



Page 13

Page 6

Page 8

Page 5

## Local 1011 Newsletter

Jan 2015

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Issue 1

THE RECORD

WWW.USW1011.COM

### From the President's Desk...

Brothers and Sisters of Local 1011,

I hope everyone had a wonderful Holiday Season with a safe and Happy New Year. Whether you were working in the plant or were able to have some time off, hopefully you were able to spend some time with your loved ones. Winter season has come upon us in a big way. We have and continue to face severe weather both inside the plant and traveling to and from. Cold weather, snow and ice create extra hazards in our day to day jobs. Take extra time to warm and prevent frost bite when conditions exist.

Please keep our brothers and sisters who are off on sick leave in your thoughts and prayers. Let's hope for speedy recoveries and were able to see them back on the job soon. In addition, keep those recently departed and their families in our prayers.

Leaving 2014 behind, we face what may become an even more challenging 2015. Local 1011 will have much going on in the coming year. We will hold our general elections for officers

and grievance committee in April. This process happens every 3 years in April according to USW bylaws. We hope the entire membership participates in the process. We are a democratic organization and should always exercise our right to vote. Stay tuned for further information on the process on your area posting boards or at future union meetings.

In addition to elections in April, we will begin the bargaining process for our labor agreement in April. Our current agreement expires September 1, 2015. It may seem like a ways off, but will be upon us before we know it. For those of you not familiar, the bargaining process is held in Pittsburgh, Pa. with all the U.S. ArcelorMittal USW represented plants. Each local union participates in various ways. Our chairman of the negotiating committee is Dist. 1 Director, Dave McCall along with Secretary of the committee Dist. 7 Director, Mike Millsap form committees on numerous aspects of the labor agreement, such as Active and Retiree Healthcare, Training, Pensions, Shop Floor Flexibility, Contract Language, etc. Each Local union usually has members sit in on these committees with the company and work on issues to bring back to the entire bargaining team for consideration. It is a slow and tedious process, with many local union representatives as well as management from many locations, there is no shortage of ideas. There will be an opportunity



To be continue on page 4

# Report from Local 1011 Union Training Center

Hopefully everyone's holiday season was safe and prosperous. Thankfully the winter weather held off till the New Year. Now that it's here, please allow for longer travel times and drive at safe speeds during hazardous road conditions.

The training center continues to prosper with successful MTE, MTM, and OM Classes. We've had many upskilling requests from welding qualification, crane brake adjustment, burning, PLC & Drives just to name a few. We are near capacity with two MTE and five MTM programs running concurrently. We've also held an operator maintenance (OM) class with another scheduled in a few weeks.

I would like to thank those in our membership who accepted the challenge and took the Ramsey tests. We want to grow the crafts from within our membership. For those who took the test, we can make arrangements to provide feedback and guidance for your next step. The next test will be in February:

Our goal is to continue growing the training center in order to give our membership all the skills necessary to eliminate contractors at IHW. Training will not be viewed as a onetime service, but a continuous service. Our industry is continuously evolving with new technology and we require the upskilling training in order to operate and maintain it. Always demand training whenever new systems are implemented in order for OUR membership to maintain them.

***Until next time, Be Safe.***

***Guy D. Weiss Sr.***

***(219) 399-1892***

***USW 1011 Training Coordinator***

***"Training Never Ends"***



**Training Center Offices**



**Different training areas**



## ***HAZREC Round II***

HAZREC round 2 training is still going on strong in 2015. Keep in mind this class will be coming to an end sometime soon, so come on in and see what everybody is talking about.



***Stay safe!***

***Jason, Rodney, Adam, Brandy and Nelson***

# IRONSIDE



## Ironside

First of all I would like to wish everyone a Happy and Safe New Year! I would like to begin by wishing 4 recently retired Blast Furnace Maintenance employees, Klem Kutzer, Bob Shaw, Phil Ashby and last but not least Chuck Krug. It's been a pleasure working with these guys for many years, and would like to wish them a long and very happy retirement! Now this coming year is going to be busy around here at H-3 & H-4 Blast Furnaces with the ground breaking of a Thaw Shed being built. With this we should be able to keep the Coke cars thawed out to insure the smooth delivery of materials up to the Hi-Line and into the furnaces! Also with the announced investment of a H-4 Top Change and H-3 # 31 Stove rebuild, we are really looking forward to 2015. With these upgrades we should be competitive for the coming years! And as always we must remember to work safely and to wear all of our PPE!



In *Solidarity*,  
*Area # 1 Griever*  
*Eddie Gonzalez*

**Griever Meeting**

**Every Wednesday @ 1PM**

**Rep. Council Meeting 2nd Thursday  
of the month @ 3:30 PM**

# NEXT GENERATION

Empowering the Next Generation of USW Leaders



The Next Generation is looking for help with our next Basketball Tournament against Local 1014 (USS) and 6786 (Burns Harbor) and a few other USW represented locals. Date to be determined, if you are willing to put a team together and play, referee or help in anyway please contact me 219-808-5123.

