

AGREEMENT

between

**Cleveland-Cliffs Steel Corp
Rockport Works**

and

**International Union, United Automobile, Aerospace and Agricultural Implement Workers of America,
UAW**

and

UAW Local 3044

**September 30, 2024
through
September 30, 2028**

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***BOLDED FONT** WILL REFLECT NEW OR UPDATED LANGUAGE

ARTICLE 1. PREAMBLE

This Agreement is entered into on this 6th day of September 2024, by and between Cleveland-Cliffs Steel Corporation, for its Rockport Works facility located at 6500 North US 231, Rockport, Indiana 47635, hereinafter designated and referred to as the Company, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW, and its affiliated Local Union No. 3044, hereinafter designated and referred to as the Union, through their duly authorized representatives.

This Agreement is entered into to address terms and conditions of employment of Bargaining Unit Employees at the Rockport Works, recognizing that safety, quality, and productivity are critical to employment; that without them there can be no job security; that the industry is likely to become ever more competitive in the future; and that operational flexibility for management is a hallmark of a company that can change and adapt to achieve successful results.

This Agreement shall be binding upon the parties hereto, their successors, administrators, executors, and assigns.

The Company shall give notice, with a copy to the Union, of the existence of this Agreement to any purchaser, lessee, or assignee of the operation covered by this Agreement.

ARTICLE 2. POSITIVE WORK ENVIRONMENT

The Company, the Union, and the Employees understand their responsibilities in creating a positive work environment. Critical to a positive work environment are safety, quality, and productivity, and all recognize their duty to achieve the highest in these. It is recognized that competition is likely to become ever more competitive and that change, and management flexibility are and will be ever more critical to success. Employees with the mindset, determination, ability, and performance to achieve these are assets and their contributions in these regards are and will be appreciated, as are their suggestions for further improvements in safety, quality, and efficiency.

ARTICLE 3. RECOGNITION

The Company recognizes the Union as the exclusive collective bargaining representative for all production and maintenance Employees employed by the Company at its Rockport, Indiana facility as identified in Article 4, Definition of Employee. The only purpose or intent of this Article is to recognize the Union pursuant to said certification and to identify the persons the Union represents.

ARTICLE 4. DEFINITION OF EMPLOYEE

"Employee" as meant by this Agreement shall mean all regular, full-time Production Technicians, Mechanical Technicians, Electrical Technicians, Expeditors, and Material Handlers, **Fluidcare Technicians, RST Technicians, and Pot Attendants** employed by the Company at its Rockport, Indiana plant, but excluding all other employees including temporary employees, confidential employees, sub-contractor or vendor employees, clerical employees, planners, and all professional employees, guards, and supervisors as defined by the National Labor Relations Act.

The Union hereby further agrees that it will not file or pursue subsequent unit clarification petitions or pursue any other means to seek modification of the agreed upon bargaining unit as set forth in Articles 3 and 4 of the Agreement.

ARTICLE 5. PROBATIONARY PERIOD

The probationary period, after which the Employee shall be subject to this Agreement for all purposes, shall be 780 working hours. During the probationary period, the said Employee may be discharged at any time at the Company's sole discretion, except that any such discharge shall not violate the Non-Discrimination provisions of this Agreement.

New hires will meet with the Local Union President during new hire orientation.

ARTICLE 6. UNION ACTIVITY

Employees shall be free to engage in union activity, as they may choose. Subject to any other express terms of this Agreement, no Employee shall engage in union activity in any manner that interferes with the Company's business or engage in any union activity during time being paid for by the Company, unless permitted by the Agreement.

ARTICLE 7. UNION SECURITY

Should Indiana law no longer make it unlawful to require Union membership as a condition of employment, the parties will immediately reinstate the provisions set forth in Article 7 of the 2007 Agreement.

Successorship

The Company agrees that it will not sell, convey, assign or otherwise transfer the plant or significant part thereof covered by this Agreement to any other party (Buyer) who intends to continue to operate the business, unless the following conditions have been satisfied prior to the closing date of the sale:

- a. The Buyer shall have agreed to recognize the Union as the bargaining representative for the Employees with the then existing bargaining unit,
- b. The Buyer shall have agreed to assume all agreements between the Company and the Union, including the labor agreement, and
- c. The Buyer shall have provided the Union with reasonable assurances that it has both the willingness and financial wherewithal to honor the commitments contained in all of the agreements between the Company and the Union applicable to the assets acquired.

Guiding Principles

It is the guiding principle of the Company to continue to develop the skill levels of and improve the utilization of bargaining unit Employees in the plant. The Company and the Union believe in the utilization of bargaining unit Employees and shall attempt to minimize the performance of work performed by outside contractors inside the plant while maintaining operational efficiency.

The Company may utilize outside contractors to perform the following:

- a. The Company shall have the right to engage outside service providers to perform new construction work and capital projects involving the installation, replacement, or reconstruction of equipment or productive facilities.

- b. The Company shall have the right to contract out or supplement select maintenance and fabrication and repair work when it is more efficient and economical than performing such work without outside service providers.
- c. The Company may also engage outside service providers for warranty work performed pursuant to a warranty on new or rehabilitated equipment or systems.
- d. Subject to and in accordance with the terms outlined under Article 13 Section 3, the Company may contract out non-core functions unrelated to the operations of the plant.
- e. Notwithstanding the provisions of Article 11, the Company will notify the Joint Committee defined under Article 25 of its intent to utilize contractors inside the plant to provide an opportunity for the Committee to make suggestions to improve the effectiveness of the operation so that the Company can make the best decisions in implementing its contracting activity.

ARTICLE 8. CHECK-OFF

During the term of this Agreement, the Company shall deduct from the second (2nd) pay each month of all bargaining unit Employees who have voluntarily executed an authorization-assignment form, the monthly dues, initiation fees, or monthly service charges levied by the Union. **If an Employee works 40 hours after dues have been deducted in the second pay period of the month, the company will withhold the dues from the next pay period.** V-CAP check-off donations will be checked off on the same basis as monthly dues, fees, or charges. In the event an Employee receives a back-pay settlement or grievance award for any month for which no deduction of dues, fees, or service charges were made, a deduction shall be taken for each month out of such settlement or award.

During the first pay period of the month prior to dues deduction for all new members of the Union, the Company shall deduct a one-time \$25 initiation fee for Union membership.

The Financial Secretary of UAW Local 3044 shall certify to the Company the amount established by the Union as monthly dues, fees, or service charges. All amounts deducted from the Employee's pay pursuant to this Section shall be promptly remitted to the designated officer of the Local Union.

The Union shall indemnify and hold the Company harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken or not taken by the Company to comply with this Article, or in reliance upon signed checkoff authorizations furnished to the Company by the Union, or request made to the Company by the Union.

ARTICLE 9. UNION BULLETIN BOARD

The Company will maintain all Union Bulletin Boards presently in the plant for the exclusive use by the Union for the posting of Union notices. Notices posted on the bulletin boards shall be confined to notices of Union meetings, special events, changes or amendment votes, general information, elections, or any other information approved by the Company prior to posting. Except as expressly provided above, there shall be no distribution or posting by the Union or any Employee of any kind of printed or written material on Company property or during the work time of an Employee.

ARTICLE 10. UNION REPRESENTATION PLANT VISITATION

Visits to the facility by a non-Employee International Union Representative or an Employee Union Representative for purposes of union business shall be by Company permission with as much advance written notice as possible to the Company, and at a mutually agreeable time and place. Under

no circumstances will the visit result in work being interfered with or impeded. Company permission for plant visitation will not be unreasonably denied.

ARTICLE 11. MANAGEMENT RIGHTS

The Union recognizes and agrees that, except as expressly limited by the specific provisions of this Agreement, the Company maintains the sole and exclusive right to manage its business in such manner as the Company shall determine to be in its best interest. The Company's right to manage its business includes, but is not limited to, the right to hire, promote, demote, layoff, transfer, assign and direct Employees; to discipline, suspend or discharge; to make, change, rescind, and enforce plant and safety rules and regulations; to increase or decrease the working force; to determine the number of departments and the work to be performed therein, job content, the work to be performed, the Employees to perform the work, the methods to be employed, and quality and work requirements and standards; to subcontract; to discontinue or relocate all or any portion of the operations now and hereafter carried on the premises covered by this Agreement; to schedule hours, including overtime; to establish and change job classifications required; to maintain safety, efficiency and order; to establish, assign, and change work shifts; to change the starting and quitting times for shifts; to establish work schedules for Employees including the right to determine the number of actual hours to be worked in any day, week or shift; to require Employees to work overtime; to utilize part-time and temporary Employees; to establish and/or modify acceptable performance levels by Employees; to do Employee substance abuse testing as deemed appropriate; to provide for safety and health; to vary from past practices; to establish and change production and incentive standards and rates; to establish and change gain sharing, incentive, and profit sharing programs; and to otherwise maintain and improve efficiency, safety, quality, and productivity. The failure of the Company to exercise any of its rights, or to exercise them in a particular way, shall not be deemed to have waived such rights or to preclude exercise in some other way. All management rights not curtailed or surrendered by this Agreement are reserved to the Company, and without requirement of further bargaining.

ARTICLE 12. WORK STOPPAGES, STRIKES, AND LOCKOUTS

Section 1. During the term of this Agreement or any extension thereof, neither the Union, its officers, agents, members or any Employee will authorize, instigate, aid, condone, participate in, or engage in any form or type of strike, sympathy strike, work stoppage, slow down, boycott, picket line, banner, refusal to work overtime, refusal to cross any picket line or any other interruption, refusal, cessation or interference with the Company's work or operations, or any impending of the work or operations of the Company, regardless of whether or not such action is taken in protest of matters or actions covered by this Agreement, or matters or actions not referable thereto and not within the normal bargaining relationship between the parties, and regardless of whether or not the actions complained of are subject to the grievance procedures of this Agreement and regardless of whether or not based on an alleged claim of a breach of this Agreement or a breach of State or Federal law by the Company. On the contrary, the Union will actively discourage and endeavor by using every legal means at its disposal to prevent or terminate any of the foregoing instances or activities. If there is a violation of this Section 1, the Union, through its officers and/or its designated International Representative, shall publicly declare in writing such action as a violation of this Agreement immediately after learning or becoming aware of it, shall publicly and personally in writing order all Employees and/or other persons engaged in such conduct to cease the prohibited conduct, and shall use and continue to use its best and every effort to immediately terminate such conduct. Any violation of Section 1 shall not be subject to either the Grievance Procedure or the Arbitration Procedure of this Agreement, but instead the Company shall be entitled to injunctive and to other relief from any appropriate court.

Section 2. Any Employee or group of Employees, who in any way violate the provisions of this Article, may be subject to discipline up to and including discharge. It is expressly understood that the Company in administering discipline including discharge, for violations cited in Section 1, may

distinguish between leaders and other participants if it deems appropriate. Discipline taken under this Section 2 may be processed through the Grievance and Arbitration Procedure in this Agreement with the authority of the Arbitrator limited to determining whether or not the Employee did in fact participate in conduct which violates Section 1.

Section 3. During the term of this Agreement, the Company will not lock out any Employees, except that in the event of any violation of Section 1 above, this Section 3 does not apply.

ARTICLE 13. SENIORITY

Section 1. The term seniority as used herein shall be defined as length of full-time continuous service with the Rockport Works.

Section 2. An Employee's seniority and employment status shall terminate for the following reasons:

- a. Quit;
- b. Failure to report to work for three consecutive workdays and without notifying the Company within that time period, unless there is just cause provided to the Company justifying failure to report;
- c. Discharge for just cause;
- d. Failure to return to work after a layoff within five consecutive workdays after being notified in writing to report to work, by certified mail addressed to the last known address or by actual notice, unless there is just cause provided to the Company justifying failure to return;
- e. Being continuously on layoff for a period in excess of thirty-six months (36) or the Employee's length of continuous service, whichever is less;
- f. Retirement;
- g. Failure to report immediately to work at the termination of a leave of absence, unless there is just cause provided to the Company justifying failure to report.

Section 3. Layoffs, reductions in the workforce, departmental transfers, and recalls will be governed by seniority. Thus, in cases of layoff, the least senior Employees will be the first Employees laid off, (after consideration of Section 11), and in the cases of recall from layoff, Employees will be recalled by seniority, except for the four members of the Union Executive Board who shall be the last Employees laid off and first to be recalled, provided they have the skill, ability, and physical fitness to perform available work and provided further that the four members of the Executive Board shall return to their original seniority standing upon termination of their term in office. **No Employee will be laid off unless all temporary employees, probationary employees, and any contractors performing work at the plant that Employees are capable of performing are laid off first.** During layoffs or reductions in force, affected Employees **may, by plant-wide continuous service**, bump Employees who have less plant-wide continuous service provided they are qualified to perform the work. During a layoff or reduction in force, Employees will first be given the opportunity to bump and be assigned to the Shipping Department solely on the basis of plant-wide continuous service.

Notwithstanding the above, layoffs of forty-five (45) calendar days or less **will**, by mutual agreement of the parties, be governed by Department seniority.

Additionally, the parties recognize that a reduction in force may result in the layoff of relatively high-seniority Employees from one department and the retention of relatively low-seniority Employees in another department leaving an imbalance in Company seniority between those working in one department and those laid off in another department. To resolve any imbalance, the Company will develop, with the involvement of the Union, a program designed to identify job opportunities that provide meaningful protection from layoff for senior Employees while taking into consideration the requirements outlined under Section 10 of this Article. In these situations, reasonable transition periods will be identified and implemented, at the discretion of the Company, in order to maintain efficient operations and avoid undue dilution of the workforce.

