

**ALLEGHENY LUDLUM
YEAR 2011 NEGOTIATIONS
LOCAL ISSUES - 1138 GENERAL ITEMS**

	MEETING DATES: 4/25/11, 4/27, 5/2, 5/9, 5/11, 5/16, 5/19	ATTENDEES: D. Bridgen, M. Abate, F. Simon, R. Krnaich (not 4/27, 5/4, 5/9,5/11), J. Swartz (4/25)			
		5/11 for safety - Neff, DiLeo, Scholl, Blaniar, McDonald, Davidek			
		G. Moser, J. Nickoloff, R. Connor			
	GENERAL ITEMS	5/17 -Scarfutti, Swartz			
#	ISSUE	NOTES	STATUS	DATE CLOSED	AGREED RESOLUTION
1	Pay job class for all mandatory meetings – including Safety meetings	Union claim it is mandatory and so should get JC, Co says no requirement/Proposal to agree to this item in exchange for bid restrictions, sys repair incentive, union at interviews	W/D By Union	5/11/2011	Item withdrawn by the Union
2	If Non-normal schedules continue for a period of over two weeks, either reduce or increase crewing levels	Co. says contract refers to 2 months of OT	RESOLVED	5/4/2011	Parties agree to address any non-normal schedule issues by utilizing the JSC language of the Contract
3	When employees being held by Company from being placed on a bid, employee can not be denied incumbency	Parties agree to tie to Company issues on 2 week hold; agree that a reasonable hold will not be denied and bidder will touch job for up to 8 hrs to establish incumbency and only count as 1 day in prob period	RESOLVED	4/27/2011	Parties agree to add language to allow a held bidder over two weeks to physically be assigned on the bid for at least 4 hours to secure incumbency. Such assignment will only count as 1 day toward bid probationary period for each day assigned.
4	Amend Local Issue XII-4 (U-8) dated 3-16-94 to state that if the employee volunteers first day, they can't be forced second day		RESOLVED	5/4/2011	Parties agree to revise agr that regardless of why worked first double, can not be forced on 2nd consecutive, next least senior is then forced
5	Utilize Local Agreement XI-9, Summer Employee Agreement to help fill the summer vacation vacancies	Co. recognizes agreement and will use if decision is made to use summer employees	RESOLVED	4/27/2011	Company recognizes agreement is still in effect and can be utilized
6	Wage taxes deducted for everybody	Will comply by the law which is set to take effect in 2012	RESOLVED	4/27/2011	Company agrees to comply with requirements of the law
7	Honor Local Issue U-12 dated 3-26-01	Co. will continue to notify union of new hires reaching prob period	RESOLVED	4/27/2011	Company will continue to notify the union hall of new hires who have reached their probationary period
8	All copies of Employee Information Change forms be sent to the Union Hall on a timely basis (within two weeks) by either fax or email	Co. will continue to notify union of change forms	RESOLVED	4/27/2011	Company will continue to notify the union of submitted personal information change forms

