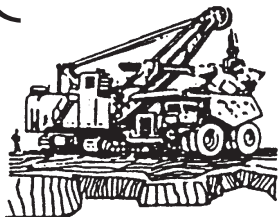
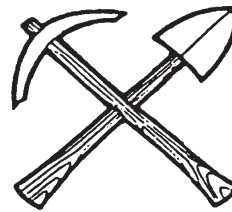


Voice of Local



1938



Third Quarter 2016

PRESIDENT'S REPORT

by Lowell Carlson

As of July 24th Local 1938-2 has reduced by 7 employees; 4 through retirements and 3 were laid off and absorbed into Local 1938.

SAFETY

One of the casualties of the Carnegie Way has been our safety program. USS started by reducing the management group by 30% last summer and froze the retirements for the remaining salaried employees that were Carnegie Pension eligible. Then they gutted the management in the safety program at the corporate level. That leaves us with a management team that 1) Doesn't know. 2) Doesn't care, or 3) Can't wait to get out.

Would you believe that in the Agglomerator a supervisor told his MTM crew to climb up a 10 foot high pile to repair a leak because it was "easier and faster" than cleaning it up and using a ladder! He then has the audacity to take on our Safety Chairman over what is safe and what isn't.

We had an accident in the Pit a few years ago involving a road closure that was so poorly handled by management we have a member who was injured and will be for the rest of his life! Yet to this day we still can't take the time to close a road down with the proper berm, signage and notice.

Supervisors making up safety rules doesn't help our safety program. Come on, 10 minutes of welding and 10 minutes of watching, really? It might have been the rule wherever you supervised before, but that isn't making it here at good old USS. You burn that piece of equipment down, and I doubt there is money available to replace it.

I had a member come up to me the other day and point out the safety items that I have been overlooking in my own work area. I thanked him for his observation. That probably wasn't easy for him to do, and it's not an easy thing to accept. I thought about where safety has gone in the last few years. It's easier to overlook many items, than it is to overlook one. Right now we are at the point of overlooking many items because we let that one item go at some point in our careers. Maybe it's because we

were new to an area and didn't want to make waves; maybe it was a member that was new to our area and didn't know or want to approach them. Maybe it's pressure from that boss that just "wants the job done". We could blame it on the millennials because they "just won't listen". Or, we could take a step back and realize that a safe work place should be our main objective every day; that looking out for each other's safety should be second nature for all of us.

Safety requirements include: permits for burning, welding and a fire watch, confined space entry and an observer, fall protection, a rescue plan, and a ground man when we're working from a man basket just to name a few. Most can remember the permit that was required to use a knife or a hand grinder. Sounded ridiculous back then, and most couldn't believe a rule that far flung would be put into place. However, it forced a conversation about safety just about every day in most morning meetings, good or bad, and its' intended purpose was achieved. No one has been injured by a knife or a grinder for a while.

Take a step back and look at your work areas. Watch out for each other's safety. Don't think that a boss who doesn't know, care, is waiting to get out, is looking out for you or your partner's safety. If you are approached by a safety committee member or another union member with a safety concern don't be offended. It isn't easy giving or taking suggestions. We're going to have to get over it. We have a great Union Safety Committee. If you have any questions our safety committee Rep numbers are in this letter and are posted around the Pit and in the Plants.

KEETAC

We are close to 100 members on the property from Keetac. While I am glad to see fellow Union steelworkers employed at Minntac and displacing contractors, it has been a challenge keeping up on where they are working, the projects they are working on, and overtime.

We have passed the 6 month mark and are quickly approaching 1 year with some

"temporary" brothers and sisters. At some point USS needs to pull their heads out of the sand and realize we're going to survive. Listening to the tight jeans pointy toe shoe young advisors isn't always the right thing for every decision. Common sense needs to be brought out from wherever they hid it, dusted off, and put to good use by the few good managers we have left. How the hell do they get those blue jeans on anyway?

PIT

The shovel blend experiment where they run half of the shovels and three quarters of the trucks and maintain whatever is down all the while keeping up with production has quietly faded away. No one knows much about it or what happened. What we do know is that we are now short 12 - 15 truck drivers.

The long weekend is now being screwed up with an extra shift or 2 to make up for the shortfall. I can't fault upper management in the Pit for this mess. They tried to maintain their numbers but we're denied replacements somewhere up the chain of command. Postings for truck drivers have been filled and truck drivers from Keetac are being brought over, so hopefully the forced shifts will slow down.

Shovel repair is another story. The number 2 shovel has been down a year for what started out as maintenance; then no funds were available to continue. Little by little any good parts were taken off for other shovels. Now, come to find out, production needs all available equipment... Go figure! We all have 20-20 hindsight and don't have a crystal ball here, but the company was warned time after time to put a couple Bullgang members on it to try to get it back into production.

It's no secret that mining is a cyclical industry at best. Every day we watch fire after fire being put out with the same results. I don't know who first said it, but common sense isn't as common as it used to be. That statement fits in here.

We're all here to make a good living. Let's keep trying and please be safe.

In solidarity.

Published by the

UNITED STEELWORKERS

AFL-CIO Local Union #1938
403 First Street North
Virginia, Minnesota 55792
Phone: 741-0887

MEMBERS OF THE UNITED STEELWORKERS
PRESS ASSOCIATION

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Mark HagstenGuard
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UNITED STEELWORKERS



UNITY AND STRENGTH FOR WORKERS

Jack Thronson, Joint Effort/Benefit Coordinator. 741-0887. Call him regarding pension, medical and benefit issues.