All proceeds are going to 1011 and 1014 Next Generation Scholarship Fund, last tournament we raised a little over \$1000 that gives each local a \$500 scholarship.

We are trying to at least be able to present two scholarships. Thanks for any help in advance.

**Ken Bandy  
Chairman**



for us to meet with the entire negotiating team here at Local 1011 probably sometime in April. It will be your chance to bring forth your ideas that you feel should be taken to the bargaining tables in Pittsburgh before we begin. In addition, if you can't make the meeting, we will have Local Issue Forms in the plant prior to, as well. Every member should have an opportunity to voice his/her concerns heading into 2015 bargaining. Whether you just hired or ready to retire after many years, every one of you have different components of the BLA that's important to you.

Expect the process to last the entire summer. Along with ArcelorMittal, US Steel will also be negotiating with the United Steelworkers. Let's hope we can all reach a fair agreement that will secure the futures for our future, active and retiree steelworkers. It will be a struggle, however, if we stand together and support the bargaining team in Pittsburgh, we will be successful.

As 2015 bargaining is upon us, I wanted to say how proud of the membership that I am honored to represent. We will head into bargaining 100% UNION!!!!!! We have maintained a 100% dues paying Membership. This will provide the bargaining team in Pittsburgh an edge knowing they have ALL of Lo-

cal 1011 members behind them while at the bargaining table in Pittsburgh. Its great knowing all members who recently hired to the most senior in the plant all know belonging to the USW is best for them and their families. Solidarity to all!!!!

Shout out to all who helped make some of our seasonal events so successful. Angel Tree Program, St. Stans Food Drive, Carmelite Home Stolen Supply Drive and Local 1011 Santa Day were overwhelming successes again this year. Without your help, it would not be possible to put the smiles on the community and children's faces. There are too many to list, but you know who you are. It is awesome to see 1011 members step up to the plate time and time again. God Bless.

ers and Sisters,

Fraternally yours,

Lonnie Asher

President-USW Local 1011



## BLAST FURNACE SAFETY

Once again winter is upon us, it seems like the other three seasons are getting shorter and winter is lasting longer these days. That may or may not be true. However, the majority of us will have to spend a certain amount of time outside to do our jobs.

Some things to remember when working outside in extreme cold temperatures. Wear appropriate clothing, dress in layers, keep face and mouth covered. Make sure sleeves are snug at the wrist, change gloves and socks if they get wet. Know the wind chill factor, take breaks often to warm up and avoid exertion take you time when doing your job. Know the signs of hypothermia and frostbite.

Signs for hypothermia:

Shivering-Exhaustion -Confusion -Fumbling hands -Memory loss -Slurred speech -Drowsiness -Seek medical care

**Signs for frostbite:**

Redness in skin area -Pain in skin area -White or grayish yellow skin color -Skin that feels waxy or unusually firm

Seek medical care

If you or a co-worker are showing signs of hypothermia or frostbite know what to do until help arrives. For both go to a warm room and remove any wet clothing.

**For hypothermia:**

Warm the center of the body, use an electric blanket if available, loose dry layers of blanket, towels, clothes and give the person a hot drink (no alcohol). A warm drink can help to increase body temperature.

For frostbite:

Immerse affected area in warm water NOT HOT. DO NOT use snow or massage the area, this will cause more damage. DO NOT use heating pad, heat lamp, stove, fire place or radiator. The frostbitten areas are numb and can be easily burned.



Stay warm,

Melissa Rivera

# Wellness

# Committee

*The Wellness Committee hopes everyone had a great Holiday Season. As winter is upon us, we would like to remind everyone to be safe. The temperatures and other weather conditions outside may impede the ability to attend a health club or other exercising facilities. We encourage members to remain physically active each day and continue to eat healthy regularly. Be sure to check on your neighbors, elderly, and your co-workers, offer any assistance possible to them.*

*We have wrapped up the Gym and Marathon Reimbursement Program for 2014. Your reimbursements should appear on future check stubs, or watch for it to possibly be like last time on a separate pay stub. We are offering the same reimbursement program for 2015. Be sure to continue to email your receipts to [usw1011wellnesscommittee@yahoo.com](mailto:usw1011wellnesscommittee@yahoo.com) with your name, clock number, and name of gym in the body of the email. We will once again reimburse quarterly for 2015, be sure to have first quarter receipts sent by April 1<sup>st</sup>. Also if you are participating in any marathons or runs be sure to scan the registration form and receipt for entry fee and email them to the same address with your name and clock number.*

*Everyone who participated in the Biometric Screening in October should have received the final phase gift card in the mail. If you have not received any of the three gift cards, (Subway, CVS, Dick's Sporting Goods), please contact one of the Wellness Committee Members and we will check into it as soon as possible. We hope that you are using the gift cards to purchase items which will positively affect a healthy lifestyle.*

