

**QUESTIONS AND ANSWERS REGARDING  
USW Represented Employees in Bargaining Units Covered by the  
2018 AMUSA Basic Labor Agreement  
TEMPORARY REDUCTION IN WORKFORCE (“TRIF”)  
(Updated as of April 2020)**

**I. Supplemental Unemployment Benefits (SUB) & Unemployment Compensation (UC)  
Questions:**

**Q1: How much is state unemployment in Indiana?**

A1: The amount of the weekly payment depends upon the highest wages the client was paid in any calendar quarter in the base period. The weekly payment may not exceed \$ [Insert amount]. Please note, although you may live in another state, your UC benefit should be filed with the state in which you work. In addition, due to the COVID-19 crisis, the state may change the unemployment calculations and/or contributions.

**Q2: How much is Supplemental Unemployment Benefits (“SUB”) pay?**

A2: SUB pay is based upon a percentage of your hourly rate times 40 hours, offset by state unemployment compensation (“UC”), which includes any Federal Pandemic Unemployment Compensation (FPUC), Trade Adjustment Allowance and any Excess Other Compensation. The percentage and duration of SUB pay depends upon your length of continuous service. Refer to the attached SUB matrix (Reference: Article Eight, Section B.2a contains information concerning the amount and duration of benefits).

**Q3: Who is eligible for SUB pay?**

A3: Employees eligible for SUB must have at least 2 years of service at the time of layoff.

**Q4: How does SUB pay and UC work together?**

A4: Refer to the attached SUB matrix (Reference: SUB Article Eight, Section B.2c explains how SUB and UC benefits work together).

**Q5: Although I am being laid off as an employee of ArcelorMittal, can I draw UC benefits if I am receiving a pension from a different company or from the Pension Benefit Guarantee Corporation (PBGC)?**

A5: If you are drawing a pension from the PBGC or another company, the pension is not considered deductible income; if you are receiving a the pension from the Steelworker Pension Trust (SPT) or ArcelorMittal, it is a deduction from UC, resulting in a higher SUB benefit than would have otherwise been paid by the Company, but would not result in a greater overall combined weekly benefit.

**Q6: How is SUB pay taxed?**

A6: In accordance with IRS regulations, SUB pay is taxed as income and will appear on your W-2.

**Q7: Give examples how someone could get SUB pay without drawing UC.**

A7: Some examples are: the initial week of layoff (“waiting week”) or the employee exhausts state unemployment benefits. Article Eight, Section B.2.c and d explain how SUB and unemployment benefits work together. However, you should be aware that due to COVID-19 crisis the state of [Insert state here] has waived the waiting week.

**Q8: I receive a social security pension. How will that affect my SUB and/or UC?**

A8: There is no offset to your SUB and/or UC benefit, it does not impact SUB and/or UC benefits.

**Q9: Do I have to actively look for work in order to get UC?**

A9: If a layoff is voluntary, and you will be able to provide the state with a return-to-work date (at the end of the layoff), the state's requirement to actively look for work will be waived. But if layoff, voluntary or involuntary, is expected to last more than 6 months you may be required to actively look for other work. However, you should be aware that due to COVID-19 crisis the state of Indiana may change this requirement.

**Q10: How do I apply for UC?**

A10: You should apply for UC in the state in which you work. See the attachments for additional information on how to apply <https://www.in.gov/dwd>.

**Q11: If I have 19 years of service when I am laid off and during my layoff I reach 20 years of service, do I get SUB based on 20 years of service?**

A11: No, your SUB eligibility is determined by your years of service on the date of layoff.

**Q12: What deductions will be made from SUB?**

A12: All taxes, garnishments, child support, and optional life and AD&D premiums and will be deducted from SUB pay. Union dues will not be deducted.

**Q13: How will I receive SUB payments?**

A13: You will be paid every two weeks. Direct deposit of SUB checks is available through payroll. Employees currently receiving a live check will receive a live SUB check mailed to your home address. However, due to disruptions caused by the Covid-19 pandemic, the Company will have no control over the entities involved in the various activities associated with the delivery of live checks and/or pay stubs.

**Q14: How do I sign up for direct deposit?**

A14: Log into Dayforce: from the home screen select > forms >Personal>Direct Deposit > complete direct deposit form >Submit

**Q15: How do I log into Dayforce?**

Link: <https://Dayforcehcm.com>

Company: Arcelor

Username: Clock number

Password: Last name (first letter should be capitalized), and last 3 of your SSN (example: SmithXXX)

If you have already logged into Dayforce, please use your current password.

See Dayforce Self-Service flyer attached.

**Q16: If I am established as a labor grade 5, and get stepped back to labor grade 2, then get laid off, what labor grade will be used to calculate my SUB pay?**

A16: Your established position will be used. In this case it will be labor grade 5.

