



# THE RECORD

Local 1011

March 2013

United Steelworker

Local 1011

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East Chicago, IN 46312

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Kenneth Matusiak—Treasurer,  
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Ext. 17

John Hartman—ICD, Ext. 18

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Jim Flores—Chairman of Grievance,  
Ext. 11

[www.usw1011.com](http://www.usw1011.com)



## From the President's Desk

4.2

Brothers and sisters of Local 1011,

I would like to start off by remembering our recently departed members and wish a speedy recovery to our members off sick. If you have a co-worker off sick, give them a call and let them know we are thinking of them. We have about 55 members presently off sick. If you are debating going off on sick leave or need assistance or have questions about Sickness and accident benefits, please contact Benefits Coordinator Larry Oar or Vice President Mariano Flores, they will be happy to assist you in any way they can.

I would like to take a moment and welcome our new members to Local 1011. In recent weeks, we have brought in about 40 new employees. I have had the opportunity to meet and welcome each of them. They come from a wide variety of backgrounds and are very excited about their new career opportunity. Please take a moment and introduce yourselves out in the departments and make them feel welcome. Please remember they are new and are learning the processes. Take extra time and look after them. We should all be one another's brother's keepers. Our #1 job is to work safe and ensure we all go home without injury. I hope all the new members get involved and are proud to be

**"...the company is preparing to build the hiring pool ..."**

members of the United Steelworkers. Welcome aboard.

As you have probably already heard, the company is preparing to build the hiring pool up once again. It appears it will be in the same fashion as it did in 2010. They will use Work Force One (unemployment office) On March 11<sup>th</sup> @ 8:00 am online. Attached in this newsletter, is a copy of the instructions for our relative referrals to apply and begin the hiring process. See attached instructions for info regarding the relative referral document. Please remember the forms are designed to assist our relatives in the hiring process, friends and neighbors do not count!!! The company will verify the relationship. If you have any questions, please contact your area representative, grievor, or union hall for assistance.

Workers Memorial Day will be April 25<sup>th</sup> this year. It is a day to reflect on our past and think about the sacrifices and paths taken to get to where we are today. Be on the lookout for future information about activities that will take place around the plant. If you have an opportunity to participate in your department's activities, I urge you to get involved. Making our

workplace safe is everyone's responsibility, not only on April 25<sup>th</sup>, but all year long.

Just to respond to a question about contract books, we have not received them yet. Once we do, we will make available to everyone. If there are any questions, please contact your representative, grievor or union hall.

USW gear is available for sale at the union hall. Hats, shirts, sweatshirts and many other items with USW Local 1011 logo are on display for purchase. We are not trying to make profit, simply trying to cover costs. Be a proud union member and wear our colors!!!! Let's promote our organization in our communities, wear your USW gear.

*Fraternally yours,*

**Lonnie Asher**

**President  
Local 1011**



***New USW hoodies, decals and kid's attire  
for sale available at hall***



As spring is arriving so are the activities for Women of Steel. We have started planning for 2013. We have not finalized all of the details but we would like to give you a preview of our plans so far.

June 2013 – American Cancer Society Relay for Life

July / August 2013 – School Supply Drive

October 2013 – American Cancer Society Making Strides Against Breast Cancer

October / November 2013 – Food Drive for St. Stanislaus Food Pantry

November / December 2013 – The Salvation Army Angel Tree

Having done these activities for several years in our community we have learned a few “tricks” that we would like to pass on. When you are enjoying your summer vacation with your families bring back the unopened toiletries from the hotel. Our low income Senior Citizens who depend on St. Stan’s could really use them and St. Stan’s would love to provide them with necessity items in their food bags. These are included in the cost of the hotel so why not help an elderly person stretch their budget. Some years we do not get the Angel Trees as early as we would like and the holiday sales have started; and that’s ok, shop anyway and we can match up the gifts you buy to an “Angel”. Every year we have children that need coats, hats, gloves and warm winter wear from newborns to adult XXL in sizes. Every year we also get requests for Barbie’s, dolls, footballs, basketballs, cars and anything popular. Sometimes we can actually get these items cheaper before Black Friday.

