



THE RECORD

Local 1011

October 2012

United Steelworker
Local 1011
3629 Euclid Avenue
East Chicago, IN 46312
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Lonnie Asher—President, Ext. 20

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



From the President's Desk

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Brothers and Sisters of Local 1011,

We have gotten some feedback over the weekend that ballots for contract ratification have finally appeared at our homes. I received mine, filled it out and put into mailbox this morning. I say this to remind everyone

I want to take a moment to mention the improvements in safety. Although people can challenge the statistics, in the face of a major distraction, contract negotiations, our members did a pretty good job keeping focused on the duties of their jobs. History has shown we have often lost focus during a trying time like this. As summer

www.usw1011.com

I hope to continue the communications with more editions of The Record moving forward. We want to hear from you what exactly you'd like to see included. Please give us feedback as to the types of information you need or are looking for.

Send all feedback to our Editor,

Nelson Franco

nelsonic41@hotmail.com



everyone we should take the time to vote. It is our fundamental right as a union member to vote on the proposed contract. The choice is up to all of us. Leaving it on the counter for a while can be cause for being late or forgetting altogether.

As we close, we will be headed into weather changes, road conditions, even Holiday seasons. Lets keep our focus and obtain our Ultimate goal of ZERO Injuries from today forward. Our families depend on us to come to work and return safely every day!!!

Fraternally yours,

Lonnie Asher
President
Local 1011



The Next Generation Committee would like to congratulate the Membership for their hard work in the Plant this past month. The presence on the front lines at the rallies and the shop floor solidarity was awesome and USW Local 1011 answered when called upon! The Next Generation Committee will continue to be involved in the actions going on around our state and our communities. We are committed to our duties of assisting the Leadership with the keeping of an educated and informed membership. Please find time to become involved like you were during the past weeks it was inspiring. The Next Generation Committee will continue to meet the first Tuesday of each month at 4:00pm.

Kenneth M. Bandy Jr. - Chairman

Vice-President

Dear Brothers and Sisters,

Whew!! What a wild 2 months!! Well our new contract is almost in the books, time to take a break, right? Wrong!

These past 2 months showed what happens when we all push or pull together. As one of the senior guys I can honestly say it has been awhile since I have seen such solidarity within our local. Actually I started seeing this movement within our local back in the spring of this year when we were gathering with other working families from across the state to battle RIGHT TO WORK legislation.

Per statistics from the Government Accounting Office (GAO), states with RTW laws have/are;

- 1) An average salary of \$5,300 less than states without RTW
- 2) 2.5% higher poverty rate

3) Salaries 12% lower for women than for male counterparts

4) 21% less of population has employer health care compared to states w/o RTW

5) Among the poorest in the nation

The time to defeat RTW is now and we have to do it at the ballot box. This past week volunteers have been calling members to encourage voter registration. Our local will have voter registration drives on 10/1 and 10/9 to help members register on line at; www.indianavotes.in.gov

In Solidarity,
Mariano "Chief" Flores



I can be reached at 746-4660 or at the hall extension 11. My email address is marianoflores1011@yahoo.com



Making Strides Against Breast Cancer *** October 14, 2012 *** Hidden Lake Merrillville, IN

Every day, the American Cancer Society helps people take steps to reduce their risk of breast cancer or find it early when it is easiest to treat. Today 1 of every 2 women newly diagnosed with breast cancer reaches out to them for help and support. They provide free information and services when and where women need it throughout their journey to get well. They are investing in research to find, prevent, treat, and cure breast cancer, and are working to ensure access to mammograms for women who need them.

We have signed up to walk and fundraise with **Making Strides Against Breast Cancer**. We hope you will consider joining our team and / or making a donation in support of our efforts.

Meet our team members:

Marisa Wilderness	Colleen Ziants
Minnie Alexander	Sharita Alexander
Michele Jones	Arvella Swayne
Isabell Sundin	Verona Jones

Join us and together we will walk for a world without breast cancer.

Our next WOS meeting will be October 8, 2012 at Local 1011 3:30pm

UNITED STEELWORKERS
WOS
WOMEN OF STEEL

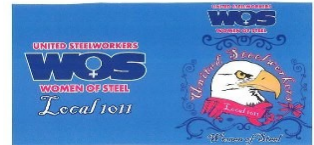
Women of Steel (WOS) are going to order Local 1011 WOS t-shirts the first part of October 2012

The Pink shirt will be in a lady cut and the blue shirt will be in a standard t-shirt cut

Please let us know which shirt you are interested in along with the size

Contacts:

Isabell Sundin (219)771-0370, Sharita Alexander, Verona Jones (219)670-4899



Halloween Safety from Jack...