## **INDIANA HARBOR WEST WELLNESS COMMITTEE**

*Flu season is among us and has hit the area fairly hard this year. We would like to remind members of the Flu shots being offered free at many CVS locations through Feb. 28<sup>th</sup>. If you have not received a flu shot as of today we encourage you to take advantage of the CVS Minute Clinic. You will need to bring your ArcelorMittal ID and your prescription card in order to receive the shot for free. Being sick with the flu is not only miserable, it also causes much stress to an already hectic work schedule. It also puts a glitch into a healthy routine which many of you have been following, and can cause other health issues as well. Protect yourself by sanitizing, and by going to the nearest CVS Minute Clinic for your free flu shot.*

*How are the department vending machines working for everyone? Are you happy with the items in the vending machines in your department? Are they easily accessible during the times of need? We value your feedback concerning these machines as they are for the employees use. Please let us know any concerns you have with the vending machines by contacting any of the committee members or emailing [usw1011wellnesscommittee@yahoo.com](mailto:usw1011wellnesscommittee@yahoo.com). We want to address any concerns you have regarding the machines to make them as useful to you as possible.*

*All who participated in the Blood Draw in December should have received their result packet in the mail. Use these results to plan and design a healthy vitamin and mineral intake to ensure a positive*

**To be continue on page 7**



Brothers and Sisters,

Winter safety for work and home. Frostbite is an injury caused by freezing of the skin and underlying tissues. First your skin becomes very cold and red, then numb, hard and pale. Frostbite is most common on the fingers, toes, nose, ears, cheeks and chin. Exposed skin in cold, windy weather is most vulnerable to frostbite. But frostbite can occur on skin covered by gloves or other clothing.

Frost nip, the first stage of frostbite, doesn't cause permanent skin damage. You can treat very mild frostbite with first-aid measures, including rewarming your skin. All other frostbite requires medical attention because it can damage skin, tissues, muscle and bones. Possible complications of severe frostbite include infection and nerve damage.

Signs and symptoms of frostbite include:

- \* At first, cold skin and a prickling feeling
- \* Numbness
- \* Red, white, bluish-white or grayish-yellow skin
- \* Hard or waxy-looking skin
- \* Clumsiness due to joint and muscle stiffness
- \* Blistering after rewarming, in severe cases

Frostbite is most common on the fingers, toes, nose, ears, cheeks and chin. Because of skin numbness, you may not realize you have frostbite until someone else points it out.

Frostbite occurs in several stages:

- \* Frost nip. The first stage of frostbite is frost nip. With this mild form of frostbite, your skin pales or turns red and feels very cold. Continued exposure leads to prickling and numbness in the affected area. As your skin warms, you may feel pain and tingling. Frost nip doesn't permanently damage the skin.
- \* Superficial frostbite. The second stage of frostbite appears as reddened skin that turns white or pale. The skin may remain soft, but some ice crystals may form in the tissue. Your skin may begin to feel warm — a sign of serious skin involvement. If you treat frostbite with rewarming at this stage, the surface of your skin may appear mottled, blue or purple. And you may notice stinging, burning and swelling. A fluid-filled blister may appear 24 to 36 hours after rewarming the skin.
- \* Severe (deep) frostbite. As frostbite progresses, it affects all layers of the skin, including the tissues that lie below. You may experience numbness, losing all sensation of cold, pain or discomfort in the affected area. Joints or muscles may no longer work. Large blisters form 24 to 48 hours after rewarming. Afterward, the area turns black and hard as the tissue dies.

Seek medical attention for frostbite if you experience:

- \* Signs and symptoms of superficial or deep frostbite — such as white or pale skin, numbness, or blisters
- \* Increased pain, swelling, redness or discharge in the area that was frostbitten
- \* Fever
- \* New, unexplained symptoms

Get emergency medical help if you suspect hypothermia, a condition in which your body loses heat faster than it can be produced. Signs and symptoms of hypothermia include:

- \* Intense shivering
- \* Slurred speech
- \* Drowsiness and loss of coordination

Frostbite can be prevented. Here are tips to help you stay safe and warm.

- \* Limit time you're outdoors in cold, wet or windy weather. Pay attention to weather forecasts and wind chill readings. In very cold, windy weather, exposed skin can develop frostbite in a matter of minutes.

- \* Dress in several layers of loose, warm clothing. Air trapped between the layers of clothing acts as insulation against the cold. Wear windproof and waterproof outer garments to protect against wind, snow and rain. Choose undergarments that wick moisture away from your skin. Change out of wet clothing — particularly gloves, hats and socks — as soon as possible.
- \* Wear a hat or headband that fully covers your ears. Heavy woolen or windproof materials make the best headwear for cold protection.
- \* Wear mittens rather than gloves. Mittens provide better protection. Or try a thin pair of glove liners made of a wicking material (like polypropylene) under a pair of heavier gloves or mittens.
- \* Wear socks and sock liners that fit well, wick moisture and provide insulation. You might also try hand and foot warmers. Be sure the foot warmers don't make your boots too tight, restricting blood flow.
- \* Watch for signs of frostbite. Early signs of frostbite include red or pale skin, prickling, and numbness.
- \* Plan to protect yourself. When traveling in cold weather, carry emergency supplies and warm clothing in case you become stranded. If you'll be in remote territory, tell others your route and expected return date.
- \* Don't drink alcohol if you plan to be outdoors in cold weather. Alcoholic beverages cause your body to lose heat faster.
- \* Eat well-balanced meals and stay hydrated. Doing this even before you go out in the cold will help you stay warm. And if you do become cold, drinking warm, sweet beverages, such as hot chocolate, will help you warm up.
- \* Keep moving. Exercise can get the blood flowing and help you stay warm, but don't do it to the point of exhaustion.



