



# THE RECORD

Local 1011

November 2012

**United Steelworker  
Local 1011  
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East Chicago, IN 46312  
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**Mariano Flores**—V.P., Ext. 11

**Aaron Morales**—Recording Secretary, ext. 12

**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

**Www.usw1011.com**



## *From the President's Desk*

**3.4**

Brothers and Sisters of Local 1011,

I hope this letter finds you and your family well. I would like to take this opportunity to congratulate our recently retired members. I would also like to remember those off on sick leave or out with injuries. We wish them a speedy recovery and return to work.

As the Holidays approach us, we will be busy in our daily lives spending time with our friends and families. It's a time we should reflect on the past year and count our blessings. We were able to secure a sound financial future for our families for the next three years. Not everyone has been so lucky. The economy has taken its toll on many of our friends, family and communities. Because of this, Local 1011 is sponsoring the Salvation Army's Angel Tree Program. It's a program where we, as members, can anonymously sponsor local children in the community we work, with small, modest gifts of food, clothing, or toys. I challenge us to make this year's effort unlike any other. It's a small way for us to give back to those much less fortunate than us. Sponsorship tickets are available for pick up at the union hall. It includes the child's first name, sex, age, and small wishes to assist you with shopping. Also, if you don't have time to shop, our Women of Steel ladies have offered to shop for you with your donation. Just come down to the hall to pick up your tick-

ets or drop of your donations. Gifts must be returned to union hall by December 12th.

I want to take a moment to thank a few leaders and explain the recent Primary Incentive no payment for weeks ending 10-27-12 and 11-3-12. To clear things up, we do not have a guaranteed 20% for Primary.



What we do have is a 20% "protection" for weekly average tons between 6800 and 8200. The agreement reads that if we drop below 6800 weekly average tons, then the Local Union President and Plant Manager must discuss why. (ie: call offs, dropped or spilled ladle that caused interruption, lack of orders or scheduled operating turns ) The meeting was finally held between Wendell and I on Tuesday, Nov. 6th. Our Chairman, Jim Flores, Grievers, Jaime Quiroz and Eddie Gonzalez and Incentive Chairman, Gary Mullens attended with me in effort to debate the company's decision to pay ZERO. The entire group did a great job telling Wendell that it was lack of order based and therefore not our fault. We insisted that we should not be penalized for

it. In fact, the first week we averaged 6147 tons out of 6500 scheduled. That means we made 94% of slabs we were scheduled to make. One point I want to make is Wendell pointed out a night turn that we had call offs in the Steel shop. They are looking at those types of events. He makes it VERY clear that if we drop below 6800 because of not being able to operate because of significant levels of R/O's that he WILL NOT PAY AN INCENTIVE FOR THAT WEEK. Wendell and I did agree to back pay the 20% for the two weeks in question. This also applies to the members on Plant General Incentive Plan. Everyone will be made whole. We are under the current Primary Incentive Plan through end of the year. At that point we either extend or enter into a new plan.

We will be having a Picture with Santa Day here at the hall on December 15th. I hope you can find time to stop in and bring your child or grandchild down for a fun time. Fliers should be out with detailed information regarding times and such. Hope to see you here!

Fraternally yours,

**Lonnie Asher**

President Local 1011



## Vice-President

Dear Brothers and Sisters

One of the major issues we had during negotiations this past summer was the administration of sickness and accident benefits for west side employees. In discussions with company reps we were able to present these issues and cases on how flawed the s&a system is and what would be needed to make the benefits program fair and equitable to west side employees. As of this writing we are still working on these matters and we will not back away. It is one of these "flaws" I wish to share with you. The administration of sickness and accident benefits on the east side is done through the company. For west side employees, the administration is done through a third party, Prudential Insurance. This dealing with a third party often creates delays in members receiving their s&a pay in a timely manner. Another problem that is created is that members must supply verification and documentation to the clinic which we contend is an unnecessary since Prudential administers all doctor/medical reports and forwards authorization to the company's benefits department and not the clinic. Once again, Larry and I are working on it and hopefully we will have better news to report after the new year. Speaking of the clinic, recently we have had complaints by members as to their treatment by some of the staff at the clinic. The important word here is "SOME". In my dealings with the people at the clinic I have found them to be courteous and compassionate health professionals. Yet we are troubled to hear reports by members who are already stressed by injury or illness. It is important to remember that any disrespectful behavior by management or bargaining unit will not be tolerated.

