

LORAIN LABOR LEADER



LOCAL 1104

UNITED STEELWORKERS
AFL-CIO-CLC
District 1



VOL. 71 NO. 5

LORAIN, OHIO 44052

NOVEMBER/DECEMBER 2014

NOTICE

UNION MEETING

USW AFL-CIO LOCAL 1104

DATE: WEDNESDAY, JANUARY 7, 2015

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

As I see things;

On the Republic Steel side of the mill I find it very hard to comprehend why they would invest millions of dollars in the construction of the Electric Arc Furnace, the restarting of both Casters, have enough orders to sustain both Casters and then layoff key personnel. I have asked this question to the Company representatives, "instead of looking at a head count why would you not look at man hours to determine how many people should be employed"? To layoff and then force the remaining men and ladies to work massive amounts of overtime does not make sense.

The Local was made party to Republic Steel appeal of the \$7,000.00 OSHA fine that was assessed to the company after the death of Frank Johnson last February. The appeal allows the company to depose our members who had knowledge of the accident. The USW International and Local 1104 had representatives present at the deposition to protect the rights of the members involved. After the accident the Local bargained for a more enhanced training program along with new guideline when riding the rails. Please do not attempt a new job unless you have been properly trained on it.

We have been having instances of our members being involved in investigations without Union Representation. Never put yourself in a situation that could lead to discipline. You have the right to have your Griever present at any meeting that could lead to discipline. No matter how sweet they talk to you, you have a responsibility to ask the manager, "If this meeting could result in discipline, I want my griever present". By law they have to stop the interview process until you have a rep. there if it could lead to discipline. If it deals with an accident investigation, you still have protected rights. Both contracts are clear on this, 'if the company requires an employee to testify at the formal investigation the employee will be advised that she/he may have a Union representative present.'

Here in Lorain, USS has recently begun to use a USS employed physician, who is located in Fairfield, Alabama to oversee the medical program here. Yes, you heard that right, a physician that is located 700 miles away making evaluations. We have had complaint about the way certain situations that have been handled by this physician and will be keeping a close eye on the situation.

On the USS side of the mill it is perplexing to us to watch as manager retire and take their lump sum retirement payment out of our Carnegie Pension Plan. Management can use a different formula then us for taking a lump sum payment out of the plan. These lump sum payouts can be upwards of a million dollars and even more. While we are left with a just a monthly stipend. We will once again request to the International at contract talks to fix what is broken.

Finally, May you and your family have a Safe and Holy Christmas and a Happy New Year!

God Bless the Steelworker.



*Fraternally,
Tom McDermott
President Pro-Tem*

US STEEL

TRAINING REPORT

Brothers and Sisters;

Since our last report three (3) more Union Brothers have retired. Two (2) were from maintenance and one (1) from production taking another 100+ years of experience with them. Good luck and enjoy your well earned retirement.

The Company will be putting on a new group of Maintenance Learners shortly. A sizable portion of their training is OJT (on the job training). The goal of OJT is to teach basic workplace skills, aspects of workplace culture and performance expectations to someone new to that function. OJT uses existing workplace tools, documents, equipment, knowledge and skills necessary for an employee to learn to safely and effectively perform that function. Simply put, a person who knows how to perform a function shows another person how to perform that function in a one on one situation on the job site. Most production training is also done using this method. All of us have to do a better job of training the next group whether it is maintenance or production. It's important enough that there is a Carnegie Way charter looking at all training to correct some of the training issues that have been brought up. If you have an idea you feel will help, you can call Mario Mendes at 240-2653, Mike at 240-2567 or fill out a Carnegie Way suggestion form located in the war room.

With the amount of hours everybody is working and the Holidays approaching it is easy to be distracted. Stay focused, your family depends on you.

Happy Holidays!

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.

JANUARY 12th

FEBRUARY 9th

MARCH 9th

EAP COMMITTEE

All of the members of the Employee Assistance Committee would like to wish our Union brothers and sisters a safe and happy holiday season. We hope that all of us can join together with family and friends to enjoy the upcoming holidays.