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#	ISSUE	NOTES	STATUS	DATE CLOSED	AGREED RESOLUTION
9	Reduce the amount of mandatory meetings		RESOLVED	5/2/2011	Parties agree that Vandergrift will make their maintenance planning meeting voluntary for production units
10	Union is requesting the Company pay the wages and benefits of a full time Union Training Committee Chairperson to be appointed by the Unit President		MAIN TABLE	4/25/2011	Main Table Item
11	Union is requesting that the company pay the wages and benefits of a full time Unit President		MAIN TABLE	4/25/2011	Main Table Item
12	Union requests that the Company pay wages and benefits for a full time EAP Coordinator to be appointed by the Unit President		MAIN TABLE	4/25/2011	Main Table Item
13	Local Unit President and Grievance Chair be invited to sit in on interviews for observation purposes	Proposal to agree to this item in exchange for bid restrictions, sys repair incentive, safety mtg pay	CONTRACTUAL	5/4/2011	Contractual Item - Not for Local Issues
14	Separate contractors used to do inspections and repairs on cranes		RESOLVED	5/4/2011	Company retains its right to make decisions based on costs and feasibility
15	Honor Local Issue VII-11 (U-28) dated 3-26-01 (Grievance pay letter)	Co. willing to continue to copy union on grv. Payments	RESOLVED	4/27/2011	Company agrees to comply with the Local Issue
16	Complete an agreement on training of employees to be EMT's, MMT's and SR's (Maintenance Trainee Program)	On Hold for company wide criteria to be reviewed	RESOLVED	5/17/2011	Parties agree to abide by the Corporate Guidelines for such a program.
17	Increased incentive for System Repairmen	Proposal to agree to this item in exchange for bid restrictions, union at interviews, Sfty mtg pay	RESOLVED	5/19/2011	Company will design a new plan specific for SR to target 40% above current maintenance plan. SR employees will be paid at 40% higher then maintenance plan until such new plan is implemented. (Note that SR Trainees would only get the Maintenance incentive until fully qualified)
18	Create a document to sign off of a bid (ie; self demote)	Co. agrees to jointly develop a Form for self demote	RESOLVED	4/27/2011	Parties agree to jointly develop a Form for a voluntary demotion
19	Utilize Local Agreements in place for Temporary Bids		RESOLVED	5/4/2011	Company recognizes agreement is still in effect and can be utilized
20	Pay vacation rate for Trainee's/Trainers when training	Co. says if falls under contract language due to EPP	CONTRACTUAL	4/27/2011	Contractual Item - Not for Local Issues
21	Create Light Duty Asset Group	W/D by Union	W/D By Union	4/27/2011	Item withdrawn by the Union
GENERAL SAFETY ITEMS					

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#	ISSUE	NOTES	STATUS	DATE CLOSED	AGREED RESOLUTION
1	Make Alan Braden full time Safety Coordinator		RESOLVED	5/17/2011	Company is willing to add Alan Braden as a full time Safety Coordinator to be utilized at both Plants with the intent to reduce it back to 2 Coordinators through attrition.
2	Company to implement the utilization of reflective color-coded strips on hard hats to identify Guards/Supervisors, Emergency Response Team, Maintenance, etc	Parties agree to let the Joint Safety Comm. Address issue	RESOLVED	5/11/2011	Safety Pros and Denny Scholl will coordinate with Hourly Safety Coordinators. Will look to be consistent with Brkn.
3	Set up minimum quarterly training and meetings for all members of the Emergency Response Team	Mtg with safety committee on 5/11	RESOLVED	5/11/2011	We will continue to do 2/yr and will do a quarterly news letter.
4	Set up a method of communication for the Emergency Response Team – members with a company phone do not have text capabilities	Mtg with safety committee on 5/11	RESOLVED	5/11/2011	Denny is looking in to a phone call notification system similar to what schools use for closings
5	OSHA – 10 hours for all employees who have not yet received it, including Salary	Mtg with safety committee on 5/11	RESOLVED	5/11/2011	Plan will be to use one 8-hour training and then pick up the extra 2 hours. We will coordinate with the Safety Pros and Coordinators and look to complete by the end of the term of the next Contract.
6	Color coding and marking of all piping, including direction of flow	Offered to use Braden in Bagdad for this assn.	RESOLVED	5/11/2011	Will create a Safety Awareness Team to identify the areas needed and move the project forward. Also, can utilize light duty and/or maintenance trainees on this assignment
7	Involve Safety Committee during the planning stages of the installation of new equipment	Proposed to review such items at the CHSE and note it in minutes	RESOLVED	5/11/2011	We will note new installations, projects, or procedural changes as an agenda item in the CHSE meetings to keep everyone up to date.
8	Safety Committee to be involved in all procedural changes	Proposed to review such items at the CHSE and note it in minutes	RESOLVED	5/11/2011	We will note new installations, projects, or procedural changes as an agenda item in the CHSE meetings to keep everyone up to date.
9	Company to make prompt notification to Union Safety Committee Chair of all events related to safety, whether it be guard or supervisor		RESOLVED	5/11/2011	Company will re-emphasize our procedures and missed cases will be brought forward by the union and addressed by the Safety Pros.
GENERAL INSURANCE, PENSION, SUB					
1	Insurance, Pension, SUB Chair provided with authorization to acquire personal information on behalf of the requesting employee from the ATI Benefits Center	Communicated that the HR Department is the contact person for the Union Rep or employee	RESOLVED	5/17/2011	Contact person for the Union Rep will remain as the HR-Benefits Department.

