



# United Steelworkers - Local 1010 2008 Union Calendar

## We Are Union!

This year's calendar is dedicated to everyone who helps make Local 1010 a great organization. A Union is about coming together for the common good and working to achieve that goal. This is not done by one person, this is done by many people working together.

Local 1010 has a proud and progressive history. We have been through many struggles together and I am sure we will be through many more. Together we shall prevail.

I sincerely feel our best days are ahead of us. We have made great strides in reducing injuries. Safety is becoming a core value and not a priority, for priorities change. Our motto **“We make the job safe or we don't do it!!!”** is starting to sink in and our members are starting to believe zero injuries are possible.

May you all have a safe and happy 2008!

In Solidarity,

*Tom Hargrove*



Local 1010 President Tom Hargrove presents Al Hewlett, #1 Electric Furnace, with the “Doing The Right Thing” award, for refusing to do an unsafe act.



Recent Safety billboards, as seen on Cline Avenue.



# January 2008

Safety First - The first two and last two stairs are where most falls occur.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
Safety First! Make the Job Safe, or DON'T DO IT!!!		1 New Year's Day Paid Holiday	2	3 Union Meeting 5:30PM	4	5	
6	7	8	9	10	11	12	
13	14 Retiree's Meeting Pay Day	15	16	17	18	19	
20	21 Martin Luther King Day Paid Holiday	22	23	24	25	26	
27	28 Pay Day	29	30	31	DECEMBER 2007 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	FEBRUARY 2008 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29	

Visit Local 1010's web site at [uswa1010.org](http://uswa1010.org)

## Safety Committee

As we start the new year, it is always a good time to set goals for the year. Safety and Health for our membership, as always, will be our top priority. One of our first goals will be to reduce our injuries and improving our working conditions in each department. To accomplish this we must focus on the injuries that we are having and how they are occurring, by identifying job hazards and risks that may be associated with them. Like last year, sprains and strains injuries along with finger/hand and eye injuries seemed to be our top hitters. We must learn from our incidents and engineer out the hazards, ensure that all of our co-workers follow and understand job procedures and to be provided with proper personal safety equipment that provides the best protection for the job hazards.

Housekeeping improvements in our plant must continue to move forward. We will need the help of all of our co-workers. We must drive this effort. Two of our consistent top hitters types of accidents are, Slip, Trip & Falls (Walking Working Surfaces) and eye injuries. Take some time every shift and survey your work area, asking yourself "What can I do to make the work environment safer for all our workers?" The effort you make for safety will help ensure that YOU and your co-workers return home safely to your loved ones at the end of the day. You work for your family and yourself. You owe it to them to return home safely every day.

We will continue our efforts of training and education and part of that will be continuing our Safety Awareness Training. Just because we have done something a certain way for many years does not mean it's the safest way to perform the work task. There are new methods and technology available and we need to employ them

and keep everyone safe. On that note, safety advocates, department safety committees, area safety committees and specialized safety committees will receive all the support that they may need to accomplish safer and healthier working conditions.

Safety walk-around inspections will continue in all departments. Stop and talk to us! We need your input and help! Also, we will be doing more lockout audits. There seem to be too many instances of the failure to properly lockout, or the lockout procedure was inaccurate. Please always verify that the equipment is shutdown properly.

To achieve a safer and healthier workplace we will need the help of all of us. Let's make 2008 our safest year.

Safety is our core value. **Make the Job Safe, or Don't Do IT!!!**

In Solidarity,  
The Union Safety Committee



From left: John Gelon, Nick Valle, Don Jones, Ivan Agosto

### Safety Committee

398-3100 x120 or 121  
safety@uswa1010.org

Ivan Agosto - Chairman  
397-6934  
Cell: 712-5631

Nick Valle - Vice Chairman  
(708) 891-2272  
Cell: 808-5377

John Gelon - Secretary  
690-1523  
Cell: 406-4190

Don Jones - Safety Coordinator  
838-4210  
Cell: 712-5610





## Insurance and Pensions

The insurance and pension office at the Union Hall is open Monday to Friday, from 8:00 am to 5:00 pm. You do not need an appointment to come in, stop by at your convenience. We have copies of any form that you may need. We will explain them to you and help fill them out. We may be able to assist you in resolving any issues you may have concerning your healthcare or pensions benefits.

### Forms:

- Statement of Dependency
- Coordination of Benefits Inquiry
- Reimbursement of Spouse Premium
- Student Dependent Certification
- Disabled Dependent Certification
- Sickness and Accident Claim Form
- Beneficiary Designation Change Form
- Dental Claim Form
- Vision Claim Form
- Medical Claim Form
- Prescription Drug Claim (Secondary)
- Prescription Drug Claim (Standard)
- Health Care Spending Account (Flex)
- Dependent/Elder Day Care (Flex)

### Pensions:

Once you become eligible you can retire on the first day of any month you chose. When you decide to retire gather any of the documents below that apply. Bring them to the Union Hall and we will assist you in starting the retirement process:

- Birth Certificate for you and spouse.
- Marriage Certificate.
- Spouse Social Security Card.
- Divorce Decree(s) for you and spouse.
- Any dependent children still on your healthcare, bring their birth certificate and social security card.

