

LORAIN LABOR LEADER



LOCAL 1104

UNITED STEELWORKERS
AFL-CIO-CLC
District 1



VOL. 71 NO. 1

LORAIN, OHIO 44052

FEBRUARY 2014

NOTICE

UNION MEETING

USW AFL-CIO LOCAL 1104

DATE: WEDNESDAY, MARCH 5, 2014

TIME: 7:00 P.M.

PLACE: UNION HALL – 2501 BROADWAY

REMEMBER – NOMINATIONS FOR UNION OFFICES WILL BE HELD AT THE MARCH 2015 UNION MEETING. THE MEETING ATTENDANCE RULE MAY BE ENFORCED. NOW IS THE TIME TO ATTEND YOUR MEETINGS.

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

President's Report

We have lost a fellow steelworker, Frank Johnson Sr.; Frank lost his life in the plant on February 14, 2014 in an accident involving railroad car movements. Not only do we grieve at our Local, but Steelworkers throughout the world are also grieving. We turn to each other in times like these. The healing process begins by talking, to each other or to our loved ones. There are a number of organizations that offer help, support, counseling and advice. Your Local is organized to assist Frank's family and with any concerns that anyone might have. You should not feel alone. Please, cut out the back page of the Labor Leader, and post it on your refrigerator or bulletin board at home and at work. There you will find the phone numbers of the committees that are there to help you.

Our prayers go out to Frank and his family.

If anyone feels that the job they have been given is unsafe you must invoke the contract and tell your manager of your concerns for the unsafe condition. There is a procedure that then must be followed. Contact your Safety Rep and your Grievance person immediately if you cannot get resolve on your issue.

WE WORK TO LIVE not LIVE TO WORK

The winter of 2014 does not want to go away, but soon it will. Warm weather will be upon us shortly. With the warm weather we will be turning our thoughts to vacation time. We toil for these companies throughout the year in anticipation of getting away with our families to share a short period of time of freedom, away from the mundane everyday activities that we encounter the rest of the year. Our vacation is a time to recharge, to rest, to make memories.

It is when the company forces us to take vacations that make for a very unstable relationship with the company. The company feels that they can act as cold as the weather outside. What they should be doing is showing the utmost respect to the people that make the products. You have to ask yourself who is the person or persons who are making these decisions? And why are these people still working for the company, especially when their decisions may have a lasting negative impact on the company. It does make you wonder.

I would like to thank all of the employees who came down to the Union Hall for an update on the happenings in 4 Seamless. It was a great show of force and solidarity.

It seems that our greatest asset is USS Labor Relation Department, with their actions and decisions; we are seeing a greater interest in the Labor Movement.

To quote Mother Jones, (who was a Labor activist), she said "THE LABOR MOVEMENT, WAS NOT ORIGINATED BY MAN. THE LABOR MOVEMENT, MY FRIENDS, WAS A COMMAND FROM GOD ALMIGHTY."

MAY GOD BLESS THE STEELWORKER

Fraternally.

Tom McDermott-President Pro-Tem

US STEEL

TRAINING REPORT

Brothers and Sisters;

Since our last report five (5) of our coworkers have retired, two (2) in production and three (3) in maintenance taking over 200+ years of experience with them. Good luck and enjoy your well earned retirement. Twenty-five (25) people have left maintenance since September of 2012 and with another twenty-six (26) with 40+ years of service we must plan and prepare for their replacement. The company has recently added seventeen (17) new Learners to try to fill this void. Don't forget Safety should be job #1 in their training. Production isn't in any better position with twenty-one (21) people who have left in the same time period and about forty (40) people with 40+ years of service. This makes Training all the more important in this transition period. I cringe every time I hear a manager say they could learn that job in a week. Remember when we first learned to tie our shoes? We learned that in a week but were they really tied all that good or did they come untied all the time and you would have to stop running around and retie them? Improperly trained people multiply these issues as they train others. Once again poor training will lead to poor performance!

The Learners Test was administered late because of the issues with the Pre-Learner Program which are hopefully behind us. If anyone is still having problems give me a call and we will address any issues you might be having.

As always if you have any questions or suggestions on Training, good or bad you can call Mike at 240-2567 (office) or 244-1358 (union hall).

