



Local 1011

THE RECORD

The RECORD

July 2012

FROM THE PRESIDENT'S DESK

Brothers and sisters of Local 1011,

I hope everyone had a safe and happy Independence Day this summer. Hope you enjoyed your time with friends and family. Let us never forget our departed brothers and sisters. Our Local 1011 would like to honor those serving in the military that maintain the freedom that we share. Salute and God Bless.

Local 1011 has been a very active place lately. I wanted to share a few of the things happening in and around the local.

In late May, the United Steelworkers Union celebrated 70 years of existence in the very place it was formed, Cleveland, Oh. The Next Generation group also held its first conference in conjunction with the 70th Anniversary celebration. We sent a well rounded group of Executive Board, grievors, young and older members to represent the local. The history and struggles of the Steelworkers were shared in many educational classes attended by our members.

In June we sent many of our members for educational training in Champaign, IL. to District 7 Summer School. The district offers educational classes in many different areas. They range from financial classes for our Financial Officers and Trustees, media training to help improve newsletters, websites, facebook, etc. Grievance classes, Arbitration training for Local unions to better prepare for grievance procedure. All this is an effort to improve our leadership skills throughout our local. I believe an educated union will be a more effective union.

Retirements continue to happen at a frequent rate. If you are contemplating retirement, please contact Vice President Mariano Flores and/or Trustee Larry Oar

for any questions you may have. Although it is a big decision in a member's life, it should be one in which you are educated enough and have all concerns answered so that you make the right decision. Contact the union hall to set up a informational discussion with them to answer any questions or concerns you or your spouse may have. As you are aware, contract talks have begun. In April and May, Dave McCall, our bargaining chairman, held a series of meetings at each local union across the country that falls under our master agreement in an effort to hear from the members what was important to them this go around. Local 1011 created Local Issue forms that were distributed throughout the plants in efforts to give everyone an opportunity to voice our needs, concerns and our wants. That info has been gathered and has been sifted through by our bargaining team and your area reps and grievors. We spent the first week of June in Pittsburgh listening to the company's ideas of what they believe has to happen in order to be competitive and sustainable with mini mills. We broke and returned for two weeks to begin working on Local issues back at the plants. We met several times in each area, discussed plant wide issues with area grievors and reps helping deep drilling each issue brought forward. A lot of "homework" has been done identifying the issues and preparing to defend our position or be able to present a case for a positive change. We spent last week in Pittsburgh for a second week of bargaining. Several committees were formed to begin bargaining on main body issues with the company. We had several members sitting in on these initial meetings with the company. These included Healthcare, Shop Floor Flexibility, Contract Language, Work subject to transfer (recouping jobs back into union from con-

tractors/ salary), Training/ Apprenticeships, Capital Investment/ Repair and Maintenance to name a few. Reports were given to the entire group daily as initial talks begin. We broke off talks and returned to plants for July 4th holiday and to use this week to continue working on local issues with management. We will be returning to Pittsburgh on July 8th for bargaining to resume on July 9th. Bargaining is tentatively scheduled solid through August 31st. Weekly updates will be given and distributed. We plan to use the website as well as fliers, facebook, email, etc. as things progress in efforts to keep the membership informed. Rumors are already beginning to run wild. Please do your best to only discuss information that has been put out by Dave McCall and his team around bargaining. We have a lot of new employees as well as more seasoned veterans of our local that wish to hear the facts, not rumors. We all know contract negotiations can be a confusing, as well as challenging time for our members and our families. We MUST stand together and do our best to keep one another informed as we move along. Be on the lookout for future updates and be prepared to share with your coworkers.

Fraternally yours,
Lonnie Asher
President Local 1011



**United Steelworker
Local 1011**
3629 Euclid Avenue
East Chicago, IN 46312
219-398-3150
Fax 219-392-0447

Lonnie Asher - President
Ext. 20
Mariano Flores - VP
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

