

The Organizer



Paul Gipson
President



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Vice President

August 2009

Chesterton, IN

Vol. 4 No. 7

THE THREE C'S

**By: Paul Gipson, President
Local Union 6787 ~ USW**

UNION & MANAGEMENT!

Upper management has a different view of over-capacity and how to adjust. It is their objective to view steel economics from a level of three C's (Cash, Cost, Customers). All of us, hourly (Union) and management have made difficult decisions during the worst downturn in the history of our industry.

Upper management needs to keep in mind the attitude of any workforce reflects in the product produced. Spending money is a wise choice when it includes the workforce as a future investment.

Our industry is and always will be a "Boom-Bust" industry. The consolidation of several past steel companies provided a five-year bullish market; however it also allowed additional capacity that created additional competition.

The three C's of management are developed with different formulas regarding different markets that have different rules.

Arcelor/Mittal has a tremendous share of foreign markets that are not subjected to the same rules as we are here at home. For example, safety and health standards, government subsidies, no green house gas controls, no human rights, no child labor laws. We are losing many jobs here at home to nations like China and India who have no plans to introduce emission technology that would save the environment with clean air.

It is my opinion that certain nations see the green house threat as a "wait and see what other nations adopt and choose to sacrifice the world's climate as a low-cost advantage over the nations that choose to adopt a clean air or climate law.

We have never been successful in protecting jobs that have been lost by new or so-call improved gov-

ernment standards. This will not happen as we continue to be a debtor nation to countries like China.

BLAST FURNACE C or D

Where do we stand at Burns Harbor Arcelor/Mittal three C's? We have at least 12-weeks to finalize the rebuild of Blast Furnace D. History has clearly revealed what created the loss of one becomes the gain of another. Arcelor/Mittal has huge resources of raw materials and many good customers are aware of its capacity (10% of the world's market), and ability to survive and become a stronger more sustainable company.

A large steel company is more capital sensitive and has a higher fixed cost during a downturn. However, as the market demand returns, they also can control supply and increase prices.

Arcelor/Mittal recognizes the potential of supply and demand in developing nations and has made huge strides capturing those markets.

If you have little capacity to produce steel, you will operate all your equipment at 100%. However, if you have more capacity than your competitors, you may elect to reduce your operation to hold the cost or increase the price of your product by preventing over-supply.

“Having control of supply and demand is a business man’s dream.”

Arcelor/Mittal has nine Blast Furnaces in North America. And the demand for steel (October 2008) took a downward spiral, seven furnaces would be shut down, prior to this writing it has slowly increased to 50% allowing the start-up of a few Blast Furnace operations in the United States and Europe. This has been done with a \$50 per ton increase in price.

Arcelor/Mittal is big enough to charge the customer the cost of any start-up. As demand for steel returns, the price of steel will increase and decisions will be made as to what furnace is put back in operation. Once again, it is all about the money... and where will Arcelor/Mittal get the best return on a long-term investment.

STEEL RECOVERY – WHEN?

If it was 1969 you would hear or read about the steel industry resurgence with corporations like Youngstown, Bethlehem Steel, U.S. Steel, etc. Names and markets today have changed from small to very large.

China has more steel capacity than

any other nation, and recently shows resurgence in steel used to produce automotive products on a global level. The next big player is Arcelor/Mittal and then Nippon of Japan. However, each must play the game of market share by different rules.

Here at home we have a regulated consumer market. We buy many products that are made from large quantities of steel. The regulations come from the flow...or lack of money. When flow of money is high, unemployment is low, consumers like you and I purchase goods made from commodity called steel (appliances, cars, trucks, RV’s, etc.). The rise and fall of money has been more dramatic in the industrial sector and has changed the culture of many large and small cities across America.

When unemployment reaches record levels, bankruptcy, foreclosure, become buzz words as populations in cities and towns take a dramatic drop. Monies that were earmarked for investing or capital improvements quickly were being used to secure bond holders to prevent any bankruptcy by large corporations. Workers would be caught in a web of debt by using (credit) plastic for day-to-day needs, food, gas, etc. When the flow of money from the banks, to Wall Street to industry to the worker stopped... “So goes America.” Many working class Americans 10 years past found the life they dreamed about; a big house, two new cars, kids in col-

lege, hot tub, summer home. This was a dream made into reality by salaries earned in many different crafts and skills. Steelworkers would earn more than the average blue-collar worker. Many failed to recognize all the upward mobility of the working class would soon start to evaporate by a very unstable economy. Recession has a time period and either is placed in check or becomes a depression for many.

In order for large cities to survive, they must maintain a healthy flow of money. Money is the essence of growth. Lack of money for long periods can devastate any city and slow recovery. Industrial towns in many ways fund tourist towns by consumers who vacation or attend conference meetings, conventions, etc. The consumer must spend and have the means of spending to keep the flow of money in check by the banking industry.

BOOM or BUST?

The steel industry has always been a Boom/Bust industry. We experienced a five-year Boom and now we are in an eight-month Bust. Everyone will be best served if they chose to gear their lifestyle to the Bust period, and invest during the Boom. Easily said, but it’s like the fat boy who needs to lose weight – he knows what to do, but he loves to eat!

RECOVERY, WHEN?

Recoveries are based on confident consumers who have money to travel and purchase goods.

Unfortunately, our present economy is not like recoveries of the past. No matter what city or state, the economy is stagnant. We are starting to see a slight move upward towards healing a much wounded economy.

The Federal Reserve recently has made moves to free up lending money for the banking industry. Credit – market conditions are improving, but are a long distance from one-year ago. Many households are functioning with scared money and are staying clear of any additional debt. Banks must stay clear of indiscriminate borrowing and lending. Industry (auto, steel, appliance, technology) must stabilize and invest long-term. Short-term thinking, and short term investing is what got us in this messy crisis.

RUMOR MILL SCARE TACTICS

Is the International Union opening our present contract for concessionary bargaining? Answer: NO! NO!

How long will Blast Furnace D be down? Answer: Until the market demands more steel.

Are we getting our raise via contract in September? Answer: YES! 4%

You only live once, but if you work it right, once is enough.