### Benefits Related Web Sites:

Benefits Web Site:

**[www.benefits.mittalsteelusa.com](http://www.benefits.mittalsteelusa.com)**

Employee Home Page:

**[www.employeehomepage.mittalsteelusa.com](http://www.employeehomepage.mittalsteelusa.com)**

Care Mark:

**<http://www.caremark.com>**

Fidelity:

**<http://www.401k.com>**

All these web sites can be easily accessed by using the Local 1010 web site at **[www.uswa1010.org](http://www.uswa1010.org)**

**Fidel Azcona, Jerry Strauch**

Insurance and Pensions

Ph. 219-398-3100 x117

Fax 219-398-9253





# March 2008

Saturday Notes

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
						1	
2	3	4	5	6 <small>Union Meeting 5:30PM</small>	7	8	
9	10 <small>Retiree's Meeting Pay Day</small>	11	12	13	14	15 <small>1st Quarter Profit Sharing Calculation Period Ends</small>	
16 <small>2nd Quarter Profit Sharing Calculation Period Begins</small>	17	18	19	20	21 <small>Good Friday Paid Holiday</small>	22	
23	24 <small>Pay Day</small>	25	26	27	28	29	
30	31	<small>Safety First! Make the Job Safe, or DON'T DO IT!!!</small>	<small>Safety First - Safety glasses- all in favor say EYE!</small>		<small>FEBRUARY 2008</small> <small>1 2</small> <small>3 4 5 6 7 8 9</small> <small>10 11 12 13 14 15 16</small> <small>17 18 19 20 21 22 23</small> <small>24 25 26 27 28 29</small>	<small>APRIL 2008</small> <small>1 2 3 4 5</small> <small>6 7 8 9 10 11 12</small> <small>13 14 15 16 17 18 19</small> <small>20 21 22 23 24 25 26</small> <small>27 28 29 30</small>	

Visit Local 1010's web site at [uswa1010.org](http://uswa1010.org)

## Grievance Committee

There are many provisions in the contract that are seemingly automatic: pay, incentives, vacations, etc. Each provision of the Basic Labor Agreement (BLA) is a negotiated benefit. The BLA is a legally binding agreement between the United Steelworkers and ArcelorMittal.

The grievance procedure is the enforcement provision of the agreement. The full time grievance officers at the hall are the conduit between the Union reps on the floor and the final stage of the grievance procedure, arbitration.

There have been some changes in the grievance procedure itself. That is, we negotiated some changes in the procedure. The 1999 Collective Bargaining Agreement (CBA) and the ones prior to that were similar in how the process worked. In those contracts there were five (5) steps in the process, the fifth being arbitration. The new BLA has trimmed this down to four (4) steps, with the fourth being arbitration.\*

The workplace would look much different without a Union. Management would have the unfettered right to do almost anything to the worker and you would have no recourse. The grievance procedure obligates the company to sit down with the Union and resolve issues.

\*It must be noted that these changes only occur in the Production and Maintenance Agreement. O&T, Research and ET's have kept their 1999 procedure.

	<u>1999 CBA</u>	<u>2005 BLA</u>
<b>1st Step</b>		
Union:	Griever, Assistant, Steward	Griever, Assistant, Steward
Company:	Supervisor	Supervisor
<b>2nd Step</b>		
Union:	Griever	Grievance Chair
Company:	Department Mgr.	Department Mgr.
<b>3rd Step</b>		
Union:	Grievance Chair	International Rep.
Company:	Mgr. Union Relations	Plant General Mgr.
<b>4th Step</b>		
Union:	International Rep	Arbitration
Company:	Co. designated Rep	Arbitration
<b>5th Step</b>		
Union:	Arbitration	Eliminated
Company:	Arbitration	Eliminated



