

Ben Salazar  
President

Martin Fox  
Vice President

April, 2021  
Rank & Filer



Tino Kalantzis  
Recording Secretary

Steve Berendsen  
Financial Secretary

George Guinea  
Treasurer

## Presidents letter

Brothers and Sisters of 1440,

I would like to Congratulate everyone that was voted into office during this last election and thank everyone again that stepped up to make a difference in our union by running for office. These last 3 years have been one for the books with all of this Covid protocols we have been dealing with but at the same time we all have learned a lot along the way. During the next Union meeting on May 13<sup>th</sup> we will be swearing in the new officers and have the grievance committee select the chairperson.

Profit share checks will be coming out at the end of May for the 5<sup>th</sup> consecutive quarter so nice work to everyone for all of your hard work as we have not seen this many consecutive profits in a very long time. In this Rank and File you will see a Message from our Vice President of the Union about the laws that were passed for Covid-19 pay, so if you were affected by covid since January or have to miss work for it in the future you will receive some compensation so look for this article and on the Unions web page for the details. Lastly thank you to everyone for the continued support and a Happy Mother's Day to all of the Mothers and single parents of 1440.

In solidarity, Ben Salazar

**Vice President**

Greetings Brothers and Sisters of 1440,

As covid restrictions ease up and our union can get back to regular meetings every month we encourage all to attend! We encourage those who have passed their 1000-hour probation to come down and be sworn in and understand our oath we all pledge to our union. The last year has been challenging for all of us, and it's great to be getting back to some sort of normalcy. Thank you and congratulations to all who have helps us get through this difficult time.

In solidarity, Martin Fox.

**STEELWORKERS**  
**LOCAL 1440**  
**PITTSBURG, CA**

Union Meetings Are Held the 2nd  
Thursday Of Every Month. Our Next  
Meeting Will Be:

**Thurs May, 13<sup>th</sup>**

5:30PM At the Union Hall  
677 Cumberland Street  
Pittsburg, CA 94565  
Phone: 925-432-7396

**\*\*\*\*Notice\*\*\*\***

2021 USW Local 1440 Sheet Grievance runoff election **April 20<sup>th</sup> 6Am-4Pm** at UPI Main Gate!

There will be a runoff election for **Sheet grievance position.**

**ONLY SHEET PERSONEL** vote and  
**MUST Show your Badge to Vote.**

**Safety**

**Cardiac Awareness Month**

**Heart Disease in the United States**

Heart disease is the leading cause of death for men, women, and people of most racial and ethnic groups in the United States. One person dies every 36 seconds in the United States from cardiovascular disease. About 655,000 Americans die from heart disease each year—that’s 1 in every 4 deaths. Heart disease costs the United States about \$219 billion each year from 2014 to 2015.<sup>3</sup> This includes the cost of health care services, medicines, and lost productivity due to death.

**Coronary Artery Disease**

Coronary heart disease is the most common type of heart disease, killing 365,914 people in 2017. About 18.2 million adults age 20 and older have CAD (about 6.7%). About 2 in 10 deaths from CAD happen in adults less than 65 years old.

**Heart Attack**

In the United States, someone has a heart attack every 40 seconds. Every year, about 805,000 Americans have a heart attack. Of these, 605,000 are a first heart attack, 200,000 happen to people who have already had a heart attack. About 1 in 5 heart attacks is silent—the damage is done, but the person is not aware of it.

Heart disease is the leading cause of death for people of most racial and ethnic groups in the United States, including African American, American Indian, Alaska Native, Hispanic, and white men. For women from the Pacific Islands and Asian American, American Indian, Alaska Native, and Hispanic women, heart disease is second only to cancer.

Race of Ethnic Group	% of Deaths Men, %	Women, %
<b>American Indian or Alaska Native</b>	18.3	17.0
<b>Asian American or Pacific Islander</b>	21.4	19.9
<b>Black (Non-Hispanic)</b>	23.5	23.1
<b>White (Non-Hispanic)</b>	23.7	22.5
<b>Hispanic</b>	20.3	19.9
<b>All</b>	23.4	22.3

**Americans at Risk for Heart Disease**

High blood pressure, high blood cholesterol, and smoking are key risk factors for heart disease. Several other medical conditions and lifestyle choices can also put people at a higher risk for heart disease, including: Diabetes, Overweight and obesity, Unhealthy diet, Physical inactivity, Excessive alcohol use. <https://www.cdc.gov/heartdisease/facts.htm>

**April Retirement:**

**Lim, Johnny R.**

MTE – Electrical  
Field Services/Reliability  
7/25/1994 - 04/30/2021

**26 Years**

**We wish our union brother a Prosper and Healthy Retirement!**



## **2021 COVID-19 Supplemental Paid Sick Leave**

**Effective March 29, 2021**

Covered Employees in the public or private sectors who work for employers with more than 25 employees are entitled to up to 80 hours of COVID-19 related sick leave from January 1, 2021 through September 30, 2021, immediately upon an oral or written request to their employer. If an employee took leave for the reasons below prior to March 29, 2021, the employee should make an oral or written request to the employer for payment.

