



# LOCAL 1010 STEELWORKER THE UNION PAPER



February 2006

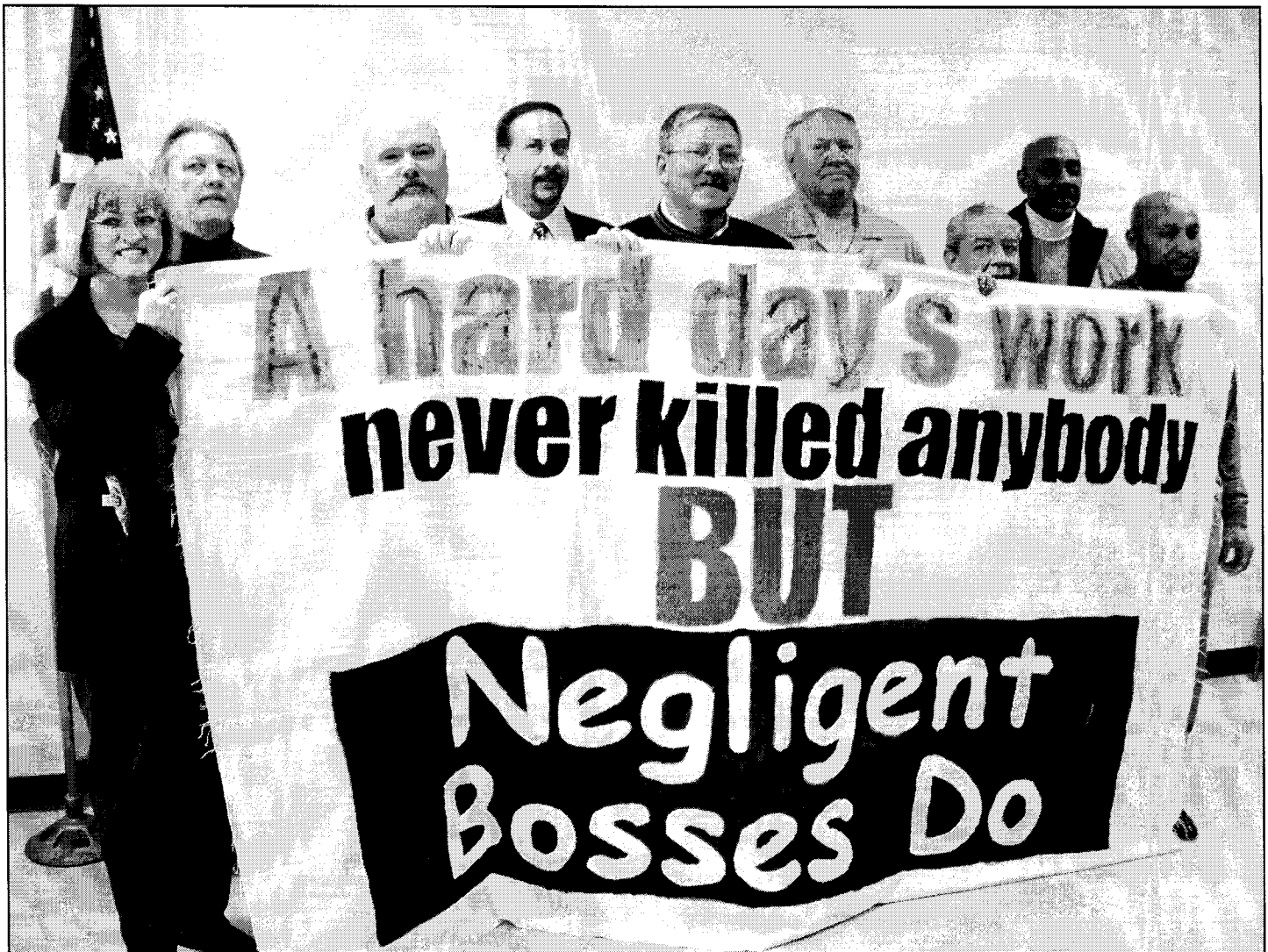
East Chicago, Indiana

Volume 17; No. 1

## Corporate Manslaughter Act

State Representative and Local 1010 member Dan Stevenson held a press conference at McBride Hall on December 16, 2005.

The purpose of the press conference was to announce the introduction of House Bill 1144, the "Corporate Manslaughter Act", co-sponsored by State Representatives Linda Lawson, Dist. 1, and Ralph Ayres, Dist.4, to the Indiana General Assembly in the 2006 session. Press Release on page 3.



Pictured left to right: Debra Birkholz, President Local 13796; Al Long, Financial Secretary Local 6787; Barry Norvell, President Local 12775; Representative Dan Stevenson, Dist. 11; Tom Hargrove, President Local 1010; Loren Hanson, President Local 1011; Manuel Franco, President Local 1066; Pete Smith, Vice President Local 5133; Mike Mitchell, President Local 1014.

## UNION SAFETY COMMITTEE REPORT

# SURVEY SAYS!!

### LOCKOUTS

The 2005 Hazard Awareness Survey Results from the Hazard Awareness classes were quiet alarming. This was the first full calendar year of this IIESP training program spearheaded by our Local's President, Tom Hargrove. There was a total of 126 training sessions, which had a class size that ranged from 20 to 25. Employees throughout the plant are scheduled to attend.

The thrust of the class is to heighten safety awareness throughout the plant. To lead the training initiative for the Union are Nick Valle and John Gelon. They cover a wide variety of safety and health topics such as **Lockouts**, how to report a unsafe condition, railroad safety tips, fall protection awareness, walking and working area awareness, housekeeping and other safety related information. This down-to-earth approach has been well received by all of the class participants. It encourages class participation from all in attendance. Also, all safety and health problems and/or issues that our union brothers and sisters are facing on the shop floor are sent to all IIESP Department Steering Committees for review. If you have not attended the Hazard Awareness Class, contact a DSC member.

There is a survey taken at each class regarding safety. Some of the questions asked:

- Do you regularly lockout when required? (Any time you can be injured by the unexpected start up or energizing of equipment or machinery).  
867 of 1665 = 52%
- When you lockout, do you verify that lockout?  
429 of 867 = 49% (Note: The number of people that are locking out and verifying is 429 of 1655 = 26%)

The survey and the percentage numbers speak for themselves. If there was any one thing that **WE** must do, for our own safety, but also for our love ones, is to **Lockout and Verify**. Make sure that the piece of machinery is de-energized by locking out all energy sources controlling the equipment. But that is not enough; you must go to a pulpit or a control center to verify that the equipment is in a zero energy state. The Survey reflects that barely half of our coworkers lockout when it is required.

