

LORAIN LABOR LEADER



LOCAL 1104
UNITED STEELWORKERS
AFL-CIO-CLC
District 1



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LORAIN, OHIO 44052

DECEMBER 2013

NOTICE

UNION MEETING

USW AFL-CIO LOCAL 1104

DATE: WEDNESDAY, JANUARY 8, 2014

TIME: 7:00 P.M.

PLACE: UNION HALL – 2501 BROADWAY

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

President's Report

As we come to the close of another year and look forward to the holidays and spending time with loved ones, there are many things for which we can be thankful. Yet, there are also many obstacles that we will need to overcome in the years ahead.

As Steelworkers here in Lorain we have withstood the nearly total collapse of steelmaking. We watched as our brothers and sister lost their jobs or had to transfer to other plants in order to put food on the table. We have stood side by side knowing that if given the right tools and allowing us to work, sweat, and get dirty, that we have and can make the best steel in the world. The company walked away from the Hot End of the mill years ago without a thought of starting it back up. All you had to do was to tour the facility after they stopped making steel, to see that there was probably no intention of ever starting it back up.

Once Republic made the decision to build the Electric Arc Furnace and start the Casters back up, our United Steelworker brothers and sisters began to methodically put the Billet Caster back together. With what our men and women had to start with, the transformation of the Caster has been nothing short of a miracle. For all involved in the project you can take pride in a job well done. It finally appears that the steel company has realized that they have a workforce here in Lorain that compares to none.

The recent incident at Republic Steel concerning the new EAF and the resulting fire on their initial start up will delay the steel making process. The piping and wiring that was damaged can be rebuilt, agreements can be extended. We must all be thankful that the injuries were not more severe. Because of quick thinking on a number of our fellow Steelworkers, the damage was held to a minimum. Coming from me, please be assured that I will insist on nothing short of the full involvement of our Union Safety Committee on the fact finding investigation and risk assessment that must be done prior to starting up again. Your Safety is my highest priority.

This past year has been a boom to the steel mills here in Lorain. Each steel company has hired throughout the year, The Electric Arc Furnace will be up and running at Republic Steel, improvements can be seen throughout the mill, a five year agreement with United States Steel is in place. United States Steel continues to make improvements and upgrades to 4 Seamless Mill.

We feel optimistic about our future and have a strong feeling of closeness and belonging. As a fraternity of Steelworkers, all we want is to be able to support our families, to own a car, a house, to take a vacation every so often, and later, if we are lucky enough, to retire. Above all else we insist on the Safest Work Environment possible. We will stand for nothing less.

I would like to wish you a Merry Christmas and a Happy and Prosperous New Year.

Fraternally.

Tom McDermott-President Pro-Tem

US STEEL

SAFETY REPORT

Last week we attended the US Steel Safety Conference in Pittsburgh. We had the opportunity to discuss many issues with our USR's and their counterparts from all of the USS's facilities.

There was a lot of information put out to all of the Safety personnel throughout US Steel at the conference. For example the new IPR program (Interruption, Purge, & Reintroduction) for explosive gases was explained. All of the furnaces in Lorain will have some type of modifications coming and the Heaters/Operators will receive training in the next few months on this as this program rolls out.

One of the other focuses is to get our people more involved in the safety program. US Steel put the "STOP" program in place to give us the *right* to stop a job/task for safety issues. We need to embrace this program to protect not only ourselves but our coworkers as well. So please use this program. If you do see a safety issue please contact any of the USR's throughout the plant. We will address the issue as quickly as possible.

Discipline for safety was also discussed at the conference. This is an ongoing issue at many of the other plants as well as here. We were assured that this was going to be addressed at a higher level now that many of the upper corporate positions at USS have changed. We will see how effective this works out.

At the conference we gave a presentation of an ongoing project here in Lorain to introduce an electronic version of the Lock Placement & Verification Form. By using bar codes and scanners you can scan locks and verification points and have that name, date, and time sync to a PC that will store the appropriate information in its proper location on the form automatically. These would be located by or very near the lockboxes. This will eliminate having to fill out the form and ensure proper lock locations and verifications. This will

reduce the error of possibly not locking out the correct equipment. It will also ensure the proper verification of equipment.

Many of the other subjects discussed will be coming to us in Lorain next year. We will make sure all of us are informed as these new programs and policies are put in place here in Lorain.

Please remember to have a Safe and Happy Holiday Season.

Merry Christmas and Happy New Year

John Gargasz USR

REPUBLIC STEEL

TRAINING REPORT

There has not been much to report as far as training goes since our August report. The company finally has begun to meet with us again and is willing to discuss crane and other training that needs to be done here in Lorain. It seems that every time they change personnel at the plant we have to spend more time starting new with them (going over things that we have done in the past) before we start moving forward.

