

# LORAIN LABOR LEADER



**LOCAL 1104**  
UNITED STEELWORKERS  
AFL-CIO-CLC  
District 1



VOL. 72 NO. 3

LORAIN, OHIO 44052

DECEMBER, 2015

## NOTICE

### ***UNION MEETING*** ***USW AFL-CIO LOCAL 1104***

**DATE: WEDNESDAY, JANUARY 6, 2016**

**TIME: 7:00 P.M.**

**PLACE: UNION HALL – 2501 BROADWAY**

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

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# *President's Report*

We are in “troublesome times” and have experienced a lot of changes in our Local since I was sworn in as the President: Republic “idled” the Electric Arc Furnace (E.A.F.) in July and then offered a separation in September and again in November that resulted with the loss of over 200 jobs/members of our Local. We had informational meetings regarding the separation offers at the Hall and our recommendation was to not accept the offer, unless you were eligible to collect Social Security or if you had 3 years or less of seniority.

Republic proposed to train members for a “super crew” that would encompass the Rolling and Bar Mill as one Department and change the language of our current Basic Labor Agreement. This proposal is still in a primitive stage and would require a ratification of our membership.

The executive management, including the C.E.O. from Republic (Jaime Vigil) has failed in any commitment to the success and viability of Lorain becoming a successful operation. The members of our Local, the tax payers of Lorain, and the state of Ohio are suffering because of these failures. We, as the workers, do not share in the blame of these failures.

Our Local has recently filed five (5) N.L.R.B. charges for violation of labor rights and we are constantly addressing Republic on payroll matters such as incentive calculation errors, unemployment, not paying vacation pay, etc.

US Steel has not moved off their unreasonable and drastic proposals. Our Local Contract Committee had informational meetings at the hall in regards to the negotiations and nothing has changed since. The Union is still offering to negotiate for a contract, but the company does not want to compromise any of their positions. Allegheny Technologies Inc. (A.T.I.), Arcelor Mittal, and Cliffs Natural Resources are also being presented with basically similar concession packages. Health Care is the #1 ISSUE for ALL the negotiations and we will remain working under the 2012 Basic Labor Agreement.

The Shell audit was a success and hopefully other companies will follow. The drilling of oil is a very depressed business and it is difficult to compete with China and the foreign steel dumped into this country. Our Federal government needs to help out the Steelworkers in the U.S.A. now! American Steelworkers have lost a lot of good jobs and have suffered for many years.

To ALL membership that have exhausted or are close to run out of unemployment – All of Local 1104 should be certified to receive Trade Assistance Allowance (T.A.A.) and it will extend your unemployment plus pay for you to be trained for another occupation of employment. Please call the Hall if you have any questions and instructions to file. We currently are offering a Water Environment Technician course along with other courses at Career Development Center. Please take advantage of this.

I would like to wish ALL of our membership and their families a Merry Christmas!

GOD bless us all.

*Dennis Hamilton*

**\*\*\*ATTENTION\*\*\***

## ***1104 & 2354 HOLIDAY EVENT***

### ***“ELF”***

On December 4<sup>th</sup>, a gate collection was held to benefit our laid off USW members during this Holiday Season. Over \$3600 was collected. As a result, Local 1104 is extending an invitation to **ALL** Union members with children and/or grandchildren to a ***FREE Night at the Movies.***



This event will takeplace at the Palace Theatre, 617 Broadway, Lorain, on **Tuesday, December 22<sup>nd</sup>**. **Santa** will make an appearance at **6:00 p.m.** and the **movie** will begin at **7:30 p.m.** The movie is **FREE** for everyone and there will also be **free cookies** for all.

Children/grandchildren 14 years and younger will receive a **free hot dog, free pop, and free popcorn.**

There will also be ***door prizes and gifts for children ages 12 and under.***



Please call the Union Hall, 244-1358, to reserve your spot. In order to purchase gifts we will also need the gender and ages of your children/grandchildren attending.

**Doors open at 6:00 p.m.**

**Please bring your badge or ID.**

Please help spread the word and share this information with anyone laid off.



