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## Local 1011 Newsletter

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WWW.USW1011.COM

# THE RECORD

## From the President's Desk...

Brothers and Sisters,

I hope this edition of The Record finds you and your families well. Please keep those members off on sick leave in your thoughts and prayers. May God Bless our recently passed members and retirees of Local 1011.

As we enter the Holiday season, we face what may be the most challenging of times yet. We are 84 days beyond the expiration of our labor agreement. After an entire summer and fall, we remain at the bargaining table with a company that obviously has little value for its employees or their families. Although some progress has been made, ridiculous demands still remain on the table from ArcelorMittal. They want to use a weak market, record levels of imports and low steel pricing to justify the unnecessary cuts they seek. They continue to ask for deep cuts into our healthcare plans as well as significant premium increases for our retirees and introduce premiums for active employees. With your support, we continue to reject their demands and continue to bargain for a fair contract that does not gut the benefits and security that our current and retirees deserve. We have a long history of standing strong to preserve what we have. We have no intentions on turning our backs on neither our

retirees nor the membership who operate this mill and their families that depend on our benefits. We have members who remember having to strike back in 1986 to secure retiree benefits. We have younger members who have rallied for legislation and tariffs in an effort to save the steel industry back in early 2000's. We also have members who have never been through a contract negotiation. Whether you're the most senior employee in the plant or the most recently hired, we are all in this fight together. They are attacking us all. They are attacking every generation.....our grandparents, our parents, our children and grandchildren. Every one of us has a personal reason to be fighting to maintain our benefits and our jobs. They think they are breaking us. They are trying to divide us. They are screwing with our lives by making completely unnecessary schedule changes to most throughout the mill. Whether you are in the 84", Steelmaking, Quality, IPS, Iron making, etc. they have personally attacked you and your family by changing schedules and affected OT and pay grades, all in an effort to get us to accept their demands at the bargaining table. They have used threats of idling more and more equipment when your union leadership fights and pushes back on their actions. They do not respect their employees or their families. Not only have they disrespected the union employees at the bar-



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# Report from Local 1011 Union Training Center

Season Greetings from the Training Center. We've had a very successful year with the completion of the five Mechanical and two Electrical Groups. We've started another MTE tier 1 Class and continue to offer upskilling classes for all of maintenance here at Indiana Harbor West. Every departments management team has taken wait and see approach to training as contract negotiations continue. I would encourage anyone who desires further training to become more proficient in their daily job responsibilities to inform their management team and push for training.

We do offer a full scope of training for Mechanical & Electrical Maintenance people as well as customizable training to fit the needs of the departments. One such training class was for the roll shop bearing agreement for production in our 84" Hot Strip Mill. Our team met with local management and union personal to develop a class to perform this work that was previously contracted out. Another successful training exercise was for our #3SP, rebuilding of the torch machine water cooling panel was being considered for contract work due to inexperience in fabrication. Our team had firsthand knowledge of the entire process and was able to train several MTM's on the job.

Our goal is to continue growing the training center in order to give our membership all the skills necessary to eliminate contractors at IHW. Training will not be viewed as a onetime service, but a continuous service. Our industry is continuously evolving with new technology and we require the upskilling training in order to operate and maintain it. Always demand training whenever new systems are implemented in order for **OUR** membership to maintain them.

***Until next time, Be Safe.***

***Guy D. Weiss Sr. (219) 399-1892***

***USW 1011 Training Coordinator***

***"Training Never Ends"***



**Training Center Offices**



**Different training areas**



**NEXT GENERATION**  
Empowering the Next Generation of USW Leaders



**Story on page 4**



As of lately we have had several injuries here in the Hot Strip. Hand and finger injuries seem to be the most frequent with smashed fingers, slivers and shavings to the hands and fingers topping the list. As a reminder although it wasn't a cause of the injuries let's all remember to wear the proper gloves for the task at hand. We have also had a couple of incidents involving slips down stairways and ladders. Please remember three points of contact at all times when ascending and descending stairways and ladders. The use of the hand-railing gives you a chance to catch yourself and avoid a fall should you slip.