Section 4. The Company shall maintain and furnish annually to the Union an official service list of Employees together with their addresses and telephone numbers, if any, arranged by length of full-time continuous service with the Company. Should a legitimate need arise, the Union may request an updated service list.

Section 5. New Employees shall be regarded as on probation for the first 780 working hours. After 780 working hours, the names of such Employees shall be placed on the service list.

Section 6. Continuous Service

- a. An Employee's length of full-time continuous service shall accumulate from the most recent hire date without time deducted for approved leaves of absence granted in accordance with this Agreement. The hire date shall be the first day worked by the Employee. When more than one Employee has the same hire date, relative length of full-time continuous service will be determined by alphabetical order of the last name of each Employee as of the most recent hire date.
- b. The Company also shall maintain and furnish to the Union an official list of Employees arranged by length of full-time continuous service with previous maintenance vendor(s) who performed maintenance work at the Company ("vendors service list"). When more than one Maintenance Employee has the same seniority date, relative length of full-time continuous service will be determined by the Maintenance Employee's vendor service date.
- c. When Employees have the same continuous service date and/or Maintenance vendor service date (consistent with the Maintenance Agreement dated May 22, 2017), relative length of full-time continuous service will be determined by Employee's last name.

Section 7. Job Bidding. The Company determines when all vacancies are to be posted and/or filled and the qualifications required for the vacancy. Job postings will reflect the wage, job classification, qualifications, and required documentation to be provided by the bidder, department, specific work assignment(s) to be initially trained, and crew **assignment**. When a permanent vacancy occurs and the Company determines that the permanent vacancy will be filled, the Company will post a notice in each major operating area for 15 calendar days, and Employees may express an interest in the vacancy by **applying online through Workday.**

- a. Bid sheets with all bidders will be posted in each operating area that reflects prevailing bidder(s) **within 5 business days of the posting close date.**
- b. A "successful bidder" is defined as an Employee who is offered and accepts the bid. This section is not a limitation upon the Company's right not to fill a vacancy or to fill a temporary vacancy as determined by the Company.

1. **Once an Employee has accepted a bid, every attempt will be made to transfer the Employee within 60 days of the acceptance to the Employee's new department, subject to operational needs.**

Successful bidders will be given a trial period not to exceed 20 working days during which time the Employee may voluntarily return to his prior position, or the Company may require the Employee to return to his prior position if the Employee cannot meet the requirements of the job to which the Employee has been assigned.

2. **Successful bidders who accept the bid and transfer will not be eligible to accept another bid within 12 months from the date of transfer.**
3. **Employees who have declined one job bid award will be ineligible to bid on future job postings for 6 months from the date the Employee declines. Employees who have declined two job bid awards in a twelve (12) month rolling period will be ineligible to bid on future job postings for 12 months from the date the Employee declines the second bid. This section is not a limitation upon the Company's right not to fill a vacancy or to fill a temporary vacancy as determined by the Company.**
 - i. **An Employee who has signed a job bid may remove their name prior to the bid removal date, or prior to being offered the job bid, by contacting HR.**
 - ii. **An Employee removing themselves from consideration of a job bid prior to being offered will not forfeit their bid rights for future bids.**
- c. If an Employee is held or frozen in his current position after successfully bidding to a higher paid position, the Employee will be paid the higher rate beginning 45 days after being awarded the bid.
- d. A successful bidder must be moved to his new position within 90 days of acceptance of the bid. If not, the Employee will receive \$1.00 per hour added to the current rate or rate of the bid job, whichever is higher until moved. An Employee who elects to return to his former position prior to the completion of the trial period will not receive any of the \$1.00 per hour pay liability.

Primary Vacancy: The vacancy will be filled based upon the seniority of those bidding; if there are no qualified bidders, the Company may hire from the outside.

Secondary Vacancy: A secondary vacancy resulting from the primary vacancy will be posted and filled in the same manner.

Third Round Vacancy: A third vacancy resulting from the secondary round vacancy will be posted and filled in the same manner.

Fourth Round Vacancy: A fourth level **production** vacancy will be posted in Shipping, and prior to hiring from the outside, Material Handlers will have the opportunity to move into Shipping, by seniority. No other resulting vacancies will be posted, and the Company may, at its discretion, fill those vacancies by hiring from the outside. **If a fourth level vacancy occurs in maintenance resulting from a third-round vacancy, the vacancy will be posted and filled in the same manner. No other resulting maintenance vacancies will be posted, and the Company may, at its discretion, fill those vacancies by hiring from the outside.**

Section 8. Prior to a primary vacancy being posted for bid in accordance with Section 7 above, qualified incumbents within the Department will be permitted to fill the vacancy on the basis of seniority.

Prevailing incumbents will be given a trial rotation, and /or block (not to exceed 48 hours) during which time the Employee may voluntarily return to his prior position within the Department. A second internal vacancy (resulting from the first internal preference) will be posted, and the prevailing incumbent will be moved into that position without a trial period. Thereafter, the remaining opening will be put up as a primary vacancy. Each Department will have a voluntary sign-up sheet for Employees to sign in order to become qualified on jobs within the department. Sign-ups must be made prior to notice of an anticipated vacancy becoming available. Employees who have started training are considered qualified for purposes of being a 'qualified incumbent' prior to bidding in Section 7 above. Training will be provided by seniority and training opportunities will not be denied to senior Employees because of crew staffing levels; however, the Company will determine the number of Employees trained and the timing of such training.

Section 9. All applications of seniority under this Article are subject to the Employee having the skill, ability, and physical fitness to perform the work as determined by the Company. The final determination with respect to physical fitness shall be made by the Company physician. However, if a dispute arises regarding the physical fitness of an Employee, the Company physician will consult with the Employee's physician in an effort to resolve the dispute.

Section 10. The Company and the Union agree that voluntary layoffs can be a positive alternative to involuntary layoffs. Nothing in the Agreement shall prohibit the Company from allowing voluntary layoffs. Any Employees wishing consideration to be laid off may sign a voluntary layoff list. Any Employee granted voluntary layoff cannot request reinstatement for 60 days, and requests to return will be considered in light of the reasonable business needs of the plant. Employees that have been granted voluntary layoff, will not have benefits terminated during the approved voluntary layoff period.

Section 11. Supplemental Unemployment Benefits - A Senior Employee who is on layoff (other than voluntary) while junior Employees are in the plant working shall be eligible for a weekly supplemental unemployment benefit (Weekly Benefit) for any week beginning on or after the Effective Date, if s/he:

- 1. Has completed three (3) years of continuous service, measured at time of layoff;**
- 2. Remains an Employee of the Company;**
- 3. Does not receive sickness and accident benefits.**

Section 12. Amount and Duration: 50% of Straight time hourly rate x 40 hours, reduced by state/federal UC, Trade Adjustment Allowance, and other compensation for a maximum of 26 weeks.

Section 13. The Parties have agreed to a maintenance seniority roster as of the effective date of the Agreement which is included as Exhibit A of this Agreement. Any Employee completing a maintenance training program after the effective date of the Agreement will have their seniority date merged into the maintenance seniority roster based on their plant-wide seniority date.

ARTICLE 14. PROBLEM SOLVING, GRIEVANCES, AND ARBITRATION

An Employee having a problem shall endeavor to resolve it through the informal channels of the Company within the Plant. Formal grievances should be avoided wherever possible. Should use of the Plant's informal channels not resolve the matter, the following procedure shall be the sole and exclusive mechanism by which Employee(s) can resolve any grievance with the Company.

- a. A grievance, as such term is used in this Agreement, means only a dispute between the Company and Employee(s) involving the application or interpretation of any provision of this

Agreement, including the disciplining of an Employee, that has been reduced to writing in Section 1 of this Article and presented to the Company on a Grievance Form provided by the Company.

- b. No grievance, the basis for which occurred prior to the effective date of this Agreement or subsequent to the termination of this Agreement, shall be considered or be subject to adjustment under this Agreement. The grievance procedure and the arbitration procedure established in this Article shall be the sole and exclusive remedy available to an Employee and to the Union for any alleged Company breach of this Agreement.
- c. The Union may designate one non-probationary Employee per shift to be the Grievance Representative for each of the following locations in the Rockport Works: a) pickle line, b) continuous cold mill/temper mill/hydrogen anneal/material movement, c) galvanizing line, d) shipping, e) maintenance, **f) RST, and g) Fluidcare**. The Union must notify the Company in writing of the name of the Grievance Representatives and the name of the Union designated Staff Representative to deal with the Company. Any change in either of these positions which might occur from time to time must also be delivered to the Company in writing before the change becomes effective. Time spent by a Grievance Representative or a Bargaining Committee Member in Grievance meetings, as scheduled by the Company, under this Article will be paid at his or her straight time hourly rate.

Section 1. Grievance Procedure

FORMAL STEP: The Grievance Representative shall present in person or by electronic transmission the grievance to Labor Relations, or designee, in writing on a Grievance Form agreed to by the parties, within 15 calendar days of the occurrence of the alleged grievance. The Grievance Form must be filled out completely setting forth the Grievance Number, Grievant's name, seniority date, classification, pay rate, the specific provision(s) of the Agreement alleged to have been violated, all facts which are the basis of the grievance, the date and time of the event complained of, a statement of the relief or adjustment sought, and provide space(s) for date and disposition at each step of the Procedure. The grievance must be signed by the grievant and the Grievance Representative, except the Union may file a department or plant-wide grievance so long as the President of the Union, or designee, and 2 additional affected Employees sign as Grievants. Any Grievance Form which has not been completely filled out will not be processed and the grievance shall not thereafter be arbitrable. The Company will notify the Union of any known deficiency in the Grievance Form as set forth in the above requirements prior to the expiration of the 15 calendar days. Labor Relations will provide a signed and dated receipt of the grievance.

If the meeting is not held within 15 calendar days, and that timeframe is not extended in writing by agreement of the parties, the Union may appeal the grievance to arbitration within 45 days after the last day on which the meeting could have been held. If the Union appeals the grievance to arbitration prior to the Formal Step meeting being held, the parties will hold the Formal Step Meeting within 30 calendar days of the date of the appeal to arbitration, and the Company will provide a written answer within 15 calendar days from the date of the meeting.

If the meeting is held, and the Company's written answer is not received by the Union within 15 days of the date of that meeting, then the Union may appeal the grievance to arbitration within 45 days of the last date on which the Answer could have been provided. If the Union appeals the grievance to arbitration prior to the receipt of the Company's written answer, the Company will provide a written answer within 15 calendar days from the date of the appeal.

If the Company fails to provide a written answer in the time limits identified herein after the Union has appealed the case to arbitration, unless those time limits are extended by agreement of the parties in writing, the grievance shall be considered resolved in favor of the Grievants on a non-precedent

setting, non-referable basis, and the only issue which can be presented in arbitration is the issue of remedy (if the parties are unable to agree on the appropriate remedy).

A meeting will be held between Labor Relations and a Bargaining Representative **at a mutually agreeable time**. The Company will provide a written answer within 15 calendar days from the date of the meeting.

If a satisfactory resolution of the Formal Step appeal is not accomplished, the International Union Representative may appeal the grievance to arbitration within forty-five (45) calendar days after response to the Union at Formal Step **and may request a meeting at the International Step**.

INTERNATIONAL STEP: If the union requests a meeting at the international step, written notice of appeal shall be within 45 days after the receipt of the Formal Step answer. Discussion of appealed grievance(s) shall take place at a mutually agreeable time. International Step meetings shall not be postponed except in unusual circumstances. Any party requesting a postponement shall do so in writing and stating that the meeting shall take place at a prompt later date.

If the parties are unable to resolve the grievance at the International Step, then the grievance will proceed to arbitration. If the Union does not appeal the grievance to arbitration following receipt of the formal step answer within 45 days, the Union shall be conclusively presumed to have accepted the Company's position and the grievance shall not thereafter be arbitrable, unless the Company specifically waives the time limit, in writing.

Section 2. Expedited Arbitration Procedure

The expedited arbitration procedure is designed to provide prompt and efficient handling of grievances involving routine issues having limited contractual significance such as overtime bypass claims, job preference claims, and discipline matters involving three (3) day suspensions or less. Any grievance submitted to expedited arbitration will be by mutual agreement of the parties. The procedure is not intended for cases involving complicated or extraordinary contract issues, rates, or discharges.

- a. If the parties mutually agree or the arbitrator should conclude, at any point after a grievance has been appealed to the expedited procedure but before a decision is rendered, that the grievance involves issue(s) or fact(s) that are not appropriate to be handled in the procedure, then the grievance shall be referred to the appropriate formal step representatives for processing under the regular arbitration procedure.
- b. Decisions under this expedited arbitration procedure shall not establish a precedent and shall not be used or referred to in any manner whatsoever.
- c. The President of Local 3044, or his designee, or the Company's Representative may appeal a grievance to the expedited procedure by notifying the other party in writing after receipt of the Company's Formal Step Answer. The parties will thereafter cooperate in the scheduling of the hearing.
- d. To select a panel of arbitrators for expedited arbitration, the parties will request a panel of nine (9) arbitrators from the American Arbitration Association (AAA) who must be members of The National Academy of Arbitrators. The request to AAA is solely to provide the panel of arbitrators. AAA has no case administration authority. The arbitrators will be selected from the panel by an alternate strike method until three names remain. This remaining list shall comprise the expedited arbitration panel. Each arbitrator on the panel so selected will hear one expedited arbitration agenda on a rotating basis. Each party retains the right to unilaterally remove one (1) arbitrator from this panel after that arbitrator has heard at least one (1) agenda. The parties

agree to replace any Arbitrator removed from the panel by requesting another panel of nine (9) Arbitrators from AAA and selecting the replacement Arbitrator by alternate strike method.