Mike, Dan, Carl, & Brad

***** ATTENTION *****

Anyone from US Steel interested in getting into the Maintenance Learner Program to become a Maintenance Technician, sign up for the Pre-Learner Training available through the ICD Program. It is all done online at your convenience. Call Mike at 440-240-2567 or 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 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.

MARCH 10th

APRIL 7th

MAY 12th

EAP COMMITTEE

"GET ON TRACK"

Getting active after several months of winter hibernation isn't always an easy thing to do.

We all know that regular exercise has many benefits, from the obvious health ones to having more energy and feeling more positive. Knowing this however, doesn't always make it easy to find the motivation to get active. We are always great at coming up with excuses for not exercising, but it is much harder to find ways to get yourself going and keep yourself motivated.

Like many people, I tend to relax my diet around the holidays and eat things that aren't healthy choices. I've gained a few pounds and decided it's time to climb back on the wagon that I fell off and re-commit myself to routine exercise and a healthy diet.

Here are several tips that might get you back on track and make it easier to stay there:

1. Start small; don't get carried away at the beginning. Many times we overdo it at the beginning and lose interest. Pace yourself and keep the momentum going. Gradually add a little to the time you exercise or the intensity with which you exercise.
2. Don't get bored with your activity. Constant repetition of the same exercise or using the same routine can get tiresome. Whatever activity you are trying, make sure you vary the location, distances and terrains.
3. Do your activities together. There are no better motivators than exercising with friends, family or in a group. Having support and encouragement to get out there when you least feel like it can make all the difference.
4. Don't forget to reward yourself when you achieve a milestone in your exercise plan. Do something that is important to you for a reward. Patting yourself on the back never hurt.

Spring is only weeks away and summer is just around the corner; commit to getting back on the wagon!!

If you are not getting motivated, stuck in a rut, or you're not getting enjoyment out of your activities, you may need extra help. Feel free to call Telos Counseling Services at 440-277-1112. Telos can provide personal counseling that may help you or one of your family members.

There is no cost to you or your eligible dependent to use this service.

Call today.

Thanks again,
Your EAP Committee

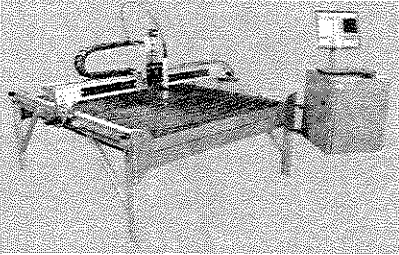
All of the members of the EAP Committee are saddened at the loss of our Union Brother Frank D. Johnson, Sr.

We would like to thank all the Union Brothers and Sisters who assisted in any way to make this tragic accident less traumatic. Our thanks also go out to TELOS Counseling Services, Judy Jorgensen and Bill Vanek for their on sight support.

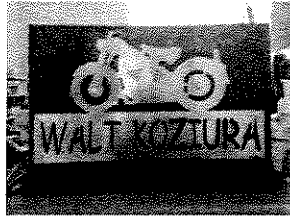
A work accident or other traumatic event can have a strong effect on those who experienced it or were anyway affected by it. If you or anyone else that was involved is struggling through the grieving process for this event, please feel free to talk to the EAP Committee or contact Bill and Judy at Telos Services.

Fellow Union Brothers and Sisters,

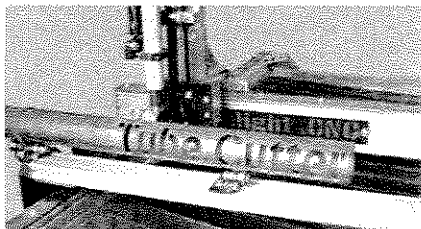
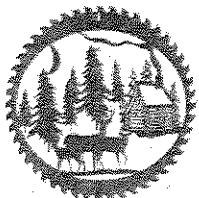
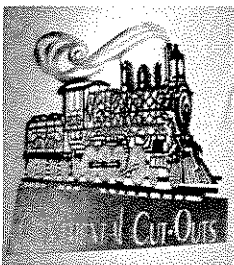
We here at the ICD want to showcase our new exciting class, Plasma Cutting and Design. This class is 95% CAD (computer aided design) and 5% lab time. We have an instructor that deals with CAD programming and plasma cutting in the industry every day. Right now our class is full of students who are beginning to understand the programming instructions to make parts or metal art. If you are looking for a way to develop your artistic talents, or want to learn the CAD programming to custom make parts that cannot be purchased, then this is the class for you. We have 11 computers for use by the students to learn on while following the instructor step by step on operating the programs.