This is totally unacceptable from a safety standpoint. It is the Company's responsibility to provide all employees a lockout procedure. Ask for a lockout procedure! If there is no lockout procedure, get involved! Help out! Contact a DSC or ASC member and participate in developing a lockout procedure. If you are a production or a maintenance worker and the line or unit goes down, take a timeout! Think about the task at hand! Call a supervisor or a co-worker for input! Don't put yourself in a position that a

### Safety Committee

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lockout is required and you did not, just to keep up production. It may be a simple task, but it may be your last task...lock it out!!

Also, for our production and maintenance workers, it is just as important that we take a timeout when we are troubleshooting a piece of equipment that has become inoperative during production (breakdowns). Don't put yourself in a position that may be your last. Communicate! On downturns and outages lock it out, just because the unit is down, does not mean a piece of equipment cannot be activated...lock it out!!

And you thought we were done with Lockouts, NO. Verification is the most important part of any lockout. Test it! Press the button! Ask the pulpit or control operator to test the piece of equipment, to ensure it is deactivated. Don't take chances! Test it!! Ask how it operates if unsure! Make sure!! Look, this is the most critical aspect to our jobs, to lockout and verify.

The Union Safety Committee is addressing, with the Company, the importance of all employees having access to lockout/verification procedures and to any procedure that

December 16, 2005

## STEVENSON TO SEEK GREATER WORKPLACE SAFETY PROTECTIONS IN 2006

GARY – State Rep. Dan Stevenson (D-Highland) said today he will seek passage of legislation in the 2006 session of the Indiana General Assembly that will penalize companies that continually ignore safety violations in the workplace.

Flanked by regional labor leaders and officials and workers with the United Steelworkers of America District 7, Stevenson said his bill, which he dubbed the Corporate Manslaughter Act, would toughen penalties against employers who fail to correct unsafe working conditions that help cause deaths and serious bodily injuries. Indiana is one of 27 states that saw an increase in workplace fatalities from 2003 to 2004. (Indiana workplace fatalities increased from 132 in 2003 to 153 in 2004.)

“The corporate culture has developed a mind set that it is better to address potential safety violations by paying a small fine instead of actively working to correct the problems,”

Stevenson said. “Through this bill, I want to make employers understand that there are consequences when they show they don’t care about keeping their workers safe.”

Stevenson’s legislation outlines instances when criminal charges can be entered against employers or their agents. Penalties will range from a Class A misdemeanor (up to a year in prison and a fine up to \$5,000) for negligence leading to bodily injury to a Class C felony (up to eight years in prison and a maximum fine \$10,000) if an employee dies as a result of a knowing or intentional violation of administrative rules.

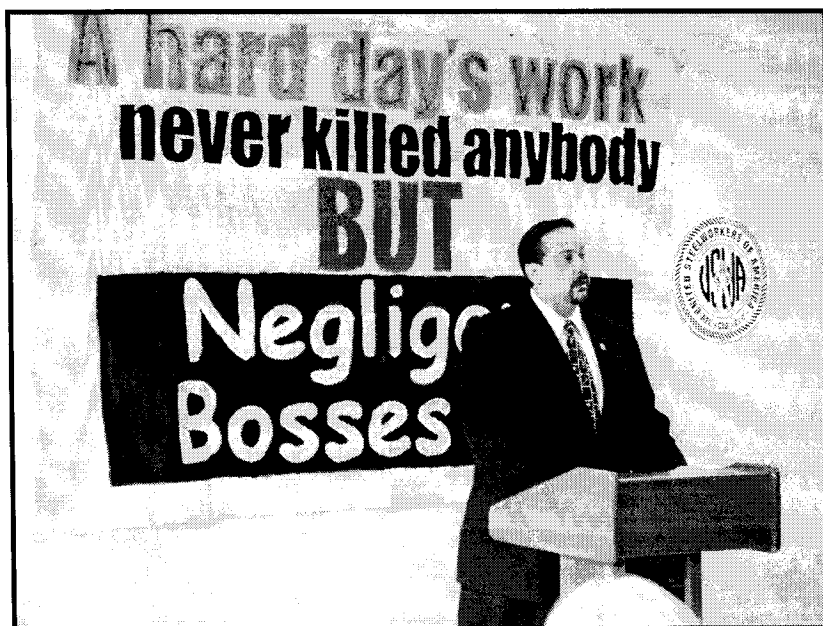
“This legislation is aimed at situations where a safety violation has been in existence for a lengthy period of time, employees or their union have tried to get the company to correct the matter, and the company chooses to do nothing about it,” Stevenson said. “The potential for disaster is there, everyone knows about it, yet the employer ignores it. Since this

attitude seems to be keyed on their belief that the bottom line is more important than the safety of their workers, the only way to get their attention is to make sure they receive prison time and financial penalties for their negligence.”

USWA Local 1010 President Tom Hargrove, who noted that the legislation originated from meetings conducted by local union presidents, said, “At my plant, Mittal Steel Indiana Harbor East, we have a joint safety program, and we work together diligently to prevent accidents. In a perfect world, this is how it should work, but workers should not have to depend on the good will of the bosses for their safety.

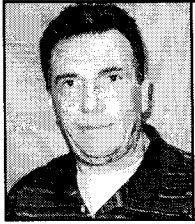
“When the money gets short, safety gets short-changed and workers suffer,” he added. “Management is legally responsible for providing a safe workplace. The Sarbanes-Oxley Act of 2002 sends management to jail for willfully stealing money by cooking the books. We need to hold that same management accountable for a willful violation that results in serious injury or death. We feel this level of accountability can be achieved only with the threat of sending management to jail for willful violations.”

USWA District 7 Director Jim Robinson said, “We have fought to save good industrial jobs in America, and we will fight to ensure that the workers who do these jobs enjoy their right to a safe and healthy workplace. Passage of the Corporate Manslaughter Act is an important part of that effort.”



State Representative Dan Stevenson, Dist. 11

## Red Circle Rate Explained



Dennis Shattuck  
Chairman  
Grievance Committee

Now let's say your buddy you worked with also earned \$20.00 an hour, \$17.00 from base rate and \$3.00 incentive but he worked 50 hours a week. His total weekly

earnings would be \$1100 since he made \$1000 straight time earnings on the 50 hours and another \$100 overtime premium from the additional 5 hours for his overtime pay.

Even though your buddy made more than you in total earnings, you both have the same red circle rate. You don't get a higher red circle because you worked more hours. The red circle protection does not protect your total earnings, only your hourly average. So both of you have a \$20.00 an hour red circle rate.

