

Tony Tiscareno
President

Mark Valdez
Vice President

RANK & FILER



Jack Lenhart
Recording Secretary

Linda Doppe
Financial Secretary

Buzz Enea Jr.
Treasurer

February 2008 Edition

Local 1440

Letter from the President

Brothers and Sisters,

Happy Holidays to all, I hope everyone has a wonderful Christmas and a Happy New Year. We had an excellent turnout for our annual Christmas party at the hall. There was plenty of food and beverage for all to enjoy. The entertainment committee consisting of Stephanie De La Rosa, Jon Fredrickson, Joe Mundy, Shayna Ramirez and Ben Salazar put out a beautiful spread with barbeque and other goodies. I want to thank them all for their hard work and commitment to this event. This event would have been a perfect day except for one issue with the company trying to butt into our business. One of our entertainment committee members was threatened with discipline for not giving the company reasonable notification for reporting off union business. He was threatened with a written and 5 days if he didn't show up to work even though he gave a 2 day notification and properly reported off for union business. This is the second bullshit intimidation tactic the company has pulled with my administration in a month. The first was in the Sheet mill concerning my grievance person. She was threatened with retaliation on a member if she filed a grievance on his behalf. These are blatant intimidation tactics and the company will be put on notice as soon as I get back from our Basic Steel conference in Pittsburgh PA.

Buzz Enea Jr. and I are in Pittsburgh PA to see what the USW is looking at as far as our next contract is concerned. We got in around 4:30 PM Eastern Time and we were met with some steelworkers from other facilities. We have already discussed some of the horror stories that have occurred to all our facilities since 2003 and we all seem to have the same beefs and concerns. The conference is going to be very interesting to say the least. Buzz and I will report out on the issues discussed and how it will affect us at our next union meeting. Our union meetings will be our

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.

forum for all bargaining updates and information. So I suggest that you plan on attending our future meetings.

In Solidarity

Tony Tiscareno

**Our Union Meetings are held every 2nd
Thursday of the Month.**

**Our Next Meeting will be on
March 13th .
7:30 PM at the Union Hall**

Financial Secretary's Report

Brothers and Sisters,

People have asked about our next contract. There will soon be a survey that will ask the membership, "What are your main issues?" You can email me with your issues at ldoppe@sbcglobal.net or call the Union Hall.

What are you willing to do to get that kind of contract? Are you willing to stand together with your Union? Are you willing to do what it takes to make it a reality? This is going to be OUR contract. We have been left out of the process in the past.

We as the membership need to stay together with our common goals. It's about fighting against multiple disciplines for the same offense. It's fighting an absentee program that we didn't agree upon. It's having managers stand over the crews like taskmasters. It's when production becomes more important than doing a job safely. Fighting against throwing our seniority rights out of the window.

The Union has fought this battle before and it's a shame that we have to fight it again. We need the membership's support at the Union meetings to let us know what you want on this next contact.

Fraternally yours,
Linda Doppe

Contracting Out Committee

Jim Harrington

Work: Ext. 6203 PL/TCM Mtce. Shop
Cell: (925)890-0828
Hall: 432-7396 (leave msg.)

Grievance Committee

Buzz Enea Jr. -	Reliability – Chair
Jack Lenhart -	Rolling
Dina Miller	Sheet
Frank Ochoa	Tin
Stephanie De La Rosa	M&I

Call Hall at 432-7396 to get Grievance Person Phone Number.

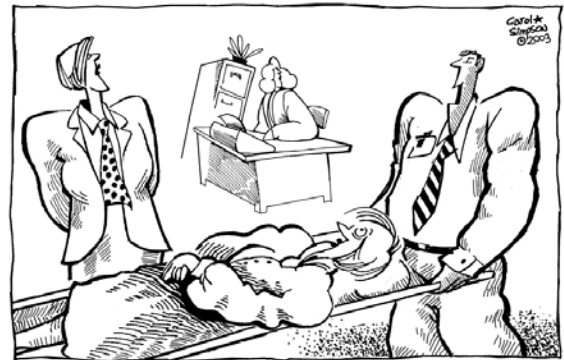
D&A Committee

Nick Garcia
Phone: 872-1799

Mark Creel
Phone: 439-6146

Wage & Rate Committee

Marty Perez
Home: 439-9178
Work: 439-6447



*"We made your new production quota.
The casualties are coming in now."*

Here are some government agencies to protect your rights as workers. Here are the numbers for your information.