This is a monumental class that has the potential to allow the student an ability that can be utilized for personal growth and skill enhancement. We will offer this class multiple sessions until the skill levels are advanced enough for all students. Further in the year or early next year we will also begin Plasma Cutting part 2 which will utilize a wood router attached to the Plasma Table. With the wood router a 3-d design can be cut out or 2-d flat wood parts made precisely can be cut using the CAD programming.



We look forward to hearing from you soon and as always if there are any questions or needs you have, feel free to call us at the ICD (440)282-6015.



Your ICD Committee,
Walt, Louise, Glenn, Ryan, Ralph

REPUBLIC STEEL TRAINING REPORT

The training committee is beginning to meet with Republic management on a regular basis concerning training throughout the plant. Some progress has been made on immediate training that is being given to employees in their departments.

Our latest accomplishments have been getting the new hires Fork Truck and Burning Training as they go through their first week of employee orientation with the company. We hope to make this an ongoing process.

We've also completed the training program structure for EOT Crane Training, but some aspects still need to be refined by the committee. We're working on a uniform process to have all that have gone through the training to be observed by their departments and certified.

There are some issues with verification of training and with record keeping that are being worked out. The union has informed the company of employees not receiving cards after taking training. Employees are not being observed after attending Fork Lift classes.

Please be patient with us during this process. We will continue working through the issues with your support. We want to thank the current trainers for their dedication and a job being well done. Our present trainers are Rich Humm, Pete Goik, John Zielske and Jerry Hune who have all done a great job.

Ralph, Rick, Nelson, Lee

US STEEL

SAFETY REPORT

Brothers and Sisters,

We are respectfully mourning the loss of three brothers in as many months. Please take a moment to remember our Brothers and say a prayer for their family, friends, and coworkers.

Antonino "Nino" Palazzolo -Great Lakes Local 1899

Russ Brown - Clairton Works Local 1557

Frank Johnson Sr. - Republic Steel Local 1104

It is inherent upon us to integrate safety in our everyday decisions. The recognition, reporting, and resolution of hazards must be a process that we take serious. We owe it to ourselves, our coworkers, and our families to do so. The goal of "ZERO" incidents is a goal each of us must make a priority. Safety must be paramount both at work and at home. Prior to engaging in a task we must exhaust every resource possible that will assist in completing the task safely. Consider all hazards and eliminate those hazards prior to engaging the task.

We have come a long way in the field of safety over the years. The evolution of safety in our workplace has been slow and steady, but now we are faced with a huge obstacle in the form of "Project Carnegie". This hubris approach by the company to cut cost at any cost may turn back the efforts of both parties in achieving a workplace free of incidents/injuries. I find it interesting that the Company chose the Carnegie name for such a program. Andrew Carnegie was quoted as saying: *"To continue much longer overwhelmed by business cares and with most of my thoughts wholly upon the way to make more money in the shortest time, must degrade me beyond hope of permanent recovery"*. Project Carnegie, now known as the Carnegie Way, immediately left its footprints on the road to "ZERO" incidents and injuries.

Maintenance has 17 new Learners added to their department. It is crucial that these Learners are trained to the level required to perform all tasks safely. Lockout procedures must be explained in detail considering the procedures differ between maintenance and production. Please be thorough when training, because what may seem obvious to you may be new to a Learner.

OSHA 1910.184(c)(12) states a sling shall not be pulled from under a load when the load is resting on the sling

OSHA 1910.184(c)(14) states employers must not use slings without affixed and legible identification markings

OSHA 1910.184(f)(1) states **Sling use**. Employers must use only wire-rope slings that have permanently affixed and legible identification markings as prescribed by the manufacturer, and that indicate the recommended safe working load for the type(s) of hitch(es) used, the angle upon which it is based, and the number of legs if more than one.

OSHA 1910.184(f)(5) states **Removal from service**. Wire rope slings shall be immediately removed from service if any of the following conditions are present:

OSHA 1910.184(f)(5)(iii) Kinking, crushing, bird caging or any other damage resulting in distortion of the wire rope structure.

