

Acme Coke  
11236 S. Torrence Ave.  
Chicago IL 60617



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Complaint/Grievance Forms  
Dated: 1999, 2000

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ACME  
STEEL

MINI GRATED™ STEEL

10730 S. Burley Avenue • Chicago, IL 60617-6597

*c/o Moss' Records*

GRIEVANCE NUMBER

99-3

COMPLAINT/GRIEVANCE FORM

GENERAL DATA

DIVISION <i>Coke</i>		AREA <i>Ovens</i>		DATE(S) OF ALLEGED VIOLATION	
EMPLOYEE'S SIGNATURE <i>Alvin Moss</i>	CLOCK NUMBER <i>1184</i>	DATE <i>2/3/99</i>	EMPLOYEE'S SIGNATURE		
EMPLOYEE'S SIGNATURE	CLOCK NUMBER	DATE	EMPLOYEE'S SIGNATURE		

CONTRACTUAL PROVISION(S) RELIED UPON *APPENDIX H*

BRIEF DESCRIPTION OF COMPLAINT/GRIEVANCE (FACTS, DATES, TIMES, WITNESSES, ETC.) (Place Additional Information On Another Sheet And Attach)

*A. Moss #1184, Feels the (3) Three DAY Suspension FOR Excessive Absenteeism was UNJUST. The UNION Requests That The Suspension be Removed From A. Moss Record.*

STEP 1 (Place Additional Information On Another Sheet And Attach)

STEP 1 RESPONSE (INDICATE WHETHER DENIED, SETTLED\*OR WITHDRAWN\*. EXPLAIN IF DENIED OR SETTLED\*)

COMMITTEEPERSON'S SIGNATURE / DATE <i>Gaul Haysler 2/3/99</i>	COMPANY REPRESENTATIVE'S SIGNATURE / DATE	DATE REFERRED TO STEP 2/COMPANY REPRESENTATIVE'S SIGNATURE
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STEP 2 (Place Additional Information On Another Sheet And Attach)

STEP 2 RESPONSE (INDICATE WHETHER DENIED, SETTLED\*OR WITHDRAWN\*. EXPLAIN IF DENIED OR SETTLED\*)

COMMITTEEPERSON'S SIGNATURE	DATE	DIVISION MANAGER'S SIGNATURE	DATE
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STEP 3 APPEAL  CHECK BOX IF GRIEVANCE IS APPEALED DIRECTLY INTO STEP 3

NOTICE SERVED BY <i>Gaul Haysler</i>	TITLE <i>CHAIRMAN</i>	DATE <i>2/3/99</i>
NOTICE RECEIVED BY <i>[Signature]</i>	TITLE <i>Mgr. J.L.A.</i>	DATE <i>1/4/99</i>

\* WITHOUT PRECEDENT OR PREJUDICE TO THE POSITION OF EITHER PARTY  
GRIEVANCE COMMITTEE: BLUE/HUMAN RESOURCES; GREEN/GRIEVANCE COMMITTEEPERSON; YELLOW/DIVISION; PINK/EMPLOYEE; GOLDENROD/AREA



# MINI GRATED™ STEEL

10730 S. Burley Avenue • Chicago, IL 60617-6597

GRIEVANCE NUMBER

99-52

## COMPLAINT/GRIEVANCE FORM

### GENERAL DATA

DIVISION <b>CHICAGO PLANT (COKE)</b>		AREA <b>OVENS DEPARTMENT</b>		DATE(S) OF ALLEGED VIOLATION <b>July 3, 4, 5, 1999</b>	
EMPLOYEE'S SIGNATURE <i>Miguel Laredo</i>	CLOCK NUMBER <b>#2097</b>	DATE <b>7/17/99</b>	EMPLOYEE'S SIGNATURE	CLOCK NUMBER	DATE
EMPLOYEE'S SIGNATURE <i>Eric Brown</i>	CLOCK NUMBER <b>#143</b>	DATE <b>7/17/99</b>	EMPLOYEE'S SIGNATURE	CLOCK NUMBER	DATE

CONTRACTUAL PROVISION(S) RELIED UPON

### BRIEF DESCRIPTION OF COMPLAINT/GRIEVANCE (FACTS, DATES, TIMES, WITNESSES, ETC.) (Place Additional Information On Another Sheet And Attach)

We the signers feels as though the Company was incorrect when on Saturday July 3, Sunday July 4 and Monday July 5, 1999. During the 7/3 day shift the Company failed to follow the contractual overtime procedure and allowed Door Machine Operator Gilberto Lemus #1883 (who was schedule as a DMD and worked as such on the aggrieved dates) to performed those duties assign to the Spellmans position. UNION ask that the Company who should of followed the Contractual O.T. PROCEDURES MAKE whole in every way the identified GRIEVANT(S) and that they cease from this position.