Tips to keep your kids safe on Halloween

For parents and children:

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

For drivers:

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

Costumes and Treats

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

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

Be safe

Jack Shanley

Safety Chairman Local Union 1011



Happy Halloween!

News from the 84" HOT STRIP

As we await the results of the ratification of the contract, I believe that there are several issues that need to be looked at. These issues could pertain to only the Hot Strip or it could be an issue in all departments.

The first issue is that of safety. Regardless of what everyone feels about our safety program as the grievor of the department I can not and will not argue safety criteria that is put in place to protect our people. The primary concern is the use of PERSONAL PROTECTIVE EQUIPMENT. Hard hats, safety goggles and steel toed boots is not anything that is negotiable. When there is a sign posted by an entrance doorway stating that the PPE is required in order to enter the premises then you will be wearing it prior to entering the area. People sit in areas where they can see who is or is not wearing their equipment. I am asking each and every one of you to protect yourself, do not give the company any reason to hand out reprimands for something so simple. Everyone knows that the Hot Strip is very quick at handing out paper-

work.

The second major concern that needs to be addressed is the mentality of union people rati-ting on each other. I was in a meeting discussing a probationary employee's evaluation when a salaried individual tried to convince the employee that he read the union by-laws and it does not indicate in them that union employees can not turn in fellow union members to the company. Everyone knows that the by-laws do not discuss such things, but the union does have a code of conduct for union employees to abide by. The company thrives off of union brothers and sisters arguing with each other (on the company issued radios, in clerk's offices, or any other environment). That is exactly what the company plays on in the process of trying to break the union. Solidarity is not just a contract time thing that union people do,



it should be practiced every day that we call ourselves union brothers and sisters. We need to get back to practicing the ways of which the unions were born. Everyone that works in a union shop needs to look at themselves in the mirror every morning and remind themselves that you the people are the union, not just the elected or appointed personnel. We are your spoke persons, you are what makes a union what it is-- STRONG OR WEAK. Let's quit making deals that only benefit one or two people, but instead make deals that benefit everyone. Let's forget our personal differences with each other and learn to work together on a professional level. If someone does not know something, then let's give meaning of our brother's keeper and do not hesitate to teach them if it is not a violation of the discriminatory nature (Article 4 of the contract) let's

handle our issues amongst ourselves.

On a more positive note the new coiler is functional; the new sampling station will be functional soon, with postings going up to man it. We will be sitting down and determine which line of progression it will fall into. Even though the contract negotiations are over with, we will still be attempting to get some of the things that were not done during the negotiations. This will include job classifications, work retrieval for the bargaining unit, proper training programs and overtime equalization agreements. Along with that will be the discussion of programs that our competitors are well ahead of us on (I.E. WCM, Preventative Maintenance programs etc).

Respectfully,
Dwayne Locher
Griever



I hope all of you had a nice summer. I personally had an educational summer. I was given the opportunity to be in Pittsburgh throughout the negotiations. Lonnie had me on the benefits committee for our local while Mariano kept things under control at the local. Needless to say it was a long tough process to get a fair contract.

I am now a benefits coordinator for our local along with our Vice President Mariano Flores. I will be at the union hall full time to answer any and all questions about Benefits (HealthCare, Retirement, Sickness and Accident, and Family Medical Leave etc). Once we returned from Pittsburgh with what the Presidents of all locals agreed on, Mariano and I had made up a spreadsheet that highlighted our improvements to our Benefits package. These were given to your grievors for them to give to you. If anyone has questions on the highlighted items or any other questions don't be afraid to call me. I've received many phone calls about the \$10,000 Pension Enhancement Payment

BENEFITS with Larry Oar

(PEP) on whether it was throughout the contract or ended this year. The answer is that it's good throughout our new contract once ratified. I would like to thank everyone for their support from the mill, without our union membership standing behind us showing support and unity we would not have succeeded. Just one last thing, we did not lose anything on benefits only gains and that is definitely a victory for our membership.