**afl-cio**

**Timothy W. Burga**  
PRESIDENT

**Pierrette M. Talley**  
SECRETARY-TREASURER

American Federation of Labor and Congress of Industrial Organizations

**MEMORANDUM**

**To: Ohio Labor Leaders and Allied Partners**

**From: Tim Burga, President, Ohio AFL-CIO**

TB

**Date: November 16, 2015**

**Subject: Unemployment Compensation Legislation**

On November 9, State Representative Barbara Sears (R-Sylvania) introduced a bill, H.B. 394, in an informal hearing to address the shortfalls in the Unemployment Compensation Trust Fund by proposing to dramatically cut laid off workers' benefits. First, let me say that any changes to the unemployment compensation system have historically been a labor/business venture. After having an initial meeting with Rep. Sears over one year ago to discuss this issue, she apparently has no interest in working together to try and find common ground.

As a result, this bill does nothing to get at the **REAL** source of the solvency problem, which is that employers have been paying way too little into the system for far too long. In fact, employers only pay a percentage into the system on the first \$9,000 a worker earns — where it has been for the last 20 years. The average taxable wage base nationally that employers are required to pay into the system is on the first \$13,400 of wages or 1/3 more than what Ohio employers are required to pay here in Ohio. This is the problem, and this proposal falls terribly short of addressing this flaw.

Instead, this bill places the burden on laid off workers through benefit cuts, such as dramatically slashing the number of benefit weeks from 26 to as few as 12, and reducing maximum awards for those with dependents. As far as shared sacrifice, which the author stated this bill represents, she testified herself that when fully implemented, businesses will pay less in unemployment compensation taxes than they currently do.

For these reasons and others the state federation stands in opposition to this bill and will work closely with our policy partners, including Policy Matters Ohio, to review and report on its effects to working people. A preliminary review of the major provisions of the bill is enclosed for your viewing and distribution. Additionally, the following are some early talking points about the bill:

- 1) It does not represent sacrifice by all parties – employers overall will pay *less*, while benefits will be slashed by hundreds of millions of dollars a year

[www.ohaficio.org](http://www.ohaficio.org)

- 2) It misdiagnoses the solvency problem. It goes after worker benefits, when independent experts have made clear the problem with Ohio's fund is inadequate taxes
- 3) It is illogical and extreme – reinstates the Social Security offset when both branches unanimously approved to remove it and no other state does it, eliminates benefits for modest infractions of employee manuals, imposes additional waiting weeks, and changes the law to prohibit benefits for “locked out” workers
- 4) It hurts Ohio's economy and workers through a slew of cuts to benefits— cutting benefits will mean that UC does not help stabilize the economy in the next recession like it did in the previous one

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### CALL TO ACTION

I am calling on your union/organization for a united effort in opposing H.B. 394 by immediately writing to and calling on the following Representatives:

1. Your home State Representative in the Ohio House of Representatives  
If you don't know whom your State Rep is go to: [www.ohiohouse.gov/](http://www.ohiohouse.gov/)

Nathan Manning	District 55	614-644-5076
Dan Ramos	District 56	614-466-5141
Steve Arndt	District 89	614-644-6011

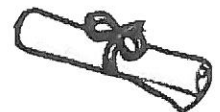
2. Rep. Robert Hackett, Chairman, Ohio House Insurance Committee  
Riffe House Office Building, 11<sup>th</sup> Floor  
77 S. High Street  
Columbus, OH 43215  
Phone: 614-466-1470

Please be on the look for our call to action communications. If you have not signed-up for our E Alerts, please do so at [www.ohioaflcio.com](http://www.ohioaflcio.com)

We have a letter drafted to Rep. Hackett, Chairman, Ohio House Insurance Committee, at the Union Hall, stating that USW Local 1104 strongly opposes H.B. 394. Please stop in and add your name.



## SCHOLARSHIP ANNOUNCEMENTS



Now available

- **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. Deadline is April 30, 2016.

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.

