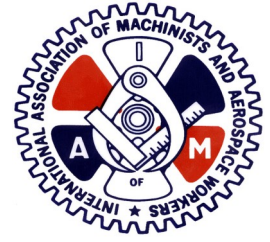


Weekly Update

IAMAW LOCAL LODGE 1943



July 14, 2021

All Groups:

Veterans Memorial Golf Outing

The Veterans Memorial Scholarship Golf Outing will be held at Wildwood Golf Course in Middletown on Saturday, October 23rd this year. There will be a shotgun start at 1:30 pm, registration will begin at 11:30 am with a dinner to follow the outing. The cost is \$75.00 per person or \$300.00 per team, this will include 18 holes with a cart, 5 drink tickets, dinner and an opportunity to win door prizes. There will be closest to the pin, longest drive and optional skins.

We would also like to ask for any donations for door prizes as well as hole and beer cart sponsors. Hole sponsors are \$100.00 each and beer cart sponsors are \$250.00. All money raised goes to the Middletown Veterans Memorial scholarship which raises money for area veterans and their families for college or a trade school. Please contact Neil Douglas at 513-423-6573 to sign up, sponsor, donate, or for more information.

Cleveland Cliffs

HSM Backup Safety Coordinator Position

If you are a **transferred** member of the Hot Strip Mill Department with a minimum of three (3) years of plant experience, and are interested in the position, please e-mail your contact information to Wayne Heitfeld at wheitfeld@ll1943.org

Anyone interested in this position, must have their information turned in by August 6, 2021.
If you have any questions please call:

Wayne Heitfeld
Union Hall - 513-423-6573
Cell Phone - 513-464-3689

Step II Information (Intradepartmental)

There is 1 Step II bid up this week:
Hot Strip Mill Operations (Estimated vacancies 4)

This Step II bid was posted in the respective areas of the Hot Strip Mill on Monday July 12, 2021 and will be taken down on Monday July 19, 2021.

Step III Bids

There are 4 Step III bids up this week:

Hot Strip Mill Maintenance (Est. Vacancies 9)

Energy Operations – Boiler Section (Est. Vacancies 2)

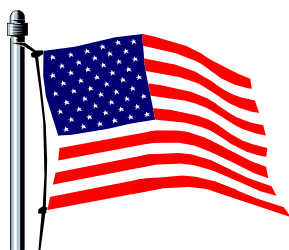
Transportation Railroad (Est. Vacancies 9)

CSM Picklers Operations (Est. Vacancies 13)

These bids were posted on Monday July 12, 2021 and will be removed at 12:00 noon on Monday July 19, 2021. You can sign these bids at the Pass and Visitor Center near the Main Gate adjacent to the Cliffs Medical.

Contact Information

When the call out lists for Step III bids are being formulated, the information is pulled from Workday. Please take a few minutes to update your contact information, while you're at it, give Barb a call at your Union Hall at 513-423-6573 so she can update your information in our data base.



Weekly Update

IAMAW LOCAL LODGE 1943



July 14, 2021

Cleveland Cliffs:

Pension Contribution Hours

Please look at your pay stubs and verify that you are being credited with the correct IAM Pension Contribution hours. If you worked 40 or more hours in a week, your contribution hours listed on your pay stub should be 40. If you believe your contribution hours are not accurate, please contact the Union Hall at 423-6573.

Planning to Retire Soon? Please Read

These tables have been created to assist you with understanding the significance of various dates in 2021. Please be aware that the AK Steel/Cleveland Cliffs pension plan is a completely separate plan from the IAM National Pension Fund plan. You will have to apply for each pension separately.

The small table can be used to determine when you should apply for your IAM pension based on which month you want to retire in. For example: If you want to retire on any day in November of 2021, then the earliest you are able to apply for your IAM pension is June 4th, 2021. You may contact the fund at 1-800-424-9608 and they will mail you an application. However, we recommend that you apply online at www.iamnpf.org. If you need assistance with the online application process, please contact Bill Heater at the Union Hall 513-423-6573.

The small table does not apply to the AK Steel pension. For the AK Steel pension, you can apply approximately 3 months ahead of your retirement date. Contact Kathy Johnson at 513-425-6408.

| Retire in: | Pension effective date: | 1st day eligible to apply: |
|------------|-------------------------|----------------------------|
| Jan-21 | 2/1/2021 | 8/5/2020 |
| Feb-21 | 3/1/2021 | 9/2/2020 |
| Mar-21 | 4/1/2021 | 10/3/2020 |
| Apr-21 | 5/1/2021 | 11/2/2020 |
| May-21 | 6/1/2021 | 12/3/2020 |
| Jun-21 | 7/1/2021 | 1/2/2021 |
| Jul-21 | 8/1/2021 | 2/2/2021 |
| Aug-21 | 9/1/2021 | 3/5/2021 |
| Sep-21 | 10/1/2021 | 4/4/2021 |
| Oct-21 | 11/1/2021 | 5/5/2021 |
| Nov-21 | 12/1/2021 | 6/4/2021 |
| Dec-21 | 1/1/2022 | 7/5/2021 |

The large table is a list of significant dates in 2021 for each pension plan. Use these dates, along with the accompanying explanations, to help determine the best time to retire based on your circumstances.

| Date: | Applicable Pension: | Significance of Date: |
|------------|---------------------|--|
| 8/31/2021 | AK/Cliffs | This is the last day you can retire and still have your AK Steel pension paid in the form of a lump sum calculated using 2021 actuarial tables. This is because your lump sum calculation is based on the date your pension commences, not the date of retirement. If you retire after this date (September or later), your lump sum will be calculated using 2022 tables. <i>This will result in the lump sum amount possibly being lower, or possibly being higher.</i> The 2022 tables will not be available until the end of October 2021. |
| 12/31/2021 | IAM | This is the date we are recommending to retire on or before if your goal is to retire before the IAM Pension Fund change takes effect. Your pension effective date is the first of the month following the month you retire. So, if you retire any day in November, your pension effective date is December 1st. Accordingly, if you retire any day in December, your pension effective date is January 1st. Be aware that 1/1/2022 is the date the IAM Pension Fund plan changes will take effect. The Trustees of the Fund have clarified that a member can retire in December and not be affected by the Rehabilitation Plan changes (assuming a properly completed application has been received before 12/30/2021). |
| 12/31/2021 | AK/Cliffs | You must be employed by AK/Cliffs on this date to be eligible for your 2022 vacation. Therefore, if you retire on 12/30/2021 (or before) you will not be entitled to your 2022 vacation. Put another way: you must retire on 12/31/2021 (or later) to be eligible for your 2022 vacation pay. |
| 1/1/2022 | IAM | This is the date the Pension Rehabilitation Plan changes begin. If you have not retired by 12/31/2021 with a properly completed application to the fund before 12/30/2021, you will be subject to the new plan rules. |