

IN THE UNITED STATES BANKRUPTCY COURT
FOR THE DISTRICT OF DELAWARE

In re:) Case No. 02-10109 (JJF)
)
FANSTEEL INC., *et al.*,¹) Chapter 11
) (Jointly Administered)
Debtors.)

Objection Deadline: December 31, 2003 at 4:00 p.m. Eastern Time
Hearing Date: January 8, 2003 at 12:00 p.m. (noon) Eastern Time

**NOTICE OF DEBTORS' OBJECTION TO CLAIM OF GLASS, MOLDERS,
POTTERY, PLASTICS & ALLIED WORKERS, LOCAL 17B, AGAINST
FANSTEEL INC. (CLAIM NO. 921)**

**To all parties entitled to notice pursuant to
Local Bankruptcy Rules 2002-1 and 3007-1:**

Fansteel Inc. ("Fansteel"), Wellman Dynamics Corporation ("WDC"), and their affiliated debtors and debtors-in-possession (collectively, the "Debtors") have filed the Debtors' Objection to Claim of Glass, Molders, Potters, Plastics & Allied Workers, Local 17B Against Wellman Dynamics Corporation (the "Objection").

PLEASE TAKE NOTICE that responses, if any, to the Objection, must be filed with the United States Bankruptcy Court for the District of Delaware, 824 Market Street, Wilmington, Delaware 19801, on or before December 31, 2003, at 4:00 p.m. Eastern Time. At the same time, you must also serve a copy of the response upon co-counsel for the Debtors: (i) Pachulski, Stang, Ziehl, Young, Jones & Weintraub P.C., 919 North Market Street, Suite 1600, P.O. Box 8705, Wilmington, Delaware 19899-8705 (courier 19801) (Attn: Laura Davis Jones, Esq.) and (ii) Schulte Roth & Zabel LLP, 919 Third Avenue, New York, New York 10022 (Attn: Jeffrey S. Sabin, Esq.).

¹ The Debtors are the following entities: Fansteel Inc., Fansteel Holdings, Inc., Custom Technologies Corp., Escast, Inc., Wellman Dynamics Corp., Washington Mfg. Co., Phoenix Aerospace Corp., and American Sintered Technologies, Inc.

BKRP01

A HEARING ON THE OBJECTION WILL BE HELD BEFORE THE HONORABLE JOSEPH J. FARNAN, JR., UNITED STATES DISTRICT JUDGE FOR THE DISTRICT OF DELAWARE, AT THE J. CALEB BOGGS FEDERAL BUILDING, 844 N. KING STREET, WILMINGTON, DELAWARE 19801, COURTROOM 4B, ON JANUARY 8, 2004 at 12:00 p.m. (noon) (the "Claims Hearing"). The Claims Hearing may be continued from time to time upon written notice to you or oral announcement in Court.

If you file a response to the Objection, you should be prepared to argue that response at the Claims Hearing. You need not appear at the Claims Hearing if you do not oppose the relief requested in the Objection.

IF YOU FAIL TO RESPOND IN ACCORDANCE WITH THIS NOTICE, THE COURT MAY GRANT THE RELIEF DEMANDED BY THE OBJECTION WITHOUT FURTHER NOTICE OR HEARING.

The claimant that has filed a claim subject to the Objection is receiving a copy of the Objection. The claimant should read the Objection, which describes the grounds of the Objection.

Any response filed with the Court must contain at a minimum the following:

- (a) a caption setting forth the name of the Court, the names of the Debtors, the case number and the title of this Objection;
- (b) the name of the claimant and description of the basis for the amount of the claim;
- (c) a concise statement setting forth the reasons why the claim should not be disallowed or reclassified for the reasons set forth in the Objection, including, but not limited to, the specific factual and legal basis upon which the claimant will rely in opposing the Objection;
- (d) all documentation or other evidence of the claim, to the extent not included with the proof of claim previously filed with the Bankruptcy

Court, upon which the claimant will rely in opposing the Objection at the Claims Hearing; and

(e) the name, address, and telephone number of the person (which may be the claimant or the claimant's legal representative) possessing ultimate authority to reconcile, settle, or otherwise resolve the claim on behalf of the claimant.

Questions about the Objection or requests for additional information about the proposed disposition of claims should be directed to the Debtors' counsel at the addresses set forth below or by telephone at (212) 756-2517.

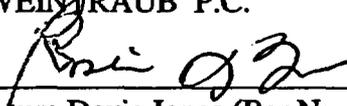
PLEASE TAKE FURTHER NOTICE that the Debtors reserve the right to object in the future to any of the claim of the claimant on any further or additional grounds. Separate notice will be made and a separate hearing will be scheduled for any such objection.

Dated: December 3, 2003

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Facsimile: (212) 593-5955

and

PACHULSKI, STANG, ZIEHL, YOUNG, JONES &
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Co-Counsel for Debtors and
Debtors-in-Possession

IN THE UNITED STATES BANKRUPTCY COURT
FOR THE DISTRICT OF DELAWARE

In re:) Case No. 02-10109 (JJF)
)
FANSTEEL INC., *et al.*,¹) Chapter 11
) (Jointly Administered)
Debtors.)

Objection Deadline: December 31, 2003 at 4:00 p.m. Eastern Time
Hearing Date: January 8, 2003 at 12:00 p.m. (noon) Eastern Time

**DEBTORS' OBJECTION TO CLAIM OF GLASS, MOLDERS,
POTTERY, PLASTICS & ALLIED WORKERS, LOCAL 17B, AGAINST
FANSTEEL INC. (CLAIM NO. 921)**

Fansteel Inc. ("Fansteel"), Wellman Dynamics Corporation ("WDC"), and their affiliated debtors and debtors-in-possession (the "Subsidiary Debtors," and collectively with Fansteel and WDC, the "Debtors"), by and through their undersigned counsel, hereby object (the "Objection") to the proof of priority claim (Claim No 921 amending and superseding Claim No. 809) filed by Glass, Molders, Potters, Plastics & Allied Workers, Local 17B (hereafter the "Glass Workers Union") in the amount of \$189,688.60 (the "Disputed Union Claim"), and request that the Court enter an order disallowing the Disputed Union Claim or, alternatively, reclassifying, reducing and modifying the priority status of the Disputed Union Claim for the reasons set forth below. An Affidavit of Juleen Loomis, Human Resources Manager of WDC, in support of this Objection is attached hereto as Exhibit C. In support of the Objection, the Debtors respectfully state as follows:

¹ The Debtors are the following entities: Fansteel Inc., Fansteel Holdings, Inc., Custom Technologies Corp., Escast, Inc., Wellman Dynamics Corp., Washington Mfg. Co., Phoenix Aerospace Corp., and American Sintered Technologies, Inc.

Background

1. On January 15, 2002 (the "Petition Date"), the Debtors each filed with this Court voluntary petitions for relief under 11 U.S.C. §§ 101 et seq., as amended. The Debtors continue to operate their businesses and manage their affairs as debtors-in-possession pursuant to sections 1107(a) and 1108 of the Bankruptcy Code (the "Code"). No trustee or examiner has been appointed in any of the Debtors' chapter 11 cases (together, the "Cases"). A creditors' committee (the "Committee") was appointed in these Cases on January 28, 2002.

2. In January 2002, the Debtors filed their Schedules of Assets and Liabilities (the "Initial Schedules") with the Bankruptcy Court. Subsequently and on August 28, 2003, the Debtors filed Amendments to the Initial Schedules (the Amendments, together with the Initial Schedules, the "Schedules"). The Schedules identify numerous claims against the various Debtors in fixed, liquidated amounts reflected on the Debtors' books and records as of the Petition Date, as well as numerous contingent, unliquidated, and disputed claims.

3. On July 17, 2002, the Court entered an Order fixing September 23, 2002 as the last date for the filing of proofs of claim on account of pre-petition claims against the Debtors (the "Bar Date Order").

4. On September 23, 2002, the Glass Workers Union filed a proof of claim (Claim No. 809) against Fansteel asserting both a pre-petition priority claim and a pre-petition non-priority claim in unliquidated amounts based upon a certain award made on August 2, 2002 in an arbitration between the claimant and WDC (the "WDC Arbitration Award"). Thereafter, on or about August 14, 2003, the Glass Workers Union filed an proof of claim against Fansteel which amended Claim No. 809 and asserted a liquidated priority claim in the amount of \$189,688.60 pursuant to section 507(a)(3) of the Bankruptcy Code based on the WDC

Arbitration Award. Copies of the proofs of claim filed by the Glass Workers Union are attached hereto as Exhibit A.

5. As more fully set forth below, the Debtors object to the amended proof of claim filed by the Glass Workers Union because such proof of claim (a) was filed in the Case of Fansteel rather than the Subsidiary Debtor, WDC, which was the employer and the party to the arbitration with the Glass Workers Union, (b) substantially overstates the number of employees entitled to back pay and the amounts owed to individual employees under the WDC Arbitration Award, and (c) claims priority under Code section 507(a)(3) for wages earned more than 90 days prior to the Petition Date.

The WDC Arbitration Award

6. Prior to the Petition Date and on October 15, 2001, the Glass Workers Union filed a grievance with WDC asserting that the debtor violated the applicable collective bargaining agreement (the "CBA") when it "laid off" employees in the "non-finishing" department of its Creston, Iowa plant one day each week while employees in the "finishing" department continued to work the full week. The claimant argued that the laid-off non-finishing employees should have been permitted to exercise their seniority rights and "bump" less senior finishing employees. Arbitration ensued after the grievance was denied by the plant manager. By letter dated December 29, 2001, the Glass Workers Union advised WDC that there was a continuing violation of the CBA due to additional lay offs on certain days in November and December and it would request the arbitrator hearing the grievance to find a continuing contract violation.

7. On August 4, 2002, the WDC Arbitration Award was issued in Federal Mediation and Conciliation Case No. 02-0583708, a copy of which is attached hereto as Exhibit

B. In that award, the impartial arbitrator found that the elimination of certain work days from the schedules of non-finishing employees on 10 days in October, November and December 2001 and 3 days in January 2002 violated the CBA because WDC did not follow the principle of plant seniority and allow the more senior non-finishing employees the right to exercise their options to bump junior employees under the CBA. The arbitrator found that the appropriate remedy was to order back pay and "make whole all senior employees who could have successfully exercised bump options under the provision of Article 8, Section 7 of the CBA and who were denied that opportunity."

Basis For Relief Requested

8. Both the original proof of claim (Claim No. 809) and the amended proof of claim (Claim No. 921) were filed by the Glass Workers Union in the Fansteel Case rather than the WDC Case despite the admonition contained in the Bar Date Order (and the Notice thereof) that a proof of claim is only validly and timely filed if it "correctly and accurately identifies the entity against which it is asserted." The Glass Workers Union was certainly aware that the employees which it represented were employed by WDC and not its parent corporation. Moreover, the arbitration award itself clearly indicates that WDC, a wholly-owned subsidiary of Fansteel Inc., is the party to the arbitration with the Union. Nevertheless, the Glass Workers Union has chosen to assert its claim against a debtor which is not the employer of the employees in question and which was not a party to the arbitration upon which the proof of claim is based. Accordingly, the claim of the Glass Workers Union has been asserted against the incorrect debtor and should be disallowed in its entirety or, alternatively, reclassified as a claim against WDC.

9. Second, the amended proof of claim filed by the Glass Workers Union substantially overstates the number of employees entitled to back pay and the amounts owed to individual employees under the WDC Arbitration Award. The claimant has simply listed all senior employees and calculated that they are entitled to full back pay for all 10 days which were the subject of the arbitration award plus additional overtime pay. Accordingly, in calculating its claim, the claimant has included employees who actually worked and were not "laid off" on the days covered by the WDC Arbitration Award. Moreover, the claimant has included far more employees on each date than the number of junior positions available on such dates as to which bump rights could have been exercised. Further, the claimant included in its calculation laid off employees with 90 days "rotary file" experience who were offered the opportunity to work in the rotary file classification, even though the arbitrator found that such employees who did not accept the opportunity were not entitled to back pay. In order to inflate the claim even more, the claimant asserts that the laid off employees are entitled to 2 hours of overtime per day, a remedy which was not sought or addressed in the arbitration.

10. As reflected by the Schedules annexed to the Affidavit of Juleen Loomis, Human Resources Manager of WDC, in support of this Objection, Exhibit C hereto, WDC has calculated the amounts due pursuant to the WDC Arbitration Award for each of the dates on which the layoffs occurred. In preparing those Schedules, WDC has excluded from the calculation both (a) employees who actually worked and were not "laid off" on the days covered by the WDC Arbitration Award, and (b) employees with 90 days "rotary file" experience who were offered the opportunity to work in the rotary file classification but did not work.

11. In addition, in preparing the Schedules, WDC eliminated from the seniority list employees who could not be bumped for various reasons (e.g., preferential

seniority, protected classes, pattern shop employees) and determined for each of the days covered by the WDC Arbitration Award the number of positions available on each of the days for bumping. Finally, using the seniority list, WDC determined which employees were entitled to occupy the junior positions available on a given day and were, therefore, entitled to compensation for bumping.

12. Based on the foregoing, WDC has determined the amounts owed under the WDC Arbitration Award for each of the days which were the subject of the Award, as follows:

<u>Date</u>	<u>Amount of Back Pay Due</u>
10/12/2001	\$4,430.64
10/19/2001	4,018.32
10/26/2001	4,123.84
11/02/2001	4,024.80
11/19/2001	3,934.08
11/20/2001	3,934.08
11/21/2001	3,934.08
12/26/2001	3,928.80
12/27/2001	3,828.80
12/28/2001	3,828.80
1/02/2002	2,896.40
1/03/2002	2,796.80
1/04/2002	<u>2,796.80</u>
Total	\$48,476.24

13. Section 507(a)(3) of the Bankruptcy Code, 11 U.S.C. § 507(a)(3), affords a priority to the extent of \$4,650 per individual for wages "earned within 90 days before the date of the filing of the petition . . ." The amended proof of claim filed by the Glass Workers Union (Claim No. 921) asserts priority status under Code section 507(a)(3) for the full amount of the claim although the claimant previously acknowledged in its original proof of claim (Claim No. 809) that the wages to be paid for October 12, 2001 were unsecured non-priority claims. Although the Glass Workers Union now seeks priority status for the back pay due for that date,

the back pay earned for October 12, 2001 was clearly earned more than 90 days prior to the Petition Date and is not entitled to priority treatment.

14. Based on the foregoing, if as an alternative to disallowance of the Disputed Union Claim in its entirety, the Court reclassifies the Claim as a claim against WDC, the Disputed Union Claim should be reduced to the amount of \$48,476.24 and allowed as a section 507(a)(3) priority claim only to the extent of \$44,045.60 and as a general unsecured non-priority claim to the extent of \$4,430.64.

