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## Local 1011 Newsletter

Nov 2014

Volume 5

Issue 7

WWW.USW1011.COM

# The RECORD

## From the President's Desk...

Brothers and Sisters,

I hope this edition of The Record finds you and your family well. Let's take a moment to remember those who are off on sick leave. There are approximately 50 members who are currently off on S&A and prevented from working at this time. That number fluctuates at times, but a fairly consistent number. If you get an opportunity to reach out to one of them, I am sure the gesture would be greatly appreciated.

I would like to recognize the recent passing of our brother John Hartman. If you don't know John, he was our Local 1011 ICD Coordinator, as well as a former Training Coordinator. Many of you knew John from those capacities. We would like to send our condolences, thoughts and prayers to John's family and friends. If you knew John, he was passionate and one of the most proud Steelworkers I've known. John was proud of his family and his union. God Bless and RIP.

The summer has gone and were about to

enter into holiday season. Halloween is upon us this Friday October 31<sup>st</sup>. Be on the lookout for children as we navigate around our neighborhoods, as many children will be out and about this particular evening. Let's keep our children and grandchildren safe.

The holiday season also brings upon us a time to reflect. It will give us an opportunity to assist those who are less fortunate in our communities. We will, once again, be participating in local food drives and Angel Tree programs for those who are not as fortunate. Be on the lookout for further information as it becomes available.

Whether you have 30 years+, or brand new employee, you can always volunteer, as we always need help collecting or delivering the supplies. We also will be extending Santa Clause an invitation to spend the day with our Steelworker kids and grandkids once again. We will also need volunteers to help make Santa and the children welcome. Look for future information on this event, as planning will begin soon.



To be continue on page 4

# Report from Local 1011 Union Training Center

I would like to wish all my union brothers and sisters an upcoming safe and joyous holiday season. My name is Guy Weiss and I will be assuming the duties of Training Coordinator for IHW Local 1011, while Larry Smith assumes the duties of ICD Training Coordinator Local 1011.

Larry has led the training center to prosperity with successful MTE, MTM, and OMA Classes along with upskilling when available. We've implemented the BLA training language with the Tier Two and Tier One programs. We are close to perfection with the Craft Tier 2 programs in which qualified candidates were trained to pass the Ramsay test. We are near capacity with two MTE and five MTM programs running concurrently. Also, we've recently hosted an introduction to fiber optics and termination upskilling class.

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.

I would like to issue a challenge to our membership for those who might be interested in the maintenance crafts to sign up and take the Ramsey tests. We want to grow the crafts from within our membership. We then can provide feedback to the candidates and offer further training by populating the Tier 2 program if you qualify or through the ICD program.

*Until next time, Be Safe.*

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

*USW 1011 Training Coordinator*



Training Center Offices



Different training areas



## HAZREC Round II

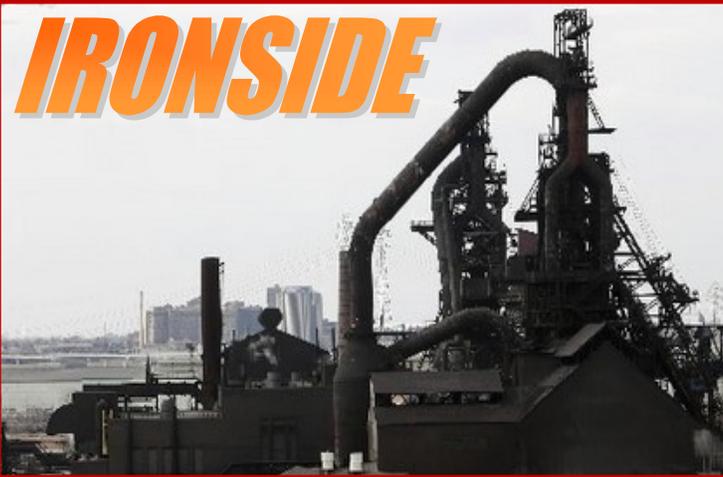
HAZREC round 2 training is coming along nicely. Many of you have been through the class while many have not. This class is a great hands on approach to better understanding the HIRAC-Lite process and assist in hazard identification and controls. Remember to always take 5-10 minutes to fill out the card completely, answering each question and noting those hazards and putting proper controls in place. We have gotten a lot of great feedback from this class and thank each and every one of you for your contributions to class. Millie's Pizzeria could not run without you!

Stay safe!