### STEP 1 (Place Additional Information On Another Sheet And Attach)

STEP 1 RESPONSE (INDICATE WHETHER DENIED, SETTLED\*OR WITHDRAWN\*. EXPLAIN IF DENIED OR SETTLED\*)

Denied O.T. was assigned to provide relief as required due to extreme heat not to fill any sterelized position. *[Signature]*

COMMITTEEPERSON'S SIGNATURE / DATE

*Paul Harper* 7/17/99

COMPANY REPRESENTATIVE'S SIGNATURE / DATE

DATE REFERRED TO STEP 2/COMPANY REPRESENTATIVE'S SIGNATURE

### STEP 2 (Place Additional Information On Another Sheet And Attach)

STEP 2 RESPONSE (INDICATE WHETHER DENIED, SETTLED\*OR WITHDRAWN\*. EXPLAIN IF DENIED OR SETTLED\*)

Not a VACANCY

COMMITTEEPERSON'S SIGNATURE

DATE

DIVISION MANAGER'S SIGNATURE

DATE

### STEP 3 APPEAL CHECK BOX IF GRIEVANCE IS APPEALED DIRECTLY INTO STEP 3

NOTICE SERVED BY

*Paul Harper*

TITLE

CHAIRMAN

DATE

8/27/99

NOTICE RECEIVED BY

*[Signature]*

TITLE

MMW 240-

DATE

9/27/99

\* WITHOUT PRECEDENT OR PREJUDICE TO THE POSITION OF EITHER PARTY

WHITE/CHAIRPERSON, GRIEVANCE COMMITTEE; BLUE/HUMAN RESOURCES; GREEN/GRIEVANCE COMMITTEEPERSON; YELLOW/DIVISION; PINK/EMPLOYEE; GOLDENROD/AREA



# MINIGRATED™ STEEL

10730 S. Burley Avenue • Chicago, IL 60617-6597

GET PAY INFO

GRIEVANCE NUMBER

00-12

## COMPLAINT/GRIEVANCE FORM

### GENERAL DATA

DIVISION <b>CHICAGO COKE PLANT</b>		AREA <b>OVEN DEPARTMENT</b>		DATE(S) OF ALLEGED VIOLATION <b>Week of 12/26/99 - 1/1/00</b>	
EMPLOYEE'S SIGNATURE <i>Isaac Brown</i>	CLOCK NUMBER <b>#143</b>	DATE <b>1/21/00</b>	EMPLOYEE'S SIGNATURE	CLOCK NUMBER	DATE
EMPLOYEE'S SIGNATURE	CLOCK NUMBER	DATE	EMPLOYEE'S SIGNATURE	CLOCK NUMBER	DATE

CONTRACTUAL PROVISION(S) RELIED UPON  
**Article IV Sec 2 But Not limited To**

### BRIEF DESCRIPTION OF COMPLAINT/GRIEVANCE (FACTS, DATES, TIMES, WITNESSES, ETC.) (Place Additional Information On Another Sheet And Attach)

During the week of 12/26/99 - 1/1/00 I (ISAAC BROWN #143) feels that the Company improperly issued to me the incorrect amount of wages due me in accordance with the numbers of hours I was scheduled and worked and was qualified to earn. I'm asking that the sixth day at time and one-half as our contract calls for which states "TIME AND ONE-HALF shall be paid for the sixth day." (Article IV Sec 2) UNION ask that any employee who works a sixth day be paid in accordance with the above stated provision and that ISAAC BROWN #143 be made whole for all losses.