Reservation of Debtors' Rights

15. The Debtors hereby reserve the right to object in the future to the Disputed Union Claim on any additional ground, and to amend, modify and/or supplement this Objection as may be necessary. In addition, the filing of this Objection is not intended to limit the Debtors' ability to file future objections to any other claims that have been or may subsequently be filed by the Glass Workers Union in the Chapter 11 cases on the grounds set forth herein or any other appropriate grounds.

Notice

16. Notice of the Objection and a copy of this Objection has been served on all parties entitled to notice pursuant to Local Bankruptcy Rule 2002-1 and on counsel to the Glass Workers Union. In light of the nature of the relief requested herein, the Debtors respectfully submit that no further notice need be given.

WHEREFORE, the Debtors respectfully request that the Court enter an order

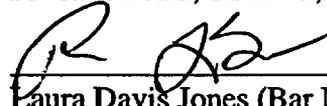
(a) granting the relief sought herein, and (b) providing such other and further relief as justice may require.

Dated: December 3, 2003

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Counsel for Fansteel Inc., et al.,
Debtors and Debtors in Possession

EXHIBIT A

UNITED STATES BANKRUPTCY COURT For the District of Delaware PROOF OF CLAIM

In re Fansteel, Inc. Case Number 02-10109 (JCF)

NOTE This claim should not be used to make a claim for an administrative expense arising after the commencement of the case. A "request" for payment of an administrative expense may be filed pursuant to 11 U.S.C. § 503.

Creditor Name Glass, Molders, Pottery, Plastics & (Person or entity Allied Workers Local 17B debtor owns) Address/C/O Jonathan Walters, Esquire Line 1 Markowitz & Richter Address Line 2 121 S. Broad St., 11th Fl. Address Line 3 City, ST ZIP Philadelphia, PA 19107

- Check box if you are aware that anyone else has filed a proof of claim relating to your claim. Attach copy of statement giving particulars. Check box if you have never received any notices from the bankruptcy court in this case. Check box if the address differs from the address on the envelope sent to you by the court.

THIS SPACE IS FOR COURT USE ONLY

ACCOUNT OR OTHER NUMBER BY WHICH CREDITOR IDENTIFIES DEBTOR

Check here if this claim replaces a previously filed claim dated _____ or amends

- 1 BASIS FOR CLAIM: Goods sold, Personal injury/wrongful death, Retiree benefits as defined in 11 U.S.C. § 1114(a), Services performed, Taxes, Wages, salaries, and compensation (Fill out below), Money loaned, Other (Describe briefly) Labor Arbitration Award. Unpaid compensation for services performed from (date) to (date).

2 Date Debt Incurred (MMDDYY) SEE ATTACHED 3 If Court Judgment, Date Obtained

4 CLASSIFICATION OF CLAIM. Under the Bankruptcy Code all claims are classified as one or more of the following: (1) Unsecured nonpriority (2) Unsecured Priority, (3) Secured. It is possible for part of a claim to be in one category and part in another. CHECK THE APPROPRIATE BOX OR BOXES that best describe your claim and STATE THE AMOUNT OF THIS CLAIM AT TIME CASE FILED.

- SECURED CLAIM: Attach evidence of perfection of security interest. Brief Description of Collateral: Real Estate, Motor Vehicle, Other (Describe briefly). Amount of mortgage and other charges at time case filed included in secured claim above, if any \$ UNSECURED NONPRIORITY CLAIM: A claim is unsecured if there is no collateral or lien on property of the debtor securing the claim or to the extent that the value of such property is less than the amount of the claim.

- UNSECURED PRIORITY CLAIM - Specify the priority of the claim: Wages, salaries, or commissions (up to \$4,650), earned not more than 90 days before filing of the bankruptcy petition or cessation of the debtor's business, whichever is earlier - 11 U.S.C. § 507(a)(3); Contributions to an employee benefit plan - 11 U.S.C. § 507(a)(4); Up to \$2,100 of deposits toward purchase, lease, or rental of property or services for personal, family, or household use - 11 U.S.C. § 507(a)(6); Taxes or penalties of governmental units - 11 U.S.C. § 507(a)(7); Other - Specify applicable paragraph of 11 U.S.C. § 507(a).

5 AMOUNT OF CLAIM AT TIME CASE FILED UNLIQUIDATED (Secured) (Unsecured Nonpriority) (Unsecured Priority) Check the box if claim includes charges in addition to the principal amount of the claim. Attach itemized statement of all additional charges.

6 CREDITS AND SETOFFS: The amount of all payments on this claim has been credited and deducted for the purpose of making this proof of claim. In filing this claim, claimant has deducted all amounts that claimant owes to debtor. 7 SUPPORTING DOCUMENTS: Attach copies of supporting documents, such as promissory notes, purchase orders, invoices, secured statements of running accounts, contracts, court judgments, or evidence of security interests. If the documents are not available, explain. If the documents are voluminous attach a summary. 8 TIME STAMPED COPY: To receive an acknowledgment of the filing of your claim enclosed a stamped, self-addressed envelope and copy of this proof of claim.

THIS SPACE IS FOR COURT USE ONLY FILED SEP 23 2002 BMC

Date 9/20/02 Sign and print the name and title, if any, of the creditor or other person authorized to file this claim (attach copy of power of attorney, if any)

[Signature]

Penalty for presenting fraudulent claim: Fine of up to \$500,000 or imprisonment for up to 5 years, or both. 18 U.S.C. §§ 152 and 3571



STATEMENT

Attached is the August 4, 2002 arbitration award of Arbitrator Marsha Murphy in *In the Matter of Arbitration between Glass, Molders, Pottery, Plastic & Allied Workers, Local 17B and Fansteel Wellman Dynamics Corporation*, Federal Mediation and Conciliation Case No 02-0583708

This case arises out of the decision by the Debtor to furlough certain employees at the Debtor's Creston, Iowa plant. By virtue of the award, an unidentified group of employees that are no greater in number than 100 are entitled to a day's wage for the days of October 12, 19, 26, November 2, 19, 20, 21, December 26-28, 2001 and January, 2-4, 2002.

The wages to be paid for the date of October 12, 2001 are unsecured non priority claims. The wages to be paid for October 19, 26, November 2, 19, 20, 21, December 26-28, 2001 and January, 2-4, 2002 are unsecured claims with priority under Section 507(a)(2) of the Code.

As noted above and on the Proof of Claim, the amounts are unliquidated and the names of the individual employees to whom the wages are owed undetermined at this time.

Date 8/10/2003

Fansteel Wellman Dynamics bankruptcy case

The following employees were not given bump rights and are entitled to backpay per the arbitrators award

Employee Name	Hourly Pay Rate	Hours Of Work Per Day	Number Of Days Denied Bump Rights	Total Backpay Due	OVERTIME PAY DUE
David Stevens	\$ 12 89	8	10	\$ 1,031 20	386.70
Dennis Brown	\$ 12 89	8	10	\$ 1,031 20	386.70
Terry Helvie	\$ 13 14	8	10	\$ 1,051 20	394.20
Charles Weil	\$ 12 89	8	10	\$ 1,031 20	386.70
Ronald Spurr	\$ 13 14	8	10	\$ 1,051 20	394.20
Arthur Pritchard	\$ 13 14	8	10	\$ 1,051 20	394.20
Ronald Beardsley	\$ 13 00	8	10	\$ 1,040 00	390.00
Frederick Burns	\$ 12 78	8	10	\$ 1,023 20	383.70
Gail Freeman	\$ 12 79	8	10	\$ 1,023 20	383.70
James Peak	\$ 12 50	8	10	\$ 1,000 00	375.00
Leo Schaffer	\$ 12 84	8	10	\$ 1,027 20	385.20
Duane Pierson	\$ 13 19	8	10	\$ 1,055 20	395.70
Steven Shinkle	\$ 12 40	8	10	\$ 992 00	372.00
Richard Tucker	\$ 12 40	8	10	\$ 992 00	372.00
John White	\$ 13 14	8	10	\$ 1,051 20	394.20
William Hammons	\$ 12 75	8	10	\$ 1,020 00	367.50
Debera Gordon	\$ 12 89	8	10	\$ 1,031 20	386.70
Janice Osborne	\$ 12 89	8	10	\$ 1,031 20	386.70
James Flowers	\$ 13 14	8	10	\$ 1,051 20	394.20
Keith Clark	\$ 13 14	8	10	\$ 1,051 20	394.20
Ronney Ford	\$ 12 89	8	10	\$ 1,031 20	386.70
Jerry Willets	\$ 12 89	8	10	\$ 1,031 20	386.70
Dennis Struble	\$ 12 60	8	10	\$ 1,008 00	378.00
Roger Jones	\$ 12 79	8	10	\$ 1,023 20	383.70
Peggy Clark	\$ 12 75	8	10	\$ 1,020 00	382.50
Jean McKinney	\$ 13 14	8	10	\$ 1,051 20	394.20
Franklyn Wood	\$ 12 49	8	10	\$ 999 20	374.70
Jerry Novak	\$ 13 09	8	10	\$ 1,047 20	392.70
Barry Kralik	\$ 13 09	8	10	\$ 1,047 20	392.70
Jerry Balus	\$ 12 54	8	10	\$ 1,003 20	376.20
Danny Fulton	\$ 12 40	8	10	\$ 992 00	372.00
Jackie Shumer	\$ 12 40	8	10	\$ 992 00	372.00
Ronald Gordon	\$ 12 79	8	10	\$ 1,023 20	383.70
David Wilmeth	\$ 13 09	8	10	\$ 1,047 20	392.70
Douglas Pettit	\$ 12 59	8	10	\$ 1,007 20	377.70
Michael Hagen	\$ 13 09	8	10	\$ 1,047 20	392.70
Jeannie Woosley	\$ 12 84	8	10	\$ 1,027 20	385.20
David Pettit	\$ 12 59	8	10	\$ 1,007 20	377.70
Janet Anderson	\$ 12 45	8	10	\$ 996 00	373.50
James Loudon	\$ 12 84	8	10	\$ 1,027 20	385.20
Robert Novak	\$ 12 78	8	10	\$ 1,023 20	383.70
Larry Morrison	\$ 13 09	8	10	\$ 1,047 20	392.70
Warren Hudson	\$ 13 09	8	10	\$ 1,047 20	392.70
Vernon Loudon	\$ 12 78	8	10	\$ 1,023 20	383.70
John Connelly	\$ 12 79	8	10	\$ 1,023 20	383.70
Glen Bishop	\$ 13 14	8	10	\$ 1,051 20	394.20
Larry Vanderpluym	\$ 12 79	8	10	\$ 1,023 20	383.70

Greg Miller	\$ 12 79	8	10	\$ 1,023 20	353 70
Brian Sobotka	\$ 12 39	8	10	\$ 991 20	371 70
Michael Foy	\$ 12 39	8	10	\$ 991 20	371 70
John Bielski	\$ 12 79	8	10	\$ 1 023 20	383 70
Michael Murren	\$ 12 59	8	10	\$ 1,007 20	347 70
John Wilson	\$ 12 79	8	10	\$ 1,023 20	383 70
Loren Long	\$ 13 04	8	10	\$ 1 043 20	391 20
David McGuire	\$ 13 04	8	10	\$ 1,043 20	391 20
Matthew Martin	\$ 13 00	8	10	\$ 1 040 00	390 00
Lisa Akers	\$ 12 30	8	10	\$ 884 00	369 00
C A Good	\$ 12 69	8	10	\$ 1,015 20	380 70
Frank Carns	\$ 12 69	8	10	\$ 1 015 20	380 70
Joyce O'Neill	\$ 12 69	8	10	\$ 1 015 20	380 70
Mike Scroggie	\$ 12 50	8	10	\$ 1,000 00	375 00
Paul Royster	\$ 12 69	8	10	\$ 1 015 20	380 70
Jason Riley	\$ 12 30	8	10	\$ 884 00	369 00
David Conley	\$ 12 39	8	10	\$ 991 20	371 70
Vernon Alterberry	\$ 12 39	8	10	\$ 991 20	371 70
Bryan Weinreich	\$ 12 30	8	10	\$ 884 00	369 00
Michael Seals	\$ 12 69	8	10	\$ 1,015 20	380 70
Edward Nelson	\$ 12 69	8	10	\$ 1 015 20	380 70
Rodney Straight	\$ 12 89	8	10	\$ 1 015 20	380 70
Todd Brown	\$ 12 50	8	10	\$ 1 000 00	375 00
Winfield McKinney	\$ 12 50	8	10	\$ 1,000 00	375 00
Britt Minson	\$ 12 69	8	10	\$ 1 015 20	380 70
Christopher Morrison	\$ 12 69	8	10	\$ 1 015 20	380 70
Kevin Webb	\$ 12 50	8	10	\$ 1,000 00	375 00
Wilbur Ward	\$ 12 69	8	10	\$ 1,015 20	380 70
Terry Fry	\$ 12 30	8	10	\$ 884 00	369 00
Henry Briggs	\$ 12 64	8	10	\$ 1 011 20	379 20
Douglas Chumbley	\$ 12 34	8	10	\$ 987 20	370 20
Gerald Young	\$ 12 34	8	10	\$ 987 20	370 20
Scott Phipps	\$ 12 34	8	10	\$ 987 20	370 20
Michael Baker	\$ 12 25	8	10	\$ 980 00	367 50
Tamara Lowenberg	\$ 12 64	8	10	\$ 1,011 20	379 20
Michael Taylor	\$ 12 50	8	10	\$ 1 000 00	375 00
Rodney Bell	\$ 12 50	8	10	\$ 1,000 00	375 00
Dean Richards	\$ 12 20	8	10	\$ 976 00	366 00
William Jensen	\$ 12 20	8	10	\$ 976 00	366 00
Donald McCaulley	\$ 12 20	8	10	\$ 976 00	366 00
Jose C Lopez	\$ 12 20	8	10	\$ 976 00	366 00
Cristobal Lopez	\$ 12 20	8	10	\$ 976 00	366 00
Jose L Lopez	\$ 12 20	8	10	\$ 976 00	366 00
Michael Heimke	\$ 12 15	8	10	\$ 972 00	364 50
Ted Kinyon	\$ 12 20	8	10	\$ 976 00	366 00
Lloyd Hatfield	\$ 12 20	8	10	\$ 976 00	366 00
Jason Kendrick	\$ 12 15	8	10	\$ 972 00	364 50
Ronald Johnson	\$ 12 20	8	10	\$ 976 00	366 00
Roy Crenshaw	\$ 11 80	8	10	\$ 944 00	351 00
Jeremiah Hicks	\$ 11 96	8	10	\$ 956 80	358 80
Bill Murphy	\$ 11 96	8	10	\$ 956 80	358 80
Barbara Fleetwood	\$ 11 98	8	10	\$ 956 80	358 80
Scott Giles	\$ 11 80	8	10	\$ 944 00	351 00
Sheldon Hulse	\$ 11 80	8	10	\$ 944 00	351 00
David Bynum	\$ 11 88	8	10	\$ 956 80	358 80
Michael Myers	\$ 11 96	8	10	\$ 956 80	358 80
Thomas Johnston	\$ 11 98	8	10	\$ 956 80	358 80

