

# RECORD

## USW Local 1011 Newsletter

YOUR SOURCE FOR NEWS AND EVENTS

OCTOBER 2017

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



**Lonnie Asher**  
**President USW Local 1011**

Brothers and Sisters,

I hope the timing of this edition of The Record find you well. Please keep the recently passed as well as those members on sick leave in your thoughts and prayers.

There is a lot going on within our plant gates as well as the outside world. Please continue to pray for those affected by the hurricanes in Texas, Florida and Puerto Rico as well as the earthquakes in Mexico. We have members with family ties to all these areas. God Bless all those impacted. There are various support efforts going on, I encourage all to support these efforts. Some of our members can assist you with specific information.

Despite all the consolidation efforts within Indiana Harbor, steel demand continues to be lower than we wish it

to be. Foreign imports continue to devastate our industry. Several countries continue to circumvent our countries laws by dumping steel into our economy illegally. The United Steelworkers can produce high strength, high value steel at a competitive cost, but we cannot cost compete with foreign steel that is financially subsidized by these countries. In addition, trade cases have been heard and won by our industry against these countries on certain products, only to have them circumvent the system and have another country import for them. Our laws on trade must be strictly enforced.

In September, a delegation of steelworkers joined forces in Washington DC to encourage our administration to act on Section 232 as the president promised back in April. Section 232 is basically an investigation into the countries potential national security threat of imported steel. We need our country to make the steel to produce armored plating, ammunition, war ships, planes, etc. We cannot leave it to foreign countries to produce this for us. The investigation is conducted in the Dept of Commerce, who is chaired by former ISG Steel owner, Wilbur Ross. The investigation, by law, has up to 260 days. We urged the administration that we don't have that much time. Since the

president's announcement of the investigation in April, steel imports have risen an additional 21% on top of where they already are. We already have union steelworkers on layoff in this country while imports keep flooding in. Steel consumers rushed to increase inventory to get ahead of any potential action to be taken. So in essence, the word of investigation has harmed the steel industry further. I encourage you all, as a Steelworker and as a concerned American, to contact your state senators and congressmen/women to push the current administration to act on Sect 232 promptly.

AWS scheduling has been a top level issue since November 2015. Although we were successful in discussions for many areas to return to their former schedules recently, we are not done. We still have areas where the company continues to hold out. They continue to ask for concessions in these areas. We will continue to fight until every single unit that wants to be on an alternative schedule is back on them. Very recently, our Central Spares group has been allowed to return to 12's. The fight goes on in switching, ips, day maint groups and elect shop.

We continue to be told the company is planning to bring in some new hires in coming weeks. We were told more operations bids are expected soon, to



*With Larry Oar*

**2017 OPEN ENROLLMENT OCTOBER 16<sup>TH</sup>-FRIDAY NOVEMBER 3<sup>d</sup>**

By now all members should have received or will receive their open enrollment books for 2018. Please read these books they are very beneficial for your earned benefits as a union member. The flex spending can be very beneficial as you would be using pre-tax dollars for dependent care or healthcare spending. As always you have to do this yearly during open enrollment. As always, when you fax or email the form make sure you save a confirmation. When you fax, it should show ok and keep it in your records. Chief and I are available at the union hall for any questions, concerns, or assistance in filling out and faxing paperwork in.

Open Enrollment materials are also available online on the ArcelorMittal USA Employee benefits website throughout the open enrollment period at <http://www.arcelormittal.com/benefits/>. Select "open enrollment 2018." There is also a help line at 1-866-268-3489.

**Retirement Information**

You will call the steelworker pension trust at (1-800-848-1953) approximately 30 days prior to your expected retirement date. Forms will be sent to you to complete this process. After you have reviewed your estimate call me or Mariano "Chief" Flores for an appointment to talk about your pension benefit to explain the various options on your read out. If at that time you elect to retire Chief or I will have a list of documentation (birth certificates, marriage certificate, social security cards, divorce decree, etc.) that will be required to complete the retirement process with the steelworkers pension trust. Also chief or I will discuss the Pension Enhancement Payment (10,000.00), continuation of health care benefits, and the bridging of life insurance (if applicable). Although you are owed a pension the month following the month that you retire, you probably will not receive a payment for 3 months after you retire, but it will contain the retroactive pension due. **Very important:** If you or your spouse is or will be 65 when retiring. 3 months before you retire, apply for Medicare Part B coverage. Part B coverage will be effective on the first of the month in which you retire. When applying for Part B coverage, you will be required to have a form filled out. When you retire, you will need to provide a copy of your Medicare card.

