JOB DESCRIPTION

PLAINTIFF'S EXHIBIT
tabbies
AL-455

JOB TITLE Pipefitter "A" (A-119)
WORKS Rockdale Smelting
DEPT. Mechanical

Primary Functions of the Job:

To fabricate, install, test, repair and maintain all types of piping systems and related equipment.

Materials Used, Processed and Handled:

Piping made of various metals and compositions such as steel, cast iron, rubber, aluminum, copper, clay, etc.; plumbing fixtures; various fittings and accessories; sealing compounds, grease, lead, solder, etc.

Tools and Equipment Used:

Power tools such as pipe cutting, threading and bending machines; hand tools such as benders, taps, dies, cutting and flaring tools, wrenches, hammers, hack saws, chisels, blow torches, lead pot and furnace, caulking tools, etc.; all types of circulating equipment such as heaters and tanks; testing and measuring tools such as gauges, rules, calipers, micrometers, etc.

Direction Exercised:

Helper and/or Pipefitter "B" when assigned.

Duties and Working Procedure:

Fabricates, installs, inspects, tests, repairs and maintains all types of pipes and tubes carrying water, steam, air, gas, tar and other liquids and gases.

Fabricates, installs, inspects, tests, repairs and maintains boiler equipment, high pressure hydraulic piping, steam heating systems, toilets and plumbing, plant circulating systems, air conditioning systems, drinking fountains, gas lines, etc.

Diagnoses trouble and determines sequence of operations.

Uses blueprints, sketches, and other information and instructions.

Does packing and caulking as necessary.

Does layout work as necessary.

Applies insulation as directed.

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

DATE

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAILS CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

FORM S.F. 114 25M-9-52

JOB DESCRIPTION

JOB TITLE Pipefitter "B" (A-120)

WORKS Rockdale Smelting

DEPT. Mechanical

Primary Functions of the Job:

To fabricate, install, test, repair and maintain all types of piping systems and related equipment.

Materials Used, Processed and Handled:

Piping made of various metals and compositions such as steel, cast iron, rubber, aluminum, copper, clay, etc.; plumbing fixtures; various fittings and accessories; sealing compounds, grease, lead, solder, etc.

Tools and Equipment Used:

Power tools such as pipe cutting, threading and bending machines; hand tools such as benders, taps, dies, cutting and flaring tools, wrenches, hammers, hack saws, chisels, blow torches, lead pot and furnace, caulking tools, etc.; all types of circulating equipment such as heaters and tanks; testing and measuring tools such as gauges, rules, calipers, micrometers, etc.

Direction Exercised:

Helper when assigned.

Duties and Working Procedure:

Performs that portion of duties of Pipefitter "A" classification for which his training and experience qualify him.

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

11-18-53
DATE

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAILS CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

FORM S.F 114 20M-12-52

ARD 044246

JOB DESCRIPTION

JOB TITLE Pipefitter "A" CLASSIFICATION NO. 059

LOCATION Rockdale Smelting DEPT. NO. 21

DEPT. Mechanical

Primary Functions of the Job:

Fabricate, install, test, repair and maintain all types of piping systems and related equipment.

Materials Used, Processed and Handled:

Piping made of various metals and compositions such as steel, cast iron, rubber, aluminum, copper, clay; plumbing fixtures, various fittings and accessories; sealing compounds, grease, lead, solder, acid, fluxing tube, solenoid valve, diaphragm, caustic soda, chlorine gas, flow-meter.

Tools and Equipment Used:

Power tools such as pipe cutting, threading and bending machines; pipefitter's hand tools such as benders, taps, dies, cutting and flaring tools, wrenches, hammers, hack saws, chisels, heating torches, lead pot and furnace, caulking tools; all types of circulating equipment such as heaters and tanks; testing and measuring tools such as gauges, rulers; industrial truck, automotive truck, scooters, mobile crane, bucket truck, pneumatic instruments and controls, water softener, voltmeters, ammeters, signal devices.

Direction Exercised:

Occasional.

Duties and Working Procedure:

Fabricate, install, inspect, test, diagnose problems, repair and maintain boile equipment, high pressure hydraulic piping, steam heating systems, toilets and plumbing, plant circulating systems, gas lines, filter systems and maintain all types of pipes and tubes carrying liquids and gases.

Use blueprints, sketches, and other information and instructions to perform necessary layout work.

Pack, insulate, and caulk as necessary.

Repair and replace hose reels to compressor tank.

Fabricate or change out flux tubes, and automatic flow control; connect and disconnect chlorine tanks, maintain chlorine evaporators, controllers, metering devices, and deionizer.

Operate mobile and material handling equipment as necessary.

Repair and maintain inert gas generator system, air preheater, and top chiller chamber at atomizer.

Install, inspect, diagnose, repair air conditioning system, drinking fountains, and other refrigeration equipment including such things as checking electrical motors and replacing capacitors, changing thermostats and starting relays, checking starter windings.

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

9/13/71
DATE

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAILS CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

ARD 044247

SF-117 2500 7-71

EVALUATION

JOB TITLE PIPEFITTER A CLASSIFICATION NO. 059

LOCATION ROCKDALE SMELTING DEPT. NO. 21

DEPT. MECHANICAL

FACTOR		FACTOR LEVEL	FACTOR LEVEL WEIGHT
1. Related Knowledge	Broad and detailed knowledge of the theory, principles, and technical developments in the pipefitting and plumbing trade.	5	3.5
2. Job Knowledge & Experience	Training and experience required with selection and use of materials, tools and equipment for installation, troubleshooting and maintenance.	9	6.5
3. Manual Skill	Considerable muscular control depending on both feel and dexterity to attain a high degree of precision.	5	2.5
4. Responsibility for Preventing Loss	Work requiring a high degree of care and judgment to prevent loss.	4	1.2
5. Responsibility for Production	Skilled maintenance work.	1M	1.0
6. Responsibility for Safety of Others	Considerable care and judgment required to prevent injury to others.	3	0.6
7. Mental Demand	Trades work requiring the troubleshooting of malfunctions and the planning of fabrication and repair work.	5	3.0
8. Physical Demand	Considerable physical exertion. Extensive periods of heavy physical work.	3	0.6
9. Surroundings	Exposure to disagreeable conditions throughout the shift.	3	0.9
10. Hazards	Work involves frequent exposure to serious injury.	3	0.3
		TOTAL	20.1

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

DATE APR 3 1973

EVALUATED GRADE 20

ARD 044248

JOB DESCRIPTION

JOB TITLE GENERAL MECHANIC CLASSIFICATION NO. 066

LOCATION ROCKDALE WORKS DEPT. NO. 21

DEPT. MAINTENANCE

PRIMARY FUNCTIONS OF THE JOB:
Layout, fabricate, assemble, install, repair and maintain, machine, test, all equipment, facilities and structures.

MATERIALS USED, PROCESSED AND HANDLED:
All types of metal and metal alloys, any machine, equipment, or structural parts, pipe, hose, gaskets, tubing, and fittings, lubricants, electrodes, fluxes, solvents, gases, sealing compounds, insulation, plumbing fixtures and accessories, solder, air conditioners, caustics, valves, etc.

TOOLS AND EQUIPMENT USED:
Material handling and mobile equipment such as industrial trucks, cranes, automotive trucks, scooter, tractors, cherry picker, bucket truck. Power equipment such as saws, impact wrenches, presses, Porta-power, grinders, sander, pipe cutter, threading and bending machines, hoists. Testing, indicating and measuring devices such as voltmeters, vibration analyzers, balancing equipment, alignment computer, optical alignment equipment, ammeters, gauges, rulers, pryrometers, micrometers, calipers, Rockwell tester, signal devices. Other equipment used includes gas and electric welding and cutting equipment, nc plasma arc, radio, come-along, chain falls, gas furnace, scaffolding, scales, and all types of hand tools such as taps, dies, flaring tools, wrenches, hammers, chisels, etc.

DUTIES AND WORKING PROCEDURES:
Layout, fabricate, set-up, assemble, install, erect, test, adjust, repair, relocate, weld and maintain to specifications structural steel, furnaces, all types of metal articles, all types of tubing, piping and piping systems, building fixtures, machinery and equipment.

Rig, load, unload, secure materials and equipment.

Plan, prepare and layout work from blueprints, sketches, drawings, instruction manuals, verbal and written instructions, including establishing sequence of operations, estimating materials required, and calculating and recording data.

Diagnose, trouble-shoot, inspect, lubricate, service and maintain thermal, mechanical and hydraulic, and pneumatic equipment, plumbing fixtures, sanitary facilities, piping systems, welds, air conditioning systems, building structures, associated equipment, and motors.

Operate cranes, scooters, automotive trucks, bucket truck, tractors, powered hoists, and winches, welding equipment, etc.

Perform such operations as cutting, burning, aligning, grinding, sweating and tinning bearings, surface preparation, cutting, riveting, splicing, soldering, brazing, caulking, leading, drilling, bolting, bending, prehearing, threading, change out such items as thermostats, relays, dies, bags, gear boxes, screws, elevators, bearings, valves, cylinders, etc. Start up, test, and shut down production equipment.

REVIEWED AND APPROVED BY

A W Joshovich
FOR THE COMPANY

H P Dick
FOR THE UNION

1985-12-18
DATE

ARD 044249

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAILS CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

EVALUATION

JOB TITLE GENERAL MECHANIC CLASSIFICATION NO. 066

LOCATION ROCKDALE WORKS DEPT. NO. 21

DEPT. MAINTENANCE

FACTOR	EVALUATION STATEMENTS	FACTOR LEVEL	FACTOR LEVEL WEIGHT
1. Related Knowledge			
2. Job Knowledge & Experience			
3. Manual Skill			
4. Responsibility for Preventing Loss			
5. Responsibility for Production			
6. Responsibility for Safety of Others			
7. Mental Demand			
8. Physical Demand			
9. Surroundings			
10. Hazards			
		TOTAL	

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

DATE

EVALUATED GRADE

ARD 044250

JOB DESCRIPTION

JOB TITLE GENERAL MECHANIC CLASSIFICATION NO. 066

LOCATION ROCKDALE WORKS DEPT. NO. 021

DEPT. MECHANICAL

PRIMARY FUNCTIONS OF THE JOB:
Layout, fabricate, assemble, install, repair and maintain, machine, test, all equipment, facilities and structures.

MATERIALS USED, PROCESSED AND HANDLED:
All types of metal and metal alloys, any machine, equipment, or structural parts, pipe, hose, gaskets, tubing, and fittings, lubricants, electrodes, fluxes, solvents, gases, sealing compounds, insulation, plumbing fixtures and accessories, solder, air conditioners, caustics, valves, etc.

TOOLS AND EQUIPMENT USED:
Material handling and mobile equipment such as industrial trucks, cranes, automotive trucks, scooter, tractors, cherry picker, bucket truck. Power equipment such as saws, impacts wrenches, presses, Porta-power, grinders, sander, pipe cutter, threading and bending machines, hoists. Testing, indicating and measuring devices such as voltmeters, vibration analyzers, balancing equipment, alignment computer, optical alignment equipment, ammeters, meggers, gauges, rulers, pryrometers, micrometers, calipers, Rockwell tester, signal devices. Other equipment used includes gas and electric welding and cutting equipment, nc plasma arc, radio come-along, chain falls, gas furnace, scaffolding, scales, and all types of hand tools such as taps, dies, flaring tools, wrenches, hammers, chisels, etc. Shop equipment such as shears, roll and band saw.

DUTIES AND WORKING PROCEDURES:
Layout, fabricate, set-up, assemble, install, erect, test, adjust, repair, relocate, weld and maintain to specifications sheet metal, structural steel, furnaces, all types of metal articles, all types of tubing, piping and piping systems, building fixtures, machinery and equipment.

Rig, load, unload, secure materials and equipment.

Plan, prepare and layout work from blueprints, sketches, drawings, instruction manuals, verbal and written instructions, including establishing sequence of operations, estimating materials required, and calculating and recording data.

Diagnose, trouble-shoot, inspect, lubricate, service and maintain thermal, mechanical and hydraulic, and pneumatic equipment, plumbing fixtures, sanitary facilities, piping systems, welds, air conditioning systems, building structures, associated equipment, motors, and cranes and electrically operated vehicles.

Operate cranes, scooters, automotive trucks, bucket truck, tractors, powered hoists, and wrenches, welding equipment, etc.

Perform such operations as cutting, shearing, rolling, sawing, cutting and tying rebar, replace & remove transformers, burning, aligning, grinding, sweating and tinning bearings, surface preparation, cutting, riveting, splicing, soldering, brazing, caulking, leading, drilling, bolting, bending, prehearing, threading, change out such items as thermostats, solenoids, relays, dies, bags, gear boxes, screws, elevators, bearings, valves, cylinders, etc. Start up, test, and shut down production equipment.