Jason, Rodney, Adam, Brandy and Nelson



# IRONSIDE



## Ironside

It's been a very eventful couple months recently in H-3 & H-4 Blast Furnaces. The weekend of 10/12/14 we had a serious fire in one of the cable trays leading from # 4 sub-station to H-4 furnace which caused extensive damage to the electrical systems. We were very fortunate that there were no major injuries! Some members were taken to the hospital for smoke inhalation as a precaution. They are almost completed with the repairs and are looking for a start up sometime during the weekend of 10/25/14. It's been pretty hectic but our members have stepped up and done a great job keeping H-3 running! Also the rebuild job on # 33 Stove is moving right along and should be almost ready and moving right along on schedule, for an early November start-up! As always continue to work safely and remember to always wear your PPE.



In *Solidarity*,  
**Area # 1 Griever**  
**Eddie Gonzalez**

**Griever Meeting**

**Every Wednesday @ 1PM**

**Rep. Council Meeting 2nd Thursday**

**of the month @ 3:30 PM**

## 84" Hot Strip

Welcome to everyone from the 80" # 3 Sheet Mill. I trust your transition has gone smoothly. Should you all need anything please do not hesitate to let me know if I can help you in anyway.

With that being said as of late we have had several accidents here in the Hot Strip. Anything from heat related to back injuries and wrist injuries. Please take the time to position yourself correctly when lifting heavy items. Using your legs and not your back.

At the present time we have several training classes going on for Hot Strip personnel. We have fork lift, man lift, and bob cat as needed. We have also sent some people over to the training center to have them requalify on the operation of the Mobile Crane. Also you will notice that we will be sending people over for fire extinguisher training through the end of this month.

You may also notice that the cranes have the new LED style lights on them. The newer lights should last much longer then old style lights that kept going out due to vibration of the crane, they are also much brighter then old style lights. Also we have been able to have the doors on the



tractor shanty/lunch room area replaced. These doors were in bad repair and needed repaired badly. With the help of management we were able to get the necessary repairs completed in a timely fashion. A lot of head way has been made in several areas.

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



**Mike Crague**  
**84" Hot Strip Safety**



Steelworker is a well compensated, with wages and benefits, career. It does not come without struggle. We have a collective bargaining agreement that outlines the many benefits that we maintain for our current members, as well as our retirees. Whether you have 40 years+ or newly hired here in the plant, we all enjoy the benefits that provide us the opportunity to make a decent, honest living for our families. We currently are in the last 10 months of our current agreement (ends September 1<sup>st</sup> 2015) You may begin to hear many rumors in regards to contract negotiations. In efforts to educate and remind ourselves about the process, we can expect bargaining to begin around April 2015 and continue through till either an agreement reached or expiration date of September 1<sup>st</sup> 2015. There are no concrete dates or processes in bargaining. The parties have typically met and negotiated the many pieces of our agreement in Pittsburgh, Pa. There are 12 locations covered under our current labor agreement. So the bargaining team will consist of representatives from each local union representing all 12 locations. Dist. 1 director, Dave McCall, is chairman of our negotiating committee, along with Mike Millsap, Dist. 7 director, will be our secretary of the committee. The committee will travel to each location prior to bargaining to give opportunity for all local unions to ask questions and provide input as to what should be put on or removed from the bargaining

table from the unions stand point. We will share that info once it becomes available. I expect this round of bargaining to be extremely challenging. I want to remind the membership of the outrageous demands the company brought to the table in 2012. They wanted to cut wages, create 2 tier wage systems, wanted contributions for healthcare and slash retiree healthcare, just to name a few. All told, they wanted to breakdown the wages and benefits (active and retiree) we have earned. Expect nothing less in 2015. Be prepared to have to stand together, in unity, against another attack on our rights. We will need every Local 1011 member engaged and standing for a fair contract to be successful. As an engaged membership, we will have a significant place at the bargaining table. Begin to think about the types of things that are important to us and what were willing to do to assist our union achieve them in 2015.

On Monday Oct 13<sup>th</sup> the company informed us of their intentions to idle #1 Aluminize line in 4<sup>th</sup> qtr. 2015. The intent is to send material to the non union Calvert, Al. plant that was purchased by the company about a year ago. We are working with International union officials to challenge the movement of material from our plant to a location not covered under the current BLA. Members in Coating must continue to keep our heads in the game. We cannot let this distraction have an effect on working

safely. We should maintain a high level of integrity that is the norm from that group of members. We will continue to communicate on this and any additional effects of this decision as it becomes available.

Safety has been a challenge in our plant. There are efforts of different variety going on in the plant to raise awareness. Hazard Recognition classes have begun on West side with effort to focus on hazards that we face daily as we perform our tasks. In addition, HIRAC card training is being preformed to assist in the awareness efforts. Be your brother and sisters keepers. Look out for one another and show shared vigilance if you see something that doesn't seem safe. We should make each and every job safe or we should NOT perform it!!!



