



# THE RECORD

Local 1011

EARLY EDITION

September 2013

United Steelworker  
Local 1011  
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Kenneth Matusiak—Treasurer,  
ext. 22

John Dec—Financial Secretary,  
Ext. 17

John Hartman—ICD, Ext. 18

Gary Mullens—Incentive Chairman,  
Ext. 13

Jim Flores—Chairman of Grievance,  
Ext. 11

**Sunday  
Sunday  
Sunday**

Sept. 1st, 2013

Local 1011 Picnic  
Motorcycle & Hot Rod  
Ride

JOIN US!!!

## From the President's Desk

4.5

Brothers and sister of Local 1011,

and expect to be able to do again next year.

Thanks for taking the time to read and for the feedback for what type of information you are looking for to be put into future editions.

Our Women of Steel group organized a community school back to school supply fundraiser. I am glad to report that our membership has outdone itself again. Lots of back packs were able to be stuffed and given to the East Chicago School Corporation to be shared with students of all ages. We are truly blessed to be able to give back to the community that we earn our living in. Thanks to all who helped, either by donations, shopping, stuffing, loading, etc. We truly have made some children's school year brighter. Thank You.

Along with the picnic, we have organized a Motorcycle ride / car cruise. It will be a benefit to raise funds for scholarships for Local 1011 members' children/grandchildren. Even if you don't ride, please sponsor or donate to the ride. It is a great cause for kid's education.

We want to continue to wish our members off sick a speedy recovery. We hope to see them back to work soon. Our thoughts and prayers are with them.

We will be receiving a raise as per 2012 labor agreement on Sept, 1st, 2013.

Jc 1 = .39 cents

Jc 2 = .43 cents

Jc 3 = .47 cents

Jc 4 = .50 cents

Jc 5 = .53 cents

Wow, where has the summer gone? Time flies when were having fun, right? It is that time of year when our children and grandchildren have gone back to school. Please take precautions around school buses and crosswalks while driving. Lets have a safe school year.

Labor Day is upon us. It is a day in which to reflect on the sacrifices of those who have worked and paved the way before us. Local 1011 will be participating in the areas largest Labor Day Parade in Lowell, Indiana on Monday, and Sept.2nd. We will have a float, be walking. If you wish to participate, please contact Vice President Mariano Flores @ ext. 19 for details.

A lump sum payment of \$500 is scheduled to be paid out on May 15, 2014.

A final raise of current agreement will be effective Jan. 1, 2015

Local 1011 has held and been involved in several events over the summer, with more to come this fall. Be on the lookout for future information on upcoming events. They are a great way to meet and fellowship with your coworkers as well as meet others from across the plant.

Based upon feedback from the membership, the executive board has decided to bring back The Local 1011 Labor Day Picnic. It will be held Sunday Sept 1st See attached flyer for details. Please plan to come out and fellowship with family and friends. It should be a great time with lots to do. If you are interested in volunteering or helping wit the event, please contact Vice President Mariano Flores @ ext. 19 for more info.

*Fraternally yours,*

**Lonnie Asher**

President

USW Local 1011



Dear Brothers and Sisters,

It seems like just a couple of weeks ago the kids were getting out of school for the summer. Now it's the middle of August and many are already back in school. So I figured a little back to school safety might be appropriate.

## Back-to School Safety Checklist



### Transportation Safety

#### *Walking to school*

Review some safety rules with your children.

- ▶ Walk on the sidewalk, if one is available. When you must walk on a street with no sidewalk, walk facing the traffic.
- Before you cross the street, stop and look all ways to see if cars are coming.
- Never cross the street from between parked cars

#### *Riding a bicycle to school*

- ▶ Make sure your children always wear a helmet.
- ▶ Teach your children the rules of the road for bicycle riders.
  - Ride on the right side of the road and in single file.
  - Come to a complete stop before crossing the street.

#### *Riding a school bus*

- ▶ If it's their first time riding the bus, go to the bus stop with your children to teach them proper way to get on and off the bus.
- ▶ Make sure they know to stand six feet away from the curb until the bus comes to a complete stop.
- ▶ If your children need to cross the street in front of the bus, walk on the side of the road until you are at least 10 feet in front of the bus. This isn't always possible, but they should always be able to see the bus driver, and the bus driver should always be able see them.

