

LORAIN LABOR LEADER



LOCAL 1104
UNITED STEELWORKERS
AFL-CIO-CLC
District 1



VOL. 72 NO.1

LORAIN, OHIO 44052

JANUARY/FEBRUARY 2015

NOTICE

UNION MEETING

USW AFL-CIO LOCAL 1104

DATE: WEDNESDAY, MARCH 4, 2015

TIME: 7:00 P.M.

PLACE: UNION HALL – 2501 BROADWAY

*****NOMINATIONS FOR UNION OFFICES WILL BE HELD AT THIS MEETING*****

*****THE LOCAL UNION ELECTION WILL BE HELD APRIL 7, 2015*****

SEE NOMINATION & ELECTION NOTICE INSIDE

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

President's Report

OPEC is trying to cripple the Fracking Industry here in the U.S. and we are made to suffer.

When OPEC met in Vienna, Austria on Thanksgiving Day the experts predicted that they would curtail the production of oil to keep the price high. What happened was quite the opposite; they turned the spigot on full and flooded the marketplace with oil. The price of a barrel of oil on June 17, 2014 was \$115.00; the price of a barrel of oil on Jan 12, 2015 was \$43.55. While most of America loves the reduction in a price of a gallon of gas the Steelworkers in Lorain suffer because of it, and we thought that the pipe dumping into our country was the only thing we had to worry about.

You won't convince me otherwise that OPEC flooded the market because of the increase in oil production in the United States. The United States in 2011 imported 1.7 million barrels a day, in 2014 we imported only 0.6 million barrels a day, mostly because of the revolutionary Fracking Industry. Since 2008 oil production in the United States has increased 70% and has seen a reduction of oil from OPEC by 50%. Due to OPEC, there is an oil glut in the world which in turn is causing a reduction in rig counts in our country, along with massive layoffs in the Fracking Industry.

It is finally hitting home, US Steel issued a WARN notice, (Workers Adjustment and Retraining Notification Act of 1988) to the Union on January 5, 2015. It is intended to give workers, their families and the community 60 days advance notice by an employer of any mass layoff. It doesn't give us much protection but it does give us some time to get our house in order. Since more than half of Republic Steel's business is with US Steel, it goes without saying that all of our members of this Local will be affected, one way or another. US Steel cited in the WARN notice that layoffs would commence on March 8, 2015. What was going to be a boom year for us, with more people being hired and additional crews being added, has suddenly turned bleak. We do know this, that oil will be needed, that rigs will need to be drilled, that the Fracking Industry will come back. We can only hope that the layoffs that are coming are for a short period of time.

US Steel submitted to the Local their Layoff Minimization Plan, the Local Union countered with our own Layoff Minimization Plan; meetings with the company began on February 9, 2015. We will insist on alternatives to layoffs, we commit to keep members

working. The Union leadership team pledges to look for every avenue to keep as many Steelworkers working as possible. We will not allow contractors in the mill when we can do that work. Many of our younger members, if laid off, will be out of benefits after a short period of time. We can only hope and pray that the layoffs that are coming will not last long.

Republic Steel wants to begin to make leaded steel. We have met with the company and have been very vocal on the Safety of our members. Lead is one of the most prevalent to become overexposed to. The law requires employers to provide their employees with working conditions that are free of known dangers. Our Basic Labor Agreement states; employees have a right to a safe and healthful workplace. The company claims that they have customers for the lead heats, but by producing them could possibly have a negative effect, not only our health, but the health of our families, if we take it home with us. We must be diligent when working in the mill; we all want to leave as we came in.

We have Local Union elections coming up in April; our next Union meeting in March will be our nomination night. I wish my best to anyone that wants to step up and be a part of the leadership team of this Local. The easiest thing someone can do is to sit back and complain; the hardest is to step up and serve.

God Bless the Steelworker.

*Fraternally,
Tom McDermott
President*

Spaghetti Dinner Fundraiser for ***Mike Paytosh & daughter of Joe Hicks***

Mike & Joe are Local 1104 members

Sunday March 15, 2015
Italian American Veterans Hall
4567 Oberlin Avenue, Lorain

2 p.m. to 8 p.m.

Serving food from 3 p.m. to 6 p.m.

Tickets: adults \$20.00
 10 and under \$10.00
 Kids under 3 free

Raffles, 50/50

For tickets call: John Gargas 440-984-9210
 Mike Resch 440-242-7420
 Union Hall 440-244-1358

NOMINATION MEETING NOTICE

USW Local 1104 Republic Steel and US Steel Lorain Pipe Mills
USW Local 1104-1 Lake Terminal Railroad

Local Union nominations will be held at the general membership meeting on **Wednesday, March 4, 2015** at **7:00 p.m.** for the following offices: **President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Trustees, Guide, Inside Guard, and Outside Guard.**

Also: **Local 1104** **Grievance Committee Chairman, and**
Zones 1, 2, 3, 4, and 5 Committeemen.

Local 1104-1 **Unit Chairman, Unit Secretary, and Unit Griever.**

To be eligible to nominate or run for office you must be a member in good standing.
The meeting attendance rule will/may be enforced.