IRONSIDE

Brothers and Sisters,

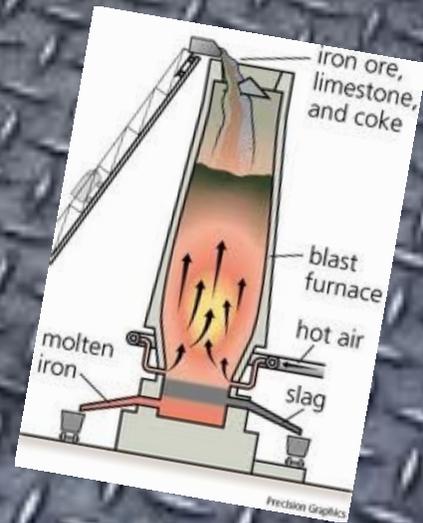
I would like to thank everyone for giving me the opportunity to serve you my fellow brothers and sisters of 3 & 4 Iron Producing as their Grievance Committeeman. I also would like to congratulate President elect, Lonnie Asher on his election to lead our great Local Union, and to all the other elected E-Board members and also to Grievance Chairman elect Jim Flores and the to the rest of our Grievance Committee!

Hopefully looking forward to a quick contract negotiation and get back to normal order of business (Making Steel) throughout the # 3 & 4 Blast Furnace and throughout the plant. But our members also need to remember to stay focused on the job with their safety during these contract negotiations it is very easy to become a distracted during these times.



In Solidarity,

Eddie Gonzalez
3&4 Blast Furnace Griever



Dear Brothers and Sisters,

It appears that summer has come early this year. We have just gone through the warmest 12 month period since they started tracking temperatures, with no relief in sight. There have been several SIBs sent out related to Heat Stress and staying hydrated. This is extremely important in excessively hot weather. Most of you already work in hot areas and the warmer outside temperatures don't help matters. There have already been several heat related incidents around the plant. Anyone can suffer a heat illness, but by taking a few simple precautions, they can be prevented:

- Condition yourself for working in hot environments - start slowly then build up to more physical work. Allow your body to adjust over a few days.
- Drink lots of liquids. Don't wait until you're thirsty, by then, there's a good chance you're already on your way to being dehydrated. Electrolyte drinks are good for replacing both water and minerals lost through sweating. Never drink alcohol, and avoid caffeinated beverages like coffee and pop.
- Take a break if you notice you're getting a headache or you start feeling overheated. Cool off for a few minutes before going back to work.
- Wear light weight, light colored clothing when working out in the sun.
- Take advantage of fans and air-conditioners.
- Get enough sleep at night.

With a little caution and common sense, you can avoid heat illnesses.

Be Safe,
Jack Shanley
Safety Chairman Local Union 1011



Vice-President

Dear Brothers and Sisters

Webster's Dictionary defines the word "SOLIDARITY" as a unity of purpose. Many of us who are second and third generation union have heard the stories from our fathers and grandfathers. Our history is one of sacrifice, struggle, courage and victory. It is a story that continues today as it was 70 years ago as WE continue to battle greedy CEO's and corrupt politicians. Our resolve is to make a better life for ourselves and our families, to live the American Dream. Our strength is in our unity of purpose, in OUR SOLIDARITY. The "suits" would like for us to believe that a fair wage, collective bargaining, a safe working environment, health care, pensions, etc, are a result of their benevolence. We can never forget that the benefits we have were fought for, our forefathers knew if it was worth living for it was worth fighting for!! The lives we have today, and may take for granted, came at a heavy price and was earned by the sweat of their brows. As WE enter the final 2 months of our present contract we must remember that our salaries and benefits are earned. We must remember that "NOBODY GAVE US A DAMN THING!!"

For the last few months the company has put on a "media blitz" concerning contract negotiations. Recently the membership was mailed a copy of the ArcelorMittal magazine, June/July 2012 edition. I would like to address the 3 articles that can be found on page 3. The first one is the "window" titled "learn more about the challenges our negotiations face". First the company states that, "we want you to be aware of the environment and the latest developments", of course it is from their perspective. The USW and the local unions have established a program called C.A.T., which is an acronym for Communication Action Team. Each local is establishing CAT squads to filter negotiation updates down to the shop floor level. These updates are generated by the negotiating team and are sent to all the locals at the same time, this helps cut down the old rumor mill. Our local is also using email "blasts" to inform the membership. To date approximately 12 percent of our members have signed up for email blasts. Anyone wishing to sign up for email blasts, send me a message with your personal email (sorry company emails are not to be used) at www.marianoflores1011@yahoo.com.