Please remember to drive defensively, and watch out for children's mistakes. Don't drive around school bus's picking up or dropping off children, it's dangerous and also against the law. Every school year there are incidents involving children on their way to or from school. Please help make this a safe school year for everyone.



Be Safe,  
Jack Shanley  
Safety Chairman Local Union 1011



## Brothers and Sisters

After a summer that saw us here at H-3 & H-4 Blast Furnace achieve some lofty production levels, we can't seem to catch a break. We've been unfortunate that we have lost power on H-3 furnace a couple of times due to a faulty Blower fan, which caused slag to build up in our tuyeres and blowpipes. This could've resulted in some significant down time. But with our brothers and sisters dedication and hard work the lost of production was limited to a few days! And because of this I would like to thank Our Local Union Leadership President Lonnie Asher and Chairman Jim Flores for their support and encouragement during some difficult times, and most importantly all our members of H-3 & H-4 BF for working through these very difficult issues. We must always remember to continue to strive and work safely and to be our Brothers Keeper!



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

## BUWC

Brothers& Sisters,

The Bargaining Unit Work Committee (BUWC) is currently awaiting the Arbitrator decision/award over contracting out Vac Truck Driver Services. The Arbitration took place on June 20, 2013.

The BUWC has 3 more cases to be heard in the Expedited Arbitration Procedure as soon as the Company can supply all the requested information to the Union (USW Staff Rep. Wm. Carey).The first case (Breaker Racking) at the Hot Mill, where the contractor Sergeant Electric was performing Bargaining Unit Work (cranes, lights, day to day maintenance) without Notification to the Union. The BUWC also contested the length that the Company contracted out the Breaker Racking to the contractor, when in fact the Hot Mill MTEs became capable of performing the work after the Company trained them. The second case is over the Commitment aspect of the Basic Labor Agreement where the Company is refusing to provide the BUWC with all requested information regarding Contractors Hours "inside and outside the plant." The BUWC will petition the Arbitrator to impose hiring orders and suitable penalties for such violations. And last, the Butterfly Valve Issue where the Union is seeking a ruling over a previously arbitrated ruling where the arbitrator awarded the Union such work, and also gave the Company a Cease and Desist order over contracting out repairs to such valves. The Union is petitioning for a remedy of 3 times the liability for contracting out the work, and that the Bargaining Unit is to perform such work.

The BUWC feels that there is a deepening lack of trust with the Company, and their interpretation on the GUIDING PRINCIPLE is only a microscopic symptom of the of the real problem, which is to delay the Union, and force most all the contracting out issues into the Expedited Arbitration Procedure, creating a log jam of issues, knowing that this will delay any liability payments and most importantly the work for the Bargaining Unit to perform. It seems that once a case gets a date to be heard in Ex. Arb., do to an impasse, **Labor Relations now gets involved**, and wants to bargain and settle such cases with the Staff Rep.. The Companies BUWC seems to be inadequate in making any decisions of their own. They are being well coached in their stalling tactics, and their intentions are less than honorable in enforcing the BLA.

The days of trust and open transparency with the Company must clearly be a conflict of interest! In today business world the most famous Corporate Leaders are not innovators, but guys in handcuffs.



*In Solidarity, and enjoy the up coming Labor Day Holiday,*  
**John Dec, Chairman**  
**John Pearson**  
**Mike Scharnke**  
**L.U.1011 BUWC**



There has been quite a bit of misinformation in the news about the Affordable Care Act (ACA) or also known as Obamacare. With every new law passed there are always pros and cons. Here are a few q&a's, that might help people understand and maybe not fear ACA.

### **How will the ACA effect small businesses?**

The employer mandate has been delayed until 2015, meaning this push-back may stop businesses from cutting workers' hours to avoid having to cover employees that work more than 30 hours a week. According to ObamaCarefacts.com, [only 0.2% of businesses nationwide have more than 50 employees](#) that don't already offer health insurance to full-time workers. The tax fine associated with the employer mandate also isn't paid for a qualifying business's first 30 workers. Providing insurance to this group of un-employed, full-time workers is the only employer mandate in the bill.