Several winterization projects are in the process of being finalized. Louvers in the ceiling are closed, the roll up shutters in Slab Yard are closed, and the north roll up door at 703 is closed as well. Also, there have been several Torpedo heaters brought into the mill to help keep the equipment from freezing as the cold weather approaches.

With all that's going on out here from the impending contract to the holidays and even the weather changing its important for us to all take the time to be a help/blessing to the less fortunate this holiday season. With that said let's all stay focused and not get injured. There are a lot of people counting on each and every one of us. One day at a time. Merry Christmas.

**Mike Crague**  
**84" Hot Strip Safety**  
**Cell 1(219)484-3125**  
**Office 1(219)399-1245**



*"Remember one accident in the mill is one accident to many".*

Hello to all Local 1011:



I'm sure everybody has heard since the middle of summer that we need to keep our heads in the game. I have total confidence that our Negotiating Team will secure us a fair contract. Remember, our contract is also their contract.

Now that the Holidays are approaching life gets really busy and safety might not be on the top of your list. But we **MUST** keep our minds on safety!

Safety is this: Never make assumptions about your environment. Take a few minutes to check the area thoroughly each and every time. Any shortcuts, no matter how many times you've used them before might prove fatal. Even when precautions are taken, there is still the need to plan for the unforeseen.

If you think an accident can't happen to you, I'm telling you, **YES IT CAN!**

Safety isn't just about you, it's about the loved ones that are counting on you to come home at the end of the day.

There are a lot of ways to get hurt on the job, but there are also many ways to protect ourselves. Always wear your P.P.E. Follow all procedures, look out for your brothers and sisters, and stop, think, and then act safely.

ALSO... You better watch out, you better not cry, you better not pout I'm telling you why, Santa Clause is coming to town! And I hear he will be at the Union Hall on December 19<sup>th</sup> from 9:00 a.m. to 4:00 p.m.

Be careful everybody!

Have a Happy Thanksgiving

A Merry Christmas and Happy New Year!



**Jerry Lewandowski**  
**Safety Vice-Chairman**  
**Local 1011**

gaining table these past 5 months, just a few weeks ago, they disrespected their own salaried employees and their families by making unnecessary changes to their healthcare plans. They misled the salary group with untruths about The Affordable Care Act and so called Cadillac Tax that simply isn't true. If they do that to their own salary group, it just shows you what they are capable of doing to us without the USW lead collective bargaining process. We need NOW, more than ever, to stand united. We need to stand as ONE voice letting the company know that we will not back down. We will not turn our backs on our retirees and we will continue to fight for a fair contract that preserves our livelihoods and benefits we work hard for.

I know it's a frustrating process. This round of bargaining has been like no other. I know you all want to see and read more information in regards to bargaining. I am committed to share concrete information as it becomes available, but I will not risk jeopardizing our position at the bargaining table to do so. I can assure you, that I, along with the rest of the bargaining team am committed to remain at the table and secure a fair contract that we all deserve. I want to take a moment and thank the membership for their continued support of the negotiating team as well as the members of the negotiating team for their extended efforts away from homes and families. It does not go unnoticed. Remaining a strong local union, we will prevail. We are being tested, but I believe we all know what we are fighting for is worth the effort and will continue the fight. We are currently taking Thanksgiving Week break from bargaining but will return to the table on Monday November 30<sup>th</sup>.

Despite the looming contract negotiations issue, we have entered into the Holiday Season. We need to take time and reflect on our blessings in life. We must always remember there are

always those less fortunate than ourselves. If you are able, and so inclined, we have organized ways to help. Local 1011 in cooperation with Salvation Army are providing help to less fortunate children of East Chicago through the Angel Tree Program. Visit or call the union hall for more details. In addition, we are helping out St Stans of East Chicago through our annual food drive to help supply holiday meals for those in need. Every bit helps, also visit or call the union hall for more details.

