



STEELWORKERS
**FORGED
TOGETHER**

UNITED STEELWORKERS
USW
UNITY AND STRENGTH FOR WORKERS

**BARGAINING BASICS
WITH CLEVELAND-CLIFFS**

WHAT IS COLLECTIVE BARGAINING?

Collective bargaining is the legal process for reaching a contract between our union and employer over important issues like wages, benefits, paid time off, safety, schedules, and job security.

WHEN DOES OUR CONTRACT EXPIRE?

Our contract with Cleveland-Cliffs expires at midnight on September 1, 2022.

WHY IS HAVING A CONTRACT IMPORTANT?

Bargaining a contract is the best way to ensure we have real protections at work. With a contract in place, management cannot just decide on its own to make changes like cutting wages, firing employees, playing favorites or changing schedules and holidays.

Our contract also includes a process to hold the company accountable if management violates the agreement – called the grievance and arbitration procedure.

WHAT HAPPENS IN CONTRACT NEGOTIATIONS?

Both sides have a legal obligation to bargain in good faith. They draft and discuss proposals and request and exchange information. Some complicated issues such as healthcare, retirement and safety will be referred to sub-committees for more in-depth discussion.

Throughout the process, both sides meet separately, make counter proposals, test out ideas and look for ways to bridge differences. The goal is to reach an agreement that both honors union members' hard work and sacrifices and helps ensure the success of the company.

WHAT ISSUES ARE DISCUSSED IN NEGOTIATIONS?

Generally, contract proposals fall into one of two categories:

1. economic proposals such as wages, benefits, retirement and healthcare, or
2. non-economic items such as safety, seniority and scheduling.

Local union and management representatives will also discuss plant-related or unit-specific items in local issue negotiations. Talks to address these issues take place ahead of master agreement bargaining. Issues not resolved at the local level may end up moving to the master table.

HOW DO WE WIN A FAIR CONTRACT?

We win a fair contract by sticking together. The company isn't going to just give us anything: our solidarity and determination give us bargaining power. Sharing information and participating in solidarity activities show management we are strong, united and willing to fight.



STEELWORKERS FORGED TOGETHER

You can do your part by supporting our Communication & Action Team (CAT) and participating in solidarity actions like sticker days and rallies that show management we're strong and united.

HOW DO I GET MORE INFORMATION ON NEGOTIATIONS?

Look for more information from a CAT team member and sign-up to receive updates by **texting CC STEEL to the phone #47486.**

BY OPTING-IN FOR TEXT MESSAGE UPDATES, YOU AGREE TO RECEIVE RECURRING MESSAGES FROM THE USW. MESSAGE AND DATA RATES MAY APPLY. TO OPT-OUT, TEXT STOP. FOR HELP, TEXT HELP. FULL TERMS AND CONDITIONS AT USW.ORG/TEXT. NO PURCHASE NECESSARY.



STEELWORKERS

**FORGED
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**USW LOCALS
BARGAINING
TOGETHER AT
CLEVELAND-
CLIFFS →**

UNITED STEELWORKERS
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MASTER CONTRACT LOCATIONS

LOCAL 6787

LOCAL 979

LOCAL 1165

LOCAL 9462

LOCAL 1010

LOCAL 1011

LOCAL 1010

LOCAL 1688

LOCAL 6115

LOCAL 1375

LOCAL 2911

BURNS HARBOR, IND.

CLEVELAND, OHIO

COATESVILLE, PA.

CONSHOHOCKEN, PA.

INDIANA HARBOR EAST, IND.

INDIANA HARBOR WEST, IND.

RIVERDALE, ILL.

STEELTON, PA.

MINORCA MINES, MINN.

WARREN COKE, OHIO

WEIRTON, W.VA.

OTHER LOCATIONS IN NEGOTIATIONS

LOCAL 9309

LOCAL 2342-01

LOCAL 1010 O&T AND
PROCESS AUTOMATION

LOCAL 9231

COLUMBUS COATINGS, OHIO

COLUMBUS PROCESSING, OHIO

INDIANA HARBOR
EAST, IND.

I/N TEK AND I/N KOTE, IND.