

LOCAL 1010 STEELWORKER



4th Qtr. 2008

East Chicago, Indiana

Volume 19; No. 3

HISTORIC AGREEMENT OVERWHELMINGLY RATIFIED!

Local 1010: 2958 yea, 81 nay - 3039 total
All locals: 11,786 yea, 269 nay - 12,055 total



2008 Local 1010 Negotiating Committee

Seated, from left: Secretary - **Jim Robinson**, District 7 Director; Retiree Rep. - **Don Lutes**; President, Local 1010 - **Tom Hargrove**; Healthcare Rep. - **Fidel Azcona**; Standing, from left: Griever, O&T - **Tim Trtan**; Vice President, Local 1010 - **Steve Wagner**; Chairman, Grievance Committee - **Dennis Shattuck**; Contract Coordinator - **Luis Aguilar**

Union Safety Committee Report



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

Safety Committee

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by the current events like finger/hand and eyes injuries.

In addition, we will be training on machine guarding and walking working surface injuries and discussing first responders, including what needs to be done to control the accident scene as well as what needs to be done to assist the paramedics in a safe manner. We will also train on fire safety including what to do in case someone catches on fire and basic fire

extinguisher use.

Rounding out the components of the new training will be what actions need to be done to correct and/or report unsafe conditions and an overview on electrical safety.

About half of the eight hour training segment will be Culture training.

In addition, we will also be conducting a survey to see who would like to receive CPR/AED/First Aid training.

There have been some changes to who supplies safety equipment here at our plant. Our previous vendor, OK Safety, was not successful in the bidding process, even though

OK Safety has been with us for many years and provided exceptional service to our membership. When the Company went out to solicit bids for safety supplies across all of its USA plants, the bottom line was to save money. OK Safety was a one-stop shop, where we could get safety

Thanks to everyone who donated to the **Jeff Smith** fundraiser. Jeff is still recovering from the serious burns he received while working at the 12" mill on March 9th. Jeff has been released from the hospital and is attending rehab at the rehab center in Chicago. He is expected to come home on July 9th and start receiving home therapy. Everyone who donated deserves a big "Thank You" from all of us. Nearly \$11,000.00 was raised to help Jeff and his family. Several departments also organized internal collections, including but not limited to the Electric Furnace, 12" Mill, Cold Strip Mills (#1 #2 & #3), MMD, # 4 SP and the 80".

you haven't seen the memorial yet, take some time and stop by the Union Hall and take a look at this wonderful memorial. All the people that were involved in putting this together and installing it did a terrific job.



Jeff Smith's family at Local 1010.

If I omitted any individual departments, a big thanks to everyone there as well. **Donna Parker**, the Safety Advocate from the 12" Mill stated "*People were so generous, it was mind boggling!*" Excellent job by everyone involved!

A Steelworkers memorial has been put up at the Union Hall. The new memorial lists all of our 1010 Union brothers and sisters who lost their lives at work. If

A new round of safety training is about to begin. It will start following the conclusion of the Safety Awareness training that was done at the West Annex. The new round of training will include a current event section, which will cover recent accidents within our plant and other ArcelorMittal plants. This will lead into other topics driven

Contract Healthcare Committee Report

by Tom Hargrove, Fidel Azcona and Don Lutes

To continue to provide quality healthcare at an affordable cost, we negotiated for our retirees, spouses, surviving spouses and dependents changes to the retiree healthcare programs. Basically, **there were two healthcare programs for our retirees. Pre 1993 retirees**, those that retired before August of 1993 and have Major Medical coverage and **Post 1993 retirees**, those that retired after August of 1993 who are on the Program of Insurance Benefits III (PIB III). We moved the Pre '93 retirees into the Post '93 PIB III program including any changes made during negotiations. Below is a list of changes affecting retirees.

PRE 1993 Retirees: Effective January 1, 2009

1. Anyone not on Medicare who are paying **\$109.93** a month will now be paying **\$70.00** a month with **no increases** for the next four years.
2. Anyone on Medicare who are paying **\$85.68** a month will now be paying **\$35.00** a month with **no increases** for the next four years.
3. This group did not have Vision Care coverage. **Now all in this group will have Vision Care coverage.**

4. This group did not have organ transplant coverage. **Now all in this group will have organ transplant coverage.**

5. This group had **\$100,000.00** maximum of lifetime healthcare coverage. Now all in this Group will have **\$5,000,000.00** worth of lifetime coverage with a **fresh start.**

6. This group now has a **separate \$1,000,000** worth of coverage for **organ transplants.**

7. Hearing aid coverage **increased** from **\$1,000.00** per ear **every five years** to **\$1,500.00** per ear **every three years.**

8. Annual deductible **\$150.00** individual **\$250.00** family in network.

9. Co-pay **\$600.00** annually.

POST 1993 Retirees: Effective January 1, 2009

1. Anyone not on Medicare who are paying **\$83.87** a month will now be paying **\$70.00** a month with **no increases** for the next four years.

2. Anyone on Medicare that are paying **\$18.94** a month will now be paying **\$35.00** a month with **no increases** for the next four years.

3. Hearing aid coverage increased from **\$1,000.00** per ear **every five years** to **\$1,500.00** per ear **every three years.**

4. This group has **\$1,250,000.00** worth of lifetime healthcare coverage. Now all in this group will have **\$5,000,000.00** worth of lifetime healthcare coverage with a **fresh start.**

5. This group has organ transplant coverage for **kidneys only.** Now it will have **\$1,000,000.00** worth for **any type of organ transplant.**

6. **No increases** in individual or family deductibles.

7. **No increases** in co-pays.

Supplemental Payments to Certain Surviving Spouses: The Ad Hoc Increase payments to certain Surviving Spouses **will continue** and **will be increased to \$100 per month** for the life of the Agreement. In addition, the biannual payments to certain surviving spouses **will continue** and **will be increased to \$825** per payment for the life of the Agreement.

Attend Your Union Meetings!

First Thursday of Each Month 5:30pm

It's YOUR Union!

SUMMARY

Proposed Agreement between ArcelorMittal and the United Steelworkers (condensed)

Introduction:

Brothers and Sisters,

Ensuring our viability and building long term success at ArcelorMittal Steel has been a process of struggle. When LTV Steel shut down in 2001, our Union was in the midst of an unprecedented battle to save our plants and our industry.

We responded to the challenge in many ways, including legislative actions, legal actions, and to bring attention to the crisis, we also planned and executed actions to highlight the need for social justice. One such action was to set up a tent city in Washington D.C. where we took the problem of “homeless” steelworkers to our Congressmen and Senators. Shortly thereafter, when thirty thousand steelworkers rallied across the street from the White House, we took our issues all the way to the President.

And we won . . . when we got tariffs on imported steel to give our industry breathing room to recover.

