

LORAIN LABOR LEADER



LOCAL 1104

UNITED STEELWORKERS
AFL-CIO-CLC
District 1



VOL. 71 NO. 4

LORAIN, OHIO 44052

AUGUST/SEPTEMBER 2014

NOTICE

UNION MEETING

USW AFL-CIO LOCAL 1104

DATE: WEDNESDAY, OCTOBER 1, 2014

TIME: 7:00 P.M.

PLACE: UNION HALL – 2501 BROADWAY

PROPOSED BY-LAW CHANGES WILL BE DISCUSSED AND VOTED ON

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

Hope everyone had a great Labor Day. We should never forget the trials and tribulations that Steelworkers who came before had to endure in order for us to enjoy what we have today. Our local newspaper had asked for my opinion on what Labor Day means, they gleaned a few sentences of my comments into the article that appeared on Labor Day but thought you would like to see the entire text of what I sent to the Morning Journal.

"Labor Day was started in the late 1800's, during a very dismal time in American History. At the height of the Industrial Revolution our ancestors had to work 12 hour days, 7 days a week to make ends meet, to put bread on the table for their families. Children as young as 6 would toil in factories, mines and mills across our great country in some of the most deplorable conditions that we could imagine, without any sanitary facilities and given no rest or lunch breaks during the day.

They began to organize to protest these poor conditions, some of these protests became bloody, but our forefathers persisted. After one of the most bloody of protests, (the Pullman Strike), when federal troops were sent into Chicago to quell the protest resulting in 12 deaths, did the Congress of the United States pass legislation marking the first Monday in September of each year as Labor Day.

I hear more times than not how Unions are ruining our country. I hear the Conservative talk show hosts telling America how horrible Unions are, how they have outgrown their usefulness.

I can only answer them honestly and truthfully when I say, that their attacks on Unions are nothing more than propoganda, lack of education and ignorance.

Let us look at what Unions (people joining together for a common cause), have done, not only for those people lucky enough to have a Union but for those non-union folks, that because of the Unions have come to enjoy the same benefits.

The Unions have fought long and hard for the following;

8 HOUR WORK DAY
40 HOUR WORK WEEK (We like to call this, "the weekend")
FMLA
SICK LEAVE
SOCIAL SECURITY
MINIMUM WAGE
CIVIL RIGHTS ACT
OVERTIME PAY
CHILD LABOR LAWS
OSHA
WORKERS' COMPENSATION
RIGHT TO STRIKE
HOLIDAY PAY
UNEMPLOYMENT COMPENSATION

PENSIONS
HEALTH CARE
WHISTLEBLOWER PROTECTION LAWS
COLLECTIVE BARGAINING RIGHTS
SEXUAL HARASSMENT LAWS
AMERICAN WITH DISABILITIES ACT
DENTAL, LIFE AND VISION INSURANCE
PRIVACY RIGHTS
MILITARY LEAVE
PREGNANCY AND PARENTAL LEAVE
EQUAL PAY ACTS OF 1963 & 2011
LAW ENDING SWEATSHOPS IN THE UNITED STATES
BREAKS AT WORK, INCLUDING LUNCH
PAID VACATIONS

I never want to give up what the Unions have gained over the years. Whenever you hear how we would be better off without UNIONS, just remember, if the Unions went away so would all the benefits we enjoy.

Believe me when I say, If Unions suddenly disappeared, the fight would begin all over again.

On this 2014 LABOR DAY, If you have enjoyed any of the above rights and benefits,

THANK A UNION.

Or Better yet, JOIN ONE."

Fraternally.

Tom McDermott

President Pro-Tem

US STEEL

TRAINING REPORT

Brothers and Sisters;

Since our last report one Union brother from maintenance retired taking 48 years of experience with him. Good luck and enjoy your well earned retirement.