Fraternally yours,  
Lonnie Asher  
President-USW  
Local 1011



**Dear Brothers and Sisters,**

Here are some tips from the National Safety Council on getting your vehicle prepared for the upcoming winter.



Driving in the winter means changes in the way you drive. Snow, sleet and ice can lead to slower traffic, hazardous road conditions and unforeseen dangers. Keep yourself and your family safe. Prepare your vehicle for the upcoming winter season.

**Weather**

At any temperature – 20° F below zero or 90° F above zero – weather affects road and driving conditions and can pose serious problems. Your local radio, TV and newspaper forecasts will give you the most up-to-date information on weather and road conditions.

**Prepare your vehicle**

Have your vehicle serviced regularly (check the owner's manual for the recommended interval) to ensure better gas mileage, quicker starts, faster response on pick-up and passing power, and to prevent major problems.

You need to check the concentration level of the antifreeze in your vehicle's engine. This is done by using an antifreeze tester which is inserted into the water reservoir of your car. Do not open the radiator cap!

Add a stronger windshield cleaning/de-ice fluid solution to keep the spray from freezing. (It is best to use a product that has a cleaner as well. This allows you to dislodge the road grime from the windshield.)

Check air pressure in your tires (including the spare) and replace any worn tires. (Having proper wheel alignment will lead to a longer life for your tires).

**Vehicle Checklist for Winter Weather**

Before winter starts, check these in your vehicle:

- \* Heater and windshield defroster
- \* Battery
- \* Brakes
- \* Brake fluid
- \* Ignition system
- \* Lights and emergency flashers
- \* Tires
- \* Exhaust
- \* Fuel
- \* Oil
- \* Radiator
- \* Power steering fluid

Keep your fuel tank full or near full to avoid being caught on the road in long lines of slow moving traffic. (This also is a reserve to be able to run the engine and heater if you become stranded).



In this edition I wanted to give a shout out to everyone in QA. I hope you all have a good Halloween & a nice Thanksgiving! Xmas will be here before you know it.

I also want to thank Ken Matusiak and the Wellness Committee for setting up the Biometric Screening. I personally have never had a Biometric Screening. I never had any idea what my cholesterol level or other numbers were. I had reservations like many of you, such as "what if things are bad and the company sees this information" for one. However, I did some research and found out that the company doesn't get the results, so I figured what I have to lose. So I went ahead and did the test. I found out some things that I did not know and I am now making some changes in my life to improve some things. I am thankful for the Wellness Committee and the things they are doing to help us become healthier. I am glad I did the screening and I hope all of you take the screening in the future. After all you even get \$100 and a Subway gift card.

Everyone be safe! Any questions or concerns please email or call.

Thanks

Rich Waddell | 399-1160 office | 746-4654 (union cell)



## Vehicle Emergency Kit

An emergency situation on the road can arise at any time. Be prepared with a "survival kit" that should always remain in the vehicle. Your kit should include:

- Working flashlight and extra batteries
- Flares
- First aid kit
- A properly inflated spare tire, wheel wrench and the jack designed for your vehicle
- Tow and tire chains
- Jumper cables and a toolkit
- Blanket, warm clothes, hat and gloves
- Brightly colored cloth
- A bag of salt, sand or non-clumping kitty litter to use for added traction when a tire is stuck
- Compass
- Extra washer fluid
- Ice scraper, snow brush and shovel
- Wooden stick matches in a waterproof container
- Non-perishable, high energy foods like unsalted canned nuts, dried fruits and hard candy
- If You Become Stranded
- Do not leave your vehicle unless you know exactly where you are, how far it is to possible help and are certain you will improve your situation
- To attract attention, light two flares and place one at each end of the vehicle a safe distance away
- Hang a brightly colored cloth from your antenna
- If you are sure the vehicle's exhaust pipe is not blocked, run the engine and heater for about 10 minutes every hour or so depending on the amount of gas in the tank
- Protect yourself from frostbite and hypothermia; use woolen items and blankets to keep warm
- Keep at least one window open slightly as heavy snow and ice can seal a vehicle shut
- Eat hard candy to keep your mouth moist



*Be Safe,*

*Jack Shanley*



# Women of Steel



Make strides  
to end breast cancer.



## Phone Banking



The women's suffrage movement in the United States achieved its goal of winning full voting rights for women when the nineteenth amendment was ratified in 1920.

In honor of these courageous women let's make sure we ALL get out and vote on November 4, 2014.

Local 1011 WOS has been very busy in the last few months and it doesn't look like things will be slowing down for the next few months.

WOS and our Rapid Response have been working the phone banks and door knocking with our sister locals of District 7 for the November 4<sup>th</sup> elections.