On the lighter side, one of my favorite things to do during the holiday season is to watch the classic Peanuts cartoon 'A Charlie Brown Christmas'. It's the one where Charlie Brown is stressing about Christmas (like no one has done that before!!) and questions what is the true meaning of Christ-

mas. Then Linus quotes from the gospel according to Luke on how a child was born to save the world. I always reflect on the birth of my own 3 children and how my world is a better place because of them.

The price we pay as a society is constant vigilance. This has been a tough year but we made it through together because we have been vigilant. It is a sign that our unity of purpose, our solidarity, is strong.

From my family to yours, I hope that all have a Happy Thanksgiving!! As we gather to give thanks let us not forget those who are far away from home defending our right to live as a free people.

Your Friend and Brother,  
**Mariano "El Jefe" Flores**



I can be reached at 746-4660 or at the hall extension 11. My email address is [marianoflores1011@yahoo.com](mailto:marianoflores1011@yahoo.com)





## **Local 1011**

### **Annual Salvation Army's Angel Tree.**

*For starters, we would like to say a HUGE "Thank You" to EVERYONE who gets involved with this event each and every year. The children who receive these gifts truly have a Happy and Merry Christmas.*

*Angels will be available at the Hall and also from your Women of Steel members (listed below are a few). All donated Angel gifts are requested to be turned in no later than Wednesday, December 12<sup>th</sup>. Please turn in all gifts to the Hall.*

*This year the Salvation Army has requested that the gifts not be wrapped. If you are like us, Christmas is not right without the wrapping so if you insist they will still accept the gifts!*

*If you wish to make donations but do not want to choose an Angel, the Salvation Army appreciates all types of donations in the form of toys and clothing (especially hats and gloves).*

*As has been done in the past, your local Women of Steel members will be available to handle the shopping for you if shopping is not your thing. All you have to do is choose your Angel, give WOS the money, and the presents automatically appear...just like Santa!!!*

*The WOS Shopping Spree will be held on Saturday, December 8<sup>th</sup> beginning at noon. Immediately following, WOS will be retiring to Catch 22 located in Merrillville for dinner and cocktails. We encourage you all to join us for a little holiday cheer starting at 5:00 p.m.*

*Thank you all again and have a Very Merry Christmas and May Your Holidays Be Bright!*

#### Your Women of Steel Members:

Isabell Sundin	219-771-0370
Michele Jones	219-313-9613
Verona Jones	219-670-4299
Sharita Alexander	219-427-8504
Cheryl DeCero	
Arleen Sandrick	



## COATING News



To start off I would like to thank everyone here at West Coating for doing a great job at safety this year. We have gone more than 365 days without a Lost Time Injury (LTI). We have drastically improved our OSHA Recordable rate from last year. We were sitting at 12% for the year of 2011 and currently we are at 1.89%. We still have a little over a month to go and I want to encourage everyone to continue to do the great job they are doing. Let's let Coating finish the year under 2% for OSHA recordable injuries. Thanks and have a safe holiday.

In Solidarity,  
 Brian Tucker  
 Coating - Griever



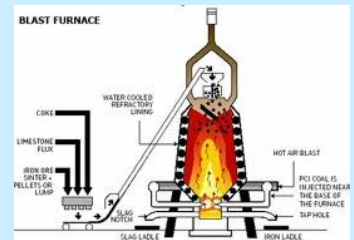
Brothers and Sisters,

First I'd like to wish all of our members of Local 1011 and their families a Wonderful and Joyous Holiday season! This definitely has been a year to remember we elected Our Local Union President and Chairman along with the E-Board and our Grievance Committee. Not to mention a long contract negotiation, which we were successful at Securing Our Future! And last but not least electing our President of the United States Barack Obama for another 4 years! So we here at USW Local 1011 sure have a lot to be thankful for. May you all have a Blessed

Thanksgiving Holiday and Christmas Season and may God Bless!



