

Master Contract Locations:

Clairton, Pa.
USW Local 1557 and 2227

East Chicago Tin
USW Local 5133 and 2695

Fairfield, Ala.
USW Local 1013, 2122 and 2210

Fairless Hills
USW Local 4889 and 404

Gary Works
USW Locals 1014, 1066 and 2695

Granite City Works
USW Locals 1899, 68, and 50

Great Lakes Works
USW Local 1299

Keetac
USW Local 2660

Lorain Tubular
USW Local 1104 and 2354

Midwest Plant
USW Local 6103

Minntac
USW Local 1938 and 9115

Mon Valley Works
USW Local 1219 and 2227

Lone Star Tubular
USW Local 4134

Fairfield Southern
USW Local 1013

Leo W. Gerard
International President
Chairman, Basic Steel
Industry Conference

Tom Conway
International Vice President
Chairman, U.S. Steel
Bargaining Committee

Mike Millsap
District 7 Director
Secretary, U.S. Steel
Bargaining Committee

U.S. Steel NEGOTIATIONS 2015

**Respecting
Our Past
Securing Our
Future.**



What we are fighting for . . .

- **Capital investment expenditures that keep our plants well-positioned to meet the challenges of global competition.**
- **Proper enforcement of trade agreements that enable us to retain our family-supporting wages, health care and retirement security.**

Our Union Solidarity Gives us a Strong Voice

Since Steelworkers won their first contracts in the 1930s and 40s, our union has built on their success to turn jobs that once were looked upon with scorn into solid, family-supporting careers that provide dignity and form the backbone of our communities.

Through our solidarity and determination to always respect our past while fighting to secure our future, we have made our industry – despite occasional short-sighted resistance from the companies – a world leader in safety, productivity and environmental responsibility. We have fought for our jobs because they are jobs worth fighting for. That fight has never been more important than it is now.

During the steel crisis of the early 21st century, when 50 North American steel companies went bankrupt as a result of illegal foreign trade, USW members led the fight to save our plants, communities and jobs, and to restore the health insurance of tens of thousands of retirees who had lost their benefits in bankruptcy court.

Our innovative contracts made possible the resurgence of the industry prior to the global economic crisis of 2008. The flexibility of our

contracts and the productivity of our members allowed the industry to survive the worst economic crisis since the Great Depression.

Now, we are entering another fight – a fight that we again will have to rely on USW members to lead. Unfair trade again is threatening our jobs and our communities.

Steel negotiations are never easy, because even though our strategic vision for the future of our industry has greatly enriched its owners, those same owners are always trying to erode our gains and undermine the agreements we have built over generations. But our unity gives us strength, and by building power and mobilizing, we have and will continue to achieve fair contracts with the most powerful corporations in the world, contracts that ensure a future for our fellow USW members and their families.

We expect similar challenges this summer. We've faced such obstacles before, and our creativity and solidarity has helped us overcome them. We are determined to do the same this time. We know that through the hard work of every USW member at U.S. Steel, steel jobs will remain jobs worth fighting for.

Milestones in Steel Contracts

- 1937** The Steelworkers Organizing Committee (SWOC) signs first contract with U.S. Steel, securing wage increases, overtime, seniority, vacation and paid holidays
- 1938** Despite a recession, SWOC agrees to new contract with U.S. Steel that contains no wage cuts
- 1942** SWOC members vote to create the United Steelworkers of America (USWA)
- 1945** USWA contract with U.S. Steel establishes grievance and arbitration procedures
- 1949** Nationwide strike results in first pension agreement, sick and accident benefits, life insurance
- 1951** Union wins first victory against contracting out of union work at U.S. Steel
- 1956** Union members win the right to refuse unsafe work
- 1962** Contract prohibits discrimination based on race, color, religious creed or national origin
- 1965** Contract establishes right to union representation during meetings with management
- 1968** USWA establishes \$25 million Strike and Defense Fund
- 1974** New contract raises wages and pensions and expands health coverage
- 1983** Facing layoffs due to a recession and unfair trade, USWA members agree to wage concessions in exchange for steel plant investments
- 1986** Newly named USX initiates six-month lockout of 22,000 USWA members; dispute results in modern limits on contracting out
- 1992** USWA leads fight for fair trade, working with industry to bring anti-dumping cases against foreign steel producers
- 1997-2002** Union leads successful fight for steel tariffs to stop import dumping and save the industry
- 2008-2012** Strong contracts prevent steel companies from slashing wages to the bone during the worst economic downturn since the Great Depression
- 2012** Hard-fought negotiations result in strong contract to protect low-cost, high-quality health care for active members and retirees
- 2015** **IT IS UP TO US!**