**Workman's compensation**

**Always remember an injury at work does not always construe a workman's compensation case. I have gone into details with your grievers and assistant grievers at grievers meetings and rep council meetings. See your griever or assistant griever to inform you about what I am talking about.**

As far as injuring yourself at work make sure you report this injury to your supervisor and make sure there is correct documentation on the injury or injuries. You should also get with your assistant griever, safety man, or your griever as to have a witness of the injury. If you feel unsure as to the extent of your injury and ignore reporting it, you may not get it covered by workman's compensation. Therefore please report all injuries as minor as you may think it is.

One of the reasons for reporting injuries at the time of the injury is that you may be in pain later and you try to report the injury without success. The company may take the stance the injury did not happen at work since it was not reported the day it occurred. Also if you go to your own physician and get the injury looked at by your physician this will take it out of workman's compensation and put it on personal injury, which is your insurance. This will result in sickness and accident and possibly a 7 day waiting period as well. So please protect yourself and your co-workers and report injuries when they occur.



***In Solidarity,***

***Larry Oar***

***Benefits Coordinator USW Local 1011***

***Office: 219-398-3150 Ext 16***



Greetings brothers and sister of Local 1011. Hope you and your family are enjoying the fall weather and staying safe.

Also, let's keep those Individuals who are dealing with these sudden tragedies that has been endured upon us over the last few weeks in our thoughts and prayers. Chances are that most of us have immediate family, distant relatives and or friends that have been affected by these tragic events in Vegas, and or by mother nature.

Update on Impacted Employees grievance PW-2017-002, those individuals who were deemed "not eligible" by the company back in May's footprint postings to another Plant (preferably Burns Harbor), is currently in the 3<sup>rd</sup> step of the grievance procedure. The International Rep Jimmy Flores has appealed and requested additional information, which took the Company around 2 months to comply. Unfortunately, the information given to us was not completely clear, but we will continue to review and hopefully get a date and heard soon.

Just heads up that the international election is upon us, we are slated to have our election on November 21<sup>st</sup>. We should find out soon, if there will be any challenges in the upcoming election or if those running will run unopposed. Please stay tuned, as that info will be posted and updated thru out the plant, website and social media.

Most of you probably heard the Company has decided to hire. Not sure if the Company has finally recognized our lean workforce and or the constant unwanted OT but hopefully relief will soon be on its way to your department, whether it be thru new hires or transfers. Chances are they will not hire enough but with the help of most of the department heads, we will continue to press upper management to post and hire if necessary for those open vacancies.

Just another reminder, as this is coming to a close, if you were deemed an "impacted Employee" under the Footprint Agreement please read the following; for those individuals who have accepted a posting to another plant and are currently being held hostage. Our position is, you should be getting hostage pay (OT rate) on your 61<sup>st</sup> day going forward for every subsequent hour worked until released, per the BLA article 5; section E10e. The footprint MOU gave the Company relief for a maximum of 6 months, **only** to those Employees who were incumbent to a position pending an orderly shutdown of their unit. Those individuals who were **not** part of the Hot Strip shut down should have been getting hostage pay per the BLA. Please get a hold of your area rep or grievor to address issue.



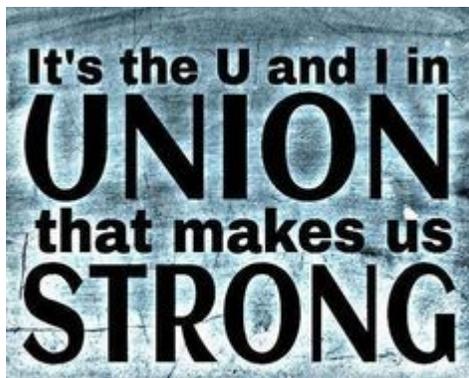
*In Solidarity*

*Jaime Quiroz*

*219-712-0982 cell*

*219-398-3150 ext11 office*

*Jaimequiroz1011@yahoo.com*





*From the President's Desk...*  
*continued from page 1*

allow for unfilled vacancies to place new hires into. Bid wisely and good luck. I recently had a conversation with plant manager in which he relayed his appreciation for various units who have made extra efforts working through manpower shortages until such time the new hires can get in and train up. If you have questions about bidding process, please contact your area reps, grievors and/or the union hall.