Page 3 has 2 other articles written by our

CEO Mike Rippey and by Dennis Arouca, who is presently the chief negotiator for the company. They both speak of sustainability and flexibility. Mike's article speaks of "a test of our partnership", competitive threats from mini-mills, "areas we can control such as TCOE (Total Cost Of Employment)" and that "each of us bears the responsibility for the successful future of our company". From my personal point of view after 2 weeks of sitting across the table, their idea of a "partnership" and "bearing responsibility" is a one-way street. The company's inability to compete with mini-mills is an example of their business practices. Controlling cost of employment is a thinly veiled attempt to convince the membership to accept concessions on our wage and benefits compensation package. Almost all our members have seen the update from June 1st, which was an insult. If management thinks we will be accepting concessions and throwing our retirees "under the bus" then they truly don't have a clue.

On June 9th our local participated in the 2012 Walk for Disabled American Veterans at Wicker Memorial Park. I would like to congratulate all who participated especially Jerry "Father Lew" Lewandowski and Larry "Sarge" Smith for their "above and beyond the call of duty" efforts. Their efforts are shining examples of American Veterans and Union Brothers at it's finest.

While in Pittsburg, Lonnie and I talked with Tom Hargrove about the repairs being done at 1010 hall. Tom informed us that the repairs are more extensive than originally estimated. So it looks as if our monthly stated membership meeting for July 12th will once again be at the Hijos de Borinquen hall across the alley from 1010's hall

We are continuing with remodeling work at our hall. Any local member, with any remodeling experience, is welcome to submit a bid for this work. Please contact Rick Barron, Clark Troupe, or

Larry Oar at 398-3150 ext. 16.

Anne Pennington, our Highmark Blue Cross/Blue Shied rep, will be at our local on 7/11, 7/25, 8/8, and 8/22.

Rudyard Kipling once wrote, "if you can keep your head, while others are losing theirs, and blaming it on you." Our local leadership recognized that 2012 was going to be a tough year. RTW legislation, local elections, contract negotiations, and national elections were going to keep us busy and our membership leery of the future. Our strength and conviction shall and will be anchored by OUR SOLIDARITY. For in the end all we truly have is each other.

**In Solidarity,
Mariano "Chief"
Flores**



I can be reached at 746-4660 or at 398-3150 ext.19 or ext.11. My email address is marianoflores1011@yahoo.com

www.usw1011.com

**Griever Meeting
Every Wednesday @ 1 PM**

**Rep. Council Meeting 1st Thursday
of the Month @ 3:30 PM**



BENEFITS with Larry Oar

Brothers and Sisters of Local 1011,

I would like to take this opportunity to better inform our members that you should **not** always rely on your physician or hospital to keep you in network for benefits. In network care is care you receive from providers in the Blue Cross and Blue Shield network. Out-of-network is care you receive from providers who are not in the Blue Cross and Blue Shield network.

To locate a network provider, or learn whether your current physician is in network you can go online to www.bcbs.com or contact the toll free number on your Blue Cross Blue Shield card. One of the mistakes some members make is they ask a Dr. Office if they accept our insurance. Yes they accept it; however you need to understand participating and non-participating health care providers.

Participating providers entered into an agreement with BCBS for covered services. Non-participating providers have not entered into an agreement with BCBS with services. Therefore when you receive covered services such as hospital, the benefit amount will be based on an indemnity allowance as determined by the claims administrator. Meaning if its non-participating providers they are **not** obligated to accept the allowable charge as payment full, you will be responsible for payment of remaining charges. So if you would like to pay less out of pocket keep with the In-Network Participating providers.

One last piece of advice always call for a precertification for any planned medical service when possible. This helps confirm care is medically necessary and appropriate, and reviews available information regarding the member's eligibility for coverage or availability of benefits.

In Solidarity,

Larry Oar
Assistant Benefits Coordinator
USW Local 1011
Office: 219-398-3150 ext 16
Email: Larryoar1011@yahoo.com



Greeting from the Training Center



The Training Center Mission is to provide Bargaining Unit Employees (hourly) with the proper skill set to competently and safely perform his or her duties as a MTM or MTE or Production Worker in an industrial environment, as well as to continuously adapt and improve our programs with regards tour obligations and our constantly changing work environment.

Our program currently boasts OMA Operator maintenance Assist classes to prepare you for part of your job description. This is a BLA-required course and your department managers need to be getting you scheduled to attend.

The Three Groups of MTE Courses are nearly done. There is list being generated for the next classes of MTE that has not been thru the Ramsay Modules

We have been doing MTE welding classes which are four weeks long, shorter class then the MTM welding.

If you need to re-qualify your MTM welding certification, call for an opening.