**Grievance Committee, L to R: Vice Chairman Darrell Reed; Chairman Dennis Shattuck; Secretary Matt Beckman.**



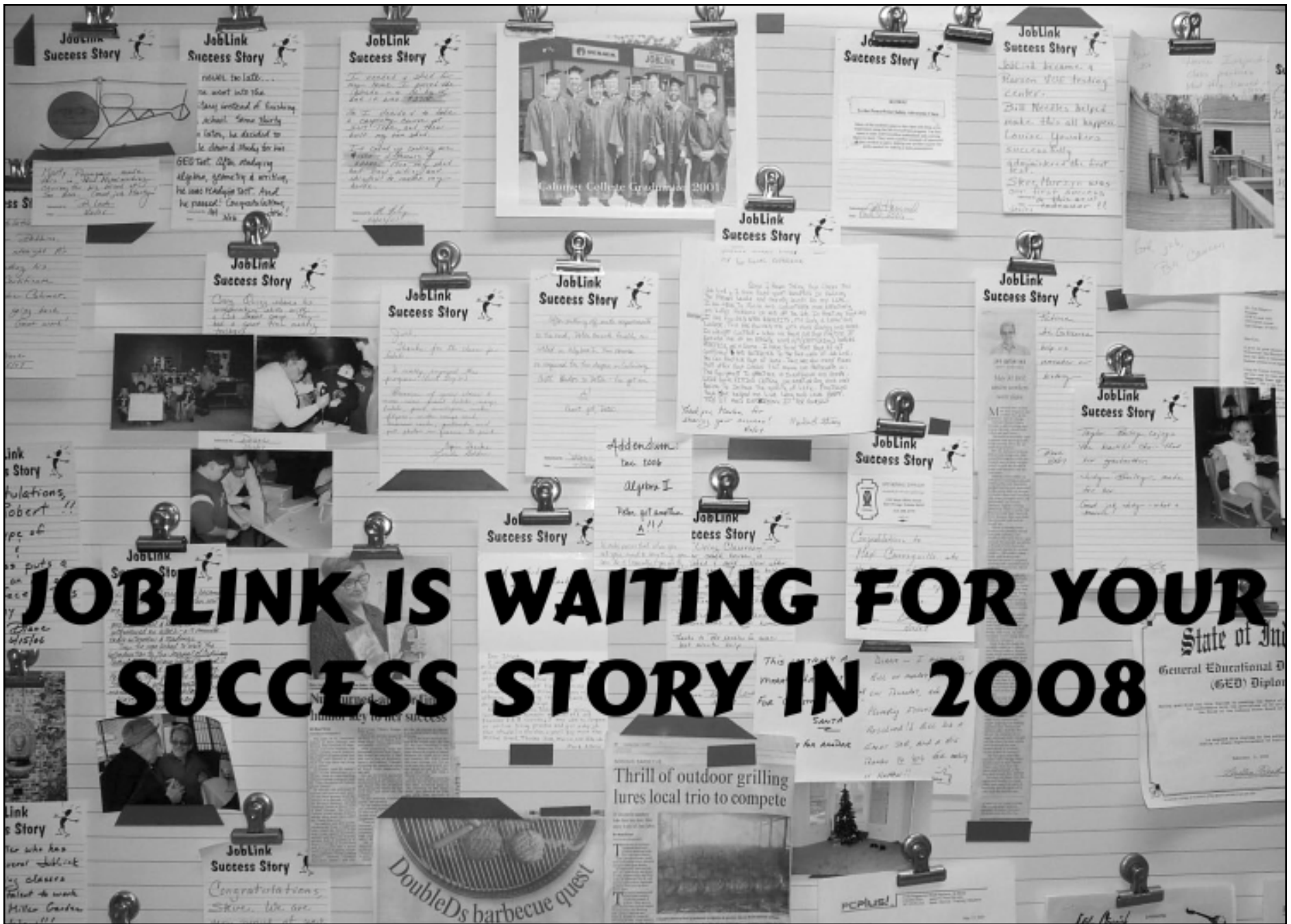


# April 2008

Safety First - Take time to be safe;  
haste may cause an injury.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
Safety First! Make the Job Safe, or DON'T DO IT!!!		1	2	3 <small>Union Meeting 5:30PM</small>	4	5	
6	7 <small>Pay Day</small>	8	9	10	11	12	
13	14 <small>Retiree's Meeting</small>	15	16	17	18	19	
20	21 <small>Pay Day</small>	22	23	24	25	26	
27	28	29	30		MARCH 2008    1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	MAY 2008 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	

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"JobLink courses are your negotiated benefit. At the JobLink facility is a wall of Success Stories that Local 1010 members have shared each year. There is a place at JobLink for your Success Story. Use this great Union negotiated benefit." - **Steve Wagner**, Vice President Local 1010.