Human Services Committee

Chairman John Arbogast7253 (780-0536)
Chad Daniels1112 (262-1337)
Clifford Haavisto.....7251 (865-4668)
Joel Kardell
Human Services1391 (749-0955)

Notary Public services are available at the Union Hall through our office secretary.

Information and Referral Office
1-800-232-1300



RETIREES

The following members have recently retired:

Ernest T. Rowan – began his company service in March 1988 and retired November 30, 2015 as a MTM in the Concentrator. He served this local on the Rapid Response Team.

William B. Simonson – began his company service in September 1972 and retired December 2, 2015 as a Control Room Operator in the Agglomerator.

John C. Skinner – began his company service in June 1989 and retired January 10, 2016 as a UP in the Concentrator.

Ronald A. Alto – began his company service in October 1972 and retired January 30, 2016 as a Utility Tech – Crane dept.

Gregory R. Baty – began his company service in April 1973 and retired January 30, 2016 as a MTE in the Crusher.

David L. Berg – began his company service in September 1974 and retired January 30, 2016 as a Utility Tech in the Crusher.

Gary L Berts – began his company service in January 1978 and retired January 30, 2016 as an Expanded Millwright in the Agglomerator.

Vincent J. Cesari – began his company service in April 1989 and retired January 30, 2016 as a MTE Field Maintenance/Radio Shop.

Thomas J. Geenen – began his company service in April 1977 and retired January 30, 2016 as a MTM Field Maintenance Heavy Equipment.

Timothy B. Hughes – began his company service in September 1995 and retired January 30, 2016 as a MTM plant Crusher.

John E. Jokinen Jr – began his company service in October 1972 and retired January 30, 2016 as a MTM Field Maintenance Heavy Equipment (he was the last Air Millwright). He served this local on the Safety Committee.

Gary C. Lageson – began his company service in March 1974 and retired January 30, 2016 as a MTM Plant Agglomerator.

Sandra J. Lindsey – began her company service in April 1989 and retired January 30, 2016 as a Utility Person in the Concentrator. She served this local as a Guard and on the CAT and Rapid Response Teams, Women of Steel Chairwoman, and Entertainment and Human Services Committees.

Ann M (Heidi) Munter – began her company service in May 1997 and retired January 30, 2016 as a Utility Tech in the Concentrator. She served this local on the CAT and Rapid Response Teams as well as on the Grievance and Human Services Committees.

Timothy J. Nelson – began his company service in January 1970 and retired January 30, 2016 as a Utility Tech in Mine Engineering & Development.

Donald C. Olson – began his company service in January 1992 and retired January 30, 2015 as a MTE Field Maintenance/Radio Shop.

Steven F. Saranpaa – began his company service in October 1972 and retired January 30, 2016 as a Mine Equipment Operator.

Terrance R. Pulis – began his company service in September 1972 and retired January 30, 2016 as a MTM plant Agglomerator.

John F. Stupca – began his company service in July 1989 and retired January 30, 2016 as a MTM plant Concentrator. He served this local on the CAT Team.

Richard J. Vukich – began his company service in June 1972 and retired January 30, 2016 as an MTM Field Maintenance Heavy Equipment.

Dennis L. Wavernack – began his company service in February 1974 and retired January 30, 2016 as a Production Truck Driver.

Jay Wiermaa – began his company service in April 1989 and retired January 30, 2016 as a MTM plant Crusher.

Thomas J. Novak – began his company service in March 1989 and retired February 27, 2016 as a Mine Engineer Helper.

Ronald E. Adams – began his company service in August 1989 and retired February 28, 2016 as an MTM Field Maintenance Heavy Equipment.

Gregory J. Schaffer – began his company service in February 1996 and retired February 20, 2016 as a MTM Plant Concentrator.

David J. Galaski – began his company service in September 1973 and retired March 26, 2016 as a Utility Tech in the Warehouse.

Guy W. Holmes – began his company service in May 1976 and retired March 26, 2016 as a Drill Operator.

David C. Nault – began his company service in September 1973 and retired March 26, 2016 as a MTM Plant Crusher. He served this local on the Contract Action Team. He served this local on the Scholarship Committee.

Thomas L. Softich – began his company service in September 1976 and retired March 26, 2016 as a Drill Operator.

Gary F. Erchul – began his company service in July 1976 and retired March 31, 2016 as a MTM Ironworker in Central Shops.

Steven A. Ableman – began his company service in August 1997 and retired April 30, 2016 as a MTM Auto MES.

Nick A. Asuma – began his company service in February 1995 and retired April 30, 2016 as a MTE Field Maintenance.

Greg A. Krasaway – began his company service in March 1974 and retired April 30, 2016 as a MTM Ironworker in Central Shops Maintenance.

Anthony L. Pettinelli – began his company service in July 1989 and retired April 30, 2016 as a MTE Plant Concentrator.

DECEASED

The following members have recently passed away:

Raymond L. Warmuth – began his company service in January 1956, retired in February 1995 as a Shovel Operator, and passed away March 16, 2015.

John B. Trucano – began his company service in November 1952, retired in January 1995 as a Train Operator, and passed away December 1, 2015.