**Be Safe,**

**Jack Shanley**

**Safety Chairman Local Union 1011**



## Wellness Committee



*transformation to a healthier you. Contact your doctor if the results warrant more exploration or more clarification. Please do not disregard the results for they are the first step in discovering life changing issues. The final*

*product ordered by the Wellness Committee for 2014 has been denied causing a delay due to the distribution of the item. We are working with the Company to articulate an efficient way to distribute each unit. The Company is opposed to home delivery and we are opposed to the passing out of the item as we have experienced several members being skipped over due to this process. We will keep you posted with any information we receive or might need from you the employee as we work out all the details.*

*As always if you have any questions for the Wellness Committee do not hesitate to contact the Chairman, which is Kenneth J. Matusiak or any committee members Mariano Flores ( Chief ) & Larry Oar Jr. . You may also email any concerns or questions to [usw1011wellnesscommittee@yahoo.com](mailto:usw1011wellnesscommittee@yahoo.com).*



**Kenneth J. Matusiak**  
**Wellness Committee Chairman**

**Continued from page 5**

# Women of Steel

At USW Local 1011 we have women in all areas of our plant and in every job class. We have women MTM's, MTE's, Senior Operators, Operators, Service Techs and Utility Techs. We have women operating locomotives, cranes, coilers, and tractors. We fix equipment, submit data, test samples, weld and pour ladles. We keep our plant secure and assist those who are sick or injured. There isn't a job we can't do!! Thanks to our Local and the Women of Steel we may start out at entry level as do many of the new hires but the sky is the limit just ask one of your Union Sisters.

WOS has been very busy the last few months with numerous activities. We had a very successful food drive for St. Stan's; we had 3 trucks of food and collected \$600 so they could purchase hams, turkeys and chickens for their Christmas food baskets. It was because of Local 1011 that St. Stan's was able to provide Christmas food baskets to the community. This year for the first time we had some very large restaurant size cans donated, St. Stan's was thrilled because they could provide them to the larger families. We also had a very successful Salvation Army Angel Tree collection providing clothing and toys to 140+ children. We were still delivering donations Christmas Eve morning. This year we had participation from every Department and area of the plant. I have to say that as Steelworkers we know how to give back to those less fortunate than us. We have members that also collected donations for other organizations such as animal rescue groups and foster care programs.

As we close out 2014 and look back at all the WOS activities we can say we had a good year. We worked phone banks, wrapped presents for our locked-out members, attended rallies for Sloan Valve, NEO and Honeywell. We sent members to Summer School with District 7 along with District 7 WOS training. We helped our Local with the Waterpark family night and Santa Day for our members. As we look forward to 2015 we will also be involved with Contract Negotiations, Rapid Response and Lobby Day in March. We invite all members to attend our monthly meeting to keep up to date on activities. With the change of our Local 1011 membership meeting we will be changing our WOS meetings to the 1<sup>st</sup> Monday of the month at 3:30pm.

*In Solidarity,*

*Isabell Sundin*

*WOS Chair*



**Salvation Army Angel Tree Gifts**



**St. Stan's Food Pantry**





First of all I would like to wish each and every one a "Happy New Year" and I truly hope that everyone had a blessed Christmas. As Recording Secretary for Local 1011 my job primarily has to do with organizing the Communications and Recommendations that are ultimately presented to the membership for approval at the Monthly Stated Membership Meeting. I am also responsible for recording the minutes of the fore mentioned meeting, therefore when I am asked to write an article for the local's newsletter I find myself wondering what I could share with all of you that would be interesting enough for you to read. Well, I have made a New Years resolution to write an article no matter how boring I feel it may be. You have been warned!

The first Stated Membership Meeting of 2015 was delayed one week because the original date fell on a holiday, so the meeting was held on January 8, 2015. As usual it was held at *Hijos De Borinquen* Hall at 4:30pm. There were 43 members in attendance, which I consider a good turn out considering the weather. There were two communications read including a Thank you letter from St. Stanislaus Church for our contribution to their food pantry. For the past several years the Women of Steel have been coordinating food donations throughout the mill for donation to the pantry. Every year all the people involved comment on how satisfying it is to help in this endeavor. Anyone interested in helping next year should contact the WOS. The second letter was from an organization in the East Chicago Community that was organizing a summer trip to Kids Across America, a camp geared for "Urban Youth", it was expressed that the families of the youths that would ultimately attend the trip would not be able to afford the expense of such a trip, but the organizers believed that such an experience would be a positive thing in the lives of the youths. Local Union 1011 was asked to contribute monetarily to help with the expenses. The Executive Board brought to the membership for consideration a motion to sponsor one youth to attend the camp at Kids across America in Southern Missouri. The membership unanimously voted in favor of the motion.