We have big goals for this year. We want to keep growing our community projects to beat last years numbers, and we know that we can with your help. We will continue our planning during our next few Women of Steel meetings and we need your input. We would also like to know what other things you would like your Women of Steel committee to work on.

We know that some of our women in the plant have had difficulties with sizes for their work boots. We are pleased to announce that we now have 15 different Women’s / Unisex sized metatarsal guard footwear available at the shoe trailer with at least one being Made in the USA.

We would encourage everyone to attend our next meetings Monday March 11, 2013 and Monday April 8, 2013 both at Local 1011 at 3:30pm. We have not heard yet but we expect to make several trips to the State House in Indianapolis as the legislation session gets underway.

In Solidarity,  
Isabell Sundin  
WOS Chair

**Marian Wright Edelman, American Activist, *Families in Peril***

*We must not, in trying to think about how we can make a big difference, ignore the small daily difference we can make which, over time, add up to big differences that we often cannot foresee.*



In 1947, as part of the Taft-Hartley Act, the U.S. Congress prohibited labor unions or corporations from spending money to influence federal elections, and prohibited labor unions from contributing to candidate campaigns (an earlier law, the 1907 Tillman Act, had prohibited corporations from contributing to campaigns). Labor unions moved to work around these limitations by establishing political action committees, to which members could contribute.

Many companies, individuals, corporations and organizations have established a PAC (Political Action Committee) in order to contribute money to their favorite political party and candidates.

With less than forty two percent of the registered voters participating in the election process on a regular basis, politicians have started to pay closer attention to the organizations that can provide the most money to their campaigns.

While the USW has been labeled one of the best "activist" organizations in this country because of the amount of people we get involved in rallies, protests, elections and lobbying for issues that affect working people, we have learned that, in addition to our activism, we must also work to make our PAC stronger to compete with the forces that are trying to destroy the opportunities that working people have to make a future for their families and a better world for all of us to live in.

For these reasons Local 1011 is running a PAC drive. We will be running this drive for two months. Contributors must stay active in the PAC for one year. If we can raise \$600 per week contribution, we will raffle off ten \$1,000 prizes. Minimum contribution is \$1 per week (\$2 per pay). Many of our members have busy lives or work shift work. Most of us are unable to attend rallies, phone banks, or walk door to door to make our voice heard. With such a small financial contribution, our voice will be loud. Please contact me or one of your Union Representatives to contribute.



In Solidarity,  
Rich Barron  
Rapid Response Chair  
[Rich.Barron@usw1011.com](mailto:Rich.Barron@usw1011.com)  
219-293-6860

## PAC card sign up



## ***COATING News***

I would like to start by saying thanks to all Coating Employees who helped in running both lines at the same time this month. We showed the Company the knowledge is still here and with some help in numbers it can be done. The Coating department is still having a great safety performance this year. Thank you for doing your part in making this a safer place to



work. We are having some good feedback from the Safety Improvement Team. Items are being reported and identified with good solutions so they get repaired or replaced in a timely manner. I encourage everyone to report any issue to a team member or your safety committeeman. I would like to welcome the new Employees to the Coating Department and encourage them to work safe.

In Solidarity,  
Brian Tucker  
Coating - Griever



## **Sarge's Report from the Union Training Center**

I would like to wish all my union brothers and sisters a healthy and prosperous 2013.

2013 has presented many opportunities but many challenges as well. All the opportunities in the world are useless without people taking advantage of them, and there lay our biggest challenge. Developing the training program defined in the current BLA.

The company's training team has created some new terminology: **Tier Two** and **Tier One**. Another new term in the BLA training language is **Factor Testing**. We will define these terms once we have a final agreement with management. However the company is insisting on using contractors for part of the training. Our goal is to fully train all our union brothers and sisters to meet the needs of our facility to eliminate the use of contractors, not expand the use of them.

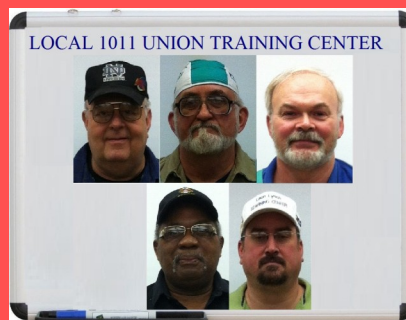
There are Opportunities in the training center for skill training. Currently we have several MTM's and an MTE in welding training. Rather its new training or to recertify, spot are available.

