



LOCAL 1010

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May 22, 2020

To Local 1010 Members:

As this Covid-19 Pandemic passes through our lives, we must continue to focus on safe practices at home, in public and of course at work. As Indiana follows the lead like the rest of our country to open up businesses, we will see if the Domestic Steel demand increases enough to stabilize ArcelorMittal facilities. While providing a path for businesses to open up is generally a good sign, we can't let our guard down and must continue to follow the prescribed CDC Guidelines for face coverings and social distancing both in public and at work. Ford, Chevrolet and Chrysler Plants started up this past week. Hopefully, we will see automotive sales increase so that steel sales will follow!

This Monday, Memorial Day, is recognized to commemorate all women and men who have died in military service for the United States. On Memorial Day, many of us visit cemeteries and attend memorials that during "normal times" are scheduled throughout the United States. Most of us and our kids and grandkids traditionally see Memorial Day as the start of the summer season. But before we celebrate summer, we must pay homage to those brave women and men who gave up their lives to allow us to enjoy the freedoms that we have today! I'm sure all of us has a story to remember about a friend, relative or loved one who lost their life serving our country.

Last Tuesday, we met with the grievors at the 1010 Hall. District 7, (Sub-5 Director), Jimmy Flores reported out that unresolved issues at our Indiana Harbor East & Riverdale facilities are much like others throughout ArcelorMittal, USA. Layoff Minimization Plans (LMPs), refusal to pay Supplemental Unemployment Benefits (SUB pay), 40 hour schedule violations, Covid-19 benefit claims are all issues that ArcelorMittal Management have refused to resolve at other ArcelorMittal USA facilities. These issues and others will be resolved across the plants as our District 7 Representatives are scheduling these cases for arbitration.

Unfortunately, we were notified that 1010 Members working at the ArcelorMittal Research Facility will also be experiencing lay-offs. At this point, just like the Indiana Harbor East Facilities, the length of the layoffs is unknown. Management has indicated that the current plan is to continue operations at the 80" Hot Strip Mill, #3 CS Pickle Tandem, 29 Temper Mill, Anneal Line, some slitting, and eventually the CAL Line will start up and run to fulfill a limited amount of orders. We also received notification from IHE Management that # 4 SP will start back up with limited operations for the at least the month of June. Steel Business customer orders remain very fluid and are still uncertain at this time. We have displaced craftspeople working in other areas in the plant to minimize layoffs. Displaced production members are working out of the plant wide labor pool created to minimize layoffs.

Just to remind everyone that...Local 1010 has NOT agreed with the Company on their approach for Voluntary Layoffs (VLOs). Members are free to make their own decisions but must understand the details as outlined in the company's VLO Form. As I have stated before, "None of the AM USA facilities covered by our Basic Labor Agreement has reached an agreement with their management counter parts on how to offer Voluntary layoffs (LVO's)". We will not agree to strip out our SUB benefits nor will we agree to force our members to stay out of the mill until management believes they need them back to work. So, those members that choose to accept the company's VLO are able to do so at their own choice. However, everyone understands that they will be out of the plant indefinitely (at management's discretion), while other more junior coworkers are called back ahead of them.

1010 Officers have been out in our departments and continue to work with department representatives to ensure safe work practices are in place, the availability of cleaning supplies, facilities are cleaned, and social distancing guidelines are followed. 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. Management is responsible to notify 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>.

Please note for those who are recalled from LAYOFF: Indiana Unemployment Officials have suggested that you should continue to fill out a voucher each week for State Unemployment Benefits. The UC request will obviously be denied but it will keep your claim ongoing and will be easier to restart if you are laid off multiple times in this uncertain business climate.

As we look out for each other, be safe at work and at home. Remember our members and families that are experiencing health issues, keep them in your thoughts and prayers.

In Solidarity, Steve