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

APR 01 1997
DATE

ARD 044251

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAILS CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

SF-119

EVALUATION

JOB TITLE GENERAL MECHANIC — CLASSIFICATION NO. 050

LOCATION ROCKDALE SMELTING — DEPT. NO. 021

DEPT. MECHANICAL

FACTOR	EVALUATION STATEMENTS	FACTOR LEVEL	FACTOR LEVEL WEIGHT
1. Related Knowledge	Requires broad knowledge of mill maintenance work including welding and pipefitting. Uses prints and equipment manuals.	5	3.5
2. Job Knowledge & Experience	Installs and maintains plant equipment requiring a broad range of skills. Employs initiative and ingenuity and devises difficult and complex planning with few standard procedures.	11	9.5
3. Manual Skill	Makes varied and delicate adjustments requiring extreme muscular coordination.	6	4.0
4. Responsibility for Preventing Loss	Work requires high degree of care and judgment to prevent loss.	4	1.2
5. Responsibility for Production	Skilled maintenance work.	1M	1.0
6. Responsibility for Safety of Others	Considerable care and judgment required to prevent injury to others.	3	0.6
7. Mental Demand	Trades work requiring troubleshooting and planning of work procedures.	5	3.0
8. Physical Demand	Considerable physical exertion with periods of heavy physical work.	3	0.6
9. Surroundings	High exposure to disagreeable working conditions	3	0.9
10. Hazards	Has frequent exposure to serious injury.	3	0.3
		TOTAL	24.6

REVIEWED AND APPROVED BY

Thomas J Gillette
FOR THE COMPANY

Linda E Mayer
FOR THE UNION

APR 01 1987
DATE

EVALUATED GRADE 25

ARD 044252

JOB DESCRIPTION

CLASSIFICATION NO. 019

DEPT. NO. 03

JOB TITLE Tool Room Attendant

WORKS Rockdale Smelting

DEPT. Utility

Primary Functions of the Job:

Receive, store, issue and repair potroom, potlining, utility and control tools and equipment.

Materials Used, Processed and Handled:

Siphon head gaskets, machine parts, nuts, bolts, clamps, wood, asbestos, glue and other maintenance supplies, caustic soda, lubricants.

Tools and Equipment Used:

Vise, wrenches, pliers, hammers, and other hand tools; hoist, air sander, grinder, drill; potroom tools such as siphons, pokers, rakes, ladles, hoses, carts; tractor, hand bander, bicycle.

Direction Exercised:

Accountable for one to three other employees.

Duties and Working Procedure:

Receive worn-out tools and make minor repairs.

Assemble equipment such as hoses, siphons, deadheads.

Report tools and equipment broken or worn-out and shortages of tools, equipment and materials.

Operate industrial trucks or tractors as necessary.

Install insulation on catwalks.

Repair thermocouples for control department.

Repair bicycles and fix flats.

Inventory tools and supplies in tool room area.

Change hoses on burning equipment.

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

5/1/71

DATE

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAILS CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

SF-114 REV. 3-68 10M 3-68

ARD 044253

EVALUATION

JOB TITLE Tool Room Attendant CLASSIFICATION NO. 019

LOCATION Rockdale Smelting DEPT. NO. 03

DEPT. Utility

FACTOR		FACTOR LEVEL	FACTOR LEVEL WEIGHT
1. Related Knowledge	Maintains records on inventory of tool room supplies.	2	0.9
2. Job Knowledge & Experience	Operate equipment and perform work requiring independent action in maintaining tool room and in making minor repairs to tools and equipment.	5	3.3
3. Manual Skill	Accurate manual control repairing tools and equipment and operating mobile equipment.	4	1.4
4. Responsibility for Preventing Loss	Ordinary care and judgment required to prevent loss.	2	0.1
5. Responsibility for Production	Maintenance work having a direct influence on production equipment availability.	2B	0.2
6. Responsibility for Safety of Others	Normal care and judgment required to prevent injury to others.	2	0.3
7. Mental Demand	Substantial mental demand required in maintaining inventory and repairing tools and equipment.	4	1.8
8. Physical Demand	Moderate physical exertion with periods of heavy physical exertion in handling materials.	2	0.3
9. Surroundings	Relatively good conditions in tool room and periodic exposure to disagreeable potroom conditions.	2	0.5
10. Hazards	Frequent exposure to moderately severe injuries.	2	0.1
		TOTAL	8.9

REVIEWED AND APPROVED BY:

F C Novak
FOR THE COMPANY

[illegible]
FOR THE UNION

4-12-73
DATE

EVALUATED GRADE 9

ARD 044254

JOB DESCRIPTION

JOB TITLE LINING LEADER CLASSIFICATION NO. 005

LOCATION Rockdale Smelting DEPT. NO. 02

DEPT. Potlining

Primary Functions of the Job :

Act as working leader in a crew which patches or replaces potlinings.

Materials Used, Processed, and Handled

Coal, coke, pitch, tar, lining and patching mixes, cathode blocks, lining blocks, insulating materials, brick, tile, collector bars, wood, alumina, nuts, bolts, washers, shims, aluminum, bath, spent linings, cement, grout, steel sheet, graphite cloth, collector bar sealer, electrical joint compound, banding materials, lubricants, pot and bus components, cast iron, pre-coat mix.

Tools and Equipment Used

Cab-controlled and radio-controlled crane, industrial trucks and tractors, payloaders, trailers, buckets, tamping frame, tampers, rammers, jack hammers, hand tools, carts, wheelbarrows, pneumatic wrenches/ grinders/ sanders, sand blasting equipment, slings, burning torches and bars, banding machine, measuring devices, come-along, collector strap fastening machine, pneumatic grinders, brick saw, wooden stepladder, stud welder, switchplates, laser levelling device, portable grounding device, cement mixer, vacuum cleaners, porta power device, manlift.

Direction Exercised:

Accountable for two to three other employees.

Duties and Working Procedures:

Act as working leader of a crew, make individual work assignments and coordinate work of a crew within general schedule and orders.

Perform any duty or function essential to replacement of pots from the time pots are "deadheaded" until they are ready to return to service, such as install switch plates, remove anodes, superstructures, bath, aluminum, spent linings, pot sheels and cradles; clean and grout pot stalls, set cradles and pot shells, install collector bars, insulating materials and new linings; set and connect superstructure; place new anodes in pots; remove switch plates. Set up and utilize laser levelling device.

Relocate, install, open, close, and remove grounding device.

Dig pots for patching and install patching material.

Operate brick saw to cut carbon blocks and insulation to specified size.

Operate industrial trucks and tractors, payloaders, and cab- or radio-contolled cranes to transfer, position, load, unload, and distribute product, materials, and equipment. Hook and unhook for crane.

Operate preheating furnace, block and collector bar positioning devices; set up and cap blocks; sand collector bars; pour molten cast iron around collector bars in cathode lining blocks.

Sample and record process information as directed.

ARD 044255

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

1993 Apr. 1 03

DATE

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAILS CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

SF-110

EVALUATION

JOB TITLE LINING LEADER CLASSIFICATION NO. 005

LOCATION Rockdale Smelting DEPT. NO. 02

DEPT. Potlining

FACTOR	EVALUATION STATEMENTS	FACTOR LEVEL	FACTOR LEVEL WEIGHT
1. Related Knowledge	Take and record temperatures requiring some interpretation. Understand an operation requiring the control of a number of variables.	2	0.9
2. Job Knowledge & Experience	Act as the working leader of a crew requiring independent action and judgement.	5	3.3
3. Manual Skill	Operate mobile equipment and cranes requiring a high degree of coordination.	4	1.4
4. Responsibility for Preventing Loss	Work requiring a high degree of care and judgement to prevent loss.	4	1.2
5. Responsibility for Production	Has primary responsibility for the installation of potlinings controlled largely through exercise of skill, effort, experience, and judgement.	3D	1.9
6. Responsibility for Safety of Others	The nature of the work and the exposure of others in the area normally requires considerable care and judgement to prevent injury to others.	3	0.6
7. Mental Demand	Substantial mental demand. Make frequent decisions in adjusting for varying conditions in the operation.	4	1.8
8. Physical Demand	Heavy physical exertion throughout the shift using heavy tools in removing and installing linings.	4	1.2
9. Surroundings	Continuous exposure to most disagreeable physical conditions involving extreme heat, fumes, and noise.	4	2.2
10. Hazards	Frequent exposure to serious bodily injury.	3	0.3
		TOTAL	14.8

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

DATE 1993 Apr. 1 03

EVALUATED GRADE 15

ARD 044256

RECORD OF JOB CHANGE

Date: July 20, 1992

WORKS LOCATION: Rockdale

JOB TITLE: Second Class Equipment Operator - Potlining

JOB NUMBER: 004

DEPARTMENT NUMBER: 02

EFFECTIVE DATE OF CHANGE: July 20, 1992

NATURE OF JOB CHANGE :

TOOLS AND EQUIPMENT USED :

Add: Jib crane, conveyors, elevators, feeders, ball mill, screening equipment, dust collection system, mixer.

DUTIES AND WORKING PROCEDURES :

Add: Mix, heat, and dump seam mix for potlining crew.

Grind intermediate material used for sanding flexes and grind coarse material used for fuel baking.

Collect and process material samples and record. Take temperature and measure density of seam mix and record. Record material data such as quantity received, used, and in inventory.

RECORD OF CHANGE PREPARED BY: _____

COPY OF RECORD OF CHANGE TO: Jon Cook - Labor Relations
H. P. Dick - USWA
C. H. Satcher - USWA

JOB DESCRIPTION

CLASSIFICATION NO. 004

DEPT. NO. 01

JOB TITLE 2nd Class Equipment Operator

WORKS Rockdale Smelting

DEPT. Potlining

Primary Functions of the Job:

Operate mobile equipment and assist in patching or replacing potlings.

Materials Used, Processed and Handled:

Coal, coke, pitch, tar, lining and patching mixes, lining blocks, insulating materials, brick, tile, collector bars, nuts, bolts, washers, alumina, bath, aluminum, spent linings, cement, grout, steel sheet, water glass, collector bar sealer, graphite rods, electrical joint compound, banding materials, lubricants, wood, pot and bus components.

Tools and Equipment Used:

Cab-controlled crane, radio-controlled crane, automotive truck, industrial truck and tractor, payloader, trailers, buckets, tubs, jack hammers, tamping frame, tampers, rammers, slings, tongs, strongbacks, hammers, crowbars, shovel, wrenches, brooms, air blast equipment, rakes, hoes, burning torches and bars, pneumatic wrenches, hand tools, pneumatic sanders, banding machine, pneumatic grinders, stud welder, diesel and pneumatic pot diggers, scoop, measuring devices, core sampling tool, pot preheater, grit blast machines, julie buggies, come-along, collector strap fastening machine, two-way radio, portable wooden scaffold.

Direction Exercised:

None

Duties and Working Procedure:

Operate industrial trucks and tractors, payloaders and cab and radio-controlled cranes to transfer, position, load, unload and distribute product, materials and equipment.

Perform all routine work essential to replacement of pots from the time pots are "dead-headed" until they are ready to return to service, such as install switch plates, remove anodes, superstructures, bath, metal, spent linings, pot shells and cradles; clean and grout pot stalls; set cradles and pot shells; install collector bars, insulating materials and new linings; set and connect superstructure; place new anodes in pots; remove switch plates.

Dig pots for patching and install patching material.

Assist in repair and maintenance work and installations by lifting, transporting, holding and positioning product, material and equipment as directed.

Operate jolting equipment, remove carbon blocks from molds, stack, band and dispose of as directed.

Operate sand blast machines and stack collector bars.

Hook and unhook for crane.

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

DATE

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAIL CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

SF-114 REV. 3-66 10M 3-66

ARD 044258

EVALUATION

JOB TITLE 2nd Class Equipment Operator CLASSIFICATION NO. 004

LOCATION Rockdale Smelting DEPT. NO. 01

DEPT. Potlining

FACTOR		FACTOR LEVEL	FACTOR LEVEL WEIGHT
1. Related Knowledge	Understand simple verbal instructions. Operate in-plant material handling equipment.	1	PV
2. Job Knowledge & Experience	Perform tasks and operate mobile equipment requiring use of some judgment and independent action in patching and replacing potlinings.	4	2.5
3. Manual Skill	Use driven ridden trucks and cranes to service potlining crew.	4	1.4
4. Responsibility for Preventing Loss	Work requiring considerable care and judgment to prevent loss.	3	0.5
5. Responsibility for Production	Crew member of a pro duction operation requiring coordination with other crew members in order to maintain production quality and quantity.	3B	0.3
6. Responsibility for Safety of Others	The nature of the work and exposure of others normally requires considerable care and judgment to prevent injury to others.	3	0.6
7. Mental Demand	Substantial mental demand in the operation of mobile equipment to service potlining crew.	4	1.8
8. Physical Demand	Heavy physical exertion throughout the shift using heavy tools in removing and installing linings.	4	1.2
9. Surroundings	Continuous exposure to most disagreeable physical conditions involving extreme heat, fumes, and noise.	4	2.2
10. Hazards	Frequent exposure to serious bodily injury.	3	0.3
		TOTAL	10.8

REVIEWED AND APPROVED BY

F E Novak

FOR THE COMPANY

[illegible]

FOR THE UNION

4-12-73

DATE

EVALUATED GRADE 11

ARD 044259

RECORD OF JOB CHANGE

WORKS LOCATION: ROCKDALE

JOB TITLE: POTLINER HELPER

JOB NUMBER: 002

DEPARTMENT NUMBER: 02

EFFECTIVE DATE OF CHANGE: 21 FEBRUARY 1996

NATURE OF JOB CHANGE:

TOOLS AND EQUIPMENT USED:

DUTIES AND WORKING PROCEDURES:

CLEAN COLLECTOR BAR AND STRAP CONNECTIONS ON OPERATING POTS

RECORD OF CHANGE PREPARED BY: Tony D Parsons

COPY OF RECORD OF CHANGE TO: JON COOK - LABOR RELATIONS
K. SHEPPARD -USWA
C.H. SATCHER- USWA

JOB DESCRIPTION

CLASSIFICATION NO. 002

DEPT. NO. 01

JOB TITLE Potliner Helper

WORKS Rockdale Smelting

DEPT. Potlining

Primary Functions of the Job:

Assist in patching or replacing potlinings.