### STEP 1 (Place Additional Information On Another Sheet And Attach)

STEP 1 RESPONSE (INDICATE WHETHER DENIED, SETTLED\*OR WITHDRAWN\*. EXPLAIN IF DENIED OR SETTLED\*)

COMMITTEEPERSON'S SIGNATURE / DATE	COMPANY REPRESENTATIVE'S SIGNATURE / DATE	DATE REFERRED TO STEP 2/COMPANY REPRESENTATIVE'S SIGNATURE
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### STEP 2 (Place Additional Information On Another Sheet And Attach)

STEP 2 RESPONSE (INDICATE WHETHER DENIED, SETTLED\*OR WITHDRAWN\*. EXPLAIN IF DENIED OR SETTLED\*)

COMMITTEEPERSON'S SIGNATURE	DATE	DIVISION MANAGER'S SIGNATURE	DATE
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### STEP 3 APPEAL CHECK BOX IF GRIEVANCE IS APPEALED DIRECTLY INTO STEP 3

NOTICE SERVED BY <i>Paul Harper</i>	TITLE <b>CHAIRMAN</b>	DATE <b>2/15/00</b>
NOTICE RECEIVED BY <i>[Signature]</i>	TITLE <b>MANAGER J.L.A</b>	DATE <b>2/15/00</b>

\* WITHOUT PRECEDENT OR PREJUDICE TO THE POSITION OF EITHER PARTY

WHITE/CHAIRPERSON, GRIEVANCE COMMITTEE; BLUE/HUMAN RESOURCES; GREEN/GRIEVANCE COMMITTEEPERSON; YELLOW/DIVISION; PINK/EMPLOYEE; GOLDENROD/AREA  
AS-8038-B



# MINI GRATED™ STEEL

10730 S. Burley Avenue • Chicago, IL 60617-8597

no Disc Record

GRIEVANCE NUMBER  
**99-58**

## COMPLAINT/GRIEVANCE FORM

GENERAL DATA		DATE(S) OF ALLEGED VIOLATION	
DIVISION <b>CHICAGO COKE PLANT</b>	AREA <b>OVEN DEPARTMENT</b>	<b>7/8/99</b>	
EMPLOYEE'S SIGNATURE <b>Henry Mallett</b>	CLOCK NUMBER <b>#3108</b>	DATE	EMPLOYEE'S SIGNATURE
EMPLOYEE'S SIGNATURE	CLOCK NUMBER	DATE	EMPLOYEE'S SIGNATURE
EMPLOYEE'S SIGNATURE	CLOCK NUMBER	DATE	EMPLOYEE'S SIGNATURE

CONTRACTUAL PROVISION(S) RELIED UPON  
**Article XI - Article I Sec 6 - But Not limited too**

BRIEF DESCRIPTION OF COMPLAINT/GRIEVANCE (FACTS, DATES, TIMES, WITNESSES, ETC.) (Place Additional Information On Another Sheet And Attach)

**I (Henry Mallett #3108) feels as though the Company was incorrect when on July 8, 1999 they issued to me a written warning for what they alledge as "excessive absentee". Since I was informed by my UNION Representative (Paul Harper) that a previously issued verbal warning was taken care of, to now issue a written warning to me is truly unfair. UNION ask that the Company remove from Mr Mallett record both the verbal and written warning access to him, further they follow without any deviation the Governing Company Policy \* related to disipline in this situation**

STEP 1 (Place Additional Information On Another Sheet And Attach)

STEP 1 RESPONSE (INDICATE WHETHER DENIED, SETTLED\* OR WITHDRAWN\*. EXPLAIN IF DENIED OR SETTLED\*)

**\* If an employee record remains clear of this infraction for a period of one year (twelve months) the Company will repeat the disipline that was previously issued. Denied - verbal warning was justified and when employee's attendance deteriorated again next step followed at the direction of Acme HR Dept - [Signature]**

COMMITTEEPERSON'S SIGNATURE / DATE <b>Paul Harper</b>	COMPANY REPRESENTATIVE'S SIGNATURE / DATE <b>[Signature] 9/2/99</b>	DATE REFERRED TO STEP 2 / COMPANY REPRESENTATIVE'S SIGNATURE
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STEP 2 (Place Additional Information On Another Sheet And Attach)

STEP 2 RESPONSE (INDICATE WHETHER DENIED, SETTLED\* OR WITHDRAWN\*. EXPLAIN IF DENIED OR SETTLED\*)

COMMITTEEPERSON'S SIGNATURE	DATE	DIVISION MANAGER'S SIGNATURE	DATE
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STEP 3 APPEAL  CHECK BOX IF GRIEVANCE IS APPEALED DIRECTLY INTO STEP 3

NOTICE SERVED BY <b>Paul Harper</b>	TITLE <b>CHAIRMAN</b>	DATE <b>10/22/99</b>
NOTICE RECEIVED BY <b>[Signature]</b>	TITLE <b>MANAGER. J.L.A.</b>	DATE <b>10/22/99</b>

\* WITHOUT PRECEDENT OR PREJUDICE TO THE POSITION OF EITHER PARTY  
WHITE/CHAIRPERSON, GRIEVANCE COMMITTEE; BLUE/HUMAN RESOURCES; GREEN/GRIEVANCE COMMITTEEPERSON; YELLOW/DIVISION; PINK/EMPLOYEE; GOLDENROD/AREA

How is O.T. Handled?



