

CONTRACT NEGOTIATIONS

UPDATE NO. 11

August 23, 2008

Negotiations Continue

Your bargaining committee continued to meet this week in Pittsburgh both internally and with ArcelorMittal management. After 15 weeks, we still have dramatic differences with the company in many areas, including investments in our plants, retiree health care and training, among others.

As you may know, last week our brothers and sisters at U.S. Steel reached tentative agreement on a new contract and established a pattern for our industry. They were able to secure significant improvements in many areas, including wages, pensions, healthcare and contract language.

Since that pattern was established at U.S. Steel, we have begun making some progress, but it is not enough. For example, **while at U.S. Steel we were able to reduce the retirees' contribution to healthcare costs by approximately 30%, ArcelorMittal continues in its ill-conceived drive to increase our retirees' premiums by an average of 39%.**

After many years of sacrifice and hard work to keep our mills operating and the steelmaking jobs in our communities, **ArcelorMittal needs to get the message once and for all that we are unified and prepared to fight for the fair contract we have earned.**

We will not bring a tentative agreement back for a vote without first achieving our goals of employment, earnings and retirement security.

We will continue meeting throughout the weekend and will keep you informed as talks continue.

In Solidarity,



Tom Hargrove

