

Tony Tiscareno
President

Mark Valdez
Vice President

RANK & FILER



Jack Lenhart
Recording Secretary

Linda Doppe
Financial Secretary

Buzz Enea Jr.
Treasurer

March 2008 Edition

Letter from the President

Brothers and Sisters,

First, let me say, I hope everyone had a nice Easter Weekend. The warm weather made this holiday even more enjoyable.

Now for the business at hand, I have been getting some great feedback about our special union meeting that was held last month. On February 28, we scheduled two meetings, one in the morning and one in the early evening so we could hear from you, our members, all issues that are related to your concerns in your respective areas. We wanted to hear how important your issues were and believe me, we heard. What I do want to say and applaud is the manner of professionalism and conduct from our members expressing their concerns and our E-board for listening with open ears. The interaction was great which can only comfort us in knowing that our solidarity will continue to strengthen as we near the expiration of our labor agreement.

With that said, it's important that we maintain patience as preparations for bargaining has begun. I will not divulge our issues or what plans we are taking for bargaining on this rank and filer or any future ones. As I have stated, we will inform all during union meetings and when necessary, we have developed a team of volunteers located at all areas of the plant to inform our members of any issues that need to be addressed immediately. This team was formed at our special meeting. What I will say, we have been in constant communication with all local unions of basic steel for the purpose of gathering data and relating issues that seems to be similar in all plants

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.

owned by US Steel. I believe it's imperative that local 1440 have influence in the decision making process so our language can gain strength when the big boys start contractual negotiations. Many of the issues we are confronting are similar issues throughout basic steel and hopefully they can be put to rest in main table negotiations. That would make it easier for us here to bargain local issues with success.

April 9th, we will be working with the other locals in Nashville. Linda Doppe, Buzz Enea Jr. and I will attend this meeting and we will report back to you at our union meeting in May.

In Solidarity

Tony Tiscareno

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

**Our Next Meeting will be on
April 10th .
7:30 PM at the Union Hall**

Chairman's Report

Dear Brothers and Sisters,

Just a thought while I was in the last investigation where our UNION bothers and sisters were going to the company on another UNION BROTHER AND SISTER, this is the worst time to start going after each other, while the company sits back and watches us implode on ourselves. It shows how weak we are because if we are fighting each other then how in the hell are we going to fight the company. Remember UNITED WE BARGAIN DIVIDED WE BEG. So the next time you are going to snitch to the company just remember that slogan. That the "WE" is all of us. Maybe it's just me, but I would much rather bargain than beg for a contract. But maybe that is just me. Remember you can always bring a problem to the union and we will do every thing in our power to solve the problem. To change gears on you for a moment Mark Valdez is taking over for Jim Harrington as contracting out chairman. I know Mr. Valdez will do a great job and he has all my support in his new venture, I hope you will give him the same support. A parting thought the union is only as strong as our membership. Without your support we are weak and with your support there isn't any obstacle WE can't overcome.

In Solidarity

Sebastian (Buzz) Enea Jr

Chairman of the Grievance Committee

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.

Contracting Out Committee

Acting Chairman- Mark Valdez

Work: Ext. 6013

Cell:

Hall: 432-7396 (leave msg.)

D&A Committee

Nick Garcia

Phone: 872-1799

Mark Creel

Phone: 439-6146

Wage & Rate Committee

Marty Perez

Home: 439-9178

Work: 439-6447

Jeff Samson

Home: 787-9025

ICD COMMITTEE

Sam Navarro

Bill Swenson

Linda Doppe

Bob Witt

Gary Davis

Sandy Austin



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

March

Mike Munoz – 43 years service, worked as a Finisher at the CC Lines.

James Haas – 31 years service, worked as a carpenter in Field Services.

Congratulations and good luck to our Brothers on their retirement.

ICD CLASSES

INTRO TO DIGITAL PHOTOGRAPHY

4:30 pm to 6:00 pm

- Session 1 – 4/1 Digital Camera Basics
- Session 2 – 4/3 Getting to know your camera
- Session 3 – 4/8 Managing the back end process
- Session 4 – 4/10 What can you do with digital images?

ADVANCED DIGITAL PHOTOGRAPHY

4:30 PM TO 6:00 PM

- Session 1 - 4/15 Optimizes your camera
- Session 2 – 4/17 Photo walking tour
- Session 3 – 4/22 Studio lighting
- Session 4 – 4/24 Image review

TO SIGN UP FOR THESE CLASSES PLEASE
CALL JESSICA AT 493-6189

Please visit the ICD website @ www.icdclasses.com

CONTRACTORS STATE LICENSE SERVICES

Will have 30 minute informational meetings on March 27th at the Learning Center, the times are 3:00, 3:30, 4:00, & 4:30, concerning its school and setting up classes at the Learning Center for students to get their contractor's license. If you might be interested, please stop by for some information and refreshments.

QUOTE OF THE MONTH.

"Esau was a traitor to himself;
Judas Iscariot was a traitor to God;
Benedict Arnold was a traitor to his
country; a strikebreaker is a traitor to his
God, his country, his wife, his family and
his class."

Jack (John Griffith) London
The Definition of a Scab

Financial Secretary's Report

Dear Brothers and Sisters,

Last February 19th I attended meetings in Gary, Indiana with other USW locals to discuss issues in our upcoming contract. We have many of the same concerns about seniority, pensions, health care unjust discipline, safety and contracting out. All of the locals will be meeting again in April and officers of our local will be attending to exchange ideas and represent our members.

If any one has a computer printer that is in good working condition and would like to donate it to the Union Hall. Please call me at 432-7396.

Fraternally yours,

Linda Doppe

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.

John Harrigan, Boxer & Gerson LLP, Oakland and Antioch

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