



USS PROPOSAL FAILS TO MEET STANDARD

You probably heard USW reached a tentative agreement with Cleveland-Cliffs. Here’s a comparison of what is in the Cliffs TA vs US Steel’s current proposal.

	Cliffs TA	USS proposal
Length of contract	4 years	4 years
Wages	8%, 4%, 4%, 4%	3%, 2.5%, 2.5%, 2.5%
Health Care	<ul style="list-style-type: none"> --No premiums --No network changes --No changes to cost sharing like copays, deductibles, coinsurance, out of pocket maximums --Eliminates requirement for spouse to elect coverage 	<p>No premiums, <u>as long as we agree to the following:</u></p> <ul style="list-style-type: none"> --Change our current PPO Medical Plan network to the narrow Blue High Performance Network, which excludes many hospitals, doctors and physicians and eliminates coverage for out-of-network providers (except in emergency). --Eliminate coverage for high-cost Specialty Drugs obtained through a physician, clinic or infusion center, requiring all such Specialty Drugs to go through the Accredo Specialty Drug Program. Accredo would make decisions on whether the patient could self-administer the specialty drug or needed additional tests, instead of the physician or medical plan. --Adopt controversial SaveOn drug program, reducing plan reimbursement (increasing employee coinsurance) for certain high cost specialty drugs, unless employee enrolls and applies for copay assistance programs through drug manufacturers. At least one drug manufacturer has sued SaveOn for fraud related to the program.
Bonuses	No bonuses, instead it’s reflected in wages that are with you forever and count toward future earnings.	--\$4,000 appreciation + \$3,000 ratification We told USS it can pay the \$4,000 in a signing bonus, but we were not agreeing to this as written because USS did nothing for us during the height of the pandemic, as requested by the Union. USS should have appreciated us during the heart of the pandemic, not when they’re trying to buy the contract.
Holiday	Added Juneteenth	No response

Vacations	After probationary: 1 week 1 yr but less than 5 yrs: 2 wks 5 yrs but less than 15 yrs: 3 wks 15 yrs but less than 24 yrs: 4 wks 24yrs but less than 30 yrs: 5 wks 30 yrs or more: 6 weeks	No response
Leaves of Absence	2 weeks paid parental leave, paid time off for victims of domestic abuse	No response
Capital Investment	\$4 billion	\$1 Billion
Pension	<u>Cleveland-Cliffs defined benefit:</u> -Effective 1/1/23, all years of service prior to 1/1/23 will have multiplier of \$115 -Effective 1/1/23 all years of service going forward at multiplier of \$126 <u>Steelworkers Pension Trust:</u> -Effective 12/1/22, increase hourly contribution by \$0.50	No response
Retiree Health Care	-Post 2016 hires, raise 401(k) contribution from \$0.65 to \$0.75	No response
Profit Sharing	Maintain at ArcelorMittal levels	Unchanged
S&A (Sickness & Accident)	No change	Eliminate automatic “recharge” of eligibility for S&A benefits after an employee returns to work for 60 days, even if the second disability is unrelated to the prior disability or the result of a difficult recovery or additional illness/injury.

Your bargaining committee made it clear to USS that we deserve a fair contract that reflects our sacrifices. We’ve worked very hard to achieve record profits that have greatly benefited executives and shareholders. Their proposal needs to reflect our contributions.

Keep up the action. We need everyone’s support as we continue to push for what we deserve!