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THE RECORD

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From the President's Desk...

Brothers and Sisters of Local 1011,

After months of anticipation, the time is now upon us. It is contract negotiation time. Our current 3 year labor agreement will expire September 1, 2015. We will attempt to keep the membership informed of upcoming dates and events revolving around negotiations, as well as attempt to answer questions and concerns prior to and as they come up during the summer with special contract negotiations editions of The Record.

The benefit and wage package we enjoy as a United Steelworker member does not come without sacrifice and commitment. For nearly 80 years the United Steelworkers have fought for the rights of working families in the steel industry. Each and every benefit we have has been bargained for across the table from the company. The company does not give us a single benefit. We earn them at the bargaining table. The company claims we make too high of a wage, we have too rich pension and healthcare plans, compared to what they say is the manufacturing national average. We make a fair wage and benefit package because we deserve it. Making steel in a fully integrated steel mill is NOT average manufacturing. We work all sorts of schedules and shifts. We work holidays and weekends. We work around inherently dangerous operations and equipment throughout the various stages of the steelmaking process. No other manufacturing facility must don the types of safety PPE that a steelworker does daily to preform our job. We work

around molten iron and steel. We work with extremely large equipment which requires large amounts of safety PPE and procedures being followed that allow us to make it home safe every day. We should not apologize for or allow the company to diminish our compensation for the work we perform.

What can we do to secure another fair contract that provides a decent living for our families? We must stand united in this effort. We can assist the bargaining team in many ways. We can give suggestions for the changes we'd like to secure. We can attend rallies, wear buttons or stickers, anything to show our solidarity as one strong union with a goal of reaching a fair contract. Each and every one of us makes up this union. Our membership's strength comes from us standing together as one. We must realize we all have different ideas on what is important when it comes to the many pieces of our labor agreement. That is OK. We all have different circumstances in our lives and families lives. We must remain focused on what our ultimate goal, which is to reach a fair contract for all.



In Solidarity,
Lonnie Asher
President
USW-Local 1011

UPCOMING DATES TO REMEMBER



*Mark your
Calendar*

June 30th Dave McCall (chairman of bargaining committee) and Mike Millsap (secretary of bargaining committee) along with the rest of USW bargaining team will be at our location to take input and answer questions around 2015 negotiations. Please plan to attend one of the sessions. Help be part of the solution and educate yourself on the bargaining process.

8:00 am and 4:00 pm Hijos de Boringuen Hall 1411 Broadway East Chicago, In. (across street from union hall)

11:00 am Training Center (door 127)

July 6th Bargaining begins. We are scheduled to hear opening expectations from the Company and expect to receive their initial proposal.

TBD Local issue discussions. We are currently sifting through and doing homework on the issues that were turned in by the membership. Some are self-explanatory and some require further information. We will be contacting you if there are questions and you left a contact info on the form. We will be meeting to exchange proposals with the company in the coming days once all local issues have been reviewed.



Dear Brothers and Sisters,

In this special edition of the RECORD we would like to address two of the major issues of this contract, pensions and health care, and answer some FAQ's. As in the past the company has started their campaign of misinformation concerning cost. The reality is that it's not cost that they speak of but the profit of their stock. ArcelorMittal spent millions upon millions of dollars in 2012 trying to sell a line of nonsense to our members the belief that cutting our compensable package / benefits was necessary in to be competitive in a variable and volatile market. Let's rehash their proposal of 2012:

- Higher premiums for active members
- Eliminate funding for retiree health care
- Eliminate funding or Steelworkers Pension Trust
- Two-tier benefit package for new hires
- Eliminate PEP

As of this writing we have still not seen their 2015 formal proposal for our benefits package, but we can guarantee their plan should mirror their proposal of 2012.

Below are some frequently asked questions (FAQ's?)

If we continue to work without a contract like we did in 2012 can the company change or refuse to pay benefits? **No, any changes to our benefits package have to be negotiated and agreed to by both parties.**

In case of a strike or lockout, will I have healthcare? **Yes, our benefit package for both active and retirees is good for 150 days following the expiration of our contract. The only exception would be any new S & A cases.**

If I am receiving S&A cases or workmen's compensation benefits at the time of a work stoppage, will I continue to receive benefits? **Yes, members who are receiving benefits will continue to until recovery or benefits have exhausted.**

Will the PEP still be there after September 1st? **We don't know this as every benefit is on the table during bargaining.**



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