Cecil Stevens	\$ 11 96	8	10	\$	956 80	352 80
Kane Walters	\$ 11 69	8	10	\$	935 20	350 10
Daniel Chenoweth	\$ 11 96	8	10	\$	956 80	356 80
Timothy Maxwell	\$ 11 96	8	10	\$	956 80	356 80
Clint Vicker	\$ 11 98	8	10	\$	956 80	358 80
Steve Bochniak	\$ 11 96	8	10	\$	956 80	358 80
Jose Garcia	\$ 11 96	8	10	\$	956 80	358 80
Robert Allen	\$ 11 96	8	10	\$	956 80	358 80
Jerry Jones	\$ 11 98	8	10	\$	956 80	358 80
Allison Brown	\$ 11 96	8	10	\$	956 80	358 80
David Ayers	\$ 11 96	8	10	\$	956 80	358 80
Joshua Purdy	\$ 11 96	8	10	\$	956 80	358 80
William Moore	\$ 11 96	8	10	\$	956 80	358 80
Brian Vicker	\$ 11 96	8	10	\$	956 80	358 80
Edith Davis	\$ 11 98	8	10	\$	956 80	358 80
Anthony Branah	\$ 11 80	8	10	\$	944 00	354 00
Francis Beaman	\$ 11 98	8	10	\$	956 80	358 80
Harland Belcher	\$ 11 89	8	10	\$	951 20	356 70
Bryan Pellman	\$ 11 89	8	10	\$	951 20	356 70
Michael Cngger	\$ 11 89	8	10	\$	951 20	356 70
Pedro Montiel	\$ 11 69	8	10	\$	935 20	350 70
James Shady	\$ 11 89	8	10	\$	951 20	356 70
Jule Stewart	\$ 11 89	8	10	\$	951 20	356 70
Randy O'Neill	\$ 11 89	8	10	\$	951 20	356 70
Larry Smith	\$ 11 89	8	10	\$	951 20	356 70
Michael Miller	\$ 11 80	8	10	\$	944 00	354 00
Raymond Aters	\$ 11 89	8	10	\$	951 20	356 70
Enck Knutsen	\$ 11 89	8	10	\$	951 20	356 70
Michael Braman	\$ 11 74	8	10	\$	939 20	352 20
David White	\$ 11 44	8	10	\$	915 20	343 20
Duane Johnson	\$ 11 44	8	10	\$	915 20	343 20
Joseph Maxwell	\$ 11 74	8	10	\$	939 20	352 20
Brian Moore	\$ 11 74	8	10	\$	939 20	352 20
Virginia Tallmon	\$ 11 74	8	10	\$	939 20	352 20
Robby Carter	\$ 11 74	8	10	\$	939 20	352 20

Grand Total \$ 138 020 80

In addition, each employee could be entitled to at least 20 hours at time and one half because the jobs they could have bumped were working at least 2 hours overtime per day

51,667.80
138,020.80
189,688.60

EXHIBIT B

Ryan 8/20/02

**IN THE MATTER OF ARBITRATION BETWEEN
GLASS, MOLDERS, POTTERY, PLASTICS & ALLIED WORKERS,
LOCAL 17B**

Union,

and

FANSTEEL WELLMAN DYNAMICS CORPORATION

Company.

**Federal Mediation & Conciliation Service Case # 02-05837-8
Issue: Hours of Work**

Impartial Arbitrator:

**Marsha Murphy
17100 Highland Ridge Dr.
Belton, MO. 64012
(816) 322-1986**

Appearances

For the Union

Dale Jeeter
Kelly McDaniel
Warren Hudson
Dean Anderson

GMP Executive Board Officer
GMP Local 17B, Vice President
GMP Local 17B, Union Rep
GMP Local 17B, President

For the Company

Thomas Foley
Robert Bowers
Juleen Loomis
Ken Thomas

Attorney
President & General Manager
Human Resource Manager
Controller

INTRODUCTION

The parties to this arbitration are the Glass, Molders, Pottery, Plastics & Allied Workers, Local 17B (hereinafter "Union") and Fansteel Wellman Dynamics Corporation (hereinafter "Company") The Company is located in Creston, Iowa and is a wholly-owned subsidiary of Fansteel, Inc which is located in North Chicago, Illinois The Company is engaged in the business of producing aircraft, jet engine, and structural aerospace magnesium and aluminum sand castings The Union is the exclusive bargaining representative for approximately 228 of the Company's production employees

On October 15, 2001 the Union filed a grievance with the Company maintaining the Company violated the collective bargaining agreement when it "laid off" approximately 130 employees in the "non-finishing" department one day of each week in October while approximately 100 employees in the "finishing" department continued to work the regular work week¹ The Union argued that the laid off non-fishing employees should be allowed to exercise there plant-wide seniority rights and bump less senior

¹ At the hearing the parties did not disagree about the job classifications in question However, they did "label" them differently calling them "production" or "non-finishing" employees For purposes of this decision, the classifications in question will be referred to as "non-finishing." Non-finishing jobs are ones that are involved in the early production of the product as opposed to employees who hold jobs that are at the end of the production cycle "finishing" the product

finishing employees who were still working. The grievance was processed through each step of the grievance procedure and was denied by Plant Manager Bob Bowers on November 16, 2001. See Jt Ex 2. On December 29, 2001 the Union wrote the Company stating that it believed there was a continuing violation of the contract because non-finishing employees were again "laid off" on certain days in November and December while finishing employees worked the regular work week. See Union Ex 9. The Union advised the Company that it would request the arbitrator hearing the original grievance to find a continuing contract violation.

By letter dated April 29, 2002, the Federal Mediation and Conciliation Service notified this arbitrator of her appointment to hear the case. The parties agreed to have a hearing in Creston, Iowa on July 25th, 2002. At the hearing, the Company objected for the first time to having the grievance encompass its actions of November 2001, December 2001, and January 2002. The Union argued that the Company's disputed actions were part of an ongoing contract violation and therefore the "improper layoffs" of November, December, and January should be addressed by the arbitrator. The parties were allowed to make oral argument, call witnesses, cross-examine witnesses and introduce exhibits. Both parties submitted briefs to the arbitrator at the close of the hearing and the record was officially closed.

THE SUBMISSION ISSUE

The Company proposed the following submission issue:

Did the Company violate the contract when it scheduled employees in certain job classifications to work for four days for four consecutive weeks in October of 2001? If so, what is the appropriate remedy?

The Union agreed that the issue to be decided encompassed the Company's decision to schedule work for non-finishing employees for only four days of each work week in October. However, the Union also requested that the arbitrator decide if the Company's scheduling of work in November 2001, December 2001 and January 2002 violated the contract. In November the non-finishing employees were not scheduled for work on the three work days before the Thanksgiving Holiday—November 19, 20, and 21. In

December these same employees were not scheduled for work on the three work days after the Christmas Holiday—December 26, 27, and 28. Finally, in January of 2002 the non-finishing employees were not scheduled to work on three work days after the New Year Holiday—January 2, 3, and 4

In this case the Company believes that the collective bargaining agreement (hereinafter "CBA") gives it the right to adjust work week schedules to meet production requirements, and the Company admittedly made those adjustments on the dates mentioned above. The Union believes that the shortened work weeks amounted to a layoff for the non-finishing employees—and one where their seniority rights to bump were violated

The Union notified the Company by filing a grievance on October 15, 2001 that it believed the Company's actions violated the CBA. Again on December 29, 2001 the Union stated that the Company's repeated actions regarding the scheduling of work for non-finishing employees was a contract violation. While the Union did not file repeated grievances in each of these instances, at no time was the Company prejudiced in its ability to defend itself. The Company was fully aware that the Union thought the CBA was violated when the non-finishing employees were not scheduled for the work days discussed above. Indeed, if the actions of October are found to be a contract violation, then the actions in November, December and January are a violation of the same contract provision. Therefore, it is appropriate for this arbitrator to decide if the actions taken throughout the questioned period were proper. The issue to be decided by the arbitrator is:

Did the Company's actions of eliminating certain work days from the schedules of non-finishing employees in October, November, and December of 2001 and in January of 2002 violate the contract? If so, what is the appropriate remedy?

RELEVANT CONTRACT PROVISIONS

ARTICLE 4 Management Rights

All rights of management, which are not specifically limited by the provisions of other articles of the Agreement are retained by the Company

The rights listed elsewhere in this Article are illustrations of the rights retained by the Company and are not intended as an all inclusive list of these rights

The management of the business and the direction of the working forces, including but not limited to, the right to plan, direct and control all the operations or services to be performed in or at the Plant or by employees of the Company, to schedule working hours or to relieve employees because of lack of work or for other legitimate reasons

In the exercise of its rights, the Company shall not violate any of the express terms of this Agreement, and the Union may question such action by use of the grievance procedure

ARTICLE 7 Hours of Work and Overtime

Section 1 Purpose The provisions of this Article are intended only to provide the basis for calculating overtime and to set forth the understanding of the parties concerning premium payments, and this Article shall not be construed as a guarantee of hours of work per day or per week

Section 2 Normal Work Day and Week The workweek shall begin at 12.01 A M Monday and end at 12 00 P M the following Sunday. The regular workday shall consist of eight (8) consecutive hours exclusive of the lunch period with the shift times as follows

First shift	6 00 A M to 2 30 P M
Second Shift	3 30 P M to 12 00 Midnight
Thrid Shift	9 30 P M to 6 00 A M.

The regular workweek shall consist of five (5) eight-hour days. Monday through Friday, except for the Preventative Maintenance and Preventative Utility classifications for which the regular workweek will be five consecutive days as selected by the Company two of which can be Saturday and Sunday.

ARTICLE 8
Seniority

Section 7 Layoff and Recall

- A** When a reduction in force is necessary, the Company shall follow the principle of Plant seniority and, in that connection, the employee with the least seniority shall be the first laid off the job classification in which the reduction in force is taking place. . . .
- B** Employees involuntarily laid off from their classifications due to lack of work will be placed on lack of work status and offered bump options to other work in the following order

If the employee is transferred to another classification as set forth below, he shall bump the least senior employee in that classification his seniority permits him to bump

- 1 Any classification of work performed and to which he was assigned for at least ninety consecutive calendar days (90) that his seniority permits him to bump

AND/OR

- 2 Open jobs after posting and for which no one has bid

AND/OR

- 3 Jobs held by probationary employees

AND/OR

- 4 If the laid off employee has one (1) or more years of seniority, he may bump that job held by the least senior employee working in the Plant who can be bumped Members of the Casting Welder, Maintenance, Preventative Maintenance and Fluorescent Penetrant Inspector Classifications cannot be bumped under this Section 7, B4

IF NONE of 1,2,3, or 4 above apply, then layoff from the Plant.

THE UNION'S POSITION

The Union maintains that no matter what the Company calls its action, the non-finishing employees were laid off on October 12, 19, 26, November 2, 19, 20, 21, December 26, 27, 28 and January 2, 3, 4. It was a layoff because the Company did not have enough work to keep these employees working a regular 40-hour work week in their bid classifications. When an involuntary layoff occurs, the CBA provides that senior employees are to be offered the right to bump less senior employees. In this case, the Company did not provide the senior employees the right to exercise their bump options.

The Union introduced evidence about previous CBA's and past Company practices. The 1990-1993 CBA contained language that provided employees the exercise of departmental seniority in a layoff situation. See Union Ex 3. In that era, an employee could only bump the least senior employee in his department when a layoff occurred. However, this contract language was replaced in the 1993-1996 CBA when the Union proposed that in a reduction of force the employee who is laid off could exercise his plant seniority and bump less senior employees in other classifications. See Union Ex 4. This same language was incorporated in the 1996-2001 CBA, in spite of the Company's attempt to change seniority rights from plant-wide to department wide. The Union rejected the Company's proposal and the Company withdrew it.² See Union Exhibits 5 and 6. The Union argues that if the arbitrator were to deny the grievance, the Company would gain rights it was unable to negotiate for itself.

Finally, the Union responds to the Company's argument that a "make whole remedy" in this case would lead to a Company shut down—the Union argues this is not the arbitrator's issue. In this case the arbitrator is required to decide if the Company violated the contract when it laid off non-finishing employees. She is not to be swayed by arguments of financial need.

² Union witnesses also testified that from 1993 until the present, the Company had properly followed the plant-wide seniority provision. In instances where there was a need to reduce the number of days in the regular work week, the Company allowed employees to exercise plant-wide seniority rights.

THE COMPANY'S POSITION

The Company states that in September of 2001 management knew that it needed to take cost-cutting steps at Fansteel Wellman Dynamics to avoid a major loss for 2001 and a possible closing of the Creston facility. Indeed, all of Fansteel, Inc. was dealing with financial problems.³ President and General Manager Bob Bowers testified that the Company's profits had decreased while its inventory had dramatically increased. He knew that it was necessary to take steps to decrease production costs and to cut existing inventory levels. Bowers testified that the only viable way to do this was to decrease the amount of product going from his non-finishing department to his finishing department. Consequently, it became necessary to reduce the hours worked by employees in the non-finishing department. In October of 2001 the Company "rescheduled" hours worked by the employees in non-finishing. As a result, the Company succeeded in reducing costs and decreasing inventory, avoiding a plant shutdown.

The Company argues that the CBA provides that it is the right of management to "schedule working hours." See Jt Ex 1, Article 4. The Company has this right unless it is "specifically limited by the provisions of other articles." The Union cannot point to any other provision in the contract that specifically limits management's right to schedule working hours. Moreover, Article 7 of the CBA, which governs hours of work and overtime, provides that its provisions "shall not be construed as a guarantee of hours of work per day or per week." The Company's action of rescheduling work for non-finishing employees was justified by economic necessity and was not arbitrary or capricious.

The Company's action did not trigger any of the provisions of Article 8 of the CBA because this was a "rescheduling of work" not a layoff or reduction in force. Consequently, the non-finishing employees did not have the right to bump less senior employees because they did not lose their jobs nor were they removed from the Company's payroll. Finally, sustaining the

³ Fansteel Inc. announced in November of 2001 that it would likely file a Chapter 11 bankruptcy action, and in January of 2002 it did file for Chapter 11 protection on behalf of it and its subsidiary corporations.

grievance and providing a make whole remedy for the employees involved might force the Company to go out of business

FINDINGS AND CONCLUSIONS

The parties in this case ask the arbitrator to interpret certain provisions of the CBA. Indeed, to do anything else would go beyond the authority granted the arbitrator by the contract

Article 5 Grievance Procedure

Step 4 . The arbitrator shall have authority only to decide the particular grievance submitted to him. He shall not have authority to add to, delete from, or in any way modify, alter or amend any provisions of this Agreement. Furthermore, if the matter sought to be arbitrated does not involve an interpretation of express terms or provisions of this Agreement subject to arbitration the arbitrator shall so rule in his award and the matter shall not be further entertained by the arbitrator.

