

LORAIN LABOR LEADER



LOCAL 1104

UNITED STEELWORKERS
AFL-CIO-CLC
District 1



VOL. 70 NO. 2

LORAIN, OHIO 44052

FEBRUARY/MARCH 2013

NOTICE

UNION MEETING

USW AFL-CIO LOCAL 1104

DATE: WEDNESDAY, MARCH 6, 2013

TIME: 7:00 P.M.

PLACE: UNION HALL – 2501 BROADWAY

*****ALL MEMBERS IN GOOD STANDING ARE URGED TO ATTEND THIS MEETING*****

President's Report

As the winter passes, the chill remains brisk as ever on managements' attentiveness of our respective Safety Programs. We have successfully negotiated and ratified clear and unambiguous language respective to the Safety and Health programs. Much sacrifice has been endured with every ounce of protection brought to the members relative to our Safety and Health Language; while this is not new language to comply with, it does meet its obstacles in the protections we all should realize with its intent. There is a theme members are experiencing throughout USW Local 1104 facilities and it is a theme of reprisal. This theme reflects the unwillingness of some managers to resolve safety and health hazards from the surroundings of which we work to support our families, and instead of resolving hazards that exist; the hazards are unfortunately ours to seek resolve. The Local Union Safety Committees have been working diligently and forcefully with their counterparts to change the mindset of those managers who are not willing to stop production and remedy hazards brought to their attention, and in many cases reminding them that the hazards did not correct themselves. Surprisingly, the visions of grandeur in obtaining the Chairman's Cup at US Steel have been tarnished by the negligent and corrosive actions of those that represent the Chairman. Despite the safety and health pledges by US Steel's and Republic Steel's top Officers concerning commitments to worker safety, the pledges seem to have the same trickledown effect of reagon-nomics. WE AREN'T SEEING IT, HEARING IT, NOR ARE WE BELIEVING IT. This isn't a venting blog; these are the facts, so pay attention! The members of this local do not believe that some managers, charged with their supervision, care in the least as to the protection of their Safety and Health. Managers have jumped coupled rail cars at the knuckle; threatened members with reprisal for

reporting safety concerns, and the list goes on; but it is evident that the mindset of some is no longer in the shadows, the rogue actions and words speak volumes, the theme is loud and clear. Brothers and Sisters, it is incumbent upon us to insist with greater emphasis on our demands that our rights as bargained are delivered. There are some things that we are going to have to do ourselves to get the results we seek. We walk out the same way we walked in; all safety and health matters must be discussed and bargained with the Local Union. Demand Justice.

The issues of incentive for those that suffered a loss due to hours worked on the past outages, is still in the grievance procedure. Your Incentive and Grievance Committees have been working collectively to bring resolution to the erroneous payout distributed. We will communicate when this issue has been resolved.

The payout due, as a result of the incentive settlement reach in 2012 for members in Utilities, Rolling Mill, and Bar Mill, should be in relatively short time. We have finally received the information that the Union needed to verify the calculations are correct as performed by the company. We will work diligently in our review to verify the information, so that we can proceed in the determination of amounts to be paid and inform the company as such.

The Local Union and plant representatives are expecting to meet in the next week or so to discuss the L.O.P.'s associated with the EAF start-up. As has been discussed previously we also have identified some points of concern in other respects as to the work performed associated with the start-up of our Hot End facilities; these issues will be discussed to proceed in a reasonable, safe, and equitable manner.

The Local Union is also disputing the path chosen by some in management relative to our Training

Committee and the responsibilities inherent to the committee at Republic. The commitments and requirements in the B.L.A. are unmistakable. With the recurring stall and delay tactics pursued by some the Local Union has notified the company that they will be issuing a Report on our findings. While our findings are what many of us expect; the lack of urgency on the part of some in management is, without laughter, somewhat intriguing. If the lack of movement to secure jointly a detailed implementation plan indentifying all necessary resources for administration, implementation, and delivery is a vehicle to contract out our work, they are sadly mistaken; the Local Union has not fought to save our jobs for contractors! The realities of our bargaining unit are what they are as a result of the lack of commitment and foresight of those who make the decisions not to reinvest in the members. We will not let this problem run a course to diminishing the size and scope of our membership we will hold those responsible for their lack of action accountable. It doesn't make sense to pay two maybe three times for work that could have, should have been done by bargaining unit members the first time.

I want to thank all of you for your support and patience during our implementation periods concerning the new contracts; we have not seen the implementation process of two new agreements and local issues ever at this local. Those of us that have bargained agreements understand the work, patience, and struggles that are part of our responsibilities, but the one thing we all require is support, solidarity, and communication during these times of implementation. These are the times that truly test our strength, the times test our endurance, and along with that they test our collective knowledge and understanding of what is substance versus false perceptions. I am proud of what we have accomplished as a Local with the understanding that our work is never by any stretch over. The game of the company's attempting to

deny benefits at the table has spilled over to the attempts of denying what they promised in the contracts. We will see our work, sacrifices, and solidarity pay off; we will remain together. And don't forget March 6, 2013 at 7:00 pm is the Local Union Meeting, I encourage all to please attend; the Local has reached an agreement in regards to the protested election of last April.

