

Tony Tiscareno
President

Mark Valdez
Vice President

RANK & FILER



Jack Lenhart
Recording Secretary

Linda Doppe
Financial Secretary

Buzz Enea Jr.
Treasurer

November 2008 Edition

Local 1440

Letter from the President

Brothers and Sisters,

It seems like we are back on that old roller coaster ride of life. The ups and downs are now taking us to times we haven't seen in 20 years. Layoffs, which I thought were the thing of the past here at UPI are now hitting us hard. This economic recession is hurting everyone in this country and we are feeling the effects of it. The entire sheet mill will be down for most of the year and the rolling division may be dropping a crew. The union will meet with the company this Thursday to review the state of the business so we can get a better understanding on how long this will affect us.

Even though we are going through some bad times, I am optimistic that our new leadership in Washington will help all of us overcome this crisis. Many businesses are suffering from this recession and it looks bad for companies like the auto industry as well as financial institutions. With that said, I am happy that we were able to come to agreement and ratify our labor agreement. Who knows what would have happened if we were to start bargaining now. Nevertheless, I feel we were able to put together a fair and equitable agreement. The wage package alone was extraordinary. I haven't seen a wage increase of that magnitude in my entire career as a steelworker. We were also able to protect our retirements and healthcare for active and retirees. There were language changes in this agreement that protects our safety and seniority and we believe we were able to clean up some of the Line of Promotion Box in some areas of the Plant. We had a good profit sharing year and the integrity of the profit sharing language is protected. Let's just hope that this company will see good economic times next year.

As I stated earlier, we have new leadership in Washington and on January 20, 2009 we will witness an historic inauguration when Senator Barack Obama

is sworn in as President. Many changes were made in this election that will hopefully benefit working people. I personally believe that unions will be stronger because of this change and soon to be President Obama has vowed to sign into law the Employee Free Choice Act that will encourage more organizing of unions without the fear of being fired. This can only happen if congress and the senate are on board. We have to make sure that our legislators stay on top of this and that's all of our jobs to do that.

In Solidarity

Tony Tiscareno

**UNION CHRISTMAS
PARTY**
**Union Members and families
are invited**
Friday - December 19TH
11:00 am to 7:00 pm
@ Union Hall
677 Cumberland St.
Pittsburg

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

**Our Next Meeting will be on
December 11th
7:30 PM at the Union Hall**

LOCAL'S WEBSITE



www.usw1440.com

Grievance Committee

Buzz Enea Jr. -	Chairman -Reliability
Mike Orlando -	Rolling
Dina Miller	Sheet
Frank Ochoa	Tin
Stephanie De La Rosa	M&I

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

I would like to thank my UPI family for their love, care, and support during my recent tragedy.

Marv Roorda and family.

UNEMPLOYMENT INSURANCE

- To file a claim call: 800-300-5616 or visit website www.edd.ca.gov/unemployment .
- 1 week waiting period
- Maximum benefit - \$450 per week

SUB BENEFIT

- You must have over 2 years seniority.
- You must apply for unemployment to be eligible for SUB pay.
- \$100 payment for waiting week.
- \$180 max. payment

Dear Bothers and Sisters,

This is a time of stress for all of us. For our brothers and sisters in the Sheet Division, it comes from not knowing when the lines are going to start up again or where they will be working from week to week. For our members in the Tin or PCM, it comes from not knowing if they will be bumped off of their jobs during this slow time.

If you need assistance during this time there are services to help. One option as an employee benefit is the CONCERN program. The phone number is: 800-344-4222. You are entitled to 5 free visits with a counselor for you or a family member. This service also allows you to talk with a Financial Consultant for 30 minutes on the phone.

Allan McTighe, who is part of the Employee Assistant Program, is also available to talk with any employee. He is at the Learning Center on Tuesdays and Fridays from 10 am to 3 pm or you can phone him at 439-6543.

Should you start to fall behind on your mortgage payments. You can contact; Pacific Community Services 329 Railroad Ave. Pittsburg, CA 925-439-1056

*Fraternally yours
Linda Doppe*

NEW CONTRACT LANGUAGE

SIGNING BONUS

Each employee who was actively at work on August 1, 2008 shall receive a cash payment of \$6000 on or before December 2, 2008. An employee as of August 1, 2008 who was not actively at work on such date will receive the \$6000 cash payment if he/she returns to active employment by August 1, 2009. The signing bonus shall not be used in the calculation of any other pay allowance or benefit. The signing bonus shall be subject to all required tax withholdings and Union dues.