- e. The agenda must include at least three (3) but not more than seven (7) grievances per day which have been appealed to expedited arbitration. The agenda must be provided thirty (30) days in advance of the hearing date. The parties will contact the arbitrator due to hear the agenda and will mutually agree upon hearing date(s).
- f. The expedited arbitration hearing shall be conducted in accordance with the following:
 - 1. The hearing shall be informal; no briefs shall be filed or transcripts made.
 - 2. There shall be no formal evidence rules.
 - 3. Each party's case shall be presented by a designated local representative.
 - 4. The parties agree that each case will take a maximum of one (1) hour; each side will be allotted thirty (30) minutes.
 - 5. The Company agrees that it shall not call as a witness in these proceedings any Employee from the bargaining unit. The Union agrees that it shall not call as a witness in these proceedings any non-bargaining unit employee.
 - 6. The Arbitrator shall have the obligation of assuring that all necessary facts and considerations are brought before him by the representatives of the parties. In all respects, he shall assure that the hearing is a fair one.
- g. The Arbitrator shall issue a decision no later than seven (7) days after conclusion of the hearing (excluding Saturdays, Sundays, and holidays). His decision shall be based on the records developed by the parties before and at the hearing and shall include a brief written explanation of the basis for his conclusion. These decisions shall not be cited as a precedent in any discussion at any step of the grievance or arbitration procedure or in any other litigation; the decisions are non-referable. The authority of the Arbitrator shall be the same as provided in the regular arbitration procedure of the Collective Bargaining Agreement, Article 14, Section 3(b).

Section 3. Arbitration Procedure

- a. The appeal to arbitration shall be by a written, dated, notice signed by the International Union Representative to Labor Relations stating the Union has appealed the grievance to arbitration and the specific reasons for doing so.
- b. Representatives designated by the Company and the Union shall mutually agree upon the selection of the arbitrator to hear the grievance. If the parties fail to agree on an arbitrator within 21 calendar days of the appeal to arbitration, the parties will request a panel of 9 arbitrators from the American Arbitration Association (AAA) who must be members of The National Academy of Arbitrators. The request to AAA is solely to provide the panel of arbitrators. The parties do not consent to the jurisdiction of AAA nor to case administration by AAA. The arbitrator will be selected from the panel by an alternate strike method. The party to strike first will be determined by a coin toss. The Arbitrator so selected shall hear only the one grievance for which he was selected. Separate grievances shall not be joined together for hearing by the same arbitrator without the written consent of the Company and the Union. The arbitrator mutually selected shall have only such authority as is granted to him in this Agreement. He shall render his decision in writing, and it shall be final and binding upon the Company, the Union and the Employee(s). The costs of the court reporter and transcript shall be borne by the requesting party, except the costs

will be shared if the other party requests a copy of the transcript. If a transcript is requested by either party, it shall be the official record of the hearing. The arbitrator shall have no power or authority to change, amend, modify, add to, delete from, or otherwise alter this Agreement, nor to establish or change any wage rate, nor to grant any remedy or award for any period prior to the effective date of this Agreement or 15 calendar days before the filing date of the grievance, whichever is the shorter period, or for any event occurring or period extending beyond the termination date of this Agreement, nor to grant any relief that was greater than that which was specifically requested in the grievance when it was reduced to writing at the Formal Step of the grievance procedure, nor to conduct unilateral hearings, nor to grant default awards, nor to substitute his discretion for that of management.

- c. All disciplinary discharges may be submitted to non-binding mediation prior to arbitration.

Section 4. Time Limits

Failure to meet the time requirements as set forth in Sections 1 and 2 above shall result in denial of the grievance, and the Union shall be conclusively presumed to have accepted the Company's position and the grievance shall not thereafter be arbitrable, unless the Company specifically waives the time limit, in writing.

ARTICLE 15. NON-DISCRIMINATION

The parties agree that neither shall discriminate in their employment practices nor in the application of the terms of this Agreement on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, age (over 40), genetic information, protected military status, status as a qualified disabled person, union membership or non-membership, or protected union activity or refraining from such activity in accordance with state and federal law.

ARTICLE 16. GRIEVANCE INVESTIGATION AND DISPOSITION

Prompt resolution of workplace issues is important in maintaining a positive relationship between the Company and the Union. Accordingly, the parties agree:

A Grievance Representative only with reasonable advance notice, to and with consent from his direct supervision will be allowed a reasonable time off his scheduled assignment without loss of pay to perform grievance investigations and to attend meetings scheduled by mutual agreement of the Company and the Union. Such time away from work will not be unreasonably denied.

A Grievance Representative must advise his direct supervision of location and the anticipated time of return to his scheduled assignment.

Such investigation and grievance disposition shall not interfere with productivity, quality, safety, or cause overtime. However, should the Grievance Representative be requested by the Company to attend a grievance/disciplinary meeting as needed, on overtime, it is a recognized exception to the forgoing sentence.

ARTICLE 17. DISCIPLINE

Section 1. No discipline will be issued without just cause and due consideration. The parties agree that disciplinary penalties should be applied based upon the facts and circumstances of each particular case and that where justified by the facts and circumstances, corrective disciplinary action should precede disciplinary discharge. When an Employee has completed twelve (12) consecutive months of work without any disciplinary action, then prior disciplinary penalties on the Employee's record will not be considered by the Company in the determination of the penalty for the event under review, except attendance infractions are excluded from this limitation.

If a Supervisor observes an Employee commit an unsafe act or work rule violation, the Supervisor must provide the Employee immediate notice of the observation and communicate whether discipline will be under consideration. It is agreed that subsequent discipline, if any, should be issued within a reasonable period of time based upon such factors as the work schedules of the Supervisor(s) and Employee(s) involved and length of the investigation.

Section 2. Video Review

- a. Supervisory review of video (whether recorded or live) unrelated to previously known incident/accidents will not result in formal discipline. However, during the course of incident/accident investigations should violations be observed, discipline can result. It should also be noted that even when formal discipline is not issued, counseling, training, or reinstruction may occur as a result of video review.

For purposes of administration of the above paragraph, incident/accident is defined as:

1. Safety, Quality, Environmental Incident/Accident or near-miss,
2. the completion of a Safety Incident Report,
3. the occurrence of a Quality Incident involving the rejection or retreat of more than 60 tons (three coils minimum), or
4. the completion of an Environmental Incident Form.
 - i. The Union will participate in the counseling, training, or reinstruction referenced in a) above.
 - ii. Addressing specific violations consistent with a) above will not preclude the Company from issuing discipline for similar or identical violations subsequently observed in person.

ARTICLE 18. SAFETY AND HEALTH

Section 1. The Company shall make reasonable provisions for the safety and health of its Employees at the plant during the hours of their employment. In this connection, the Company, the Union, and the Employees acknowledge their responsibilities under applicable federal and state safety and health laws.

Section 2. In accordance with practices now prevailing at the plant, and insofar as it is able to do so, the Company will provide protective devices, wearing apparel, and other equipment to protect the Employees from injury and disease. A request for replacement safety shoes will be promptly addressed.

Section 3. Any Employee failing or refusing to use safety or health equipment or apparel furnished to him, or comply with any safety rule of the Company, or with any program required by applicable federal or state safety and health laws, may be subject to disciplinary action, including suspension or discharge.

Section 4. Any Employee who, while performing work to which he was assigned, is unable to continue to perform work on a regularly scheduled job due to a work-related injury or illness, as determined by the Company, shall be paid for any loss of earnings for the balance of the shift on which he was injured.

Section 5. A Joint Committee will be comprised of two (2) representatives of the Union (Union President and Union Safety Representative) and two (2) representatives of the Company (Safety Manager and Human Resources, or designee). **Access to the Company safety team will not be denied. If safety issues are not resolved through direct communication with Company safety, a meeting with the plant General Manager will be scheduled at a mutually agreeable time. If the safety issues are still not resolved, any member of the Joint Committee may escalate the concerns to the corporate level.**

Section 6. Bargaining unit Employee(s) will participate in the incident/accident investigation process and bargaining unit Employee(s) involved in the incident/accident investigation may make recommendations regarding working conditions or procedures. The Company shall promptly notify the Union President (or highest-ranking Union official available) of any accidents involving serious injury or fatality. **The International Union Health and Safety department, upon request, will participate in any investigation.**

Section 7. If uniforms are required by the Employer, the Employees will be provided **11** uniforms (shirt and pants) that are laundered at the expense of the Company.

Section 8. No Employee will be permitted to work in excess of 16 hours straight, excluding safety and quality meetings, unless otherwise agreed by the parties.

Section 9. Annual physicals with Cliffs Medical will be compensated at straight time hourly rates (not to exceed 30 minutes).

ARTICLE 19. FAMILY MEDICAL LEAVE ACT

The following terms apply to the administration of the Company's FMLA policy and procedures:

Section 1. Eligible Employees may take a maximum of 12 weeks of FMLA leave in a "rolling" 12-month period. FMLA leave generally is unpaid. **An Eligible Employee is an Employee who has worked for the Company for at least 12 months and worked at least 1,250 hours for the Company within the 12 months preceding their leave.** Any FMLA leave taken will reduce an Employee's remaining available leave entitlement. Seniority will accrue during all FMLA leaves.

Section 2. Employees seeking to use FMLA leave are required to provide 30 days advance notice of the need to take FMLA leave when the need is foreseeable. If 30 days' notice is not practicable, Employees must give the Company notice of the need for FMLA leave as soon as practicable. As a general rule, as soon as practicable would mean that the Employee gives the Company notification of the need for FMLA leave within one or two business days of when the need for leave becomes known to the Employee. Failure to provide the required notice may result in the delay of the taking of the FMLA leave until at least 30 days after the date the Employee provided notice to the Company of the need for FMLA leave.

If an Employee is absent (including away from work for a partial day or days) and the Company has not been notified that the absence is for an FMLA reason, the Employee must notify the Company, within two business days of returning to work from the absence, of the FMLA reason for the absence. If the Employee fails to notify the Company of the FMLA reason for the absence, the period of the absence will not be treated as an FMLA-protected absence.

Section 3. Medical certification will be required whenever an Employee is requesting an FMLA leave because of the Employee's, or a spouse, parent, or child's, serious health condition. Medical certification must be completed by a health care provider using the form available in the **Disability**

Management. Certification should be provided to the **Disability Management** prior to an Employee's leave and must be provided no later than 15 days after an FMLA leave request. Failure to provide the required certification may result in denial of leave. Completed certification forms should be given to the Employee, by their physician, to provide to the Company, as it is the Employee's responsibility to provide the Company with the completed certification. Incomplete forms will not be accepted and will be the Employee's responsibility to have an additional form completed. If the Employee submits a complete certification form, and the Company seeks authentication or clarification of the form, the Company will reimburse the Employee for one-half of any reasonable fees charged by the health care provider to provide that authentication or clarification. <https://clevelandcliffs-ss.ess-absencetracker.com/>

At its expense, the Company may require a second (and possibly third) health care provider's opinion certifying the existence of a serious health condition. Recertification may be required as permitted by law.

Section 4. Employees on FMLA leave may be required periodically to report on their status and intent to return from leave.

Section 5. Intermittent or reduced schedule FMLA leave will be permitted only where medically necessary. When intermittent leave is needed to care for an immediate family member or the Employee's own illness, and is for planned medical treatment, the Employee must try to schedule treatment so as not to unduly disrupt operations. The Company temporarily may alter the position of an Employee on such leave or may require an Employee on such leave to transfer temporarily to an alternative position, in order to better accommodate an Employee's need for such leave.

Section 6. While on FMLA leave, Employees may not engage in other employment or work of any kind, unless disclosed in advance to the Company and approved in writing by the Company.

Section 7. **Employees will be required to use one (1) week of accrued vacation during FMLA-qualified leave. Employees will have the option to utilize more accrued vacation during FMLA-qualified leave.**

Section 8. While on FMLA leave, Employees will be required to continue paying their portion of optional life insurance premiums, if any. If the FMLA leave is substituted paid leave, premiums will be deducted as usual. If the FMLA leave is unpaid, the Employee must remit payment at the same time due via payroll deduction. If the Employee fails to make the required payments, the Employee will remain responsible for the amount of the Employee's share paid by the Company, and the Company will take action to recover such monies.

Section 9. Before being restored to employment, any Employee who has taken an FMLA leave that was in any part attributable to the Employee's serious health condition must submit to the Company a medical certificate that the Employee is fit for duty.

Section 10. If an Employee fails to return from an unpaid FMLA leave for reasons other than a serious health condition or circumstances beyond the Employee's control, the Employee is indebted to the Company for the amount of premiums paid by the Company to continue the Employee's health (and any other) insurance coverage during the leave. The Company may take legal action against the Employee to recover such monies. If the Employee is unable to return from FMLA leave because of a serious health condition, medical certification substantiating the condition will be required.