As in the last report, we are still working to get a Maintenance Technician Trainee Program established, but we do not have much to show since they have made personnel changes in that also, and we are not sure who is leading that for the company. Hopefully this will change in the near future and the company will commit the money needed for a successful training program. After all, this was agreed to in our contract but Republic Steel must not see it as important enough, up to this time.

Lee, Ralph, Rick, & Nelson

US STEEL

TRAINING REPORT

Brothers and Sisters;

There haven't been any retirements since our last report but this will change in the coming months. Anyone thinking of retiring should contact Rick Lucente and Kim Brown 60 days before the day they want to finish to make sure everything is done in time and they have a smooth transition into retirement.

There have been some changes in the Pre-Learner website resulting in your user IDs and passwords not working. We are working to correct these issues. Because of these issues the next Learners Test will be given sometime in January.

Postings have been awarded for the MTM and MTE positions. There isn't a firm start date yet but barring any complications it should be sometime next month. The current Learners classes should also resume next month so they will graduate in the allotted time frame.

As always, if you have any questions you can call Mike at 440-240-2567 (work) or at the Union Hall at 440-244-1358.

Finally we wish everybody and their family a safe and happy holiday!

Mike, Dan, Carl, & Brad

NEW SAFETY COORDINATOR

I would like to take the time to introduce Glenn Loughrie as the new full time Safety Coordinator. The OSHA Settlement Agreement of 2012 mandates a second full time Safety Coordinator. Glenn will be working with our present Safety Coordinator on the Republic Steel side, Gene Leighty. If you have any Safety concerns please call either of these gentlemen; they are both well versed in our Safety Program.

***** ATTENTION *****

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

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

US Steel Training Committee

GRIEVANCE COMMITTEE MEETINGS

will once again be held the **first** Monday following the Monthly Union Meeting at 1:30 and 3:30 p.m.

JANUARY 13th

FEBRUARY 10th

MARCH 10th

WOMEN OF STEEL

I would like to thank the Local 1104 Executive Board for giving Betty Vazquez and myself the opportunity to attend the Women of Steel Conference. I had a very enlightening and informative week. The workshops were interesting and very useful. The speakers knew their stuff. Michelle and Maria were well organized and made the sisters feel comfortable.

On Monday they held an auction and it was a lot of fun. Michelle was a good auctioneer and we raised a substantial amount of money for scholarships. On our last day we toured our sisters Local 673 plant in Olmsted Falls. They were very welcoming and gracious hosts.



We also visited Camp Cheerful and helped them clean and spruce up the cabins. Camp Cheerful is a camp where the disabled can go and experience outdoor fun. Betty and I painted and I believe we left our mark.



The banquet was also a lot of fun and the food was very good. They received a lot of backpacks for Children's Rainbow Hospital. Betty and I brought three and were able to fill them with the list of items they suggested. Thanks to our brothers and sisters in the Bar Mill the backpacks were full.

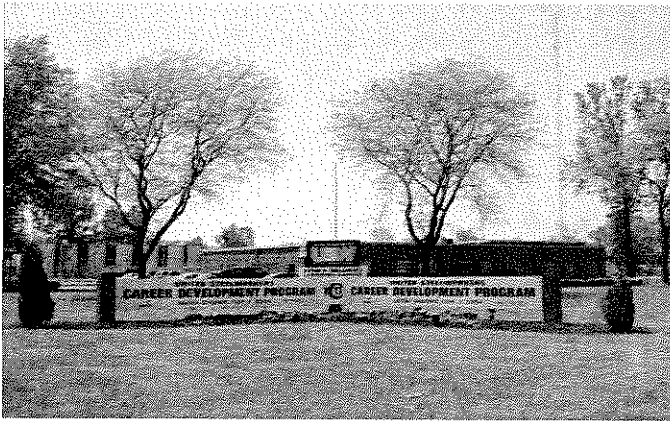


I also had the pleasure of meeting the Vice President of our International Union, Carol Landry. She was an impressive woman. Her speech was inspiring and she received a standing ovation from the sisters. I felt a kinship with her and she made me feel like I should be a better sister to my Union. She actually sat at our table and I felt like I knew this woman. It's good to know we have a woman like her on our side.



Well, I just wanted to thank you and say I hope this conference has made me a better sister. Right now there is a need for us all to be more involved in our Union.