Materials Used, Processed and Handled:

Coal, coke, pitch, tar, lining and patching mixes, lining blocks, insulating materials, brick and tile, alumina, collector bars, wood, nuts, bolts, washers, aluminum, bath, spent linings, cement, grout, steel sheet, collector bar sealer, water glass, pot and bus components, graphite rods, electrical joint compound, banding materials, mastic, lubricants.

Tools and Equipment Used:

Wheelbarrows, julie buggies, shovels, carts, hammers, wrenches, crowbars, brooms, slings, tamping frame, tampers, rammers, pneumatic sanders, air blast equipment, jack hammer, grit blast machines, pneumatic wrenches, concrete mixer, burning torches and bars, switch plates, pneumatic grinder, stud welder, collector strap fastening machine, scoop, grease gun, Ro-tap, scales, trailers, buckets, tubs, slings, tongs, strongbacks, come-along, pot preheater, portable wooden scaffold, measuring device.

Direction Exercised:

None

Duties and Working Procedure:

Assist in performing all routine work essential to replacement of pots from the time such pots are "dead-headed" until they are ready to return to service.

Operate equipment used in replacement of pots such as sanders, wrenches, pavement breakers, burning rigs and bars, concrete mixers, tampers, rammers, collector strap fastening machine.

Load, unload, stack, pick up, transport, or distribute materials, product, and equipment.

Operate grit blasting machines.

Assist in operating equipment such as mixers and related equipment.

Assist with processing cathode blocks such as tamping mix into cavity and coating blocks with mastic.

Assist in jolting, stacking and banding carbon blocks.

Hook and unhook for crane.

Collect and process material samples.

Set tampers and change foot pieces.

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

7-20-71

DATE

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAIL CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

SF-114 REV. 3-69 10M 3-69

ARD 044261

EVALUATION

JOB TITLE Potliner Helper CLASSIFICATION NO. 002

LOCATION Rockdale Smelting DEPT. NO. 01

DEPT. Potlining

FACTOR		FACTOR LEVEL	FACTOR LEVEL WEIGHT
1. Related Knowledge	Must understand simple verbal instructions.	1	PV
2. Job Knowledge & Experience	Perform tasks requiring use of some judgment and independent action in patching and replacing potlinings.	4	2.5
3. Manual Skill	Operates equipment and uses hand tools requiring accurate manual control.	3	0.5
4. Responsibility for Preventing Loss	Work requiring considerable care and judgment to prevent loss.	3	0.5
5. Responsibility for Production	Crew member of a production operation requiring coordination with other crew members in order to maintain production quality and quantity.	2B	0.2
6. Responsibility for Safety of Others	The nature of the work and exposure of others in the area requires considerable care and judgment to prevent injury to others.	3	0.6
7. Mental Demand	Moderate mental demand required when operating a variety of tools and equipment.	3	0.8
8. Physical Demand	Heavy physical exertion throughout the shift using heavy tools in removing and installing linings.	4	1.2
9. Surroundings	Continuous exposure to most disagreeable physical conditions involving extreme heat, fumes, and noise.	4	2.2
10. Hazards	Frequent exposure to serious bodily injury.	3	0.3
		TOTAL	8.8

REVIEWED AND APPROVED BY

F E Nowak

FOR THE COMPANY

H K [illegible]

FOR THE UNION

4-12-73

DATE

EVALUATED GRADE 9

ARD 044262

JOB DESCRIPTION

JOB TITLE Mechanical Maintenance Mechanic - Atomizer **CLASSIFICATION NO.** 112

LOCATION Rockdale Smelting **DEPT. NO.** 21

DEPT. Mechanical Maintenance

Primary Functions of the Job:

Repair and maintenance functions of Atomizer equipment, facilities and structures, working primarily in the Atomizer area.

Materials Used, Processed and Handled:

All types of metal and alloys, blocking and cribbing, pipe, hose, tubing and fitting, lubricants, electrodes, fluxes, solvents, welding rod, wire and gases, sealing compounds, insulation, plumbing, fixtures, solder, sheet metal, machine parts.

Tools and Equipment Used:

Welding equipment, drill presses or other metal cutting and forming tools, grinders, sanders, other types of tools such as torches, soldering irons, snips, precision measuring instruments, threading machines, pipe cutters and all types of hand tools, cranes, automotive trucks, scooter, bucket truck, mobile crane, fork truck, powered hoists and winch.

Direction Exercised:

Occasional.

Duties and Working Procedure:

Set-up, install, erect, test, adjust, diagnose, repair, relocate, weld and maintain to specifications scales, structural steel, furnaces, inert gas generators, sheet metal articles, all types of piping and piping systems, building fixtures, motors, blowers, machinery and equipment.

Plan, prepare and layout work from blueprints, sketches, drawings, instruction manuals, verbal and written instructions, including establishing sequence of operations, estimating materials required and calculating and recording information.

Diagnose, trouble-shoot, inspect, lubricate and service scales and other mechanical and hydraulic equipment, plumbing fixtures, sanitary facilities, piping systems, welds, sheet metal articles, building structures and associated equipment and scales.

Rig, load, unload, operate and perform minor maintenance on mobile and material handling equipment as necessary.

Perform such operations as welding, burning, grinding, surface preparation, cutting material, riveting, splicing, soldering, caulking, leading, polishing, filing, scraping, lapping and fitting material to close tolerances, drilling, bolting, bending, preheating, threading and pump packing. Start-up, test and shut down production equipment.

Keep work area in a clean and orderly condition.

Perform miscellaneous production tasks such as loading/unloading materials and assist in plant start-up and shutdown.

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

SEP 8 1986
DATE

ARD 044263

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAILS CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

SF-110

EVALUATION

JOB TITLE Mechanical Maintenance Mechanic - Atomizer CLASSIFICATION NO. 112

LOCATION Rockdale Smelting DEPT. NO. 21

DEPT. Mechanical Maintenance

FACTOR	EVALUATION STATEMENTS	FACTOR LEVEL	FACTOR LEVEL WEIGHT
1. Related Knowledge	Requires broad knowledge of Atomizer equipment maintenance work including welding and pipe-fitting. Use prints and equipment manuals.	5	3.5
2. Job Knowledge & Experience	Installs and maintains plant equipment requiring a broad range of skills. Employs initiative and creativity in planning and completing difficult and complex work.	11	9.5
3. Manual Skill	Makes varied and delicate adjustments requiring extreme muscular coordination.	6	4.0
4. Responsibility for Preventing Loss	High degree of care and judgment to prevent loss.	4	1.2
5. Responsibility for Production	Skilled maintenance work.	1M	1.0
6. Responsibility for Safety of Others	Considerable care and judgment required to prevent injury to others.	3	0.6
7. Mental Demand	Trades work requiring troubleshooting and planning of work procedures.	5	3.0
8. Physical Demand	Considerable physical exertion with periods of heavy physical work.	3	0.6
9. Surroundings	High exposure to disagreeable working conditions.	3	0.9
10. Hazards	Has frequent exposure to serious injury.	3	0.3

Section F Application at Rockdale per letter of 1980-06-01 J. G. Morber to Bruce Thrasher - Plus 1 Job Grade

TOTAL 24.6

REVIEWED AND APPROVED BY

Ann Doshovich B. E. Seidington

FOR THE COMPANY

Harry C. Lazarchak

FOR THE UNION

SEP 8 1986

EVALUATED GRADE 25

PAID GRADE 26

ARD 044264

JOB DESCRIPTION

JOB TITLE General Mechanic - Construction **CLASSIFICATION NO.** 070

LOCATION Rockdale Smelting **DEPT. NO.** 21

DEPT. Maintenance

Primary Functions of the Job:

Layout, fabricate, assemble, install, repair and maintain, machine, test, all equipment, facilities and structures.

Materials Used, Processed and Handled:

All types of metal and metal alloys, any machine, equipment or structural parts, pipe, hose gaskets, tubing and fittings, lubricants, electrodes, fluxes, solvents, gases, sealing compounds, insulation, plumbing fixtures and accessories, solder, air conditioners, caustics, valves, etc.

Tools and Equipment Used:

Material handling and mobile equipment such as industrial trucks, cranes, automotive trucks, scooter, tractors, cherry picker, bucket truck. Power equipment such as saws, impact wrenches, presses, porta-power, grinders, sander, pipe cutter, threading and bending machines, hoists. Testing, indicating and measuring devices such as voltmeters, vibration analyzers, balancing equipment, alignment computer, optical alignment equipment, ammeters, gauges, rulers, pyrometers, micrometers, calipers, Rockwell tester, signal devices. Other equipment used includes gas and electric welding and cutting equipment, nc plasma arc, radio, come-along, chain falls, gas furnace, scaffolding, scales and all types of hand tools such as taps, dies, flaring tools, wrenches, hammers, chisels, etc.

Direction Exercised:

Occasional.

Duties and Working Procedure:

Layout, fabricate, set-up assemble, install, erect, test, adjust, repair, relocate, weld and maintain to specifications structural steel, rebar, siding, roofing, windows, fencing, ventilators, signs, duct, furnaces, all types of metal articles, all types of tubing, piping and piping systems, building fixtures, machines and equipment including cranes and electric vehicles.

Rig, load, unload, secure materials and equipment.

Plan, prepare and layout work from blueprints, sketches, drawings, instruction manuals, verbal and written instructions, including establishing sequence of operations, estimating materials required and calculating and recording data.

Diagnose, trouble-shoot, inspect, lubricate, service and maintain thermal, mechanical and hydraulic and pneumatic equipment, plumbing fixtures, sanitary facilities, piping systems, welds, air conditioning systems, building structures, electrical vehicles, cranes, associated equipment and motors.

Operates cranes, scooters, automotive trucks, bucket truck, tractors, powered hoists and winches, welding equipment, etc.

Perform such operations as cutting, burning, aligning, grinding sweating and tinning bearings, surface preparation, riveting, splicing, soldering, brazing, caulking, leading, drilling, bolting, bending, preheating, threading, change out such items as thermostats, relays, dies, bags, gear boxes, screws, elevators, bearings, valves, cylinders, etc. Start-up, test and shut down production equipment.

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

SEP 8 1986

DATE

ARD 044265

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAILS CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

SF-118

EVALUATION

JOB TITLE General Mechanic - Construction CLASSIFICATION NO. 070

LOCATION Rockdale Smelting DEPT. NO. 21

DEPT. Maintenance

FACTOR	EVALUATION STATEMENTS	FACTOR LEVEL	FACTOR LEVEL WEIGHT
1. Related Knowledge	Requires broad knowledge of mill maintenance work including welding and pipefitting. Uses prints and equipment manuals.	5	3.5
2. Job Knowledge & Experience	Installs and maintains plant equipment requiring a broad range of skills. Employs initiative and ingenuity and devises difficult and complex planning with few standard procedures.	11	9.5
3. Manual Skill	Makes varied and delicate adjustments requiring extreme muscular coordination.	6	4.0
4. Responsibility for Preventing Loss	Work requires a high degree of care and judgment to prevent loss.	4	1.2
5. Responsibility for Production	Skilled maintenance work.	1M	1.0
6. Responsibility for Safety of Others	Considerable care and judgment required to prevent injury to others.	3	0.6
7. Mental Demand	Trades work requiring troubleshooting and planning of work procedures.	5	3.0
8. Physical Demand	Considerable physical exertion with periods of heavy physical work.	3	0.6
9. Surroundings	High exposure to disagreeable working conditions.	3	0.9
10. Hazards	Has frequent exposure to serious injury. moderate severity.	3	0.3
		TOTAL	24.6

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

SEP 8 1986

EVALUATED GRADE 25

ARD 044266

JOB DESCRIPTION

JOB TITLE Brickmason CLASSIFICATION NO. 053

LOCATION Rockdale Smelting DEPT. NO. 21

DEPT. Mechanical

Primary Functions of the Job:

Construct, install, repair and maintain masonry structures and equipment.

Materials Used, Processed and Handled:

Various types and shapes of structural brick, fire brick or other refractories; supplies such as mortar, cement, plaster, clay, Maranite, insulating material, carbon.

Tools and Equipment Used:

Brickmason's hand tools, wheelbarrows, prefabricated scaffolding, brick carrier and buckets, industrial truck, mortar and cement mixers, electric masonry saw, jack hammer, air tamper, floats, power mixer, ladders, pneumatic drill, electri vibrator.

Direction Exercised:

Up to two men.

Duties and Working Procedure:

Construct, repair and maintain plant buildings, partitions, floors, and other masonry structures and equipment.

Install, repair, and maintain refractories in furnaces, crucibles, trough linings, filter boxes, hot tops, preheaters, rotary barrels and kiln.

Use blueprints, sketches and other information and instructions.

Remove, clean, reset, and salvage manifold base and related equipment.

Operate industrial truck and occasionally cab-controlled crane as necessary.

Install, remove, and dispose of auxiliary equipment such as prefabricated scaffolding.

Install slab over bus bar in Potrooms.

Perform experimental masonry work as prescribed by foreman or engineer and make modification suggestions.

Apply insulating material to thermocouple.

Roughly determine the amount of materials required to do a job.