Section 11. Employees returning from FMLA leave will be reinstated to their former, or an equivalent, position.

Section 12. Disciplinary action may be taken against Employees who violate any of their obligations set forth in this Article or in the FMLA.

Section 13. The Company will make FMLA forms readily accessible. If an Employee is denied requested FMLA leave, the Company will provide, in writing (within 7 days), the reason for the denial to the Employee.

ARTICLE 20. LEAVES OF ABSENCE

Section 1. Union Leave

One Employee appointed or elected to serve as a full-time Employee of the local, regional, or international union shall be granted a leave of absence, without pay or benefits, except such Employee will receive contributions to the DCP, in accordance with Article 34, Section 3, on the basis of 2080 hours paid per year, upon at least 30 days advance written notice, for a period not to exceed three years during which time seniority shall continue to accumulate. Requests for extensions of such leave will be considered by the Company, if submitted in writing within 30 days of the expiration of the one-year period, and approval of an extension, not to exceed one year, will not be unreasonably denied.

Each calendar year, a maximum of **300** hours of leave, with pay, may be requested by local Union officers or appointees to conduct Union business, provided they give as much notice as possible, but not less than 2 weeks prior to the start of the leave, unless otherwise agreed. The Employee requesting leave shall do so in writing, providing a full explanation of the purpose for the leave. Such leave will not be unreasonably denied.

The Local Union Executive Board (including a Skilled Trades Representative, Grievance Committee Chairperson, Safety and Health Representative(s), **Training Coordinator**, and the Sargent at Arms) will be excused from their work schedule, with pay, 1 day per calendar month to attend the monthly union meeting if that union meeting occurs on their regularly scheduled workday.

The Union President will be placed on full-time leave and compensated at forty-eight (48) hours per week (**8 hours of overtime**), at the highest contractual rate; he will be eligible for voluntary overtime assignments. It is understood that the Union President will maintain offices off-site and enter the plant from time-to-time to perform his full-time representational duties on behalf of the bargaining unit, for safety and communication reasons. The Union President will provide notice (email, text, or telephone call) to Human Resources prior to plant visits. It is further understood that the Union President will exclusively perform union representational duties for the bargaining unit during paid-time, and that no non-Rockport bargaining unit representational duties will be performed on plant property.

The Union President will return to his previous work assignment at the conclusion of his term. While on leave, his vacancy will be filled through the bidding process, as agreed to by the parties. **If the Local Union President retires, quits, terminated etc. during his/her term, the Employee who accepted the temporary bid to backfill his position while he was in office will be permanently assigned to that department.**

The existing MOA regarding an Hourly Health and Safety Representative is terminated; however, the existing Employee will be retained as the Hourly Health and Safety Representative who will be placed on full-time leave and compensated forty (40) hours at his incumbent straight-time hourly rate. He will be eligible for voluntary overtime assignments. The Hourly Health and Safety Representative will be assigned to the Safety Department and be supervised by the Safety Manager. The Hourly Health and Safety Representative will be nominated by the Union President, with the input and approval of the Company; such approval will only be withheld for bona fide concerns over qualifications, problem resolution skills, and overall ability to effectively perform the duties of the position. The Hourly Health and Safety Representative may be removed by thirty (30) days written notice from either party to the other.

The Union may designate an active Employee to serve as the Grievance Committee Chair. The Grievance Committee Chair will be required to work his or her regular schedule but will be compensated 3 hours of pay per week, **which shall count towards the calculation of overtime pay**, for the performance of Union Business. The 3 hours of pay shall not conflict with, but will be in addition to, the designated Employee's regular work schedule and will **not be tracked for overtime distribution purposes**. The Grievance Committee Chair will be responsible for the coordination of the overall grievance procedure and coordination of meetings. Additionally, the following elected officials (Vice-President, Recording Secretary, Financial Secretary, Skilled Trades Representative, **Safety Representative(s) and Training Coordinator**) will be compensated 3 hours of pay per week, **which shall count towards the calculation of overtime pay**, for the performance of Union Business. The 3 hours of pay shall not conflict with, but will be in addition to, the designated Employee's regular work schedule and will **not be tracked for overtime distribution purposes**.

Section 2. Military Leave

Full-time, non-probationary Employees who are members of the military reserve force and attend annual or weekend training each year will be granted time off to fulfill their obligations. A maximum of 10 workdays' pay in any one calendar year will be paid for Employees on military training leave. The Employee will be paid for his scheduled hours at his regular straight time hourly rate, less pay received for such military training, for each workday missed to attend training. An authorized Military Leave of Absence Form must be completed prior to the scheduled leave start date. In addition, the Company will comply with all provisions of state and federal law with respect to members of military reserve called to active duty.

Section 3. Leave Forms

The Company will make S&A and FMLA forms readily accessible **through Disability Management**, if and when forms have not been provided in a timely manner, Employees or the Union will contact Human Resources **to assist in contacting Disability Management**. Current procedures for submission, review, and approval will continue.

ARTICLE 21. DISTRIBUTION OF OVERTIME

Section 1. The Company recognizes the need to provide the equitable distribution of overtime opportunities to qualified Employees. The following is understood with regard to distribution of overtime:

- a. Temporary imbalances and/or errors may occur with regard to the tracking and distribution of overtime on a weekly basis. Because overtime opportunities can occur each week, these situations will be adjusted and/or corrected through the assignment of additional, comparable overtime opportunities (make-up turns), or 2 hours at the Employee's straight time hourly rate. A make-up turn is an additional turn of work for which an Employee is not otherwise entitled and which does not result in loss of overtime for any other Employee. The date on which the comparable make-up turn will be worked must be identified within 30 days of the event giving rise to the make-up opportunity.
- b. Qualified Employees who are available to work on a straight time rate may be assigned before providing overtime opportunities to others.

Section 2. Overtime Distribution Procedure:

- a. Qualified Employees with the lowest overtime hours will have first opportunity for overtime turns.
- b. If all qualified Employees refuse the overtime opportunity, the qualified Employee with the lowest overtime hours worked will be assigned the work. If two or more qualified Employees have the

same amount of overtime hours worked, Employees with the least continuous service will be assigned the work.

Section 3. Overtime Tracking Procedure:

- a. Overtime hours will be tracked for each Employee.
- b. Overtime hours for each Employee will be set at zero at 6:00 a.m. on January 1 of each calendar year. Any overtime assignment, whether scheduled or short notice, will be scheduled based on the overtime hours as of the date of the overtime assignment (i.e., Overtime hours for each Employee will be set at zero starting the first payroll week on or following January 1 of each calendar year.)
 - **January 5, 2025**
 - **January 4, 2026**
 - **January 3, 2027**
 - **January 2, 2028**
- c. **A new OT ranking sheet will be posted when the original schedule is posted on bulletin boards. Tracking for worked OT will be readily available for viewing by all Employees and used by management when assigning OT.**
- d. If an Employee transfers from one Department to another during the calendar year, the transferred Employee's overtime hours will be set **to the lowest hours for the crew they are assigned, minus one (1) turn (8, 10, or 12 hours), but not below 0.**

Section 4. The Company and the Union have agreed to the following with respect to the distribution of overtime.

- a. Every attempt to fill positions without overtime will be made. When it is determined by management that coverage will be necessary, OT will be scheduled.
- b. OT Scheduling
 1. Each area will make available, 2 weeks in advance, a voluntary sign-up list for technicians interested in OT. The qualified person with the lowest hours to sign the voluntary list will be scheduled.
 2. If there are four days of a rotation that need to be covered and no one signs up for voluntary OT, the manager will attempt to only schedule the eligible technician working off the available turn the first two days of the same shift he/she had been working and the last two days will be scheduled with a technician from the opposite crew who will come in two days before their normally scheduled shift of the same turn. The person required to work will be the individual who is qualified with the lowest total OT hours.
 3. If no one signs up for scheduled OT, the manager may determine that the position should be filled with the normally scheduled operator from an opposite crew. When possible, a qualified technician on the crew needing coverage will be shifted to the open position at which time someone from the opposite crew will be assigned by OT ranking.
 4. Vacation is defined according to Article 27, Section 3. When an individual has a single day of vacation, personal day or is a member of the Executive Board (including Skilled Trades Maintenance Representative) they will be considered the least eligible for OT during their off

days before and/or after their regularly scheduled day/s. The Company recognizes the inconvenience that being forced to work OT during scheduled vacation periods creates for Employees. In those cases where forcing during scheduled vacation periods will impose a hardship, the Employee may request, and the Company will not unreasonably deny, relief from forcing during scheduled vacations and scheduled personal days. When Employees have scheduled vacation for their full rotation, and/or block (40 hours), they will be ineligible for OT during their off days before and/or after their regularly scheduled day/s.

c. Call Off Coverage

1. **One phone call will be made to those who are qualified for the position needing filled by OT rank and seniority if necessary. A call off log must be filled out with date, time, and description of OT to be filled and must be maintained and provided on request.**
2. If this is not feasible, restructuring the crew needing coverage will be looked at & then filling the vacated position by qualification & rank will be explored.

d. Lack of Coverage

1. If a call off occurs & no qualified Employees accept the overtime opportunity, the qualified Employee contacted with the lowest OT hours will be assigned the work. If two or more qualified Employees have the same amount of OT hours, the Employee with the lowest seniority will be assigned the work.
2. When an Employee on shift is on an overtime assignment or an extra shift, that Employee will be considered the least eligible to be forced. If the manager determines the turn can be adequately covered by holding over a person for 4 hours & bringing one out 4 hours at the end of the shift, the hours will be offered to all those working who are qualified. If there are no volunteers, the two lowest qualified will be forced. The next to lowest qualified Employee will choose between staying for 4 hours or working the last 4 hours of the following shift. If two or more qualified Employees have the same amount of OT hours, the Employee with the lowest seniority will be assigned the work.

e. Coverage In Another Department

In the event that everyone within a department has been offered OT and there is no voluntary coverage the manager may elect to offer OT to a qualified technician outside of the department.

1. A sign-up sheet will be posted in each department for any technician who is not in the department but is qualified for one or more positions within that department and wants to be considered for OT opportunities.
2. The overtime will be awarded by seniority and any hours worked outside of an assigned unit will not be counted on the OT tracking list in their own unit, excluding maintenance Employees.
3. Phone lists - Each technician will provide only one number in which they wish to be contacted for OT opportunities. **During a call off inquiry, if the phone number is not in service or an error of any kind happens the Employee will be notified upon his return on the next working date. A notice of change of number will be recorded and documented.**
4. Scheduled OT conflicts - There will be times when operators will report they have a conflict with scheduled OT. The operator will be responsible for finding someone qualified to cover the OT for him and will be required to first contact anyone else who signed the voluntary

sheet in order of lowest to highest hours. A form must be filled out by the operator which lists the scheduled day he cannot work, which operator he has found to cover the particular shift and then must be signed by both. The operator is responsible for reviewing the change with the administrator to assure clarification. A copy must be retained by the administrator along with an additional copy going to the day manager.

5. **When a new technician is hired, they will be set to the lowest hours for the crew they are assigned, minus one (1) turn (8, 10, or 12 hours), but not below 0.**
6. **When an individual is off work for more than 30 days returns to work, overtime hours will be assigned as follows:**
 - i. **If the returning Employee hours are above the lowest Employee on the OT list, the returning Employee will maintain their hours.**
 - ii. **If the returning Employee hours are below the lowest Employee on the OT list, hours will be set to the lowest hours for the crew they are assigned, minus one (1) turn (8, 10, or 12 hours), but not below 0.**
7. Calls to Technicians:
 - i. Refusals, messages left or no answer when calling people at the number provided will be documented.
 - ii. Recording - A list with department name, OT ranking, & contact phone number will be maintained in the Shift Manager's office. The shift managers will document all overtime offered for the week on this list. The administrator will collect this on a weekly basis. He will retain the weekly refusal lists in a folder for each year, separated by month. The yearly folder is to be kept for one year upon its completion.
8. If an individual feels there is a discrepancy with the tracking of hours they should bring it to the manager's attention within 15 days of when the list which includes the disputed hours is posted.
9. One technician from each operating unit will be appointed by the union to review and audit the weekly overtime information including schedule, call-out sheets, etc.

Overtime Procedures-Maintenance, RST & Fluid Care

Section 5. Overtime will be distributed as equally as possible.

Each Department will have a volunteer sheet posted no later than two weeks in advance of the schedule being posted.

- a. Crew overtime within a department will be filled by crew volunteers within that same department, based on lowest OT hours.
 1. Vacancies on crews rotating M-F, 6a to 6p may be filled with day shift Employees consistent with 5(d)(1) below or may be posted for overtime on crew.
- b. If there are no crew volunteers, the turn will be filled by day shift volunteers with that same department, based on lowest OT hours.

- c. If there are no crew or day shift volunteers within the department, maintenance Employees from other departments, who volunteered, will be assigned the turn based on lowest OT hours.
- d. If the three options above have been exhausted and the turn is still not filled, crew Employees within the department will be assigned at managements discretion, and consistent with Section 5, e., excluding the following:
 - 1. At management's discretion, crew vacancies from 6a to 6p could be filled by holding a day shift Employee over from 3 p to 6 p. That decision would be based on the lowest hours.
- e. If there is a rotation that needs to be covered and no one signs up for voluntary OT, the manager will attempt to only schedule the eligible technician that previously worked off the available turn the first two days of the same shift he/she had been working and the last two days will be scheduled with a technician from the opposite crew who will come in two days before their normally scheduled shift of the same turn. The person required to work will be the individual who is qualified with the lowest total OT hours. As previously mentioned, day shift Employees can/will be used to cover crew rotation when necessary.