I want to share a report that was co-authored by Chris Bond of Unite the Union and myself; the report is intended for press as an op-ed. I had the privilege and honor of meeting Chris and other activist like himself in the U.K. last year at an education conference brought together by our Global Union-- Workers Uniting. The education departments of the USW and Unite the Union jointly prepared the conference and 15 activists each from the USW and Unite the Union gathered at Unite's training center in Escher Place, Surrey England. As part of our Good Works Chris and I collaborated the following;

The Tale of Two Unions and Two Brothers

Chris Bond; Secretary SE625 Branch-Unite the Union
And

Dan Voorhees; USW Local 1104 President

Emerging from the struggles and sacrifices of hard working men and women; the labor movement has overcome many battles driven by those who seek to exploit workers and reap all the financial awards. Awards are made off the backs and minds of those who carry the burden of successfully forging, assembling, and delivering the products consumed to enriching the lives of their fellow brethren. Without the labor movement providing the solidarity to access wages and benefits to instill the workers of such products and who are the majority consumers of our economies, there would have been no middle class, therefore no optimistic reality that we would ever begin to stave off the same

steroidal greed that is pushing down the hard work of our citizens today. The following is a look at the Union, Unite the Union in the U.K.; a story that explains the history of a great Union and activist relentlessly pushing for economic, social, and political justice for its members;

BMW Unite: built on a history of struggle

The trade union at the BMW plant in Oxford emanated from the historic strike in the summer of 1934 at what was then the Pressed Steel Company. 180 workers, 30 of whom were women, downed tools and walked out.

Through this historic strike the Transport and General Workers Union as it was – and now of course “Unite the Union”, (one of the largest Unions in the country) – gained recognition and the workers key demands were met.

From then on the workers, consisting of unskilled and semi-skilled men and women had a voice, and their employers had no alternative but to recognize this.

Unite recognition laid the foundations to continue the fight for improvements to ensure the workers basic employment rights were maintained.

The victory was won with great skill, strong organization and real solidarity between political organizations and unions.

There is no doubt that we have come a long way, but the struggles for better working conditions continue today. The anti trade union laws introduced by the Thatcher government are still prevalent, but we cannot ignore the great benefit we have derived from the introduction to key legislation such as the Equal Pay Act 1970. The Sex Discrimination Act 1975, The Employment Rights Act 1996 and the new improved Maternity, Paternity and adoption rights and the right to apply for flexible working introduced by the Employment Act 2002.

The struggle for vital improvement will continue into the future – for example agency workers not having the same rights as contract workers – but it requires a united effort from activists to continue to champion the rights of workers.

We should never take for granted the benefits the trade union movement achieves for its members.

Trade Unions help thousands of people at work with a wide range of different problems, not only ensuring representation for work related issues but also in providing free access to justice via the unions solicitors for both employment and personal injury advice and assistance.

Examples of some of the common issues which arise in the workplace today include accidents at work, discrimination in the workplace, pension schemes closing and manufacturing / service sector jobs being transferred to overseas locations.

If you have any problem at work it makes sense to have someone on your side, Trade Unions are crucial in defending workers jobs, pay, and conditions and striving to improve their working conditions.

Unionized workplaces are often safer places to work in, and their employees are usually better paid. Workers in unionized workplaces are also more likely to benefit from training and development programs.

If your employer formally recognizes one trade union, it would be sensible to join that union.

If there is no official recognition in place, you could then look to join a trade union which already has members within your workplace, or organize to attain such recognition.

In the UK you will find a list of trade unions that are affiliated to the Trades Union Congress on the TUC website, or use the TUC's worksmart website (www.worksmart.org.uk) to find out which union

represents your profession / industry – and whether your employer already recognizes unions.

Once you are a trade union member get in touch with your union representative. He or she will be able to give you more guidance about gaining access to all the benefits available through your union.

USW Local 1104:

The following describes the journey of a union comrade from a far and detailing the history of the local union that would years later cross the paths of those who story above seemed impossible over 70 years ago;

The struggles of the USW and where we stand today was nothing short of a strong will and much perseverance; we will start our journey in 1935, when John L. Lewis and seven other major union leaders formed the Congress for Industrial Organizations (C.I.O.) within the A.F.L., having the foresight that the gains won by Lewis for the miners would be sacrificed if he did not organize the unorganized such as the mill workers of whom at the time were captives of United States Steel Company. The A.F.L. was controlled by craft unionist who did not consider the industrial unions or workers to be of their stature, they were unskilled workers in their eyes. So attempting to organize these unskilled workers would cause great friction between the A.F.L. and C.I.O. In 1936 SWOC, Steel Workers Organizing Committee was formed in Pittsburgh, Pennsylvania June 7, 1936 from the C.I.O. Phillip A. Murray was named its Chair. In collaboration with the AA; the Amalgamated Association of Iron and, Steel, and Tin Workers SWOC signed its first collective bargaining agreement with United States Steel, the victory was short-lived because of the defeats delivered by “Little Steel”; but in the spring of 1941 “Little Steel” surrendered to SWOC and those victories led Murray to transform SWOC into a national Union,