The Local Union Election will be held April 7, 2015 at Local 1104 Union Hall, 2501 Broadway, Lorain from 5:30 a.m. to 7:30 p.m.

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 Scholarships 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 Scholarships 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.

We would like to thank the following people who took the time to donate blood at our December 4, 2014 Blood Drive

Darryl Hambrick	Jon Sosnowski
Lucas Rhoades	Joe Novak
Nikolas Stevens	Jim Klingshirm
Marilyn Noles	Judy Muldoon
Debbie Chase	Rich Weiland
George Kowalczyk	Schon Derricotte
Mike Krzemieniewski	Barry Crews

*Next drive is **FEBRUARY 26th***

US Steel
7 am – 11 am Health Services

Republic Steel
Noon – 4 pm Pearl Gate

Thank you again.
Blood Bank Committee

US STEEL

TRAINING REPORT

Brothers and Sisters;

Since our last report four (4) more of our Union brothers have retired. All were from production taking over 170 years of experience with them. Best wishes on your well earned retirement.

Every time we test for entry into the Maintenance Training Program I get a lot of people wanting to sign up for the Pre-Learner Program a week before or the week of the test. This program takes approximately 100 hours to complete. If you think you might want to take the test to get into maintenance do yourself a favor and sign up early.

Finally we finished getting the last of the Learners put on. I'm asking our Maintenance people to take the time to answer all their questions patiently. I believe the OJT (on the job training) is the most important aspect of our program. There is nothing better than hands on training to teach you how to troubleshoot and repair the equipment. Remember when you were in their shoes? They will only be as good as you train them to be. I always say you can Train them or you can carry them the rest of your career. Be careful and good luck in your new positions.

As always if you have any questions, suggestions, or comments about Training, you can contact Mike at 440-240-2567 (office) or 440-244-1358 (Union hall).

Mike, Dan, Carl & Brad

LOCAL 1104 WEB PAGE
www.uswlocal1104.net

***** 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 Mike at 440-240-2567 or the ICD at 440-282-6015 with your name, email address, phone number and which program you want to be signed up for (mechanical or electrical) to receive 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 if you demonstrate the completion of additional training in the areas of deficiency identified. You can retake the Job Knowledge Test twice in any two year period.

Guidelines for the Maintenance Training Program are on pages 265 and 268 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 will be given in June or July.

GRIEVANCE COMMITTEE MEETINGS

are held the **first** Monday following the Monthly Union Meeting at 1:30 and 3:30 p.m.

MARCH 9th

APRIL 6th

MAY 11th

ICD CLASSES

My fellow union brothers and sisters, if you have a desire to learn new things in life and would like to enhance your life skills, then give us a call at the Career Center 440-282-6015 and see what courses we are offering this session. We look forward to serving any of your educational needs you may have at the ICD. If you are interested in taking a class that is not currently being offered at the Career Center then please call 440-282-6015 and let us know what interests you. We are always looking to expand our class offerings at the learning center. Are you interested in education but want to pursue a college degree? Did you know you are allowed up to \$1800 tuition reimbursement a year? If not then definitely give us a call and we will explain the process for reimbursement. Did you know your Spouse is also able to attend classes at the ICD?

It is never too late to learn something new, and at the learning center it is never too late to sign up for a class. We make registration easy with no requirements for you to attend every class, if you just need a refresher for one day or full class session training, whatever your needs are, we are here to help you fulfill your potential needs. We offer multiple classes such as computer technology, automotive repair, woodworking, solid edge cad based designing and plasma cutting (cad based instruction training), stained glass, motorcycle repair, quilting, small engine repair, and boat repair. These classes are the "core group" of classes offered at the ICD.

We have arranged for the following new class offering this session, beginning the week of 4-26-15 through 7-1-15. We will have an instructor available for remedial math training and Microsoft office training on Mondays and Thursdays. There is also the opportunity to schedule a one on one session with the instructor based upon her availability. We have started a new class "Spanish" on two different days. Come down and learn alongside Antonio Barrios, get your feet wet with our Country's official second language. We are also going to teach about the Windows 8 and touch screen operating. We will also be teaching about the android based

touchpads, and the similarities between the two. We have available 12 new computers in the lab with Windows 8, and 5 touchpads available for use while taking the class.

Please see the schedule and flyer that were mailed to your homes for class subjects by dates and times. If you did not receive a mailing then you need to update your mailing address with your company's human resources department so you can begin receiving them in the mail. As always, thank you for your time and we look forward to seeing you down at the ICD, 3315 West 21st, Lorain, Ohio 44053.

Your ICD Committee
Ryan, Walt, and Louise

PENSION REPORT

By Rick Lucente

Well it is about the same with more employees retiring and the company not replacing them. I guess management at the top thinks you can do more with less. In my 41 years here I have never seen things this bad and run on a shoe string.