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#	ISSUE	NOTES	STATUS	DATE CLOSED	AGREED RESOLUTION
2	Third party to be scheduled expeditiously and answers sent by certified mail to employee and Union expeditiously (Expeditiously = 2 weeks max)		RESOLVED	5/17/2011	On case by case basis, the Union can ask for agreement with the HR Vice President, or his designee, and the Union Contract Coordinator, or his designee, for not having to repay any S&A from 60 days after the final choice of who the 3rd Doctor will be. Also, Parties agree to a MOU that 3rd Doctor decision will be communicated from Disability Management to LR and then to Union Rep. LR and Union Rep will jointly inform the employee.
	For the Company:	For the Union:			
	Date Signed:				

**ALLEGHENY LUDLUM
YEAR 2011 NEGOTIATIONS
LOCAL ISSUES - VANDERGRIFT**

	MEETING DATES: 4/25/11, 4/27, 5/2, 5/9, 5/11, 5/16, 5/19	ATTENDEES: D. Bridgen, M. Abate, F. Simon, R. Krnaich (not 4/27, 5/4, 5/9,5/11), J. Swartz (4/25)			
		5/11 for safety - Neff, DiLeo, Scholl, Blaniar, McDonald, Davidek			
		G. Moser, R. Connor			
	UNION ISSUES:	5/17 -Scarfutti, Swartz			
#	ISSUE	NOTES	STATUS	DATE CLOSED	AGREED RESOLUTION
1	Change VLO Policy - Most senior allowed to take without being bumped off	union offer is to re-activat expired VLO that was used last	RESOLVED	5/17/2011	Parties will apply a VLO as proposed by the Union with escape clauses
2	Make Safety Discipline stand alone	Co. willing to disc for sfty mtgs instead of on attendance,	RESOLVED	5/19/2011	Will schedule employees specific to a meeting, must call off, can make it up in the month. Employees responsible or will be subject to appropriate discipline. Will put up a notice before implementing.
3	Overtime Equalization Agreement for Maintenance	Union will propose an OT agr	RESOLVED	4/27/2011	Parties agree to design a new OT agreement that is not administrative burden
4	Increase all Roll Grinders to Job Class 3	Union says bc others have it	MAIN TABLE	4/27/2011	MAIN TABLE Item
5	Renovate showers for Maintenance Locker Room	Co. will look at addressing with appropriate costs	RESOLVED	4/27/2011	Company agrees to address within appropriate costs
6	Repair all roof leaks	Continue to address with McDonald and repair	RESOLVED	4/27/2011	Parties agree to continue to address with Rich McDonald
7	Exhaust fans above Temper Mill need repaired/replaced and guards installed	Co. will get a quote and review based on costs	RESOLVED	4/27/2011	Company agrees to obtain a quote and review based on costs
8	Eliminate plastic curtain going into Maintenance Shop and replace it with a roll up door	Co. will get a quote. However, a door might not be best option due to costs	RESOLVED	4/27/2011	Company agrees to obtain a quote with the realization that a door might not be the best option due to costs
9	Repair all oil leaks in entry and exit pits on #5 Splitter	Co. will look at putting as a regular PM item (every 2 wks) and open to employee suggestions	RESOLVED	4/27/2011	Company agrees to list this as a regular PM item every 2 weeks
10	Maintenance Incentive Plan	Vandergrift is already averaging 150% & no new factors changed warranting an incentive change	W/D By Union	4/27/2011	Item is Withdrawn by the Union
11	Train all Roll Grinders on Roll Management	Need input from Glock on what it is	RESOLVED	4/27/2011	Company agrees to train multiple people and communicate the process as it unfolds.