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. In 2014 we were able to raise and donate \$1,482.00 to the American Cancer Society Making Strides Against Breast Cancer. We also had a great turn out at the walk this year on October 12<sup>th</sup>.

Once again this year we will be having our Food Drive for St. Stan's and our Angel Tree Drive for the East Chicago Salvation Army. Please see our flyers for more information on these two activities.

With the support of our union six members of our WOS attended an all-day training with some of our other District 7 WOS committee's and I am proud to say Local 1011 had the most members there!!

With the change of our Local 1011 membership meeting we will be changing our WOS meetings to the 1<sup>st</sup> Monday of the month at 3:30pm. Our next few meetings will be held on November 3, 2014 and December 1, 2014.

In Solidarity,

Isabell Sundin

WOS Chair

# Thanksgiving Food Drive



**Tis the season to be a blessing to others!**

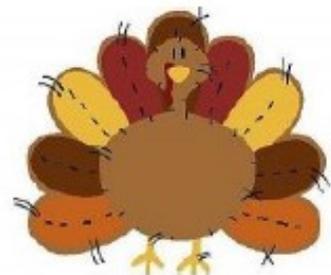
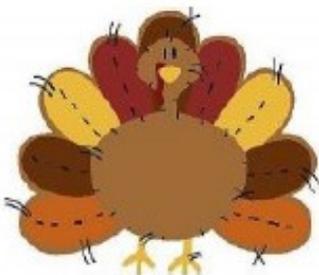
Can you imagine how many families we could help if each and every member donates just *one* canned good?

Please support our annual Thanksgiving Food Drive by donating canned goods, non perishable food items or cash.

Donation boxes are posted throughout the plant and union hall.

*Please turn in donations by November 19th.*

If you have any questions, please contact any one of our Women of Steel members.



As we move into the winter season, The Wellness Committee would like to remind everyone to continue to stay physically fit by staying active and eating healthy. The winter can be a difficult time to form regular exercise routines and healthy diets, but by continuing the good habits we have formed throughout the year, we can continue “Transforming Ourselves” into healthier happier people. We recently finished up Health Week with the health fair and Biometric Screening. Many of you were able to attend the screening the first time around. However because of lack of supplies by the vendor most of the WALK-INS were turned away. We have scheduled 3 more days for the screening which are October 29, 30, and 31. Hopefully, everyone was able to schedule an appointment for one of those dates and receive the Company incentive of \$100.00 and also plan on receiving the Wellness Committee gift card incentives. More importantly you received “Your Numbers” and can use them to continue the transforming process. The flu shots will not be offered at the second Biometric screening appointment dates, however if you missed those at the health fair, they are being offered free to any ArcelorMittal health plan employee and eligible dependent over the age of 18 at CVS pharmacies and CVS Minute Clinics. Be sure to bring insurance card, prescription drug card and ArcelorMittal identification card to obtain your flu shot. The dates for this are Oct. 3, 2014 until Feb.28, 2015.

#### INDIANA HARBOR WEST WELLNESS COMMITTEE

The Gym Reimbursement program continues to reimburse up to \$30.00 a month for any gym membership receipts emailed to [usw1011wellnesscommittee@yahoo.com](mailto:usw1011wellnesscommittee@yahoo.com). Earlier this month, we sent the payout sheet for the third quarter to the Company for processing. Please look for reimbursement on your future paycheck. If you have not turned in third quarter receipts, we will accept them along with your fourth quarter receipts until January 1<sup>st</sup>, 2015. Marathon receipts will also be accepted for the third and fourth quarters of 2014.

As members of the employee benefits team, we would like to inform you of the disability insurance being offered by Amalgamated Life Insurance Company. This plan provides tax-free income in case of sickness or accident should you be unable to work. This does not effective your ArcelorMittal Sickness and Accident Insurance in anyway and is completely voluntary. Local 1011 is only a conduit to the insurance and does not carry any liability concerning its use or non-use by Local 1011 members. There will be an information and enrollment session on November 11<sup>th</sup> and 12<sup>th</sup> from 7:00am to 8:00pm at the Local 1011 Union Hall. The ability to earn a living is very important to everyone and sometimes things arise making that impossible. We hope that many of you attend one of these sessions so you are able to make an informed decision concerning this disability insurance and plan to protect your ability to earn a living even when problems arise. If you are unable to attend one of these sessions and have questions or would like to enroll in this insurance call Benefit Design Services Inc. at 1-800-982-9280 and ask for Michael, Eric, Kristen or Dawn to assist you.