Glen F. Longtin – began his company service in July 1970, retired in August 2003 as an Equipment Operator, and passed away December 3, 2015.

Timothy M. Gremes – began his company service in May 2010 and was working as a Millwright when he passed away December 6, 2015.

James E. Glover – began his company service in September 1968, retired in September 1998 as a Millwright, and passed away December 8, 2015.

Richard H. Dilley – began his company service in March 1972, retired in May 1987 as a Truck Driver, and passed away December 26, 2015.

David P. Bouley – began his company service in July 1989, retired in January 2011 as a Mine Equipment Operator, and passed away January 5, 2016.

James A. Patton – began his company service in December 1976, retired in January 2007 as a Millwright, and passed away January 13, 2016.

Louis F. Capan – began his company service in February 1948, retired in April 1991 as an Ironworker, and passed away February 24, 2016.

Bradley G. Pelletier – began his company service in June 1971, retired as a surveyor, and passed away March 3, 2016.

Gerald (Dido) S. Miettunen – began his company service in August 1952, retired in July 1987 as a Plant Electrician, and passed away April 2, 2016.

Brian (Ragsey) S. Agnoli – began his company service in December 1976, retired in February 2007 as a Millwright Expanded, and passed away April 9, 2016.

Noel D. Dingman – began his company service in December 1953, retired in June 1987 as a Sheetmetal worker, and passed away May 22, 2016.

James J. Povhe – began his company service in January 1969, retired in November 2003 as a Team

Leader in the Mine Services, and passed away May 26, 2016.

Gary L. Laitala – began his company service in July 1968, retired in August 1997 as a Millwright, and passed away June 7, 2016.

Robert L. Kantos – began his company service in August 1969, retired in January 1989 as a Millwright, and passed away June 8, 2016.

Robert J. Pernat – began his company service in July 1969, retired in January 2001 as a Team Leader in trucks, and passed away June 28, 2016.

Brian D. Carlson – began his company service in September 1976, retired in August 2009 as a Crusher Attendant, and passed away July 9, 2016.

The following information was found after mailings have been returned and a web search done showed obituaries for the following:

Walter R. Anderson – began his company service in January 1941, retired in January 1979 as a Service Truck Driver, and passed away December 6, 2008.

Harlan G. Balduc – transferred from Duluth in January 1978, retired in September 1983 as a Track Laborer, and passed away June 1, 2014.

Steve P. Bicanich – began his company service in July 1942, retired in August 1972 as a Maintenance Mechanic, and passed away June 23, 2012.

Charles J. Boyes – began his company service in September 1990, retired in February 2010 as a Concentrator Attendant, and passed away July 4, 2010.

Norman H. Carlsen – began his company service in April 1944, retired in July 1986 as a Locomotive Mechanic, and passed away January 30, 2013.

Arthur Colombo – began his company service in January 1930, retired in July 1971 as a Heavy Equipment Operator, and passed away May 24, 2003.

Marcella Drift – began her company service in May 1977, retired in August 2000 as an Agglomerator Attendant, and passed away September 5, 2015.

LeRoy A. Guss – began his company service in October 1942, retired in April 1973 as a Machinist, and passed away August 13, 2009.

Charles Hlaca – began his company

service in March 1945, retired in March 1975, and passed away June 17, 2005.

Ludwig J. Ipavec – began his company service in April 1947, retired in August 1982 as a Mechanic, and passed away November 29, 2013.

Leonard J. Koski – began his company service in April 1946, retired in September 1978 as a Truck Driver and Engineer, and passed away August 22, 2012.

Clifford M. Krummi – began his company service in March 1948, retired in January 1979, and passed away October 31, 2013.

Leslie J. Matvey – began his company service in May 1974, retired in March 1993 as a Production Truck Driver, and passed away December 26, 2012.

George R. Pavelich – began his company service in January 1956, retired in January 1980 as a Track Worker, and passed away January 1, 2005.

George J. Pearce – began his company service in May 1940, retired in July 1977, and passed away September 21, 2005.

Frank D. Pechek – began his company service in May 1948, retired in April 1987 as a Bag Changer, and passed away April 7, 2014.

Joe Senich – began his company service in March 1947, retired in March 1979 as a Mechanic, and passed away June 27, 2009.

Henry L. Smock – began his company service in May 1948, retired in October 1983 as a Plant Millwright, and passed away December 16, 2003.

Eddie O. Trupukka – began his company service in April 1946, retired in February 1976, and passed away April 30, 2013.

Eino O. Valo – began his company service in July 1951, retired in July 1977, and passed away October 27, 2013.

Howard M. Weldon – began his company service in February 1969, retired in June 1994 as a Production Truck Driver, and passed away December 16, 2014.

Richard A. Rensink – began his company service in March 1973, retired in March 2009 as a MTE Plant Fines Crusher, and passed away July 25, 2016.

This local extends its deepest sympathy to their friends and family.