SWOC was disbanded at a convention in Cleveland, Ohio on May 22, 1942 and the USWA, United Steelworkers of America was formed naming Phillip A. Murray its first President. From all this action Local 1104 of the USWA was chartered, we have endured many great struggles as a local union representing steelworkers in Lorain, Ohio; we have seen thousands of steelworkers jobs lost over the last 70 years some due to technology as far as production methods, the importing of steel, and a great deal lost to the globalization of our economy; the imaginative forward thinking of our unions great leaders led a delegation of USW activist to the UK last July. On July 2, 2008 Unite the Union and the USW signed an agreement creating the world’s first Global Trade Union; nearly 3 million active and retired workers comprise this global union, workers from Canada, U.S., U.K., and Ireland all have the same interest and mindset, they understand that the real action comes off the heels of hardworking men and women who know firsthand the power and legitimacy of solidarity; real progress towards social, economic, and political legitimacy can only be manifested through collective action, the global race to the bottom driven by governments controlled by corporations has to be fought by joining hands and forces of brothers and sisters across borders and oceans, the livelihoods of many have been forsaken by corporate and wall street greed.

Workers Uniting:

The delegation that gathered in the U.K. was a diverse group of activists fifteen from the USW and fifteen from Unite the Union. A group through time began to realize that even though the structures of our governments and unions differ, greed in our system was the same. Even though our heritage and cultures differ and we are thousands of miles apart the similarities of the challenges are at the most part transparent; the recognition of and strategies that are initiated to combat challenges are crucial to our survival as unionists, protectors, and warriors

for our political, social, and economic survival. Politics, employers, and the economy have been and are continuing to globalize creating a new landscape for our battle to not only protect but build up our economic, social, and political future. Broadening our understanding of each other's struggles and enlightenment on how globalization has rendered both of our economies prey in the grips of predatory corporations driven by blood thirsty greed with a win at all cost motivation. The austerity programs in the U.K. and the attack on the Big 3 (Social Security, Medicare, and Medicaid) in the U.S. have the same thing in common, depriving benefits for those that have paid into programs, limiting necessities for the elderly, young, and poor. The well being of the workers and citizens of developed countries are on the chopping block by exploiting the workers of undeveloped countries. One of the focal points was addressing and understanding the challenges that present themselves to our great and historic unions. Creating and therefore educating our leaders and members that comprise our global union enable us to stand up and fight back against our employers regardless of where they set up operational facilities; globalizing our solidarity also provides us with the tools and resources to make our voices triumphant in the political decisions made regardless of which side of the pond we are; and regardless of where the influences come from that lead to decisions concerning our economies we ensure that because of OUR GLOBAL alliances our demands and plight for a secure future for all of labor will be heard. There has to be a global response from labor to combat the erosion of the livelihoods of those that built the economies that we share. The pact between the USW and Unite the Union affords labor the tools, and resources required to fight with campaigns that procure and strengthen the advancement of social, economic and political justice.

Fraternally and In Solidarity.

Chris Bond, Unite the Union and
Dan Voorhees, USW Local 1104 President

THINGS TO THINK ABOUT

What kind of world would we live in if we had no Union?

We would have:

NO Seniority

NO Job Security

NO Representation

NO Grievance Procedure

NO Promotional Opportunities

NO Job Classifications

NO Health and Safety Provisions

NO Protective Equipment

NO Guaranteed Wage Increase

NO Overtime Pay

NO Paid Holidays

NO Paid Vacations

NO Sickness and Accident Benefits

NO Jury Duty Pay

NO Bereavement Pay

NO Drug and Alcohol Abuse Program

NO Equal Pay for Equal Work

NO Pensions

NO Medical Benefits

We should never take for granted the rights and privileges that we have fought so hard for.

REPUBLIC STEEL

SAFETY COMMITTEE REPORT

Greetings to our Sisters and Brothers

In regards to safety on the RepublicSteel side.....

As you all know, the EAF Project is coming along nicely. At our last partnership meeting, Jaime informed us that it was going well and at the moment at least, on schedule. Startup date is due July 25th. Hopefully all continues as they plan and Lorain becomes a viable steel plant once again.

On February 7th, the company and the union had the annual Joint Safety Committee meeting in Canton. We met the new corporate Safety Director. He seems to be (first look) a breath of fresh air from his predecessor. Only time will tell. Jaime stated a few things at this meeting....

“The Union and Management don’t always agree on safety”. Huh?

“Safety is a priority for both management and the union”. Sorry to disagree but it seems to me that NUMBERS are a priority to management. Now we all know that without the “numbers”, there wouldn’t be a need for management, union, or SAFETY! However, when the workforce goes through all the procedures to get safety problems taken care of, and no one takes care of them, so OSHA gets a call, citations are issued and fines dished out and ultimately paid....while the issues were corrected in a day and a half by in plant maintenance....where was the priority?

“My commitment today is that Cost and Money will not be a deterrent to safety. Prioritize safety issues and we will eliminate them. Money will be accrued for and set aside to fix these safety issues”.

