



CONTRACT EXPIRATION

With less than one week to go before the expiration of our contract, many, of course are wondering what will happen. No one, including the Company, can tell you with certainty what will happen. We can only give you our respective positions and see what the future holds for us. We the Union can tell you that we have made every effort to reach agreement with AK, and we will continue our efforts to find a way to resolve our differences. The Company is looking for sweeping changes in all areas of our current agreement from major economic concessions to much more flexibility on the shop floor. We have discussed many of these issues at the bargaining table but we can't seem to keep the Company's attention. Whenever we get close to resolution of an issue, the Company wants to move to another. We believe this is a risky way to bargain because you can't be sure of what it takes to resolve an issue until both parties agree. We expect to see more activity on the shop floor such as the Company bringing in goon guards and

even more coercion and intimidation by the Company from the scabs they have hired. We have had several reports of improper behavior by the scabs in the plant and reports that in some cases Company officials are turning their heads. There are reports of sexual harassment, not wearing proper PPE, sleeping on the job, inappropriate comments being made to Union Members and damage to several customer's orders. We are following up on these claims, finding many of them to be true and will take appropriate action. We are convinced the Company is doing all they can to provoke you into doing something you shouldn't. Please don't allow that to happen. If you are placed in an unsafe situation, please call your Union at once. As contract expiration nears, we will continue to do everything we can to secure a new contract. You are doing everything you can to make that happen. Please continue to show up for work as scheduled until your supervisor tells you not to or until a Union Representative contacts you with specific instructions on what to do.

6 days left...

Get your house in order!

Strike Authorization Vote

Results!!!

2424 Members Voted

2368 Voted YES

56 Voted NO



Hundreds of Members attended informational meetings regarding current contract talks.



After the meetings, Members stand in line to vote for a strike authorization at the VFW on Friday. Voting continued at the Union Hall Saturday.

ARMCO PARK MEMBERSHIPS

John Kraft, Manager of Armco Park is getting ready to mail out new membership cards and would appreciate it if those members that have a changed address call the park office so they can update their files. The number to the park office is 513-727-3980.

Your AEIF Executive Committee

Contact us at:
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More

AEIF Update

February 22, 2006



Armco Employees Independent Federation, Inc.

ARBITRATOR DENIES DISCHARGE GRIEVANCE

(Regular Arbitration case 05-0606) This case was about an employee of the Cold Strip Pickler Department who was performing the Welders job. On June 18, 2005 Grievant was making a two-in-one weld and was following the ordinary practices. After making the weld, Grievant trimmed it and ran an EMAT (Electromagnetic Acoustic Transducer) scan, which was red. After visually inspecting the top and bottom of the weld and concluding that it was sufficient, Grievant sent the coil of steel on through the pickling line where the weld subsequently broke. The Company contends that the Grievant's poor work performance on June 18, 2005 was the result of intentional disregard for written operating procedures. Paragraph 26 of the QSOP expressly states that after one processes two-in-one cutout orders and a green EMAT scan is not achieved, "at least one reweld attempt must be made." The Grievant should not have done this in view of the fact that Grievant had been issued two different disciplinary suspensions for the same violation. The Grievant was clearly aware of the written requirement and well aware of the fact that management would not tolerate his deviating from the established welding procedure. The Union argued that the Grievant was aware of the provisions of Paragraph 26 of the QSOP, however the normal practice in the mill was for welders to visually inspect the welds, and if in their judgment the weld was acceptable, they could send it on. Grievant testified that they had been instructed by two managers to do this because "we were taking too much time making rewelds." Arbitrator Render said, *Paragraph 26 of the QSOP clearly states: "When processing Weld OK, or 2<1 Cut Out Weld orders and a Green Emat Scan is not achieved, at least one reweld attempt MUST be made."* There is no dispute that this QSOP applied to the weld that the Grievant made. There is also no dispute that the Grievant did not attempt a reweld when the scanner produced a red light. Thus, on the surface, the Grievant violated the operating procedure applicable to the weld Grievant was making. In regards to the Supervisors giving welders blanket approval to send two-in-one welds with a red light to the Cold Strip, it is not clear to the Arbitrator that either of these two Supervisors have given the welders general permission to send two-in-one welds on when the EMAT scanner produced a red light. Grievant could have been referring to cases where the supervisors specifically approved sending a weld on. The major problem is that the Grievant was working under a very specific instruction that told Grievant to attempt a second weld in this particular situation, and Grievant did not do it. In view of the Grievant's violation of a clear work rule, as well as Grievant's previous violations of work rules under similar circumstances, the grievance must be 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