



PRE-JOB CONFERENCE

JANUARY 18, 1965

MIDDLETOWN WORKS

KEN 010324

PREPARED BY
KAISER ENGINEERS



I N D E X

INTRODUCTION

GENERAL INFORMATION

FACILITIES ARRANGEMENT DRAWING

WORK PERFORMED BY GENERAL CONTRACTOR

WORK PERFORMED BY SUBCONTRACTORS

MANPOWER REQUIREMENTS

NATIONAL AGREEMENTS

KAISER LABOR RELATIONS PRINCIPLES

HISTORY OF KAISER ENGINEERS

NATIONAL DISPUTES ADJUSTMENT PLAN

INTRODUCTION

Armco Steel Corporation has awarded a contract to Kaiser Engineers for the design, engineering and construction of additional steel plant facilities to be located at Armco's Middletown Works. These facilities include a new Hot Strip Mill with a capacity of 300,000 tons a month, finishing facilities to back up the Mill, two basic oxygen vessels and a continuous casting unit. The latter is in the planning stage, dependent on experience with units now under construction at other locations.

GENERAL INFORMATION

The Armco Steel Corporation, Project 600, will involve a construction program consisting of a new Hot Strip Mill, finishing facilities, two basic oxygen vessels, a continuous casting unit, slab mill and blast furnace modifications plus support facilities.

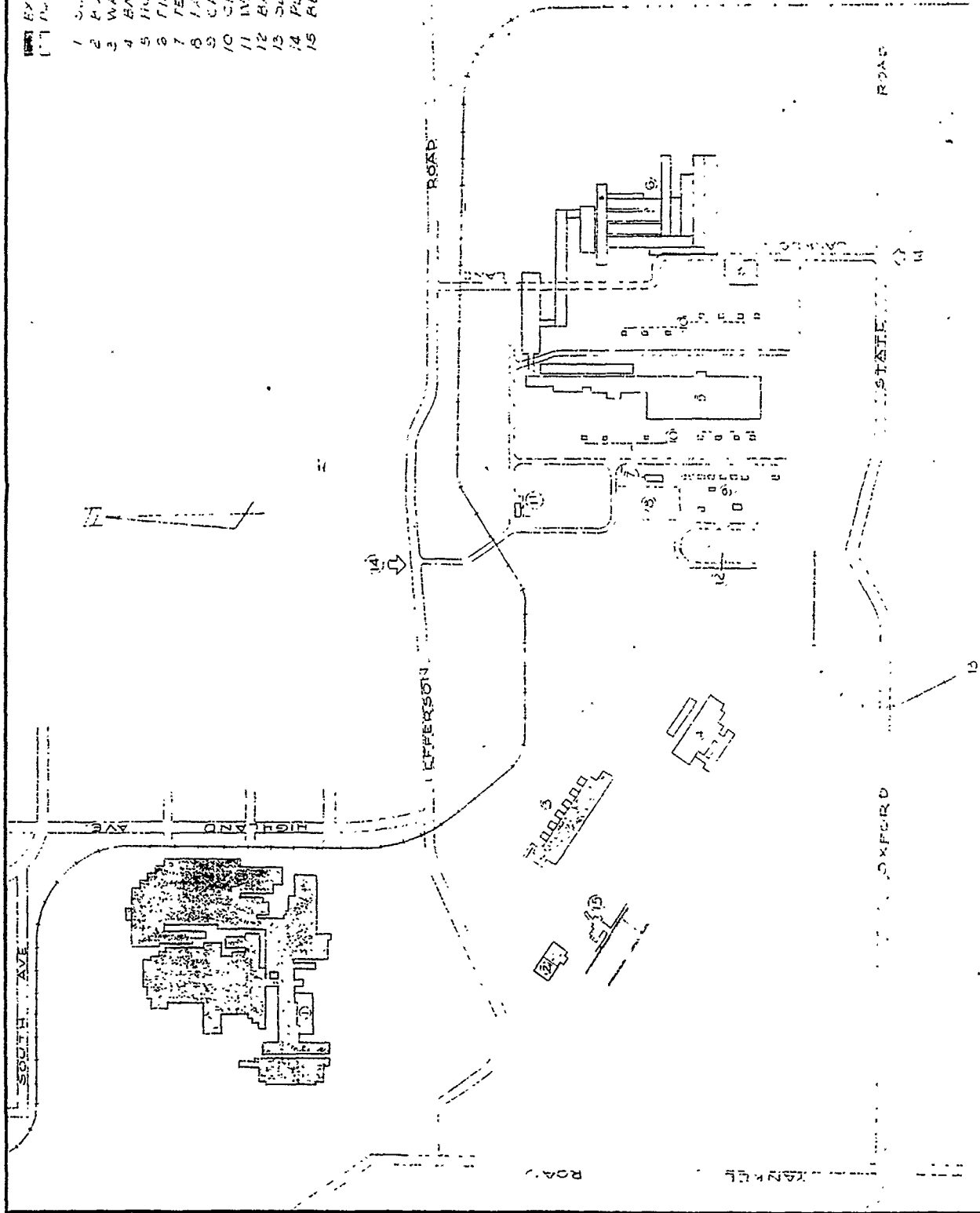
The principal construction activity in 1965 will consist of the Hot Strip Mill facility. During this period we will be engaged in earth work, structural concrete, and erection of structural steel for the Mill. Planning is not sufficiently complete at this time to factually predict the schedule of activity beyond 1965 for major work other than the Hot Strip Mill.

