



*Aug. 31, 2018 – Update #6*

## Bargaining to Continue with Contract Extension

Although we are **not satisfied** with the **little progress** we have made at the table since negotiations began on July 9, 2018, on Thursday, we reached an understanding to **extend our current contracts for a short period of time** while negotiations proceed, subject to a **48-hour notice** if either party intends to terminate.

Our negotiating committee has been **patient** in the face of ArcelorMittal’s attempts to frustrate us. We have sought out **common ground** where management only seeks to divide. We have provided **reasonable alternatives** to the company’s unreasonable demands.

Management’s **latest proposal is a three-year contract** with wage increases of 2% in the first year and 1½% each year thereafter, as well as a signing bonus worth approximately \$1,980 (after taxes). On the other hand, the company’s proposal includes concessions that will cost the average hourly employee about **\$4,629 per year, or \$13,887 over its three-year term.**

**Even after including the proposed wage increase and lump sum payments,** the company’s proposal would end up costing the average hourly employee about **\$2,265 per year, or \$6,795 over the term** of the proposed contract.

Provision	Yearly Change	Three-Year Change
Wage Increase and Lump Sum	\$2,365	\$7,095
Hot-Rolled Steel Bonus Threshold	- \$875	- \$2,625
Removing Incentive from Labor Grade 1	- \$936	- \$2,808
Capping Weekly Vacation Pay	- \$309	- \$927
Healthcare Premiums	- \$1,753	- \$5,259
Insurance Plan Design	- \$757	- \$2,271
<b>Economic Impact Per Employee</b>	<b>- \$2,265</b>	<b>- \$6,795</b>

These concessions **do not include all the company’s demands** – such as to **reduce SUB pay** or **eliminate the full week guarantee.**

We remain committed to negotiating a **fair agreement** – ArcelorMittal steelworkers **have earned and deserve wage and pension increases and health insurance without \$200 monthly premiums for family coverage.** Nonetheless, all USW members should plan to **report for all scheduled shifts** and continue to **focus on working safely.**

Unless the **character** and **direction** of our contract negotiations with ArcelorMittal change **quickly** and **dramatically,** we will plan to schedule **membership meetings at all locations** during the month of September to discuss our next steps.

**To receive updates about bargaining via text, be sure to send “AM” to 47486.**