**Submitted by Paul Gipson
Sent by Locker Associates**

**Reprinted from “The Guardian
(7/27/09)**

Chinese steel workers beat takeover boss to death over job cuts Staff at state works told 25,000 would go within days in takeover by private firm by Tania Branigan in Beijing.

Workers who beat to death a steel firm executive in north-east China had been told that 25,000 of them would lose their jobs in a takeover, according to sources quoted by state media.

Officials in Jilin province ordered the deal to be scrapped after the death of Chen Guojun, the general manager of Jianlong Steel Holding Company, on Friday.

Beijing-based Jianlong is one of the largest private steelmakers in China. It planned to take a majority state in the state giant Tonghua Iron and Steel Group, which makes about 7m tones of steel a year.

But workers at Tonghua believed it would axe thousands of jobs. A demonstration halted production at the site and quickly escalated into violence.

“Employees (many of whom are shareholders) are close to enjoying financial gains as the price of steel continues to rise,” a police officer told the official newspaper China Daily.

“Then Chen disillusioned workers and provoked them by saying most of them would be laid off in three days. Chen, saying that a total number of 30,000 employees would be cut to 5,000, infuriated the crowd.”

According to state media, Jianlong had held a sizable state in Tonghua since 2005 and had been instrumental in restructuring the company. Last year Jianlong left the partnership following poor results reportedly leading workers to celebrate with firecrackers.

But as the price of steel rebounded, aided by the government’s stimulus package, Tonghua’s prospects improved and Jianlong sought a majority stake in the firm.

An initial report from a Hong Kong-based human rights organization suggested that 30,000 workers were involved in the riot, making it easily China’s largest mass disturbance since an incident in Weng’an, Guizhou, last summer.

But other internet postings put the figures at about 10,000 while the state news agency Xinhua suggested 1,000 people were involved in China Daily reported 3,000.

Xinhua said an investigation by the Jilin government showed that protesters rushed into the factory and halted production.

It added: “A small number of protesters found the injured manager
(continued on page 5)

SICKNESS AND ACCIDENT BENEFITS
By Pete Trinidad, Chairman Insurance & Pension Committee

Sickness and accident benefits begin:

- (a) On the first (1st) day of disability as a result of an accident
- (b) On the first day of inpatient hospitalization or outpatient surgery regardless of cause, or
- (c) On the eighth (8th) day of disability resulting from an illness or injury when not hospitalized.

Duration of Benefits

Sickness and Accident benefits are payable according to the following schedule:

We were successful in negotiating an additional year for employees with more than 20 years service.

Year of Continuous Service

<u>When Absence Begins</u>	<u>Weeks of Benefits</u>
Less than 6 months	1 week per week of service
6 months but less than 2	26
2 but less than 20	52
20 or more	104 – New

Successive periods of disability separated by a period of continuous active employment with the Company of less than two (2) weeks will be considered to be one continuous period of disability, unless it is clear that they arise from unrelated causes.

If you complete (a) six (6) months, (b) two (2) years, or (c) 20 years of continuous service after the start of one continuous period of disability and before the start of a succeeding period of disability which is considered to be part of such continuous period of disability under the foregoing provision, your benefits are payable for a period not to exceed 26, 52 or 104 weeks, respectively, for such continuous period of disability.

Amount of Benefits

We were also successful in raising the amount from 60-70% and erasing the \$400 cap.

The amount of weekly sickness and accident benefits for which you are eligible is equal to 70% of your base rate of pay for up to a maximum of 40 hours per week – the cap is gone.

<u>Pay Grade</u>	<u>9/1/08</u>	<u>9/1/09</u>	<u>9/1/10</u>	<u>9/1/11</u>
1	\$69.56	\$72.36	\$75.24	\$78.24
2	\$76.12	\$79.16	\$82.32	\$85.64
3	\$83.76	\$87.12	\$90.60	\$94.20
4	\$88.12	\$91.64	\$95.32	\$99.12
5	\$93.60	\$97.36	\$101.24	\$105.28

In order to start your S&A claim call: 1-888-596-7872

Also call your department and report-off according to call-off procedures in your department.

Locker Report

(continued from page 3)

who (had) been hidden and beat him repeatedly, while some others blocked the roads in the factory to prevent the police and ambulances from reaching the manager.”

The Beijing News reported that employees began assaulting Chen after he demanded they resume work.

They only halted their blockade of the plant at about 10 p.m., after local news reported that officials had ordered Jianlong to abandon their bid.

The reorganization of state enterprises in the late 1990s saw mass lay-offs, with 10 million losing their jobs annually.

But Hong Kong-based labor researcher Geoff Crothall said, “It’s not just about state-owned enterprises (being taken over) but the lack of consultation with workers in general managers presenting arbitrary, unilateral decisions.

“In most cases (redundancy pay) is a pretty derisory sum. Sometimes they get pension benefits, sometimes they don’t. If people made redundant are middle-aged or elderly, their job prospects are very slim; especially if they have been doing one job all their lives. If you are getting into your mid-30s, it’s increasingly difficult to Crothall, of China Labour Bulletin, said workers had reportedly complained that wages at Tonghua had been cut to as little

as 300 Yuan a month and that the management had turned off heating in the factory and dormitories during the winter.

No one could be reached at Tonghua headquarters and staff at Jianlong declined to comment.

IN MEMORIAM

Members who have passed since
Our last Organizer

Andrew Volk
Ray Potempa
Ronald Ulozas
Jerry W. Blaney
George Patterson
Joanne Wright
Russell Payne
David B. Coslet
Howard J. Halcomb
Alan D. Hubertz
Donald R. Henry
Edward A. Fetla
Richard L. Williams
David A. Marrs
Gregory W. Porter
Darryl S. Hamer
Frank G. Shepper
Terry W. Nelson
Daniel J. Malec
Vincent L. Edwards, Jr.
David Tolliver
Gwendolyn M. Wright
Stanley J. Vlarich, Jr.
John K. Koehler
Jeffrey A. Russell
Andrew Cardenas
Pete Molina
Pauline Creech
Dale Marlatt
Mary Jones
Charlie Privett

THE ORGANIZER

Published Monthly

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STEEL RESURGENCE OR MARKET CONFUSION?