The holiday season can be a fun and festive time. It can also be stressful and tiring. We often find ourselves trying to keep up with shopping, decorating, cooking, entertaining, and family gatherings. With so much going on, it's easy to get overwhelmed. Stress can often accompany the holiday bustle. Here are some simple tips for staying in balance during this busy time of the year.

1. Set limits and keep it simple. Be realistic about what you can and cannot do. Make sure you ask for help with getting things done. Don't spread yourself thin!
2. Do your shopping early and online. This can greatly reduce time spent hunting for bargains in stores.
3. Avoid procrastinating. Develop a "to do list". Start scratching items off the list as early as possible. Don't put off things to the last minute, this just causes more stress.
4. Don't forget your daily routine. If you exercised faithfully, don't put it off because of the holidays. This will help you keep stress in check and burn off some of those extra calories.
5. Last but not least, don't forget to make time for yourself. Balance your time between tasks and relaxation.

It is very important to take care of your physical and mental health throughout the holiday season. It's also good to practice moderation in your celebrating. This often helps you maintain your overall balance despite the sometime long hours you may keep over the holidays.

If you find yourself over indulging or your stress gets overwhelming, make sure you contact your family physician or call your EAP provider for assistance. Telos Services is on call 24 hours/7 days a week. Don't be afraid to call 440-277-1112 to speak to a staff member.

Again the EAP Committee wishes you a joyous and happy holiday season!

In Fellowship,
Your EAP Committee



VETERANS COMMITTEE

Hello fellow Vets. We wish you Happy Holidays this month of December. Thanksgiving has passed and we hope your families had a good time together. This Thanksgiving was different for my wife and me. We visited New York City, home of the 9/11/2001 memorial. The visit was very heart touching. Everyone here can remember the day and where they were when this malicious attack was carried out in different locations throughout our Home Land. We watched the destruction as it took place. Today our countrymen have taken this destruction and transferred it into a memorial to the lives lost on that day. There are a lot of artifacts displayed throughout the Park setting and in the Museum helping us remember why so many of our men and woman went into Military Forces. We needed to stop this before more lives at home were lost.

December 7th is a day to remember the attack on our country by the Japanese at Pearl Harbor. This unprovoked attack led us into World War II, where so many of our countrymen died.

Please take a few minutes out of your busy day on December 7th and say a prayer for those that died to preserve our way of life.

There will be numerous events that day to take part in. Please attend.

Ralph, Brian

THE CARNEGIE WAY

By Tom McDermott

As being a 45 year employee of the steel mill here in Lorain, (no matter what name they went by), I have seen many changes take place over the years. They seem to appear as bright as a comet but then quickly fade out as a sparkler does.

Recently the upper management level of United States Steel has been overhauled. Almost all of them have no ties to the old USS style of management.

The new executive level of management seems to hold some promise, we can only hope that this new team can turn the company around. Our blessings are with them.

The new head of the company is implementing what is known as "The Carnegie Way".

But is this transformation new or not? Let me give you a history lesson, and then you can be the judge. This program seems to be based upon the works of Frederick Winslow Taylor, who is credited with developing "scientific management" in 1911. He did present his first paper on the subject to the American Society of Engineers in 1895; this is the same era of Andrew Carnegie.

Taylor's studies and theories in various forms became the guiding light for the development of manufacturing in the U.S. and continue to influence much of management philosophy to this day.

Some of Taylor's philosophies:

*If workers were members of a Union, the Union and workers had to be convinced that their goals and management's goals were the same. Team concepts and quality circles are just modern variations of what Taylor said were needed.

*Taylor knew that workers possessed more knowledge than managers; he proposed managers take back this knowledge.

*Management must "scientifically" study the workplace and determine what workers actually could produce. Thus, time studies began.

*Take away the worker's independent knowledge of production. As much as some bosses talk about "empowering workers to make decisions", it is always done in the context of management knowing and planning exactly how production is to be done.

Several of the key terms I have been hearing are also not new to the workplace; if you hear any of the following, let me explain their meaning:

Team Concept—a variation of quality circles. Workers form teams in each work area and compete with other teams to produce the most for the boss. This usually comes with heavy brainwashing sessions on why workers and the employer should be buddies.