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LOCAL ISSUES - VANDERGRIFT**

#	ISSUE	NOTES	STATUS	DATE CLOSED	AGREED RESOLUTION
12	Add a Utility Tech in the Slitter Asset to be two for #1/#2 and two for J-3/#5	Co. proposed Z-8 to take 3 door. Union countered to have z-8 take #5. Then Union w/d proposal and say just add UT	W/D By Union	5/19/2011	Item is Withdrawn by the Union
13	Purchase larger strand extensioner for #2 Slitter	Union W/D Item	W/D By Union	4/27/2011	Item is Withdrawn by the Union
14	Eliminate Local Issue XI-B-8 dated 12-1-06	Parties agree this Local Issue is no longer in effect	RESOLVED	4/25/2011	Parties agree to remove this Local Issue from the Agreement Book
15	Remove MMT Hybrids from Anneal Lines	Union W/D Item	W/D By Union	4/27/2011	Item is Withdrawn by the Union
16	Remove 1/2 hr handshake verbal agr with z-mills	Union wants extended to everyone	RESOLVED	4/27/2011	Company agrees to eliminate the process at the z-mills versus utilizing the option to extend the process at other non-continuous operations
17	Temper Mill LOP - Separate TM from Z-mill LOP	Union W/D Item	W/D By Union	4/27/2011	Item is Withdrawn by the Union
COMPANY ISSUES:					
1	Seniority – Cut back employees with restrictions first in a reduction of forces	Company noted that can't handle too many restricted emp on same unit, but would deal with through reasonableness. This Item w/d by company	W/D By Company	4/27/2011	Item is withdrawn by Company
2	Agree to an Absentee Policy	Proposal submitted by company	RESOLVED	5/19/2011	Absentee Policy agreed on as attached.
3	Bid Restrictions – 15 work day probationary period	Union says contractual	CONTRACTUAL	4/25/2011	Contractual Item - Not for Local Issues
4	Bid Restrictions – New Hires are not eligible to bid out of Vandergrift for a period of 2 years	Proposal to 1 yr bid restriction on new hires, 9 mos on bidders for sfty mtg pay, union at interviews, and sys repair incentive	RESOLVED	5/19/2011	Parties agree that new hires will have a One (1) Year restriction of bidding out of the Plant they are assigned to unless they are laid off.
5	Bid Restrictions – If take a bid and then refuse it, Ineligible to bid on another bid for 1 year period	Proposal to 1 yr bid restriction on new hires, 9 mos on bidders for sfty mtg pay, union at interviews, and sys repair incentive	RESOLVED	5/19/2011	Parties agree to increase the bid restriction to 9 months for employees who accept a bid and then refuse it during their probationary period.
6	Maintenance Trainee Agreement – Finalize the agreement	On Hold for company wide criteria to be reviewed	RESOLVED	5/17/2011	Parties agree to abide by the Corporate Guidelines for such a program.
7	Utility Techs/Material Handlers – Realign geographically versus asset	Tied to Union #12	W/D By Company	5/19/2011	Item is withdrawn by Company
8	Contracting Out Language – Review adopting US Steel Language where appropriate	Contractual	CONTRACTUAL	4/27/11	Contractual Item - Not for Local Issues