By Paul Gipson, President

It never ceases to amaze me how losses and gains are twisted by corporate gurus to please the shareholder. If they experience a quarterly gain or a loss, it is always compared to the same quarter of the prior year. Losses are most always the result of emphasis being placed on labor costs (legacy), pensions, health care, voluntary redundancy, etc. by annual or quarterly reports. Higher material cost and bad business or government rulings or higher operating costs are not popular among shareholders who contemplate investing in steel.

Recovery is a race to the top by several global multinational corporations painting a picture of gloom or doom for their competitors' world wide. Conventional wisdom suggests the smart investor will look at long-term investing rather than quarterly losses by any company.

Smart investors (shareholders) will look at capital spending, demographics of workforce, product mix, actual material cost (do you own your mines, or must you purchase at a locked-in rate?) Large investors look for positive signs of any industry that produces a commodity to be sold in the open market. The questions for most investors or potential shareholder is what, when and how much does the world's largest steel maker (ArcelorMittal) plan to spend to become a number one competitor in the near future.

Everyone recognized this behemoth company reduced operations world-wide by 70% and recently increased operations, both in Europe and the United States. The real growth for steel here in the U.S. is first quarter next year. Using steel history combined with consolidation of major players in recent years and new operations in "Right to Work" states, the market return of 2006-2007 is a long-time coming.

WILL BURNS HARBOR FLOURISH OR BURN?

ArcelorMittal will look to see where the biggest return is based on any worthy investment to improve its bottom-line. They see global demand for the balance of this year falling here in the U.S. The big question is, "Will they invest more with what they have or shed assets and merge with others, or create joint ventures?"

Some steel analysts see recovery based on other markets. China sends signals of a recovering economy with automotive upswing and stronger demand for pricing resulting from higher material cost. The best measuring stick for steel has always been price...increase in demand – so goes price. Recent price increases with flat-rolled steel appears to be holding with additional increase in August or September 2009 possible. Automotive here in the U.S. will continue to swing upward as banks release more money for loans.

Burns Harbor will have several opportunities in the near future, however with new capacity com-

ing on-line down south (ThyssenKrupp) via new flat-rolled. We also face new challenges. Big decisions must be made very soon by upper management regarding the Burns Harbor facility. Will the decision be to invest in Burns Harbor or harvest? The new market of the future says, "Invest."

ARTICLE 3 – HEALTH SAFETY AND THE ENVIRONMENT

By Al Long, Financial Secretary

By the time you read this, we should have finally received our contract books. Article 3 has always been one of our most sacred parts of our contract. We usually don't make a lot of changes in this article because of the years it has been our strongest. However, I would like to point out three or four new improvements and remind us of one very important one.

Article III, Section A (4):
The Company, with the involvement of the Employees performing the work, will develop and require the use of safe job procedures for the performance of all work. In the absence of a formal safe job procedure, a personal hazard assessment and control checklist will be used until a formal safe job procedure is developed.

This was added because so many job procedures were lost when the LTV plants were shut down and we went bankrupt.

(continued on next page)

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Article III, Section D – The Right to Adequate Personal Protective Equipment

The Company will provide, without cost to the Employee, effective protective equipment in good working order when required by law or regulation or when necessary to protect Employees from injury or illness. Such equipment includes, but is not limited to, goggles, hard hats, safety glasses, hearing protectors, face shields, respirators, gloves, protective clothing, harnesses and flame resistant clothing.

Flame resistant clothing was added – there were some plants that were not doing this.

Article III, Section E (1) – The Right to Safety and Health Training

All employees will be provided with periodic safety and health training. In addition, before the initial assignment to a particular job, employees will receive training on the nature of the operation or process; the hazards of the job; controls in place; safe working procedures and the reasons for them; the purpose, use and limitations of the required personal protective equipment and other controls or precautions associated with the job. The training shall be a minimum of sixteen (16) hours, site specific, over and above any State or Federal required training for employees transferring to another division within a plant or to another plant within the

Company. All new hires shall have a minimum of forty (40) hours of safety training.

This 16 hours and 40 hours are totally new. This pertains to all employees, management and union. It is important that managers also get this training as they moved from plant to plant, etc. As you read the contract, employees starting with a lower case “e” means all employees; Employees starting with an upper case “E” means bargaining unit only. If this training isn’t being done in your area – please advise your Union Representative.

Article III, Section C (1) – The Right to Refuse Unsafe Work
If an Employee, acting in good faith and on the basis of objective evidence, believes that there exists an unsafe or unhealthful condition beyond the normal hazards inherent in the operation (Unsafe Condition), s/he shall notify his/her immediate supervisor. The Employee and the supervisor will make every attempt to resolve the condition in the interest of safety. Thereafter, s/he has the right, subject to reasonable steps for protecting other Employees and equipment, to be relieved from duty on that job and to return to that job only when the Unsafe Condition has been remedied. The Company may assign the Employee to other available work in the plant, consistent with this Agreement and without displacing another Employee.

This is what used to be 14.3 in our old contract. Now it’s Article II – C’s. We all need a reminder that we can stop work if it is unsafe. Too many times as I walk through our plants, I see foremen turning their heads when someone is doing something unsafe, or we choose to do it unsafe to get the job done. This, I believe, is one of the most sacred of all safety rules. We should never abuse it, but it is there if all other attempts fail to fix the unsafe condition. Please, as summer winds down, try to look out for each other and get home to your family.

Arcelor/Mittal USA had its first fatality of 2009 a few weeks ago at Local 1010 Indiana Harbor East. Let’s hope it is our last. Angela Smith left two children and a husband behind. Hopefully we call all learn something from this tragic accident. Our deepest sympathy goes out to her family.

**YOUR UNION OFFICER
PLEDGE
By Your Union Executive
Board**

We will always work hard for meaningful change and triumph. Far better to experience occasional disappointments than to take rank with those who in fear, neither enjoy much nor suffer much. They choose to live in the grey twilight that never knows victory.

Consequently we are sincerely dedicated to make you as proud of us as we are of you.

WORKERS COMPENSATION

By Pete Trinidad, Vice President,
Chairman Insurance and Pension Cmte.

