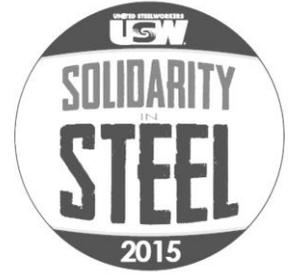




USW/ArcelorMittal
Negotiations
Update #4
 Monday, July 20, 2015



USW Receives Initial Proposal from ArcelorMittal

The full USW negotiating committee met today with ArcelorMittal management for an overview of the company's initial contract proposal.

Overall, the company has cherry-picked parts of other USW contracts from a variety of industries to form the basis of a labor agreement that management believes will make the company more profitable.

The company has proposed a three-year contract with no wage increases throughout its term, along with a proposal to reduce incentive payments while eliminating incentive altogether for workers in Labor Grade 1.

In addition, the company's demands include major reductions in vacation pay and sickness and accident benefits.

Management has also proposed major changes to health care for both active and retired union workers that are designed to reduce coverage and increase costs, including monthly premium contributions for active employees of \$150 for single coverage and \$250 for families. The proposal also included significant increases in monthly premium contributions for current and future retirees that could more than triple their current contributions.

The company is also seeking to stop all contributions to the VEBA, which will negatively impact current and future retirees' contributions and eventually eliminate benefits for legacy retirees.

ArcelorMittal's proposals include a lower, two-tier system of compensation and benefits for new hires, and the company has reserved the right to propose more concessions.

The committee is continuing to review these proposals, and we are committed to negotiating a fair agreement that does not include drastic reductions in compensation for active and retired employees.

Your continued support and solidarity is of utmost importance for us to reach the fair agreement we deserve. We will continue to work throughout the week to provide the company with a response.

2015 USW Negotiating Committee			
David McCall, Chairman USW District 1 Director		Michael Millsap, Secretary USW District 7 Director	
Dan Boone USW Local 979 Cleveland	Tom Hargrove USW Local 1010 Ind. Harbor East & Riverdale	Lonnie Asher USW Local 1011 Indiana Harbor West	Sheldon Gregg USW Local 1165 Coatesville
Rich Sayers USW Local 1375-07 Warren Coke	Ray Napoli USW Local 1688 Steeltown	Mark Glyptis USW Local 2911 Weirton	Dave Bombich USW Local 6115 Minorca Mine
Pete Trinidad USW Local 6787 Burns Harbor	James Sanderson USW Local 7898 Georgetown	Kameen Thompson USW Local 9462 Conshohocken	Al Caldwell USW Local 2342-01 Columbus Processing
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