

# CONTRACT NEGOTIATIONS

## UPDATE NO. 1

First of all, we would like to thank all of you who participated in the Local 1010 Soundoff meetings.

As explained at the meetings, the Local Union Presidents from all the ArcelorMittal Steel plants that are covered by the master agreement comprise the actual Main Table Bargaining Committee. Our Local 1010 Issues Committee will be President Tom Hargrove, Grievance Chairman Dennis Shattuck and Contract Coordinators Luis Aguilar and Steve Wagner. Don Lutes will help address retiree issues and additional 1010 representatives and department Union representatives will be involved as appropriate.

On April 7, we will kick off negotiations with ArcelorMittal Management in Pittsburgh. As things progress, the bargaining committee will continue to provide updates to the department Union representatives as well as the membership at the plant gates.

Many of the Local Union Presidents attended the 14 USW Local Soundoffs throughout the United States. A multitude of issues raised throughout the country were similar to the following Local 1010 Issues.

All issues raised at the Soundoff were noted by the Bargaining Committee. Members got up and voiced their concerns about improving vacations and adding personal days so that we can have more paid time off with our families on short term notice. There were requests to increase pensions, including the \$400 supplement (kicker) and restore lost pension service for those previously affected by long term layoffs.

On economic issues, members asked the Bargaining Committee to increase wages, improve shift differential, upgrade labor grades for various occupations, enhance the Inflation Recognition (COLA) calculation, improve the profit sharing calculation, eliminate O & T monetary penalty regarding transfers and to reach resolution of new incentive plans.

There was much discussion about hiring to fill production and craft vacancies, thus reducing reliance on contractors and to address various lines of progression issues including seniority rights.

On the healthcare front, it was suggested to keep insurance deductibles at reasonable amounts, and to maintain retiree healthcare to include dental & vision with no substantial increases in premiums.

These as well as other issues will be considered by the bargaining committee for resolution.

In Solidarity,



Tom Hargrove