The VEBA Health Insurance costs for 2015 are:

Non Medicare – Single	\$192/month
Single plus child	\$209/month
Retire plus spouse (with or without children)	\$443/month

Medicare -- Single	\$ 87/month
Married	\$174/month

US Steel retiree health costs for 2015 are:

Non Medicare – Single	\$190/month
Married	\$380/month

Medicare -- Single	\$ 95/month
Married	\$190/month

Important phone numbers to remember

Carnegie Pension	1-877-877-4586
P.B.G.C.	1-800-400-7242
VEBA Health Insurance	1-866-381-0934
Steelworkers Pension Trust	1-800-848-1953

History Lesson

I have been asked numerous times to write an article for the CARNEGIE WAY NEWSLETTER. One of the guiding factors in my decision making is to look to the past, let history be my guide. Those of us that were here in the '80s and '90s, probably can remember the lockout that happened in the late '80s but can you also remember what occurred during the 1990 negotiations?

In the late '80s, the company promoted a novel concept, a LABOR-MANAGEMENT TEAM. This Labor-Management team would work side by side for the betterment of the COMPANY. There is nothing wrong to work for a viable company but we must be vigilant and not fall prey to what happened during the negotiations in 1990.

The Labor-Management team began putting out company proposals to the membership, without following the proper protocol and negotiating only with the Local and International Union. The company knowing that the membership had just gone through a yearlong lockout felt that the membership would go along with their reasonable proposals. There were many members that had lost their houses, their vehicles, their health and even their families through divorce. The company fed on these fears. The company used the members of this LABOR-MANAGEMENT TEAM to stoke those fears; they even gave them time off, with pay, to distribute their slick literature.

The Union members of the LABOR-MANAGEMENT TEAM even began to circulate petitions to decertify the Union; there was even talk about breaking away from the International and forming a separate Union. They began to strengthen in numbers.

Our International President, Lynn Williams, (who passed away this past year), came to Lorain and spoke to the membership. At this meeting he was drowned out by the Union members of the LABOR-MANAGEMENT TEAM, hell, there was even management in attendance at this meeting.

The true Unionists of the Local began publishing their own newsletter, (THE TRUTH). The newsletter let the membership know that the Company's proposal would have eliminated jobs, it would allow contractors free reign in the mill, it would eliminate our pension plan and done away with our Grievance and Safety Committees and replace them with LABOR-MANAGEMENT TEAMS, controlled by the company, to look after our needs. They even wanted a long term contract for Lorain only.

At the next meeting that was held, Lynn Williams spoke eloquently on why we needed to be UNITED in our negotiations with the Company. The Company thugs that came to the meeting that night were quickly and unceremoniously escorted out of the building. At this meeting a United front emerged, it made me proud to be a member of the United Steelworkers of America.

The next day the headlines in the paper read, "Steelworkers will STRIKE, if necessary". We would not back down; we began to set up trailers at the gates in anticipation of a strike. Suddenly the decertifying petitions weren't seen, the cowards who pushed the Company proposals went back into their holes.

A short time later a new tentative contract was approved. The vote wasn't even close. The next time you pass our "Lynn Williams Career Development Center" on 21st Street, please tip your cap to honor Lynn Williams.

We have to be aware of our past so we don't make the same mistakes. With contract talks happening this year, if you happen to hear your fellow co-workers taking the company position, please remind him/her of 1990.

And as far as writing an article for the company newsletter, I would never ask a manager to write an article for our Lorain Labor Leader and I will never write an article for a Company newsletter.

In Solidarity,
Tom McDermott
President
USW Local 1104

EAP COMMITTEE

Dear Brothers and Sisters,

As all of us are reaping the benefits of decreasing gasoline prices, we also have to consider how this is affecting our jobs.

Since about mid June, oil and gas prices have continued to dip to the lowest levels they have been in years, prompting concerns about the tubular and steel market locally.

With the recent announcements of cutbacks at Lorain Tubular in the upcoming months, this may have a trickle-down effect with our Union brothers and sisters at Republic Steel.

Temporary layoffs can range from just a few weeks for some people or several months for others. We all need to know how our contract benefits are affected by this cutback. Lots of the questions can be answered in the employee PIB (Program of Insurance Benefits) Book. US Steel employees received a copy in the mail after our last contract was ratified. Republic Steel's PIB is included in their contract book, beginning on page 128, Appendix D. This information can also be obtained at the Union Hall. Know your benefits that are available according to your length of service.

We all need to support each other during these trying times. Several suggestions to consider during these work stoppages are:

1. Keep open communication with your spouse, partners, and children who also are affected by your layoff. Have a family meeting to discuss the economic shortcomings associated with this work stoppage.
2. Learn to prioritize, make healthy choices when it comes to needs and wants.
3. Only spend cash for your monthly budget, try not to use credit cards.
4. Go on a spending diet, write down a budget on paper for that month and stick to it.

5. Take care of your health. Sleep, exercise, relaxation and good nutrition are more important than ever during the stress of unemployment. Use your extra time to setup family time; avoid the use of drugs or alcohol to deal with stress.
6. Seek professional help, when needed. If you are feeling very sad and in despair and it does not improve over time and/or you are feeling paralyzed by anxiety or your loosing sleep, get the help you need. Unemployment can also lead to relationship problems at home. You may need the help of a couples or family counselor.

This is why it is important to use your benefits provided to you. Call Telos Counseling at 440-277-1112 if the need occurs. It's a free service with no co-pays.

Thanks for reading
Your EAP Committee

**UNION HALL
PHONE NUMBER**

440-244-1358

UNION HALL HOURS

MONDAY – FRIDAY

8:00 a.m. – 4:00 p.m.