It's time for Santa to make his annual visit to Local 1011 union hall. It's a great opportunity for your children or grandchildren to meet and see Santa. There will be pictures, crafts and things to do for the kids, as well as fellowship opportunity for our members. There is still plenty of time to volunteer your efforts as well. It takes a lot of work to prepare for Santa's visit. See attached flier for more details.

Despite all the challenges before us, we must remain focused on our jobs while at work as well as traveling to and from in severe weather. We must continue to work safely and be our brother's keepers. We need to make each and every job safe, or we DO NOT DO IT. BE SAFE out there.



**Fraternally yours,**  
**Lonnie Asher**  
**President-USW Local 1011**

**On Sunday November 22<sup>nd</sup> the Next Generation Committee participated in feeding the needy at The Brother's Keeper in Gary, IN. We had a great turnout with Next Gen and W.O.S committee's in attendance from Local's 6103, 1066, 6787, 1014 and of course 1011. We fed and fellowshiped with people from different walks of life and heard their stories that would take your breath away. You sometimes don't know how good you have it until you hear someone else's story. I understand money maybe tight this year and the uncertainty of negotiations have us on edge but take the time this holiday season to do something for someone in need. If you can't think of anyone I know WOS have angel Trees available. Also the Brother's Keeper is taking donations to help with NIPSCO this year, NIPSCO has pledged to match any donations raised by the Brothers keeper, their contact info is (219) 882-4459 2120 Broadway Gary, IN 46407. If you would like to join or help Next Generation on future projects or have an idea you want us to help you with I can be contacted at (219) 276-6223.**



***In Solidarity,***  
**Ken Bandy**  
**Next Generation Chairman**





# QA - with Rich Waddell

The company has used "economic conditions" as the reason that they have taken the Chem Lab off the AWS and put them on 8 hour shifts. I have grievances in the system for QA along with the 44/36 hour plan we did back in 2009. If management is truly about having "fiscal responsibility" then they should honor the proposal that I have given them. I will continue to fight for your AWS.

I know many of you are upset with the lack of details coming out of Pittsburgh. However, there are confidentiality reasons as to why certain information cannot be shared. We have members negotiating on our behalf that I trust. One member at negotiations is 3SP Griever Jaime Quiroz. Many of you in QA know Jaime. I hired in the same day as Jaime 19 years ago and we started out bundling together in the same department. Jaime is a much trusted friend and extremely good Griever. Jaime will definitely let me know any information that becomes available to pass on to you.

I would like to thank Lonnie and the others for the time they have put in at the negotiations! I know this is extremely hard on their families. Hopefully, negotiations can conclude soon and we get a fair contract.

I will be meeting with QA management after Thanksgiving. I will let everyone know any information that I receive and can give.



Happy Holidays to you and your families!  
Your Friend and Griever,  
Rich Waddell

## BUWC Report from BUWC Bargaining Unit Work Committee

. BUWC: I want to thank everyone that helps the committee work. We have a posting for Vac. Service dept. that took some doing. We are looking at three arbitration cases.

1. Cap-Ex # 6 turbo blower job is on hold so is the Arb.
2. Solar powered card reader a notice violation company made an offer when the names were turned in the company said they were not harmed. Really the violation alone is harm.
3. MER not posting per the agreement and the fact that they have 2 to 4 contractor there. 2 to 3 FTE issue also. So as I said we need everyone's help.

*In Solidarity,*

**Mike "Shark" Scharnke - Chairman**

**John "JP" Pearson - Co-Chairman**



The following personnel are members of the:

### BARGAINING UNIT WORK COMMITTEE

Name	Phone
<b>Mike "SHARK" Scharnke Sr</b> <b>Chairman</b>	<b>219.487.8407 219.399.3162</b>
<b>John (JP) Pearson</b> <b>Co-Chairman</b>	<b>219.682.4351 219.399.1040</b>

