

April 25, 2023

TENTATIVE AGREEMENT

This Agreement is reached this 25 day of April, 2023 between Cleveland-Cliffs Steel Corporation and the International Association of Machinist and Aerospace Workers (IAM), AFL-CIO, Local Lodge 1943 for the Middletown Works. The provisions of the collective bargaining agreement dated March 15, 2020 shall remain in effect except as specifically amended as follows:

1. Wages:

	5/15/2023	1/1/2024	1/1/2025	1/1/2026
Grade 1	\$ 25.35	\$ 26.36	\$ 27.42	\$ 28.51
Grade 2	\$ 27.75	\$ 28.86	\$ 30.01	\$ 31.21
Grade 3	\$ 30.51	\$ 31.73	\$ 33.00	\$ 34.32
Grade 4	\$ 32.11	\$ 33.39	\$ 34.73	\$ 36.12
Grade 5	\$ 34.11	\$ 35.47	\$ 36.89	\$ 38.37

*Increase is effective on the first day of the first full pay period following the effective date of the new Agreement.

*Future increases are effective on the first day of the first full pay period following the effective date.

2. Article 7 – Grievance Procedure:

- Within 120 days following the effective date of the Agreement the parties will meet and update the arbitration procedure language found in Article 7, Section F & H.

3. Article 12, Section D – Profit Sharing Plan:

- See Attached

4. Article 14, Section E – Alternative Work Schedules:


The Company may adopt alternative work schedules consisting of schedules other than the Normal Workday and Work Week as defined in Article 14, Section B and C, with the approval of the Local Union Leadership and seventy-five percent (75%) of the Employees who are impacted by the alternative schedule. Any discussions concerning implementation of an alternative work schedule will be conducted between the Union Leadership, the Plant Manager and Labor Relations. Any implemented alternative work schedule may be discontinued within 90 days written notice from either party.

5. Article 14, Section G – Payroll Errors:

- Current contract language

6. Article 27 – Miscellaneous:

- Eliminate Section 2
- Eliminate Section 3


4/25/23


4/25/2023

7. Maintenance:

The Parties agree to create a Labor Grade two Utility Technician classification for the maintenance helper work assignment in the Maintenance Technology Department, to include the following qualifications and requirements:

- a. A two(2) year vocational certification or Associates degree in a maintenance related field from an accredited school/program
- b. Three year requirement as a maintenance helper
- c. Required to pass the maintenance certification test prior to being considered a fully qualified maintenance technician. (failure to pass the test will result in the candidate being transferred to employment reserve and assigned in accordance with the CBA)

This classification will be filled in accordance with Article 8, Section G, Intersectional Promotion/Transfer (Step 3). This job classification will not exceed 10 participants without mutual agreement between the parties. The parties will meet and finalize all remaining details within 120 days following the effective date of the Agreement. Either party may discontinue the agreement with 90 days written notice, however, current participants will be permitted to complete their three year requirement.

8. LOPs:

- See Attachment
- Corresponding increases in wage rates will be implemented as soon as administratively possible.

9. Benefits:

- Surviving Spouse Benefit 2007 IBP II (Page 93):
Update language to read:
If you had attained at least 15 years of continuous service prior to the date of your death, benefits provided under the medical plan will be continued, as long as premiums are paid, for your spouse and your eligible dependents until your spouse remarries or attains age 65. Post 65 participants will be eligible for the Medicare Advantage Plan as outlined in the CBA. (Current spouses of employees whose date of death was on or before May 15, 2023, will be grandfathered for the life of the agreement).

10. Article 8 Section G, Paragraph 3:

Add new to language:

When a vacancy has been worked by a non-transferred employee in excess of 180 days, that vacancy will be posted as referenced in this section, unless extended by mutual agreement.

Era L...
4/25/23

[Signature]
4/25/23

11. Article 8, Section L.2(10) – Loss of Continuous Service:

Update definition as follows:

If the employee remains absent because of layoff or disability for longer than 2 years, he shall retain his accumulated Continuous Service for benefit purposes (vacation and Pensions)....

12. Article 3 Section C, paragraph 4 (page 6) – insert new paragraph between 1 & 2:

The company shall be responsible for the proper weekly dues deduction and remittance of the dues to the Union. The following parameters shall be observed.

- a) If any employee works any amount of time in a week and his net pay is greater than or equal to the amount of the weekly dues, the dues shall be deducted and remitted to the Union. Dues shall not be pro-rated.
- b) Union dues will continue to be deducted from vacation pay as currently practiced.
- c) When an employee returns from S/A, military leave, or an approved leave of absence, the dues remittance will not reflect arrearages and will only be remitted at the normal weekly rate beginning on the date of the employee's return (the Union covers the cost of the dues while the member is off on the above-mentioned absences).

13. Article 6 Section D, paragraph 4 - Representation :

Update Language as follows:

The Company will reimburse ten (10) full-time Union Representatives for forty (40) hours pay (straight time, plus OPIP incentive, shift differential, and premium pay) and compensate them for up to a maximum of 8 hours of overtime per week for time spent in their representational functions.

14. Article 8 Section M (page 67) - change paragraph 1.b to the following:

Employees will be assigned to the coordinator positions, ~~retaining their seniority on their incumbent classification within their department.~~

~~Should employees be disqualified or choose to relinquish the TQS assignment, they will be returned to their former position and receive any promotional moves that they would have received had they remained on the job.~~ Once assigned, the employee will have a 28 day trial period. After which, s/he loses entitlements to previous position. Current incumbents will have a one-time opportunity to choose to relinquish the TQS assignment within 28 days of ratification of the Agreement.

Replacement of any of the Department TQS Coordinators will be done in accordance with the above procedures.

Shen Ceng
4-25-23

1/25/2023

15. Article 8 Section M (page 69) – eliminate paragraph 4.a.(4)

[TQS Testing]

16. Article 10 Section F paragraph 2.b.1 & 2 (page 81) – Change to the following:

An employee eligible to take ~~one week of vacation in 5 single day~~ **two weeks of vacation in 10 single day** increments may substitute a single vacation day for each day of FMLA leave used.

17. Article 10 Section F (page 82) – add a new paragraph 4:

The Company will grant up to two (2) consecutive weeks (40 hours per week) of paid parental leave, per event, at the Employee's Base Rate of Pay following the birth or adoption of a child. Paid parental leave must be taken within six (6) months of the birth or adoption of a child, and is in addition to any leave granted for physical disability related to pregnancy or birth. This leave shall run concurrent with FMLA if the Employee has available FMLA time and will become effective after the ratification of the Agreement.

18. Article 12, Section B – Inflation Recognition Payments:

Update following language:

Bullet 2: IRP Payments:

- a. Beginning the first full calendar quarter after ~~March 15, 2020~~ **May 15, 2023**, the Company shall, on each Payment Date, make to each Employee an IRP payment equal to:

Bullet 4: Eliminate example

Bullet 5: Table

COVERED PERIOD			CPI THRESHOLD
07-01-23	-	09-30-23	305.730
10-01-23	-	12-31-23	305.730
01-01-24	-	03-31-24	305.730
04-01-24	-	06-30-24	305.730
07-01-24	-	09-30-24	314.902
10-01-24	-	12-31-24	314.902
01-01-25	-	03-31-25	314.902
04-01-25	-	06-30-25	314.902
07-01-25	-	09-30-25	324.349
10-01-25	-	12-31-25	324.349
01-01-26	-	03-31-26	324.349
04-01-26	-	06-30-26	324.349
07-01-26	-	09-30-26	334.079
10-01-26	-	12-31-26	334.079
01-01-27	-	03-31-27	334.079
04-01-27	-	05-15-27	334.079



LS-25-23

 4/23/2023

Bullet 6 - Formula to Calculate CPI Threshold

The CPI Threshold shown in the Table above is the CPI threshold mutually agreed upon by the parties for the month period of ~~March 2002~~ July 1, 2023 through September 30, 2023. Future CPI Thresholds will be multiplied by 1.03 per year as expressed in the following formula:

$$\text{CPI-W for } \del{3-02} \text{ } \underline{7-2023} \times (1.03)^n$$

Where n is the number of Covered Years from the first calendar year of 2023 to the Covered Year in which the calculation is made.

19. Article 13, Section B, paragraph 2 – Maintenance Training:
The parties will meet within 120 days after ratification to resolve the apprentice selection process.

20. Article 12, Section A – Incentives:
Replace Incentives with OPIP (Attached) and update language as appropriate.


21. Article 15 Section B paragraph 7 (page 128) – change to the following:
Update Language as follows:

The premium for overtime hours, as provided in this Article, shall be computed at the rate of the average hourly straight time earnings ~~for the payroll week in which it occurs, which is defined at .67 of base wage. arrived at by dividing the total amount earned in such week exclusive of overtime and Sunday premiums and exclusive of pay for a Holiday not worked, allowed time and jury pay for hours not worked, but including premium pay for work performed on a Holiday by the total actual hours worked during such week.~~

22. Article 16 Section B paragraph 1 (page 135) – change to the following:

The following days shall be considered holidays:

January 1
Martin Luther King, Jr. (Third Monday in January)
Good Friday
Memorial Day
Juneteenth
July 4
Labor Day
Thanksgiving Day
Day After Thanksgiving
Day Before Christmas (December 24)
Christmas Day (December 25)


4/25/23


4/25/2023

23. **Article 17 Section A (page 139) – change to the following:**

Subject to the conditions hereinafter provided, employees shall be entitled to vacations with pay in each calendar year (Vacation Year) during the term of this Agreement contingent upon their individual length of service as follows:

Vacation Schedule	
Service	Vacation
1 year but less than 8-5 years	2 weeks
8 5 years but less than 15	3 weeks
15 but less than 23	4 weeks
23 but less than 33 30	5 weeks
33-30 plus	6 weeks

Effective 2024

24. **Article 20 Section C paragraph 5: Sickness & Accident Benefits:**

Revise Schedule Section D as follows for newly filed claims after the effective date 1/1/2024:

S & A Schedule of Benefits				
Current		1st 4 Mo.	2nd 6 Mo.	After 10 Mo.
LG1	\$ 464.00	\$550.00	\$500.00	\$450.00
LG2	\$ 498.00	\$625.00	\$550.00	\$498.00
LG3	\$550.00	\$700.00	\$600.00	\$550.00
LG4	\$575.00	\$750.00	\$625.00	\$575.00
LG5	\$600.00	\$775.00	\$650.00	\$600.00

Changes effective 1/1/2024

25. **Article 20 Section D paragraph 7 (page 170) – change to the following:**

Update following sentence:

The Company is responsible for no cost whatsoever. Employees hired on or after March 15, 2018 have ~~50-75~~ cents for each hour worked contributed by the Company into a 401(k) medical sub-account.

26. **Article 20, Life Insurance:**

The life insurance benefit amount for active employees will be ~~\$62,500~~ **\$75,000**.

27. **Article 24 Section A paragraph 12 (page 180) – change to the following: MSDS**

The Company and the Union shall make a good faith effort to maintain Material Safety Data Sheets (**SDS**) (~~MSDS~~), as outlined in the General Industry Standards 1910.

28. **Article 24 Section A paragraph 17 (page 181) – change to the following:**

- **The Backup Safety Coordinators will be released from their regular work schedule to attend the monthly Joint Health and Safety Committee meeting.**
- **The parties agree to reduce Safety Back-ups to one (1) per department, unless it is mutually agree an additional representative is required. Current Representatives will be grandfathered until/unless they vacate the position at which time the vacancy will not be filled.**

John Perry
4/25/23

4/25/2023

29. Article 29 Section A paragraph 2 (page 195) – change to the following:

This Agreement shall remain in effect to and including 3:00 p.m. on May ~~15~~ 14, 2023-2027 ("Termination Date"), and thereafter, subject to termination on 60 days' prior written notice by either party served on or after March ~~16~~ 15, 2023-2027.

30. Plant Wide Overtime Supplemental Agreement:

- See Attached

31. Surviving Spouse Benefits:

- See Attached

32. IAM Local Lodge 1943 Safety Coordinators & Committee:

- See Attached

33. Single Day Vacation Options:

- See Attached

34. Healthcare:

- See Attached

35. 401(k):

- On the first day of the first pay period the Company will increase the contribution into the 401(k) each hour paid, up to a maximum of forty (40) hours in a work week by:
 - May 15, 2023 \$0.10 cents
 - May 15, 2024 \$0.10 cents
 - May 15, 2025 \$0.10 cents
 - May 15, 2026 \$0.10 cents

36. Miscellaneous:

- Addition of infertility services coverage to insurance benefits plan:
 - Effective 1/1/2024 the Company will provide Assisted Fertilization coverage up to a lifetime maximum of \$10,000.
- OPIP:
 - The Company agrees to maintain the guarantee period at 10% for covered employees identified in the 9/21/21 MOU, through the remainder of 2023.
 - Payment intervals will be updated as follows:
 - Weekly through 3rd Quarter 2023
 - Monthly through 4th Quarter 2023
 - Quarterly payments to begin 1/1/2024
 - The Parties will meet to define quarter dates

Sharon Esmy
4/28/23

[Signature]
4/28/2023

- Voluntary LTD option:
 - The Company will provide a voluntary, employee paid, LTD option beginning with the 1/1/2024 benefit period.
- All lag dates will be adjusted to reflect the term of the 2023 Agreement.
- Language Clean-up
 - Update Company name to Cleveland-Cliffs Steel Corporation.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives, subject to ratification by the Bargaining Unit.