We then worked with ISG to create a new company and to restart our plants. We negotiated a new contract that maintained our standard of living, maintained decent working conditions, and, for the first time ever, we set up a VEBA Trust fund to provide benefits for our retirees from LTV even though they had never worked for ISG. And, with our pensions taken over by the Pension Benefit Guarantee Corporation, we brought everyone under the multi-employer Steelworkers Pension Trust in order to continue to provide decent pensions for all.

We won again . . . when we then turned to the Acme Riverdale and Georgetown plants, with the companies in bankruptcy and those mills also on the verge of being shut down, we worked with the company to bring the plants to ISG.

Then we brought the former Bethlehem Steel plants into the fold, and under the ISG contract, we brought the Bethlehem retirees under the VEBA Trust fund and the active employees under the Steelworkers Pension Trust.

And we won again . . . when we did the same at Weirton.

When Inland-Ispat tried to extract concessions, we resisted, and when Lakshmi Mittal, through his company Ispat, bought out ISG and created Mittal Steel U.S.A., we brought the former Inland plants and our retirees under the contract as well.

Those victories made possible the current profitability of ArcelorMittal U.S.A. – now the largest, most productive and environmentally friendly steel company in the world. With the steel market experiencing its biggest boom in decades, this round of bargaining presented a unique opportunity and a challenge.

When we started this round of bargaining, we recognized that our futures are tied to our competitiveness. Our production units must be state-of-the-art to be profitable in a global steel market. Therefore, we demanded \$3 billion in capital investment that ensures that our plants and mills are maintained at world class levels.

The fortunes of North American steel companies have changed dramatically, thanks in large part to the hard work of the steelworkers who make the product and maintain the mines and mills – the men and women who are proud to be members of the USW. Therefore, we put a package of substantial wage and benefit improvements on the table.

And we knew that none of this would have been possible without the hard work of those who went before us, building our industry and our Union. Therefore, we demanded continued funding for our VEBA Trust and continuation of decent and affordable health care for past and future retirees.

Although our bargaining went down to the wire, steelworkers across the company stood firm. When we asked for support by giving the Bargaining Committee and the International Union authorization to call a strike, if necessary, the result was overwhelming. In the face of that determination, the Company reconsidered some of its positions, and we reached a tentative agreement on Saturday morning, August 30. Our ability to achieve our goals was as a direct result of our unity, our determination and your support for your committee.

This new agreement not only assures us of the capital improvements we must have over the next few years, it also provides very significant wage and pension increases and improves our benefit programs. In addition, we have negotiated improved benefits and instituted protections to control the cost of retiree healthcare for our current and future retirees.

We believe no union in the last decade has been able to not only reduce out-of-pocket expenses for health care for our retirees but also effectively increase what they have to live on each month by reducing contributions for benefits. In addition, for the first time, we locked in those improvements for the entire four years of the contract. We should all be proud of our union's commitment to those who came before us.

As you read through this summary of the new labor agreement, we believe that you will agree that, in our unity and our solidarity, we have fulfilled the commitments we made to ourselves, our retirees and our communities.

Wages and Job Classifications

Wage Rates

Wage increases of \$1.00 per hour in the first year, 4% in the second year, 4% in the third year and 4% in the fourth year were negotiated for every location.

Production & Maintenance Hourly Base Rates of Pay						
Labor Grade	Job Descriptions	Current Rate	Effective Date			
			9/1/2008	9/1/2009	9/1/2010	9/1/2011
1	Utility Person	\$16.39	\$17.39	\$18.09	\$18.81	\$19.56
2	Service Technician Plant Transportation Specialist	\$18.03	\$19.03	\$19.79	\$20.58	\$21.41
3	Operating Technician	\$19.94	\$20.94	\$21.78	\$22.65	\$23.55
4	Maintenance Technician - Mechanical Maintenance Technician - Electrical)	\$21.03	\$22.03	\$22.91	\$23.83	\$24.78
5	Senior Operating Technician	\$22.40	\$23.40	\$24.34	\$25.31	\$26.32

Signing Bonus

Each Employee who is actively at work on September 1, 2008 will receive a cash payment of \$6,000. The signing bonus will not be used in the calculation of any other pay, allowance or benefit, but can be deferred to your 401(k) account and will be subject to all required tax withholding and Union dues.

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

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

Earnings Protection Rates

Employees who are currently receiving the earnings protection (or “red circle”) rates will continue to receive that protection.

Profit Sharing

The Company will create a profit sharing pool consisting of 7 ½% of the Company’s Quarterly Earnings Before Interest and Taxes (EBIT) and distribute the Pool within 45 days of the end of each fiscal quarter. The fourth (4th) quarter payment will be distributed within 15 days following the date of the auditor’s opinion of the Company’s annual audited financial statements, which may include an adjustment for the correction of errors in prior quarters.

Instead of relying on a minimum threshold for profits to be disbursed, however, the plan has been improved so that it pays that 7 ½% on the first dollar of profit.

Incentive

Our incentive language has been changed to make it clear that new and modified incentive plans will be designed to afford Employees the earnings level and opportunity available under current plans. In all other circumstances, existing incentive plans shall remain unchanged.

Safety & Health

Health, Safety and the Environment

The Union was able to negotiate other improvements that will make ArcelorMittal a safer and better place to work.

Your bargaining team has secured a number of important improvements in our Safety and Health language. In order to provide our members with the safest workplaces possible, we have negotiated a minimum of 16 hours of site specific training for hourly and salaried employees who accept either inter-plant or inter-department transfers.

Likewise, all new hires (either hourly or salaried) will receive a minimum of 40 hours of health and safety training on their jobs.

In addition, the new contract lays out a procedure to work with management and update or develop new Job Safety Analyses (or JSAs) for all the work performed in our plants, again giving USW members at ArcelorMittal a stronger voice in the critical area of safety in our plants.

Finally, we added fire and flame resistant clothing to the list of company-provided personal protective gear to which we are entitled.

Other important rights we have protected in the new Agreement:

The Right to Refuse Unsafe Work

The Right to a Strong, Effective Union Safety Committee

The Right to a Safe and Healthful Workplace

- The Right to a Proper Medical Program for Workplace Injuries
- The Right to a Reasonable Policy on Alcoholism and Drug Abuse
- The Union's Right to Participate in a Joint Environmental Efforts
- The Right to Union Safety and Health Representatives
- The Union's Right to Participate in Accident Investigations

Grievance and Arbitration

The USW has always been aggressive in our contract enforcement, and having a grievance procedure that works both well and quickly is important to our members and the local unions. After all, a contract is only as strong as our means of enforcing it.