Last but not least the Executive Board after researching the cost affiliated with both a "mail-in ballot" and a "At the gate" election made a recommendation to the membership to have the 2015 Local 1011 Election in the form of a "mail-in ballot" type of election. One of the factors involved in the recommendation was the success of the mail in ballot election in 2012. The largest factor being the large financial savings compared to the Election of 2009 which was the last election conducted as an "at the gate" election. The board thought it was necessary to save as much money as possible considering the Contract Negotiations will be conducted this summer and with that comes a large expense.

I would consider these to be the Highlights of the monthly meeting, and I would like to remind everyone that these highlights are not the actual minutes of the meeting. All actual minutes of the Stated Membership Meeting are read to and approved by the members in attendance. All minutes can be inspected in the office of the Recording Secretary by appt.



**Aaron J. Morales**

*Recording Secretary*



## An update...

Brother and Sisters,

Update: **Roll Rack at the Hot Mill case has been settled prior to arbitration.**

Highlights include an increase in wages from Labor Grade 2 to Labor Grade 3 for all members of the Roll Shop.

A grandfather exemption for any current Roll Grinder(s) or Lathe Operators who wish to remain as a Roll Grinder or Lathe Operator may elect to remain as a Labor Grade 2.

Roll Shop Coordinators will no long be required to Grind Rolls to achieve Labor Grade 3, the Union is working to expedite this issue ASAP.

The recapture of bearing repair form contractors and the manning required to do so.

Professional Maintenance Program to be implemented (WCM).

MTM's will have the right to be assigned Roll Rack duties prior to being laid off in the event of a layoff, Roll Shop Operators will be subject to the terms of a Lay off Minimization plan if affected.

Update: Incentive grievances Hot Mill and Finishing

**The Hot Mill Incentive has been settled prior to arbitration (see Summary of Incentive Changes attached).**

A retro back pay from the period of July 1st 2014 thru December 13th 2014, for hours worked by the affected Employees (including the Plant General Group).

**The New Hot Mill Incentive Plan is in affect and being monitored by the Incentive Committee.**

**The Finishing Incentive Grievance has been settled prior to the 3rd step. (See Summary of Incentive Changes attached).**

A retro back pay from the period of May 1st, 2012 thru May 1st, 2014 (24 Months) will be paid for hours worked by the affected Employees (including the Plant General Group).

The total settlement for Both Incentive Grievances is \$2.1 Million. (Hot Mill & Finishing)

I received Employee hours form the Company on 1-9-15 and am working with the Grievers to sort through the Employees and hours to ensure correct retro payment.

I'd like to thank Lonnie, Carla, Nate, the Hot Mill Crew, Adam Maley, Dino, Brian Tucker, Gary Mullins and everyone else who helped expedite these grievances.



*Fraternally*  
**Jim Flores**  
**Local 1011 Grievance Chairman**

## Contact Us

Chairman of the Grievance Committee:  
 Jim Flores  
 219-398-3150 ext. 11

Area #1 Blast Furnace:  
 Eddie Gonzalez  
 219-776-8454

Area #2 Steel Producing:  
 Jaime Quiroz  
 219-712-0982

Area #3 Hot Strip:  
 Dwayne Locher  
 219-746-4658

Area #4 Cold Roll:  
 Dino Manous  
 219-810-7444

Area #5 Coating:  
 Brian Tucker  
 219-512-8988

Area #6 Utility/ Transportation:  
 Leroy Johnson  
 219-746-4655

Area #7 Security:  
 Robert Puckett  
 219-613-1040

Area #8 QC:  
 Rich Waddell  
 219-746-4654

**USW—Local Union 1011**  
 3629 Euclid Avenue  
 East Chicago, IN 46312

Visit us on the web at  
[www.usw1011.com](http://www.usw1011.com)

# 84" Hot Mill

## Summary of incentive changes

- 1) **Tuned Predictive Model and Changed Production Slope.** The Production Predictive Model was modified to better mimic the online furnace pacing model used for operations. The slab residence time of the predictive model is now determined as follows:
  - a. The slab with the longest residence time will be the controlling slab for that hourly prediction calculation. For predicting the number of slabs to be extracted in the following hour, the longest residence time will be used to calculate the furnace extract time. Since we use the longest residence time, all slabs will generally be furnace limited and we will have a slower slab rate than before, leading to lesser predicted tons over the hour
  - b. **Production Slope.**
    - i. ***For each 1 % increase in raw operating efficiency above 50 %, the bonus increases by 0.9 %.*** (Changed from current plan, in which each 1 % increase in raw operating efficiency above 50 %, the bonus increases by 0.8 %) Creating a single slope that affords greater earning opportunities at the lower end.
    - ii. ***The plan pays 20% bonus for raw operating efficiency of 72.21 %.*** (Changed from current plan, in which it pays 20% bonus for raw operating efficiency of 75.0 %).
- 2) **Quality**
  - a. Modified to pay a minimum of 0% up to a maximum of 24%. Plan no longer has negative quality deduct counted against weekly production bonus. Resulting in a net quality bonus increase **AVERAGE** of **0.71%** for the period 4/12/14 through 11/29/14.
- 3) **Total Weekly Bonus**
  - a. The overall effect of the Predictive Model, Production Slope and Quality changes is a net bonus increase **AVERAGE** of **6.22%** for the period 4/12/14 through 11/29/14.

