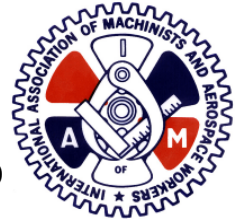




Update IAM LL 1943

November 3, 2010



Health Insurance Re-enrollment

By now, everyone should have received their health insurance re-enrollment forms in the mail. These forms need to be turned in to the Benefit office, no later than Monday, November 15th. We have extra forms here at the Union Hall for anyone who needs them and can assist you in filling these out if necessary. The overall cost for health insurance rose 13.5% from last year. This is less than last year's increase, but still significant. Our share of the total cost drops from 13.5% to 12.5% on April 1, so the amount we pay for insurance will rise 6.2% this year over last year. Our weekly amounts are as follows:

<u>Family Size</u>	<u>Weekly 1/1-3/31</u>	<u>Weekly 4/1-12/1</u>	<u>Total</u>	<u>2010</u>	<u>Diff.</u>
Single	\$13.59	\$12.58	\$667.29	\$628.16	\$39.13
Two-Person	\$27.18	\$25.16	\$1334.58	\$1256.45	\$78.13
Family	\$38.05	\$35.23	\$1868.62	\$1759.16	\$109.46

Our rates for drug coverage rose more than medical coverage, although both went up. Using generics whenever possible can help lower our rates, and Medco will be offering co-pay waivers when members opt for generics either at the pharmacy or through the mail. You should see more information about the co-pay waivers shortly from Medco. Our rates for pre-Medicare retiree medical coverage skyrocketed last year due to several factors; the rise in active costs, the rise in the average age of those retirees, and the fact that all increases are absorbed by the retirees. The monthly rate for pre-medical single coverage will be \$451.05, two-person \$902.10, and family \$1,422.94. These are 42% increases over last year. The monthly Medicare rate rose to \$297.16, a 25% increase. The Company offers Medicare Advantage plans for Medicare retirees, which have no monthly premium. Two changes for that were mandated by the new health care bill removed the lifetime maximum for health insurance, and extended coverage for dependents until age 26. These changes added 2 cents a week to our single coverage, 5 cents a week to two-person coverage, and 7 cents a week to family coverage. If you have questions about adding dependents who are between 21 and 26 contact Ed DeVault at ext. 14.

Annual Christmas Parties

The **Annual Children's Christmas Show** at Danbarry Cinemas will be held on December 11th. We hope to see everyone there.

The **Retiree's Christmas Party** will be held on December 8th at the DAV in West Middletown. We encourage anyone who wants to volunteer to help out with these two events, please call the Union Hall.

Gate Collection this Friday

The Transportation Department will be holding a gate collection for Roscoe Smith this Friday, November 5th. Many of you may know Roscoe from when he worked in the Truck Section. He is a well respected 19 year employee that has been off work with a severe medical condition which required brain surgery. Roscoe has been off work since May and there is no certainty on when he may return. Transportation Department employees hope that you can help this Union Brother out in his time of need.

Grievance Report

We currently have 279 active grievances. Three members are discharged. There are 13 cases scheduled for Regular Arbitration, 15 cases scheduled for Accelerated Arbitration, and 4 cases scheduled for Step II. There is 1 arbitration answer pending. In 2007 many of you filed over 90 grievances on such matters as seniority, red circle pay, and vacation pay. AK Steel refused to hear these grievances in arbitration and challenged the arbitrability of the grievances. Our contract states that an arbitrator can decide the arbitrability as well as the grievance. The company instead informed us that until a court with no appellate power forces them to hear these grievances in arbitration the matter is dead. The Union discussed this with the company to resolve our differences on these matters to no avail. We were left with no choice but to challenge AK Steel in Federal Court to compel them to go to arbitration which is what is written in our contract. We were successful in the 6th circuit but AK Steel appealed the answer to the United States Court of Appeals. The appellate court ruled on August 12, 2010 and remanded this case back to the 6th circuit. In talking to our legal counsel and weighing all our options we have decided to appeal to the Supreme Court of the United States. We also have a meeting with the 6th circuit judge in February and continue to press AK Steel for a resolution to these violations. We will keep you informed of all the developments in this case.

Your Executive Committee

Contact us at: 3679-3534-4721-4722

Phone: 513-423-6573 Fax: 425-6444 Hotline: 423-0477 Toll Free: 1-888-423-6573

A Heartfelt Thank You From Tim Roberts

I would like to express all my gratitude to my friends and co workers that organized and worked in collecting gifts at the gates for me while I am currently unable to work. And I would also like to give my appreciation to all that gave. I have given to many gate collections over the last thirty years and you don't realize how meaningful and important they are until you are on the receiving end of them. This can be a reminder of the kindness and character of the people that we work with.

Thank you all!

Tim Roberts

Production Levels

As we reported last week, a few departments have reduced operations expected to last through the end of the year. This week, several members from North Annealing will be cut out and assigned work in other departments throughout the mill. A few members from the #3 Roll Shop at the Cold Mill will also be reassigned. We expect there to be more members cut out and sent to other departments to reduce overtime and displace some contractors. At this time, we do not anticipate any layoffs. All signs point to increased production levels in 2011.

Verizon Wireless

Brad Bonds will be at the Union Hall on Wednesday, November 17th from 1pm-4pm. Come out and see him for all your cellular needs.

Veteran's Day Next Thursday

Next Thursday is Veteran's Day. We would like to thank all Veterans for their service to our country. Below is a list free meals and discounts for veterans on Veteran's Day:

Free entrée from Applebee's

Free Dinner from 5-9pm @ Golden Corral

Free Lunch or Dinner entrée @ McCormick and Schmick's on Sunday, November 7th

Free Bloomin' Onion and beverage of choice from Outback

There may be more Veteran's Day discounts out there, these are just a few that we know of for sure. If anyone knows of any, please let us know so we can add them to the list. Once again, thank you to all veterans.

Membership Meeting and Officer Nominations

Next Thursday is the November Membership Meeting. It will be held at the Union Hall @ 4pm. It is also the last time you can nominate candidates to run for Union office. Written nominations will be accepted through 12 noon on Thursday. After that the only way to nominate someone will be to come to the membership meeting and make the nominations from the floor. Eligible members can nominate up to 4 candidates per office. As always there will be food and drinks following the meeting. We hope to have a good turn out and look forward to seeing everyone there.

Fall Back

Don't forget this Sunday is the end of Daylight Savings Time. Sunday morning at 2 a.m. you are to set your clock back 1 hour. This is also a good time to replace the batteries in your smoke/CO detectors. Also, you lucky folks working the 11-7 shift will be able to purchase your new batteries with the extra hour of pay you will be receiving. For those of you who have trouble making it work on time (you know who you are), you may be alright Sunday morning.

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