The express terms of the Agreement that the arbitrator is asked to interpret have been detailed in the section of this decision titled "relevant contract provisions." It must be decided if the Company's reduction in the work schedule of non-finishing employees was actually a layoff that entitled them to bump less senior employees in the finishing classifications.

Arbitrators are often asked to decide a dispute where the Union alleges that there has been a "layoff" while the Company maintains that there has only been a "rescheduling of work." The majority of arbitrators find that any suspension of employment is a layoff. Arbitrator Feinberg in *Bethlehem Steel Co*, 14 LA 191, 195 (1950) articulated the meaning of the term layoff

It may be interesting to note that the Dictionary of Labor Law Terms, issued by Commerce Clearing House (1949) defines a layoff as "temporary, prolonged, or final separation from employment as a result of a reduction of work."

In a case with a fact pattern similar to this one, Arbitrator Feinberg found that when an employer failed to schedule a few days work for certain employees there was a layoff

A decrease in the working force takes place whenever regular employees are sent home or not scheduled to work. The contract does not distinguish between layoffs of one day, of one week or of indefinite duration. Id.

In the *Bethlehem Steel Company* case, the employer maintained that there was not a layoff of employees but rather the Company had "not scheduled" them for work on a few days of the regular workweek. The Arbitrator found that the

use of the term "not scheduled" by the Company did not make the particular occurrence any the less a "layoff" Id.

In still another case, the Company scheduled certain employees for only a four-day workweek. Like the present situation, the contract provided that a regular workweek would be five days and forty hours, however the CBA specified there was "no guarantee" that employees would get a forty hour week. In determining that the grievants had been denied their seniority rights, Arbitrator Donnelly concluded that the

term "layoff" must be interpreted in accordance with the common meaning of the term, to include any suspension from employment arising out of a reduction in the work force. Accordingly, scheduling of certain employees for a four-day workweek constituted a "layoff" so as to entitle them to exercise their seniority to obtain available work on the fifth day.

United Smelting and Aluminum Company, 13 LA 684 (1949). See also *Cooper Airmotive*, 77 LA 901 (Dunn, 1981); *City of Highland Park*, 76 LA 811 (McDonald, 1981), *Wayne State University*, 76 LA 368 (Cole, 1981), and *Arkansas-Missouri Power Co.*, 74 LA 1254 (McKenna, 1980) (all cases where arbitrators have ruled that when reducing a workweek from five to four days the employer must apply the layoff provision of the collective bargaining agreement). Also see *Army-Fort Sam Houston*, 98 LA 626.

(Daly, 1992) where the arbitrator ruled that shutting down for three days was a layoff not, as the employer urged, a "short work week "

In this case the CBA states that "when a reduction in force is necessary, the Company shall follow the principle of Plant seniority. . . ." and "employees involuntarily laid off from their classifications due to lack of work will be placed on lack of work status and offered bump options to other work ." See Jt. Ex 1, Article 8 This Agreement provides that a layoff occurs when employees are involuntarily suspended from their work classifications because there is not enough work In October, November, December 2001 and January 2002 the Company involuntarily suspended the non-finishing employees from their jobs for certain days of each month While the Company calls its action a "rescheduling of work" use of that terminology does not change the fact that the non-finishing employees were laid off

While the Company has the right to layoff employees for good business reasons, that right is not unfettered The contract provides, "in the exercise of its rights, the Company shall not violate any of the express terms of this Agreement ." See Jt Ex 1, Article 4 In this case the contract expressly states that when a reduction in force is necessary "the Company shall follow the principle of Plant Seniority" and laid off employees shall be "offered bump options to other work ." The Company violated Article 8 when it did not allow the more senior non-finishing employees the right to exercise their bump options pursuant to Article 8

The Company argues that it needed to cut costs and that the reduction of work was done because of this business need Certainly the Company has the right to reduce the work being done in the non-finishing department, but the goal of cutting costs could still have been achieved by properly following the layoff provisions negotiated in the CBA The Company could still have reduced its work force and cut costs by allowing more senior employees their right to bump more junior ones.⁵

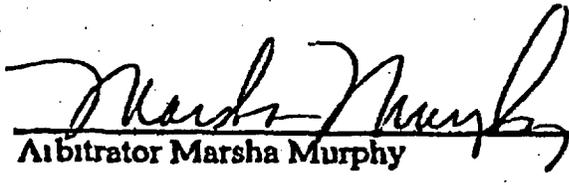
⁴ The Company is correct when it argues that no employee is "guaranteed" a regular workweek However, when the Company does not have enough work for each employee to have a regular workweek the Company must allow them the seniority right to bump junior employees

⁵ A great deal of the Company's evidence centered on the proposition that sustaining the Union's grievance could force the Company to go out of business However, as noted above, the parties did not engage this arbitrator to determine the financial consequences of a decision, but rather, the arbitrator is

The Union argues that the appropriate remedy in this case is to order back pay and make whole all senior qualified non-finishing employees who were not allowed to exercise their bump options in October, November, December 2001 and January 2002. I agree that the appropriate remedy is to make whole all senior employees who could have successfully exercised bump options under the provision of Article 8, Section 7 of the CBA and who were denied that opportunity.⁶

AWARD

The grievance is sustained. The arbitrator maintains jurisdiction over this case for 60 days so that the parties can request assistance if there are any questions regarding the implementation of this award.


Arbitrator Marsha Murphy


date

required by the parties' Agreement to confine her decision to an "interpretation of express terms or provisions" of the contract.

⁶ There was testimony that some laid off employees asked if they could work their fifth day in the finishing department and were provided the opportunity to work in the rotary file classification if they had 90 days previous work experience in that job. It was not clear from the testimony if there were employees who had this opportunity but failed to avail themselves of it. It is axiomatic that an employee who is damaged by an improper company action must attempt to mitigate the damage, therefore, if any employee passed up the opportunity to work the rotary file position he is not entitled to back pay.

EXHIBIT C

IN THE UNITED STATES BANKRUPTCY COURT
FOR THE DISTRICT OF DELAWARE

In re:) Case No. 02-10109(JJF)
)
FANSTEEL INC., *et al.*,¹) Chapter 11
) (Jointly Administered)
Debtors.)

STATE OF IOWA)
) ss.:
COUNTY OF UNION)

**AFFIDAVIT OF JULEEN LOOMIS IN SUPPORT OF DEBTORS'
OBJECTION TO CLAIM OF GLASS, MOLDERS, POTTERY,
PLASTICS & ALLIED WORKERS, LOCAL 17B, AGAINST
WELLMAN DYNAMICS CORPORATION (CLAIM NO. 921)**

JULEEN F. LOOMIS, being duly sworn, deposes and states:

1. I am Human Resources Manager of Wellman Dynamics Corporation ("WDC").
2. I submit this declaration in support of the Debtors' Objection to the proof of priority claim (Claim No. 921) filed by Glass, Molders, Potters, Plastics & Allied Workers, Local 17B (hereafter the "Glass Workers Union") in the amount of \$189,688.60 (the "Disputed Union Claim"). I make this Declaration on the basis of my review of the Disputed Union Claim, the collective bargaining agreement ("CBA") with the Glass Workers Union, the arbitration award issued in Federal Mediation and Conciliation Case No. 02-0583708 on August 4, 2002 (the "WDC Arbitration Award"), and the payroll and employment records of WDC, together with any supporting or related documentation.

¹ The Debtors are the following entities: Fansteel Inc., Fansteel Holdings, Inc., Custom Technologies Corp., Escast, Inc., Wellman Dynamics Corp., Washington Mfg. Co., Phoenix Aerospace Corp., and American Sintered Technologies, Inc.

3. In the WDC Arbitration Award, the impartial arbitrator found that the elimination of certain work days from the schedules of non-finishing employees on 10 days in October, November and December 2001 and 3 days in January 2002 violated the CBA because WDC did not follow the principle of plant seniority and allow the more senior non-finishing employees the right to exercise their options to bump junior employees under the CBA. The arbitrator also found that the appropriate remedy was to order back pay and "make whole all senior employees who could have successfully exercised bump options under the provision of Article 8, Section 7 of the CBA and who were denied that opportunity." In connection therewith, the arbitrator indicated that employees with 90 days "rotary file" experience who were offered the opportunity to work in the rotary file classification and did not accept the opportunity were not entitled to back pay.

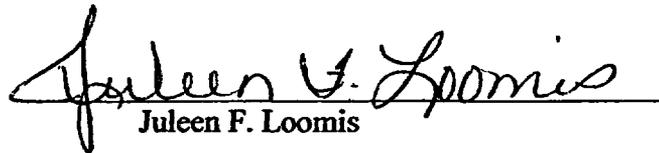
4. As reflected by the Schedules annexed hereto, WDC has calculated the amounts due pursuant to the WDC Arbitration Award for each of the dates on which the layoffs occurred. In preparing those schedules, WDC has excluded from the calculation both (i) employees who actually worked and were not "laid off" on the days covered by the WDC Arbitration Award, and (ii) employees with 90 days "rotary file" experience who were offered the opportunity to work in the rotary file classification but did not work. In addition, in preparing the Schedules, WDC eliminated from the employee seniority list employees who could not be bumped for various reasons (e.g., preferential seniority, protected classes, pattern shop employees) and determined for each of the days covered by the WDC Arbitration Award the number of positions available on each of the days for bumping. Finally, using the seniority list, WDC determined which employees were entitled to occupy the junior positions available on a given day and were, therefore, entitled to compensation for bumping. As reflected by the

attached Schedules, the calculations include compensation to senior employees entitled to exercise bump options even though such employees used vacation time on one or more of the days covered by the WDC Arbitration Award in lieu of being "laid off."

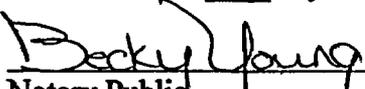
5. Based on the foregoing, the back pay owed to employees of WDC who were laid off and are eligible for bumping compensation pursuant to the WDC Arbitration Award totals \$48,476.24.

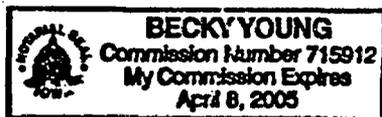
6. I have also read the Objection and have reviewed the Exhibits attached to the Objection and the Schedules attached to this Declaration and am familiar with the information contained therein. I believe that the information contained in the Schedules attached hereto is true and correct to the best of my knowledge.

7. Accordingly, I request that the Court grant the relief requested in the Objection.


Juleen F. Loomis

SUBSCRIBED AND SWORN TO
Before me this 20 day of November 2003.


Notary Public
My Commission Expires: 4-8-05



DATE	ARB	VAC	TOTAL
10/12/2001	3,806.16	624.48	4,430.64
10/19/2001	3,394.00	624.32	4,018.32
10/26/2001	3,609.36	514.48	4,123.84
11/2/2001	3,507.52	517.28	4,024.80
11/19/2001	3,208.96	725.12	3,934.08
11/20/2001	3,208.96	725.12	3,934.08
11/21/2001	3,419.20	514.88	3,934.08
12/26/2001	2,693.92	1,234.88	3,928.80
12/27/2001	2,693.92	1,134.88	3,828.80
12/28/2001	2,901.76	927.04	3,828.80
1/2/2002	1,555.28	1,341.12	2,896.40
1/3/2002	1,555.28	1,241.52	2,796.80
1/4/2002	1,970.96	825.84	2,796.80
	37,525.28	10,950.96	48,476.24

Key

ARB = Employees who were off due to the reduced work week
VAC = Employees who received vacation pay

EMEMP#	EMPNAM	Seniority Date	12-Oct	Rate	Total Owed
233113	DAVID E STEVENS	19650311	ARB	12.89	103.12
233137	DENNIS D BROWN	19650503	ARB	12.89	103.12
233140	TERRY L HELVIE	19650517	ARB	13.14	105.12
233165	F DENNIS ORWAN	19650628	001	12.84	
233172	CHAS M E WEIL	19650825	ARB	12.89	103.12
233181	RONALD E SPURR	19651101	ARB	13.14	105.12
233188	NEUL BROWN	19651220	001	12.59	
233193	ARTHUR G PRITCHARD	19660328	ARB	13.14	105.12
233202	FRANK D CARSON	19660620	001	12.84	
233223	JOHN W WHITE	19660703	001	13.53	
233155	RONALD C BEARDSLEY	19660711	ARB	13.00	104.00
233228	JAMES E PEAK	19680125	ARB	12.50	100.00
233268	LEO W SCHAFFER	19680904	ARB	12.84	102.72
233276	RICHARD W MULLIN	19690330	001	12.84	
233284	SHELBY D BULLOCK	19690331	001	12.84	
233304	DUANE E PEARSON	19720327	ARB	13.19	105.52
233265	CHARLES E TRISLER	19720408	001	12.75	
233322	STEVEN E SHINKLE	19730226	001	13.10	
233123	DALLAS C EDWARDS	19730609	001	12.60	
233568	JOHN L WHITE	19730712	ARB	13.14	105.12
233571	WILLIAM A HAMMONS	19730713	ARB	12.75	102.00
233594	CHRISTIE C GILHAM	19730816	001	12.84	
233456	JAMES R FLOWERS	19740104	ARB	13.14	105.12
233634	KATHERYN S NELSON	19740128	001	12.89	
233687	KEITH A CLARK	19740408	ARB	13.14	105.12
233700	RONNEY G FORD	19740513	ARB	12.89	103.12
233375	JERRY J WILLETS	19740517	ARB	12.89	103.12
233716	DENNIS G STRUBLE	19740528	ARB	12.60	100.80
233205	ROGER L JONES	19740618	ARB	12.89	103.12
233543	BARRY A MCINTIRE	19741002	VAC	12.50	100.00
233748	LINDA D BISHOP	19750719	001	12.59	
233808	D JOHN LEE	19770620	001	12.45	
233807	FRANKLIN D WOOD	19771106	001	12.84	
233810	JERRY K NOVAK	19771201	ARB	13.09	104.72
233811	BARRY L KRALIK	19771207	ARB	13.09	104.72
233789	DANNY E FULTON	19780103	001	13.05	
233612	JERRY L BALIUS	19780103	VAC	12.54	100.32
233832	JACKIE J SHIMER	19780515	ARB	12.45	99.60
236198	RONALD E GORDON	19780522	ARB	12.79	102.32
233878	JAMES DEAN SCHAFFER	19780829	001	12.45	
233894	DAVID L WILMETH	19781017	VAC	13.09	104.72
233899	ROBBIE S BARTLEY	19781026	001	12.79	
233928	DOUGLAS A PETTIT	19790115	VAC	13.75	110.00
233936	MICHAEL R HAGEN	19790122	ARB	13.09	104.72
233956	MARSHA L CHEERS	19790227	001	12.79	
233960	JEANETTE A PETTIT	19790302	001	12.70	
233963	TERESA L WILSON	19790305	001	12.45	
233965	DAVID A PETTIT	19790309	001	13.50	
233972	JANET L ANDERSON	19790402	ARB	12.45	99.60
233974	JAMES E LOUDON	19790403	ARB	12.84	102.72