We have been doing up skilling for the MTM's all of this year. This to improve and expand a skill you already have, such as hydraulic systems or pump maintenance.

Remember Training Programs are the first step towards a successful career in your respective field, be it maintenance or Production. Achieving the required level of competence to perform safely and efficiently by receiving supportive training in your particular field is absolutely necessary for our survival.

Larry Smith "SARGE"

Training Coordinator

Steal Good Ideas Shameless, Share Good Ideas willingly





WOMEN OF STEEL LOCAL 1011

Making Strides Against Breast Cancer

-  **Date:** Sunday, October 14, 2012
-  **Location:** Hidden Lake Park
-  **Registration Opens:** 12 Noon
-  **Walk Begins:** 1:00 p.m.
-  **Walk Length:** Approx. 3 miles

The American Cancer Society Making Strides Against Breast Cancer walk is as unique and special as the stories that motivate our dedicated walkers, donors and volunteers. Each step we take is personal. And each donation is helping to save lives. And each volunteer helps create a world with less breast cancer and more birthdays.

More than just a walk, the Making Strides Against Breast Cancer event describes the progress we're making together to save lives by helping people get well, stay well, find cure and fight back.

Cancer has touched everyone life in some way. We all know a family member, friend or even a neighbor whose life has been affected by some type of cancer. Again this year we would like to put our own team together to support this great cause. Last year we raised \$1,007.00 let's see if we can beat that number this year. Please join us in raising awareness of Breast Cancer.

To Join Our Team or Donate Contact:

Michele Jones – (219) 313-9613
Isabell Sundin – (219) 771-0370
Verona Jones – (219) 670-4299

OR

Attend The Monthly Union Meeting (2nd Thursday of each month at 5:30 pm @ Local 1010 Hall)



"On the Real"

In this edition of QA - "On the Real"

We would like to wish Bob Baker and Bob Behary good luck in their retirement. Both served QA for many years.

I am working thru many issues in QA. I will report any updates to those concerned as soon as I know something. I am still asking for a 4th person on each Chem. Tech crew. It is in the grievance process and is being brought up under local contract conditions. If I hear anything on this I will let those affected know as well.

The Plasma Torch Machine operation has been turned over to the job evaluation committee and LR. We should find out the outcome soon.

There are other issues that I have brought forth to the contract committee and I will let those affected know how those issues turn out.

I would like to welcome Michael Tyrpak to the lab and Darryl Anderson to the PQE group. If you have any issues or concerns don't hesitate to contact me.

Be safe and I look forward to seeing many of you at the summer safe cook outs.

Everyone be safe! My work phone is 399-1160. Cell phone 746-4654 (does not always have reception in the mill)

Sincerely,

Rich (Dave)
Waddell
QA Griever



I would like to thank everyone who was involved with the rebuild of the Preheat Furnace on #2 Galvanize Line. There were many man hours worked in the rebuild and no injuries. Great Job! We have started some Local Negotiations and will keep everyone posted on the progress. The key issues in Coating are LOP changes, Incentives, Pay increases on certain jobs that have been changed, and correct manning numbers on each crew per the LOP. There are also some Seniority issues being address. Stay positive and open minded when trying to interpret these issues. There are a lot of rumors going around and different

opinions that might cause some frustration, but we will succeed if we work together.



Brian Tucker
Coating

COATING NEWS



I WANT HEAR FROM U!!!

Dear Brothers & Sisters of Local 1011,

I am reaching out to the entire Membership, I want hear from you.

Maybe we can have a "Letter to the Editor", or "Speaking Out", I want to hear about your department's members retiring, events, activities, retirement party, well you get the picture.

So the next time something comes up, take a picture, write something down and shut me an email to nelsonic41@hotmail.com and my new email nelson.franco1011@yahoo.com.

Spread the word about FACEBOOK , we are looking for more members, so far it's going pretty good.

So don't be shy, log on to Facebook and look for me Nelson Franco, Alex Kazakos and Guy Weiss and join our group (facebook/usw local 1011).

Have a Safe Summer
Nelson Franco
Editor-in-Chief

**The Tino Fulimeni
Memorial Scholarship 2012 applica-
tion is on the back
page.**

WWW.FACEBOOK/USW LOCAL 1011





Raffle for a Apple iPad 3

Tickets \$2.00 a piece or 3 for \$5.00
 All Proceeds go to the Tino Fulimeni Scholarship Fund
 Drawing will be at the Leon Lynch Learning Center
 Education Fair on August 3rd
 Winner need not be Present

What is Telecasting?