In Solidarity,  
 Eddie Gonzalez  
 Area 1 Griever



Brothers and Sisters,

I would like to talk about retirement in this article. First questions I have been getting is retirement while continuing to work? Yes, you are entitled to begin collecting your retirement once you reach 65. You can do this if you simply call the Steelworkers Pension Trust (SPT) 1-800-848-1953 and ask for your retirement paperwork to be sent to your house. You can call me or Mariano and we

would be glad to go over the paperwork with you. How soon can I apply for my benefits? The trust suggests 15 days prior to your retirement date. The law states applications cannot be sent to a participant more than 30 days in advance of the retirement date. Also the SPT will send you a letter before reaching 65 asking if you would like to start collecting your pension upon reaching 65. The documentation you will need is (1) Social Security cards for you and spouse if married. (2) Birth certificates for you and spouse. (3) Proof of Marriage Certificate if married or Divorce Decree if applicable.

For any employee eligible for rule of 85 (which is years of

## BENEFITS with Larry Oar

service plus age) you may call the Steelworker Pension Trust and ask for a summary of your pension. The Pension trust will send you an estimate which will give you your options and amounts of what you would receive upon retirement. As always feel free to contact me at the Union hall for any Benefits questions.

In Solidarity,  
**Larry Oar**  
 Benefits Coordinator USW  
 Local 1011  
 Office: 219-398-3150 Ext 16

Cell: 219-841-2809

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



# THE BIG CHAIR

Greetings Brothers and Sisters,

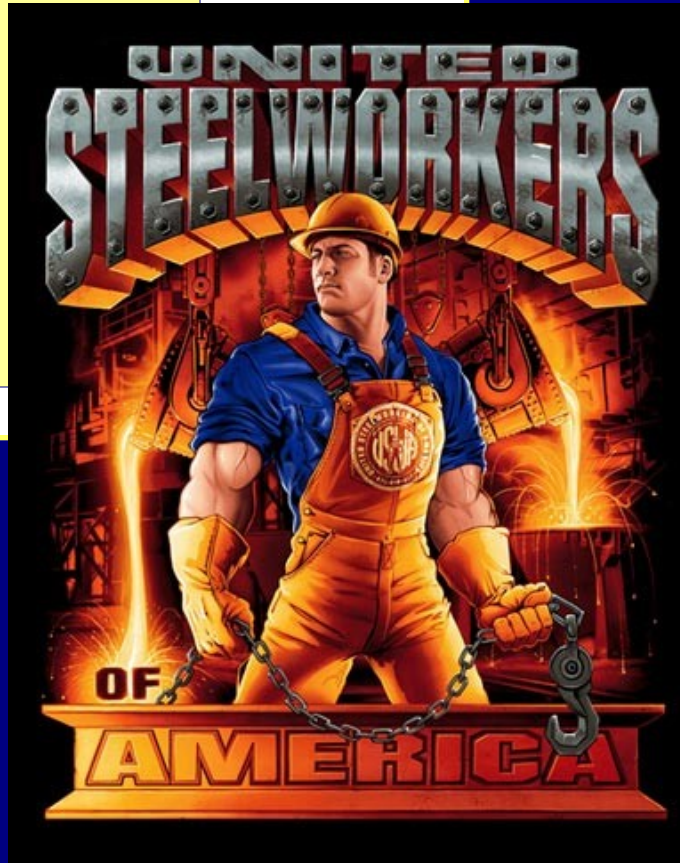
I am certainly one very happy Steelworker now that my time in Pittsburgh has come to a conclusion. The months spent in Pittsburgh were of great value as we were able to achieve a fair contract. I can't begin to thank everyone for the support we received from all the Steelworkers here at home. I can not be more proud of the work all the committees performed in keeping the membership informed as to the process or lack of process at times in Pittsburgh. A special thanks goes out to all who rallied outside the plant when needed, for all the members who wore the stickers, for all the members who wore red for all the members who



showed the company that we will not settle for less than we deserve and for the retirees who believed in us. Thank you.