OSHA 1910.184(f)(5)(vi) Evidence of heat damage.

We are generating a list of areas that would be in violation of these standards and your help would be greatly appreciated. Please contact your area USR's with any concerns, or you can call me at 440-258-0781. My email address is daveramos@uswlocal1104.net.

Thank You
David Ramos

MOXHAM CASTLE IN SOUTH LORAIN

2014 marks the 120th anniversary of the purchase of the land acquired by Tom Johnson and his associates. It would take them less than a year to construct what would be called the Johnson Steel Rail Company. One of Mr. Johnson's associates was Arthur Moxham. Moxham came to the United States from his homeland of Wales and made his first home in Kentucky where he met and married Helen Coleman. He then made his way to Alabama where he formed a rail making company. He became friends with Tom Johnson and they formed the Johnson Steel Rail Company.

When Mr. Moxham moved to South Lorain to oversee construction of the mill in 1894 he constructed a mansion out of stone. The home had 71 rooms, 14 fireplaces, a swimming pool and a theatre. It was to be known as Moxham's castle. The Steel mill changed hands a few short years later and Mr. Moxham was enticed to head to Nova Scotia and build another steel mill.

What a mansion it must have been. As the story goes, when Mr. Moxham told his wife of the new job offer in Nova Scotia, Mrs. Moxham refused to go unless she could take her home with her.

Mr. Moxham had the mansion dismantled, stone by stone, and reconstructed on the shores of Sydney Harbor in Nova Scotia, Canada.

The foundation of the Moxham castle in South Lorain became the base for Whittier Junior High School.



KOREAN IMPORTS

Recently, the United States Department of Commerce has ruled that several countries had sold their oil country tubular goods at below fair market prices. This is called dumping. The Commerce department set certain duties onto these products. This will not only level the playing field but it will protect our jobs here in Lorain.

When the discussion turned to the dumping of oil country tubular goods from Korea they ruled that the Korean steel companies, Hyundai HYSCO and NEXTEEL Co. did not dump their steel here. The United Steelworkers International President feels differently, he says that all too often, foreign policy considerations and the sensitivities of our trading partners are given more weight than the jobs and livelihoods of our own people.

He is urging, (as we are also), the Obama administration to vigorously enforce the trade laws or tens of thousands of jobs will be lost in the pipe and tube industry and the steel industry that supplies their feedstock.

This is a preliminary determination, the final determinations and issuance of the order will not take place until August of this year.

United States Senator from Ohio, Sherrod Brown, toured the tubular division last year and has championed this cause in Washington. We can count on him to continue this fight with us.



PLEASE WELCOME OUR NEW STEELWORKERS

They now belong to our fraternity, our brotherhood here in Lorain. I will never tire of giving our new brothers and sister the STEELWORKERS OATH. They are now part of a strong and powerful force. They will find out 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 IS NOT BY TURNING ON EACH OTHER, its BY
TURNING TO EACH OTHER that makes us strong.

GOD BLESS THE STEELWORKERS



GATE COLLECTION

The tragic accident that took the life of **Frank Johnson Sr.** in the steel mill recently is a shock to everyone. Words alone cannot express to the family what we feel. We will miss him, we will grieve for him and we will never forget him.

Due to the out pouring of sympathy, Local 1104 will be holding a gate collection for Frank's family.

It will be held the morning of **Thursday, February 27, 2014.** The Local leadership asks that members please give generously. Donations will also be accepted at the Union Hall.

Gate Volunteers are needed. Members wishing to help work the gates please call Tom McDermott at the hall 244-1358.

Thank you for your support.



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.

PENSION REPORT

By Rick Lucente

Once again we are starting a new year and those in the Steelworker's Pension Trust will be getting information on your contributions paid in for 2013. This letter will come sometime between April and the 1st of June, and as a reminder, you need to check your hours and if there are any discrepancies contact the company for a detailed breakdown on hours turned in. You also need to put these letters up for safe keeping since this is your only record.

We have a bunch of employees retiring from both ends of the mill, Republic and US Steel, and several others looking to go around June and July, so let's hope the companies start hiring and training employees soon. Employees retiring and going into the VEBA health insurance will have to send in a copy of their marriage certificate and proof of age for both retiree and spouse. If you come to the Union Hall to process applications, bring those items with you. Also, if you are on disability or 65 bring your Medicare card with you.

