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October 2009 Edition

Local 1440

ELECTION NOVEMBER 3RD

Brothers and Sisters,

As you may or may not be aware, there is an election on November 3rd to replace Ellen Tauscher who resigned from her congressional seat to become our Under Secretary of State for Arms Control and International Security. For those of you who live in the 10th congressional district, your union will be asking you to vote for Lt. Governor John Garamendi for Congress. If you live in Antioch, Oakley, certain parts of Concord, Pleasant Hill, Walnut Creek, El Cerrito, Dixon, Livermore or Fairfield, you are eligible to vote in this election.

John Garamendi is considered one of the most union friendliest legislators in California. He supports and will push the Employee Free Choice Act, a bill that will make it easier for workers to organize a union without the fear of employer intimidation. The Employee Free Choice Act was authored by our other local Congressman George Miller. Garamendi also supports the union's position on Healthcare with the single payer plan which for now is unlikely with our current legislature. But he will vote for a public option which is a position that the unions will support to keep healthcare affordable and competitive.

Garamendi has been endorsed by every single union in the state of California for this November election. Unions are supporting Garamendi because there's no doubt that he'll be looking out for our interest in DC and we can take comfort in knowing that he'll have his door open for us when we have labor concerns.

So please make sure you vote and secure a union voice in Garamendi.

In Solidarity

Tony Tiscareno
USW Retired

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



President Bill Clinton who endorsed Garamendi met with many of us a few weeks ago to encourage our support.

LOCAL'S WEBSITE



www.usw1440.com

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

**Our Next Meeting will be on
November 12th**

**7:30 PM at the Union Hall
677 Cumberland St.
Pittsburg**

Grievance Committee

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

Contracting Out Committee

Andy Angelo	Chairman	6094-6098-6099
Jim Gillespie	Assistant	

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

Tami Quezada

SAFETY

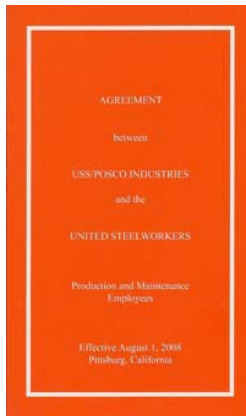
We are on our way to one of our best safety years this mill has ever seen. Our OSHA injuries are down as well as our overall injuries and incidents. What contributed to this happening? Well, it has happened because **WE** have taken the responsibility to work safely. **YOU** are taking the time to stop and think about what **YOU** are going to do prior to turning the switch, opening the valve, locking the equipment out or making the lift. We must take those 3 seconds to think about our next move each and every time. We are responsible for our own safety; the next step is to take on that responsibility for our fellow brothers and sisters. We all have families at home that we provide for and they rely on us to do just that. We can not do this if we can not work due to an injury. Thank you all for working safely and let's continue this till the end of the year and into the next.

Remember:

“The first step to getting injured is knowing that you can be injured”.

John Passur
Sheet Safety Rep

2008 CONTRACT BOOKS ARE AVAILABLE AT THE UNION HALL



A HEADS UP

It's very frustrating to sit by and listen to the plans the company has to combine KM-CAL and CC Line in regards to vacation and seniority. So until January 1, when the master vacation schedule comes out, no grievance can be filed. When the cross training on the KM-CAL and CC lines was started a grievance was filed and only 7 brothers and sisters between both lines signed it! United we should have stood! Divided we will fall!

Nov & Dec Union Meetings
10 Turkeys will be raffled
at each Union meeting.
Support your Union
Attend the meetings for a
chance to win!



HOLIDAY FUNDRAISER FOR LAID-OFF BROTHERS & SISTERS

There is an urgent need for contributions to a fund for our laid-off fellow workers. In November and December we will be collecting voluntary contributions for this fund. Unfortunately some of our brothers and sisters have been laid-off for one year and desperately need our help. We will be receiving a profit sharing check sometime in November. Donating a small portion would help them immensely. Please give as much as you can.

There will also be a Food Drive barrel at the Employee's Main Gate. Please give all you can.

Thanks,
Joe Perez

Tired of Work? Bullying Might Be to Blame

By Erin J. Shea



Bullying in the workplace can begin innocuously enough. You might not even realize it at first. Maybe you've noticed you're being excluded from key meetings.

Perhaps your work situation even includes behavior such as near-daily verbal humiliation by your boss in front of your peers.

Each scenario, no matter how banal or extreme, is classified as workplace bullying. A recent study conducted by France's national health agency finds that it might be costing you your health.