If you have any questions for The Wellness Committee please contact Chairman, Kenneth Matusiak or any of its members, Larry Oar or Mariano Flores. You may also email questions to [usw1011wellnesscommittee@yahoo.com](mailto:usw1011wellnesscommittee@yahoo.com). Thank you and as always continue to Transform Yourselves into happier healthier people.



*Kenneth J. Matusiak*  
*Wellness Committee Chairman*

## An update...

Brother and Sisters,

An update from last article is as follows:

Arbitration: Set for December 10th 2014- Unjust Suspension in Security.

Step 3 Grievance: Heard on October 21st, 2014- Violation of Mutual Agreement concerning Trucking, violation of contracting out without offers of overtime as required. Company has made an offer to settle, Staff Rep and Local 1011 is considering. If rejected we will appeal to arbitration.

Step 3 Grievance (pre): Concerning violation of local working condition in Central Spares and In-plant Service Group- Overtime opportunities. Appears to be headed towards resolution with offers to settle by the company. If not settled the case will be heard in the 3rd step.

Step 3 Grievance: Scheduled for Dec 16th 2014 for violations of the 60 day hostage penalty, the grievance was filed through Cold Rolling but is applied as a plant wide grievance.

Step 3 Grievance Appeal: I received Step 2 minutes from the company last week for S10-26 "ALS Grievance-Ambulance" once corrections have been made the case will be appealed to the 3rd Step.

Step 2 Grievances: Resolved discipline issued to a Quality Employee- Discipline removed.

Step 2 Grievances: The following Depts. have step 2's scheduled or will have step 2's scheduled in the next few weeks: Utilities Production, Security, Steel Producing, Iron Producing and Transportation.

Bargaining Unit Work Committee "Contracting out": Mike "Shark" Scharnke, John "JP" Pearson and I met with the Company to discuss or grieve if necessary increasing the Crane Repair MTE position to eliminate HVAC contractors in the plant. The Committee provided the company with contractor hours that would require an increase in MTEs'.

Hot Mill Incentive: The Union Met with the Company to discuss issues with the incentive plan, the Union provided the company with a list of issues and the company is to respond. We will continue to try to resolve the issues with the plan, however we are still gearing up for arbitration if necessary.

Finishing Incentive: The Company has informed me that an Incentive Plan has been developed for Coating and the Plan will be presented to me this week along with dialog on the associated grievance. Stay Tuned...



Finally, my thoughts and Prayers are with Brother John Hartman's Family following his Passing. The Union has lost a great advocate and leader.

Fraternally  
Jim Flores

## Contact Us

Chairman of the Grievance Committee:  
Jim Flores  
219-398-3150 ext. 11

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

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

Area #3 Hot Strip:  
Dwayne Locher  
219-746-4658

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

Area #5 Coating:  
Brian Tucker  
219-512-8988

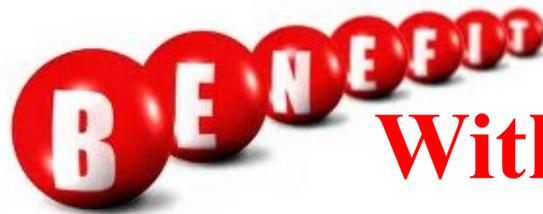
Area #6 Utility/  
Transportation:  
Leroy Johnson  
219-746-4655

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)



## With Larry

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), 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**

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**

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.



## Page 2

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 will remain in effect through the end of the contract, December 2015.

### 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.***)

***Two notes I personally would like to mention to those considering retirement is take care of your dental and vision needs well before retirement, because you will lose these benefits upon retirement.***

***On another note for simple figures any member who works an average of 40 hours per wk for a year will receive (approx) \$100 monthly pension. On 48 hours per wk for a year will receive (approx) \$120 monthly pension.***



In Solidarity,

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

# ***ATTN: UNION MEMBERS!***

## *SUPPLEMENTAL DISABILITY INCOME PROGRAM*

TO: All Union Members of USW Local 1011

WHEN: Tuesday, November 11th & Wednesday, November 12th 2014 7:00 am to 8:00 pm for information and enrollment

WHERE: Local 1011 Union Hall (3629 Euclid Ave. East Chicago, IN 46312)



WHAT: Voluntary Short and Long-Term Disability Program That Offers

- \* Protection from a Lost Income due to an Off-the-Job Accident or Sickness (optional rider for On-the-Job coverage available)
- \* Tax-free Benefits
- \* Affordable and Stable rates
- \* Guaranteed Acceptance - No medical questions for all new union members!
- \* 24 Months of Benefits available (per occurrence)
- \* Insure up to 60% of your gross income in addition to any other benefits you receive
- \* Convenient premium deductions through your personal bank or credit union account  
**(Must bring voided check or savings account information to enroll)**

Brief group presentations will be held every 1/2 hour starting at 7:00 am...