**CLEVELAND-CLIFFS STEEL
CORPORATION**

James R. Spelman
Ruth H. 2
Jessica L. Morris
John M. 2
John Doe

IAM LOCAL 1943

Eric 2
Jason B. Black
William Heaton
K2C00
Mr. J. 2
Gregory A. Bell II
Daniel M. 2
Michael Campbell
EDB

Date April 25, 2023

Date April 25, 2023

		Benefit Plans - Employee Choice Between		
Benefit Schedule	PPO		Health Savings Plan	
	Anthem		Anthem	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Medical and Rx				
Annual Deductible				
Single	\$100	\$750	\$1,500*	\$2,700
Two-Person and Family Deductible (aggregate two peson and family deductibles i.e., no embedded individual deductible applies)	\$200	\$1,500	\$3000*	\$5,400
			*Subject to annual IRS adjustments. The amounts shown are for 2023.	
Coinsurance				
Plan pays / Participant pays	90%/10%	70%/30%	90%/10%	70%/30%
Out-Of-Pocket Maximum (includes deductible)	Out of pocket maximum includes deductible, coinsurance and medical copayments per the ACA.		Out of pocket maximum includes deductible and coinsurance. Medical copayments do not apply to this plan	
Single	\$1,500	\$3,000	\$2,250	\$5,000
Two-Person and Family Out-of-Pocket Maximum (Note: Proposed plan is for aggregate two peson and family out-of-pocket maximum i.e., no embedded individual out-of-pocket maximum applies)	\$3,000	\$6,000	\$4,500	\$10,000
Other Medical Provisions				
Lifetime Maximum	Unlimited	Unlimited	Unlimited	Unlimited
Live Health Online	\$0 Copayment	Not Covered	Covered subject to deductible and coinsurance	Not Covered
Retail Clinic Visits	\$10 Copayment	70% after deductible	Covered subject to deductible and coinsurance	Covered subject to deductible and coinsurance
Dr. Office Visits	\$20 Copayment	70% after deductible	Covered subject to deductible and coinsurance	Covered subject to deductible and coinsurance
Urgent Care	\$40 Copayment		Covered subject to deductible and coinsurance	Covered subject to deductible and coinsurance
Emergency Room	\$100 Copayment (waived if admitted)		Covered subject to deductible and coinsurance	Covered subject to deductible and coinsurance
Preventive Care	100% with no copay for ACA specified services	Not Covered	100% with no copay for ACA specified services	Not Covered
Hearing Exams and Hearing Aids				
Audiometric Exam, Hearing Aid Evaluation, Ordering and fitting, Hearing Aid Conformity test	\$20 Copayment		Covered subject to deductible and coinsurance	

		Benefit Plans - Employee Choice Between		
Benefit Schedule	PPO		Health Savings Plan	
	Anthem		Anthem	
	In-Network	Out-of-Network	In-Network	Out-of-Network
	Hearing Aid	\$100% after deductible up to \$2000 \$2,500 every 36 months	70% after deductible up to \$2000 \$2,500 every 36 months	Covered subject to deductible and coinsurance up to \$2000 \$2,500 every 36 months

Prescription Drugs	Express Scripts		Express Scripts	
	ESI's National Preferred Formulary Applies		ESI's National Preferred Formulary Applies	
	"Carved Out"		"Carved In" - Drugs are treated like other medical expenses subject to the deductible and coinsurance	
Brand name when generic is available	When a brand name drug is dispensed and there is a generic equivalent available, the plan will only consider the cost of the generic drug and process benefits accordingly. The participant is responsible to pay the difference between the cost of the brand and the generic and this cost is not eligible for consideration under the plan, i.e., will not be applied to deductible or out of pocket maximum limits.		When a brand name drug is dispensed and there is a generic equivalent available, the plan will only consider the cost of the generic drug and process benefits accordingly. The participant is responsible to pay the difference between the cost of the brand and the generic and this cost is not eligible for consideration under the plan, i.e., will not be applied to deductible or out of pocket maximum limits.	
Prescriptions with OTC availability exclusion				
High Cost / Low Value Exclusion				
Mandatory at Mail	Maintenance drugs must be purchased via Mail Order after the first fill.		Maintenance drugs must be purchased via Mail Order after the first fill.	
Specialty Drug Delivery Channel	Specialty drugs must be purchased through Accredo, Express Scripts' specialty division.		Specialty drugs must be purchased through Accredo, Express Scripts' specialty division.	
Retail Pharmacy	100% after copays of:	No out of network coverage applies	"Carved In" - Drugs are treated like other medical expenses subject to the deductible and	No out of network coverage applies
Generic	\$10		subject to the	Not Covered
Preferred Brand	\$20			Not Covered
Non Preferred Brand	\$35			Not Covered
Mail Order	"Carved Out"	No out of network coverage applies	"Carved In" - Drugs are treated like other medical expenses subject to the	No out of network coverage applies
Generic	\$20			Not Covered
Preferred Brand	\$40			Not Covered

John Long 4/25/23

4/23/2023

		Benefit Plans - Employee Choice Between		
Benefit Schedule	PPO		Health Savings Plan	
	Anthem		Anthem	
	In-Network	Out-of-Network	In-Network deductible and	Out-of-Network Not Covered
Non Preferred Brand	\$70		Prescriptions are considered as any other medical expense and are subject to the Out of Pocket limit for all medical expenses shown above.	Not Applicable
Prescription Out of Pocket Limit	Single \$3,300 Family \$6,600	Not Applicable		
Dependent Children Definition				
Limiting age	Covered to age 26 per the ACA.		Covered to age 26 per the ACA.	
Disabled children	If disabled prior to age 19, no limit		If disabled prior to age 19, no limit	
Company Contributions to the Health Savings Account	Not Applicable to this plan			
Fixed Company Contribution:				
Single				\$500-\$2,500
Employee + One Dependent				\$1000-\$3,250
Family				\$1500 \$4,000
				Note: this fixed contribution is pro-rated for new-hires-Fixed contributions are "front loaded" - 50% payable in January, 25% payable in April and 25% payable in July
Variable Company Contribution payable when the Company's annual financial result is:				Fixed contributions are prorated for new hires based on the number of months worked during the year
Threshold				\$500-
Target				\$1,675-
Maximum		\$2,850-		
Employee Cost Sharing (Weekly)	PPO		Health Savings Plan	
Note Medical, Rx, Dental and Vision are bundled for enrollment. Premiums shown are for all coverages.	Premiums will be determined annually at 6.25% of projected gross premium rates for Medical and Rx for the coming calendar year. \$10 Single \$20: Employee + One Dependent \$30 Family		Premiums: \$0	

Changes effective 1/1/2024

Delete Letter dated March 10, 2020 - Profit Sharing and MIP

Joe Carr
4/25/23

Joe Carr
4/25/23

EYEMED VISION CARE SELECT PLAN		
	NETWORK	NON-NETWORK
Exam With Dilation As Necessary	\$15 copay	Plan pays \$35.00
Frames	\$100.00 \$200.00 allowance 20% off balance over \$100.00 \$200.00	Plan pays \$55.00
STANDARD PLASTIC LENSES		
Single Vision	\$0.00 copay	Plan pays \$25.00 (per lens)
B-Focal	\$0.00 copay	Plan pays \$30.00 (per lens)
Tri-Focal	\$0.00 copay	Plan pays \$35.00 (per lens)
Lenticular	\$0.00 copay	Plan pays \$40.00 (per lens)
Standard Progressive	\$65.00	Plan pays \$35.00 (per lens)
LENS OPTIONS		
UV Coating	\$15.00 copay	N/A
Tint (solid & gradient)	\$15.00 copay	N/A
Standard Scratch Resistant	\$15.00 copay	N/A
Standard Polycarbonate	\$40.00 copay	N/A
Standard Anti-Reflective	\$45.00 copay	N/A
Other Add-Ons & Services	20% off retail balance	N/A
CONTACT LENSES		
Contact Lens Fitting	\$10.00 copay	N/A
Conventional	\$100.00 allowance 15% off balance over \$100.00	Plan pays \$80.00 (per pair)
Disposable	\$100.00 \$175.00 allowance	Plan pays \$80.00 (per pair)
Medically Necessary	\$0.00 copay, paid in full	Plan pays \$80.00 (per pair)
BENEFIT PERIOD	Exams and lenses every 12 months Frames or contacts every 24 months	

Changes effective 1/1/2024

DENTAL		
Annual Deductible (excluding preventive & orthodontia)		\$50 Single \$100 Family
The Plan Pays***		80%
Annual Maximum		\$1500 \$2,500
Orthodontia Lifetime Max, per eligible dependent under nineteen years of age		\$2000 \$3,000
There shall be no deductible for preventive dental care with insurance paying 100% of reasonable and customary charges for oral exams and prophylaxis twice in a calendar year		
*** The Plan pays 80% after the deductible is met for a certain covered		

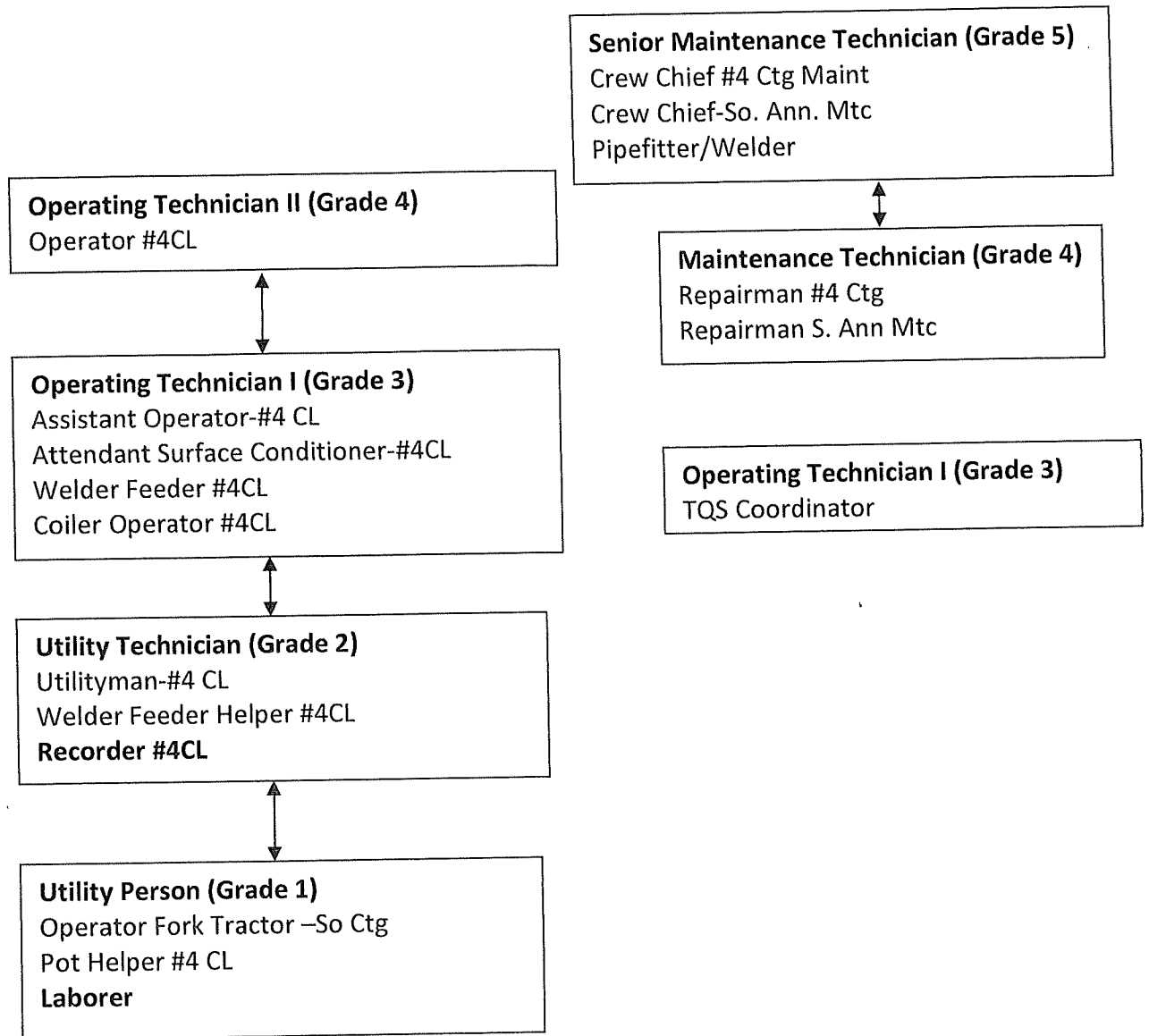
Changes effective 1/1/2024

Sherry

4/25/23

JD
4/25/23

**Progression Chart
Middletown Works
#4 Aluminize**



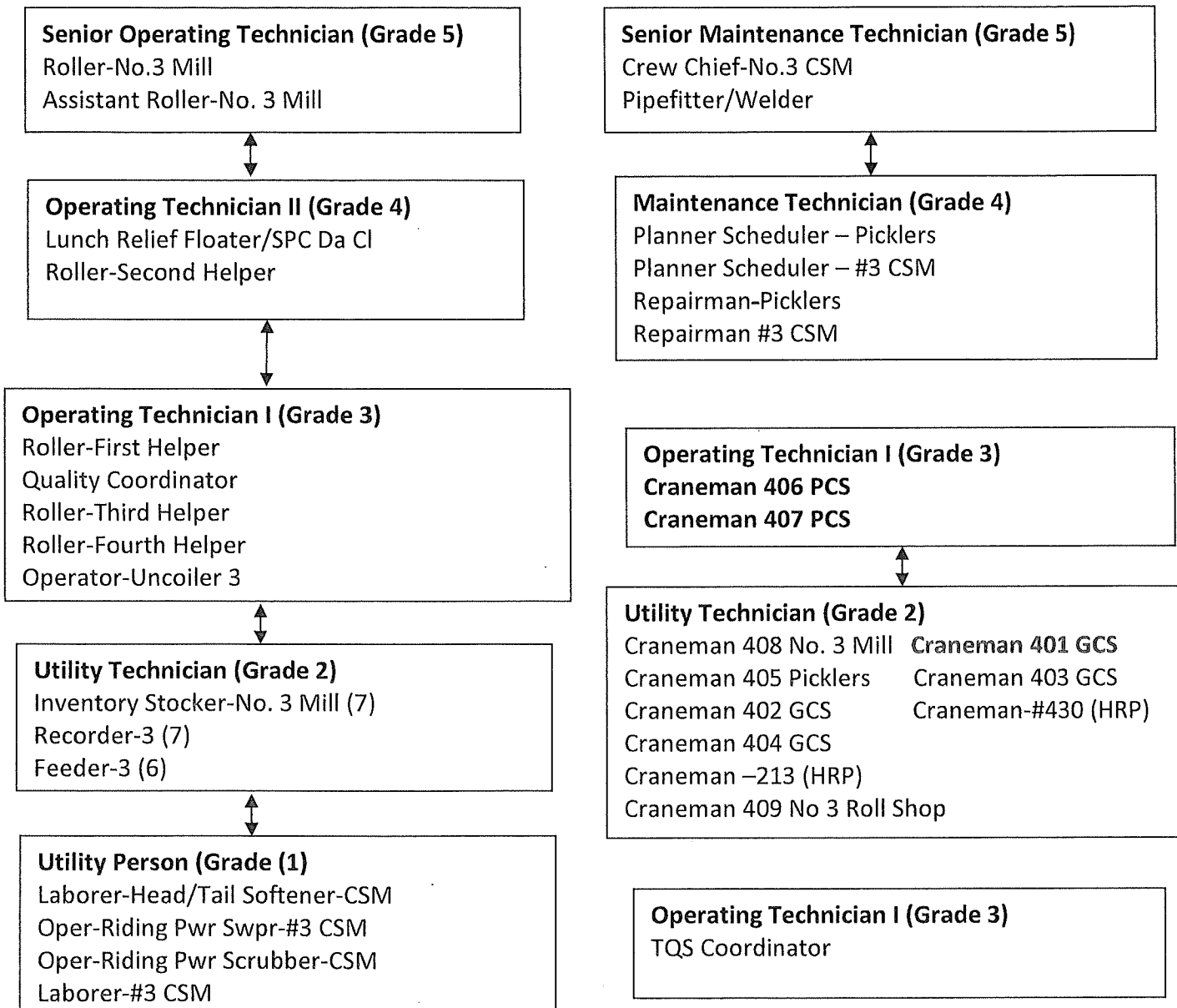
- Employees holding seniority in the #4 Aluminize Department, Maintenance Seniority Section are entitled to be considered for Step 2 transfer to the Operating and Crane Seniority Sections of the South Annealing Department.