We continue to have too many accidents and near misses. The single most important thing we are supposed to do at work is to go home safely and the way we came in. The union bargained for the right to participate in these investigations. We do that to help prevent reoccurrences, to learn from our mistakes, so to speak. If you are injured at work (NO MATTER HOW SLIGHT OR MINOR YOU THINK IT IS AT THE TIME) report it. This is how we learn to make improvements. Help us make our workplace a safer place, in addition to protecting your rights under workmans comp laws.

We continue to have "close calls" related to driving in the plant. Let's keep our heads in the game while traveling in and out of the plant. There is a lot of big equipment moving in a relatively small area with MANY crossways. Be mindful that our locomotive and rtv operators cannot stop on a dime. Be patient with those brothers and sisters who ultimately are just trying to perform their jobs. Driving infractions are a heightened focus by management. Drive safe.

**Lonnie Asher**  
**President**  
**USW Local 1011**



Hello from QA,

Let's wish Omar and Ken Parson a good retirement. Anyone that is needing retirement information contact Chief or Larry Oar at the hall. The same goes for medical information.

We have a few grievances filed in Step 1 and are awaiting answers. Once I get those, I will talk to those individuals that are involved. More than likely they will be moved to Step 2.

I don't want to give out too much information in the record. However, most of you know the battles I have had lately with management over staffing issues. There will be more battles to come and I will continue to do everything I can to fend off management.

Everyone be safe! If you need anything just call or email.



**Rich Waddell**  
**QA Griever**





## Report from Local 1011 Union Training Center

Greetings from the Training Center. Hopefully everyone has had a safe and enjoyable summer.

After a 2 ½ year lapse, we were finally able to hold an Operator Maintenance Assist class for new hires. Unfortunately out of the 10 we were expecting, we had only one new hire for the west side.

We have completed the first MTE HVAC Certification Class with all students earning their 608/609/410a EPA cards. We have begun a second round of the HVAC Class after a brief evaluation of the original course. We have shortened it by a week (6 weeks continuous), and have purchased a brand new 410a HVAC system to install as part of the training exercises. We were able to populate the course with all Westside's: 3 from Iron Producing & 3 from Steel Producing.

As a result of the evaluation of MTM welding qualifications in Iron Producing and contracting out issues, Iron Producing has sent 6 MTM's who required their 6G qualification/requalification to class. Four who have since qualified, and two beginning class this week.

We do offer a full scope of training for Mechanical & Electrical Maintenance people as well as customizable training to fit the needs of the departments.

### Mechanical

Hydraulics  
Laser Alignment  
Brake Adjustment/Repair  
Pipefitting  
Welding 2/3/4/6G  
Lubrication  
Rigging  
Fabrication  
Torch Machine Repair/Rebuild  
BOF Hood Repair  
Pneumatic/Compressor Corrective Action Class

### Electrical

ControlLogix PLC  
DC Cranes  
HVAC  
Instrumentation  
Power Distribution  
AB VFD & Digital Drives  
Conduit & Electrical Welding  
Laser Alignment & Rigging  
Fiber Optic Installation  
AC\DC Motors & Control  
Print Reading

As a reminder to those who are Ramsay qualified (passed the Ramsay craft test) or Tier 2 qualified (scored 50 or better on the Ramsay craft test) are eligible to bid on craft postings. If you have taken the test and want to see your results, feel free to come by the training center and we can provide you with that information. Having this information handy will aid in any disputes whether you qualified for a maintenance posting or not. The next Ramsay Testing should be November 15, 2017.

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 upskilling service. Our industry is continuously evolving with new technology and we require the upskill 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"*



Safety  
with  
JACK

**SAFETY  
FIRST**

## **TIPS TO KEEP YOUR KIDS SAFE ON HALLOWEEN**

### **For parents and children:**

- Children under 12 should trick-or-treat and cross streets with an adult.
- Always walk on sidewalks or paths. If there are no sidewalks, walk facing traffic as far to the left as possible.
- Cross the street at corners, using traffic signals and crosswalks.
- Parents should remind children to watch for cars that are turning or backing up.
- Look left, right and left again when crossing and keep looking as you cross. Walk, don't run, across the street.