Part of your negotiated benefits, your rights, is to be trained to perform your job completely, confidently, and safely. Talk to your local reps about training possibilities.

**Until next time, Be Safe.**

**Larry Smith (Sarge)**

**USW 1011 Training Coordinator**

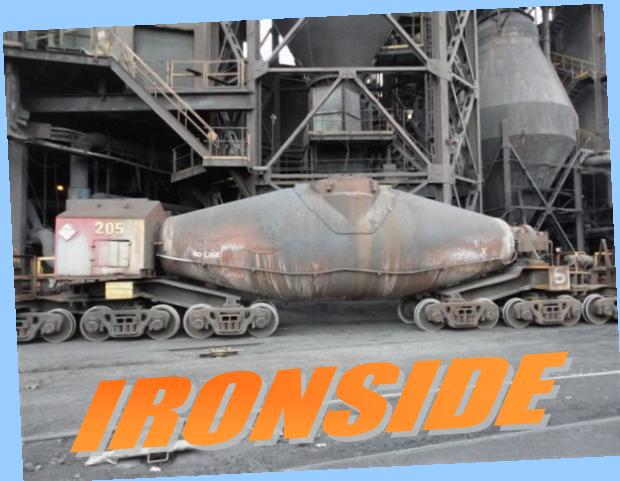


**Steal Good Ideas Shameless, Share Good Ideas Willingly**



Brothers and Sisters,

First of all I'd like to start by welcoming our new Blast Furnace employees it's been awhile since we got new employees. I'd also like to congratulate the newly retired Bill Stone and his many years of hard work here in the Blast Furnace! Since the beginning of the year our members in the Furnace area have gotten a new top change on H-4 and we are scheduled to also do a top change on H-3 for later on in the year. The winter is almost over and the spring time will be here soon enough. As al-



ways a reminder we must continue to try to improve our safety work record and strive for zero accidents!

I would like to thank Steve Skvara who passed away recently for all he did for every single one of us USW members! He was a Local 1011 Retiree and past President of (SOAR) Steelworkers Organization Active Retirees. He was a friend, an activist, and most importantly a mentor for a lot of us. He was always on the front lines fighting for our rights. May you Rest in Peace and May God Bless You my friend you will be missed!

Thank You Steve,



Hi Everyone

You should be receiving you Spring/Summer Catalog in the mail this week. On the back cover you will find information about our Drawing for a Kindle Fire HD or the latest version of the Microsoft Operating System Windows 8. Leon Lynch and JobLink has developed a Database for E-mails and Cell Phones numbers so we will have up to date contact information so we can send out E-mail blasts about upcoming classes or a Text to inform students of a class cancellation or changes in real-time. Two names will be selected randomly at each site for the Drawing at a later date. Go to the Leon Lynch Website [www.ihlearningcenter.org](http://www.ihlearningcenter.org) and look for the gold star on the right side of the home page and click on the star to lead you to the form. Fill it out and submit and you will be entered. Only one entry per member.

John Hartman

**Site Coordinator**

*A Strong Union is an Active Union!*

In Solidarity,

Eddie Gonzalez  
Area 1 Griever



# THE BIG CHAIR

Brothers and Sisters,

I'd like to address a couple of issues that are inevitable with the new language in the 2012 Basic Labor Agreement:  
First is the change in language concerning the penalty for "refusal or reversion" on a posting for a prevailing bidder.

The 2008 Language is as follows:

Agreements between USW and ArcelorMittal Final as of August 30, 2008

h. In the event an Employee refuses a transfer under Paragraph 10 after applying therefore, or voluntarily returns to the unit from which s/he transferred, s/he may not again apply for transfer to such unit for one (1) year after such event.

The 2012 Language change is as follows:

Tentative Agreement between the USW and ArcelorMittal USA

September 8, 2012

h. In the event an Employee refuses a transfer under Paragraph 10 after applying therefore, or voluntarily returns to the unit from which s/he transferred, s/he may not again apply for transfer to such unit for six (6) months ~~one (1) year~~ after such event.