Who wanted Workers Compensation – Labor or Big Business? Labor did not want Workers Compensation... this wasn't our idea. If you were to read what Samuel Gompers, President of the American Federation of labor in the late 1800's and early 1900's wrote was, "What does labor want? We want schoolhouses and less jails, more books and fewer arsenals, more learning and less vice, more leisure and less greed, more justice and less revenge – in fact, more of an opportunity to cultivate our better natures, he never once mentions Workers Compensation. Because this is not what labor wanted, labor leaders were afraid that labor couldn't put pressure on legislatively to keep the benefits going to where they had to be. You know, they were right!

And what did business want? "Predictability." Business was upset because employees were filing lawsuits, and in the middle of a production cycle, it impacted their cost unpredictably. Employers wanted a method that got rid of unpredictable cost and replaced it with an insurance policy, this way they knew at the beginning of the year what it was going to cost. I believe that one thing has changed, employers no longer want predictability, and they want to pay less. It's no longer about not being able to be sued and incurring a spike in operating cost, it's about paying less.

During the course of the 2008 negotiations we expressed concerns with regards to employees injured on the job (Workers Comp. cases) for which "light duty" work could not be identified, thus causing prolonged time off and adversely affecting their income. After weeks of engaging (arguing) with the company on this issue, the company agreed to start paying Sickness and Accident (S&A) benefits commencing the 7th compensable week following the injury.

So, if you are disabled due to illness, injury or accident arising out of, or in the course of your employment, you have a Workers Comp. claim. Therefore, you should file a Sickness and Accident claim also. If you are released with restrictions after the 7th week rolls around and your department doesn't find "light duty" work for you, you will begin receiving both benefits. You can start your S&A claim by simply calling Prudential at this number 1-888-596-7872.

One of the things that most irritated me in the past was – if an employee died as a result of an on-the-job accident, or on-the-job injury, you would have to have accrued at least 15 years of continuous service in order for your surviving spouse and/or your dependent children to qualify for health care benefits. I was very adamant about resolving this problem, as an example 16 of the 28 members who lost their lives at the Burns Harbor facility had less than 15 years service, so their families did not get health care benefits. During the 2008 negotiations, I worked with Paul Gipson to make this point; as a result of our efforts, this rule no longer applies. Regardless of years of service, your spouse and/or dependent children now qualify for health care benefits (ArcelorMittal USW represented plants). **It is one of the most devastating things that I can think of – to lose a loved one at work – It's only right that their dependents should have health care.**

ZONE 4 REPORT

By Tim Dobkins, Zone 4 Grievance Committeeman

Here we are, eight months into the year already. It has been a demanding year for all of us. I was never so glad to see a little ray of sunshine with a slight increase in the order books. To me that give us some hope that someday we can get back to the standard we were accustomed to. I do know we will have many challenges ahead of us, but together, with the team we put together we will work through any obstacle that comes before us.

Now, I want to introduce you to the Assistant Grievers who work for you in Zone 4:

Roy Grinnell, Hot Mill Proper, 4229
Angelo Papachronis, Crane and Tractor, 3676
Bob Ellman, #2 Roll Shop Mechanical, 3274
Arthur Robinson, #2 Roll Shop Production, 3261
Nector Cruz, #2 Roll Shop Production, 3261
Jeff Leucuta, Finishing & Shipping/Utility & Clerical, 3895
Clay Watkins, #1 Roll Shop Production, 3239
Mark Bailey, #1 Roll Shop Production, 3239
George Murrow, Mechanical, 2116
Kenneth Wilfong, Electrical, 3219
Charlie Kine, Slab Yard, 2400

These are the current Assistant Grievers and the respective areas they represent.

Now on a personal note, I want to thank all of you for coming out to vote at the last election; and for giving me the opportunity to work for you. I also want to thank those of you who are not assistant Grievers who have stepped up to the plate in helping with problems that we have come across in your respective areas; I could not do any of this alone.

OUR FUTURE

By Kenny Dillon, Chairman Grievance Committee

I have been your Chairman of the Grievance Committee for just over three months now. I have enjoyed the challenge very much. During the first two weeks that I was in office, we had three (3) employees discharged. Since then, we have gotten all three (3) of their jobs back.

Those of you who know me well, know that I am a positive person in life. In good economic times, when Burns Harbor is producing and selling everything that they possibly can, it is an outstanding plant to work in. History teaches us to pay attention to our industry. I still have to remind myself how quickly our steel industry can turn in a negative direction.

The steel industry that we work for and work in is a “Feast or Famine” industry. Some of our people struggle to survive during the good times, much less the bad times. The financial circumstances that we are in right now – will change. If we are careful and wise with our finances, we will survive. Despite being in this recession, the good economic times will return...however, we must be more cautious with our finances.

Those of us who have a 401k plan know how quickly our futures can change. Some people in the financial industry call the 401k plans something different today. Today, investment people use the term 201k plans because they are only worth about half as much as they were a few months or years ago!

Future times, just as today, will always work in cycles. It is important that we do not forget to live in the present time. If we allow past problems and future concerns to dominate our present moments, we may become frustrated and depressed.

Large amounts of people live as if life were a dress rehearsal for some later date. We know that is not the correct way to live your life! No one is guaranteed to be here tomorrow. Here and now is the only time that we have some control over. When our attention is in the present, and not in the past, we can push fear out of our minds. Fear is the concern over events that might happen in the future. We will not have enough money, our children will find themselves in trouble, we will become old and die, or whatever it may be in life!

I have been taught to combat fear by bringing my undivided attention back to the present. I once read, *“I have been through some terrible things in my life, some of which actually happened.”* Practice keeping your attention on the **“here and now”** issues. If you do, your efforts will pay great dividends back to you. So there is always hope!

UPS AND DOWNS

By John Moberg, Recording Secretary

Last year we were getting ready to ratify a new contract. The steel industry was on a new high. It didn't just happen! Coming off Bethlehem Steel's downfall and the shedding of most of the legacy costs emerged a "lean and mean" steel company with less management and more employee input. They told us to do what we know – and make steel. Do the right thing – get rid of these old work rules and we would be rewarded for it. For a couple of years we were. Then comes Mittal Steel with its multi-layers of management and its control philosophy. We, once again have to prove that a workforce that is treated decent with respect is the most productive, profitable environment for this plant to flourish. And again, we need to stick together, work safely and produce the highest quality we can with the equipment and resources we have available.