### **How will the ACA affect the future of the health care workforce?**

According to the Department of Health and Human Services, ACA is improving existing care facilities and increasing employment among the health care workforce. The law has funded 190 construction and renovation projects at health centers, and will support over 485 new construction and renovation projects at health centers with 245 completely new centers in the next two years. These projects are estimated to serve almost 4 million people. The Centers for Medicare and Medicaid Services projects that the [community health center provision of the law will create nearly 19,000 new jobs](#), including positions staffing the new facilities.

### **When can people sign up for ACA?**

People can begin signing up for state-run health insurance exchanges on October 1, 2013 when states and the federal government will open marketplaces to offer subsidized benefits to the nation's [50 million uninsured](#). Under these subsidized benefits, eligible families will receive a form of cost assistance toward health insurance premiums taken off their Gross Taxable Income, for those under 400% of the poverty line. Some states, such as Minnesota, have already begun to provide [health insurance premium estimators](#) to shows estimated premiums and eligibility for Medicaid based on family size and household income.



In Solidarity,  
Rich Barron  
Trustee  
Rapid Response  
Rich.Barron@usw1011.com



Brothers and Sisters Local 1011

The Training Program has added a MTE Tier 1 class with 5 students. The following Group 1 MTM tier 1 class has started. We also started a second class of Group 2 MTM tier 1 in August. Group 1 MTM's start welding class the week of September 9th. All Tier 1 classes for MTM and MTE have started first 5 factor tests.

2013 has presented many opportunities, and challenges. All the opportunities in the world as useless without people taking advantage of them. Remember ladies and gentlemen, this is YOUR program like anything else, without the participation of people who care, the program will suffer tremendously.

If you think you need some up skilling in your department to perform your job competently, confidently and safely, and please talk to griever

Have a great and safe Labor Day weekend.



Larry Smith (Sarge)  
USW 1011 Training Coordinator



*Steal Good Ideas Shameless, Share Good Ideas Willingly*

## WELLNESS PROGRAM

We would like to first thank all who participated in the biometric screening and be sure you received the first phase of the gift cards and look forward to phase 2 and 3 in upcoming months. The Joint Wellness Committee would like to explain and inform everyone on the process in which we need to follow in order for employees to receive all the benefits offered to them by the committee.

Next, we will be installing Wellness Billboards in each department. These billboards will provide literature containing information related to your heart, blood pressure, diabetes and the food pyramid. The literature will give you important information concerning these health aspects and should be viewed and used to increase your wellness of each health area. There will also be important information concerning events and activities promoted by the wellness committee on the billboards. So be sure to visit the billboard in your department. The vending machines in your department lunchroom will soon be providing fresh salad and healthier lunch choices at a discounted price. For instance, a salad can be purchased for \$1.00 opposed to \$2.50. The employee pays \$1.00 at the vending machine and the Wellness Committee picks up the remaining tab of \$1.50. Check out the other various healthier choices in your department lunchroom vending area.

One of the committee's most significant plans to introduce is gym membership reimbursement. For all of you who have a gym membership or participate in classes offered by community centers, or various park departments (sorry no Weight Watchers as this is not a **Continues on page 9**



# Celebrating Working Women

This *Labor Day*, I would like to focus on the hard working women working in the mill. Many people view *Labor Day* as a free paid day off work, the end of summer, or as the beginning of football season. There are numerous people who don't understand the labor movement and the purpose of the holiday. *Labor Day* is a day that celebrates the achievements of workers. Amongst these many accomplishments, better wages, benefits, safe working conditions and reasonable working schedules, was the execution of the Civil Rights Act and the Equal Pay Act. These acts contributed to the fight for equal opportunity in the workplace for women.



