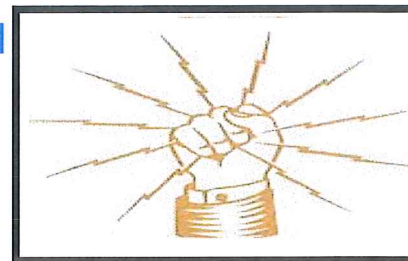




International Brotherhood of Of Electrical Workers



Local Union 702

GRIEVANCE REPORT

PENN ALUMINUM Greg Millsap, Business Repr. Page 1

Union Grievance Number	Grievance Date	Issue	1st Step Mtg	2nd Step Mtg	3rd Step Mtg	Arbitration	Current Status
09-09-019	10/12/09	Discipline / Sub-Standard Work	11/09				Discipline Removed
09-10-001	1/19/10	Sub-Standard Work	4/13/10		Co. Response 4/16/10		4/16/10 Settled - Union's favor
09-10-002	1/25/2010	Terminated - Safety Violation	2/17/10				Union Withdrew 3/22/10
09-10-003	1/25/10	Discharge - Failing to follow lockout tagout	2/17/10		Co. Response 3/15/10		Discharge Stands
09-10-004	1/26/10	Denied Bid to Senior Member	2/17/10				Union Withdrew 3/22/10
09-10-005	1/26/10	Written Warning - Failure to follow work rules	2/17/10				Settled
09-10-006	2/3/10	Violation Safety Rules	2/17/10		Co. Response 3/15/10		Discharge Stands
09-10-007	2/7/10	Denied Bid to Senior Bidder	2/17/10		Co. Response 3/15/10		Union Withdrew 3/22/10
09-10-008	4/16/10	Member cut 800 pieces of material too short					Write up removed from file
09-10-009	6/10/10	Termination - Absenteeism					Last Chance Agreement
09-10-010	6/10/10	Last person who held bid	7/20/10				Settled Union's Favor
09-10-011	8/5/10	Extra Work Duties	11/18/10				Settled Union's Favor
09-10-012	9/24/10	Overtime Canceled	11/18/10				Union Withdrew
09-10-113	10/13/10	Hostile Work Environment					Union Withdrew
09-10-114	11/14/10	Sub-Standard Work	11/18/10				Discipline stands
09-10-115	12/15/10	Discharge			Waiting for Co response 1/14/11	Union requested last chance agreement	Discharge Stands

09-11-001	2/28/11	Sub-Standard Work Verbal Warning	6/20/11		Waiting for Co response		Union Withdrew
09-11-002	5/20/2011	Quality of work Written Warning	6/20/11		Waiting for Co response		Discipline Stands
09-11-003	7/29/2011	Discharge			7/28/2011	Union requested last chance agreement	Settled, Last chance agreement
09-11-004	10/11/2011	Discharge	12/13/2011		Co. Response 1/17/12		Discharge Stands
09-11-005	11/8/2011	Absentee Point	12/13/2011		Co. Response 1/17/12		Point Removed - Union Favor
09-11-006	12/13/2011	Job Bid					Union Withdrew 1/19/12
09-12-001	2/24/2012	Co. Changed Manning Requirements	3/29/2012				Union Withdrew
09-12-002	2/29/2012	Job Bid	3/29/2012			Co. Response 5/15/12	Union Withdrew
09-12-003	3/2/2012	Discipline	3/29/2012		Co. Response 5/17/12		Discipline stands
09-12-004	3/7/2012	Co. Changed Manning Requirements	3/29/2012				Union Withdrew
09-12-005	4/4/2012	Discharge	4/9/2012				Reduced to Suspension
09-12-006	4/10/2012	Substandard Work	5/30/2012			Co. Response 6/27/12	Remove from File
09-12-007	4/11/2012	Substandard Work	5/30/2012			Co. Response 6/27/12	Remove from File
09-12-008	4/11/2012	Substandard Work	5/30/2012			Co. Response 6/27/12	Remove from File
09-12-009	5/2/2012	Moved to Different Locations	5/30/2012			Co. Response 6/27/12	Union Favor
09-12-010	5/2/2012	Moved to Degreaser	5/30/2012			Co. Response 6/27/12	Union Favor
09-12-011	5/3/2012	Discharge	5/30/2012			Co. Response 6/27/12	Union Won - Member refused to go back to work
09-12-012	5/12/2012	Seniority	5/30/2012				Stands
09-12-013	6/11/2012	Suspension	6/28/2012				Settled