April 25, 2023

Shirley Curry
4/25/23

[Signature]
4/25/2023

**Progression Chart
Middletown Works
Cold Strip Mill**



- Employees holding seniority in the Operating Seniority Section of the Cold Strip Mill are entitled to be considered for Step 2 transfer to the Cold Strip Mill Maintenance and Crane Seniority Sections.
- Employees holding seniority in the Cold Strip Mill Maintenance Seniority Section are entitled to be considered for Step 2 transfer to the Operating Sections of the Cold Strip Mill, Cold Strip Mill Pickler, Cold Strip Mill Green Coil Storage, Hot Roll Processing and Crane Seniority Section.
- Employees holding seniority in the Cold Strip Mill, Crane Seniority Section are entitled to be considered for Step 2 transfer to the Operating Seniority Sections of the Cold Strip Mill, Cold Strip Mill Pickler, Cold Strip Mill Green Coil Storage, Hot Roll Processing and Cold Strip Mill Maintenance Seniority Section.

April 25, 2023

[Signature]
4/25/23

[Signature]
4/25/23

Progression Chart
Middletown Works
Cold Strip Mill
#3 Roll Shop

OPERATING

Operating Technician I (Grade3)
WRR



Utility Technician (Grade 2)
Leader-Roll Hooking #3 Roll Shop



Utility Person (Grade 1)
Sweeper Oper #3 Roll Shop
Laborer-No 3 Roll Shop

MAINTENANCE

Senior Maintenance Technician (Grade 5)
Crew Chief



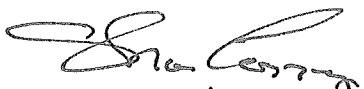
Maintenance Technician (Grade 4)
Equip Repairman- #3 Shop Qual
Repairman Days #3 Shop Qual

Operating Technician I (Grade 3)
TQS Coordinator

GRINDER

Operating Technician I (Grade3)
Roll Grinder #3 Shop Qualified

- TQS Coordinator-Operating Technician I (Grade 3) filled by Article 8, Seniority. Eligible Bidders from Cold Strip Mill, Cold Strip Mill #3 Roll Shop.


4/25/23

April 25, 2023


4/25/2023

**Progression Chart
Middletown Works
Cold Strip Mill
Green Coil Storage**

Utility Technician (Grade 2)

Dispatcher-Crane-GCS
Inventory Stocker-Tractor Oper-GCS
Expediter-Hot Bands GCS
Expediter-Hot Bands-Shipping
Inventory Controller-GCS
Sample Shearman/Utilityman-GCS
Recorder-Coil Location-GCS



Utility Person (Grade 1)


Hot Band Loader

Operating Technician I (Grade 3)
TQS Coordinator

Cold Strip Mill Maintenance will provide Maintenance

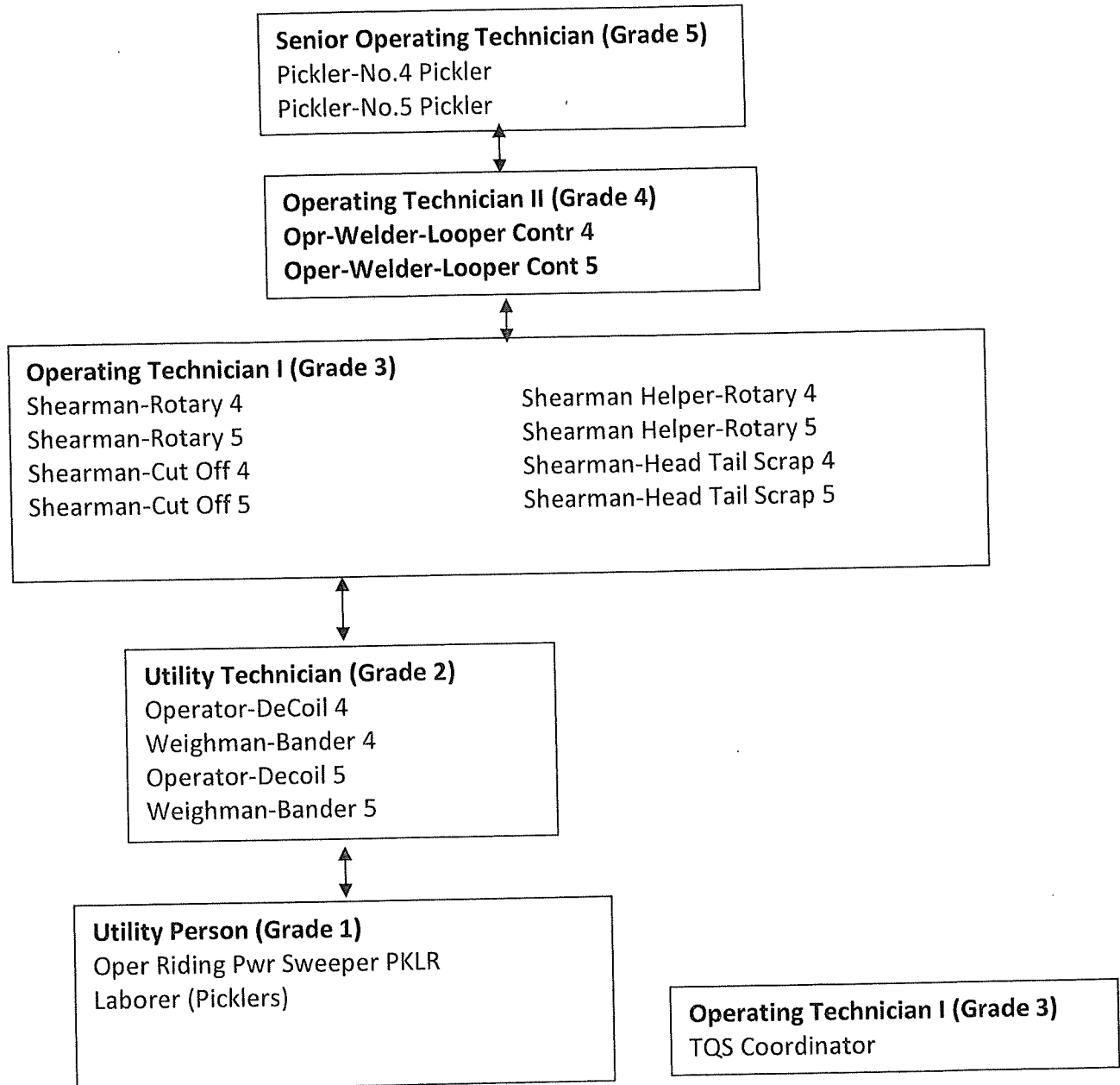
- Employees holding seniority in the Operating Seniority Section of the Cold Strip Mill Green Coil Storage Department are entitled to be considered for Step 2 transfer to the Cold Strip Mill Maintenance and Crane Seniority Section.
- **TQS Coordinator-Operating Technician I (Grade 3) filled by Article 8, Seniority. Eligible Bidders from Hot Roll Processing, Green Coil Storage.**

April 25, 2023


4/25/23


4/25/2023

**Progression Chart
Middletown Works
Cold Strip Mill
Pickler**



Cold Strip Mill Maintenance will provide Maintenance

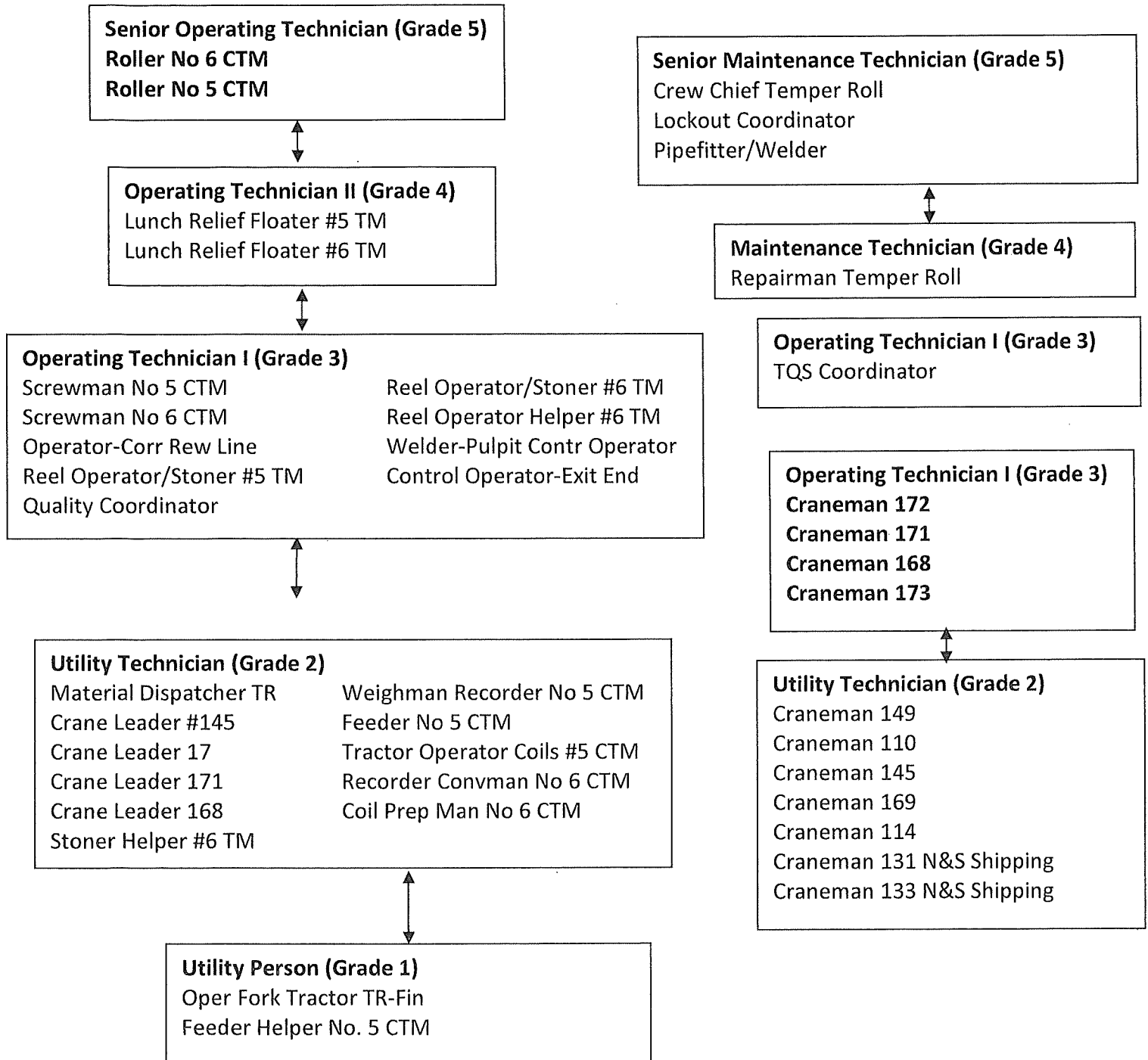
- Employees holding seniority in the Operating Seniority Section of the Cold Strip Mill Pickler are entitled to be considered for Step 2 transfer to the Cold Strip Mill Maintenance and Crane Seniority Sections.

April 25, 2023

John Corry
4/25/23

[Signature]
4/25/23

**Progression Chart
Middletown Works
East Processing Temper Roll Finishing**



- Employees holding seniority in the Maintenance or Crane Seniority Section of East Processing Temper Mill Finishing are entitled to be considered for Step 2 transfer to the Shipping Department, Operating Seniority Section.

April 25, 2023

[Signature]
4/25/23

[Signature]
4/25/2023

Progression Chart
Middletown Works
Electric Power

Senior Maintenance Technician (Grade 5)
Repairman EGL
Repairman Meter Relay
Repairman Leader Turn
Repairman Breaker Shop



Maintenance Technician (Grade 4)
Repairman

Operating Technician I (Grade 3)
TQS Coordinator

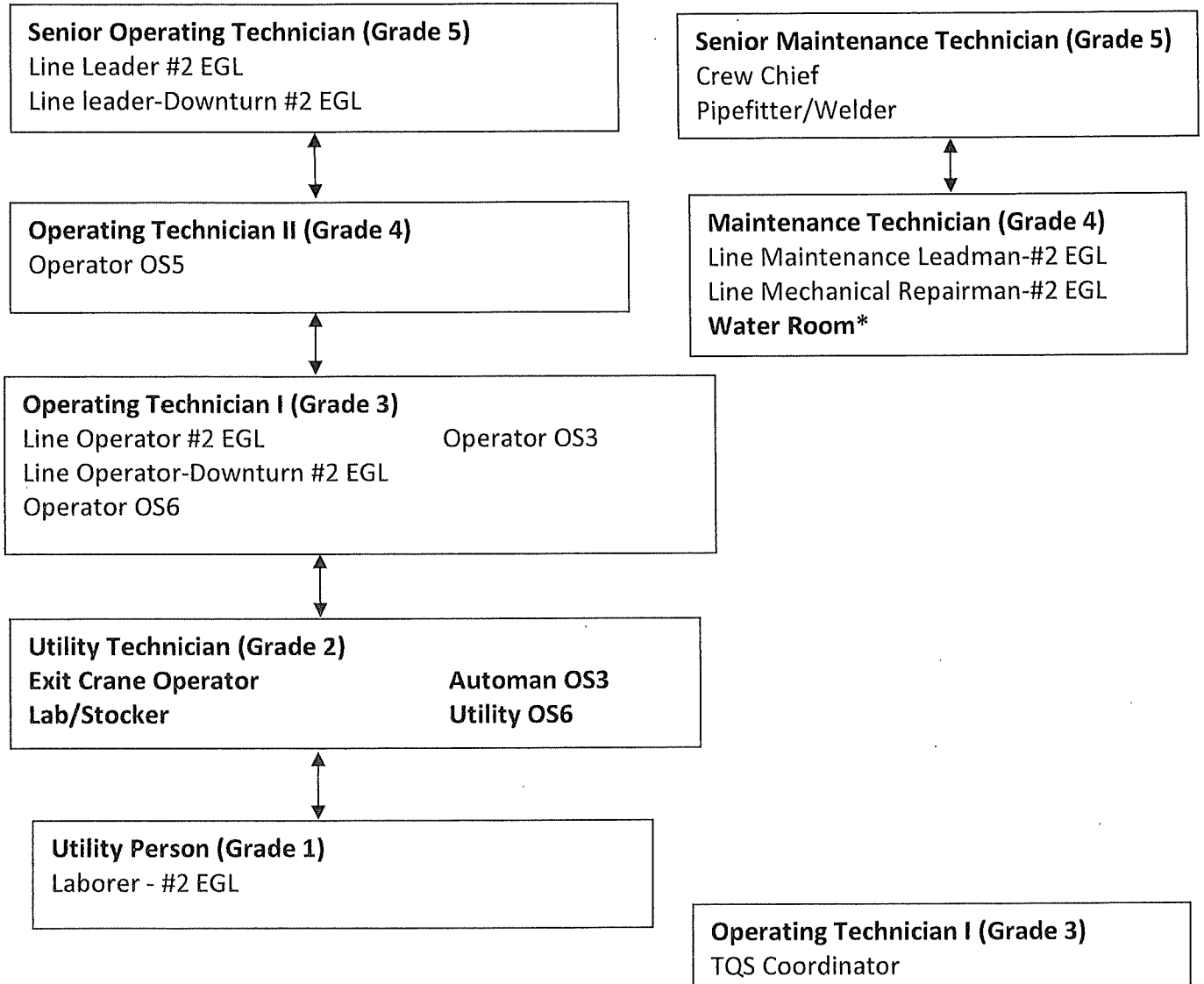
- TQS Coordinator-Operating Technician I (Grade 3) filled by Article 8, Seniority. Eligible Bidders from Electric Power, Energy

April 25, 2023

Eric Caffery
4/25/23

[Signature]
4/25/2023

**Progression Chart
Middletown Works
Electrocoating**



*Once current incumbent vacates position, Water Room will be filled by Maintenance Technician

April 25, 2023

Shirley
4/25/23

[Signature]
4/25/2023

**Progression Chart
Middletown Works
Employment Reserve**

Utility Person (Grade 1)
Assignor

- An employee cannot exercise 28 day return to Employment Reserve after being awarded a bid.

