

# CONTRACT NEGOTIATIONS

## UPDATE NO. 12

*August 26, 2008*

### **Progress Lacking: Strike Authorization Votes Wednesday**

After more than **FOUR MONTHS** of attempting to negotiate a fair contract with ArcelorMittal on behalf of our more than 14,000 members and our tens of thousands of retirees, the lack of progress has led to our decision to ask you to give the International and the Bargaining Committee the authority to call a strike if it becomes necessary. (See the other side of this Update for the important issues we have yet to settle.)

The company's current position does not do justice to our needs and demands, and does not match the pattern set by the U.S. Steel agreement. We have responded that our proposals are fair and justified by our successful struggle to save our industry and return it to profitability.

During this time of unprecedented profitability in the steel industry, we cannot believe that ArcelorMittal honestly thinks that ArcelorMittal Steelworkers are willing to accept anything less than what we deserve. After years of sacrifice, hardship, and uncertainty, we continue to stand by our commitment to bring back a contract that provides the employment security, earnings security, and retirement security that we need and deserve.

**It is now more important than ever that we all stand strong and send a unified message to the company that Steelworkers will not back down and will not go away.**

Whether we come from former ISG plants, Inland plants, Weirton, or anywhere else, it was through our hard work, unity and solidarity that we secured our jobs, protected our retirees, and built a solid foundation to keep steel jobs in our communities. Now it's going to require the same commitment and solidarity to achieve the contract we deserve.

**Tomorrow, strike authorization votes will be taken at all ArcelorMittal locations. It is critical that all ArcelorMittal Steelworkers give a strong vote to authorize the International and the Bargaining Committee to call a strike if that becomes necessary – and let the Company know that we remain strong and united!**

In Solidarity,



Tom Hargrove



(see other side for issues)

# The Major Issues That We Face

## \* Retiree Health Care

The USW negotiated a 30% reduction in retiree health care premiums at U.S. Steel. We have proposed reasonable retiree premium reductions, yet the Company continues to demand a 39% increase!

## • VEBA Trust Fund

As a part of our program to provide health care benefits for those who were left behind when many of our former employers went out of business, we negotiated a VEBA Trust fund into which the Company puts a share of its profits. This fund has successfully provided critical help to those who went before us and built both our Union and our industry. Anticipating future increases in the price of health care, we are proposing to use this fund to offset cost increases for current and future ArcelorMittal retirees, who have a right to expect that this very profitable company will provide decent health care. Finally, this fund provides an effective safety net for all of us in the case of future catastrophic failure. The Company still has not agreed to a continuation of adequate funding for our trust fund.

## \* Incentives

Despite an incentive program that has dramatically improved productivity in our plants, the Company continues to demand a new incentive program that would reduce incentives and force us to make new improvements just to get back to our current levels of pay!

## \* Profit Sharing

After FOUR MONTHS of negotiations, we still do not have an agreement on a fair and equitable level of Profit Sharing.

## \* Capital Investment In Our Plants

We have seen what happens to our plants and our job security when companies do not make the necessary investments in maintaining and improving our facilities. We know that companies come and go, but the long-term viability of our plants is our future. We are demanding that the company commit to capital investment in our plants, and that these investments provide for the security of all of our facilities. This should be to the long-term advantage of the Company as well, yet we still do not have the commitments that we need.

There are other issues that have not been resolved. But these critical problems **MUST** be addressed in order to secure a fair and equitable contract. Vote YES tomorrow to give your Bargaining Committee the support we need and send a powerful message to the Company that we speak for ALL ArcelorMittal Steelworkers when we demand our fair share of our success.

## VOTE "YES" TOMORROW!

Wednesday, August 27

Noon & 4pm

Local 1010