



THE RECORD

Local 1011

January 2013

United Steelworker
Local 1011
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- Jim Flores—Chairman of Grievance, Ext. 11

www.usw1011.com

Brothers and sisters Of Local 1011,

I hope this edition of The Record finds you and your family well. Lets keep our current members who are off sick and our recently passed members in our thoughts and prayers.

I would like to say CONGRATULATIONS to all of our recently and soon to be retired members. With all the ups and downs in the steel industry and the many names

From the President's Desk

4.1

that you have worked under, you certainly have earned it. May God bless you and your families as you enter into this new chapter in your life. Please feel free to become a member of our S.O.A.R chapter for retirees. It's a great way to remain informed and active as a retired steelworker. Call or see Vice-president Mariano Flores for details.

I hope everyone's Holiday Season was great and that you had an opportunity to spend time with family and friends. I want to wish all members a Happy and Prosperous New Year. Let's continue building the solidarity it takes to make our Steelworker Local union second to none. 2012 was a trying year with negotiations, although I believe it brought us together and proved what we can accomplish when we stand together. We showed what being a true union is all about. As we move into the New Year, lets keep that momentum going. We should ALL be proud to be a Local 1011 Steelworker!!!

I would like to thank all those that made our 1st annual Santa Day at Local 1011 a huge success. We had over 30 members volunteer their time. This year the Local decided to hold an event for our children and families. We were able to contact the North Pole and have Santa, Mrs. Clause and many of their elves stop by for a visit. Members and their families that

were able to visit the union hall were greeted by wonderful lights and decorations that adorned the hall for weeks. Elves and volunteers assisted children with ornament crafts and a coloring contest. Obviously, seeing Santa and getting the chance to tell the big guy what they wanted for Christmas was atop the children's list. We were able to capture that moment with a picture. We also tried something different for the entire family. We had a green screen picture room, which

made this day special is it was for the KIDS. Thanks to all!!!

Keeping in the Holiday spirit, a great big shout out to Local 1011 membership. We were able to share our good fortune by sponsoring over 140 local children in this year's Salvation Army Angel Tree program. Because of our member's generosity, we were able to bring much needed smiles to these kids' faces on Christmas morning. I am extremely proud of the members and volunteers who made this possible. I am

hopeful we can build on this success next year. Great job.

We also had members step up for the annual food drive this year. We were able to increase our donation to the food bank tremendously. Because

of the efforts and generosity we were able to make some less fortunate families Thanksgiving and Holiday meals possible. As a union, we should be proud of this effort. It's not for the recognition; it's just the right thing to do.

On the horizon.....

New contract books are at the printer. Once we receive them, we will make them available to all.

We will be starting off 2013 with a great training opportunity



enabled us to take a family picture in which we "magically" transformed them right into the steel mill. It was a big hit as a souvenir for the families fun filled day. Upon leaving, Local 1011 presented all participating members with a USW Local 1011 Christmas ornament as a gift for spending their time and effort to making Santa Day a success. I cannot begin to thank all that participated, both up front and behind the scenes, but without ANY of them it would not have been possible. You know who you are. What

To be continued on page 5



We would like to wish everyone a Happy New Years and hope that you had a wonderful holiday season to welcome 2013 with family, friends and co-workers.

With the help and assistance from our Union Brothers and Sisters our Women of Steel have been very busy the last few months of 2012. We would like to thank everyone for all there help and donations in the past few months. In 2012 we had participation from all departments for the first time and we more than doubled our donations on our 3 major projects.

Every day, the American Cancer Society helps people take steps to reduce their risk of breast cancer or find it early when it is easiest to treat. Today 1 of every 2 women newly diagnosed with breast cancer reaches out to them for help and support. They provide free information and services when and where women need it throughout their journey to get well. They are investing in research to find, prevent, treat, and cure breast cancer, and are working to ensure access to mammograms for women who need them. In 2012 we were able to raise and donate \$1,627.00 to the American Cancer Society **Making Strides against Breast Cancer**.

St. Stanislaus food pantry in East Chicago provides food and necessities to those in need in the City of East Chicago. This past November we were able to fill 7 vehicles with non -perishable food to donate to there pantry for the Holidays. the reception we received from St. Stan's was overwhelming and they continued to thank us for the help in filling there shelves as we unloaded.