We have had 30 people retire from maintenance since September of 2012, with 24 of them having over 40+ years of service. That's a lot of experience to try to replace. We still have at least that many eligible to retire at any given moment that we have to prepare for. Our current maintenance group should be commended for holding down the fort given the situation they were put in. Operating is in a similar situation with 22 that have retired and at least three times that many eligible to retire now. They've had to deal with Training a lot of new people, shoddily in a lot of cases in my opinion, because of sudden increases in business the last couple of years and the addition of 6 Q&T. They also overcame the obstacles because of the good people here. We have to do a better job in the future of Training than we have done in the past if we are to be successful and survive. That's all I'm saying.

Just a reminder to all the 10 pointers, you have to submit a written request to be placed in a candidate pool to be admitted to the Maintenance Training Program (page 267 of BLA). I have a generic form or you can write your own and turn it into me, Mario, or HR. You should make a copy of it for your records. You should also sign the Learner Maintenance Postings when they are posted to show you are still interested in entering the Maintenance Training Program.

As always, if you have any questions, suggestions, or comments on Training you can call Mike at 440-240-2567 (office) or 440-244-1358 (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 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 December of January.

GRIEVANCE COMMITTEE MEETINGS

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

OCTOBER 6th

NOVEMBER 10th

DECEMBER 8th

PENSION REPORT

By Rick Lucente

Hope everyone had a safe and enjoyable Labor Day. We are still seeing a lot of employees retiring and more calling or coming to the Union Hall requiring about retirement. Anyone working that is 65 or older, before retiring you need to contact Social Security to get Medicare Part B and you should have that start whenever your new insurance starts, normally the first of the month after retirement date. The monthly cost for health insurance in the Republic VEBA for 2014 is:

Single under 65	\$ 171
Single under 65 with children	\$ 186
Family under 65 with or without children	\$ 394
Single over 65	\$ 83
Married over 65 and wife over 65	\$ 166
Married over 65 and wife under 65	\$ 254

The monthly cost for health insurance for US Steel retirees for 2014 is:

Single under 65	\$ 190
Family under 65 with or without children	\$ 380
Single over 65	\$ 95
Married over 65 and wife over 65	\$ 190
Married over 65 and wife under 65	\$ 285

None of the insurances cover dental, but those retirees 65 and over have glass and contact lenses coverage.

Just a little old information for those in the Carnegie plan, back in October of 2000 a letter was sent out to non-union retirees and spouses stating that under Section 420 of the Internal Revenue Code and related Treasury Regulations that permits employers to transfer funds from a pension plan trust to pay for employer's portion of certain retiree health care costs if assets in the plan exceed 125% of current liabilities. On January 1, 2000 assets in the plan for Non-Union Employee Pension Benefits amounted to \$3,886,000,000 compared with current liabilities of 2,308,000,000, or 168% of current liabilities. USX Corporation expects to transfer an amount not to exceed \$16,000,000 to a special retiree health benefits account and the funds will be used entirely to reimburse the

Corporation for health care benefits it incurred in 2000 on behalf of retired non-union participants and surviving spouses who have received or are entitled to receive benefits under the plan. Going back sometime for those of us that remember Union and non-union were all in the same pension fund, then they divided it and several managers took lump sum buyouts, some were over \$800,000 and then they merged the funds back together again.

****If you know any retirees from USS/Kobe-RTI-REP that lost their health insurance, please have them attend the S.O.A.R. meeting, held the 2nd Wednesday of every month at 1:00 p.m. at the Union Hall, 2501 Broadway, Lorain. Their next meeting will be October 8th.****

USW 1104 UPCOMING EVENTS

SUMMER STEAK FRY

Saturday, September 27th

St. Lads Picnic Grounds

2:00 p.m. – 8:00 p.m.

Serving 5:00 p.m. – 7:00 p.m.

Steak, Baked Potato, Salad, Rolls, Beer & Pop

Corn Hole & Volleyball

\$20 per person

For tickets contact: John 984-9210, Glenn 452-6692 or the Union Hall 244-1358

All proceeds go to our Children's Christmas Charity

RIVERS CASINO BUS TRIP

Sunday November 9, 2014

\$40 per person, receive \$15 casino voucher

Free snack provided on way home.

