



LOCAL 1010

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April 24, 2020

To Local 1010 Members:

Unfortunately, this week brings more layoffs as business has continued to deteriorate as orders are reducing every week. The Company has now indicated that Office and Technical (O&T) Members will be laid off. The Company is taking unilateral actions without regard to the contractual provisions of the O&T Agreement. The Union is challenging these actions as we believe they are violations of the O&T Contract. The 80" Hot Strip, #3 Cold Strip along with #4SP Operations all have significant portions of their operating units shutdown. Currently, management has projected a May 11th restart and even then, management has indicated that those facilities will probably be at reduced operations. Some of our Automotive Manufacturer Customers have made noise about starting back up by mid-May. When Automotive does start back up, it is expected to start up in a reduced capacity. Even as we look at other customer orders, no one knows how the economy and order book will bounce back. Our Indiana Harbor East and Riverdale facilities, as it appears, will both be at reduced operations for some time.

Local 1010 Officers & of course, Our Safety Committee has been and will continue to be out in our mills working with department representatives to ensure the availability of cleaning supplies, clean facilities, and social distancing. The Safety Committee along with department representatives are also checking to verify that all suspected/confirmed cases of COVID-19 get the proper follow-up responses. We are checking to ensure that management notifies affected co-workers and to make sure that all affected areas are cleaned according to our procedures and CDC guidelines. All relative information is in the hands of your department Safety Advocates and Grievance Representatives. If you have any issues related to your health and safety that are unable to be resolved at the department level with your advocate or department grievance representative contact the Local 1010 Safety Committee. All safety contacts are at <http://usw1010.org/safetydirectory.html>.

The Union has appealed our Indiana Harbor East and our Riverdale Layoff Minimization Plan Disputes to Arbitration. The USW International has requested the earliest possible dates to

present our case to an Arbitrator. Unfortunately, management is attempting to delay the process by using the excuse of the COVID-19 related travel restrictions. However, we have secured arbitrators who agree to do arbitrations via video or conference call. So, we will continue to push forward to force the Company to arbitrate the Layoff Minimization Plan Disputes. We are prepared to present our plan in arbitration as soon as possible.

Local 1010 must Stand United as management continues to find ways to violate our Basic Labor Agreement (BLA). We are in regular communication with department union representatives and have stopped many violations from occurring but there are some issues that management will not correct and Local 1010 will challenge those actions.

Note for those on Layoff: We have received several questions regarding the completion of the Indiana State Unemployment Applications.

Please refer to the Local 1010 <http://usw1010.org/index.html> website for our most accurate answers to those questions.

The Company confirmed last night that ArcelorMittal USA will not pay out any Supplemental Unemployment Benefits (SUB) for employees on voluntary or involuntary layoff. The company even refuses to pay the \$250 minimum SUB payment. All of our facilities in the United States are in dispute over ArcelorMittal's determination of our eligibility for these SUB Payments and we will appeal these disputes to Arbitration.

To our members and their families that have are experiencing Covid-19 or other Health issues, we wish you a speedy recovery. You are in our thoughts and Prayers!

In Solidarity,
Steve