The Salvation Army of East Chicago through there Angel Tree Program 2012 provided holiday gifts to over 1080 children living in East Chicago. USW Local 1011 provide for 145 of the children. We donated everything from winter coats and boots to Barbie's and basketballs even a bike. We made daily deliveries to the Salvation Army for a week as the donations were gathered at the Union Hall.

WOS could not do this alone it was only through the help and generosity of our members that we were so successful and we would like to thank each and everyone of you. Some members helped with distributing food bags in there departments, others helped with picking up and delivering Angel Tree's to and from the Union Hall, helping us shop, donating food and gifts or just getting the word out in there departments, the list could go on forever and we would truly like to Thank each and everyone of you. We truly can make a difference in the life of others. We are **Union Strong** and **Union Proud** we are **USW 1011**.

We have started to plan for 2013 and would encourage everyone to attend our next meeting Monday February 11, 2013 at Local 1011 at 3:30pm. We have not heard yet but we expect to make several trips to the State House in Indianapolis as the legislation session gets underway.

In Solidarity,
Isabell Sundin
WOS Chair

"2012 Food Drive"





Many people are asking, "why is my paycheck less this week"?

Let me try to give a brief insight on how this has come to be! The payroll tax holiday, which lowered your paycheck deduction to Social Security from 6.2% to 4.2% was passed in 2010. On December 18, 2011, with the holiday set to expire at the end of the year, House Republicans objected the idea of extending the tax holiday for two months, even though the senate passed it in a bipartisan measure.



It would have been a two year extension, but Tea Party Republicans didn't want to pass it!

On December 22, 2011, House Republicans caved and voted to extend the payroll tax cut, nine days after it was set to expire!

On February 18, 2012, both House & Senate voted to extend the holiday to the end of the year.

However, at the end of 2012, the Bush tax cuts of 2001 and 2003 were set to expire, along with other policies. Republicans wanted to keep the tax cuts for the richest 2%. President Obama wanted those who earned \$250,000 or more a year to pay more taxes.

Many offers and counter offers were exchanged that contained the payroll tax holiday extension. The House Republicans response was "**absolutely not**", because the offers didn't extend Bush tax cuts to the richest 2%! Through the next series of counter offers, the payroll holiday tax was dropped as a concession.

The final deal allowed the Bush tax cuts to expire for those making \$400,000 and above, while extending the Bush tax cuts for most Americans.

Information in this article was obtained from workingamerica.org and the huffington post

Rich Barron

Rapid Response Chair

rich.barron@usw1011.com

Brothers and Sisters,

I'd like to wish everyone and their families a Happy & Blessed New Year! Hopefully we'll try and have a safe and accident free year. Here at 3 & 4 Blast Furnaces we started the year with a recently completed top change which should keep 4 Furnace producing good iron for about 4 to 5 years and with 3 being in good shape were looking pretty good for the future.

Just recently our Executive Board and the Grievance Committee went to the USW Basic Steel Conference, which was really informative and helpful with the grievance procedure, contracting out, and strategic bargaining. This should help benefit our Local for years to come. In the coming year it will be important to continue the Momentum and Activism that was created with our support of our negotiating team during contract negotiations. ***A Strong Union is an Active Union!***



In Solidarity,

Eddie Gonzalez
Area 1 Griever

Greeting from the Training Center

I would like to wish all my Union brothers and sisters a happy New Year. We are currently in the developmental stages of department specific training for MTM and MTE also OM. 2013 will present many opportunities, but many challenges as well. My trainers and I are working on some of the 10 factors that you will have to pass to achieve Craft status. We are doing some welding classes for people that need it to complete the MTM Course. There are a many of you that haven't finished your welding. I'm putting together a list of craft people that need to complete their training. Part of your negotiated benefits, your RIGHTS, is to be trained to perform your job competently, confidently and safely. Keep touch with your Griever or Rep,

I hope this year 2013 well be a great year for training. My instructors and I are looking forward to the challenges. The supervisor's are calling to get their MTM's in to finish their courses.

This is your Program and like anything else, without the participation of people who care, it will suffer tremendously. Until next time, be good and God bless you and yours.

If you have family in the Military I would like to hear from you.