Only 50 seats available. First come, first serve.

Names will be taken for waiting list for a 2nd bus

Meet at Amherst K-Mart Parking Lot at 7:00 a.m.

Return between 7:00 and 8:00 p.m.

Call Rosanne at 244-1358 to reserve your seat.

Please note: The Browns are off this day and the Steelers are playing an away game.

EAP COMMITTEE

"EMOTIONAL FITNESS"

Mental or emotional health refers to your overall mental well-being. It has a lot to do with the way you feel about yourself, your relationships, and your ability to manage your feelings and deal with stress.

People who are mentally and emotionally stable have many traits. Here is a list of several positive traits that help people stay emotionally healthy

1. A zest for living and ability to laugh and have fun.
2. A gift of being grateful and having a positive outlook on life.
3. Being able to manage and express your feelings
4. Able to learn new things and adapt to change.
5. Having a balanced lifestyle between work and play, rest, and social activities.
6. Self confidence and high self esteem is the last of these traits.

All of the positive characteristics of mental and emotional health allow you to live life to the fullest and enjoy a productive lifestyle.

Physical fitness, supportive relationships, and balance are other ways to improve your emotional health. Finding good balance between your responsibilities at work and home and the things you enjoy, creates a healthy lifestyle.

Everyone gets emotionally down, worried, or chooses unhealthy behaviors at time to cope with stress. Many people are more at risk for developing mental health problems because of early childhood experiences and the environment they live in. If you are having trouble functioning at work or at home, it may be time to seek professional help.

This is why we encourage you to come in on your own to talk to an EAP Counselor. They are professionals and can assist you in all your concerns. Please call Telos Counseling Services at 440-277-1112.

In Fellowship,
Your EAP Committee

UNITED STEELWORKERS CONVENTION HIGHLIGHTS

By Tom McDermott

As thousands of delegates gathered in Las Vegas the week of August 10th they were treated to diverse speakers that ranged from national politicians, (President Obama, Harry Reid, Elizabeth Warren, Nancy Pelosi and Ohio's own Sherrod Brown) to national labor leaders, (Richard Trumka, President AFL/CIO) to State political leaders, (Nina Turner, Mike Michaud) to religious leader, (Rev. William Barber).

Sherrod Brown, during his speech, noted that he still wears a lapel pin that was given to him by retired Local 1104 Steelworker, Dominic Cataldo. The pin is a bird in a cage; it symbolizes how far safety has advanced because of the work of Unions. The bird in a cage was actually used when miners would descend into mines. If the bird died, the miners knew that they needed to exit the mine immediately.

One of the key elements of the Constitutional Convention is the discussion and passage of resolutions that different local throughout the industry have put forward. We were able to work diligently throughout the week and pass 28 such resolutions.

To see the resolutions and all the happenings at the convention, please go to the USW International web site, www.usw.org.

VOTER REGISTRATION DRIVE

REGISTRATION MADE EASY

If you need to register to vote or update your current Ohio registration, (if you have changed your name or address) please take the time to fill out the Voter Registration Forms.

Meredith Stokeley, on the US Steel side, and Terry Camacho, on the Republic Steel side, will be going around today to pick up the registration forms. Thanks

Dear Brothers and Sisters,

I hope everyone had a wonderful holiday weekend this month. As Steelworkers, Labor Day should hold a special place in your heart, a certain pride in your daily lives...I know it does for my family and I. This Labor Day, however, I was focused on someone else's life. Michael Paytosh, who works at 6 Quench and Temper (US Steel).

Michael was diagnosed with Glioblastoma in July this year, having a brain tumor partially removed at the end of July and beginning the long battle with chemotherapy and radiation just a few weeks ago. He is unable to work, relying on Sickness and Accident leave to financially support his family which includes his wife and younger children.