In Solidarity,
Larry Oar
Benefits Coordinator USW
Local 1011
Office: 219-398-3150 Ext 16
Cell: 219-841-2809
Email: larryoar1011@yahoo.com



THE BIG CHAIR

Greetings Brothers and Sisters,

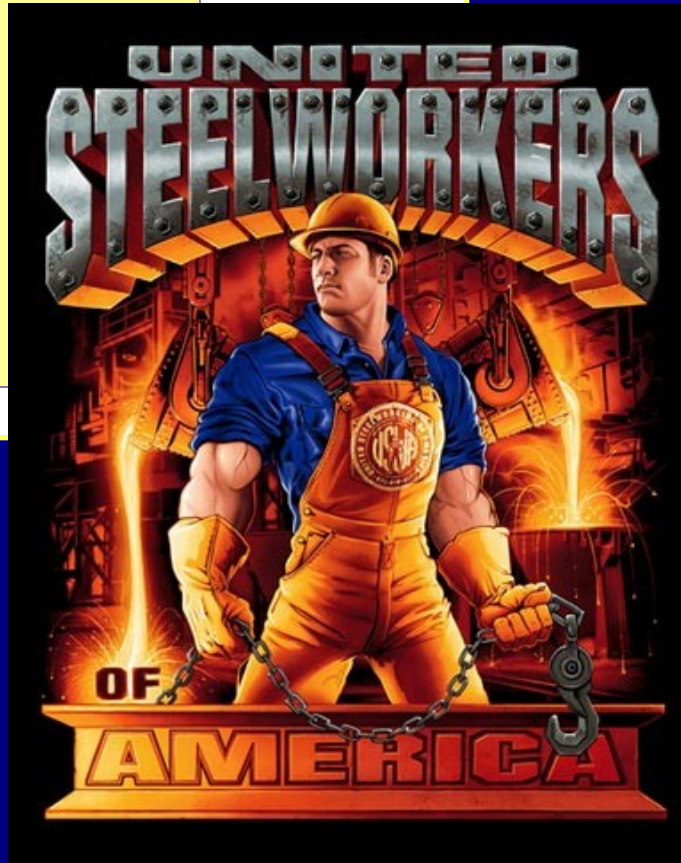
I am certainly one very happy Steelworker now that my time in Pittsburgh has come to a conclusion. The months spent in Pittsburgh were of great value as we were able to achieve a fair contract. I can't begin to thank everyone for the support we received from all the Steelworkers here at home. I can not 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



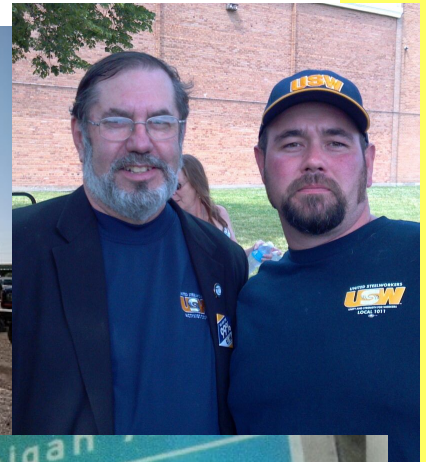
Griever Meeting

Every Wednesday @ 1PM

Rep. Council Meeting 1st Thursday

Of the Month @ 3:30 PM

Solidarity Rallies



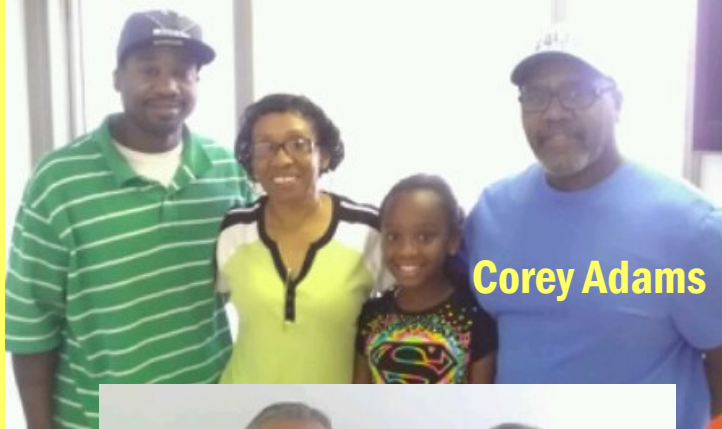
Retirees



Steve Kosak



John Cargal



Corey Adams



Joanne Jones



Bob & Tom Peterson



Russell Pocock



Carson Cochran & Louie Botts



Ron Ronciak