For example:

- If B crew needs coverage on Wednesday, D crew would be the force crew.
- If A crew needs coverage on Thursday, D crew would be the force crew.
- If C crew needs coverage on Monday, A crew would be the force crew.

A CREW	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
MT	OFF	OFF	6P- 6A	6P- 6A	6P- 6A	6P- 6A	OFF
ET	OFF	OFF	6P- 6A	6P- 6A	6P- 6A	6P- 6A	OFF
B CREW							
MT	OFF	OFF	6A - 6P	6A - 6P	6A - 6P	6A - 6P	OFF
ET	OFF	OFF	6A - 6P	6A - 6P	6A - 6P	6A - 6P	OFF
C CREW							
MT	6P- 6A	6P- 6A	OFF	OFF	OFF	OFF	6A - 6P
ET	6P- 6A	6P- 6A	OFF	OFF	OFF	OFF	6A - 6P
D CREW							
MT	6A - 6P	6A - 6P	OFF	OFF	OFF	OFF	6P- 6A
ET	6A - 6P	6A - 6P	OFF	OFF	OFF	OFF	6P- 6A

- Additionally, day shift will be least eligible to cover Saturday day turn, Saturday night turn, Sunday day turn **including observed holidays**.

Day shift may be forced to cover the Sunday 6p-6a shift, those Employees will be least eligible. Coverage for 6p-6a requires the Company to give 3 days' notice. Additionally, the Employees will not be scheduled to work their original scheduled turn on Monday 7a-3p.

- a. It is understood that when OT vacancies are posted, management has two options for that particular posting:
 - 1. If the turn can be filled by an ET or MT, the turn will be posted as such – 1 ET/MT for dd/mm/yy. If there are no volunteers for that posting, the Company will have the discretion to not cover that turn with overtime.

2. If the turn has to specifically be covered by an ET or MT, the turn will be posted specifically identifying that craft. If there are no volunteers, the turn will be covered consistent with Section 5. (e) above.

Infrastructure Maintenance will be scheduled and assigned overtime according to the following three (3) groups: Infrastructure & Outage Support, Reliability, and Instrumentation. Employees will only be forced to cover overtime within their assigned groups.

Outages

For maintenance weekly downturn overtime assignments (24 hours or less), it is agreed that the maintenance crew completing the scheduled midnight rotation (6p to 6a) will not be forced for the weekly downturn. This limitation on forcing does not apply during major maintenance outages.

For maintenance weekly downturn overtime assignments, it is agreed that when Crew A is on daylight shift, then Crew C will be the force crew. When Crew B is on daylight shift, then Crew D is the force crew. When C Crew is on daylight shift, then B crew will be the force crew. When D crew is on daylight shift, then A crew is the force crew. Force crew is defined as the crew that will be forced in to work overtime. This limitation on forcing does not apply during major maintenance outages.

OT Continuation

Day Turn Employees working on projects or on a unit, as originally scheduled, where the work needs to be finished beyond a normal scheduled turn, shall be held over no longer than two (2) hours. Such hold-over, is subject to no other interruptions of the scheduled workday. If such a hold-over assignment exceeds two (2) hours, any Employee(s) who would have otherwise been eligible for the overtime assignment will be awarded a make-up opportunity consistent with Article 21, Section 1(a) of the Collective Bargaining Agreement. If work is expected to go beyond two (2) hours, the Employees originally assigned will continue working until management completes a callout. **When OT continuation is determined, management must notify affected Employee(s) 1-hour or more before the end of their regular assigned shift.**

ARTICLE 22. SPECIAL ASSIGNMENTS

The Company has the sole discretion to select and remove Step-Up (Production or Maintenance) Supervisors, Section Leaders, LOTO Coordinator(s), Crew Leaders, and **Planners** ("special assignments"). Special assignments are not bargaining unit work. No Employee shall be required to take the position of a Step-Up Supervisor, Section Leader(s), LOTO Coordinator(s), Crew Leader(s), or **Planner(s)** without his or her consent. An Employee in a special assignment wishing to return to their regular position may be required to remain in the special assignment until a replacement is selected and available to work the special assignment. Employees working in special assignments will remain members of the bargaining unit. When an Employee is selected and works as a Step-Up Supervisor, Section Leader(s), LOTO Coordinator(s) **(When an Employee is assigned as LOTO Coordinator pursuant to Cliffs LOTO policy or** when assigned to perform LOTO Coordinator duties by supervision in preparation for or during a departmental downturn), Crew Leader(s), **or Planner(s)**, the Employee will receive an additional \$1.00 per hour worked. Employees working special assignments after 30 days will be required to work or volunteer for overtime in accordance with overtime procedures; overtime hours worked in special assignments will accrue toward overtime distribution. However, **any Special Assignment position** will not be used to replace a full-time supervisor.

ARTICLE 23. SUPERVISORS PERFORMING BARGAINING UNIT WORK

Section 1. Supervisors employed by the Company at the plant shall not perform work which is normally performed by the Bargaining Unit except in the following situations:

- a. experimental work;
- b. demonstration work performed for the purpose of instructing and training;
- c. work required by conditions which, if not performed, may result in interference with plant operations, bodily injury, or loss or damage to material and/or equipment;
- d. work which is negligible in amount;
- e. work that is incidental to the performance of supervisory duties;
- f. technical support of the plant.

Section 2. It is not the intent of the foregoing provision to have supervisors perform Bargaining Unit work solely to displace a regular, full-time Employee. If a supervisor performs work in violation of the foregoing provision and an available and qualified Employee that could have performed this work can reasonably be identified, the Company shall pay to that Employee the actual amount of time worked by the supervisor, or a minimum of 4 hours at the Employee's straight time hourly rate.

ARTICLE 24. TRAINING

The Parties agree that the right to adequate training is fundamental to achieving the safe and successful implementation of our agreement and to the workplace. The Company will pay for all training required by the Company.

The Company will pay for training recommended by the Union (Union President, Safety Representative, and Skilled Trades Representative) if approved by both the Union President and the Plant Manager or his designee.

The Company and the Union will establish standards for an apprenticeship program that develops skilled trades Employees. The Company will continue to provide appropriate training, training classes, work, and plant experiences – to develop skilled trades Employees.

A joint committee comprised of two representatives from the Union and two representatives from the Company – will create the standards for additional apprenticeship programs.

The parties agree to regularly meet and discuss its effectiveness, and the parties further agree that adjustments will be made to the training program as needed to ensure the desired results are achieved.

ARTICLE 25. SUB-CONTRACTING

A Joint Committee consisting of 2 members of the Union Committee and 2 representatives of the Company will be formed and will hold meetings as mutually agreed, but no less than **monthly**. The Committee will review the Company's subcontracting activity and the reasons for the decisions. These meetings will provide an opportunity for the Committee to make suggestions to improve the effectiveness of the operation so that the Company can make the best decisions in implementing its subcontracting activity. Union Committee members will be paid for attendance at the meeting.

The Joint Committee, by mutual agreement, may investigate and make recommendations regarding the potential in-sourcing of work whereby bargaining unit Employees would perform work that is performed by contractor(s) on a cost-savings basis, without adversely impacting safety, quality, and productivity. **The Committee will have access to relevant information for the purpose of investigating potential areas of in-sourcing. Upon receipt of a recommended plan, the Company will conduct a good faith review and provide a decision within thirty (30) days as to whether or not the Company will in its sole discretion accept the Committee's recommendation. If the recommendation is rejected by the Company, the Company will provide a detailed explanation for its decision.** Any decision to in-source work shall be exclusively and solely determined by the Company, and in light of the conditions set forth in Articles 3 and 4 of the Agreement, a decision by the Company under this Article is not subject to the provisions of Article 14, Problem Solving, Grievances, and Arbitration. Should the committee fail to resolve the issue, it may be elevated to the Company's Vice President Operations and the **Senior Director Human Resources Operations or their designee.**

ARTICLE 26. DRUG AND ALCOHOL TESTING

Any drug or alcohol testing will be pursuant to the below terms and conditions.

Purpose

Cleveland-Cliffs Steel Corporation seeks to maintain at its Rockport Works a safe and healthy work environment that is free from the effects of unprescribed, controlled drugs and alcohol (hereinafter "Controlled Substances"). Cleveland-Cliffs Steel Corporation also offers professional assistance to those Employees who may have substance abuse problems, consistent with the Company's substance-free workplace goal. Employees with drug or alcohol problems are encouraged to come forward voluntarily before the need to apply this policy and to seek help through the EAP Program.

Policy

The following is prohibited on Company property: manufacture, distribution, possession, use, or being under the influence of a Controlled Substance.

Employees who violate any of the prohibitions will be subject to disciplinary action, including termination from employment. A positive test result, or refusal to submit to a drug or alcohol test, is cause for discharge. A refusal of a search or an attempt to tamper with or alter a specimen for testing is cause for discharge.

Enforcement of Policy

Controlled Substance screening tests may be conducted under the following circumstances.

- Pre-employment drug tests and post-offer pre-employment-controlled substance screening tests. Applicants who refuse to comply with this Policy, or who test positive for an unprescribed controlled drug, will not be offered the employment for which they applied. Individuals who have been offered a job contingent upon satisfactory results of a post-offer pre-employment medical examination who refuse to comply with this Policy, or who test positive for an unprescribed controlled drug, will have their employment offer rescinded.
- Upon return to work from a leave of absence, layoff, or other extended absence from work.
- Required testing as may be indicated as part of professional counseling or disciplinary action.

- Company-provided physical examinations may include routine controlled substance screening tests.
- If there is a reasonable suspicion that an Employee has violated one or more of the above prohibitions. Examples of the basis for reasonable suspicion include, but are not limited to: accidents, deterioration in job performance, deterioration in attendance, or strange or unusual behavior or demeanor.
- Testing will be required whenever a workplace accident occurs involving an Employee, equipment, or property controlled by an Employee involving: (a) one or more deaths; (b) an injury requiring professional medical treatment beyond first aid; (c) damage of property for which the company estimates a potential cost greater than or equal to \$10,000; (d) discharge or release of any hazardous substance; (e) any accident involving mobile equipment. Testing will also be required whenever a serious potential accident occurs which management determines could have resulted in (a) through (e). Where the Company cannot rule out an Employee as being involved in the events or conditions which led to the incident, the Employee shall be required to submit to the testing. The Company shall require testing for Employees as soon as practical. Any Employee whose serious injury precludes them from providing a specimen, must provide the necessary authorization for obtaining hospital reports and other documents that would indicate whether there were any Controlled Substances in their system.
- Employees may be required to submit to controlled substance screening tests at any time on a random basis.

The results of any controlled substance screening tests will be treated as confidential as possible.

Employee Criminal Conviction Notifications Requirements

As set forth in the Drug Free Workplace Act of 1988, each Employee shall notify the Company of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 days after such conviction. Within 30 days after such notification to Cleveland-Cliffs Steel Corporation, the Company will issue summary discipline, up to and including discharge or Cleveland-Cliffs Steel Corporation will require the Employee to participate in a drug abuse assistance or rehabilitation program.

Employee Assistance Program

Services offered through the Employee Assistance Program are available to all Employees and their families. These services include education information concerning the effects and consequences of Controlled Substance abuse on personal health, safety, and work environment. Cleveland-Cliffs Steel Corporation encourages each Employee to use the Program to overcome any substance abuse problem before it affects the Employee's job performance or health, or the safety of that Employee or other Employees. Supervisory or self-referrals to an EAP professional will be administered on a strictly confidential basis.

The EAP Program contact information will be provided and posted on Union bulletin boards. Human Resources will notify the Union of any changes to the EAP Program in a timely manner.

ARTICLE 27. ATTENDANCE

Section 1. General

Employee attendance is extremely important to the efficiency of the Rockport Works. The following sets forth the terms and conditions governing absenteeism of Employees.

Section 2. Definitions

a. Occurrences

1. Each scheduled day of work missed will count as one (1) occurrence.
2. Tardiness occurs when an Employee is not present at the Employees scheduled start time. An early departure occurs when an Employee leaves work prior to the end of the Employees scheduled shift without approval. Tardiness or early departure of less than two (2) hours will be considered one-half ($\frac{1}{2}$) of an occurrence. Tardiness or early departure of two (2) or more hours will be considered one (1) occurrence.
3. An absence that is certified by a physician's statement that an Employee has an infectious disease that may infect others will not be counted as an occurrence.
4. Additionally, any incidents of being off without reporting or walking off the job or job abandonment are separate and distinct from the occurrences addressed above and will be addressed by separate disciplinary action.

b. Excused Occurrences

1. An absence from scheduled work for military leave, jury duty, court mandated absence where the Employee is not subject to prosecution, paid funeral leave, approved absence under the FMLA, and approved Union business are excused absences and will not be counted as an occurrence.
2. **When an Employee is evaluated at Cliffs Medical and relieved for the remainder of his shift, such absence will not be an occurrence under this policy.**
3. **Absences caused by an act of God will be reviewed by the Company and will not be unreasonably denied.**

Section 3. Procedures

a. Disciplinary action steps:

1. Step I – Verbal Warning: If three (3) occurrences are recorded in a twelve-month period, a verbal warning will be given, recorded, and discussed with the Employee.
2. Step II – Written Warning: If three (3) additional occurrences are recorded following the Verbal Warning in a twelve-month period, there will be a Written Warning given along with a discussion with the Employee.
3. Step III – Suspension: If three (3) additional occurrences are recorded following the Written Warning in a twelve-month period, a three-day suspension will be issued as well as a discussion with the Employee.