EMEMP#	EMPNAM	Seniority Date	12-Oct	Rate	Total Owed
233989	LARRY W MORRISON	19790611	VAC	13.09	104.72
234076	JOSEPH M ROSS	19800603	001	13.25	
234078	ROBERT A BARTLEY	19800610	001	12.79	
234108	JOHN F CONNELLY	19810112	ARB	13.09	104.72
234112	GLEN T BISHOP	19810114	ARB	13.14	105.12
234151	GREG S MILLER	19810722	VAC	13.09	104.72
234191	MICHAEL W MURREN	19810901	001	13.40	
234226	RANDY LEE HART	19820107	001	12.79	
234219	LOREN P LONG	19841112	001	13.04	
234287	DAVID E MCGUIRE	19860107	ARB	13.04	104.32
234292	GEORGE F BAILEY	19871202	001	12.44	
234323	STEVE E ABELL	19950807	001	12.85	
234350	LAURIE J PLETT	19950807	001	12.55	
234365	MATTHEW A MARTIN	19950807	ARB	13.00	104.00
234371	ERNEST E MORRISON	19950920	001	12.90	
234097	C. A. GOOD	19950929	ARB	12.69	101.52
234329	FRANK W CARNIS	19951002	ARB	12.69	101.52
234307	MIKE L SCROGGIE	19951016	001	13.00	
234378	PAUL W ROYSTER	19951016	ARB	12.69	101.52
234334	DAVID L CONLEY	19960108	ARB	12.39	99.12
234390	JEREMY M BISHOP	19960827	001	12.73	
234591	BRIAN L COLEMAN	19960903	001	12.30	
234384	BRYAN P WEINREICH	19960903	ARB	12.60	100.80
234394	EDWARD A NELSON	19960904	ARB	12.69	101.52
234396	TODD J BROWN	19960909	ARB	12.20	97.60
234397	DAVID L HOAKISON	19960912	001	12.30	
234398	CHAD A HAMMONS	19960916	001	12.39	
234404	WINFIELD S MCKINNEY	19961004	001	13.25	
234408	CHRISTOPHER L MORRISON	19961111	ARB	12.69	101.52
234410	KEVIN J WEBB	19961118	001	13.00	
234411	JAN M DAVIDSON	19961125	001	12.39	
234416	PERCY WEST JR	19961210	001	12.90	

ARB Total	3,806.16
VAC Total	624.48
Grand Total	4,430.64

Key

- 001** = Employees who actually worked
- ARB** = Employees who were off due to the reduced work week
- VAC** = Employees who received vacation pay

EMEMP#	EMPNAME	Seniority Date	19-Oct	Rate	Total Owed
233113	DAVID E STEVENS	19650311	ARB	12.89	103.12
233137	DENNIS D BROWN	19650503	ARB	12.89	103.12
233140	TERRY L HELVIE	19650517	VAC	13.14	105.12
233165	F DENNIS ORWAN	19650628	001	12.89	
233172	CHAS M. E WEIL	19650825	ARB	12.89	103.12
233181	RONALD E SPURR	19651101	ARB	13.14	105.12
233188	DEU L BROWN	19651220	001	12.59	
233193	ARTHUR G PRITCHARD	19660328	ARB	13.14	105.12
233202	FRANK B CARSON	19660620	001	12.84	
233223	JOHN W WHITE	19660703	001	12.53	
233155	RONALD C BEARDSLEY	19660711	ARB	13.00	104
233228	JAMES E PEAK	19680125	ARB	12.50	100
233268	LEO W SCHAFFER	19680904	ARB	12.84	102.72
233273	RICHARD W MULLIN	19690330	001	12.84	
233284	SHELLEY D BULLOCK	19690831	001	12.84	
233304	DUANE E PEARSON	19720327	ARB	13.19	105.52
233265	CHARLES E TRISLER	19720408	001	12.75	
233122	DALLAS G EDWARDS	19730609	001	12.60	
233568	JOHN L WHITE	19730712	ARB	13.14	105.12
233571	WILLIAM A HAMMONS	19730713	ARB	12.75	102
233594	CHRISTIE C GILHAM	19730816	001	12.84	
233456	JAMES R FLOWERS	19740104	ARB	13.14	105.12
233654	KATHERYN S NELSON	19740128	001	12.89	
233687	KEITH A CLARK	19740408	ARB	13.14	105.12
233700	RONNEY G FORD	19740513	ARB	12.89	103.12
233375	JERRY J WILLETS	19740517	ARB	12.89	103.12
233716	DENNIS G STRUBLE	19740528	ARB	12.60	100.8
233205	ROGER L JONES	19740618	ARB	12.89	103.12
233548	BARRY A MCINTIRE	19741002	001	12.50	
233748	LINDA D BISHOP	19750719	001	12.59	
233808	D JOHN LEE	19770620	001	12.45	
233807	FRANKLIN D WOODS	19771106	001	12.84	
233810	JERRY K NOVAK	19771201	ARB	13.09	104.72
233811	BARRY L KRALIK	19771207	VAC	13.09	104.72
233789	DANNY L FULTON	19780103	001	13.05	
233612	JERRY L BALIUS	19780103	VAC	12.54	100.32
233832	JACKIE J SHIMER	19780515	ARB	12.45	99.6
236198	RONALD E GORDON	19780522	ARB	12.79	102.32
233878	JAMES DEAN SCHAFFER	19780829	001	12.45	
233894	DAVID L WILMETH	19781017	VAC	13.09	104.72
233899	ROBBIE S BARTLEY	19781026	001	12.79	
233928	DOUGLAS A PETTIT	19790115	001	12.75	
233936	MICHAEL R HAGEN	19790122	ARB	13.09	104.72
233956	MARSHA L CHEERS	19790227	001	12.79	
233960	JEANETTE A PETTIT	19790302	001	12.70	
233963	TERESA L WILSON	19790805	001	12.45	
233965	DAVID A PETTIT	19790809	001	12.50	
233972	JANET L ANDERSON	19790402	ARB	12.45	99.6
233974	JAMES E LOUDON	19790403	ARB	12.84	102.72
233989	LARRY W MORRISON	19790611	VAC	13.09	104.72

EMEMP#	EMPNAM	Seniority Date	19-Oct	Rate	Total Owed
234076	JOSEPH M BOSS	19800608	001	13.25	
234078	ROBERT A BARTLEY	19800610	001	12.79	
234108	JOHN F CONNELLY	19810112	ARB	13.09	104.72
234112	GLEN T BISHOP	19810114	ARB	13.14	105.12
234151	GREG S MILLER	19810722	VAC	13.09	104.72
234191	MICHAEL W MURREN	19810901	001	13.46	
234226	RANDY LEE HAFT	19820107	001	12.79	
234219	LOREN P LONG	19821112	001	13.04	
234287	DAVID E MCGUIRE	19860107	ARB	13.04	104.32
234292	GEORGE F BAILEY	19871202	001	12.44	
234323	STEVE E ABELL	19950807	001	12.85	
234330	LAURIE J PETTIT	19950807	001	12.85	
234365	MATTHEW A MARTIN	19950807	ARB	13.00	104
234371	ERNEST E MORRISON	19950920	001	12.90	
234097	C A GOOD	19950929	ARB	12.69	101.52
234329	FRANK W CARNIS	19951002	ARB	12.69	101.52
234307	MIKE L SCROGGIE	19951016	001	13.00	
234378	PAUL W ROYSTER	19951016	ARB	12.69	101.52
234334	DAVID L CONLEY	19960108	ARB	12.39	99.12
234389	SCOTT R MALONE	19960326	001	12.73	
234390	JEREMY M BISHOP	19960827	001	12.73	
234391	BRIAN L COLEMAN	19960903	001	12.50	
234384	BRYAN E WEINBERG	19950903	001	12.60	
234394	EDWARD A NELSON	19960904	001	12.69	
234396	TODD J BROWN	19960909	ARB	12.20	97.6
234397	DAVID L HOAGSON	19960912	001	12.30	
234398	CHAD A HAMMONS	19950916	001	12.39	
234404	WINFIELD S MCKINNE	19951004	001	13.25	
234408	CHRISTOPHER L MORRISON	19961111	ARB	12.69	101.52
234410	KEVIN J WEBB	19961118	001	13.00	
234411	JAN M DAVIDSON	19961125	001	12.39	
234416	PERCY WEST JR	19951210	001	12.99	
234418	DAN R HUDSON	19961216	001	12.55	

ARB Total	3,394.00
VAC Total	624.32
Grand Total	4,018.32

Key

- 001 = Employees who actually worked
- ARB = Employees who were off due to the reduced work week
- VAC = Employees who received vacation pay

EMEMP#	EMPNAME	Seniority Date	26-Oct	Rate	Total Owed
233113	DAVID E STEVENS	19650311	ARB	12.89	103.12
233137	DENNIS D BROWN	19650503	ARB	12.89	103.12
233140	TERRY L HELVIE	19650517	ARB	13.14	105.12
233165	F DENNIS ORWAN	19650628	001	13.88	
233172	CHAS M. E WEIL	19650825	ARB	12.89	103.12
233181	RONALD E SPURR	19651101	ARB	13.14	105.12
233183	LIEUL BROWN	19651220	001	12.59	
233193	ARTHUR G PRITCHARD	19660328	ARB	13.14	105.12
233202	FRANK D CARSON	19660620	001	12.84	
233126	JOHN W WHITE	19660703	001	13.53	
233155	RONALD C BEARDSLEY	19660711	ARB	13.00	104.00
233228	JAMES E PEAK	19680125	ARB	12.50	100.00
233268	LEO W SCHAFFER	19680904	ARB	12.84	102.72
233273	RICHARD W MULLIN	19690330	001	12.84	
233304	DUANE E PEARSON	19720327	ARB	13.19	105.52
233235	CHARLES E TRISLER	19720408	001	12.75	
233322	STEVEN E SHINKLE	19730226	001	13.10	
233122	DALLAS G EDWARDS	19730509	001	12.60	
233568	JOHN L WHITE	19730712	ARB	13.14	105.12
233571	WILLIAM A HAMMONS	19730713	VAC	12.75	102.00
233594	CHRISTIE C GILLHAM	19730816	001	12.84	
233456	JAMES R FLOWERS	19740104	ARB	13.14	105.12
233654	KATHERYN S NELSON	19740128	001	12.89	
233687	KEITH A CLARK	19740408	ARB	13.14	105.12
233700	RONNEY G FORD	19740513	ARB	12.89	103.12
233375	JERRY J WILLETS	19740517	ARB	12.89	103.12
233716	DENNIS G STRUBLE	19740528	ARB	12.60	100.80
233205	ROGER L JONES	19740618	ARB	12.89	103.12
233543	BARRY A MCINTIRE	19741002	001	12.50	
233748	LINDA B BISHOP	19750719	001	12.59	
233808	D JOHN LEE	19770620	001	12.45	
233810	JERRY K NOVAK	19771201	ARB	13.09	104.72
233811	BARRY L KRALIK	19771207	ARB	13.09	104.72
233789	DANNY L FULTON	19780103	001	13.05	
233612	JERRY L BALIUS	19780103	VAC	12.54	100.32
233832	JACKIE J SHIMER	19780515	ARB	12.45	99.60
236198	RONALD E GORDON	19780522	ARB	12.79	102.32
233876	JAMES DEAN SCHAFFER	19780829	001	12.45	
233894	DAVID L WILMETH	19781017	VAC	13.09	104.72
233923	DOUGLAS A PETTIT	19790115	001	13.75	
233936	MICHAEL R HAGEN	19790122	ARB	13.09	104.72
233956	MARSHA L CHEERS	19790227	001	12.79	
233960	JEANETTE A PETTIT	19790302	001	12.70	
233963	TERESA L WILSON	19790305	001	12.45	
233965	DAVID A PETTIT	19790309	ARB	13.50	108.00
233972	JANET L ANDERSON	19790402	ARB	12.45	99.60
233974	JAMES E LOUDON	19790403	VAC	12.84	102.72
233989	LARRY W MORRISON	19790611	VAC	13.09	104.72
234076	JOSEPH M ROSS	19800603	001	13.25	
234108	JOHN F CONNELLY	19810112	ARB	13.09	104.72

EMEMP#	EMPNAM	Seniority Date	21-Nov	Rate	Total Owed
233113	DAVID E STEVENS	19650311	ARB	12.89	103.12
233137	DENNIS D BROWN	19650503	ARB	12.89	103.12
233140	TERRY L HELVIE	19650517	ARB	13.14	105.12
233172	CHAS M E WEIL	19650825	ARB	12.89	103.12
233181	RONALD E SPURR	19651101	ARB	13.14	105.12
233183	LIEU L BROWN	19651220	001	12.59	
233193	ARTHUR G PRITCHARD	19660328	ARB	13.14	105.12
233202	FRANK D CARSON	19660620	001	12.84	
233155	RONALD C BEARDSLEY	19660711	001	13.00	
233111	FREDRICK A BURNS	19670403	001	12.89	
233228	JAMES E PEAK	19680125	ARB	12.50	100.00
233268	LEO W SCHAFFER	19680904	ARB	12.84	102.72
233304	DUANE E PEARSON	19720327	VAC	13.19	105.52
233265	CHARLES E TRISLER	19720408	001	12.75	
233122	DALLAS C EDWARDS	19730609	001	12.60	
233568	JOHN L WHITE	19730712	VAC	13.14	105.12
233571	WILLIAM A HAMMONS	19730713	ARB	12.75	102.00
233594	CHRISTIE C GILLHAM	19730816	001	12.84	
233456	JAMES R FLOWERS	19740104	ARB	13.14	105.12
233687	KEITH A CLARK	19740408	ARB	13.14	105.12
233700	RONNEY G FORD	19740513	VAC	12.89	103.12
233375	JERRY J WILLETS	19740517	ARB	12.89	103.12
233716	DENNIS G STRUBLE	19740528	ARB	12.60	100.80
233732	PEGGY J KEISTER	19740730	001	12.75	
233548	BARRY A MCINTIRE	19741002	001	12.50	
233748	LINDA D BISHOP	19750719	001	12.59	
233808	D JOHN LEE	19770620	001	12.46	
233810	JERRY K NOVAK	19771201	ARB	13.09	104.72
233811	BARRY L KRALIK	19771207	ARB	13.09	104.72
233789	DANNY L FULTON	19780103	001	13.05	
233612	JERRY L BALIUS	19780103	ARB	12.54	100.32
233832	JACKIE J SHIMER	19780515	VAC	12.45	99.60
236198	RONALD E GORDON	19780522	ARB	12.79	102.32
233878	JAMES DEAN SCHAFFER	19780829	001	12.45	
233894	DAVID L WILMETH	19781017	ARB	13.09	104.72
233928	DOUGLAS A PETTIT	19790115	ARB	13.75	110.00
233936	MICHAEL R HAGEN	19790122	ARB	13.09	104.72
233956	MARSHAL CHEERS	19790227	001	12.79	
233963	TERESA L WILSON	19790305	001	12.45	
233965	DAVID A PETTIT	19790309	ARB	13.50	108.00
233972	JANET L ANDERSON	19790402	ARB	12.45	99.60
233974	JAMES E TOUDON	19790403	ARB	12.84	102.72
233989	LARRY W MORRISON	19790611	ARB	13.09	104.72
234108	JOHN E CONNELLY	19810112	ARB	13.09	104.72
234112	GLEN T BISHOP	19810114	ARB	13.14	105.12
234151	GREG S MILLER	19810722	ARB	13.09	104.72
234179	JOHN J BIELSKI	19810831	001	13.09	
234226	RANDY LEE HART	19820107	001	12.79	
234287	DAVID E MCGUIRE	19860107	ARB	13.04	104.32
234292	GEORGE P BAILEY	19871202	001	12.44	