The end result is that Employees who refuse or revert from a transfer will not be allowed to apply for a transfer for 6 months.

The second issue is the creation of a craft trainee program the language is attached:

[See page 7 for attachments >>>](#)

In closing, during the 2012 contract negotiations the Union fought to improve the language concerning the hiring of direct relatives, unfortunately due to various state and federal laws we were unable to change the language. With that being said Mike Scharnke, Lonnie and I have told the Company that the Union needs notification in a time frame that allows the membership enough time to prepare their relatives for the application process. On 2-28-13 the Company notified the Union that the application process would begin on March 11<sup>th</sup>. The necessary information is included in The Record.

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



**Griever Meeting**

**Every Wednesday @ 1PM**

**Rep. Council Meeting 1st Thursday**

**Of the Month @ 3:30 PM**

# THE BIG CHAIR

continued from page 6

Tentative Agreement between the USW and ArcelorMittal USA

September 8, 2012

## Exhibit A

### Memorandum of Agreement Concerning Maintenance Technician Trainee Programs

This Agreement is entered into by ArcelorMittal USA, LLC (hereafter the "Company") and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial Service Workers International Union (hereafter the "Union" or "USW"), together the "parties".

As a result of discussions between the Company and the Union regarding to the establishment of Maintenance Technician Trainee Programs; the selection of Employees into the Program; the Training of Employees; the Testing of Employees; and the Rates of Pay of Employees, the following understandings have been reached.

The parties affirm that the implementation of the provisions of this Agreement are consistent with the Training Commitments detailed in Article Seven Section A of the 2012 Basic Labor Agreement ("BLA"). Accordingly, the Company and the Union agree to the following:

- 3.1. Maintenance Technician Trainee Programs shall be established at each of the Company's locations. Entry into the Programs shall be awarded to Employees based on the Company's commitment to fill no less than forty percent (40%) of the annual plant wide Maintenance Technician postings with Maintenance Technician Trainees, until the classes are full as determined by the plant training committee to the annual plant wide Maintenance Technician postings with Maintenance Technician Trainees. It is understood that Entry into the Programs will be determined by the terms of the BLA and by achieving a minimum score of fifty on the Ramsay MTM or MTE test. The Trainee will then be offered three hundred and twenty (320) hours of Company provided for training in order to pass the Ramsay Mechanical test at 84 or the Ramsay Electrical at 73. Once the trainee passes the Ramsay test s/he will be awarded the vacancy in accordance with local plant practice posted department vacancy on a plant wide bid. If the Trainee does not pass the Ramsay test at the above score he/she they will return to their home department at their previous position and may not again apply for entry into any Maintenance Technician Trainee Program for one (1) year unless the Trainee provides proof of certified remedial training. During the initial three hundred and twenty (320) hours of training, the Trainee will receive his/her incumbent rate.

36

The Parties reserve the right to modify, add to and/or delete any of their respective proposals