PS The Santa Day crew did a great job at the union xmas party.

Larry Smith

Training Coordinator

Steal Good Ideas Shamelessly, Share Good Ideas Willingly



THE BIG CHAIR

As we enter 2013 I'd like to give an overview of issues that we are dealing with today and in the near future:

Dwayne Locher and I were able to settle several second step grievances at the Hot Strip some of which were grievances concerning Overtime Equalization (Maint.), Management performing RTV coordination, Contractors performing Bargaining Unit Work, failure to pay incumbent rate, attendance issues and poor work performance. Current issues that are being grieved are: Seniority violations, Overtime Equalization in production units, failure to pay properly and the Company's code of conduct issues. Stay tuned.

Primary

At 3SP we were able to settle a step 3 grievance concerning seniority violations as it applies to regression. On Friday Jan. 11th I signed a reinstatement agreement for a terminated Employee who had been out of work for more than 6 months.

At Iron, the Company has told Eddie that they have compiled the payroll information concerning the grievance covering Employees not paid properly as it applies to the AWS. Ed and I will meet with management to resolve this issue ASAP.

Transportation

We continue to grieve the Company's ongoing violations of contracting out and posting violations. The BUW Committee has sent expedited Arbitration letters for the Vac truck Labor group. I will continue to personally oversee this issue and hold the Company responsible.

Utilities

At Utilities we are working through manning issues and the postings that will be the end result, in Utilities Maint. we have some contracting out issues that Harold and Joe are compiling information on for a settlement, if we are not able to settle then I will appeal.

Finishing

The current issues are the Company's desire to outsource Pickle and Coated products. The Union believes the Company violated the contract by sending coils out to be processed in August; Brian Tucker has filed a grievance on the August issue. Lonnie and I have met and are scheduling more meetings with upper Management on this issue, we have notified the Company that we want the work and there is no agreement to outsource.

Security and Fire Services

I have appealed grievances to the third step over the Company contracting out rescue and ambulance driving; the Company is to schedule the third step. I will be scheduling step 2's next week on the company contracting out confined space attendant work.

Incentives

The Company has started meeting with managers on incentive plans for all areas, with Primary having the only active plan I have requested a meeting to begin dialog on the plan. I have requested an extension to the interim protection aspect of the plan,

as Lonnie was not notified that the Company was ending the protection January 1st. If the Committee is unable to agree on the plan or an extension is denied then a grievance will be filed.

Finally, beginning in a couple weeks the Company will be hiring new Employees, some of these Employees will be relatives but all of these Employees will be Brother and Sister Steelworkers. Let's look out for them and treat them as family. Be Safe.



Fraternally,
Jim Flores
Chairman of the
Grievance Committee
USW Local 1011



Continued from page 1

nity. District 7 is holding a two day conference in Merrillville in which we will be sending union representatives, grievors, executive board, committee members to participate in workshops on various topics (incentives, contracting out, hours of work, steel bargaining, civil rights, right to work, to name a few) I feel it's important for our leadership to continue to educate itself and make our union more effective. I hope when they return they are able to share some of what they learned with you.

Hiring - At some point the company must begin to fill the deep voids left by retirements. When the company informs us of their intent to reopen the pool of applicants, we will inform ALL members. Stay tuned for future updates, as many of you have asked for this info.

Please remain focused and keep working safe. Your family depends on it.

Happy New Year to all!!!

Fraternally yours,
Lonnie Asher
President Local 1011



"Your Voice..." **"Your Voice..."** **"Your Voice..."**

All of us at West Coating, together, as a team have worked hard to improve our department. Everyone in the company can see how we work together to keep all of our West Coating brothers and sisters healthy and safe by just looking at our safety record. Our Coating family has improved drastically in safety this year.

Last year our rate for all injuries was 34.22%. We were the worst department at Indiana Harbor East & West combined. Our OSHA recordable rate was 17.93%. Lastly we had 4 of our co-workers that had to miss work due to injuries on the job (lost workday cases).

I want to commend everyone for working safe in 2012. Our rate for all injuries went down to 6.31%. Our OSHA recordable rate was down to 1.58%. And as far as our lost workday cases, I'm proud to say we have gone more than 422 days without one.