### **A covered employee may take leave if the employee is unable to work or telework for any of the following reasons:**

**Caring for Yourself:** The employee is subject to quarantine or isolation period related to COVID-19 as defined by an order or guidelines of the California Department of Public Health, the federal Centers for Disease Control and Prevention, or a local health officer with jurisdiction over the workplace, has been advised by a healthcare provider to quarantine, or is experiencing COVID-19 symptoms and seeking a medical diagnosis.

**Caring for a Family Member:** The covered employee is caring for a family member who is subject to a COVID-19 quarantine or isolation period or has been advised by a healthcare provider to quarantine due to COVID-19, or is caring for a child whose school or place of care is closed or unavailable due to COVID-19 on the premises.

**Vaccine-Related:** The covered employee is attending a vaccine appointment or cannot work or telework due to vaccine-related symptoms.

### **Paid Leave for Covered Employees**

**o 80 hours for those considered full-time employees. Full-time firefighters may be entitled to more than 80 hours, caps below apply.**

- For part-time employees with a regular weekly schedule, the number of hours the employee is normally scheduled to work over two weeks.
- For part-time employees with variable schedules, 14 times the average number of hours worked per day over the past 6 months.

**o Rate of Pay for COVID-19 Supplemental Paid Sick Leave: Non-exempt employees must be paid the highest of the following for each hour of leave:**

- Regular rate of pay for the workweek in which leave is taken
  - State minimum wage
  - Local minimum wage
- Average hourly pay for preceding 90 days (not including overtime pay)

**o Exempt employees must be paid the same rate of pay as wages calculated for other paid leave time.**

**Not to exceed \$511 per day and \$5,110 in total for 2021 COVID-19 Supplemental Paid Sick leave. Retaliation or discrimination against a covered employee requesting or using COVID-19 supplemental paid sick leave is strictly prohibited.**

## **Vice President**

**Brothers and sisters of 1440 who have missed wages directly related to Covid-19, please**

**read the Above documentation.** The State of California recently enacted a new law (Labor Code Sec. 248.2) that entitles eligible UPI employees to receive supplemental paid sick leave ("SPSL") for certain types of absences related to the COVID-19 pandemic. Effective March 29, 2021. If you are unable to work or telework for any of the following "qualifying reasons", you may be eligible for SPSL:

- You are subject to a federal, state, or local quarantine or isolation period related to COVID-19.
- You have been advised by a health care provider to self-quarantine due to concerns about COVID-19.
- You are experiencing symptoms of COVID-19 and are seeking a medical diagnosis.
- You are attending an appointment to receive a vaccine for protection against COVID-19.
- You are experiencing symptoms related to a COVID-19 vaccine that prevent you from being able to work or telework.
- You are caring for a family member who is subject to a quarantine order or guidelines, or who has been advised to self-quarantine by a health care provider.
- You are caring for a child whose school or place of care is closed or otherwise unavailable for reasons related to COVID-19 on the premises.

**There are forms located at Human Relations office and on our Union website.**

**Applying for Supplemental Paid Sick Leave:** If you believe you may be eligible for SPSL benefits, please complete the "Application for 2021 CA COVID-19 Supplemental Paid Sick Leave" and submit it to Human Resources along with any supporting documents (Vaccine card, doctor's note).

Should you have additional questions regarding your SPSL eligibility, rights or obligations, please contact one of the following HR representatives: Mariane Smith [msmith@ussposco.com](mailto:msmith@ussposco.com) (925) 439-6159 Jessica Carpio [jcarpio@ussposco.com](mailto:jcarpio@ussposco.com) (925) 439-6189

## **Looking for more Union Info? Our local has a web site!!**

Did you miss last month's Filer?

Looking for a form?

Heard about an event?

Want to sign up for email alerts?

All of this and more can be found online at: [uswlocals.org/local-1440](http://uswlocals.org/local-1440)

## Our Pledge,

“Recognizing that the United Steelworkers is a strong labor organization dedicated to the advancement of my interests and the interest of all working men and women and that the strength of the Union depends on the commitment which its members make to it and to each other, I do sincerely promise, of my own free will, to abide by the laws of this Union; to bear true allegiance to , and keep inviolate the principles of the United Steelworkers; never to discriminate against a fellow worker on the basis of race, creed, color, sex, sexual orientation, gender identity, age, disability, nationality, or other legally protected status; to defend freedom of thought, whether expressed by tongue or pen, to defend on all occasions and to the extent of my ability the members of our organization, and never to reveal to any employers or their agent a member’s name without proper authorization. I will cease work when authorized and approved by the organization to do so.

That I will look upon my fellow members of the Union as my brothers and sisters and will never knowingly wrong a member or see a member wronged if I can prevent it. That I will assist all members of our organization to obtain the highest wages possible for their work; that I will not accept a member’s job who is idle for advancing the interests of the Union or seeking better remuneration for the member’s labor; and, as the workers of the entire country are competitors in the labor world, I promise to provide my solidarity and support whenever I am called upon by the organization to do so. And I further promise to help and assist all members in adversity, and encourage all workers to organize and join our Union in order to enjoy more fully the fruits of their labor.

To all this I pledge my honor and I further pledge that at every opportunity I shall

‘Say A Good Word About My Union.’”