*Sharita Alexander*  
*Ladle Metallurgy Svr Op*

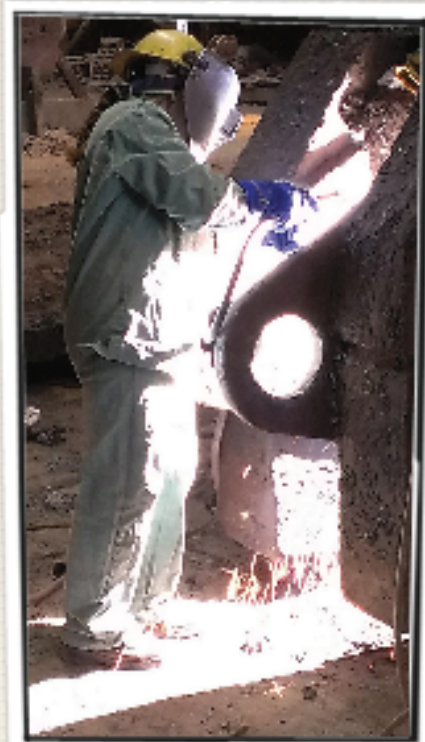
There are many females across USW who are getting more involved with the union. Women's contributions are frequently undervalued. Our perspectives bring many issues to light and help fulfill the needs of working women and also helps prevent harassment and violence.

Women make up almost 11% of local 1011's workforce here at ArcelorMittal. Out of 1454 workers, 159 are women.

Many people in the mill and even more outside of the mill, customarily underestimate the capabilities of women. Looking from the outside in, a person's typical perspective of a female mill worker is that she must work in the office. Some of the most difficult jobs today are filled with women such as mechanical maintenance. When working, many women feel the need to go beyond the call of duty to get jobs done. If one fails, it is seldom that someone will say that she doesn't have what it takes for the job but rather "women don't have what it takes." Thanks to the great women of the labor movement who laid the groundwork, women are able to obtain such jobs and show their skills.

**"To tell a woman everything she may not do is to tell her what she can do."**

Spanish proverb

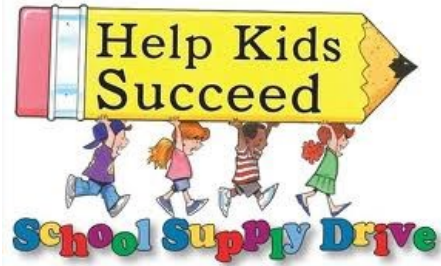
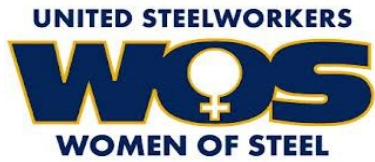


*Andrea Hovlin*  
*BOF Mechanic*



*Lourann Yager*  
*Ladle Craneman*

*In Solidarity,*  
*Sharita Alexander*  
*Civil Rights Committeewoman*



A very special THANK YOU to all who helped out with and contributed to the Back To School Drive! We received boxes of supplies and cash donations for this drive from every single department. With your support, we were able to donate stuffed book bags to over 160 elementary children in the area! These donations from our union brother and sisters have been invaluable to those in need. The holidays are approaching quickly so lets continue to be a blessing to others! The Women of Steel has many activities coming up including the Making Strides breast cancer walk, Thanksgiving Food Drive, and our annual Christmas Angel Tree event.