FULL SERVICE VISION PROVIDERS

AURORA AREA

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5211 HWY 110
AURORA, MN 55705
218-229-1010

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990 W 41ST ST, STE 107
HIBBING, MN 55746
218-263-8956

DR. ERNEST WILLIAMS
2932 1ST AVENUE
HIBBING, MN 55746
218-262-5686

GRAND RAPIDS AREA

DR. BETH FISCHER
3150 S POKEGAMA AVE, STE 103
GRAND RAPIDS, MN 55744
218-327-0070

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218-262-3853

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HIBBING, MN 55746
218-262-3585

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VISION OPTICAL
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710 POKEGAMA AVE S
GRAND RAPIDS, MN 55744
218-326-1775

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218-326-1101

EXAMS AND SELECT NON-DAVIS FRAMES AVAILABLE AT NO COST

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THUNDERBIRD MALL
1416 S 12TH AVE
VIRGINIA, MN 55792
218-749-1200

HIBBING AREA

MIDWEST VISION CENTER
DR. KATRINA ERICKSON
990 W 41ST ST, STE 54
HIBBING, MN 55746
218-263-8266

MIDWEST OPTICAL
990 W 41ST ST, STE 107
HIBBING, MN 55746
218-263-8956

UNITED STATES STEEL & CARNEGIE PENSION FUND

MAIN NUMBER (412) 433-5790

DIVORCE/ COURT ORDERS	(412) 433-4888
SUPPLEMENT REPORTING	(412) 433-4844
SURVIVOR BENEFITS LAST NAME A-K	(412) 433-4898
LAST NAME L-Z	(412) 433-4970

HEALTH INSURANCE QUESTIONS

BILLING	(412) 433-4904
HIGHMARK BC/BS	(412) 433-4890
HMO	(412) 433-4891
LIFE INSURANCE	(412) 433-4843
TAX FORMS/QUESTIONS ANNUAL	(412) 433-4896
WIDOWS PAYMENT	(412) 433-4977

QUESTIONS:
E-MAIL THE FUND AT
PENSIONS@USS.COM
FAX (412) 433-4886

LIFE AT MINNTAC A POTPOURI OF POOP!!!

by John Arbogast

I think it's time to look at some of the wonderful programs, policies and downright crazy ideas the Big Blue Bully has initiated over the last year plus.

We have been told that USS has to undergo a transformation in order to remain competitive in an industry that is being attacked every day by foreign steel dumping (cheating), and I get that. Some of the things that McKinsey Steal is mandating our company, managers, and us to do is just downright piles of POOP!

RCM – RESOURCE CONSUMING MONSTER

At some point RCM hopefully is really going to pay dividends, but let's be honest. We are at a minimum of two years away from the Director and his staff getting all the bugs worked out with the front line supervisors and planners. An area manager was recently quoted as saying, "RCM and planning have accounted for a 20% reduction in maintenance costs." Bull_ _ _ ! The savings have come from a reduction in people; gutting overtime, lack of maintaining the plants to save money, and only spending money on projects that keep the place afloat.

Well, it's the opinion of many managers, experienced maintenance and operations folks, that George Clooney and the Perfect Storm are swirling over the tailings pond, and the storm will hit land any day; just like it has in the

Concentrator.

Upper management continually pounds on us that we need to increase our wrench time on the floor. I've told them I don't want to hear any more crap about wrench time until they get their house in order first. It's pretty tough to get your crap together when you took the experienced, smarter managers and put them into the Resource Consuming Monster and left a bunch of young inexperienced, non-mentored managers along with the Keetac managers to try and run the Mother Ship!

KITTING (AKA FORT KNOX)

Are you kitting me!!! The bugs need to be worked out of this program. We've had equipment down for hours because you have to notify the Secret Service that you need to enter the camera-covered, concertina-wired vault to get a magnet.

MANAGEMENT

Everyone I talk to seems to have the same opinion that because of our transformation the overall consensus of our supervisors is that they are afraid for their lives, and you can't blame them. We have too few managers, and they are being asked to do the work of three guys. I'm sure many are wondering when McKinsey Steal is going to chop their job. A lot of them have a "don't give a crap" attitude and many

wander around asking when they get to go back to Keetac. On the other hand, many are so concerned about making and fitting into the new culture that they're letting the plant fall to pieces. When you see a guy with skinny jeans, pointed shoes, and a backpack – BEWARE! That's the guy who's really in charge?

EMPLOYEE RELATIONS

Employee Relations is defined as, "the body of work concerned with maintaining employer-employee relationships that contribute to satisfactory productivity, motivation, and morale."

When you walk in the Black Box there is white construction paper over the windows so you can't see into the department that's supposed to answer any questions you have. (Kind of funny how they took the paper down when Mario came on his tour.) If you have any of life's problems the Employee Assistance Program and the on or off site Psychologist that Minntac used to provide has now been replaced by Life Matters, a 1-800 phone number. Yet they really do care you're not just a check number.

Some of our accounting work is being outsourced to India, and we are losing (2) accounting jobs locally in our O&T union. So is there a chance with the outsourcing that ISIS is doing our accounting work?

MANPOWER

Since the layoffs and the normal first of the year retirements our numbers have fallen by well over 100 members. The Company drug their feet at replacing people like truck drivers, and now those drivers are being forced to work their long weekends.

Another sore subject is the fact that this Local was told that some of the Keetac maintenance folks would be here temporarily. Well temporary has turned into nine months. We worked very well with the Keetac union hall and were both on the same page as to what we wanted the Company to do with filling our vacancies. (Post for the jobs at Minntac and then back-fill with Keetac members.) Well just like almost everything else it has turned into a Great Big Cherry Pig Farmer Pile of POOP!

This transformation has also led to 1938-02 losing several jobs with, I'm sure, more to come after Oracle is rolled out. Thank God we were able to move these members into 1938, and no one is going to be unemployed.