So....here in Lorain, we are reviewing the hazard abatement list with the intent of getting some long standing issues taken care of. Roof issues, locker room issues, comfort station and pulpit issues. The list is long and growing. With the reopening of the

west end, the list will grow faster. But with this reopening, perhaps we’ll see some long overdue capital spent in Lorain instead of taken elsewhere.

Article Three, Section C: The Right to Refuse Unsafe Work is just that. The RIGHT to refuse unsafe work. I ask why....why would one run a crane when the hoist brake or the bridge brakes don’t work? The answer isn’t “I can hold it on one point and everything is ok”. By holding it on one point, there is a danger of a catastrophic, immediate failure, and there are people on the ground that will pay for this failure. If your manager doesn’t agree with you as to the seriousness of your issue then as per the Red Tape Policy instituted January 5, 2011 by Jaime Vigil, he can’t put anyone else on the job until a determination is made by the safety department. If we still don’t agree it goes to immediate arbitration with the union and management. Please consider your fellow workers where the use of unsafe equipment/areas could harm them in any way!

With all the new people (not enough) being brought into the plant, make sure to watch out for them as you would yourself. We don’t want anyone hurt, maimed or killed!

On a personal note, at times I get voicemails on my phones. I’m sorry but I don’t know everyone’s voice and often there is no number left for me to get back to you. Sometimes it takes me too long to get back to you. I will get back to you if I have a number to call you at.

You can leave messages on either the office phone....277-3537, or my cell phone....440-669-6354.

Work safely and rest assured....warm weather is on the way,

Gene Leighty

US STEEL

TRAINING REPORT

Brothers and Sisters,

There is good and bad to talk about this month. We'll start with the good by saying congratulations to the ten people who retired in January. Four were MTEs (162 years of experience) and the other six were from production (223 years of experience). There are a few more retirements coming in February from the conversations I've had with people. The bad, that's twenty people retired since September. You add those who quit, went back to REP, or were dismissed, who don't show up on any report and it adds up; yet there doesn't seem to be any sense of urgency to train anybody before these people leave to fill these vacancies. On high voltage/substation training we are getting conflicting stories on which direction the company is going to go in. They are still evaluating the maintenance workforce and when they are done we expect them to meet with the Union to discuss their findings before making any changes. We do have some new classes and some skill enhancement classes coming in the near future.

As always if you have any questions you can call Mike at 440-240-2567.

Mike, Dan, Carl, & Brad

***** ATTENTION *****

Anyone from US Steel interested in getting into the Maintenance Learner Program to become a Maintenance Technician, sign up for the Pre-Learner Training available through the ICD Program. It is all done online at your convenience. Call the ICD at 440-282-6015 to obtain a user name and password.

If you have already taken the Job Knowledge Test (Entry Test) and came within ten (10) points of passing or didn't qualify or want to try to better your score, you may retake the Job Knowledge Test again if you demonstrate the completion of additional training in the areas of deficiency identified. You can only take the Job Knowledge Test twice in any two year period.

Guidelines for the Maintenance Training Program are on pages 213 and 214 of your contract book, Appendix S-1, S-2, and S-3.

Any questions please call Mike Ragnoni at 240-2567.

The next entry test to become a Maintenance Learner should be given in June or July.

US Steel Training Committee

Brothers and Sisters;

All retirees of the local are invited to join our Steelworkers Organization of Active Retirees chapter; this organization is a great vehicle to further your activism. SOAR was established on May 23, 1985, 43 years following our inaugural convention. SOAR is governed by By-Laws of the USW. Soar meetings are the 2nd Wednesday of each month at 1:00 p.m., at USW Local 1104 Union Hall. Come down and meet up with old friends, family, and co-workers to discuss current and future issues. This local is fortunate to have a SOAR Chapter that works determinedly on everyone's behalf; the executive board led by President Tony Rogers is motivation for us all, never say quit! I want to thank Terry Mawson for his letter to the local executive committee encouraging additional participation at our SOAR Chapter, and according to Tony and Terry, occasionally there are special guests and you might have a chance to meet, joke with or at, or rebuke a politician or two.

In Solidarity

UNITED STEELWORKERS
WOS
WOMEN OF STEEL

Since 1995 Presidents Clinton, Bush, and Obama have issued a proclamation designating March as Women's History Month. In 1966 the National Organization for Women (NOW) was founded by a group of feminists, including Betty Friedan (2-04-1921 – 2-04-2006). She was elected the first president of NOW, whose mission is aimed to bring women "into the mainstream of American Society".

We are asking our brothers and sisters to help support the 2013 *Harvest for Hunger Drive* collectively with the Lorain Caring Committee of Lorain Tubular. Please bring a non perishable food item to the March union meeting. There will also be a gate collection at Republic on March 15, 2013. Volunteers are needed.



The Women of Steel hold a quarterly raffle, based on the lottery, to fund the Women of Steel Scholarship. Tickets are \$5.00 each. Support higher education for our children, please see me for tickets.

We will be holding our Women of Steel meeting on Wednesday, March 6th at 6:00 pm, one hour before the regular union meeting. All are welcome. Please bring your concerns and ideas.

Thank you for your support.