Now that I am back it's time to get back to the business of the Union, the grievers and I are meeting regularly and working through the various issues in the plant. From discharges to the implementing of our new local conditions we have a very full agenda ahead of us and are looking forward to getting it done.

Over the next few months I will be working very closely with Dwayne Locher in the Hot Strip as we have many issues to attend to; from



manning new Sample Lines and modifying the Lines of Progression that go with it to either settling or arbitrating the outstanding grievances that the company has played games with. Either way we're going to get these issues settled! I truly believe there is a bright future for the members of the Hot Strip and the membership will make that happen.

Lonnie and I have made it a priority to get the issues of Contracting Out under control whether it is through the Bargaining Unit Work Committee or the Dept. grievance procedure, we will be involved.

In closing: **Congratulations** to all the Assist. Grievers and I look forward to working with you all.

Fraternally  
**Jim Flores**  
Grievance Chairman Local 1011



**Griever Meeting**

**Every Wednesday @ 1PM**

**Rep. Council Meeting 1st Thursday**

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



I would like to thank everyone who helped out with the 2012 election. Even though our outcome in Indiana was not best for working families, we showed with hard work we will not be silenced.

In weeks leading up to the election, the Local Democrats understood political races would be determined by whether parties can get their supporters to the polls, and even hours until the polls closed, volunteers continued their efforts to get people out to cast a vote.

Republicans tried to capitalize on perceived resentment toward union workers. Their 2012 platform encourages barring of deducting dues automatically, from worker paychecks. By forcing unions to collect dues themselves, labor is likely to find it more difficult to get members to pay their fair share.

Republicans also favor a national right-to-work law that would allow union members to opt out if they so desired.

USW amassed 4,100 trained volunteers, plus another 2,900 worksite union members to pass out 2.1 million candidate handbills. Election Day reports filed show 18,315 shifts of USW volunteers and retirees in the battleground states doing block walks and door knocking. In those states, USW members knocked on 173,800 doors. Another 376,790 direct campaign mailers were sent to USW active and retired members who resided in the battleground states.

State campaigns and ballot issues were setup separately within USW district structures to deal with propositions that threatened the rights of workers to join unions and limiting their rights to engage in the political process.

USW President Gerard said, "Most American workers chose Obama for turning the economy around, passing the Affordable Care Act, rebuilding the auto industry, enforcing our trade laws and adding 5.5 million jobs in the last 32 months." Gerard adds: "We have more to do, but we're on the right track with this President.

**We still have a lot of work to do, but I know with the continued support of our union brothers and sisters we will continue to fight! We will continue to be heard! We will not stop until the war on working families is over!**

In Solidarity,

Rich Barron

[rich.barron@usw1011.com](mailto:rich.barron@usw1011.com)

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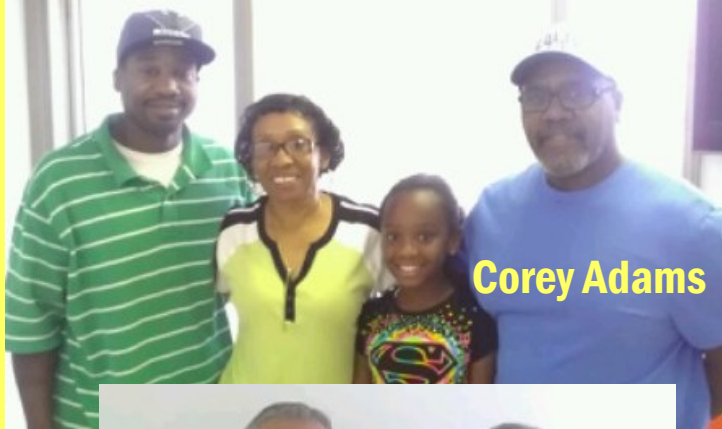
# Retirees



**Steve Kosak**



**John Cargal**



**Corey Adams**



**Joanne Jones**



**Bob & Tom Peterson**



**Russell Pocock**



**Carson Cochran & Louie Botts**



**Ron Ronciak**