



# STANDING STRONG FOR NATIONAL AND ECONOMIC SECURITY

Memorial Day 2024

Dear Brothers and Sisters,

The USW recently informed the membership that USS/Nippon would be inviting members to attend one of its propaganda meetings. So, just before Memorial Day USS/Nippon started their “dog and pony show.”

What a public relations campaign they have produced!

Spending the money that your hard work made for U.S. Steel, management and Nippon have traveled the country talking to elected representatives in our communities, state capitals, newspaper editorial boards and TV newscasts. They have put up billboards and flooded the airways in our communities with television ads.

There is no end to their desire to keep their stock cash-outs and golden parachutes from slipping through their fingers.

The same management team that has diverted investments away from our plants for years have come onto our shop floors, asking us to believe them now.

Dave Burritt, who stands to cash-in for \$70 million, even made a video to tell us that a merger with Nippon is good for U.S. Steel.

The U.S. Steel/Nippon propaganda machine has no bounds, but their greed will not overcome our values and our focus upon employment security, economic security, retirement security and the national security of our country.

Clearly, U.S. Steel and Nippon are engaged in a desperate last gasp to save their deal, which remains subject to ongoing antitrust and national security reviews. No expensive ad campaign or lobbying effort by Nippon and U.S. Steel changes anything about the importance of keeping American steelmaking in the hands of American owners.

We continue to pursue our successorship grievances, which are now scheduled for arbitration on August 15 before the full, three-member Board of Arbitration. Nippon’s position changes like the weather, and will likely change several more times before we get to arbitration August. Our BLA requires the ultimate parent of any buyer to bind itself to the agreement. Here, Nippon Steel is the ultimate parent and it has not bound itself to our agreements.

Nippon has told every politician who will take their calls and any news reporter who asks for an interview about the investments it is willing to make, the job security it is willing to offer, and the steps that it would take to protect U.S. Steel on trade matters. But, not surprisingly, Nippon says nothing about all of the “outs” that its lawyers have written that would allow it to escape these obligations. And Nippon says nothing about the fact that it will only make these commitments if the USW publicly endorses this deal.

Our fight to protect our members and retirees and stand-up for American security has been front-and-center since this risky merger was sprung upon us by U.S. Steel and Nippon last December.

As recently as last month, Nippon testified before the International Trade Commission that tariffs should be lifted from Japanese-made products. Actions speak louder than words, and it is easy to see, putting aside their propaganda, how Nippon would treat U.S. Steel after the merger. Where the interests of Nippon Steel and U.S. Steel collide, it is easy to see how Nippon would resolve that.

You are going to hear more from U.S. Steel and Nippon on the airwaves, and your supervisors are going to talk to you on the mill floors and in the mines about why we should just get in line. These same managers have told us one story after another for years.

Your solidarity will help us win this fight in the plants, in our communities, and in our state capitals and Washington.

Be safe and take time this holiday weekend to remember those who sacrificed for our freedom and security.

In Solidarity,



**Mike Millsap**  
District 7 Director &  
Chairman of the Negotiating Committee



**David McCall**  
International  
President