



President Dan Boone

## Letter From The President

In this, my first report in our first monthly newsletter, my Brothers and Sisters in solidarity, I bid you welcome. In our continuing search for better ways to reach out to you, the strength of Local 979, it has been decided to publish a monthly newsletter to try to keep you all better informed of what's going on in the local on a plant wide, and to a lesser extent, a departmental basis. There are so many topics that we can cover and this communication to you will be a work in progress. Of course, as we grow, we will solicit your feedback as to what items should stay and what should go, as well as what type of information you personally like to see included.

**COMMUNICATION:** The distribution of information has always been difficult and even in the age of social media, that has not changed. With Facebook, less than half you participate in any of the 3 unofficial and the 1 official Local 979 pages. There is also the Local 979 text messaging application that anyone can sign up for and receive texts about important information of events that occur within our local. For big events, such as outings and

# Steel Valley News

official communications, we send mail to your home address. You can rely on your committeemen, officers or advocates to inform you, but even that sometimes is not enough to get information into your hands to all the departments in a timely manner. To that end I look forward to your thoughts and input on this attempt to help keep you all better informed.

**CAPITAL INVESTMENT:** We continue to press the company for more money for capital improvements as well as R&M (Repair and Maintenance). The lack of spare parts and money to keep our departments maintained and prepared for breakdowns is always a topic of discussion. You can see that we run on a "run til failure" mode in many cases. We recognize it too and always address the issue when the opportunity arises. In addition, there is currently a grievance in the system on maintaining the plant. As a result of negotiations, we do have twice the money for capital improvement for 2019 than we had in 2018 with a bigger project for the HDGL and a new hearth for one of the hot mill furnaces planned. As other projects are approved, we will keep you up to date.

**SAFETY:** I would be remiss if I didn't mention safety in this report. I don't think anyone would want to see anyone else get hurt, whether on or off the job. The company is required to afford us a safe workplace, but we must always be vigilant as we do our daily jobs. I believe its ok to alert our brothers or sisters if we should see a hidden trap that they might miss. No one should be upset because someone else is looking out for them.

**HIRING:** We are currently working to increase the number of people working in the plant. As you all are aware, we are woefully understaffed. The combination of forced overtime, the holding of people on their current jobs after being successful bidders and the need to contract out maintenance work to keep the plant running are all direct indicators of the immediate need for hiring. We have met with the company on reestablishing the hiring pool, and while painfully slow, the process is moving forward. At the time of this writing the company has hired people for the railroad and a plumber, taken applications for MTM and has now taken applications for Mobile Equipment, Stationary Engineer.

I will close this report to you with this message. It is distressing, at the minimum, when I continue to hear instances of our brothers and sisters calling Labor Relations to turn people in for infractions that would be otherwise left alone. While I understand that not everyone has the same set of morals and values, I cannot understand what pleasure or self-satisfaction one would get from doing this. We have had more than a few people lose their jobs over being turned in by other Union members. Let's let management do their job while we do ours. Thank you, work safe and enjoy the reason we all come to work here. Our time off.

In Solidarity,  
Dan Boone

## A Letter From The Grievance Committee



Grievance Chairman Tony Panza

I am very pleased to see the Local Union go with a newsletter. I certainly feel the more information that is out there is a good thing not a negative thing. A newsletter sounds like a great idea to help get this information out to the membership. Look for my USW Local 979 Grievance Chair page on Facebook as well.

Are you an “Objective” or “Subjective” reader? Objective is defined: (of a person or their judgment) not influenced by personal feelings or opinions in considering and representing facts. Subjective is defined: based on, or influenced by personal feelings, tastes, or opinions. So, the real question is, are you basing your belief on what you are reading or what you are feeling? Very important to try to take the emotion out of it and be *Objective*.

*“Do you realize further that Arbitration rulings that do not show up in the agreement do a great deal more to define the BLA as well?”*

How many of you have read the entire contract? How many of you have read it more than once? Have you read the letters in the back as well? These offer more clarification on some of the items in the main body of the Basic Labor Agreement. Often times, folks read one portion and they think that this answers their question when in reality, there are other passages that give more detail and put what they perceive as the correct answer in doubt.