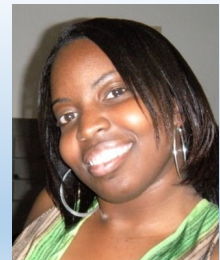


Sylvia Alvarez parent liaison school city of East Chicago



Motor Pool made a monetary donation for the WOS fundraiser

In solidarity,  
Sharita Alexander  
#3 Steel Producing



## South Chicago Indiana Harbor Railway

Hello again union brothers and sisters I hope this last month has been a great one for you. Possibly the last month you will be sleep deprived on midnight shifts with school starting up soon. This month for the Chicago Short line brought an end to the career of Djorda Sebez who spent 15 years in South Chicago working on track maintenance. Djorda we called him (George) , spoke very broken English and that made for some more than interesting "teachable moments". George was always willing to take the younger guys under his wing and help them, as difficult as that sometimes was for both people involved. This resulted in several frustrating/comical/what in the heck is going on here moments. Even with challenges to being able to communicate George had an impact and an influence on our brother here at S.C.I.H. Unique to the Short Line, was an older tradition of giving the retirees a watch and small party. With some changes and new policy in place this has stopped, with the only problem being George had no way of understanding this, communication was difficult to say the least. so after some discussion and several of our younger employees like Andrew Sherer and ,Dan Neely showing great leadership and driving the effort. Then some of our senior guys such as Mike Ksiazek and John Hvala generously helping...and our management team of Mike Scrieber, John Trichack and Howard Koons, as group we decided to not let George who saw the last group to go out under the old tradition get nothing..... we all chipped in together and bought George a watch and a card with a few bucks in it..... Now, George probably doesn't realize what an accomplishment this was (to come up with cash..... and get it done on time and under budget with management and our union brothers and sisters all in agreement... and with no grievances filed...yet.) I am sure he realized that day though, his sphere of influence despite any limitations in communication was much bigger than anyone thought. Have a great retirement George you will be missed.



Until next time be union strong brothers and sisters

Sincerely,

Daniel E. Gue

Griever S.C.I.H.

**Wellness continued** gym) a reimbursement plan has been set up as follows: The Wellness committee will refund **up to** \$30.00 a month per individual starting with the month of August 2013 to December 2013. The budget for 2014 has not been established as of yet so this amount may change for the year 2014. A paid receipt must be scanned and emailed to [usw1011wellnesscommittee@yahoo.com](mailto:usw1011wellnesscommittee@yahoo.com) for each individual month. Please type Gym Membership in the subject line or your email may be removed and not accounted for payment. Your clock number must also be given in the body of the email. Membership contracts will not be accepted, due to it not showing payment for each month. Also if you have a paid gym membership but also have to pay to take a certain class then please only send 1 receipt for each month either the class fee or membership fee as you will receive **up to** \$30.00 per month based on availability of 2013 funds.

If you have participated or are planning on participating in any races, runs, marathons, mud runs, triathlons etc. as of January 2013 the Wellness Committee will refund **up to** \$30.00 per event once paid receipt is received via email. The paid receipt needs to be scanned and emailed also to [usw1011wellnesscommittee@yahoo.com](mailto:usw1011wellnesscommittee@yahoo.com) with Marathon typed in the subject line. Your clock number also needs to be given in the body of the email. For example, if you

participate in 4 events totaling \$200.00 the Wellness Committee will refund \$120.00 back to you as long as you can show proof of payment for four events at \$50.00 a piece.

So to recap, be sure to check out department soon to come wellness billboards, the lunchroom choices, and be sure to save your receipts and email them properly to [usw1011wellnesscommittee@yahoo.com](mailto:usw1011wellnesscommittee@yahoo.com) for your refunds. We will continue to keep you informed on other possible activities promoted by the Joint Wellness Committee and look forward to transforming employees into an happier, healthier you.



Thank you,

Kenneth J. Matusiak

Wellness Committee Chairman



## COLD ROLL FACTS

We have recently wrapped up the elections for the Assistant Grievers at CRO. I would like to thank all who voted and congratulate the winners. The finishing and Annealing departments elected Judy Boarders. Judy is brand new to the position of Assistant Griever so be sure to take some time and meet her if you have not already done so. As for the rest of the departments the Assistant Grievers will not change.

Dave Barcelli- Pickle Line, Shane Walma MTM, Rigo Nunez MTE, and Ken Matusiak Tandem and Roll Shop

I personally want congratulate all of the Assistant Grievers and encourage them to remain open and readily available to their Union brothers and sisters.

At the CRO we have filled many production vacancies and have been working with management to provide more postings. We are moving in the right direction to get the production vacancies filled. We are also working with management to provide postings for craft position vacancies and hoping to see some positions filled in that area also. I will continue to keep everyone posted on the postings.

We all know Summer Safe is actively progressing, I would like to remind everyone to continue to be safe as the summer months continue and come to a close. We need to keep focused and remember what we have learned through our experiences to be sure the summer ends on a very positive and safe note. I would like to thank all who participated in the Biometric Screening, the CRO had the most participants by department, plant wide. This was the first step promoted by the Wellness Committee, in order to give everyone an idea of where they are from a fitness standpoint and encourage a more fit future. If anyone would like more info about the Wellness Committee, contact Ken Matusiak on the Tandem Mill, as he is a member.