An enrollment counselor will be available to meet with each individual to help choose the benefit that is right for you...

Don't miss this opportunity to hear how this valuable program will benefit you and your family...



## IT'S TIME TO BREAK UP THE REPUBLICAN SUPER MAJORITY!!!

### GET OUT AND VOTE!!!

With the upcoming Election I wanted to talk a little about why we need a change in the State of Indiana.

Republican supermajorities focus on out-of-touch social agendas instead of focusing on our state's middle class, education and reversing the standards by which our state is measured. For more than a decade, gubernatorial administrations have put special interests and short-term political gains ahead of Hoosiers and it shows:

- Indiana's median income drops as the tax burden increases. Hoosier household income is lower than it was in 2002 by \$6,500, and the conservative Tax Foundation recently reported that Hoosiers have endured a decade-long hike in their state tax burden.
- Indiana's wage gap is among the highest in the country. Hoosier women make 73 cents on the dollar for what men make, putting our state at the bottom of income equality.
- Nearly half of Indiana's children are living in poverty. 45.9% of Indiana's youth are low-income, while 1 in 4 Hoosier girls aged 6 to 17 live below the poverty line.
- Indiana has the 9th highest number of homes in foreclosure as of January 2014. In addition, Indiana just became the first state to roll back energy savings that powered tens of thousands of Hoosier homes.
- Indiana ranks near the bottom for the education level of its workforce. While the Pence Administration cut funding for higher education and life sciences research, Indiana comes in at #42 on workforce readiness.

We must decide what is in our best interest. Let the politicians know we will hold them accountable for their actions. **We vote! We decide!**

Don't wait for November 4<sup>th</sup> to vote. Get out and vote early! Check times and locations for early voting. EVERY HOOSIER can vote early. If you must wait to vote on Election Day and are unsure where your polling location is, go to [indianavoters.in.gov](http://indianavoters.in.gov) for more information.



In Solidarity,  
Rich Barron  
[rich.barron@usw1011.com](mailto:rich.barron@usw1011.com)

## GAMETIME-M. Flores

Dear Brothers and Sisters,

Amongst my "organized" clutter I call my desk is a little ceramic plaque with the Prayer of Serenity inscribed;

***"God, grant me the serenity to accept the things I cannot change, the courage to change the things I can, and the wisdom to know the difference."***

Before I fire up my computer or check my messages, I look at that plaque and ask for guidance. I wanted to share this with you especially the part, ***"the courage to change the things I can"***. This past January I wrote to you, ***"Stay strong my family, there are storms on the horizon. To everything there is a season..."***

The storms I spoke of did not concern the weather but of the tempest that we as working families or retired working families are facing.

Unless you haven't notice the election season is upon us, and it is **time for us tighten up our laces and get into the game** by exercising our rights at the ballot box. For a very long time I have seen voter apathy because people do not believe they have the ability to make change. Because of that way of thinking we have; 1) a deteriorating public school system because our governor continues to push for privately operated charter schools that the taxpayers pay for yet are not governed by local citizens, 2) denied healthcare for senior citizens and disabled citizens including veterans,

3) one of the worst states ( ranked 44<sup>th</sup>) for workman's compensation. Just ask any co-worker who has been injured on the job and they will agree. Of course let's not forget that our state is a Right to Work State courtesy of former Governor Daniels and present Governor Pence, who still expound that RTW is a good thing. The question they haven't been able to answer is who is RTW good for? According to 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.

I would be foolish if I told you that we can turn around the problems in one election. We can't, it will take at least this election and the next one in 2016 to change the complexion of the Senate and the House in the State of Indiana. Brothers and Sisters, ***"have the courage to change the things you can"*** read about the candidates and their voting records and go out and vote. **The time to defeat RTW is now and we have to do it at the ballot box!**

For the past several months I have been engaged with the upcoming election and have met many candidates from different political

**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)**





parties. I always start out with the same question, "What is your stance on RTW?" I am truly amazed that some candidates do not even know what I am talking about.

So with that in mind, please consider the following candidates who have pledged to repeal RTW:

- Jim Metro, candidate House District #11
- Jim Weiser, candidate House District #15
- Deb Porter, candidate House District #4
- Chuck Moseley, candidate House District #10
- Mara Reardon, candidate House District #12
- Shelli VanDenburgh, candidate House District #19
- Roxana Hanford, candidate Senate District #6

As I was finishing my article I was informed that **JOHN HARTMAN** passed away after a long battle with cancer. John was my mentor, my brother, and my friend. John was the epitome of being UNION. At the time of his passing John was serving our membership as ICD coordinator. He gave his heart and his soul to ICD and to providing the best adult education program to the membership. There are not enough words or tears to express our loss.