Everybody's red circle rate was calculated after the contract was ratified. Now what happens is every pay period your average hourly earnings are calculated for that pay period. That number is then compared to your red circle rate and if your present earnings are lower, an adjustment is made to pay you the difference. That number is the line shown as EPP.

It is important to know that if you transfer out of your job or you refuse a promotion in your LOP, you lose your red circle protection. Under the new contract, you have the right to turn down promotions from one grade to the next. This is true of both temporary and permanent promotions. But if you exercise this option, you will no longer receive red circle protection. Additionally, if you transfer to another occupation you do not carry this red circle protection with you.

As we go to press there have been

With all the changes in the new contract I get a lot of questions every day asking me to explain them. Every payday I have gotten a number of calls about the "EPP" line on the check.

The "EPP" is the line that payroll designated to represent the "Red Circle" payment. The "Red Circle" is a protection that we negotiated in the settlement for Ispat Inland employees. It was part of the Inland settlement and was not in the contract for ISG.

Each individual in the mill has their own red circle rate. The "Red Circle" rate is an hourly rate, for example, \$21.52 or \$23.46. It was calculated based on what your average hourly rate was in the year 2004. The way that was determined was that payroll ran a history of each individual's earnings in 2004. They took your base rate earnings, your incentive earnings, and the \$.10 non-incentive job adjustment and added those together. They then divided this number by your regular hours worked. After this calculation was done, the resulting hourly rate was adjusted upwards to reflect the pay increase of September 30, 2004. The resulting number is your "Red Circle" rate.

This is an hourly rate not your total earnings. Lets say you made \$20.00 an hour in 2004. This was made up of \$17.00 base rate and \$3.00 incentive. If you worked 40 hours a week you earned \$800 a week.

two events that occurred in the last 48 hours I want to mention to you. First, we have reached a tentative agreement at the IHCC Coke Plant. While it has not been voted on yet by the membership and it would not be right to talk about the details until the Coke Plant workers have received the settlement and decided whether or not to accept the proposal, I can say that it is an agreement that is very similar to the agreement we are now working under in the rest of the plant. I would also like to take this opportunity to thank the people on the negotiating committee; Jethro Summers, Wil Rivera, Tom Hargrove, Mike Mezo, Mike Milsap, and Ric Bucher for all the work they did. Most importantly, I would like to thank all those Coke Plant workers who participated in the strike authorization vote and especially all those people who stood up and gave us the backing we needed to complete those negotiations. I hope they will be satisfied with the result.

Finally, on January 25<sup>th</sup> the company sat down with us to begin the process of attempting to develop new incentive plans. We will be having meetings with the grievors and managers in early February in each group of departments. We are hoping that we can design plans that will result in improved opportunity for people. I expect it to be a difficult process. During these discussions all existing incentive plans still remain in effect and will not be replaced unless we reach a mutual agreement. As always, any agreement reached will go to the affected employees for a vote before it is signed off on.

# Walk Away!!!!!!!!!!!!!!



Darrell Reed  
Vice Chairman  
Grievance Committee

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

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

## The Company Will Fire You!

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

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

benefits for the grievant or his/her dependants after discharge, while we wait for an arbitration decision, and finally, if the Arbitrator rules against the grievant and you have less than 30 years of service; you would be eligible at age 60 for a fraction of a 30 year pension. Last but not least, no healthcare insurance. But, I have good news; you can walk away. You can walk in the opposite direction to avoid conflicts and save your job, your insurance, your healthcare, your pension and your marriage. **WALK AWAY!**

If you have a problem with a co-worker or supervision, contact our highly qualified Civil Rights Committee, lead by Dorine Godinez, Jesse Cannon, and Gail Richardson.

Continued on page 9

## New Grievance Committee Secretary



Matt Beckman  
Secretary  
Grievance Committee

First of all, I would like to introduce myself to those of you who may not know me. My name is Matt Beckman and I was the grievor for the Shops, Area 20, for two terms. Prior to that, I was the Assistant grievor for two terms and a Steward for two terms. I come into this new position with some experience and look forward to the challenges that the grievance secretary position offers.

With the new contract now in place, this local union leadership is working very hard at making sure that the

company lives up to their part of the agreement. With the combinations of numerous single step sequences into common labor grade boxes it is imperative that all members

of these boxes receive the proper training prior to doing those jobs. The union training coordinators are working at developing training programs that will provide ample training that will protect our members. Safety relief is an option for anyone that is being directed to perform duties that they sincerely feel are unsafe. If it is unsafe, do not do it.

Mutual agreements that are **not** in conflict with the new contract are still in place. Overtime agreements do not conflict with the new agreement.

In some areas, where combinations of sequences that had separate overtime mutuals, i.e., bull gang and field forces, they must be renegotiated to reflect the newly formed sequence. The company is mandated by contract to sit down with the grievors in the respective areas and negotiate a new mutual. Don't expect management to ask to begin these conversations we must take the lead.

Grievances that were filed under past contracts will continue to be argued under the terms and conditions of the agreement they were filed under. In other words, all grievances that were active prior to the new agreement are still active.

All grievances filed after 11/13/05

Continued on page 9

Melvin "Skip" Adams  
Financial Secretary

First of all, I want to wish you and your families a safe, prosperous and HAPPY NEW YEAR FOR ALL OF 2006. Over the past 30 years, the only thing that has been constant is TIME. We all know where we started from. We all know where we are now. We believe we know where we will be in the future, BUT WE DON'T. In your mind, you are probably saying "Why would SKIP ADAMS make such a statement?" So now I will try to explain.

In the 70's, I started my working career at Inland's Coke Plants. It was nothing like anything I could have imagined. Watching fire shoot 15 feet high out of the standpipes and lids, that was some scary S\_\_T. So, I start searching for answers that would give me some meaning to my life and my existence. My search carried me to the pushing machine on "A" battery or was it "B" battery, I can't remember which.

