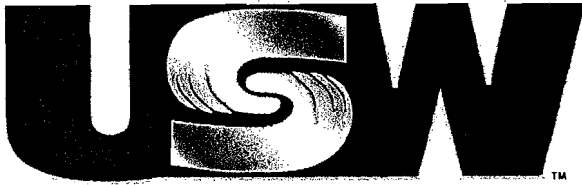


UNITED STEELWORKERS



UNITY AND STRENGTH FOR WORKERS

Non-Disciplinary Interview Assurance

In full recognition of the undersigned employee's "Weingarten Rights" as articulated by the U.S. Supreme Court (420 US 251, 1974), the employer hereby acknowledges that Union Representation has been duly requested.

Notwithstanding this request, Union representation will not be provided on the assurance that the subject matter of the interview as described here is non-disciplinary. The employer, therefore, assures the undersigned employee that nothing discussed or disclosed in this interview will be used in any disciplinary or adverse action against the undersigned employee. Nor will any report or findings of this interview be a part of the undersigned employee's personnel file or permanent record.

Interview date: _____

Subject matter: _____

Employer:

Employee:

SIGNATURES:

SIGNATURES:

Date: _____

Date: _____