ANOTHER CARNEGIE WAY POOP PILE!

In conclusion, on a positive note the price of hot rolled coil is over \$600/ton and cold rolled over \$800/ton, and the order books look good for now. Hopefully things can only get better because we've all eaten enough crap sandwiches for a while.

RETIREES (continued from page 2)

Eric B. Tanttari – began his company service in April 1989 and retired April 30, 2016 as a Utility Tech Warehouse.

Jerome F. Richardson – began his company service in April 2004 and retired May 1, 2016 as a MTM Hybrid Plant Agglomerator.

Jeffrey A. Jauhola – began his company service in July 1989 and retired May 27, 2016 as a Mine Equipment Operator.

Steven O. Kujala – began his company service in August 1973 and retired May 28, 2016 as a Mine Equipment Operator.

Michael F. Miklovich – began his company service in April 1973 and retired May 28, 2016 as a Utility Tech Agglomerator.

John Pulkkinen – began his company service in January 1990 and retired May 28, 2016 as a MTM Plant Concentrator.

Daniel Ball – began his company service in September 1972 and retired May 31, 2016 as a Shovel Operator.

Kenneth A. McLaughlin – began his company service in May 1991 and retired May 31, 2016 as a Utility Tech Agglomerator.

Lonny R. Schmelzer – began his company service in May 1973 and retired May 31, 2016 as a MTM Field Millwright.

Erling A. Vake – began his company service in September 1974 and retired May 31, 2016 as a MTM Plant Agglomerator.

Michael C. Morris – began his company service in March 2004 and retired June 1, 2016 as a Production Truck Driver.

Steven C. Walters – began his company service in June 1976 and retired June 28, 2016 as a MTM Plant Concentrator.

Daniel G. Krtinich – began his company service in September 1972 and retired June 30, 2016 as a MTM Auto MES.

James E. Nickolson – began his company service in August 1972 and retired June 30, 2016 as a Crane Operator.

Judith Hammond – began her company service in September 1996 and retired June 30, 2016 from the Lab in Ore Movement.

Garland C. Stewart – began his company service in September 1972 and retired June 30, 2016 as a Surveyor in Mine Engineering and Development.

Linnea M. Manning – began her company service in June 2001 and retired July 2, 2016 as a Production Truck Driver.

This local wishes them a long, happy and healthy retirement.

MINNESOTA ESTIMATED TAX PAYMENTS FOR RETIREES

by Jack Thronson

Since the company quit taking state taxes out of pension checks we have had many questions about how to make those tax payments. The following information is available on the Minnesota Revenue website showing options available. If you want to pay by check you need to print a voucher. You can access this information by putting in a query of "Minnesota estimated tax payment voucher 2016." You will find a link to create that voucher as shown below in the section: [By Check](#).

HOW TO PAY ESTIMATED TAX

Using e-Services Payment System - It's secure, easy, and convenient.

Getting Started

- On the Welcome page select "No, I am not using a Letter ID."
- On the next page, Type of Taxpayer = "Individual" and Type of Tax = "Individual Income Tax." Then complete the other required fields and select the Next button.

You can make a single payment or schedule all four payments at one time.

By Credit or Debit Card

Value Payment Systems LLC processes one-time credit and debit card payments. They charge a convenience fee for this service.

By Check

Use [our e-Services Payment Voucher System to create and print the payment voucher](#) you need to mail with your check or money order payments. Make your check payable to Minnesota Revenue and include the last four digits of your Social Security number in the memo line.

Keep a record of your payments. You'll need this information when filing your Minnesota Individual Income Tax Return. Use our [form](#) to

keep track of your payments.

WHAT IS ESTIMATED TAX?

Estimated tax is the method used to pay tax on income that is not subject to withholding. This includes income from: self-employment, pensions, unemployment compensation, interest and dividends, rents, alimony, gains from the sale of assets or prizes and awards.

You may also have to pay estimated tax if the amount of income tax being withheld from your salary, pension, or other income is not enough.

DO I NEED TO MAKE ESTIMATED TAX PAYMENTS?

You must make estimated tax payments if you expect to owe \$500 or more in tax after subtracting your withholding and refundable credits. Your estimated payments plus withholding and refundable credits must be either:

- 90 percent of your tax liability for the current year; or
- 100 percent of your tax liability for the previous year (110 percent if your adjusted gross income was more than \$150,000).

"Tax liability" is the amount you owe after subtracting total nonrefundable credits from your total tax. For more information, see *Minnesota Statutes, Section 289A.25*.

HOW DO I CALCULATE ESTIMATED TAX PAYMENTS?

1. Use federal Form 1040-ES, Estimated Tax for Individuals, to calculate your federal adjusted gross income, deductions, exemptions, and taxable income for the year.

2. Use [Form M1, Minnesota Individual Income Tax return](#), to estimate your Minnesota tax

liability and credits for the year.

3. Enter the federal taxable income you calculated in Step 1 on line 1 of Form M1.

4. Complete the form using the [tax rates](#) found on our website.

5. Divide the amount you owe by four to get each payment. If you choose to pay the entire amount at one time, your payment is due April 15 of the current year.

You may need to adjust your estimated payment amounts if your income, deductions, exemptions, or credits change during the year, or if there are tax law changes.

Note: If you do not pay the correct amount by the due dates, we can assess an underpayment penalty. This penalty may apply even if you have an overpayment on your tax return.