But, I will share with you what the Pusherman told me. He said, "Young man take off your jacket and have a seat. If I could offer you only one tip for the future, shea butter would be it. The long term benefits of shea butter have been proved by scientists, whereas the rest of my advice has no basis more reliable than my own meandering experience, I will dispense this advice now. Enjoy the power and beauty of your youth; oh nevermind; you will not understand the power and beauty of your youth until they have faded. But trust me, in 20 years you'll look back at photos of yourself and recall in a way you can't grasp now how much possibil-

ity lay before you and how fabulous you really looked. You're not as fat as you imagine. Don't worry about the future; or worry, but know that worrying is as effective as trying to solve an algebra equation by chewing bubble gum. The real troubles in your life are apt to be things that never crossed your worried mind; the kind that blindsides you at 4pm on some idle Tuesday. Do one thing everyday that scares you, Sing. Don't be reckless with other peoples hearts, don't put up with people who are reckless with yours. Floss, don't waste your time on jealousy; sometimes you're ahead, sometimes you're behind, the race is long, and in the end, it's only with yourself. Remember the compliments you receive, forget the insults; if you succeed in doing this, tell me how. Keep your old love letters, throw away your old bank statements. Stretch, don't feel guilty if you don't know what you want to do with your life, the most interesting people I know didn't know at 22 what they wanted to do with their lives, some of the most interesting 40 year olds I know still don't. Get plenty of calcium. Be kind to your knees, you'll miss them when they're gone. Maybe you'll marry, maybe you won't, maybe you'll have children, maybe you won't, maybe you'll divorce at 40, maybe you'll dance the funky chicken on your 75th wedding anniversary. Whatever you do, don't congratulate yourself too much or berate yourself either. Your choices are half chance, so are everybody elses. Enjoy your body, use it every way you can, don't be afraid of it, or what other people think of it, it's the greatest instrument you'll ever own. Dance, even if you have nowhere to do it but in your own living room. Read the directions,

even if you don't follow them. Do NOT read beauty magazines, they will only make you feel ugly. Get to know your parents. You never know when they'll be gone for good. Be nice to your siblings; they are the best link to your past and the people most likely to stick with you in the future. Understand that friends come and go, but for the precious few, you should hold on. Work hard to bridge the gaps in geography in lifestyle because the older you get, the more you need the people you knew when you were young. Live in New York City once, but leave before it makes you hard; live in Northern California once, but leave before it makes you soft. Travel. Accept certain inalienable truths, prices will rise, politicians will philander, you too will get old, and when you do you'll fantasize that when you were young, prices were reasonable, politicians were noble and children respected their elders. Respect your elders. Don't expect anyone else to support you. Maybe you will have a trust fund, maybe you will have a wealthy spouse; but you never know when either one might run out. Don't mess too much with your hair, or by the time you're 40, it will look 85. Be careful whose advice you buy, but be patient with those who supply it. Advice is a form of nostalgia, dispensing it is a way of fishing the past from the disposal, wiping it off, painting over the ugly parts and recycling it for more than it's worth."

As I sat there with my jacket off, I was amazed at what I just heard. He finished by saying, "Young man, look at your elbow's and trust me on the shea butter."

HAPPY NEW YEAR FROM  
MELVIN "SKIP" ADAMS

## Don Lutes

### Retiree

A lot of employees retire and don't know if their pension check, nine-week special payment and unused vacation is figured right.

I have been doing pensions since before I hired in at Inland and am still doing them, after being retired almost ten years. My dad would bring home peoples' pensions and taxes and would do them at home, and when I was in high school, he taught me how to do them.

I have caught a lot of mistakes on pension checks, nine-week special payments and unused vacations. The biggest mistake I caught was for a person already retired. He was \$400 short each month on his pension check, and the company paid him all back monies.

I figure out your pension, nine-week special payment, unused vacation, state and federal taxes and Social Security. I go over your life insurance, dental insurance, health insurance, optional life insurance, accidental death insurance, your spouse's insurance if working, your insurance if you get another job, your 401K and Credit Union.

I go over your divorce papers. If any deductions come out of your pension check, I figure them out. If you have any years and months to be added to your years of service, I figure those out.

When an employee gets his retirement package, I have him bring in his spouse and I make sure everything is right. The package revolves around his or her spouse. I go over the Five Year Certain Benefit, Contingent Beneficiaries for Five Year Certain Pension Benefit and all your insurance policies and your 401K. I go over Surviving Spouse options, which is the most important decision they have to make.

If the employee passes away after retirement, I figure out what the spouse would get and figure out what they would get when they apply for benefits with Social Security. I work with surviving spouses if there has been a mistake made on their benefits. Any surviving spouse who was getting the \$62.50 a month will get two checks in February: one for \$62.50 from August 2004 when they did not pay you, and in January 2006, you were supposed to get a check for \$66.67 and it was only \$62.50. Under the new contract you will get a \$4.17 increase for each year of the contract. You will get a check for \$70.84 this February and the rest of this year it will be \$66.67 per month. Surviving spouses whose spouse retired before August 1<sup>st</sup>, 1974, will get a \$25.00 increase each year of this contract. They will get a check January 31 for \$650.00 and July 31 for \$650.00. These spouses had no insurance coverage.

If I'm retiring, I would like to make sure my pension check and everything else was correct. I am at the Union Hall every Tuesday. To schedule an appointment, call the Hall at 398-3100 ext. 117; home, 924-2294; cell, 742-3269.

I work with the Members Assistance Committee at the Hall. If you think you might have an alcohol or drug problem, or any problem, give me a call. I know what living in hell is like. The call might save your job, marriage or life.

### *That Day Is Mine*

by Charlie Averill, SOAR

*Life has been so good to me  
I surely must confess;  
when skies are gray and some folks say  
"it really is a mess".*

*Because I have so much to do  
which keeps me occupied;  
like gardening and making wine  
and other things I've tried.*

*Making soap I've often done  
with bacon fat and lard.  
Although it's kinda fun I guess  
it's also kinda hard.*

*Making home made root beer  
with the kids is such a blast,  
but when it's put in beer bottles,  
never will it last.*

*Dressing up like Santa Claus  
is something all should do,  
cause with a little effort  
it brings joy to all the crew.  
Growing gourds and broom corn,  
luffa sponge and berries,  
turnips, beets, salsify,  
kiwi and ground cherries,  
gets me thru the summers  
with not much time to spare,  
then along comes autumn  
with squash and all to share.*

*Fall means getting ready  
for winter's icy blast,  
by greasing up the snowblower,  
stacking wood to last.*

*Now all this seems to many a folk  
as nothing more than chores,  
but that is life to me at least,  
I'm anything but bored.  
Oh yes, one more I must confess  
to you lest I be cheating  
is lacking from the list above,  
there's one thing more it's needing.*

*Now I can flex from time to time  
from football games to reading,  
but reserve the last Friday of the month  
for that's my union meeting!*

**Joe Piller**  
Assistant Griever  
Area 4

## WEINGARTEN RIGHTS

The right of employees to have union representation at investigatory interviews was announced by the U.S. Supreme Court in a 1975 case. These rights have become known as the Weingarten rights.