Your sister,
Anntoninette Davis
and
Women of Steel Committee

HARVEST 
for HUNGER

The "Super Six" Most Needed Food Items

Cereal

Peanut Butter

Vegetables – *Canned Only*

Tuna Fish – *Canned Only*

Soup – *Canned Only*

Beef Stew – *Canned Only*

There are collection boxes at the
Union Hall and Career Development.

The 2013 campaign will run from
February 17 - March 30



THANK YOU FOR YOUR DONATIONS

UNITED STEELWORKERS

WOS
WOMEN OF STEEL

WEDNESDAY, MARCH 6th

6:00 – 7:00 p.m.
(1 hour before union meeting)

UNION HALL
2501 BROADWAY

PENSION REPORT

By Rick Lucente

The New Year is off to a good start as far as retirement. Several employees have been in and filled out their retirement forms and signed up for the VEBA Health Insurance. Anyone thinking of retiring please come in or call to get all the information needed to make sure your retirement goes smooth. As stated before, we ask that you come in about two (2) months in advance to go over everything and get questions that you may have answered.

All employees or retirees if something has changed in marital status or a selected beneficiary has passed on, you need to make sure you have an updated beneficiary on file with the company or VEBA or any other place that you may be dealing with.

Helpful Phone Numbers:

VEBA	1-866-381-0934
Steelworkers Pension Trust	1-800-848-1953
Carnegie Pension Fund	1-412-433-5790
Pension Benefit Corp	1-800-400-7242
Health Care Tax Credit	1-866-628-4282

2013 INCOME TAX PREPARATION

Once again income taxes will be filed at our Union Hall. They will be done on a drop off and pick up basis only. Taxes can be dropped off and picked up on the following three (3) days.

Drop Off and Pick Up Hours will be:

Tuesday	4:00 p.m. – 5:30 p.m.
Thursday	4:00 p.m. – 5:30 p.m.
Saturday	12 Noon – 2:00 p.m.

The first day will be **February 5, 2013**. The last day to drop off taxes will be **April 11th** and the last pick up day will be **April 13th**.

GOT PAIN? FIND OUT WHY!

FREE Community Service Screening
REGULARLY \$189.50

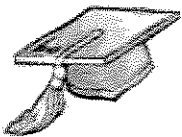
SCHEDULE YOUR FREE 19 POINT SERVICE SCREENING!

CALL HS HealthSource™ NOW!

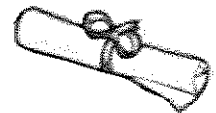
(440) 937-4222

33560 Detroit Road, Avon, OH 44011

This offer does not apply to federal insurance beneficiaries and ACN participants.



SCHOLARSHIP ANNOUNCEMENTS



Now available are applications for two (2) United Steelworkers Scholarships.

- **District 1 – Sub District 1 Welfare & Scholarship Fund** will be giving eight (8) scholarships, with a value of \$2,600.00 for use at any accredited college or university in the United States or Canada. The competition is open to high school seniors and is based on your ACT Test score.
- **District 1 Women of Steel** will be awarding to high school seniors:
 - Two (2) Technical/Trade Institute Scholarship with a total value of \$1500.00 to be applied toward tuition at any accredited trade or technical school in the United States and
 - Two (2) Academic Scholarship with a total value of \$2000.00 to be applied toward tuition at any accredited college or university in the United States.

Applications can be picked up at the Union Hall, Monday thru Friday from 8 a.m. – 4 p.m.

Please call the Union Hall for more information 244-1358.

EAP COMMITTEE

WHAT DO WE DO AND WHAT DO YOU DO!!!

It is part of the EAP Committee's job to assist the Zone Committeeman and the Grievance Chairperson in presenting vital information to members of the Human Resources Department that will assist them in getting our union brothers and sisters a fair return to work agreement after discipline has been issued.

It is very important that you follow all recommendations by everyone involved, so that you may continue to be an active employee and member of the union.

Over the past several months we have seen several cases of last chance agreements or LCA's being challenged by Human Resources because of lack of participation and commitment by the employees involved.

There is very little room for error when it comes to the following through with you LCA. You must cooperate 100 percent

If you are struggling with personal issues that may affect your ability to fulfill you LCA obligations, don't be afraid to contact your EAP representative or call TELOS direct.

Bill and his staff will gladly assist you in getting back on track.

TELOS Services can be reached by calling 440-277-1112.

Thanks Again,
Your EAP Committee

We would like to thank the following people who took the time to donate blood at our February 23rd Blood Drive, especially the donor that went home after working night turn and returned in the afternoon to donate, then worked night turn again.

Daniel Adams	Amber Mohnman
James Albaugh	Cheryl Mudrich
William Avsec	Judith Muldoon
Adolph Barr	Joseph Novak
James Bremer	Lena Pelton
Robert Bullock	Justino Rodriguez
Juan Cintron	Christy Rogers
Eric Clotz	David Schmidt
Eddy Collien	Brian Sealy
Dale Costin	Gwen Stokely
Corey Crapo	Andy Syrowski
Barry Crews	James Thacker
Schon Derricotte	Shaemes Thacker
Richard Diaz	Thomas Ultrata
Anthony DiGiandominico	Dan Voorhees
David Dotson	Tim Warner
Dustin Ehrmantraut	Richard Weiland
Susan Gibas	Charlie Wilhelm
Susan Gyeszat	Charles Zunt

*Next drive is set for **May 10th**.*

***Thank you again.
Blood Bank Committee***

VETERANS COMMITTEE

By Ralph Huffman

Fellow Vet,

The time is nearing when our troops are to withdraw from the Middle East in the direct activity involved in, but troops are still being deployed until then. We just had our local National Guard unit deployed for Afghanistan the beginning of this year. We are sure members in our local may have family, friends, or neighbors in the newly deployed group. We would like ideas of what we can do for all soldiers from our local armory just deployed.