It is anticipated that all facilities will be completed in 1969.

Work to Start	March 1, 1965
Scheduled Completion	1969
Working Hours	40-hour week
Insurance Carrier	
Workmen's Compensation	State of Ohio Insurance Fund
Bodily Injury Liability	Fireman's Fund Insurance Co.
Property Damage	Lloyds of London
Wages and Working Agreements	To conform with National and Local Agreements
Pay Period	Friday of each week
Business Managers	The Industrial Relations office of Kaiser Engineers will be located at 1025 Lamneck Street, Middletown. Labor Relations representatives will be available to meet with Union Business representatives at all times.
First-Aid & Emergency Medical	A first-aid station with registered nurse in attendance, plus ambulance, will be centrally located at the construction site.

EXISTING FACILITIES

- 1 SAFE MILL MODIFICATION
- 2 MILLER HOUSE MODIFICATION
- 3 WASTE HEAT BOILERS
- 4 BASIC OXYGEN & CONTINUOUS CAST
- 5 HOT STRIP MILL
- 6 FINISHING FACILITIES
- 7 TEMPORARY CONSTRUCTION CRANE
- 8 LAKING AREA (CONST)
- 9 CRAFT SHOPS (CONST)
- 10 CHANGE HOUSES (CONST)
- 11 WAREHOUSE (CONST)
- 12 BATCH PLANT (CONST)
- 13 SLAG PROCESSING FACILITIES
- 14 PLANT ENTRANCE (CONST)
- 15 BLAST FURNACE MODIFICATION



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MIDDLTOWN, OHIO

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WORK TO BE PERFORMED BY GENERAL CONTRACTOR

It is anticipated at this time that Kaiser Engineers will perform the major portion of the Structural and Mechanical construction work with their own forces. Following are examples of items of this nature:

- Facility excavation and backfill
- Form and place structural concrete
- Form and place equipment foundation concrete
- Install mechanical equipment
- Install process piping
- Install utility piping
- Install piping instrumentation
- Install plumbing and sanitary
- Miscellaneous iron and steel
- Miscellaneous sheetmetal
- Siding and roof decking

There are certain portions of the above that may be performed by subcontract. The extent will be governed by project requirements as the work progresses.

In the construction of the Hot Strip Mill we will build a facility that will consist of a Main Mill building, slab yard, roll shop, maintenance shop, fan house, water treatment complex and miscellaneous facilities.

