



Inland Steel

June 17, 1988

Mr. Herbert Fishgold, Esq.
1730 Rhode Island Avenue, N.W.
Suite 301
Washington, D.C. 20003

Re: Mr. Dean Domogala, Grievance No. 6-R-13
Arbitration Award No. 780

Dear Mr. Fishgold:

Enclosed you will find the report of the psychological evaluation for Dean Domogala which, as you will recall, was part of the Last Chance Agreement dated April 15, 1988 resolving the above-captioned grievance. Unfortunately, the report indicates that Mr. Domogala is not capable of returning to work at this time and is not capable of working in an industrial environment where he must interact with co-workers and respond to supervisory directives. In light of this report and the understanding reached at the arbitration hearing between the parties and yourself, this grievance is resolved and this matter requires no further action by the Company. This case has been discussed with Bill Trella and he has also been provided a copy of the enclosed report. If you have any questions regarding this matter, please feel free to contact me.

Very truly yours,

R. V. Cayia

R. V. Cayia
Supervisor, Operations
Union Relations

RVC:ew
Enclosure

cc: ✓ W. P. Boehler (w/o enclosure)
✓ W. Trella (w/o enclosure)
R. Vela (w/o enclosure)



Inland Steel

February 23, 1988

Mr. William Trella
International Staff Representative
3629 Euclid Avenue
East Chicago, IN 46312

Dear Mr. Trella:

Enclosed is a copy of the revised "Last Chance Agreement" for Dean Domogola. As I indicated during our recent telephone conversation, I believe this document accurately represents the agreement that was reached last month at the Harvey Holiday Inn. Please call me if you have any questions and keep me apprised of your efforts to reach a prompt conclusion of this matter.

Very truly yours,

R. V. Cayia

R. V. Cayia
Supervisor, Operations
Union Relations

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Enclosure

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LAST CHANCE AGREEMENT

This agreement is in full and final settlement of Grievance No. 6-R-13. All parties and signatories to this agreement understand that there will be no arbitration award issued regarding this grievance and this agreement will not be cited as a precedent in any other situation or grievance. The arbitrator will retain jurisdiction of this grievance in the event any question or dispute regarding this agreement should arise in the future. The Company agrees to reinstate the grievant, D. Domogala, Check No. 8885, to his original date of hire subject to the conditions set forth below.

1. Prior to his return to work, the grievant will present to the Inland Medical Department written documentation from the Social Security Administration regarding his current status and eligibility for continued receipt of Social Security Disability Benefits.
2. Prior to his return to work, the grievant will be given a complete psychological evaluation by an appropriate professional of the Company's choice, which will include objective testing and indicate any necessary long-term treatment objectives. The grievant must comply with all treatment recommendations and provide documentation on a quarterly basis to the Inland Medical Department attesting to his compliance with the treatment program. This evaluation will be scheduled as soon as possible but no later than within two (2) weeks of the date this agreement is signed.
3. The grievant will enroll and participate in the Company's Alcohol and Drug Program. A failure to comply with any course of recommended treatment under the Company's Alcohol and Drug Program will be cause for immediate suspension preliminary to discharge.
4. For a period of two (2) years following his return to work, the grievant will maintain contact with the Union Alcohol and Drug Committee, a minimum of once per week.
5. The grievant will not use alcohol or use or permit himself to be exposed to any illicit drugs or drugs not prescribed by a licensed physician. Detection of any of the aforementioned substances, regardless of the amount, will be grounds for immediate suspension preliminary to discharge.

6. For a period of two (2) years following his return to work, the Company may test the grievant at any time for the presence of any mood altering substances. Testing may be by drawn blood, breath or urine analysis.
7. Upon returning to work, the grievant will be assigned to the Boiler Cleaner occupation in the Utilities Department and he will be denied promotion above that occupation for a one (1) year period of active employment.
8. Upon expiration of the one (1) year period cited in paragraph no. 7 above, the grievant will be given the opportunity to return to the No. 4 A.C. Operating Sequence. The grievant must requalify at each job level and then work for a minimum of six (6) months at that job level before he can promote to the next job level consistent with his seniority. Should the grievant be unable to qualify at any job level in the No. 4 A.C. Operating Sequence, his status will be determined by application of the relevant provisions of the Collective Bargaining Agreement.
9. All time lost, including any holidays not worked, until the grievant returns to work will be considered disciplinary time off.
10. Prior to resuming work, the grievant will meet with his department manager or his designated representative and his union representative, at which time his record will be reviewed and his duties and obligations as an employee of Inland Steel outlined.
11. This arrangement represents a final chance at employment. The grievant's failure to meet any of the conditions set forth in this final chance agreement or any repetition of the conduct which led to his most recent suspension and discharge or violation of any other company rules or regulations will be cause for his immediate suspension preliminary to discharge.

12. The grievant fully acknowledges his basic employment responsibility to report for work as scheduled, to give timely notice when he is unable to work, and such instances may only be for cause.
13. The grievant will waive any right to the special Justice and Dignity procedure outlined in the Collective Bargaining Agreement in the event of any subsequent suspension-discharge action taken against him within a period of two years from the date of his return to work.
14. This settlement is made without prejudice to any future situation or grievance.

