



USW/ArcelorMittal
Negotiations
May 2, 2016



Local 1010 Tentative Agreement Highlights

- A three year agreement retro to September 1, 2015
- A \$2.5 billion Capex Facilities Investment Program
- Waived In-Network Health Care deductibles upon completion of Wellness Examination by a Physician.
- Combined all the Active Insurance Plans into one plan with no premiums. Raised the out of pocket max to \$1,500 per/individual and \$3,000 per/family. Improved mail order RX to 90 day supply.
- Improved the Spousal Premium Reimbursement Program
- Moved Medicare eligible retirees into a Medicare Advantage 90/10 United Health Care plan with premiums changes from \$35/\$70 to \$50/\$100. Maintained Vision Coverage for retirees at no cost.
- Improved coverage for Legacy Retirees in the VEBA
- Converted fixed VEBA contribution into a 5% quarterly profit contribution
- Improved the Inland Pension to a 10 year certain and increased the multiplier to \$105 for future years of service. Also, increased Steelwork Trust Pension contribution by \$0.05 per/hour per/year (total of \$0.15)
- Quarterly Hot Rolled Bonus Payment when Hot Roll Steel prices go above \$600 per/ton
- Established a Parental leave provision under FMLA
- Established an Experimental Child Care Program
- New hiring preference for USW relatives

Your Solidarity allowed us to reach this agreement! We will have informational sessions to answer questions as you will also receive a contract summary and ratification ballot in the mail.
In solidarity,

Tom Hargrove, President USW Local 1010