EMEMP#	EMPNAM	Seniority Date	21-Nov	Rate	Total Owed
234323	STEVE E ABELL	19950807	001	12.85	
234336	LAURIE J PETTIT	19950807	001	12.55	
234365	MATTHEW A MARTIN	19950807	ARB	13.00	104.00
234371	ERNEST E MORRISON	19950920	001	12.90	
234097	C. A. GOOD	19950929	ARB	12.69	101.52
234329	FRANK W CARNIS	19951002	ARB	12.69	101.52
234307	MIKE L SCROGGIE	19951016	ARB	13.00	104.00
234378	PAUL W ROYSTER	19951016	VAC	12.69	101.52
234334	DAVID L CONLEY	19960108	ARB	12.39	99.12
234389	SCOTT R MALONE	19960820	001	12.75	

ARB Total	3,419.20
VAC Total	514.88
Grand Total	3,934.08

Key

001	= Employees who actually worked
ARB	= Employees who were off due to the reduced work week
VAC	= Employees who received vacation pay

EMEMP#	EMPNAM	Seniority Date	26-Dec	Rate	Total Owed
233113	DAVID E STEVENS	19650311	ARB	12.89	103.12
233137	DENNIS D BROWN	19650503	ARB	12.89	103.12
233140	TERRY L HELVIE	19650517	VAC	13.14	105.12
233165	E DENNIS ORWAN	19650628	001	13.83	
233172	CHAS M. E WEIL	19650825	ARB	12.89	103.12
233184	RONALD E SPURR	19651101	001	13.14	
233188	LIEU L BROWN	19651220	001	12.59	
233193	ARTHUR G PRITCHARD	19660328	VAC	13.14	105.12
233155	RONALD C BEARDSLEY	19660711	VAC	13.00	104.00
233111	FREDRICK A BURNS	19670403	ARB	12.89	103.12
233228	JAMES E PEAK	19680125	ARB	12.50	100.00
233268	LEO W SCHAFFER	19680904	VAC	12.84	102.72
233276	RICHARD W MULLIN	19690330	001	12.84	
233284	SHELBY D BULLOCK	19690331	VAC	12.84	102.72
233304	DUANE E PEARSON	19720327	VAC	13.19	105.52
233285	CHARLES E TRISLER	19720408	001	12.75	
233568	JOHN L WHITE	19730712	001	13.14	
233571	WILLIAM A HAMMONS	19730716	001	12.75	
233594	CHRISTIE G GILLHAM	19730816	001	12.84	
233601	DEBERAD D GORDON	19730830	001	12.89	
233618	JANICE H OSBORNE	19730919	ARB	12.89	103.12
233456	JAMES R FLOWERS	19740104	ARB	13.14	105.12
233654	KATHERYN S NELSON	19740128	ARB	12.89	103.12
233687	KEITH A CLARK	19740408	ARB	13.14	105.12
233700	RONNEY G FORD	19740513	VAC	12.89	103.12
233375	JERRY J WILLETS	19740517	ARB	12.89	103.12
233716	DENNIS G STRUBLE	19740528	VAC	12.60	100.80
233205	ROGER L JONES	19740618	VAC	12.89	103.12
233732	PEGGY J KESTER	19740730	ARB	12.75	102.00
233769	E JEAN MCKINNEY	19740917	ARB	13.14	105.12
233543	BARRY A MCINTIRE	19741002	VAC	12.50	100.00
233748	LINDA D BISHOP	19750719	001	12.59	
233808	D. JOHN LEE	19770620	001	12.45	
233807	FRANKLIN D WOOD	19771106	ARB	12.84	102.72
233810	JERRY K NOVAK	19771201	001	13.09	
233811	BARRY L KRALIK	19771207	ARB	13.09	104.72
233789	DANNY L FULTON	19780103	001	13.05	
233612	JERRY L BALIUS	19780103	VAC	12.54	100.32
233832	JACKIE J SHIMER	19780515	001	12.45	
236198	RONALD E GORDON	19780522	ARB	12.79	102.32
233878	JAMES DEAN SCHAFFER	19780829	001	12.45	
233894	DAVID L WILMETH	19781017	ARB	13.09	104.72
233897	TIMOTHY D WEHMAN	19781023	001	12.65	
233899	ROBBIE S BARTLEY	19781026	ARB	12.79	102.32
233928	DOUGLAS A PETTIT	19790115	ARB	13.75	110.00
233936	MICHAEL R HAGEN	19790122	ARB	13.09	104.72
233947	JEANNIE L WOOSLEY	19790213	ARB	12.84	102.72
233956	MARSHALL GIBBS	19790227	001	12.79	
233968	TERESA L WILSON	19790805	001	12.45	
233965	DAVID A PETTIT	19790309	ARB	13.50	108.00
233972	JANET L ANDERSON	19790402	ARB	12.45	99.60

EMEMP#	EMPNAM	Seniority Date	26-Dec	Rate	Total Owed
233974	JAMES E LOUDON	19790403	ARB	12.84	102.72
233982	ROBERT L NOVAK	19790423	ARB	12.84	102.72
233989	LARRY W MORRISON	19790611	ARB	13.09	104.72
233693	VERNON L LOUDON	19790813	ARB	12.84	102.72
234076	JOSEPH M ROSS	19800603	001	13.25	
234203	KELLY D MCDANIEL	19811019	VAC	12.79	102.32

ARB Total	2,693.92
VAC Total	1,234.88
Grand Total	3,928.80

Key

001	= Employees who actually worked
ARB	= Employees who were off due to the reduced work week
VAC	= Employees who received vacation pay

EMEMP#	EMPNAM	Seniority Date		27-Dec Rate	Total Owed
233113	DAVID E STEVENS	19650311	ARB	12.89	103.12
233137	DENNIS D BROWN	19650503	ARB	12.89	103.12
233140	TERRY L HELVIE	19650517	VAC	13.14	105.12
233165	F DENNIS ORWAN	19650628	001	13.83	
233172	CHAS M E WEIL	19650825	ARB	12.89	103.12
233181	RONALD E SPURR	19651101	001	13.14	
233183	LIEU L BROWN	19651220	001	12.59	
233193	ARTHUR G PRITCHARD	19660328	VAC	13.14	105.12
233155	RONALD C BEARDSLEY	19660711	VAC	13.00	104.00
233111	FREDRICK A BURNS	19670403	ARB	12.89	103.12
233228	JAMES E PEAK	19680125	ARB	12.50	100.00
233268	LEO W SCHAFFER	19680904	VAC	12.84	102.72
233273	RICHARD W MULLIN	19690330	001	12.84	
233284	SHELBY D BULLOCK	19690331	VAC	12.84	102.72
233304	DUANE E PEARSON	19720327	VAC	13.19	105.52
233285	CHARLES E TRISLER	19720408	001	12.75	
233568	JOHN L WHITE	19730712	001	13.14	
233571	WILLIAM A HAMMONS	19730713	001	12.75	
233594	CHRISTIE G GILLHAM	19730816	001	12.84	
233601	DEBERA D GORDON	19730830	001	12.89	
233618	JANICE H OSBORNE	19730919	ARB	12.89	103.12
233456	JAMES R FLOWERS	19740104	ARB	13.14	105.12
233654	KATHERYN S NELSON	19740128	ARB	12.89	103.12
233687	KEITH A CLARK	19740408	ARB	13.14	105.12
233700	RONNEY G FORD	19740513	VAC	12.89	103.12
233375	JERRY J WILLETS	19740517	ARB	12.89	103.12
233716	DENNIS G STRUBLE	19740528	VAC	12.60	100.80
233205	ROGER L JONES	19740618	VAC	12.89	103.12
233732	PEGGY J KESTER	19740730	ARB	12.75	102.00
233769	E JEAN MCKINNEY	19740917	ARB	13.14	105.12
233543	BARRY A MCINTIRE	19741002	001	12.50	
233748	LINDA D BISHOP	19750719	001	12.59	
233808	D JOHNEEE	19770620	001	12.45	
233807	FRANKLIN D WOOD	19771106	ARB	12.84	102.72
233810	JERRY K NOVAK	19771201	001	13.09	
233811	BARRY L KRALIK	19771207	ARB	13.09	104.72
233789	DANNY L ENSTON	19780103	001	13.05	
233612	JERRY L BALIUS	19780103	VAC	12.54	100.32
233882	JACKIE J SHIMER	19780515	001	12.45	
236198	RONALD E GORDON	19780522	ARB	12.79	102.32
233876	JAMES DEAN SCHAFFER	19780829	001	12.45	
233894	DAVID L WILMETH	19781017	ARB	13.09	104.72
233897	TIMOTHY D WEHRMAN	19781023	001	12.65	
233899	ROBBIE S BARTLEY	19781026	ARB	12.79	102.32
233928	DOUGLAS A PETTIT	19790115	ARB	13.75	110.00
233936	MICHAEL R HAGEN	19790122	ARB	13.09	104.72
233947	JEANNIE L WOOSLEY	19790213	ARB	12.84	102.72
233956	MARSHAL CHEERS	19790227	001	12.79	
233963	TERESA L WILSON	19790305	001	12.45	
233965	DAVID A PETTIT	19790309	ARB	13.50	108.00
233972	JANET L ANDERSON	19790402	ARB	12.45	99.60

EMEMP#	EMPNAM	Seniority Date	26-Oct	Rate	Total Owed
234112	GLEN T BISHOP	19810114	ARB	13.14	105.12
234151	GREG S MILLER	19810722	ARB	13.09	104.72
234191	MICHAEL W MURREN	19810901	001	13.40	
234226	RANDY LEE HART	19820107	001	12.79	
234219	LORENE LONG	19841112	001	13.04	
234287	DAVID E MCGUIRE	19860107	ARB	13.04	104.32
234292	GEORGE F BAILEY	19871202	001	12.44	
234323	STEVE E ABELL	19950307	001	12.85	
234366	LAURIE J PETTY	19950807	001	12.55	
234365	MATTHEW A MARTIN	19950807	001	13.00	
234371	ERNEST E MORRISON	19950920	001	12.90	
234097	C. A. GOOD	19950929	ARB	12.69	101.52
234329	FRANK W CARNS	19951002	ARB	12.69	101.52
234307	MIKE L SCROGGLIE	19951016	001	13.00	
234378	PAUL W ROYSTER	19951016	ARB	12.69	101.52
234334	DAVID L CONLEY	19960108	ARB	12.39	99.12
234389	SCOTT R MALONE	19960320	001	12.73	
234390	JEREMY M BISHOP	19960327	001	12.73	
234391	BRIAN L COLEMAN	19960303	001	12.30	
234382	BRYAN E WEINERICH	19960303	001	12.60	
234394	EDWARD A NELSON	19960904	ARB	12.69	101.52
234396	TODD J BROWN	19960909	ARB	12.20	97.60
234397	DAVID L HAGKISON	19960912	001	12.80	
234398	CHAD A HAMMONS	19960916	001	12.89	
234404	WINFIELD S MCKINNEY	19961004	001	13.25	
234408	CHRISTOPHER L MORRISON	19961111	ARB	12.69	101.52
234410	KEVIN J WEBB	19961118	001	13.00	
234411	JAN M DAVIDSON	19961125	001	12.89	
234416	PERCY WEST JR	19961210	001	12.90	

ARB Total	3,609.36
VAC Total	514.48
Grand Total	4,123.84

Key

- 001 = Employees who actually worked
- ARB = Employees who were off due to the reduced work week
- VAC = Employees who received vacation pay