The changes in the Production Prediction Model, the revised Bonus Calculation slope, and the Quality bonus table changes addresses all changed conditions, e.g. side guide cleaning, "grooming hearth." Hearth grooming opposite of 60hr downturn will be removed up to 12 hrs.

## 84" Hot Strip Mill Bonus Plan

**Example shows new modified plan back applied to  
current plan from 4/12/14 – 11/29/14**

	<b>CURRENT PLAN</b>	<b>NEW MODIFIED PLAN</b>	
	<b>Total Bonus (Production + Quality)</b>	<b>Total Bonus (Production + Quality)</b>	<b>Difference</b>
4/12/2014	5.43%	16.87%	11.44%
4/19/2014	26.50%	35.75%	9.25%
4/26/2014	14.38%	28.86%	14.49%
5/3/2014	35.31%	43.03%	7.72%
5/10/2014	12.95%	19.37%	6.42%
5/17/2014	28.64%	37.56%	8.92%
5/24/2014	30.36%	33.94%	3.58%
5/31/2014	18.27%	23.24%	4.97%
6/7/2014	23.59%	30.21%	6.62%
6/14/2014	30.18%	36.39%	6.21%
6/21/2014	16.74%	19.66%	2.92%
6/28/2014	14.43%	19.28%	4.85%
7/5/2014	19.63%	24.11%	4.48%
7/12/2014	14.13%	17.82%	3.69%
7/19/2014	17.09%	22.59%	5.50%
7/26/2014	16.32%	19.90%	3.58%
8/2/2014	14.19%	18.00%	3.81%
8/9/2014	10.28%	13.10%	2.82%
8/16/2014	12.67%	14.34%	1.66%
8/23/2014	12.10%	14.28%	2.18%
8/30/2014	0.00%	10.46%	10.46%
9/6/2014	27.04%	33.83%	6.79%
9/13/2014	12.86%	16.83%	3.97%
9/20/2014	22.73%	31.75%	9.02%
9/27/2014	22.50%	29.19%	6.69%
10/4/2014	28.79%	35.48%	6.69%
10/11/2014	9.98%	18.82%	8.84%
10/18/2014	14.60%	18.03%	3.43%
10/25/2014	22.54%	27.84%	5.29%
11/1/2014	12.11%	17.15%	5.04%
11/8/2014	29.73%	37.45%	7.71%
11/15/2014	29.29%	37.75%	8.46%
11/22/2014	21.86%	27.70%	5.84%
11/29/2014	22.90%	31.01%	8.11%
<b>Average</b>	<b>19.12%</b>	<b>25.34%</b>	<b>6.22%</b>

## West Finishing Bonus Plan Summary

The plan is developed to pay a single percentage based on the performance of #1 Aluminize Line.  
The plan consist of two components measured separately \*Production Performance \*Quality Performance

Production bonus is based on prime Aluminized tons per hour.

Quality Bonus is based on Aluminized non-quality tons divided by Aluminized produced tons

Total bonus for the week = Production Bonus + Quality Bonus

20% opportunity for production interruptions or economic hardships as determined by the plant General manager  
in discussion with the Local Union President

Example shows #1 Aluminize Line production and quality bonus applied to passed weekly historical data

	<b>Production Bonus</b>	<b>Quality Bonus</b>	<b>Total Bonus (Production + Quality)</b>
4/5/14	23.47%	12.60%	36.07%
4/12/14	27.45%	9.71%	37.16%
4/19/14	19.62%	7.18%	26.80%
4/26/14	22.42%	8.34%	30.76%
5/3/14	22.15%	0.00%	22.15%
5/10/14	22.60%	7.18%	29.77%
5/17/14	22.95%	7.50%	30.45%
5/24/14	13.08%	8.50%	21.58%
5/31/14	23.51%	6.77%	30.28%
6/7/14	24.49%	0.00%	24.49%
6/14/14	22.02%	3.88%	25.90%
6/21/14	21.44%	5.64%	27.08%
6/28/14	17.64%	8.08%	25.72%
7/5/14	20.36%	5.48%	25.84%
7/12/14	21.58%	4.97%	26.55%
7/19/14	15.89%	6.16%	22.05%
7/26/14	6.34%	5.24%	11.58%
8/2/14	19.05%	6.16%	25.21%
8/9/14	16.29%	4.26%	20.55%
8/16/14	19.29%	8.03%	27.32%
8/23/14	13.08%	8.34%	21.42%
8/30/14	14.99%	6.37%	21.35%
9/6/14	14.84%	6.40%	21.24%
9/13/14	21.19%	5.94%	27.13%
9/20/14	21.91%	6.68%	28.59%
9/27/14	0.00%	0.00%	0.00%
10/4/14	14.63%	5.32%	19.95%
10/11/14	17.83%	7.42%	25.25%
10/18/14	18.75%	0.69%	19.44%
10/25/14	25.48%	0.00%	25.48%
11/1/14	16.43%	3.35%	19.79%
11/8/14	18.70%	8.81%	27.51%
11/15/14	18.68%	7.18%	25.86%
<b>Average</b>	<b>18.73%</b>	<b>5.82%</b>	<b>24.56%</b>