Investigatory interviews relate to such subjects as:

- Absenteeism
- Accidents
- Compliance with work rules
- Damage to company property
- Drinking
- Drugs
- Falsification of records
- Lateness, poor attitude
- Poor work performance
- Sabotage
- Slowdowns
- Theft
- Violations of safety rules

If you are called into a meeting with management and you have reason to believe that the meeting in any way could lead to you being disciplined or terminated, inform management that you request that your Union Representative be present at the meeting. Until your representative arrives, explain that you choose not to participate in their discussion.

When an employee makes the request for a union representative to be present management has three options:

- 1) It can stop questioning until the representative arrives,
- 2) It can call off the interview or,
- 3) It can tell the employee that it will call off the interview unless the employee voluntarily gives up his/her rights to a union rep. (An option the employee should always refuse.)

The Supreme Court has also ruled that during an investigatory interview, management must inform the union representative of the subject of the interrogation. The representative must also be allowed to speak privately with the employee before the interview. During questioning the representative can interrupt to clarify a question or to object to confusing or intimidating tactics.

Having a union representative present can help in any ways.

The union representative can:

- Serve as a witness to prevent supervisors from giving a false account of the conversation
- Object to intimidating tactics or confusing questions
- Help an employee to avoid making fatal admissions
- Raise extenuating factors

If called to a meeting with management, read the following statement to management BEFORE the meeting starts! "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at this meeting. Without representation present, then I choose not to participate in this discussion."

If the employer denies this request and continues to question, they commit an UNFAIR LABOR PRACTICE, which is a violation of Federal law, and the employee has a right to refuse to answer.

## 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





Seretha Woods  
IHCC

## The Salvation Army Angel Tree

I would like to start out by wishing everyone a Happy New Year. I would like to thank each and every one of you who helped to make this a memorable Christmas for less fortunate children here in East Chicago through the Angel Tree program. Your donations helped buy toys for the East Chicago Salvation Army. With your generosity there were a lot of happy boys and girls who didn't think there

would be a Christmas for them, who experienced the giving heart of the steelworker. Once again the Union brothers and sisters here at USW Local 1010 came through with donations of money, toys and clothing.

As you know, needy families and individuals in our community go without proper food, shelter, and essential medical care every day due to a variety of factors, including low wages, job loss, injuries, illness, age, domestic violence, or divorce. While all of us are susceptible to hard times, children and the elderly are at the most risk, and they make up the largest number in the city of East Chicago.

With the generous support of the people at USW Local 1010, we were able to help many of these families.

For more information on how your donation can help make a difference in the lives of so many in our community, you can contact the Salvation Army at any of their locations.

The negotiation with Indiana Harbor Coke Company is on going.

**The Election for officers will be April of this year.  
So everyone please go out and vote, it's your right.**



Left to right: Ivan Agosto, Darrell Reed, Fidel Azcona, Melvin "Skip" Adams, Jerry Strauch, Tom Hargrove, Dorine Godinez and Seretha Woods, with Christmas gifts donated to the Salvation Army.

### Continued from page 5 **Reed**

Telephone the union hall ext 141. If you have stress, contact our Employee Assistance Committee, Jerry Cadwalader, Paul Johnson, or David Lomellin at 398-3100 ext 117. They will get you some help promptly.

**AT PRESS TIME**, after 18 months of negotiations we have a contract with many changes. Just to speak of a few, LOP's or lines of progression replace sequences. Wage scale from 35 job classes to 5 labor grades. In maintenance, from mecos in electrical to MTE-s Maintenance Technician Electrical, from riggers, welders, mechanics, carpenters, fabricators, pipefitter/welders, and pipefitters to MTM-MAINTENANCE TECHNICIAN MECHANICAL. Bidding System, bids are filled at the respective department first; where before it went plant-wide. Contract books are tentatively scheduled to be distributed in three months. However, the grievance procedure, consisting of myself, Dennis Shattuck or Matt Beckman will answer any questions pertaining to the new contract call 398-3100 ext 116, 114 or 138.

### Continued from page 5 **Beckman**

will be argued under our new agreement. The grievance procedure in the new contract is designed to expedite grievances and as we proceed through this contract we will certainly find out if this is true. There have been grievances filed for violations under the new agreement and some will probably not be resolved short of arbitration. But this is not unusual. The more things change the more they stay the same.

One suggestion that I would like to make is that if you have a question feel free to call or come to your union hall. This contract has more changes than I for one have ever experienced while working at the mill. There is a lot of uncertainty on the floor. The only way to address this is by getting the facts. Take advantage of your union reps and your union hall by asking questions, coming to union meetings and getting involved.

In closing I would like to say Happy New Year and health and happiness to you and yours.

Continued from page 2

can make a job safe as possible. Currently we are working with the Company and USW Local 1011 Safety Committee on best practices concerning safety and health programs. One of them is Lockouts. Department Steering Committee, Area Safety Committees members and Safety Advocates, all heard from Presidents Hargrove's call for more attention to safety and health matters at the Union's Safety Quarterly Meeting, held in December 2005.

In 2005 we made a 21% improvement in OSHA injury rates compared to the previous year of 2004, but those numbers include our Union Brothers and Sisters at the old LTV plant. Nevertheless, the trend seems to indicate that the types of injuries by body parts are finger, eye, back, leg and arm. This coincides with injury type that is sprains/strains, contusions, lacerations, abrasions and fractures. This only represents only the top five of injury statistics. Guess what this year of 2006 has brought us? **WE** are following the trend!! **WE** must change our approach to our daily work assignments and make safety part of the process.

**Remember:**

**If the Job is  
Unsafe, Make  
it Safe, or  
DON'T DO  
IT!!!**

## 2005

### Hazard Awareness Survey Results

Through 12-31-05 (126 Training Sessions)

**1) Have heard of the safety update that is given everyday on the 2338 extension?**

*912 of 2006 = 45%*

**2) Regularly lockout when required (Any time you can be injured by the unexpected start up or energizing of equipment or machinery)?**

*867 of 1655 = 52 %*

**3) When you lockout, do you verify that lockout?**

*429 of 867 = 49% (Note: The number of people that are lockingout and verifying is 429 of 1655 = 26%)*

**4) Receive Toolbox safety meetings?**

*1049 of 2030 = 52%*

**5) Receive required monthly safety meetings?**

*1381 of 2030 = 68%*

**6) Know how to initiate an unsafe condition report in your department?**

*1043 of 1680 = 62%*

**7) Have seen the mandatory Walk Work surface video?**

*929 of 2030 = 46%*

**8) Have seen the mandatory #4 BOF fatality video in the last year?**

*793 of 1453 = 55% (Only Maintenance was required to view this video in the last year)*

**9) Have never seen the mandatory #4 BOF fatality video?**

*388 of 1679 = 23%*

**10) How many people work on or near Overhead cranes?**

*1241 of 1628 = 76%*

**11) Have had HS207 Crane boarding procedure reviewed with them as required (if you work on overhead Cranes) in the last year?**

*635 of 1241 = 51%*

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# Notice

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## 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 6 —Thursday March 9, 2006

**Time:** 8:00 a.m. – 5:00 p.m.

**Acceptance Deadline:** Thursday March 16, 2006 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 6, 2006** 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 6, 2006 officers election**

The company promoting the automated voting system used in Local 1010's last election promised it would be easier and provide fast accurate results - and they delivered.