# May 2008

Safety First - Stop and think through each job prior to performing work.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes	
<p>Safety First! Make the Job Safe, or DON'T DO IT!!!</p>		<p>APRIL 2008</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30</p>	<p>JUNE 2008</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30</p>	<p><b>1</b></p> <p>Union Meeting 5:30PM</p>	<p><b>2</b></p>	<p><b>3</b></p>		
	<p><b>4</b></p>	<p><b>5</b></p> <p>Pay Day</p>	<p><b>6</b></p>	<p><b>7</b></p>	<p><b>8</b></p>	<p><b>9</b></p>	<p><b>10</b></p>	
	<p><b>11</b></p>	<p><b>12</b></p> <p>Retiree's Meeting</p>	<p><b>13</b></p>	<p><b>14</b></p>	<p><b>15</b></p>	<p><b>16</b></p>	<p><b>17</b></p>	
	<p><b>18</b></p>	<p><b>19</b></p> <p>Pay Day</p>	<p><b>20</b></p>	<p><b>21</b></p>	<p><b>22</b></p>	<p><b>23</b></p>	<p><b>24</b></p>	
	<p><b>25</b></p>	<p><b>26</b></p> <p>Memorial Day Paid Holiday</p>	<p><b>27</b></p>	<p><b>28</b></p>	<p><b>29</b></p>	<p><b>30</b></p> <p>71st Anniversary Memorial Day Massacre</p>	<p><b>31</b></p>	<p>Visit Local 1010's web site at <a href="http://uswa1010.org">uswa1010.org</a></p>

# Human and Civil Rights

Our contract language, dated November 13, 2005 is on Page 27, entitled **Article Four – Civil Rights.**

## **Section A. Non-Discrimination**

**1.** The provisions of this Agreement shall be applied to all Employees without regard to:

- a. race, color, religious creed, national origin, handicap or disability or status as a veteran; or
- b. sex or age, except where sex or age is a bona fide occupational qualification; or
- c. citizenship or immigration status, except as permitted by law.

**2.** Harassment on any of the bases set forth in this Section shall be considered discrimination under this Section.

**3.** The Company shall not retaliate against an Employee who complains of discrimination or who is a witness to discrimination.

**4.** There shall be no interference with the right of Employees to become or continue as members of the Union and there shall be no discrimination, restraint or coercion against any Employee because of membership in the Union.

**5.** The right of the Company to discipline an Employee for a violation of this Agreement shall be limited to the failure of such Employee to discharge his/her responsibilities as an Employee and may not in any way be based upon the failure of such Employee to discharge his/her responsibilities as a representative or officer of the Union. The Union has the exclusive right to discipline its officers and representatives. The Company has the exclusive right to discipline its officers, representatives and employees.

**6.** Nothing herein shall be constructed to in any way deprive any Employee of any right or forum under public law.

## **Section B. Civil Rights Committee**

**1.** A Joint Committee on Civil Rights (Joint Committee) shall be established at each location covered by this Agreement. The Union shall appoint two (2) members, in addition to the local Union President/Unit Chair and Grievance Chair. The Company shall appoint an equal number of members, including the Plant Manager and the Plant Manager of Industrial Relations. The parties shall each appoint a Co-Chair and shall provide each other with updated lists of the members of the Joint Committee.

**2.** The Joint Committee shall meet as necessary and shall review and investigate matters involving civil rights and attempt to resolve them.

**3.** The Joint Committee shall not displace the normal operation of the grievance procedure or any other right or remedy and shall have no jurisdiction over initiating, filing or processing grievances.

**4.** In the event an Employee or Union representative on the Joint Committee brings a complaint to the Joint Committee, the right to bring a grievance on the matter shall be preserved, in accordance with the following:

- a. The complaint must be brought to the attention of the Joint Committee within the same timeframe that a complaint must be brought to the First Step of the grievance procedure.
- b. The Employee must provide the Joint Committee with at least sixty (60) days to attempt to resolve the matter.
- c. At any time thereafter, if the Joint Committee has not yet resolved the matter, the Employee may request that the Grievance Chair file it as a grievance in Step 2 of the grievance procedure, and upon such filing the Joint Committee shall have no further jurisdiction over the matters.
- d. If the Joint Committee proposes a resolution of the matter and the Employer is not satisfied with such resolution, then the Union may file the complaint at Step 2 of the grievance procedure, provided such filing is made within thirty (30) days of the Employee being made aware of the Joint Committee's proposed resolution.

## **Section C. Workplace Harassment, Awareness and Prevention**

**1.** All Employees shall be educated in the area of harassment awareness and prevention on a periodic basis.

**2.** A representative of the Union's Civil Rights Department and a representative designated by the Company's Industrial Relations Department will work together to develop joint harassment and prevention education with input from the plants and Local Unions.

**3.** Within six (6) months of the Effective Date of this Agreement, members of the Joint Civil Rights Committee will be trained in matters relative to this provision.

**4.** All new Employees (and all Employees who have not received such training) will be scheduled to receive two (2) hours of training as to what harassment is, why it is unacceptable, its consequences for the harasser and what steps can be taken to prevent it.

**5.** All Employees shall be compensated in accordance with the standard local plant understanding for time spent in training referred to in this section.