Please reach out to them by getting us their addresses so we may send a care package that has been made possible from all of our fellow USW 1104 & 2354 members in December of 2007.

The soldiers who have received these packages have all enjoyed your gifts.



UNION MEETINGS

1ST WEDNESDAY OF THE MONTH

MARCH 6, 2013

APRIL 3, 2013

MAY 1, 2013

7:00 p.m.

UNION HALL
2501 Broadway

GRIEVANCE COMMITTEE MEETINGS

Will now be held
The Monday following the Monthly
Union Meeting
at 1:30 and 3:30 p.m.

MARCH 11th

APRIL 8th

MAY 6th

Soldier's rank & name _____

Stationed Address for deployment _____

(please include FPO,AE or APO, AEO) _____

Ending time of soldier's deployed duty _____

Submitter's info: Name _____

Phone # _____

Relationship _____

Date submitted

Grievance Committee

Chair Report

By Brian Sealy

Dear Sisters and Brothers,

REPUBLIC STEEL

As most if not all of you know Tom Swierz was let go a couple weeks ago (2-5-13) and as luck would have it we still have a couple managers in the plant who continue to believe and issue discipline based on their beliefs. Basically it is the "Employees fault". Whether it is a safety issue, an incident/accident or equipment failure, it seems it's always the Employees fault!! On the safety aspect of it, if the both of them could implement a behavioral safety program they would! (Not Happening!) If an incident/accident occurs they do everything they can to present the facts as if it was the Employee(s) fault, even though Case himself fails miserably when "practicing what he preaches" when it comes to Safety when he commits a violation a couple days after, he disciplines our members for alleged safety violations. Guess the same rules don't apply!! When it comes to equipment failure, if Bush believes or thinks that an Employee who is assigned to repair such equipment failure takes too long to perform such repair, he disciplines the Employee. (This must be based on his "process engineer degree").

In reference to the grievance end, we had 2nd steps February 27th and 28th. I am in the process of writing exceptions to numerous responses from the company and will be appealing these grievances

to the 3rd step of the procedure in a timely fashion. We currently have a member who remains on the street; we had a 3rd step meeting on 2-7-13 and are awaiting the company response. Previously, we heard the grievances relevant to the company's refusal to pay incentive to the Maintenance and Operating Employees for work being performed on the Hot End (Casters, BOP, Etc.). Also heard was the Earnings Protection Rate (EPR) grievance, where the company refuses to pay such EPR when Employees are only filling vacancies on a temporary basis. We are awaiting responses from the company on these grievances as well.

USS

As we near the end of February, another month goes by and the excessive discipline on the USS end of the Plant continues. We recently received 2nd step responses in which five (5) more 5 day subject to discharges were converted to discharge. We have approximately eight (8) – ten (10) Sisters and Brothers currently on the street pending discharge and their grievances are either pending arbitration, at the 3rd step, or awaiting 2nd step minutes. We appealed thirteen (13) cases to arbitration on 2-14-13, eight (8) are discharge cases. We will be awaiting a date(s) from the arbitration board for the scheduling of the cases. I cannot stress enough that the fight against the injustice's that are going on out in the Plant start on the shop floor; with you the membership coming together and having each others'

back. When you see a manager standing and watching or staring at a Sister or Brother on a job, attempting to intimidate or harass them, or if a manager acts inappropriately towards an individual or a group, and you are a witness to such activity, report it immediately to the proper representatives. On other grievance issues, I will be attempting to nail down a couple dates for 2nd steps as we have an ever growing agenda at this step in the procedure.

On another note, relevant to a recent increase of discipline being issued, when out on Workers Compensation, S/A or any other leave of absence that may constitute the requirement of medical documentation, be sure to keep ALL DOCUMENTATION UP TO DATE with the designated individual, normally the Plant Hospital. I can't stress enough that if this documentation is not kept up to date, HR/LR has, and will continue, to issue discipline for unjustified absences. Furthermore, when out on a leave of absence for a medical condition, whether it's an illness or injury, be sure you are aware of your surroundings. Meaning it is not and has not been beyond the company to hire an investigator and put our members under surveillance, in an attempt to say "gotcha" and catch you doing something outside of why you are off work.

As all should know by now, certain Members have recently received letters from the Payroll division notifying you of overpayments relevant to holiday pay from 2009 which was paid

again in years ranging from 2010-2011-2012. I have the information showing the breakdown in which the weeks that you are affected. I will make myself available to go over any and all calculations on the information the company has provided. My contact numbers are on the back of the newsletter.