REMEMBER

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

REPUBLIC STEEL SAFETY REPORT

For the past several months there have been a lot of questions regarding the blue uniforms. I would like to address some of the most frequently asked.

QUESTION: What safety purpose are the blue uniforms to be used for?

ANSWER: The blues are to be used by the electrical personal for arc flash protection; they do not provide the needed safeguards for hot metal work. **DO NOT** use Arc Flash PPE with holes in them; send the item out for repair.

QUESTION: What does ATPV 9.2 on the shirt and ATPV 12.4 on the pants stand for?

ANSWER: ATPV stands for Arc Thermal Performance Value. Which is a value attributed to material that describes their performance exposure to an electrical arc discharge expressed in calories per square centimeter. (cal/cm²) The higher the number the more protection.

QUESTION: What level of flame resistant clothing is needed?

ANSWER: A flame resistant garment is usually chosen based on an employer's own hazard analysis. (Which to our knowledge wasn't done at Republic) it determines the right cloths for the potential incident energy exposures. Roughly 90% of all electrical trade workers generally fall into category 1 or 2 meaning they require FRC with an ATPV rating of 8 or higher.

QUESTION: Are the blue uniforms to be used for burning?

ANSWER: NO, the blue uniforms are not to be used for burning, welding, or being around exposed flame or excessive heat. They are made of 12 % nylon which melts and can cause burns. **BLUE UNIFORMS DO NOT** provide the needed safeguards for hot metal work.

QUESTION: Are the green pants and jacket PPE still being used?

ANSWER: YES, for burning, welding, air arcing, all hot metal work, and exposure to open flame. Employees are required to wear the **GREEN** burning pant and jacket protection to cover their outer clothing when performing their duties in the field.

QUESTION: Why did the Company change our PPE?

ANSWER: The reasoning behind that decision is unknown, the Company never notified the Union to introduce the new PPE. (Violating ARTICLE 3, Sec. H-5.) Once the uniforms arrived on site the Union Safety Department research determined they were not suitable for hot metal work.

QUESTION: There is a shortage on Green's and how can we get them?

ANSWER: First off there is no shortage, the green's should be washed and returned to service like they have been for the last 40 years, but that isn't happening. The greens are piled up throughout the mill in some locker rooms 7 feet high. It has been left to the individual Departments to clean them if it's within their budget, which accounts for why the dirty green clothes have not been picked up. The cleaning service has not been paid for the last 9 months.

On another note regarding PPE; Republic has finally paid the bill for eyeglasses, so everyone that ordered prescription safety glasses can pick them up on the 1st and 3rd Friday of each month. This is the second time the workforce has been unable to receive their prescription glasses due to non-payment so if I were you I wouldn't wait.

QUESTION: Can Flame Resistant clothing be washed at home?

ANSWER: NO, Not a good idea. Chlorine bleach and hydrogen peroxides found in some detergents can degrade the FR properties. Our Sisters and Brothers cannot get clean PPE so they take it upon themselves to do the job the Company should be doing; very admirable, but not recommended.

It is recommended by the Local Union Safety Coordinators to put safety at the forefront of every hot work related job. Employees should not burn, weld, be around extreme heat or sparks without a green burners jacket and pant covering their outer clothing. As with any safe job procedure, if the proper PPE is not being provided, it will be suggested not to perform the task at hand until all the safety requirements are met.

G. Loughrie



Lorain Division

Job Task	PPE Requirement														
	Hard Hat	Safety Glasses	Metatarsal Steel Toed Boots	*Hearing Protection	Greens	Silvers	Silver Gloves	Welding Helmet	Spats	Face Shield	Neck Drape	Snood	*Respirators	Welding Gloves	Leather Gloves
General Task Hot End	X	X	X	X							X		X		X
Within 25ft of Molten Metal	X	X	X	X		X	X		X	X	X	X	X		
General Task Rolling End	X	X	X	X									X		X
Welding/Cutting	X		X	X	X			X			X	X	X	X	
Arc Welding	X		X	X	X			X				X	X	X	
Grinding	X	X	X	X						X			X		X
Burning/Scrap/Torch Cutting	X	X	X	X	X				X	X	X	X	X	X	
Turtle Torches	X	X	X	X	X		X		X	X			X	X	

* Hearing Protection/Respirators are required in designated areas and/or job task specific.

** Natural Fiber Underwear (such as 100% cotton , wool) is highly recommended when working within 25 feet of molten metal or anytime when working in the hot end.

US Steel Environmental Committee



We are adding members to the Environmental Committee to help with awareness of our commitment to the environment and to help with any environmental issues that would arise plant wide. We will be posting the list out in the mill along with the Union Safety Representatives (USR) list so people know who to contact with either questions or issues that arise.