If you are being harassed you can contact your department Griever and the chairperson of Human and Civil Rights at Local 1010 at **219-398-3100 x141.**



# June 2008

Safety First - Protect your back!  
By lifting safer and lighter loads.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
1	2 Pay Day	3	4	5 Union Meeting 5:30PM	6	7	
8	9 Retiree's Meeting	10	11	12	13	14	
15	16 Pay Day	17	18	19	20	21 2nd Quarter Profit Sharing Calculation Period Ends	
22 3rd Quarter Profit Sharing Calculation Period Begins	23	24	25	26	27	28	
29	30 Pay Day			Safety First! Make the Job Safe, or DON'T DO IT!!!	MAY 2008 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	JULY 2008 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	Visit Local 1010's web site at <a href="http://uswa1010.org">uswa1010.org</a>

# Rapid Response

Rapid Response is a program that the United Steelworkers developed to encourage our members to get involved in the workings of our political system. To have an impact on the direction our government takes we must inform our members so we can be informed voters, which will allow us to make a change in the politics that have an effect on our lives and on our way of living, to stress the importance of exercising our voting power. As Rapid Response members, we have been involved with political and social issues that are important to our members.

**Minimum wage:** Increasing and maintaining. An issue important to all working people.

**National Health Care:** Increasingly becoming one of the most important issues facing our nation.

**Outsourcing of Jobs:** Jobs are leaving this country not because we don't have the capability. Only because companies can pay nickels for labor.

**Anti sweatshop legislation:** Goes hand in hand with child labor laws.

**Child Labor Laws:** Jobs are being sent out of this country to areas where children and young adults are forced to work in deplorable conditions for pennies.

These are some of the issue that take us to Washington, D.C. and to our State Capitals in Indiana and Illinois, to make our voices heard.

**Luis Aguilar** 398-3100 x115  
**Joe Woessner** 398-3100 x140  
**Maria "L.A." Garcia** 397-4377



District 7 Rapid Response Delegates are briefed before heading to the US Capitol to lobby their elected officials and rally against Fast Track Authority.



Delegates demonstrating their support for halting the extension of Fast Track Authority.



# July 2008

Safety First - Picture yourself without hands;  
then knuckle down on hand safety.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
Safety First! Make the Job Safe, or DON'T DO IT!!!		1	2	3 Union Meeting 5:30PM	4 Independence Day Paid Holiday	5	
6	7	8	9	10	11	12	
13	14 Retiree's Meeting Pay Day	15	16	17	18	19	
20	21	22	23	24	25	26	
27	28 Pay Day	29	30	31	JUNE 2008 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	AUGUST 2008 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	Visit Local 1010's web site at <a href="http://uswa1010.org">uswa1010.org</a>



# Union Training Committee

Central Training provides the following classes:

**Equipment Training** currently available: Overhead Crane, Remote Control Crane and Forklift Training. Future Class: Mobile Cranes

**MTE Training** currently available: Arc Flash, Basic AC, Basic DC/Cranes, and Introduction to Process Automation, and Brake Training. Future Classes: Breaker Maintenance, additional Process Automation classes, and additional AC Theory classes.

**MTM Training** currently available: Hydraulics, Laser Alignment, Power Transmissions, Brakes. Future Classes: Blue Prints, Lubrication and Pipe Fitting

**Welding Training** Available: Electric Arc, Meg, Tig and Pipe Welding

## Union Training Committee:

**President Tom Hargrove, Chairman**

**Luis Aguilar, MTM-Welder; Dorine Godinez, MTE-Electrical;**

**Steve Wagner, MTM-Mechanic**



**James Noel**  
MTE Instructor



**Twillie Williams**  
MTE Instructor



**Ira Wells**  
MTE Instructor



**Dale Hokinson & James Johnson**  
Equipment Instructors



**Yolande Sobkowicz**  
OMA Instructor



**Juan Camarillo & Paul Seman**  
MTM Instructors



**Orell Whitaker**  
Weld Instructor



**Bob Ruiz**  
Weld Instructor



**John Flores**  
Weld Instructor



**Jerry Torres**  
OMA Instructor



**Rick Atkins**  
MTM Instructor



# August 2008

Friday

Saturday

Notes

Sunday	Monday	Tuesday	Wednesday	Thursday	1	2	Notes
3	4	5	6	7 <small>Union Meeting 5:30PM</small>	8	9	
10	11 <small>Retiree's Meeting Pay Day</small>	12	13	14	15	16	
17	18	19	20	21	22	23	
24	25 <small>Pay Day</small>	26	27	28	29	30	
31	<b>Safety First!</b> Make the Job Safe, or DON'T DO IT!!!	<b>Safety First - Lockout and verify</b> prior to starting work!			<small>JULY 2008</small> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	<small>SEPTEMBER 2008</small> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	

Visit Local 1010's web site at [uswa1010.org](http://uswa1010.org)