The latest study, conducted by Inserm, the French National Institute for Health and Medical Research, finds that one in 10 workers experience "hostile behavior" at work at least

once a week. Those people, the study found, are twice as likely to have sleeping problems.

How prevalent is workplace bullying?

A 2007 study conducted by the [Workplace Bullying Institute](#) (WBI) and Zogby International found that 37 percent of all Americans report being bullied now or at some point in their careers.

The WBI calls it a "silent epidemic," with another 12 percent of people witnessing someone they work with being bullied. Employees are hesitant to report the behavior, according to the study, because an overwhelming percentage of bullies are bosses, and employees feel employers ignore the problem.

With nowhere to turn for answers, employees are taking their work frustration home with them, which the French study finds results in sleep disturbances, which begets [fatigue and a host of health problems](#).

[Are you being bullied at work?](#)

The WBI encourages employees to address a stressful work situation head-on before it robs them of their physical and mental health. It provides a list that includes the early signs of bullying. Use this checklist to determine whether the behavior you're experiencing at work is considered bullying and what you can do about it.

You Know You're Being Bullied at Work When:

You feel like throwing up the night before the start of your work week.

Your frustrated family demands that you to stop obsessing about work at home.

Your doctor asks what could be causing your skyrocketing blood pressure and recent health problems, and tells you to change jobs.

You feel too ashamed of being controlled by another person at work to tell your spouse or partner.

All your paid time off is used for "mental health breaks" from the misery.

Days off are spent exhausted and lifeless, your desire to do anything is gone.

Your favorite activities and fun with family are no longer appealing

You begin to believe that you provoked the workplace cruelty.

[Learn more of the signs of workplace bullying](#)

You attempt the obviously impossible task of doing a new job without training or time to learn new skills, but that work is never good enough for the boss.

Surprise meetings are called by your boss with no results other than further humiliation.

Everything your tormentor does to you is arbitrary and capricious, working a personal agenda that undermines the employer's legitimate business interests.

Others at work have been told to stop working, talking or socializing with you.

You constantly feel agitated and anxious, experiencing a sense of doom, waiting for bad things to happen.

No matter what you do, you are never left alone to do your job without interference.

People feel justified screaming or yelling at you in front of others, but you are punished if you scream back.

HR tells you that your harassment isn't illegal, that you have to "work it out between yourselves."

You finally, firmly confront your tormentor to stop the abusive conduct, you are accused of harassment.

You are shocked when accused of incompetence despite a history of objective excellence, typically by someone who cannot do your job.

Everyone—co-workers, senior bosses, HR—agrees (in person and orally) that your tormentor is a jerk, but there is nothing they will do about it (and deny saying what they said later when asked to support you).

Your request to transfer to an open position under another boss is mysteriously denied.

Are you a bully?

Often a bully goes unchecked, according to the WBI, because it's either encouraged by employers or because there is no strategy in place to address the bully's behavior.

Wondering if you're guilty of being a bully? Review the WBI list of traits that often accompany a workplace bully and see if your behavior fits the bill.

You Know You're Being a Bully at Work When:

You have to remind staff that you are the boss.

You have the highest percentage of employees who request transfers out of your unit.

You have to explain the meaning of your statements too often because others constantly misunderstand or misrepresent what you say.

The number of constantly absent employees in your unit disrupts productivity.

Several employees are on disability leave for stress.

No one seems trainable; they never get work done as quickly or correctly as you like.

People are too thin-skinned to accept necessary criticism.

You get the most respect from executives and higher ups.

The only social time staff or peers spend with you is when mandated to do so.

You take disagreement with your ideas personally, and that compels consequences.

You believe that today's workers do not accept personal responsibility to perform.

Loyalty to you is the most important employee trait.

What can you do to fight back?

While confronting workplace bullying can be difficult, the WBI insists that employees can take action.

How to Fight Back:

1. Identify the behavior. Because bullying is not illegal, the actions are not traditionally legitimized. By naming the problem, you own the experience.

2. Take time to bully-proof yourself. The WBI recommends speaking with a mental health professional, as well as a general physician. In addition, they suggest meeting with an attorney to discuss legal options you might have against your employer, as well as gathering any economic data that bullying has had on the employer, including turnover, demoralization from understaffing and lost productivity. Finally, they suggest you start your job search for a new position.

3. Expose the bully. When speaking with your employer, give him a chance to address the situation. Stick to the bottom line, and don't get emotional. Don't be ashamed, either. No one asks to be bullied.

ICD CLASS

ESTATE PLANNING

Coming November 5th.

This is the first of a series of Estate and Financial Planning classes that ICD will offer.

Spouses and Retirees are encouraged to attend.