USW LU 1104 Environmental Committee Members

Name	Department	Phone
Andy Kuzak Cell: 440-309-7335	#3 Smls (HE MTC)/Lab	2533
Charles Krebs Cell: 440-387-8455	#3 Smls	2582
Tom Krebs Cell: 440-315-4290	#4 Smls	2887
Ted Honaker Cell:	#6 Q&T	2548
Mark Kisner Cell: 440-396-2745	Shipping	2585

Name	Department	Phone
Fermin Ayala Cell: 440-242-7127	Plantwide	2753
John Gargasz Cell: 440-242-8161	Plantwide	7402
CHAIRMAN		
Tom McDermott	Union Hall	440-244-1358
SAFETY COORDINATOR		
David Ramos Cell: 440-258-0781		2514



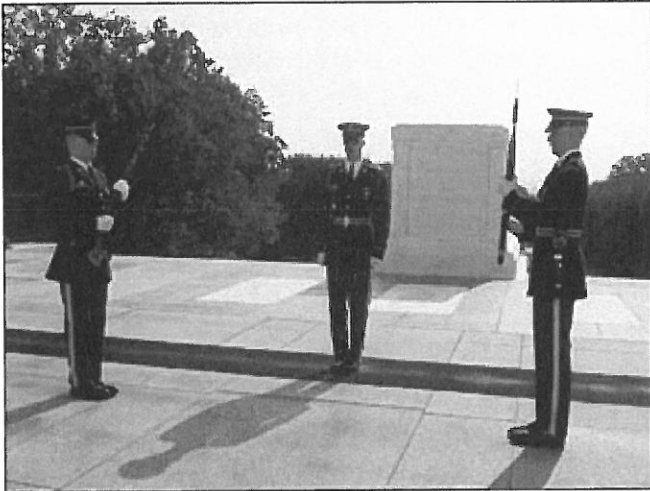
VETERANS COMMITTEE

Dear Vets,

I would like to pass on this article of Veterans dedication. I find this very interesting.

Have a good 2015.
Ralph, Brian

Sentinels of the Tomb of the Unknown Soldier



The Tomb of the Unknown Soldier is guarded 24 hours a day, 365 days a year, and in any weather by Tomb Guard sentinels. Sentinels, all volunteers, are considered to be the best of the elite 3rd U.S. Infantry Regiment (The Old Guard), headquartered at Fort Myer, VA.

After members of the 3rd U.S. Infantry Regiment become ceremonially qualified, they are eligible to volunteer for duty as sentinels at the Tomb. If accepted, they are assigned to Company E of The Old Guard. Each soldier must be in superb physical condition, possess an unblemished military record and be between 5 feet, 10 inches and 6 feet, 4 inches tall, with a proportionate weight and build. An interview and a two-week trial to determine a volunteer's capability to train as a tomb guard are required.

During the trial phase, would-be sentinels memorize seven pages of Arlington National Cemetery history. This information must be recited verbatim in order to earn a "walk." A walk occurs

between guard changes. A daytime walk is one-half hour in the summer and one hour in the winter. All night walks are one hour.

If a soldier passes the first training phase, "new-soldier" training begins. New sentinels learn the history of Arlington National Cemetery and the grave locations of nearly 300 veterans. They learn the guard-change ceremony and the manual of arms that takes place during the inspection portion of the Changing of the Guard. Sentinels learn to keep their uniforms and weapons in immaculate condition.

The sentinels will be tested to earn the privilege of wearing the silver Tomb Guard Identification Badge after several months of serving. First, they are tested on their manual of arms, uniform preparation and their walks. Then, the Badge Test is given. The test is 100 randomly selected questions of the 300 items memorized during training on the history of Arlington National Cemetery and the Tomb of the Unknown Soldier. The would-be badge holder must get more than 95 percent correct to succeed.

The Tomb Guard Identification Badge is a temporary award until the badge-holding sentinel has honorably served at the Tomb of the Unknown Soldier for nine months. At that time, the award can be made a permanent badge, which may then be worn for the rest of a military career. The silver badge is an upside-down, laurel-leaf wreath surrounding a depiction of the front face of the Tomb. Peace, Victory and Valor are portrayed as Greek figures. The words "Honor Guard" are shown below the Tomb on the badge.

There are three reliefs, each having one relief commander and about six sentinels. The three reliefs are divided by height so that those in each guard change ceremony look similar. The sentinels rotate walks every hour in the winter and at night, and every half-hour in the day during the summer. The Tomb Guard Quarters is staffed using a rotating Kelly system. Each relief has the following schedule: first day on, one day off, second day on, one day off, third day on, four days off. Then, their schedule repeats.

Brothers & Sisters,

I would like to clarify some rumors and misconceptions regarding the meeting attendance requirement for anyone seeking Local Union office.

The International Union and the Department of Labor has confirmed there are no serious problems with the framework, conditions, or the process in which any of our elections are held. The meeting structure and policy of Local 1104 is reasonably typical of any other Union election procedure.

The attendance requirement issue came to light at the March 2012 General Membership Meeting, as much discussion centered on an attendance requirement for all Union Officials. It is important to note the meeting requirement was not imposed by the Executive Board, but is part of our by-laws Art. 4 Sec. (c) and voted on to sustain by the membership in attendance, who (as the record shows) discussed in an open meeting the need for involved, educated, and motivated activists as nominees and representatives. This unanimous vote told us the membership approved of the attendance requirement, but the timeliness of when we enacted it was totally wrong.

