



United Steelworkers - Local 1010 2009 Union Calendar

We Struggle Together

This year's calendar is dedicated not only to the 2008 negotiations and Basic Labor Agreement but also to all the agreements that preceded it. The company does not freely and willingly give benefits, pensions and wage increases out of the goodness of the company heart. Contracts are gained through Union bargaining. In our case, these benefits have been achieved over time, many decades in fact. All that we have did not happened all at once.

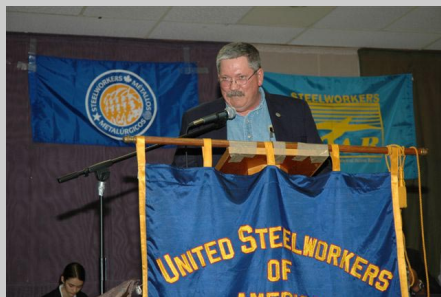
Much blood sweat and tears have been shed to achieve what we have today. We are standing on the shoulders of those who came before us and we owe them a great deal. This is a great contract, probably one of the best ever, but it was built on the achievements and struggles of our predecessors and future gains will come from those who follow us.

We are going through some very difficult times. This is a financial meltdown of such magnitude that has not been seen since the great depression. No one knows how long it will last or how deep it will get. Local 1010 will do everything possible to get through this with as little pain and suffering as possible, but we will get through this together.

During all these hard times and distractions we must not lose our focus on safety. Nothing is more important than your safety. Going home each day the way you came in is our goal each and every day. Watch out for our new members, as they are our future. Remember we are our brothers' and sisters' keepers. When you see someone doing something incorrect that can hurt them, don't just walk by, stop and tell them. I'm sure that not only will they be thankful, so will their spouse and children.

In Solidarity,

Tom Hargrave



2008 - 2012 Contract Highlights

Safety

In order to provide our members with the safest workplaces possible, we have negotiated a minimum of 16 hours of site specific training for hourly and salaried employees who accept either inter-plant or inter-department transfers.

Likewise, all new hires (either hourly or salaried) will receive a minimum of 40 hours of health and safety training on their jobs.

In addition, the new contract lays out a procedure to work with management and update or develop new Job Safety Analyses (or JSAs) for all the work performed in our plants, again giving USW members at ArcelorMittal a stronger voice in the critical area of safety in our plants.

Finally, we added fire and flame resistant clothing to the list of company-provided personal protective gear to which we are entitled.

Pensions

ArcelorMittal USA Defined Benefit Pension Agreement (Formerly the Inland Steel Pension Plan)

Multiplier Increase: ArcelorMittal employees who are covered under the ArcelorMittal USA Defined Benefit Pension Plan, the following amounts shall apply under the pension multiplier formula for employees who retire on and after January 1, 2009:

For Each Year of Benefit Service	Amount
Up to 30 Years	\$65.00
Over 30 Years	\$85.00
All Future Years of Service	\$100.00

Retirement Supplements: The \$400 Supplement for eligible Permanent Incapacity, 70/80, 30-Year, 62/15 and Rule-of-65 pensioners will continue until the retiree reaches an age sufficient to be eligible for 80% of full Social Security old age insurance benefits at Social Security retirement age. Also, the supplemental payment for retirees receiving less than \$560 will continue.

Continuous Service Credits: Employees who sustained a break in continuous service due to layoff between August 1, 1985 and August 1, 1999 and were recalled or rehired before September 1, 2008 will be credited with all lost Continuous Service for pension purposes.

Supplemental Payments to Certain Surviving Spouses: The Ad Hoc Increase payments to certain Surviving Spouses will continue and will be increased to \$100 per month for the life of the Agreement. In addition, the biannual payments



January 2009

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes	
<p>Safety First! Make the Job Safe, or DON'T DO IT!!!</p>	<p>DECEMBER 2008</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31</p>	<p>FEBRUARY 2009</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28</p>		<p>1</p> <p>New Year's Day Paid Holiday</p>	<p>2</p>	<p>3</p>		
	4	5	6	7	8	9	10	
	11	<p>12</p> <p>SOAR Meeting 1:00PM Pay Day</p>	13	14	15	16	17	
	18	<p>19</p> <p>Martin Luther King Day Paid Holiday</p>	20	21	22	23	24	
	25	<p>26</p> <p>Pay Day</p>	27	28	29	30	31	
							<p>Visit Local 1010's web site at uswa1010.org</p>	

2008 - 2012 Contract Highlights

to certain surviving spouses will continue and will be increased to \$825 per payment for the life of the Agreement.

New Qualified Optional Survivor Annuity: Effective for pension benefits which commence on or after January 1, 2008, a 75% Qualified Optional Survivor Annuity will be offered in addition to the existing Qualified Joint and Survivor Annuity. The new 75% Spouse Option, if elected by the participant, will provide a surviving spouse with a monthly payment equal to 75% of the participant's benefit.

Steelworkers Pension Trust

Contribution Rate Increase: The Company has agreed to increase the contribution rate to the Steelworkers Pension Trust (the "SPT") for each Covered Employee's Contributory Hours from \$1.80 to \$2.65 per hour, effective September 1, 2008 (for hours worked in August 2008). At our current accrual rate, this increase would result in a monthly multiplier of \$100; however, the accrual rate is subject to review and change by the SPT Board of Trustees throughout the term of the Agreement.

Contributory Hours: The definition of Contributory Hours has been modified to include hours for absences during which the Employee is receiving Sickness and Accident benefits for up to two years, during which time the Employee will be considered for this purpose alone to have worked forty hours per week.

Economics

Wage increases of \$1.00 per hour in the first year, 4% in the second year, 4% in the third year and 4% in the fourth year were negotiated for every location.

Production & Maintenance Hourly Base Rates of Pay						
Labor Grade	Job Descriptions	Current Rate	Effective Date			
			9/1/2008	9/1/2009	9/1/2010	9/1/2011
1	Utility Person	\$16.39	\$17.39	\$18.09	\$18.81	\$19.56
2	Service Technician Plant Transportation Specialist	\$18.03	\$19.03	\$19.79	\$20.58	\$21.41
3	Operating Technician	\$19.94	\$20.94	\$21.78	\$22.65	\$23.55
4	Maintenance Technician - Mechanical Maintenance Technician - Electrical)	\$21.03	\$22.03	\$22.91	\$23.83	\$24.78
5	Senior Operating Technician	\$22.40	\$23.40	\$24.34	\$25.31	\$26.32



February 2009

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
1	2	3	4	5 Union Meeting 5:30PM	6	7	
8	9 SOAR Meeting 1:00PM Pay Day	10	11	12	13	14	
15	16	17	18	19	20	21	
22	23 Pay Day	24	25	26	27	28	
Safety First! Make the Job Safe, or DON'T DO IT!!!					JANUARY 2009 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	MARCH 2009 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	Visit Local 1010's web site at uswa1010.org

2008 - 2012 Contract Highlights

Negotiated Wages for O&T, Research, and Process Automation E.T.