Glioblastoma is an extremely aggressive Brain Cancer. It is hard to remove the tumors it creates within the brain and Michael faces a very long journey to remission. However, with the relentless support of his family and friends, we have taken up the cause and effort to bring his family some peace of mind with financial obligations during this time. Though insurance covers a vast majority of his care, there are still outstanding and, in my opinion, overwhelming costs incurred during his battle.

So we would like to set up donation cans in the lunch room areas of 4 SMLS, 3 SMLS and 6 Q & T (US Steel) for Michael's cause. Along with donation cans, there is a website Marc Rowley created that you can visit and directly donate into his fund account. The website is <http://www.giveforward.com/fundraisers?query=Michael+Paytosh>. You can also contact Marc Rowley 440-371-7877 @ 6 Quench and Temper, Ralph Martz 440-574-2603 @ 6 Quench and Temper and Meredith Stokeley 440-984-1813 @Quality Assurance for any information or support for Mike's cause.

We simply want to ease the burden just a small bit for Mike and his family right now... And as a Steelworker family, we wanted to reach out to the rest of you for prayers, good thoughts and support.

We are beginning to organize a Fish Fry or Benefit for Mike, and any volunteers or ideas are very much welcomed.

Thank you for reading this article of outreach. We greatly appreciate your thoughts and support.

With Gratitude and Solidarity,

Meredith Stokeley, Marc Rowley and Ralph Martz

US STEEL SAFETY REPORT

2014 INCIDENTS YTD

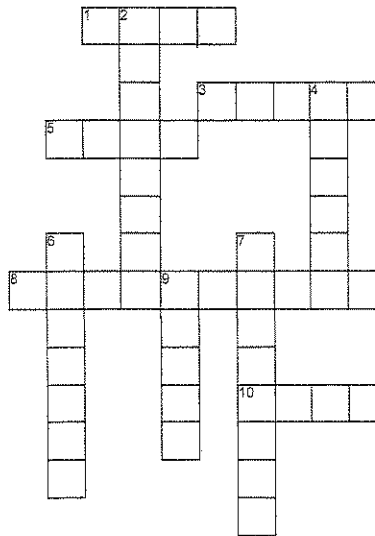
40 With Injury
46 Without Injury

Last year this time, Lorain Tubular Operations recorded 39 incidents with injury and 20 without. The clear difference this year is that we are now reporting incidents that do not result in injuries, but we haven't made the necessary changes to prevent injuries. The YTD number is almost identical, so I ask you, why is that? Considering all the SJP's, ECP's, SOP's, and Safety programs put into place, how can this be? We must collectively work together to reduce incidents and ensure everyone's safety; it seems our focus is on the task at hand and we are not stopping to ask **what if**. We have the responsibility to work safely, and if safe work cannot be accomplished then no work will be done. The past 2 weeks, through the Carnegie Way Crane Incident Charter, we invited two SME's (Subject Matter Experts) to talk to both production and maintenance crane personnel. Shannon Barrett (Safety Specialist II from Great Lakes) and Joe Bavuso (USR Gary Works Local 1066), on different weeks conducted anonymous interviews and looked into different aspects of our documented crane incidents. Both reported findings that were very disturbing. If you would like to review their reports please call me and I will make the necessary arrangements to review them with you. I can be reached at 440-258-0781 (cell phone) or 2514 (office). In addition to, we have developed a Crane Incident Root Cause Audit Team. This team consists of the following six (6) members:

Mark Williams	3SMLS
Alex Georgas	3SMLS
Doug Zgonc	Electrical
Colin Murphy	Safety
John Gargasz	Safety
David Ramos	Safety

I want to personally thank the team for taking the time out to help in the effort of reducing crane incidents at LTO.