Over the years we have randomly and incorrectly waived these requirements. In hindsight, the unexpected enforcement of this requirement at the 2012 meeting disqualified and thusly disenfranchised a large portion of the membership, because at the time the attendance requirement was adopted it did not give the majority of the membership enough advanced notice to fulfill the attendance obligation, which is 1/3 meeting attendance during the last 24 month period.

In order to rectify this error; since April 9th 2013 (the date of the supervised election) the local union has met the advanced notice requirement by 100%, which was the basis of the Department of Labor dispute, by including notification in three

venues, the front page of the Labor Leader, on the 1104 web site, and discussed at the General Membership Meeting. In 2014, in order to increase attendance, the E. Board proposed a By-Law change, modifying the day, time, and possibly two General Membership Meetings. This was voted down by the assembly.

We feel these notifications ensure that no member is prohibited from establishing eligibility, and certifies that any member who demonstrates the requisite interest in union affairs is eligible to seek office. The Union has given proper advanced notice satisfying timeliness, and reasonableness so we believe the attendance requirement can be enforced, along with an extensive excuse provision that will be equitably and uniformly imposed as requested by the Department of Labor. Our By-Laws and the DOL election procedural guidelines give the Union a chance to correct election problems, preserve our independence, and encourage responsible self-government.

The intent and purpose of the attendance requirement is to serve as a catalyst for all members to attend meetings, to become proactive participants in the Local's internal business, and to increase Union democracy and solidarity.

While trying to assure long term economic security for our Sisters and Brothers we realize other important components of our job is to mentor, educate, and increase activism. When taking office, this Executive Board developed a communication base, where we share information, news, and solicit membership involvement through monthly newsletters, a website, and at every monthly general membership meeting. Again, our goal is to increase participation not discourage it.

Fraternally,

Glenn E. Loughrie
Recording Secretary

Grievance Committee

Chair Report

By Ron Lattanzio

Brothers and Sisters

REPUBLIC STEEL

There are several issues that lay before us in the New Year; the company still does not have a full time labor relater here at the Lorain plant making it difficult to get immediate answers and those issues around it resolved. This slows down the entire process; phone calls go un-returned, sometimes for days, prolonging the problem. There have been so many management shake-ups here, that anyone who works here should be very familiar with how a revolving door works.

We continue to hold second steps at least once –twice a month. The company has been willing to compromise on most of the grievances. There have been some pay issue grievances that were supposed to have been addressed, but “the paperwork was lost” line came into play. Hopefully by the time you read this the Grievants will have been paid. The company has just put out a document that we feel is a modification of the agreed to Absentee Control Policy (ACP). It consists of two paragraphs. The first paragraph is pretty much quoted verbatim from the original ACP bargained in 2005. It is the second paragraph that the Union takes exception to. What right does this company, or any company for that matter, have telling you to schedule Doctors appointments around your work schedule? We have sent the company a cease and desist letter and a request to sit down and bargain prior to implementing this.

So far I have been getting the run-around telling me this is not a new policy. If we don't hear back from them we will file the appropriate charges through the NLRB. There are some contracting out issues being discussed. We just returned from the NLRB in Cleveland where we filed a formal charge for not taking a case that we invoked to expedited arbitration. Talks are going on at the staff level to resolve that, among several other issues. There is no excuse for this company to contract work out when we have qualified Brothers and Sisters who can, and have done the work before, on layoff.

We are still in the process of gathering information from the company on postings that have gone up. The company has been reluctant, or at least acted surprised when we requested copies of awards. The information is coming in and we are collating it into a spreadsheet. The company in their infinite wisdom has decided to now begin issuing discipline for alleged infractions that happened sometimes months before. I have asked the Grievance Men to process the grievances and get them to me as soon as possible. I can't wait to hear their reason for this.

Prior to a couple weeks ago, the company was forwarding us lay-off lists that simply consisted of a name and clock number. We were receiving this list at the close of the week that the Employees were being laid off. It was explained to us by the labor relater that because of the system the company uses, that was as soon as it could be delivered. The Union has major issues with this. First, we do not feel it is timely. Second, it did not contain enough

information in it. The parties sat down and the company agreed to provide us with the same lay-off list, but in a different format. After receiving the first one, it was much more to our liking.

It was recently brought to our attention there are discrepancies in the seniority list. We contacted the company and they agreed to sit down with us and make the necessary corrections. We are reviewing the list and with the help of the Grievance Men are making the necessary corrections to it. Once we feel it is correct, we will meet with the company and present it and go from there.

With the reduction of overtime in some areas, and the rampant overtime in other areas, we have been in contact with the company in an effort to hammer out an equalization of overtime agreement. I have some past ones sitting on my desk and will more than likely model the new one (s) after those.

I would make a request to everyone, on both sides, please take a few minutes out of your day and read your contract book. I will admit it is very dry reading, but within it contains everything you need to know concerning your rights as Union members.

Knowledge is power. The company knows this, and this is how they attempt to divide us. Keep in mind that by sticking together as Union Brothers and Sisters, and keeping up the fight, is the only way they will respect us and honor the contract we both signed.