2014 INCOME TAX PREPARATION

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

Drop Off and Pick Up Hours will be:

Wednesday 4:00 p.m. – 5:30 p.m.

Thursday 4:00 p.m. – 5:30 p.m.

Saturday 12 Noon – 2:00 p.m.

The last day to drop off taxes will be **April 12th** and the last pick up day will be **April 14th**.

VETERAN'S COMMITTEE

Hello Fellow Veterans;

The Veterans Committee would like to update you on the Valor Home of Lorain County. It is located at 221 W. 21st Street, Lorain, OH 44052. According to their web site, www.valorhome.com, their mission is to support and respect the needs of veterans. The Valor Home provides transitional housing for homeless veterans in Lorain County, Ohio. The Valor Home is a drug and alcohol free environment. Veterans can stay for up to two years. The Valor Home operates under a V.A. grant with a 35% contribution from the community. The Veterans Committee will be holding a gate collection soon to help with some of the operating costs of the Valor Home. You can visit their website to find out more information.

Thank you.

Ralph, Brian

Blood Drive Thursday, February 27th

Lorain Tubular 7 am – 11 am
Health Services

Republic Steel 12 pm – 4 pm
Pearl Gate

Thanking you in advance for all who
can and are willing to give.

Aflac

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.

Grievance Committee

Chair Report

By Ron Lattanzio

Brothers and Sisters,

It is with a heavy heart that I write this article. I was sitting at my desk writing a Grievance when shortly before noon President Pro-Tem Tom McDermott came into the Grievance room and informed me there was a fatality on the Republic Steel side. He did not have any details at the time. I sat here in numbness. I asked myself, how is this possible? I can clearly remember sitting in at the partnership meeting a month ago in Canton, and the company telling the Union how committed to safety they are. As we know action speaks louder than words. The company owner has begun to meet with all the department heads and the Union leadership team on a weekly basis here in Lorain. He made it known at the first meeting, this past Monday, that he will do everything and anything to make this a safe work environment for us all. The Union leadership team again expressed their concerns and will monitor and assess on a weekly basis any changes.

On behalf of the United Steelworkers Local 1104, I wish to extend our deepest sympathy to the Family and Friends of Frank Johnson Sr., a Husband, Father and Union Brother. And I ask that every

member of this Union keep the Johnson Family in their thoughts and prayers.

One more thought- I am asking everyone to either clear out, or set up their voice mails on their cell phones. I, along with the other Grievance men have tried to call some of our members and we cannot reach them. Recently one of our members was issued some pretty heavy discipline and we are unable to reach them. It's important that we keep the line of communication open.

REPUBLIC STEEL

There are numerous outstanding issues out there. Most of them are directly related on how the company handled, or in this case-mishandled the 2nd wave postings. I don't even know where to start in describing this nightmare! The company awarded 2nd wave postings for the hot end. They began moving people to their respective areas, but then brought them back to their former areas. The company took the position these Employees were not "officially released", but sent for "training". Once you are awarded a posting and moved, you are now incumbent to the area you posted and moved to. So here we are, people not moved to an awarded posting. Now you have junior people working on the hot end, and

they are getting overtime which is now causing a loss of earnings to the senior people not moved. Plus you have certain departments working a lot of overtime and the company refuses to hire and train. They have only recently begun moving some people to their posted areas. Now we are at the point where they decide to put up the 3rd wave postings.

I will be meeting with the company this week to address these issues. We still have senior people that were awarded postings to the lab area that have not been moved also.

Second steps were held on January 28, 2014. There were several discharge cases heard, one of them the company agreed to bring a Brother back. The other ones they did not. There were some L.O.P. violation Grievances heard relevant to the 2nd wave postings, denied of course. We will be moving all of them up to the third step of the procedure. I want to take just a minute here to talk about harassment. It has many forms. You all must be made aware that any form of it will not be tolerated by the company, and could be cause for severe discipline, including discharge.

As of this writing, we do have a date scheduled for Arbitration- February 26, 2014.

At the last local partnership meeting, earlier this month, the furnace made two heats and they were hoping for three before the end of the day. They said the steel itself was good but there were some chemistry issues with it, and the company told us they would not put any steel out until it was a quality product. The furnace has been running with a few minor burps here and there. There was an issue in the caster but it was addressed.