BACK SAFETY



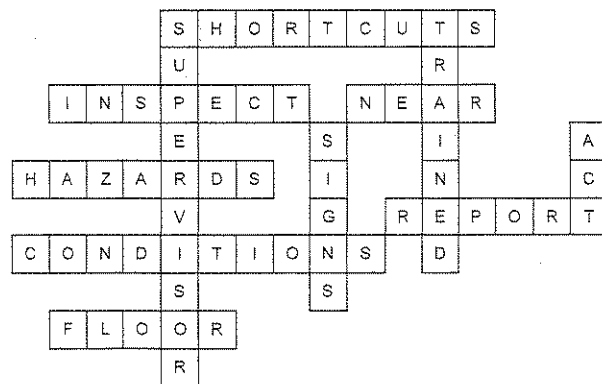
ACROSS

- Get _____ when lifting or carrying heavy or bulky objects
- Objects should be carried _____ to your body
- A _____ mattress can help keep your body in a neutral position while sleeping
- _____ before lifting can help prevent back injuries
- Use your _____ when lifting, not your back

DOWN

- Frequent _____ can help you back stay healthy
- Avoid _____ movements when carrying or lifting
- Strengthening your _____ muscles can help prevent back injuries
- Reaching above your _____ should be avoided
- When lifting or carrying, you should never _____ at the waist

ACCIDENT PREVENTION (Last month's answers)



ACROSS

- Taking _____ is not following procedures
- _____ any tool before using
- An "almost" accident: a _____ miss
- Report these to your supervisor
- After an accident you must make a _____
- Missing guards are called unsafe _____
- Never leave material on the _____ where they could become a trip hazard

DOWN

- Who you tell about hazards
- To do any job you must be _____
- Danger _____ are posted in hazardous areas
- An unsafe _____ is careless behavior

Grievance Committee

Chair Report

By Ron Lattanzio

Brothers and Sisters

There is a saying that goes "A lack of preparation on your part does not constitute an emergency on mine". When I hear this saying I think about both of these companies. On one side you have, for lack of a better description- a perfect storm. The left hand does not know what the right hand is doing. There is a complete lack of leadership and direction, ongoing unresolved issues with manning, quality and training. Coupled with sustained losses, it does not take a rocket scientist to figure out the future of this company if they don't change.

And then you have the other side. The arrogant corporate bully, who for years much like their counterpart, has incurred sustained losses, mismanagement, and the list goes on. Their indifference to their business has now begun to surface. We as Union members and Employees have tried to help, offering suggestions, ways to minimize loss. But what does the company do- they hire a firm and pay them money to tell them the same thing we have been telling them for years. It seems like every time they get their back against the wall due to their own mismanagement, they come to us for help. And things are fine for a while, then it's back to the same old routine. We have all seen these programs come and go through the years. It's the "flavor of the day" program.

I have personally sat in on several presentations of the "Carnegie Way"

program. The philosophy behind it appears sound. But is management really willing to do what is necessary for it to succeed? Time will tell. I can tell you this- I have not seen the level of disciplines issued drop; in fact I have never seen so many 5-Day Subject to Discharges. How can the company tell us to our face they want to change the way they do business, how they want to work with us, how they want us involved, then continue to treat us like this? Just a bit of advice fellas -you catch more flies with honey than you do vinegar!

REPUBLIC STEEL

Second steps will have already happened by the time this goes to press. We have had some resolution to pay issues and disciplines. The company has worked with us somewhat on those. They have still not hired a full time Labor Relater to service the Lorain facility. For the time being Harry DeVilling is who they are using. There are several unresolved issues, all of them due to a former Labor Relater not doing his job. We are working through them and it is taking some time. We still need to get our people moved to their posted areas. We have also been pushing for more MTE's on the Hot End, and filling the Bull Gang and Utilities postings to cut down on their excessive overtime. The company has recently posted for the Hot End and Casters. We are waiting for a final list of all who were awarded and accepted the posting.

There are issues with the lack of training in some areas, particularly in the Peeler area. We have our Brothers and Sisters being "trained" by a manager, who to my knowledge has no business training anyone. We

are aware of it and a grievance has been filed. Contracting out continues to be a problem. The company is failing miserably at utilizing its Maintenance workforce. How much sense does it make to have Maintenance people burning in the Peelers but not moving them to the Hot End where they are needed or Utilities to reduce the forced overtime?