FEDERAL – EEOC – WWW.EEOC.GOV
510-634-3230

STATE – FAIR EMPLOYMENT &
HOUSING – 1-800-884-1684

NLRB – WWW.NLRB.GOV – 510-637-3300

OSHA – WWW.OHSA.GOV – 925-602-6517
925-676-0227

RETIREMENTS

January

Ken Bucchi – 31 years service, worked in the Downturn Labor Crew.

February

Dennis Cunningham – 30 years service, worked as a Crew Leader at the PLTCM.

Antonio McCoy – 30 years service, worked as a Feeder on 3 ETL in the Tin Division.

Larry Carter – 21 years service, worked as an Assistant Operator on the CA Line

Congratulations and good luck to our Brothers on their retirement.

QUOTE OF THE MONTH.

I see in the near future a crisis approaching that unnerves me and causes me to tremble for the safety of my country. ... corporations have been enthroned and an era of corruption in high places will follow, and the money power of the country will endeavor to prolong its reign by working upon the prejudices of the people until all wealth is aggregated in a few hands and the Republic is destroyed.

*Abraham Lincoln (attributed)
November 21, 1864*

Dear Brothers and Sisters,

Recently the question has been asked, and I have heard people saying, what has the Union done for me?? Well, think about this. The Union is only as strong as its membership.

Maybe you do have something better to do every second Thursday when we have Union meetings, but the Union is all of us. It's not just the officers and grievance people. We are behind the scenes, working for you. Dealing with your issues. You might not hear about every issue, but, we are addressing everything, one grievance at a time. Don't ask, what has the Union done for me?? but rather, What can I do to help my Union? The answer is get involved. Come to Union meetings.

I looked up the word Union in the dictionary and what it says, is this.....*a Union is a group that is made one, something formed by the combining of individuals for a common purpose.*

Contract is coming up, be informed, unite. Take pride, as I do, we belong to a union and that union is you and I.

Yours in Solidarity,
Dina Miller
Sheet Mill Grievance Person & Trustee

SPECIAL UNION MEETING

FEBRUARY 28TH

9:00 AM & 4:30 PM

UNION HALL
677 CUMBERLAND ST
PITTSBURG, CA
925-432-7396

Free Choice of Treating Doctor for Work Injury

This is the first in a continuing series on workers' compensation and related issues. Please contact me at the email address below with feedback, questions, or requests for future topics.

Many rights which injured workers in this state took for granted have been changed or eliminated over the past several years which should not be a surprise. Governor Schwarzenegger ran on "reforming" workers' compensation and he certainly did. Some would argue that it is the only thing that he has been "successful" at but that's a larger topic. One person's "successful reform" is another person's "totally gutted". Today's issue is when, if ever, can you pick your own treating doctor for a work injury any more?

If you are in a collective bargaining unit and other technical requirements are met regarding group health coverage - the employer needs to provide nonoccupational group health in an approved health care service plan which USS Posco does - then you can still **"pre-designate"** a doctor in advance of an injury under Labor Code section 4600 (d). There are some rules however.

The doctor has to be someone you have treated with in the past, who maintains records or a chart on you, and who agrees to be your pre-designated doctor. Rules and Regulations of the Division of Workers' Compensation (CCR 9780.1) require that the predesignation be in writing - contact Local 1440 for a form - and that the doctor either sign the pre-designation form or "there be other documentation that the physician agrees to be predesignated prior to the injury". It has to be your primary treating physician - nothing says you can't have a PTP for industrial injuries and a different PTP for non-industrial injuries or conditions however - but you can pre-designate a multidisciplinary group. If your doctor doesn't sign the form just have him or her, when you next see them, agree that you can pre-designate and then have them put a note in their chart. That will satisfy the "other documentation" requirement.

Why is pre-designation important? If you've done it then YOU control who treats you from day 1. That doctor says whether you can work or not work, with or without restrictions. That doctor says how long your temporary disability is and what the factors of permanent impairment, if any, are. That doctor says when you need an MRI or surgery or referral to another specialist. Your treating doctor is extremely important in other words. One of the few things you still have control of in the workers' compensation system is pre-designating your physician. Most workers can't. You can, so do it now if you haven't already done so. Finally, when you turn in your written pre-designation form, get a copy or bring two, 1 for them, 1 for you, and have it date stamped by the company so you have proof that you've done it.

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