## Sports Committee

Your Union is here for you in many forms! Not just for business purposes, grievance procedures, and insurance. We're also here for your leisure time and sportsmanship. That's what the Sports Committee is there for, for you! As chairman of the Sports Committee, I coordinate the sporting activities of the Local. Currently we have a Trap Shooting League that starts in June and runs through August. The president of the league is **Larry Swentzel**. He can be reached at **399-4860**. We also have a Bowling League. The season is from mid September to early May. The president is **Karl Walker**. Our Annual Golf outing is held in September of each year and always a fun day for everybody! All active Union Members are encouraged to participate in these activities. If you have any new ideas for other sporting events or leagues, submit them to me. With the continuing support of Local 1010 President Tom Hargrove and the Executive Board, we can continue to move forward with new activities. Your Union is here for you!

**Rick Campos**, Chairman 398-7316

**Javier Canchola**, Vice Chairman 980-0542

**Ralph Maravilla**, Secretary 398-2955



Golfers race to their starting positions in the annual Local 1010 Golf Outing at Turkey Creek Golf Course in Merrillville.



Local 1010 Bowling League member Frank Gallegos picks up a spare at Plaza Lanes in Highland.



Trap shooters enjoy a beautiful fall day at the Isaac Walton Club in Griffith.





## Women of Steel

Since its beginning, women have been members of the United Steelworkers and their numbers have grown to 20% of the current membership. Many historical factors have influenced this growth: more women entering the workforce, expansion of the industries represented by the Union, affirmative action and automation of work previously restricted to heavy physical male labor.

Female activism within the USW has always been recognized. However, it wasn't until the establishment in Canada of the Women of Steel Leadership Development Course in the mid-1980s that the phrase Women of Steel first symbolized for women their identity within the Union. At the 26th USWA Constitutional Convention in 1992, the first Women of Steel resolution was introduced and stated:

*Our message must be clear to all our members; women are first-class citizens in the Union and in the labor movement as well as in the workforce and society in general. Gender equality is a Union issue – it is a source of our strength and solidarity.*

Today Women of Steel encompasses a diverse set of activities, issues and initiatives within the USW that are directed at moving women into activist roles at all levels of the Union. Along with their involvement and energies, the culture of the USW continues to grow and proactively take on working women's issues as part of its regular agenda and future directions of the Union.

**L.A. Garcia**, Chairperson  
lagarcia@uswa1010.org

**Seretha Woods**, Vice Chair  
swoods@uswa1010.org

**Gail Richardson**, Secretary  
grichardson@uswa1010.org



District 7 Women of Steel gather with International President Leo Gerard and District 7 Director Jim Robinson at the 2007 Women of Steel Conference in Toronto, Ontario, Canada.



Women of Steel present a quilt that was made from t-shirts from Local Unions across North America to outgoing Women of Steel Director Sharon Stiller .



# October 2008

Safety First - Check your work area for hazards before you start the job.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes	
<p>Safety First! Make the Job Safe, or DON'T DO IT!!!</p>	<p>SEPTEMBER 2008</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30</p>	<p>NOVEMBER 2008</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30</p>	1	2	3	4		
	5	6	7	8	9	10	11	
	12	13	14	15	16	17	18	
	19	20	21	22	23	24	25	
	26	27	28	29	30	31		
	<p>Pay Day</p>			<p>Union Meeting 5:30PM</p>				
							<p>Retiree's Meeting</p>	
							<p>Pay Day</p>	
							<p>Visit Local 1010's web site at <a href="http://uswa1010.org">uswa1010.org</a></p>	

## Bargaining Unit Work Committee

The Union members of this designated committee are Max Carrasquillo as the Chairman and Don Seifert as a member. The committee presently meets twice a week on a standing basis, to review written notices identifying the work that the company requests to be contracted out, along with the location, type of work, duration of work and which Bargaining Unit is being affected.

This committee is responsible for making sure that the work that is being contracted has been offered to those that are capable of performing the work unless the work is part of the exception list, e.g., capital work, new construction. This committee monitors work that is performed both inside and outside the plant. The committee is also responsible for monitoring the hours of work being contracted out as part of the Company's Commitment obligation.

**Max Carrasquillo** 398-3100 x143

**Don Seifert** 398-3100 x145

## Members Assistance Committee

The Member Assistance Committee was designed to assist all bargaining unit employees and their families who may experience problems, such as alcohol and/or drugs, emotional, gambling, or legal problems.

**Dave Lomellin** and **Paul Johnson** are available at the Union Hall every Thursday between the hours of 8 am to 5 pm. They can also be reached at home or on their cell phones. Between the two of them, they have over 28 years of recovery.

So if there is a possibility you may have any problems, please contact Dave or Paul at the Union Hall or at the phone numbers listed below.

The phone call may save your job, marriage, or maybe your life.