In Solidarity

Zone 2

By Dan Bays

Hello brothers and sisters,

As of the writing of this article the company contends that the EAF project looks to be on schedule. We'll all see that when summer comes.

Hot end personnel continue to perform job functions above and beyond the original scope set forth by the company. This issue will be addressed. Thank you for your input.

A new hot end Joint Safety Committee Representative has been appointed to help resolve a lot of issues relevant to our area. You all know him as Yogi, or Tom Yovan. Tom is very familiar with our area and with all of our help I know things will happen. Restroom facilities, walkways, and wash up stations are important to our workforce and these issues will be addressed.

We have no notice at this time on the return of our Union Brothers and Sisters from Canton, Massillon, and Lackawanna. Letters have been sent out to the members. If you know members that have not received a letter please have them contact the Union Hall.

Zone 3

By Ron Lattanzio

Brothers and Sisters,

To say that it's been a hectic first couple of months would be an understatement. We held 3rd steps on January 11, 2013. Approximately twenty-one cases were heard between our International Staff Rep. Pat Gallagher and company representatives. Out of those twenty-one the company settled on only one, and it was for lost earnings for a retiree. Two were overtime violations; one of those encompassing several grievances from 2009 lumped into one. One was a vacation shut down notice, and one was bereavement pay. The rest were – I know you're going to find this hard to believe, discharges and disciplines. Approximately thirteen discharge and discipline cases! It should come as no surprise to anyone how this company treats their Employees. Do not think for one minute that if you "play by the rules" you are immune to the long arm of discipline.

Second steps were held on January 25, 2013. Approximately seven were heard. Three of those were discharges and they were denied by the company. The remaining grievances were held pending. Meaning basically-we'll get back to you.

We currently have in this zone, four Brothers out on discharge. Two of the cases have been heard at the second step of the grievance procedure and denied. They obviously will all be appealed to the next step of the procedure.

There have been several retirements recently and with them positions become available, either by preferencing or posting, and when was the last time you saw a posting for something other than

learners? Face it-this company does not want anyone to move. They want to keep you under their thumb, unless of course, it benefits them. There are unfilled positions in #3, #4 Seamless, Die and Tool, Diesel Garage, and T.C.M. By the time you read this there will have been interviews for the positions of planner and expeditor in #3 Seamless. I should have an answer on what the company intends to do in #4 Seamless also, by the time this reaches you, which leaves Die and Tool and Diesel Garage. I gave the company time to answer, and again-by the time you read this I should have my answer. Our position is, the company needs to post for the open positions and award them accordingly.

Preferencing has been the hot issue since before negotiations. There were several grievances filed, some were settled, some were withdrawn. As part of the contract settlement two Brothers were allowed to exercise their seniority and did preference. One to the T.C.M. area, and one to #4 Seamless. One Brother in #6 Q&T who had put in his preference in October 2012 was finally moved to his desired area. Since the move there have been two more requests out of #6 Q&T and two from #3 Seamless.

The company has decided to implement a new report off procedure for the Bargaining Unit. Once the Union became aware of it we immediately sent in a request for information. We asked questions because the company notice said nothing. When it was apparent that the request for information that we sent was going unanswered, the Union filed charges with the NLRB. At this point they are still investigating.

There are manning issues in the Materials Management area. The company is unfairly adding to their responsibilities and a grievance has been filed. Again, a request for information was submitted and again went unanswered resulting in a NLRB charge. All told there have been at least four NLRB charges filed between the Grievance Chair and myself. This company steadfastly refuses to recognize your rights under the B.L.A. and as long as they continue to do so we will act accordingly.

There was an injury recently in #3 Seamless. As of this writing the Brother is still out. We hope all is well with him.

Finally, congratulations to retiree Steve Koleszar. Enjoy what you worked hard and long for.

Stay Safe,
Ron, Carl, Don.

Zone 5

By Rick Lucente

Well things have not gotten much better in the mill. More grievances are being filed on job postings, excessive overtime, improper employees on the jobs, and then we have some managers deciding how long it takes to get a breakdown up and running. The only one that can determine how long it would take to repair a job would be the person doing the repairs or breakdown. Maybe John Bush has a crystal ball that can determine it and set a time. We still have a big shortage of maintenance in the plant and still it seems no one can post jobs in Lorain. I cannot figure out how the hell a manager can run a

department when they cannot get replacements for workers that have retired or moved to other jobs. These issues are also part of the Local Union Training Report.

Several grievances have been moved up to 2nd step and will be heard in the near future. Also several have been heard at 3rd step.