# MINI GRATED™ STEEL

10730 S. Burley Avenue • Chicago, IL 60617-6597

GRIEVANCE NUMBER  
**99-47-**

## COMPLAINT/GRIEVANCE FORM

### GENERAL DATA

DIVISION **CHICAGO COKE PLANT** AREA **OVEN DEPARTMENT** DATE(S) OF ALLEGED VIOLATION **8 71**

EMPLOYEE'S SIGNATURE <i>Eileen Hunter</i>	CLOCK NUMBER <b>585</b>	DATE <b>8/5/99</b>	EMPLOYEE'S SIGNATURE	CLOCK NUMBER	DATE
EMPLOYEE'S SIGNATURE	CLOCK NUMBER	DATE	EMPLOYEE'S SIGNATURE	CLOCK NUMBER	DATE

CONTRACTUAL PROVISION(S) RELIED UPON  
**Article V - Inter Correspondence Date Sept 15, 1988 - But not limited too**

### BRIEF DESCRIPTION OF COMPLAINT/GRIEVANCE (FACTS, DATES, TIMES, WITNESSES, ETC.) (Place Additional Information On Another Sheet And Attach)

I Eileen Hunter #585 feels as though the COMPANY WAS INCORRECT when on Saturday July 24, 1999 During the 11/7 night shift the COMPANY made the decision to hold over the Junior Lidman EARNE BAKER #3106 while I (Eileen Hunter) the Senior Lidman WASN'T offer the overtime opportunity UNION ASK that the COMPANY follow the Verbal & written agreement enter into that allows 1st preference to the Senior Employee and that they made whole Ms Hunter in every way further that they cease and desist from this position.

### STEP 1 (Place Additional Information On Another Sheet And Attach)

STEP 1 RESPONSE (INDICATE WHETHER DENIED, SETTLED\* OR WITHDRAWN\*. EXPLAIN IF DENIED OR SETTLED\*)

*Hunter scheduled 3/11 shift -  
listed as 1st lidman, Baker 2nd lidman*

COMMITTEEPERSON'S SIGNATURE / DATE <i>Paul Harper</i> 8/5/99	COMPANY REPRESENTATIVE'S SIGNATURE / DATE	DATE REFERRED TO STEP 2 / COMPANY REPRESENTATIVE'S SIGNATURE
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### STEP 2 (Place Additional Information On Another Sheet And Attach)

STEP 2 RESPONSE (INDICATE WHETHER DENIED, SETTLED\* OR WITHDRAWN\*. EXPLAIN IF DENIED OR SETTLED\*)

*Lidman release by line not seriously*

COMMITTEEPERSON'S SIGNATURE	DATE	DIVISION MANAGER'S SIGNATURE	DATE
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### STEP 3 APPEAL CHECK BOX IF GRIEVANCE IS APPEALED DIRECTLY INTO STEP 3

NOTICE SERVED BY <i>Paul Harper</i>	TITLE <b>CHAIRMAN</b>	DATE <b>9/27/99</b>
NOTICE RECEIVED BY <i>[Signature]</i>	TITLE <b>MURPHY</b>	DATE <b>9/27/99</b>

\* WITHOUT PRECEDENT OR PREJUDICE TO THE POSITION OF EITHER PARTY  
WHITE/CHAIRPERSON GRIEVANCE COMMITTEE; BLUE/HUMAN RESOURCES; GREEN/GRIEVANCE COMMITTEEPERSON; YELLOW/DIVISION; PINK/EMPLOYEE; GOLDENROD/AREA



# MINI GRATED™ STEEL

10730 S. Burley Avenue • Chicago, IL 60617-6597

GRIEVANCE NUMBER  
**00-07**

## COMPLAINT/GRIEVANCE FORM

### GENERAL DATA

DIVISION <b>CHICAGO COKE PLANT</b>		AREA		DATE(S) OF ALLEGED VIOLATION	
EMPLOYEE'S SIGNATURE <i>Anthony Fry</i>	CLOCK NUMBER <b>3077</b>	DATE <b>1/5/00</b>	EMPLOYEE'S SIGNATURE		CLOCK NUMBER
EMPLOYEE'S SIGNATURE	CLOCK NUMBER	DATE	EMPLOYEE'S SIGNATURE		DATE