Workers Empowerment—A term that is used when management wants workers to help them improve quality and speed up production. Having the power to speed up production is supposed to make workers feel "empowered", but, shouldn't empowerment mean that the worker also decides on who gets the profits, setting work schedules, and other items that really matter?

ISO 9000—This is a standardized system of measuring quality; it was developed in Europe. ISO stands for "International Standards Organizations". Some companies try to add team concepts and workers empowerment to this standard and claim it is required.

Six Sigma—A program of statistical process control developed by Motorola. Through process mapping, there is less reliance on the skill and knowledge of the workers, and paves the way for speed up and elimination of jobs.

These programs, (no matter what you call them), have been around in one form or another for ages.

We must ask ourselves, if the company has a history on anti-union behavior, then is it reasonable to be suspicious of any proposal they make? Do they really have problems that they want to fix or is this just an excuse to start quality circles, ("war room"), to divide the Union membership?

You must also ask yourself, if this new system that they have implemented, is to change the culture of the corporation then why is the Labor Relation Department of the company "not in the scope" of the Carnegie Way? (as was told to the Union in Pittsburgh this past summer) Shouldn't they also be made to change?

The Union reminds the company that we insist on a viable and profitable company, just as Samuel Gompers, (1st President of the American Federation of Labor), once said, "The worst crime against working people is a company which fails to operate at a profit".

The Local Union is still monitoring and analyzing this program. If the company's intentions are "honorable" then they should not be afraid to meet with the Local Union to ensure that the Basic Labor Agreement isn't being violated during this transformation, if need be.

LORAIN POLICE DEPARTMENT

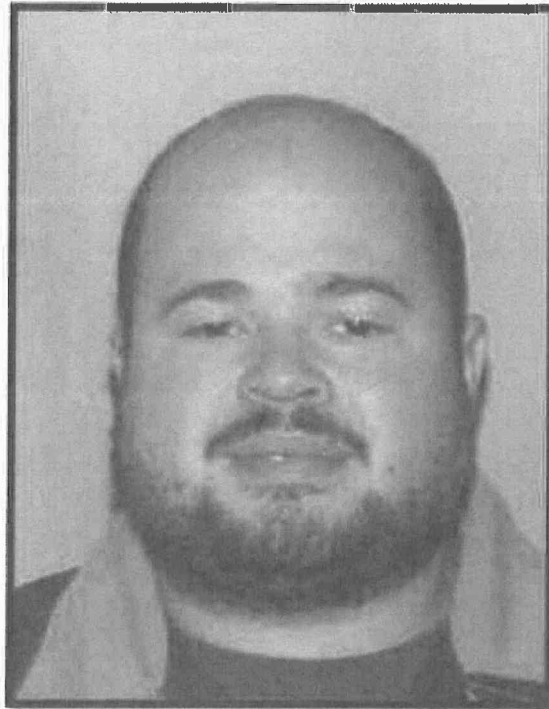
11/28/2014

CRIME BULLETIN 14-033

PREPARED BY: Criminal Intel Sgt. Michael D. Failing, Lorain Police Department 440-204-2571



MISSING PERSON



INCIDENT TYPE: Missing Person
DATE LAST SEEN: 11/14/14

CASE NUMBER: 2014-48177

Name: Aaron Dale Zimmerman

DOB:

Height: 6'0"

Weight: 215

Eyes: Brown

Hair: Brown

Additional description: Has facial hair and a thin beard.

SUMMARY: Aaron left his parents house without their knowledge in the early morning of November 14th. Normally when he does leave he walks Days Dam Metro Park, the City of Oberlin, and the area around the Murray Ridge Center in Lorain. Aaron was last seen wearing an orange and gray jacket and tennis shoes. Aaron suffers from schizophrenia and may begin acting out. Please contact the Lorain Police Department (440-204-2100) should you have any information regarding the whereabouts of Aaron.

Aaron's parents are both Steelworkers.
Please keep Aaron and his parents in your prayers.

