



LOCAL 1010

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June 26, 2020

To Local 1010 Members:

My sisters and brothers, unfortunately, we are still experiencing increases in Covid-19 reported cases in many states. I caution all of us to remain diligent and continue to focus on safe practices at home, in public and of course at work.

Yesterday, till late evening and this morning Local 1010 completed our Local 1010 Indiana Harbor East Layoff Minimization Plan (LMP) Arbitration through zoom video conferencing with Arbitrator, Terry Bethel. District 7 Director, Mike Millsap was the Union Advocate presenting our case. Grievance Representative, John Wilkerson and I testified on behalf of Local 1010. Director Millsap did a great job presenting the union's Layoff Minimization to Arbitrator, Terry Bethel. I believe we presented the facts in a sound manner. We hope to have a favorable decision sometime before the end of July. Local 1011's LMP Arbitration is this afternoon and Local 6787 Arbitration is next Tuesday. "Good Luck" to us all as we continue to defend our rights that are in dispute with ArcelorMittal USA. Included in this Arbitration is our challenge to the company's Program 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 (VLOs)". 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.

According to management:

- Our Riverdale Facility should be transitioning back to 4 crews by June 28. This will recall all from layoff and bring back our Riverdale probationary members that were

terminated due to the Covid-19 related business slowdown. The good news is that our Riverdale Facility specific steel orders continue to show increases.

- At Indiana Harbor East (IHE), most operations will cease during the 4th of July Holiday week. The 80” Hot Strip will be down but will resume operations the week of July 5th. However, parts of the 80” Hot Strip slab receiving and some shipping will continue to operate during the July 4th week. Our # 3 Cold Strip facilities including the #4 Pickle Line, 80” Tandem, #3CAL Line will be down 4th of July week. However, the 29 Temper Mill will run 4 days that week. #4 Steel Production has been running on limited operations. Discussions are underway to expand #4SP operating turns. Details have not yet been finalized. We will continue to report on our facilities as more information becomes available.

Tuesday, June 30th, 2020 from 1pm-3pm

Local 1010 will again partner with the **Foodbank of Northwest Indiana** to provide food for local families at USW Local 1010 Memorial Hall. Local 1010 will provide a Strack & Van Til food voucher to laid off Local 1010 Members.

Please note that our Health Awareness Initiative (HAI) benefit has been revised for 2020 due to the Covid-19 Pandemic. The details of these revisions are posted on the USW Local 1010 Website at usw1010.org. Also, the 2020 HAI verification and letter detailing the 2020 deadline extensions and the 2021 deadline change will be mailed out to all members in the next couple of weeks.

The Covid-19 Pandemic has caused us to cancel the 25 yr. Picnic this year. Our health concern for our retirees, active members and of course, all the volunteers who make this event possible, leaves no choice but to stay safe and cancel the picnic. We look forward to 2021 as the 25 year Picnic will resume next year!

We 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>.

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