When the market returns (and it will), and this plant is not ready to be fully utilized because of projects not being completed during this downturn, this management will be held accountable. They have had the time and resources to complete all the needed maintenance in every department. We still have the best facility in North America. When this is realized by management – and they invest in us, and this plant, it will be a better day for all of us... ***Until then, be safe – do the right thing.***

6787 ASSISTANT GRIEVER OF THE YEAR CONTEST

By Paul Gipson, President

Starting September 2009, our Grievance Committeemen will be turning in the name of an Assistant Griever of the Month (one from each area). In September 2010 - we will be awarding our "Top" Assistant Griever the coveted "**Acy Chandler Assistant Griever of the Year Award.**" Not only will they receive this plaque for their efforts in serving our membership, they will also receive a dinner for two at a very nice restaurant.

So, Assistant Griever...stay focused and perhaps you will be our lucky winner!

WE ALL NEED A "RAINY DAY" FUND

By Bob Zuidervliet, Plate Mill

We all have basic plans and some wants for the future which we try to budget money for. Unexpected bumps in the road have a habit of popping up and changing our plans. Whether it is replacing the transmission in your car, a new roof for the house, or your child needing braces, you will need to have something to fall back on. Have you ever asked yourself, "What will I do if the paycheck stops coming?" You need to plan for bad times! My advice is a "***Rainy Day Fund.***"

I would like you to pay yourself first. We will all be receiving 4% raise on September 1st, which is \$1 per hour for a job class 4

with our 20% incentive. Now would be a great time to start a special saving account. \$100 per week would give you \$15,000 without interest by the next contract. Can't do \$100- well your raise should get you almost \$40 a week anyway. Besides that's money you didn't have before.

We went to the 11th hour before we reached a settlement last September. The economy may/ may not have started to turn the corner; however we have a long way to regain the bargaining power we enjoyed during the 2008 contract talks. Do you have 3-4 months income put back to survive a work stoppage? Some did, but if you didn't ***2012 isn't the time to start saving, put your raise to work for you and insure your independence.***

ZONE 3 REPORT

By Bruce Aubrey, Grievance Committeeman

Every time there is any kind of injury at some plant in Export-your-jobs-kastan, we get some corporate CYA dictate on safety at Burns Harbor. I have a strong suspicion that these corporate safety dictates are more about protecting the *company* than the *workers*. It is real easy for some corporate-do-nothing to justify their existence by imposing rules on people who have an actual job to do. In any case, if a job is not safe to do...**DO NOT DO IT!** For many years I have been telling my people not to use the safety language for any reason except **legitimate safety issues**. I want the company to know that if I or any of my members raise a safety issue, that we mean what we say!

Unfortunately, in my opinion, some managers do not seem to feel the same way, and use safety to try to harass, intimidate and control the workforce. The safety program is too important to use for anything but keeping our members on the shop floor safe. I hope the company remembers that the safety program is supposed to be a joint program, not a tool for them to use against us. **Do not circumvent safety rules to do any job because the company we currently work for, instead of appreciating your efforts to do the job, will try to fire you!**

We have been having problems

with supervisors working in some areas and this has to stop! In many cases the supervisor is trying to make himself look good by getting extra work completed, but what he is actually doing is delaying permanent jobs from being posted.

When our previous administrative assistant left, we discovered that many grievances that had been settled and should have been paid were not – because she never submitted them. I saved copies of everything and we have now re-submitted them for payment. If you receive payment for something on your check and you're not sure about it – it probably is a grievance settlement, call me and I will verify it. It used to be clearly marked on checks what the payment was for, but the company now says they can't do that. I believe they simply do not want the union to get any credit for doing our jobs.

On another note, I would like to take this opportunity to say "Thank You" to all of our members who came out and voted in April. It has been a while since we have had an Organizer and I didn't want to pass up the opportunity to let you know how much I value your continued support.

**ALTHOUGH THE WORLD IS
FULL OF SUFFERING,
IT IS ALSO FULL OF THE
OVERCOMING OF IT.**

**HELEN KELLER
1880-1968**

A PERSONAL MESSAGE FROM YOUR UNION!

By Paul Gipson, President

Your Union is dedicated to all of us as a means of finding friends, a sense of success and security while creating contentment during the best and worst of times. As a Union we must believe very strongly in the dignity of the individual. However, to gain a member's respect and loyalty, our Union must earn it each day.

We take pride in our Union and its accomplishments. We recognize that Unionism is not a heritage, but it must be continually protected and fought for by real men and women. To be successful at all levels you must have faith in yourself, your Union, your company and God.

Remember, where there are Unions you will find a high level of dignity and pride that was earned.

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ZONE 5 REPORT

By: Dave Westforth,
Grievance Committeeman

I want to start this article by *thanking everyone* who voted in the election this past April. I will work to serve the membership to the best of my ability. At the conclusion of this term I will have been Zone 5 Griever for 12 years. I like to think that is because I have done a good job thus far; and I promise to continue to do my best as long as the membership wants me to.

I would also like to thank the people who have served as my assistant grievers:

Mike Hernandez from LMI Railroad

Marty Marciniak from Machine Shop

Garrick Whitaker from Fab, Loco and Tractor Shops

Wil Ramirez from Power Station (AGW craft)

George Troy from Y&T

Denny Sass from HVAC

Dwight Wood from Electrical and Crane Repair

Brenda Boler from Clerical

Daisy Lomax from Central Spares

Karla Biesboer from Power Station (AGW production)

Since this economic hard time began back last year I have said over and over again to the people I speak with that it has been a very difficult time for many of the people here at Burns Harbor.

We as a union did what was necessary to make some changes in the Layoff Minimization Plan to keep the plant open in hopes of making it through the hard times until we can get back to profitability again.

I have also made it clear that although Mr. Mittal has lost millions of dollars over the last few quarters, he has not had to adjust his lifestyle to compensate. Unlike many of the people who work for him.