### BARGAINING UNIT WORK SUB-COMMITTEE

<b>Jim Tauber</b> (Coating)	<b>219.399.1102</b>
<b>Steve Seno</b> (Cold Roll)	<b>219.399.1362</b>
<b>Tim Schoon</b> (Hot Mill)	<b>219.775.8487</b>
<b>Brian Romo</b> (Iron Prod)	<b>219.399.2271</b>
<b>Joe Ladendorf</b> (Utilities)	<b>219.851.9619</b>
<b>Rich Barron</b> (3 SP)	<b>219.293.6860</b>
<b>Richard Long</b> (Vac Ser)	<b>219.259.5162</b>
<b>Ricky Bandy</b> (Trans)	<b>219.617.6707</b>
<b>Rayfield Johnson</b> (QA)	<b>219.399.2814</b>

## An update...

Brother and Sisters,

Hi my name is Brian Tucker and I am from the Coating Department. I am an MTM with almost 20 years' service at IHW. I was a union representative in Coating Maintenance for a couple years and served as Griever in Coating for 2 terms. I was appointed by the Executive Board to replace Jim Flores as the Chairman at local 1011. Jim took a staff job with the International during Contract Negotiations this summer in Pittsburgh. Good luck to Jim on his new job. Everyone knows the Contract is still being negotiated in Pittsburgh. I am involved in negotiations and have been in Pittsburgh all summer unless I needed to come back to hear Step 2's or discharge/suspensions at the plant.

There are a lot of Grievances that should have been heard, but were put on hold for whatever reason earlier this year. I am trying to get some of them heard ASAP. I need all the information for a grievance to be heard in Step 2. It is critical that all information is attached to the step 1 when filing a grievance (dates/times, copies of time sheets, overtime list, who was involved salary/union, and what happened) in order to have a chance to be successful. I have witnessed these things are forgotten as time goes by, so keep your own records if you have a grievance in the system that needs to be heard.

We all have heard that the Economy is in a slump with the Steel Industry. The Company is trying to save money in every way during this time. Overtime and Schedules are the first thing the Company is targeting to save money. We will get through this and hopefully be back to what we consider normal in a few months. Every department Griever is trying to come up with ways to keep some consistency with scheduling. Please share your opinions or ideas with your Union Representatives on how to accomplish this.

I am looking forward to working with all the Departments at IHW. Feel free to call me 219-398-3150 ext. 11 or my cell 219-512-8988. Please leave your name, where you work, a message and I will call you back.



*Fraternally*  
**Brian Tucker**  
*Local 1011 Grievance Chairman*

## Contact Us

Chairman of the  
Grievance Committee:  
Brian Tucker  
219-398-3150 ext. 11

Area #1 Blast Furnace:  
Eddie Gonzalez  
219-776-8454

Area #2 Steel Producing:  
Jaime Quiroz  
219-712-0982

Area #3 Hot Strip:  
Carla Joseph  
219-746-4658

Area #4 Cold Roll:  
Dino Manous  
219-810-7444

Area #5 Coating:  
Brian Dugan  
219-951-9120

Area #6 Utility/  
Transportation:  
Bobby Gilbert  
219-951-6955

Area #7 Security:  
Robert Puckett  
219-613-1040

Area #8 QC:  
Rich Waddell  
219-746-4654

**USW—Local Union 1011**  
3629 Euclid Avenue  
East Chicago, IN 46312

Visit us on the web at  
[www.usw1011.com](http://www.usw1011.com)



## Women of Steel

WOS has been very busy with things both in our Local and with other Locals of District 7 and we have several more dates and activities to share with you.