WHEN ARE ESTIMATED TAX PAYMENTS DUE?

For most people, estimated tax payments are due four times a year:

FOR THE PERIOD:	PAY BY:
Jan. 1 through March 31	April 15
April 1 through May 31	June 15
June 1 through Aug. 31	Sept. 15
Sept. 1 through Dec. 31	Jan. 15 (of the following year)*

*You do not have to make this estimated payment if you file your Minnesota Individual Income Tax return and pay the entire amount by Jan. 31.

Note: If you are a fiscal year taxpayer, your payments are due on the 15th day of the fourth, sixth, and ninth months of your fiscal year and the first month of your next fiscal year.

MEDICARE

Some people get Part A & Part B automatically.

You may qualify for **Medicare Part A (Hospital Insurance)** and **Medicare Part B (Medical Insurance)** if one of the following applies to you:

- I'm already getting benefits from Social Security or the Railroad Retirement Board (RRB).
- I'm under 65 and have a disability.
- I have ALS (Amyotrophic Lateral Sclerosis, also called Lou Gehrig's disease).
- I live in Puerto Rico and get benefits from Social Security or the RRB.

If you're automatically enrolled, you'll get [your red, white, and blue Medicare card](#) in the mail 3 months before your 65th birthday or your 25th month of disability.

You need to sign up for Part A and Part B Medicare if you aren't getting Social Security or RRB benefits (for example, because you're still working).

HOW TO ENROLL IN MEDICARE

How can I sign up for Part A & Part B?

1. Apply online at Social Security.
2. Visit your local Social Security office.
3. Call Social Security at 1-800-772-1213. TTY users should call 1-800-325-0778.
4. If you worked for a railroad, call the RRB at 1-877-772-5772.
5. Complete an Application for Enrollment in Part B (CMS-40B).

Please bring that Medicare card to the union office so that you get enrolled in the supplemental program, and your premium will change from \$220 to \$110/month.

UNITED STEELWORKERS LOCAL UNION 1938 ANNOUNCES THE ANNUAL MEMORIAL SCHOLARSHIP WINNERS FOR 2016

Our congratulations to all selected winners and best wishes for them and all applicants this year.

The following graduating seniors will each receive a \$750.00 scholarship to be used to further their education. All applicants must be sons, daughters or legal wards of active members of Local 1938 in good standing, or in good standing at the time of their retirement

or death. Applicants were selected by a point system based on a combination of academics, extra and co-curricular activities, and non-school based activities such as employment or community service.

CHERRY HIGH SCHOOL

Hanna Mae Watson is planning to attend Bemidji State University. She is the daughter of Robert and Rikki Watson. Robert is an Electrician at Minntac.

CHISHOLM HIGH SCHOOL

Rainie Dormanen is planning to attend Florida State University. She is the daughter of Phillip and Delphine Dormanen. Phil is a Millwright at Minntac.

Ashley Emery is planning to attend Hibbing Community College. She is the daughter of Cory and Mary Emery Lundin. Cory is in the Drill & Blast department at Minntac.

GRAND RAPIDS HIGH SCHOOL

Veronica Jackson is planning to attend Gustavus Adolphus. She is the daughter of Tim and Jennifer Jackson. Tim is a Drill Operator at Minntac.

HIBBING HIGH SCHOOL

Braeden Lawrence is planning to attend Itasca Community College. He is the son of Brent and Lynette Lawrence. Lynette is an Agglomerator Attendant at Minntac.

MT IRON/BUHL HIGH SCHOOL

William Gellerstedt is planning to attend the Mesabi Range College. He is the son of Jason and Pamela Gellerstedt. Jason is a Mobile Equipment Operator at Minntac.

NASHWAUK-KEEWATIN HIGH SCHOOL

Kaleb Pelkey is planning to attend Bemidji State University. He is the son of Rodney and Lara Pelkey. Rodney is a Lab Analyst at Minntac.

VIRGINIA HIGH SCHOOL

Kelly Heinonen is planning to attend Concordia College. She is the daughter of Todd and Ann Heinonen. Todd is a Millwright at Minntac.

Patricia Kardell is planning to attend Mesabi Range College. She is the daughter of Joel and Clara Kardell. Joel is an Electrician at Minntac.

Kylee Lokken is planning to attend Mesabi Range College. She is the daughter of Erik and Heather Lokken. Heather is an Ore Movement Coordinator at Minntac.

TRAINING

by Cliff Haavisto, USW training Coordinator

Like everything else in the past year, training has taken a hit. The company is still in a cost cutting frenzy; no money for anything unless they think it is absolutely needed. No learner programs for 4 years running, no welding program for 16 months and counting. No money means no training programs.

That being said, task and safety training still needs to take place, because if you have a bad day at work and you are hurt or damage equipment the first thing that is asked is: "Was that employee trained for the job they were doing". If you need task or job training tell your manager so that training for you can be set up. There are trainers in every area who can help.

Also if you need to schedule for one of the maintenance tests here are the contacts. Remember to leave your name and number when you call.

WRITTEN TESTS SCHEDULE:
Sue Wiirre: 749-7455

HANDS ON:
Cliff Haavisto: 749-7251 or 735-8088
Mike Knutsen: x1084

Tests are taken on your own time.

Until next time, work safe and have a great day.