CONTRACTUAL PROVISION(S) RELIED UPON  
**Article III Section 3. But not limited too**

### BRIEF DESCRIPTION OF COMPLAINT/GRIEVANCE (FACTS, DATES, TIMES, WITNESSES, ETC.) (Place Additional Information On Another Sheet And Attach)

On October 23, 1999 I (Anthony Fry) was taken thru a series of event that I felt was uncalled for and unnecessary, and after cooperating fully with the Company thru this hideous experience I feel that the Company owes me a verbal personal apology as well as a posted written apology. The action taken by the Company on this day cause me considerable stress and the way it was handle resulted in a defamation of my character and a violation of my civil rights. The fact that both myself and my UNION Rep (Kuet Long) was kept in the dark while the Company conducted this witch hunt UNION ask that the Company grant both apologies.

### STEP 1 (Place Additional Information On Another Sheet And Attach)

STEP 1 RESPONSE (INDICATE WHETHER DENIED, SETTLED\*OR WITHDRAWN\*. EXPLAIN IF DENIED OR SETTLED\*)

COMMITTEEPERSON'S SIGNATURE / DATE <i>Tau Haysler 1/5/00</i>	COMPANY REPRESENTATIVE'S SIGNATURE / DATE	DATE REFERRED TO STEP 2/COMPANY REPRESENTATIVE'S SIGNATURE
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### STEP 2 (Place Additional Information On Another Sheet And Attach)

STEP 2 RESPONSE (INDICATE WHETHER DENIED, SETTLED\*OR WITHDRAWN\*. EXPLAIN IF DENIED OR SETTLED\*)

*Allegations of bias, Michael Jackson's several...*

COMMITTEEPERSON'S SIGNATURE	DATE	DIVISION MANAGER'S SIGNATURE	DATE
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### STEP 3 APPEAL CHECK BOX IF GRIEVANCE IS APPEALED DIRECTLY INTO STEP 3

NOTICE SERVED BY <i>Tau Haysler</i>	TITLE <b>CHAIRMAN</b>	DATE <b>2/11/00</b>
NOTICE RECEIVED BY <i>[Signature]</i>	TITLE <b>MANAGER</b>	DATE <b>2/11/00</b>

\* WITHOUT PRECEDENT OR PREJUDICE TO THE POSITION OF EITHER PARTY  
 WHITE/CHAIRPERSON, GRIEVANCE COMMITTEE; BLUE/HUMAN RESOURCES; GREEN/GRIEVANCE COMMITTEEPERSON; YELLOW/DIVISION; PINK/EMPLOYEE; GOLDENROD/AREA  
 AS-8038-B

**COMPLAINT/GRIEVANCE FORM**

**GENERAL DATA**

DIVISION <b>CHICAGO COKE PLANT</b>	AREA <b>OVEN DEPARTMENT</b>	DATE(S) OF ALLEGED VIOLATION <b>3/2/00</b>
EMPLOYEE'S SIGNATURE <i>Karen Pusty</i>	CLOCK NUMBER <b>2014</b>	DATE <b>3/2/00</b>
EMPLOYEE'S SIGNATURE	CLOCK NUMBER	DATE
EMPLOYEE'S SIGNATURE	CLOCK NUMBER	DATE

CONTRACTUAL PROVISION(S) RELIED UPON  
**Article XL - Article I Sec 6**

BRIEF DESCRIPTION OF COMPLAINT/GRIEVANCE (FACTS, DATES, TIMES, WITNESSES, ETC.) (Place Additional Information On Another Sheet And Attach)

During the week of February 27, 2000 thru March 4, 2000, KAREN PUSTY #2014 WAS SCHEDULED AND WORKED AS A HEATER HELPER (JOB CLASS 9) ON THE 7-3 DAY TURN \* IT SHOULD BE NOTED THAT MICHAEL OLSON #1970 WAS SCHEDULED AS A HEATER (JOB CLASS 18) AND WORKED AS SUCH ON THURSDAY MARCH 2, 2000. ON THURSDAY MARCH 2, 2000 THE DECISION WAS MADE BY THE COMPANY TO ALLOW OVERTIME SO AS TO CLEAN THE NO 2 ALLEYWAY OF THE PUSHER SIDE OF THE BATTERY. THIS WORK IS PERFORMED EXCLUSIVELY BY HEATER HELPER'S AT THE LOWER JOB CLASS AT SUBSTANTIAL SAVING TO THE COMPANY. IT WAS STILL THE DECISION OF THE COMPANY TO HOLD OVER M. OLSON #1970 FOR 8 HRS YET D. JESTER WORK ONLY 4 HR. UNION