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YEAR 2011 NEGOTIATIONS
LOCAL ISSUES - VANDERGRIFT**

#	ISSUE	NOTES	STATUS	DATE CLOSED	AGREED RESOLUTION
9	Restrict movement between Vandergrift and Bagdad (one bid across/5 years)	Union says can not do and will not do	W/D by Compar	5/16/2011	Item withdrawn by Company
10	LOCAL AGREEMENTS (Based on current Book):		RESOLVED	5/19/2011	As noted per Item below
	<u>Agreements the Company feels are no longer valid:</u>				

**ALLEGHENY LUDLUM
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LOCAL ISSUES - VANDERGRIFT**

#	ISSUE	NOTES	STATUS	DATE CLOSED	AGREED RESOLUTION
	• Pay Stubs	Agreed as OUT	RESOLVED	4/27/2011	Parties agree to remove from Agreement Book
	• Union Dues – Added to W2 Forms	Union wants to keep	RESOLVED	4/27/2011	Parties agree to leave in Agreement Book
	• 4-Crew Vacation Letter – Combined in to another Agreement	Union says to keep bc more detail then combined version	RESOLVED	4/27/2011	Parties agree to leave in Agreement Book
	• Vacations Letter – Combined in to another Agreement	Agreed as OUT		4/27/2011	Parties agree to remove from Agreement Book
	• Leave of Absence	Agree to new item that emp and union would get a letter of the leave	RESOLVED	4/27/2011	Parties agree to new item resolution that Company would send a letter to the employee and union confirming a Personal Leave
	• Hiring Agreement for 2005	Agreed as OUT		4/27/2011	Parties agree to remove from Agreement Book
	• Bidders – Emp office to pass on skills – Not applicable	Revise item to say Safety Committee will be responsible	RESOLVED	4/27/2011	Parties agree to revise issue that the Safety Committee will be responsible for this process
	• Veterans Advisory committee – Not applicable	Union noted that committee still viable	RESOLVED	4/27/2011	Parties agree to leave in Agreement Book
	• Maintenance Work from Leechburg – Not applicable	Agreed as OUT	RESOLVED	4/27/2011	Parties agree to remove from Agreement Book
	• Maintenance Work from Leechburg – Not applicable	Union to Respond	RESOLVED		Parties agree to leave in Agreement Book
	• Roll Shop Agreement – tied to Rolling Asset, not applicable	Agreed as OUT	RESOLVED	4/27/2011	Parties agree to remove from Agreement Book
	<u>Agreements Company wants to eliminate:</u>				
	• Releasing of Bidder – 2 week hold issue	Tied to Union General Item #3, reasonable hold wont be denied & allow bidder to get incumbency and go back	RESOLVED	4/27/2011	Parties agree to revise item that a reasonable request for a longer hold will not be denied; and to add language to allow a held bidder over two weeks to physically be assigned on the bid for at least 4 hours to secure incumbency. Such assignment will only count as 1 day toward bid probationary period for each day assigned.
	For the Company:	For the Union:			