### **For drivers:**

- Slow down and be especially alert in residential neighborhoods. Children are excited on Halloween and may move in unpredictable ways.
- Anticipate heavy pedestrian traffic and turn your headlights on earlier in the day so you can spot children from greater distances.
- Remember that costumes can limit children's visibility and they may not be able to see your vehicle.
- Reduce any distractions inside your car so you can concentrate on the road and your surroundings.

### **Costumes and Treats**

- Decorate costumes and bags with reflective tape or stickers and choose light colored costumes to improve visibility.
- Choose face paint and make-up instead of masks, which can obstruct a child's vision. Look for non-toxic designations when choosing Halloween makeup.
- Avoid carrying sticks, swords, or other sharp objects.
- Have kids carry glow sticks or flashlights in order to see better, as well as to be seen by drivers.
- Liquid in glow sticks is hazardous, so parents should remind children not to chew on or break them.

Check treats for signs of tampering before children are allowed to eat them. Candy should be thrown away if the wrapper is faded or torn, or if the candy is unwrapped.



*Be Safe,*

*Jack Shanley*

*Safety Vice Chairman Local Union 1011*





Recently our Local Executive Board Committee has scheduled an additional reenrollment opportunity. The local union hall is serving as a **conduit** for this excellent program for our members. This is a unique TAX-FREE supplemental disability program for all members of Local 1011. This program is underwritten by Amalgamated Life Insurance Company. This program is currently being utilized by over 150 locals throughout the country, including our own local. This plan provides tax-free income in the event of a sickness or accident. **It is completely voluntary and does not replace or change any of our existing benefits through ArcelorMittal.**

Members can insure up to 60% of their gross income (**including overtime**). Rates do not increase with age, and benefits can last up to 2 and half years per occurrence. Members are eligible for benefits in as little as 7 days.

We suggest members to come down to get additional information, and to make an informed decision as to whether or not this program would be a benefit to you, and your family.

The most important asset we have is our ability to earn a living! If a sickness or accident occurred that prevented you from working, would you be able to survive financially?

**Information & enrollment will be held October 18th & 19th 2017 from 7am-7pm each day at the Local 1011 Union Hall. Informational meetings will be held at the top of each hour and on the half hour each day.**

It will be located at the union hall it's address is 3629 Euclid Avenue, East Chicago IN. 46312. For any additional information please contact Benefit Design Services Inc. at 1-800-982-9280.

Best Regards, USW Local 1011 & Benefits Design Services, Inc.

**Due to this being an insurance policy, as a reminder, the local union simply serves again, as a conduit to this excellent supplemental disability program, but does not carry any liability for use of, by the Local 1011 union member.**

# ATTN: UNION MEMBERS!

## **SUPPLEMENTAL DISABILITY INCOME PROGRAM**

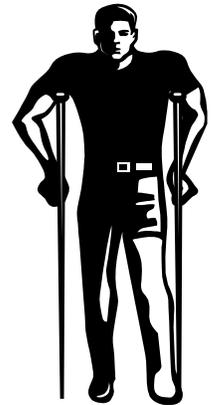
**TO:** All Union Members of USW Local #1011

**WHEN:** Wednesday, October 18th. & Thursday, October 19th. 2017 7:00 am to 7:00 pm for information and enrollment

**WHERE:** Local 1011 Union Hall ( 3629 Euclid Ave. East Chicago, IN 46312 )

**WHAT:** Voluntary Disability Program That Offers

- \* Protection from Lost Income due to an Off-the-Job Accident or Sickness  
( optional rider for On-the-Job coverage available )
- \* Tax-free Benefits
- \* Affordable and Stable Rates
- \* Guaranteed acceptance – No medical questions for all new Union Members!
- \* 24 Months of Benefits available. ( per occurrences )
- \* Insure Up To 60% Of Your Gross Income in addition to any other  
benefits you receive
- \* Convenient Premium Deductions Through Your Bank or Credit Union Account  
( **Must** bring voided check or savings account information to enroll )



**Brief Group Presentations will held every 1/2 hour starting at 7:00 am!**

**Enrollment Counselors will be available to meet with each and every one individually to help you choose the benefit that is right for you!**