STEP 1 (Place Additional Information On Another Sheet And Attach)  
 STEP 1 RESPONSE (INDICATE WHETHER DENIED, SETTLED\* OR WITHDRAWN\*. EXPLAIN IF DENIED OR SETTLED\*)  
 ask that Karen Pusty #2014 who should of been ask be made whole for all losses

*Denial -*

COMMITTEE PERSON'S SIGNATURE / DATE <i>Paul Harper 3/2/00</i>	COMPANY REPRESENTATIVE'S SIGNATURE / DATE	DATE REFERRED TO STEP 2 / COMPANY REPRESENTATIVE'S SIGNATURE
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STEP 2 (Place Additional Information On Another Sheet And Attach)  
 STEP 2 RESPONSE (INDICATE WHETHER DENIED, SETTLED\* OR WITHDRAWN\*. EXPLAIN IF DENIED OR SETTLED\*)

COMMITTEE PERSON'S SIGNATURE	DATE	DIVISION MANAGER'S SIGNATURE	DATE
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STEP 3 APPEAL  CHECK BOX IF GRIEVANCE IS APPEALED DIRECTLY INTO STEP 3

NOTICE SERVED BY <i>Paul Harper</i>	TITLE <b>CHAIRMAN</b>	DATE <b>5/5/00</b>
NOTICE RECEIVED BY <i>[Signature]</i>	TITLE <b>MANAGER</b>	DATE <b>5/5/00</b>

\* WITHOUT PRECEDENT OR PREJUDICE TO THE POSITION OF EITHER PARTY  
 WHITE/CHAIRPERSON, GRIEVANCE COMMITTEE; BLUE/HUMAN RESOURCES; GREEN/GRIEVANCE COMMITTEE PERSON; YELLOW/DIVISION; PINK/EMPLOYEE; GOLDENROD/AREA  
 AS-8038-B





# MINIGRATED™ STEEL

10730 S. Burley Avenue • Chicago, IL 60617-6597

GRIEVANCE NUMBER

## COMPLAINT/GRIEVANCE FORM

### GENERAL DATA

DIVISION <b>CHICAGO</b>		AREA <b>COKE OVENS</b>		DATE(S) OF ALLEGED VIOLATION <b>10/11/00</b>	
EMPLOYEE'S SIGNATURE <i>M. Olson</i>	CLOCK NUMBER <b>1970</b>	DATE <b>10/9/00</b>	EMPLOYEE'S SIGNATURE	CLOCK NUMBER	DATE
EMPLOYEE'S SIGNATURE <i>Willie J. Gilliam</i>	CLOCK NUMBER <b>0752</b>	DATE <b>10/9/00</b>	EMPLOYEE'S SIGNATURE	CLOCK NUMBER	DATE

**BASIC LABOR AGREEMENT, BUT NOT LIMITED TOO.**

### BRIEF DESCRIPTION OF COMPLAINT/GRIEVANCE (FACTS, DATES, TIMES, WITNESSES, ETC.) (Place Additional Information On Another Sheet And Attach)

**WE, W. GILLIAM CLOCK # 752 AND M. OLSON CLOCK # 1970 FEEL THAT OUR SENORITY RIGHTS WERE VIOLATED ON 10/11/00 7:00AM - 3:00PM. WE ARE SEEKING TO BE MADE IN WHOLE FOR ALL LOST TIME. (8hrs.)**

### STEP 1 (Place Additional Information On Another Sheet And Attach)

#### STEP 1 RESPONSE (INDICATE WHETHER DENIED, SETTLED\*OR WITHDRAWN\*. EXPLAIN IF DENIED OR SETTLED\*)

**Denied - O/T was based on additional housekeeping requirement - there was no violation of senority - no previous scheduled job - PJP.**

COMMITTEEPERSON'S SIGNATURE / DATE <i>Don A. Pitt 10/9/00</i>	COMPANY REPRESENTATIVE'S SIGNATURE / DATE <i>P. Rodriguez 10/13/00</i>	DATE REFERRED TO STEP 2/COMPANY REPRESENTATIVE'S SIGNATURE
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### STEP 2 (Place Additional Information On Another Sheet And Attach)