**ALLEGHENY LUDLUM
YEAR 2011 NEGOTIATIONS
LOCAL ISSUES - BAGDAD**

#	ISSUE	NOTES	STATUS	DATE CLOSED	AGREED RESOLUTION
	MEETING DATES: 4/25/11, 4/27, 5/2, 5/9, 5/11, 5/16, 5/19	ATTENDEES: D. Bridgen, M. Abate, F. Simon, R. Krnaich (not 4/27, 5/4, 5/9,5/11), J. Swartz (4/25)			
		5/11 for safety - Neff, DiLeo, Scholl, Blaniar, McDonald, Davidek G. Moser, J. Nickoloff			
	UNION ISSUES:	On 5/4 - C. Trzeciak, K. Bowser			
		5/17 -Scarfutti, Swartz			
1	Change VLO Policy - Most senior allowed to take without being bumped off	Workable if right to cancel & right to deny for efficient operations	RESOLVED	5/17/2011	Parties will apply a VLO as proposed by the Union with escape clauses
2	Make Safety Discipline stand alone	Issue is just for safety meeting disciplines	RESOLVED	5/19/2011	Will schedule employees specific to a meeting, must call off, can make it up in the month. Employees responsible or will be subject to appropriate discipline. Will put up a notice before implementing.
3	Overtime Equalization Agreement for Maintenance	Agreed to design a new OT policy once seniority is finalized, not to be adm. Burden	RESOLVED	4/25/2011	Parties agree to design and sign off on a new OT Agreement based on new seniority structure and not to be administrative burden
4	Increase all Roll Grinders to Job Class 3	Union says bc others have it	MAIN TABLE	4/25/2011	Main Table Item
5	Quality of Life/Scheduling Stability	Looking for crew level stability, example was slitters/bundle. Option could be JSC for this group - Agreed to utilize contract language for JSC specific for slitters/shipping after local issues are done	RESOLVED	4/27/2011	Parties agree to utilize contract language for JSC specific for slitters/shipping
6	Job Bidding in Assets; Bid from LG 3 to LG 2 or down in LOP	Agreed to address under Company #1	TIED TO OTHER ITEM	4/25/2011	Agreed to tie item to Company #1
7	Reduce size of Asset #4 by splitting it into two	Agreed to address under Company #1	TIED TO OTHER ITEM	4/25/2011	Agreed to tie item to Company #1
8	Dust issues at #27 Slitter continue to be an issue	Agreed for an engineer study	RESOLVED	4/25/2011	Parties agree to have an engineer study done on this item
9	Amend Local Issue XII-8 dated 11-5-97 to include all crane and hoist inspections	Co. feels it is a waste to assign a person to observe an inspection.	W/D by Union	5/11/2011	Item Withdrawn by the Union
10	Increase job class for Crane Operators to Job Class 3	Union says bc Brkn has it	MAIN TABLE	4/25/2011	Main Table Item
11	Redo incentives for #103 & #106 cranes	Union says loading/unloading trucks not covered; co. says always is that way, not a change	W/D by Union	4/27/2011	Item Withdrawn by the Union
12	Redo incentive for #105 crane to include #30 Edge Trim	To cover when Bliss Mill is down/Agreed to adjust plan effective pay period 7/1	RESOLVED	4/27/2011	Company agrees to adjust the incentive plan for when the Bliss Mill is down and supporting 30 ET. Adjusted plan will be made effective as of the pay period of July 1, 2011.
13	All full time crane operator in #109 crane for the 8-4 shift	Currently told to run for first 4 hrs on daylight turns; co. says not needed/Co stated emp should go over as needed	W/D by Union	5/11/2011	Item Withdrawn by the Union
14	Establish crewing levels for Bagdad	Agreed to address under Company #1	TIED TO OTHER ITEM	4/25/2011	Agreed to tie item to Company #1
15	Purchase new lockers for all locker rooms	Agree to do a survey and to audit for non-bagdad people holding lockers	RESOLVED	4/25/2011	Parties agree to do a survey of lockers needing addressed and to audit lockers being held by non-Bagdad employees.
16	Combine all Roll Grinders into one group	Agreed to address under Company #1	TIED TO OTHER ITEM	4/25/2011	Agreed to tie item to Company #1

