

## Local 1010 Membership Tentative Agreement Highlights

Our collective actions over the last three months have demonstrated that there is no greater strength than the solidarity of The USW Membership working in ArcelorMittal Plants throughout the United States. A special thanks to the unwavering support from Local 1010 Members. Your support allowed us to resist the concerted attack on our local by plant management during what has proven to be very contentious contract negotiations.

Remember to check your mail in the upcoming weeks, as you will be receiving a detailed summary including, date and location for information meetings prior to your ratification vote.

### **The following are the changes to our BLA:**

#### **Wages:**

\* Within 30 days of ratification \$2000 lump sum payment to each employee actively at work as of Sept. 1, 2012. Probationary Employees shall not be eligible for a lump sum payment until such time that they complete their probationary period.

\* 9-1-13 2.0 % base rate increase

\* On May 15, 2014, a lump sum payment of \$500 to each employee actively at work on April 1, 2014.

\* 1-1-15 2.5% base rate increase

#### **Workforce Harassment, Awareness and Prevention:**

\* All employees shall be educated in the area of harassment awareness and prevention on no less than a yearly basis.

#### **Permanent Vacancies and Transfer Rights:**

\* Employees who bid and then refuse a transfer or voluntarily returns to the unit from which s/he transferred may not apply for transfer again for 6 months.

#### **Grievance Procedure:**

\* Mini Arbitration process to provide prompt and efficient handling of grievances concerning written reprimands or suspensions of 5 days or less. In addition, parties may use this procedure for suspensions of more than 5 days by mutual agreement.

#### **Workforce Planning:**

\* Company agrees to develop and then review with union workforce plans that ensure timely hiring of additional Employees under certain circumstances.

#### **Severance Allowance:**

\* The Total may not exceed \$75,000.

#### **Profit Sharing:**

\* Hours shall also include those hours not scheduled less than 40 due to a scheduled reduced work week.

#### **Bereavement:**

\* Expanded to include same number of paid days allowed but now within a 10 day period, one day must include the day of service.

#### **FMLA:**

\* Company can no longer require an Employee seeking FMLA to use any unpaid vacation.

#### **Investment Commitment:**

\* Company agrees that it will make capital and repair and maintenance expenditures of facilities of no less than \$1.5 Billion.

\* Company has committed to developing and reviewing its Capital and R & M plans with the Union to improve the competitiveness of ArcelorMittal USA.

#### **Labor Grade 1 and 2:**

\* Performs and assists in maintenance tasks as directed by Senior Operating Technicians and Maintenance Technicians.

#### **Program of Insurance benefits for Active Employees:**

\* Coverage is extended for the dependents of an Employee who dies until the last day of the 6th month following an Employee's death.

\* If there is no surviving spouse coverage is extended for children of an Employee who dies until the last day of the 6th month following an Employee's death.

\* Plan shall provide coverage for Registered Dieticians up to 8 visits annually.

\* Medical Plan will pay medical claims "In Network" if no network provider within 50 mile radius from the participant's home.

\* Chiropractic Care will no longer be subjected to a Medical Improvement Evaluation.

\* Hospice Care eliminated the \$150 daily max on private room charges.

\* Physical Therapy will no longer be subjected to a Medical Improvement Evaluation.

\* Orthotics no longer a requirement to be in lieu of surgery.

\* Ambulance transport will include transportation from Hospice or hospital to home.

**Prescription Drug:**

\* Plans cannot be altered without agreement from union.

\* Plan shall cover Shingles Shots.

\* Drug Plan shall revert back to 12/31/2011 except as modified by agreement.

**Dental:**

\* Plan shall cover cost of composite restoration on posterior teeth up to the dental maximum.

\* Dental network may be changed only by mutual agreement.

\* Dental Plan will pay medical claims "In Network" if no network provider

within 50 mile radius from the participant's home.

**Wellness:**

\* A joint wellness committee will be established at each plant

**Program of Insurance benefits for Retirees:**

\* Benefits remain the same.

**Pensions:**

\* Benefits remain the same.

**We must never forget this extreme show of solidarity as we move forward to enforce our contract and prepare for our next negotiations.**

**Thanks to all of you we have maintained One Local One Contract.**

**Your local 1010 Negotiating Committee:**

Tom Hargrove, President

Steve Wagner, Vice-President

Luis Aguilar, Trustee

Jerry Strauch, Recording Secretary

Max Carrasquillo, Trustee

Don Jones, Guide

Dennis Shattuck, Grievance Chair

Darrell Reed, Grievance Vice-Chair

Matt Beckman, Grievance Secretary

Tim Trtan, Office and Technical

Gary Bender, Riverdale

Ron Kaszak, Ind. Harbor Long Prod.

Don Lutes, Retiree Representative

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**Union YES!**