			\$1.00	4.00%	4.00%	4.00%
<u>O&T</u>	Salary Grade	3/31/2007	9/1/2008	9/1/2009	9/1/2010	9/1/2011
	4	\$18.06	\$19.06	\$19.82	\$20.62	\$21.44
	5	\$18.93	\$19.93	\$20.73	\$21.56	\$22.42
	6	\$21.40	\$22.40	\$23.30	\$24.23	\$25.20
	7	\$22.56	\$23.56	\$24.50	\$25.48	\$26.50
	8	\$24.35	\$25.35	\$26.36	\$27.42	\$28.52
	9	\$26.24	\$27.24	\$28.33	\$29.46	\$30.64
<hr/>						
<u>Research</u>	4	\$18.06	\$19.06	\$19.82	\$20.62	\$21.44
	5	\$18.93	\$19.93	\$20.73	\$21.56	\$22.42
	6	\$21.40	\$22.40	\$23.30	\$24.23	\$25.20
	7	\$22.56	\$23.56	\$24.50	\$25.48	\$26.50
	8	\$24.35	\$25.35	\$26.36	\$27.42	\$28.52
	9	\$26.24 (\$27.24)*	\$27.24 (\$28.24)*	\$28.33 (\$29.33)*	\$29.46 (\$30.46)*	\$30.64 (\$31.64)*
	10	\$28.61 (\$29.61)*	\$29.61 (\$30.61)*	\$30.79 (\$31.79)*	\$32.03 (\$33.03)*	\$33.31 (\$34.31)*
* Machinist Sequence s.g. 9&10						
<hr/>						
<u>Process Automation E.T.</u>	8	\$28.12	\$29.12	\$30.28	\$31.50	\$32.76
	9	\$30.02	\$31.02	\$32.26	\$33.55	\$34.89
	10	\$33.63	\$34.63	\$36.02	\$37.46	\$38.95

Red circle rates still apply.

Signing Bonus

Each Employee who is actively at work on September 1, 2008 will receive a cash payment of \$6,000. The signing bonus will not be used in the calculation of any other pay, allowance or benefit, but can be deferred to your 401(k) account and will be subject to all required tax withholding and Union dues.

Employees who are off work receiving Sickness and Accident payments or Workers Compensation payments will receive their 2008 Signing Bonus when and if they return to work within one (1) year of the Effective Date of the 2008 Basic Labor Agreement.

Probationary Employees will receive their 2008 Signing Bonus upon completion of their probationary period.

Earnings Protection Rates

Employees who are currently receiving the earnings protection (or “red circle”) rates will continue to receive that protection.

Profit Sharing

Profit sharing plan pays on the first dollar of profit without a threshold. The profit sharing pool will consist of 7 ½% of the Company’s EBIT and pay out at the end of each quarter.



March 2009

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
1	2	3	4	5 Union Meeting 5:30PM	6	7	
8	9 SOAR Meeting 1:00PM Pay Day	10	11	12	13	14 1st Quarter Profit Sharing Calculation Period Ends	
15 2nd Quarter Profit Sharing Calculation Period Begins	16	17	18	19	20	21	
22	23 Pay Day	24	25	26	27	28	
29	30	31	Safety First! Make the Job Safe, or DON'T DO IT!!!		FEBRUARY 2009 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28	APRIL 2009 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	Visit Local 1010's web site at uswa1010.org

2008 - 2012 Contract Highlights

Incentive

New and modified incentive plans will be designed to afford Employees the earnings level and opportunity available under current plans. In all other circumstances, existing incentive plans shall remain unchanged.

401(k) Savings Plan

Eligibility: Effective September 1, 2008, all active Employees and new hires are eligible to participate in the 401(k) Plan; new hires will no longer be required wait until they complete their probationary period to participate in the Plan.

Contributions: Employees may elect to make, increase, or decrease contributions each pay period, and may contribute from 1% to 50% of their regular compensation and from 1% to 100% of their profit sharing to the Plan.

Loans: Employees may take out up to two loans from their 401(k) Plan account.

Automatic Enrollment for New Hires: Beginning no sooner than January 1, 2009, new hires will be automatically enrolled in the Plan at a 5% deferral rate unless they affirmatively elect to opt out in advance. An employee who is automatically enrolled in the Plan can change or eliminate their deferral election at any time.

Employee Benefits

Note: Unless otherwise noted, the effective date of the benefit changes listed below is January 1, 2009.

Medical Benefits – All Facilities

The current Inland PIBs will be continued with no changes to the deductibles, coinsurance levels, out-of-pocket maximums or office visit copayments and will be administered by the current vendors.

The following is a list of new benefits that will be included in the Medical program. Unless otherwise indicated, the benefit changes will be applied consistently to both PPO programs:

Hearing Aid Coverage - Under the new Agreement, hearing aids as well as the exam and fitting or replacement of hearing aids will be covered. The maximum benefit is \$1,500 per ear and is available every three years. Replacements will be covered if three years and past since the original hearing aids were purchased.

Wellness Initiative - The details of this program will be communicated to you as they evolve. However, in order to recognize the serious commitment to this initiative, Preventive Care Services, without any copayments. This means that routine physicals for adults and children will not be subject to the \$15 copayment. In addition to the increased coverage for Preventive Care Services, going forward the parties agreed to a bona fide preventive schedule of services and procedures and will review it annually as it may be updated by the vendor.

2008 - 2012 Contract Highlights

Lifetime Maximum - The lifetime maximum will be increased to \$5,000,000 with an additional \$1,000,000 for transplant services. The lifetime maximum will be reset as of January 1, 2009 for all participants.

Miscellaneous items - The Agreement also provides for the following:

- ** Lap Band Surgery, when medically necessary
- ** Clarification of Cosmetic Surgery coverage
- ** Removal of exclusions for elective abortions, reversal of sterilization and artificial/mechanical hearts
- ** Coverage for penile implants, when medically necessary
- ** Alignment of coverage for orthotic devices between the two PIBs

Prescription Drug Benefits

The following outlines the changes that will become effective January 1, 2009 for the Prescription Drug plans.

Weight loss Medications - These medicines will be covered to the extent that they are medically necessary.

Smoking Cessation Medications - The copayment for Smoking Cessation medications purchased at a retail pharmacy will be \$0. The \$700 limit under the former Inland plan is removed.

Prior Authorization Addition - Coverage will be added for the ED (erectile dysfunction) class of drugs. These medications will be subject to prior authorization and will be limited to 8 pills per month.

The exclusion for birth control medications and devices will also be removed from the former Inland PIB.

Dental Care Benefits

The following represent the changes under the tentative Agreement that will be applied to the Dental programs effective January 1, 2009.

- ** Increase Annual Maximum to \$2,000, \$1,500 of which can be applied specifically towards services from non-participating Dental providers.
- ** Increase Lifetime Orthodontic Maximum to \$2,500

Former Inland Plans

- ** Eliminate \$50 family deductible for out-of-network services

Vision Care Benefits

The structure of the current Vision Care Programs will not change. However, we were able to increase the frequency of services for eye exams, lenses, frames and contacts to once every 12 months, in the event that the member's prescription has changed. The allowance schedule for non-participating providers will be updated as follows:



April 2009

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
Safety First! Make the Job Safe, or DON'T DO IT!!!			1	2	3	4	
				Union Meeting 5:30PM			
5	6	7	8	9	10	11	
	Pay Day				Good Friday Paid Holiday		
12	13	14	15	16	17	18	
	SOAR Meeting 1:00PM						
19	20	21	22	23	24	25	
	Pay Day						
26	27	28	29	30	MARCH 2009 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	MAY 2009 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	

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2008 - 2012 Contract Highlights

Type of Lens	Benefit per Lens
Single Vision	\$50
Bifocal	\$55
Trifocal	\$60
Lenticular	\$65
Contact	\$60
Frames*	\$85

***Frames up to a \$120 retail value are available from a retail network provider at \$60. Purchase of frames is limited to once every two years.**

Life Insurance

Effective January 1, 2009, the basic Life Insurance amount for employees of the former Inland plants will be increased to \$50,000.