EMEMP#	EMPNAM	Seniority Date	2-Nov	Rate	Total Owed
233113	DAVID E STEVENS	19650311	ARB	12.89	103.12
233137	DENNIS D BROWN	19650503	ARB	12.89	103.12
233140	TERRY L HELVIE	19650517	VAC	13.14	105.12
233172	CHAS M. E WEIL	19650825	ARB	12.89	103.12
233181	RONALD E SPURR	19651101	ARB	13.14	105.12
233193	ARTHUR G PRITCHARD	19660328	ARB	13.14	105.12
233202	FRANK D CARSON	19660520	001	12.84	
233155	RONALD C BEARDSLEY	19660711	ARB	13.00	104.00
233228	JAMES E PEAK	19680125	ARB	12.50	100.00
233268	LEO W SCHAFFER	19680904	ARB	12.84	102.72
233304	DUANE E PEARSON	19720327	ARB	13.19	105.52
233235	CHARLES E TRISLEE	19720408	001	12.75	
233222	STEVEN E SHINKLE	19730226	001	13.10	
233122	BALLAS G EDWARDS	19730609	001	12.60	
233568	JOHN L WHITE	19730712	ARB	13.14	105.12
233571	WILLIAM A HAMMONS	19730713	VAC	12.75	102.00
233594	CHRISTIE G GILHAM	19730816	001	12.84	
233456	JAMES R FLOWERS	19740104	ARB	13.14	105.12
233654	KATHERYN S NELSON	19740128	001	12.89	
233687	KEITH A CLARK	19740408	VAC	13.14	105.12
233700	RONNEY G FORD	19740513	ARB	12.89	103.12
233375	JERRY J WILLETS	19740517	ARB	12.89	103.12
233716	DENNIS G STRUBLE	19740528	ARB	12.60	100.80
233205	ROGER L JONES	19740618	ARB	12.89	103.12
233543	BARRY A MCINTIRE	19741002	001	12.50	
233748	LINDA D BISHOP	19750719	001	12.59	
233808	D JOHN LEE	19770620	001	12.45	
233807	FRANKLIN S WOOD	19771106	001	12.84	
233810	JERRY K NOVAK	19771201	ARB	13.09	104.72
233811	BARRY L KRALIK	19771207	ARB	13.09	104.72
233612	JERRY L BALIUS	19780103	VAC	12.54	100.32
233832	JACKIE J SHIMER	19780515	ARB	12.45	99.60
236198	RONALD E GORDON	19780522	ARB	12.79	102.32
233878	JAMES DEAN SCHAFFER	19780829	001	12.45	
233894	DAVID L WILMETH	19781017	VAC	13.09	104.72
233899	ROBBIE S BARTLEY	19781026	001	12.79	
233928	DOUGLAS A PETTIT	19790115	001	13.75	
233936	MICHAEL R HAGEN	19790122	ARB	13.09	104.72
233956	MARSHA L CHEERS	19790227	001	12.79	
233968	TERESA L WILSON	19790305	001	12.45	
233965	DAVID A PETTIT	19790309	ARB	13.50	108.00
233972	JANET L ANDERSON	19790402	ARB	12.45	99.60
233974	JAMES E LOUDON	19790403	ARB	12.84	102.72
233989	LARRY W MORRISON	19790611	ARB	13.09	104.72
234076	JOSEPH M ROSS	19800608	001	13.25	
234078	ROBERT A BARTLEY	19800616	001	12.79	
234108	JOHN F CONNELLY	19810112	ARB	13.09	104.72
234112	GLEN T BISHOP	19810114	ARB	13.14	105.12
234151	GREG S MILLER	19810722	ARB	13.09	104.72
234191	MICHAEL W MURREN	19810961	001	16.40	

EMEMP#	EMPNAM	Seniority Date	2-Nov	Rate	Total Owed
234226	RANDY LEE HART	19820107	001	12.79	
234219	LORENE LONG	19841112	001	13.04	
234287	DAVID E MCGUIRE	19860107	ARB	13.04	104.32
234292	GEORGE F BAILEY	19871202	001	12.44	
234326	STEVE E ABELL	19950307	001	12.85	
234380	LAURIE J PETTIT	19950307	001	12.55	
234365	MATTHEW A MARTIN	19950807	ARB	13.00	104.00
234071	ERNEST E MORRISON	19950920	001	12.90	
234097	C. A. GOOD	19950929	ARB	12.69	101.52
234329	FRANK W CARNIS	19951002	ARB	12.69	101.52
234307	MIKE L SCROGGIE	19951016	001	13.00	
234378	PAUL W ROYSTER	19951016	ARB	12.69	101.52
234334	DAVID L CONLEY	19960108	ARB	12.39	99.12
234389	SCOTT R MALONE	19960820	001	12.79	
234390	JEREMY M BISHOP	19960827	001	12.76	
234391	BRIAN L COLEMAN	19960903	001	12.60	
234384	BRYAN P WEINBERG	19960903	001	12.60	
234394	EDWARD A NELSON	19960904	001	12.69	
234396	TODD J BROWN	19960909	ARB	12.2	97.60

ARB Total	3,507.52
VAC Total	517.28
Grand Total	4,024.80

Key

001	= Employees who actually worked
ARB	= Employees who were off due to the reduced work week
VAC	= Employees who received vacation pay

EMEMP#	EMPNAM	Seniority Date	19-Nov	Rate	Total Owed
233113	DAVID E STEVENS	19650311	ARB	12.89	103.12
233137	DENNIS D BROWN	19650503	ARB	12.89	103.12
233140	TERRY L HELVIE	19650517	VAC	13.14	105.12
233165	F DENNIS ORWAN	19650528	001	12.89	
233172	CHAS M E WEIL	19650825	ARB	12.89	103.12
233181	RONALD E SPURR	19651101	ARB	13.14	105.12
233183	MIKE L BROWN	19651220	001	12.59	
233193	ARTHUR G PRITCHARD	19660328	ARB	13.14	105.12
233202	FRANK D CARSON	19660620	001	12.84	
233155	RONALD C BEARDSLEY	19660711	001	13.00	
233111	FREDRICK A BJENS	19670403	001	12.89	
233228	JAMES E PEAK	19680125	ARB	12.50	100.00
233268	LEO W SCHAFER	19680904	ARB	12.84	102.72
233304	DUANE E PEARSON	19720327	VAC	13.19	105.52
233225	CHARLES E TRISLER	19720408	001	12.76	
233122	DALLAS G EDWARDS	19730603	001	12.60	
233568	JOHN L WHITE	19730712	VAC	13.14	105.12
233571	WILLIAM A HAMMONS	19730713	ARB	12.75	102.00
233594	CHRISTIE C GILLHAM	19730816	001	12.84	
233456	JAMES R FLOWERS	19740104	ARB	13.14	105.12
233634	KATHERYN S NELSON	19740128	001	12.89	
233687	KEITH A CLARK	19740408	VAC	13.14	105.12
233700	RONNEY G FORD	19740513	VAC	12.89	103.12
233375	JERRY J WILLETS	19740517	ARB	12.89	103.12
233716	DENNIS G STRUBLE	19740528	ARB	12.60	100.80
233782	PEGGY J KESTER	19740730	001	12.75	
233545	BARRY A MCINTIRE	19741002	001	12.50	
233748	LINDA D BISHOP	19750719	001	12.59	
233803	D JOHN LEE	19770620	001	12.45	
233810	JERRY K NOVAK	19771201	ARB	13.09	104.72
233811	BARRY L KRALIK	19771207	ARB	13.09	104.72
233789	DANNY L FULTON	19780103	001	13.05	
233612	JERRY L BALIUS	19780103	ARB	12.54	100.32
233832	JACKIE J SHIMER	19780515	VAC	12.45	99.60
233198	RONALD E GORDON	19780522	ARB	12.79	102.32
233878	JAMES DEAN SCHAFER	19780820	001	12.45	
233894	DAVID L WIEMETH	19781017	ARB	13.09	104.72
233839	ROBBIE S BARTLEY	19781026	001	12.79	
233928	DOUGLAS A PETTIT	19790115	ARB	13.75	110.00
233936	MICHAEL R HAGEN	19790122	ARB	13.09	104.72
233956	MARSHAL CHEERS	19790227	001	12.79	
233965	DAVID A PETTIT	19790309	ARB	13.50	108.00
233972	JANELL ANDERSON	19790402	ARB	12.45	99.60
233974	JAMES E LOUDON	19790403	ARB	12.84	102.72
233989	LARRY W MORRISON	19790611	ARB	13.09	104.72
234076	JOSEPH M ROSS	19800503	001	13.25	
234078	ROBERT A BARTLEY	19800610	001	12.79	
234108	JOHN F CONNELLY	19810112	ARB	13.09	104.72
234112	GLEN T BISHOP	19810114	ARB	13.14	105.12
234151	GREG S MILLER	19810722	ARB	13.09	104.72

EMEMP#	EMPNAM	Seniority Date	19-Nov	Rate	Total Owed
234179	JOHN J BLESKI	19810831	001	13.09	
234226	RANDY LEE HART	19820107	001	12.79	
234287	DAVID E MCGUIRE	19860107	ARB	13.04	104.32
234292	GEORGE F BAILEY	19871202	001	12.44	
234326	STEVE E ABELL	19950807	001	12.85	
234330	LAURIE J PETTE	19950807	001	12.65	
234365	MATTHEW A MARTIN	19950807	ARB	13.00	104.00
234371	ERNEST E MORRISON	19950920	001	12.98	
234097	C. A. GOOD	19950929	ARB	12.69	101.52
234329	FRANK W CARNIS	19951002	ARB	12.69	101.52
234307	MIKE L SCROGGIE	19951016	ARB	13.00	104.00
234378	PAUL W ROYSTER	19951016	VAC	12.69	101.52
234334	DAVID L CONLEY	19960108	ARB	12.39	99.12
234389	SCOTT R MALONE	19960820	001	12.73	
234691	BRIAN L COLEMAN	19960906	001	12.30	

ARB Total	3,208.96
VAC Total	725.12
Grand Total	3,934.08

Key

001	= Employees who actually worked
ARB	= Employees who were off due to the reduced work week
VAC	= Employees who received vacation pay

EMEMP#	EMPNAM	Seniority Date	20-Nov	Rate	Total Owed
233113	DAVID E STEVENS	19650311	ARB	12.89	103.12
233137	DENNIS D BROWN	19650503	ARB	12.89	103.12
233140	TERRY L HELVIE	19650517	VAC	13.14	105.12
233165	F DENNIS ORWAN	19650628	001	13.83	
233172	CHAS M. E WEIL	19650825	ARB	12.89	103.12
233181	RONALD E SPURR	19651101	ARB	13.14	105.12
233183	HE J L BROWN	19651226	001	12.59	
233193	ARTHUR G PRITCHARD	19660328	ARB	13.14	105.12
233202	FRANK D CARSON	19660620	001	12.84	
233155	RONALD C BEARDSLEY	19660711	001	13.00	
233111	FREDRICK A BURNS	19670403	001	12.89	
233228	JAMES E PEAK	19680125	ARB	12.50	100.00
233268	LEO W SCHAFFER	19680904	ARB	12.84	102.72
233304	DUANE E PEARSON	19720327	VAC	13.19	105.52
233235	CHARLES E TRISLET	19720408	001	12.75	
233122	DALLAS G EDWARDS	19730609	001	12.60	
233568	JOHN L WHITE	19730712	VAC	13.14	105.12
233571	WILLIAM A HAMMONS	19730713	ARB	12.75	102.00
233594	CHRISTIE C GILLHAM	19730816	001	12.84	
233456	JAMES R FLOWERS	19740104	ARB	13.14	105.12
233654	KATHERYN S NELSON	19740128	001	12.89	
233687	KEITH A CLARK	19740408	VAC	13.14	105.12
233700	RONNEY G FORD	19740513	VAC	12.89	103.12
233375	JERRY J WILLETS	19740517	ARB	12.89	103.12
233716	DENNIS G STRUBLE	19740528	ARB	12.60	100.80
233732	PEGGY J KESTER	19740730	001	12.75	
233543	BARRY A MONTIRE	19741002	001	12.50	
233748	LINDA D BISHOP	19750719	001	12.59	
233808	D. JOHNLIEE	19770620	001	12.45	
233810	JERRY K NOVAK	19771201	ARB	13.09	104.72
233811	BARRY L KRALIK	19771207	ARB	13.09	104.72
233789	DANNY L FULTON	19780103	001	13.05	
233612	JERRY L BALIUS	19780103	ARB	12.54	100.32
233832	JACKIE J SHIMER	19780515	VAC	12.45	99.60
236198	RONALD E GORDON	19780522	ARB	12.79	102.32
233878	JAMES DEAN SCHAFER	19780829	001	12.45	
233894	DAVID L WILMETH	19781017	ARB	13.09	104.72
233899	ROBBIE S BARTLEY	19781026	001	12.79	
233928	DOUGLAS A PETTIT	19790115	ARB	13.75	110.00
233936	MICHAEL R HAGEN	19790122	ARB	13.09	104.72
233950	MARSHA L CHEERS	19790227	001	12.79	
233963	TERESA L WILSON	19790305	001	12.45	
233965	DAVID A PETTIT	19790309	ARB	13.50	108.00
233972	JANET L ANDERSON	19790402	ARB	12.45	99.60
233974	JAMES E LOUDON	19790403	ARB	12.84	102.72
233989	LARRY W MORRISON	19790611	ARB	13.09	104.72
234076	JOSEPH M ROSS	19800603	001	13.25	
234078	ROBERT A BARTLEY	19800610	001	12.79	
234108	JOHN F CONNELLY	19810112	ARB	13.09	104.72
234112	GLEN T BISHOP	19810114	ARB	13.14	105.12

EMEMP#	EMPNAM	Seniority Date	20-Nov	Rate	Total Owed
234151	GREG S MILLER	19810722	ARB	13.09	104.72
234179	JOHN J BIELSKI	19810831	001	13.09	
234226	GANDY LEE HART	19820107	001	12.79	
234287	DAVID E MCGUIRE	19860107	ARB	13.04	104.32
234292	GEORGE F BAILEY	19871202	001	12.44	
234323	STEVE E ABELL	19950807	001	12.85	
234330	LAURIE J PETTIT	19950807	001	12.55	
234365	MATTHEW A MARTIN	19950807	ARB	13.00	104.00
234371	ERNEST E MORRISON	19950920	001	12.99	
234097	C. A. GOOD	19950929	ARB	12.69	101.52
234329	FRANK W. CARNS	19951002	ARB	12.69	101.52
234307	MIKE L SCROGGIE	19951016	ARB	13.00	104.00
234378	PAUL W ROYSTER	19951016	VAC	12.69	101.52
234334	DAVID L CONLEY	19960108	ARB	12.39	99.12
234389	SCOTT R MALONE	19960820	001	12.73	

ARB Total	3,208.96
VAC Total	725.12
Grand Total	3,934.08

Key

001	= Employees who actually worked
ARB	= Employees who were off due to the reduced work week
VAC	= Employees who received vacation pay

EMEMP#	EMPNAM	Seniority Date		27-Dec Rate	Total Owed
233974	JAMES E LOUDON	19790403	ARB	12.84	102.72
233982	ROBERT L NOVAK	19790423	ARB	12.84	102.72
233989	LARRY W MORRISON	19790611	ARB	13.09	104.72
233693	VERNON L LOUDON	19790813	ARB	12.84	102.72
234203	KELLY D MCDANIEL	19811019	VAC	12.79	102.32

ARB Total	2,693.92
VAC Total	1,134.88
Grand Total	3,828.80

Key

00	= Employees who actually worked
ARB	= Employees who were off due to the reduced work week
VAC	= Employees who received vacation pay