LABOR LAW AND ARBITRATION

On November 21, 2014 the Local sent me to a Labor Law and Arbitration seminar held at the Intercontinental Hotel at the Cleveland Clinic. It was an all day seminar covering topics such as; Arbitrability, Just Cause, Contract Interpretation, Past Practice, and Rules of Evidence. It was conducted by a panel of four distinguished Arbitrators. One was a current Professor of Law at Cleveland State, one was a former Assistant Attorney General for the Commonwealth of Pennsylvania, one was a prominent attorney from the Cincinnati area with offices in Cleveland, and the last was a former Union Official, former Human Relations Director turned Arbitrator. The class was comprised of about a 50/50 mix of Union Brothers and Sisters consisting of Steel, Police and Fire, Education, Public Service Brothers and Sisters, and management from various areas.

We were all issued workbooks that covered the above topics with cases in each of the sections. Some were fictitious cases some were actual cases. The intent was for us to all read the cases and to see if we would rule as the arbitrators did on them. It was very interesting to see how the Arbitrators ruled on them and more importantly to see the logic they applied in doing so. There were very few cases where they all ruled unanimously. One thing I found particularly interesting, was that the former Union official ruled with fair consistency **against** the Union in the cases. This struck me as very odd. I asked some of the Brothers and Sisters in attendance if they noticed that too. Some of them had apparently had him as an Arbitrator in previous cases and some knew him as a Local official. They said that during his time as a Union official he was known as a strict disciplinarian within his own Local.

One of the sections in the workbook was written by Theodore St Antoine who currently sits on the USS Board of Arbitrators. I did not know prior to reading the workbook that he is a Professor Emeritus of Law at the University of Michigan. During one of the breaks I did have the opportunity to speak with the former Union official and the Law Professor at Cleveland State. I mentioned to them that Mr. St. Antoine was on the USS Board of Arbitrators and that I have read many of his arbitration decisions, they chuckled and referred to him as the "oracle". I also talked to them about one of the test cases and informed them I did not agree with their decisions. I told them from my perspective they did not apply the language when making their decisions and instead ruled on their feelings about the case. They again chuckled and told me that would never happen.

All four of them were very interesting and kept things moving along and kept everyone awake by cracking jokes. It was a trip inside the minds of four Arbitrators. If anyone is interested in reading this book, you are welcome to come to the Union Hall and read it.

Ron Lattanzio

PENSION REPORT

By Rick Lucente

Hope everyone had a great Thanksgiving and hope everyone has a good Christmas and new year. We have several applications on file for the first 3 months of 2015 and look for it to increase because of the layoffs. Employees close to retirement are getting a chance, with the layoffs, to see what retirement would be like. Unfortunately, we had one employee, Stanley Ketcham, pass away at age 58 who was scheduled to retire January 31, 2015. He will be greatly missed by his family and friends. With this sudden death there is one question to ask yourself when it comes to retirement, can I afford to retire or not?

FAMILY MEDICAL LEAVE ACT

Dear Union Brothers and Sisters,

Hello and Happy Holidays to all. Due to my cell phone issues, I would like to apologize to those who tried to contact me with questions on FMLA. I hope that this brief explanation of eligibility for "FMLA" will satisfy any and all questions you may have or had, and my contact number is still readily available (440-258-5933).

To qualify for family medical leave act, an employee must have worked at least 12 months and accumulated 1,250 hours within that year. Please be aware that when you take medical leave (A&S) for yourself, the government has allowed these companies to piggy back your FMLA time (12 weeks) and your A&S times together.

I hope that this helps and if you need any more information, please feel free to contact me.

In Solidarity Forever,

Onika Rivera
Financial Secretary
Benefit Representative

Grievance Committee

Chair Report

By Ron Lattanzio

Brothers and Sisters

Where has the year gone? It seems like I blinked and here it is December. The year has not been without its share of problems and most of us myself included will be glad to say good riddance. Both companies have had their issues to deal with, most of them self inflicted. It's very frustrating for our members, many of us who have years of Steelmaking experience to watch one of these companies self destruct. We have tried and tried to work with them and offer advice to them in an attempt to get them to sustainability and profitability, only to have them snub their noses at us, not to mention how they continually violate our rights under the contract. All any of us wants is for this company to return to profitability, and in doing so we can provide for our families and the next generation coming up. It almost seems like they don't want to be in the steelmaking business. They continually make bad business decisions and as a result have lost customers. We have attended quarterly partnership meetings where they tell us the state of the business and their plans for turning it around, but actions speak louder than words with them. The other company, like the first one, made a huge investment in their business, the difference being, they are slowly making some headway. They have implemented a new program focused on Employee involvement. I have only been to a few meetings but the overall impression is that they are committed to the program. The problem is this, you will not get