The Soco Corporation, election specialists from Carmel, Indiana, has been contracted to provide complete election tabulating services for this April 6, 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 6, 2006**

**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 - Outside of employee main parking lot

**Deadline for requesting Absentee Ballot is 5:00 p.m. March 29, 2006**

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 ●

The ballot card displays 96 numbered circles in a grid. A 'PROPER MARK' example is shown at the top. A 'FOR OFFICE USE ONLY' box at the bottom contains a grid of circles with some marked with 'X' and some with 'U'.

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 6, 2006.

Local 1010 has authorization to mark your employee ID badge.

## 401(k) UPDATE

To better serve our members, we are in the process of looking at our plan and how to improve it. Some of the ideas have been adding a Roth IRA and removing plan restrictions not required by the IRS. If you've got any suggestions, give me a call. Tom Hargrove at 219-398-3100x111 or email me at [steelworker@ameritech.net](mailto:steelworker@ameritech.net).

Below is the end of the year performance summary of the investments options in our plan.

### Average Annual Total Returns

Investments	1 YR	3 YR	5 YR	10 YR	Life	As of Date
<b>Stock Investments</b>						
<b>Large Cap</b>						
ALL/BERN PREM GRTH I Inception Date 01/07/1998	15.18	15.67	-3.66	N/A	3.69	12/31/2005
FID CONTRAFUND Inception Date 05/17/1967	16.23	19.61	6.21	12.01	13.37	12/31/2005
FIDELITY MAGELLAN Inception Date 05/02/1963	6.42	12.61	-0.75	7.43	18.68	12/31/2005
MONTAG & C GROWTH I Inception Date 06/28/1996	5.66	9.05	-2.72	N/A	7.59	12/31/2005
SPTN US EQ IND ADVAN Inception Date 02/17/1988	4.85	14.27	0.41	8.90	11.46	12/31/2005
TRP VALUE Inception Date 09/30/1994	6.30	16.82	6.20	11.72	14.00	12/31/2005
VANG EQUITY INC ADM Inception Date 08/13/2001	4.52	14.17	N/A	N/A	5.11	12/31/2005
<b>Mid-Cap</b>						
CS MID CAP GRTH COM Inception Date 01/21/1988	6.91	20.85	-1.51	5.01	10.74	12/31/2005
FKLN SMMIDCAP GRTH A Inception Date 02/14/1992	10.55	19.82	-0.76	9.67	12.75	12/31/2005

<b>Investments</b>	<b>1 YR</b>	<b>3 YR</b>	<b>5 YR</b>	<b>10 YR</b>	<b>Life</b>	<b>As of Date</b>
<b>Small Cap</b>						
TRP SM CAP STOCK Inception Date 06/01/1956	8.44	19.46	9.33	12.13	13.63	12/31/2005
<b>International</b>						
FID DIVERSIFIED INTL Inception Date 12/27/1991	17.23	25.93	9.51	12.93	11.78	12/31/2005
MSI INTL EQUITY B Inception Date 01/02/1996	6.20	18.93	7.77	N/A	11.39	12/31/2005
<b>Blended Fund Investments</b>						
FID ASSET MANAGER Inception Date 12/28/1988	4.03	8.71	2.56	7.76	9.76	12/31/2005
VAN LS MODERATE GRTH Inception Date 09/30/1994	5.69	12.67	4.15	8.13	9.50	12/31/2005
VANG LS CONSERV GRTH Inception Date 09/30/1994	4.45	9.57	4.46	7.53	8.76	12/31/2005
VANGUARD LS GROWTH Inception Date 09/30/1994	6.88	15.64	3.48	8.47	9.96	12/31/2005
VANGUARD LS INCOME Inception Date 09/30/1994	3.23	6.63	4.78	6.92	8.12	12/31/2005
<b>Bond Investments</b>						
<b>Stable Value</b>						
STABLE VALUE Inception Date 01/31/1991	4.60	4.85	5.38	N/A	6.33	12/31/2005
<b>Income</b>						
PIMCO TOT RETURN ADM Inception Date 09/08/1994	2.63	4.27	6.35	6.65	7.41	12/31/2005

# TAKE A STEP BACK

Frank Deel  
Griever, Area 1

All of the Blast Furnace employees should take a moment and think about all of our co-workers that have passed away in the past few months. Many fond memories come to us about the times we spent together working, laughing, praying and sometimes crying. We come to work everyday to make a living for our families and try to give them the best we can provide and during this time we make friends that will stay with us forever. Let us not forget the ones that taught us, guided us and helped us to accomplish who we are and what we have.

The new contract is in place now and like it or not, we now have new responsibilities and new obligations that we have never had before and we are going to be asked to do things that we never thought we

would have to do. While being directed to perform these duties we must first **TAKE A STEP BACK** and think "Have I been trained enough to protect myself and my co-workers?" If the answer is **NO** then we should not do it. I am not saying to refuse to do the job but to ask for the proper training needed to do the job safely.

With the lack of people in some branches of our lines of progression and if we feel that we are being put in a position to injure ourselves, we need to speak up and say **SAFETY FIRST**. This phrase has been told to us since our first day of employment and now is the time to force the company on the guidelines that were negotiated to protect us from harm, and individually we have the right to say that we are not going to do a job that we feel is unsafe, and the company is obligated to follow the rules that have historically been negotiated to protect all of us. We all have the right to say no. Yes, I did

say **RIGHT**. This right was not given to us. We fought for it and we must force the company to follow these contractual obligations.

All of us are now in boxes that we used to call sequences and there are guidelines to follow that govern movement within these lines of progression or boxes. The company cannot take you from your pay grade box and move you to another box that is equal to the one you're in without following the guidelines set during negotiations. If you feel you have been moved improperly and your rights have been ignored, please contact one of your union reps or call the hall for advice.

There are some new supervisors in the Blast Furnace of late, and these people need help to learn the areas and the duties that they will be responsible for. Please help them so they don't get hurt but also let them know that we have the knowledge of the area and of the jobs and that we are an asset. Let us all remember the respect we receive is earned, not guaranteed. You earn it through working together.