4. Step IV – Discharge: If two (2) additional occurrences are recorded following the Suspension in a twelve-month period, the Employee will be discharged for cause.
- b. The following table indicates the action that will be taken given the number of occurrences in the specified time frame.

STEP	Number of Occurrences	Number of Rolling Months in which Occurrences took Place	Resulting Disciplinary Action
I	3	12	Verbal Warning
II	3	12	Written Warning
III	3	12	3-Day Suspension
IV	2	12	Discharge

- c. Employees can request an updated absentee report from Human Resources, and it will be provided in a timely manner.
- d. In an effort to encourage good attendance, Employees who have had zero occurrences for 12 consecutive months will have the last disciplinary action (attendance related) removed.
- e. When an Employee has completed 18 consecutive months of work without any disciplinary action (attendance related), then prior attendance disciplinary penalties on the Employee's record will not be considered.

Section 4. No Report – Reporting Back to Work

- a. No Report – Failure to report off work, subject to Management review, will result in discipline, up to and including termination of employment.
- b. Reporting Back to Work – Employees who miss three (3) or more scheduled days of work for issues other than those defined under Paragraph 2.b.(1) of this policy must be cleared through plant medical before being allowed to return to work. **All required physicals and reporting back to work with Cliffs Medical will be compensated at straight time hourly rates (not to exceed 30 minutes).**

ARTICLE 28. HOURS OF WORK AND RATES OF PAY

Section 1. An Employee's normal work schedule shall not be construed as a guarantee of hours of work per day or per week or days of work per week, or for any other period of time.

Section 2. The normal workday and normal work schedule varies by department. The establishment of Employee work schedules, including the determination of the starting and quitting times of daily and weekly work schedules, shall be made by the Company, and such schedules may be changed by the Company from time to time to suit varying operating conditions, with seven (7) day advance notice to the Union and the opportunity to discuss proposed changes, unless emergency conditions require a shorter notice period.

- **The 7-day advance notice is regarding permanent/substantive schedule changes. This provision is not applicable to daily or weekly schedule modifications. (ex. M-F 7a to 3p changing to 4 on / 4 off rotation – this would require a 7-day advance notice to the Union).**

Section 3. Wages The following sets forth the straight time hourly rates for the below identified job titles:

Grade Level	Positions	10/6/2024	10/5/2025	10/4/2026	10/3/2027
Operation Grade Level(s) & Wages					
1	Shipping (Packlines) < 1 year of service	\$24.03	\$24.75	\$25.49	\$26.26
	*Material Handlers/Packlines > 1 year of service	\$26.19	\$26.98	\$27.78	\$28.62
2	*Utility Technician I / Shipping (101 / Receiving / TCB) & RST	\$28.35	\$29.20	\$30.08	\$30.98
3	*Utility Technician II / Line Utilities / Pot Attendants / Fluidcare	\$30.51	\$31.43	\$32.37	\$33.34
4	Production Technician	\$32.56	\$33.54	\$34.55	\$35.58
5	Sr. Production Technician	\$35.10	\$36.15	\$37.24	\$38.35
Maintenance Grade Level(s) & Wages					
5	Mechanical Technician	\$35.10	\$36.15	\$37.24	\$38.35
6	Sr. Mechanical Technician	\$36.45	\$37.54	\$38.67	\$39.83
	Electrical Technician	\$36.45	\$37.54	\$38.67	\$39.83
7	Sr. Electrical Technician	\$37.53	\$38.66	\$39.82	\$41.01

***Labor Grade 1 – Labor Grade 3 \$1.00 additive:**

- Employees incumbent to a specific department for five (5) years and who are qualified on 3 or more jobs (if applicable) will have a \$1.00 additive added to their base rate.
- An Employee in LG 1–3 with the \$1 additive that bids within LG 1–3 will lose the \$1 additive for a period of two (2) years. After 2 years in the incumbent department and qualified on 3 or more jobs (if applicable), Employee will have a \$1.00 additive added back to their base rate.

Senior Classification

Production: The classification of Senior Production Technician is established. A Senior Production Technician will be incumbent to a specific department and will be required, at a minimum, to have five (5) years of continuous service in the department and have been fully qualified on at least three (3) work assignments in the department.

Department work assignments:

<u>Department</u>	<u># of Work Assignments</u>	<u>Department</u>	<u># of Work Assignments</u>
CPL	3	MM	3
APL	3	CCM	3
TM	3	CGL	3
HA	2		

An Employee with senior status that bids from one department to another will be reduced to a Production Technician for a period of two (2) years. After 2 years in the incumbent department and qualified on the work assignments listed above, Employees will regain senior status.

Senior Electrical & Mechanical Maintenance Technicians: A Senior Maintenance Technician will be incumbent to a specific department and will be required, at a minimum, to have five (5) years of continuous service in maintenance and one (1) year of continuous service within their assigned department.

The establishment of these job titles for pay purposes does not create work content, job content, or duty assignment jurisdictional or other barriers; an Employee may be assigned to perform any work that s/he can safely perform. The establishment of these job titles creates no obligation on the Company to actually have any Employee in each title nor does it restrict the Company from exercising its managerial rights as set forth in Article 11 of this Agreement.

Inflation Recognition Payment

a. General Description

The below general description is qualified in its entirety by Paragraphs 2 through 6 below.

The purpose of the Inflation Recognition Payment (IRP) is to make quarterly lump-sum payments to Employees if cumulative inflation, as measured over the life of the Basic Labor Agreement, exceeds three percent (3%) per year.

At the end of each calendar quarter, the Consumer Price Index (CPI) for the final month of that quarter will be compared to a CPI Threshold (as found in the Table in Paragraph 5 below) which represents what the CPI would be if total inflation since the beginning of the Agreement had averaged three percent (3%) per year. If the actual CPI is higher than the CPI Threshold, a lump sum payment shall be made equal to each full one percent (1.0%) by which the actual CPI is higher than the CPI Threshold, multiplied by the Regular Rate of Pay (overtime rates if applicable) for each position worked by an Employee for all hours actually worked in full calendar weeks in the fiscal quarter (hereafter referred to as "earnings").

Thus, if in a given quarter three percent (3%) annual inflation since the beginning of the Agreement would have produced total inflation of ten percent (10%) and the actual CPI indicates that inflation since the beginning of the contract has been twelve percent (12%) and an Employee had earnings as defined in the paragraph above during the quarter of \$15,000, then that Employee would receive a lump-sum payment of two percent (2%) (12% actual inflation minus a 10% CPI Threshold) times \$15,000 or \$300.

b. IRP Payments

1. Beginning the period ending December 31, 2024, the Company shall, on each Payment Date, make to each Employee an IRP payment equal to:
 - i. their total earnings as defined above for the Covered Period, multiplied by
 - ii. each full percentage (1.0%), by which the CPI for the Measurement Month exceeds the CPI Threshold for the Measurement Month.
2. No IRP will be made for any Covered Period unless the CPI for the Measurement Month is greater than the CPI Threshold; in the event the CPI is lower than the CPI Threshold there shall be no recoupment of any kind.
3. The IRP shall be a lump-sum payment and shall not be part of the Employee's Base Rate of Pay or used in the calculation of any other pay, allowance, or benefit.

c. Definitions

1. CPI shall mean the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), U.S. City Average, All Items, Not Seasonally Adjusted (1982-84=100) as published by the Bureau of Labor Statistics. If the Consumer Price Index in its present form and on the same basis as the last Index published prior to June 2018 becomes unavailable, this Section shall be adjusted to produce as nearly as possible the same result as would have been achieved using the Index in its present form.
2. Payment Date shall be the forty-fifth (45th) day after the last day of the Measurement Month.
3. Measurement Month shall be the last month of a Covered Period.
4. Covered Period(s) shall be as shown in Paragraph 5 below.
5. CPI Threshold(s) shall be as shown in Paragraph 5 below, based on the formula in Paragraph 6 below.

d. Example:

Covered Period	10-01-24 – 12-31-24
Measurement Month	December 2024
Hypothetical CPI in Measurement Month	304.246
CPI Threshold for the Covered Period	296.825

- The amount, of full percentage point(s), by which the CPI for the Measurement Month exceeds the CPI Threshold for the Covered Period.

$$((304.246-296.825)/296.825) = 2.0\%$$

Earnings in Covered Period \$15,000

IRP Payment (\$15,000 x 2.0%) = \$300.00

5. Covered Periods and CPI Thresholds

TABLE To Be Calculated Beginning with 10-1-2024 – 12-31-2024

Covered Period	CPI Threshold
10-01-2024 - 12-31-2024	317.296
01-01-2025 - 03-31-2025	317.296
04-01-2025 - 06-30-2025	317.296
07-01-2025 - 09-30-2025	326.814
10-01-2025 - 12-31-2024	326.814
01-01-2026 - 03-31-2026	326.814
04-01-2026 - 06-30-2026	326.814
07-01-2026 - 09-30-2026	336.619
10-01-2026 - 12-31-2026	336.619
01-01-2027 - 03-31-2027	336.619
04-01-2027 - 06-30-2027	336.619
07-01-2027 - 09-30-2027	346.717
10-01-2027 - 12-31-2027	346.717
01-01-2028 - 03-31-2028	346.717
04-01-2028 - 06-30-2028	346.717
07-01-2028 - 09-30-2028	357.119

6. Formula to Calculate CPI Threshold

The CPI Threshold shown in the Table above is the CPI for the month of June, 2024 multiplied by 1.03 per year as expressed in the following formula:

CPI-W for June 2024 x (1.03)ⁿ

Where n is the number of Covered Years from the first calendar year of 2018 to the Covered Year in which the calculation is made.

Section 4. Time and one-half of an Employee's straight-time hourly rate will be paid for all hours worked in excess of 40 hours in a workweek. All hours worked and holiday hours paid but not worked shall count towards the calculation of overtime. Overtime will be scheduled or assigned, as determined by management, to promote the orderly and efficient operation of the plant.

Section 5. Employees will receive a shift differential of \$0.50 per hour worked if scheduled to work the 6:00 pm to 6:00 am shift.

Section 6. An Employee who has been scheduled or notified to report to work, and who reports to work, shall be allowed a minimum of 4 hours' pay at a standard hourly rate (plus any applicable shift differential).

Section 7. If an error is confirmed in the payroll check of an Employee in an amount exceeding \$150, then an adjustment will be made through the issuance of a payroll check within 3 business days of notice to the Company. Lesser amounts will be adjusted in the next regularly scheduled payroll cycle.

Section 8. An Employee's electronic earnings statement will reflect the hours, rate, and total amount of contributions on behalf of the Employee to the 401k account.

- **Any time a holiday is going to create a conflict for the check to be deposited on Friday of the pay week, adjustments will be made to assure check is deposited into Employee accounts prior to the holiday.**

Section 9. Employees will be paid one and one-half (1.5) times their straight time hourly rate **for all hours worked** on Sunday.

Section 10. There shall be no duplication or pyramiding of time, hours, or pay. If hours worked are subject to more than one overtime or premium pay condition(s), the higher rate shall apply.

Section 11. When the Company offers a voluntary reduction of hours, the Company will, subject to operational needs, approve requests by seniority within the department. **Anyone working OT will be allowed to "VRO" first, then by Seniority.**

- a. **Anyone on overtime will be removed from the schedule, by seniority (least senior first)**
- b. **Then, VRO's will be allowed by crew seniority/qualification (most senior first)**

Section 12. An Employee will not be denied an opportunity to earn 36 hours of pay in a work week. This Section does not apply if the Employee is on layoff.

Section 13. Nothing set forth in this Article is or shall be construed as a limitation on the parties' rights as otherwise set forth in this Agreement.

ARTICLE 29. HOLIDAYS

Section 1. The following paid holidays will be observed: New Years Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve Day, and Christmas Day.

Section 2. To receive holiday pay, the following eligibility requirements must be met:

- a. Each full time, active Employee (not on layoff, suspension, **S&A, FMLA or LTD**) must have completed 90 days or 520 working hours after hire;
- b. Tardiness occurs when an Employee is not present at the Employee's scheduled start time. An early departure occurs when an Employee leaves work prior to the end of the Employee's scheduled shift. Tardiness or early departure of less than thirty (30) minutes will not disqualify an Employee's eligibility for holiday pay.
- c. If scheduled to work the holiday, the Employee must complete his entire work schedule on the holiday, unless excused by management.

Section 3. **The Employee must work the entire scheduled workday immediately prior to the holiday and the entire scheduled workday immediately following the holiday, unless excused by management, to receive pay for a holiday not worked.** Pay for a holiday not worked by an eligible Employee is regularly scheduled hours at the Employee's straight time hourly rate. If an eligible

Employee works on a holiday, then such Employee shall be paid double-time and one-half (2.50) his straight time hourly rate for all hours worked on the holiday. Holidays that occur during an Employee's vacation will be paid as an unworked holiday in addition to vacation pay if the Employee is otherwise eligible for holiday pay.