*Sincerely,
Nancy Tschaekofske*



Fellow Union Brothers and Sisters,

Another month has gone and now we are in the beginning stages of winter. Here at the ICD we are in the middle of preparing our schedule for the next quarter. We are excited to announce the arrival of the Plasma Cutter Table and the new classes that will be taught for this equipment. This versatile table will eventually allow our students to do metal engraving, 3d wood engraving, cutting metal parts up to 3/8 inch thick, artwork, pipe notching, or whatever your imagination can think of. This class will be offered in 2 parts the first being a computer class in the software required to work the plasma cutter. If you have experience in working in GIMP, Solidedge and inkscape than come on down and begin your design and help out our fellow union members with theirs. The second part of the class you will take your design and begin to input your data into the Plasma table computer, and begin your cutting. There is a small material fee of \$33 to cover the cost of the 4ftX4ft sheet of 16 gauge steel. This will be more than enough for multiple class uses. There are other types of steel capable of being purchased through our instructor at phenomenal prices. We are limiting the table to new steel being used only. If you are capable of providing your own, NEW 4ftX4ft sheet of steel up to 3/8in thick, then there will be no class fee.

We are also pleased to announce the arrival of a new boat class to be offered in the springtime, tentatively in April. This class will be open to all eligible Employees, Spouses, and their children living at home. If you have a boat this is a highly recommended class to take. As anyone born after January 1, 1982 is required by law to have taken

this course if they are planning on operating a boat. Look for more details to follow here in the newsletter or on our facebook page. We have seen many new members coming through the learning center and we hope this trend will continue for many years to come.

Look for your class schedule inside the union hall and at the plant gates. We will be handing them out with a yearly planner, once they are printed, at the gates also. As always it is a pleasure to be here and serve our members with any educational needs and questions they may have. We can be reached at the ICD 440-282-6015; Monday through Thursday 7a to 8p and Friday from 7a to 3p.

We wish you a Merry Christmas, and a Happy New Year to you all.

Ryan, Walt, Glenn, Ralph, Louise

The Story of "Auntie" Ferguson

By Tom McDermott

Here is an interesting article that I pulled off Dan Brady's (local historian) blog. It was an original article that appeared in the Lorain Times-Herald on May 13, 1904.

When Tom Johnson came to Lorain with his group to build a steel mill they went about buying up property quietly along the Black River without the land owners suspecting the motive. Along the river, near where the blast furnaces are now, sat a cabin that was occupied by "Auntie" Ferguson. When Tom Johnson broke ground for the steel mill on June 8, 1894, "Auntie" Ferguson asked that she be allowed to occupy the house until her death. Tom Johnson assured "Auntie Ferguson" that she would not be disturbed.

Tom Johnson began construction of the steel mill and within a year began making steel. The first heat was made on April 1, 1895.

Tom Johnson was true to his word with "Auntie Ferguson". "Auntie Ferguson" was allowed to live and raise her family on steel mill property. He even went as far to see that when the railroad tracks and switches were laid, they were designed to go around "Auntie Ferguson's" house. "Auntie Ferguson's" home wasn't razed until she passed away.

PLEASE WELCOME OUR NEW MEMBERS INTO OUR FRATERNITY

After taking the Steelworkers Oath, our new hires posed for pictures under the Local 1104 banner. They are now part of a strong and powerful force. They will soon know that what makes us a UNION is not the Union card that we carry but the commitment, caring, and respect we have for each other. They will also learn:

IT'S NOT BY TURNING ON EACH OTHER; IT'S BY TURNING TO EACH OTHER THAT MAKES US STRONG.

GOD BLESS THE STEELWORKERS



CHILDREN'S CHRISTMAS CHARITIES

We would like to thank all of our members who took part in the steak fry over the summer and those who gave at the Republic Steel gate collection. These two events raised \$2,124.95 for the Children of Lorain County at Christmas.



With the help of Kohl's, we were able to purchase \$5,709.62 in toys, games, and educational crafts that were donated to Blessing House who serves all of Lorain County. We delivered

2 full pickup trucks on December 7th. They have received over 240 requests for assistance for children this year so far. This will go a long way in making many children in our community have a merry Christmas.

None of this would be possible without all of your generosity and your caring for others in need.



May you all have a Safe and Joyous Holiday.

Merry Christmas and Happy New Year

John and Cindy Gargasz

Local 1104 Children's Christmas Charities Volunteers



PENSION REPORT

By Rick Lucente

Hope everyone had a good Thanksgiving and wishing everyone a Merry Christmas and a Happy New Year. Well just as I have been saying all along, several employees have stopped in at the hall to see about retirement after the first of the year. Some of the employees stayed working because basically it was part time, with working only two weeks a month. I hope the company has trained employees to take over key jobs and hired enough to cover all the jobs in all areas of the mill.

REPUBLIC STEEL INCENTIVE REPORT

By Paul Schweinberg and Mike Ray

Here it is December and the Hot End did make its first heat on November 26th. The Incentive now for the Hot End employees will increase to the agreed percentage until a new plan can be established.

Unfortunately the fire that occurred will stagnate the immediate progress of making our own steel.