MAINTENANCE PRESCRIPTION DRUGS

Under the new contract you can receive maintenance prescription drugs locally for a short period of time; basically a few months to see if they work for you. After that time you will be required to do mail order or pay the full price at a local pharmacy. (You will receive a letter to that effect before it happens.)

Check with all local pharmacies for their maintenance drug plans without going through the insurance. Not all drugs are covered, but for those that are it is generally cheaper than the USS plan.

Dear Friends,

Most of you already know I will be leaving as Coordinator at the Career Development Center. Please consider this to be my sincere goodbye to each and every one of you.

I am truly leaving here with mixed feelings; happy about moving back home to Wyoming, but sad to be leaving such a great job where I have met so many wonderful friends and colleagues. The last four and a half years as Coordinator at the Center was the best period of my career so far. I learned a great deal and worked with many people with whom I am sure will remain friends for a long time! I hope my new adventure will give me such rewarding experiences and supportive friends.

The Center will continue on as usual so please stop in! My best wishes for the future go out to every one of you.

Yours sincerely, Amy Payton

BELTONE HEARING INSTRUMENTS

Although you can go to pretty much any provider, USS and the USW have worked out a deal with Beltone whereby you can get hearing aids with no out-of-pocket expense when on the company insurance plan. The exam is free with no obligation. No medical referral is necessary prior to your appointment. They include a 3 year manufacturer warranty, 3 year supply of free batteries, and 3-5 year benefit renewal (instrument replacements).

1-800-669-3171
Appointments Recommended

Service centers and hours of operation are as follows:

- **VIRGINIA**
2nd & 4th Thursdays
10 a.m. – 4 p.m.
Coates Hotel
502 Chestnut St.
- **GRAND RAPIDS**
Tuesdays
10 a.m. – 4 p.m.
Davis Chiropractic
204 NW 5th St.
- **HIBBING**
Wednesdays
10 a.m. – 4 p.m.
301 E Howard St.
(South of US Bank,
inside Andrew Rich
Lees Building)
- **HERMANTOWN**
Mondays & Fridays
10 a.m. – 4 p.m.
Hwy 53 & Stebner Rd
(4894 Miller Trunk
Hwy)

LOCAL 1938
UNITED STEELWORKERS

LOWELL CARLON, President

JOHN ARBOGAST, Vice-President

DAVE CHESSER, Recording Sec.

CHAD DANIELS, Financial Sec.

PAUL CENTA, Treasurer

TRUSTEES – Steve Bonach, Cliff Haavisto, Matt Robillard

GUARDS – Mark Hagsten & Les Minter

GUIDE – Richard Niemi

(8-1-16)

Any grievance concerns:

Grievance Committee **CHAIRMAN** – John Arbogast
ASSISTANT CHAIRMEN Pit-Steve Bonach Plants-Dave Chesser

CENTRAL SHOPS

Central Shops John Arbogast 780-0536

Mobile Equip Shop Mike Knutsen 1084

Ed Anderson 7263

Casey Pittman 7263

Heavy Equip Shop Lowell Carlon 742-3595

TRUCKS *Greg Schweiss 7430

*Adam Morse 7430

FINES CRUSHER

Steve Bonach **749-7436**

Chad Daniels 1112

Richard Kois 7228

Chris Madrinich 7228

Mitch Nosbisch 7228/1226

*Donald Schnortz 1112

1938-02 Jeremy Dickson 742-3519

MINE Field Elect Jeremy LaMourea 7535/1111

AGGLOMERATOR

Clark David Chesser 7458 780-5342

Paul Coombe 7390

Brian Newhouse 7390

Mike Persons 7494

*Joseph Renaud 1826

1938-02 Wendy McFerran 7390

PLANT BULLGANG

Jeremy Hawkings 7561

CONCENTRATOR

Ryan Fink 1391

Joel Kardell 1391

Leon Long 7351

Les Minter Jr 1362/1600

*J J Puzel 7351

*Assistant Grievanceperson

Any safety concerns:

Safety Committee **CHAIRMAN** – Mitch McDonald 295-2970

CO-CHAIRMAN – Mark Hagsten 966-8123

FINES CRUSHER

Steve Bonach **749-7436**

Mark Hagsten 7245/1815/1112

Mike Hultman 1815/1112

Steve Kasa 7228

Kyle Lantz 1262/7228

CONCENTRATOR

Darryl Graff 7351/1360

Peter Kaseno 742-3511

Mitch McDonald **749-7488**

Jack Oakman 7351/1360

Brian Stefanich 742-3525

AGGLOMERATOR

Paul Coombe **749-7384**

Mark Krsiean 1808

Joe Renaud 1826

Matti Saukko 7264

Derik Schaefer 1847

PIT

Mike Earhart 7430

Ben Haines 7430

Renee Johnson 7430

SHOPS

John Arbogast 780-0536

Lowell Carlon 742-3595

Tim Maki 7487

Brandon Tapio 7392

Robert Zgonc 7392

PLANT BULLGANG

Matt Robillard **742-3547**

MES

Rick Niemi 7263

Jim Peterson 7263

Casey Pittman 7263

*****UNION SAFETY REPS** – Concentrator/Crusher – Mitch McDonald 749-7488 (295-2970)

Agglomerators – Paul Coombe 749-7384 (966-4088)

Mine/Shops – Steve Bonach 749-7436 (966-4017)