## H.B. 394 – Preliminary Review of Major Provisions

By: Policy Matters Ohio

November 10, 2015

**Sliding scale on weeks:** Provides for a maximum of between 12 and 20 weeks of benefits, down from 26. The sliding scale is based on unemployment levels every six months. Bill would mean 12 weeks of benefits as of right now, and would have provided an average of 15.5 weeks over the past decade. During 2009, 247,778 Ohioans exhausted their 26 weeks of benefits. On *average*, Ohio claimants received 19.9 weeks of state benefits in 2009 and 2010; nearly half of those who got benefits exhausted them in those two years. Even for the 12 months ended in June, the average duration of benefits was 14.9 weeks, more than the 12-14 weeks that would have been available under the Sears bill.

**Maximum benefits:** Eliminates current three-tiered maximums based on dependency and reduces top benefit to half of the average weekly wage, or \$431 this year. The maximum benefit this year for those with at least three dependents is \$572 (66%-plus of the average wage), \$514 (almost 60% of the average wage) for those with one or two dependents and \$424 (49.2% of the average wage) for those with no dependents.

**Maximum benefits are frozen** and do not rise with the average wage when the minimum safe level is below 50%.

**Requiring wages in three quarters – in addition the current requirement that bases benefits levels on average wages over at least 20 weeks --** will hurt workers who are intermittently employed.

**Temporarily increasing the taxable wage base to \$11,000** when the fund is at or below 50% of the minimum safe level is inadequate (average nationally is \$13,407, not just when funds are low) and poorly timed. Minimum safe level left not clearly identified in this version of the bill, though appears to match DOL definition of a solvent fund. Otherwise leaves taxable wage base at \$9,000, where it has been for 20 years.

**No other attempts to overhaul a tax system that is clearly out of date and insufficiently funded:** Continues provisions for mutualized account that previously have led to tax reductions when the system is heavily in debt to the federal government. Apparent tax cuts for new employers.



**An additional waiting week required** for those who are reemployed and earn at least as much as they got in benefits. This creates a new “cliff” effect and might mean additional waiting weeks for those who work on and off through the year.

**Apparent reimposition of Social Security offset**, repealed unanimously by both houses in 2007. Unemployment benefits are reduced by Social Security being received. Also probable cuts in benefits to certain workers getting workers’ comp and disability, though we need to look at this more closely.

**New definitions of “just cause” to hurt eligibility:** Violating the employee handbook, and not meeting “reasonable” employer expectations, are just cause for discharge. Employees who are absent for three days without notifying the employer are considered to have quit work without just cause.

**No benefits during lockouts;** other reductions in benefits related to labor contracts, so (for instance) those employed by an employer involved in a labor dispute but not at the site of the dispute and not involved in the dispute are no longer protected as they are now.

**Drug testing**, along similar lines to the separate bill recently introduced.

**Unemployment Compensation Advisory Council is abolished.**

**Eliminates provisions that stipulated a three-year time limit** after which non-fraud overpayments wouldn’t be pursued and a six-year time limit after which fraud overpayments wouldn’t be pursued. Also adds provision that there is no time limit for collection of fraud overpayments.

**Also expands time under which the agency can issue overpayment determinations.** Agency can issue determination of overpayment as follows: non-fraud-- 6 years after end of benefit year (previously 3 years); fraud—the prior 4 year limit is eliminated, so it appears to be unlimited; instead, director will come up with rules for that.

**Timing:** It appears if the bill passes next year that key benefit cuts will go into effect for those newly receiving benefits January 1, 2017, while the tax provisions don’t go into effect until 2018. Also, not clear when overpayment sections would go into effect. It should be noted that individuals currently have made decisions on whether to appeal based on the fact that an appeal extended the time for collection. Thus if the overpayment section is applied retroactively, it could prejudice individuals who previously decided to not take their appeals to court.

# **EAP COMMITTEE**

Dear Brothers and Sisters,

Another year has passed and we are working our way into the Christmas holiday season. Everyone on the Employee Assistance Program Committee would like to extend a blessed and Merry Christmas to all our Union Brothers and Sisters. May the New Year bring a positive outlook to our Local 1104 and the rest of the International Locals.

