

### Republic presents insulting proposal; Union will hold strike vote & informational meetings at each facility

Our USW Negotiating Committee met with Republic Steel from Monday, October 15 until last Friday, October 28. Unfortunately, compromise and fairness were not on the agenda for Republic Steel. On the last day of bargaining and **after a very contentious back and forth, Republic Steel insulted our members once again, by presenting us with an unreasonable "Last, Best & Final" proposal**, that will not provide competitive wages to their dedicated Employees and jeopardizes retiree healthcare by refusing to adequately fund the VEBA.

Our Union has **submitted 18 proposals so far that maintain our wage and benefits enhancements, while also being conscious of the financial concerns** raised by the company. In typical Republic Steel fashion, their proposals have only served to **insult and discount the hard-working union women and men who, every day, pour their lives into making Republic Steel a profitable business!** It is truly tragic that the very wealthy President of Republic, Jaime Vigil, has so little regard for the union workers who have made him millions of dollars in profit over the past 16 years!

With this proposal, Jaime Vigil and his agents at the table have signaled to every union worker that our legitimate and fair proposals mean nothing; that our labor means nothing, and that their ultimate goal is to hoard as many dollars as they possibly can for themselves! There are many serious considerations and decisions that need to be made at this point. **The Chairman of the Bargaining Committee, Donnie Blatt, will visit each local union to hold a series of informational meetings, beginning the week of November 14, to explain Republic Steel's "Last, Best and Final Settlement Offer".**

These meetings will be scheduled to reach as many workers as possible! During the course of these informational meetings, **we will also discuss and vote on a "strike authorization."** Be advised, this vote DOES NOT mean that union workers will immediately "man the picket lines!" The purpose of the authorization vote will be explained during the informational meetings.

As always, our union negotiating committee remains committed to getting a fair contract for the union workers who make Republic Steel happen!

**SOLIDARITY MEANS EVERYTHING!!!  
STRONGER TOGETHER!!**