I would like to wish some of our brothers who are now out on sick leave a speedy recovery and to let them know they are in our thoughts and prayers.

John Reed, Tony Bell, Jaime Torres, Dan Gasich, and Brian Troksa



We are looking forward to your safe and healthy return. Congratulations to Ray Dybell on your retirement. I hope you enjoy your new retirement lifestyle and be sure you will be missed. Remember to stay active and be safe.

**Thank You  
Dino Manous**

**Any ideas you want to see in our newsletter... You want to write a column... You want to advertise something... You want to get on the emailing "BLAST LIST" ... You want to join a committee... You want to join our FACEBOOK site... just shoot me an email to [nelsonic41@hotmail.com](mailto:nelsonic41@hotmail.com).**

**Nelson Franco  
Editor-in-Chief**



Hello! I hope this note finds you well. I wanted to let you know I just signed up for an event that's really important to me - the American Cancer Society Making Strides Against Breast Cancer walk - and I want to ask you to **please support me with a donation.**



There are more than 2.9 million breast cancer survivors who celebrated another birthday last year because people like you made a donation to the American Cancer Society in support of people like me. Last year the Making Strides walks brought together 800,000 people who raised \$68 million.

The best part? Because those funds were available, more people in our community...

- Have the information and tools they need to stay well from breast cancer or find the disease early, when it's easiest to treat
  - Have a place to turn for help 24/7 if they are facing breast cancer
  - Benefit from the progress being made toward finding breast cancer's causes and cures
- Get access to information that navigates them to lifesaving mammograms and treatment

That \$68 million came in 1 walker and 1 donation at a time, so no matter how much or how little you can give, please click one of the links at the bottom of this email and support me with a donation of any amount.

Thank you so much!



Lori Casillas  
Coating Dept.



P.S. If you want to learn more about the Making Strides walks or how your donation is helping to help finish the fight against breast cancer, visit [MakingStridesWalk.org](http://MakingStridesWalk.org).

### Title: QA - "On the Real"

In this edition of QA - "On the Real", we would like to congratulate QA Met Tech Bob Anderson on his 40 year anniversary all of which are in the QA department. Bob said he has a few more years to go. Congrat's Bob! If anyway else has an anniversary or anything coming up let me know.

We a have a few new workers in QA. Please welcome them and help them be safe. One of the positions is that of a QA Lab Learner. This is the first time we have offered and filled that position. The goal is to help reduce and/or eliminate forced OT at the chem lab. Please have patience.

As many of you know we are working thru some issues in QA and recently filed several grievances. Those grievances should be resolved over the next few weeks. I will communicate with those affected as we go.

Let's keep up the good work and be safe on the job!

Sincerely,

Rich (Dave) Waddell  
QA Griever





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 an in-network anesthesiologist, it can save you quite a bit of your money.

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 and changes to flex spending accounts. The healthcare eligibility phone # is 1- 800-654-6208 for flex spending accounts 1-877-310-3539.

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** 1-866-267-328

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** 1-866-267-3280

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

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

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

On a personal note my dad LARRY OAR SR. retired as of July 1<sup>st</sup> of this year with 43 years' service. Be on the lookout for Me and, my brother Bobby Oar from steel producing, and brother in-law Jonathon (Jay) Jackson from steel producing we will be planning a retirement party. Anyone interested in coming we will be getting details out soon, or any suggestions are always welcome. You can phone me at the union hall 398-3150 ext 16 or Bobby at safety trailer 399-4646.

HAVE A SAFE AND HAPPY LABOR DAY. ALSO I HOPE TO SEE ALL OUR UNION BROTHERS AND SISTERS AT OUR LOCAL 1011 FAMILY PICNIC, AND THE LABOR DAY PARADE IN LOWELL INDIANA.



