

Contract Proposals for 2008 Negotiations

Georgetown, SC – Local 7898

Economic Issues

- 1. Base Rates the same as per Labor Agreement**
- 2. Pension contribution to reflect the same rate for every plant**
- 3. Establish SOT rates in our plant – 1st Helpers, 1st Casters & R/M Fce Op., Maintenance & Refractory**
- 4. Hourly workers who are Instructors in the plant to receive a Labor Grade 5**
- 5. Safety Coordinators to be upgraded to labor Grade 5**
- 6. Employees to receive triple time for all hours worked on the seventh consecutive days and every day thereafter until employee receives a two day break**
- 7. Re-evaluate the manning levels at Georgetown**
- 8. A incentive package for early retirees**
- 9. Bereavement Pay for (Brother, Sister, Daughter & Son Inlaws), Nieces, Nephews**
- 10. Personal Days or Sick Days**
- 11. Purchase the Property where the Greenhouse and Personnel is located**
- 12. Improve the Retiree Health Care Benefits for the Georgetown Steel Retirees such as a Medicare Gap plan. Invite SOAR representatives for input**

Local Issues

- 1. The Rolling Mill schedule needs to be addressed and a normal schedule if possible needs to be implemented. Rolling Mill hourly workers have worked a schedule since start – up that imposes hardship on them and their families.**
- 2. Evaluate the Ramsey test in order to provide a more opportunity for our own employees. We need to examine whether or not the Ramsey Test is adequate for the working conditions at each plant. The Training Committee at each plant should decide this issue.**
- 3. Employees be permitted to take full entitlement of vacation off**
- 4. Increase the number of weeks that vacation may be taken one day at time.**
- 5. Maintenance Employees to be permitted to Bid in work areas per contract basis. This would clarify the layoff language for assigned maintenance employees.**
- 6. Employees shouldn't have to wait one year before being permitted to Bid and when awarded job shouldn't go to a labor grade 1**
- 7. Establish a time limit for writing up members Jobs to be awarded based on Plant Seniority rather than Department seniority**
- 8. Union has the right to hire and fire Management for Just Cause**

Steel Labor
1968-1969

1971 May
1974 election

Union history?

Charleston b. recollecting

Kort / Midland-Ross

'97-'98 - Contract strike 1 month
2003 shutdown

ISC? Arcelor Mittal

D.W. Cooper

Z & W.

Sam Wray

David Harper

(P.T.)

Lizzie German / Samuel ^{Common}

James Sanderson

Promoting Economic Growth