US STEEL

For those of you who were not able to make the meeting, we received the arbitration decisions from the cases we took in late March early April. Unfortunately they were not favorable. After reading the decision I was extremely disappointed that no weight was given to Union testimony and evidence.

The company has re-assigned Mr. Tim Mosby to their Texas operations, nuff said!

Second steps will have already been heard by the time you read this. We have been hearing them at a rate of almost twice a month. The company is not as flexible as we would like when it comes to the disposition of discipline. They are even less flexible on language cases- flat out denying most if not all of them.

We have agreed to an interim incentive rate for #4 Seamless. The interim rate will be calculated using the same calculations and standards as the cancelled plan. After a period of time (data gathering) the company will develop and implement a replacement plan. The Union has to wait a minimum of 90 days to evaluate it. If the Union felt

the integrity of the plan was not maintained we would grieve it.

The company has implemented a new program called the "Carnegie Way". They are taking what they feel are the necessary steps in saving the corporation from even more losses. Everyone will or should have already been to the roll out meetings and heard the 4 plus hour presentation. The company has stressed the need to for us to work together, to get involved. They have also stated they want to change the way they do business and work with us. I don't know what their definition of "working with us" is. But if you call issuing more 5 Day Subject to discharges "working" with us, they are doing a hell of a job.

Zone 1

By Ron Kaczur

As most of you know the grievance procedure is moving slow these days with Harry DeVilling (HR) at the plant only one or two days a week. I am waiting on about 15 to 20 Second Step responses. When I get them I will pass them on.

Zone 1 has 7 grievances to be heard in Second Step on 9/17/14.

Zone 1 also has 8 grievances that I filed in the first step of the grievance procedure and I am waiting for their first step responses. When I get them I will pass them on.

Please work safe and keep an eye out for unsafe working conditions; report them to your manager or your Safety Captain. If any member has questions please feel free to call or text me at 440-670-6249

Stay Safe
Ron Kaczur

Zone 2

By Dan Bays

Hello Brothers and Sisters,

Well it looks like our EAF is starting to come around. We are producing more heats and running more efficiently thanks to all of your efforts. Hopefully this continues. We are continuing the posting process to help alleviate the excessive overtime which is going on at the EAF as well as the Casters. Overtime grievance has been filed. We have seen some progress being made at the Caster as far as quality. It seems that the torches at the Caster seem to play a major role in the problems we are having and supposedly this issue is being addressed. US Steel is very important to Republic and I am quite sure that they will do everything necessary to keep them as a customer. In the interim we will continue to have employees working in the peelers to do rework.

It has come to my attention that the Company has begun the process again of issuing discipline to some of our brothers and sisters for excessive absenteeism and tardiness. This is not a Union endorsed policy. We have fought this policy since its inception as well as Republics Plant Rules and Regulations. Remember to report on and off for work and if necessary bring documentation to protect yourself. 12 hour days and 6 and 7 day work weeks don't matter to the company.

As you all know as stated in earlier articles safety should be on all of your agendas. You are responsible for your safety as well as your brothers and sisters. Article 3 of the contract protects you. If you can't do the job safely don't do it. Contact your manager with the issue

and if it can't be resolved contact Safety and your Grievanceman.

I am looking forward to our return to profitability and becoming the flagship of Republic again and I am sure with all of your help this will happen. Again, thank you for all you have done to get this place running.

In Solidarity,
Daniel Bays

Zone 3

By Ron Lattanzio

The 5 Day Subject to Discharges continue to come at an alarming rate. I don't think I have ever seen so many. At this writing we have three of our Brothers on the street with no Justice and Dignity. We are addressing them in a timely manner. So much for your interpretation of "working together".

Postings were put up in #3 Seamless for Electrical and Mechanical Planners and Expeditors. Everyone interested in the positions should have signed the postings. We do have an issue with the company's self imposed "list of qualifications" and "resumes" we are being required to submit. There is a grievance and a board charge already filed on it. When I know something I'll pass it on to you.