***"God, grant me the serenity to accept the things I cannot change, the courage to change the things I can, and the wisdom to know the difference."***



**Adelante**  
**El Jefe**

## BLAST FURNACE SAFETY

Hello brothers and sisters of USW 1011,

I would like to remind everyone that our priority needs to be to work safely while we are here making a living. Nobody comes to work and expects to get hurt and we need to remind ourselves and our coworkers that safety must remain our #1 priority. The conditions we encounter daily in this business are by far some of the most hazardous of any trade. With an aging infrastructure we must remain extra vigilant when at work.

Year to date, strains, sprains, overexertion, coming into contact with, being struck by, and falls have resulted in many injuries to hands, fingers, and eyes. With freezing weather quickly approaching us we are going to face even more challenges at work and at home. A few safety tips to practice that could help:

Never apply excessive force to a tool to where if it slipped or broke your body would lunge forward potentially striking another object or resulting in a strain or sprain.

Inspect all tools before use for defects, take bad tools out of service.

Maintain a safe body position when performing a physical activity. Try and lift with legs and not back. Keep firm footing with feet planted evenly if possible. Avoid twisting jerking motions while lifting.

Ask for assistance if and when you think help is needed or you need a relief. Take frequent breaks to rest muscles and prevent a repetitive motion injury.

Gradually warm up and stretch prior to performing physical work.

Always watch where you are stepping and pay attention to your surroundings.

Get regular exercise as needed and physical checkups as recommended by physician.

Don't take shortcuts, wear the proper PPE, and use the correct tool for the job.

Wear correctly fitted safety glasses.



I would like to thank those that went the extra mile during H-4's fire. Many hazards were encountered while bringing the furnaces

down and fighting fires. It was a very dangerous situation that had a very high potential for serious injuries. Again, thank you to those that put in the hard work to get things back under control safely.

Be safe and look out for your brother's and sister's safety,

Ron Eckman Safety Committeeman H3, H4 Blast Furnace



The Coating Employees have done a great job working safe and informing Management on unsafe conditions. Keep up the good work and please report and give your opinion on how everyone can make the job safe. Everyone needs to stay focused on their job while at work. The Rumors are out there and the Holiday Season is right around the corner. No one wants to be home injured through the Holidays.

The Company has informed the Union of possibly idling the Coating Department at the end of next year and sending the Aluminized Product to Calvert. Calvert is installing an aluminum pot right now. We all know the struggles of trying to run this product, so don't think they can master it in less than a year. We will not go down without a fight! The Company also has an incentive plan for the Coating Department that should be in place next month. I will let you know the details when I receive them.

We all deserve more than 20%. Remember to stay focused on your job at work and go home the same way you came in.



**Brian Tucker**  
**Coating Griever**

# YOUR VOTE IS YOUR VOICE

**NOVEMBER**  
**4th**

**ARE YOU REGISTERED?**  
**WHERE IS YOUR POLLING SITE?**  
**WANT TO VOTE EARLY?**

**CLICK HERE**

**WWW.INDIANAVOTERS.COM**



(Turn over for your union endorsed Candidates)

## YOUR VOTE COUNTS

*UNION MEMBERS VOTES CAN MAKE THE DIFFERENCE IN THIS ELECTION*

**State Rep. Hal Slager (R)**  
 >20% Labor Record  
 >Won in 2012 by 554 votes  
 >2,773 registered union members did not vote in 2012.

\*Support Jim Wieser in this race\*

**State Rep. Alan Morrison (R)**  
 >10% Labor Record  
 >Won in 2012 by 106 votes  
 >1,524 union members did not vote in 2012.

\*Support Mark Spelbring in this race\*

**State Rep. Lloyd Arnold (R)**  
 >20% Labor Record  
 >Won in 2012 by 1,423 votes  
 >2,175 union Members did not vote in 2012.

\*Support Chris Coyle In this race.\*

**Congresswoman Jackie Walorski (R)**  
 >10% Labor Record  
 >Won in 2012 by 3,920 votes  
 >18,011 union members did not vote in 2012.

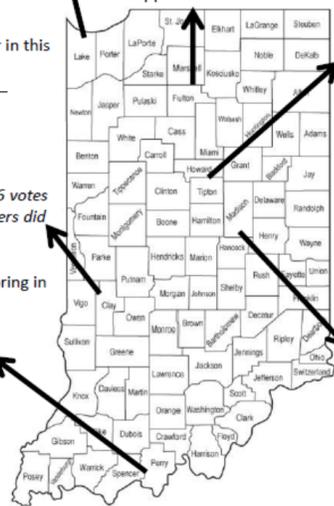
\*Support Joe Bock in this race.\*

**State Rep. Mike Karickhoff (R)**  
 >40% Labor Record  
 >Won in 2012 by 2,106 votes  
 >4,396 registered union members did not vote in 2012.