people to buy into a program such as this if you keep levying heavy discipline and violating our rights under the contract. Until you realize that, nothing will change.

I want to wish everyone a Merry Christmas and a Happy New Year. Please remember our fallen Brothers and Sisters in your thoughts and prayers. Stay safe.

REPUBLIC STEEL

The year's end is rapidly approaching, and with it the hope that everyone began the year with. They started with a multimillion dollar investment with the hopes of bringing steelmaking back to Lorain. Needless to say it's been a total disaster since day one. They have successfully mismanaged this plant and the corporation, but you already knew that.

As everyone is well aware of by now, the company instituted an illegal layoff. They then presented to the local, their version of a layoff minimization plan. This was addressed by International Staff Rep Brian Sealy at the last membership meeting. This issue has had a cascading effect on everyone and on operations. We have met with management and tried to tell them what they need to do, but it falls on deaf ears. It's their way, or the highway. How's that working out for you now fellas??

We are currently addressing the illegal layoff issue. How is it any more cost effective to lay people off, and then schedule people excessive overtime? Board charges have been filed. We will keep you updated.

I have filed a Board charge against the company for what I feel is a wholesale repudiation of our Collective Bargaining Agreement. This company has violated virtually the entire contract; Layoffs, hours of work, established Lines of Progression, seniority, training, safety, I could go on and on. I'm currently awaiting a date to give my affidavit.

The company recently got the brilliant idea to try to run the Bloom Caster with people who were not in that L.O.P. and with people who had not worked there in years or if at all. No training, no safety. This moronic idea raised several issues. First and foremost, they showed everyone that they could care less about our safety. To intentionally put people in harm's way after what happened earlier this year here, is beyond comprehension and defies any logic. Hats off to our safety rep Glenn Loughrie, who went over there and "pointed out" to management how unsafe this was.

Excessive overtime still exists throughout the plant. The grievance was heard at third step, where it was denied by the company. We are moving it up through the grievance procedure. It is not safe for people to work those long hours, and we urge our Brothers and Sisters to take care of themselves and be safe.

We heard a discharge grievance also- it too was denied. Given the set of circumstances, I have never seen either company deny an Employee a Last Chance Agreement and rehabilitation in lieu of discipline. Just another reason this pathetic excuse for a company is in the shape they are in.

The company is appealing the OSHA fine levied against them earlier this year as a result of the tragic death of Brother Frank Johnson. We are all hoping the fine is upheld and this company is held accountable.

US STEEL

The company has rolled out the Carnegie Way, and it is in full force. They have been holding meeting after meeting in an attempt to engage the workforce and have us all work toward the common goal of improving quality and productivity, returning us to profitability. I have been asked to attend meetings but have been unable to do so. I believe it is more important for me to represent the membership as I was entrusted to do, rather than be in meetings where I could not. I have been asked to provide feedback, and make comments regarding the program. I have chosen not to. Not because I do not believe in the program, and that I do not want to see us return to profitability and world class status. It is because this company has chosen to turn their heads and continually violate our rights under the Collective Bargaining Agreement. Some people would say-well that's two separate issues! I would say-is it really? I do not believe that you can have a successful program and continue to violate our rights, and expect people to buy into it. I ask them- how can you really consider yourself a successful company if you treat your number one asset; your Employees, with such blatant disrespect? You can implement a million programs, call them whatever you want, but none will succeed unless everyone is on board, believing, and not looking over their shoulders to see if the sword of discipline is at their necks.

There is a new H.R. representative here in Lorain. Mr.

Steven Bauer. We have met with him and had some frank discussions. Hopefully, we can work together.