In addition, we have maintained and improved a "Justice and Dignity" provision in our contract that protects an Employee in cases of suspension or discharge by allowing them to stay on his or her job until the case reaches a final resolution based on the merits of the case.

Bargaining Unit Work

We have been adamant that the Company must use USW represented workers to perform any and all tasks which we are capable of doing. Our protections against the use of outside contractors remain intact, as does our right to add jobs to our bargaining units if work performed by contractors reaches or exceeds the equivalent of one full-time Employee, defined as forty hours per week over a period of time sufficient to indicate that the work is full time.

We have also negotiated a new provision that creates an ongoing Task Force which will identify Work Subject to Transfer from contractors to the Bargaining Unit.

Likewise, in case of a dispute regarding the company's use of outside contractors, the grievance can be handled under our expedited procedure.

Training

Our bargaining committee and specifically, the training sub-committee, spent a lot of time discussing the need for a better method to ensure that all of our members have every opportunity to receive sufficient training to allow for opportunities to progress within the workforce and maximize their skills to the greatest extent possible.

Likewise, a better trained workforce is a safer workforce. Knowing this, we have negotiated the right for a full-time Training Coordinator at each plant, who will work with the labor-management Plant Training Committee at each location and will be responsible for coordinating and implementing the training program.

Finally, the Plant Training Committees will conduct an annual review of our workforce's training needs, to be complete by January 15th of each year.

Craft Training

A standardized, Company-wide Training Program to address the growing need for MTMs and MTEs is being established, with expanded opportunities for Union members to be eligible for training before newly hired candidates from the street. Employees will be paid either labor grade 3 or 4 for hours spent in the training program, depending on how far along they are in their advancement.

Pensions

ArcelorMittal USA Defined Benefit Pension Agreement (Formerly the Inland Steel Pension Plan)

Multiplier Increase: ArcelorMittal employees who are covered under the ArcelorMittal USA Defined Benefit Pension Plan, the following amounts shall apply under the pension multiplier formula for employees who retire on and after January 1, 2009:

For Each Year of Benefit Service	Amount
Up to 30 Years	\$65.00
Over 30 Years	\$85.00
All Future Years of Service	\$100.00

Retirement Supplements: The \$400 Supplement for eligible Permanent Incapacity, 70/80, 30-Year, 62/15 and Rule-of-65 pensioners will continue until the retiree reaches an age sufficient to be eligible for 80% of full Social Security old age insurance benefits at Social Security retirement age. Also, the supplemental payment for retirees receiving less than \$560 will continue.

Continuous Service Credits: Employees who sustained a break in continuous service due to layoff between August 1, 1985 and August 1, 1999 and were recalled or rehired before September 1, 2008 will be credited with all lost Continuous Service for pension purposes.

Supplemental Payments to Certain Surviving Spouses: The Ad Hoc Increase payments to certain Surviving Spouses will continue and will be increased to \$100 per month for the life of the Agreement. In addition, the biannual payments to certain surviving spouses will continue and will be increased to \$825 per payment for the life of the Agreement.

New Qualified Optional Survivor Annuity: Effective for pension benefits which commence on or after January 1, 2008, a 75% Qualified Optional Survivor Annuity will be offered in addition to the existing Qualified Joint and Survivor Annuity. The new 75% Spouse Option, if elected by the participant, will provide a surviving spouse with a monthly payment equal to 75% of the participant's benefit.

Steelworkers Pension Trust

Contribution Rate Increase: The Company has agreed to increase the contribution rate to the Steelworkers Pension Trust (the "SPT") for each Covered Employee's Contributory Hours from \$1.80 to \$2.65 per hour, effective September 1, 2008 (for hours worked in August 2008). At our current accrual rate, this increase would result in a monthly multiplier of \$100; however, the accrual rate is subject to review and change by the SPT Board of Trustees throughout the term of the Agreement.

Contributory Hours: The definition of Contributory Hours has been modified to include hours for absences during which the Employee is receiving Sickness and Accident benefits for up to two years, during which time the Employee will be considered for this purpose alone to have worked forty hours per week.

401(k) Savings Plan

Eligibility: Effective September 1, 2008, all active Employees and new hires are eligible to participate in the 401(k) Plan; new hires will no longer be required wait until they complete their probationary period to participate in the Plan.

Contributions: Employees may elect to make, increase, or decrease contributions each pay period, and may contribute from 1% to 50% of their regular compensation and from 1% to 100% of their profit sharing to the Plan.

Loans: Employees may take out up to two loans from their 401(k) Plan account.

Automatic Enrollment for New Hires: Beginning no sooner than January 1, 2009, new hires will be automatically enrolled in the Plan at a 5% deferral rate unless they affirmatively elect to opt out in advance. An employee who is automatically enrolled in the Plan can change or eliminate their deferral election at any time.

Employee Benefits

Note: Unless otherwise noted, the effective date of the benefit changes listed below is January 1, 2009.

During the course of these negotiations, we struggled to align the benefits among all of our facilities and gain the improvements we managed to achieve. The highlights below outline the changes to the PIBs that will be applicable to both the former ISG and Inland plants.

Medical Benefits – All Facilities

Prior to getting into the “meat” of the benefit programs, your bargaining committee spent considerable time and effort working with the Company to develop a Wellness Program that will be implemented for all Active Employees at all facilities. The Union will continue to participate in the development of these programs and is committed to making sure that these programs work to improve the health and well-being of our members.

In order to achieve this goal, a Joint Wellness Committee will be established to monitor these programs and evaluate new options that may become available during the term of this Agreement. The details of these programs will be communicated to you as they evolve. However, in order to recognize the serious commitment to this initiative, Preventive Care Services will be covered at 100%, without any copayments or being subject to deductibles and coinsurance and the benefit maximum under the former Inland PIB will be eliminated.

The current PPO programs under the former ISG and Inland PIBs will be continued with no changes to the deductibles, coinsurance levels, out-of-pocket maximums or office visit copayments and will be administered by the current vendors.

The following is a list of new benefits that will be included in the Medical program. Unless otherwise indicated, the benefit changes will be applied consistently to both PPO programs:

Hearing Aid Coverage - Under the new Agreement, hearing aids as well as the exam and fitting or replacement of hearing aids will be covered. The maximum benefit is \$1,500 per ear and is available every three years. Replacements will be covered if three years and past since the original hearing aids were purchased.

Wellness Initiative - We have tentatively agreed to work with the Company to establish a Wellness Program during the term of this Agreement. The details of this program will be communicated to you as they evolve. However, in order to recognize the serious commitment to this initiative, Preventive Care Services will be covered without any copayments. This means that routine physicals for adults and children will not be subject to the \$15 copayment. In addition to the increased coverage for Preventive Care Services, going forward the parties agreed to a bona fide preventive schedule of services and procedures and will review it annually as it may be updated by the vendor.

