

# CONTRACT NEGOTIATIONS

## UPDATE NO. 4

Our local bargaining committees continue to meet with our management counterparts to discuss local issues. In addition, the healthcare and contract language subcommittees met internally this week. It is still early in the negotiations but we are hopeful that the spirit of cooperation established in earlier talks will continue throughout the bargaining.

### **Profit Sharing Update**

The announcement this week that there would be no profit sharing for the first quarter is a major concern. The fact that ArcelorMittal USA did not produce enough profit to generate a payment while ArcelorMittal world-wide remains very profitable comes at a time when our committee is internally discussing redesigning the formula. Our current Profit Sharing Plan allows for a threshold before payments and reports only earnings by ArcelorMittal USA and not the performance of ArcelorMittal world-wide.

### **Safety**

On April 30th another of our co-workers suffered a fatal injury on the job. There have been nine (9) fatal accidents at ArcelorMittal USA facilities in the last twenty-two (22) months. We know that the loss of one of our co-workers deeply affects all of us and while we all agree that the tragedy of one death is completely unacceptable; the staggering number of on the job deaths at our facilities over this period of time is unprecedented and must be stopped immediately. As recently as two (2) weeks ago, the Union Safety representatives met with Management representatives and several of our International Union Safety representatives from Pittsburgh to discuss the need to develop and implement an action plan to reverse this devastating trend. Your awareness and attention to your safety and the safety of our co-workers is our #1 job, so please be careful as we all work to end injuries and fatal accidents.

We will continue to keep you updated and informed, and we continue to need the support and solidarity of ALL Steelworkers at Arcelor-Mittal plants as we work to negotiate a contract that meets the needs of both active and retired Union members.

In Solidarity,



Tom Hargrove

