



USW
Local 7263

St. Paul

Bargaining Update

Volume 1, Issue 3

Sept 1, 2005

Gerdaу's Position on major contract provisions has not changed.

After 11 negotiation meetings between your bargaining committee and Gerdaу, their position on changing important contract language to diminish your overall collective agreement rights has not changed. Your current contract respects your contribution to the success of this operation and your Committee will continue to defend it. We have tried very hard, on your behalf, to move the talks along by trying to accommodate some of the language changes Gerdaу would like to see, without giving up those rights and benefits you have in place.

These are contractual rights that all of you, and those that came before you, struggled over 40 years to achieve through collective bargaining. Gerdaу wants to eliminate them just because they don't like them. Your Committee says "NO" !! It is a responsibility of each and every member of USW local 7263 in St. Paul to protect those rights and benefits for those continuing to depend on workplace dignity, good jobs and decent retirement at the St. Paul mill. Make your voices heard as well by saying "NO"

We are working hard to protect your rights. Each and every one of you, in solidarity with your Committee, can assure a fair and equitable contract with Gerdaу. A contract that will foster profitability, respect and cooperation between the Company and the deserving workforce at St Paul. Your Committee is optimistic, after all of you gave us a near unanimous strike authorization vote at our Unity Council meetings in early August, that our voices will be heard by Gerdaу's negotiators at our bargaining table. Your solidarity and our determination will insure a fair and equitable contract. You should rely on your Committee to verify any information about negotiations.....unless you do, you may not be getting the truth.

Update from negotiation.

Over the past two weeks we met for 6 more days (11 days total since July 20th). Critically important rights issues affecting ALL of you have been discussed at these sessions. Here is a review of the status of these matters.

Leave of absence: Only the FMLA and Military Leaves got settled. (We simply were able to keep the same language in the contract). The balance of those leave provisions remain unresolved.

Hours of Work and Overtime: Gerdaу maintains that all overtime pay should be governed by the terms of the law (time and one half after 40 hours of ACTUAL work) instead of the time and one half after 8 hours, double and triple time as triggered by your current contract. Gerdaу continues to reject current contract provisions that credit you with hours toward overtime triggers for things like bereavement leave. Certain of your overtime pay provisions do not exist in the other former North Star contracts and Gerdaу is saying these can't continue here. Again, we say "NO"!! As a result, we have not settled these provisions.

Seniority: We discussed this matter for over two days. There are extensive seniority rights in your current contract that you Committee is defending. We have made significant progress toward agreement on this important matter.

Grievance Procedure and Arbitration : Some progress was made toward resolution of these two important provisions.

Although the pace of these talks remains very slow, the clear message all of you have sent to Gerdaу through your solidarity, will help get us moving more quickly toward settlement. Further dates set are Sept 20,21,22, 27,28,29

Gerdaу needs to learn. These are Your Jobs - This is Your Contract

ISSUED BY YOUR NEGOTIATING COMMITTEE OF LOCAL 7263 USW

(over)

This is the first information leaflet for local 8581 (Gerdau Iowa negotiations)

INITIAL GERDAU PROPOSAL, “EXTREMELY DISAPPOINTING”

After 10 months of stellar relations between Gerdau Ameristeel and the workers of Local 8581, the Company presented a disappointing proposal that removes almost all workplace protections. This offer was made in spite of the smooth transition, employee engagement, and record return on capital employed, that Gerdau received when they took possession of the Wilton Mill.

The first article the Company rejected **was the very successorship language** that guaranteed the uninterrupted flow of product and profits during the change of ownership. The Company spokesman David Grigereit, Attorney from the Atlanta based Ogletree & Deakins, characterized our successorship clause as **“unnecessary.”**

The main thrust of the Company proposals was to minimize employee rights, and Union involvement in any sort of work place protections. The Company proposes to:

1. Reclassify any and all jobs in the plant with regard to duties, pay, and hours of work. The Union will be allowed to “discuss” the new classifications. “The matter will not be subject to the grievance arbitration procedure, and the decision of the Company will control.”
2. Institute a policy of “flexible scheduling” to decide who works where, when, and how long, including, but not limited to, mandatory 10 or 12 hour shifts with no guarantee of hours.
3. Remove all overtime pay provisions except for the legally mandated overtime in excess of 40 hours. Most hours previously counted toward overtime eligibility will no longer count.
4. Continue the separate contract for the shredder employees, while expanding the use of low paid “Temp. Employees.” We need to unite our members under one contract.
5. Turn back the clock on 28 years of successful labor relations by removing the protections afforded under past practices and local working conditions, while expanding management rights to include anything else they may yet think of in their wildest dreams.

Further updates will be released as additional issues are discussed.

Make sure management hears the opinion of each and every one of our members!

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ISSUED BY THE NEGOTIATING COMMITTEE OF USW LOCAL 8581