Lifetime Maximum - The lifetime maximum will be increased to \$5,000,000 with an additional \$1,000,000 for transplant services. The lifetime maximum will be reset as of January 1, 2009 for all participants.

Miscellaneous items - The Agreement also provides for the following:

- * Lap Band Surgery, when medically necessary
- * Clarification of Cosmetic Surgery coverage
- * Removal of exclusions for elective abortions, reversal of sterilization and artificial/mechanical hearts
- * Coverage for penile implants, when medically necessary
- * Alignment of coverage for orthotic devices between the two PIBs

Prescription Drug Benefits

The following outlines the changes that will become effective January 1, 2009 for the Prescription Drug plans.

Weight loss Medications - These medicines will be covered to the extent that they are medically necessary.

Smoking Cessation Medications - The copayment for Smoking Cessation medications purchased at a retail pharmacy will be \$0. The \$700 limit under the former Inland plan is removed.

Prior Authorization Addition - Coverage will be added for the ED (erectile dysfunction) class of drugs. These medications will be subject to prior authorization and will be limited to 8 pills per month.

The exclusion for birth control medications and devices will also be removed from the former Inland PIB.

Dental Care Benefits

The following represent the changes under the tentative Agreement that will be applied to the Dental programs effective January 1, 2009.

- * Increase Annual Maximum to \$2,000, \$1,500 of which can be applied specifically towards services from non-participating Dental providers.
- * Increase Lifetime Orthodontic Maximum to \$2,500

Former Inland Plants

- * Eliminate \$50 family deductible for out-of-network services

Vision Care Benefits

The structure of the current Vision Care Programs will not change. However, we were able to increase the frequency of services for eye exams, lenses, frames and contacts to once every 12 months, in the event that the member's prescription has changed. The allowance schedule for non-participating providers will be updated as follows:

Type of Lens	Benefit per Lens
Single Vision	\$50
Bifocal	\$55
Trifocal	\$60
Lenticular	\$65
Contact	\$60
Frames*	\$85

*Frames up to a \$120 retail value are available from a retail network provider at \$60. Purchase of frames is limited to once every two years.

Life Insurance

Effective January 1, 2009, the basic Life Insurance amount for employees of the former Inland plants will be increased to \$50,000.

Effective January 1, 2009, all Employees will be afforded an opportunity to participate in an Optional Life Insurance Program and will be able to purchase an additional \$50,000 without providing Evidence of Insurability (unless previously denied by the insurance company or already at the maximum benefit. Further details about the Optional Life Insurance Program, including the cost will be included in the 2009 Open Enrollment Material.

Sickness and Accident Benefits

Effective as of the date of the BLA, all employees will be covered under one S&A Program that will follow the benefits currently provided to the former Inland Employees.

The new benefit formula for S&A benefits will be equal to 70% of your base rate of pay up to a maximum of 40 hours.

Additional changes to the S&A program include:

- * Benefits will begin on the 1st day of disability resulting from accident or the first day of inpatient hospitalization or outpatient surgery and on the 8th day of disability resulting from sickness;
- * The 1040 hours requirement for the former ISG plants has been removed;

General Provisions

By no later than January 1, 2010, Employees will also have the ability to purchase Optional Long Term Care insurance.

A joint benefits Committee will be established and will meet at least semi-annually to review issues involving the Active and Retiree programs.

The Waiver of Coverage premium will be increased to \$300 per month. This premium will be paid to Employees who opt out of the PIB and certify that they are enrolled in their spouses plan. You cannot, however, receive both the Working Spouse reimbursement and the Waiver premium, if applicable.

In addition, the following general provisions apply to the former ISG plants:

- * Employees with 20+ years of service will be eligible for 24 months of continued coverage in the event of a non-compensable injury or illness;
- * Student certification will be performed semi-annually. Coverage for dependent children will continue until the end of the month of the semester in which the child is no longer eligible;
- * Any Employee or eligible dependent covered by Medicare as their primary insurance will be reimbursed the entire amount of the Medicare Part B premiums on a quarterly basis.

For the former Inland plants, coverage for new hires will be effective on the first day of employment.

Retiree Benefits

We entered into this round of bargaining with a goal to secure the benefits and financial well-being of our retirees and we were able to do just that.

Effective January 1, 2009 and throughout the term of the BLA, the monthly per adult premiums for retirees will be as follows:

- * Pre-Medicare - \$70
- * Medicare Eligible - \$35

In addition to securing the premium payments for our retirees, we were successful in streamlining the benefits from active to retired status. All of the same benefit enhancements listed above for the active healthcare benefits will also be applied to the retiree programs, with the following exceptions.

For the former ISG plants (including Weirton), retirees will enjoy access to the same preventive care benefits, but will be subject to copayments and coinsurance as they are today.

For the former Inland retirees, all those enrolled in the pre-1993 program will be transitioned to the PIB III. The PIB III program will also be modified to remove the \$150 limitation for preventive care and to expand coverage for organ transplants to mirror that of the active PIB.

Retiree Life Insurance

Effective January 1, 2009 all prospective retirees will receive life insurance benefits as listed below:

- * Prior to age 62 - \$25,000
- * Age 62 and after - \$15,000

Funding Retiree Healthcare for the Future

In the face of much adversity, we fought to ensure the security of our current and retirees as well as our “Legacy” retirees from Acme Riverdale, Bethlehem, LTV, and the other predecessor companies, as well as those to come in the future. As many of you know, when bargaining with ISG back in 2002-2003, we established a Benefit Trust (or VEBA) into which certain monies would be set placed to fund benefits for the retirees of our former employers.

This has been a successful venture that’s generated valuable benefits for our Legacy retirees. It was important to your bargaining committee that the VEBA continue to fund these types of benefits and protect the healthcare of every ArcelorMittal retiree. To that end, additional monies, in the amount of \$25 million per quarter will be deposited into the VEBA throughout the term of the BLA.

A budget has been established for the Legacy retirees which should make it feasible to continue the current level of benefits. In addition, current and future ArcelorMittal retirees will receive the benefit of fixed healthcare premiums during the term of this contract, the funding of which will come from the VEBA. We should also be left with a significant cushion left in the VEBA going into the next round of bargaining to further secure retiree benefits.

Other Economic Issues

Inflation Recognition Payment (IRP)

The Agreement leaves the IRP unchanged from the expiring contract, with only the Thresholds updated. Therefore, it still protects employees from annual inflation greater than three percent. Employees are eligible for an Inflation Recognition Payment (IRP) according to a formula that works on a calendar quarter basis.

At the end of each quarter, the Union and the Company will look at the current consumer price index (CPI) and compare it to thresholds that reflect an annual inflation rate of 3 percent since the beginning of the contract. If inflation rises a full percentage point more than three percent, employees will receive a bonus payment.