You know who I'm talking about. The people who day after day show up to work in very difficult work environments to give all they can so Mr. Mittal could make "**3 MILLION DOLLARS A DAY**" profits one month last year from Burns Harbor plant alone.

But now even after the sacrifices we have already made the company has the nerve to come back and ask for more in the midst of some recovery being seen. Every where you look you see it. Increase in new home sales over the last three months, stock market above 9000 for the first time in a while, 2 of the big three coming out of bankruptcy looking to move forward in auto sales and the front page of the Newsweek Magazine says, "The Recession is Over!". The banks that the government loaned money to have paid back the loans and have posted record profits for the month.

Look at ArcelorMittal and you can see the recovery coming. Blast Furnace #5 started at Indiana Harbor East with #6 also set to start soon. Orders here at Burns Harbor are increasing as well. There are people from steelmaking and the cold mill being recalled from TRIF due to increased orders. The company is going to invest lots and lots of money to change the mold at #1 caster in order to increase speed thus increase steel output. Why would they do that if they did not see a need for increased steel coming?

Keep in mind the company wants to keep you thinking that things are not improving so they can continue to try and get what they can out of us. So when Managers go to meetings and come back and tell you their propaganda about how bad things are, you need to not believe them. Then tell them the facts. We signed the best contract ever in the history of this Union last September and they know that as business improves and we hit 40 heats they will have to abide by the terms of that contract for the next 3 years. They will try everything possible to get us to give up what we bargained for before that happens. We have made it this far we must not give in now. We must stick together and tell this company we helped out when we had no other choice... but now it is our turn and we want what we are entitled to by our labor agreement.

ZONE 6 REPORT IRON PRODUCING/COKE OVENS

By Kirk Roby, Grievance
Committeeman

Where are we now?

Let's go back in time, it was mid-October of 2008, the bottom had fallen out of the economy, orders were down significantly and we faced a massive layoff of 2,444 employees. November 21, 2008, ArcelorMittal, Burns Harbor issued the WARN Act. The Union took a stance made temporary sacrifices, agreed to and signed the Burns harbor Layoff Minimization Plan. We truly believed this was necessary to remain a competitive and operating plant. "C" Furnace is schedule to produce 6,900 tons of hot metal per day. It's a task to achieve this target while management has our hands tied.

In the Raw Materials area, house-keeping and preventive maintenance is almost non-existent. During the last two weeks we've lost three belts, #13, #7 and 5(s1) all due to material build-up and lack of maintenance. After numerous conversations to correct these problems, management's response was **"overtime is not an option."** The Union has taken a 45% reduction in pay during these trying times.

Article 8, Section A (2) of our Basic Labor Agreement states that in the Layoff Minimization Plan it will consist of a meaningful pro-

gram of **"Shared Sacrifice"** by management, including senior management. **This has not happened in my opinion!**

It's now eight months later – orders are starting to pick-up, and management wants more permanent concessions, red circle rates, September first pay increase, minimize overtime hours...my response to management's request – **NO MORE WITHDRAWALS – THE BANK IS CLOSED!**

COKE OVENS

During the months of April, May, June and July the Coke Ovens Department received the Gold Safety Award for being accident free. Keep up the good work, and I'm sure this streak will continue.

Both Batteries have been ramped down due to the lack of customers. Number One Battery is pushing 76 ovens per day, with Number Two Battery following behind with 68 ovens per day. This reduction in production will continue until orders pick up. We were able to sell 30,000 tons of nut coke to the company called I.M.R. If you know of someone in the market for some "good coke" we've got 300,000 tons of quality furnace coke that can be delivered.

TRIF COUNT

<u>Coke Ovens</u>	<u>Iron Producing</u>
23 On	47 On
12 Held	15 Held

SAFETY IS ALWAYS TOP PRIORITY!

"Journey to Zero"

By Del Smallwood,

By now everyone should have gotten their new "Journey to Zero" booklets. According to the company they believe all injuries are preventable and as such, we must continue to strive toward a goal of zero accidents. They go on to say that we are on this journey together. Also that our Journey begins with the development of leadership actions that will deliver safety performance excellence, while leveraging learning of shared best practices across the entire organization, and that the guiding principles include the premise that everyone has a role to play in preventing injuries and illnesses.

I understand that we should and must work together with safety and health, but how many times have you heard that "times are bad and we need to save money"? So something slides... or is prolonged. I don't think anybody wants to see anyone get hurt, but if we are truly working together then lets work together and do the right thing always! We have had a lot of things passed on to us from other cultures and other parts of the world. **The problem is that one size doesn't fit all.** Our environmental and OSHA and labor laws are different than other countries. What other cultures accept and allow, we don't. We have language in our contract that states in article 3, section H, part 5: **The company will not make any changes to plant safety and health programs polices or rules;**
(continued top of next page)

(continued from previous page)
introduce new protective equipment or eliminate existing protective equipment; or modify safety and health training, unless the Joint Safety Committee has been notified and the Union has been provided the opportunity to discuss the change. So using that language I have filed a grievance on the “Long sleeve/full arm protection part of the “New” minimum Personal Protective Equipment Requirements located in the Journey to Zero booklets. So if we are in fact on this “Journey” together we need the opportunity to drive the bus!

Thinking about Retirement?

By Julie Steiner, Insurance/Pension Committee

For those of you thinking about retiring, we do try to follow standard steps to make the process easier. About 30 days before your pension date, call the Steelworkers Pension Trust and ask for your pension packet. The phone number is 1-800-848-1953, Extension 141, Joan Osborn. If you are married, please have your spouse’s social security number and date of birth ready. Once you get your packet, call me at the Union Hall. We will then set up an appointment with a company representative to fill out the paperwork.

If you are married, we do request that your spouse accompany you. There are documents that you will need to bring with you to this meeting. First, both you and your spouse’s birth certificates. Second, both you and your spouse’s social

security cards. Third, your marriage license. If you are not married due to divorce you will need your divorce decree. If you are not married due to the death of your spouse, you will need to bring the death certificate.

