



NEGOTIATIONS UPDATE

We have met with the Company twenty two times since negotiations began on November 30th, 2005. There have been a number of proposals and counter proposals on several issues. We have a long way to go before we reach an agreement and we continue to make efforts toward

that goal. Your negotiating committee is scheduled to meet with the company today and hope to make progress. We wish we had more to tell you but we're just not there. Your patience and understanding is appreciated and we will update you as soon as there is something to report.

MIDFIRST PROVIDING BUDGET COUNSELOR EXCLUSIVELY FOR AEIF MEMBERS

During the month of February, a Certified Credit Counselor will be available for all AEIF members to provide free budgeting assistance. This is a great opportunity to learn more about how to budget your money, develop a spending plan or discuss credit assistance. This service is designed to help you better manage your

family budget through a professional and confidential resource. All appointments will be held at MidFirst Credit Union in the basement of the Crawford Street location for AEIF members and their families. Please call MidFirst Credit Union at 1-800-633-8905, or stop by the Crawford Street location to make an appointment.

AEIF T-SHIRTS



AEIF T-Shirts are available at your Union Hall. The cost is \$5. Sizes range from Medium to 4X. You can pick one up during normal business hours of 7:30 am till 4:00 pm.

ARBITRATOR DENIES GRIEVANCE

(Regular Arbitration case 05-0216) Grievant reported to work for 3-11 turn and was informed by a supervisor that Grievant would be stepping up to work the Steel Pourer job. In the Pit Area, employees share the same tap coats and other personal protective equipment (PPE), so Grievant did not take anything to the job site. On arrival at the Ladle Car, Grievant saw some tap coats with spats wrapped around them and gloves in them. Grievant put on one of the tap coats, a pair of gloves, spats, and a face shield and began working with an experienced co-worker. While pouring a second heat, the molten metal in the ladle was blocked. They shut the ladle gate, took the shroud off and Grievant proceeded to blow out the debris inside with the oxygen lance. Some of the debris blew back toward Grievant and burned the right forearm and right ear of Grievant. After completing the poured heat, Grievant went in the bathroom to check injuries. Grievant was then later transferred to the Plant Hospital. Grievant returned from the hospital and the department conducted an investigation of the accident. They reviewed the JSHA and determined the Grievant was not wearing the recommended PPE. Grievant had on the wrong gloves, the tap coat was too small, and did not use a neck drape. The Department Manager decided to give Grievant a five-day disciplinary sus-

pension for violating several PPE requirements for the Steel Pourer job. Also the Company claimed safety contacts the Grievant had received about proper PPE on that job; Grievant was aware of the rules, and failed to follow them. Arbitrator Harkless said, *"the foregoing facts clearly establish the grievant violated Company safety rules when grievant was assigned to perform the Steel Pourer job. Grievant did not wear a neck drape or long aluminized gloves, as required by the JSHA for that job. Also grievant put on a tap coat that was too small. As a direct result of these failings, the Grievant was burned on the right forearm and ear, when using the oxygen lance to clear blockage from the Shroud at the ladle. Although grievant did not perform this job often, grievant had been trained to do it, and was well aware of the proper PPE required. Given the Company's emphasis upon safety as the top priority, and its constant reminders to everyone of the importance of complying with the safety rules, the Arbitrator concludes it was reasonable in the circumstances involved in this instance for the Company to impose a five day suspension on the Grievant for the PPE violations."*

**Your AEIF
Executive Committee**

On the Calendar	
• Feb 7—Delegate's Day	
• Feb 9—Membership Meeting	
• Feb 14—Valentine's Day	
27 days left...	
Get your house in order!	

Contact us at:
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More

AEIF Update

February 1, 2006



Armco Employees Independent Federation, Inc.

ARBITRATOR SUSTAINS GRIEVANCE IN-PART

(Regular Arbitration case 05-099) This case is about a journeyman Welder who was allegedly “force assigned” to a new area assignment. Grievant had seniority and used it to elect assignment to the Hot Strip Mill. Grievant was informed the assignments were already made and Grievant lacked the necessary TIG qualification for the assignment to the Hot Strip Mill. Grievant was then assigned by the Company to the BOF Concast. Grievant was allegedly told Grievant would be given the TIG training and Grievant could transfer to the Hot Strip Mill. The Union asserted the assignments went to three less senior Welders, except for one assignment. Grievant took the training and was certified on December 10, 2004 and completed testing on January 5, 2005, but was not permitted to transfer to the Hot Strip Mill. The Grievant’s BOF Concast assignment was eliminated and Grievant transferred to East Processing. The Hot Strip Mill assignments were eliminated at this time. Arbitrator Merritt believed, “that the Company had the right to demand such qualification from bidders for the Welder position in the Hot Strip Mill. He also concluded that the Company did not violate the Collective Bargaining Agreement when they refused to allow Grievant to claim a forced area assignment to the Hot Strip Mill based upon seniority. The Company asserted that the Grievant could not be transferred to the Hot Strip Mill in January because an employee would be bumped and a replacement for Grievant in the BOF Concast had to be found. Grievant finally signed a bid for assignment to the Hot Strip Mill on 9 February 2005 for weekending 19 February 2005. As noted earlier Grievant was TIG certified as of 29 December 2004 and completed the second test on 5 January 2005. Grievant was TIG certified and should have been assigned to the Hot Strip Mill welding position in January. The reasons for the long delays are not credible. The arbitrator concludes that the Company violated the Collective Bargaining Agreement by refusing to allow Grievant to exercise a seniority claim to the Hot Strip Mill assignment on 13 January 2005 and the Company shall make grievant whole for all lost earnings.”



AEIF MEMBERSHIP MEETING

THURSDAY, FEBRUARY 9th

4:00 PM AT VFW SOCIAL CENTER

PLEASE MAKE PLANS TO

ATTEND!!!

Say something good about your Union!