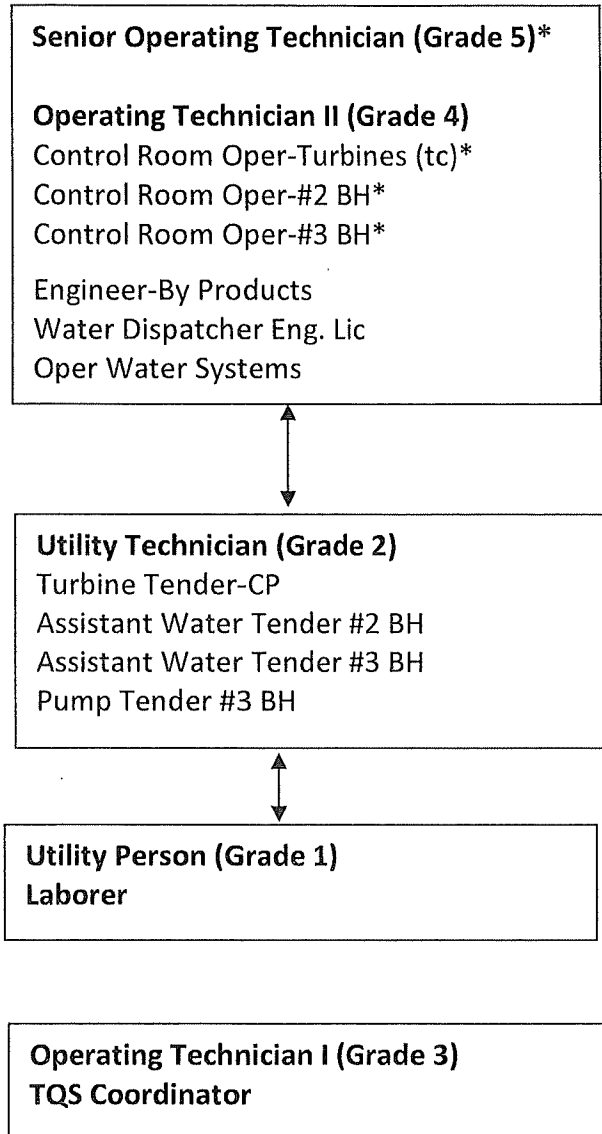
April 25, 2023

[Signature]
4/25/23

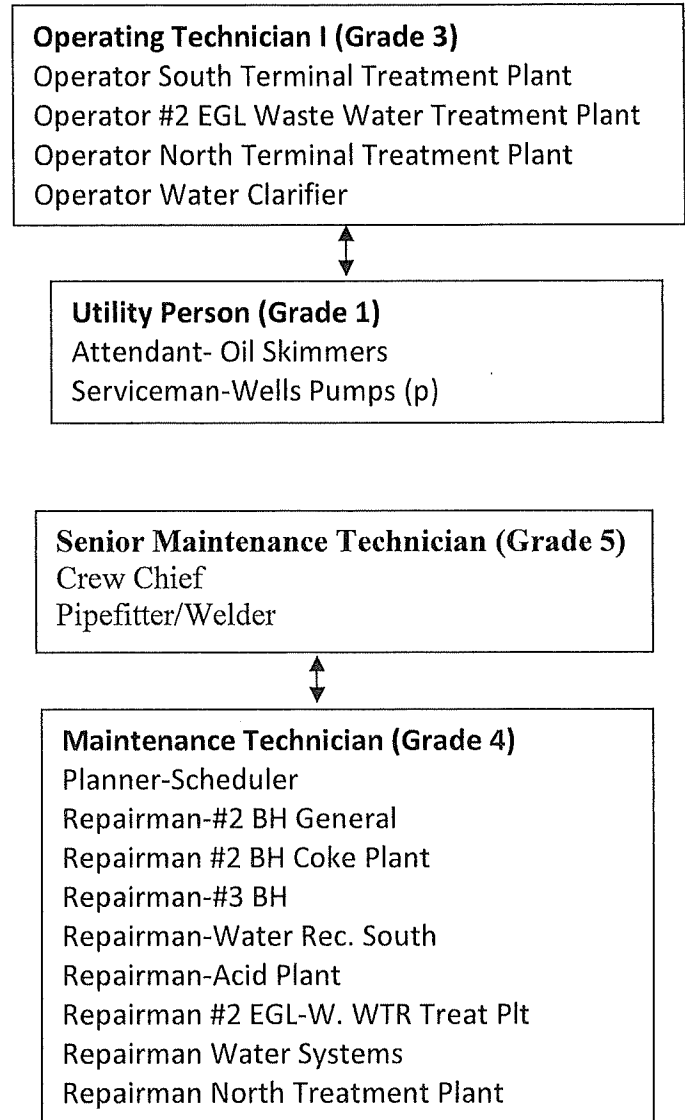
[Signature]
4/25/2023

**Progression Chart
Middletown Works
Energy**

STEAM



ENVIRONMENTAL



*All incumbents will be afforded the opportunity to receive Labor Grade 5 pay consistent with the MOA dated August 1, 2017.

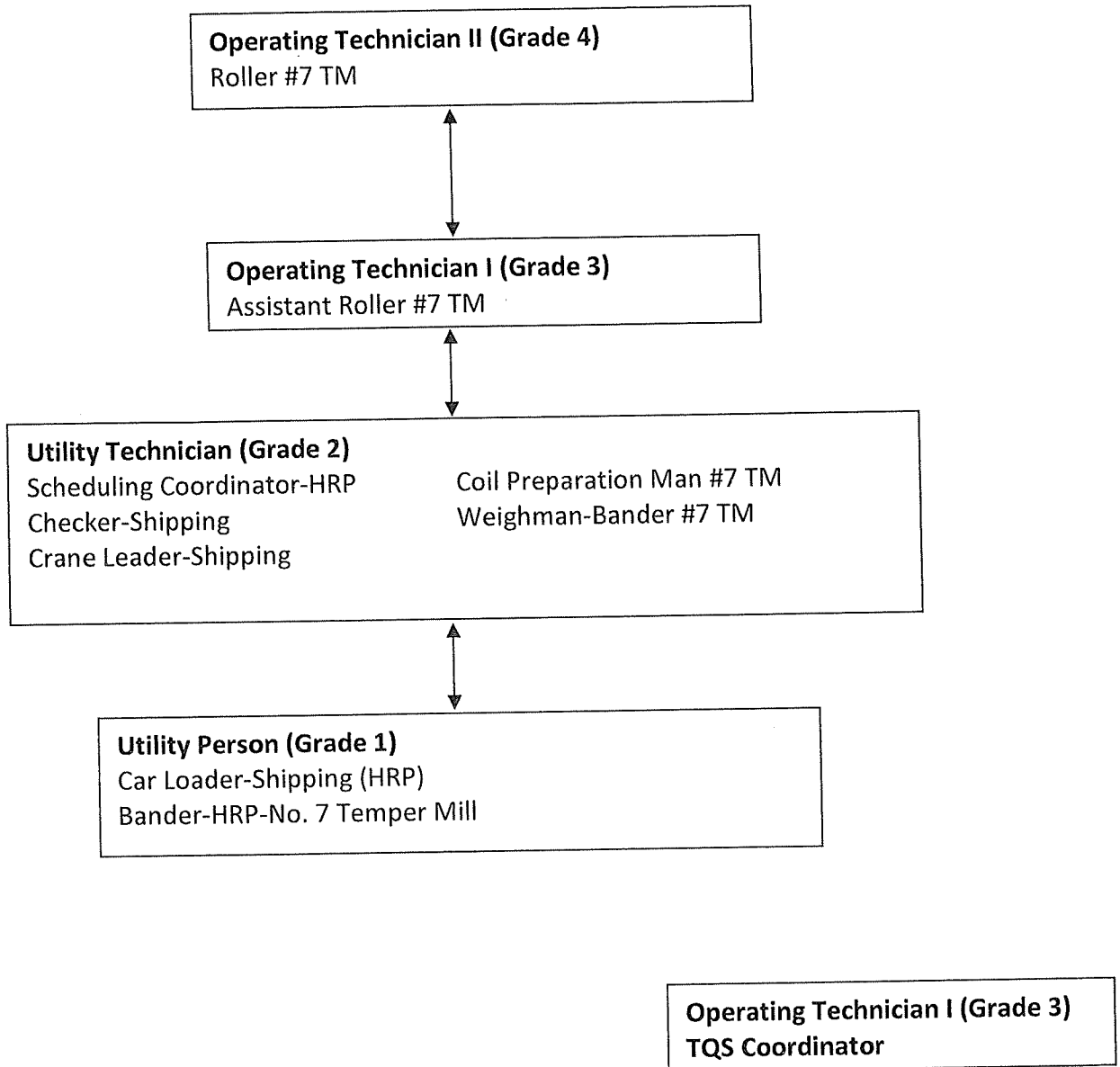
- TQS Coordinator-Operator Technician I (Grade 3) filled by Article 8, Seniority. Eligible Bidders from Electric Power, Energy

April 25, 2023

[Signature]
4-25-23

[Signature]
4-25-2023

**Progression Chart
Middletown Works
Hot Roll Processing**



Cold Strip Mill Maintenance will provide Maintenance

- Employees holding seniority in the Operating Seniority Section of Hot Roll Processing are entitled to be considered for Step (2) transfer to the Cold Strip Mill Maintenance and Crane Seniority Sections.
- TQS Coordinator-Operating Technician I (Grade 3) filled by Article 8, Seniority. Eligible Bidders from Hot Roll Processing, Green Coil Storage.

April 25, 2023

[Signature]
4/25/23

[Signature]
4/25/2023

**Progression Chart
Middletown Works
Hot Strip Mill
#2 Roll Shop**

OPERATING

Operating Technician I (Grade 3)
WRR



Utility Technician (Grade 2)
Leader Roll Hooking -#2 Shop



Utility Person (Grade 1)
Sweeper Operator #2 Roll Shop
Laborer #2 Roll Shop

MAINTENANCE

Senior Maintenance Technician (Grade 5)
Crew Chief




Maintenance Technician (Grade 4)
Equip Repair #2 Roll Shop Qual
Repairman Days #2 Roll Shop

Operating Technician I (Grade 3)
TQS Coordinator

GRINDER

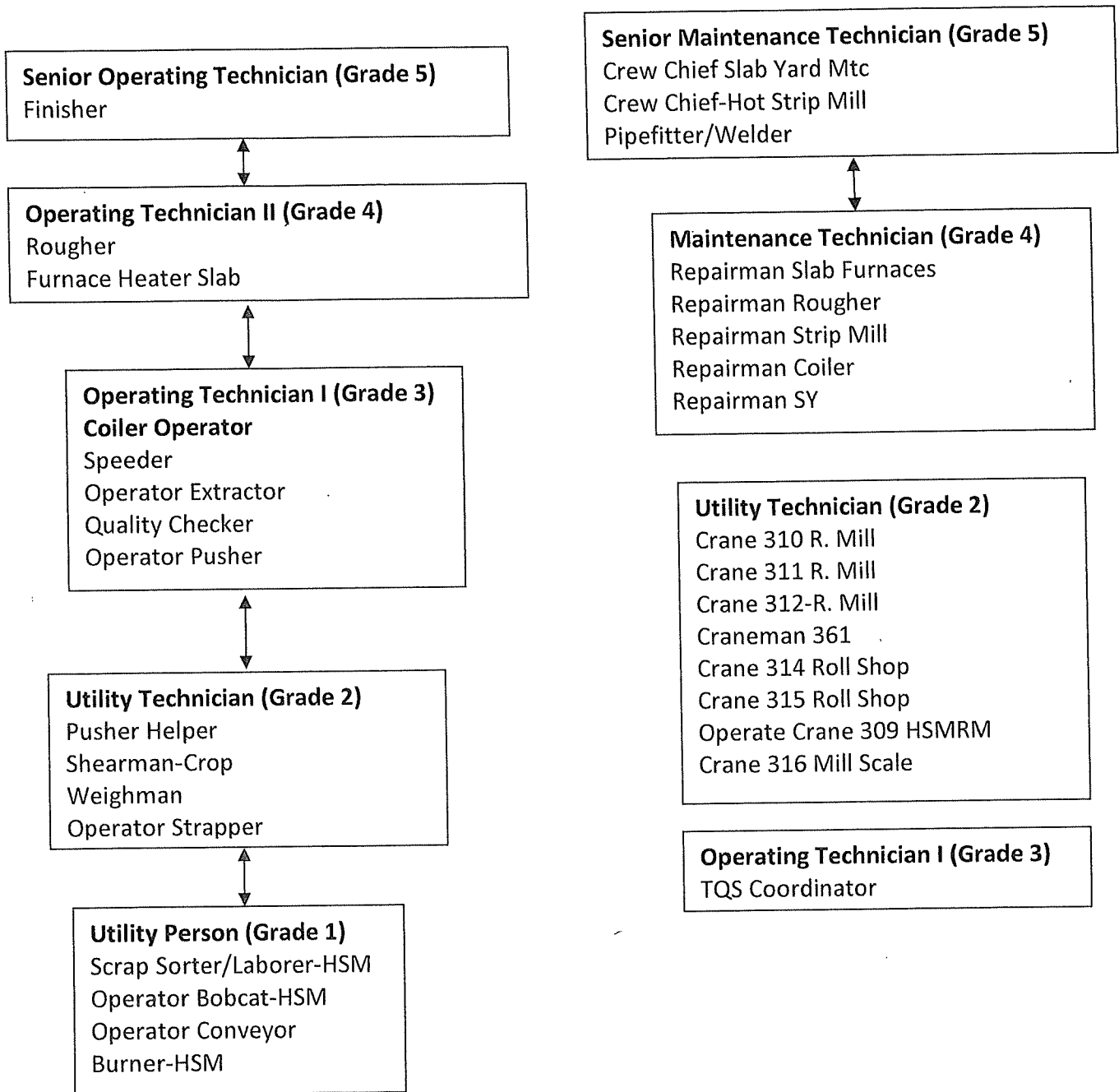
Operating Technician I (Grade 3)
Roll Grinder – Outside Contract
Jour Grinder #3 – 4 Grinder
Jour Grinder #1 – 2 – 5 Grinder
Jour Grinder #6
Roll Turner - #2 Roll Shop