In closing, we all need to make sure the job we are assigned to perform is done safely. If there is even a hint that it could be unsafe-

ask your manager for a SJP, contact your safety reps, protect yourselves, because the company won't. You are just a number to them. All the rhetoric they spew about safety, and wanting to be the "best in the world" is just that-meaningless rhetoric.

US STEEL

As you all know, there has been a significant downturn in business due to the low price of oil. It doesn't help that the penalties imposed on foreign dumping were nowhere near what they should have been. This has caused a drop in orders, and as a result, the company has issued a Warn Notice informing us of their intent to idle operations. The Local has received the company's L.M.P. (layoff minimization plan). Local leadership has met and reviewed their offer. Like most, if not all L.M.P.'s it's like a trip to the new or used car lot. Start high and bargain down to a reasonable offer everyone can live with. After reviewing their offer we sat down and put together a counter offer, which we feel is the more reasonable of the two. We have adhered to the guidelines in the B.L.A.'s Article 8 Section A. We will be meeting with the company, and as soon as we get a better idea of where the parties stand, we will let you know.

We have been hearing second steps at least once a month. As far as the company answer-pretty much all language Grievances are, or have been denied. This is by design. It forces us to take them to arbitration, and by doing so slows down and clogs the system. The company has been issuing discipline at a higher rate. Currently we have several Brothers out on discharge. We have heard some of their cases at the third step of the procedure. We are working towards a resolution on them. We have been able to reach compromise on some of the

grievances involving job assignments, and reducing discipline.

Due to the ever changing business conditions the current outlook for #3 Seamless is to be down all of April for their outage. They will come back up in May and run until they run out of work. No definitive date when that will be. #6 Q&T will more than likely run out of work by mid February. #4 Seamless will run until the end of March. The outage will begin the week of 3/29 and will last two to three weeks. The Union has received no less than 5 vacation shut down notices for #3, #6, #4 and plant wide all with either different or conflicting dates. We contacted the company in an attempt to get clarification and as it stood Friday the vacation shut downs are as follows; #6 Q&T- will be down for 2 weeks beginning March 8 through March 21. #3 Seamless will be down April 5 through April 18. #4 Seamless will be down March 29 through April 11. There is still a vacation shut down notice for #6 Q&T for September 6 through September 12. Per my conversation with the company rep- that may still be valid, and if a new one needs issued for a different date-they will do so.

With the end of the 2012 B.L.A. approaching, you might want to give some thought as to any issues you may want the local to bring to negotiations. We will make sure they are given proper consideration. Also, take a few minutes to read your contract book. It is dry reading but it gives you the tools and knowledge to protect yourself. Knowledge is power and the company knows that. Do not allow them to divide us. Stay united.

Finally, please make sure the job you are performing is being done in a safe manner. If you have any questions, contact your manager, request a S.J.P., and contact your

Union safety reps. Do not allow yourself to be blindly led into an unsafe situation.

In Solidarity,
Ron Lattanzio

Zone 1

By Ron Kaczur

I will start by apologizing for not having an article in the last Labor Leader. I hope everyone had a great holiday. On 10/29/14 the Union and company had a 2nd Step meeting. Five grievances were heard from Zone One, three were not heard due to time. When I receive answers from the Chairman of the Grievance Committee, Ron Lattanzio, I will pass them on. A 2nd Step meeting was also held on 1/27/15. Zone One had four grievances to hear. Due to an emergency none of the grievances were heard.

On 2/03/15 a 2nd Step Meeting was heard. Zone One had four grievances to be presented to H.R. Three of the grievances were settled and the grievants were notified. The last grievance we are waiting for a response from H.R.

Stay Safe
Ron Kaczur

Zone 2

By Robert Comer

I am writing this article feeling frustrated. Frustrated, because I know we have the knowledge, experience, and tools to succeed, but we are failing. I have been told that last month was the worst on record since we started back up.

Make no mistake Brothers and Sisters, we are not doing well, and we cannot continue to operate like this. Trust me; that will be of little comfort when standing in the unemployment line.

That's why I am calling on every one of you to Stand Up and do everything within your control to make our operation succeed. Let's be proactive, not reactive. I'm calling on all of you old timers to share your knowledge and experience with our youth, they are the future. I know you are frustrated, but turn that frustration into a positive. If you see something that we can do better, explain it to your department Manager. The good ones understand how valuable your knowledge is and will listen. If they don't, contact me and we will express it at the next partnership meeting. Millwrights, Electricians, Operators, Helpers, Peelers, Grinders, Cranemen, Shippers, Transportation, etc., everyone from one end of the mill to the other, double and triple check, go the extra mile, help where you can, and communicate at all times. We need to stop stepping over garbage on the floor, then bitching because the other turn left it...Pick it up and throw it away for the Love of God!! Be the best you can be and help others to do the same.

In the meantime, we will continue to fight the fight. We are currently waiting for answers on Second Steps that were heard on February 2nd. We have had multiple attendance disciplines issued in the last few weeks. They are currently at First Step and waiting on management in most areas to comply with our request for information. Many of the alleged infractions were mistakes on management's part to excuse a person if they were sent home early, or had a doctor's excuse for the day of the alleged incident, not to mention the fact that many of the incidents were accrued while people were scheduled 60-84 hours a week.