Brothers and sisters,

In benefits, we have been running into issues with our union members having surgery. Just to better inform you, something to watch for, and ask for, is the **anesthesiologist in our network?** What has been occurring is an individual is getting an **in-network** surgeon and the surgeon or hospital is giving an **out-of network** anesthesiologist. Fortunately I have been able to get some put back in network for billing, but not all, and the bill can be quite costly to the member. So please when you are doing a planned surgery request in-network anesthesiologists, it can save you quite a bit of your money, and always get a preauthorization for the surgery. You can call the phone number on the back of your insurance card. This will help prevent problems of coverage.

Another question we have been having is adding dependents to our insurances due to marriage, adoption, or simply having a new born. This is done by UMR; the company has hired UMR to administer healthcare eligibility. The healthcare eligibility phone # is 1-866-268-3489. Here is a list of helpful numbers and emails for information on your benefits, and as always you are welcome to contact me or chief with any benefit questions or problems you are having.

**PBGC** 1-800-400-7242

**STEELWORKERS PENSTION TRUST** 1-800-848-1953

**STEELWORKERS HEALTH AND WELFARE**

**HIGHMARK BLUE CROSS/BLUE SHIELD** 1-866-267-3280

1-888-296-7493

EMAIL: [www.bcbs.com](http://www.bcbs.com)

**CAREMARK** 1-800-552-8159

**UNITED CONCORDIA** 1-888-320-3316

EMAIL: [www.caremark.com](http://www.caremark.com)

EMAIL: [www.ucci.com](http://www.ucci.com)

**DAVIS VISION** 1-800-999-5431

**FMLA/SICKNESS & ACCIDENT BENEFITS** 1-888-596-7872

**EMPLOYEE ASSISTANCE PROGRAM (EAP).** ALCOHOL/ADDICTION/COUNCILING PROGRAM

AWAKENINGS COMMUNITY SERVICES INC. 1-866-327-2726

### **SICKNESS AND ACCIDENT INFORMATION**

Sickness and accident benefits begin:

On the (1<sup>st</sup>) day of disability as a result of an accident,

On the first day of inpatient hospitalization or outpatient surgery regardless of cause, or

On the (8<sup>th</sup>) day of a disability resulting from an illness or injury when not hospitalized.



*With Larry Oar*

### **Duration of Benefits**

Sickness and accident benefits are paid according to the following schedule;

#### **Years of Continuous service**

#### **When absence begins**

#### **Weeks of Benefits**

Less than 6 months      1 week per week of service

6 months but less than 2 years      26 weeks

2 years but less than 20 years      52 weeks

20 years or more      104 week

The amount of weekly sickness and accident for which you are eligible is equal to 70% of your base rate of pay for up to a maximum of 40 hours per week.



**Larry Oar**  
**Benefits Coordinator USW Local 1011**  
**Office: 219-398-3150 Ext 16**  
**Email: [larryoar1011@yahoo.com](mailto:larryoar1011@yahoo.com)**

EL JEFE

# Happy New Year 😊 Mariano "Chief" Flores

Dear Brothers and Sisters,

*I have to confess to you my family, "I LOVE MY JOB"!!! Representing people who I consider my "FAMILY" is a labor of love. Sometimes that love can be strained, but it always works out in the end because we are Family. My favorite duty is helping my brothers and sisters transition into retirement mode. Listening to the hopes and dreams of people whom I have known for years is a wonderful experience.*

*"Congratulations to our last quarter and to our current January retirees. I have been honored to serve you and proud to stand beside you. Long May You Run!!"*



**Adelante**  
**El Jefe**



Feliz Año Nuevo



Henry "Slappy" Szypcak  
Coating...47 years

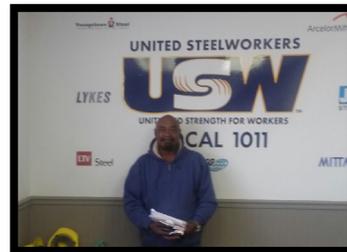
John Norris  
Quality...40 years



David Perez  
Motor Pool...42 years



Arthur "Artie" Stessel  
Finishing...46 years



Dave Durr  
Caster...42 years

James Haney  
Caster...42 years



Rafael Ortega  
Rail & Yard...42 years

**GRAND LODGE Meeting**  
**are the First Thursday of the Month at 4:30PM**  
**at the "Hijos De Borinquen" hall.**  
**(Across from the Leon Lynch Learning Center)**



Continued from page 15



Gerald "Gerry" Foster  
Utilities...44 years

Robert "Bob" Bernotus  
43 years



Ralph Arana  
Caster...17 years



Richard "Rick" Lowe  
Utilities...41 years



Jeff Carpen  
Coating...36 years

Efraim Diaz  
Hot Strip...45 years



John Palko  
Hot Strip...42 years

Alicia Bales  
Hot Strip...36 years



Hello,

1011 Brothers & Sisters, Just wanted to say thank you to all of you that made our Santa Day 2014 a great day for all. A whole lot of work & cooperation goes into the setup and planning of this event to make it as enjoyable as possible for all of our little ones. I had the best helpers this year from start to finish!! We had a blast, from taking your kids pictures to making crafts with them. My favorite part is of coarse the minute they walk through the doors, see Santa & watching their faces in amazement.



