

Mark Valdez  
President

Marty Perez  
Vice President

# RANK & FILER



Stephanie DeLaRosa  
Recording Secretary

Linda Doppe  
Financial Secretary

Buzz Enea Jr.  
Treasurer

April 2010 Edition

Local 1440

## Letter from the President

Brothers and Sisters,

On Friday, May 14<sup>th</sup> the company plans to hold their Annual Employee meeting in the Tin Warehouse. There they will give speeches about how good everyone is doing. They will say how much they appreciate their employees. They will tell us to keep up the good work. They will use words like “partnership” and “teamwork”. Then they will feed everyone lunch. But here’s what’s really happening. Right now we have senior people being given multiple day suspensions, subject to discharge. They’re given the opportunity to sign a LCA (last change agreement) and to sign off their job, and go to the labor gang or just retire. So what are they trying to tell these employees? That they don’t want to fire them? That they just don’t want them on their job anymore? Is this how a company shows appreciation for their employees?

While we are on the subject of them appreciating their employees, let’s talk about the cameras they like to install. If you ask the company, they say they are trying to prevent theft. But the only thing they are accomplishing is firing more employees and treating us like convicted felons in a prison. How come the executive offices don’t have 4 cameras pointing at them while they sit at their desks working? Yes, at the Tin Mill meeting they’ll tell us we are doing a good job that we can accomplish anything at the mill, whether it’s increasing production or improving safety that they believe in us! But only if they are watching you on their “**Posco Vision**”. What better way to say “Thank You” or “You Are doing A Great Job” than making you a star on their cameras.

A lot of people ask if there are 2 sets of rules at USS/Posco. When we ask the company they say “no”.

*Signed contributions are invited by Members of Local 1440. Other contributions may be accepted. All material is subject to general interest to the membership and space availability, and may not be returned. Articles, opinions expressed, and statements made are not necessarily the opinion or the policy of the Union. The union does not endorse any advertisers*

But how many of you have been reprimanded for not having your PPE north of the tunnel? I have personally informed our company’s V.P. that there are managers not complying and I have even given him specific areas where this is happening. He says this will be corrected, and yet the company still hands out reprimands to wage employees. Guess what? It’s not fixed. They (the managers) still walk into their areas without their PPE on. Sounds like two sets of rules to me. Is this how a company shows appreciation for its employees?

There are many other issues that need to be addressed. Much more could be said, but this needs to be said “STOP WALKING ON OUR CONTRACT”. The employee appreciation I’ve seen from the company forces me to say that I will not be NOT be participating at this year’s Annual Employee meeting.

In Solidarity  
Mark Valdez

**Our Union Meetings are held every  
2<sup>nd</sup> Thursday of the month.**

**Our Next Meeting will be on  
May 13<sup>th</sup>  
5:30 PM at the Union Hall  
677 Cumberland St.  
Pittsburg**

# LOCAL'S WEBSITE



[www.usw1440.com](http://www.usw1440.com)

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## Grievance Committee

**Buzz Enea Jr. - Chairman** -Reliability  
**Mike Orlando -** Rolling  
**Joe Perez** Sheet  
**Steve Berendsen** Tin  
**Stephanie De La Rosa** M&I

Call Hall at 432-7396 for Grievance Person Phone No.

## Contracting Out

**Andy Angelo. - Chairman**  
**Jim Gillespie - Assistant**

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## Recommendations for June Primary

Governor	Jerry Brown
Lt. Gov.	Janice Hahn or Gavin Newsom
Secty of State	Debra Bowen
Treasurer	Bill Lockyer
Controller	John Chiang
Super of Instruction	- Tom Torlakson
Insurance Comm.	Hector DeLaTorre
US Senator	Barbara Boxer
US Congress	-George Miller (Dist. 7) John Garamendi (Dist. 10) Jerry McNerney (Dist. 11)
State Assembly	Susan Bonilla (Dist. 11)
County Assessor	Bob Brooks, Ross Butler or Gus Krammer
County DA	Mark Petersen
County Sheriff	Brian Kalinowski or Dave Livingston
Prop 13	YES
Prop 14	NO
Prop 15	YES
Prop 16	NO
Prop 17	NO

## You're in Politics!!!

**As you get out of bed-** the mattress you have been sleeping on has contents regulated by the Federal Bureau of Standards – a Bureau controlled the Congress, *whom you elect*.