**Don't Miss This Opportunity to Hear how this Valuable Program will Benefit You and your family!**



**BENEFIT DESIGN SERVICES, INC.**

**For Additional Information Please call 1-800-982-9280**

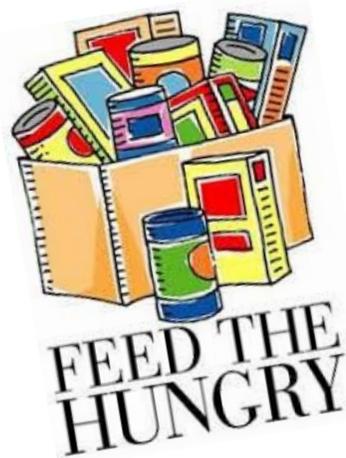


# Together, we can make **3 times** the difference in the fight against hunger.

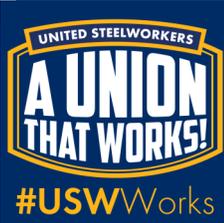
**All it takes is one non-perishable item to help feed someone this coming holiday season! Please donate!**

**Items can be delivered to any Departmental Safety Department, Door 121, and the Hall. Financial donations are accepted.**

**Bags will be available November 1<sup>st</sup>!**



**Deadline: November 22, 2017**



Dear Brothers and Sisters,

I hope everyone had a good summer. The fall is here and kids are back in school, so be aware of school zones and watch out for the kids when driving in those areas.

The Coating Department is and will be installing upgrades from now through next year on the #2 Galvanizing line. These upgrades are to make the line more efficient and reliable for your future. The Company is installing new drives throughout the motor rooms, new furnace roll motors, new welder at the entry end, new roll coater at the Chem treat area, and a tension leveler by the temper mill. Some of the drives were installed during the downturns and it looks like the furnace roll motors will be installed in December. The other new upgrades will be installed sometime next year.

The incentive interim rate grievance was settled and paid out. There is a grievance filed on the plan itself and hopefully will be heard soon.

I would like to welcome the Employees that were awarded a bid to the Coating Department. I know there are more Employees coming in the near future, so everyone try and keep them safe.



In Solidarity

*Brian Tucker*



# IRONSIDE



The summer is behind us, were looking forward to the fall and hopefully getting some new hires! Would like to congratulate the New Reps and also the old ones on their election to represent the BU at 3-4 Blast Furnace.

1<sup>st</sup> Asst Griever Joel Hill \* Maint MTE- Nick Petrov \* Maint MTM –Al Robison

Ore- Dock - Mike Robinson \* Prod- Adam Pluskas \* Prod- Jeff Sertic \* Prod- Michelle Jones

Congratulations to all the above.

Now we need to work on getting some help filling these jobs. As always remember to be our brothers and sisters keeper, and continue to work safely!



*In Solidarity,  
Area 1 Griever  
Eddie Gonzalez*

## USW District 7 Women of Steel Quarterly Meeting:

Friday, October 13, 2017 @ 5:00 PM



Islamorada Fish Company  
6425 Daniel Burnham Drive  
Portage, IN 46368



I strongly encourage participation by all Local Unions and encourage you to have at least one representative. The District is NOT responsible for the cost of food and beverages, however food and beverages will be available for purchase.

Please email or call Charva Jones at 219-218-6773 or [cjones@usw.org](mailto:cjones@usw.org) to confirm if you will be attending.

Melody Brawley

USW 1011 \* District 7

# Your decision, Your Action?

You Decide

I started in the steel industry in early 2013, not sure what to expect I knew I was going into a “mans” territory. I had heard stories of the early years when they hazed women, disrespected them, degraded them, and caused harm to them. It's 2013 we've come a long way how hostile can it still be?! I consider my self a strong minded woman, not easily offended or hurt however during my time here I have experienced several injustices, verbal abuse and have witnessed it happen to fellow Women workers by both male and female colleagues.

The first incident I can recall happened early in my career, I had a middle aged male work partner. He would yell at me, talk down to me as if he were my father, pound on the window of the canteen and yell at me in front of other colleagues. I loathed going to work and putting up with him for 12 hours, he never said anything nice and when we had down time he pointed his chair with his back to me. I would sit in silence, I felt as if I wasn't welcome and not good enough for the job or to be his partner. I recall him screaming at me one day and a fellow colleague and friend confronted him about his behavior toward me, it didn't stop however it felt good to know that other people saw how he was treating me and didn't condone it. Luckily, I was able to bid to another department and was free of him and to finally grow and be happy in my career.

