2020 CBA Summary
Between IAMAW Local Lodge 1943 and AK Steel

This is a 3 year and 2 month contract

Article 1 -Purpose and Scope-Maintained current language, no change.

Article 2-Recognition-Maintained current language, no change.

Article 3-Union Membership and Dues-
- Added new hires will be paid 3 hours to attend union orientation at the Union Hall.

Article 4-Work Stoppages-Maintained Current Contract Language, no changes.

Article 5-Management Rights-Current Contract language, no change.

Article 6- Representation
- Added Union Officers on Leave of Absence can participate in the 401K Plan. (this was already changed prior to negotiations when the .10 cent pension transfer to the 401 K was passed by the membership.)

Article 7-Grievance Procedure-Maintained current contract language, no change.

Article 8-Seniority-Maintained current language with the following exceptions:
- Updated outdated language in bold on the TA, no change to how the language works.
- Reduced Probationary period from 1040 hours to 780 hours for future new hires after ratification.
- Removed the language that took away bid rights for 1 year when an employee RETURNED from a Step 2 or Step 3 bid. The language that was removed negatively penalized employees who bid, were frozen by the company, and then tried to return.
- Added the Memorandum of Agreement that the Union Hall will call out on bids. This was agreed to prior to negotiations and was just incorporated into the contract.
- Added Summer Worker language that counts their time as a Summer Worker if they are hired within a year of their last day worked as a Summer Worker.
- The rest of the language remains the same.

Article 9-Non-Discrimination and Civil Rights
- Paid training on workplace harassment on a periodic basis.

Article 10-Medical-Maintained current contract language, no changes.
Article 11-Discharges and DisciplinarySuspensions

- Added language to address the issue of when the company takes a member off the schedule the company must have a meeting within 5 calendar days.

Article 12-Workplace Economic Opportunity

- Cleaned up outdated language, no change on the intent of the language.
- Increased pay by $2.75 for a 3-year, 2 month contract.
  - $1.00 on March 15, 2020 if ratified.
  - $.75 on March 15, 2021
  - $1.00 on March 15, 2022
- This is the largest pay increase for a membership to any AK contract in the last 20+ years
- We tried to get a Maintenance add on and the company would not agree to this. We still believe this was a mistake on the company’s part.
- Removed the Maintenance Tech. Learner Rates, they were inconsistent with the Apprenticeship Program and never used.
- Maintained the IRP payments, the company wanted to remove them.
- Added the Profit-Sharing Letter-This letter gives the membership protection if Cliff’s accounting practices result in the Profit Sharing never being able to be paid out. If this occurs, we have the opportunity to bargain for a better plan and if the parties can’t agree we can take it to arbitration. It also restricts Cliff’s from using their accounting practices to purposely avoid paying Profit Sharing. We were very concerned that Cliffs being a different company that it would nullify the profit sharing. The company kept proposing to do away with the Profit-Sharing language.
- Maintained the Incentive Program. The company wanted pay less in incentive and remove incentive from some jobs and departments.

Article 13-Workplace Productivity

- Added a reimbursement program to pay back any jointly sponsored full-time training program. The cost paid back would be paid to the Maintenance Training Fund for future participants. This type of plan is very common in apprentice training programs and is under the same scale as Dearborn Works.
  - Depart within 6 months-$15,000
  - Depart within 18 months-$10,000
  - Depart within 36 months-$5,000
- This is a way to keep the maintenance training program sustainable for the future. The cost is small for the amount of training coupled with the time requirements as well as getting paid during training.
- Added language to ensure the Maintenance Training Program remains during the life of the agreement. We also added language that the parties must agree to the terms and conditions of any new training programs.
Article 14 - Hours of Work

- Added language that the parties can meet and discuss within 90 days to discuss departments that might want to go to an alternative work schedule, (12 hours). The parties must agree to the terms and conditions of this alternative work schedule. Our practice is that any department that would be identified would vote on this. The company wanted to pick up to 3 departments and put them on 12 hours and remove the time and a half language. We rejected this and fought back from it.
- Added that all paychecks and any other payments must be by direct deposit to the members' financial institution of choice. We removed the Pay Practice Letter in the back of the contract. That letter stated checks could be mailed.
- Added language that if a confirmed error in a member’s paycheck exceeds $150.00 that amount will be corrected by check or direct deposit within 3 business days. Any amount under $150.00 will be paid on the next paycheck. This should solve a huge issue we have with payroll shorting people.