REVIEWED AND APPROVED BY

F. E. Novak

FOR THE COMPANY

H. E. Rowland

FOR THE UNION

9/13/71

DATE

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAILS CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

ARD 044267

EVALUATION

JOB TITLE Brickmason CLASSIFICATION NO. 063

LOCATION Rockdale Smelting DEPT. NO. 21

DEPT. Mechanical

FACTOR		FACTOR LEVEL	FACTOR LEVEL WEIGHT
1. Related Knowledge	Broad knowledge of the tools and materials applicable to the brickmason trade. Use formulae, handbooks, and drawings.	5	3.5
2. Job Knowledge & Experience	Training and experience required in the selection and use of materials and tools in construction, installation and maintenance.	9	6.5
3. Manual Skill	Manually form and fit masonry and castables to precise dimensions.	6	4.0
4. Responsibility for Preventing Loss	Work requiring considerable care and judgment to prevent loss.	3	0.5
5. Responsibility for Production	Skilled maintenance work.	1M	1.0
6. Responsibility for Safety of Others	Considerable care and judgment required to prevent injury to others.	3	0.6
7. Mental Demand	Trades work requiring the planning of fabrication and repair work.	5	3.0
8. Physical Demand	Considerable physical exertion. Extensive periods of heavy physical work.	3	0.6
9. Surroundings	Exposure to disagreeable conditions throughout the shift.	3	0.9
10. Hazards	Work involving frequent exposure to serious injury.	3	0.3
		TOTAL	20.9

REVIEWED AND APPROVED BY

F E Novak

FOR THE COMPANY

H. P. [illegible]

FOR THE UNION

4-12-73

DATE

EVALUATED GRADE 21

ARD 044268

JOB DESCRIPTION

JOB TITLE Casting Helper **CLASSIFICATION NO.** 029

LOCATION Rockdale Smelting **DEPT. NO.** 06

DEPT. Ingot

Primary Functions of the Job:

Work as member of a crew casting molten metal into specified form suitable for shipment and repair tools and equipment.

Materials Used, Processed and Handled:

Molten aluminum, dross, sample plates, aluminum ingot, dunnage, lubricant, tabular alumina, coating material, caustic soda, thermocouple components, paint.

Tools and Equipment Used:

Crucibles, molds, skimming tools, crowbar, tongs, industrial truck, scales, filter boxes, washing machine, drain pan, oxygen lancing rig, preheater, troughs, molds, sample mold, stenciling tools, banding equipment, cranes, sheet, remelt casting equipment, bazooka burner, spouts, scooter, spacers, sledge-hammer, wrenches, hacksaw, jackhammer, ladles, furnace plugs, pneumatic flow control, needle bar, mold plugs, baffle, ingot saw.

Direction Exercised:

None.

Duties and Working Procedure:

Assist in operation of sheet and remelt ingot casting equipment.

Prepare mold, troughs and filters.

Operate crane to pour metal into molds or furnaces and transport ingot and materials as directed.

Skim dross from molten metal.

Operate industrial truck to remove ingots from molds and stack, weigh and store as specified.

Repair tools and equipment.

Take and stencil samples.
Haul out sheet ingot.
Operate ingot saw.

Monitor casting units in operator's absence and take emergency corrective action.
Clean casting pits.
Weigh materials and ingots as required.
Assemble thermocouples.
Maintain production records.
Screen and process tabular alumina.
Order operating supplies.
Melt out troughs and filter boxes.
Small stencil sign work.
Repair or replace insulation in filter box accessories.

ARD 044269

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

SEP 0 [illegible] 1986
DATE

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAILS CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

SF-110

EVALUATION

JOB TITLE Casting Helper CLASSIFICATION NO. 029

LOCATION Rockdale Smelting DEPT. NO. 06

DEPT. Ingot

FACTOR	EVALUATION STATEMENTS	FACTOR LEVEL	FACTOR LEVEL WEIGHT
1. Related Knowledge	Interprets testing instruments. Weighs metal and determines unit weight.	2	0.9
2 Job Knowledge & Experience	Acts as a helper on a wide range of casting equipment requiring use of some judgment and independent action.	4	2.5
3. Manual Skill	Makes multiple precise adjustments in changing out molds and making length changes.	4	1.4
4. Responsibility for Preventing Loss	Work requiring considerable care and judgment to prevent loss.	3	0.5
5. Responsibility for Production	A crew member of various units requiring coordination with other crew members in order that the quantity and quality of production be maintained.	4B	0.5
6. Responsibility for Safety of Others	Requires considerable care and judgment to prevent injury to others while working closely around molten metal.	3	0.6
7. Mental Demand	Substantial mental demand. Some variety and complexity of work.	4	1.8
8. Physical Demand	Considerable physical exertion. Extensive periods of heavy physical work.	3	0.6
9. Surroundings	Highly disagreeable conditions involving intense heat, smoke and fumes.	4	2.2
10. Hazards	Work involves continuous exposure to major bodily injury such as severe burns.	4	1.3
		TOTAL	12.3

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

SEP 08 1966

EVALUATED GRADE 12

ARD 044270

JOB DESCRIPTION

JOB TITLE Electrical Maintenance Mechanic - Atomizer CLASSIFICATION NO. 111

LOCATION Rockdale Smelting DEPT. NO. 20

DEPT. Electrical Maintenance

Primary Functions of the Job:

Fabricate, install, inspect, test, calibrate, regulate, repair and maintain all types of electrical and electronic equipment, including instruments and control devices working primarily in the Atomizer area.

Materials Used, Processed and Handled:

Wire, insulation, conduit, light bulbs, control boxes, machine parts, solder and other electrical supplies, electronic components such as vacuum tubes, condensers, solid state electronic components, cleaning fluids, solvents, lubricants, greases, compositions.

Tools and Equipment Used:

All types of electrical testing equipment, electrical hand tools such as soldering irons, power tools such as conduit benders and cutters, drills, drill press, saws, sanders, hoists, battery charging equipment, ladders, scaffolds, mobile cranes, industrial trucks, automotive trucks, scooters, pendant-controlled cranes, bucket truck.

Direction Exercised:

Occasional.

Duties and Working Procedure:

-Clean and maintain lighting fixtures including replacement of bulbs, ballasts.

-Rig and remove prefabricated scaffolds, ladders, as necessary.

-Operate and perform minor maintenance on industrial vehicles and material handling equipment as necessary.

-Use blueprints, wiring diagrams, bus layouts, instruction books and other information and instructions.

-Take readings, fill out forms, reports and test data cards, as necessary.

-Repair computer related plant wiring.

-Fabricate, install, calibrate, test, inspect, repair and maintain all types of electrical and electronic devices and instruments such as meters, relays, time and communication systems, public address systems, audio-visual equipment, recording control devices, water flow meter, computer panels and related equipment.

-Calibrate and maintain electronic safety devices.

-Diagnose trouble including the use of testing devices such as voltmeters, oscillographs, ammeters, wattmeters, tube testers, condenser testers, tachometers, oscilloscope.

-Install, remove, align, lubricate, test, regulate, inspect, repair and maintain all types of electrical equipment such as motors, generators, motor starters, cranes and bus rails, transformers, warning devices on electrical and electronic equipment, air and oil circuit breakers, control panel equipment.

-Clean and lubricate electrical and electronic equipment.

-Perform miscellaneous production tasks such as loading and unloading materials, assist in plant start-up and shutdown.

-Keep work area in a clean and orderly condition.

ARD 044271

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

SEP 6 1988

DATE

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAILS CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

SF-119

EVALUATION

JOB TITLE Electrical Maintenance Mechanic - Atomizer — CLASSIFICATION NO. 111

LOCATION Rockdale Smelting — DEPT. NO. 20

DEPT. Electrical Maintenance

FACTOR	EVALUATION STATEMENTS	FACTOR LEVEL	FACTOR LEVEL WEIGHT
1. Related Knowledge	Requires broad knowledge of Atomizer equipment maintenance work including thorough knowledge of current technical developments in the field; use of prints and equipment manuals.	5	3.5
2. Job Knowledge & Experience	Independent special planning and analysis of unusual conditions involved in instrument repair.	10	8.0
3. Manual Skill	Makes varied and delicate adjustments requiring extreme muscular coordination.	6	4.0
4. Responsibility for Preventing Loss	High degree of care and judgment to prevent loss.	4	1.2
5. Responsibility for Production	Skilled maintenance work.	1M	1.0
6. Responsibility for Safety of Others	Considerable care and and judgment required to prevent loss.	3	0.6
7. Mental Demand	Very high mental demand to plan work and diagnose problems in complex instruments and systems.	6	4.3
8. Physicel Demand	Considerable physical exertion with periods of heavy physical work.	2	0.3
9. Surroundings	Normal exposure to moderately disagreeable conditions.	2	0.5
10. Hazards	Has frequent exposure to serious injury.	4	1.3
	Section F Application at Rockdale per letter of 1980-06-01 J. G. Morber to Bruce Thrasher - Plus 1 Job Grade	TOTAL	24.7

REVIEWED AND APPROVED BY

B. E. Sudington
FOR THE COMPANY

FOR THE UNION

SEP 8 1986

ARD 044272

EVALUATED GRADE 25

PAID GRADE 26

JOB TITLE INSTRUMENT & ELECTRICAL TECHNICIAN — CLASSIFICATION NO. 048

LOCATION ROCKDALE SMELTING — DEPT. NO. 20

DEPT. ELECTRICAL

Primary Functions of Job: Fabricate, install, inspect, diagnose, test, calibrate, repair and maintain all types of electrical and electronic equipment including instruments and controls devices and pneumatic instrumentation and control devices.

Materials Used, Processed and Handled: Wire, cable, conduit, mercury, insulation, light bulbs,pneumatic instrumentation tubing, control boxes, machine parts, solder, and other electrical supplies, solvents, cleaners, anti-freeze, lubricants, transformer oil, electronic components e.g. vacuum tubes, capacitors, inductors, solid state electronic components such as transistors, SCR's, Triacs, integrated circuits; circuit boards and cards.

Tools and Equipment Used: Electrician's hand tools; soldering irons, conduit benders and cutters; power tools such as drill press, iron working machines, cutting and threading machines, drills, saws, sanders, hoists; all types of electrical testing equipment such as test meters, recorders, doble, heggers, oscilloscopes, voltmeters, ammeters, multimeters; battery charging equipment, ladders, pre-fabricated scaffolds, and hoists; industrial vehicles such as bucket trucks, fork trucks mobile cranes, and automotive trucks and scooters; all types of cranes including cab, radio, and pendant-controlled types; adding machines, calculators and record keeping equipment.

Direction Exercised: Occasional

DUTIES AND WORKING PROCEDURE: Fabricate, install, test, calibrate, regulate, inspect, repair and maintain all types electrical and electronic equipment, and pneumatic instrumentation devices and instruments such as motors, generators, motor starters, cranes, bus rails, electrical trucks, transformers, silicon rectifiers and related auxiliaries. Warning devices on electrical and electronic equipment, air and oil circuit breakers, control panel equipment, meters, relays, time and communication systems, P.A. systems, audio-visual equipment, recording control devices, water flow meters, computer panels and related equipment. Diagnose and troubleshoot including using testing devices such as voltmeters, oscillographs, ammeters, wattmeters, tube testers, condenser testers, tachometers, oscilloscope.

Operate industrial vehicles and material handling equipment such as cranes and hoists and automotive trucks as necessary. Clean and lubricate electrical and electronic equipment. Service, change and charge batteries for battery-operated equipment including distilling water. Rig and remove pre-fabricated scaffolds, ladders as necessary. Test transformer oils. Use blueprints, wiring diagrams, bus layouts, instructions books, and other information and instructions as required.

Take water samples from circulating systems; take transformer gas samples and oil samples as required; remove and replace nitrogen tanks. Perform power switching operations for plant and rectifier stations. Take readings, fill out forms, reports and test printed circuit boards and cards as necessary. Repair, computer related plant wiring.

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

85-05-15
DATE

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAILS CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

SF-119

ARD 044273

EVALUATION

JOB TITLE Instrument & Electrical Technician CLASSIFICATION NO. 048

LOCATION Rockdale Smelting DEPT. NO. 20

DEPT. Electrical

FACTOR	EVALUATION STATEMENTS	FACTOR LEVEL	FACTOR LEVEL WEIGHT
1. Related Knowledge	Broad & detailed knowledge of theory principles & technical development of the electrical and electronic trades.	5	3.5
2. Job Knowledge & Experience	Performs work using basic practices & instructions but requires independent special planning & analysis in electrical & electronic installation & repair.	10	8.0
3. Manual Skill	Delicate & precise adjustments to equipment & instruments requiring high degree of precision.	6	4.0
4. Responsibility for Preventing Loss	Requires a high degree of care & judgement to prevent loss.	4	1.2
5. Responsibility for Production	Skilled trades work.	1M	1.0
6. Responsibility for Safety of Others	Normally requires considerable care & judgement to prevent loss.	3	.6
7. Mental Demand	Considerable thought and a high degree of concentration to plan work & diagnose problems in complex electrical & electronic systems.	6	4.3
8. Physical Demand	Moderate physical exertion with intermittent periods of heavy physical work.	2	.3
9. Surroundings	Involves moderately disagreeable conditions.	2	.5
10. Hazards	Involves continuous exposure to major bodily injury.	4	1.3
		TOTAL	24.7

REVIEWED AND APPROVED BY

B. E. Sudington
FOR THE COMPANY

R. Laurence Jones
FOR THE UNION

June 10, 1985
DATE

EVALUATED GRADE 25

ARD 044274

JOB DESCRIPTION

JOB TITLE General Electrician - Construction **CLASSIFICATION NO.** 072

LOCATION Rockdale Smelting **DEPT. NO.** 20

DEPT. Electrical Maintenance

Primary Functions of the Job:

Fabricate, install, inspect, diagnose, test, calibrate, repair and maintain all types of electrical and electronic equipment including instruments and control devices and pneumatic instrumentation and control devices.

