

To All 1010 Members:

This is our current status as of today. The Steel Market continues to deteriorate. Local 1010 submitted its final Layoff Minimization Plan (LMP) to IHE Management and the Company rejected it. The Union just received Riverdale Management's final LMP and we are preparing our own LMP as we speak. Due to the Coronavirus Pandemic, Local 1010 approached the Company to start Voluntary Layoffs (VLO) 4 weeks ago and management flat-out refused. The Company had stated that the number of displaced employees would be approximately 250 next week. Due to Local 1010's efforts of reassigning work that our members can perform, the Union brought the total number of laid off 1010 members for next week to 139. The Company has also indicated the number of layoffs will grow in the upcoming weeks as business is expected to continue to decrease.

There is an updated VLO form being distributed by management in certain departments that does not require Union approval. The Union is not supporting the VLOs because there is no maximum duration of layoff on the Company's VLO form. In addition, the Union believes that the Federal Pandemic Unemployment Compensation (FPUC) should be paid in addition to your unemployment and SUB pay. Understandably, some of our Brothers and Sisters may choose to take VLOs due to personal reasons.

The Company again indicated employees with 2 years or less will not be working unless they are needed to operate regardless of the amount of VLOs they receive.

Today, the Union appealed the LMP dispute with IHE management to expedited arbitration and is working to get it scheduled ASAP. There are additional issues being challenged through our Grievance Procedure.

The Company has refused to do any arbitrations because of restricted travel by Arbitrators. The Union believes management is trying to stall the dispute resolution process. The Union informed the Company that video conferencing arbitrations are acceptable by the USW and by the Arbitrators. The Company must change their position as they cannot stop us from enforcing our rights under our contract. Additionally, the USW will be taking legal actions if the company continues to stall on arbitrations.

Stay safe, this Covid-19 virus has already been attacking our USW Brothers and Sisters here at home and across the country. Please keep them in your thoughts and prayers. The Union will continue to represent and protect all Local 1010 members through this time of uncertainty.

Stay Strong, Stay United

In Solidarity, Steve