Effective January 1, 2009, all Employees will be afforded an opportunity to participate in an Optional Life Insurance Program and will be able to purchase an additional \$50,000 without providing Evidence of Insurability (unless previously denied by the insurance company or already at the maximum benefit. Further details about the Optional Life Insurance Program, including the cost will be included in the 2009 Open Enrollment Material.

Sickness and Accident Benefits

The new benefit formula for S&A benefits will be equal to 70% of your base rate of pay up to a maximum of 40 hours.

Additional changes to the S&A program include:

- * * Benefits will begin on the 1st day of disability resulting from accident or the first day of inpatient hospitalization or outpatient surgery and on the 8th day of disability resulting from sickness;
- * * The 1040 hours requirement for the former ISG plants has been removed;

General Provisions

By no later than January 1, 2010, Employees will also have the ability to purchase Optional Long Term Care insurance.

A joint benefits Committee will be established and will meet at least semi-annually to review issues involving the Active and Retiree programs.

The Waiver of Coverage premium will be increased to \$300 per month. This premium will be paid to Employees who opt out of the PIB and certify that they are enrolled in their spouses plan. You cannot, however, receive both the Working Spouse reimbursement and the Waiver premium, if applicable.

2008 - 2012 Contract Highlights

In addition, the following general provisions apply to the former ISG plants:

- * * Employees with 20+ years of service will be eligible for 24 months of continued coverage in the event of a non-compensable injury or illness;
- * * Student certification will be performed semi-annually. Coverage for dependent children will continue until the end of the month of the semester in which the child is no longer eligible;
- * * Any Employee or eligible dependent covered by Medicare as their primary insurance will be reimbursed the entire amount of the Medicare Part B premiums on a quarterly basis.

For the former Inland plants, coverage for new hires will be effective on the first day of employment.

Retiree Benefits

We entered into this round of bargaining with a goal to secure the benefits and financial well-being of our retirees and we were able to do just that.

Effective January 1, 2009 and throughout the term of the BLA, the monthly per adult premiums for retirees will be as follows:

- * * Pre-Medicare - \$70
- * * Medicare Eligible - \$35

In addition to securing the premium payments for our retirees, we were successful in streamlining the benefits from active to retired status. All of the same benefit enhancements listed above for the active healthcare benefits will also be applied to the retiree programs, with the following exceptions.

For the former Inland retirees, all those enrolled in the pre-1993 program will be transitioned to the PIB III. The PIB III program will also be modified to remove the \$150 limitation for preventive care and to expand coverage for organ transplants to mirror that of the active PIB.

Retiree Life Insurance

Effective January 1, 2009 all prospective retirees will receive life insurance benefits as listed below:

- * * Prior to age 62 - \$25,000
- * * Age 62 and after - \$15,000

Funding Retiree Healthcare for the Future

\$25 million per quarter will be deposited into the VEBA throughout the term of the BLA.



May 2009

Friday

Saturday

Notes

Sunday	Monday	Tuesday	Wednesday	Thursday	1	2	Notes
3	4 Pay Day	5	6	7 Union Meeting 5:30PM	8	9	
10	11 SOAR Meeting 1:00PM	12	13	14	15	16	
17	18 Pay Day	19	20	21	22	23	
24	25 Memorial Day Paid Holiday	26	27	28	29	30 72nd Anniversary Memorial Day Massacre	
31	Safety First! Make the Job Safe, or DON'T DO IT!!!				APRIL 2009 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	JUNE 2009 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	

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THE FIGHT IN STEEL

FROM HOMESTEAD IN 1892 TO THE 1919 STRIKE TO
THE LITTLE STEEL STRIKE OF 1937

FROM THE 1959 INDUSTRY STRIKE TO THE '77 IRON ORE
STRIKE TO THE '86 USX LOCKOUT

FROM LOCAL WORKING CONDITIONS AND THE FIRST
PENSIONS IN THE 1940's TO CONTRACTING OUT
PROTECTIONS IN THE 1980's AND 1990's

FROM THE TARIFF FIGHT IN 2002 TO THE FIGHT FOR THE
REBIRTH OF THE NATIONAL, LTV, AND BETHLEHEM PLANTS

**THE HISTORY OF STEELWORKERS IN AMERICA IS
A HISTORY OF STRUGGLE AND SUCCESS!**

1892

- AMALGAMATED ASSOCIATION OF IRON STEEL AND TIN WORKERS BROKEN AT HOMESTEAD BY CARNEGIE
- CONSOLIDATION OF THE INDUSTRY BY UNITED STATES STEEL FOLLOWS
- WHILE UNIONISM IS BROKEN IN THE MAJOR CORPORATIONS, THE AMALGAMATED SURVIVES IN SMALL, SECRET LODGES, AND GROWS IN STRENGTH AND POWER IN INDEPENDENT MILLS LIKE GRANITE CITY STEEL

1919

- In 1919 the basic labor rate averaged 46.2¢/hour over an average of 74 hours per week.
- In September, steelworkers across the country strike to win union recognition, abolition of the 12 hour turn, and increased wages.
- The strike was broken!
- Steelworkers had to wait 4 more years for the 8 hour day, and more than 20 more years to win recognition for their union.

1936

- STEELWORKERS ORGANIZING COMMITTEE OF THE CIO CREATED BY AGREEMENT WITH THE AMALGAMATED ASSOCIATION OF IRON STEEL AND TIN WORKERS TO ORGANIZE THE STEEL INDUSTRY
- ORGANIZERS SPREAD INTO STEEL TOWNS ACROSS THE COUNTRY
- **STEELWORKERS FLOOD INTO THE UNION!**

1937

US STEEL RECOGNIZES THE UNION WITHOUT A STRIKE!

- 1 YEAR MEMBERS ONLY FIRST CONTRACT INCLUDES:
 - 10¢ wage increase and \$5/day minimum increased basic labor rate in the North to 62.5¢
 - 8 hour day/40 hour week, with time and 1/2 after 8 and 40 (a reduction of 8 hours from the just-announced USS standard work week of 48 hours)
 - 1 week paid vacation after 5 years service
 - seniority rights for promotion or increase or decrease of forces
 - July 4, Labor Day, and Christmas holidays

FIRST CONTRACT BEGINS ELIMINATION OF FAVORITISM IN THE MILLS

- Seniority to apply in all cases of promotion, layoff, and recall
- Seniority to prevail where "skill, efficiency, physical fitness, family status, and place of residence are relatively equal."
- 5 step grievance procedure with arbitration and recognition of grievance committee
- Special procedure for discharge cases, and provision for reinstatement with backpay
- Company obligated to make reasonable provisions for the safety and health of employees while at work, provide safety equipment, and provide heat and ventilation where necessary
- **AFTER 36 HOUR STRIKE AND NLRB ELECTION J&L STEEL RECOGNIZES SWOC**
- **J&L FIRST CONTRACT FOLLOWS, WITH SAME PROVISIONS AS USS AGREEMENT**



