

To 1010 Members:

The Local Union Presidents have discussed many issues with Vice-President, Dave McCall. Last week we all conferenced with VP McCall regarding the issues that have been raised from the Coronavirus Pandemic.

I (as well as other presidents) have requested many of these issues/resolutions be granted locally at our plants that have been denied by Indiana Harbor East Management and stated that these issues are corporate decisions and not local plant managers.

Excerpts from Vice-president McCall letter to AM Corporate is stated below.

This is a stressful and anxious time for all of us in dealing with issues related to COVID-19. I'm sure that AMUSA management must have the same concerns as the USW represented employees with the priority being the health and safety of ourselves, our co-workers and most importantly our families. Certainly next on everyone's list is the effect the virus will have on the economic security of all employees, the business impact of the virus on AMUSA and the associated concerns of customers, suppliers and vendors.

Based on my discussions with the Presidents and their descriptions of the virus related occurrences and responses at the various plants and now with the recent and unfortunate reports of positive tests of several employees/contractors, I want to restate the union's position on actions we contend management should take with regard to COVID-19. Since the public warnings and announcements of the dangers of COVID-19, we have had several email exchanges regarding the impact of the virus on employees that may occur during the pandemic. Therefore, for the record and to make sure there are no mis-understandings I want to communicate to you the union's position with regard to USW represented employees.

- When management receives a report of anyone who has been in one of the AMUSA facilities, management should immediately notify (in accordance with any HIPPA regulation) the Local Union President and the Union's Safety Coordinator assigned to the facility. Management should communicate and discuss with the Local Union representatives the plan to mitigate any exposed areas and other actions that are planned and appropriate regarding the incident.
- When management directs an employee, whether or not the employee exhibits COVID-19 symptoms, to go home, to contact their doctor and/or to self-quarantine, management will be responsible to pay the employee for all reasonable lost time at the employee's Regular Rate of Pay. From the union's perspective, this situation is analogous to when management determines just cause exists to initiate a drug or alcohol test;

management is responsible for the employee's pay until such time as the results of the test are available.

- If the person tests positive for the virus, the compensation should be converted to S&A and the seven (7) day waiting period should be waived and the employee should remain on S&A until released by a doctor. If the test is negative, the employee should be returned to work with no loss in earnings or earnings opportunity.
- If an employee notifies management that they have COVID-19 symptoms and has been advised by a doctor or a government entity to self-quarantine, the employee is for all intents and purposes in fact totally disabled from work, they are eligible for S&A, because the quarantine is immediate, the seven (7) day waiting period is waived.
- If an employee has been exposed to a person with COVID-19 and has been advised by a doctor or a government entity to self-quarantine the employee is eligible for S&A, because the quarantine is immediate, the seven (7) day waiting period is waived. The employee should be returned to work when released by their doctor.
- If an employee notifies management that they are in a high risk category for COVID-19, or in fear of being exposed to COVID-19 and wish to self-quarantine until conditions change, or has child care or family member care issues that have been created due to COVID-19 the employee may apply for and shall be granted FMLA or other appropriate leave.
- In all instances, any and all absenteeism policies should be relaxed during these stressful times.

As I indicated, the above is the view of the USW in this manner and my intent is to make clear to management our position on these issues and how they should be handled. We should recognize that there may be other unique situations that occur that are not described above, so the Union reserves the right to discuss with management such circumstances should they occur. I believe the actions/responses that I have described above is reasonable and consistent with the BLA and our associated agreements and practices; in addition we would expect AMUSA to also conform and comply with any laws and/or regulations that may provide benefits in excess of the BLA and our associated agreements and/or practices.

We will continue to keep you informed as more information is available,

**In Solidarity,
Steve**