I want to commend every one of us at West Coating for a great job last year. We have gone from being one of the worst departments to being one of the best departments here at Indiana Harbor. This improvement must not stop. Let's continue to improve on this great job everyone did last year. We need to stay focused on the task at hand. I encourage everyone to get involved with safety this year.

We will have some new employees coming to our department soon and we all need to watch out for them. We must continue watching out for all of our brothers and sisters here. Making sure that everyone gets to go home at the end of the day the same way they came into work, most importantly being able to go home.

AndresChavez
Coating—Safety Committeeman

Dear Brothers and Sisters,

I just wanted to share a token of appreciation that was presented to Dave McCall, Jim Robinson and our president Lonnie Asher. It was to symbolize our solidarity here at 1011, and to show our leadership that we support and stand behind them. Even though we might be the "small guys on the block" sort a say, we showed we have big **Hearts** and are **Loyal** and stand by every one of our union Brothers and Sisters. It shouldn't just be at times of elections or contract negotiations but, should be every day. We as a unit need to show that we are united and no one can divide us or intimidate us, no matter what they tell us or threaten us with. We are "Our Brothers Keeper" in every meaning of the word and standing together strong we will be heard. Have a safe and Blessed Happy New Year.

Andres "Ese" Nunez
Asst. Griever
Coating



The Three P's of Safe Winter Driving from Jack...

PREPARE for the trip; **PROTECT** yourself; and **PREVENT** crashes on the road.

PREPARE

Maintain Your Car: Check battery, tire tread, and windshield wipers, keep your windows clear, put no-freeze fluid in the washer reservoir, and check your antifreeze.

Have On Hand: flashlight, jumper cables, abrasive material (sand, kitty litter, even floor mats), shovel, snow brush and ice scraper, warning devices (like flares) and blankets. *For long trips, add food and water, medication and cell phone.*

Stopped or Stalled? Stay in your car, don't overexert, put bright markers on antenna or windows and shine dome light, and, if you run your car, clear exhaust pipe and run it just enough to stay warm.

Plan Your route: Allow plenty of time (check the weather and leave early if necessary), be familiar with the maps/ directions, and let others know your route and arrival time.

Practice Cold Weather Driving!

- * During the daylight, rehearse maneuvers slowly on ice or snow in an empty lot.
- * Steer into a skid.
- * Know what your brakes will do: *stomp on antilock brakes, pump on non-antilock brakes.*
- * Stopping distances are longer on water-covered ice and ice.
- * Don't idle for a long time with the windows up or in an enclosed space.

PROTECTYOURSELF

- * Buckle up and use child safety seats properly.
- * Never place a rear-facing infant seat in front of an air bag.
- * Children 12 and under are much safer in the back seat.

PREVENT CRASHES

- * Drugs and alcohol never mix with driving.
- * If you are planning to drink, designate a sober driver.
- * Slow down and increase distances between cars.
- * Keep your eyes open for pedestrians walking in the road.
- * Avoid fatigue – Get plenty of rest before the trip, stop at least every three hours, and rotate drivers if possible.

I know we haven't had much of a winter yet, but I doubt this unseasonably warm weather will last the entire season. Sooner or later we're going to get snow and ice and the hazards that come with them. Be prepared.

Be Safe,

Jack Shanley

Safety Chairman Local 1011

QA—On the Real

QA - On the Real

Happy New Year to everyone! Long time QA employee Rich Milcarek has retired after 53 years of service. We wish Rich the best of luck in retirement.

In other QA news two Chem Tech bids were posted and are being awarded as I write this article. This posting will help reduce forced OT in the future.

Also, management has purchased a second band saw for the Met Techs, this should help when the other band saw goes down for repairs.

Good luck to everyone in the New Year! Be safe and work smart.

As always give me a call or email if you need anything.

Rich Waddell
IHW QA Griever
399-1160 or 399-2745
746-4654 (cell)

"Your Voice..."

Happy 2013 my Union Brothers and Sisters,

I hope everyone had a wonderful Christmas and New Years. I wanted to say how lucky and happy it made me feel to be part of the 2012 Santa Day. I captured a lot of great pictures that will make great memories. What a great day it turned out to be, working with a great group of people. It was a lot of work but seeing all of the kids faces made all the hard work & time well worth it. Thank you to everyone who came out to enjoy some holiday cheer with us. For being our 1st time attempting a holiday themed event it was great success. We are all looking forward to a great turnout for next year 2013 Santa Day and hope to see you all there.