We are still seeing the other Incentive plans varying due to lack of steel and orders. Hopefully with the EAF up and running in the First quarter of 2014 we will see production increase.

Have a safe and joyful Christmas and New Year.



RIGHT TO WORK

Right to Work is about defunding Unions through "Free Riding". It allows workers who decide not to be part of a union to still benefit from the representation without paying dues. Where else could one use a good or service without paying for them? Yet, with this Bill the law makers in Columbus are telling you it's okay to do just that. RTW weakens our collective bargaining rights, affects our wages and benefits, impacts safety considerations, "limits" workers freedom, and permits an employee to obtain all these benefits at another's expense.

The RTW agenda is a way to limit the funding of the Democratic Party and control the labor force while hiding behind legislation purposing to offer workers fairness and choice. It limits labor's ability to lobby and donate to political allies that share our philosophies; but allows big business and Wall Street, to continue their business as usual program.

RTW is a coordinated strategy, the other side has declared war, and the middle class is under assault, we are literally fighting for our "Right to Exist". If private sector Unions are only 12% of the nation's workforce, then why the need for change? Why the need for legislation? Why do we have to continue fighting the battles we won over 50 years ago? It was Organized Labor who made the workplace stronger, fairer, safer, and they know Organized Labor with their resources are the only ones that can stop this.

RTW is our new challenge, when the time comes Lorain County Labor will respond, which means all of us will take on this responsibility. We must demand, unify, consolidate resources, and set a course to the educational task and long term development of our membership. The anti-labor promoters may control power in the state house and the governor's mansion, and they may be backed by corporations, but the one thing that they do not have is the grassroots effort of thousands of labor advocates like you.

Glenn Loughrie

"In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as 'right to work.' It is a law to rob us of our civil rights and job rights.

Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone...Wherever these laws have been passed, wages are lower, job opportunities are fewer and there are no civil rights. We do not intend to let them do this to us. We demand this fraud be stopped. Our weapon is our vote." —

Martin Luther King, speaking about right-to-work laws in 1961.

VETERAN'S COMMITTEE

Hello Vets;

December 7th has passed, 72 years since the Japanese attack on Pearl Harbor, another day for Americans to reflect on what brave Veterans did to preserve our Freedoms. All Americans should be grateful for the sacrifices Veterans made in wars before and since.

Thank you Veterans!

The Veterans Committee wishes all our Brothers and Sisters Happiness during all the Holidays coming this month with a Happy New Year to follow.

Ralph, Brian

The Aflac logo is displayed in a stylized, bold font with a registered trademark symbol. The letters are white with a slight shadow effect, set against a dark background within a rectangular frame.

To learn more about Aflac, meet with *Terrie Goik*, your Aflac Agent, the 1st Wednesday of Every Month from 1:00 p.m. to 4:00 p.m. on the 2nd floor of the Union Hall or call 330-635-6985.

EAP COMMITTEE

WATCH WHAT YOU MIX!

Alcohol often has harmful interactions when mixed with prescription medications, over the counter drugs, and even some herbal remedies.

The many side effects are nausea and vomiting, headaches, drowsiness, fainting, and may even cause changes in your blood pressure. Mixing alcohol and prescription medication also increases the risk of complications such as liver damage, heart problems, internal bleeding, and severe depression.

In many cases alcohol interactions may decrease the effectiveness of medications or render them useless. In other cases alcohol interaction may make drugs more harmful or cause toxic poisoning.

Even in small amounts, alcohol also may intensify medication's side effects such as sleepiness, drowsiness, and light headedness, which may interfere with your concentration and ability to operate machinery or drive a vehicle.

Because alcohol can adversely interact with hundreds of commonly used medications, it is important to observe warning labels and ask your doctor or pharmacist if it is safe to use alcohol with the medications and herbal remedies that you take.

If you are going to consume alcoholic beverages during the holiday, please drink in moderation. If you recognize any of these symptoms or warning signs, please contact your physician or seek professional help.

If you think things are getting out of control "Call Telos" at 440-277-1112.

Thanks again,
Your EAP Committee

The Employee Assistance Committee would like to wish all past, present, and retired Union Brothers and Sisters a very Merry Christmas and a safe and happy New Year.

We would like to thank the following people who took the time to donate blood at our November 6th Blood Drive.

James Bremer	Gilbert Klingshirn
Oscar Brenes	Aaron Martinez
Juan Cabrera, Jr.	Judy Muldoon
Juan Cintron	David Oster
Dave Coughlin	Joe Pesch
Barry Crews	Lucas Rhoades
Randy Cruz	Justino Rodriguez
Dante Darancou	Christy Rogers
Oscar Franco	David Schmidt
Chad Gibson	Tim Turnick
Ken Griffith	Thomas Utrata
Ken Hazel	Jim Wicker
Edward Honse	

Thank you again.