Section 4. If an eligible Employee who has completed 90 days or 520 working hours works on a holiday, then such Employee shall be paid double-time and one-half (2.50) his straight time hourly rate for all hours worked on the holiday. If excused by management prior to the end of their shift, the Employee will be paid their straight time hourly rate for the remainder of the scheduled shift. Holidays that occur during an Employee's vacation will be paid as an unworked holiday in addition to vacation pay if the Employee is otherwise eligible for holiday pay.

Section 5. Each full-time Employee who has completed 90 calendar days or 520 working hours after hire and who is actively at work shall be eligible for two paid personal holidays as of January 1 in each calendar year. **Pay for personal holidays will be at one and one-half (1.5) times their normal rate of pay** for all hours scheduled for that day (not to exceed 12 hours). The Employee must use the paid personal holidays before December 31 of the calendar year that they became due or prior to termination of employment, if sooner, or such personal holidays are lost. The Employee must request to schedule a personal holiday 10 days in advance, and the request will not be unreasonably denied. Personal days are not allowed during the period of December 24 through December 31 of each calendar year. The required advance notice for the scheduling of personal days may be waived, at the Company's discretion.

Section 6. Employees will be able to use personal holidays to avoid an occurrence under this agreement. Such requests must be made with as much advance notice as possible prior to the start of their scheduled shift. Employees will not be allowed to use this day on their last scheduled workday prior to a holiday, unless excused by management, or a day that's previously been denied. Additionally, such requests will be based on the Employees active attendance record. Employees who have already been issued a 3-day suspension under Article 27, Section 3(a)(3), will not be able to use a personal holiday to avoid an occurrence, unless excused by management.

Section 7. A volunteer sign-up sheet will be posted in each department 3 weeks before each holiday recognized in Section 1 above. Employees who are not scheduled to work the holiday but desire to do so may volunteer by signing the volunteer sheet maintained in each department no later than 2 weeks before the holiday. An Employee may request to be excused from work on the holiday, and the Company will determine whether he can be excused from work based upon reasonable business needs, qualifications of volunteers, and seniority of those Employees scheduled to work and those Employees volunteering to work. **All scheduling determinations under this section will be governed by seniority and qualifications.**

Section 8. Day Turn Employees working Monday – Friday will observe the holidays recognized in the Collective Bargaining Agreement consistent with the salary holiday schedule.

ARTICLE 30. VACATION

Section 1. Each non-probationary full-time Employee who has actually worked at least 1,040 hours during the prior calendar year and who is actively at work shall receive paid vacation benefits based upon his years of continuous employment with the Company as determined by the Employee's anniversary date in each calendar year in accordance with the following:

<u>Length of Continuous Service</u>	<u>Weeks of Vacation</u>
*After Probationary period	1 week
1 year but less than 5 years	2 weeks / *1 wk SDV
5 years but less than 15 years	3 weeks / *2 wks SDV
15 years but less than 24 years	4 weeks / *3 wks SDV
24 years but less than 30 years	5 weeks / *4 wks SDV
30 years or more	6 weeks / *5 wks SDV

*Indicates the number of weeks allowed/taken as actual SDV's. If and when Employees have scheduled vacation for their full rotation, and/or block (40 hours) using SDV's – that will not be counted against their SDV allotment.

Section 2. Each non-probationary full-time Employee, who is not eligible for vacation in accordance with Section 1 above, and who is actively at work, will be advanced one week of their 1–5-year vacation entitlement upon completion of the probationary period of 780 hours worked. The second week of vacation will be issued in the month of his 1-year anniversary.

Additionally, an Employee with fifteen (15) or more years of continuous service, who is actively at work, but is not eligible for vacation in accordance with Section 1 above, shall be entitled to their allotted vacation entitlement.

Section 3. The Company will determine the time each Employee eligible for vacation will take vacation or is scheduled for vacation, subject to the following.

- a. **The Company will use the following vacation scheduling guide for each unit.** Those units and the limit of Employees that may schedule vacation in any calendar week are as follows:

APL	2 Employee's per crew, per day
CPL	2 Employee's per crew, per day
Cold Mill	2 Employee's per crew, per day
Galvanize Line	3 Employee's per crew, per day
Pot Attendants	1 Employee per crew, per day
Temper Mill	1 Employee per crew, per day
Hydrogen/Anneal Line	1 Employee per crew, per day
Material Movement	1 Employee's per crew, per day
Shipping	5 Employee's per crew, per day
<u>Finishing:</u>	
Galv Line Day	1 Employee per day, per craft (MT/ET)
Galv Line Crew	1 Employee per crew (MT/ET)
Material Handler	1 Employee per day
Expeditor	1 Employee per day
<u>Cold Mill:</u>	
Cold Mill Day	1 Employee per day, per craft (MT/ET)
Cold Mill Crew	1 Employee per crew (MT/ET)
Material Handler	1 Employee per day
Expeditor	1 Employee per day
<u>Pickling:</u>	
APL Day	1 Employee per day, per craft (MT/ET)

CPL Day	1 Employee per day, per craft (MT/ET)
Pickle Crew	1 Employee per day, per craft (MT/ET)
Material Handler	1 Employee per day
Expeditor	1 Employee per day

Infrastructure:

Infrastructure Day	1 Employee per day, per craft (MT/ET)
Infrastructure Crew	1 Employee per crew, per day (MT/ET)
Outage Support	1 Employee per day (MT/ET)
Reliability	1 Employee per day
Instrumentation	1 Employee per day
Material Handler	1 Employee per day
Expeditor	1 Employee per day
RST	1 Employee per crew, per day
Fluidcare	1 Employee per crew, per day

Personal Holidays & vacations are included/represent the limit identified above. The Company will determine whether more than the number of Employees identified above may schedule vacation in any particular week.

- b. Vacation requests will be submitted and scheduled between November 1 and December 15 (scheduling period”) for vacation entitlement beginning in the subsequent calendar year.
- c. Employees who do not schedule any portion of their vacation allotment during the scheduling period may, with **two** weeks advance written request, **but prior to the original schedule being posted**, schedule vacation in any remaining available weeks. Vacation will be scheduled, beginning with a minimum of one week or two-week blocks, with the most senior Employee in each vacation scheduling unit. After Employees in each vacation scheduling unit have had one opportunity (first round) to schedule either a one- or two-week block based on seniority, a second round of vacation scheduling will occur, by seniority, for Employees to schedule their remaining vacation allotment.
- d. As an exception to the foregoing, when the Employee has split a week of vacation over two calendar weeks, and the Employee has scheduled the full rotation of vacation and/or blocks (40 hours), the Employee will be given the opportunity to earn thirty-six (36) hours of pay in both calendar weeks, provided the Employee works all scheduled turns not covered by vacation days in those two calendar weeks.
- e. The Company may determine that vacation(s) scheduled for a particular week must be cancelled or that certain busy periods of the year or areas of operation are not available for vacation to be taken by any Employee provided that the business needs reasonably warrant such action. No vacation shall occur nor be permitted without the approval of the Company in advance of the start of such vacation.

Employees should attempt to schedule and use their vacation before December 31 of the calendar year that it became due. An Employee may not carryover vacation from one calendar year to the next. However, any unused vacation at the end of the calendar year will be paid to the Employee in lieu of vacation. A vacation week is defined as 7 consecutive days of a pay week regardless of the Employee’s schedule or the plant schedule for that pay week. Vacation pay will be 40 hours pay computed at the Employee’s straight time hourly rate, and the vacation pay will be paid on the regular pay date for the week(s) taken. As an exception to the foregoing, when the Employee has split a week of vacation over two calendar weeks, and the Employee has scheduled the full rotation of vacation and/or blocks (40 hours), the Employee will be given the opportunity to earn thirty-six (36) hours of pay

in both calendar weeks, provided the Employee works all scheduled turns not covered by vacation days in those two calendar weeks. If an Employee separates employment prior to his anniversary date and has received paid vacation in excess of the amount to which he was otherwise entitled prior to his anniversary date, overpayment will be deducted from the Employee's pay. An Employee may elect not to use vacation and the days of vacation so elected will be paid on the next regularly scheduled pay date; vacation paid in accordance with this provision is not eligible for vacation bonus under Section 5.

Section 4. Single vacation days can be taken on scheduled days of work only. A single day of vacation will be paid as follows: Crew – 10 hours at the Employee's straight time hourly rate; Days – 8 hours at the Employee's straight time hourly rate. Single day vacations paid for but not worked shall not accrue towards overtime eligibility for the work week. Single day vacations (including holiday weeks) will be scheduled at the discretion of the Company.

Section 5. A vacation bonus of \$300 per week will be paid to Employees for each week of vacation scheduled and taken by March 31 of each calendar year. **The vacation bonus also applies to pay for a vacation in lieu of time off during the period.**

Section 6. No vacations will be scheduled during the period of December 24 through December 31 of each calendar year.

ARTICLE 31. JURY SERVICE

Each full-time Employee, who is actively at work shall be eligible for paid jury service leave for the time necessarily lost from work, up to a maximum of 30 workdays during the term of this Agreement, due to federal or state jury service. Pay for time necessarily lost will be the difference between the payment the Employee receives for the jury service and the Employee's straight time hourly rate for the hours the Employee was scheduled to work on that workday. The Employee must notify the Company within 72 hours of receipt of the jury summons and also present to the Company a copy of the jury summons, a written statement from the court of the jury service performed, and the payments received by such Employee for the jury service.

Employees will be excused from work as provided below:

During the period for which the Employee is summoned for jury service, the summoned Employee's work schedule will note his potential absence and assign another Employee as designated relief to cover the summoned Employee's scheduled shifts.

Each evening before a day on which an Employee is summoned for jury service, he must contact the court to determine whether he must report for jury service. He must then contact his supervisor between 5:00 p.m. and 6:00 p.m. to state whether he is required to report for jury service the following day.

If the summoned Employee is scheduled to work day shift, he will be excused from his work schedule for the time he is attending jury service. If he is excused from jury service with more than half of his scheduled shift remaining, he must report promptly to work for the remainder of his shift.

If the summoned Employee is scheduled to work night shift, he will be excused from his work schedule for the entire shift preceding each day on which he attends jury service.

If he is excused from jury service before Noon and is not expected to return to jury service the following day, he must promptly contact his supervisor and report to work at the start of his shift that evening.

If he is excused from jury service after Noon, he will be excused from work for the remainder of the day.

Each evening before a day on which designated relief is scheduled to cover a day shift, he must contact his supervisor after 6:00 p.m. to confirm if he will be required to cover the day shift for the following day.

ARTICLE 32. FUNERAL LEAVE

Each full-time Employee, who is actively at work shall be eligible for Funeral Leave as outlined in the chart below:

<u>Relationship at time of death</u>	<u>Calendar days</u>
Immediate family member is defined as: Spouse, father, mother, brother, sister , child, stepchild, stepparent	5
Father-in-law, mother-in-law, brother-in-law, sister-in-law, grandfather, grandmother, grandchild, including any legal or foster parent or foster child or legal relative residing in the Employee household at the time of death.	3

The **bereavement** days **shall be taken 10 calendar days on or after the day of death (additional time may be granted upon receipt of proper documentation.)** Pay for time necessarily lost will be for the hours such Employee was scheduled to work on that workday at the Employee's straight-time hourly rate (not to exceed 12 hours). Unpaid funeral leave may be granted at the discretion of management, and such requests will not be unreasonably denied. Written verification of the relationship, the date of death, and the funeral or memorial service time and place must be provided by the Employee to be eligible for paid or unpaid funeral leave. An Employee who intends to seek leave under this Article must notify the Company of the date of death, relationship, and the date of the funeral as soon as possible and receive approval prior to absenting himself from work under this Article.

The days referred to above shall be the Employee's selection from the following days necessarily lost from work: day of death, day after the day of death, two days immediately preceding the funeral or memorial service, day of funeral or memorial service, or day after funeral or memorial service. Pay for time necessarily lost will be for the hours such Employee was scheduled to work on that workday at the Employee's straight-time hourly rate (not to exceed 12 hours). Unpaid funeral leave may be granted at the discretion of management, and such requests will not be unreasonably denied. Written verification of the relationship, the date of death, and the funeral or memorial service time and place must be provided by the Employee to be eligible for paid or unpaid funeral leave. An Employee who intends to seek leave under this Article must notify the Company of the date of death, relationship, and the date of the funeral as soon as possible and receive approval prior to absenting himself from work under this Article.

ARTICLE 33. INSURANCE

Section 1. Employees will become eligible for healthcare coverage on the first day of active employment with the Company provided they meet all other eligibility requirements (if any). Each full-time Employee, who has completed 90 days or 520 working hours after hire, who is actively at work shall be eligible for, disability (sickness and accident) and life insurance benefits levels currently provided by the Company commencing with the first day of the month following the completion of 90 days or 520 working hours, except the changes to current benefit levels set forth in the attached Exhibit A shall be implemented upon the effective date of this Agreement. The benefit levels for the previously

mentioned benefits, as amended in the attached Exhibit A, will not be reduced during the term of this Agreement.

Section 2. The benefits set forth in Section 1 shall terminate when the Employee is no longer employed by the Company, the Employee is laid off for 30 consecutive calendar days, or the Agreement terminates, whichever is the earlier time.

