

Update IAM LL 1943

February 28, 2018



Tentative Agreement Reached With AK Steel

Your Negotiation Committee has reached a Tentative Agreement with AK Steel.

While we strived for a four year contract, we felt that AK Steel was not offering enough money to the membership for a four year contract. With this in mind, the parties have agreed to a two year contract. This will allow any developments with the steel industry, tariffs and the economy to gain momentum.

Your Negotiating Committee worked extremely hard to further the membership's desires and what we think you deserve. We know we pushed AK Steel as far as they would go, short of a work stoppage and defended against multiple takeaways AK Steel was attempting to implement.

Your Negotiation Committee will be conducting informational meetings at your Union Hall on the following days and times:

Monday March 5, 2018

8:00 a.m.

12:00 p.m.

4:00 p.m.

Wednesday March 7, 2018

8:00 a.m.

12:00 p.m.

4:00 p.m.

In addition, we will be informing the Stewards on Stewards' Day, Tuesday March 6th as well as the membership at the Membership Meeting on Thursday March 8th, 2018 at 4:00 p.m.

In the next two weeks, we will be coordinating a ratification vote at a facility large enough to hold the membership. We are trying to secure the DAV.

Below is a summary of highlights from the Tentative Agreement:

Contract Terms

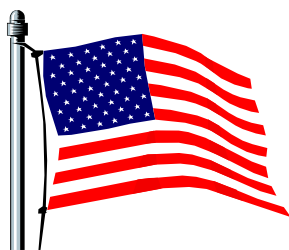
March 15, 2018 through March 15, 2020

Lump Sum Payment

\$2500.00 within 10 days of ratification to all active employees as well as probationary employees who are hired as of the date of payment once they complete their probationary period. This equals the highest Lump Sum payment compared to any other plant. No other plant received a higher payment.

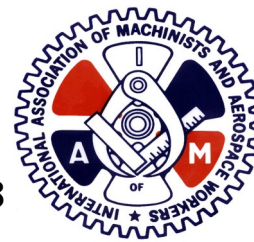
Pension Increase

\$0.10 on January 1, 2020. We have the highest retirement pension contribution of any Plant at the current rate of \$3.10 per hour. This contribution will increase to \$3.20 per hour.



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AK Steel:

Retirement Insurance

All current and future employees will have access to retirement insurance. We maintained the company contribution for eligible employees and maintained the current retirement plan.

VEBA

We maintained the VEBA for all employees hired up to the effective date of the agreement. We also successfully bargained for a \$ 1,750,000 contribution into the VEBA Fund which will leave it funded through the life of the agreement and onward.

Employees hired on or after the effective date of the 2018 agreement will receive \$0.50 for all hours worked into a Medical 401K plan to offset the cost of retiree health insurance. They will not be eligible for VEBA distributions.

Wages

\$0.75 on March 15, 2019. No other Plant has received this amount at one time for a 2 year contract.

Active Insurance

We've maintained the 90/10 coinsurance despite AK Steel's desire to decrease it to an 80/20 plan with high deductibles. While we now have deductibles (\$100.00 single, and \$200.00 family), they are the lowest and will not take effect until 2019. All other plants have higher deductibles. We agreed to a Health Savings Account as an option for employees. AK Steel demanded all new hires go into this plan, however, we defended the position that this should be an option.

Special Assignment

We have restricted the amount of time AK Steel can have an employee on Special Assignment before filling it by seniority from 120 days to 60 days.

Freeze Pay for Step II and Step III Bids

We have reduced the time Freeze Pay starts from 180 days to 90 days.

Medical Waiver

Medical Waiver employees will now be cut back by seniority in a force reduction situation.

Family Medical Leave Act

Employees will now only be charged a single day vacation, (24 hours), for using an FMLA Day. In the past, if the employee was scheduled a double, the employee would be charged two single vacation days for a 24 hour period. Now, an employee will be able to have 7 days off and be paid 5 days for a week of FMLA, the same as any other employee who takes a week of vacation. In the past an employee who took a week of FMLA would only receive 5 days off.



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Maintenance Training

The company has agreed that the Apprenticeship Training Program will be in effect through the life of the agreement. Employees will be paid for training on company time. The \$0.10 an hour is maintained to fund the Maintenance Training Fund.

Added a Maintenance Technology Line of Progression.

Moperators

Your Negotiations Committee put an end to the Moperator Positions by attrition.

Bereavement Leave

Your Negotiations Committee improved the Bereavement Leave for the death of a Mother or Father from 3 days to 5 days paid.

Sickness and Accident

Your Negotiation Committee improved the S&A. Now everyone will receive the maximum of 104 weeks of S&A payments (2years). Employees must have 6 months of seniority to receive this benefit.

Safety

Your Negotiations Committee negotiated that AK Steel will place an AED device in every area represented by a Union Safety Coordinator. We feel this has been an issue for the membership and we have resolved this.

Alcohol and Substance Abuse

Your Negotiation Committee has successfully bargained away the Sobriety Test portion of the Drug Testing Procedure.

Incentive and Pay Grade Increases

Your Negotiation Committee and AK Steel have agreed to a new committee that will review increasing incentives as well as pay grades for all areas in the mill.

Your Negotiations Committee endorses this agreement and we recommend your ratification vote.

Neil Douglas
President/Directing Business Rep.

Shawn Coffey
Vice President

Kevin Cobb
Secretary Treasurer

Bill Heater
Recording Secretary

Jason Black
Committeeman

Steve Hollon
Committeeman

Tim Combs
Committeeman

Ed Baker
Committeeman

Greg Azbill
Committeeman