**As you shut off your electric alarm or turn on your lights** – remember that the rates of electricity are approved by your Public Service Commission, either elected by you or appointed by your Governor, *whom you elect*.

**As you eat your breakfast** - most breakfast foods are approved by the Food and Drug Admin., whose Director is appointed by the President, *whom you elect*.

**As you drive anywhere** - realize that the gas taxes are set by your State and Federal Officials, *whom you elect*.

**When you go to work** - Safety Standards are set by OSHA, a Division of the Dept. of Labor, whose Director is appointed by the President, *whom you elect*.

**If you are hurt on the job** - Workers' Comp Benefits are set by State Legislators, *whom you elect*.

**The home you are living in** – the taxes are set by the City, County or State Officials, *whom you elect*.

**The air you breathe, the water you drink, the land around you** – all are controlled by the EPA, the Director is appointed by the President, *whom you elect*.

**And, if you should live long enough to retire** – your Medicare and social Security Benefits are set by Members of Congress, *whom you elect*.

**AND YOU DIDN'T THINK YOU WERE INVOLVED IN POLITICS !!!**

# Financial Secretary's Report

Dear Brothers and Sisters,

On June 8<sup>th</sup> is the June Primary election. I know it's hard to get out and vote, but there are some important races that you should cast your vote in.

Superintendent of Public Instruction, Tom Torlakson, he is a local candidate (Antioch) and was a local school teacher. Tom has always given support to local issues and to labor issues.

Prop 14 – No - Top 2 Primaries Act, this would have all of the candidates run in a single open primary. The top 2 vote-getters would run against each other in the general election. It wouldn't matter if they were from the same party, a Democrat could run against a Democrat, so much for a choice of different views.

Prop 16 –No - this measure should make you nervous because of all the money that has been spent to try to pass it. PG&E has contributed 28 million so far. The ads on TV try to make Prop 16 sound like it would benefit you; instead it eliminates any competition for PG & E. This bill would make it almost impossible (2/3 vote) to form a local municipal utility, PG&E's only competition for electricity.

UPI is planning a 100 year celebration of a steel plant being on our site. Columbia Steel in 1911, US Steel purchased it in 1947 and the joint venture US Steel/Posco in 1986. If your parents or grandparents have any old photo of the plant or workers the company would like to use them in a presentation at the celebration. Please bring the photographs either to the Union Hall or to JoAnn Call-Rowney. Put your name on the back of the picture so they could be returned.

Fraternally,  
Linda Doppe

# BE A POSITIVE VOICE FOR YOUR UNION BROTHERS AND SISTERS THAT ARE STILL LAID OFF

## **BASIC LABOR AGREEMENT**

### **SECTION 8.4 OVERTIME**

*The parties recognize that schedules that regularly require overtime over extended periods are undesirable and should not be used solely for the purpose of preventing the recall of laid-off employees.*

### **SECTION 13.6 TEMPORARY VACANCIES**

*If a temporary vacancy is known or expected to be of more than (4) weeks duration, it shall be filled using the three step competition as provided in section 13.5, if there are no displaced or demoted incumbents.*

If you know you are going to be out for medical, personal, disability for 4 weeks or more. It's best to notify your Department Grievance Person, Department Manager and/or Medical as soon as possible so the company must post a TEMPORARY BID for your absence.

We all know how the company is very slow to post any bids whether it is a Permanent Bid or Temporary Bid. They would rather schedule you 12 hour turns or 6 days and keep Union employees displaced, demoted or laid-off. I'm sure you know of situation where managers love to assign their buddies to long term assignments, instead of posting Temporary Bids and having the correct employee receive the bid by seniority.

So, if you know of employees that have been out for 4 weeks or more, contact the employees that are displaced, demoted or laid-off. Or call your Department Grievance Person and have them file a grievance.

**THE LABOR GANG IS FULL OF DISPLACED OR  
DEMOTED EMPLOYEES, WE STILL HAVE UNION  
MEMBERS THAT HAVE BEEN LAID –OFF FOR OVER 19  
MONTHS...**

Marty Perez