In Solidarity,

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

- Paid vacations / holidays
- SUB benefits—wage protection in case of layoffs
- A good pension to live with dignity after retirement
- Retiree healthcare—worth about \$1600 a month (you and your wife pay \$140 or less)
- Sickness & Accident benefits—in case of illness or accident outside of work
- Retiree life insurance

**What do I get for my Union Dues ????**

- A good wage that you can live and raise your family on
- A good healthcare plan that also includes dental, vision and prescription drug coverage for you and your entire family.
- Life insurance



# ATTENTION ALL RIDERS

SUNDAY, SEPT. 1, 2013

LOCAL 1011, 1ST ANNUAL

## “SOLIDARITY MOTORCYCLE & HOT ROD RIDE”

VETERAN’S MEMORIAL PARK

5899 E 73rd Ave. HOBART, IN 46442

Prizes to be awarded for best HOT ROD / MOTORCYCLE, chosen by the spectators.

All donations will go towards the scholarship



# THE BIG CHAIR

Greetings Brother and Sisters,

I am pleased to report that the Arbitration scheduled for Aug. 19<sup>th</sup> on behalf of MTE’s at the 84’ Hot Mill concerning violation of the agreed to AWS has been settled. In settling the case the Company has agreed to liability and to allow the MTE’s vote on adopting an AWS. We also settled a contracting out case on behalf of Employees from Cold Roll, Coating, Transportation and Quality concerning coils being sent out for processing, the Area Grievors will notify me of the affected Employees so that liability can be paid. The Union is still waiting on the Arbitrator’s decision on the Vac Truck case that was heard earlier this summer. Stay tuned...

Currently I have appealed a Central Spares Case to Arbitration and we are preparing the case. There are several cases that are being scheduled for the Third Step and if not settled will be appealed to Arb, those cases are from Fire/Security, Crane Repair and the Hot Mill.

Lately there has been an increase in Employees’ being suspended and or discharged for absenteeism and the Company intends to enforce their attendance policy. With that being said, I’d like to remind Employees of FMLA and your right to apply for FMLA. If you have any questions about FMLA please contact your Griever, myself or Larry and Chief.



Fraternally,  
Jim Flores  
Grievance Chairman  
USW Local 1011

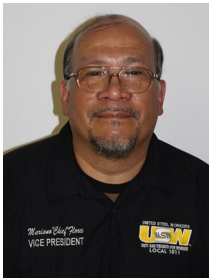
# "El Jefe"

One of the main issues I had since starting with benefits was the number of members who had gone out of network and then stuck with a huge bill. In recent months I have noticed a significant drop in these types of complaints so I am happy that the membership has been heeding my warnings and asking questions from their primary care physician

Which brings me to my next topic, the issue of "TIMELINESS" Not a week goes by that Larry or I will receive a claim/bill from a member that has been denied by one of our providers. The most often reasons for denial are; 1) claim not processed at time of billing, 2) improper coding, especially with lab work, 3) tests or services not authorized, especially with outpatient or inpatient surgical procedures, 4) improper identification of individual. Individuals should ask if services rendered are covered by the insurance provider prior to agreeing to any service. The 2 best ways to protect oneself is to document everything that would be involved in whatever health procedure is being done and to stay in contact with the health provider and the insurance provider to make sure the billing has been sent and been received. In the Program of Insurance Benefit book it clearly states that an individual has 180 days to request an appeal if there is a dispute concerning a claim. That is the issue of "TIMELINESS". Often Larry or I will receive a bill/claim from a member that is beyond the 180 day window, which makes disputing a bill very hard, but not impossible. Ultimately, it is the responsibility of the member to monitor his/hers medical expenses. In future issues Larry and I will be writing on how to protect yourself against incurring unnecessary health care costs.

Larry and I have been throwing an idea around about having Flex Spending Accounts seminars for the membership. Give us a call with your ideas. Remember, FSA is a great way to save some money. Open enrollment is but a few weeks away.

Our Highmark Blue Cross/Blue Shield representative Anne Pennington continues to visit our local every 2<sup>nd</sup> and 4<sup>th</sup> Wednesday of the month. Her schedule for September is 9/11 and 9/25



ADELANTE!!