Safety Coordinator – Matt Robillard 742-3547

Training Coordinator - Cliff Haavisto 749-7251

Pension and Benefits – Jack Thronson 741-0887

Any personal concerns or harassment issues:

Human Services Committee

Chad Daniels 1112 (262-1337)

Cliff Haavisto 7251 (865-4668)

CHAIRMAN – John Arbogast (780-0536)

Joel Kardell 1391 (749-0955)

Any Workers' Compensation issues:

Workers' Compensation Committee

Chairman – Chad Daniels

FINES CRUSHER

Chad Daniels 1112 (262-1337)

CONCENTRATOR

Les Minter Jr 1362/1600

Meetings held on Second Wednesday of the Month at the union hall - 403 – 1st Street North, Virginia, MN
Office Phone: 741-0887 **MEETING STARTS AT 3:30 P.M.**

SOAR MEETINGS

Virginia-Eveleth Chapter meets the first Wednesday each month at 10 a.m. at the Local 6860 hall, 416 Pierce Street, Eveleth.

Marble Chapter meets the second Wed. each month at 10 a.m. at Marble City Hall.

Aurora Chapter meets the third Friday each month at 10 a.m. at the Aurora Community Senior Hall.

USW retired women meet the third Wed. each month 10 a.m. at the Sportsmen's Restaurant in Hibbing. All current retirees & current WOS are welcome. Look for us on Facebook: US Steel & RETIRED WOMEN.

STEELWORKERS PENSION TRUST

New employees after 05/20/03
1-800-848-1953

CARNEGIE PENSION

1-877-877-4586

CREDIT UNION HOURS

Hibbing hours: 9 a.m. to 5 p.m.
MOO Credit Union
2540 E. Beltline, Suite 1, Hibbing, MN 55746
262-1607 or 1-888-462-1607
www.mnorecu.com

MEDICAL

1-800-245-6642 benefit inquiries under 65
Highmark Blue Cross / Blue Shield
1-800-279-2624 benefit inquiries for
medicare age
1-800-810-2583 nearest provider
www.highmarkbcbs.com or www.bcbs.com

FIDELITY INVESTMENTS

1-800-343-3548

SOCIAL SECURITY

1-866-964-4320 Hibbing office phone
1122 E 25th Street, Hibbing, MN 55746

PRESCRIPTION DRUGS

1-800-287-4508 drug benefits
www.express-scripts.com

DAVIS VISION

1-800-401-2581 benefit inquiries
www.davisvision.com

UNITED CONCORDIA DENTAL

1-800-332-0366 benefit inquiries
www.ucci.com

For years we have had an on-going struggle and lost contact with many of our retirees because of non-notification of death or not receiving updated address information. Carnegie Pension does not notify us of deaths and will not give us addresses due to privacy laws. We found many of the obituaries online, and those have been listed in the deceased section.

IF YOU HAVE ANY INFORMATION ON A CURRENT ADDRESS OR STATUS FOR THE FOLLOWING MEMBERS, PLEASE CONTACT THE UNION HALL (741-0887) with the information so that we can update our records and get information out to those still living and honor those that have passed without our knowledge.

Marvin R. Adams – retired August 1995
John Walter Allen – retired March 31, 1996
Carl M. Anderson – retired September 1982
Stanley D. Anderson – retired July 31, 1990
Adam Balcerzak – retired April 29, 1983
Delbert O. Balzum – retired September 1977
William J. Ciesielski – retired October 10, 1983
Joseph M. Drobnick – retired January 13, 1970
William G. Dundas – retired March 1987
Gary G. Eck – retired October 25, 2003
Roland C. Gray – retired February 1978
Richard A. Hagen – retired January 31, 2002
William A. Horner – retired October 1982
Robert L. Johnsen Jr. – retired August 31, 2002
Glen G. Johnson – retired April 30, 1983
Jerry F. Johnson – retired January 27, 1991

Rodney L. Kaikkonen – retired June 30, 2001
Gary L. Kinney – retired June 30, 1999
James E. Knutson – retired October 7, 1983
Mike J. Lenzen – retired January 1982
Myron H. Lohman – retired July 1983
Roger L. Londo – retired April 1999
Bruce C. Longrie – retired April 1997
Keith D. Lucas – retired January 2003
Richard L. Maki – retired February 2003
Kenneth A. Mattson – retired March 2001
Peter F. Miller – retired January 1997
William A. Morgan – retired January 1976
Jon A. Olson – retired July 2002
Edward J. Petek – retired September 1982
William A. Peterson – retired May 1987
Ramona J. Pikula – retired October 1998

Wilfred J. Pogachnik – retired July 1982
Thane J. Reimer – retired February 2002
Richard B. Roivanen – retired August 1997
Barry D. Rosier – retired February 2003
David R. Rowe – retired March 1996
Gary H. Salin – retired January 2000
John T. Salo – retired July 1973
Alexandria (Sandra) J Smith – retired Nov. 1998
Jerry E. Starc – retired September 1994
Ronald L. Sterling – retired January 1999
Charles R. Sullivan – retired January 1977
Joseph J. Tool – retired April 1972
Gary S. Tudek – retired February 2008
Paul N. Vukelich – retired March 1983
Edwin E. Wayrynen – retired August 1980
Benjamin J. Weiss – retired February 1992

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U.S. Postage
Virginia, MN 55792
Permit No. 27

USWA Local 1938
403 First Street North
Virginia, MN 55792
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