Dean Domogala

Union Representative

Company Representative

Herbert Fishgold

Date Signed



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June 13, 1988

Mr. John T. Bean
Medical Department
Inland Steel Company
Indiana Harbor Works
3210 Watling Street
East Chicago, IN 46312

Attention Medical Department 8-210

Dear Mr. Bean,

Thank you for referring Mr. Dean Domogala for an objective and complete psychological evaluation. Attached you will find copies of the psychological testing that was done by Dr. Pueschel, as well as copies of the lab tests that I had requested on Mr. Domogala including the Dexamethasone Suppression Test, Lithium level, 24-hour urine for MHPG, EEG -- sleep deprived, and Lithium Ratio, and the TRH Stimulation Test. Also attached you will find copies of the Carroll Rating Scale for depression, a medical history questionnaire, and a Symptom Check List-90 completed by Mr. Domogala on two occasions - the first one upon his first visit on 4/27, and the second one on 5/11/88.

I have seen Mr. Domogala on 4/27/88 and again on 5/24/88 for out-patient evaluations and to describe the testing that I had ordered and to obtain a clinical impression about his current mental functioning. The history of Mr. Domogala is amply documented in the records that you have available to you, as well as in the initial part of the psychological testing and the history questionnaire form that he filled out.

In summary, all the lab tests that I had ordered came back in the normal range. Dexamethasone Suppression Test and the TRH Stimulation Test are usually done in patients where there is suspicion of a primary mood disorder to confirm the presence of this disorder. This was not the case in Mr. Domogala. The Lithium Ration is a test whereby the patient is asked to take Lithium 300 mg., twice a day for a week and then a determination is made of the Lithium concentration in the plasma and the red blood cells. Obviously, Mr. Domogala had either not taken any

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during that week or had such a high rate of metabolism of Lithium that it did not reflect on his blood test. A repeat simple serum Lithium Level showed a concentration of 0.37, indicating that the instructions that were given to Mr. Domogala were not carried out accurately. The MHPG is a measure of adrenalin output and that, also, is usually indicative of the presence of a severe depression or of the type of medications needed to treat the depression. His values were within the normal range and, in the absence of a clinical depression, this lab test does not have any significance.

The rating scales that I administered are the Carroll Rating Scale for depression and he scored 0 on this test, indicating that he had taken the test very lightly. It is very common for a normal population to have a score of up to 10. Whenever somebody scores 0 it means that they have looked for the perfect answer and scored it this way. The same thing happened with the Symptom Check List-90, when Mr. Domogala was very reluctant to share any information about himself and on repeat testing after mentioning this fact he scored a few more items for himself, mostly to let me know that the Lithium dosage which he was given had caused him excessive discomfort.

Without the need to go over the history that is available to you from the other portions of the record, I would like to make a few comments about the case of Mr. Domogala and my answers to your four questions with respect to his returning to work.

My diagnostic impression on Mr. Domogala is that of a Borderline Personality Disorder with poly-drug abuse. Patients who have this personality disorder typically present under various diagnostic degrees and only with time would one be able to reach a diagnosis of that personality. Patients who have this mixture of personality disorder and substance abuse are usually very difficult to relate to and are difficult to handle in work or social situations because of the constant anger that they experience and the frustrations that they bring about to their relationship. For my answers to your questions are the following:

Question No. 1 - Is the subject capable of working in an industrial environment in a safe, effective and capable manner?

My answer is no. Mostly because Mr. Domogala will have a hard time accepting the rules and limitations that are inherent in a work environment, especially a large industrial complex as your company.

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Question No. 2 - Is the subject capable of working and interacting with co-workers while complying with directives and authoritative supervision?

The answer, again, is no. Patients who have Mr. Domogala's background have a very difficult time accepting authority, have an urge to correct what is wrong in an immediate fashion without going through proper channels and without respecting other people's perspectives on these problems; and therefore, begin to put pressure and feel slighted for changes not happening the way they wish them to happen or as fast as they wish them to happen and this usually results in confrontations and distress for both parties.

Question No. 3 - Does he possess a thorough cognition of his psychiatric disorders?

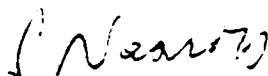
I believe that Mr. Domogala has a good recognition about his drug problem and is working very hard at maintaining his sobriety and is becoming a very active member of the AA and NA community. However, I believe that Mr. Domogala is not very cognizant of his psychological/personality disorder and harbors significant distrust of the mental health establishment because he feels he has been mishandled by representatives of that system, and this, I believe, interferes with his ability to use mental health services for his mental health recovery.

Question No. 4 - Is he capable, at this time, of returning to work?

My answer to this is no. Mostly because he would very quickly return to an environment of conflict and would therefore resume his previous pattern of playing authority figures, one against the other, or projecting difficulties to other people around him. Therefore, I would assume that he would function well for a very short period of time but he would have a very hard time staying a dependable, effective and safe employee.

For closing, I would like to take the opportunity to thank you for your trust in asking me to evaluate Mr. Domogala. I do hope and recommend that he should seek mental health professional help in addition to his substance abuse recovery, which he has done very well. I also believe that he would work very well in a small place that does not have too many employees and where there is an easier opportunity for him to interact directly with all the responsible people for the job. I hope this letter answers your needs and please find attached copies of all the reports that I mentioned earlier. Thank you again and please accept my apology for the delay in compiling all this data and sending it back to you.

Sincerely,



Suhayl Nasr, M.D.
Medical Director, Adult Psychiatric Services

SN:dh

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