Tentative Agreement between the USW and ArcelorMittal USA

September 8, 2012

2. Upon entry into one of the Maintenance Trainee Programs (either Electrical or Mechanical), an Employee shall be considered to be a Maintenance Technician Trainee (either Electrical or Mechanical). S/he shall be paid at the rate of Labor Grade 3 plus plant wide average incentive. The Trainee shall be provided with up to three hundred and twenty (320) hours of instruction (in addition to training in section one) while in the Labor Grade 3 job classification, and up to seven hundred and twenty (720) hours of on the job training and practical experience. While the Trainee is progressing through the aforementioned instruction and practical experience he/she will be required to pass five (5) of the ten (10) factors tests. It is understood that the Trainee may be assigned anywhere in the plant during his/her period of above training.
3. While the Trainee is completing up to an additional three hundred and twenty (320) hours of training and also an additional seven hundred and twenty (720) hours of actual work, in his/her bid department, while in the Labor Grade 3 job classification plus the appropriate department incentive, s/he will be required to pass the remaining factor tests suitable under Article Five section F of the BLA. Upon satisfactory completion, the Trainee will advance to Labor Grade 4 and full Maintenance Technician status. Upon passing all ten (10) Factor Tests Trainees will be able to fill permanent plant wide vacancies.
4. Should it be determined that a Trainee is not progressing at an acceptable pace while in the Program as evidenced by her/his failure to pass the Factor Tests subsets in accordance with the aforementioned timeline, s/he shall be counseled by the Company and Union Co-Chairs of the Plant Training Committee. After such counseling, the Trainee shall be given an additional one hundred sixty (160) hours to correct the deficiencies, and retested. Should the deficiencies not be corrected, the Trainee shall be deemed to not have the ability to perform the work and removed from the Program. Once removed from the Program, (or should the Trainee elect to leave the program for any reason), s/he shall be assigned at the discretion of management to any department within the plant as a Utility person until such time as the Employee exercises her/his seniority to bid on a vacancy within the plant.
5. Factor Testing shall be administered by a third party administrator as agreed to by the plant training committee.
6. Each plant training committee will develop the factor testing similar to Appendix A and B. Any proposed changes must be agreed to by the plant training committee.

### Appendix A: MTE

37

The Parties reserve the right to modify, add to and/or delete any of their respective proposals

Tentative Agreement between the USW and ArcelorMittal USA

September 8, 2012

1. 440 VAC Motor Installation
2. Wire and Configure and Troubleshoot a 250V DC Motor
3. Troubleshoot a 440 VAC Starter
4. Operate a Medium Voltage Switch Gear
5. Troubleshoot a DC Crane Control Board
6. Calibrate a Pressure Transmitter
7. Assemble an Electronic Power Supply
8. Program an Allen-Bradley PLC
9. Troubleshoot an Allen-Bradley PLC
10. Five KV Cable Termination

### Appendix B: MTM

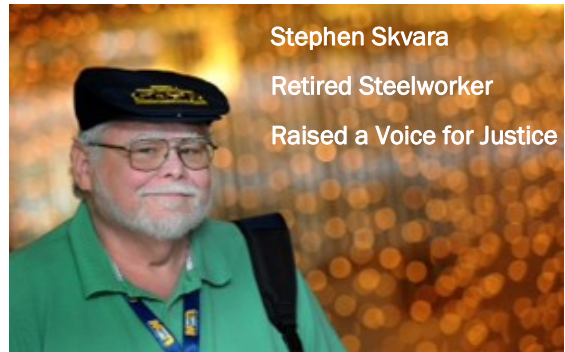
1. Rigging and Assembly
2. Drill, Tap and Burn Plate
3. Installing Threaded Pipe
4. Motor and Shaft Alignment
5. Coupling and Bearing Installation and Removal
6. Hydraulic Circuits
7. Lubrication Systems
8. Crane Inspections
9. Coupling Guard Fabrication
10. Welding



Dear Brothers and Sisters

### **IN MEMORIAM**

On Thursday February 19<sup>th</sup> our world turned a little slower and the sun didn't shine as bright because Steve Skvara was called home. Many of our newest generation of union family never heard or met Steve. Steve was a member of our local until his retirement in the 90's. Steve was respected as a steward and as leader. He was not afraid of any challenge. After retirement he became an active member of SOAR, Steelworkers Organization of Active Retirees, eventually becoming the district representative to the national committee. His life size portrait was on display at the 2011 USW International Convention. . Steve personified the idea "that one person can make a difference".



Stephen Skvara

Retired Steelworker

Raised a Voice for Justice

Steve will always be remembered as a champion in the fight for working families and retirees everywhere. I am proud to say that I, and many others from our local, have stood side by side with him at protests or rallies even though his health was so poor he needed 2 crutches to walk and support himself. During the shutdown of 2002 Steve volunteered countless numbers of hours at our hall to help both active and retirees with health insurance issues. Before a national television, in an emotional plea, Steve asked presidential candidates what they would do to help people who are retired or on fixed incomes secure health care who cannot afford health care. Steve knew that you don't fight the fight you can win, you fight the fight that needs to be fought and you keep on fighting until you win.

I wish I understood the ways of Providence, maybe then I would be able to understand why Steve has left us at a time when we need him the most. Maybe the Almighty has got a fight on His hands and He needed a good man.