Bar and Rolling continue to be up and down. There was an issue in the Flex Caster with a crane and that was causing delays in getting steel here.

I just want to thank everyone for their patience while I catch up on the issues. I know it's the last thing you want to hear especially after waiting so long for your issue to be resolved.

US STEEL

I'm sure everyone is aware of the issue in #4 Seamless by now. If not, the company is forcing us to take our vacations for the year during the months of March and April. The guise is that it is a "vacation shut down". But in reality, it is, in their own words, an effort to reduce "vacation liability". The company is upgrading the hot mill and will shut down beginning early March and come back up mid May. At the first and second step meetings on the grievance we filed on

this issue we were informed the company plans on running the finishing end the last two weeks of March and April. We'll see if this is still their plan. The hot mill will continue to run straight through until the first week of March. We made it quite clear at those Grievance meetings that any and all work available should go to the senior people. The line of communication is open and we hope to meet with the company again in an attempt to resolve this issue. We heard 2nd steps January 31, 2014. The company did agree to remove some discipline and to post for a Planner in #3 Seamless. As of this writing, I haven't seen any postings for a Planner anywhere. Other than what was not held pending was denied.

We have 3rd steps scheduled for Friday February 21, 2014. We will be hearing discharge cases along with the other ones we have. I will let you know how those went in the next Labor Leader

We have just recently been made aware that the company intends to lay off Employees with less than three years of service in the #3 Seamless Mill. The company indicated that it would be a larger number than the previous layoff in January. The company did not, at the time I spoke with the company rep, have any numbers, nor would they commit to how long it would last. They did comment on the time of year, and the large amount of pipe still sitting

on the ground as contributing factors. In a recent article in TribLive/Business, it was reported the Department of Commerce would not be imposing anti-dumping duties on imported OCTG being imported from South Korea, the largest exporter among nine nations which shipped 894,300 tons. This is **NOT** good for us, and may or may not have also been a contributing factor in these layoffs. If anyone has any questions as to what their benefits are, contact your Grievance Rep. or call the benefits Dept. at the Union Hall. They are here on Tuesdays and Wednesdays.

In Solidarity,
Ron Lattanzio

Zone 1

By Ron Kaczur

The Grievance Committee heard 2nd step grievances with HR (Adam Armendariz) on 1-28-14. The committee heard nine grievances in Zone One. HR will get us answers on eight of them, one was settled. This is the outcome of most 2nd Step meetings. As I get answers back from HR I will pass them on to the affected Employees. Ron Lattanzio, who is filling in as Grievance Chairman while Brian Sealy is on temporary staff, did a very good job in 2nd Steps. To date we still have 16 grievances in Zone One to hear in 2nd step, I will let Employees know when a date is set to hear these grievances.

The company is randomly drug and alcohol testing probationary employees. All probationary employees should read article 5 section E-4.

Stay Safe.
Ron Kaczur

Zone 2

By Dan Bays

Hello brothers and sisters,

As of the writing of this article our EAF continues to melt heats. The goal of our EAF is to make quality heats for our customers US Steel, Rolling and Bar Mills. I know that with the efforts of our EAF and Caster brothers and sisters this will be accomplished. I personally want to thank all of you for all of your personal sacrifices that have been made.

Step 2 grievances were held on the 28th of January with the company and, as usual, most were not resolved. The primary grievance that involved numerous hot end brothers and sisters being held in the Rolling Mill was addressed with some outcome but we still have brothers and sisters that need to be released. This is causing quite a financial hardship on the brothers and sisters that are being held and that was addressed with Adam. The Rolling Mill needs to man their end of the plant. Don't penalize the hot end personnel who signed legitimate postings to leave the Rolling Mill and hold them well past the 60 day

limit that is outlined in the contract.

As we progress with our hot end facilities, the EAF and Casters, we are going to have problems such as scheduling and vacations. So far the word legitimate is being used a lot. Understandable right now as long as the company can prove legitimate according to the contract. My assistants are watching the EAF and Caster areas and these issues will be addressed on a case by case basis.

In closing, I am looking forward to the hot end being a success as well as all of you. Let's all do our part to do it safely and efficiently.