The IRP payments remain based on all hours actually worked in the relevant quarter (including overtime hours) and do not “roll in” to any wage rate or other benefit.

Bereavement Leave

We have negotiated improvements to our existing bereavement leave. Under the Agreement, the bereavement leave for the loss of a parent, sibling or grandchild who has lived with the member has been increased to five (5) days.

Severance and Relocation

Increased the maximum severance payment from \$60,000 to \$70,000.

Reduced the distance of an interplant job offer to 50 miles.

Employees who accept an interplant job transfer to a plant more than 100 miles from home will receive a relocation allowance of \$5,000 when they relocate their permanent residence. The previous relocation allowance was \$500.

Military Leave

An employee with six months or more of Continuous Service who is a member of the National Guard or Reserves and who is called to active duty while in active pay status and working will be eligible for a Military Leave of Absence from work. Such employees will receive a pay differential, credit for eight hours per day up to forty hours per week for profit sharing calculation purposes, and continuation of certain benefits in accordance with Company policies.

Corporate Issues

Investment Commitment

It's obvious that our long term security is better protected when our plants are well maintained and modern and this contract sets a new higher world class standard for the level at which our plants are to be maintained. The Company has committed to spend at least \$3 billion to maintain and improve our plants over the course of the Agreement. The company has also committed to acquire and maintain long term stable supplies of coke and iron ore from sources in the United States and Canada. The effort to remain self-sufficient is key to maintaining a strong steel industry in North America and protecting our jobs.

Partnership

The Article on Joint Efforts has been improved in a number of important ways. The Company will now provide joint training off-site joint training to facilitate and enhance our cooperative efforts, including conflict resolution training and communication training. The Company will pay presidents and grievance chairs for partnership meetings.

Also, the Strategic Committee established under the Partnership section of our new Agreement will be responsible for the oversight and implementation of the company's commitment to invest in our plants.

We have increased funding for our Public Policy Fund, through which we drive our Stand up for Steel and Alliance for American Manufacturing issues and continue our unfair trade battles, from 10¢ per ton shipped to 12¢.

Energy Efficiency and Carbon Emissions Task Force

Climate change may be the greatest long-term challenge facing the steel industry and all energy-intensive industries. The Union has been calling for action on climate change for almost twenty years – both to reduce the emissions of greenhouse gases that threaten uncontrolled global warming, and to do so in a way that protects union jobs in our basic industries.

The new Agreement establishes a labor-management Carbon Emissions Task Force to work jointly to identify, analyze, and make recommendations regarding ways to conserve energy, improve energy efficiency and reduce green house gas emissions at the operating facilities of the Company.

Other Important Changes

Local Issues

Each Local Union has negotiated a series of Local issues both economic and non-economic in nature. Your Local can provide an overview of the various accomplishments each Local Union Bargaining Committee achieved.

Workforce Planning

In addition to the other provisions of the contract, the Company has agreed that it will develop workforce plans that ensure timely hiring of additional Employees upon when anticipated attrition will result in a shortage of trained Employees in any unit(s) of the plant or when sustained high levels of overtime worked in any unit(s) of the plant demonstrates that additional forces are needed to return to reasonable levels of overtime. Hiring will, to the extent practicable, be completed in sufficient time to provide training such that the new Employee(s) will be capable of providing for uninterrupted operations without resort to unreasonable overtime to cover the shortfall in Employees.

Transfer Delays (Hostages)

In some plants we have had problems with management refusing to release Employees who have elected to transfer to a new job. A new provision requires that if the Company does not assign the Employee to the new job on the sixty-first (61st) day, all subsequent hours worked will be calculated at overtime rates until the Employee is assigned to the new job. The parties have agreed to delay the effective date of the overtime penalty provisions associated with Article Five Section E (10) (e) until September 1, 2010.

Changes to Certain Paydays

The former ISG facilities have established paydays on Thursdays. We have agreed to move the Thursday payday to Monday in order to resolve two (2) problems. The Company has agreed to provide an express check process at each plant so that when a shortage correction or an approved advance is required the check can be processed within 24 hours. More importantly, when a holiday falls on a payday, payday will be moved to the business day prior to the holiday. For plants affected by this move, the Signing Bonus will be paid on Thursday of the week in which the payday is being moved to Monday.

Other Non-Economic Changes**Vacations**

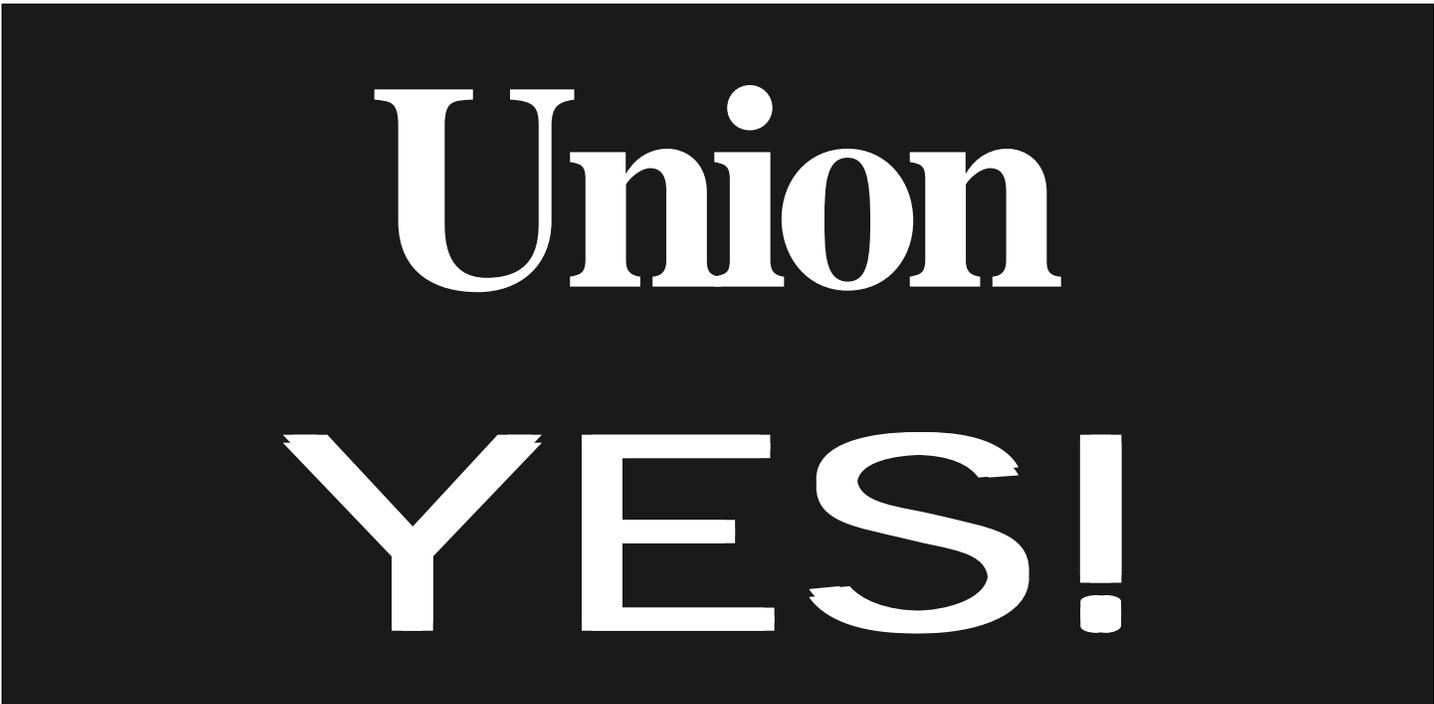
We can now use up to two (2) weeks of our allotted vacation time on a day-at-a-time basis. We also removed the company's right to force you to schedule vacation during a shut down.