If you run into any safety issues while working, call the Safety Rep and report it promptly. The Safety Rep is Gene Leighty and his numbers are:

Work 277-3537
Cell 440-669-6354
Fax 277-2867

GRIEVANCE COMMITTEE Monday after the Union Meeting

1:30 & 3:30 pm

CHAIRMAN

BRIAN SEALY

Home 320-7000
Work 277-2704
244-1358 union hall

ZONE #1

RON KACZUR

Cell 440-670-6249

ASSISTANT

DANNY LONG

Home 452-1939
Work 277-3819

WADE TOLLIVER

Cell 752-0981
Work 277-3085

ZONE #2

DAN BAYS

Home 365-3033
Work 277-3769

ZONE #3

RON LATTANZIO

Cell 440-537-6695
Work 240-2733

ASSISTANT

CARL BAKER

Cell 440-308-6338
Work 240-2513

DON KILRAIN

Cell 440-320-7678
Work 240-2533

ZONE #4

ANDY RAMOS

Cell 440-864-2738

ASSISTANTS

BRYAN BARNES

Cell 308-7245

CARLA PEARSON

Cell 313-910-7539

ZONE #5

RICK LUCENTE

Home 277-0734
Work 277-2016

ASSISTANTS

NELSON FONTANEZ

Home 244-1133
Work 277-2490

PAT GALLAGHER

1-800-443-3752

MISCELLANEOUS COMMITTEES

BARGAINING UNIT WORK COMM GEORGE STEWART

Cell 440-714-4533

JOHN BLAZ

Voice Mail 277-3982

BENEFITS / S & A COMMITTEE

WEDNESDAY 8:30 -- 4:00

RICK LUCENTE

Home 277-0734 Work 277-2016

ONIKA RIVERA

Cell 258-5933 Work 240-2733

BLOOD BANK COMMITTEE

BARRY CREWS

Home 419-588-2114 Work 277-2679

CAREER DEVELOPMENT

282-6015, 282-6035 FAX 282-3704

WALT KOZIURA

Home 233-9708

RYAN PISCIONE

CIVIL RIGHTS COMMITTEE

US STEEL

TRACY HOLLIS

Work 240-2589

DARLENE MOORER

Cell 440-506-6093

REPUBLIC STEEL

NATE JOHNSON

Home 246-0596 Work 277-2798

Cell 440-213-4542

JOE RICE

Home 246-0118 Work 277-2658

Cell 440-541-7021

CONTRACTING OUT COMMITTEE

RON LATTANZIO

Cell 440-537-6695

DAVE CLAWSON

Work 240-2589

EAP COMMITTEE

FRIDAY NOON – 3:00

DOUG ZGONC

Work 240-2589 Cell 387-9345

RICK LUCENTE

Home 277-0734 Work 277-2016

GEORGE HUSTY

Cell 864-9117 Work 240-2513

BETTY VAZQUEZ

Cell 240-3233 Work 277-2658

KEVIN GRIFFITH

Cell 522-1037 Work 240-2533

INCENTIVE COMMITTEE

PAUL SCHWEINBERG

Home 233-7544 Work 277-2559

JOB EVALUATION COMMITTEE

US STEEL

TOM McDERMOTT

Home 960-0315 Work 240-2513

WENONA AQUINO

Home 282-2608 Work 240-2781

REPUBLIC STEEL

GIL PENA

Cell 440-670-0580

POLITICAL ACTION COMMITTEE

GLENN LOUGHRIE

Cell 440-452-6692

JOHN GARGASZ

Cell 440-242-8161

ANDY RAMOS

Cell 440-864-2738

PENSION COMMITTEE

TUESDAY & WEDNESDAY

8:30 -- 4:00

RICK LUCENTE

Home 277-0734 Work 277-2016

ED RICO

Home 365-3166 Work 277-2513

SAFETY COMMITTEE

DAVE RAMOS US STEEL

Work 240-2514

SAFETY CELL 541-4649

GENE LEIGHTY REP

Work 277-3537

SAFETY CELL 1-440-669-6354

SAFETY FAX 277-2867

TRAINING COMMITTEE

US STEEL

CARL BAKER

Cell 440-308-6338 Work 240-2513

BRAD SEDAR

Home 933-0709 Work 240-2733

REPUBLIC STEEL

RALPH HUFFMAN

Cell 453-3006 Work 277-3793

ralphhuffman@uswlocal1104.net

RICK CAIN

Work 277-2218

rickcain@uswlocal1104.net

NELSON FONTANEZ

Home 244-1133 Work 277-2490

nelsonfontanez@uswlocal1104.net

TRAINING COORDINATOR

MIKE RAGNONI

Home 967-8318 Work 240-2567

mikeragnoni@uswlocal1104.net

LEE SIMONS

Union Hall 244-1358 Cell 320-3037

Fax 244-5795

leesimons@uswlocal1104.net

VETERANS COMMITTEE

3rd THURSDAY NOON – 4:00

RALPH HUFFMAN

Home 949-8306 Work 277-3793

JIM ALLOWAY

Cell 440-541-7779

WAYNE MARTIN

Cell 440-567-2103

BOB BROWN

Cell 440-506-9040

GAY ADKINS

Cell 440-320-0959

WOMEN OF STEEL

TONI DAVIS

Home 934-5776 Work 240-7433

BETTY VAZQUEZ

Cell 240-3233 Work 277-2658

SUE COMLEY

Home 277-4366

SONJI COBERT

Work 240-2766

SERENA JONES

Cell 440-670-0249 Work 277-2287

WORKERS' COMP COMMITTEE

TOM McDERMOTT

Home 960-0315 Work 240-2513

LOCAL 1104 WEB PAGE

www.uswlocal1104.net

REMEMBER

**to contact
the Union Hall
with any
phone number
and/or
address changes**

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