June 2009

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes	
<p>Safety First! Make the Job Safe, or DON'T DO IT!!!</p>	<p>1</p> <p>Pay Day</p>	<p>2</p>	<p>3</p>	<p>4</p> <p>Union Meeting 5:30PM</p>	<p>5</p>	<p>6</p>		
	<p>7</p>	<p>8</p> <p>SOAR Meeting 1:00PM</p>	<p>9</p>	<p>10</p>	<p>11</p>	<p>12</p>		<p>13</p>
	<p>14</p>	<p>15</p> <p>Pay Day</p>	<p>16</p>	<p>17</p>	<p>18</p>	<p>19</p>		<p>20</p> <p>2nd Quarter Profit Sharing Calculation Period Ends</p>
	<p>21</p> <p>3rd Quarter Profit Sharing Calculation Period Begins</p>	<p>22</p>	<p>23</p>	<p>24</p>	<p>25</p>	<p>26</p>		<p>27</p>
	<p>28</p>	<p>29</p> <p>Pay Day</p>	<p>30</p>			<p>MAY 2009</p> <p>1 2</p> <p>3 4 5 6 7 8 9</p> <p>10 11 12 13 14 15 16</p> <p>17 18 19 20 21 22 23</p> <p>24 25 26 27 28 29 30</p> <p>31</p>		<p>JULY 2009</p> <p>1 2 3 4</p> <p>5 6 7 8 9 10 11</p> <p>12 13 14 15 16 17 18</p> <p>19 20 21 22 23 24 25</p> <p>26 27 28 29 30 31</p>

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- BY JUNE SWOC HAD 142 CONTRACTS AND 375,000 MEMBERS
- MAY 26: REPUBLIC, YOUNGSTOWN, AND INLAND (“LITTLE STEEL”), AS WELL AS BETHLEHEM JOHNSTOWN STEELWORKERS, STRIKE
- MEMORIAL DAY: TEN STRIKERS KILLED WHILE PEACEFULLY MARCHING AT REPUBLIC STEEL IN SOUTH CHICAGO
- **STRIKE EFFECTIVELY BROKEN BY MID-JULY, BUT THE UNION HAD BEEN ESTABLISHED AT LITTLE STEEL!**

1938

- FEBRUARY: USS CONTRACT EXPIRES
- USS AND SWOC AGREE TO EXTENSION WITH 10 DAY TERMINATION CLAUSE
- USS PROPOSES WAGE CUTS TO DEAL WITH ECONOMIC DOWNTURN
- SWOC RESISTS, AND CONTRACT MAINTAINED UNTIL MARCH 1941
- **FOR THE FIRST TIME STEELWORKERS HAD SUCCESSFULLY AVOIDED WAGE REDUCTIONS IN AN ECONOMIC DOWNTURN!**

1941

NEW USS CONTRACT INCLUDES:

- 10¢ general wage increase
- time and 1/2 for holiday worked by employees not on continuous operations
- paid vacations: 1 week after 3 years, 2 weeks after 15 years
- time and 1/2 for all days worked after 5 days in the work week
- 2 hours call-in pay, with 4 hour minimum if work actually begun
- reduction in management discretion in seniority application
- revision of grievance procedure, including establishment of time limits
- SWOC CERTIFIED AT LITTLE STEEL COMPANIES BY NLRB ELECTIONS
- **FIRST CONTRACTS FOLLOW USS PATTERN**

CLEVELAND, MAY 22, 1942

SWOC BECOMES USWA AT 1ST INTERNATIONAL CONVENTION!

1942

- INDUSTRY-WIDE WAGE STRUCTURE WON IN WAR LABOR BOARD CASES
- NEW CONTRACTS INCLUDE:
 - 5½¢ general wage increase
 - minimum daily wage guarantee
 - maintenance of membership and dues checkoff
 - time and ½ for 6th and 7th consecutive day across work week

1943 - 1945

- STEEL CONTRACT DISPUTE BEFORE THE WAR LABOR BOARD
- DECISION IN NOV. 1944 ESTABLISHED:
 - vacation: 1 week after 1 year, 2 weeks after 5 years
 - shift differential of 4¢ and 6¢
 - establishment of tripartite Board of Arbitration
 - program of wage rate equalization

1946 WAGE REOPENER

- INDUSTRY-WIDE, MONTH LONG STRIKE ENDS WITH UNION WINNING ITS ORIGINAL DEMAND OF 18½¢ GENERAL WAGE INCREASE

1947 - 1948

- CONTRACT SETTLED WITHOUT A STRIKE
- FIRST NEGOTIATION OF INSURANCE BENEFITS
- CONTRACT INCLUDED OTHER MAJOR IMPROVEMENTS:
 - 1947 settlement
 - 12½¢ general wage increase
 - increments from 3½¢ to 4¢



July 2009

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes	
<p>Safety First! Make the Job Safe, or DON'T DO IT!!!</p>	<p>JUNE 2009</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30</p>	<p>AUGUST 2009</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31</p>	1	2	3	4		
	5	6	7	8	9	10	11	Independence Day Paid Holiday
	12	13	14	15	16	17	18	
	19	20	21	22	23	24	25	
	26	27	28	29	30	31		
	SOAR Meeting 1:00PM Pay Day			Union Meeting 5:30PM				
	Pay Day						Visit Local 1010's web site at uswa1010.org	

- Southern differential reduced by 3¢
- 3 weeks vacation after 25 years
- severance pay
- significant restructuring of seniority clause
- establishment of the local working conditions clause
- wage reopener in 1948
- companies with lower wage rates brought up to USS standards

1948 WAGE REOPENER

- 9½¢ general wage increase
- contract extended to 1950 with wage and benefits reopener in 1949

1948

USWA WINS RIGHT TO BARGAIN OVER PENSIONS!

In an historic case out of Local 1010, Inland Steel, 77 NLRB 1 (1948), upheld by the 7th Circuit Court of Appeals in 1949, the National Labor Relations Board upheld the union's right to force companies to negotiate over pensions.

1949

WAGE AND BENEFITS REOPENER BENEFITS ARE THE ISSUE

- For the first time, the union demanded bargaining over pensions
- When negotiations broke down over the issue of employee contributions to benefits, half a million steelworkers struck 37 companies in the industry on October 1
- The first agreement was reached with Bethlehem, followed By Little Steel, then USS — making this the first non-USS pattern set in steel industry bargaining history
- By November 11 all companies had settled

OUR BENEFITS ARE WON

Pension plan effective March 1950

- \$100 minimum, including Social Security, at 25 years service and age 65
- actual pension based on 1% formula

Insurance plan effective February 1950

- maximum cost of 5¢/hour, split 50-50 between company and employee

- life insurance continued for retirees at no cost
- S&A \$26/week to 26 weeks
- 70 day Blue Cross hospital plan

CONTRACT EXTENDED TO 1952, WITH WAGE REOPENER IN 1950

1951

FIRST VICTORY OVER CONTRACTING OUT

- Although the basic steel contract did not contain specific restrictions on contracting out until 1963, in 1951 a major victory was won in arbitration. In US Steel case N-159, 2 SteelArb 777, Arbitrator Sylvester Garrett, the Chairman of the USS Board of Arbitration, ordered the company not to use contractors for ongoing work of slag removal and window washing.
- Garrett stated that the contract creates an obligation on the company to “refrain from arbitrarily or unreasonably reducing the scope of the bargaining unit.
- N-159 was later followed by steel arbitrators throughout the industry.

