

January 13, 2016

Andy Meserve
President, USW Local 9423
P.O. Box 448
Lewisport, KY 42351

Re: New Job and Shift

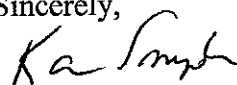
Dear Andy:

The Company is providing thirty (30) day notice that we will implement a new job and shift in the Potline. The new job and shift will be:

- Job: Bath Tapping Operator
- Shift: AA & BB 12 Hour Day

I have attached a copy of the job description and new shift schedule.

Sincerely,



Karen Snyder
Senior Human Resources Generalist

Job Description

Bath Tapping Operators (Pay Grade 16)

Primary Function: Bath Tapping Operators will be responsible for measuring, tapping and transporting bath across the potrooms. Operate the chain to deliver rodded anodes to the Potlines. Operates mobile power equipment to collect, transport, and distribute materials and equipment throughout the department.

Tools & Equipment Used: Power and free conveyor and associated controls, shepherds poles, scrapers, two-way radio, P & H crane, ECL crane, jacking frame, mobile equipment, 30 ton ore bucket, vacuum crucible, ore rakes, butt scrapers, crowbars, muck rakes, shovels, brooms, ladles, sample molds, skimmers, spout reamers, grease gun, air grease gun, computer control panel, shield press, and other tools/equipment associated with potroom work including but not limited to small hand tools and funnels.

Materials Handled: Rodded anodes, molten metal and bath, stub bath, cruce bath, alumina, cryolite, anode assemblies, potline tools, siphon tips, cruce spouts, ore and other related materials, including fluoride, soda ash, spar, lithium, grease and oil.

Source of Supervision: Supervisor

Direction Exercised: Participates with supervisor in observing, diagnosing, correcting abnormal cell conditions, moving bath and operating the chain to deliver rodded anodes to the Potlines.

Working Procedure:

1. Start, operate and stop power and free conveying system.
2. Communicate with Potline supervision and distribute rodded anodes as required.
3. Hang or take down butts or anodes from the chain carrier as required, with the assistance of a fork truck driver.
4. Stay in work area when equipment is down to assist as needed.
5. Operates mobile power equipment to collect, transport, and distribute materials and equipment throughout the department.
6. Periodically walk line to check breaks and ore charge cycle to ensure that each cell has been broken and charged as prescribed; otherwise break and charge the cells manually.
7. Survey individual cell voltages and condition throughout the shift and report any abnormalities to the Supervisor.

8. Operate vacuum crucibles to tap bath and metal as necessary to maintain proper bath and metal heights as directed by the Supervisor.
9. Operate P&H crane by portable radio control console to accomplish bath and metal tapping operations and placement of jacking frame for beam raising.
10. Tap the metal production from cells according to an assigned schedule and/or as directed by Supervisor.
11. Knock and muck holes for tapping.
12. Use ECL to pull anodes as required.
13. Marking anodes, gauging anodes, removing shields and knocking off anode debris, handing spent butts on conveyor.
14. Change anodes according to an assigned procedure and schedule and/or as directed by the Supervisor.
15. Use P & H overhead crane & 30-ton hopper to ore up cells as per schedule and clean station and spill on cells.
16. Make dry chemical additions to the cells as directed by the Supervisor.
17. Check for loose clamps as assigned and make proper adjustments.
18. Ensure that assigned cells are properly shielded and as needed will run shield press to press shields.
19. Raise an assigned number of beams and perform associated tasks.
20. Record all pertinent information relating to particular cells on the individual cell boards.
21. Report any peculiarities or abnormalities in the entire work area to the Supervisor.
22. Secure the necessary bath and metal samples from the cells and crucibles as directed according to the assigned procedure.
23. Cut out cell failures and cut in new cells as directed by the Supervisor.
24. Sweep deck-plates and pot end doors as per schedule.
25. Use gutter scoop to clean gutters as per schedule.
26. Sweep around 30-ton hopper fill station.
27. Ensure that safe practices are adhered to by crew in his area and report any unsafe acts or conditions or equipment to the Supervisor.
28. Maintain tools and equipment in good clean working order and report damaged or defective tools and/or equipment to the Supervisor.

29. Maintain a clean, orderly and safe work area. Sweep appropriate Sections as per schedule.
30. Inspect cells after anode effects and report any abnormalities to the Supervisor.
31. Perform training of new hires as assigned.
32. Oil and lubricate equipment as needed.
33. Also includes such tasks and duties as have traditionally been performed by this classification.