Michelle Parrigan

MTE - Coating

We are happy to be able to announce the official 2012 Tino Fulimeni Scholarship winners: Two are the Daughters of Local 1011 Members.



Lauren Blackwell

Lauren Blackwell, Merrillville, IN; daughter of Aphonso T. Blackwell, USW Local 1011, USW/ArcelorMittal-Indiana Harbor West



Megan Davis

Megan Davis, Baltimore, MD; daughter of Gordon J. Davis, USW Local 9477, USW/RG Steel-Sparrows Point



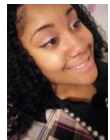
Justin James

Justin James, Tuscaloosa, AL; son of James L. James, USW Local 351L, USW/BFGoodrich-Tuscaloosa



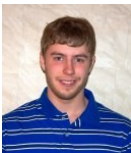
Kimberly Ksiazka

Kimberly Ksiazka, N. Royalton, OH; daughter of Richard Ksiazka, USW Local 979, USW/ArcelorMittal-Cleveland



Alicia Massallo

Alicia Massallo, Fayetteville, NC; daughter of Wilbert Faison, USW Local 959, USW/Goodyear-Fayetteville



Christopher Miller

Christopher Miller, East Liverpool, OH; son of Clark R. Miller, USW Local 1212, USW/Allegheny-Ludlum-Midland



Alexander Pimentel

Alexander Pimentel, New Bedford, MA; son of Jeremias Pimentel, USW Local 1357, USW/Allegheny-Ludlum-New Bedford



Sarah Roque

Sarah Roque, Munster, IN; daughter of Ruben Roque, USW Local 1011, USW/ArcelorMittal-Indiana Harbor West

It is through the generosity of our scholarship supporters that we are able to award eight scholarships.

Thank you to the following individuals, locals, career development programs and organizations who made a financial commitment to the Tino Fulimeni Memorial Scholarship fund in 2012:

USW Local 1440, Pittsburg, CA

USW Local 1104, Lorain, OH

USW Local 9231, New Carlisle, IN

USW/ArcelorMittal-Burns Harbor Career Development Program

USW/ArcelorMittal-Leon Lynch Career Development Program

USW/Goodyear-Fayetteville Career Development Program

Z-Tech Enterprises, Inc.



“Hiring Note”

A lot of members have been asking about how to get their relatives hired in the mill. I wanted to take a minute to address. First of all, we made attempts to strengthen the hiring language this past summer in Negotiations, without success. Dave McCall was not able to improve but was able to maintain the current language.

Article 2 Sect. H.

1. In all hiring for bargaining unit positions, the company shall, subject to its obligations under applicable equal employment opportunity laws and regulations, give consideration, to the fullest extent of interest, to the direct relatives (children, children-in-law, step-children, spouse, siblings, grandchildren, nieces and

nephews) of employees and retirees of the company who meet reasonably established hiring criteria.

2. Such hiring shall conform to applicable lines of progression, bidding, promotion and other requirements under this agreement.

3. The company shall, subject to these and other applicable provisions, have the final responsibility for accepting or rejecting a particular applicant for employment.

The company takes all applicants point scores and ranks them in 4 groups. (A,B,C, and D) with A's being the highest point totals. Applicants get points for Work Keys test and PAN test scores, military experience, HS diploma, college degree,

years on current job, type stuff. The company then totals and ranks them A through D.

The company's position is, if our relatives are in the A group, then they will give them opportunity along with every other applicant in the A group (non relatives, salary relatives, etc) but their position is they will exhaust all A group before moving into B group. We DO NOT AGREE this was the intent of the original language so that is why we made attempts to strengthen contract language.

We have just recently been made aware that the company's pool of applicants is very low. What that means is they will need to “hire” the Work One (state unemployment office) to build up another pool of applicants soon. Once we are made aware this

is happening, we will make ALL members aware of the opportunity to send relatives to Work One. We will use the website (www.usw1011.com) , facebook (www.facebook.com/USWLocal1011), grievors, representatives, and posting boards to get the word out. Stay tuned and be on the lookout for this information.

