



## Labor Disputes: Frequently Asked Benefits Questions

### Health Insurance

For members on a work stoppage at ArcelorMittal, Company-paid Medical, Prescription Drug, Dental, Vision, and Life Insurance coverage continues for **150 days following the start of the labor dispute**.

Those who are **already receiving Sickness & Accident (S&A) or Workers' Compensation Benefits (WC)** or are on an approved **FMLA Leave of Absence** will continue to receive all of their benefits for as long as they are eligible for S&A, WC or FMLA.

Once the eligibility period ends, they will be covered for Company-paid medical, prescription drug, dental, vision and life insurance **only for the period remaining of the 150-day continuation**.

Sickness and Accident coverage ceases during the labor dispute; after the work stoppage commences, new claims cannot be filed.

### 401(k) Loans

Anyone with an outstanding loan from their 401(k) will **no longer be able to make payments by payroll deduction**. Depending on the particular situation, individuals may be able to defer loan payments for 12 months.

Be advised, **payment amounts may be higher when they restart**. Individuals may also be able to set up payments directly to Fidelity. If a borrower does not make arrangements to defer or pay a loan, it can be subject to **income taxes** and an **early withdrawal penalty**.

Union members may be eligible for a hardship distribution.

- Please call **Fidelity** with any questions at: (800) 354-6551.

### Optional Life Insurance

If you currently purchase optional life insurance at your own expense, you will **no longer be able to make payments on this coverage by payroll deduction**.

- Please contact **Prudential** at (219) 399-6266 directly to set up payments.

## Vacation Time

Members with unused vacation time are entitled to receive vacation pay.

## Retirement

During a labor dispute, union members can still retire and will be credited with their service up to the start of the work stoppage.

We will not accrue service during the dispute, but service may be restored once the dispute is resolved.

For more information:

- Participants in the **Steelworkers Pension Trust** can contact the SPT directly at: (800) 848-1953.
- Those covered under the **Defined Benefit Pension** (Inland) should contact Aon Hewitt at: (888) 279-6025.

Anyone who plans on retiring and is age 65 or older (and/or has a spouse 65 or older) **must enroll in Medicare Part B** to be eligible for Retiree Healthcare.

Please contact your local union with any additional questions.