In Solidarity,
Daniel Bays

Zone 3

By Ron Lattanzio

Brothers & Sisters,

The start of the New Year has been a busy one. I have already filed fifteen grievances and at this pace we are looking at close to one hundred for the year. With the departure of Mr. Downs we have seen a slight decrease in the number of five day subject to discharges being issued, but overall, they still keep coming.

We held second steps on January 31- as you would expect, not much was accomplished. The company continues to hold or deny Grievances. The game always

remains the same, the only thing that changes are the players. We were able to get the forced overtime removed in the TCM area for those that pursued the grievance. Recently the company discharged a probationary Employee an M.T.E. in #3 Seamless. He had less than 100 hours to go before hitting his 1040. He was let go by a manager who himself is a relative new hire. I have no respect for people like him who feel it is more convenient to fire, than counsel, and give an Employee an opportunity to improve. This company is like a favorite sports franchise in the area, in that-you will never have a winning organization if all you do is hire, then fire the players. Maybe they need to start thinning out some of their less than stellar managers.

It seems the company has taken a new position, in that probationary Employees are not afforded a 9b hearing. I have never heard of that one. The interesting part is that Brothers they discharged were afforded access to the other part of the Grievance procedure. Obviously we strongly disagree with this and are looking at other avenues.

We did file some preference Grievances in the last month. They have been heard at the first step of the procedure and been denied. -I know -it's a surprise to me too. They will be moved up and heard at second step.

The hot issue at the moment is the forced vacation in #4

Seamless. On December 26, 2013 the company put out a sixty day vacation notice. At that time no one really knew their intentions relevant to the notice. When they put the changed vacation schedule out on January 2, 2014, we all saw what their intent was, to make us all take our vacations in the months of March and April. This new schedule brought a whole list of questions to mind. Do they have the right to do this? If am the senior man why do I have to take vacation when a younger man has the week I want, especially if the vacation bonus is involved. The list goes on. We met with the company no less than four times in an attempt to resolve this. In the end it became apparent that the company was after our incentive plan. Keep in mind, the company has been after this for a long, long time. They could not get it at the bargaining table in 2008, 2012, and they are not going to get it now. The Grievance was filed and heard at the first step on January 23, 2014- when it was denied.

Informational meetings were held at the Union Hall to explain what they were attempting to do. Everyone at those meetings stood their ground and said they would rather be forced to take their vacation in March and April rather than give the company our incentive. The Grievance was heard at the second step on February 7, 2014 in the training center. It was great to see that many Brothers and Sister show up to see how this

company takes care of the people that keep them profitable. Here you have two front line managers saying there is work available and you have a Labor Relater taking the official position there is no work. Can someone please explain this to me?? As of this writing we are still trying to resolve this.

We have third steps scheduled for this Friday February 28, 2014.

And finally, congratulations to recent retirees:

Tom Maltrich, James Jones, Jerry Barger. It's been a pleasure working with you and we wish you happiness and good health in the next chapter of your life.

Stay safe,
Ron, Carl, Frank

Zone 4

By Andy Ramos

I know the hot topic of discussion on the floor is the possibility of more layoffs in 3 Seamless. As of this writing, the company has not mentioned anything to us on the subject of layoffs. 3 Seamless is scheduled to run 10k tons for the month of February. The Bar Chart shows a slow month of March.

4 Seamless intends to run up to the shutdown week beginning 03/02/14. The expansion project is expected to be eleven weeks. If everything goes as planned, they expect to be back up

during the 05/18/14 week. The finishing end is going to run their stock of line pipe. There will also be some training on the new equipment.

6 Q&T is ahead of their tonnage goals for the month of February. It looks like they have steady work for the rest of this month and next. We are evaluating the need for postings and working towards getting those up soon.

QA is undergoing an expansion that needs further review and bargaining. Some of the new equipment includes a plasma cutter, hardness testers, a grinder, and a tensile tester with more to come.

Some of the issues we are working through on the Grievance side of things are the disciplines. We have received twenty-eight disciplinary notices from the company this year. The bulk of those are for attendance and work performance. When it comes to issuing discipline, 3 Seamless is leading the way. The turn foremen are using intimidation in an attempt to coerce medical documentation from our members. You should never provide your doctor note, or any information relevant to medical to your turn foreman. Those documents go directly to plant medical. Plant medical will give you the paper that you are to give to your foreman.

