of bargaining.

The presidents from all the locals involved in bargaining are urged to attend as many tours and meetings as possible. Beginning February 12, 2008, we will be touring our 16 locations: Sparrows Point, Conshohocken, Coatesville, Steelton, Cleveland, Lackawanna, Warren, Weirton, Cleveland, Georgetown, Burns Harbor, Indiana Harbor West, Indiana Harbor East, Riverdale, Hennepin, and finishing with Minorca Mine March 3, 2008.

The membership meeting for Local 1010 will be February 27, 2008 at Local 1010 Union Hall. The meetings will be at 8 a.m. and 4 p.m.

Please attend this meeting. It is an opportunity for you to hear from Dave McCall and Jim Robinson and the

Pre-planning and Preparing for Bargaining

Local Union Presidents that will constitute the Bargaining Committee.

The main purposes of membership meetings is for the Negotiating Committee to hear from you. This is an opportunity for you to be heard. **Don't let it pass!**

We are now part of a Master Agreement that covers all of ArcelorMittal USA. In the past, Inland was a single plant, and we bargained locally. We will still have Local 1010 issues and items unique to our plant, which we will deal with singly.

As in every round of bargaining, no matter where it is, steel, aluminum or auto, the major issue is health care. One day soon, we must have National Health Care or call it Medicare for all. **Forty-six million Americans without health care is unacceptable and despicable**, while we can spend billions on a war that the vast majority of Americans say we should not be in. There are steelworker retirees who lost their health care, due to no fault of their

own, just because a company went bankrupt. **This just isn't right!**

I will keep you informed and updated once bargaining has started. This will not occur until we get the okay from United Steelworkers International President **Leo Gerard**.

Recently we had three fatalities. One at Conshohocken and two at Indiana Harbor West. Our prayers and condolences go out to the families of these three men.

We must work even harder to reduce and eliminate hazards and make the workplace safer.

ArcelorMittal World Safety Day, March 6, 2008

February is Black History Month. Join me in recognizing African-Americans' contributions to this country and this union.

In Solidarity,

Tom Hargrave

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