A fellow colleague was eating lunch next to me one afternoon when a male manager came in and started to reprimand her in front of everyone in the canteen. This was not the time or place for a reprimand, she should've been pulled into the office not humiliated and talked down to in front of everyone. I just couldn't believe what happened and when he was confronted about





## Your decision, Your Action? continues

Several times during the course of my mill career I've been told "This isn't a mall honey, it's hot, dirty, nasty and loud." I've heard snickers from male colleagues if I struggled with a tool, trying to figure something out or if I sweated because I was hot. I've seen dirty looks, heard cat calls, been discriminated against because of my weight or the way I appear to someone. I even had a union rep tell me one time that the job I was doing was "mans" work, I may not be strong enough to do the task at hand.

I'm still here still going strong and these experiences have taught me that there is not equality in the workplace, not everyone will like me, like the job that I do but that does not grant them a right to be disrespectful or degrading. When confronted by someone's inappropriate behavior I call them out on it, I tell them why it's not ok to do what they're doing. I never want to see someone in trouble or reprimanded but believe me if they continue with such behavior after I confront them then you bet I will take higher action.

Women deserve equal and fair treatment in the workplace however the reality is some men and even women will try to sabotage you, steal your joy, make your job harder or talk down to you. Ladies, it's up to you to set the pace on how people interact with you, if you don't like a comment or an action make it known, confrontation may not always work but it allows you to express your intolerance to their words and actions. We (women) work alongside these bigots, complete the same jobs, sweat just as they, we deserve to be treated with professionalism and courtesy, if you're being mistreated demand respect and if it fails take it higher up the chain until something is done to correct the issue. We shouldn't have to work in fear, humiliation, degradation or any other atmosphere which makes us uncomfortable. Take action now and set the pace, only you allow people to treat you the way that they do!

Melody Brawley



# IRON PRODUCING WEST SAFETY



Hope everyone enjoyed summer 2017. As we move into fall and winter we should be sure to do a few checks around our home.

One of the things I have found with both of the homes I've had are leaking natural gas valves. These are the shut off valves that go to your stove, dryer, and furnace. Often times they start to leak (slightly) and you would not even know unless you check them out with a monitor and or soap and water looking for bubbles. As we get into the colder months we will be keeping windows closed. Sometimes you cannot smell the mercaptan in the natural gas if the leak is small. Replace any leaking valves and recheck for leaks after installation. I have seen this problem even in newer homes. It is also a good idea to check on older friends and relatives who might not have the ability to check the above themselves.

Clean out dryer vents and panels behind your dryers. Lint buildup has been the cause of many fires. Fire prevention week is this month and this is a good reminder for prevention. It is also a good time to drain and briefly flush your hot water heaters of sediment.

Have your furnace serviced by someone who has the proper training to inspect and clean. Dust builds up inside and heat exchangers can crack allowing CO to escape.

Change batteries in fire detectors and CO monitors. Check fire extinguishers in your home. Check expiration dates on your equipment and replace as necessary.

As weather changes there seems to be an increase in colds and viruses being spread. Be sure to wash your hands frequently, use hand sanitizer, and encourage our children to cover their mouths and wash their hands.

Don't forget to have vehicles serviced. Check tie rods, tires, fluids, and anything out the ordinary that could leave you stranded.

At home we can be sure to get our homes ready for winter outside by cleaning the gutters after the leaves have fallen. I encourage everyone to work safe and keep safety on your mind at all times while you are at the mill. The most important thing is to go home safely to our families and to work safe.

I'd like to commend our department on working safe as we have seen a significant reduction in our injuries. Our current OSHA recordable rate as of 10-2-17 is 2.8 which has not been the case for this department for a fourth quarter in many years. The number here is not the important thing to remember. What is important is less employees are going home hurt.

As Halloween approaches keep in mind that there will be many people on the streets and poor visibility. Never assume people walking can see you especially while backing up. A good practice is to try to pull in so where you do not have to back up. If you are walking don't ever assume someone in a vehicle sees you without a confirmation. Watch kids walking around parked or stopped vehicles.