**Q17: Do I have to apply for SUB benefits?**

A17: No, your department provides information each week with your layoff status which is used to generate your SUB payment. It is not necessary to submit weekly SUB vouchers.

**Q18: What happens if I get sick or injured while I'm on layoff? What should I do?**

A18: You need to follow these steps in that situation:

(1) Make sure you properly indicate your status when filing for your weekly UC voucher (i.e., "Are you able and available for full-time work". Answer: No).

(2) Notify your department of your status.

## **II. Layoff & Recall Questions:**

**Q20: Will I be able to return to work after a voluntary layoff?**

A20: No, the Company will have to recall you for work based on business conditions.

**Q21: Can probationary employees elect a voluntary layoff (VLO)?**

A21: No.

**Q22: If I take a layoff here, can I take a job elsewhere (like another steel company) and still be able to return late?**

A22: Yes, as long as earnings are reported to both the State and ArcelorMittal for UC and SUB purposes and you are available to return to work upon recall, you may take a job elsewhere during the layoff period.

**Q23: Can a voluntary layoff be turned into a permanent or mandatory layoff from a voluntary one?**

A23: Yes, but only if business conditions result in involuntary layoffs that would impact you based on your seniority.

**Q24: Am I guaranteed to get my job back?**

A24: There is no guarantee that you will get recalled back to work. However, if you are recalled back to work, it will be according to the seniority provisions contained in the Basic Labor Agreement.

**Q25: How will I be recalled back to work?**

A25: You will receive a phone call from your department with your specific return to work information. You will also receive a registered letter that will be mailed to your current address. Failure to respond to recall will result in termination of employment.

**A25: How do I update my contact information?**

A25: You can log in Dayforce Self-Service - From the home screen > Forms > Personal >Contact Details from > complete form > Submit, or you can call Shared Services who will update your record in Dayforce at (888) PAY-6485, or you can call send an email to USApayroll@arcelormittal.com

**Q26: Do I need to clear through the clinic upon being recalled back to work?**

A26: Yes, clearance will include a drug/alcohol and medical screen if your layoff is more than 90 days. If you have been laid off for greater than 90 days, or if you have had a significant illness or injury while on layoff, or have a medical restriction or limited ability to perform work, you must report to the plant clinic and receive clearance prior to returning to work.

**NOTE:** All other Covid-19 Company quarantine requirements will continue to apply.

**Q27: If I am on layoff, will I still have access to the mill (badge, stickers)?**

A27: No. Badges and vehicle stickers (if applicable) will be collected at the time of layoff and reissued upon recall.

### **III. Benefits & Pay Questions:**

**Q30: What happens if I receive holiday pay during my layoff?**

A30: Holiday pay is a deduction from UC, resulting in a higher SUB benefit than would have otherwise been paid by the Company, but would not result in a greater overall weekly benefit.

**Q31: How are hours on layoff going to be reported to Steelworker Pension Trust (SPT)?**

A31: Hours on layoff will automatically be reported to the SPT through payroll just as hours worked are reported. For full each week of layoff, forty (40) hours will be reported to the SPT.

**Q32: How long do I have insurance?**

A32: See “Benefits During Layoff” in this packet.

**Q33: If I have 19 years of service when I am laid off and during my layoff I reach 20 years of service, do I get additional benefit eligibility?**

A33: Using the same example above, you will not get additional benefit eligibility. Your benefit eligibility is determined at the time of your layoff date.

**Q34: Do I still get to use my employee discount on things like cars, appliances, etc.?**

A34: Yes.

**Q35: If I am on layoff in 2020 will I be eligible for vacation in 2021?**

A35: Yes, as long as you actually work at least 520 hours in 2020 (does not include vacation weeks) and return to work in 2021.

**Q36: What happens to my 401(k) while I am laid off (Voluntary Layoff or Involuntary Layoff)?**

A36: Your 401(k) contributions end with your last regular paycheck. Loan payments will be deducted from SUB pay. If you have an outstanding Hourly 401(k) Plan loan balance, you can stop your loan payments up to 12 months while on layoff. In order to stop your loan payments, you must contact Sandra Lopez at 219-399-5375. If you fail to make regular loan payments for a period of 12 consecutive months, your loan balance will be considered to be in default and will be treated as a taxable distribution per IRS rules.

If you have any questions about 401(k) provisions in the CARES Act you must contact Fidelity at 800-354-6551.

**Q37: How do I pay my optional life insurance and flex spending while I’m on layoff?**

A37: These deductions automatically taken from their SUB check. Flex Spending contributions will end. Additional information is provided in the handout packet regarding your Flex benefit account options while on layoff.