Many times the holiday season brings undue stress to relationships and families struggling to make ends meet.

Take stock on your expectations for the holidays and make sure they are realistic. Try to recognize and adjust unrealistic expectations. As families change and grow, traditions may need to change and grow as well. If necessary, create new holiday traditions.

Budget now for the holidays to avoid debt in the New Year. Create a list of each person you plan to give a gift, how much you have to spend and what type of gift you plan to buy for each person.

It might be a good idea to have a family huddle to explain that times are tough and spending around the holidays will be limited. Buy for the immediate family only and explain why to others of your intentions. Be creative in your gift giving and don't focus solely on what you can buy in the store.

Being a smart party host or guest during the holidays should include being sensible about your drinking habits. More than half of all holiday traffic fatalities are alcohol related. Suggest a designated driver to party goers that had too much to drink.

Make your holidays safe and enjoyable. Spend time with family and friends and enjoy each other's company.

In closing, we need to stay strong and support each other as a group.

Happy Holidays  
Your EAP Committee

*We would like to thank the following people who took the time to donate blood at our December 3<sup>rd</sup> Blood Drive.*

Adolph Barr	Judy Muldoon
Barry Crews	Paul Perez
Chad Gibson	James Pinkerton
Mike Gonzalez	Lucas Rhodes
Ken Hasel	Justino Rodriguez
Gilbert Klingshirn	Craig Wright

***Thank you again.***

***Merry Christmas and  
Happy New Year***

***Blood Bank Committee***

*Barry Crews*

## **A SPECIAL THANK YOU**

**to all who so generously donated  
during our Christmas Gate  
Collection for our laid off Brothers  
and Sisters.**

**We collected a total of \$3,600.**

**Thank you again  
for your  
generosity!**



**Merry  
Christmas**



# Grievance Committee

## Chair Report

By Andy Ramos

Brothers and Sisters

### REPUBLIC STEEL

Business is very slow moving into the end of the year. The company tells us their current plan is to run through most of December and then go down for the holidays.

We have been working to address various issues throughout the mill. Although we have seen success resolving some scheduling, seniority, and layoff issues, we still have incumbency, training, and manning issues that the company continues to ignore. On 10/23/15 we held Step Two meetings with the company where we resolved some discipline, pay, and seniority/layoff grievances. On 12/11/15 we plan to meet with the company again to hear Step Two cases. Those who have grievances to be heard on the 11<sup>th</sup> will be contacted.

### US STEEL

Negotiations have been very slow with little to no movement from the company. We have been back home since October 8<sup>th</sup>.

Unfortunately, we do not have any new information regarding #4 Seamless or 6 Q&T at the time of this writing. It looks like we have work in #3 Seamless at the current levels through December, beyond that, we were not given any definite timelines on when the mill will go down or start back up.

Step Two meetings were heard on 10/15/15 with the company. The company denied every grievance so we will be moving them forward. We have reached out to get another meeting date before the holidays and will be in contact with those who have cases on the agenda.

In Solidarity,  
Andy Ramos

## Zone 1

By Ron Kaczur

I hope everyone had a great Thanksgiving.

Things in the Mill are not going so great. Orders are down and lay-offs continue.

As of the writing of this article there are 11 grievances to be heard at 2nd step. A discharge grievance was heard at 2nd step and the Union is waiting for an answer. Hopefully the Employee will be back soon.

Eight (8) grievances are company/management improperly laying off the senior/incumbent Employees. The rest of the grievances address incentive and overtime issues.

As of this time a 2nd step meeting is not scheduled. I will make sure all affected Employees are informed of the status of their grievance once they are heard at 2nd step. If any Employee has a question please feel free to call me.

Stay Safe  
Ron Kaczur  
440-670-6249

## Zone 2

By Danny Long

As of this writing, unfortunately, everyone in Zone 2 has been laid off or has taken the buyout that was offered. I currently have a total of 2, yes you are reading this correctly, 2 people working in the zone. These two people are the scrap prep people that are running rail and moving scrap.