Family & Medical Leave Act (FMLA)

We changed the FMLA Eligibility and Entitlement language to ensure that the company can no longer force us to use FMLA while off on S&A or Workers' Compensation.

Hiring Preference

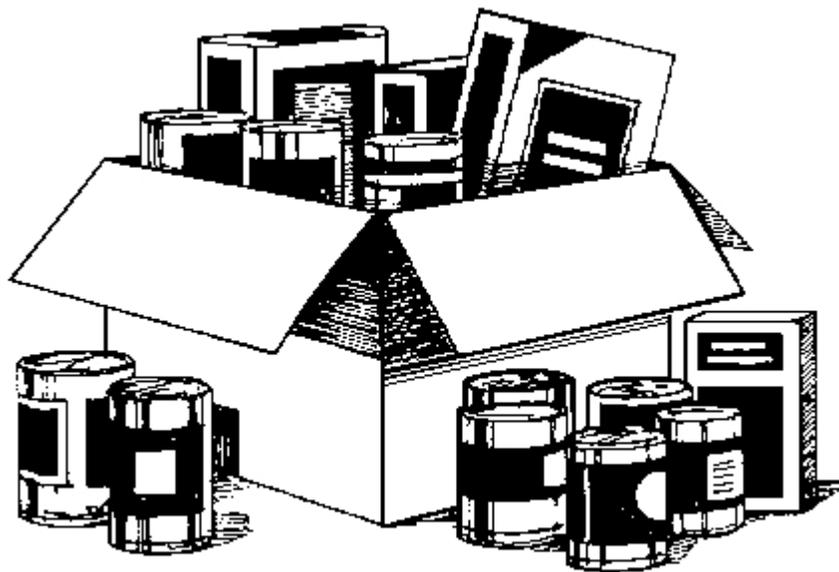
We have extended our hiring preference language provision to include the direct relatives of retirees in addition to current hourly employees.



**Union
YES!**

HELP FIGHT HUNGER

Local 1010's annual holiday food drive is now underway. Please help fight hunger by donating non-perishable goods.



**Drop-off at Local 1010
3703 Euclid - East Chicago, IN
Pick-ups Nov. 15 & Dec. 17**

THANK YOU!

Local 1010 “Why Unions Matter” Scholarships Awards

At the September Union meeting, the Local 1010 Scholarship Committee awarded **four \$1000 scholarships** to the winners of an essay contest. Each applicant submitted a 500 word essay on “**Why Unions Matter**”. All submitted essays were judged by an independant panel with no knowledge of the authors’ identities. Thank you to all who submitted essays. Your work and thoughts about the need for unions are greatly appreciated.

This is an annual award - 4 more will be given in 2009.



Brandon A. Werblo, along with parents Vickie and Tim, #4 BOF, accepts his scholarship award from Local 1010 President Tom Hargrove



Ruben Velez of #4 BOF accepts on behalf of his daughter Crystal Kay Velez



Ed Standerski of #2 Cold Strip and wife Pat accept on behalf of their son Timothy Patrick Standerski



Jan Helfen of #3 Cold Strip accepts on behalf of his daughter Kathryn Marie Helfen



Authorized Provider For Military Funeral Honors

American Legion Post 100 and American Legion Riders Post 17, have been trained and certified by the Department of Defense as an Authorized Provider in the Military Funeral Honors Program.

As an Authorized Provider, our Honor Guards will offer funeral honors to **any veteran** or assist the military in such matters. If requested, a funeral home service and/or gravesite service will be provided. The ceremony will include the folding of the United States flag, presentation of the flag to the veteran's family, playing of Taps, and a rifle salute.

Since we are certified by the D.O.D., we are authorized to train and certify other veterans or veteran organizations. We now have over 40 certified members from the American Legion, V.F.W., Marine Corps League, and the VVA. We meet the 2nd and 4th Wednesdays of the month at Post 100, 1899 Central Ave. Lake Station, Indiana. All veterans are encouraged to attend and become a member of the Military Funeral Honors Program. Remember, this is the least we can do for a veteran.

If you have any questions please call **John Rassbach**, American Legion Post 100, 219-942-4323 or **Juan Roman**, American Legion Post 17, 219-931-6186.

Win A Local 1010 Jacket!