#### STEP 2 RESPONSE (INDICATE WHETHER DENIED, SETTLED\*OR WITHDRAWN\*. EXPLAIN IF DENIED OR SETTLED\*)

COMMITTEEPERSON'S SIGNATURE	DATE	DIVISION MANAGER'S SIGNATURE	DATE
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### STEP 3 APPEAL CHECK BOX IF GRIEVANCE IS APPEALED DIRECTLY INTO STEP 3

NOTICE SERVED BY	TITLE	DATE
NOTICE RECEIVED BY	TITLE	DATE

\* WITHOUT PRECEDENT OR PREJUDICE TO THE POSITION OF EITHER PARTY

WHITE/CHAIRPERSON, GRIEVANCE COMMITTEE; BLUE/HUMAN RESOURCES; GREEN/GRIEVANCE COMMITTEEPERSON; YELLOW/DIVISION; PINK/EMPLOYEE; GOLDENROD/AREA  
AS-8038-B

**ACME  
STEEL**

**MINI GRATED™ STEEL**

10730 S. Burley Avenue • Chicago, IL 60617-8597

GRIEVANCE NUMBER

**COMPLAINT/GRIEVANCE FORM**

**GENERAL DATA**

DIVISION <b>CHICAGO</b>		AREA <b>COKE OVENS</b>		DATE(S) OF ALLEGED VIOLATION <b>8/16/00</b>	
EMPLOYEE'S SIGNATURE <i>Leroy Whiters</i>	CLOCK NUMBER <b># 3419</b>	DATE <b>9-25-00</b>	EMPLOYEE'S SIGNATURE		
EMPLOYEE'S SIGNATURE	CLOCK NUMBER	DATE	EMPLOYEE'S SIGNATURE		

CONTRACTUAL PROVISION(S) RELIED UPON

**BRIEF DESCRIPTION OF COMPLAINT/GRIEVANCE (FACTS, DATES, TIMES, WITNESSES, ETC.) (Place Additional Information On Another Sheet And Attach)**

I, LEROY WHITERS, CLOCK # 3419 FEEL THAT THE WRITTEN WARNING, FOR POOR WORK PERFORMANCE ISSUED TO ME IS UNJUST, AND SHOULD BE REMOVED FROM MY RECORD IMMEDIATELY.

**STEP 1 (Place Additional Information On Another Sheet And Attach)**

STEP 1 RESPONSE (INDICATE WHETHER DENIED, SETTLED\*OR WITHDRAWN\*. EXPLAIN IF DENIED OR SETTLED\*)

Mr. Whiters work performance was evaluated as unsatisfactory by shift manager - denied

COMMITTEEPERSON'S SIGNATURE / DATE <i>Stal d. pt 9/25/00</i>	COMPANY REPRESENTATIVE'S SIGNATURE / DATE <i>[Signature] 9/27/00</i>	DATE REFERRED TO STEP 2/COMPANY REPRESENTATIVE'S SIGNATURE
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**STEP 2 (Place Additional Information On Another Sheet And Attach)**

STEP 2 RESPONSE (INDICATE WHETHER DENIED, SETTLED\*OR WITHDRAWN\*. EXPLAIN IF DENIED OR SETTLED\*)

COMMITTEEPERSON'S SIGNATURE	DATE	DIVISION MANAGER'S SIGNATURE	DATE
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**STEP 3 APPEAL**  CHECK BOX IF GRIEVANCE IS APPEALED DIRECTLY INTO STEP 3

NOTICE SERVED BY	TITLE	DATE
NOTICE RECEIVED BY	TITLE	DATE

\* WITHOUT PRECEDENT OR PREJUDICE TO THE POSITION OF EITHER PARTY



# MINI GRATED™ STEEL

10730 S. Burley Avenue • Chicago, IL 60617-6597

GRIEVANCE NUMBER

## COMPLAINT/GRIEVANCE FORM

### GENERAL DATA

DIVISION <b>CHICAGO</b>		AREA <b>COKE OVENS</b>		DATE(S) OF ALLEGED VIOLATION <b>9/9/00</b>	
EMPLOYEE'S SIGNATURE <i>Ernie Baker</i>	CLOCK NUMBER <b># 3106</b>	DATE <b>9/25/00</b>	EMPLOYEE'S SIGNATURE	CLOCK NUMBER	DATE
EMPLOYEE'S SIGNATURE	CLOCK NUMBER	DATE	EMPLOYEE'S SIGNATURE	CLOCK NUMBER	DATE