Equipment installed in the new Hot Strip Mill will consist of items such as: slab handling equipment, slab heating furnaces, roughing mills, finishing mills, down coilers, roll tables and various items of support equipment.

WORK TO BE PERFORMED BY SUBCONTRACTORS

We are presently contemplating performing by subcontract such work as:

- Site development earthwork and removal of existing open hearth slag dump
- Electrical power distribution
- Concrete production
- Reinforcing steel fabrication and installation
- Structural steel erection
- Painting
- Railroad track laying
- Heating and ventilation
- Facility electrical power, control and instrumentation, lighting, etc.
- Pipe covering and vessel insulation
- Refractories and masonry
- Roofing
- Storage tanks
- Roads and walkways

It may be that project requirements will necessitate performance of certain portions of the above work by the General Contractor, Kaiser Engineers.

NATIONAL AGREEMENTS

Kaiser Engineers Division of the Kaiser Industries Corporation is a party to the foregoing National Craft Agreements:

1. International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers.
2. Bricklayers, Masons and Plasterers International Union of America.
3. United Brotherhood of Carpenters and Joiners of America.
4. International Association of Bridge, Structural and Ornamental Ironworkers.
5. International Hod Carriers, Building and Common Laborers Union of America.
6. International Union of Operating Engineers.
7. Operative Plasterers' and Cement Masons' International Association of the United States and Canada.
8. United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada.
9. Sheet Metal Workers' International Association.
10. International Association of Heat and Frost Insulators and Asbestos Workers.
11. Brotherhood of Painters, Decorators and Paperhangers of America.

KAISER COMPANIES LABOR RELATION PRINCIPLES

FIRST, we believe in the fundamental democratic right of our employees, subject only to applicable law, to decide for themselves whether they wish to be represented by a labor organization for the purpose of collective bargaining.

SECOND, we believe that agreements entered into with any labor organization duly selected by our employees should be scrupulously observed on our part, both as a matter of common honesty and to enable us with good conscience to ask for the same degree of integrity from the union and employees involved.

THIRD, we expect all employees in a supervisory capacity or otherwise representing the management to conduct themselves in their daily relations with their fellow employees in such a manner as to secure the respect, loyalty and productivity of their fellow workers through consistent actions of fairness, honesty and human decency. Similarly, labor organizations and their representatives with whom we are working should be recognized and treated as the respected agents of our employees.

FOURTH, we believe that promises should not be made carelessly nor agreements lightly entered into, but once made should be fully and faithfully kept. Thus and only thus can we establish and maintain a reputation for honest dealing with our people.

FIFTH, we believe that the dignity of each individual should be respected at all times and that management decisions which affect employees should be based on facts and not emotion, in accordance with principles of fairness and justice for all concerned.

SIXTH, we believe that as long as we deserve it, we shall have the willing cooperation and deep loyalty of our employees necessary to make our joint efforts ever more successful.

KAISER ENGINEERS
Division of
KAISER INDUSTRIES CORPORATION

This company of engineers-constructors traces its origin back 50 years to the time its founder, Henry J. Kaiser, started building roads and highways in western Canada and the United States. Today, it is successfully performing complete design and construction services for industry and governments all over the world—providing them with steel, mining and minerals, conventional and nuclear power and chemical plants, as well as the development and control of natural resources through major heavy construction projects. Since World War II, total value of projects the company worked upon is about \$3 billion. These projects range from economic feasibility reports to major facilities valued in excess of \$200 million.

With Kaiser, the wide range of project size is paralleled by the diversity of the type of services the company provides for its clients. Principal services include: Economic feasibility studies, market surveys, geological investigations, process engineering, conceptual and detailed design, specifications, estimating, procurement and expediting, field engineering, construction management, construction services, personnel and labor relations, safety and plant protection, operator training and plant start up. Because of KE's permanent staff of engineers and technical specialists, the client has the option of being able to secure these many services singly, in combination or in total—one service or complete engineering construction services for his project, regardless of its size, type or location.