**Dave Lomellin**  
397-0902 Home  
219-805-0902 Cell

**Paul Johnson**  
364-1284 Home  
680-0926 Cell

## Community Services

The Community Services Committee has regularly scheduled meetings the first Thursday of each month in the Main Hall at Local 1010 at 4:30 p.m. All Local 1010 members are invited and encouraged to attend.

We participate in various Union rallies supporting working men and women and the issues affecting working class families.

Annually we collect toys for needy families. We run food drives for Thanksgiving and Christmas. We assist eligible people when attempting to obtain funds from the Townships. Some of the funds that the Townships assists with are Nipsco, food vouchers, and, to a limited extent, medical fees, which are deemed eligible through the Townships.

**Loretto (Baby Lou) Gonzales**, Chairman 398-2370

**Roy Baldwin**, Vice-Chairman 923-8703

**Don Jones**, Secretary 838-4210

## C.O.P.E. Committee

The Committee On Political Education informs our membership on any legislation coming from either Washington D.C. or Indianapolis that affects workers. We get the information out to our members through Union meetings or e-mails. We meet monthly in conjunction with the Community Services meeting.

**Barbara Mikula**, Chairperson 473-1634

**Patricia Humphrey**, Vice Chairperson 397-9122

**Kathleen Peeples**, Secretary 614-6482





# November 2008

Saturday Notes

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
2	3 Pay Day	4	5	6 Union Meeting 5:30PM	7	8	
9	10 Retiree's Meeting	11	12	13	14	15	
16	17 Pay Day	18	19	20	21	22	
23	24	25	26	27 Thanksgiving Day Paid Holiday	28 Paid Holiday	29	
30	Safety First! Make the Job Safe, or DON'T DO IT!!!	OCTOBER 2008 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	DECEMBER 2008 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	Safety First - Protect yourself and your family; be safe.			

Visit Local 1010's web site at [uswa1010.org](http://uswa1010.org)



**From Everyone at Local 1010  
Happy Holidays  
and Have a Safe and Happy New Year**



# December 2008

Safety First - Wear proper fall protection to ensure your safety.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
Safety First! Make the Job Safe, or DON'T DO IT!!!	<b>1</b>  Pay Day	<b>2</b>	<b>3</b>	<b>4</b>  Union Meeting 5:30PM	<b>5</b>	<b>6</b>	
<b>7</b>	<b>8</b>  Retiree's Meeting	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	
<b>14</b>	<b>15</b>  Pay Day	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>  4th Quarter Profit Sharing Calculation Period Ends	
<b>21</b>  1st Quarter 2009 Profit Sharing Calculation Period Begins	<b>22</b>	<b>23</b>	<b>24</b>  Christmas Eve Paid Holiday	<b>25</b>  Christmas Day Paid Holiday	<b>26</b>	<b>27</b>	
<b>28</b>	<b>29</b>  Pay Day	<b>30</b>	<b>31</b>	NOVEMBER 2008 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	JANUARY 2009 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31		

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1010's web site  
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**Grievance Area #1 - No. 5 & 6 Blast Furnace**  
 Griever ..... Kermit Frank Deel 661-8944  
 Assistant Griever ..... Rory McDonald 845-3044  
 Steward ..... Joe Gifford 322-7537  
    Rich Mikola 972-9511

**Grievance Area #4 - No. 4 BOF, Slab Caster,  
 Lime Plant, & Steel Foundry**  
 Griever ..... Joseph Piller (708)478-1629  
 Assistant Griever ..... Ernie Mosley 980-0294  
 Stewards ..... Dave Lomellin 397-0902  
    Ruben Velez 963-6541  
    Fabian Martinez 940-3399

**Grievance Area #5 - No. 2 BOF/CC**  
 Griever ..... Michael Bouvat 836-2170  
 Assistant Griever ..... James Harris 765-4813  
 Stewards ..... Rodney Dinwiddie 882-4242  
    Shawn Schultz 973-1980  
    Lee Smith 399-1994

**Grievance Area #6 - Utilities & Quality**  
 Griever ..... Otis Cochran 956-4576  
 Assistant Griever ..... Darrell LaBarge 923-8622  
 Steward ..... Rick Kolbert 947-7481  
    Kenneth Bogucki 923-9363

**Grievance Area #20 - Shop Services/Internal  
 Logistics/Refrigeration/Electric Shop**  
 Griever ..... Don Seifert 545-9410  
 Assistant Griever ..... Cornell Smith 762-1147  
 Stewards ..... Daniel Rios 398-6929  
    Bob Ruiz 201-3612  
    Dusan Andjelich 313-7154

**Grievance Area #25 - 80" Hot Strip/#5 Roll Shop  
 76" & #4 Slabber**  
 Griever ..... Jesse Ramos 805-1034  
 Assistant Griever ..... Juan Vitela 795-1996  
 Stewards ..... Roosevelt Chandler 938-1035  
    Joe Torres 805-9426  
    Elijah Salinas 973-7370