We have had two Second Step meetings since I have taken over the zone, one in May, and one last month. Unfortunately, the one in May we heard a discharge case resulting in one union brother being discharged. The meeting we had last month was concerning another discharge case that has not yet been resolved, along with several other grievances that have yet to be heard, but are on the agenda for December 11<sup>th</sup>. Hopefully we can get the ball rolling on these cases, since negotiations with the USS contract have come to a halt for now.

Also you all are probably aware of the rumors that an outside entity or entities have been looking into the blast furnace to see what it might take money wise to get thing rolling, but again, this is a rumor, and the company remains hush hush about this and basically is telling the union nothing. So, as of now, I have nothing else to report, other than to keep our fingers crossed that someone wants to put the time and money in this furnace and get things started up and back to the old ways of making steel.

In Solidarity  
Danny Long

## Zone 3

By Carl Baker

Brothers & Sisters,

First I would like to thank anyone who called about contractors working in the plant. This is our work and must remain that way. If anyone sees contractors in the mill contact myself or Ron and Dave, (Contracting Out Committee). This goes for managers as well. Their job is to manage the work force.

Board charges have been filed over the delay in getting information from the company. The company is starting to respond but this has caused an unnecessary delay in processing those grievances. Many other grievances have been filed involving illegal layoffs, managers working, contracting out and illegal scheduling.

Layoffs continue as business stays at such low levels. Please stay focused on your job while you are at work. Please work safely.

As we all know John Wilkinson quit. The new plant manager is Dave Brown. Also Steve Bauer retired leaving Bill Dittrich as the only one left in Human Resources.

The company has started to use ability over seniority to keep certain people. This is being challenged.

Materials Management is undermanned, as it has been for quite some time, while more work is being assigned to the department. Unfortunately management refuses to see the need for more people when you add work.

The term "do more with less" is being used so much you would think it is a new corporate policy. Remember what is most important, "SAFETY FIRST".

In Solidarity  
Carl and Ron

## Zone 4

By Dean Bober

Brothers and Sisters,

On a personal note I would like to thank everyone who gave their condolences to me and my family in our time of loss. Anyone who met my Father will know he was a great man and will not be forgotten.

It is no secret that the company has made more and more cuts throughout our facility. With those cuts, the company has forced our Employees into crossing lines of progression by cutting fire watch in half in 6 Q&T and 4 Seamless. I have filed the grievance direct to Second Step and will add it to the agenda for the next set of Second Step meetings we have. We will put a list of grievances together and have second step meetings scheduled in December. The Company also cut the TCM Labor group and Janitorial group in half.

During the last few months we have had at least 2 discharges we have heard. One resulted in the Employee retiring and another is still in the process and a continuing uphill battle.

Andy Ramos and myself heard 9 Second Step meetings in October with the company. Like always, any and all language cases were denied by the company.

We still have over half of our work force on layoff and no sure sign of anyone being recalled. We are being told that that until Fairfield is running at full capacity 4 Seamless will not receive orders. We had a partnership meeting with the company and new plant manager David Brown. The Company reports no plans for 6 Q&T or 4 Seamless in 2016. I sure hope our Brothers and Sisters from those departments are

taking advantage of TAA and going to school, or at least found work elsewhere. If these departments start back up, I don't think the company will have enough workers willing to take the gamble of returning to work here in Lorain.

Again times like this we have to stick together and fight the fight together. If there are any issues with anything in your departments, contact Mark Williams or myself and we will get the issues addressed.

Remember Union is power and solidarity forever.

In solidarity,  
Dean Bober

## Zone 5

By John Bennett

There is not a lot to report, seems to be the same battles over and over with issues with postings, overtime, and scheduling. We are addressing these weekly. There have been over 200 Brothers and Sisters take the separation agreement; we wish them well. I get frustrated, it seems if upper management would put the effort into selling steel that they put into eliminating jobs and avoiding buying needed parts, we would all have plenty of work. It is a battle every week just to maintain the maintenance workers we have from week to week. Working with Andy Ramos and Brian Sealy, we are trying to clear up past grievances and process newer ones more efficiently. Keep in mind as we approach the holidays, we are all going through these rough times together and we will all make it through together. If you need anything or if I can assist you in any way my number is 440-258-4623.

