



Update IAM LL 1943

January 13, 2010



Shutdown Negotiations Completed

On Friday, January 8th we completed our negotiations over the effects of the ClarkWestern plant shutdown. We held a meeting with all the active workers at the Union Hall that afternoon to explain the agreement. Workers with less than 20 years of continuous service are eligible for 7 weeks severance pay, those with over 20 years receive 8 weeks pay. Health benefits will be maintained for a minimum of 16 days and a maximum 45 days. The vacation entitlement differs from AK Steel, in that Clark employees vest on their hire-in dates. We were able to negotiate a fair pro-ration of each employee's vacation entitlement based on hours worked. We also reached understandings on 401 (k) access and loan deferments, recall rights, and severance and vacation payments being allocated to each employee's last day worked. Although the workers are understandably disappointed in management's decision to shut down the plant, they are getting ready to move on with their lives. The members can choose to remain in the IAM and we hope to help those who wish to work at AK Steel get hired.

Biggest Loser

This year's 12-week competition starts the first week of February and ends on April 30th. Here is how it works. Find three co-workers (the bigger the better) and fill out a registration form and workers compensation release. Your team can be made up of any combination of hourly, salary, male or female. (Those who had a surgical weight loss procedure during the last twelve months are ineligible to participate.) Pick a team name and turn in the forms to Medical by January 31. Initial weigh-ins will take place on Tuesday, February 2 through Friday, February 5. Weekly weigh-ins will follow on your choice of Thursday or Friday of each week. You can weigh-in at any time of the day or night before or after work. Weekly prizes will be given to the team that loses the most weight and the team that loses the most combined percentage of body weight. At the end of the competition the team winning each category will receive \$250 per team member. As long as you weigh-in at least 9 of the 12 weeks you will receive a t-shirt at the end of the competition. Registration forms are available at the Union Hall, Benefits Office, or Medical Department. They will also be available at toolbox meetings starting soon, and your delegate may also have copies. Towne Athletics offers discounts to AK employees, with membership rates starting at \$15 per month. Forest Hills also has a few exercise machines in their weight room to help your team win the competition. Good luck!

Benefit For Aidan Lee Truett

Members of the Steelmaking Department have planned a benefit in memory of Aidan Lee Truett at the DAV in West Middletown, **starting at 4:00 p.m. this Saturday, January 16th.** The Truett family is dealing with the loss of their one-year old son and unexpected expenses. This benefit will include a spaghetti dinner, live music, and karaoke for only \$5 per person or \$8 per couple. There will be a 50/50 and other merchandise to bid on during the night. Take your spouse out for an inexpensive meal and fun for the evening and at the same time support a union brother in need.

Membership Meeting

Our monthly membership meeting will be held at the Union Hall on Thursday at 4:00 p.m. We will have food provided by Mohawk Pizza, out of Madison Township at Mike McGee's driving range. Two members, Vicki Bell and Kim Thomas, are now owners of this business. You can view other businesses run by our members on our website at www.ll1943.org

Grievance Log

We have 219 active grievances in the system and await answers on 4 cases. Ten members are discharged, and 33 arbitrations are scheduled. Oral arguments were heard by the Sixth District Court yesterday on the arbitrability of the 93 court cases. Rob Mitchell presented our arguments, with Scott Rich and Neil Douglas in attendance. The lower court has ordered AK to arbitrate the cases. AK appealed to a three judge panel, who will either uphold or reverse the lower court's decision. A grievance was denied by an arbitrator this week. The case was on donning and doffing, whether employees should get paid for the time spent dressing and undressing their uniform. The arbitrator declared the grievance untimely as well as stating that the language was clear that the time paid was for actual time on the job. The arbitrator did reject the Company's argument that an arbitrator can not consider external law.

Your Executive Committee

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