09-12-014	6/19/2012	Discharge	6/28/2012				Co. Response 7/5/12	Settled in Union Favor
09-12-015	7/23/2012	Positions should be bid	8/9/2012				Co. Response 9/7/12	Referred to Arbitration
09-12-016	7/23/2012	Revised absenteeism policy	8/9/2012					Union Withdrew
09-12-017	7/24/2012	Placing members back on bid shift	8/9/2012				Co. Response 9/7/12	Referred to Arbitration
09-12-018	8/1/2012	Suspension	8/9/2012					Settled in Union's Favor. 3-Day Suspension Removed
09-12-019	8/4/2012	Written Warning	9/19/2012				10/2/2012	Removed from file
09-12-020	8/13/2012	Discharge				Asked for Last Chance	Corres. 8-20-12	Union Withdrew 9-11-12
09-12-021	12/13/2012	Seniority/Bidding				Met 3/6/13		Union Withdrew
09-13-001	1/1/2013	Employees affected by snow storm				Met 3/6/13		Union Withdrew 4/26/13
09-13-002	2/5/2013	Seniority and Bidding Issue	2/11/2013	2/18/2013	Met 3/6/13		Meeting again to discuss 8/6/13	Withdrew
09-13-003	3/1/2013	Seniority	3/5/2013	3/6/2013	Met 3/6/13		Meeting again to discuss 8/6/13	Withdrew
09-13-004	3/1/2013	Seniority	3/5/2013	3/6/2013	Met 3/6/13		Meeting again to discuss 8/6/13	Withdrew
09-13-005	3/15/2013	Discharge			Met 3/25/13			Settled
09-13-006	3/19/2013	Press Dept. Shifts	4/1/2013	4/12/2013	Met 6/11/13		Meeting again to discuss 8/6/13	Pending
09-13-007	3/19/2013	Overtime	4/1/2013		Met 6/11/13			Settled
09-13-008	4/4/2013	Unsafe Act	4/9/2013	4/16/2013	Met 6/11/13			Withdrew
09-13-009	4/24/2013	Bid Award to Less Senior Member	4/25/2013	4/30/2013	Met 7/24/13			Pending
09-13-010	5/6/2013	Discipline for Low Production	5/10/2013	5/13/2013	Met 6/11/13	Company Response Denied		Withdrew
09-13-011	5/8/2013	Discharge		5/8/2013	Met 6/11/13			Withdrew
09-13-012	5/21/2013	Absenteeism	5/21/2013	5/29/2013	Met 7/24/13			Withdrew
09-13-013	6/4/2013	Discipline for low productivity	6/4/2013	6/5/2013	Met 8/6/13			Pending
09-13-014	6/10/2013	Disciplined for not reporting incident	6/10/2013	6/14/2013	Met 7/24/13			Pending

09-13-015	6/14/2013	Discipline for not inspecting crane	6/20/2013	6/27/2013	Met 8/6/13		Withdrew
09-13-016	6/19/2013	Substandard Work	6/19/2013	6/20/2013	Met 7/24/13		Withdrew
09-13-017	7/1/2013	Scheduled on overtime, should remain on bid machine	7/1/2013	7/8/2013	7/24/2013		Withdrew
09-13-018	7/19/2013	Substandard Work	7/15/2013	8/6/2013			Pending
09-13-019	7/19/2013	Substandard Work	7/15/2013	8/6/2013			Pending
09-13-020	7/26/2013	Termination/Safety					Settled Last Chance
09-13-021	7/31/2013	Termination/Safety		8/6/2013			Withdrew
09-13-022	11/6/2013	Change in Out of Pocket Premium					Pending