Materials Used, Processed and Handled:

Wire, cable, conduit, mercury, insulation, light bulbs, pneumatic instrumentation tubing, control boxes, machine parts, solder and other electrical supplies, solvents, cleaners, anti-freeze, lubricants, transformer oil, electronic components, e.g., vacuum tubes, capacitors, inductors, solid state electronic components such as transistors, SCR's, Triacs, integrated circuits, circuit boards and cards.

Tools and Equipment Used:

Electrician's hand tools; soldering iron, conduit benders and cutters; power tools such as drill press, iron working machines, cutting and threading machines, drills, saws, sanders, hoists; all types of electrical testing equipment such as test meters, recorders, doble, meggers, oscilloscopes, voltmeters, ammeters, multimeters; battery charging equipment, ladders, pre-fabricated scaffolds and hoists; industrial vehicles such as bucket trucks, fork trucks, mobile cranes and automotive trucks and scooters; all types of cranes including cab, radio and pendant-controlled types; adding machines, calculators and record keeping equipment, welding and cutting equipment both gas and electric.

Direction Exercised:

Occasional.

Duties and Working Procedure:

Fabricate, install, test, calibrate, regulate, inspect, repair and maintain all types of electrical and electronic equipment and pneumatic instrumentation devices and instruments such as motors, generators, motor starters, cranes, bus rails, electrical trucks, transformers, silicon rectifiers and related auxiliaries. Warning devices on electrical and electronic equipment, air and oil circuit breakers, control panel equipment, meters, relays, time and communication systems, P.A. systems, audio-visual equipment, recording control devices, water flow meters, computer panels and related equipment. Diagnose and troubleshoot including using testing devices such as voltmeters, oscillographs, ammeters, wattmeters, tube testers, condenser testers, tachometers, oscilloscope.

Operate industrial vehicles and material handling equipment such as cranes and hoists and automotive trucks as necessary. Clean and lubricate electrical and electronic equipment. Service, change and charge batteries for battery-operated equipment including distilling water. Rig and remove pre-fabricated scaffolds, ladders as necessary. Test transformer oils. Use blueprints, wiring diagrams, bus layouts, instruction books and other information and instructions as required. Fabricate and install conduit,brackets and cable trays.

Take water samples from circulating systems; take transformer gas samples and oil samples as required; remove and replace nitrogen tanks. Perform power switching operations for plant and rectifier stations. Take readings, fill out forms, reports and test printed circuit boards and cards as necessary. Repair computer related plant wiring.

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

SEP 0 1980

DATE

ARD 044275

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAILS CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

SF-119

EVALUATION

JOB TITLE General Electrician - Construction CLASSIFICATION NO. 072

LOCATION Rockdale Smelting DEPT. NO. 20

DEPT. Electrical Maintenance

FACTOR	EVALUATION STATEMENTS	FACTOR LEVEL	FACTOR LEVEL WEIGHT
1. Related Knowledge	Broad and detailed knowledge of theory principles and technical developments of the electrical and electronic trades.	5	3.5
2. Job Knowledge & Experience	Performs work using basic practices and instructions but requires independent special planning and analysis in electrical and electronic installation and repair.	10	8.0
3. Manual Skill	Delicate adjustments to precision and instruments requiring a high degree of precision.	6	4.0
4. Responsibility for Preventing Loss	Requires a high degree of care and judgment to prevent loss.	4	1.2
5. Responsibility for Production	Skilled trades work.	1M	1.0
6. Responsibility for Safety of Others	Normally requires considerable care and judgment to prevent loss.	3	0.6
7. Mental Demand	Considerable thought and a high degree of concentration to plan work and diagnose problems in complex electrical and electronic systems.	6	4.3
8. Physical Demand	Moderate physical exertion with intermittent periods of heavy physical work.	2	0.3
9. Surroundings	Involves moderately disagreeable conditions.	2	0.5
10. Hazards	Involves continuous exposure to major bodily injury.	4	1.3
		TOTAL	24.7

REVIEWED AND APPROVED BY

B. E. Cudmore
FOR THE COMPANY

FOR THE UNION

SEP 8 1986

EVALUATED GRADE 25

ARD 044276

JOB DESCRIPTION

JOB TITLE GENERAL MECHANIC - CRANES CLASSIFICATION NO. 050

LOCATION ROCKDALE WORKS DEPT. NO. 020

DEPT. ELECTRICAL

PRIMARY FUNCTIONS OF THE JOB:
Layout, fabricate, assemble, install, repair and maintain, machine, test, all equipment, facilities and structures.

MATERIALS USED, PROCESSED AND HANDLED:
All types of metal and metal alloys, any machine, equipment, or structural parts, pipe, hose, gaskets, tubing, and fittings, lubricants, electrodes, fluxes, solvents, gases, sealing compounds, insulation, plumbing fixtures and accessories, solder, air conditioners, caustics, valves, etc.

TOOLS AND EQUIPMENT USED:
Material handling and mobile equipment such as industrial trucks, cranes, automotive trucks, scooter, tractors, cherry picker, bucket truck. Power equipment such as saws, impacts wrenches, presses, Porta-power, grinders, sander, pipe cutter, threading and bending machines, hoists. Testing, indicating and measuring devices such as voltmeters, vibration analyzers, balancing equipment, alignment computer, optical alignment equipment, armeters, meggers, gauges, rulers, pryrometers, micrometers, calipers, Rockwell tester, signal devices. Other equipment used includes gas and electric welding and cutting equipment, nc plasma arc, radio come-along, chain falls, gas furnace, scaffolding, scales, and all types of hand tools such as taps, dies, flaring tools, wrenches, hammers, chisels, etc. Shop equipment such as shears, roll and band saw.

DUTIES AND WORKING PROCEDURES:
Layout, fabricate, set-up, assemble, install, erect, test, adjust, repair, relocate, weld and maintain to specifications sheet metal, structural steel, furnaces, all types of metal articles, all types of tubing, piping and piping systems, building fixtures, machinery and equipment.

Rig, load, unload, secure materials and equipment.

Plan, prepare and layout work from blueprints, sketches, drawings, instruction manuals, verbal and written instructions, including establishing sequence of operations, estimating materials required, and calculating and recording data.

Diagnose, trouble-shoot, inspect, lubricate, service and maintain thermal, mechanical and hydraulic, and pneumatic equipment, plumbing fixtures, sanitary facilities, piping systems, welds, air conditioning systems, building structures, associated equipment, motors, and cranes and electrically operated vehicles.

Operate cranes, scooters, automotive trucks, bucket truck, tractors, powered hoists, and wrenches, welding equipment, etc.

Perform such operations as cutting, shearing, rolling, sawing, cutting and tying rebar, replace & remove transformers, burning, aligning, grinding, sweating and tinning bearings, surface preparation, cutting, riveting, splicing, soldering, brazing, caulking, leading, drilling, bolting, bending, prehearing, threading, change out such items as thermostats, solenoids, relays, dies, bags, gear boxes, screws, elevators, bearings, valves, cylinders, etc. Start up, test, and shut down

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

APR 01 1987
DATE

ARD 044277

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAILS CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

SF-110

EVALUATION

JOB TITLE GENERAL MECHANIC - CRANES CLASSIFICATION NO. 050

LOCATION ROCKDALE SMELTING DEPT. NO. 020

DEPT. ELECTRICAL

FACTOR	EVALUATION STATEMENTS	FACTOR LEVEL	FACTOR LEVEL WEIGHT
1. Related Knowledge	Requires broad knowledge of mill maintenance work including welding and pipefitting. Uses prints and equipment manuals.	5	3.5
2. Job Knowledge & Experience	Installs and maintains plant equipment requiring a broad range of skills. Employs initiative and ingenuity and devises difficult and complex planning with few standard procedures.	~~11~~	~~9.5~~
3. Manual Skill	Makes varied and delicate adjustments requiring extreme muscular coordination.	6	4.0
4. Responsibility for Preventing Loss	Work requires high degree of care and judgment to prevent loss.	4	1.2
5. Responsibility for Production	Skilled maintenance work.	1M	1.0
6. Responsibility for Safety of Others	Considerable care and judgment required to prevent injury to others.	3	0.6
7. Mental Demand	Trades work requiring troubleshooting and planning of work procedures.	5	3.0
8. Physical Demand	Considerable physical exertion with periods of heavy physical work.	3	0.6
9. Surroundings	High exposure to disagreeable working conditions.	3	0.9
10. Hazards	Has frequent exposure to serious injury.	3	0.3
		TOTAL	24.6

REVIEWED AND APPROVED BY

Thomas J Gillette
FOR THE COMPANY

James E Magee
FOR THE UNION

APR 01 1987
DATE

EVALUATED GRADE 25

ARD 044278

JOB DESCRIPTION

JOB TITLE: CARBON PLANT SERVICE ATTENDANT — CLASSIFICATION NO.: 034

LOCATION: ROCKDALE SMELTING — DEPT. NO.: 08

DEPT.: CARBON PLANT

PRIMARY FUNCTION OF THE JOB

Perform flue and head wall tear out, assembly and repair, and assist in production operations in Carbon Plant.

MATERIALS USED, PROCESSED AND HANDLED

Carbon anodes, scrap anodes, lubricants, refractory materials such as bricks, insulation, castable, epoxy, and gunnite mix, and other materials for furnace repair.

TOOLS AND EQUIPMENT USED

Cab controlled crane, brick loading crane,jackhammer, sledge hammer, bars, gunnite machine, mortar mixer, trowel, hand mixer, shovel, buckets, broom, cooling fans, chipping hammer, tongs, clam, scaffold, measuring tape, grease gun, hand tools, wall trailer, wall cleaner, wall straightener, brick saw, and industrial vehicles i.e. fork truck, dump truck, brick hauler, and tractor.

DIRECTION EXERCISED

None.

DUTIES/WORKING PROCEDURES

Measure and saw refractories to size.

Remove or tear out and repair defective portions of headwalls, flue walls and cross-overs.

Stack bricks or pre-cast shapes to rebuild/repair flues, walls, crossovers, tops, or floors.

Mix and pour refractory/mortar/patching materials.

Install new walls.

Make rough determination of materials required.

Use equipment to straighten bowed/leaning walls.

Operate wall cleaning devices to remove coke buildup.

Sort and load bricks in brick buckets and deliver to furnaces.

Operate flue rebuild table and lifter.

REVIEWED AND APPROVED BY:

FOR THE COMPANY

FOR THE UNION

AUG 31 1987
DATE

ARD 044279

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAILS CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

SF-119

EVALUATION

JOB TITLE CARBON PLANT SERVICE ATTENDANT — CLASSIFICATION NO. 034

LOCATION ROCKDALE SMELTING — DEPT. NO. 08

DEPT. CARBON PLANT

FACTOR	EVALUATION STATEMENTS	FACTOR LEVEL	FACTOR LEVEL WEIGHT
1. Related Knowledge	Basic knowledge of tools and materials needed for furnace repair. Understanding detailed drawings and instructions.	3	1.8
2. Job Knowledge & Experience	Trained in construction, repair and replacement of furnace components.	6	4.1
3. Manual Skill	Accurate and rapid manipulations in situations involving precise maneuvering and positioning.	4	1.4
4. Responsibility for Preventing Loss	Work requiring considerable care and judgment to prevent loss.	3	.5
5. Responsibility for Production	Crew member of production unit requiring co-ordination with other crew members.	4B	.5
6. Responsibility for Safety of Others	Normally requires considerable care and judgment to prevent injury to others.	3	.6
7. Mental Demand	Substantial mental demand in planning the tear-out, repairs, construction, and reinstallation of furnace components.	4	1.8
8. Physical Demand	Considerable physical exertion when building or tearing out flue walls.	3	.6
9. Surroundings	Highly disagreeable conditions involving intense heat, dust, and fumes.	4	2.2
10. Hazards	Work involves frequent exposure to serious bodily injury.	3	.3
		TOTAL	13.8

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

AUG 31 1967
DATE

EVALUATED GRADE 14

ARD 044280

JOB DESCRIPTION

JOB TITLE CARBON PLANT UTILITY — CLASSIFICATION NO. 035

LOCATION ROCKDALE SMELTING — DEPT. NO. 08

DEPT. CARBON PLANT

Primary Function

To pack and unpack carbon materials and to prepare pits for baking anodes.

Materials Used, Processed and Handled

Materials such as carbon anode blocks, coke, castables, lubricants, epoxy and insulation.

Tools and Equipment Used

Wall cleaner, crane grabs, blow pipe, gunnite machine, chipping hammer, jack hammer, hand tools such as shovel, broom, ladder grease gun, wrench, mobile equipment such as fork truck and front-end loader; crane.

Direction Exercised

None.

Duties and Working Procedures

Prepares furnace pits for baking by removing and replacing old insulation material, resealing holes, leveling bottoms and putting out cardboard.

Assists crane operator in packing and pulling of anodes and cleaning walls, attaching and adjusting equipment, smoothing blankets and tops.

Changes bags on Carbon Plant equipment such as cranes and dust collectors.

