

**Union/Management Meeting  
November 9th, 2023  
Agenda**

**Grievances (bold numbers are newly added)  
-grouped by department**

**HR:**

1. 6667 Policy Overtime Opportunities – track, post and apply OT equitability – the Union accepts the Company’s revised 3<sup>rd</sup> Step response dated January 3/22: awaiting Company’s response
2. 10100 Policy - Contracting Out Bargaining Unit work – discuss answer
3. 4220 Policy – Employee prevented from returning to work – the Union accepts the Company’s 3<sup>rd</sup> Step response; POP required
4. 10104 Policy - Grievance Procedure - No Step 2 meeting for grievance 4834 - the Union accepts the Company’s 3<sup>rd</sup> Step response; settled
5. 10102 Policy - Grievance Procedure - No Step 2 meeting for grievance 4815 - the Union accepts the Company’s 3<sup>rd</sup> Step response; settled
6. 10103 Policy - Grievance Procedure - No Step 2 meeting for grievance 4816 - the Union accepts the Company’s 3<sup>rd</sup> Step response; settled
7. 10106 Policy - Grievance Procedure - No Step 2 meeting for grievance 6780 - the Union accepts the Company’s 3<sup>rd</sup> Step response; settled
8. 12250 Policy - Grievance Procedure - No Step 2 meeting for grievance 6544 - the Union accepts the Company’s 3<sup>rd</sup> Step response; settled
9. 4221 Policy - Grievance Procedure - No Step 2 meeting for grievance 7045 - the Union accepts the Company’s 3<sup>rd</sup> Step response; settled
10. 4222 Policy - Grievance Procedure - No Step 2 meeting for grievance 7046 - the Union accepts the Company’s 3<sup>rd</sup> Step response; settled
11. 4223 Policy - Grievance Procedure - No Step 2 meeting for grievance 7047 - the Union accepts the Company’s 3<sup>rd</sup> Step response; settled
12. 4224 Policy – Letter number 25 – to mediation
13. 4225 Policy – Violation of ESA regulations and CBA - the Union accepts the Company’s 3<sup>rd</sup> Step response; settled
14. 4226 Policy - Grievance Procedure - No Step 2 meeting for grievance 4835 - the Union accepts the Company’s 3<sup>rd</sup> Step response; settled
15. 4227 Policy - Grievance Procedure - No Step 2 meeting for grievance 7230 - the Union accepts the Company’s 3<sup>rd</sup> Step response; settled
16. 4228 Policy - Grievance Procedure - No Step 2 meeting for grievance 7231 - the Union accepts the Company’s 3<sup>rd</sup> Step response; settled
17. 4229 Policy - Grievance Procedure - No Step 2 meeting for grievance 7232 - the Union accepts the Company’s 3<sup>rd</sup> Step response; settled
18. 4230 Policy - Grievance Procedure - No Step 2 meeting for grievance 12326 - the Union accepts the Company’s 3<sup>rd</sup> Step response; settled
19. **4231** Policy - Grievance Procedure - No Step 2 meeting for grievance 6287 – discuss and submit for answer at Step 3
20. **4232** Policy - Grievance Procedure - No Step 2 meeting for grievance 6288 - discuss and submit for answer at Step 3
21. **4233** Policy – Letter number 27 re: Kyle Sero - discuss and submit for answer at Step 3

22. **4234** Policy – Suspension without proper representation - discuss and submit for answer at Step 3
23. **4235** Policy – Contracting Out Bargaining Unit work - discuss and submit for answer at Step 3
24. **4236** Policy - Grievance Procedure - No Step 2 meeting for grievance 12466 - discuss and submit for answer at Step 3
25. **4237** Policy - Grievance Procedure – re: October 3<sup>rd</sup> Step Responses - discuss and submit for answer at Step 3
26. **10108** Policy – Contracting Out Bargaining Unit work - discuss and submit for answer at Step 3
27. **10109** Policy – Contracting Out Bargaining Unit work - discuss and submit for answer at Step 3
28. **10107** Policy - Grievance Procedure - No Step 2 meeting for grievance 12351 - discuss and submit for answer at Step 3