Yours In Solidarity,
Rob Comer

Zone 3

By Ron Lattanzio

Brothers & Sisters

With the looming idling of operations if business conditions do not change, come many questions, how long is my insurance good for, will I receive SUB, what if I don't have three years of service, etc? If anyone has questions, please check the back pages of the Labor Leader for your proper representatives or stop up at the hall; we will attempt to answer all your questions.

Second steps are going to be held this Friday. I will be contacting those of you who have pending Grievances that we will be hearing. Please make every effort to attend; this is your right and your opportunity to be a part of the procedure. We do realize that you work turns and your day off may be on Friday. If you cannot attend, please let us know so we can reschedule.

I have been in discussions with the company labor relater regarding mini-arbitration. They have supplied us a list of the current arbitrators. Each side gets to choose two. We will be meeting to discuss possible cases that follow the guidelines set forth in the B.L.A.

The learner program just started, and with this class we were finally able to include the ten pointers, something that should have been done a long time ago, but the previous head of human relations felt it wasn't needed. I do have a grievance filed, in that the company did not post for Maintenance Technicians first. This is a first; every other posting that I can remember for learners, came after a posting for Maintenance Technicians. We have several of our Brothers who were at one point in Maintenance, and who may-or may not have wanted to get

back into Maintenance, but were not afforded the opportunity. It is in the procedure.

Stay Safe
Ron and Carl

Zone 4

By Andy Ramos

Things could definitely be better in Lorain. Current business conditions are putting a strain on our mill and others throughout the country. As a result of the declining business conditions, the Company issued a WARN notice in early January. This notice informed us of their intent to idle operations beginning March 8, 2015. Shortly after that notice went up, the Company posted Vacation Shutdown Notices throughout the mill. Some things have changed since the Company put out the WARN notice. 3 Seamless orders have picked up enough that the Company wants to run up to the April vacation shutdown. The Company also wants to run 4 Seamless up to the 03/29/15 vacation shutdown. 6 Q&T is still scheduled to begin their vacation shutdown on March 8, 2015.

With March approaching, we have been meeting with the Company to discuss the terms of a Layoff Minimization Plan (LMP). Our Basic Labor Agreement (BLA) addresses this in Article Eight, Section A. Under this language, there are a number of items that the Parties are to address with the purpose of keeping as many people working as possible. At the time of this writing, the Parties are still engaged in discussions on these topics.

We held Step One meetings on 01/26/15 in 3SMLS. Grievances at Step Two of the procedure were heard on 12/04/14 and 01/30/15.

We also have Step Two meetings scheduled to be heard on 02/13/15. Step Three meetings were held on 01/30/15. Throughout all of the meetings we have had success getting discipline reduced or removed.

Since the last article in December, my Grievance Log indicates that our members have been issued eight 5-Day Suspensions Subject to Discharge and one Written Warning. Of those cases, we were able to resolve four of them. The other five cases are still in the procedure. Year-to-date the Company has taken disciplinary action on five occasions. All five of those disciplines were issued at the level of 5-Day Suspensions Subject to Discharge.

In Solidarity,
Andy Ramos

Zone 5

By Rick Lucente

Things are not getting any better. I keep filing grievances for laid off employees and the company could care less, it's like they have no respect for the Union or the contract that we are under, but we will continue to fight for what is right. Grievances are piling up because they only have a part time H.R. Rep. The only way to resolve issues is at contract time get the no strike clause taken out of the contract so we can strike on local issues that affect the membership of Local 1104. The company still continues to lay off senior employees with 20 or more years and keeps employees with less than one year. On the Hot End managers salaries were cut by 50% so Don Mounsey quit and three others were fired on Monday, 2/02/15 in the Caster Production. It is reported that vendors will not deliver products unless they are paid

in advance. Over in the Rolling Mill jobs are not getting done in maintenance because employees have retired since the layoffs and are not being replaced causing more breakdown and loss of production which in turn is costing the employees lower incentive. If things continue at this rate the Rolling Mill will not be rolling product.

I have been in the mill 41 years and have never seen things this bad. Every day someone asks, "What are they going to do next?" I tell them it is hard to tell but they need to start doing things the right way so they can stay in business. We still have Maintenance employees held in the Rolling Mill that belong on the Hot End losing money and Electric Power is short 9 employees while the employees there work some weeks 84 hour and are going to be short another since one of them came in on February 3, 2015 to fill out retirement papers.

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MISCELLANEOUS COMMITTEES

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GEORGE STEWART

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JAN PLOSZAJ

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BENEFITS / S & A COMMITTEE

WEDNESDAY 8:30 -- 4:00

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ONIKA RIVERA

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BLOOD BANK COMMITTEE

BARRY CREWS

Home 419-588-2114 Work 277-2679

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WALT KOZIURA

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RYAN PISCIONE

CIVIL RIGHTS COMMITTEE

US STEEL

TRACY HOLLIS

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JOE RICE

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CONTRACTING OUT COMMITTEE

THURSDAY 7:00 – 3:00

Union Hall 244-1358

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DAVE CLAWSON

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EAP COMMITTEE

FRIDAY NOON – 3:00

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BETTY VAZQUEZ

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8:30 -- 4:00

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