April 25, 2023


4/25/23


4/25/2023

**Progression Chart
Middletown Works
Hot Strip Mill**



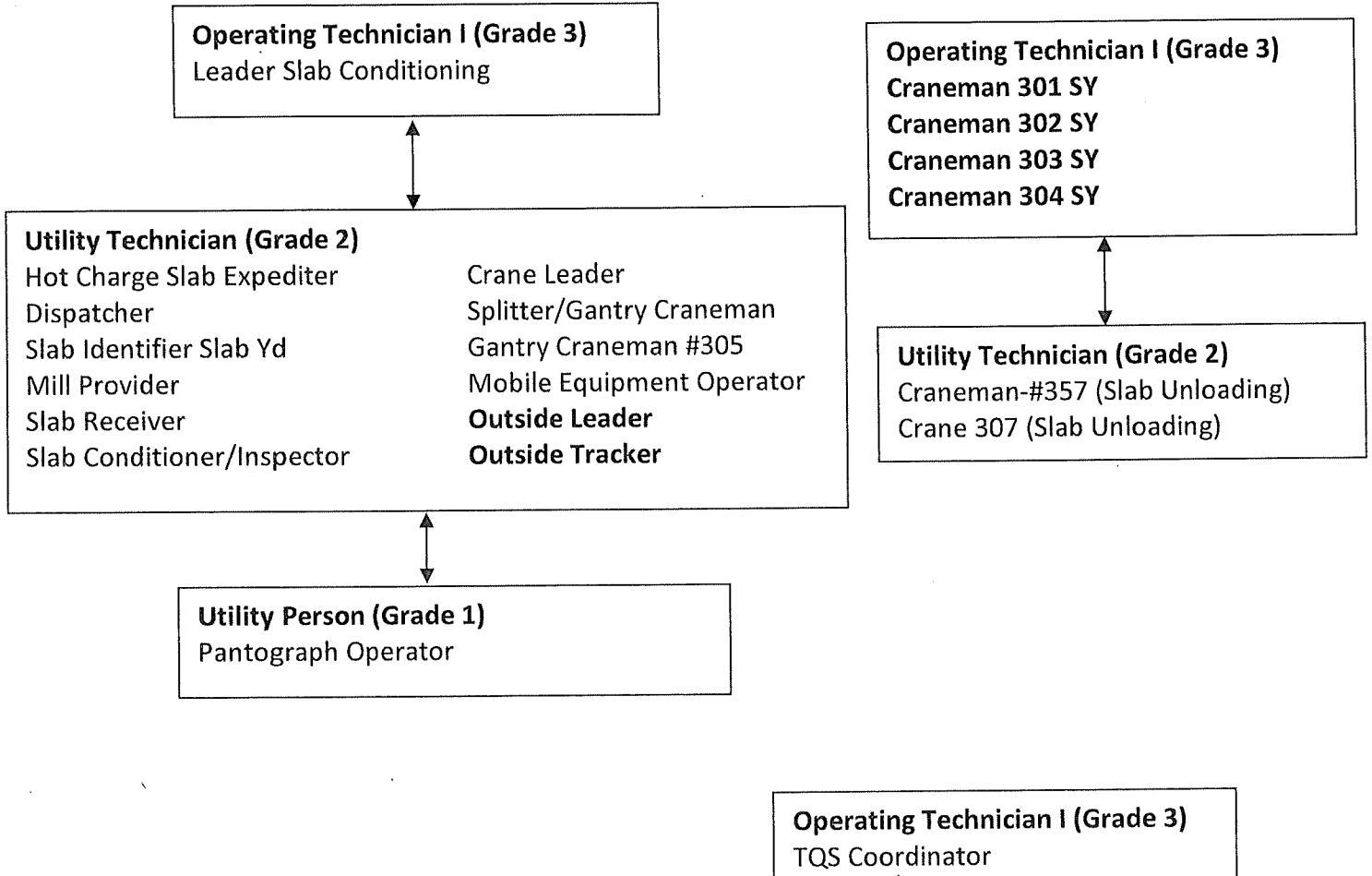
- Employees are eligible to Step II bid to the Slab Yard Line of Progression, in accordance with Article 8, Section G3b.

April 25, 2023

[Signature]
4/25/23

[Signature]
4/25/2023

**Progression Chart
Middletown Works
Hot Strip Mill
Slab Yard**



- Employees are eligible to Step II bid to the Hot Strip Mill Line of Progression, in accordance with Article 8, Section G3b.

April 25, 2023

Shirley Gory
4/25/23

[Signature]
4/25/2023


**Progression Chart
Middletown Works
Inspection**

Utility Technician (Grade 2)

Inspector #2 EGL
Inspector #2 EGL
Inspector #1 CRL
Inspector #3 ZG
Inspector #4 Alum
Inspector-Quality
Inspector #4 Pickler
Inspector #5 Pickler

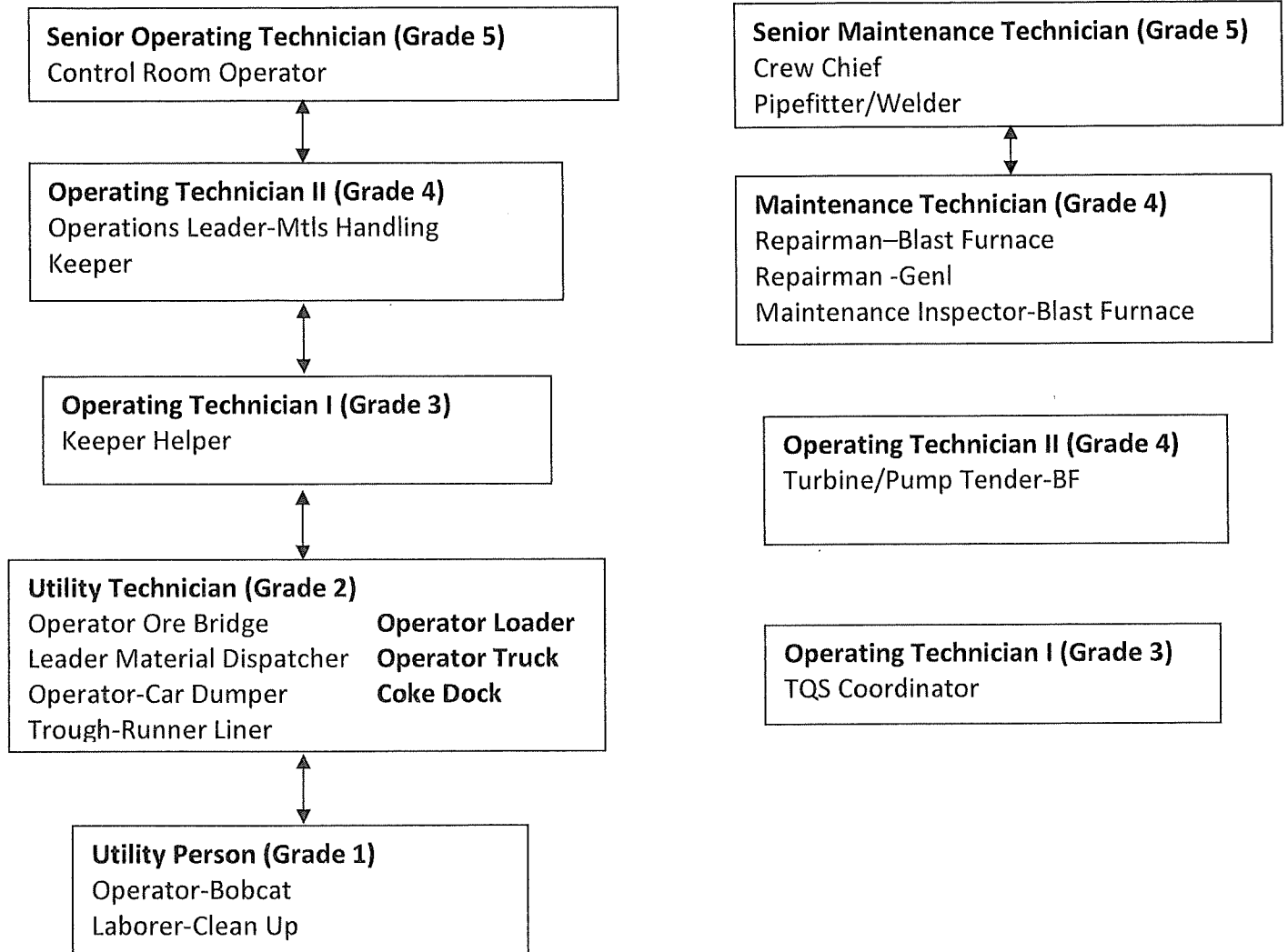
Operating Technician I (Grade 3)
TQS Coordinator

April 25, 2023


4/25/23

 4/25/2023

**Progression Chart
Middletown Works
Ironmaking**

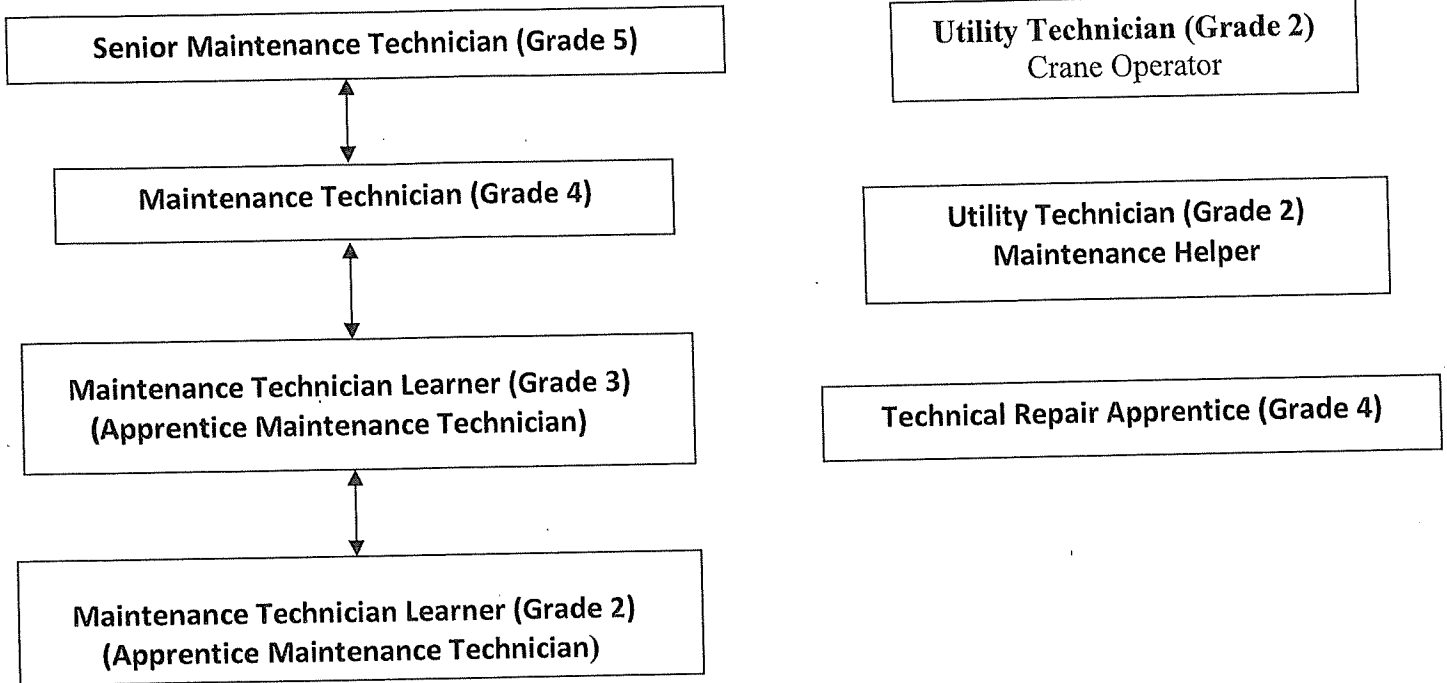


April 25, 2023

John Long
4/25/23

[Signature]
4/25/2023

**Progression Chart
Middletown Works
Maintenance Technology**



April 25, 2023

Shirley
4/25/23

[Signature]
4/25/2023

**Progression Chart
Middletown Works
Masonry**

Maintenance Technician (Grade 4)

Bricklayer HMC-REL
Bricklayer

Utility Technician (Grade 2)


Crew Leader-Equip Oper
Truck Driver-Flatbed
Toolman



Utility Person (Grade 1)

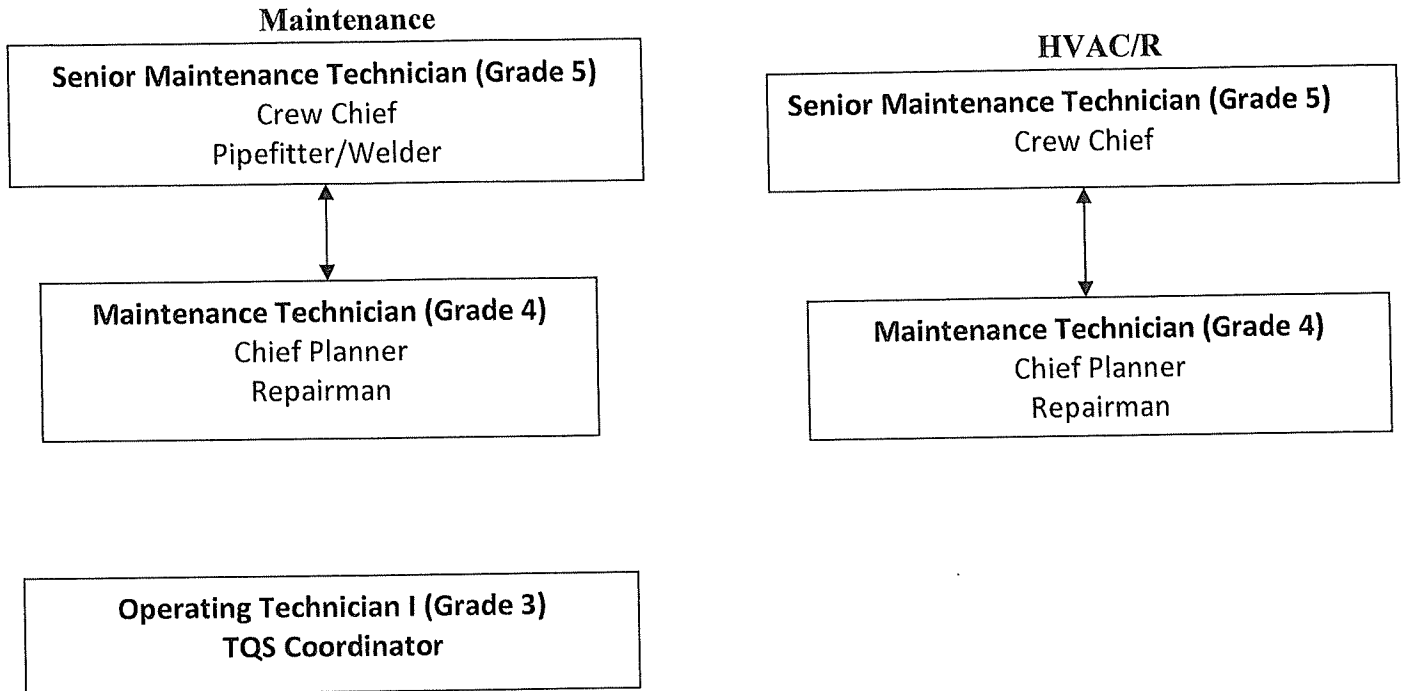
Clerical/Parts Coord
Operator- Fork Tractor
Operator- Fork Tractor-C SVCS
Painter- Construction Service
Burner
Bricklayer Helper
Fire Watch
Crane Safety Lookout
Laborer (Plantwide)