Blood Bank Committee

PURPLE HEART RECIPIENT ONE OF OUR OWN



The City of Lorain honored those brave men and women who were wounded in battle. Ed Lopez is a retired member of Steelworkers Local 1104 who was one of those Purple Heart recipients. Thank You Ed and all Veterans.

REPUBLIC STEEL

SAFETY REPORT

To our Sisters and Brothers,

Everyone is well aware, on November 30, 2013, there was a fire/ explosion at the EAF facility as they were attempting to make a heat. While rumors abound, this is what we know to be fact....

The fire took place at the oxygen valve stand. An investigation is ongoing to determine the cause and fuel source.

The fire spread into the 1st and 2nd floors of the "cabin". This 4 story concrete structure contains the PLC controls, MCC controls, hydraulic and oil tanks, and the transformer. The first and second floors received heavy electrical damage. The wire trays and wiring running up to the 4th floor of the Carbon/lime silos were also damaged.

An outside engineering firm came in on Sunday and determined that the cabin and the structural steel were not compromised. Repairs commenced almost immediately after this study was done.

In a communication from Mr. Nat Leonard, VP, Lorain Operations, he reported that we should be up and running within 6-8 weeks although if they can manage to shorten that time frame they will.

While Glenn and I were not working on Saturday, we received calls during the incident and came in. we observed these things.....from the Brothers and Sisters we spoke with, the evacuation was handled smoothly and everyone involved acted in a very professional manner. This kept any injuries down to a minimum. While we had 5 people suffer minor injuries they were all treated Saturday and released the same day. We had 3 smoke inhalations, 1 knee injury and 1 person received minor burns. This was very fortunate as this incident had the potential for great disaster.

Our hats are off to everyone involved that responded and kept this from being a total wreck. To the workforce and managers Well Done!!!

While there are many questions asked and not yet answered as to how and why this happened, the investigation is continuing. We need to get up and running for the betterment of Lorain and Republic Steel. We shouldn't have to worry about our safety and our lives. And we deserve to know that no shortcuts are taken to save a dollar that could result in a catastrophe. We deserve it and we earn it. Every dollar spent to make this a "World Class Operation" will be returned tenfold. Rebuild with all safeguards installed, no matter the cost!

One body part...One life.....nothing is worth taking a shortcut to save a damned dollar!!

At work as I've stated many times....We Are Our Brothers and Sisters Keepers!!!

Keep your eyes open to any hazards to yourselves and all that are around you. Do NOT allow anyone in our mills to do something that can cause injury or worse to themselves or anyone else!!!

We hope everyone has a safe and Happy Holiday and Let's get that EAF up and running so we can also have a Great New Year!!!

Gene Leighty
Glenn Loughrie
Union Safety Coordinators

Strong, responsible unions are essential to industrial fair play. Without them the labor bargain is wholly one-sided. The parties to the labor contract must be nearly equal in strength if justice is to be worked out, and this means that the workers must be organized and that their organizations must be recognized by employers as a condition precedent to industrial peace.—

Supreme Court Justice Louis Brandeis

Grievance Committee

Chair Report

By Ron Lattanzio

Brothers and Sisters of
Republic Steel and US Steel,

By now most of you have already been made aware that I have been named the interim Chair of the Grievance Committee. I have been informed that this is a temporary position to last approximately six months. International Staff Rep. Pat Gallagher is on a temporary leave of absence and Brother Brian Sealy is filling in for Pat. I have been fortunate to work next to Brother Sealy during my tenure as Grievance Man and I can assure you he will have our best interests at heart. I personally believe the International could not have picked a better person for the job.

First a little about myself, this is my second term as a Zone Committeeman and I represent Zone 3-Maintenance Brothers and Sisters on the USS side. I have also been an assistant Committeeman, and I have co-chaired the Contracting out Committee for the last ten years. Prior to accepting the temporary Chair position, I was also the Secretary to the Chair (Brian Sealy).

I have already met with Brian, Lee, and all the Zone Committeemen, as well the Assistants. At this point I am attempting to get organized so I will ask all of you to please bear with me and be patient. Call your Grievance Men first. I will be leaning on them *heavily* as well as their assistants. If they do not answer the phone or return your calls, by all means contact me

right away. My cell phone number is on the back of the Labor Leader under Zone 3 Committeeman and Contracting out Committee and at the end of this article. I'm hoping to schedule more in depth meetings with everyone involved, in an attempt to get brought up to speed.

Indications are, based on conversations with Lee and Brian that the major issues now are with the second wave of postings that have occurred, and the major fire that occurred. We should all be thankful that no one was seriously injured. I have had a chance to glance over the M.O.A. and I am putting together a list of questions.