### **NOT A SPECTATOR SPORT**

My friend and brother Rich Barron has an article in this edition concerning PAC, so I won't beat this topic to death. PAC is a way of getting "our voice" heard. There is a very good reason why the "billionaire suits" are pouring their money into the political coffers of elected officials and candidates. PAC is a vital tool in making the playing field level. It will take all of us, pushing or pulling together, to survive the never ending assault of corporate greed. We are all in this game together and nobody should be sitting on the sidelines!!

Bravo to our friends at 6787, they know how to handle "freeloaders".

### **SUMMERTIME EVENTS 2013**

We are pleased to announce some local union events scheduled for this summer.

**Disabled American Veterans Walk on May 18<sup>th</sup> at Wicker Memorial Park.**

**ICD/1011 Charity Golf Outing benefiting the Tito Fullemini Scholarship Fund June 22<sup>nd</sup> at Summertree Golf Course**

**USW 1011 Labor Day Family Picnic September 1<sup>st</sup> at Wicker Memorial Park**

There will be more information on these events and some others still on the drawing board coming soon. We hope to see you and your families to share in fellowship and memories.

Good news, Larry and I just received notice that the new Summary Plan Description (SPD) books are being printed. The SPD outlines our health, dental, vision, and pharmaceutical benefits. The books will be mailed out to the members homes.



Golf season is almost here. We are always looking for new golfers. If you are interested please call Aaron Morales at 398-3150 ext.12

In Solidarity

***El Jefe***



## South Chicago Indiana Harbor Railway



Hello my fellow Union Brothers and Sisters, my name is Daniel (Dann) Gue and I am the newly elected grievor for the South Chicago Indiana Harbor Railway. I will not be surprised or offended that most all of you are saying "who, what and where?" We are USW local 1011 employees that operate under Federal Railroad Administration (F.R.A.) rules and regulations. (Many of you are familiar with D.O.T. Regulations for motor pool, basically it's the same.) The S.C.I.H. or Chicago Short Line was founded December 8, 1900 and at one point in it's over 100 year history was the largest short line railroad in the country. In 1971 they made the purchase of two brand new 1500 H.P. EDM's (locomotives) numbered CSL 30 and 31, and in 1974 two additional SW 1001's (locomotives) numbered CSL 28 and 29. Now owned by ArcelorMittal these locomotives are still in operation today. They are all maintained by one grade 4 MTM with no outside contracting. The main service of the CSL is to provide the west side with coke that is brought in by the CSX and

other large railroads. Being F.R.A. Qualified and tested yearly we are allowed to operate on main line rails and then bring in the coke for the furnace to B-Yard for the #3 and #4 furnaces. That is a small intro into what we do to play our part in making the high quality steel that our company and union membership together produces. Until next time please continue to work safely and with your unmatched quality and **Union Pride!**

Sincerely,  
Daniel E. Gue  
Griever S.C.I.H.

## "Welcome Aboard"

Within the past couple of months, we have hired 36 new individuals across multiple departments. All of them have participated in both orientation and OMA training prior to reporting to their current home department. I have had the opportunity to meet all of these men and women and believe they will be an asset and a good addition to our plant and our Union. Please keep an eye out for our new Brothers and Sisters and welcome them!

To our new Brothers and Sisters:

Now that you have completed the orientation process and OMA training, it is time to get into

the groove of the departments you have been assigned to. If you have any questions about the jobs you are doing, do not hesitate to ask! We are all here to help you get through your probationary period and get you settled in to your jobs. Always remember to be safe, keep your eyes open and your head on a swivel.

If any of you has a suggestion or improvement regarding orientation or OMA training, please contact any one of our elected officers. We are listening and would like to hear any and all feedback from you.

Finally, good luck to you all and welcome to the family!