April 25, 2023


4/25/23


4/25/2023

**Progression Chart
Middletown Works
Mobile Maintenance**

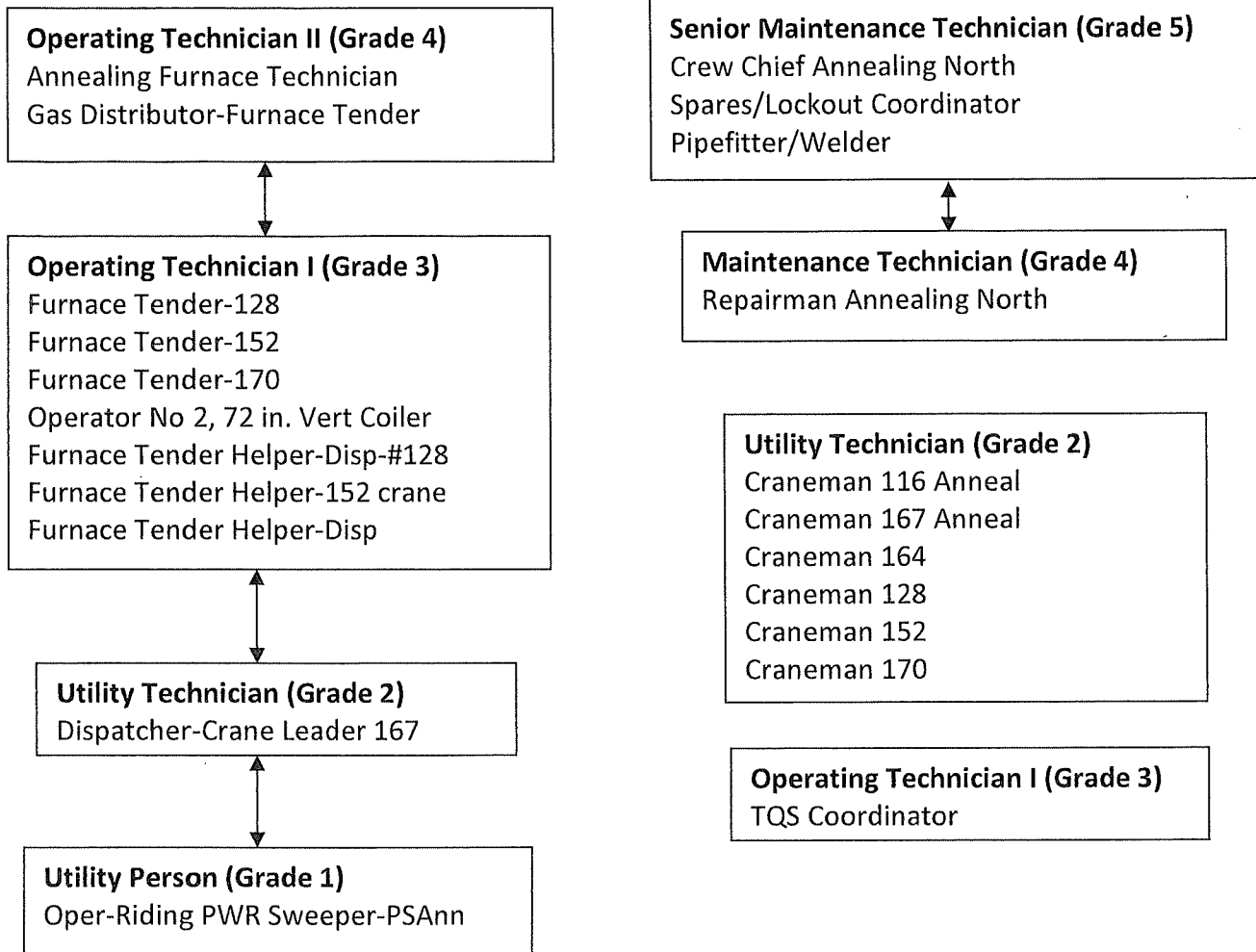


April 25, 2023

[Signature]
4/25/23

[Signature]
4/25/2023

Progression Chart
Middletown Works
North Annealing



April 25, 2023

John Curry
4/25/23

John Curry
4/25/2023

**Progression Chart
Middletown Works
Product Integrity**


Utility Technician (Grade2)

Turn Analyst/Leader BOF
Analyst Chemical Labs
Met Observer-A Hot Rolling
Raw Materials Spec Samples Analyst
Met Observer "A" Cold Strip
Assistant Turn Analyst-Wet Lab
Assistant Turn Analyst-Spec Chem

Assistant Turn Analyst Recycle
Met Tester Lab
Claims Tester
Tester Raw Materials
Test Sample Man
Coating Checker South
Test Results Poster

Operating Technician I (Grade 3)
TQS Coordinator

April 25, 2023



4/25/23


4/25/2023

Progression Chart
Middletown Works
Sanitation

Utility Person (Grade 1)
Laborer

April 25, 2023


4/25/23


4/25/2023

**Progression Chart
Middletown Works
Shipping**

Utility Technician (Grade 2)

Mat Handler-160 CR

Shipper West

Shipper East

Packaging Machine Oper West

Packaging Machine Oper East

Checker East

Checker-173 Crane (East)

Checker N&S

Operator Load Machine West

Operator Load Machine East

Operator Tractor East

Crane Leader-114 East

Crane Leader-173 East

Crane Leader #131 N&S

Crane Leader #133 N&S



Utility Person (Grade 1)

Car Loader-173 Crane East

Car Loader-N&S Bldg

Car Loader West

Car Loader East

Laborer-Clean Up (West)

Laborer-Clean Up (East)

Laborer-Clean Up N&S Bldg

Operating Technician I (Grade 3)

TQS Coordinator

East Processing Temper Roll Finishing Maintenance will provide Maintenance

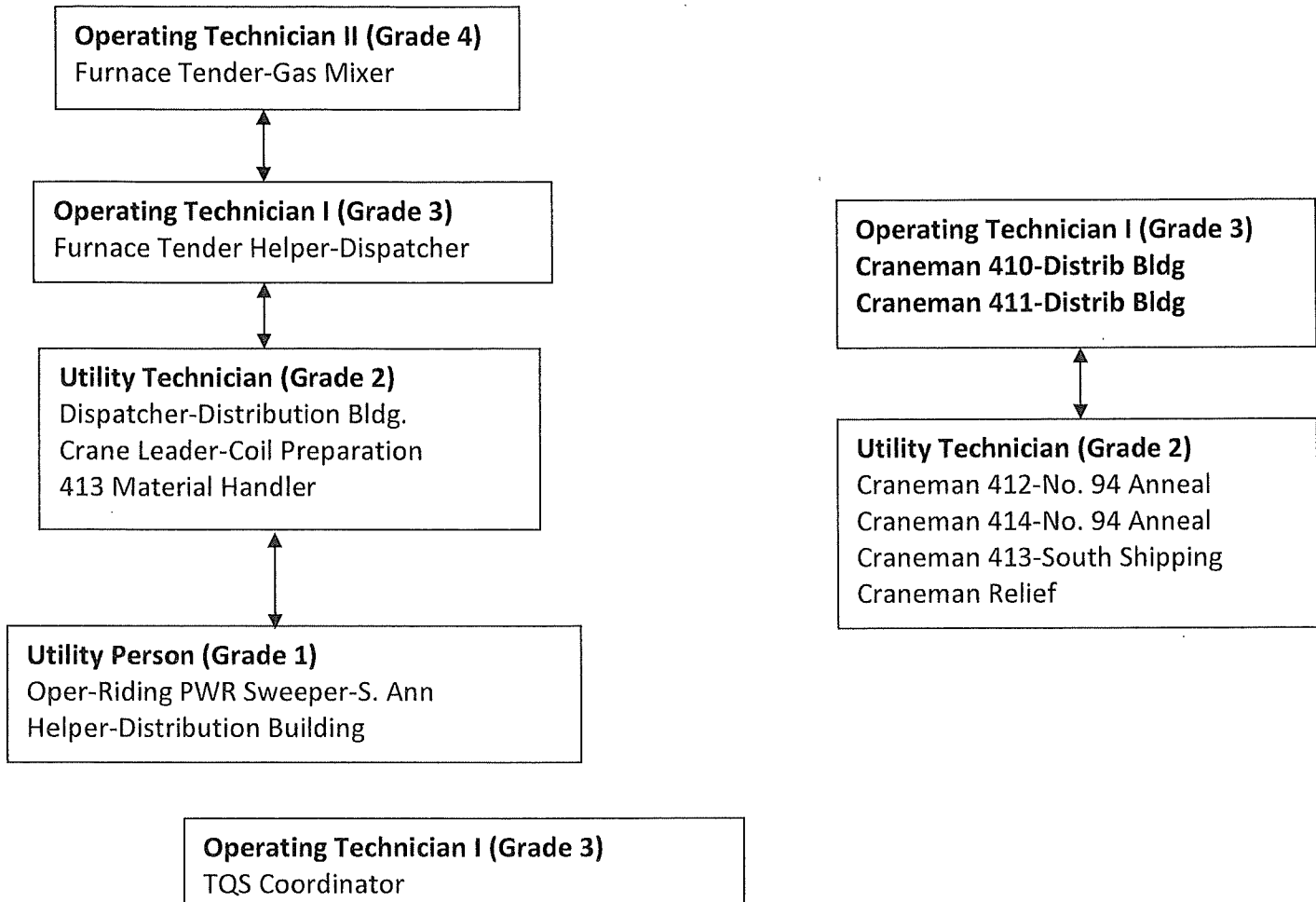
- Employees holding seniority in the Operating Seniority Section of Shipping are entitled to be considered for Step (2) transfer to the East Processing Temper Mill Finishing Maintenance and Crane Seniority Sections.

April 25, 2023


4/25/23


4/25/2023

**Progression Chart
Middletown Works
South Annealing**



#4 Aluminize Maintenance will provide Maintenance

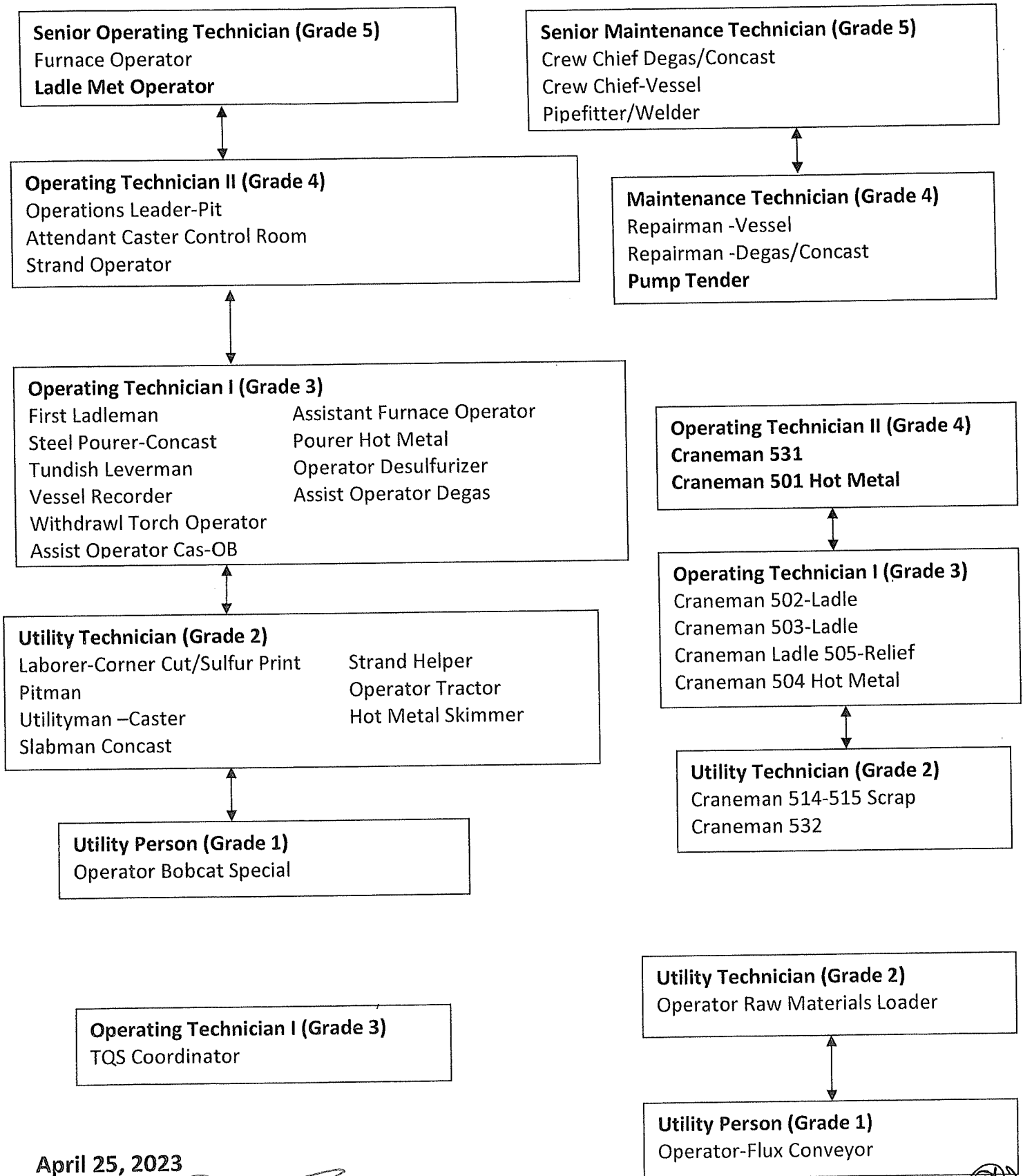
- Employees holding seniority in the Operating and Crane Seniority Section of the South Annealing Department are entitled to be considered for Step 2 transfer to the #4 Aluminize Department, Maintenance Seniority Section.