I haven't had a chance yet to sit down with management and discuss the issues. I am very familiar with Mr. Armendariz. He was our H.R guy on USS prior to him coming over to you. I will be sending correspondence to H.R requesting a meeting very soon.

In conversations with some of the Grievance Men they inform me the last second steps were cancelled. I will be meeting with them to get brought up to speed on what needs heard and where we are at. Once I get a handle on them I will schedule second steps accordingly.

Lastly, I want to thank President Pro-Tem, Tom McDermott, Brian Sealy, and the E-Board for placing their trust in me. I will do my best to represent our Brothers and Sisters.

In Solidarity,
Ron Lattanzio
440-537-6695-Cell Phone

Zone 1

By Ron Kaczur

I hope everyone had a good Thanksgiving. With the holiday season approaching, be safe at work and at home. With all the new hires coming into the mill, let's all keep an eye on them and keep them safe.

I have about seven grievances to move to 2nd Step. Human Resources has cancelled the last 2nd step meeting. We will reschedule the meeting, but it will take some time. As I get answers I will pass them on.

The company/management is still handing out discipline for safety. If you have any question about a job being safe, get a hold of your manager and Safety Rep.

I have a new assistant in the Rolling Mill, Mike Ragnoni, Jr. (440-541-4367). I would like to thank Mike for stepping up and helping out. I would also like to thank Wade Tolliver for all his help and wish him well on his new job in the Hot End.

If anyone has any questions, please give me or any assistant a call.

Stay Safe.
Ron Kaczur

Zone 2

By Dan Bays

Hello brothers and sisters,

Well as all of you have seen, we have finally started the hiring process. New hires have been filling positions in Scrap Prep, Billet Caster, and EAF areas. Please keep a watchful eye on them due to the fact a lot of them are new to the facilities.

The EAF area has suffered another blow to its startup plan, but I am quite sure that we will rectify the situation. We will continue to monitor the area and keep the membership updated as information is provided to us.

It seems that grievances are on the backburner for HR as far as paying them. I would think, along with everyone else, that if a grievance was filed and was relevant according to contract language, it would be a no brainer.

Postings at the Hot End continue to be an issue, as far as brothers and sisters being released and then being told that they have to return to the Rolling and Bar Mills, per the agreement. The Union has no agreement with the company on this matter. These are moves made by the company and the company only. It seems to be a training issue on their part, along with a shortage of manpower.

As we approach the holiday season stay focused on the work at hand. We want every worker out there to go home the same way they came in. Issues with safety concerns invoke your Article 3 rights and contact your Grievanceman or assistants in your area.

In closing I want to wish all of my Union Brothers and Sisters a Merry Christmas and Happy New Year.

Zone 3

By Ron Lattanzio

By now most of you have already been made aware that I have been named the interim Chair of the Grievance Committee. I have been informed that this is a temporary position to last approximately six months. International Staff Rep. Pat Gallagher is on a temporary leave of absence and Brother Brian Sealy is filling in for Pat. I have been fortunate to work next to Brother Sealy during my tenure as Grievance Man and I can assure you he will have our best interests at heart. I personally believe the International could not have picked a better person for the job. I will still be responsible for our zone; however, I will be expecting my assistants to be handling the first step meetings. They will relay all information to me prior to **any** meetings taking place. Please give them your full co-operation. There are major issues on the Republic Steel side and I will soon be involving myself heavily in them. As most of you may know, Mr. Adam Armendariz is their H.R. manager and the reports I am getting indicate he is conducting business over on that side much as he did here.

I, along with Zone 4 Grievance Man Andy Ramos have been hearing way too many 9b meetings within the past several months. The company wants to issue **heavy discipline** for minor infractions that used to warrant a verbal warning at best and a

written warning at worst. Infractions range from absenteeism to work performance. The heavy hand of discipline is alive and well at USS. Makes you wonder how this company stays in business when the workforce has to deal with this nonsense.

As of this writing we have two of our members out on discharge. We have held second steps on both of their cases. The Union is prepared to take the cases forward if need be.

I have filed approximately seventeen grievances in the last few months. They have not been heard yet at second step. This is in addition to the many filed before them that have not been heard. One of my priorities in this interim position is to get caught up on as many grievances as can be heard. We heard second steps on November 15. The primary purpose of that one was to get caught up on old Grievances. We did make some headway. I have scheduled second steps for December 20. We will work off the list we used for the November 15 one. Going forward we have tentatively agreed with the company to hold second steps twice a month. If we keep that schedule we should be caught up in a relatively short time. We have allotted four hours to hear them.