Obviously you can retire any time you want, but for accounting purposes, a pension date must be on the first of every month. Please note that it takes 90 days for the Trust to process your first pension check. And it takes the company about 10-14 days to process your Pension Enhancement Payment should you be eligible.

Should you have any questions, please feel free to call me any time at the Union Hall at 762-6787.

Porter Memorial ER Physicians

By Julie Steiner, Insurance/Pension Committee

I’m sure many of you are aware by now that Porter Hospital, which is a participating provider, has contracted with a group called Apollo MD for its ER doctors. These doctors are non-participating providers. It’s my understanding that Anthem and Apollo are in talks to reach a contract. In the meantime, you may be seeing bills come to you that the insurance isn’t paying at the in network rates.

I contacted Mary Hendrickson, Manager of Employee Benefits at ArcelorMittal. She recommends that anyone who gets a bill should set up a payment plan for the amount in excess until Anthem and

Apollo work this out. We do not agree with this. Porter is in our network and if someone needs to get emergency treatment, one should not be penalized for that.

Our advice... Obviously if we need emergency medical care, get it. But if we can, maybe we should start going to a different hospital if Porter wants to do business this way.

Please feel free to voice your concerns to our insurance company and ArcelorMittal.

CONGRATULATIONS HOT ROLLING DIVISION

By Tony Lewis, Sr., Safety Coordinator

Just want to say congratulations to the Hot Rolling Units. They have persevered towards good safety performance for the 1st and 2nd quarters of this year, 2009. Highlights include: January (Gold Award – no injuries); February (Gold Award – no injuries); March (Gold Award – no injuries); also we went 123 consecutive days injury free, a new record in the Hot Rolling Division. Our shipping Unit went 1,113 days before they had their first injury. The Crane/Tractor Unit has gone 1,084 consecutive days without an injury and still counting. We still must remain focused on our job at all times when we enter the plant. So remember, **“TAKE TWO and THINK IT THRU.”**

**OUR 2009 RETIREES!
CONGRATULATIONS – WISHING YOU
THE BEST!**

January 1, 2009

Terry Grisham - Plate

Ronald Vore - Plate

February 1, 2009

Boyd Cook - Hot Rolling

Juanita Connell - Plate

Harold Qualkinbush - Plate

William Ramage - MEU

Richard Singleton - Plate

Doris Smith - Steel Producing

Herman Smith - Hot Rolling

George Walters - Hot Rolling

March 1, 2009

George Carter - Steel Producing

Pearlene Coleman - Plate

Robert DeRuntz - Hot Rolling

Thomas Handzlik - Steel Producing

Robert Hyde - Steel Producing

Andrew Orich, Jr. - Steel Producing

Theodore Phelps - Steel Producing

Kieth Reynolds - Quality

Peter Szymanski - Steel Producing

Dana Waresch - Accounting

April 1, 2009

Eddie Blondet - Steel Producing

Terrance Lord - Finishing

Bragg Mitchell - Steel Producing

Cecil Tucker - Steel Producing

Howard Van Scyoc - Steel Producing

Danny West - Finishing

May 1, 2009

Steven Beldorth - Steel Producing

Thomas Davison - Plate

Thomas Manske - Quality

James Pryor - Finishing

Michael Tan - Plate

June 1, 2009

Cary Auchey - Steel Producing

James Ballas - Steel Producing

Robert Dickinson - Steel Producing

Timothy Grisham - Steel Producing

Hien Hoang - Coke Plant

Reynaldo Jeronimo - Coke Plant

John McGowan - Iron Producing

Lawrence Mowinski - Hot Rolling

July 1, 2009

Timothy Ellis - MEU

Harold Erwin - Finishing

Arthur Melvin - Hot Rolling

Charlie Washington - Plate

August 1, 2009

David Bell - Steel Producing

Barry Carter - Steel Producing

George Cuma - Steel Producing

Roger Fisher - MEU

Jilles Hofman - Steel Producing

Frank Hrivnak - Steel Producing

Barry Ringer - Steel Producing

David Stiles - Plate

Sandra Sutton - Planning, Logistics & OSP

**FREE REAL ESTATE
SEMINAR
SEPTEMBER 9 and 17,
2009
5 p.m. to 7 p.m.**

By John B. Greaves

Hi to all of you who have not heard from me in some time? After retiring in 2001 I taught at Ivy Tech State College, and decided to get into real estate, presently with Century 21 Pace Estates. With all the volatility in the housing market I thought it would help those I have worked with over the years to gain from what I have learned about in today's real estate market.

Whether you're buying a home, or selling a home; the industry has changed so much as a result of deceitful practices, and recent bank failures. Practices have lead to bailouts and tight lending restrictions. Many of the restrictions penalize those of us who have done things right. Many, such as investors and first time buyers, could find this be an ideal time. There are opportunities like the \$8,000.00 tax credit program, which must be completed by November 30th. Today it takes as much as 30 to 45 days to get to a closing; some will miss the deadline if they don't act quickly. There are County Grant programs for those who qualify. Prices have dropped in many areas, and inventory is high.

I will be offering a seminar upstairs at 6787 September 9th and September 17th from 5 to 7 PM to discuss and separate fact from fiction about the real estate

market. I will have professionals from real estate, lending institutions, along with credit counselors to answer questions and warn of deceptive practices. It is open to Steelworkers, friends and family. There will be NO pressure to do anything, but participate. Even if you are selling by owner this seminar will help you understand the steps. We will discuss the five steps to Home ownership Pre-qualifying, Finding a Home, Inspection, Financing, and Closing. Knowing Sellers are interested in what they will walk away with while Buyers are looking for, the most home and the best deal. Understanding what a person on the other side of the transaction is doing helps you complete the deal. Most sellers require documentation that you can in fact complete the deal, before they will even entertain an offer. Foreclosures and short sales will not even accept an offer without a pre- approval letter, and usually from a local lender.

Finding the right home includes price, size, bedrooms, baths; garage and location, are all considerations in finding the right home and...getting the most for your dollar. Inspections help protect your interest, find defects, beyond what the seller states. Homes that have set empty can have issues. The mortgage process finding the best package for your needs ONE size does NOT fit all. The closing brings the parties together and things are required; items like who is taking ownership, recording title, disbursing of funds and taxes.