New incentive plans should be coming sometime soon. The contract states that 90 days after ratification, the incentive plan should be worked on, If not MAC, DAVE or MY-SELF will let everyone know what kind of time frame we will be looking at.

I would like to thank Dave Prange and Rory McDonald for all the help that was given in the last year. The Blast Furnace Department was in good hands while I was involved in negotiations. All complaints were dealt with and all grievances were filed and all needed meetings were attended.





## Union and Company Work Together?

by Darrell LaBarge  
Assistant Griever, Area 6

People, have you been hearing the same as me? It seems when I talk to a supervisor, they tell me how we need to work together in order to solve issues, especially upper management. So far, this has all been bullshit. Who are they kidding? Every major issue that has come up in utilities, it has been their way or no way.

With this in mind, I can't see anything being settled without a fight! At one time, I thought Mittal taking over was good for us, but I don't know about that anymore because if he knew what was going on, you think he would stop it before it kills morale totally. You have people from across the way coming over to Mittal East, and trying to run it the same way as the old ISG. Into the ground and bankrupt! These guys are going to destroy this department! These departments have run well for years, many years. I do believe that they are going to try to take us down!

The people in Utilities and Quality and the Union need to stick together, put our differences aside, and work together! They also love to preach safety, we have had issues brought up over and over again, and they drag their feet in addressing them! They especially take their time if money is involved, for example, showers at the huts: the water would fluctuate dangerously from cold to hot. The water was so hot, you could not touch the handles. Finally after months it's been fixed.

How about the lights at 2AC (yeah right). What lights! What we need to do is start using unsafe condition reports, so everything will be documented. This may help, but don't count on it! Training seems to be high on their list also. Not to help us on our job, but to test us to see if we can do our job! Like we haven't been doing a good job already? Both departments have always run good because we work together, not against each other!

Lets all stay united and focused on our jobs so our safety and incentive will not be compromised. Always remember, if you have a union or company problem, contact me on digital pager, my number is 755-8495.

### 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

JC Cadwalader (219) 924-9746 Dave Lomellin (219) 397-0902  
Paul Johnson (219) 634-1284

**April 6, 2006**

# Bush Chooses China over American Workers

by Joe Woessner

President Bush was greeted by a variety of protesters, including Steelworkers, January 6, 2006, in Chicago.

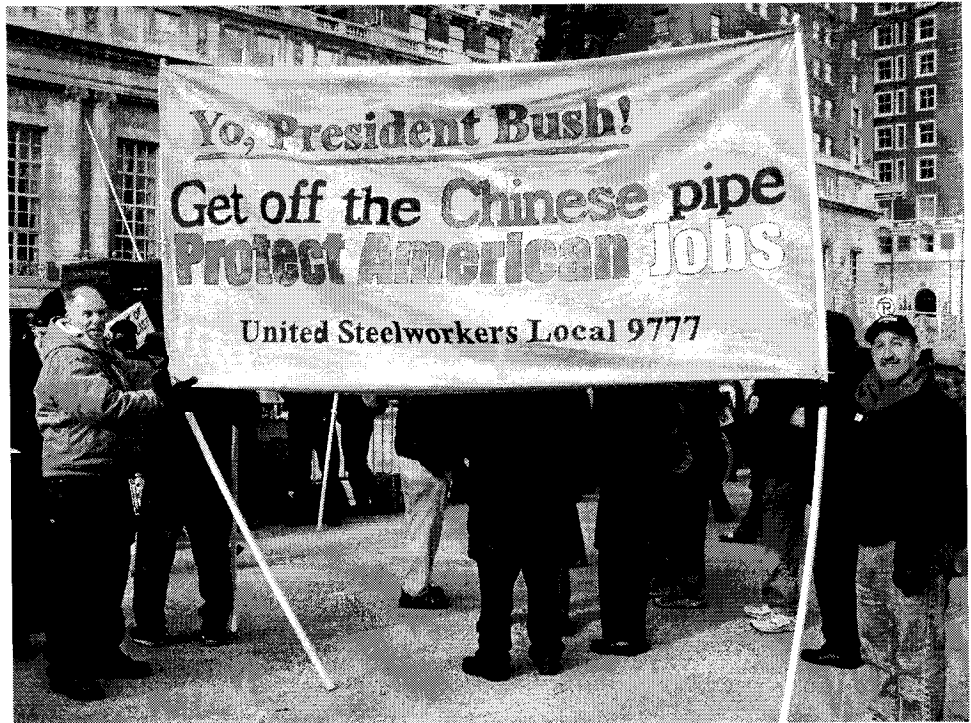
Steelworkers from Local 9777 at Allied Pipe and Tube, in Harvey, IL were joined by members of other Steelworker locals to protest Bush's refusal to place quotas on Chinese steel pipe imports, as recommended by the International Trade Commission in October 2005.

In August 2005, seven U.S. pipe producers filed a petition with the ITC stating that American pipe producers had been adversely affected by a surge in Chinese steel, and that section 421 relief was necessary. Section 421 relief would limit the amount of steel that can be imported from China.

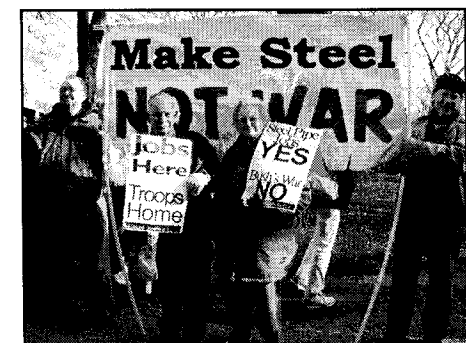
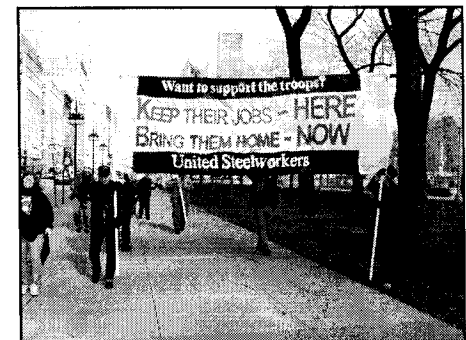
Chinese steel pipe imports have surged from 10,000 tons three years ago to 380,000 tons last year because the Chinese sell it below the average cost of raw materials.

Bush said quotas were "not in the national economic interest of the United States." Would the outsourcing of American steel jobs to China be in the best interest of the United States, Mr. President?

Our government has got to start putting America's interests ahead of Communist Governments whose records on human rights, workers' rights and the environment are abysmal.



