



**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.

<b>2015 USW Negotiating Committee</b>			
<b>David McCall, Chairman</b> USW District 1 Director		<b>Michael Millsap, Secretary</b> USW District 7 Director	
<b>Dan Boone</b> USW Local 979 Cleveland	<b>Tom Hargrove</b> USW Local 1010 Ind. Harbor East & Riverdale	<b>Lonnie Asher</b> USW Local 1011 Indiana Harbor West	<b>Sheldon Gregg</b> USW Local 1165 Coatesville
<b>Rich Sayers</b> USW Local 1375-07 Warren Coke	<b>Ray Napoli</b> USW Local 1688 Steeltown	<b>Mark Glyptis</b> USW Local 2911 Weirton	<b>Dave Bombich</b> USW Local 6115 Minorca Mine
<b>Pete Trinidad</b> USW Local 6787 Burns Harbor	<b>James Sanderson</b> USW Local 7898 Georgetown	<b>Kameen Thompson</b> USW Local 9462 Conshohocken	<b>Al Caldwell</b> USW Local 2342-01 Columbus Processing
<b>Kinley Porter</b> USW Local 9121 LaPlace	<b>Todd Kegley</b> USW Local 9231 I/N Tek and I/N Kote	<b>Randy Wade</b> USW Local 9309 Columbus Coatings	