Happy New Year to everyone!  
Michelle (McKinney) Parrigan  
Coating



More pictures on website  
coming real soon

**The Indiana General Assembly for the 2015 session is underway.**

This year's legislature will meet for 4 months with the main priority being the state's budget. After November's election, Republicans now control the State Senate and State House of Representatives with larger majorities. The Senate now has 40 Republicans and 10 Democrats, while the House now has 71 Republicans and 29 Democrats. Some of the key legislation to be introduced:

**REPEALING INDIANA'S COMMON CONSTRUCTION WAGE:** Several bills have been filed to repeal or severally weaken Indiana's long standing and highly effective common construction wage law (HOUSE BILL 1019; HOUSE BILL 1052; SENATE BILL 198). The Common Construction Wage is the wage paid to construction workers on Indiana's publicly financed projects that cost more than \$350,000. The law allows local communities to set the wages to be paid on public works construction projects in their area and ensures that local, skilled workers are hired and are paid a decent wage. Supported by workers, contractors and builders, this law has helped to create jobs and economic activity while delivering quality made projects to the public. These bills have not been scheduled for committee hearings as of yet.

**RAISING INDIANA'S MINIMUM WAGE:** Legislation has again been introduced this year to raise Indiana's minimum wage from \$7.25 an hour to \$10.10 an hour (SENATE BILL 41, SENATE BILL 160). **WORK SHARE:** Legislation to bring work share to Indiana has again been filed, and continues to gain support in the General Assembly. If passed, this legislation would give new options to both employers and employees dealing with temporary layoffs. With work share, rather than being laid off full time employees could chose to work reduced hours and utilize unemployment to supplement their lost hours. Employees would also maintain all of their benefits and continue to receive any retirement contributions. At the same time, employers would be able to retain their workers during their temporary slowdown. (HOUSE BILL 1066, HOUSE BILL 1083).

**MINIMUM CREWS ON TRAINS:** Legislation has been introduced to require that all freight trains in Indiana operate with at least a 2 person crew (HOUSE BILL 1022, SENATE BILL 144). Not only is this a major public safety issue, it's a jobs issue.

**PUBLIC EDUCATION FUNDING:** Given that this is a budget writing session, school funding will be the main focus for lawmakers. Republican leaders in both chambers have indicated that they would like to revamp the formula for school funding, which determines how much money each school receives. Additionally, in his budget proposal Governor Pence has requested that more money be taken away from public schools and shifted to charter schools as well as removing the cap on the number of vouchers given out each year. If passed, funding for public schools could be cut dramatically.

**COMPENSABLE HOURS OF WORK:** Legislation has been introduced to ensure employees be paid for time spent immediately before or after a work shift performing activities that are required by the employer, such as going through security screenings (HOUSE BILL 1151).

**EQUAL PAY FOR EQUAL WORK:** A bill making it illegal to pay an employee less than other employees in similar positions has also been introduced. If passed it would ban this type of discrimination based on sex, race, or national origin and would give the civil rights commission jurisdiction to investigate and address any complaints (SENATE BILL 44). Although some of these issues will not affect us on the job, due to our BLA, it is important to remember that an attack on the middle class, is an attack on all workers. We must stand together to fight for what is right!

**GET ON THE BUS!!!!!!**

**USW Dist 7 Indiana Lobby Day will be March 16, 2015. Join us as we send our message to all legislators!**

**Bus will leave McBride hall at 6:00 A.M and will return around 6:00 P.M. Seating will be limited. Call 219-886-2596 to rsvp.**



In Solidarity,  
Rich Barron  
[rich.barron@usw1011.com](mailto:rich.barron@usw1011.com)





I hope everyone had a Merry Christmas and a Happy New Year. The West Coating Department set a new Safety Record last year. I would like to thank everyone for being a part of a successful year in West Coating. Hopefully we can continue through this year and improve even more on Employees not getting injured on the job in 2015.

We have been working with the new incentive plan at West Coating the past few weeks and I am pleased to see more than 20%. There has been a settlement on back pay, so hopefully we will all see some extra earned money in the month of January. The Company and the Union are working on the payout.

We need to stay focused on our job this year. There are a lot of rumors out there that can distract you from the normal daily routine. I would hope by making a quality product and good safe decisions on the job gets noticed by everyone.



**Brian Tucker**  
**Coating Griever**

**More Retirees**

Darrell Dennis	Hot Strip	48 years
John Hvala	SCIH	41 years
Ron "Mad Dog" Wilson	Utilities	44 years
Anthony Olechnowicz	Finishing	16 years