In a telecasting course, you are in a class that meets at the Leon Lynch Learning Center. This class is live and is broadcast in the United States. Everyone can talk to the teacher and vice versa. After 24 hours the class is uploaded to the Internet. Those classes can then be **streamed**. That means that you can watch it as a review, or just watch it because you were not able to be there in person. Some students may **STREAM** all the sessions. That's the beauty of **TELECASTING**. Taking and completing a course will never be easier.

<p>A+ Certification Mondays — Sept. 10 to Dec. 13 9:00 am to 12:30 pm <i>or</i> 3:30 to 7:00 pm Instructor: William Needles <i>A full description can be found on page 22</i></p>	<p>MTM Introduction <i>(You do not need to have taken the Ramsay exam to take this course.)</i> Tuesdays — Sept. 11 to Dec. 4 9:00 am to 12:00 pm <i>or</i> 3:30 to 6:30 pm Instructor: Nick Nash <i>A full description can be found on page 8</i></p>
<p>How to Start and Run a Small Business Fridays — Sept. 14 to Oct. 14 <i>OR</i> Fridays — November 2 to December 21 8:00 to 10:00 am <i>or</i> 4:00 to 6:00 pm <i>or</i> 7:00 to 9:00 pm Instructor: Scott Williams <i>A full description can be found on page 13</i></p>	<p>Understanding the National Electrical Code Thursdays — Sept. 6 to Nov. 8 9:30 am to 12:30 pm <i>or</i> 3:30 to 6:30 pm Instructor: Tim Spanos <i>A full description can be found on page 22</i></p>
<p>Learn How to Make Money on E-bay Wednesdays — Oct. 24 to Dec. 12 8:00 to 10:00 am <i>or</i> 4:00 to 6:00 pm <i>or</i> 7:00 to 9:00 pm Instructor: Scott Williams <i>A full description can be found on page 13</i></p>	<div style="border: 2px solid orange; padding: 5px; text-align: center;"> <p>The telecasting classes are on the second floor at the Leon Lynch Center at 1410 Broadway in East Chicago.</p> </div>



Learning while giving back to the community

Get involved! JobLink and Leon Lynch have a long tradition of community projects. The following classes are entirely hands-on and also meaningful experiences.

These classes are **FREE** to you and are open to spouses and retirees. We are partnering with two community organizations: The Tri-Town Safety Village in Schererville and the North Township Trustee's building in Hammond. The Tri-Town Safety Village is a not-for-profit center that is dedicated to teaching our children community safety. We have two small buildings there which were built by volunteers. Now we want to furnish them so we might demonstrate the company and the union's dedication to workplace and community safety. The North Township Trustee's office serves the communities of East Chicago, Hammond, Highland, Munster and Whiting with a primary function of providing assistance to the less fortunate. Now they need help at their new location remodeling. For us this is an opportunity to teach you skills in a real-life setting.

CLASS	DAY	DATE	TIME	INSTRUCTOR
◆ Wiring and Conduit Installation	Tuesdays	July 10 to July 31	8:00 to 11:00 <i>or</i> 4:00 to 7:00	Bill Cameon
◆ Installing Doors and Ramps	Thursdays	Sept. 6 to Sept. 20	9:00 to 12:00 <i>or</i> 3:30 to 6:30	Nick Nash
◆ Wall Panel Installation	Tuesdays	Oct. 9 to Oct. 30	8:00 to 11:00 <i>or</i> 3:30 to 6:30	Bill Cameon
◆ Installing Electrical Components	Tuesdays	TBA	TBA	Bill Cameon
◆ Flooring	Thursdays	Oct. 4 to Oct. 18	9:00 to 12:00 <i>or</i> 3:30 to 6:30	Nick Nash
◆ Bathroom Remodeling	Thursdays	Nov. 1 to Nov. 15	9:00 to 12:00 <i>or</i> 3:30 to 6:30	Nick Nash

Unleash Your Potential



**Gear Up Your Skills
 Develop Your Creativity**

Registration begins
July 9th

Retirees and Spouses register August 14th and August 15th
 Registration begins at 9:00 a.m. Classes are filled on first-come, first-served basis

FALL 2012

Tri-Town Safety Village

50 years of Service Celebration at Teibel's ...