- ◆ We will be delivering our food drive donations to St. Stan's on December 9, 2015. Our donations will be used for Christmas baskets for Families and Seniors of East Chicago. You still have plenty of time to get your donations in to the Union Hall or your Safety Department in the plant. If you would like to help deliver our donations to St. Stan's please be at Local 1011 at 8:00a on December 9th
- ◆ We have received our Angels for the Salvation Army Angel Tree and will be delivering our gifts the week of December 14, 2015. If you would rather just purchase a toy or warm clothing item instead of adopting an Angel that's good too. There are 1,200 children in East Chicago in need and some of the requests we see every year are Barbie's, Action Figures, car, dolls, boots, hats, gloves and any warm winter type items.
- ◆ On December 18, 2015 from 9a – 12p there will be a WOS meeting for all Locals of District 7 (Illinois & Indiana) at McBride Hall. This is always a very informative meeting and a lot of fun we usually have more that 100+ participants. We will be taking a photo this year at 11a that will be on display in Pittsburgh for National Women's month it has been suggested to wear red and black. This year we are trying something new, we have over 200 Female Veterans in Lake and Porter County's. We would like to collect stuffed purses (toiletries, personal care items, hand lotions) with a personal note thanking our Women for their service. Of course we can't leave out the men and will also collect shaving kits or other items. We are hoping to deliver to the Gary Veterans Center the afternoon of December 18, 2015. All members of our Local are invited to attend these activities
- ◆ On December 18, 2015 District 7 will be having its annual Holiday party at McBride Hall from 1p – 6p after the WOS meeting and we look forward to having our Local 1011 members attend.

We would also like to thank our WOS members who have stepped up to help with our CAT Team, Crane training at 3SP, Locomotive training and many other activities of our Local 1011. The District 7 office has reached out to WOS needing help in 2016 with building up Organizing Campaigns, Rapid Response and Community Outreach and Education. Please look for additional information as it becomes available.

*Please have a Safe and Happy Holiday Season*



**Isabell Sundin**

**WOS Chairperson**

**Local 1011**

**(219)771-0370**

The winter season is now upon us and The Wellness Committee would like to take this opportunity to remind everyone to continue with the healthy habits they have formed throughout the warmer months. Your exercise routines are very important and necessary, even in the winter time. An individual's calorie intake seems to increase due to the holidays and lack of activity during the winter months. Please take advantage of our gym and marathon reimbursement program's offered by the Wellness Committee in order to keep forming positive habits. The third quarter gym and marathon reimbursement have been submitted to the company for approval. Although we are still awaiting payment it should be arriving soon. Please be on the lookout for a live check in the mail for your gym and marathon reimbursement.

Let's just remember that stress is another important factor concerning your wellness. The prolonging of our fair contract agreement is a very important stressor, which affects our health and everyday lives. The lack of sunshine and warmth is also a hindrance or stressor during this time. The Holidays are here and that is also a stressful time for people. Physical exercise and proper diet are key to managing these stresses as we also must stay focused on our job while we are working so we can ensure going home to our families.

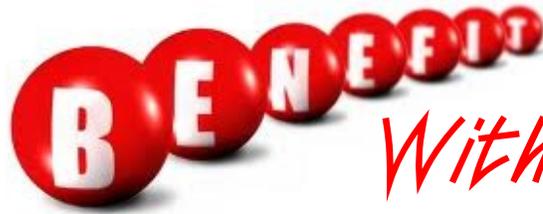
Dental, vision, and Wellness or Physical exams are also being reimbursed by the Wellness Committee for the year 2015. Please have documentation of these necessary exams emailed to the [usw1011wellnesscommittee@yahoo.com](mailto:usw1011wellnesscommittee@yahoo.com) by an extended time of December 1<sup>st</sup> in order to be awarded the proper incentive. Proactive and preventive exams are and should be part of your routine and the committee would like to award those for including them in their lives.

Be sure to submit your 4<sup>th</sup> quarter Gym and Marathon receipts as soon as possible as we will not be able to carry over to 2016 any remaining months of 2015. If you have any questions concerning the Wellness Committee do not hesitate to call any of the members, or email your questions to

[usw1011wellnesscommittee@yahoo.com](mailto:usw1011wellnesscommittee@yahoo.com).



**Kenneth J. Matusiak**  
**Wellness Committee Chairman**  
**219-712-7478**



*With Larry Oar*

Brothers and Sisters,

There have been many questions arising on retirement. So I would like to go over the process of retirement as well as eligibility and benefits you are entitled to.