The company has hired a new Labor Relator to fill in for the departed Sam Downs. His name is William Dittich. He is coming from McKeesport Pennsylvania. The Union has met with him already. We have had some meaningful dialogue on a wide range of issues. It should come as no surprise to anyone that the Union-company relationship has pretty much been in the dumpster

since the last four Labor Relators. Hopefully with Mr. Dittrich coming aboard we can turn the ship around. Based on the past four Labor Relators, I'm viewing the situation with cautious optimism.

I have filed several board charges in the last few months. I have also withdrawn some of them because the company has complied with my requests. It's pretty sad that I have to go to the NLRB to get the company to give me the information I requested. This has been one of the reasons relations are so poor. Im getting to know all the Board Agents on a first name basis, what's that tell you?

If anyone needs to reach me, my cell phone is the best way. The number is located on the back of the Labor Leader. I generally answer unless I'm sleeping. Before closing let me say welcome aboard to all the new hires in Maintenance. As I stated in your orientation - I would strongly recommend you working as many hours as possible to get your 1040 hours in. If anyone has any issues contact me or either one of my assistants. I want all of you to be aware that #4 Seamless will be down for approximately 3 months for the "expansion" project. There has been a preliminary discussion on some of the issues related to going down. Meetings will be held between now and March 2014 to discuss those issues. I will keep you informed.

I want to wish everyone a safe, happy, Holiday Season.

Ron, Carl, Frank

Zone 4

By Andy Ramos

The outlook for 3 Seamless looks to be slow over the next few months. The Company intends to make a number of repairs, and upgrades on the finishing end over the upcoming weeks. The issue of the Vacation Shutdown has been heard at Step Two. The parties are working to reach resolution and we will inform you once we know more.

4 Seamless looks to have orders lined up until the expansion project begins. As of this writing, they intend to run two turns on the hot mill and one turn on the finishing end.

The business in 6 Q&T looks to be steady into February of next year. The Company intends to add more racks in the woods area and an upgrade to the straightener on the hot end.

Some of you will be happy to hear that Sam Downs is no longer with the Company. Bill Dittrich has replaced Sam here in Lorain. Ron Lattanzio has assumed the role of Chairman as Brian Sealy is currently filling in for Pat Gallagher who is on temporary leave. In addition to being your Zone 4 Committeeman, I have been appointed Secretary of the Grievance Committee.

Recent issues of concern include the amount of discipline issued by the Company. A significant percentage of this discipline is due to people getting too comfortable around management. When these managers begin to question you regarding your work, or the work of your brothers and sisters, you should immediately request Union representation and refuse to answer any questions until such time as representation can be

provided. Other issues that have come to light in recent weeks involve managers who preach safety but whose actions do not reflect a safety first mindset. Managers who utilize unethical practices in an attempt to motivate their Employees, show their inability to effectively lead and should not hold a position of leadership. If you have witnessed any unethical practices by these ineffective managers please contact us so we can intervene.

Zone 5

By Rick Lucente

Well a lot of grievances have been filed on things from overtime, Sunday work, crossing Lines of Progression, failure to post jobs, failure to move employees to posted jobs and so on. I hope we can get some movement from the company on these grievances soon. The company never posted for Transportation jobs and have already let three employees leave there. I have one grievant in Electric Power that has been held over ten months from his posted job. This shows how much the company cares about the contract.

We are still waiting on overtime agreements and buddy jobs agreements that were given to the company four to five months ago or longer, with no reply back to the Grievance Chairman, as of yet. A 2nd step grievance meeting was also cancelled by the company.

I sure hope things get better with the start-up of the new E.A.F., after what happened with the fire.

I hope everyone has a Merry Christmas and a Happy New Year.