April 25, 2023

[Signature]
4/25/23

[Signature]
4/25/23

**Progression Chart
Middletown Works
Steelmaking**

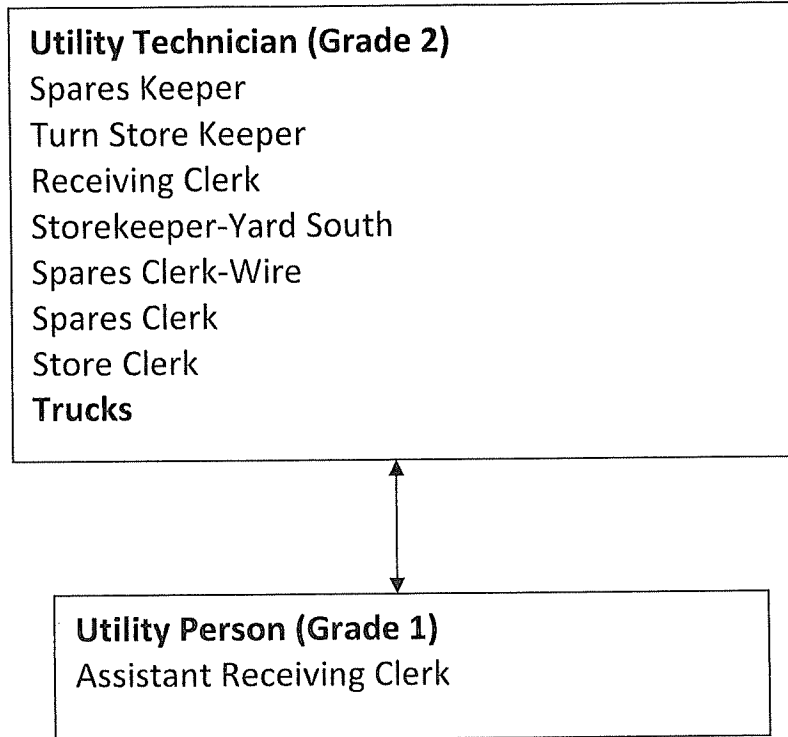


April 25, 2023

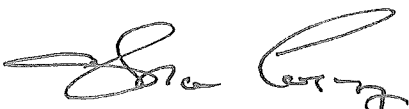
[Signature]
4/25/23

[Signature]
4/25/23

**Progression Chart
Middletown Works
Stores and Spares**



April 25, 2023


4/25/23


4/25/23

Progression Chart Middletown Works Technical Repair

Hot Strip Mill
(Grade 5)
Finishing/Roughing Days
Coiler Days
Furnace Days
Pumphouse Days
Roll Shop Days
X-Ray Days
Repairman Turn

Ironmaking
(Grade 5)
Spares/TQS Days
Projects/Testing Days
Coke Plant Days
Repairman Turn

Steelmaking
(Grade 5)

BOF
Spares/Repairman Days
Motor Room/Repairman
Days
CASTER
Spares/Repairman Days
Projects Days
TQS/Ladle Met Days
Repairman Turn

South Processing
(Grade 5)

TQS Days
Spares Days
Repairman Turn

Picklers
(Grade 5)
Spares Days
TQS Days
Repairman Turn

Zinc Grip
(Grade 5)
TQS Days
Spares Days
Repairman Turn

Cold Strip Mill
(Grade 5)

TQS Days
Spares Days
Repairman Turn

North Processing
(Grade 5)

TM Days
Annealing Days
Repairman Turn

CCC
(Grade 5)
Blast Furnace/Sun Coke/#2Boiler
House Days

BOF/Caster/Hot Strip Days
Network/Cold Mill/Pickler Days
Aluminize/Zinc Grip/EGL Days

Teklogic/Remote
Cranes/Processing Days
Radio/Scales/Gas Meters Days
Repairman Turn

Electrocoating
(Grade 5)
TQS Days
Spares Days
Repairman Turn

* Plantwide
(Grade 5)
Electronic Repair

Energy
(Grade 5)
Repairman Days

Operating Technician I
(Grade 3)
TQS Coordinator

- A Step 2 bid will be posted when a vacancy in any area is filled by any member(s) of the Plantwide box for more than six (6) consecutive months (unless agreed otherwise between the Company and the Union).

April 25, 2023

[Signature]

4/25/23

[Signature]
4/25/2023

**Progression Chart
Middletown Works
Transportation**

MOBILE EQUIPMENT

Senior Operating Technician (Grade 5)
Crew Chief



Utility Technician (Grade 2)
Operator Mobile Crane
Operator Pay Loader
Operator Dump Truck
Operator Misc
Operator Loader
Operator Slag Thimble
Operator Loader (SLAG)
Misc Operator (SLAG)

TRACK REPAIR

Senior Operating Technician (Grade 5)
Crew Leader



Operating Technician I (Grade 3)
Thermite Welder
Track Inspector



Utility Technician (Grade 2)
Tool Utility Person
Material Expediter
Operator-Backhoe
Coordinator
Miscellaneous Operator



Utility Person (Grade 1)
Laborer
Track Walker
Burner
Laborer
Operator Bobcat (Slab Yd)

RAILROAD

Operating Technician I (Grade 3)
Train Operator Remote Control
Train Operator Remote Control-Gen. Yard
Rail Yard Coordinator



Utility Technician (Grade 2)
Rail Coord/Weighman Gen Yd
Rail Car Coord/Weighman CP/BF
Train Helper-Remote Control



Utility Person (Grade 1)
Laborer

GROUNDS MAINTENANCE

Senior Operating Technician (Grade 5)
Crew Chief



Utility Technician (Grade 2)
Operator Water Truck
Operator Sweeper Truck
Operator Grader



Utility Person (Grade 1)
Laborer

Maintenance Technician (Grade 4)

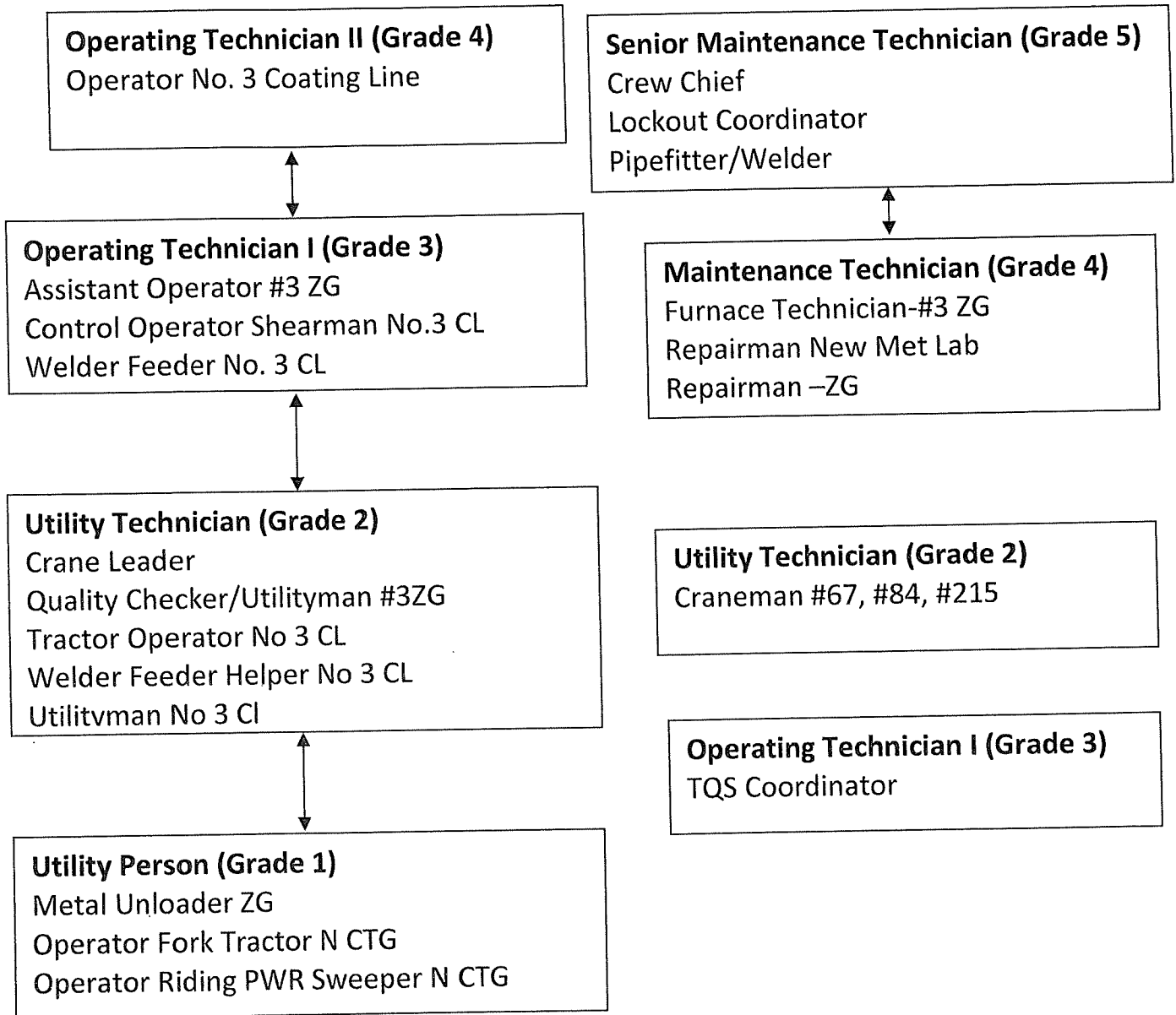
April 25, 2023

[Signature]

4/25/23

[Signature]
4/25/2023

**Progression Chart
Middletown Works
Zinc Grip**



April 25, 2023

John Long
4/25/23

[Signature]
4/25/23

Middletown Works

Hourly Operations Performance Incentive Plan

Section 1. Objectives. The parties agree employees should be rewarded when they contribute to improvements that increase Middletown Works' environmental and quality performance, increase its operational efficiency, and reduce costs. This program provides the opportunity for employees to earn additional compensation each quarter based on achieving specific targets. The Operations Performance Incentive Plan (OPIP) is effective beginning the fourth quarter of 2021 following the ratification of the Memorandum of Agreement dated September 21, 2021 and replaces the Hourly Wage Incentive Plan in Article 12 of the Labor Agreement.

Section 2. Performance Metrics. The Company shall establish quarterly performance metrics for each performance category and will endeavor to share targets with the Union within 15 calendar days of the beginning of each quarter. The Plant Manager, or designee, will share relevant daily reports and review quarterly adjustments with the Local President.


Metric	Weighting	Threshold (50%)	Target (100%)	Stretch (200%)
Envir. Title V Deviations	15%			
Quality	15%			
Rejects	10%			
Retreats	5%			
Volume	55%			
HSM & Gross Slabs	18%			
Pickle Lines & Cold Mill	18%			
Finishing	19%			
Cost (Per Ton)	15%			
Composite	15%			

The Company shall establish Threshold, Target, and Stretch performance metrics for the volume and cost performance categories each quarter based upon the business plan for that quarter. No changes will be made to the metric weighting without agreement with the Union.

Section 3. Eligible Earnings. Eligible Earnings under OPIP shall be defined the same as earnings for which an employee was eligible to receive pay under the Hourly Wage Incentive Plan that existed prior to the Memorandum of Agreement dated September 21, 2021 ("Eligible Earnings").

Section 4. Eligibility. All Bargaining Unit employees employed by the Company at the end of the payment period, retired during the payment period, or deceased during the payment period who had eligible earnings during the payment period ("Eligible Employees") shall be eligible to participate in that quarter's OPIP.


Section 5. Participation. Eligible Employees receive a percentage of their Eligible Earnings paid in the quarter the Bonus is earned. Target participation will be 15% of Eligible Earnings. The payment level will be based on a weighted percentage for each performance category, 10% total for Threshold, 15% total for Target, and 20% total for Stretch.


4/25/23



Section 6. Performance Calculation. The performance level will be based on a weighted percentage for each performance category, 50% total for Threshold, 100% total for Target, and 200% total for Stretch. Any performance between performance levels will be interpolated linearly as displayed on the graph below. No bonus amount will be paid for a performance metric results below the threshold.


Section 7. Administration. Payments will be made as soon administratively feasible following completion of each quarter and are subject to all standard payroll deductions. Employees who retire or die during a performance period shall be awarded incentive compensation on a prorated basis. With the exception of retirement or death, employees severed from employment, either voluntarily or involuntarily, prior to the payment date of a bonus award shall receive no bonus payment for the period except as outlined in the Memorandum of Agreement dated September 21, 2021.


4/25/23


4/25/23

IAM LOCAL LODGE 1943
SAFETY COORDINATORS

- ALUMINIZE
- ~~COKE PLANT~~
- COLD STRIP MILL/**ROLL SHOP**
- CRANES
- EAST PROCESSING/SHIP/ANNEALING
- EGL
- ELECTRIC POWER
- EM&C
- ENERGY
- ~~FINISHING/COLD MILL~~
- HOT STRIP MILL **ROLL SHOP**
- IRONMAKING
- MOBILE MTC/MAINTENANCE TECHNOLOGY
- **PICKLER/GREEN COIL/ HOT ROLL AREA**
- ~~PRIMARY/HOT STRIP MILL~~
- **PRODUCT INTEGRITY/INSPECTION**
- **SLABYARD**
- STEELMAKING/BOF
- STEELMAKING/CASTER
- TERNE COAT/ZINC GRIP
- TRANSPORTATION (2)


4/25/23


4/25/23

Total Middletown Plant

COMMITTEEMAN #1

Hot Strip Mill (Operating)

Steward: 1
Grievancemen: 3

Hot Strip Mill (Slab Yard, Scarfers)

Steward: 1
Grievancemen: 3

Hot Strip Mill Maintenance

Steward: 1
Grievancemen: 4

#2 (Hot Strip) Roll Shop

Steward: 1
Grievanceman: 1

Hot Strip Mill/Slab Yard Cranes

Stewards: 2
Grievancemen: 2

Hot Roll Processing (Operating & Maintenance)

Steward: 1
Grievancemen: 2

Electric Power

Steward: 1
Grievancemen: 2

Green Coil Storage

Steward: 1
Grievancemen: 2

#3 (Cold Mill) Roll Shop

Steward: 1
Grievanceman: 1

Stores

Steward: 1
Grievanceman: 1


COMMITTEEMAN #2

Cold Strip Mill Production

Steward: 1
Grievancemen: 2

Cold Strip Mill Maintenance

Steward: 1
Grievancemen: 2


4/25/23


4/25/23

Cold Strip Picklers

Steward: 1
Grievancemen: 2 3

Cold Strip Cranes

Steward: 1
Grievancemen: 2

South Coating & Processing (#4 Aluminize/South Annealing Maintenance)

Steward: 1
Grievancemen: 2

South Coating & Processing (#4 Aluminize Production)

Steward: 1
Grievanceman: 1

South Coating & Processing (South Annealing Cranes)

Steward: 1
Grievanceman: 1

South Coating & Processing (South Annealing Production)

Steward: 1
Grievanceman: 1

Electrogalvanize (Production)

Steward: 1
Grievancemen: 4

Electrogalvanize (Maintenance)

Steward: 1
Grievancemen: 2

Inspection

Steward: 1
Grievanceman: 1

COMMITTEEMAN #3

Blast Furnace

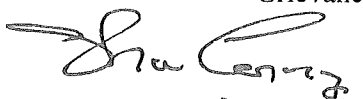
Steward: 1
Grievancemen: 4

Blast Furnace Maintenance

Steward: 1
Grievanceman: 1

Basic Oxygen Furnace – Concast

Stewards: 2
Grievancemen: 8


4/25/23


4/25/23

Basic Oxygen Furnace Maintenance

Stewards: 2
Grievancemen: 2

Basic Oxygen Furnace Cranes

Steward: 1
Grievanceman: 1

Coke Ovens (Operating & Maintenance)

Stewards: 2
Grievancemen: 5

Energy (Boilerhouses/Environmental Maintenance)

Steward: 1
Grievancemen: 3

Energy (Boilerhouses)

Steward: 1
Grievanceman: 1

Energy (Environmental)

Steward: 1
Grievanceman: 1

COMMITTEEMAN #4**Grounds Maintenance**

Steward: 1
Grievancemen: 2

Transportation (Track Repair)

Steward: 1
Grievancemen: 2

Transportation (Railroad)

Steward: 1
Grievancemen: 5

Transportation (Mobile Equipment)

Steward: 1
Grievancemen: 2

Masonry (Bricklayers/Helpers)

Steward: 1
Grievancemen: 4

Technical Services (Electronic Repair)

Stewards: 2
Grievancemen: 12


12-21-22


4/25/23

Mobile Maintenance

Steward: 1
Grievancemen: 2

HVAC

Steward: 1
Grievancemen: 1

Maintenance Technology

Grievancemen: 2

COMMITTEEMAN #5**North Coating & Processing (Zinc Grip Production and Maintenance)**

Stewards: 2
Grievancemen: 4

East Processing (Temper Roll-Finishing & Cranes)

Stewards: 2
Grievancemen: 6

East Processing (Temper Roll-Finishing Maintenance)

Steward: 1
Grievancemen: 2

East Processing (Annealing & Cranes)

Steward: 1
Grievancemen: 6

East Processing (Annealing Maintenance)


Steward: 1
Grievancemen: 2

Shipping

Steward: 1
Grievancemen: 3

Metallurgical Product Integrity

Steward: 1
Grievancemen: 2


45-25-23


4/25/2023

**PLANTWIDE OVERTIME
SUPPLEMENTAL AGREEMENT
MIDDLETOWN WORKS**

OVERTIME DISTRIBUTION

The intent of this Plantwide Overtime Supplemental Agreement is for an equitable distribution of overtime hours for available and qualified employees. The parties understand that all overtime will be worked at the sole discretion of management.


