



John A. Beaver
President, USW Local 9423
P.O. Box 448
Lewisport KY 42351

October 19, 2012

Mr. Jason Curry
Human Resources Manager
Century Aluminum of Kentucky, GP
P.O. Box 500
Hawesville KY 42348

VIA ELECTRONIC MAIL

Re: Remedy for Unequal Distribution of Overtime

Dear Jason,

On September 17, 2012, Dave Whitmore, you, and I met to discuss concerns that the Union had regarding overtime. At that time, the Company requested that the Union provide the Company some time to investigate into our concerns.

On October 1, 2012, the Union sent a letter stating that as of that date, we had not received a response from the Company. Also in that letter, we requested that the Company respond to these concerns no later than the end of business on Tuesday, October 16, 2012. As of today, the Company has not responded to these concerns.

In accordance with Article 6, Section III of the Collective Bargaining Agreement, the Union has come to the determination that the concerns and issues regarding overtime remain unresolved to our satisfaction. Therefore, the Union is invoking the sunset clause, and effective Sunday, November 18, 2012 the remedy for unequal distribution of overtime shall be that set forth in Article 6, Section III, paragraph 3 beginning on line 6 of page 21 of the Collective Bargaining Agreement.

If you have any questions or comments, please do not hesitate to contact me. I would like to extend my appreciation in advance for your understanding and assistance with this matter.

Respectfully,

John A. Beaver
President, USW Local 9423

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International
Union

USW Local 9423 PO Box 448 Lewisport, KY 42351 Phone 270-295-9423 Fax 270-295-9428

CC: Richard Haas
Richard Fry
Don Nation