Do you realize further that Arbitration rulings that do not show up in the agreement do a great deal more to define the BLA as well? The broad strokes of the Contract are refined in Arbitrations that have already occurred over decades and continue to occur even as we speak. These cases are the result of the Union or the Company accusing each other of violations of the agreement. These Arbitrator rulings add clarity to the BLA. Realize however that Arbitrators are fickle and sometimes even the best case does not go in

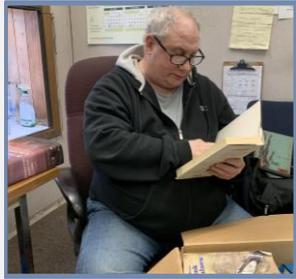
your favor so sometimes we may not want to go to arbitration on an issue because we do not want to role the dice.

Many of us when it benefits ourselves either look for the concrete language or look for the grey that supports our current dilemma. I must admit I am not a fan of the grey, but I also appreciate that on occasion it allows us to save someone’s job. But if you always live in the grey, then its “let’s make a deal” and that is not fair.

Regardless, I like pushing the bubble. So when in doubt, file a grievance. But do realize that an answer may not be what you wanted. I hope that you understand that the decision is based on my understanding of the various documents not on anything personal.

In Solidarity,  
Tony Panza

## A Letter from the Safety Committee



Safety Chairman Tony Pasquale

Sisters and Brothers,

We are well into the New Year, and are starting off a little rough. As of February 19, 2019 we are 50 days into the year and have had 22 injuries. That is almost one person injured on the job every other day. This number is too high, and we cannot and must not settle for anyone being injured on the job. We must strive to work smarter, not harder, on our jobs, and make it a personal goal not to be injured this year. We must not settle. Our families depend on us to come home safely just as our union sisters and brothers depend on us to be on our job to make some of the world's best and most sophisticated steel.

We ended last year on a bad note. David Plavchan was fatally injured on the job, we believe, while trying to board a coil tractor. We must stay vigilant on our jobs, and continue to strive for safety improvements in our work

*"We must stay vigilant on our jobs, and continue to strive for safety improvements in our work areas."*

areas. This is a philosophy we cannot deviate from, and we must continue our fight for a safer work place. No employee, union or management, deserves for their last day on Earth to be because of an injury suffered on the job. In addition to the fatality we had 187 total injuries, 41 of those being OSHA recordable, four lost time injuries, and 11 restricted cases.

In 2018, your union safety committee has put forth great effort to organize new safety training ideas and plans for specific areas in the mill. It is truly hard to believe that some of our sisters and brothers have worked down here 10 years or more and have never been to a safety meeting. Some departments have begun to roll out their training plans already this year. Steel Producing has begun to do a monthly crew meeting to discuss safety issues, and cover the monthly MTS

material. Iron Producing continues to have weekly safety meetings at the pentagon, and will be rolling out their whole day, 8-hr safety day training. Plant services and logistics have begun man lift refresher, and the Railroad will be having carbon monoxide and hazardous atmosphere refresher training. PSL&RR will have even more topics spread throughout the year. The hot mill, cold mill, and MEU plans are being finalized to fit our needs, and rest assured that they are going to be great plans.

As members of Local 979 we know we can achieve anything. Remember, we are our sister's and brother's keeper.

In Solidarity,  
Tony Pasquale

### Local 979 Safety Committee

**Chair:** Tony Pasquale    **Iron Producing:** Adam Vlainic  
**Steel Producing 1:** Dave Dobrovich  
**Steel Producing 2:** Arbert Gonzalez  
**Hot Mill:** Jack Hearn    **Finishing:** Mike Cottle  
**MEU:** Rich Dingess    **Serv., Log. & Rail:** Bill Cook  
**Safety Coordinator:** Bob Boardman

## Local 979 Committees

### Women of Steel



#### Upcoming Events

- **March 5<sup>th</sup> 50/50 Raffle Drawing**

Tickets are \$1 or 6 Tickets for \$5. The winning ticket will be drawn at the Union Meeting on March 5<sup>th</sup>. Winner does not have to be present to claim prize.

