

## SOLIDARITY @ CLIFFS NATURAL RESOURCES

August 13, 2015

### Challenging Bargaining at US Steel, ArcelorMittal Offers Preview of Negotiations at Cliffs

*This is the time to mobilize and show management we're ready to do  
whatever it takes to win a fair contract*

Master contract negotiations between our union and Cliffs Natural Resources won't start until early September, ongoing contract negotiations between Steelworkers at US Steel and ArcelorMittal are giving us a preview of some of what we can expect to see Cliffs management push for in this round of negotiations. Contracts at US Steel and ArcelorMittal expire on September 1, one month before our contract expiration dates.

At the bargaining table both US Steel and ArcelorMittal are attempting to use the temporary downturn in the domestic steel industry as an excuse to strip away decades of progress at the bargaining table. Both steelmakers are demanding dramatic increases in the amount that workers pay for health insurance, concessions in contract language around overtime, safety, and job security, and cutbacks in retirement security.

Bargaining still has not started with Cliffs Natural Resources and it's too early to tell what approach Cliffs management will take at the bargaining table, but the proposals at US Steel and ArcelorMittal should be a wake-up call telling all of us

that it's time to mobilize and take action to let management know that we're strong, united, and we're ready to do whatever it takes to support our bargaining committee and win a fair contract.

#### Addressing Real Challenges

Our union is not naïve. We understand the very real challenges that our industry is facing right now and we are fully prepared to work with all of our employers to ensure the security and viability of our industry and our workplaces. But we also understand that we are working in a cyclical industry and we've faced good times and we've faced challenging times. Right now, both US Steel and ArcelorMittal are attempting to make deep and permanent cuts to address a temporary downturn in our market. We also know that the challenges that our employers are facing weren't created because of the cost of our benefits or our contract language, and these challenges can't be fixed by gutting our contracts.

We sincerely hope that Cliffs management will come to the table with more responsible approach to bargaining than US Steel or Arcelor Mittal but we should all be ready to mobilize and take action to stand up for a fair contract that protects the gains we have made through decades of struggle and hard work at each of our facilities.

Stay strong, stay safe, and let's get ready to stand up for a fair contract for all Steelworkers at Cliffs Natural Resources!

#### **T-Shirt Thursday Show** **Your Solidarity!**

**Wear your union t-shirt every Thursday  
starting August 20 to show management that  
you're ready to stand up for a fair contract!**

USW Local 2705—Hibbing Taconite

USW Local 6860—United Taconite

USW Local 4974—Tilden Mining

USW Local 4950—Empire Mining