I want to remind everyone to make sure you check your vehicles before you drive them into the plant. There has been an increase in contraband being found in vehicles and it has resulted in some very severe discipline being issued. It is your responsibility to make sure the vehicle you are driving in is free from anything the company deems illegal to bring in.

As part of the "Carnegie Way" the company has implemented the RCM Reliability Centered Maintenance aspects of it-better known as the Bull Gang. I haven't received any complaints yet, and some of the guys I've talked to expressed no concerns.

The company just put up postings for MTM and MTE Learners. Anyone interested I encourage you to sign them.

Stay Safe
Ron and Carl

Zone 4

By Andy Ramos

I'd like to thank Dean Bober for the work he has done over these past few months. For those who were unaware, Dave Clawson and I spent some time in Washington lobbying Congress to intervene on the pipe dumping that was crippling our domestic market. By a vote of 5-0, the International Trade Commission (ITC) followed a Commerce Department determination that South Korean companies are dumping Oil Country Tubular Goods (OCTG) into the U.S. market. I would also like to thank everybody for their support in electing Glenn Loughrie, Charles Krebs, and myself as delegates to the Constitutional Convention.

3 Seamless has orders through the rest of the third and fourth quarters. The outage is scheduled to begin 09/27/14. There will be a number of preventative maintenance repairs done during this time.

4 Seamless has steady work for the foreseeable future. They have had their share of problems with the

expansion and have a few issues to still work out, but they are getting there.

The market for 6Q&T is there for everything we can produce. We are being told that the demand is greater than the supply at this time.

We have 14 new members who started 09/15/14. This is a positive sign that things are improving.

On the grievance side of things, we heard Step Two meetings on 08/08/14, and 09/05/14. We were successful in getting some issues resolved surrounding discipline. When it comes to language cases, the company does not seem to be interested in anything short of an arbitration ruling. Discipline as a whole has not slowed down at all.

The company has been pushing this Carnegie Way initiative in the hopes that we can mend the damaged relationship of years past and save the company from losing money. This all sounds great on the surface and I can only hope the relationship improves. Let's take a look at how they are doing so far. For the year 2014, my records show 95 disciplinary actions were taken by the company towards our members. 42 Written Warnings, 11 1-Day Suspensions, 6 3-Day Suspensions, 34 5-Day Suspensions Subject to Discharge, and 2 Probationary Discharges. Since the "Let's work together" speeches that we all sat through, the company has taken disciplinary action 18 times with 12 of those being 5-Day Suspension Subject to Discharge. Keep in mind that this data only accounts for the production side of things. Our maintenance brothers and sisters are dealing with much of the same issues. So feel free to make up your own minds on what this data represents when you hear the

company tell you that they want to work together.

We have Step Two meetings scheduled for 09/19/14. Those whose cases are to be heard will be contacted to attend.

In Solidarity,
Andy Ramos

Zone 5

By Rick Lucente

I would like to say things are getting better but that would be a lie. We cannot get the company to post vacant jobs, fill vacant positions, or even craft jobs. Electric Power has been scheduled 84 hours a week 3 out of 4 weeks of the month for the last two years, with management refusing to award jobs in that department, which is short 8 electrical employees. Rolling Mill Maintenance has several employees working there without postings, also Bar Mill Maintenance the same issue and the Hot End same issue. We cannot figure this company out, why they do not want to post and award jobs. Over in Water Treatment they have not posted vacancies for 7 vacancies and are holding Craig Wright there from going back to Transportation. Mr. Wright was on A&S for 5 weeks and they did not miss him, but when he came back after the 5 weeks, they still put him over in Water Treatment instead of his posted job in Transportation. The company has maintenance employees burning billets in the peeler area, which is a production job and then they turn around and use contractors to do maintenance and on the other hand they have Transportation employees laid off and the company (Jason Case) has N&T Railroad doing the work that the laid off employees could be doing. There have been grievances

filed on managers working in different areas of the mill.