Lonnie Asher
President
Local 1011



Griever Meeting

Every Wednesday @ 1PM

Rep. Council Meeting 1st Thursday

Of the Month @ 3:30 PM



"El Jefe"

Dear Brothers and Sisters

Lately we have been having issues with the company concerning accidents/injuries related to work. We believe that the company has not been classifying and recording incidents honestly. It is common knowledge that the corporate office across the Atlantic has mandated that Lost Time Incidents (LTI) and OSHA Recordable (ORC) are high and have to be lower. The company's policy has been affecting IHW benefits when it comes to workman's compensation cases. It is important to remember that workman's compensation is governed by the laws of the state of Indiana and not by the BLA. Remember to report any injuries to your supervisor and your departmental safety representative, also, when it comes to the inquiry the company will pursue, make sure you have union representation. In the next issue I will be writing more on this issue.

In case you haven't heard the flu season is upon us and this year it is probably the worse since the pandemic of 1918. Don't try and tough it out, use some common sense and seek professional health care. I tried to be tough a few years back and I learned a valuable lesson. My case of the flu turned into bronchitis and then into pneumonia. If I would have gotten immediate medical care I would not have had to spend 3 days in the hospital and miss 2 weeks of work.

During the contract negotiations of the previous summer our local established email chains to get information out to the membership. Starting this month we will be utilizing these "chains" in an attempt to better inform the membership of issues and upcoming events. If you wish to be included on these mailings, please contact me at my email address (marianoflores1011@yahoo.com), include your name and department.

This past year we had to say good-bye to some of our family. We must always keep their memories in our hearts and our prayers for their families.

In Memoriam

- Fordrey Cody Q&A
- Willie Winningham Blast Furnace
- Ronald Hoholek Caster
- Michael Serafin Caster

Let us never forget that the price we pay as a union is constant vigilance. The fight we are fighting now is the same fight my grandfather fought back in the 1930's. Back then he and his co-workers knew that they had to stand together. Regrettably, sometimes we forget the lessons of the past, which means we maybe doomed to repeat the past if we let the billionaires destroy the working class and the organized labor movement in this country. **Our strength is in our solidarity. We must be always 100 % union, nothing less!!**



Your Friend and Brother,
Mariano "El Jefe" Flores

BENEFITS with Larry Oar

Brothers and Sisters,

As some of you are aware and those that are not. We are entitled to sickness and accident pay. If you become totally disabled as a result of an illness, injury, or accident so as to be prevented from performing the duties of your employment and an authorized provider certifies thereto, you will be eligible to receive sickness and accident benefits. An authorized provider, as defined under this plan, is limited to a licensed medical doctor, a licensed doctor of osteopathy, a licensed doctor of podiatric medicine, or any provider authorized by the mental health/substance abuse managed care administrator to provide treatment, and operating within the scope of their licenses. Benefits **will not** be payable for any period during which you are not under the care of an authorized provider.

You or someone on; your behalf, will be required to file your sickness and accident benefit claim with Prudential (1-800-842-1718), and provide information concerning your medical condition including the name, address, and telephone number of your authorized provider and the expected duration of absence. You will also be required to complete and return an authorization for the release of medical information regarding the disability for which you are claiming sickness and accident benefits.

In Solidarity,

Larry Oar
Benefits Coordinator USW

Local 1011

Office: 219-398-3150 Ext 16
Cell: 219-841-2809

Email: larryoar1011@yahoo.com

Sickness and Accident Benefits Begin:

- (a) On the 1st day of disability as a result of an accident.
- (b) On the 1st day of inpatient or outpatient surgery regardless of cause, or
- (c) On the 8th day of disability resulting from an illness or injury when not hospitalized.

Sickness and Accident Benefits are payable according to the following schedule:

Years of continuous service when absence begins.

- Less than 6 months service—1 week per week of service.
- 6 months but less than 2 years service—26 weeks coverage.
- 2 years but less than 20 years service—52 weeks of coverage.
- 20 or more years service—104 weeks coverage.

The amount of weekly s/a benefits for which you are eligible is equal to 70% of your base rate of pay for up to a maximum of 40 hrs per wk.



Santa Day Pictures