1952

IN A PRELUDE TO 1959, THE COMPANIES TRY TO TAKE BACK THE SHOP FLOOR

- In response to the union's demands, the companies refused to make an economic counterproposal, but demanded a return to corporate control of the shop floor:
- company to have complete freedom to rearrange duties and assign work
- incentive to be established through a centralized industrial engineering manual
- philosophical objection to USWA demand for full union security

THE GOVERNMENT SEIZES THE MILLS

- Facing a strike threat, the Truman Administration seized the mills
- On June 2 the Supreme Court ruled the seizure unconstitutional, throwing the bargaining back to the union and the companies
- That same day, at 2:00 in the afternoon, basic steel and iron ore strike began. Within 24 hours 500,000 steelworkers were off the job and the industry was completely shut down
- The strike lasted nearly 8 weeks, until settlement was reached on July 26



August 2009

Saturday Notes

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes																																																												
2	3	4	5	6 <small>Union Meeting 5:30PM</small>	7	8																																																													
9	10 <small>SOAR Meeting 1:00PM Pay Day</small>	11	12	13	14	15																																																													
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23	24 <small>Pay Day</small>	25	26	27	28	29																																																													
30	31	<p>Safety First! Make the Job Safe, or DON'T DO IT!!!</p>		<p>JULY 2009</p> <table border="0"> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td></td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10 11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17 18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24 25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td></tr> </table>			1	2	3	4		5	6	7	8	9	10 11	12	13	14	15	16	17 18	19	20	21	22	23	24 25	26	27	28	29	30	31	<p>SEPTEMBER 2009</p> <table border="0"> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11 12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18 19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25 26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td></tr> </table>		1	2	3	4	5	6	7	8	9	10	11 12	13	14	15	16	17	18 19	20	21	22	23	24	25 26	27	28	29	30			
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SETTLEMENT

- 16¢ wage increase
 - 12½¢ general wage increase
 - ½¢ increment increase
- 5¢ reduction in Southern differential
- 6 holidays, with double time for holidays worked
- 3 weeks vacation after 15 years
- Board of Arbitration changed from tri-partite to single arbitrator system
- system established to adjust incentives
- Job Classification Manual made part of contract
- Nearly full union security clause
- Company shop floor issues successfully resisted!

IRON RANGE MINERS WIN BARGAINING POWER

- The 1952 settlement was delayed by 2 days to resolve iron ore issues.
- In previous strikes, the union had not struck the Iron Range, leaving the miners with little leverage following settlement.
- In 1952 the miners refused to help the companies undermine their position by building stockpiles to be used against them when the strike in the mills was over.
- When the basic agreement was reached, Murray realized that it did not include resolution on Iron Range issues. Despite Truman's public announcement that the strike was over, negotiations continued until the miners achieved acceptable comparability on wage and benefits.

1954 NEGOTIATIONS

MAJOR NEW BENEFIT IMPROVEMENTS

- Pension agreement to run until October 31, 1957
- Minimum pension raised from \$100/month to \$140/month including Social Security
- minimum pension not to be reduced by future changes in Social Security
- eligibility increased from 25 years to 30 years
- Minimum disability pension increased by \$25 to \$75/month
- Insurance agreement to run until October 31, 1956
- Maximum insurance cost increased from 5¢ to 9¢, with employee still paying ½ of cost, but company to pay full cost of administration
- life insurance increased from \$1,000 to a range of \$3,000 - \$5,500
- S&A increased by \$14 to \$40/week

- hospitalization increased by 50 days to 120 days
- 50¢/month employee cost of surgical coverage switched to coverage under the plan

1955 WAGE REOPENER

SHORTEST STRIKE IN INDUSTRY HISTORY RESULTS IN WAGE GAINS

- At midnight on June 30, despite the fact that the International had not called a strike, steelworkers across the country walked off the job. By morning 400,000 steelworkers were out.
- At 11:00 am on June 30 settlement was reached.
 - 15.2¢ average increase
 - 11½¢ general wage increase
 - ½¢ increment increase
- All back to work by July 3

1956 NEGOTIATIONS

- For the first time, the steel companies bargained with the USWA through a multiemployer association, the Coordinating Committee Steel Companies, representing them.
- The union negotiated a single agreement, and that agreement was then applied to each individual company contract.

OVERALL EMPLOYMENT COST INCREASES BY 30% THE MODERN 3 YEAR CONTRACT EMERGES

- 3 year contract, without wage reopener
- Wages:
 - 1956 - 7½¢ general and 3/10¢ increment
 - 1957 - 7¢ general and 2/10¢ increment
 - 1958 - 7¢ general and 2/10¢ increment
- Semiannual COLA adjustment
- Shift premiums increased to 8¢ and 12¢
- SUB established at 52 weeks with 2 year eligibility
- 1/2 week vacation increase
- Sunday premium established at time and ¼
- Jury pay established
- Good Friday holiday added
- Job classes 1 and 2 combined
- Various improvements in insurance and pension benefits

Right to relief from unsafe work without penalty established for the first time.



September 2009

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
Safety First! Make the Job Safe, or DON'T DO IT!!!		1	2	3 Union Meeting 5:30PM	4 Pay Day	5	
6	7 Labor Day Paid Holiday	8	9	10	11	12 3rd Quarter Profit Sharing Calculation Period Ends	
13 4th Quarter Profit Sharing Calculation Period Begins	14 SOAR Meeting 1:00PM	15	16	17	18	19	
20	21 Pay Day	22	23	24	25	26	
27	28	29	30	AUGUST 2009 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31		OCTOBER 2009 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	

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1959

SHOWDOWN

- Since 1947, production was up by 50% but total employment had only increased by 1%
- Steel company profits were high
- **BUT**
- Total labor cost had increased by 30% under the 1956 agreement, and steelworker average hourly earnings were at \$3.08, 86¢ above the manufacturing average
- Foreign steel and alternative materials were entering the market

THE COMPANY DEMANDS

- In an obvious effort to regain control over the shop floor, the companies demanded major contract language changes in 8 areas:
 1. local working conditions
 2. wildcat strikes
 3. incentives
 4. work scheduling
 5. vacations
 6. duplication of benefits
 7. seniority
 8. clarification of contract language
- USWA President McDonald responded that the union would not repeal its contract nor would it become a company union

THE MEMBERSHIP STANDS STRONG BEHIND THE UNION

- The industry, in a major public relations campaign, attacked the local working conditions clause as a measure to protect featherbedding (many believe that this was a cover for a general attack on the support for the union by the rank and file)
- On July 15 a nation-wide strike began involving 519,000 steelworkers
- Almost immediately, layoffs began in the rail, barge, trucking, and coal industries
- On October 9, President Eisenhower appointed a Board of Inquiry to begin the process of invoking the Taft-Hartley cooling off period.
- The Board reported that the areas of disagreement were “work rules” and economics, and that there was no settlement in sight.

THE COURTS ORDER AN END TO THE STRIKE

- On October 21, an injunction was issued ordering an end to the strike, but was stayed pending appeal

- The union fought the injunction, believing that a return to work would merely allow the companies to rebuild stockpiles to continue to resist a settlement
- On November 7, 1959, the Supreme Court upheld the return to work order and the strike ended after 116 days
- In late November, with the injunction set to expire on January 28, 1960, the industry issued its “final offer,” which Taft-Hartley required to be put to a vote of the membership, and the union began a “Vote No” campaign
- Negotiations resumed in late December, and settlement was reached, without the Taft-Hartley vote, on January 3

THE SETTLEMENT DEFEATS THE INDUSTRY EFFORT TO ROLL BACK THE CLOCK

- Contract term to June 30, 1960
- Wages:
 - December 1, 1960 - 7¢ general wage increase and 2/10¢ increment increase
 - October 1, 1961 - 7¢ general wage increase and 2/10¢ increment increase
- COLA lost
- 13 week vacation plan established
- All employee contributions for insurance ended effective January 1, 1961
- Pension improvements
- Seniority improvements in cases of layoff or disability
- Joint study committee on local working conditions issues, with no requirement for any changes!

BY 1960, STEELWORKERS HAD ESTABLISHED OUR UNION, SUCCESSFULLY RESISTED EFFORTS BY THE COMPANIES TO REESTABLISH CONTROL OVER THE SHOP FLOOR, WON PENSIONS, HEALTH CARE, AND INCREASED THEIR STANDARD OF LIVING DRAMATICALLY

- From 1937 to 1960, steelworkers had secured general wage increases totaling more than \$1.50 per hour, and increment increases of 31¢
- This raised the pay of the lowest paid steelworker from 51.5¢/hr. to \$2.04/hr. even without factoring in changes that were won in incentives!