The company continues to issue discipline at an unprecedented pace. We currently have no less than four Brothers on the street now. Their grievances are in the procedure. Keep them in your thoughts and prayers this holiday season.

#3 Seamless has had problems with their rotary furnace- part of a wall caved in-repairs have been made and as of this writing, they are up and running again.

#4 Seamless has had their issues too. Recently they are having problems with the reheat furnace and the Pac-man door. Hopefully they will make effective repairs. They are looking to add another crew which means more jobs and reduced overtime.

#6 Q&T has a strong market and can't produce fast enough.

By the time you read this we will already have held second steps for USS. Everyone who had or has grievances appealed to second step should have been contacted by your grievance rep. you have every right to be present at your hearing and we encourage you to exercise that right. At our last second steps there was some compromise on a few of the grievances heard.

Zone 2

By Robert Comer

In the Melt Shop, I am happy to say that after months of costly time, energy, and failed attempts at trying things "The Charter Way", that we have finally re-instituted our original time tested and proven chemistry practices at the refining area..... As a

result, Quality is up and US Steel rejections are way down. I just wish they would have listened to us sooner.

In the Caster/Caster Shipping areas, our Brothers and Sisters are scheduled 72 hours a week, forced to cross lines of progression, and managers are performing bargaining unit work, all while we have good people laid off... It's Madness!

Grievances for Improper Lay-off, Excessive Overtime, and forcing people to perform work outside of their L.O.P. are at 2nd Step.

In Solidarity,
Rob Comer

Zone 3

By Ron Lattanzio

Well it's the end of the year and the company is truly in the giving spirit- giving discipline! So much for "Building a Team Environment"!

Second steps will have already occurred by the time you read this. We have preferencing grievances docketed this time. The company has taken the position in the past that Employees cannot preference unless they have five or more year's seniority.

There were postings put up for Planner, Expeditor in #3 Seamless. I have Grieved these, along with filing NLRB charges, and previous postings where the company arbitrarily implemented their own set of criteria, so basically the only way anyone could get awarded these postings is if they, were already a Planner, were once a Planner, or had the fortune of being one of the selected few who were afforded ERP and Super User Training, which by the way the company says there

never was. (Training). In addition to these issues, everyone who signed these postings was not afforded the opportunity to be interviewed. A Grievance was filed on it and we will be hearing it at second step. - I can't wait to hear their reasoning! Who needs tickets to a comedy club when you can sit in at a second step meeting and listen to the ridiculous positions this company takes?

The company continues to deny Employees the opportunity to exercise their seniority by denying them their preferences. Grievances are in on this and are scheduled to be heard.

The company put up postings for Learners for both Mechanical and Electrical. The problem is they did not post for MTM's & MTE's first. A grievance has been filed and is scheduled to be heard also. I'm optimistic a resolution can be reached here. The language is very clear on permanent vacancies.

We currently have two Brothers out on the street now. Their disciplines are in the procedure and we will continue to move them forward.

Stay Safe
Ron and Carl

Zone 4

By Andy Ramos

#3 Seamless had about a week of extra downtime coming out of the outage for issues that arose with the furnace. They are running as of this writing and are working to fill orders. Orders have been reported to be steady at this time with work into next year. The Company is looking into a more permanent repair to the rotary in the future.

#4 Seamless will be putting on two additional crews over the upcoming months; one on the finishing end and the other on the hot end. Departmental postings and plant wide postings have been up throughout the plant, and are being filled in preparation for 30-40 new hires.

The status of 6Q&T hasn't changed since my last article. The market remains hungry for everything they are able to produce.

We met with the company to hear Step Two grievances on 09/19/14, 09/23/14, 10/31/14, and 11/21/14. We resolved some discipline issues that resulted in some of our brothers and sisters returning to work. We still have members out of work at this time and we are working to get them back as soon as possible.

In my last article I gave a breakdown of the discipline issued by the Company. Some of you contacted me and wanted an update for this article. Since the last article written on 09/15/14, the Company has taken disciplinary actions as follows; Eight Written Warnings, Four 1-Day Suspensions, Three 3-Day Suspensions, Nine 5-Day Suspensions, and Two probationary discharges. In eight of these disciplinary actions, the person was locked out of the plant. We have since successfully returned two back to work. The others are still being grieved through the procedure.