**Grievance Area #26 - MHS/Transportation**  
 Griever ..... David Hunter 397-9272  
 Assistant Griever ..... Charlie Johnson 985-1325  
 Steward ..... John Kilbourne 844-3991  
    William Drew 473-0064

**Grievance Area #27 - Plant #4/12" Mill**  
 Griever ..... Leonard Mosley 398-0185  
 Assistant Griever ..... Duwayne Brown (708)242-3760  
 Stewards ..... Joe Rosas 980-1992  
    Ron Kaszak 845-1926  
    Diane Perry 947-3834

**Grievance Area #28 - No. 3 Cold Strip**  
 Griever ..... Ernie Barrientez 763-4463  
 Stewards ..... David Gutierrez 764-8552  
    Timothy Smith 733-2317  
    Eddie Harvey 944-3292  
    Raymond Gramenz 397-3221  
    Curtis Phillips

**Grievance Area #31 - No. 7 Blast Furnace**  
 Griever ..... Francisco Godinez 659-7150  
 Assistant Griever ..... Ron Friant 663-3981  
 Steward ..... Steven Donaldson 844-6085  
    Michael Barbush

**Grievance Area #32- Field Forces**  
 Griever ..... Steve Vuckovich (708)672-3791  
 Assistant Griever ..... Larry McMahon 956-4850  
 Steward ..... Dan Luce 696-1833  
    Stephen Connell 924-7945  
    Steven Zisoff 845-3716

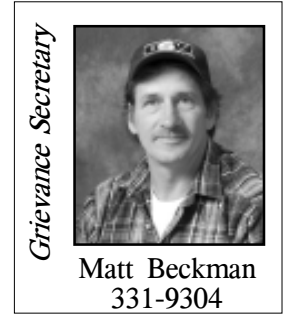
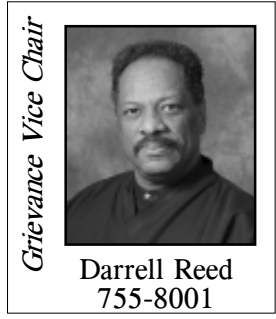
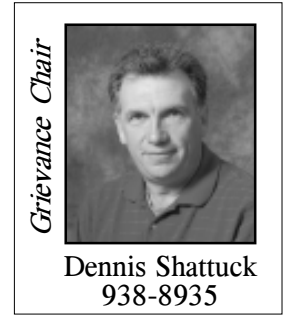
**Grievance Area #33 - IHCC**  
 Griever ..... William Rivera 845-0966  
 Assistant Griever ..... Albert Garza 845-9797

**Grievance Area #34 - Office & Technical**  
 Griever ..... Tim Trtan 365-3840  
 Assistant Griever ..... Russ Govert 924-9823  
 Stewards ..... Martin Benninghoff (708)755-3559  
    Lupe Trevino-Houchin 801-0596

**Grievance Area #35 - P.A.E.T.**  
 Griever ..... Tim Trtan 365-3840  
 Steward ..... Scott Vliek 789-4326

**Grievance Area #36 - Research**  
 Griever ..... Tim Trtan 365-3840  
 Steward ..... Bill McDonald (815)469-0689

**Grievance Committee Officers**



**Calendar Editor**



Joe Woessner  
(708) 372-3668  
editor@uswa1010.org

Thanks to all the committees who contributed to this year's calendar, and to photographers Ken Churilla, Joe Gutierrez, Jim Spasoff, Bill Staniec, Larry Swentzel, Jerry Torres and Seretha Woods.

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<b>JANUARY 2009</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	<b>FEBRUARY 2009</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28	<b>MARCH 2009</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
<b>APRIL 2009</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	<b>MAY 2009</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	<b>JUNE 2009</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30
<b>JULY 2009</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	<b>AUGUST 2009</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	<b>SEPTEMBER 2009</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30
<b>OCTOBER 2009</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	<b>NOVEMBER 2009</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	<b>DECEMBER 2009</b> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

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Cell: 406-4190  
Don Jones - Safety Coordinator  
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Cell: 712-5610

**Retiree's Rep**  
Don Lutes  
924-2294

**Hall Extension Numbers**

Tom Hargrove .....	111
Steve Wagner .....	113
Fidel Azcona .....	119
Rosa Maria Rodriguez ..	101
Joe Piller .....	134
Dennis Shattuck .....	116
Darrell Reed .....	114
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Luis Aguilar .....	115
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Safety .....	120 or 121
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Insurance & Benefits ....	117
Max Carrasquillo .....	143
Don Seifert .....	145
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Committee Chairs			Coordinators
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**UNITED STEELWORKERS**



**LOCAL 1010**