Article 15 - Overtime and Allowed Time

- We moved some overtime language from this article to the Plantwide Overtime Supplement where it made more sense to be. This did not result in any change or intent to the language.
- No other changes to the language.

Article 16 - Holiday Compensation

- Maintained current contract language.

Article 17 - Hourly Vacations

- Changed the language for vacation pay to be paid during the normal pay period. Vacation pay will not be paid up front for multiple weeks taken.
- Improved the vacation to the following:
  - 1 year but less than 8 years - 2 weeks
  - 8 years but less than 15 years - 3 weeks
  - 15 years but less than 23 years - 4 weeks
  - 23 years but less than 33 years - 5 weeks
  - 33 + years - 6 weeks
  - This improved the vacation by giving the less senior and middle group more weeks off sooner and added a 6th week on for more senior workers. AK has not had a 6th week in any contract for over 30 + years. This is better than the steel industry standard.
- Adjusted the Single Day Vacation Letter to allow members with 1 year or more to break up 2 weeks of vacation.

Article 18 - Pensions

- Your Negotiating Committee informed the company of the membership vote selecting the Preferred Schedule.
- Maintained the current Pension contribution.
Article 19-Thrift Plans

- Changed the language for the company to determine the record keeper, Trustee, investment manager, and investment options. We added that the company can not get rid of the Brokerage Link and Roth option for the life of the agreement.
- Increased the company contribution into everyone’s 401(K) account up from $.10 to $0.35. This is a $.25 cent increase to begin on 1-1-2021.
- Maintained $0.50 for the Medical 401(k) for those members not eligible for the VEBA.

Article 20-Insurance

- Maintained the PPO and HSP Plans. The company wanted to place all new hires into the HSP and we rejected and fought against that. The PPO and HSP are still options for every member. Most of the other AK Plants have all new hires forced into the HSP Plan.
- Maintained the current deductibles for both Plans, the company wanted to increase these by hundreds of dollars.
- Maintained the 90/10 coinsurance.
- Maintained the out of pocket maximums, the company wanted to increase these amounts.
- Maintained unlimited Lifetime maximums, the company wanted to restrict this to 2 million dollars if the ACA was repealed.
- Maintained current costs for all co-pays. The company wanted increase all of these costs.
- Increased the amount the company covers for Hearing Aids from $1500.00 to $2000.00.
- Changed prescription drugs so that the member must use the generic instead of brand names unless your doctor says that it is medically necessary to use the brand name drug. You can still choose to take the brand name prescriptions if it is not medically necessary but must pay the difference. Most of the membership use generics.
- Maintenance drugs, (chronic drugs that cover 90 days), must be filled by Express Scripts mail order.
- Specialty Drugs must be filled using Accredo through Express Scripts. Specialty drugs are usually drugs that have to be temperature controlled or administered in a special way and are used to treat chronic conditions. If Accredo does not have the Specialty Drug you may use any Specialty Drug pharmacy.
- Maintained current prescription drug co-pays.
- Maintained current prescription drug out of pocket cost.
- Maintained current company contributions into the HSP.
- Added a onetime $500.00 bonus for any new hire that chooses the HSP or any current member who newly chooses the HSP in 1/1/2021.
- Maintained current dental benefits.
- Increased the allowance for eyeglass frames by $25.00
- Added a $30.00 allowance for contact lens fittings.
- Increased the allowance for contact lenses by $20.00
• *Insurance was huge battle for us in negotiations, the company wanted to strip away much of the benefits and increase the amount the membership pays across the board. We fought this off.*

• We increased the Sickness and Accident Benefits across the board by $25.00 per week for all new claims after ratification.