1. SCHEDULED OVERTIME

When it is necessary to schedule overtime, the following procedures will apply:

- a. The qualified transferred employee low in overtime hours will be scheduled for the turn.
- b. Employees may request to refuse their scheduled overtime by contacting appropriate supervision no later than 10:00 a.m. on Friday, following the posting of the weekly work schedule. If an employee requests to refuse their overtime, the Company will attempt to fill that overtime. Should the Company not be able to fill the overtime, the employee who desired to refuse their scheduled overtime will be required to work the scheduled turn(s). Notwithstanding, the granting of requests to refuse scheduled overtime rests solely with management.
- c. The Company will make every effort to avoid the scheduling of 11-7/ 7-3 doubles.
- d. When it is known prior to the posting of the week's work schedule that twenty-one (21) operating turns will be necessary, the twenty-first (21st) turn will be filled as defined by Section 5 below.
- e. A sixth turn will be scheduled before a seventh turn where reasonably practical. A seventh turn will be scheduled before an eighth turn where reasonably practical. An eighth turn will be scheduled before a ninth turn where reasonably practical. A ninth turn will be scheduled before a tenth turn where reasonably practical.
- f. The Company commits to resolve scheduling of overtime issues within any seniority section where the Union makes such a request. The parties agree that this resolution shall include a conditional right to refuse overtime for the employee and define procedures on how the Company will fill the overtime. The Company agrees that, within sixty (60) days of written notice by the Union, it will schedule meetings with the appropriate Union representatives to resolve the scheduling of overtime issues in the seniority section(s) so specified by the Union.

2. RANDOM OVERTIME

- a. When overtime is less than four (4) hours at the end of a turn, the incumbent(s), including


4-25-23


4-25-23

non-transferred employees may continue to be assigned to complete the work assignment. When overtime is less than four (4) hours before the beginning of a turn, the Company shall offer the overtime to the transferred employee lowest in overtime hours from the turn succeeding the overtime. If the overtime is not filled, non-transferred employees from the turn succeeding the overtime may be offered the overtime.

- b. When an employee is at work the overtime (four (4) hours or more) will be offered to the transferred employee lowest in overtime hours working the turn preceding the turn the Company must fill. If the overtime is not filled, non-transferred employees working in the overtime group on the preceding turn may be offered the turn. (Example: Employee is working 7a.m.-3 p.m. turn and the overtime is on the 3 p.m.-11 p.m. turn).
- c. If the overtime cannot be filled in the above manner, management will attempt to contact the transferred employee lowest in overtime hours, with a twenty-four (24) hour tolerance at the time of assignment considered equitable. Where problems occur in the application of overtime tolerances, it is the intent of the parties that abuses will be promptly eliminated.
- d. Non-transferred employees working in the overtime group may be offered overtime only after management exhausts "c" above.
- e. **An employee will not be by-passed for a random overtime turn to avoid working seven (7) straight days within a calendar week.**

3. **FORCED OVERTIME**

- a. The Company agrees that it shall not force an employee who has accepted a call-out overtime turn to work more than eight (8) hours, unless no other qualified employee is available.
- b. The Company agrees that, in a forced overtime situation, it will force the least senior qualified employee working the preceding turn of the turn the Company must fill, provided that the Company shall not force any employee to work more than once during the scheduled week until all other qualified and available employees have been forced to work once during the scheduled week.

What constitutes a freeze:

- 1. The random overtime turn is unsuccessfully filled utilizing Section 2 above and the least senior qualified employee working the turn preceding the random overtime turn is forced to work the turn.
- 2. Employee is informed they are being frozen for a random overtime turn but a co-worker calls Management back to accept that turn but the co-worker will be reporting 30 or more minutes late.
- 3. Employee's relief buddy is running late, 30 minutes or more.
- 4. An employee(s) whose work assignment is continued for more than 30 minutes,

Sherry
4-25-23

4/25/2023

however, they may still be subject to the work continuation as required during the work week.

What doesn't constitute a freeze:

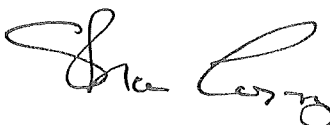
1. Employee is informed they are being frozen for a random overtime turn but a co-worker calls Management back to accept that turn and reports for that turn on time.
2. Employee's relief buddy is running less than 30 minutes late.
- c. ~~To avoid a forced overtime situation, the Company will allow a qualified available employee to accept a random overtime turn, despite the fact it would create working seven (7) days within a calendar week.~~

4. CHARGING OF OVERTIME HOURS

- a. Employees transferring into the seniority section will be charged with the average number of overtime hours of the overtime group at the time Management determines the employee is qualified to participate in the distribution of overtime.
- b. Transferred employees of the overtime group absent from work because of sickness, accident, or vacation will return to the overtime group with the same amount of overtime hours credited when the absence began.
- a. Members of the overtime group on loan or on assignment to another seniority section for more than four weeks will upon their return to the overtime group be credited with the average number of overtime hours of the section.
- b. All overtime opportunities that are worked, refused or excused will be charged as hours worked for the purposes of calculating overtime hours.
- c. An employee will only be charged once for an overtime turn worked or excused. If an overtime assignment is not filled subsequent to the charging of one or more employees for having declined that assignment, such charged overtime will be removed.
- f. Overtime hours will be reduced to zero (0) at the start of the first full calendar week of each year. Overtime for this week will be filled as if eligible employees had zero (0) hours.
- g. A record of overtime hours will be kept and posted weekly.

5. CREW INTACT SCHEDULING-NON MAINTENANCE

If it is necessary to schedule additional turns during the week, crew(s) scheduled to work on the same turn preceding the additional turns will be scheduled **including non-transferred employees**. If fewer employees are needed (less than a full crew) the crew(s) will be filled on the basis of seniority utilizing Company service among transferred employees.


4-25-23


4/23/23

6. MAINTENANCE/OPERATING TECNICIAN II (MAINTENANCE/OPERATOR)

- a. Charging of Overtime: Employees incumbent or assigned to any Maintenance/Operator Assignment will be charged for overtime opportunities that are worked, refused or excused (operations or maintenance) in both their maintenance and production units.
- b. Vacation Scheduling: Employees incumbent to a Maintenance/Operator Assignment will be scheduled for vacation in their incumbent Maintenance Technician vacation grouping.

7. CROSSING OF OVERTIME

When crossing of overtime between seniority sections occurs, the appropriate representatives will promptly meet to discuss the reasons for the occurrence and develop alternatives for addressing the situation. Such alternatives may include employee loan provisions, special assignments or other measures as the parties may develop.

8. REMEDY

Should it be determined that an employee has been improperly by passed for overtime, the employee, as full and complete remedy, shall be offered a comparable make-up opportunity for an equivalent number of hours.

Nothing in this agreement is to be construed as to require the scheduling or working of overtime or seven (7) days within a calendar week, except as expressed in Section 2.e.3.e.


The parties agree that all terms of the Plantwide Overtime Supplement are applicable for any seniority section without an Overtime Supplemental Agreement.

FOR THE COMPANY

Jessica L. Morris

FOR THE UNION

Shawn Coffey


4-25-23


4/25/2023

Mr. Shawn Coffey
President/DBR
IAM Local Lodge 1943
1100 Crawford Street
Middletown, Ohio 45044

Re: Single Day Vacation Option

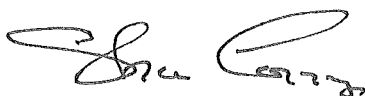
Dear Mr. Coffey:

This letter confirms the agreement between the parties concerning the single day vacation option during the 2020 Labor Agreement:

1. Employees with one (1) year or more of Company Continuous Service as of December 31 of the vacation year are permitted to elect up to a maximum of two (2) weeks of vacation entitlement to be taken in single days. After any week of single vacation days has been designated on the Vacation Election Form, it cannot be rescinded during the vacation year.
2. A single vacation day shall be paid at a rate equal to one-fifth of the vacation pay applicable to a vacation week.
3. A single vacation day, paid for but not worked, shall not be counted for purposes of determining overtime liability for subsequent work days in the same work week. No more than three (3) single vacation days can be taken as time off in any workweek. Single vacation days can be taken on scheduled days of work only.
4. To schedule a single vacation day, the employee must notify department supervision by Tuesday of the week in which the schedule is being prepared for the requested single day of vacation. **When more than one employee requests the same day off, the day will be awarded on a "first come-first serve" basis.** When unforeseen circumstances arise, this notice requirement may be waived at the discretion of departmental supervision. Single vacation days will not be approved where there is a negative impact to the efficiency of operations. No single vacation day will be retroactively approved or permitted.
5. Exercising a single day vacation option does not create a short week benefit obligation for the Company pursuant to the SUB Plan or any additional benefit obligation under this Agreement.
6. If an employee has not scheduled all ten (10) single days of vacation by September 1, he shall be assigned days of vacation as mutually agreed upon by the Company and the employee during the month of September for the balance of the year. In the event the parties are unable to reach agreement by September 30, then the Company will have the sole discretion to assign the unscheduled days in the fourth quarter of the year.
7. This letter is effective for 2021 vacation scheduling.

Sincerely,
Jessica L. Morris
Manager, Human Resources and Labor Relations

Agreed:
~~Neil B. Douglas~~ **Shawn Coffey**
President/DBR
IAM Local Lodge 1943


4/25/23



April 6, 2023


Mr. Shawn Coffey
President/DBR
IAM Local Lodge 1943
1100 Crawford Street
Middletown, Ohio 45044

Re: Surviving Spouses of Retirees - Payments

Dear Mr. Coffey:

This letter will confirm that the Company will make cash payments to certain surviving spouses of retirees effective ~~March 15, 2020~~ **May 15, 2023** and expiring ~~May 15, 2023~~ **May 14, 2027**.

1. For the purposes of this Agreement, the term "Covered Person" shall mean either:
 - a. A person who would qualify as a "Surviving Spouse" as such term is defined in the Noncontributory Pension Plan effective March 15, 2007 with respect to a pensioner who retired prior to July 31, 1974, and who (i) is deceased as of March 15, 2007, or (ii) dies on or before May 15, 2023, provided however, that such person is not otherwise eligible to receive a Surviving Spouse's Benefit pursuant to the term of any applicable Noncontributory Pension Plan,
 - or
 - b. A person who is receiving or is eligible for a Surviving Spouse's Benefit under the Noncontributory Pension Plan effective March 15, 2007, or a predecessor agreement with respect to a pensioner retired prior to March 15, 2007, and who (i) is deceased as of March 15, 2007, or (ii) dies on or before ~~May 15, 2023~~ **May 14, 2027**.
2. A cash payment in accordance with the following schedule shall be made to Covered Persons as defined in Section 1, whose identity and location are known or made known to the Company, due and payable on each November 30 and May 31 with the first payment to be made on ~~May 31, 2020~~ **May 31, 2023** and the last payment be made on November 30, ~~2022~~ **2026**, provided, no payment shall be made to a Covered Person if the pensioner died within the six-month period preceding a payment date. Moreover, if the pensioner died within the six-month period preceding a payment date, the payment for such payment date will be prorated based upon the month in which death occurred in such six-month period.


4/25/23

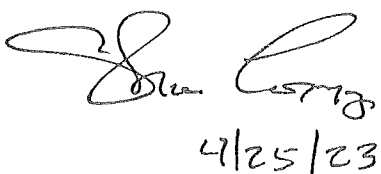
4/24/2023


Payment Date

May 31, 2020-2023	\$750-\$1,095	\$500-\$730
November 30, 2020-2023	\$750-\$1,095	\$500-\$730
May 31, 2020-2024	\$750-\$1,095	\$500-\$730
November 30, 2020-2024	\$750-\$1,095	\$500-\$730
May 31, 2020-2025	\$750-\$1,095	\$500-\$730
November 30, 2020-2025	\$750-\$1,095	\$500-\$730
May 31, 2020-2026	\$750-\$1,095	\$500-\$730
November 30, 2020-2026	\$750-\$1,095	\$500-\$730

3. Notwithstanding anything to the contrary stated herein, no installment payment shall be made hereunder with respect to a Covered Person who dies prior to the date such payment is due and payable.
4. The Company shall make a good faith effort to review its records in an attempt to identify and determine the current address of all Covered Persons who may be entitled to payments hereunder. Nothing herein, however, shall require the Company to incur any costs or expenses to identify and locate such individuals. If the Company becomes aware of the identity and location of any person who may qualify as a Covered Person and that person provides proof satisfactory to the Company of such qualification, the Company shall promptly make such installment payments to such person as provided herein; provided, however, that the Company shall have no obligation hereunder with respect to any payment due hereunder if the Company, after making a good faith effort to do so, is unable to determine the identity, current address and qualification of such person prior to the termination of the Collective Bargaining Agreement.
5. The payments provided for herein are to be made out of the general assets of the Company and do not constitute obligations under the Noncontributory Pension Plan or any other Pension Plan of the AK Steel Cleveland-Cliffs Steel Corporation or amounts payable from the Pension Trust.


4/25/23


4/25/23