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

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

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

2nd & 3rd Quarter 2008 Retirees

ALDER, THOMAS W - 30 - MEU FIELD FORCES-OPERATIONS

BRYANT, KARL - 41 - 1 ELEC FURNACE & BILLET CASTER

CAMPBELL, CONNES B - 38 - 80 INCH HOT STRIP MILL

DUNCAN, LAWRENCE K - 31 - INTER-MEDIATE - #3 CSE

EDGE JR, NATHANIEL - 32 - #4 STEEL PRODUCING

FELIX, CHRISTINA - 30 - #2 STEEL PRODUCING

HILL, GLEN C - 31 - MEU UTILITIES-POWER

JACKSON JR, ROBERT D - 32 - IH7 BLAST FURNACE

KADAR, RICHARD A - 33 - IH5&IH6 BLAST FCE/3 SINTER PLT

KANOSKY, BARBARA A - 30 - TECHNICAL SERVICE, NON-AUTO

KRALEK, DANIEL J - 41 - NO. 2 COLD STRIP

LUKICH, MICHAEL G - 36 - MEU FIELD FORCES-OPERATIONS

MARTINEZ, ANNA M - 39 - 80 INCH HOT STRIP MILL

MAYNARD, RICHARD C - 27 - MEU SHOPS-FAB & RECLAMATION

MOORE, HOWARD L - 40 - MEU FIELD FORCES-OPER PIPE

MYERS, ROBERT V - 35 - MEU UTILITIES-FUELS

PEREZ, ROBERTO F - 42 - #2 STEEL PRODUCING

PRICE, DAVID A - 30 - #4 STEEL PRODUCING

REILLO, IRIS D - 36 - 80 INCH HOT STRIP MILL

RODRIGUEZ, FAUSTINO - 36 - MEU FIELD FORCES-FIELD SVCS

RODRIGUEZ JR, FLORENCIO - 30 - 80 INCH HOT STRIP MILL

SMITH, ROSIE V - 36 - CORPORATE CREDIT

STARKEY, LARRY A - 38 - 80 INCH HOT STRIP MILL

STREET, ANTHONY W - 29 - MEU PROCESS AUTO

SUKTA, JEROME - 30 - #4 STEEL PRODUCING

SZPRYCHEL, KAREN S - 30 - INTEGRATED QUALITY & PROD DEVL

TOTH JR, ROBERT C - 29 - MEU UTILITIES-FUELS

ZILLER, LOUIS C - 32 - 12 INCH BAR MILL

Retirement: It's nice to get out of the rat race, but you have to learn to get along with less cheese. ~ Gene Perret

Congratulations To All The New Retirees!

Continued from page 2 **Safety**

supplies, safety glasses and safety shoes. Our new vendor for safety supplies is Magid Glove and Safety. Part of the agreement is to maintain quality service and provide quality safety equipment. This means that we will maintain the same safety equipment that we currently use throughout the plant, unless we jointly agree to make changes. We have been having weekly meetings and have invited department representatives to attend. The purpose is to identify any issues that may arise with the transition. The biggest issue is that some of our safety supplies were

changed over the years and no one updated the part description to reflect the change, which meant we got something we eliminated years ago. Overall, things seem to be working out. We do have a central spares area that carry's emergency safety supplies for departments that may run out of inventory. With Magid, unlike the OK Safety one stop shop, we have setup a shoe store next to the clinic. The shoe store has many safety shoes to choose from. There are new styles to select and you also receive a new pair of socks. Remember to have your feet sized up. Stop by and see John. The phone number is 399-6792. We also

have an eyeglass center located inside the clinic. Like the shoe store, we have various styles of prescription safety glasses and regular prescription glasses. Remember that you must have a valid eyeglass prescription to get a new pair of safety glasses. The eye center does not handle Plano eye glasses. Stop by and see Valerie. The phone number is 399-6737.

If you have any concerns or issues on safety equipment, please contact our safety committee.

Remember: the Safety Shoe Allowance starts October 1. If you need a new pair of safety shoes, go now.

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

Know Your Rights!



by Mike Bouvat
Griever, Area 5

I just want to let all of my Brothers and Sisters at #2 Steel Producing know, that as we move forward on the contract, I will continue to try and speak to as many of you as I can to keep you informed of what is going on. I have made sure all of the issues of our shop have been heard. I know our local is moving aggressively forward. Remember, if you hear something from management about the contract, **forget it.**

To the new employees in the department: To be assigned to an LOP you must place a bid in the LOP and be the senior bidder to get the assignment. In order to bid you must have six months on the job. Information you receive in the office isn't always accurate. **Talk to a Union rep.** If you place a bid **make sure you retain a copy.**

Article 5, section E (Seniority), #10-b. *A permanent vacancy shall be filled from within the first step of competition (whether it be unit, line of progression, ect.) Each succeeding vacancy shall be*

filled in the same manner, and the resulting vacancy in the entry level job shall thereafter be filled on a departmental basis (the second step of competition) by Employees with at least six (6) months of Plant Service on the date the vacancy is posted.

Also, if you receive training and are qualified on a job and filling that position in a temporary vacancy, you are entitled to be paid for the work you perform. It is your responsibility to have your training manuals signed and updated. **If there is a problem, contact a Union rep.**

Our department continues to have way too many employees sent to the clinic for the fitness to work test. Many times these are under false pretences. If you have been sent to the clinic, please let a Union rep know. If there are questionable circumstances, we will file a grievance. Any employee who is called to the office by management, under any circumstance that could lead to discipline (attendance, equipment damage, behavior, etc.), has the right to ask for Union representative to be present. The company will not provide you with or even ask if you want a Union rep. You must ask for Union representation. **Those are your rights.**

I have recently been contacted by Kevin Pollard of the Area Safety Committee and

Rob Murray, the Training Coordinator for the department, that people have approached them about receiving gloves for work from the department. Work gloves are covered under:

Article 3, section D, The Right to Adequate Personal 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. Such equipment includes but is not limited to goggles, hard hats, safety glasses, hearing protection, face shields, respirators, special purpose gloves, protective clothing and harnesses. The company may assess a fair charge to cover loss or willful destruction by the Employee.

If you need gloves to perform your job, or any other safety equipment, you need to ask your supervisor and they will be provided by the company.

Let's continue to stand together. This is our time for advancement in the contract. **Our history as steelworkers has shown that we will prevail.** Incentive, wages, pension, vacation, health care, etc. this is our time. **United we stand, divided we fall! Support your Union! Attend Union meetings on the first Thursday of each month.**

Yours in Solidarity,
Mike Bouvat

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



O & T Report

by Tim Trtan, Griever Area 34

I would like to thank everyone that showed the tremendous support for the strike authorization. The company needed to see that the brothers and sisters of the union were solidly behind their negotiating committee. Once this authorization was given to the committee the company realized the membership was serious about getting the contract that they deserved. It made me proud to see the membership as a whole stand up and say **“It is our time”**.

The first question that I want to answer is that, **YES, we still have our own contracts**. We were not rolled into P&M. This question has been asked many times. We will keep our current contract with the changes noted later in the article.

I would like to talk about the changes that were negotiated for the O&T, Research, and the P.A. Engineering Techs. Our contract will contain all of the economic changes that were seen in the P&M summary. We will get the same raise of \$1.00 per hour effective September 1st 2008. The next three years will be 4% increases each year. Here is a breakdown for each group:

Negotiated Wages for O&T, Research, and Process Automation E.T.

