



Richard Fry
Vice President, USW Local 9423
P.O. Box 448
Lewisport KY 42351

May 31, 2013

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

VIA ELECTRONIC & CERTIFIED MAIL

Re: Company's New Policy to Conduct Searches

Dear Jason,

The Union received a letter by Certified Mail informing it that the Company plans to conduct random searches at the Time Clock Area. The Union first questions the Company's reference and terms in the letter of "as it has done in the past" and "re-implementing random searches". To the Local Union's knowledge since Century bought the plant and the workers have been represented by a Collective Bargaining Agreement there has never been an agreement by the Union and Company to such searches. We request copies of any signed documentation proving otherwise immediately.

Secondly, the Union demands the Company cease & desist any action it plans to take now or in the future with respect to random searches not addressed in the current contract until the Union and Company have meet at a mutual time to bargain the conditions of employment.

If you have any questions, please contact me.

Respectfully,

Richard Fry
Vice President, USW Local 9423

CC: Richard Haas
John Beaver
Don Nation
Karen Snyder
Tamara Clark

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

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