CONTRACTUAL PROVISION(S) RELIED UPON  
**BASIC LABOR AGREEMENT, BUT NOT LIMITED TOO.**

BRIEF DESCRIPTION OF COMPLAINT/GRIEVANCE (FACTS, DATES, TIMES, WITNESSES, ETC.) (Place Additional Information On Another Sheet And Attach)

**I, ERNIE BAKER, CLOCK # 3106 FEEL THAT THE 3 DAY SUSPENSION FOR POOR WORK PERFORMANCE [REDACTED] ISSUED TO ME WAS UNJUST. I AM SEEKING TO HAVE THIS REMOVED FROM MY [REDACTED] RECORD, AND ALSO TO BE MADE WHOLE FOR ALL LOST TIME. (24 hrs.)**

### STEP 1 (Place Additional Information On Another Sheet And Attach)

STEP 1 RESPONSE (INDICATE WHETHER DENIED, SETTLED\* OR WITHDRAWN\*. EXPLAIN IF DENIED OR SETTLED\*)

**Denied - Flaming boards in oven and door machine movement were both visible to Mr Baker prior to push (if he was paying attention) Mr Baker's actions constitute WILLFUL NEGLIGENCE and 3 DAY IS LIGHT DISCIPLINARY ACTION**

COMMITTEEPERSON'S SIGNATURE / DATE <i>David [illegible] 9/25/00</i>	COMPANY REPRESENTATIVE'S SIGNATURE / DATE <i>[illegible] 9/27/00</i>	DATE REFERRED TO STEP 2 / COMPANY REPRESENTATIVE'S SIGNATURE
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### STEP 2 (Place Additional Information On Another Sheet And Attach)

STEP 2 RESPONSE (INDICATE WHETHER DENIED, SETTLED\* OR WITHDRAWN\*. EXPLAIN IF DENIED OR SETTLED\*)

COMMITTEEPERSON'S SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_ DIVISION MANAGER'S SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

### STEP 3 APPEAL CHECK BOX IF GRIEVANCE IS APPEALED DIRECTLY INTO STEP 3

NOTICE SERVED BY	TITLE	DATE
NOTICE RECEIVED BY	TITLE	DATE

In response to the suspension from 9-13-2000 to 9-15-2000. I Earnie Baker feel I was unjustly suspended. I would like to be paid for the days suspended. and the accusation of poor work performance removed from my file. On the day of 9-9-2000 while working the 7-3 turn I Earnie Baker was informed by the shift Foreman E. Brown after pushing out D-18 oven I was to sweep the oven 1st and then place boards into the oven. This procedure is usually done for problem ovens. The shift foreman E. Brown also informed the Door Machine Operator that after D-18 oven was pushed the oven was to be swept 1st and then broached. The sweeping process is the Door Machine Operator staying Rack in while Kawool is placed at the entry end of the oven and the Pusherman proceeds with Pusher to push the Kawool through the oven to clean the floor of the oven. Approx. 2:00 p.m. I pushed out D-18 oven. and informed Shift Foreman of Amps of the Pushout which was 241 Amps. He stated to still sweep + board the oven. I then informed the Door Machine Operator to stay Rack in on D-18 oven that we were going to sweep the oven. He stated 10-4 meaning O.K. Approx. 2-4 minutes later the Top foreman came with the Kawool + handed the Kawool to the Door

cleaner who then placed the kawool in the entry end of the oven. Once Door cleaner and Topforeman was clear of the oven I proceeded to sweep the oven. The oven looked normal. Approx. 1/2 way with the sweep; informed by Supervisor to come out with the Ram and to forget about the sweep of the oven. The Door Machine Operator had bypass the sweeping part of the operation and had put boards into the oven. The Ram hit the boards in the oven and the board hit the oven door. The Supervisor E. Brown had stated later that he saw the Door Machine Operator putting boards into the oven. If the Door Machine Operator was bypassing an important part of the Operation why didn't the Supervisor <sup>stop</sup> him or notify me that it was no longer important to sweep the oven. As for damage to Company property a weld on the Door Machine broke that had been broken several times before. I Earnie Baker was following procedure and I don't feel I should be penalize for following procedure.

Earnie Baker

9-18-2000