



ArcelorMittal

ARCELORMITTAL - Indiana Harbor SUPPLEMENTAL UNEMPLOYMENT BENEFITS (SUB PAY) AND UNEMPLOYMENT COMPENSATION

Supplemental Unemployment Benefits (“SUB pay”) eligibility per the Basic Labor Agreement (BLA), effective 9/1/18, Art. 8, Sec. B states that:

1. You must have completed two (2) years of continuous service as of your last day worked;
2. You must be and remain an Employee within the meaning of the BLA;
3. You must not be receiving sickness and accident benefits under the BLA;
4. You must not be in the military service including training encampments;
5. You must, if eligible, apply for state unemployment benefits for the week(s) in question, and take all reasonable steps to receive such benefits provided, however, that this requirement will not apply if you have exhausted state unemployment benefits, you receive other compensation in an amount that disqualifies you for state unemployment benefits, you have insufficient employment to be covered by the state system, you fail to qualify for state unemployment benefits because of a waiting week, you are unable to work by reason of disability, or you are participating in a federal training program.
6. In addition, you must EITHER be on layoff for any week in which, because of lack of work, you do not work for the company, OR you are on layoff during a plant vacation shutdown and you are not entitled to vacation during the shutdown, or you become disabled while on layoff and are not physically able to return to work.

FILING FOR UNEMPLOYMENT Please file timely meaning within the week you first volunteer for layoff. To file a new application for unemployment benefits or to reopen an existing claim, see attached.

For frequently asked questions about unemployment compensation through your state department of unemployment compensation go to, see website link <https://www.in.gov/dwd/2362.htm>.

The amounts of SUB pay may be offset by the amount of unemployment compensation, which includes any Federal Pandemic Unemployment Compensation (FPUC), Trade Adjustment Allowance and any excess other compensation you receive. If the difference between SUB pay and the offset is above \$0 but less than \$250, your total weekly SUB pay will be \$250 per week.

SUB Pay Calculations

SUB Pay calculation (paid for a week) is 40 multiplied by the employee's base rate (see chart below),

LG1	\$880.4
LG2	\$964
LG3	\$1,060
LG4	\$1,115.6
LG5	\$1,184.8

The employee's base rate is reduced by the continuous service percentages (see chart below),

Continuous Service	Duration of Benefits, in Weeks		
	1 to 26	27 to 52	53 to 104
2 but less than 10	60%	40%	0%
10 but less than 20	70%	50%	25%
20 and over	80%	60%	40%

The result is offset by the Unemployment Compensation (see chart below),

State	Weekly Unemployment (Maximum)	Weekly Unemployment (CARES Act)	Total Per Week
Illinois	\$667	\$600	\$1,267
Indiana	\$390	\$600	\$990
Minnesota	\$740	\$600	\$1,340
Ohio	\$647	\$600	\$1,247
Pennsylvania	\$580	\$600	\$1,180
West Virginia	\$424	\$600	\$1,024

If the difference between SUB pay and the offset is above \$0 but less than \$250, your total weekly SUB pay will be \$250 per week.