October 2009

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes	
<p>Safety First! Make the Job Safe, or DON'T DO IT!!!</p>	<p>SEPTEMBER 2009</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30</p>	<p>NOVEMBER 2009</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30</p>		<p>1</p> <p>Union Meeting 5:30PM</p>	<p>2</p>	<p>3</p>		
	<p>4</p>	<p>5</p> <p>Pay Day</p>	<p>6</p>	<p>7</p>	<p>8</p>	<p>9</p>	<p>10</p>	
	<p>11</p>	<p>12</p> <p>SOAR Meeting 1:00PM</p>	<p>13</p>	<p>14</p>	<p>15</p>	<p>16</p>	<p>17</p>	
	<p>18</p>	<p>19</p> <p>Pay Day</p>	<p>20</p>	<p>21</p>	<p>22</p>	<p>23</p>	<p>24</p>	
	<p>25</p>	<p>26</p>	<p>27</p>	<p>28</p>	<p>29</p>	<p>30</p>	<p>31</p>	
							<p>Visit Local 1010's web site at uswa1010.org</p>	

1962 NEGOTIATIONS

- Wage freeze
- First provisions prohibiting discrimination on the basis of race, color, religious creed, or national origin
- Extensive revisions of provisions concerning incentives and vacation scheduling, and minimum standards set for local seniority agreements.

1963 EXPERIMENTAL AGREEMENT

- In 1963 the companies and the union entered into an experimental agreement, limited to the period from 1963 - 1965. This agreement, for the first time, provided:
 - limitations on contracting out
 - limitations on supervisors working
 - protections on the scope of the bargaining unit
 - restrictions on overtime while members are on layoff

CONTRACTING OUT

The experimental agreement set up three categories of work:

- production, service, and day to day maintenance and repair work in the plant could not be contracted out where the practice was to have such work performed by the bargaining unit. In the case of a mixed practice, the work could be contracted out under circumstances similar to those where it had been contracted out in the past.
- All other work in the plant could not be contracted out unless the company could establish that contracting out was the more reasonable course of action in light of all relevant factors.
- New construction could be contracted out, subject to any rights of the bargaining unit previously existing.
- A contracting out committee was established, with right to notice.

1965 NEGOTIATIONS

- Experimental agreement made part of the contract, including continuation of contracting out restrictions
- Wages:
 - 1965 - 28½¢ general wage increase, 3/10¢ increment increase
 - 1967 - 6¢ wage increase, 2/10¢ increment increase
 - Incentive Calculation Rate added to contract
- 2 job class additive established for trade and craft jobs

- Employee right to union representation when called to meet with supervisor
- Military encampment allowance negotiated

1966 CONVENTION

Delegates adopt resolution creating the Basic Steel Industry Conference, with the power to ratify contracts formerly exercised by the Wage Policy Committee.

1968 NEGOTIATIONS

- Wages
 - 1968 - 20¢ general wage increase, ½¢ increment increase
 - 1969 - 12¢ general wage increase, 3/10¢ increment increase
 - 1970 - 12¢ general wage increase, 3/10¢ increment increase
- Surviving spouse benefit added to pension plan
- \$30/week vacation bonus
- 5 week junior group vacation added to extended vacation plan
- New provision restricting company use of tests
- Committee established to review incentive inequities, with arbitration available if no agreement reached

FIRST CONTRACTUAL CIVIL RIGHTS COMMITTEES ESTABLISHED!

1968 SPECIAL CONVENTION

First USWA Strike and Defense Fund established at \$25,000,000

1969 INCENTIVE ARBITRATION

When the incentive committee established under the 1968 contract could not reach complete agreement, the problem of incentive inequities was submitted to an arbitration panel. Their award established:

- minimum coverage of 65% of the plant, and 85% of the company
- three categories of incentives:
 - direct at a 35% opportunity
 - indirect at a 23% opportunity
 - secondary indirect at a 12% opportunity
 - categories only apply to new incentive plans - existing plans remain unchanged
- All employees with at least 5 years who is not covered by an incentive plan to receive 10¢/hour add-on (NOTE: Iron Range facilities NOT covered by the award)



November 2009

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
1	2 Pay Day	3	4	5 Union Meeting 5:30PM	6	7	
8	9 SOAR Meeting 1:00PM	10	11	12	13	14	
15	16 Pay Day	17	18	19	20	21	
22	23	24	25	26 Thanksgiving Day Paid Holiday	27 Paid Holiday	28	
29	30 Pay Day	Safety First! Make the Job Safe, or DON'T DO IT!!!			OCTOBER 2009 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	DECEMBER 2009 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	Visit Local 1010's web site at uswa1010.org

1971

STOCKPILING

- The run up to the 1971 negotiations saw heavy attention paid to steel bargaining. Most public commentators were predicting a strike.
- The companies ran full out, stockpiling heavy inventories as a hedge.
- A last minute 24 hour extension agreement averted a strike, and settlement was reached the next day.

THE RICHEST SETTLEMENT TO DATE: WAGES

- 1971 - 50¢ both general wage increase and in the ICR ½¢ increment increase
- 1972 - 12½¢ general wage increase, 4/10¢ increment in increase
- 1973 - 12½¢ general wage increase, 4/10¢ increment in increase
- COLA restored, with minimum guarantee of 25¢ increase over contract term

Result:

- at least a \$1.00/hour increase at Job Class 2, with the increment providing greater amounts at higher job classes
- 50¢ increase in the ICR provides even greater increases for incentive jobs
- Sunday Premium increased from time and one-quarter to time and one-half

THE RICHEST SETTLEMENT TO DATE: PENSIONS

- Minimum pension increased from \$6.50/year of service to \$8/ first 15 years - \$9/to 30 years - \$10/years over 30
- 1% formula increased to 1.1%/first 30 years - 1.2%/years over 30
- supplement for disability and 70/80 pensions increased from \$75 to \$105/month
- Surviving spouse minimum increased from \$75 to \$100/month before age 62; from \$25 to \$50/month after age 62
- \$15/month increase for all past retirees

THE AFTERMATH

Following the 1971 settlement, the industry had to work off the large stockpiles it had accumulated. Estimates placed the layoffs at 100,000 or more.

Japanese steel companies had demanded long term contracts as the price for agreeing to sell steel to American customers in the event of a strike.

For the first time, foreign suppliers had a foothold in the American steel market.