You will call the steelworker pension trust at (1-800-848-1953) approximately 30 days prior to your expected retirement date. Forms will be sent to you to complete this process. After you have reviewed your estimate call me or Mariano "Chief" Flores for an appointment to talk about your pension benefit to explain the various options on your read out. If at that time you elect to retire me or Chief will have a list of documentation (birth certificate, marriage certificate, social security card, etc.) that will be required to complete the retirement process with the steelworkers pension trust. Also I or Chief will discuss the Pension Enhancement Payment (10,000.00), (**Pending outcome of contract situation**), continuation of health care benefits, and the bridging of life insurance (if applicable). Although you are owed a pension the month following the month that you retire, you probably will not receive a payment for 3 months after you retire, but it will contain the retroactive pension due.

### **Pension Eligibility**

1. RULE OF 85 – A person is eligible if age (using years) and years of covered SPT service (LTV, ACME, OR BETHLEHEM AND ISG equals 85 or greater. Must be vested.
2. Normal Retirement at age 65 must be vested.
3. Disability Retirement. Must be considered disabled by the social security act. Must be vested.
4. If you aren't Rule of 85 eligible. Early Retirement age 55 – Benefit is reduced by 3% per year for each year under age 65. Must be vested.
5. \*You are vested if you have 5 years of combined service with Arcelormittal and predecessor companies

### **Eligibility Requirements for Medical Benefits (pending)**

1. Retires with a normal or unreduced pension, and has at least 15 years of service with Arcelormittal and Predecessor Company.
2. May be eligible due to a permanent closure if certain requirements are met. Need 20 years + sum of 65.
3. Also, Eligible if retires, has at least 15 years of service and receives a Disability Pension from the SPT.

### **Medical Benefits and cost (pending)**

1. Medical benefits are not part of pension. Each contract, retiree health care is negotiated for that contract.
2. Medical coverage is similar to the active employees plan, except that there is **no vision or dental coverage**. You may elect to continue Dental and Vision coverage through cobra for up to 18 months.



3. Cost of Medical Coverage - \$70 for a Pre Medicare retiree or spouse, \$35 for a retiree or spouse covered by Medicare.
4. There is no charge for dependent children. **There are over two pages of stipulations for dependent children under retirement healthcare, so please call me or chief and we could go over these stipulations with you.**
5. The rates of \$70 and \$35 are current cost. (These rates are subject to change with every new contract. So this is pending cost)

### **Pension Enhancement Payment (PEP)**

Effective September 1, 2012, the company will provide a one-time **\$10,000** cash payment to employees following retirement if:

1. They are participants, in the Steelworker Pension Trust and were Employees of the predecessor companies to ISG (excluding former Employees of Ispat/Inland) Including former Employees of Weirton Steel Corporation participating in the AMUSA Hourly 401(k) Plan,
2. They are at least 57 as of September 1<sup>st</sup> 2012,
3. They retire after attaining age 60, and
4. They retire before the end of the term of the 2012 Basic Labor Agreement.

The payment will be made no later than end of the month following the month in which they retire.

### **Life Insurance**

As a retiree your life insurance is \$25,000.00 until age 62. After age 62 your life insurance is \$15,000.00. At the time of retirement you can elect to convert your optional life insurance if you wish. In order to do that you need to contact myself or chief at the union hall and we will glad to get you names and numbers to give you quotes (***Just so you are aware it is not the same as to what you are paying for additional now***).

### **SIDE NOTE ABOUT \$10,000 PENSION ENHANCEMENT PAYMENT,**

If you want to put this (PEP) payment in your 401k, you have to inform chief or I at least 3 weeks before retirement date that you are going to do this, also to do this you must have some portion of profit sharing or signing bonus going to your 401k.

### **Frequent questions and answers:**

#### **How soon can I apply for my pension benefit?**

The trust suggests 15 days prior to the participant's retirement date. The law states applications cannot be sent to the participant more than 30 days in advance of the retirement date.



**How is my pension effective date determined?**

For active participants, the first day of the first day of the calendar month after your date of retirement. For terminated vested participants the first calendar month after the date you request an application, assuming you qualify for a benefit at that time.

