



AEIF Update

February 8, 2006



Armco Employees Independent Federation, Inc.

LOUD and CLEAR

More than 600 members showed up yesterday and voiced their opinion LOUD and CLEAR about how they feel concerning scabs working inside AK Steel. Forcing salaried employees to learn our jobs is distasteful enough, but to hire scabs and place them in the mill before the union has had a chance to negotiate a contract, puts in question AK Steel's sincerity to reach an agreement. More importantly though, is AK's lack of concern over our safety. The scabs in many cases are brought into a department without knowledge to those working on the shop floor and they're placed in

cranes with little or no training. Their inability to operate becomes obvious as soon as they take the controls. We have been fortunate to date that no one has been hurt or killed. Most of the credit goes to our Safety Chairman and the Crane Safety Coordinator who have been able to address the safety issues. Our problem is that our safety personnel can't be everywhere at the same time. If you are working around cranes, please be aware of who is operating the cranes. Call the union if problems arise. **Your negotiating committee told AK Steel that we're willing to discuss almost anything with them, but your safety is not up for compromise.**

Hundreds of AEIF Members gather on the lawn at the Union Hall just before marching down Roosevelt Boulevard to Wicoff Gate.

AEIF President, Brian C. Daley, speaks to the media about the concerns of the Members regarding recent contract negotiations with AK Steel.

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

ARBITRATOR SUSTAINS ZONE RATES FOR COLD MILL OPERATORS

(Regular Arbitration case 04-0148) This case is about the Cold Strip Mill Department Operating members who were scheduled on their crews by the weekly schedule as operators, according to the Cold Strip Mill Progression Chart. After they arrived to work per their schedule as mill operators and the mill being scheduled to be down, the company would pay the operators a labor rate of pay Zone 1, which is a position or job that is not included on the Cold Strip Mill Progression Chart. The Union believed that the company did this so they would have an experienced operating crew available so they could start up earlier than projected. *Arbitrator Merritt said it is his opinion that the wholesale conversion of Operators to general laborers was contrary to the negotiated lines of progression, contractual general principles of seniority throughout the mill and a clear violation of ARTICLE XIII. The Company seems to have abandoned any agreement it made regarding the Progression Lines. Article XIII clearly states that where job specific assignments are made the employee should get the specific zone rate that his seniority and Operator classification mandates on the related progression chart. ARTICLE XIII (D) (b) further states that "the employee affected may be placed on work which is*

reasonably suitable other than that for which he/she was scheduled or notified to report." The grievants and the Union have clearly stated that the general labor position was not "reasonably suitable" for the Operators. The Company reliance on its general rights to the run the Company does not support the violation of so many principles of seniority, position definitions, zone pay, progression lines that the parties have negotiated over time. I understand the financial difficulties that the steel industry faced in 2004 but the Company action herein cannot be condoned for in the end it cannot help but be extremely disruptive to production and labor relations. The Company clearly violated the explicit provisions of ARTICLE XIII when it engaged in the wholesale conversions of Operators to general laborers so a pay rate not even included in the Cold Strip Mill Progression Line could be paid to Operators. The Company should adhere to the terms of the Collective Bargaining Agreement and cease and desist from these wholesale conversions of employee positions in a possible attempt to reduce cost.

**Your AEIF
Executive Committee**

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