Performs minor maintenance such as changing points on grabs.

Uses fork truck, crane and front-end loader as necessary to position needed materials and clean up scrap.

Inspect carbon anodes and reject scrap.

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

OCT 06 1986
DATE

ARD 044281

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAILS CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

SF-110

EVALUATION

JOB TITLE CARBON PLANT UTILITY — CLASSIFICATION NO. 035

LOCATION ROCKDALE SMELTING — DEPT. NO. 08

DEPT. CARBON PLANT

FACTOR	EVALUATION STATEMENTS	FACTOR LEVEL	FACTOR LEVEL WEIGHT
1. Related Knowledge	Understand simple verbal and written instructions.	1	PV
2. Job Knowledge & Experience	Use of crane and operating equipment requiring limited judgment and independent action.	3	1.6
3. Manual Skill	Varied manual movements requiring dexterity and accuracy. Use of tools, machines and equipment requiring accurate manual control. ~~Use of cab controlled cranes and fork trucks.~~	3	.5
4. Responsibility for Preventing Loss	Requires ordinary care and judgment to prevent loss.	2	0.1
5. Responsibility for Production	A crew member of carbon bake production unit requiring coordination with other crew members.	4B	.5
6. Responsibility for Safety of Others	Normally requires care and judgment to prevent injury to others.	2	.3
7. Mental Demand	Moderate mental demand properly placing and removing anodes and cover materials.	3	0.8
8. Physical Demand	Heavy physical exertion throughout the shift.	4	1.2
9. Surroundings	Continuous exposure to most disagreeable physical conditions combining intense heat, fumes and dust from baking furnace.	5	3.5
10. Hazards	Frequent exposure to serious bodily injury working around overhead crane loads.	3	0.3
		TOTAL	8.8

REVIEWED AND APPROVED BY

A W Johnson
FOR THE COMPANY

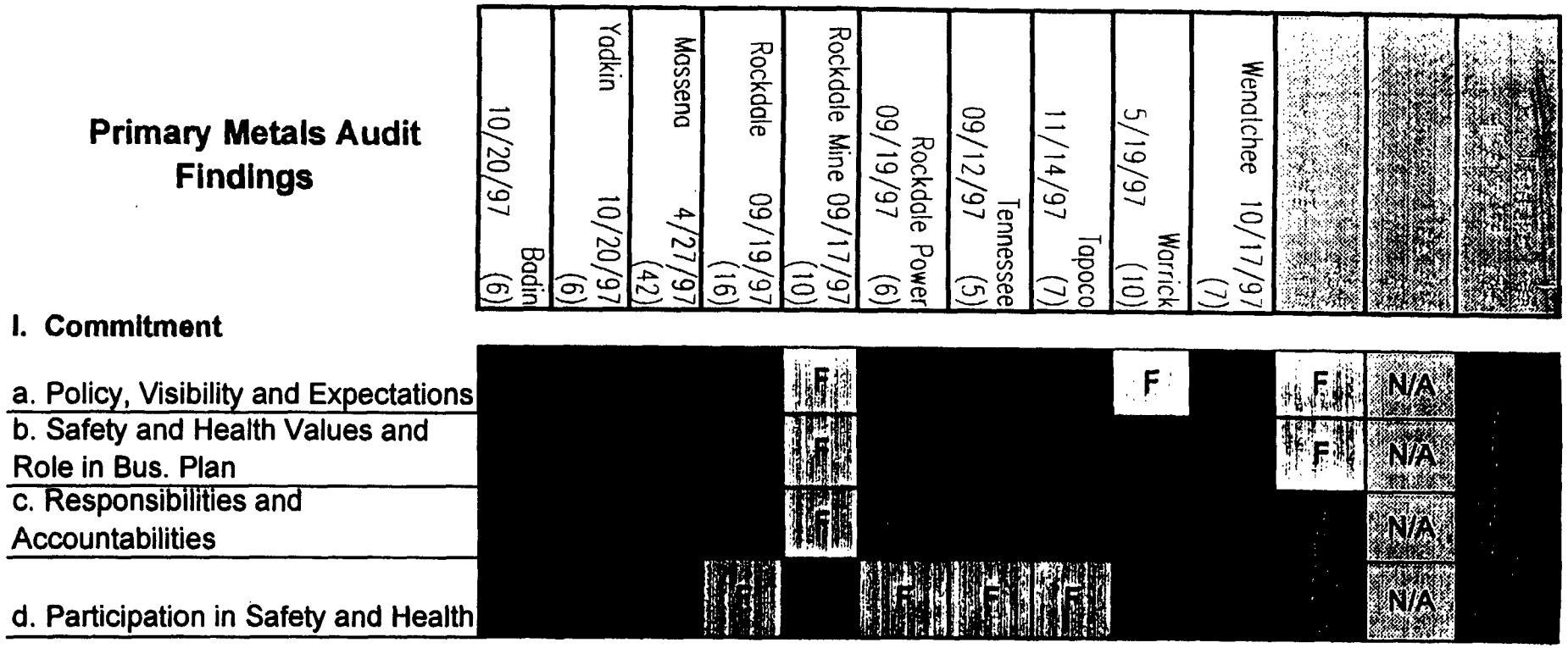
James L. Evans
FOR THE UNION

OCT 06 1986
DATE

EVALUATED GRADE 9

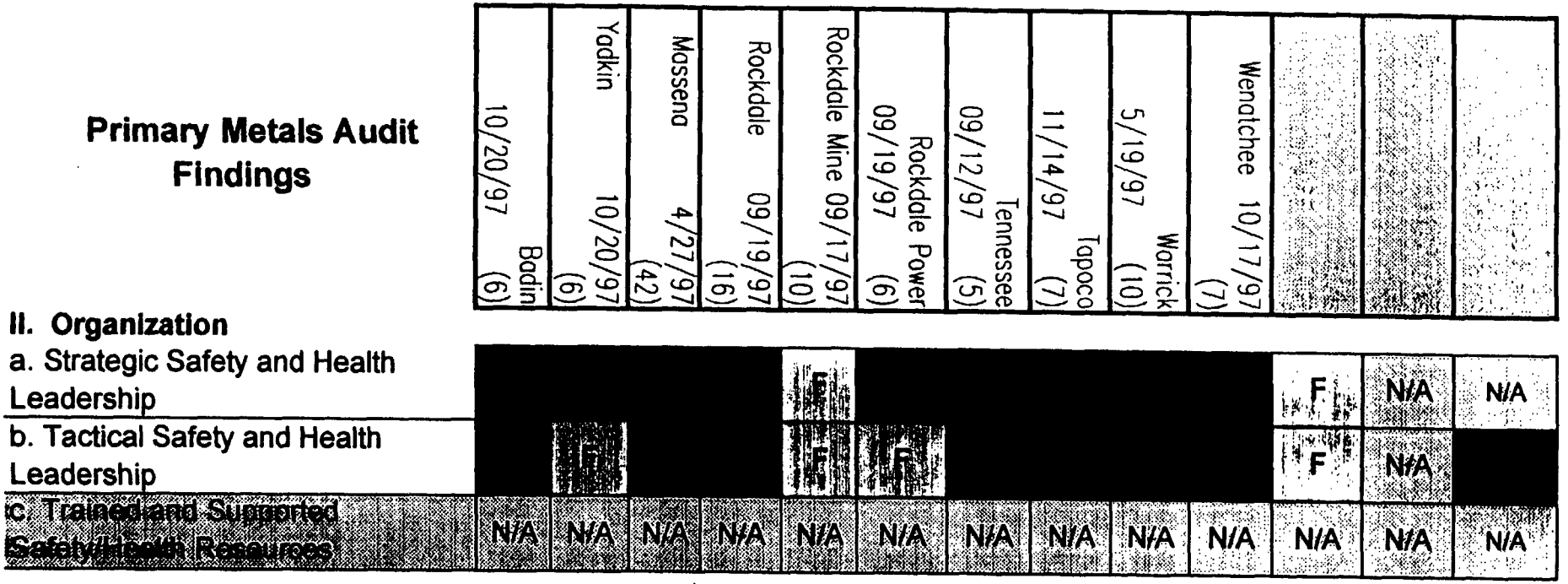
ARD 044282

Primary Metals Audit Findings



ARD 044283

Primary Metals Audit Findings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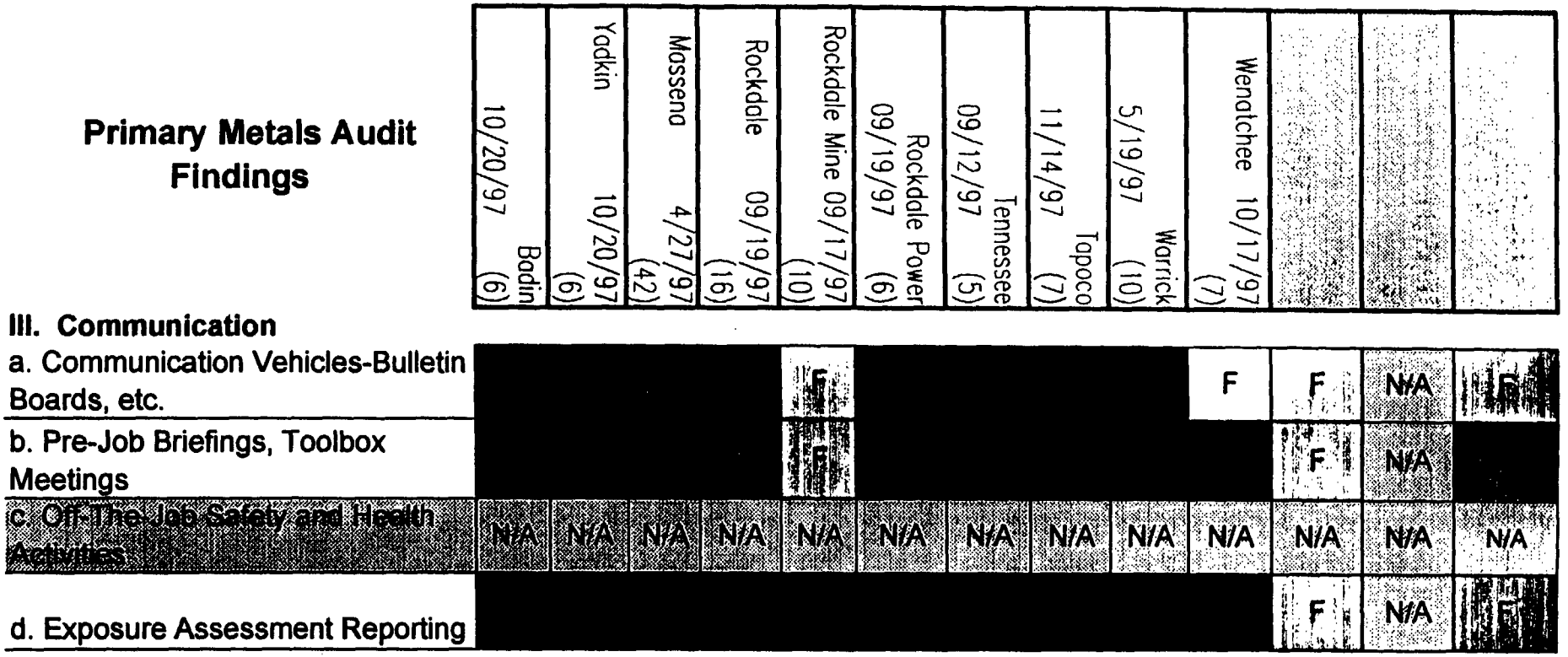
Yadkin 10/20/97 (6)
Massena 4/27/97 (42)
Rockdale 09/19/97 (16)
Rockdale Mine 09/17/97 (10)
Rockdale Power 09/19/97 (6)
Tennessee 09/12/97 (5)
Tapoco 11/14/97 (7)
Warrick 5/19/97 (10)
Wenatchee 10/17/97 (7)
II. Organization
a. Strategic Safety and Health Leadership
b. Tactical Safety and Health Leadership
c. Trained and Supported Safety/Health Resources
F
F
F
N/A
N/A
N/A

Primary Metals Audit Findings



	Badin 10/20/97 (6)	Yadkin 10/20/97 (6)	Mossena 4/27/97 (42)	Rockdale 09/19/97 (16)	Rockdale Mine 09/17/97 (10)	Rockdale Power 09/19/97 (6)	Tennessee 09/12/97 (5)	Tapoco 11/14/97 (7)	Warrick 5/19/97 (10)	Wenatchee 10/17/97 (7)			
III. Communication													
a. Communication Vehicles-Bulletin Boards, etc.					F					F	F	N/A	F
b. Pre-Job Briefings, Toolbox Meetings					F						F	N/A	
c. Off-The-Job Safety and Health Activities	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
d. Exposure Assessment Reporting											F	N/A	F