**How soon can I expect my first check after requesting an application?**

The normal application process takes 90 days. In rare instances, it may take longer. The first payment will include all retroactive payments due beginning with the pension effective date through the disbursement date.

**I am over 65; can I continue to work and collect my pension benefit?**

Once a retiree reaches age 65, he or she may work any number of hours they want in any job they want.

**What pension benefit options are available?**

Along with the application, an option request form is included. This form reflects the options available to the single or married applicant, along with the benefit amounts.

**I hope some of this will help you in your decisions, and as always you are welcome to contact me or Mariano “Chief” at the union hall.**



**In Solidarity,**

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

***Brothers & Sisters***

*I know that there is a lot of tension, and distractions, going on in our work place due to a company decision to idle / close more departments on the Westside. The Contract Negotiations seems to be on going, with no resolve in sight, adding to such tensions. We must remain focused, and stay the course, and keep working safely thru such trying times, hopefully we'll get thru this ordeal together, and we shall overcome.*



*Happy Holidays to all*

*John Dec , Financial Secretary*

I want to start by wishing everyone Happy Holidays. It has been tough times for our members, but we must remember who the enemy is. The company wants to take away what our Union has fought for throughout the years and we must stand united.

2016 will be an important year for working families. The Indiana primary elections will be held on May 3, 2016. The Indiana gubernatorial election will take place on November 8, 2016, to elect the Governor and Lieutenant Governor of Indiana, concurrently with the 2016 U.S. presidential election, as well as elections to the United States Senate and elections to the United States House of Representatives and various state and local elections.

Labor unions have risen to become an extremely controversial aspect of employment in the United States. Defined as alliances of workers within a particular industry formed for the purpose of enabling collective bargaining between labor and management. Today they have expanded into national organizations that span multiple industries and can represent millions of people.

Republicans tend to believe unions have become too powerful, arguing against the importance of the organized labor at all. They contend that free-market capitalism will regulate its own labor markets and competitiveness. They say labor unions place an undue burden on companies and make it more difficult and costly for them to hire people, so that the unions themselves actually contribute to unemployment. Republicans often allege that unions are corrupt, with those in charge, a management force themselves, more concerned with protecting their own interests than those of the workers they represent.

Democrats typically contend that labor unions are an essential tool for workers to stand up against corporate greed that would otherwise view employees as an easily replaceable commodity. They point to the American labor market before unions, when low wages and child labor were the norm.

It is important that we elect labor friendly leaders, who will fight against unfair trade, unfair labor practices, using tax dollars to fund charter schools, etc. Local 1011 plans on being very active in the upcoming elections. We will have phone banks, boots on the ground, yard sign days and whatever else it takes, to make our voices heard. As these events are planned, I will get this information out to the membership.



***In Solidarity,***

***Rich Barron***

***Rich.Barron@usw1011.com***

# 3 STEEL PRODUCING



As most of you already know, business conditions are slow in our department. #2 Machine has been idle for quite some time and #1 runs part time. Under great protest, we have been taken off of the Alternative Work Schedule due to the company's excuse of legitimate business reasons by being able to operate more efficiently with 8s, to have scheduling flexibility, as well as have reduced structured overtime schedules. I strongly disagree with the reasons behind having our AWS revoked and also believe that there are many ways we can work those schedules AND still help save the company money. However, keep in mind that the truth of the matter is, business IS slow. We will never give up the AWS fight but we cannot realistically expect to have unlimited overtime while the shop is this slow. For those who were in the department in 2009, you definitely have seen these conditions before. Like many times before, we WILL make it through this.

## Remember:

### **\*The schedule comes out Friday at 2.**

Your timesheet IS NOT your schedule. The company has until Friday at 2 to release and post the schedule. Please check the schedule. Also, make sure that your timesheet has management initials for safety meetings. So many people are writing down 8.5 for the pre-shift safety meetings and are not getting these sheets signed. **You are not being paid for those meetings without the signatures.** The weekly schedule shows on it which shifts have the pre-shift safety meeting.

