



# OUR UNION WILL HOLD NIPPON ACCOUNTABLE

June 18, 2025

Dear Brothers and Sisters,

Since December 2023, U.S. Steel and Nippon have aggressively pushed their deal forward, spending heavily to dismiss legitimate concerns about the long-term future of USW members' jobs and the broader implications for national security.

Despite those concerns, the sale (or "partnership") has now moved forward — receiving the backing of President Donald Trump.

As the public spotlight dims and the headlines fade, U.S. Steel's public relations machine will wind down. Many elected officials may shift their focus elsewhere, but our union will not.

The USW will continue to stand watch, holding Nippon to every commitment it has made to our members and their communities. When the time comes, we will bring the full strength of our solidarity to the bargaining table.

Our current agreement runs through September 2026. If management threatens our job security, pensions, retiree health care or any of the benefits we've fought hard to earn, we will respond with unity and resolve.

We are one union, and we will face this new chapter together — with vigilance, determination and solidarity.

In Solidarity,

A handwritten signature in black ink, reading "Mike Millsap".

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

A handwritten signature in black ink, reading "David McCall".

**David McCall**  
International  
President