



August 10, 2016

Dear Local 1010 Steelworker:

As you may know, the new USW/ArcelorMittal Basic Labor Agreement includes a new childcare benefit called the Experimental Childcare Reimbursement Program. The company, union and ICD have been working on implementing it since ratification. We are now ready to begin administering this new benefit.

The benefit is retroactive to January 1, 2016. **The maximum amount an individual can receive in Childcare Reimbursement and ICD Tuition Assistance per year is \$1,800.** That means that every dollar individuals receive in Childcare Reimbursement is one less dollar they can receive in Tuition Assistance. **Be aware that these benefits are determined on a first-come, first-serve basis.**

All participants must submit three mandatory documents with the Childcare Reimbursement form to JobLink:

1. The work schedule for the days for which reimbursement is requested.
2. Receipts for the childcare expenditures which should include the employee's name and child's(children's) name(s).
3. The copy of the daycare provider's state license (only for the first submission).

Reimbursements will be made once per quarter. Once approved by the company, reimbursements will be processed for payment within 30 business days at the end of each quarter in which the reimbursement is being submitted.

Applications for reimbursement must be made in person at JobLink no later than the following dates:

- For 1st and 2nd quarters of 2016: **Submit by Sept. 29, 2016**
- For 3rd quarter of 2016: **Submit by Dec. 21, 2016**
- For the 4th quarter of 2016: **Submit by March 30, 2017**

You may submit the childcare reimbursement applications on a weekly basis.

Remember, reimbursements are determined on a first-come, first-serve basis!

JobLink is located at 3333 Michigan Ave. Please go to the main office in the building with the deck. **Open Mon–Thurs. 8:30 a.m. to 4:30 p.m. and Fri. 8:00 a.m to 4:00 p.m**

For further clarification you may call Marcia Taylor at 399-8134, Steve Wagner x-113 or Don Seifert x-141 at the Local 1010 Union Hall at 937-7784.

Sincerely,

Members of our Local Joint Committee:

Roger Hughes
Company Co-chair

Don Seifert
Union Training Coordinator

Marcia Taylor
JobLink Coordinator

Steve Wagner
Union Co-chair