Take care and God bless.

John Bennett

## GRIEVANCE COMMITTEE

### CHAIRMAN

#### ANDY RAMOS

Cell 440-864-2738  
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

#### DANNY LONG

Cell 440-452-1939

### ASSISTANTS

#### CHRIS HOWARD

Cell 440-752-3241

#### JOHN BLAZ

Cell 440-315-0145

### ZONE #3

#### CARL BAKER

Cell 440-308-6338

### ASSISTANTS

#### RON LATTANZIO

Cell 440-537-6695

### ZONE #4

#### DEAN BOBER

Cell 440-308-5527

### ASSISTANTS

#### MARK WILLIAMS

Cell 440-799-3850

### ZONE #5

#### JOHN BENNETT

Cell 440-258-4623  
Work 277-2423

### ASSISTANTS

#### RICK LUCENTE

Home 277-0734  
Work 277-2016

### STAFF REPRESENTATIVE

BRIAN SEALY

419-874-3229

### 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

LOCAL 1104 WEB PAGE

[www.uswlocal1104.net](http://www.uswlocal1104.net)

## 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.*

## MISCELLANEOUS COMMITTEES

### BENEFITS / S & A COMMITTEE

WEDNESDAY 8:30 -- 4:00

#### RICK LUCENTE

Home 277-0734 Work 277-2016

#### ONIKA RIVERA

Cell 258-5933

### 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

#### JOE RICE

Home 246-0118 Work 277-2223

Cell 440-541-7021

#### CHRIS HOWARD

Cell 440-752-3241

### CONTRACTING OUT COMMITTEE

#### REPUBLIC STEEL

#### GEORGE STEWART

Cell 440-714-7995

#### US STEEL

THURSDAY 7:00 – 3:00

Union Hall 244-1358

#### RON LATTANZIO

Cell 440-537-6695

#### DAVE CLAWSON

Work 240-2589

### SUB OFFICE

Warrensville Heights

1-800-443-3752

### 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

#### BETTY VAZQUEZ

Cell 440-315-8299 Work 277-2658

#### KEVIN GRIFFITH

Cell 522-1037 Work 240-2533

### INCENTIVE COMMITTEE

#### REPUBLIC STEEL

THURSDAY 8:00 – 4:00

Union Hall 244-1358

#### PAUL SCHWEINBERG

Home 233-7544 Work 277-2559

#### LOUIE DINEFF

Cell 440-258-7811

#### US STEEL

WEDNESDAY 7:00 – 3:00

Union Hall 244-1358

#### DAVE CLAWSON

Work 240-2589

#### ADRIAN OLIVENCIA

### JOB EVALUATION COMMITTEE

#### US STEEL

#### GEORGE HUSTY

Cell 864-9117

#### 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 440-984-9210

#### 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

Work 277-3537

SAFETY CELL 1-440-283-6458

SAFETY FAX 277-2867

### TRAINING COMMITTEE

#### US STEEL

#### CARL BAKER

Cell 440-308-6338

#### DEAN BOBER

Cell 440-308-5527

#### REPUBLIC STEEL

#### NELSON FONTANEZ

Home 244-1133

[nelsonfontanez@uswlocal1104.net](mailto:nelsonfontanez@uswlocal1104.net)

#### STEVE MIHALCIK

Cell 440-453-3980

[smihalcik@uswlocal1104.net](mailto:smihalcik@uswlocal1104.net)

### TRAINING COORDINATOR

#### RICK CAIN – REPUBLIC STEEL

Union Hall 244-1358

Cell 440-396-3445

Fax 244-5795

[rickcain@uswlocal1104.net](mailto:rickcain@uswlocal1104.net)

### VETERANS COMMITTEE

3<sup>rd</sup> THURSDAY NOON – 4:00

#### 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