- **May 4<sup>th</sup> Women's Health Fair Luncheon at the Union Hall.**

**Anyone interested in joining Women Of Steel can call  
Nicole Perry at  
216-496-2196**

### Next Generation



#### Upcoming Events

- **March 17<sup>th</sup> St. Patrick's Day Parade**

March with our Local in the parade Downtown. Family and Children are welcome. Participants needed!

- **April 9<sup>th</sup> NextGen University Grievance Class**

Chief Grievance Officer Tony Panza will lead an informative class on the steps of our grievance procedure and how it affects us as bargaining unit members in the mill. Great for anyone interested in the deeper workings of how our Union operates.

**If you are interested in joining Next Generation contact  
Rick Pietrick 440-570-0404**

### Veteran's Committee



The Local 979 Veteran's committee is comprised of any prior service member of the Armed Forces, no matter if they were active duty, reserves, or guard. It doesn't matter if you were ever deployed to an area of conflict or stayed stateside your entire enlistment.

The committee is seeking new members to help with upcoming events. In years past, we've done various raffles that have benefitted members of our Local, military focused organizations, and been very involved with our Toys For Tots campaign in the fall.

Mark your calendars for the Annual Rally For The Troops April 28<sup>th</sup>. We will meet at the Union Hall and ride our motorcycles to downtown Cleveland for the ceremony. Anyone is welcome to attend this ride. It doesn't matter if you are a Veteran or not. You may even attend without a motorcycle.

**For more information, help with your VA benefits, or to become a member of the 979 Veteran's Committee**

**Contact Mike Galletti  
216-224-5940**

## Sports Committee

**Looking for ANY and ALL Members who wish to participate in a Sports League sponsored by Local 979.**

Created in 2019, the new Sports Committee will be accepting applications from members who wish to have their league sponsored by the Local.

Any members in good standing are welcome to apply and all sports are eligible for sponsorship.

If your team is mostly made up of Local 979 members, the Sports Committee wants to sponsor you.

**For more information or to apply  
call Tony Panza 440-829-4106**

## ANNOUNCEMENTS

### Upcoming Events

#### March 5th

**Union Meeting**  
7:30 p.m.  
@ Union Hall

**Taco Tuesday**  
**50/50 Raffle**  
Women Of Steel

#### March 17th

**St. Patrick's Day  
Parade**  
(Downtown  
Cleveland)

#### April 2nd

**Union Meeting**  
7:30 p.m.  
@ Union Hall

#### April 9<sup>th</sup>

**Next Generation  
Grievance Class**  
7 p.m.  
@ Union Hall



## ST. PATRICK'S DAY PARADE

Local 979 will be marching in the 2019 St. Patrick's Day Parade with our custom float and banners through Downtown Cleveland, Sunday March 17<sup>th</sup>.

This local tradition, which has always included Labor Unions, will also feature many of the other local Trade Unions in Cleveland.

Join us by coming out to showcase the pride we have in being Steelworkers as we represent Local 979 to our city!

**This event is open to ALL ACTIVE & RETIRED  
STEELWORKERS, Family, and Children.**

To sign up for the parade call Sam Moyer – 216-571-3322

### **E.A.P.**

## **EMPLOYEE ASSISTANCE PROGRAM**

I'm sure that you all know about the services offered to you by the EASE @WORK program. They offer far more than just substance abuse problems. Unless referred by management, anything you go to EASE for is confidential and the company **WILL NOT FIND OUT!**

If you might be struggling with an issue from child care to elder care or anything in between, don't wait until it becomes a problem at work. You can talk to your committeeman, your EAP rep., or call EASE directly. They really are there to help.

- Dan Boone