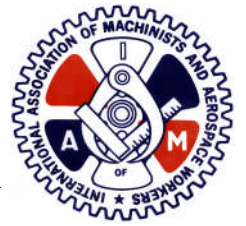




Update IAM LL 1943

August 25, 2011



Dealing With On-The-Job Injuries

We have had several recent on-the-job injuries, many of which occurred on the 11-7 shift. We want to cover what your rights and responsibilities are as an employee and as a member of our Union. Whenever you are injured, you should report the injury as soon as possible to your supervisor and safety coordinator. When your supervisor asks questions about the incident or asks you to write a statement, you have the right to have a Union representative present. This may be a steward, grievanceman, or committeeman. Although the Company has a right to evaluate your injury, the choice on where you receive treatment is entirely yours. This may be at AK Health Services, Atrium Hospital, Urgent Care, or any other facility. You are not required to wait at AK Health Services if you chose to receive treatment elsewhere. As far as transportation outside the mill, a good rule of thumb is to arrange transportation for yourself in the same manner you would if you were injured at home. The Company often orders drug and alcohol testing for most injuries whether or not there is reasonable suspicion to believe that drug or alcohol testing is warranted. You have a right to Union representation anytime you are ordered to take a reasonable suspicion drug and alcohol test. The Company will allow a Union representative on turn (grievanceman or steward) and a Union officer, if available, to observe your sobriety test. The form stating the basis for your test should be provided by management to AK Health Services before they administer your test. You have a right to this form upon request, as well as video of any sobriety test. If you choose to be treated at AK Health Services, remember that you have a right to Union Representation if a Supervisor or Safety personnel should show up at Medical and start asking any questions.

Two Discharge Grievances Answered

We received two answers from arbitrators this week for members who had been discharged. In the first case, the member was discharged for being in the path of a moving crane. The member was carrying some materials necessary to perform his work and when he was returning to his work station, an overhead crane carrying a coil was directly in his path. Both he and the crane operator took evasive action and nothing happened to either the member or the coil. Management overheard the incident on the radio, reviewed video, and decided to discharge the member for an unsafe act. The arbitrator ruled in the Company's favor by upholding the discharge. The arbitrator cited the member's short service with the company (eight months), and previous disciplines for safety infractions and concluded that the Company had just cause to discharge the grievant. In the second case, a member was discharged for failing to report an incident, failing to cooperate in an investigation, leaving the scene of an incident, and tampering with evidence. The member was part of a three man crew who was moving a squeegee roll for final placement along with a crane operator. The crane operator was operating a remote crane and moved to get a better view of the roll. When doing so, the remote box rubbed a piece of equipment, causing the load to inadvertently bridge. The member avoided any injury, but unknown to him at the time, his co-worker felt some pain in his arm when the roll moved. During the investigation, the crane operator described exactly what happened and the member did not have any additional information to offer about the incident. The roll was lowered to the floor and the member went to eat his lunch. The arbitrator was convinced that the Company "piled on charges in order to justify the discipline that was meted out." She concluded that the grievant did not tamper with evidence or fail to report an incident. She concluded that to the extent the grievant left the work area and offered little information about the incident warranted a five day suspension. The arbitrator ordered the member be reinstated with full seniority and benefits to his former position with backpay, minus the five day suspension. We have 231 active grievances in the system and await answers on four cases, three of which are discharges. Twelve cases are scheduled for arbitration.

Cold Mill Fire

A major incident occurred yesterday at 12:30 p.m. during the downturn at the Cold Mill. A contractor was performing repairs to the east fog exhaust housing near the entry end. A rather sizable fire was ignited while the contractor was using a propylene torch. The fire was contained to the fan housing area because the exhaust stack deluge system was activated and it worked to put out the fire. There were no injuries. All accounts indicate that the emergency action plan for the Cold Mill that was initiated was followed very well by our members, management, safety, railroad, main gate, and fire department. With all the safety rules, JHSA's, PPE, observations, and discipline that takes place here, it can be easy not to remember your department's emergency action plan. Know your door and grid numbers. Call 3131 for emergency injuries, 3322 for fire emergencies, and the main gate number is 3694.

Your Executive Committee

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IAM LOCAL LODGE 1943

Interesting Read

Below is an article from the Parade Magazine by Connie Schultz. The article titled “The Place My Father Didn’t Want Me to See” was circulated during Labor Day weekend. After reading the article no one will have to point out the similarities to what we do, it is eerily familiar. We work in some of the nastiest, dirtiest, smelliest, darkest places known to man. We work long hours, rotating shifts, and deal with some of the most adverse conditions. It is during these times you can’t help but stop and ask yourself “why?”. The answer is because “they” depend on us. “They” can have many meanings. To some “they” are our wife and kids. “They” can also be the entities that rely on our tax dollars. The Police and Fire Departments that keep us safe or the school systems that provide our children with the education they need to succeed. Whatever face you attach to “They”, one thing is for sure; “They” need us. It is working class Americans like yourselves that keep this country going. Your hard work, long hours, and resiliency set the example for the generations to come. As your Union we ask you to stand tall, hold your head high. Even if you can’t always say you are proud of who you work for, be proud of what you do! No matter how big or how small, every job in this mill contributes to the final product going out the gates. Be proud of your work, be proud of making steel, and be proud to be a Union Member.