SAFETY SHOE ALLOWANCE

Within ninety days of the ratification of the 2008 labor agreement, each active Employee will be provided by the Company-approved safety shoes (base model) for the Employee's use at work. The quality of the base model shall not be less than the current standard. The Company shall also replace such shoes, as necessary.

THE RIGHT TO REFUSE UNSAFE WORK

If an employee, acting in good faith and on the basis of objective evidence, believes that there exists an unsafe or unhealthful condition beyond the normal hazards inherent in the operation (Unsafe Condition), s/he shall notify his/ here immediate supervisor. The Employee and the supervisor will make every attempt to resolve the condition in the interest of safety. Thereafter, s/he has the right, subject to reasonable steps for protecting other Employees and equipment, to be relieved from duty on that job and to return to that job only when the Unsafe

Condition has been remedied. The Company ~~may~~ shall assign the Employee to other available work in the plant, consistent with this agreement and without displacing another Employee. No Employee, other than communicating the facts relating to the safety of the job, shall take any steps to prevent another Employee from working on the job.

It's Time to E-mail none stop

It seems those in power have forgotten who “**We the People**” are, and “We the People” have allowed it. It's time to voice our needs and point out what has to be done to put many of us back on the right track. These people in power have no idea how hard it is for the working class. With our new leadership there is a slim chance that we will get them to listen. We don't need hand outs we need reasonable housing weather we rent or own. I remember when I first started out at the mill my rent was \$250.00 a month, P.G.E. was Maybe \$75.00 at the highest, my pay check was \$800.00 every two weeks. I was able to save money. Now my rent is 1,600.00 a month my wages are higher but it is very hard to juggle everything. Job loses have put the burden of paying more taxes on us, These people who had jobs no longer can pay taxes whats hard about that. It's time for all of us to e-mail everyone in power and tell them what would help you get out of this mess.

We need to slam them with what we know about how much they spend and make off of us. I will close for now but will be writing more later and give you a copy of what I send off.

The Desert Blossom

Congratulations!!!

Congratulations to Nicholas Ostlund, son of Ben Ostlund, for winning the \$1,000 Tino Fulimeni Scholarship from ICD.

WEINGARTEN RIGHTS

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my union representative, officer, or steward be present at the meeting. Without representation, I choose not to answer any questions."

NOTICE

**THE UNION HALL WILL
BE CLOSED FOR 1 WEEK
STARTING 11/24/08 –
THANKSGIVING WEEK.
AND CLOSED FOR 1 WEEK
STARTING 12/29/08 –
NEW YEAR'S WEEK.**

Turkey Winners from November Union Meeting

**Bryan Afflerbach
Reutilio Quezada
Josh Hemmick
Rick Travels
Tony Tiscareno
Anthony Abalos
Buzz Enea Jr.
John Passur
Ben Salazar
Dave Kehler**

Visit ICD's website @ www.icdclasses.com

GOVERNOR SAYS "NO" AGAIN TO BENEFIT "ADJUSTMENT" DESPITE 60% DROP SINCE 2004

The Governor recently vetoed a partial permanent disability increase which had overwhelmingly passed both Houses of the Legislature. For the third year in a row he has reinforced his lie to the workers of this state that his workers' comp reform bill (SB 899 passed in 2004) would not hurt injured workers. Those most vulnerable, those with permanent impairment or disability, have been those most hurt.

A recently released study by the insurance industry – not labor – confirmed what those of us who represent injured workers had perceived since 2004. Among the WCIRB's findings in its' "2008 Legislative Cost Monitoring Report" were:

- Permanent disability benefits have been reduced by approximately 60% due to SB 899 "adjustments" (a pay cut to you is an "adjustment" to them)

-As to insured employers, total annual savings amounted to 66% or \$13.7 Billion. This does not even include self-insureds or lawfully uninsureds (such as Posco and Governmental entities like cities and counties). Again, "savings" to them are take aways to you.

Under the Governor's proposed "fix" as to PD – still not enacted after 4 years of "study"- California workers injured on the job would still receive permanent disability at a rate among the lowest of the 50 states. Had enough? Call the Governor at 916-445-2841 and let him know what you think about his massive takeaways on behalf of big business.

*John Harrigan, Esq., Boxer & Gerson LLP, Oakland,
Antioch, Burlingame and Santa Rosa*