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LOCAL ISSUES - BAGDAD**

#	ISSUE	NOTES	STATUS	DATE CLOSED	AGREED RESOLUTION
17	Make operating coil prep line a stand alone bid	Peeler issue, union wants person assigned specifically;co. says would be adding 3 people, too costly/Co. says enough time to do job, they are letting small coils pile up until forced to run	W/D by Union	5/16/2011	Item Withdrawn by the Union
18	Restructure Bagdad Maintenance Group to be under one central group instead of by Asset	Agreed to address under Company #1	TIED TO OTHER ITEM	4/25/2011	Agreed to tie item to Company #1
19	Redo incentive for Tunnel Furnaces	Union said added bed leveling; co. said added a tool for it, no justification/Union asked for a turn application	W/D by Union	5/16/2011	Item Withdrawn by the Union
20	Purchase scarfing machine	Agree to get a quote and possible demo	RESOLVED	4/25/2011	Company agrees to obtain a quote and possible demo for this item.
21	Eliminate Hourly Planners	Union does not want a hourly planner, ok to asst planner & do after attrition/Agree to eliminate full time gthrough attrition, then approved to use LD emp as assistant to a Planner, same as Vandergrift application	RESOLVED	4/27/2011	Parties agree to only utilize hourly employees as assistant Planners in the same method utilized by Vandergrift, and after the attrition of the two current hourly Planners.
22	Put a third MMT Utility Tech in the Breakdown Shop to rotate 3-Crews	Requires an add to force/Agreed to use Williamson as a non-incumbent when available	RESOLVED	4/27/2011	Parties agree to utilize employee Williamson (while a non-incumbent) when available.
23	Uniforms for Bliss Mill employees		OPEN	5/16/2011	Company will provide uniforms for the Bliss Mill Crews.
24	Properly crew all assets with one Utility Person per crew	Agreed to address under Company #1	TIED TO OTHER ITEM	4/27/2011	Agreed to tie item to Company #1
25	New 4x4 pickup for maintenance to run to Vandergrift/Metco/hardware store, etc	Agreed to obtain a vehicle	RESOLVED	4/27/2011	Company agrees to obtain a vehicle
26	Repair all roof leaks	Agreed that parties can review the list during safety tours	RESOLVED	4/27/2011	Parties agree to allow for list of roof leaks to be reviewed during the safety tours

