



District 9

International Association of Machinists and Aerospace Workers

159 SHAMROCK • EAST ALTON, IL 62024
618 / 259-7011 • Fax 618 / 259-9401

October 2, 2017

**TO ALL EMPLOYEES OF GBC METALS LLC, d/b/a/OLIN BRASS,
WHO ARE MEMBERS OF DISTRICT NO. 9, I.A.M.A.W.**

Following is an update of current negotiations:

We have been going back and forth with the Company discussing and explaining the importance of our proposals. If you recall, a huge proposal for us was the elimination of the Agreement on Efficiencies. We have continued to insist that the members expect to see changes regarding this provision; however, the Company continues to reject this proposal.

We have proposed a few classification changes as well as making the Utility classification a free bump job. This would assure our members that at the time of curtailment, the junior employees would be laid off. This change would make seniority count again. The Company has shown interest on this proposal, and we are reviewing the details of how this will work before we agree to make any changes.

For over a year some of the Committee Chairmen have made attempts to make changes to the various Overtime Agreements and the Company has rejected every requested change. We proposed that the Company not deny our requests to make those changes. During the present negotiations, they have agreed to allow us to resubmit changes, so you may be approached by your Chairman to vote on an amended Agreement very soon. Please participate, as we will only make Overtime Agreement changes if the majority of the members affected agree to the proposed changes. We want to submit the proposed changes during negotiations to insure we have an opportunity to make the needed improvements.

The Company continues to propose changes to the Substance Abuse and Attendance Policies; however, we have not agreed to do so. Some of their other proposals are requesting language giving them the ability to retain employees based on qualifications determined by the Company for a period not to exceed 30 days during business interruption such as the Hot Mill outage last year. We have rejected that proposal.

Another proposal that we continue to reject is the Company's request to change the Arbitration procedure, including the elimination of the finality of award language. Without that language, the Company could refuse to honor any award made by an arbitrator in favor of the Union. We CANNOT allow this to happen.

We will continue to go to the bargaining table fighting for the best contract offer possible. We will be successful in this accomplishment with your continued support.

I will try to have the next posting in a week or so.

Fraternally,

A handwritten signature in black ink that reads "Ann Ballesteros". The signature is written in a cursive, flowing style.

Ann Ballesteros
Business Representative

AB:act
OPEIU#13