Even if you are not in a position ,

or desire to buy a home at this time, knowing how to improve your credit score can have a very positive impact for you in many ways. Car insurance, loans, even job hiring can be influenced by your credit score. Your credit score is in some ways your report card for life!

WHAT SHOULD YOU EXPECT FROM YOUR REALTOR?

Finding the right home takes real work. Style, schools, bathrooms, bedrooms, basement, decks, location, travel time, new or historic, price, rural, or in town are all items to be at least talked about and some agreement reached - prior to starting your search.

Do you want a home that is ready to move into, or do you want to invest some sweat equity? Knowing how to get through government issues, or who to go to in order to get items done, can shorten the process.

Matching your needs and wants to what is in the market place. It is good to have someone negotiate on YOUR behalf, asking the right questions. Knowing what questions to ask is what you should expect and deserve. Getting a Home warrantee, who pays for what? Writing the right offer to benefit the client, getting the utilities turned on and a list of items can make the difference. If you have any questions please give me a call cell 219- 929-8219 or office 219-464-2121 ext. 144.

Thanks again to all of my friends at 6787 and I wish you and your family well.

WE HAVE A CHALLENGE!

By Joe Hansen, Zone 2
Grievance Committeeman

I find a great deal of pleasure in once again serving the Cold Mill membership. I want to thank all of you who have encouraged and worked with me to meet the challenge we all must meet. A special thanks to each Assistant Grievance committeeman:

Francis Sayer, Box Anneal,
Cont. Heat Treat & Utility
Group, 2985

Ray Tuttle, Tandem Mill, 3080

Ed Krieser, Maintenance Tech.
Electrical, 4546

Scott Bearss, Shipping, Rewind,
Slitter, Single Stand, Quality
Assurance, 4011, 2981

John Balas, Shipping Rewind,
Slitter, Single Stand Quality
Assurance, 2981

Steven Vale, Maintenance Tech
Mechanical, 3005

Mickey Koehler, Pickle Line,

Michael Wozniak, Cranes, 2981

Drew Mori, Cranes, 2115

Eric Watt, Hot Dip Coating
Line, 2564

We must address the 70+ grievances we inherited. It has been three months since I took office and we must engage the compa-

ny to a level of collective bargaining that will resolve our differences.

We have difficult economic challenges before us. It is during these times that many of our members react to frustrations created by front-line managers – the end result becomes a grievance. **You and I know not all grievances filed have merit as outlined in the labor agreement. However, this does not remove the obligation we have to each other toward resolving shop floor issues.**

I will spend time each week in the mill as I am allowed, staying on top of day-to-day problems as they occur. I will keep in touch with each unit and the respective assistant griever.

We must establish a good line of communication and have special meetings on an as-needed basis. It is my obligation to work with all (everyone) I have been elected to represent. **I want everyone to know – any differences of opinion I have is with management...and not the bargaining unit. Your advice, criticism or opinion is valued. I will do the very best I can to serve you fairly and honestly.**

CONGRATULATIONS HOT ROLLING DIVISION

By Tony Lewis, Sr., Safety
Coordinator

Just want to say congratulations to the Hot Rolling Units. They have persevered towards good safety performance for the 1st and 2nd quarters of this year, 2009. Highlights include: January (Gold Award – no injuries); February (Gold Award – no injuries); March (Gold Award – no injuries); also we went 123 consecutive days injury free, a new record in the Hot Rolling Division. Our shipping Unit went 1,113 days before they had their first injury. The Crane/Tractor Unit has gone 1,084 consecutive days without an injury and still counting. We still must remain focused on our job at all times when we enter the plant. So remember, **“TAKE TWO and THINK IT THRU.”**

ZONE 1 REPORT

By Dave Williams, Grievance Committeeman

First of all, I would like to thank everyone for giving me this opportunity to serve you as your Zone Griever. I will do everything I can to help you in any way necessary. I would like to especially thank those of you who voted for me. It is because of your support that I have been given this opportunity and I will do everything I can not to let you down. And for those of you who did not vote for me, I would like to thank you for at least taking the time to come out and vote...even if it wasn't for me. The strong voter turnout we had for this election showed the Company that we, as a Union, are still here – are still strong – and we *will* stick together, regardless of the circumstances! So, again, thank you!!

I'm sure everyone has been keeping a close watch on the state of our Plate Mill. We've gone from one extreme to the other, both on a personal level and on a business level. We've taken some hits close to home...going on 32 hours

and losing our incentive are just a couple of examples. But we were able to avoid letting any one of us go due to forced layoffs – and that is a very positive thing! It's something no other plant in the company was able to accomplish. However, we've been going at this for too long now, and for the longest time it seemed like there was no end in sight. Well, if you've been watching as closely as I have, then hopefully you've noticed the change in the order books as I have. We've gotten back a couple of our larger customers: Berg and Durabon. And they have placed some very significantly large orders with us once again. Berg orders alone are enough to get us at least through the end of the year! And we're even picking up some new, smaller customers too. This is a minor change, yes, but it is a good one, and it's the first sign that we may finally be in an upswing, no matter how minor. And that means we're now moving in the right direction to bringing these recessionary changes to an end...for all of us! There does appear to be a light at the end of the tunnel now.

WANTED – ARTICLES FOR “THE ORGANIZER”

By Paul Gipson, President

This column is reserved for you to share a personal or family event regarding the sport of hunting, fishing, golf, etc. Please forward your articles, pictures, etc. to: Local 6787 ~ USW, 1100 N. Max Mochal Hwy., Chesterton, Indiana 46304 Attention: Sandie.

Example:

Big Money for Bass Fisherman in Ky.

Terry Moberly, an auto production worker in Kentucky won \$1 million for his winning Fantasy Team. The sport? Fishing contestants from 123 countries participated in the Fantasy Fishing Championship, in which players draft 10 Pro Bass Anglers before several competition throughout the year.

He plans to send his son through college and buy himself a new bass boat; and invest the remainder.

Just a sample true story. Other “Big Fish” contest or “Record Buck” recordings have been held by Steelworkers.

Tell us about your experience, so we can share it with your Union brothers and sisters.

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