**ALLEGHENY LUDLUM
YEAR 2011 NEGOTIATIONS
LOCAL ISSUES - BAGDAD**

#	ISSUE	NOTES	STATUS	DATE CLOSED	AGREED RESOLUTION
COMPANY ISSUES:					
1	Seniority Agreement – Create one agreement with ‘Boxes’ for each Asset including Maintenance	Parties addressed all assets on 5.4, draft to be updated	RESOLVED	5/16/2011	Parties agree to mutually work on an Asset Box structure
2	Agree to an Absentee Policy	Proposal submitted by company	RESOLVED	5/19/2011	Absentee Policy agreed on as attached.
3	Bid Restrictions – 15 work day probationary period	Union says contractual	CONTRACTUAL	4/25/2011	Contractual Item - Not for Local Issues
4	Bid Restrictions – New Hires are not eligible to bid out of Bagdad for a period of 2 years		RESOLVED	5/19/2011	Parties agree that new hires will have a One (1) Year restriction of bidding out of the Plant they are assigned to unless they are laid off.
5	Bid Restrictions – If take a bid and then refuse it, Ineligible to bid on another bid for 1 year period		RESOLVED	5/19/2011	Parties agree to increase the bid restriction to 9 months for employees who accept a bid and then refuse it during their probationary period.
6	Maintenance Trainee Agr – Finalize agreement	On Hold for company wide criteria to be reviewed	RESOLVED	5/17/2011	Parties agree to abide by the Corporate Guidelines for such a program.
7	Contracting Out Language – Review adopting US Steel Language where appropriate		CONTRACTUAL	4/25/2011	Contractual Item - Not for Local Issues
8	Restrict movement between Vandergrift and Bagdad (one bid across/5 years)	Union will not agree to this item	W/D by Company	5/16/2011	Item withdrawn by Company
9	Plant Wide Incentive	Union interested but would like a proposal of how it would work	W/D by Company	5/17/2011	Item withdrawn by Company
10	LOCAL AGREEMENTS (Based on current Book):		RESOLVED	5/19/2011	As noted per item below
	<u>Agreements the Company feels are no longer valid:</u>				
	• 2 nd Safety Coordinator Letter		RESOLVED	5/4/2011	Parties agree to delete letter since never in effect
	• WL Idling Agreement – Machine Shop		RESOLVED	5/4/2011	Parties agree to leave in the Book
	• WL Idling Agreement – Roll/knife grinding, Ironworkers, Machinists		RESOLVED	5/4/2011	Parties agree to leave in the Book
	• Contractor Log Books – Old agreement, not		RESOLVED	5/4/2011	Parties agree to leave in the Book
	• Pay Stubs	Parties agreed to remove from book	RESOLVED	4/27/2011	Parties agree to remove from Agreement Book
	• Union Dues – Added to W2 Forms	Union requested to keep in book to secure item in future	RESOLVED	4/27/2011	Parties agree to leave in the Book
	• 4-Crew Vacation Letter – Combined in to another Agreement	Agreed to keep in book since it contained more specific language then newer combined agreement	RESOLVED	4/27/2011	Parties agree to leave in the Book
	• Vacations Letter – Combined in to another Agreement	Parties agreed to remove from book	RESOLVED	4/27/2011	Parties agree to remove from Agreement Book
	• Temporary Bids for Crafts		RESOLVED	5/4/2011	Parties agree to leave in the Book
	• Leave of Absence	Agreed to new issue resolution that employee and union would be sent a letter confirming a leave	RESOLVED	4/27/2011	Parties agree to new item resolution that Company would send a letter to the employee and union confirming a Personal Leave
	• Hiring Agreement for 2005	Parties agreed to remove from book	RESOLVED	4/27/2011	Parties agree to remove from Agreement Book
	• Truck Drivers Local Issue – Not applicable		RESOLVED	5/4/2011	Parties agree to leave in the Book
	• Truck Drivers Local Issue – Not applicable		RESOLVED	5/4/2011	Parties agree to leave in the Book
	• Bidders – Emp office to pass on skills – Not applicable	Agreed to revise issue that the safety committee will be responsible for this process	RESOLVED	4/27/2011	Parties agree to revise issue that the Safety Committee will be responsible for this process
	• Veterans Advisory committee – Not applicable	Agreed to leave in place since union committee is utilized	RESOLVED	4/27/2011	Parties agree to leave in the Book

**ALLEGHENY LUDLUM
YEAR 2011 NEGOTIATIONS
LOCAL ISSUES - BAGDAD**

#	ISSUE	NOTES	STATUS	DATE CLOSED	AGREED RESOLUTION
	<u>Agreements Company wants to eliminate:</u>				
	• Repairs on cranes – requiring maint with contractor		CLOSED	5/16/2011	Not pursued by Company at this time.
	• Back up Battery Checks – requiring maint with contractor		CLOSED	5/16/2011	Not pursued by Company at this time.
	• Base Manning Agreement – Machine shop, carpenter work, mobile mechanic		CLOSED	5/16/2011	Not pursued by Company at this time.
	• No Work Available – When calling an employee off work		W/D BY COMPANY	5/9/2011	Item withdrawn by Company
	• Releasing of Bidder – 2 week hold issue	Discussion of adding language that reasonable request can not be denied; and language to secure incumbency for bidder being held	RESOLVED	4/27/2011	Parties agree to revise item that a reasonable request for a longer hold will not be denied; and to add language to allow a held bidder over two weeks to physically be assigned on the bid for at least 4 hours to secure incumbency. Such assignment will only count as 1 day toward bid probationary period for each day assigned.
	• Cranes Agreement – ABA movement		CLOSED	5/11/2011	Agr. Not in effect
	• Crane Inspection – Maintenance with contractor for inspections	proposal on 5.4 to delete agr, realign maint, remove hybrids at 67 line but allow for contractors.	W/D BY COMPANY	5/11/2011	Item withdrawn by Company
	For the Company:	For the Union:			
	Date Signed:				