Michele Jones - Blast Furnace



Website of the United States Hispanic Leadership Institute

# USHLI.org

On February 15—17, 2013 there were 6 delegates sent from our Hispanic Committee to the 31st National USHLI Conference (United States Hispanic Leadership Institute) held in Chicago, Illinois. Our delegates had their participation on educational workshops, motivational leadership panelist and also volunteer their services. Jose Galicia (Chairman) mission is to train our committee of Hispanic leaders by promoting education, unity, leadership development, and servant leadership. The following delegates who attended this year conference were Aaron Morales, Juan Negrete, Lupe Rivera, Alfredo Cadena, Ramon Gomez, and Jose Galicia.





## *with Larry Oar & Mariano Flores*

### Workman's Compensation and You

Each month we try and highlight some aspect of benefits that directly affect the IHW family. In the last edition of the RECORD we started talking about workman's compensation. Workman's comp is probably the most misunderstood and misrepresented benefit that protects workers.

Many of our union brothers and sisters believe that Workman's Comp is a negotiated part of their respective basic labor agreement. That is far from the truth. Workman's Comp is regulated by state laws, and varies from state to state. We cannot stress enough the importance of reporting an accident or injury immediately; if that requirement is not followed the worker may lose the right to receive worker's comp benefits. Also, the injured worker has the right to union representation during the investigation process. It is important that an injured worker knows that their union, especially their safety reps, benefits reps, and grievance committee, care for their welfare and want to make sure they receive the benefits they are duly entitled to under state laws.

The worker is usually misled by falsely believing that "my company will take care of me when I get hurt." More often than not, companies/

businesses will try to "take care of" the injured worker as cheaply as possible. If there is a way to avoid paying Workers' Compensation or providing necessary medical benefits, companies/businesses will do so. Businesses and insurance companies are trained and experienced in denying injured workers their rights to Workers' Compensation benefits. Many companies outsource medical treatment and they too are often trained

to see that work-related injuries are not covered by Workers' Compensation or that an injured worker receives proper and comprehensive care.

Remember PPE is not the only protection you and your family have on the job. The law and your union will be there to help you in the case of an accident or injury. Help us help you by reporting your accident or incident and documenting everything that is related to the accident or incident



Mariano "Chief" Flores

398-3150 ext 19

[Marianoflores1011@yahoo.com](mailto:Marianoflores1011@yahoo.com)



Larry Oar Jr.

398-3150 ext 16

[larryoar1011@yahoo.com](mailto:larryoar1011@yahoo.com)





Back of Any T-Shirt



L/S T-Shirt \$15



S/S T-Shirt \$10



Color of All T-Shirt



Blue Polo \$35



Black Polo \$35



Shot Glasses \$5



Black Polo \$35



N/B Beanies \$10



Navy B-Ball Hat \$10



Black B-Ball Hat \$10



N/B Cuffed Beanie \$10



Golf Towel \$15



Golf Balls

3/\$8 or 12/\$30



Golf Divot Tool

\$15



Water Bottle \$10



Money Clip \$15



USW Clock \$20



12 Decal inch—\$5

5 Decal inch—\$2



Executive Board

Key Chains \$1



Grievance Comm.

Key Chains \$1



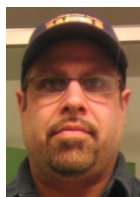
Pocket Knife \$30



Lapel Pins \$2



Hood sweatshirt \$35



Hi I'm Kenneth J. Matusiak and I'm still inviting you to stop by our local Union Hall to check out our United Steelworker merchandise for sale. We are taking suggestions for future items. Please leave any suggestions at 219-398-3150 ext. 22

**Local 1011**  
UNITED STEELWORKERS  
**USW**  
UNITY AND STRENGTH FOR WORKERS  
**Catalog Items**





**NOTICE OF ACCEPTING APPLICATIONS FOR EMPLOYMENT**  
**(Begins Monday, March 11, 2013 at 8:00 AM)**

ArcelorMittal USA Burns Harbor, Indiana Harbor, Indiana Harbor Long Carbon (Bar Company), Riverdale, and I/N Tek-I/N Kote (the hiring locations) will be accepting applications for hourly bargaining unit positions, including Utility Person, Maintenance Technician Mechanical (MTM), and Maintenance Technician Electrical (MTE) to maintain a pool of candidates for potential future job openings. The process is open to any individual that chooses to apply. Current employees may use this letter to inform relatives of the steps they need to take if they are interested in applying for future employment at any hiring location. All candidates must follow the process described below.