1973

ENA

- March of 1973: the Basic Steel Industry Conference ratified the Experimental Negotiating Agreement.
- The ENA provided
 - guaranteed 3% wage increase each year
 - guaranteed continuation of COLA
 - protection of local working conditions and management rights clauses
- Arbitration provided if agreement on company or industry issues on reached
- Right to strike provided for local issues on a plant by plant basis
- The intent of the agreement was to eliminate the stockpiling of steel as a hedge against strikes, stockpiling that provided an important opportunity to foreign steelmakers

1974

CONSENT DECREE

- On April 12, 1974, the USWA and 9 of the 10 steel companies of the Coordinating Committee entered into a Consent Decree designed to remedy discriminatory practices in the steel industry.*
 - The principal change was the conversion of the seniority system to use of plant seniority for all purposes. When the legal basis for the consent decree was later overturned by the US Supreme Court, the International Executive Board reaffirmed the Union's commitment to broad, non-discriminatory seniority rights and made plant seniority a matter of International Union policy.
- *Allegheny Ludlum, Armco, Bethlehem, J&L, National, Republic, USS, Wheeling-Pitt, Youngstown Sheet & Tube - Inland refused to sign, and did not convert to plant seniority until mid-term of the 1974 contract.**



December 2009

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
Safety First! Make the Job Safe, or DON'T DO IT!!!		1	2	3 Union Meeting 5:30PM	4	5	
6	7	8	9	10	11	12	
13	14 SOAR Meeting 1:00PM Pay Day	15	16	17	18	19 4th Quarter Profit Sharing Calculation Period Ends	
20 1st Quarter 2010 Profit Sharing Calculation Period Begins	21	22	23	24 Christmas Eve Paid Holiday	25 Christmas Day Paid Holiday	26	
27	28 Pay Day	29	30	31	NOVEMBER 2009 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	JANUARY 2010 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	Visit Local 1010's web site at uswa1010.org

- Wage increases:
 - 5/1/74 - 28¢ plus 2¢ increment increase (3 months early)
 - 8/1/75 - 16¢ plus 3¢ increment increase
 - 8/1/76 - 16¢ plus 4¢ increment increase
- All increases included in incentive calculation rate
- Craft incentives paid at actual job class (bringing up craft incentives to match the two job class additive first negotiated in
- 39¢ COLA rolled into base wages AND incentive calculation rate
 - COLA roll-in guaranteed for each of the three year agreement
- Pension increases
 - minimum pension increased
 - early retirement reduced to age 62 from age 65
 - increases to past retirees negotiated -- ranging from 60% for retirees prior to 1954 to 5% for retirees prior to 1973
- Drug and alcohol treatment added to PIB
- New holiday: Washington's Birthday
- Iron ore classifications upgraded to account for heavy equipment
- Penalty for 4-men working increased from 2 hours to 4 hours
- Employees who claim relief from unsafe work to be paid all monies lost if an arbitrator concludes they were in the right
- Grandparents and Grandchildren added to funeral leave provisions
- Local issues strike votes approved at a number of locations
 - all outstanding local issues resolved (including at two locations where strikes were approved)

1977

- Contract approved only after roll call vote of local unions in the Basic Steel Industry Conference
- Wage increases: 70¢ general wage increases plus 1¢ increase in the increment over 3 years
 - 5/1/77 - 20¢ plus 4¢ increment
 - 8/1/77 - 20¢
 - 2/1/78 - 10¢ plus 3¢ increment
 - 2/1/79 - 10¢
 - 8/1/79 - 10¢ plus 3¢ increment
- All increases added to ICR
- All COLA increases rolled into base wages each August 1

- Employment and Income Security Program for those with 20+ years service
 - Rule of 65 pension negotiated
 - 52 additional weeks of SUB
 - Inc and shift differentials added to short week benefit
 - Earnings protection increased to 90%
 - 52 additional weeks of Sickness and Accident benefits
 - 52 weeks additional health insurance coverage for employees on SUB or S&A

1977 LOCAL ISSUE NEGOTIATIONS

- Strike votes taken at 41 locations
 - 36 voted to strike
 - 14 settled without resort to strikes
 - 6 steel subsidiaries struck
- Sixteen Iron Range local unions struck to establish incentive earnings comparable to those in basic steel plants
 - strikes were resolved with improved earnings for steelworkers on the Range
- Inland contract adopts plant-wide seniority

1980

- Wage increases: 60¢ plus 3¢ increment
 - 5/1/80 - 25¢ plus 1¢ increment
 - 8/1/81 - 20¢ plus 1¢ increment
 - 8/1/82 - 15¢ plus 1¢ increment
- All wage increases added to ICR
- Annual COLA roll-in continued
- Shift differentials increased from 20¢/30¢ to 30¢/45¢
- Iron ore incentives won in 1977 increased to provide average opportunity of 23%
- Pensions
 - Increases negotiated for past retirees
 - Supplement increased from \$300 to \$400
 - Surviving Spouse minimum increased from \$115 to \$140
- Safety
 - carbon monoxide program negotiated following fatalities at Youngstown Sheet and Tube's Indiana Harbor plant (LU 1011)
- First safety shoe program: 2 \$40 payments
- First LMPT programs established

1982

CONCESSIONS FAIL!

- In May of 1982, with the industry in economic free-fall, the companies call for negotiations to reduce labor costs
- The companies demand a new three year contract:
 - 1982
 - Elimination of 8/1/82 wage increases and COLA roll-in
 - Cancel future COLA increases until 8/1/83
 - Establish starting rate of \$3 less for new hires, with \$1/year increases to standard rate
 - 1983 and 1984
 - COLA capped at 50¢ and treated as an add-on
 - Extended vacation plan terminated 12/31/83
- Company proposal unanimously rejected by the Basic Steel Industry Conference on June 30

1983

CONCESSIONS CARRY THE DAY

- New agreement effective 3/1/83 - 8/1/86
 - \$1.25/hr. wage cut in both base and ICR, to be restored over the life of the contract
 - Sunday premium reduced to time and one-quarter
 - Extended Vacation Plan eliminated
 - All employees with two or more years seniority lost one week vacation
 - COLA suspended
- SUB contributions increased by 50¢/hr.
 - SUB payments guaranteed for March 1 to August 1, 1983
 - SUB payments guaranteed for employees with more than 10 years in addition to existing guarantees for employees with more than 20 years

1981 - 1984

Steel and Iron Ore employment is down by 40%

USWA employment in steel and iron mining in the United States

1st Quarter, 1981	324,651
1st Quarter, 1984	194,113
Total jobs lost:	130,538

1984

IMPORT FIGHT

In 1984 the Union joined the industry in backing the Fair Trade in Steel Act, which proposed to limit imports to 15% of the market for 5 years. Also in 1984 the Union joined Bethlehem Steel in filing a \$201 petition. The ITC found injury, but proposed inadequate remedies.

1985

W-P STRIKE

In 1985 Wheeling-Pittsburgh, operating in bankruptcy, received permission from the court to terminate the contract and imposed reductions in wages and benefits of \$6.20/hr.

After a 95 day strike, during which the Union achieved the ouster of the CEO, a new agreement was reached restoring most of the reductions.

1986

PATTERN BARGAINING AND MEMBERSHIP RATIFICATION EMERGE

During the years between the 1983 and 1986 negotiations, the Coordinating Committee disbanded as the companies could no longer agree on a common agenda. The Union responded with a plan for “pattern” bargaining, seeking an agreement with one company first and then attempting to secure the same agreement with each of the other companies.

Unlike in auto bargaining, negotiations began simultaneously, with no specific target set.

For the first time, the BSIC adopted a resolution permitting membership ratification of all contracts, and the mail ballot procedure was created.

NEGOTIATIONS

Lynn Williams: *“If we’re going to save the industry we’ll save it for ourselves and not for the contractors”*

- Breakthrough at LTV: In exchange for labor cost reductions, the new LTV agreement established the historic 1986 contracting out protections that led to the reversal of the wholesale contracting out of USWA jobs that had plagued the Union at every company (most notably LTV and USS).

- Breakthrough at National: The National agreement called for labor cost reductions of just under \$1/hour, included the new contracting out language, and provided the first no-layoff guarantee achieved in the industry.
- Breakthrough at Bethlehem: In exchange for concession on labor costs, the Bethlehem agreement won the new contracting out language, and provided the first grievance procedure in the industry where the Union won if the company failed to answer the grievance in a timely manner.
- Breakthrough at Inland: At Inland the Union again won the new contracting out language and was able to hold the line on wages, achieving a wage freeze for the life of the contract.
- LTV files bankruptcy
- Company cuts off retiree health care
- One day strike by local 1011 at Indiana Harbor results in reinstatement of retiree health care payments

1986-87

LOCK-OUT AT USS

US Steel, which had been the most militant and aggressive in contracting out USWA work, also proved the most aggressive in demanding labor cost reductions and the most resistant to the new restrictions on contracting out.