EMEMP#	EMPNAM	Seniority Date	28-Dec	Rate	Total Owed
233113	DAVID E STEVENS	19650311	ARB	12.89	103.12
233137	DENNIS D BROWN	19650503	ARB	12.89	103.12
233140	TERRY L HELVIE	19650517	ARB	13.14	105.12
233165	F DENNIS ORWAN	19650628	001	13.86	
233172	CHAS M. E WEIL	19650825	ARB	12.89	103.12
233181	RONALD E SPURR	19651101	001	13.14	
233183	MEL L BROWN	19651220	001	12.59	
233193	ARTHUR G PRITCHARD	19660328	VAC	13.14	105.12
233155	RONALD C BEARDSLEY	19660711	VAC	13.00	104.00
233111	FREDRICK A BURNS	19670403	ARB	12.89	103.12
233228	JAMES E PEAK	19680125	ARB	12.50	100.00
233268	LEO W SCHAFFER	19680904	VAC	12.84	102.72
233273	RICHARD W MULLIN	19690330	001	12.84	
233284	SHELBY D BULLOCK	19690331	ARB	12.84	102.72
233304	DUANE E PEARSON	19720327	VAC	13.19	105.52
233335	CHARLES E TRISLEE	19720408	001	12.75	
233358	JOHN L WHITE	19730712	001	13.14	
233351	WILLIAM A HAMMONS	19730713	001	12.75	
233394	CHRISTIE G GILHAM	19730816	001	12.84	
233601	DEBERA D GORDON	19730830	001	12.89	
233618	JANICE H OSBORNE	19730919	ARB	12.89	103.12
233456	JAMES R FLOWERS	19740104	ARB	13.14	105.12
233654	KATHERYN S NELSON	19740128	ARB	12.89	103.12
233687	KEITH A CLARK	19740408	ARB	13.14	105.12
233700	RONNEY G FORD	19740513	VAC	12.89	103.12
233375	JERRY J WILLETS	19740517	ARB	12.89	103.12
233716	DENNIS G STRUBLE	19740528	VAC	12.60	100.80
233205	ROGER L JONES	19740618	VAC	12.89	103.12
233732	PEGGY J KESTER	19740730	ARB	12.75	102.00
233769	E JEAN MCKINNEY	19740917	ARB	13.14	105.12
233543	BARRY A MCINTIRE	19741002	001	12.50	
233748	LINDA B BISHOP	19750719	001	12.59	
233807	FRANKLIN D WOOD	19771106	ARB	12.84	102.72
233810	JERRY K NOVAK	19771201	001	13.09	
233811	BARRY E KRALIK	19771207	ARB	13.09	104.72
233789	DANNY LEULTON	19780103	001	13.05	
233612	JERRY L BALIUS	19780103	VAC	12.54	100.32
233862	JACKIE J SHIMER	19780515	001	12.45	
236198	RONALD E GORDON	19780522	ARB	12.79	102.32
233878	JAMES DEAN SCHAFFER	19780829	001	12.45	
233894	DAVID D WILMETH	19781017	ARB	13.09	104.72
233897	TIMOTHY D WEHRMAN	19781023	001	12.65	
233899	ROBBIE S BARTLEY	19781026	ARB	12.79	102.32
233928	DOUGLAS A PETTIT	19790115	ARB	13.75	110.00
233936	MICHAEL R HAGEN	19790122	ARB	13.09	104.72
233947	JEANNIE L WOOSLEY	19790213	ARB	12.84	102.72
233956	MARSHA L CHEERS	19790227	001	12.79	
233963	TERESA L WILSON	19790305	001	12.45	
233965	DAVID A PETTIT	19790309	ARB	13.50	108.00
233972	JANET L ANDERSON	19790402	ARB	12.45	99.60

EMEMP#	EMPNAM	Seniority Date	28-Dec	Rate	Total Owed
233974	JAMES E LOUDON	19790403	ARB	12.84	102.72
233982	ROBERT L NOVAK	19790423	ARB	12.84	102.72
233989	LARRY W MORRISON	19790611	ARB	13.09	104.72
233693	VERNON L LOUDON	19790813	ARB	12.84	102.72
234203	KELLY D MCDANIEL	19811019	VAC	12.79	102.32

ARB Total	2,901.76
VAC Total	927.04
Grand Total	3,828.80

Key

- 001** = Employees who actually worked
- ARB** = Employees who were off due to the reduced work week
- VAC** = Employees who received vacation pay

EMEMP#	EMPNAM	Seniority Date	2-Jan	Rate	Total Owed
233113	DAVID E STEVENS	19650311	ARB	12.89	103.12
233137	DENNIS D BROWN	19650503	ARB	12.89	103.12
233140	TERRY L HELVIE	19650517	VAC	13.14	105.12
233165	F. DENNIS ORWAN	19650628	ARB	13.83	110.64
233172	CHAS M. E WEIL	19650825	ARB	12.89	103.12
233181	RONALD E SPIRR	19651101	001	13.14	
233183	LIEU L BROWN	19651220	ARB	12.59	100.72
233193	ARTHUR G PRITCHARD	19660328	VAC	13.14	105.12
233123	JOHN W WHITE	19660703	VAC	13.53	108.24
233155	RONALD C BEARDSLEY	19660711	001	13.00	
233111	FREDRICK A BURNS	19670403	ARB	12.89	103.12
233228	JAMES E PEAK	19680125	ARB	12.50	100.00
233268	LEO W SCHAFFER	19680904	VAC	12.84	102.72
233273	RICHARD W MULLIN	19690330	VAC	12.84	102.72
233284	SHELBY D BULLOCK	19690331	VAC	12.84	102.72
233304	DUANE E PEARSON	19720327	VAC	13.19	105.52
233235	CHARLES E TRISLER	19720408	001	12.75	
233568	JOHN L WHITE	19730712	001	13.14	
233671	WILLIAM A HAMMONS	19730716	001	12.75	
233594	CHRISTIE G GILLHAM	19730816	001	12.84	
233601	BERNARD GORDON	19730830	001	12.89	
233618	JANICE H OSBORNE	19730919	ARB	12.89	103.12
233456	JAMES R FLOWERS	19740104	ARB	13.14	105.12
233654	KATHERYN S NELSON	19740128	ARB	12.89	103.12
233687	KEITH A CLARK	19740408	ARB	13.14	105.12
233700	RONNEY G FORD	19740513	VAC	12.89	103.12
233375	JERRY J WILLETS	19740517	ARB	12.89	103.12
233716	DENNIS G STRUBLE	19740528	VAC	12.60	100.80
233205	ROGER L JONES	19740618	VAC	12.89	103.12
233732	PEGGY J KESTER	19740730	ARB	12.75	102.00
233769	E. JEAN MCKINNEY	19740917	ARB	13.14	105.12
233543	BARRY A MCINTIRE	19741002	VAC	12.50	100.00
233748	LINDA D BISHOP	19750719	001	12.59	
233808	D. JOHN LEE	19770620	VAC	12.45	99.60
233936	MICHAEL R HAGEN	19790122	ARB	13.09	104.72
234203	KELLY D MCDANIEL	19811019	VAC	12.79	102.32

ARB Total	1,555.28
VAC Total	1,341.12
Grand Total	2,896.40

Key

001	= Employees who actually worked
ARB	= Employees who were off due to the reduced work week
VAC	= Employees who received vacation pay

EMEMP#	EMPNAM	Seniority Date	3-Jan	Rate	Total Owed
233113	DAVID E STEVENS	19650311	ARB	12.89	103.12
233137	DENNIS D BROWN	19650503	ARB	12.89	103.12
233140	TERRY L HELVIE	19650517	VAC	13.14	105.12
233165	F. DENNIS ORWAN	19650628	ARB	13.83	110.64
233172	CHAS M. E WEIL	19650825	ARB	12.89	103.12
233181	RONALD E SEURF	19651101	001	13.14	
233183	LIEU L BROWN	19651220	ARB	12.59	100.72
233193	ARTHUR G PRITCHARD	19660328	VAC	13.14	105.12
233123	JOHN W WHITE	19660703	VAC	13.53	108.24
233155	RONALD C BEARDSLEY	19660711	001	13.00	
233111	FREDRICK A BURNS	19670403	ARB	12.89	103.12
233228	JAMES E PEAK	19680125	ARB	12.50	100.00
233268	LEO W SCHAFFER	19680904	VAC	12.84	102.72
233273	RICHARD W MULLIN	19690330	VAC	12.84	102.72
233284	SHELBY D BULLOCK	19690331	VAC	12.84	102.72
233304	DUANÉ E PEARSON	19720327	VAC	13.19	105.52
233235	CHARLES E TRISLER	19720408	001	12.75	
233568	JOHN L WHITE	19730712	001	13.14	
233571	WILLIAM A HAMMONS	19730713	001	12.75	
233594	CHRISTIE G GILLHAM	19730816	001	12.84	
233601	DEBBIE D GORDON	19730830	001	12.89	
233618	JANICE H OSBORNE	19730919	ARB	12.89	103.12
233456	JAMES R FLOWERS	19740104	ARB	13.14	105.12
233654	KATHERYN S NELSON	19740128	ARB	12.89	103.12
233687	KEITH A CLARK	19740408	ARB	13.14	105.12
233700	RONNEY G FORD	19740513	VAC	12.89	103.12
233375	JERRY J WILLETS	19740517	ARB	12.89	103.12
233716	DENNIS G STRUBLE	19740528	VAC	12.60	100.80
233205	ROGER L JONES	19740618	VAC	12.89	103.12
233732	PEGGY J KESTER	19740730	ARB	12.75	102.00
233769	E JEAN MCKINNEY	19740917	ARB	13.14	105.12
233543	BARRY A MCINTIRE	19741002	VAC	12.50	100.00
233936	MICHAEL R HAGEN	19790122	ARB	13.09	104.72
234203	KELLY D MCDANIEL	19811019	VAC	12.79	102.32

ARB Total	1,555.28
VAC Total	1,241.52
Grand Total	2,796.80

Key

- 001 = Employees who actually worked
- ARB = Employees who were off due to the reduced work week
- VAC = Employees who received vacation pay

EMEMP#	EMPNAM	Seniority Date	4-Jan	Rate	Total Owed
233113	DAVID E STEVENS	19650311	ARB	12.89	103.12
233137	DENNIS D BROWN	19650503	ARB	12.89	103.12
233140	TERRY L HELVIE	19650517	ARB	13.14	105.12
233165	F. DENNIS ORWAN	19650628	ARB	13.83	110.64
233172	CHAS M. E WEIL	19650825	ARB	12.89	103.12
233181	RONALD E SPURR	19651101	001	13.14	
233183	LIEU L BROWN	19651220	ARB	12.59	100.72
233193	ARTHUR G PRITCHARD	19660328	VAC	13.14	105.12
233123	JOHN W WHITE	19660703	VAC	13.53	108.24
233155	RONALD C BEARDSLEY	19660711	001	13.00	
233111	FREDRICK A BURNS	19670403	ARB	12.89	103.12
233228	JAMES E PEAK	19680125	ARB	12.50	100.00
233268	LEO W SCHAFFER	19680904	VAC	12.84	102.72
233273	RICHARD W MULLIN	19690330	VAC	12.84	102.72
233284	SHELBY D BULLOCK	19690331	ARB	12.84	102.72
233304	DUANE E PEARSON	19720327	ARB	13.19	105.52
233235	CHARLES E TRISLER	19720408	001	12.75	
233568	JOHN L WHITE	19730712	001	13.14	
233571	WILLIAM A HAMMONS	19730713	001	12.75	
233594	CHRISTIE C GILLHAM	19730816	001	12.84	
233661	DEBERA D GORDON	19730830	001	12.89	
233618	JANICE H OSBORNE	19730919	ARB	12.89	103.12
233456	JAMES R FLOWERS	19740104	ARB	13.14	105.12
233654	KATHERYN S NELSON	19740128	ARB	12.89	103.12
233687	KEITH A CLARK	19740408	ARB	13.14	105.12
233700	RONNEY G FORD	19740513	VAC	12.89	103.12
233375	JERRY J WILLETS	19740517	ARB	12.89	103.12
233716	DENNIS G STRUBLE	19740528	VAC	12.60	100.80
233205	ROGER L JONES	19740618	VAC	12.89	103.12
233732	PEGGY J KESTER	19740730	ARB	12.75	102.00
233769	E. JEAN MCKINNEY	19740917	ARB	13.14	105.12
233543	BARRY A MCINTIRE	19741002	VAC	12.50	100.00
233748	HINDA D BISHOP	19750719	001	12.59	
233936	MICHAEL R HAGEN	19790122	ARB	13.09	104.72
234203	KELLY D MCDANIEL	19811019	ARB	12.79	102.32

ARB Total	1,970.96
VAC Total	825.84
Grand Total	2,796.80

Key

- 001 = Employees who actually worked
- ARB = Employees who were off due to the reduced work week
- VAC = Employees who received vacation pay

IN THE UNITED STATES BANKRUPTCY COURT
FOR THE DISTRICT OF DELAWARE

In re:)	Case No. 02-10109 (JJF)
)	
FANSTEEL INC., <i>et al.</i> , ¹)	Chapter 11
)	(Jointly Administered)
Debtors.)	

**ORDER REDUCING AND RECLASSIFYING CLAIM OF GLASS, MOLDERS,
POTTERY, PLASTICS & ALLIED WORKERS, LOCAL 17B, AGAINST
FANSTEEL INC. (CLAIM NO. 921)**

Fansteel Inc. ("Fansteel"), Wellman Dynamics Corporation ("WDC"), and their affiliated debtors and debtors-in-possession (collectively, the "Debtors"), having filed the Debtors' Objection To Claim of Glass, Molders, Potters, Plastics & Allied Workers, Local 17B (the "Objection") in the amount of \$189,688.60 (the "Disputed Union Claim"), seeking entry of an order reclassifying, reducing and modifying the priority status of the Disputed Union Claim; and upon consideration of the Objection and all responses thereto; and due and proper notice of the Objection having been given, it is hereby

ORDERED, that the relief sought in the Debtors' Objection is granted in all respects; and it is further

ORDERED, that Claim No. 921, amending and superseding Claim No. 809, filed against Fansteel by Glass, Molders, Potters, Plastics & Allied Workers, Local 17B (hereafter the "Glass Workers Union") is hereby reclassified as a claim against WDC and is reduced from the amount of \$189,688.60 to the amount of \$48,476.24 and allowed as a priority claim under

¹ The Debtors are the following entities: Fansteel Inc., Fansteel Holdings, Inc., Custom Technologies Corp., Escast, Inc., Wellman Dynamics Corp., Washington Mfg. Co., Phoenix Aerospace Corp., and American Sintered Technologies, Inc.

section 507(a)(3) of the Bankruptcy Code only to the extent of \$44,045.60 and as a general unsecured non-priority claim to the extent of \$4,430.64; and it is further

ORDERED, that nothing herein shall limit or otherwise affect the Debtors' rights to object in the future to (i) any proofs of claim that have been or may subsequently be filed in this case by the claimant, on the grounds set forth herein or any other appropriate grounds; and it is further

ORDERED, that pursuant to Federal Rules of Civil Procedure 54(b), made applicable in this contested matter by Federal Rules of Bankruptcy Procedure 7054 and 9014, the Court hereby directs entry of a final judgment with respect to the claims objections that are the subject of this order, the Court having determined that there is no just reason for delay in the entry of judgment on these matters.

Dated: January ____, 2004

The Honorable Joseph J. Farnan, Jr.
United States District Court Judge