From left to right: Lonnie Asher, (Floyd Iddings), (Richard Milcarek), (Miguel Mendez), (Bernard Baltrushaitis), (Jacob Moore), (Howard Dreggors), Mariano Flores

This past June our President Lonnie Asher and Vice President Mariano Flores had the pleasure of being part of the 50 Year Service Awards Celebration held at the Teibel's Restaurant in Schererville.

During this celebration they enjoy a nice dinner, a presentation from Wendell Carter (Vice President and General Manager ArcelorMittal Indiana Harbor).

There was a recognition and awards part of the program, which Lonnie Asher handed each recipient a beautiful plaque from our local. There was closing remarks from Joseph Medellin.

Thank you for your dedicated service!

News from the 84" HOT STRIP

After several years of not having any 84" Hot Strip updates to report, I am pleased to finally put a positive report forward. After a couple of moves within the management level, we are starting to slowly clean up the grievances that have been sitting in the (pending Step 2 procedure) system for some time. We have also received settlement on two discharge cases; one was an arbitration whereby the employee's discipline was reduced to a two week suspension and made whole for all other monies. The second case was a compromise prior to arbitra-

tion whereby the employee's was given thirty days discipline and awarded x-amount of weeks of S & A payments, with a vacation time. Both immediately re-instated.

Management has also taken a different approach in that they have requested an increase of maintenance personnel (i.e. 10 MTE's and 12 MTM's) and as everyone is aware, within the next several weeks we will be receiving thirty new hires as utility techs. By doing this it will help open the door to start putting together a viable training program for all branches of the line of progression. If anyone is truly interested in being a trainer (someone with people skills, patience, and ability to put training manuals together) please let your Assistant Griever or myself know. The Company and the Union are finally meeting and discussing such training program.

These are some of the posi-

84 " Hot Strip Retiree Breakfast

(Open to active members as well)

**3rd Saturday of every month at 10:00am @
Around the Clock in Merrillville on Route 30.**

Come visit and fellowship with your past co worker and share with them on what's happen at the STRIP.

itive things happening within the Hot Strip. We all need to work together to push all good ideas or programs which will benefit the present and/or the future employees. The coiler project, sampling station and crop shear projects are moving forward. These are all roads to the future for a long time. We are creating new positions in the LOP and requesting other changes. To make this department a positive place where employees want to come to work, we need to learn to work together, respect each

other, welcome new ideas, fight to create more jobs for union workers. We have to stay united as one, hear each other, come to work as expected, **BASICALLY STAY UNION STRONG.**

Respectfully,
Dwayne
Locher
Griever



THE BIG CHAIR



Greetings Brothers and Sisters,

I'd like to start off by reminding everyone that the assistant Griever's election will be held in the month of August; the dates and times will be scheduled by your Griever. Once your griever determines the date and times he will post for all members he represents along with the rules and requirements. I want to commend anyone who takes on the responsibility of representing your coworkers because it is often a difficult task, but truly a just endeavor. Good luck to all the candidates and I look forward to working with you all.



Both discharge cases in the Hot Strip have been settled: In the first case the Arbitrator ruled to reinstate the Grievant with Back pay and be made whole. The second case was settled on Monday July 2nd prior to Arbitration (continuation) set for July 17th. This case also included back pay and reinstated the grievant on July 8th.

Sadly the company has decided to convert to discharge an MTE at 3SP for alleged time card fraud, this case is currently in the Grievance Procedure and I am awaiting the Step 2 minutes. The other discharge we have in the system is that of a Security Employee who the Company has charged with "unauthorized internet usage". I have received the Step 2 minutes from the Company and am proceeding. Both of these cases should serve as a reminder that the Company does check time-

sheets and internet usage, and will pursue discipline.

Bargaining Unit Work grievances filed at the dept level still remains problematic and this issue is a major priority for both me and Lonnie. We have met with Carter and Vilga on this issue and a resolution should be coming soon. Until a resolution is reached I have\will advise the Grievors on how these grievances should be handled.

On a brighter note there has been some modest improvement in settling the backlog of grievances in the Hot Strip, we expect and deserve continued improvement in resolving these issues.

Lonnie and I have met

with the Company and the Grievors to discuss Local Working Conditions here in the plant, we have the Company's proposals and the Company has ours. We will continue to meet over these issues while in Pittsburgh. In closing, remember to stay focused on your safety and have a fun and safe summer.

Fraternally,
Jim Flores
Chairman of the Grievors