The company just seems to violate the contract over and over on issues of Local Working Conditions, Hours of Work, Overtime, Seniority, Temporary Vacancies, Permanent Vacancies, Transfer Rights, Adjustment of Grievances, Grievance Procedure, Managements Rights, and more. People have asked to get Article 5, Section k taken out of the next contract. For those who don't know what that is..."There shall be no strikes or work stoppages or the interruption or impeding of work. No officer or representative of the Union shall authorize, instigate, and or condone any such activities. No employees shall participate in any such activities."

Several grievances have been heard and waiting on answers from the company, also the company hasn't lived up to the Hot End agreement that was signed concerning job postings and awards. They still have contractors doing the Ladle Liners job and EAF employees running the Ladle transfer car, which is a Caster job class 2 that Don Payne, a former HR person, wanted it to be a class 2 stand alone job instead of a class 4 CFO job. We are working on getting jobs awarded or postings put up for vacancies that have not been filled at this time. The movement of employees that were awarded jobs and not moved to their new posted job is also being addressed.

UNION MEETINGS

OCTOBER 1st
NOVEMBER 5th
DECEMBER 3rd
7:00 p.m.

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

ZONE #2

DAN BAYS
Cell 440-258-9133
Work 277-3769

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

ZONE #3

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

ASSISTANTS
CARL BAKER
Cell 440-308-6338
Work 240-2513

ZONE #4

ANDY RAMOS
Cell 440-864-2738

ASSISTANTS
DEAN BOBER, JR.
Cell 440-308-5527
Work 240-2680

Flu Shots will be available at Lorain Tubular Medical Facility in October.

ZONE #5

RICK LUCENTE
Home 277-0734
Work 277-2016

ASSISTANTS
JAN PLOSZAJ
Cell 440-452-8232
JOHN BENNETT
Cell 440-258-4623
Work 277-2423

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

MISCELLANEOUS COMMITTEES

BARGAINING UNIT WORK COMM

GEORGE STEWART

Cell 440-714-7995

JAN PLOSZAJ

Cell 440-452-8232

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

THURSDAY 7:00 -- 3:00

Union Hall 244-1358

RON LATTANZIO

Cell 440-537-6695

DAVE CLAWSON

Work 240-2589

EAP COMMITTEE

FRIDAY NOON -- 3:00

DOUG ZGONC

Work 240-2657 Cell 387-9345

RICK LUCENTE

Home 277-0734 Work 277-2016

GEORGE HUSTY

Cell 864-9117 Work 240-2513

BETTY VAZQUEZ

Cell 440-315-8299 Work 277-2658

KEVIN GRIFFITH

Cell 522-1037 Work 240-2533

MIKE WITTEICH

Cell 440-670-6316

INCENTIVE COMMITTEE

REPUBLIC STEEL

THURSDAY 8:00 -- 4:00

Union Hall 244-1358

PAUL SCHWEINBERG

Home 233-7544 Work 277-2559

MIKE RAY

Home 365-0101

US STEEL

WEDNESDAY 7:00 -- 3:00

Union Hall 244-1358

DAVE CLAWSON

Work 240-2589

JOB EVALUATION COMMITTEE

US STEEL

GEORGE HUSTY

Cell 864-9117 Work 240-2513

MIKE RESCH

Cell 440-242-7420

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 258-0781

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

Cell 440-308-6338 Work 240-2513

BRAD SEDAR

Home 933-0709 Work 240-2733

REPUBLIC STEEL

RALPH HUFFMAN

Cell 453-3006 Work 277-3793

ralphhuffman@uswlocal1104.net

RICK CAIN

Work 277-2218

rickcain@uswlocal1104.net

NELSON FONTANEZ

Home 244-1133 Work 277-2490

nelsonfontanez@uswlocal1104.net

TRAINING COORDINATOR

MIKE RAGNONI -- US STEEL

Home 967-8318 Work 240-2567

mikeragnoni@uswlocal1104.net

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 440-315-8299 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

LORAIN COUNTY VETERANS ANNUAL REUNION

Saturday, October 18, 2014

Black River Landing

**For more information,
Please call**

Art: 440-245-6463