\*Support Chuck Sosbe In this race.\*

**State Rep. Jack Lutz (R)**  
 >10% Labor Record  
 >Won in 2012 by 447 votes  
 >2,497 registered union members did not vote 2012.

\*Support Melanie Wright in this race.\*



**Make Your Union Voice Count on Nov. 4th**



# Indiana State AFL-CIO Endorsed Candidates for 2014

## *Statewide Offices:*

Secretary of State: Beth White (D)

State Auditor: Mike Claytor (D)

State Treasurer: Mike Boland (D)

## *U.S. House of Representatives:*

District 1: Pete Visclosky (D) (I)

District 2: Joe Bock (D)

District 3: Justin Kuhnle (D)

District 4: John Dale (D)

District 5: Shawn Denney (D)

District 7: Andre Carson (D) (I)

District 8: Tom Spangler (D)

District 9: Bill Bailey (D)

## *Indiana State Senate:*

District 1: Frank Mrvan (D) (I)

District 4: Karen Tallian (D) (I)

District 6: Roxanna Hanford (D)

District 15: Jack Morris (D)

District 25: Tim Lanane (D) (I)

District 27: Jake Hoog (D)

District 29: J.D. Ford (D)

District 38: Tim Skinner (D) (I)

District 41: Andy Talarzyk (D)

District 43: Rudy Howard (D)

District 45: Julie Berry (D)

District 46: Chuck Freiberger (D)

District 47: Richard Young (D) (I)

District 48: Larry Vollmer (D)

District 49: Jim Tomes (R) (I)

## *Indiana House of Representatives:*

Indiana House of Representatives:

District 1: Linda Lawson (D) (I)

District 2: Earl Harris (D) (I)

District 3: Charlie Brown (D) (I)

District 4: Deb Porter (D)

District 6: B. Patrick Bauer (D) (I)

District 7: David Niezgodski (D) (I)

District 8: Ryan Dvorak (D) (I)

District 9: Scott Pelath (D) (I)

District 10: Chuck Moseley (D) (I)

District 11: Jim Metro (D)

District 12: Mara Candelaria Reardon (D) (I)

District 14: Vernon Smith (D) (I)

District 15: Jim Wieser (D)

District 16: Rich Ludington (D)

District 19: Shelli VanDenburgh (D) (I)

District 21: Jodi Buoscio (D)

District 27: Sheila Klinker (D) (I)

District 29: Joseph Marcum (D)

District 30: Chuck Sosbe (D)

District 32: Bob Ashley (D)

District 33: Shon Byrum (D)

District 34: Sue Errington (D) (I)

District 35: Melanie Wright (D)

District 36: Terri Austin (D) (I)

District 39: David Russ (D)

District 42: Mark Spelbring (D)

District 43: Clyde Kersey (D) (I)

District 45: Bionca Gambill (D) (I)

District 46: Jim Mann (D)

District 52: Charlie Odier (D)

District 55: Glenn Bailey (D)

District 56: Phillip Pflum (D)

District 59: Zach Ellison (D)

District 60: Damon Brodhacker (D)

District 61: Matt Pierce (D) (I)

District 62: Jeff Sparks (D)

District 66: Terry Goodin (D) (I)

District 68: Rick Gill (D)

District 70: Heidi Sellers (D)

District 71: Steven Stemler (D) (I)

District 72: Kevin Sue Bailey (D)

District 73: Douglas Leatherbury (D)

District 74: Chris Coyle (D)

District 75: Ron Bacon (R) (I)

District 76: Tony Gobin (D)

District 77: Gail Riecken (D) (I)

District 78: Stephen Melcher (D)

District 80: Phil GiaQuinta (D) (I)

District 82: Mike Wilber (D)

District 84: Fred Haigh (D)

District 86: Ed DeLaney (D) (I)

District 87: Christina Hale (D) (I)

District 89: Debra Jenkins (D)

District 91: Patrick Lockhart (D)

District 92: Karlee Macer (D) (I)

District 93: Ryan Guillory (D)

District 94: Cherrish Pryor (D) (I)

District 95: John Bartlett (D) (I)

District 96: Gregory Porter (D) (I)

District 97: Justin Moed (D) (I)

District 98: Robin Shackelford (D) (I)

District 99: Vanessa Summers (D) (I)

District 100: Dan Forestal (D) (I)

(D = Democrat/ R = Republican/ I = Incumbent)