Local 9777 president Steve Kramer (l) and coworker



*"They that can give up essential liberty to obtain a little safety deserve neither liberty nor safety."  
Benjamin Franklin, 11-11-1755*

**If the job is unsafe, MAKE IT SAFE!  
or DON'T DO IT!**

# LOCAL 1010 STEELWORKER

## Executive Board

### Tom Hargrove, President

- Steve Wagner, Vice President
- Fidel Azcona, Recording Secretary
- Melvin Adams, Financial Secretary
- Joe Piller, Treasurer
- Jesse Cannon, Guide
- Seretha Woods, Inner Guard
- Ivan Agosto, Trustee
- Dorine Godinez, Trustee
- Jerry Strauch, Trustee

## Grievance Committee

- Dennis Shattuck, Chairman
- Darrell Reed, Vice Chairman
- Matt Beckman, Secretary

## Grievors

- Kermit Deel
- Jerry Strauch
- Curtis Sandlin
- Otis Cochran
- Robert Lewis
- Don Seifert
- Steve Vuckovich
- Ernie Barrientez
- James Gogolak
- Jesse Ramos
- Enrique Campos
- Dan Moseley
- Floyd Kinsey
- Francisco Godinez
- Chuck Cornett
- Jethro Summers
- Tim Trtan

## Joe Woessner, Editor



The Local 1010 Steelworker is the official publication of the United Steelworkers of America, 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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Attention: Editor  
3703 Euclid Avenue  
East Chicago, IN 46312

Phone: 219-398-3100 ext.140

email: editor@uswa1010.org



# JobLink February 2006

by Steve Wagner, Vice-President

Your voice was heard! It took us awhile to get the policy change but once again Local 1010 members took the lead and we got it! Effective immediately, active 1010 members now can combine the Tuition Assistance \$1800 annual limit with the Customized 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 the following guidelines:

- Contact the office at JobLink and make arrangements to pick up an Educational Development Plan (EDP) form. Complete the EDP.
- Return the EDP to Diane Lentz (JobLink coordinator) and meet with her.
- Diane will get approval from the JobLink subcommittee and the Institute for Career Development (ICD).
- Once this approval is obtained, you can register for additional classes.

**Tuition assistance (TAP):** if seeking a degree from a school listed in the current “Accredited Institutions of Post Secondary Education” or by private occupational/vocational schools recognized by State boards of vocational education. This will also be extended to schools approved by the ICD as “An Exception to Policy provider.”

**Customized classes:** if courses lead to certification from a nationally accredited body. **Candidates must get approval prior to registering for classes and their expenditures may NOT EXCEED \$3800.**

Please keep in mind that combining individuals’ Tuition Assistance and Customized Courses limits will be done on an exception basis on a one-year trial basis! Combined TAP and customized expenditures cannot exceed \$3800 per year. All other restrictions and guidelines apply.

Any questions can be referred to JobLink directly at 399-8136 or me at 398-3100 X113.

**Editor’s Note:** Thanks to Big Mike for all his support, patience and guidance. If I become HALF the editor Mike is, I’ll consider myself a great success.

## Change of address

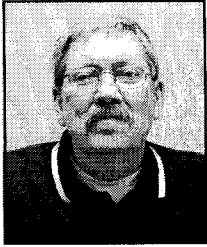
If you have moved please mail this form, with the mailing label on the back page to Editor, *Local 1010 Steelworker*, 3703 Euclid Ave., East Chicago, In. 46312

Name \_\_\_\_\_ Check No. \_\_\_\_\_

New address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Comments \_\_\_\_\_

**PRESIDENT'S REPORT**

## The Fight for Healthcare and Pensions: A Never Ending Battle

As we enter 2006, and leave a year of change in the Steel Industry, we are confronted with many issues. Some under our control, and some not.

First and foremost is safety. That must be number 1 each and every day because our lives depend on it. Remember the Cardinal Rule, **"If the job is unsafe, make it safe, or don't do it!"** There is no reason to not lockout, and don't let anyone convince you not to.

I have not told this story before, but I have a personal experience. My uncle, Joe Hargrove, lived with my family in North Hammond, as was the custom at that time. In the 1950's, brothers and cousins would stay with their relatives while looking for work, or saving to bring their families here. My Uncle Joe got a job at a small company in Hammond that ground cornmeal. He was working inside, cleaning the machine when it started and he was killed. I was a young boy about 8 years old, but I can still remember the Police coming to our door and telling my father his brother had died in an accident at work. My father had to claim the body and take it on the train back to his grieving wife in Tennessee. Uncle

Joe had two young girls. They grew up never knowing their father. As you can see, failing to lockout affects many people.

Two of the biggest issues facing us as a Union, and as a country are healthcare and pensions. Forty-six million Americans have no healthcare and millions of others have very limited care with high monthly payments and deductibles. Most of the strikes we have are over shifting the burden of cost to our members who can afford it the least. The answer is Medicare for all. No one in this rich and industrialized country should be without healthcare.

After a long and hard fight we were able to keep our Retiree's healthcare, with small increases in premiums and drug cost. Inland and USS are the only Steelmakers left with Retirees healthcare. We also kept the Surviving Spouse Monthly payment and increased it, along with that the pre-1974 Surviving Spouse lump payment sum that is paid twice a year, and the \$50 increase for those Retirees making less than \$550 was retained, and for active employees, we kept the 30 and out retirement and the \$400 kicker.

The pension funding is an issue at all companies that still have a traditional defined benefit pension. The pensions of all of our Brothers and Sisters at the former ISG Plants

were taken over by the PBGC when the companies went into bankruptcy. The former ISG employees are now in a multi-employer plan. In this plan, the company pays a set amount per hour, per employee into the fund and that ends their obligations.

At Inland, we now have Mittal USA as the signatory to our pension obligation. Before, it was just Inland, and if Inland went under, our pension would have been turned over to the PBGC. For this to happen now, Mittal USA would have to go under, and that is unlikely. Pension Bills are in Congress, addressing the funding of plans, and we must keep an eye on them. Good paying jobs with healthcare and pensions, that's what is important, but we must continue to fight to keep them.

Across the counter drugs are now allowed under our Flex Spending plan. Save the receipt. You cannot use your flex debit card for this purchase. Any questions call me at 398-3100 x111.

### **Congratulations to Larry!**

Larry Wolendowski was a union representative for Local 1010 for over four decades. Most recently, Larry served the 1010 membership diligently as our Insurance and Pension representative.

I would be remiss if I didn't say thanks to Larry for all his dedicated years of service to Local 1010. I'm sure the 1010 members and retirees will join me in wishing Larry a long and happy retirement!

In Solidarity,

*Tom Hargrove*

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East Chicago In. 46312

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