### **Steelmaking:**

29. 6330 Group Scrap Yard - Contracting Out Bargaining Unit work - cutting scrap - the Company requests a time limit extension to the November meeting
30. 6548 Group - Contracting Out Bargaining Unit work – the Company requests a time limit extension to the November meeting
31. 6780 Lee Robb - unfair/unjust discipline – to mediation
32. 6544 Group – overtime opportunities – discuss answer; awaiting information
33. 12326 Chris Finochiaro - unfair/unjust discipline – the Union accepts the Company’s 3<sup>rd</sup> Step response; settled
34. 4835 Pete Van den heuvel - unfair/unjust discipline – the Union accepts the Company’s 3<sup>rd</sup> Step response; settled
35. **12466** Kyle Sero – Unfairly sent home/prevented from coming to work - discuss and submit for answer at Step 3

### **Steelmaking Maintenance:**

36. 12604 Group - Contracting Out Bargaining Unit work – discuss answer
37. **12615** Group - Contracting Out Bargaining Unit work – discuss and submit for answer at Step 3
38. **12614** Group - Contracting Out Bargaining Unit work – discuss and submit for answer at Step 3
39. **6410** Ken Dwyer - unfair/unjust discipline – discuss and submit for answer at Step 3

### **Rolling Mill Maintenance:**

40. 7014 Carl Steininger – Contracting Out Bargaining Unit work – in abeyance
41. 7038 Group - Contracting Out Bargaining Unit work – discuss answer
42. 7035 Group - Contracting Out Bargaining Unit work – the Company requests a time limit extension to the November meeting
43. 7030 Group - Contracting Out Bargaining Unit work – the Union accepts the Company’s 3<sup>rd</sup> Step response; the Union will provide names of recipients; POP required

44. 7042 Group - Contracting Out Bargaining Unit work – the Company requests a time limit extension to the November meeting
45. 7046 Group – Failure to fill vacancies – discuss answer
46. 7047 Group – Failure to fill vacancies – discuss answer
47. 7045 Group - Contracting Out Bargaining Unit work – discuss answer
48. 6779 Justin Ferland – MWP – to mediation

### **Rolling Mill:**

49. 6837 Group Scrap Cutters - Contracting Out Bargaining Unit work - the Company requests a time limit extension to the November meeting
50. 4832 Group - Contracting Out Bargaining Unit work – to mediation
51. 4831 Group - Contracting Out Bargaining Unit work – to mediation
52. 4830 Group - Contracting Out Bargaining Unit work – to mediation
53. 4819 Group - Contracting Out Bargaining Unit work – to mediation
54. 4818 Group - Contracting Out Bargaining Unit work – to mediation
55. 6406 Mike Irvine - unfair/unjust discipline – the Company requests a time limit extension to the November meeting
56. 4815 Group - Contracting Out Bargaining Unit work – the Union accepts the Company’s 3<sup>rd</sup> Step response; the Union will provide names of recipients; POP required
57. 4816 Group - Contracting Out Bargaining Unit work – the Union accepts the Company’s 3<sup>rd</sup> Step response; the Union will provide names of recipients; POP required
58. 6845 Eric Douma - unfair/unjust discipline – to mediation
59. **4840** Group - overtime distribution - discuss and submit for answer at Step 3

### **Shipping:**

60. 6277 Group - Contracting Out Bargaining Unit work - the Company requests a time limit extension to the November meeting
61. 6130 Matt Lane - unfair/unjust discipline – to mediation
62. 7033 Matt Lane - unfair/unjust discipline – to mediation
63. 4834 Tyler Deschamps - unfair/unjust discipline – the Union accepts the Company’s 3<sup>rd</sup> Step response; settled
64. **12351** Rob Ukrainetz - unfair/unjust discipline – discuss and submit for answer at Step 3
65. **6285** Matt Lane - overtime opportunities - discuss and submit for answer at Step 3
66. **6288** Chris Brawn – LOP violation - discuss and submit for answer at Step 3
67. **6287** Group - overtime opportunities - discuss and submit for answer at Step 3