			\$1.00	4.00%	4.00%	4.00%
<u>O&T</u>	Salary Grade	3/31/2007	9/1/2008	9/1/2009	9/1/2010	9/1/2011
	4	\$18.06	\$19.06	\$19.82	\$20.62	\$21.44
	5	\$18.93	\$19.93	\$20.73	\$21.56	\$22.42
	6	\$21.40	\$22.40	\$23.30	\$24.23	\$25.20
	7	\$22.56	\$23.56	\$24.50	\$25.48	\$26.50
	8	\$24.35	\$25.35	\$26.36	\$27.42	\$28.52
	9	\$26.24	\$27.24	\$28.33	\$29.46	\$30.64
<u>Research</u>	4	\$18.06	\$19.06	\$19.82	\$20.62	\$21.44
	5	\$18.93	\$19.93	\$20.73	\$21.56	\$22.42
	6	\$21.40	\$22.40	\$23.30	\$24.23	\$25.20
	7	\$22.56	\$23.56	\$24.50	\$25.48	\$26.50
	8	\$24.35	\$25.35	\$26.36	\$27.42	\$28.52
	9	\$26.24(\$27.24)*	\$27.24(\$28.24)*	\$28.33(\$29.33)*	\$29.46(\$30.46)*	\$30.64(\$31.64)*
	10	\$28.61(\$29.61)*	\$29.61(\$30.61)*	\$30.79(\$31.79)*	\$32.03(\$33.03)*	\$33.31(\$34.31)*
		* Machinist Sequence s.g. 9&10				
<u>Process Automation E.T.</u>	8	\$28.12	\$29.12	\$30.28	\$31.50	\$32.76
	9	\$30.02	\$31.02	\$32.26	\$33.55	\$34.89
	10	\$33.63	\$34.63	\$36.02	\$37.46	\$38.95

Red circle rates still apply.

Our pension, inflation recognition, profit sharing, signing bonus, and medical benefits will mirror those in P&M. The life insurance will remain as it was, 2 ½ times your base salary until age 62.

Here are some specific changes that affect our groups:

The penalty imposed when you transfer to another job has been eliminated. Earlier in the year we negotiated this as an experimental agreement. It is now part of the contract.

We have gone with the P&M language for bereavement pay. This has been enhanced to meet or better our current language.

Classes that were needed to obtain SG 10 at Research were changed to reflect the current situation at that complex.

The language for the Process Automation E.T. jobs was changed to eliminate the interview process. It was replaced with a clause that made the company meet strict criteria before denying a move from P&M to the E.T. jobs.

The company agreed to leave all current Expeditors in their jobs. No more worry about being bumped back to the core pool while salary people do your job. The company still reserves the right to bump back if the shop is idled for any reason.

Better language to go after contracted out work.

There were many minor changes made to our existing contract. Most of these were cosmetic and do not affect the everyday dealings of the union.

I would like to thank the negotiating committee for all of the work done to enhance our contract. The benefits that we have obtained were due to the hard work and many hours put in by this committee.

I would also like to thank the rest of the union representatives in the O&T (**Russ Govert, Lupe Trevino-Houchin, Marty Benninghoff**), Research (**Bill McDonald**), and Process automation E.T. (**Scott Vliek**) for their support. Many calls were made from Pittsburgh that sent these people scrambling to get needed information.



Legal Problems? Need a Lawyer?

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



8:30 am - 9:30 am*

and

3:00 pm - 4:30 pm*



Provided by the Law Offices of

Bosch & Banasiak

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

*Times are approximate

Continued from page 23 **Wagner**

subject to specific agreements that we have for each class. Those classes are available to **active members** from each of the sites involved. Due to scheduling, some classes are not put in our course catalogue. Please contact JobLink or check JobLink's website <http://bkjoblink.org> for more information!

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

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

When a class is streamed on the internet, you can take the class at your convenience without worrying about driving, parking, inconvenient hours, or over-time conflicts. Classes taken on the internet can be taken

in chunks. If you can only watch the class in 20 minute segments, that is possible. The streamlining portion of the class is available for three weeks. Streaming is also a nice option if you can't attend a class, but don't want to miss the class information! If you don't have a computer, you can come to JobLink and use one of their computers.

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

There are 4 ways to register for JobLink Classes:

Online at www.bkjoblink.org

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

Walk in at 9:00 am to 5:00 pm Monday – Thursday & Friday 9:00 am to 4:00 pm

Mail in using the form in the JobLink Catalog

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

We now have **online maintenance courses** to help prepare people for future craft MTM and MTE positions. Please see the flyer below for more information on how to sign-up!

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

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

Any questions regarding JobLink can be directed to the JobLink Staff (219) 399-8136. Anyone else who needs additional information can call me at the union hall (219) **398-3100 x113** or E-mail me at swagner@uswa1010.org. If you call when I am not available, please leave a detailed message on my voice mail. If you need a more immediate response you may call my cell at (219) **718-3199**. Either way, I will get back to you as soon as possible.

It must be remembered that the purpose of education is not to fill the minds of students with facts... it is to teach them to think, if that is possible, and always to think for themselves.

-- Robert Hutchins

LOCAL 1010 STEELWORKER

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

Mail to: USW Local 1010
Attention: Editor
3703 Euclid Avenue
East Chicago, IN 46312

Phone: 219-398-3100 ext.140

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

Are you using your negotiated Career Development Program benefits? Many of us are preparing for the new challenges that await us on the job. Yet others are preparing for life after we retire from our mill careers. It really doesn't matter what your reason for learning is! If you have a need or desire to improve your skills or learn a new skill, JobLink is there for **YOU!**

Retirees, don't forget that **effective January 1, 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...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.**

Now how about the rest of us?

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

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

We have reciprocal participant arrangements with the other Career Development Cites here in Northwest Indiana. The availability of customized classes at other sites is

Continued on page 22

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

No One Left Behind!

I think everyone will agree this is the best steelworker contract ever. Your negotiation committee did a very good job. They spent a lot of time away from home, about 5 months and believe me, spending 5 months in Pittsburgh gets old very fast.

This was the first time we negotiated with the 13 other Local Union Presidents from all the ArcelorMittal USA plants for a Master Agreement. We worked very well together and our members are better off because of it.

Thanks to **Steve Wagner, Dennis Shattuck, Luis Aguilar, Fidel Azcona, Tim Trtan, Dorine Godinez, Ivan Agosto** and our Retiree Representative **Don Lutes**. You brought home the bacon. I am very proud and honored to have served as chairman of your negotiating committee with this dedicated group of Union Representatives.

This historic agreement and the victory that was achieved belongs to you, our members. Without your support and faith we would not have been able to get it done. **Once again, the members of Local 1010 showed up and stood up!**

The steel industry is in a very slow period for orders right now. This is a world wide problem, not just here in the U.S. No one knows how long it will last or how deep it will get. Local 1010 will do everything possible to keep everyone working. **We will get through this downturn together and be ready for the upturn.**

During all of these distractions we must not lose our focus on safety. **Nothing is more important than your safety.** Going home each day the way you came in is our goal each and everyday. Watch out for our new members, they are our future. Remember, we are our Brothers' and Sisters' keepers. **When you see someone doing something wrong that can hurt them, don't just walk by, stop and tell them!** I'm sure that not only will they be thankful, but so will their spouse and children.

In Solidarity,

Tom Hangroen

3703 Euclid Av.
East Chicago In. 46312

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