1. Interested individuals must register with the State of Indiana's Indiana Career Connect job matching website: [www.indianacareerconnect.com](http://www.indianacareerconnect.com). Registration can be made from any computer with internet access (i.e., home, library, WorkOne offices).
2. Individuals must create a username, password and have a current email address to create their profile in the Indiana Career Connect system. Step-by-step instructions to register with Indiana Career Connect are available on the website listed in Step 1. Candidates will be contacted via the email address they have provided regarding further steps in the process. Candidates are responsible to make sure that their email address is current in their Indiana Career Connect account and responsible to check the email account for further hiring instructions.
3. A complete description of the job duties and job requirements for the Utility Person, Maintenance Technician Mechanical (MTM) and Maintenance Technician Electrical (MTE) position is listed on the Indiana Career Connect website. To access this information and apply for a position, please refer to the following job search numbers. **NOTE: These positions and job search numbers will not be posted on the Indiana Career Connect website until 8:00 a.m., Monday, March 11, 2013.**
  - Utility Person **Job Search #8528035**
  - Maintenance Technician Mechanical (MTM) **Job Search #8528342**
  - Maintenance Technician Electrical (MTE) **Job Search #8528413**
4. Once the candidate is on the appropriate job search page, he/she can register for the position by creating a resume, or uploading an existing resume. Following this step, candidates will be directed by email to provide additional hiring information via an on-line questionnaire. The email may take a few days to arrive in the candidate's email inbox. Candidates must complete both the registration and questionnaire in order to successfully apply for any of the positions listed above.
5. **Utility Person Position:** Candidates must qualify on the WorkKeys assessments, administered by WorkOne, which includes "Locating Information" and "Observation".
6. **MTM/MTE Positions:** Candidates must qualify on a computer-based maintenance test (mechanical or electrical) administered by ArcelorMittal USA. Candidates for these positions are not required to qualify on the WorkKeys test mentioned above.
7. Candidates who are referred by WorkOne to ArcelorMittal USA will begin the pre-employment process. This involves qualification on a general aptitude computer-based test administered by ArcelorMittal USA. Candidates will receive details regarding the administration of this test.
8. As job openings occur, applicants will be contacted by a Human Resources representative from the hiring location and scheduled for an interview and a background review. Applicants selected for hire will be required to pass a physical examination, which includes a drug screen. Applicants not selected for hire will be notified by email, phone, or mail.

Due to the expected high volume of interest, there may be periods when the maximum limit for applicants in the job pool is reached. When this occurs, the candidate will need to check back periodically on the Indiana Career Connect website to apply when the position is made available again. Do not contact WorkOne or ArcelorMittal USA when this occurs. Additionally, phone calls or personal contact made to the hiring location regarding a candidate's status will not be addressed and could lead to the disqualification of the applicant from consideration.

Pursuant to existing Labor Agreements with the United Steelworkers, the Company shall give consideration, to the full extent of interest, to the direct relatives of represented employees and retirees who meet the Company's hiring criteria. Employees/Retirees who have already submitted an *Employee/Retiree Relative Referral Form* on behalf of a relative do not need to resubmit another form. In the event an applicant is referred to ArcelorMittal USA from WorkOne, he/she will receive an *Employee/Retiree Relative Referral Form* to complete and submit with his/her application packet.

Salaried non-represented employees may also refer direct relatives.

As a reminder, to be eligible to apply, an individual **MUST**:

- \* Be at least 18 years of age
- \* Have a current, valid driver's license or state issued ID card
- \* Register on Indiana Career Connect per instructions above
- \* Be able to work full-time, including rotating shifts, weekends
- \* Have earned a high school diploma, GED, or equivalent
- \* Be authorized to work in the United States
- \* Complete the on-line hiring questionnaire

ArcelorMittal USA is an equal opportunity employer and fills its job requirements by selecting from the available labor market those applicants best qualified to perform the work in a safe manner. An individual notified that he/she is being considered for a position should notify the Employee Services/Human Resources department during the pre-employment process if he/she is in need of an accommodation.

Date: February 28, 2013

Issued by: ArcelorMittal USA hiring locations