



**USW/ArcelorMittal
Negotiations**
Update #27
April 29, 2016



Tentative Agreement Highlights

When bargaining started, our goal was to negotiate a fair contract with ArcelorMittal that made our jobs, earnings and retirements more secure during a period of time when the industry was being devastated with illegal and unfair trade. The proposed agreement accomplishes our goals and represents a progressive step forward for ArcelorMittal Steelworkers and retirees and our union as a whole.

While we complete work on a more comprehensive summary and prepare for the ratification process, here are some of the highlights of the tentative agreement:

- A three year agreement retroactive to Sept. 1, 2015
- A \$2.5 billion capital expenditure program
- Combined all the PIBs (Program of Insurance Benefits) into one with no premiums
- Added Vision Coverage for all retirees at no additional cost
- 90/10 health care plan for active and retired members
- Improved coverage for Legacy Retirees in the VEBA
- Converted the fixed contribution into the VEBA to a variable contribution of 5% of EBIT paid quarterly
- Improved the Inland DB pension with a 10 year certain (was a 5 year certain) and increased the multiplier to \$105 for future years of service, both retroactive to January 1, 2016
- Increased SPT pension contribution by \$0.05 per hour per year (total of \$0.15), retro to 09/01/15
- Introduced a Hot Rolled Bonus program that pays quarterly when hot roll prices go above \$600 per ton
- Established a parental leave provision under FMLA
- Established an experimental child care reimbursement program
- Improved hiring preference for relatives of USW employees
- Pre-Medicare retiree monthly contributions increase from \$70 to \$100
- Medicare eligible retiree monthly contributions increase from \$35 to \$50

As this process continues, please stay in touch with your local union if you have questions or concerns and keep an eye out for future updates.

| 2015 USW Negotiating Committee | | | |
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| Dan Boone USW Local 979 Cleveland | Tom Hargrove USW Local 1010 Ind. Harbor East & Riverdale | Lonnie Asher USW Local 1011 Indiana Harbor West | Sheldon Gregg USW Local 1165 Coatesville |
| Rich Sayers USW Local 1375-07 Warren Coke | Ray Napoli USW Local 1688 Steeltown | Mark Glyptis USW Local 2911 Weirton | Dave Bombich USW Local 6115 Minorca Mine |
| Pete Trinidad USW Local 6787 Burns Harbor | James Sanderson USW Local 7898 Georgetown | Kameen Thompson USW Local 9462 Conshohocken | Al Caldwell USW Local 2342-01 Columbus Processing |
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