In Solidarity,
Andy Ramos

Zone 5

By Rick Lucente

Hope everyone had a good Thanksgiving and wishing everyone the best Christmas and New Years as

it fast approaches us. We have heard several grievances in the last two (2) months, most on layoff issues and Lines of Progression. Contracting out is still a big issue with our fellow Union brothers and sisters laid off. Several departments have employees that are forced to work overtime and then you have the employees that do not care about their fellow union brothers and sisters laid off and work all the unscheduled overtime they can get. I just cannot figure this company out; this is the worst I have seen in my 41 years here. Why would a company lay off senior employees when they have to pay them LIB, cover their life and health insurance, and pay into their pension plan? On the other hand I do not want to see anyone laid off, but if you have less than 3 years there is no employment security and the company does not have to pay all the benefits. This company pays out more in overtime than if they had all the laid off employees working.

This company needs to start training employees properly instead of the way they do now, just wait until the employees in departments on key jobs start leaving. Some jobs take 6 months or more of training to do; also when was the last time they had a craft apprenticeship program? We had several craft employees retire because they never got moved to their posted jobs and they are owed several thousands of dollars on their grievances, along with the ones still working and not moved to their posted jobs. I do not know who is making all these dumb ass decisions but if I owned the company they sure the hell would be out of a job. Please explain how you schedule employees working with high voltage electric 84 hours a week and think it is safe for them.

GRIEVANCE COMMITTEE

CHAIRMAN

RON LATTANZIO

Cell 440-537-6695
Union Hall 244-1358

ZONE #1

RON KACZUR

Cell 440-670-6249

ASSISTANTS

JOHN RODRIGUEZ

Cell 440-787-1206

MIKE RAGNONI, JR.

Cell 440-541-4367

ZONE #2

ROB COMER

Cell 440-986-0769

ASSISTANTS

CHRIS HOWARD

Cell 440-752-3241

JOEL MORGAN

Cell 440-396-2282

ZONE #3

RON LATTANZIO

Cell 440-537-6695
Union Hall 244-1358

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

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

UNION HALL PHONE NUMBER

440-244-1358

UNION HALL HOURS

**MONDAY – FRIDAY
8:00 a.m. – 4:00 p.m.**

LOCAL 1104 WEB PAGE

www.uswlocal1104.net

REMEMBER

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

THANK YOU

WOS BREAST CANCER GATE COLLECTION, AT ALL GATES

Because of the generosity of **YOU**, **\$3,200.00** was collected and given to the American Cancer Society to use for research for a cure for breast cancer.

I would like to thank the following people for taking the time to man the gates without asking for anything in return:

**MEREDITH STOKELEY
SUSAN COMLEY
BETTY VAZQUEZ
NANCY TSCHAEKOFKSKE
JOHANNA CRUZ
TERRY TOBIN
ELLEN REBOK
RONA JEANY BRYNER**

TOYS FOR TOTS GATE COLLECTION

The TOYS FOR TOTS collection was held at the Grove Gate of USS, an initiative that was done jointly by the Union and the Company. A total of \$3,001.00 was collected on what turned out to be one of the coldest days of the year. A special thanks goes out to those brave souls that stood at the gate that day.

I would like to thank:

**JOHN GARGASZ
THERESA WHITFIELD
KURTIS KESSLER
TOM UTRATA**

When you pass these fellow Steelworkers, please extend a personal thank you.

For all that gave to these two great causes, **A VERY SPECIAL THANK YOU!**

Tom McDermott

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 WITTREICH
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 PENNA
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
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NELSON FONTANEZ
Home 244-1133 Work 277-2490
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TRAINING COORDINATOR
MIKE RAGNONI – US STEEL
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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
NANCY TSCHAEKOFKSKE
MEREDITH STOKELEY
Cell 440-984-1813

WORKERS' COMP COMMITTEE
TOM McDERMOTT
Home 960-0315 Work 244-1358