Chronologically, following the highly successful highway and roadbuilding activities in the company's earliest years, Kaiser construction teams naturally progressed to projects of greater magnitude and complexity—pipelines, jetties, harbors, tunnels and dams. During the decade of the 30's, the organization earned its worldwide reputation on heavy construction work on the western

KEN 010335

United States' dams--Hoover, Bonneville and Grand Coulee. Later Kaiser constructed Detroit Dam and Powerhouse and the Garrison Dam Powerhouse and Switchyard in the United States and many other heavy construction projects throughout the world.

It was also during this period that the company's activities were first diversified to include design and construction of production facilities--sand and gravel and cement plants engineered and built for new Kaiser companies being established in these basic industries.

The outbreak of World War II brought a further diversity of interest, activities and skills. A team of Kaiser's engineers and construction specialists designed and built shipyards and yard and dock expansions while others within the company designed, expedited and built the first fully integrated steel plant in the West. Almost concurrently, they entered the light metals field, working on the design and construction of magnesium plants which was followed by work on shell manufacturing facilities and aircraft plants.

In 1945, Kaiser Engineers was formed as a separate operating division. Its nucleus was the men who had by now a considerable depth of experience in both heavy contracting and industrial design and construction. Mining and mineral beneficiation experience gained in designing and building steelmaking and magnesium production facilities was applied to the newest fields of company interest, bauxite and aluminum, coupled with more work on cement plant additions and gypsum mining and milling facilities. Companies outside the Kaiser family of companies began awarding Kaiser Engineers a variety of additional engineering-construction projects in the United States--and, overseas.

Today, about 80% of the design and construction work of these divisions is performed for non-affiliated interests and represents work in about 20 countries. Taking only the year 1963 as an example, some of the projects that occupied the company during this twelve-month period were: design and/or construction of space and defense facilities in California, Texas and Ohio; ferrous and non-ferrous production facilities in California, Nevada, Montana, Arkansas, Florida, and New York--in Canada in Winnipeg, Labrador and Quebec--and overseas in Liberia, Chile and India. Concurrently, the company was at work on nuclear and conventional power projects in Washington, Idaho, Arizona, Tennessee and Antarctica plus dams, tunnels, canals and water projects in California, Washington, Montana, and British Columbia--overseas in Chile, Venezuela, Dominican Republic, Australia, New Guinea, West Pakistan, Israel, Ivory Coast, Ghana and Greece. During 1963, the company's projects for the steel industry were located in California, Michigan, Kentucky, West Virginia and Pennsylvania and overseas in Spain, Italy and Singapore. Metals and manufacturing facilities for which the company rendered engineering or construction services were located in California, Washington, Illinois, Michigan, Ohio and West Virginia and abroad in India and Ghana. The company also worked on projects in the chemicals industry in California, Illinois and New Jersey and transportation projects in Honolulu, California, New York and Washington, D. C.--in Montreal and British Columbia in Canada and overseas in Chile, Ghana, New Zealand and Australia.

KEN 010337

With this volume and variety of projects recently completed or in progress, today, the men of Kaiser's engineering and construction forces are at work throughout the United States and overseas. The firm is among the largest engineering construction organizations in the United States and provides complete design and construction services to industrial clients and for governments, literally, world-wide.

NATIONAL DISPUTES ADJUSTMENT PLAN

As you know, early in 1961 the National Disputes Adjustment Plan was adopted jointly by the National Constructors Association on behalf of its member companies and by the Building and Construction Trades Department (AFL-CIO) and all of its affiliated national and international unions.

The attached booklet was prepared jointly by the Building and Construction Trades Department and the Association and is intended to tell the story of the plan and how it operates in the settlement of labor-management disputes.

Pre-Job Conference
7100 Minutes of Meeting
Armco - Middletown