



# AEIF Update

February 15, 2006



Armco Employees Independent Federation, Inc.

## STRIKE AUTHORIZATION VOTE

After careful consideration, the Executive Committee of the AEIF has decided to conduct a strike authorization vote this Friday and Saturday, February 17<sup>th</sup> and 18<sup>th</sup>. Meetings will be held Friday at the VFW Social Center on Central Ave. in Middletown at 10am and 4pm to explain why the vote is necessary. Voting by secret ballot will begin immediately following the 10am meeting and will continue throughout the day. The polls will close Friday at 7pm. Saturday, voting will begin at 7am at the AEIF Union Hall and the polls will remain open until 5pm. Members intending to vote must bring proper identification. Brian Daley, President of the AEIF said, "We are extremely disappointed that we have been forced to make this decision. To date, the Union has proposed

changes to seventeen articles of our current contract as well as three new articles and numerous memorandums of agreements. We don't believe the Company has made a good faith efforts to reach agreement at the bargaining table. We have met with the Company more than three dozen times and despite the Union making significant movement in the Company's direction, we have yet to get the Company to sign off on a single revised non-economic article." It is very important that you participate in the strike authorization vote. The passage of the strike authorization will allow the Union to decide when or if we are to withhold our labor. Your support will give your Executive Committee what it needs to reach a fair and equitable settlement with AK Steel. Please take time to help us help you.

## AEIF T-SHIRTS



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

**13 days left...**  
**Get your house in order!**

## Strike Authorization Vote

**Friday, February 17, 2006**  
**VFW Social Center**  
**5049 Central Avenue**  
**10:00 am—7:00 pm**

**Informational Meetings**  
**10:00 am & 4:00 pm**

**Saturday, February 18, 2006**  
**AEIF Union Hall**  
**7:00 am—5:00 pm**

## SAFETY FIRST

We continue to get reports of unsafe conditions caused by replacement workers in the plant. In addition to the problems with safety, we know that several coils have been damaged by these people trying to break in on our

jobs. Please contact the Union if you have a safety issue or if you see damage to equipment or material.

## ANGELS BIG AND SMALL

Lillian Rae French, the granddaughter of Dennis Martin from East Processing, was born on December 12<sup>th</sup>, 2005 and died January 24<sup>th</sup>, 2006. In her short life she had a heart transplant and the doctors are not sure yet but its possible her body rejected the organ. A lot of transplant expenses were covered by different

sources, but there is still a need to pay for the uncovered procedures. A fund is set up at MIDFIRST CREDIT UNION, called the French Family Fund. The next time you visit MidFirst, please consider a contribution to help offset these costs.

## Your AEIF Executive Committee

Contact us at:  
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More

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## ARBITRATOR DENIES LAID OFF WORKERS LUMP SUM BONUS

*(Regular Arbitration case 05-0371)* In July 2004 the Company laid off (involuntary) 107 workers and none were recalled by March 1, 2005. On March 1, 2005 the Company refused to pay the \$1000 lump sum bonus to any of the involuntarily laid off workers. The Company said that employees on lay off status on March 1, 2005 were not “active” nor were they accruing continuous service for pension purposes. They were not paid the lump sum bonus payment because they were not entitled to it under the terms of the Settlement Agreement. The Union showed that the Company with a similar contract provision paid involuntarily laid off workers at their Coshocton Plant. Arbitrator Merritt said, “*this case is a contract interpretation case and the Collective Bargaining Agreement between the parties seems a fitting place to begin analysis. Both parties have noted that the word “active” as in active employee is crucial. Both parties note that there is no consistency in the use of the word by the parties in their Agreement. The Company asserted that there is a distinction between active bargaining unit employees and the base force in Article VIII. Also cited Arbitrator Doering’s July 1, 2005 arbitration award and the Employment Security Plan to differentiate between laid off workers and “active” workers. The Union countered that the Company misread the arbitration award and the Employment Security Plan. Laid off workers, the Union asserted are treated as active workers in the Employment Plan and the arbitration award partially suspended the base force but, did not differentiate laid off workers from active workers under the Employment Security Plan. So the Union interpreted the phrase as an active employee who is accruing continuous service for pension and would include laid off workers. The Company interpreted the phrase as a two part test. First the worker must be an active worker and second must be accruing continuous service for pension. The Arbitrator concurs with Company interpretation. The words in the context of the Agreement are clear and ambiguous as stated by the parties. The recipient must be an active worker and accruing continuous service for pension purpose. Persons on leave have a reasonable expectation that they will return to their job. This expectation is supported by the Collective Bargaining Agreement provisions and possibly state and federal laws. Those who were involuntarily laid off have no such reasonable expectation for return. Indeed some may seek work elsewhere and never return to the Company. It is reasonable to assume that the parties wanted to provide the bonuses for workers who were at work as active workers at the Company on March 1, 2005 rather than pay bonuses to involuntarily workers who might never return or might even be working elsewhere, grievance denied.*

## 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.

### Nearing retirement or leaving the company?

#### Here’s a special invitation for AK Steel Employees.

Taxes, rollovers, social security, investments...There are lots of considerations.

It’s important to have someone you trust help with the critical decisions concerning your retirement funds. This important transition will affect the rest of your life. So we’re offering you the opportunity to get to know us and *how we help our clients make the best decisions for themselves and their families.*

**Where: Schiavone’s Restaurant—1907 Tytus Avenue    When: Wednesday, March 1 6 – 8 pm**

You’ll meet Rosemary Haddad, CFP®, Senior Financial Advisor with Merrill Lynch. A 17-year veteran, she is well equipped to offer guidance as you approach retirement or a job transition.

Dinner is compliments of Merrill Lynch, and we encourage you to include your spouse. Because we can accommodate a limited number, reservations are required.

Please call **Rosemary** to reserve your place.    1-866-792-1495 toll free 1-513-792-1495    Merrill Lynch Blue Ash