There have been two probationary discharges that we are hearing through the grievance procedure. We heard

Step Two's on 01/31/14 and 02/07/14. We were able to get a few cases resolved, with the company denying the majority. Step Three is scheduled for 02/21/14. Those whose cases are being heard will be notified.

***** We have just recently been made aware that the company intends to lay off employees with less than three years of service in 3 Seamless. I am sure everyone has questions; please feel free to call me at 440-864-2738. Andy*****

Zone 5

By Rick Lucente

We heard 2nd Step grievances on 1-28-2014 and are waiting on answers at this time. The new EAF is once again up and running and making steel, though it is slow. The Billet Caster is up and running with a few minor problems to take care of. Several grievances are being filed on employees held 60 days on postings and lay off issues, Relief Foreman working, etc. It seems that the newest HR Rep, Adam Armendariz, is calling all the shots on grievances since every manager I have dealt with says, "It's out of my hands", so I guess we just file everything direct Step 2 and push them up the ladder. In 40 years at the steel mill I have never seen a Labor Rep not give and take on grievances. Just like a tree in the wind, if it doesn't bend it breaks, and the way things are going this tree will eventually break.

Since the company continues to violate the contract on every angle maybe it's time to go to the International Union and see if we can do something other than file grievances. In one case an employee was awarded a job in the Met Lab and has been held over a year from going to that job. In Electric Power employees have had to work 14 and sometimes 21 days straight on 12 hour shifts and then given discipline for missing work, and that department is short seven to nine employees and a grievance to fill vacancies and one on safety were filed a year ago yet no electrical people were put over there. Then in Transportation, two different postings were put up and awarded, two each time and still one employee has been there three years who belongs in the Caster yet they are paying him class 4 on a class 2 job. What a deal and by the way two or three grievances have been filed on that and the company still does nothing. In other areas of the mill people are signing postings just to get the hell out of their departments because of the way they are treated and the bullshit they have to put up with, some going from class 4 down to class 2, and some going from steady daylight to turns, others leaving from key jobs like rollers or manipulators and then there employees tired of the same old shit that are just retiring. Hope things start to change while the company is still viable.

THINGS TO THINK ABOUT

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

We would have:

NO Seniority

NO Job Security

NO Representation

NO Grievance Procedure

NO Promotional Opportunities

NO Job Classifications

NO Health and Safety Provisions

NO Protective Equipment

NO Guaranteed Wage Increase

NO Overtime Pay

NO Paid Holidays

NO Paid Vacations

NO Sickness and Accident Benefits

NO Jury Duty Pay

NO Bereavement Pay

NO Drug and Alcohol Abuse Program

NO Equal Pay for Equal Work

NO Pensions

NO Medical Benefits

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

GRIEVANCE COMMITTEE

CHAIRMAN

RON LATTANZIO

Cell 440-537-6695

ZONE #1

RON KACZUR

Cell 440-670-6249

ASSISTANTS

DANNY LONG

Home 452-1939

Work 277-3819

MIKE RAGNONI, JR.

Cell 440-541-4367

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DAN BAYS

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ASSISTANTS

ROB COMER

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CHRIS HOWARD

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MIKE DEATON

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NELSON FONTANEZ

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STAFF REPRESENTATIVE

BRIAN SEALY

440-320-7000

LOCAL 1104 WEB PAGE

www.uswlocal1104.net

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

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

WE HEAR –

Things are so bad
in #4 Seamless that
even **MANAGERS**
want to preference
out.

MISCELLANEOUS COMMITTEES

BARGAINING UNIT WORK COMM
GEORGE STEWART
Cell 440-714-7995
JOHN BLAZ
Cell 440-315-0145

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
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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
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JOB EVALUATION COMMITTEE
US STEEL
GEORGE HUSTY
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REPUBLIC STEEL
GIL PENA
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POLITICAL ACTION COMMITTEE
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JOHN GARGASZ
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ANDY RAMOS
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PENSION COMMITTEE
TUESDAY & WEDNESDAY
8:30 -- 4:00
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Home 277-0734 Work 277-2016
ED RICO
Home 365-3166 Work 277-2513

SAFETY COMMITTEE
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SAFETY CELL 541-4649
GENE LEIGHTY REPUBLIC STEEL
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BRIAN KINCER
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WOMEN OF STEEL
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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