GRIEVANCE COMMITTEE

CHAIRMAN

RON LATTANZIO
Cell 440-537-6695

ZONE #1

RON KACZUR
Cell 440-670-6249

ASSISTANT

DANNY LONG
Home 452-1939
Work 277-3819
MIKE RAGNONI, JR.
Cell 440-541-4367

ZONE #2

DAN BAYS
Home 365-3033
Work 277-3769

ASSISTANT

ROB COMER
Cell 440-986-0769
CHRIS HOWARD
Cell 440-752-3241

ZONE #3

RON LATTANZIO
Cell 440-537-6695
Work 240-2733

ASSISTANT

CARL BAKER
Cell 440-308-6338
Work 240-2513
FRANK BROWN
Cell 440-670-5770

ZONE #4

ANDY RAMOS
Cell 440-864-2738

ASSISTANTS

DEAN BOBER, JR.
Cell 440-308-5527
Work 240-2680
MIKE DEATON
Cell 440-453-1639

ZONE #5

RICK LUCENTE

Home 277-0734
Work 277-2016

ASSISTANTS

NELSON FONTANEZ
Home 244-1133
Work 277-2490

STAFF REPRESENTATIVE
BRIAN SEALY
440-320-7000

LOCAL 1104 WEB PAGE
www.uswlocal1104.net

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

**UNION HALL
PHONE NUMBER**
440-244-1358
UNION HALL HOURS
MONDAY – FRIDAY
8:00 a.m. – 4:00 p.m.

**YOUR LOCAL 1104
EXECUTIVE BOARD**

- Tom McDermott**
President Pro-Tem
- Glenn Loughrie**
Recording Secretary
- Onika Rivera**
Financial Secretary
- Dave Clawson**
Treasurer
- Lee Simons**
Trustee
- Rick Lucente**
Trustee
- Ralph Huffman**
Trustee
- Mike Ragnoni, Sr.**
Guide
- George Husty**
Inside Guard
- Nate Johnson**
Outside Guard

**The Executive Board
of Local 1104
would like to wish
everyone a
Safe and Happy
Holiday Season.**



MISCELLANEOUS COMMITTEES

BARGAINING UNIT WORK COMM

GEORGE STEWART

Cell 440-714-7995

JOHN BLAZ

Voice Mail 277-3982

BENEFITS / S & A COMMITTEE

WEDNESDAY 8:30 -- 4:00

RICK LUCENTE

Home 277-0734 Work 277-2016

ONIKA RIVERA

Cell 258-5933 Work 240-2733

BLOOD BANK COMMITTEE

BARRY CREWS

Home 419-588-2114 Work 277-2679

CAREER DEVELOPMENT

282-6015, 282-6035 FAX 282-3704

WALT KOZIURA

Home 233-9708

RYAN PISCIONE

CIVIL RIGHTS COMMITTEE

US STEEL

TRACY HOLLIS

Work 240-2589

DARLENE MOORER

Cell 440-506-6093

REPUBLIC STEEL

NATE JOHNSON

Home 246-0596 Work 277-2798

Cell 440-213-4542

JOE RICE

Home 246-0118 Work 277-2223

Cell 440-541-7021

CONTRACTING OUT COMMITTEE

RON LATTANZIO

Cell 440-537-6695

DAVE CLAWSON

Work 240-2589

EAP COMMITTEE

FRIDAY NOON - 3:00

DOUG ZGONC

Work 240-2589 Cell 387-9345

RICK LUCENTE

Home 277-0734 Work 277-2016

GEORGE HUSTY

Cell 864-9117 Work 240-2513

BETTY VAZQUEZ

Cell 240-3233 Work 277-2658

KEVIN GRIFFITH

Cell 522-1037 Work 240-2533

MIKE WITTEICH

Cell 440-670-6316

INCENTIVE COMMITTEE

REPUBLIC STEEL - THURSDAY

PAUL SCHWEINBERG

Home 233-7544 Work 277-2559

MIKE RAY

Home 365-0101

US STEEL - WEDNESDAY

DAVE CLAWSON

Work 240-2589

JOB EVALUATION COMMITTEE

US STEEL

GEORGE HUSTY

Cell 864-9117 Work 240-2513

REPUBLIC STEEL

GIL PENA

Cell 440-670-0580

POLITICAL ACTION COMMITTEE

GLENN LOUGHRIE

Cell 440-452-6692

JOHN GARGASZ

Cell 440-242-8161

ANDY RAMOS

Cell 440-864-2738

PENSION COMMITTEE

TUESDAY & WEDNESDAY

8:30 -- 4:00

RICK LUCENTE

Home 277-0734 Work 277-2016

ED RICO

Home 365-3166 Work 277-2513

SAFETY COMMITTEE

DAVE RAMOS US STEEL

Work 240-2514

SAFETY CELL 541-4649

GENE LEIGHTY REPUBLIC STEEL

GLENN LOUGHRIE

Work 277-3537

SAFETY CELL 1-440-283-6458

SAFETY FAX 277-2867

TRAINING COMMITTEE

US STEEL

CARL BAKER

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BRAD SEDAR

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LEE SIMONS - REPUBLIC STEEL

Union Hall 244-1358 Cell 320-3037

Fax 244-5795

leesimons@uswlocal1104.net

VETERANS COMMITTEE

3rd THURSDAY NOON - 4:00

RALPH HUFFMAN

Home 949-8306 Work 277-3793

BRIAN KINCER

Cell 440-670-3113

WOMEN OF STEEL

BETTY VAZQUEZ

Cell 240-3233 Work 277-2658

SUE COMLEY

Home 277-4366

SONJI COBERT

Work 240-2766

SERENA JONES

Cell 440-670-0249 Work 277-2287

WORKERS' COMP COMMITTEE

TOM McDERMOTT

Home 960-0315 Work 244-1358