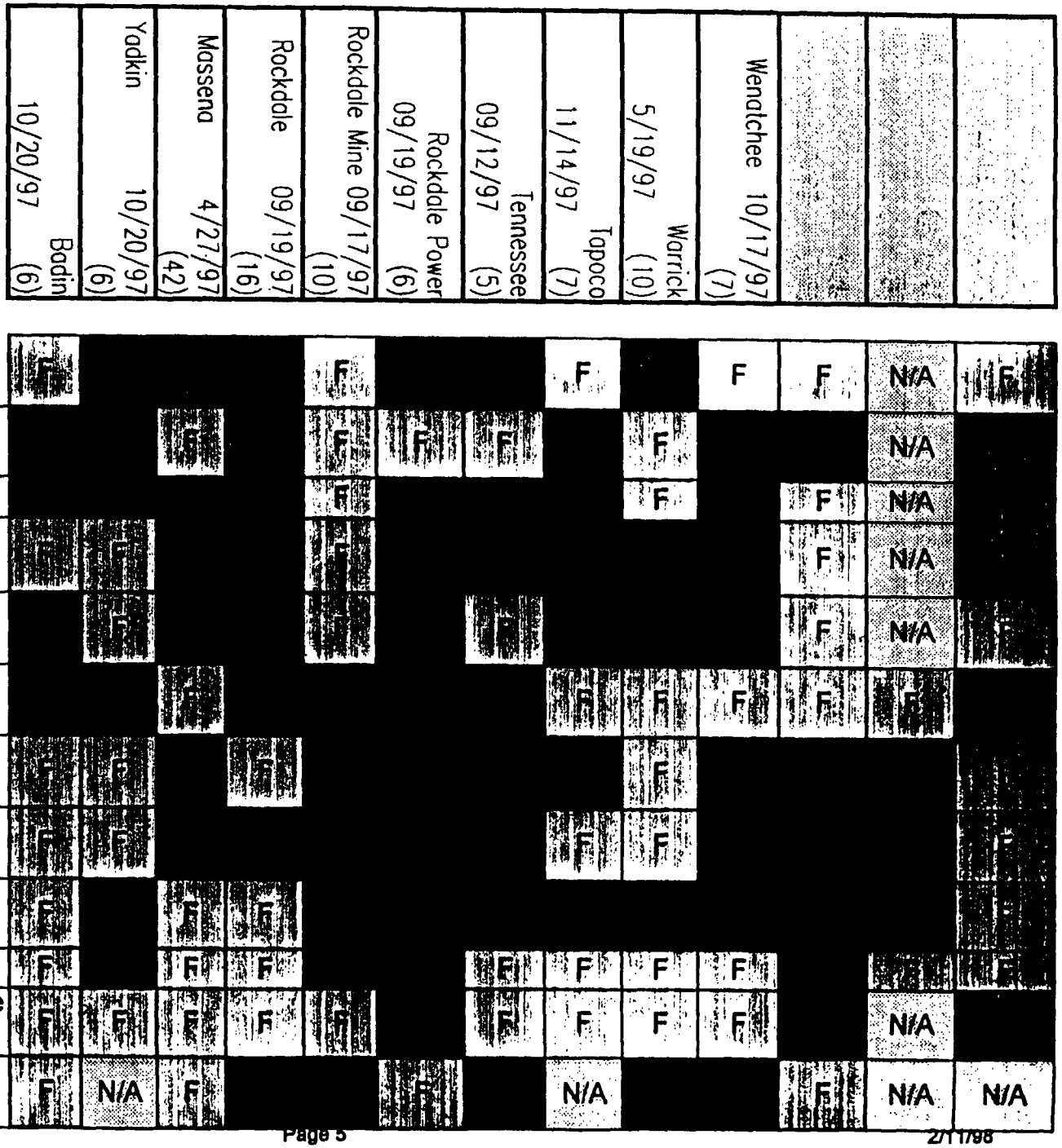
ARD 044285

Primary Metals Audit Findings

IV. Incident Management

	Badin 10/20/97 (6)	Yadkin 10/20/97 (6)	Massena 4/27/97 (42)	Rockdale 09/19/97 (16)	Rockdale Mine 09/17/97 (10)	Rockdale Power 09/19/97 (6)	Tennessee 09/12/97 (5)	Tapoco 11/14/97 (7)	Warrick 5/19/97 (10)	Wenatchee 10/17/97 (7)			
a. Recordkeeping and Reporting Practices	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
b. Investigation Process-Analysis, Follow-up										F	F	N/A	F

Primary Metals Audit Findings



ARD 044287

m. Machine Guarding	F	F	F	F	F	N/A

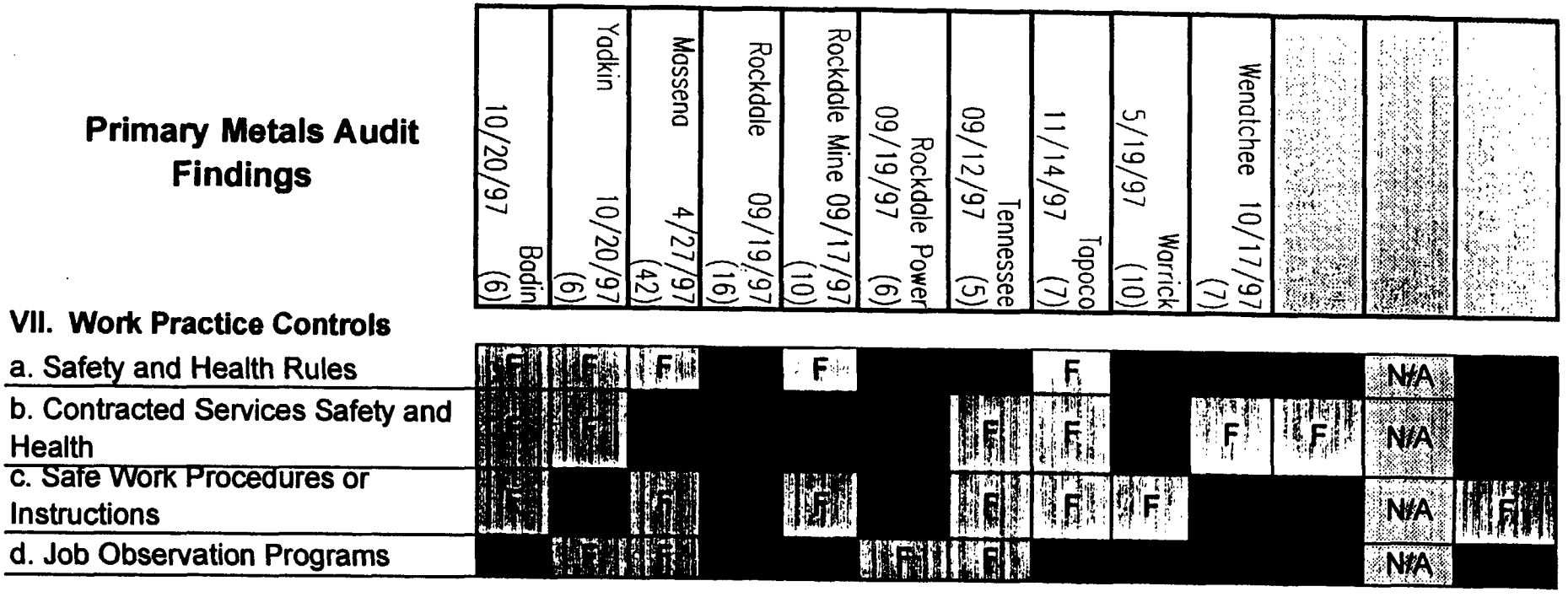
ARD 044288

Primary Metals Audit Findings

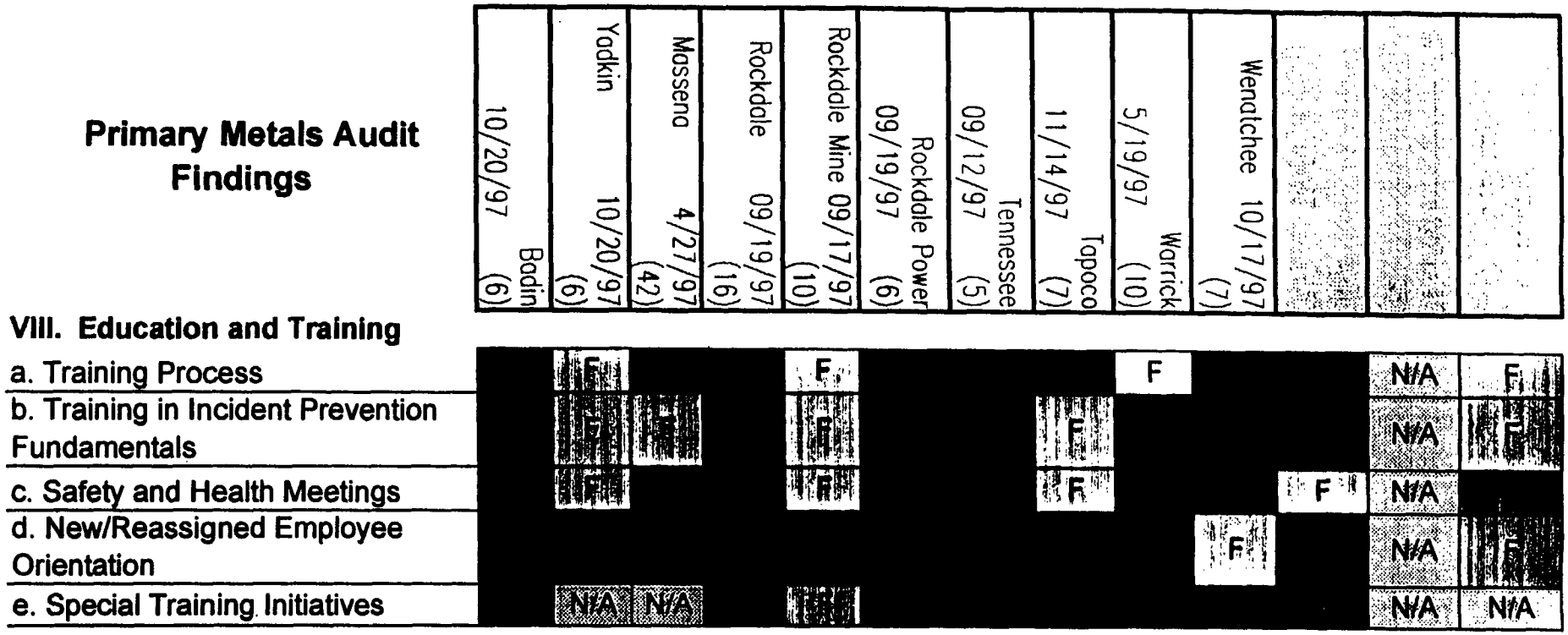
VI. Hazard Control - Health Focus	Badin 10/20/97 (6)	Yadkin 10/20/97 (6)	Massena 4/27/97 (42)	Rockdale 09/19/97 (16)	Rockdale Mine 09/17/97 (10)	Rockdale Power 09/19/97 (6)	Tennessee 09/12/97 (5)	Tapoco 11/14/97 (7)	Warrick 5/19/97 (10)	Wenatchee 10/17/97 (7)			
a. Hazardous Materials Identification, Communication					F	F		F	F			N/A	F
b. Exposure Assessments - Qualitative	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
c. Exposure Assessments - Quantitative	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
d. Occupational Medicine Programs and Services	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
e. Respiratory Protection and Control Program	F		F				F	F	F	F		N/A	
f. Hearing Conservation and Noise Control Program	F		F		F		F	F	F	F		N/A	
g. Ionizing and Non-ionizing Radiation Safety Program		N/A		F	F		N/A	N/A	N/A			N/A	N/A
h. Asbestos, RCF and Man-Made Mineral Fibers	F		F		F							N/A	
i. Toxic Substance Control Act (TSCA) Compliance		F	F									N/A	
j. Ergonomics Program	F	F	F		F			F	F		F	N/A	
k. Health Hazard Control	F	F	F	F	F	F	F		F	F		N/A	
l. Employee Assistance Program	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A