### **\*Swipe In, Swipe Out.**

Remember to swipe in. When you swipe in, please make sure that the system beeps and says "Accepted." Make sure that you swipe in at the station labeled "IN." The same for swiping out. Make sure it beeps, is accepted and that you are at the station that says "OUT."

### **\*Morale may be low, but we need to stick together as a union.**

I can honestly say that with the many changes such as our work schedule, I despise coming to work. It is miserable having to drive to work more often and having fewer days off after having an accustomed 4 on 4 off scheduled lifestyle for so many years. I find myself arguing more and more with coworkers. There have been drastic changes in maintenance and service tech. schedules. Let's not take out our anger on each other. Through all of the frustration of not having a new contract, having our AWS taken away, and no overtime, let's remember that we are able to work this holiday season and make it through this rough patch.

We are currently working on an OT policy for the 8 hour shift as well as trying to receive a new call off policy. During these slow times, please stay focused on the job and remain safe. Our number one goal is to safely make it home to our families. Remember that Jaime has been in Pittsburgh so if you have any problems or questions feel free to contact me or any of the other 3SP assistant grievors: Dave Franco, Tony Hurt, Tony Brewer and Rich Barron. Please continue to keep Chad Ralph and his family in your prayers.



Have a Merry Christmas and a blessed New Year.

Sharita Alexander 3SP Assistant Griever

# EL JEFE

Dear Brothers and Sisters,

May the blessings of the One that guides us all, be upon you and your family as we begin another season of giving thanks and celebrating our lives. I know, some of you are saying or thinking "Bah Humbug", and really mean it, that's okay. What should be a season of bliss can become a season of the blues, that's okay. Being of good cheer can be in stark contrast of how we really feel, that's okay. Feeling down doesn't make you a bad person, it makes you human. So when in doubt embrace your humanity and embrace the people around you, you will feel better.

Speaking of stressful seasons, as we enter our 7<sup>th</sup> month of negotiating let's not forget the company's approach/Mr. Mittal's approach is more about "CENTS" than "SENSE". From the beginning, Mr. Mittal had no interest in living up to his own rhetoric. Instead of approaching bargaining with a commitment to the future of sustainability for both the company and its employees and to jointly identify and solve problems, Mr. Mittal chose to make irresponsible/unnecessary demands of major concessions in our health care and our seniority rights. Since July, the company has dragged its feet in negotiations, the company's position of waiting for "direction from London" is a joke.

FYI, the Reed Group did replace Prudential as our administrator for FMLA/Sickness and Accident benefits. Their telephone number is: 844-507-5388. Their fax number is: 720-456-4789. Any member needing assistance with S & A or FMLA, please give us a call. There are some procedures that a member should know when filing for S & A or FMLA that will help facilitate getting benefits.

Until we sign a new contract, the old Summary Plan Description book is still in affect. Blood work, lab tests, dental work, and physical therapy continue to lead the

pack when it comes to insurance complaints by our membership. Most insurance problems stem from when your health care provider doesn't send the documentation or delays sending the proper documentation to the insurance provider. Often, providers will send a member a bill before they even submit the bill to the insurance so it looks as if you owe way more than you actually do, so to save yourself some grief, make a call to the insurance provider and find out what is going on with your claim. When making a call remember to write down the time, date, and the person that you speak with, that will help us fix your problem. Another very common complaint is that the member receives an inflated insurance bill due to improper coding. Once again, a few phone calls to the respective insurance provider and the insurance company can clear up an insurance issue. Now if that doesn't work, give us a call. To help fix your insurance issues please have available the proper documentation, explanation of benefits form from the insurance and the actual bill and a log of any conversations you had with a health care provider or insurance company. Remember, claims are time sensitive, a member has 180 days to appeal a claim. After 180 days your claim can become your responsibility.



**ADELANTE !!**  
**Mariano "El Jefe" Flores**  
**Vice President**



**GRAND LODGE Meeting**  
**are the First Thursday of the Month at 4:30PM**  
**at the "Hijos De Borinquen" hall.**  
**(Across from the Leon Lynch Learning Center)**