



Update IAM LL 1943

January 27, 2010



Fourth Quarter Results

AK reported fourth quarter “unaudited” results on Monday. We had sales of \$1.32 billion on shipments of 1.368 million tons. Net income was \$39.8 million, including a charge of \$5.1 million for a state tax law change in Pennsylvania. For the year 2009, we had a net loss of \$74.6 million, although the last two quarters were both profitable. The outlook for 2010 looks to start much like the fourth quarter ended, and to pick up steam throughout the year. In particular the automotive business is improving, which bodes well for our plant. Our contract provides for profit sharing payments, if earned, to be made within 15 days of the “audited” results. This is typically around the beginning of March. We will not know how much profit sharing will be paid until we see the audited numbers, and until we see the number of hours worked at each plant. It is safe to assume that some profit sharing should be paid based on the numbers reported yesterday. We will not know how much for over a month. 2009 proved to be a difficult year for us all, and you are to be commended for all your efforts in returning us back to profitability. We hope to continue reporting good news in 2010.

Biggest Loser

Several teams have signed up for this year’s competition which starts next week with initial weigh-ins. We have forms here at the Union Hall, and they are also available at the Benefits Office and AK Medical. The forms need to be turned in no later than Monday next week. The initial weigh in starts Tuesday and goes until Friday, with weekly weigh-ins on Thursday and Friday thereafter. Participants will each receive a t-shirt and be eligible for weekly prizes for losing the most weight and most percentage of weight loss. The two teams winning each category overall will receive \$250 from AK per team member. Several teams have made side bets on the action. Getting paid to lose weight is a good thing, so turn in your forms today.

Safety Shoes

If you have not picked up your safety shoes since March 15 of last year, go to the safety store and pick some out. Members who are not special utility are entitled to one pair of boots each year.

Two Discharge Cases Answered

We have 200 active grievances in the system and await answers on 4 cases. Twenty-one arbitrations are scheduled, and seven members are discharged. We received two arbitration answers this week on discharged members. The first case dealt with a member from the Transportation Department who was discharged by the Company for “Poor Work Performance.” The member was operating a locomotive and pushing cars at the Blast Furnace when another cut of cars that the member had chocked rolled into the track he was operating on. The cut of cars the member was operating side swiped the fouled cars. The Company claimed the grievant did not provide “head in protection.” The Union argued that the member was providing “head in protection” and that the chocks on the other cut of cars had failed. The arbitrator wrote in his discussion that “corrective actions involving an employee must be reasonable under the circumstances and that disciplinary penalties must be proportionate to the infraction involved.” This was based on prior arbitration awards for similar instances as well as the grievant’s testimony and the facts of the case. The discharge was converted to a 15 day suspension, with full seniority and back pay for the remainder of time the employee was off work. The second case dealt with a member from the Hot Strip Maintenance Section who was discharged by the Company for “Poor Work Performance.” The Company claimed that the member had not hooked the safety latch for a crane lift that resulted in an accident with an outside truck driver. The Union claimed that the member was not present when the lift was made, and that the safety latch was not typically used on the lifter. The arbitrator agreed with the Union that the discharge was clearly not proportionate for the alleged infraction. He converted the discharge to a three day suspension and ordered full seniority and back pay for the remainder. We believed neither member should have been discharged and are glad the arbitrator agreed.

Verizon Wireless

Brad Bonds will be at the Union Hall next Wednesday, February 3 from 1-5 p.m. to help save you money on phones, plans and accessories.

~More on Reverse Side~

Your Executive Committee

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Website: www.LL1943.org

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Movie Tickets

We have movie tickets to Danbarry Cinemas here at the Union Hall. After over ten years at \$4.00 per ticket, the price has been raised to \$5.50 per ticket. It is still a good bargain compared to other theaters.

Good and Welfare Committee

Approximately 200 coats were donated by our members during "Coats for Kids" collection. Ally Wilson, of Ohio Cares about Youth, was pleased that our members donated so many small size coats. They were badly needed. We are still collecting items for our military personnel. Items collected will be donated through the Yellow Ribbon Support Center where they will be mailed to military service overseas. Looking ahead, the Make a Wish Foundation's annual Walk for Wishes will be held in Cincinnati (Fountain Square) on May 15, 2010. We try to take a large group of IAM members to this walk. Anyone interested in joining us this year, please contact Rhonda Rogers at 425-3679 ext. #35 or Alan Cochran at (513) 267-0167.

Membership Meeting

Our monthly membership meeting will be held at the Union Hall on Thursday, February 11. We realize that most of us get our information about the plant through newsletters, delegates, or just by calling the Union Hall. However, each month the business of the Union is conducted at the membership meeting. Also, most all board members stay after the meeting to answer any questions you may have. At February's meeting we'll be voting on spending money on the King's Island picnic. In addition to food and drink, we will also be raffling gift cards to members who are in attendance. If you haven't been to a meeting in awhile, consider coming to the meeting and participating in your Union.

Gate Collection Thank You