Be Safe Always at Home and at Work,



**Ron Eckman**

**Safety Committeeman**





219.398.3150 ext. 19 \* [mariano.flores@usw1011.com](mailto:mariano.flores@usw1011.com)

Dear Brothers and Sisters,

### ***Your Insurance, Your Responsibility***

A very common thread that can be found in any of our benefit books are these words “MEMBERS RESPONSIBILITY” We have some of the best healthcare benefits but with the condition that the member must manage his/hers benefits. Recently, we had a corporate-wide audit concerning who is actually eligible for health care as a member’s dependent. Eligible dependents are defined in section 1 of your Program of Insurance Benefit book. Moving forward I cannot stress how important it is to inform UMR, 1-866-268-3489, if there are ANY changes concerning your eligible dependents. They will send you forms and request documentation/proof of your changes. I highly recommend faxing or using electronic mailing to send information. If you should send it via USPS, send it certified. Remember to write down/log any conversations with UMR, they are a third party administrator, who do have a tendency to misplace information. Just to let you know what will happen if an ineligible person uses your benefits, you could be and most likely will be held accountable for any and all health care bills, at full cost.

### ***From a Year Ago***

The following paragraph was part of an article that I wrote last October 2016, I fear it is more pertinent today than it was a year ago.

***“God, grant me the serenity to accept the things I cannot change, the courage to change the things I can, and the wisdom to know the difference.”*** In a previous article I wrote to you about the little ceramic plaque that sits on my desk. It’s not only a prayer or a plea for Divine guidance; it’s also a reminder of my duties and responsibilities as a member and as a leader. A great American once wrote, ***“Ultimately a genuine leader is not a searcher of consensus but, a molder of consensus.”*** The idea of consensus is the defining concept behind ***“WE THE PEOPLE”***. Dividing and conquering does not allow a society ***“TO FORM A MORE PERFECT UNION”***.

***13, 12, 11,....***

We are presently 11 months away from the expiration of our present contract. Are you preparing? I know my family and I are preparing

Adelante,

El Jefe

[WWW.USW1011.COM](http://WWW.USW1011.COM)



*George Balac*



*Darrell Wells*



*Dean Anderson*



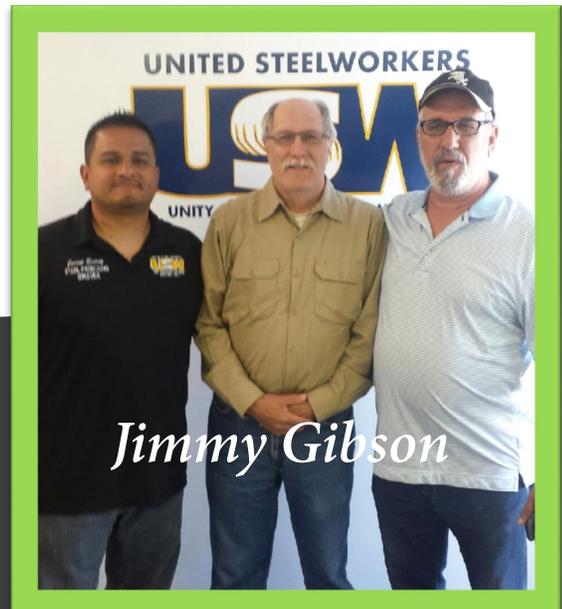
*Jerry Faitz*



*Paul Price*

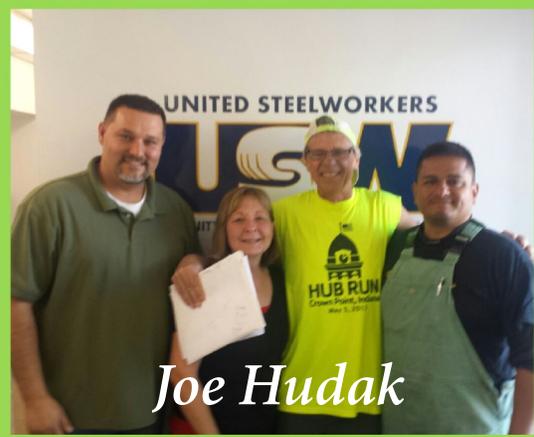


*Rick Montez*



*Jimmy Gibson*

Retirement



*Joe Hudak*



*Lee Kyle*



*Larry Ryder  
and  
Fred Smith*



*Hermimio Sanchez*



*Bennie Mabon*



*Dave Ferguson*



Retirement



*Charlie Kohler*



*Bill Manship*



*Jake Moore*



*Linda Croom*



*Ricky Watkins*



*Rey Guerrero*



*Tony Dominguez*