**Article 21-Sub Benefits** - Maintained current contract language, no changes.

**Article 22-Severance Allowances** - Maintained current contract language, no changes.

**Article 23-Military Service** - Maintained current contract language, no changes.

**Article 24-Safety and Health**

• Added the Backup Union Safety Coordinator Program into the contract. Each area that has a Union Safety Coordinator will now have a Union Back up Coordinator. The Union Backup Coordinator must be used if the Union Safety Coordinator is off for 28 days or more. This does not restrict the company from using the Union Back Up if needed.

• Added Electric Power to the Union Safety Coordinator List. This was already agreed to prior to negotiations.

**Article 25- Contracting Out** - Maintained current contract language, no changes.

**Article 26-Alcohol and Substance Abuse Policy** - Maintained current contract Language, no changes. The company wanted to be able to test any member who had an accident or near miss, we fought against that.

**Article 27-Prior Agreements** - Maintained current contract language, no changes.

**Article 28-Terms of the Agreement** -

• We have agreed upon a 3 year and two-month contract to end on May 15, 2023 at 3:00pm. We had proposed a 4-year agreement to push the end of the contract away from elections. The company would not agree to a 4-year deal nor pay for it but we did get 2 months moved out to give more of a cushion.

• Within 90 days of the agreement the company will have a contract book printed by a Union printer and available to the membership.

**Layoff Minimization Letter**

• Improved job security by strengthening this letter. We added that if the company has to have a layoff, they must inform the Union leadership and present us with their plan. If we can’t come to an agreement on the method, need, or processes to minimize layoffs then the union and the company can submit each one’s final plan to an arbitrator for a final determination of whose plan is better. If the Union’s plan is selected through arbitration this award can include back pay for any member with 2 years or more back pay. This agreement does not affect the 40-hour guarantee, seniority language on lay off, or the voluntary layoff language. This is a vast improvement on this language.

Plantwide Overtime Supplement Agreement

- Added language from Article 15 to this supplement where it made more sense to be. No change to the intent of this language.
- We added language to allow working 7 straight in a freeze situation.

Letters of Understanding Surviving Spouses of Retirees-Maintained current language, no changes.

Holiday Scheduling- Maintained current language, no changes.

Progression Charts (LOPs) (Attached in the TA agreement)

- Added Pipefitter/Welders where applicable.
- Removed Moperators from the LOPs
- Updated changes that have occurred by agreement since the last negotiations.
- Revised HSM and CSM Roll Shop (attached in the TA agreement)
- EGL pay grade increase for OS-5
- Your Negotiations Committee proposed many changes and increases to certain jobs. The company rejected the majority of these changes.

VEBA

- Maintained the VEBA and secured contributions in the amount $220,000 per quarter for the life of the agreement. In addition to this we added language that states if the VEBA drops below $1,000,000 in any quarter the company will make contributions to keep the VEBA funded to $1,000,000.
- We added language that during the term of the agreement the parties may explore options for future VEBA participants to transfer from the VEBA to the medical 401(K). This can only be done by mutual agreement.

Misc. Items

- Within 90 days of the agreement the company will honor the Plumber Bid dated 2/25/2019.
- Within 180 days of the agreement the company will jointly develop a TR Apprenticeship Program.
- Within 180 days of the agreement the parties will review and agree upon the Summary Plan Descriptions, these will be provided to the membership.
- Long Term Disability
  - Company will review and consider an extension of continuous service for those members waiting on a Social Security Disability determination, as long as all applicable provisions of the LTD application have been met. This will be on a case by case basis.

In Solidarity,

Your Negotiating Committee