The company demanded concessions greater than those achieved by any of the other companies, and would not agree to limit its right to continue to wholesale contract out steelworkers' jobs.

After a lock-out lasting nearly six months, the Union won practically identical contracting out language and was able to hold the line on the concession given in return.

In a major advance, the 1986 agreement committed US Steel to invest in a new caster at the Mon Valley works -- a provision that saved steelmaking in Pennsylvania.

This was the first step in bargaining for investment, something the USWA continued to develop in later negotiations.

1989

THE UNION RETURNS TO BARGAINING FOR INCREASES

In 1989, with the companies returning to profitability, the Union was successful in negotiating, in addition to an immediate restoration of past concessions, wage increases of \$1.50 over the 4-year contract, as well as pension increases at every company except LTV (which was still in bankruptcy) and USS (where the contract did not expire until 1991). The negotiation of the Institute for Career Development led to one of the most successful and popular programs ever created in collective bargaining.

In a first for Basic Steel, the Inland Steel and Hibbing Taconite contracts provided for a \$1,000 minimum pension for 30-year retirees.

THE UNION WORKS FOR ITS RETIREES

In 1989 tens of thousands of surviving spouses were living on little or no pension income. To address this, the Union negotiated payments of up to \$4,000 during the life of the contract, based on a sliding scale taking into consideration when the spouse retired.

1990

After 5 years in bankruptcy, a new contract at Wheeling- Pitt restores wages and benefits to the pattern levels.

1991

- Because of the 1986 lock-out, USS had been out of line with the industry. In February of 1991 the new USS contract restored previous sacrifices and put steelworkers at USS "on pattern."
- The 1991 USS contract also increased the pension minimum to \$1,500 per month, improving on the Inland and Hib-Tac agreements reached in 1989

1993 - 1994

- BSIC adopts "New Directions" bargaining policy
- 6 year contracts with reopener in 1996

- 1st 3 year economics include lump sums in lieu of wage increases followed by a 50¢ increase in the 3rd year
- 2nd 3 years left open for reopener with arbitration if no agreement reached
- Non-traditional issues include Board seats and neutrality
- Extensive partnership language
- LTV and USS brought into common expiration with Inland, Bethlehem, and National

1996

- No agreement reached at any company
- Arbitrations produce more lump sums in lieu of wage increases despite improving financial position of the companies

1998

- Asian financial crisis begins
- Steel dumping into the US market accelerates
- Stand Up for Steel campaign goes into high gear
- The companies cannot agree on a strategy
- Without company support the Union effort to secure relief from Washington fails

1999

USS and Bethlehem bargain jointly, setting the pattern

- Wages:
 - 8/1/99 - 50¢
 - 8/1/00 - 50¢
 - 2/1/03 - \$1.00
 - All increases to both base wage and ICR
- Pensions increase minimum multiplier for first 30 years/year after 30 to:
 - 8/1/00 - \$52.50/\$70.00
 - 8/1/02 - \$56.25/\$75.00
 - Surviving spouse payments increased and continued

2001

- Stand Up for Steel campaign continues
- Huge rally greets first ever ITC field hearing in Merrillville IN

- LTV announces shutdown of all plants
- 201 tariffs imposed

2002

- ISG buys LTV and Acme plants
- Agreement with USWA results in ISG recall of former LTV employees by seniority
- ISG contract resolved
- National bankruptcy results in PBGC takeover of pensions

2003

- USS buys National plants
- New USS contract covers both former USS and former National plants
- ISG buys Bethlehem plants and former Beth membership brought under ISG agreement

2004

- All USWA members at former LTV, National, Bethlehem, and Acme plants brought under Steelworker Pension Trust with full credit for past service for retirement eligibility

2005

- Wages: Base wages range from \$15.91 to \$21.75/hour, with a 3% wage increase on March 31, 2007. Job classes are reduced to 5 Labor Grades.
- Incentives: Current plans remain in effect, with “red-circle” protection against lower pay.
- Medical Benefits: Current Ispat-Inland health care plan remains in effect, with adjustments to deductibles and out-of-pocket maximums.
- Retiree Health Insurance: Inland employees will continue company-provided health care benefits. With minimal changes to the amounts retirees pay, Inland retirees will continue to be provided some of the best benefits at lowest cost in American industry.
- Pensions: Current Ispat-Inland pension remains in effect for current employees.
- Investment Commitment: The Company is required to reinvest in our facilities. It cannot idle operations and replace our output with foreign steel.

United Steelworkers Local 1010 3703 Euclid Ave. East Chicago, IN 46312 (219)398-3100; web site - uswa1010.org

 <i>Vice President</i> Steve Wagner 923-9284	 <i>President</i> Tom Hargrove 793-4834 steelworker@ameritech.net	 <i>Recording Secretary</i> Fidel Azcona 887-1792
 <i>Financial Secretary</i> Rosa Maria Rodriguez 801-1896	 <i>Treasurer</i> Joe Piller (708)478-1629	
 <i>Guide</i> Dan Mosley 398-0185	 <i>Inner Guard</i> Jim Gogolak 397-5724	 <i>Outer Guard</i> Luis Aguilar 838-9224
 <i>Trustee</i> Ivan Agosto 397-6934	 <i>Trustee</i> Dorine Godinez (574)772-2336	 <i>Trustee</i> Jerry Strauch 988-4677

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<p align="center">Safety Committee safety@uswa1010.org Ivan Agosto - Chairman 397-6934 Cell: 712-5631 Nick Valle - Vice Chairman (708) 891-2272 Cell: 808-5377 John Gelon - Secretary 690-1523 Cell: 406-4190 Don Jones - Safety Coordinator 838-4210 Cell: 712-5610</p>	<p align="center">Hall Extension Numbers</p> <p>Tom Hargrove 111 Steve Wagner 113 Fidel Azcona 119 Rosa Maria Rodriguez .. 101 Joe Piller 134 Dennis Shattuck 116 Darrell Reed 114 Matt Beckman 138 Luis Aguilar 115 Dorine Godinez 141 Safety 120 or 121 Don Jones 120 Insurance & Benefits 117 Max Carrasquillo 143 Don Seifert 145 Editor 140</p>
Retiree's Rep Don Lutes 924-2294	

Committee Chairs			Coordinators
<i>Insurance & Pension</i> Fidel Azcona 887-1792	<i>Contracting Out</i> Max Carrasquillo 365-4086	<i>Members Assistance</i> Dave Lomellin 397-0902	<i>Contract Coordinators</i> Luis Aguilar 838-9224 Hall ext.115 Steve Wagner 923-9284 Hall ext. 113
<i>Community Services</i> "Baby Lou" Gonzalez 398-2370	<i>C.O.P.E</i> Pat Humphrey 397-9122	<i>Human Rights</i> Dorine Godinez (574)772-2336	
<i>Compensation</i> Maximiliano Iglesias 844-8324	<i>Women of Steel</i> L.A. Garcia 397-4377	<i>Sports</i> Enrique Campos 398-7316	
			<i>Training Coordinator</i> Dorine Godinez (574)772-2336



**From Everyone at Local 1010
Happy Holidays
and Have a Safe and Happy New Year**