*El Jefe,*

**Mariano "Chief" Flores**

398-3150 ext 19

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are pressured to make production. Simply put, if your instincts tell you something doesn't feel right DO NOT TAKE A CHANCE, ask for help if necessary. I encourage everybody in all areas to make safety something that is constantly in your mind while at work. Report any injuries immediately to avoid any unnecessary future complications.

With another month of summer to go lets remain cognizant of heat stress and prevention.

In Solidarity,  
Ron Eckman  
Safety Committeeman  
H-3 H-4 Blast Furnace



Hello brothers and sisters. I would just like to take a second to give some recognition to all our employees in Iron Producing that put in the hard work and efforts to get H-3 furnace turned around once again in a safe manner in some of the most inclement conditions. Due to the two unforeseen events in Utilities H-3 had to have a total of 40 blow pipes and bootlegs changed that were filled with iron and slag. The cast house crews have skimmed off about a dozen times in the past month. Maintenance has supported operations every step of the way, also in a safe manner. Great job to all those involved with H-3's turn around once again.

Safety must continue to be our priority even when we



**What a Blast**



**Join us next year**

# 1011 LABOR DAY PICNIC

**Come and join us Sunday  
September 1st for our annual  
Labor Day Picnic!**



There will be food, music, lots of games and activities for your family such as bean bag tournaments, potato sack races, bounce houses and lots more!



Please bring your own camping chairs and pop up tents. Alcohol is permitted but will not be provided by the union. (BYOB)



We will have a Solidarity Bike Ride for all riders from **10am to 12pm.**

The picnic will be held at Veteran's Memorial Park from **11am to 5pm.**



**Veteran's Memorial Park  
5899 E 73rd Ave  
Hobart, IN 46342  
(Just west of 51)**



# Things to know for the Picnic:

## *Bean Bags Tournament*

- Blind draw teams (male & female teams until all the names are pulled out)
- Must be registered in by 12:30p
- Age 13 and older to be able to play
- Prizes to be awarded for 1st, 2nd and 3rd place
- Bring your "A" game... it's game time!
- A \$5 donation is needed to play

## *Corn Sack Race*

- Race will take place in the afternoon between 1p–3p
- The DJ will keep everyone informed.
- Awards will be given out (more info will be available at the picnic)
- There will be a WATER BALLOON toss game too
- A 50/50 raffle will be held (bring some \$)

## *Judging of Vehicles*

- To vote for your favorite car or motorcycle, you will need to make a donation in a can in front of the vehicle.
- Judging will close at 4:30p
- Trophies for best Cycle & Hot Rod will be given at 5p
- The winners will be posted on FACEBOOK and published in the next newsletter

## *Picnic Tips*

- Bring your own chairs and pop-up tents
- Sunscreen and maybe a change of clothes for kids after the water toss event, oh yeah (BYOB)
- A side dish to share with others would be nice
- Remember it's a Family event so please be on your best behavior and lets keep the language clean

**Have FUN and Enjoy the Picnic**





*Tino Fulimeni Memorial Scholarship*  
**2013 Application**

To be eligible, an applicant must

- have maintained at least a 3.0 grade point average in the past,
- be starting or returning to college in the fall of 2013 or spring of 2014, and
- be the child/grandchild of a Steelworker who is eligible to participate in the Career Development Program.

Applicant's Name: \_\_\_\_\_

Home address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip code: \_\_\_\_\_

Phone number (Include area code): \_\_\_\_\_

**EMAIL ADDRESS:** \_\_\_\_\_

**SPONSORING STEELWORKER'S NAME AND LOCAL UNION INFORMATION:**

\_\_\_\_\_

**COMPANY & SITE NAME:**

\_\_\_\_\_

**RELATIONSHIP TO SPONSOR:** \_\_\_\_\_

Name of College: \_\_\_\_\_

If chosen, I agree to provide the Institute for Career Development a copy of my past official transcript, along with any other qualifying information requested.

Student's  
Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**DUE BY SEPTEMBER 30, 2013 VIA *MAIL*:**

Institute for Career Development  
1000 E. 80 Place, Suite 301 South  
Merrillville, IN 46410

or *FAX* to 219-736-9216.

**APPLY ONLY ONCE PER YEAR.**