ARD 044289

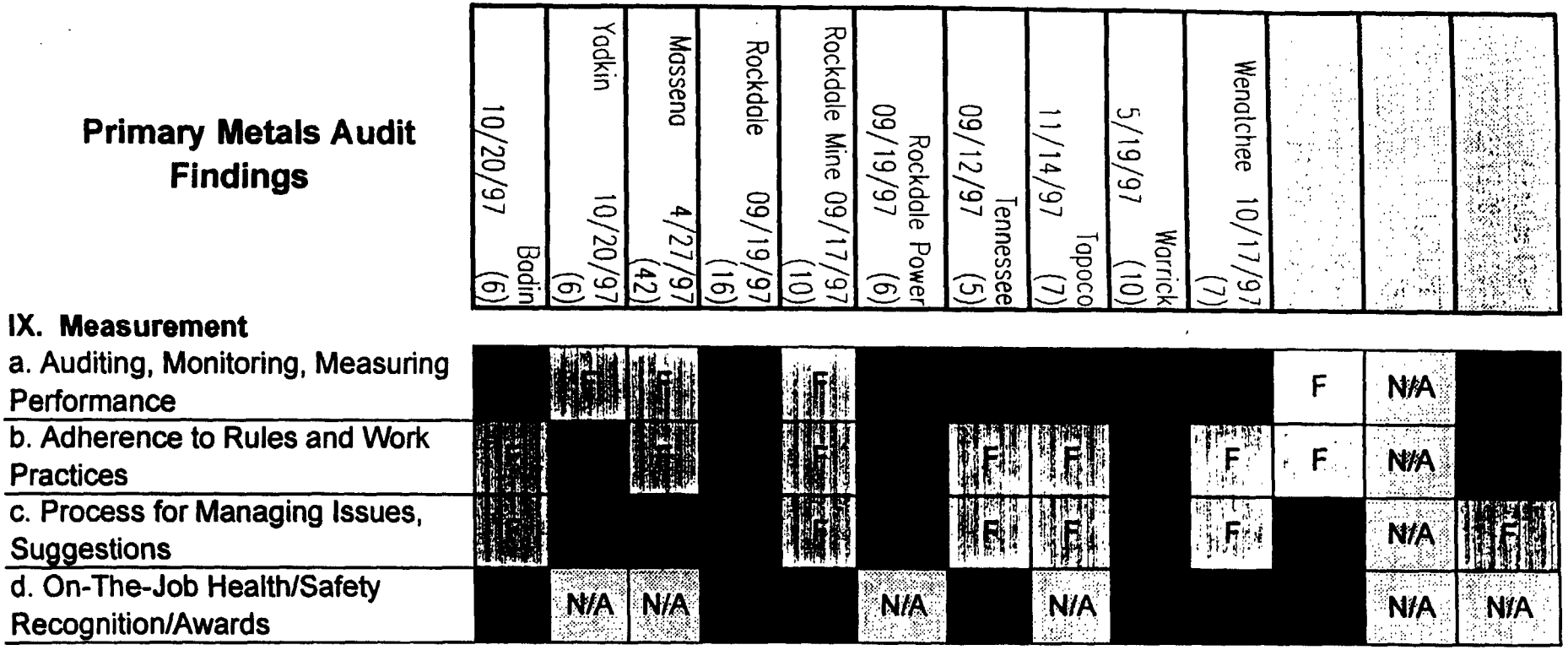
Primary Metals Audit Findings



Primary Metals Audit Findings



Primary Metals Audit Findings


Badin 10/20/97 (6)
Yadkin 10/20/97 (6)
Massena 4/27/97 (42)
Rockdale 09/19/97 (16)
Rockdale Mine 09/17/97 (10)
Rockdale Power 09/19/97 (6)
Tennessee 09/12/97 (5)
Tapoco 11/14/97 (7)
Warrick 5/19/97 (10)
Wenatchee 10/17/97 (7)
IX. Measurement
a. Auditing, Monitoring, Measuring Performance
b. Adherence to Rules and Work Practices
c. Process for Managing Issues, Suggestions
d. On-The-Job Health/Safety Recognition/Awards
F
F
F
N/A
N/A
N/A

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Consult Citation Services	Consult Citation Services	References with Analysis	Information Available

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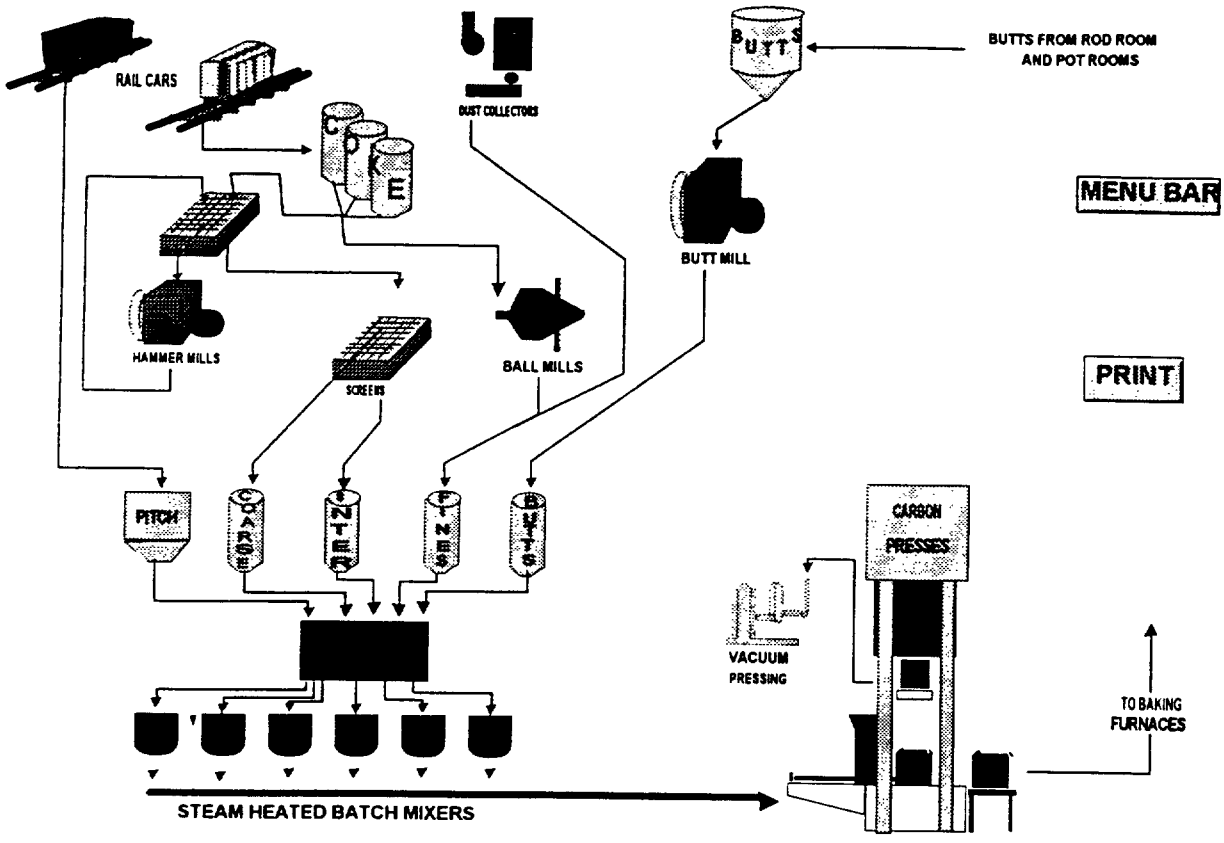
RAIL CARS
DUST COLLECTORS
BUTTS
BUTTS FROM ROD ROOM AND POT ROOMS
MENU BAR
BUTT MILL
HAMMER MILLS
BALL MILLS
SCREENS
PRINT
PITCH
COARSE
INTER
FINES
BUTTS
CARBON PRESSES
VACUUM PRESSING
TO BAKING FURNACES
STEAM HEATED BATCH MIXERS

JOB DESCRIPTION

JOB TITLE POT TENDER	CLASSIFICATION NO. 022
LOCATION ROCKDALE SMELTING	DEPT. NO. 05
DEPT. POTROOM	

Primary Functions of the Job:

ATTEND TO OPERATION OF ASSIGNED GROUP OF POTS IN A POTLINE

Materials Used, Processed and Handled:

ALUMINA, MOLTEN ALUMINUM, BATH MATERIALS, DROSS, CARBON ANODE ASSEMBLIES, ALLOY MATERIAL, LUBRICANT

Tools and Equipment Used:

ELECTROLYTIC CELLS(POTS) AND AUXILIARY TOOLS AND EQUIPMENT SUCH AS POKER, WOODEN POLES, ORE RAKE,CROWBAR, TWO-WHEEL DOLLY, JULIE BUGGY, VOLTMETER,ROD JACK PNEUMATIC WRENCH, BROOM, SHOVEL, BUCKETS, BLOW PIPE, JACKHAMMER, SKIMMER, MALLET, THERMOCOUPLE, CONTROLLERS, GAS BURNERS, SETTING GAGE , EXACTO KNIFE, WIRE CUTTERS, BICYCLE, COMPUTER

Direction Exercised:

NONE

Duties and Working Procedure:

ELIMINATE AND SUPPRESS ANODE EFFECTS IN POTS

ADD, DISTRIBUTE AND WORK INTO POT, PROCESS MATERIALS SUCH AS BATH, ALUMINA, DROSS, AND ALLOY MATERIALS

RAISE AND LOWER ANODE ASSEMBLY(MOVABLE CLAMP ARM)

METER AND ADJUST INDIVIDUAL ANODES, TAKE POT TEMPERATURES AND METAL SAMPLES AS REQUIRED

INSPECT ASSIGNED POTS FOR PROPER OPERATIONS AND OVERLOADED ANODES AND TAKE CORRECTIVE ACTION INCLUDING TIGHTENING CLAMPS

USE ALCOA POTLINE GRAPHICS(APG) AS A TROUBLESHOOTING TOOL

LUBRICATE CLAMPS, TRANSFER & DISTRIBUTE TOOLS AND EQUIPMENT
CHANGE OUT POT DOORS AND COVERS

CLEAN ASSIGNED EQUIPMENT AND SECTION INCLUDING UNDER POT CLEANOUT

ASSIST IN BAKING AND STARTING NEW LININGS INCLUDING SETUP AND MONITORING GAS BAKING OPERATIONS

REVIEWED AND APPROVED BY

Larry B Parsons

FOR THE COMPANY

FOR THE UNION

Aug 1, 1994

DATE

THE ABOVE STATEMENT REFLECTS THE DETAILS CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

JOB DESCRIPTION

JOB TITLE POT TENDER CLASSIFICATION NO. 022

LOCATION ROCKDALE SMELTING DEPT. NO. 05

DEPT. POTROOM

Primary Functions of the Job:

Attend to operation of an assigned group of pots in a potline.

Materials Used, Processed and Handled:

Alumina, molten aluminum, bath materials, dross, carbon anode assemblies, alloy materials, lubricant.

Tools and Equipment Used:

Electrolytic cells (pots) and auxiliary tools and equipment such as poker, wooden poles, ore rake, crowbar, two-wheel dolly, julia buggy, voltmeter, rod jack, pneumatic wrench, broom, shovel, buckets, gang clamps, blow pipe, jackhammer, skimmer, mallet, thermocouple.

Direction Exercised:

None.

Duties and Working Procedures:

Eliminate and suppress anode effects by breaking crust and working pots at specified times.

Add, distribute and work into pot, process materials such as bath, alumina, dross and alloy materials.

Raise and lower anode assembly (movable clamp arms).

Meter and adjust individual anodes, take pot temperatures and metal samples as required.

Inspect assigned pots for proper operations and overloaded anodes and take corrective action including tightening clamps.

Reposition movable clamp arm using gang clamps and lubricate individual clamps.

Transfer and distribute tools and equipment.

Change-out pot doors and covers.

Clean assigned equipment and section including under pot cleanout.

Clean ore bin screens.

Assist in baking and starting new linings.

Hook butts for knock-off.

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

March 7, 1990

DATE

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAILS CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.

SP-118

JOB DESCRIPTION

CLASSIFICATION NO. 02

DEPT. NO. 8

JOB TITLE POT TENDER

WORKS Rockdale Smelting

DEPT Potroom

Primary Functions of the Job:

Attend to operation of an assigned group of pots in a potline.

Materials Used, Processed and Handled:

Alumina, molten aluminum, bath materials, dross, carbon anode assemblies, all materials, lubricant.

Tools and Equipment Used:

Electrolytic cells (pots) and auxiliary tools and equipment such as poker, wo poles, ore rake, crowbar, two-wheel dolly, julie buggy, voltmeter, rod jack, pneumatic wrench, broom, shovel, buckets, gang clamps, blow pipe, jackhammer, skimmer, mallet.

Direction Exercised:

None

Duties and Working Procedure:

Eliminate and suppress anode effects by breaking crust and working pots at specified times.

Add, distribute and work into pot, process materials such as bath, alumina, d and alloy materials.

Raise and lower anode assembly (movable clamp arms).

Meter and adjust individual anodes.

Inspect assigned pots for proper operation and overloaded anodes and take corrective action including tightening clamps.

Reposition movable clamp arm using gang clamps and lubricate individual clamps

Transfer and distribute tools and equipment.

Change-out pot doors and covers.

Clean assigned equipment and section.

Clean ore bin screens.

Assist in baking and starting new linings.

Hook butts for knock-off.

REVIEWED AND APPROVED BY

FOR THE COMPANY

FOR THE UNION

7-15-71

DATE

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAI CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUN TIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRU AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREME THAT MAY BE INHERENT IN THE JOB.

JOB DESCRIPTION

JOB TITLE Potman (A-4)

WORKS Rockdale Smelting

DEPT. Potroom

Primary Functions of the Job:

To attend to routine operation of an assigned group of pots in a potline.

Materials Used, Processed and Handled:

Alumina, cryolite and other bath materials, dross, carbon anode assemblies, etc.

Tools and Equipment Used:

Electrolytic cells (commonly known as pots) and auxiliary tools and equipment such as pokey, rake, ore rake, crowbar, two-wheel dolly, julie buggy, voltmeter, rod jack, pneumatic wrench, broom, shovel, buckets, etc.

Direction Exercised:

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Duties and Working Procedure:

Removes and replaces pot doors and covers as necessary.

Eliminates and suppresses anode effects as directed by breaking crust and working pots at specified times.

Adds process materials such as bath, alumina, dross, etc., and distributes on pot surface as directed.

Raises and lowers anode assembly (movable clamp arms) and adjusts individual anodes.

Inspects assigned pots for proper operation and overheated anodes and takes corrective action.

Transfers and positions materials and equipment in area.

Cleans assigned equipment and section.

Assists in baking and starting new linings.

REVIEWED AND APPROVED BY

Selwyn Green
FOR THE COMPANY

Albert E. Edwards
FOR THE UNION

DATE

FORM S.F. 114 COM.10.66

THE ABOVE STATEMENT REFLECTS THE GENERAL DETAILS CONSIDERED NECESSARY TO DESCRIBE THE PRINCIPAL FUNCTIONS OF THE JOB IDENTIFIED, AND SHALL NOT BE CONSTRUED AS A DETAILED DESCRIPTION OF ALL THE WORK REQUIREMENTS THAT MAY BE INHERENT IN THE JOB.