


April 10, 2001

Joseph G. Myers  
147 Heather Drive  
Butler, PA 16001-2919

Dear Mr. Myers:

At your request, a Works Management hearing was conducted on April 9, 2001. The purpose of the hearing was for you to appeal the five-day suspension with intent to discharge issued to you on April 5, 2001 by Edward A. Tasse, Section Manager-Transportation Repair/Truck Service. Attending the hearing on your behalf from the Union were Carl Nanni, Jim Fletcher, Hank Leyland, Andrew Hohn, and Don Monteleone. Attending for management was Ed Tasse.



At the Works Management hearing, you repeated your position that loads hauled within the plant must be hauled in compliance with laws applicable to public highways. You stated that you believed the events of March 22 were fabricated by the Company. The Union and you continued that you were not late getting started to work on the 6:30 a.m.-2:30 p.m. turn of March 22 since you had to personally arrange to obtain three trailers until you had one by which you could perform your assigned task of hauling a Cold Mill back-up roll that weighed 27,000 pounds, which supposedly explained why the roll was not hauled until approximately 12:30 p.m. You also contended that you felt you were a victim of harassment by the Company because you were never told that you could not make copies in the Locomotive Shop office and that you could not talk to the clerk there. In fact, you specified that you were filing a claim of harassment at this proceeding and wanted it reported to Human Resources. You stated that you made copies in the Locomotive Shop office of a letter you and your wife had recently written about alleged disciplinary inconsistencies in the Trucks Section of the Butler Works and your intention to follow only CDL regulations in all assignments. You concluded that you gave back several copies of the letter to Mr. Tasse on Friday, March 23 so that you would not be accused of stealing.

A review of all the facts and circumstances surrounding the events of March 22 and 23, 2001, as well as your explanations and arguments presented personally or in your behalf at the Works Management hearing, convinces me that your suspension with intent to discharge was issued for just cause and after due consideration. You have admitted committing all the infractions on March 22 of which you were charged by your own account at the hearing. You stated that you took approximately six hours to perform your first assignment to haul a Cold Mill back-up roll based on trying to publicize and advocate your position on load limits by copying a personal letter in an unauthorized area. You also attributed much of the six hours to weighing trailers for conformance to public road load limits when the hauling was confined to plant roadways. I find that by

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these actions you indeed violated item 2g, page 77; item 4, page 79; and item 5, page 78 of the Safety and Security Handbook. Furthermore, I find that your admitted three refusals to perform the assignment of hauling coils to the Hilltop on March 23, 2001 pursuant to clearly communicated and long-standing loading and hauling procedures was insubordinate and a violation of item 5, page 78 of the Safety and Security Handbook. Therefore, I am sustaining the five-day suspension with intent to discharge on April 11, 2001. Your claim of harassment has been reported to Rick D. Winter, Manager-Human Resources.

Sincerely,



Michael C. Seyler  
Industrial Relations Manager

MCS/kh

cc: T. R. Ayres  
E. A. Tassej  
G. W. Hesidenz  
C. V. Nanni  
R. A. Rajchel, Check No. 6644  
File