Section 3. The Company shall select the insurance carrier or carriers, coverages, plans, and providers to provide the benefit levels described in Section 1 above and may change them from time to time for any or all or some portion of such benefits, as the Company may determine. The Company may also determine from time to time to self-insure any or all of some portion of such benefits or to change from self-insurance to an insurance carrier.

Section 4. In the event a national or other government health care program is established which provides comparable or increased insurance benefits to those provided for in this Agreement, or any amendment to this Agreement, the parties shall meet within 30 days after the effective date of the legislation and determine whether any modification to the insurance benefits provided in this Agreement may be necessary or desirable.

Section 5. For those Employees who retire on or after the effective date of the 2021 Collective Bargaining Agreement, such retirees and their eligible dependents will be granted access to pre-Medicare and Medicare-eligible Company sponsored medical and prescription drug plan(s) that are available to certain salaried retirees of legacy AK Steel Corporation. Access is defined as an opportunity to enroll in the plan(s); the premiums and/or costs of the coverage under such plan(s) will be paid entirely by the retiree and/or eligible dependent(s). The Company will be responsible for no cost whatsoever, except to make access available as described above. The Company, in its sole discretion, may amend, modify, or terminate such plans. The sole purpose of this Section is to provide access to plans that may be otherwise available.

For purposes of the foregoing paragraph, an Employee is considered retired and eligible for plan access if the Employee separates employment under one of the following circumstances:

- 65 years old and 15 years of service;
- 62 years old and 20 years of service;
- 30 years of service; or
- 15 years of service and is granted disability benefits through Social Security.

Section 6. Effective **October 6, 2024**, Employees will have **\$0.75** cents for each hour paid contributed by the Company into a 401(k) medical sub-account. The Company will establish and administer these accounts in accordance with law. It is agreed that there will be no provisions for loans from the medical sub-account.

Section 7. Fertility Assistance. Employees will have access to infertility, counseling, and treatment. Treatment includes coverage for the correction of a physical or medical problem associated with infertility, diagnostic services, and counseling. Assisted fertilization procedures are not covered. \$10,000 lifetime maximum.

Section 8. Parental Leave

Paid leave for both fathers and mothers who have a newborn(s) or adopt a child(ren).

Employees will have two (2) consecutive weeks (40 hours per week) of paid parental leave at the Employee's base rate of pay following the birth or adoption of a child. Adoption of a new spouse's child from a previous marriage is excluded. Parental leave must be taken within six (6) months of the birth or adoption (removed placement of a child) of a child and is in addition to any leave granted for physical disability related to pregnancy or birth. This leave shall run concurrently with FMLA if the Employee has available FMLA time. Leave applies to Employees who have a newborn or who have a newly adopted child on or after the ratification date.

Section 9. Sickness and Accident Benefits

Eligible Employees will be paid according to the chart below:

<u>Grade Level</u>	<u>Positions</u>	<u>S&A Weekly Amount</u>
1	Shipping (Packlines)/Material Handlers	\$625
2	Utility Technician I/Shipping(101/Receiving/TCB) & RST	\$650
3	Utility Technician II/Line Utilities/Pot Attendants/Fluidcare	\$675
4	Production Technician	\$700
5	Sr. Production Technician & Mechanical Technician	\$725
6	Sr. Mechanical Technician & Electrical Technician	\$750
7	Sr. Electrical Technician	\$775

Section 10. Long Term Disability Benefits. Employees who qualify for Long Term Disability, as defined in the Company's applicable Summary Plan Description, will receive long term disability benefits up to a maximum period of 52 weeks. The disability payments are 60% of the Employee's straight-time hourly wage multiplied by 40 hours and will be reduced by state and federal disability payments.

ARTICLE 34. PENSION AND THRIFT PLANS

Section 1. The Company has already established a qualified 401(k) thrift plan and that plan will be maintained during the term of this Agreement in accordance with the eligibility and administration guidelines set forth in the AK Steel Corporation Thrift Plan A Summary Plan Description (SPD) effective January 1, 2002, as amended January 1, 2003, with the following modifications: a) pre- tax and post-tax contributions will be allowed from 1% to the maximum amounts permissible by law; b) "eligible wages" shall include base wages, overtime, and incentive. Effective September 30, 2013, the plan is amended to eliminate the Company variable match.

Section 2. For active Employees currently enrolled in the Retirement Accumulation Pension Plan (RAPP), their pensions will be locked and frozen as of August 7, 2004, and pay earned and service accrued thereafter will not be reflected in this locked and frozen benefit. Locked and frozen retirement accumulation pensions will be administered in accordance with the eligibility and administration guidelines set forth in the AK Steel Corporation Retirement Accumulation Pension Plan Summary Plan Description (SPD) effective January 1, 2002, as amended January 1, 2003. A defined contribution pension plan (DCPP) will replace the retirement accumulation pension plan effective the first day of the second full month following ratification as set forth in Section 3 below.

Section 3. A Defined Contribution Pension Plan (DCPP) has been previously established for all active hourly Employees. Effective **October 2024**, the Company contribute the below rates for each hour paid to an Employee. Each Employee covered by the DCPP will have established an individual retirement account based upon the Company's contributions. The Employee will be provided varied investment options for his/her individual retirement account.

*Increases are effective on the first day of the first pay period of the month

<u>Year</u>	<u>Increase</u>	<u>Rate</u>
10/2024	\$0.25	\$3.35
10/2025	\$0.25	\$3.60
10/2026	\$0.25	\$3.85
10/2027	\$0.15	\$4.00

Employees are fully vested in the DCPP after 3 years of continuous service. Also, an active Employee who dies before completing 3 years of continuous service becomes fully vested in the DCPP.

Section 4. The DCPP benefit as defined in the plan document will provide a lump sum benefit.

ARTICLE 35. GENERAL PROVISIONS

This written Agreement constitutes the entire agreement between the Company and the Union and supersedes or replaces any and all obligations and/or agreements, whether written or oral or expressed or implied between or concerning the Employees or the Union and the Company. Any amendment, modification, deletion, or addition to this Agreement must be reduced to writing and duly executed by the Company and the Union to be effective. If any part of this Agreement is rendered or declared invalid by reason of any existing or subsequently enacted legislation, valid governmental regulation or order, or by decree of a court of competent jurisdiction, then the invalidation of such part of this Agreement shall not affect or invalidate any of the remaining parts hereof and the same shall continue in full force and effect.

The parties acknowledge that during the negotiations which preceded this Agreement each had the unlimited opportunity to make demands or proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the agreements arrived at by the parties after the exercise of such opportunity are set forth in this Agreement. All other areas or matters are not part of this Agreement. Therefore, unless a written provision of this Agreement specifically requires otherwise, the Union and the Company each unqualifiedly waives the right and each agrees that the other shall not be obligated during the time period covered by this Agreement to negotiate with the other with respect to any subject or matter raised in said negotiations but not covered in this Agreement, or with respect to any subject or matter referred to or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, or with respect to any subject or matter not raised in said negotiations even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time of the negotiations and/or the date this Agreement was executed.

ARTICLE 36. DURATION AND TERMINATION

This Agreement shall be effective at 3:01 p.m. on September 30, 2024, and shall continue in effect through 3:00 p.m. on September 30, 2028, and shall be automatically renewed from year to year thereafter, unless at least 60 days prior to the expiration of this Agreement or any of the dates of renewal thereof, written notice of termination shall be delivered by either party to the other via certified mail. Such terms and conditions are in effect only during the term of this Agreement as set forth above, and they are not in effect with respect to any events which occur either before the effective date of this Agreement or after its termination date.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives this 6th day of September 2024.

Cleveland-Cliffs Steel Corp

International Union, United Automobile,
Aerospace and Agricultural Implement
Workers of America, UAW and UAW
Local 3044

/s/ James Vilga Sr. Director Human Resources

/s/ Tom Wright, UAW International Rep

/s/ Derrick Webb Director Human Resources

/s/ Joe Peters, Local 3044 Union President

/s/ Heather Smallwood, Sr. HR Representative

/s/ Jeron Parker, Local 3044 Vice President

/s/ Kasey Wiles HR Representative

/s/ Perry Weedman, Local 3044 Secretary

/s/ Ronnie Boling, Bargaining Committee

/s/ Kevin Hall, Bargaining Committee

/s/ Chris Sabelhaus, Bargaining Committee

Mr. Derrick Webb
Director Human Resources
6500 North US 231
Rockport, IN 47635

Dear Mr. Webb:

During the current negotiations between Cleveland-Cliffs Steel Corporation and UAW Local 3044, the parties acknowledged the desirability of ensuring prompt, fair and final resolution of Employee grievances. The parties also recognized that the maintenance of a stable, effective and dependable grievance procedure is necessary to implement the foregoing principle to which they both subscribe. Accordingly, the parties view any attempt to reinstate a grievance properly disposed of as contrary to the purpose for which the grievance procedure was established and violative of the fundamental principles of collective bargaining.

However, in those instances where the International Union, UAW, by either its Executive Board, Public Review Board, or Constitutional Convention Appeals Committee has reviewed the disposition of a grievance and found that such disposition was improperly effected by the Union or a Union representative involved, the International Union may inform the Corporation's Labor Relations staff in writing that such grievance is reinstated in the Dispute Resolution Procedure at the step at which the original disposition of the grievance occurred.

It is agreed, however, that the Corporation will not be liable for any claims for damages, including back pay claims, arising out of the grievance that either are already barred under the provisions of the Agreement at the time of the reinstatement of the grievance or that relate to the period between the time of the original disposition and the time of the reinstatement as provided herein. It is further agreed that the reinstatement of any such grievance shall be conditioned upon the prior agreement of the Union and the Employee or Employees involved that none of them will thereafter pursue such claims for damages against the Corporation in the Dispute Resolution procedure, or in any court or before any Federal, State, or municipal agency.

Notwithstanding the foregoing, a decision of the Arbitrator on any grievance shall continue to be final and binding on the Union and its members, the Employee or Employees involved, and the Corporation and such grievance shall not be subject to reinstatement.

This letter is not to be construed as modifying in any way either the rights or obligations of the parties under the terms of this Agreement, except as specifically limited herein, and does not affect sections thereof that cancel financial liability or limit the payment or retroactivity of any claim, including claims for back wages, or that provide for the final and binding nature of any decisions by an Arbitrator or other grievance resolutions.

It is understood this letter and the parties obligations to reinstate grievances as provided herein can be terminated by either party upon 60 days notice in writing to the other.

It is agreed that none of the provisions will be applicable to any case settled prior to October 1, 2017.

Sincerely,

T. Wright
International Representative
UAW Region 2-B

c: J. Peters

August 12, 2021

Mr. Joe Peters
President, UAW Local 3044

Re: Cleveland-Cliffs Steel Corporation - Rockport Works and UAW
Contract Negotiations

Dear Mr. Peters:

This letter is to confirm that in the event the State of Indiana adopts a statute that legalizes medical and/or recreational marijuana, the parties will meet to discuss an accurate system for testing.

Sincerely,

Derrick Webb, Director Human Resources

September 1, 2021

Mr. Joe Peters
President, UAW Local 3044

Re: Cleveland-Cliffs Steel Corporation - Rockport Works and UAW
Contract Negotiations

Dear Mr. Peters:

This letter is to confirm the Company's intention to staff Outage Support to a level that provides relief to Article 21, Section 5(f)(Outages). This would only be applicable for Outages 24 hours or less.

Sincerely,

Derrick Webb, Director Human Resources

September 14, 2021

Mr. Joe Peters
President, UAW Local 3044

Re: Cleveland-Cliffs Steel Corporation - Rockport Works and UAW
Contract Negotiations

Dear Mr. Peters:

The parties have established a program for one full-time Union Safety Representative. However, if additional safety training is needed, and the parties mutually agree, the Company may add one additional Safety Representative for a period up to 90 calendar days unless extended by mutual agreement between the Parties. This additional representative will be determined by the Company after input and consultation with the Union. The position will be scheduled for a maximum of forty (40) hours per week, and the rate of pay will be determined by the Employee's incumbent rate of pay. The duties assigned will be determined based upon the needs of the Safety Program, and the Representative(s) will report to the Plant Occupational Safety and Health Manager. Employees selected as Union Safety Representative wishing to return to his or her regular position may be required to remain in current role until a replacement is selected and available. Either party can terminate this Agreement upon Thirty (30) days advance written notice.

Sincerely,

Derrick Webb, Director Human Resources

September 24, 2021

Mr. Joe Peters
President, UAW Local 3044

Re: Cleveland-Cliffs Steel Corporation - Rockport Works and UAW
Contract Negotiations

Dear Mr. Peters:

This will confirm the miscellaneous understandings reached in conjunctions with the negotiations of the 2024 agreement:

- The Parties will meet to resolve any ongoing problems an Employee is having with their Company supplied safety shoes. A certified statement from their treating physician may be required in reviewing solutions up to and including reimbursement from an outside provider.
- The Union was advised that the Company continues to evaluate prescription safety glass providers in attempt to continuously improve service.
- The Company will continue to post overtime opportunities for known maintenance crew vacancies on evening and weekend turns.
- Consistent with Article 26, Employees that self-report a drug or alcohol problem/addiction, prior to an incident or testing positive, will continue to be given an opportunity to seek treatment.
- Unpaid, approved funeral leave will not be considered as an occurrence as defined in Article 27.
- Maintenance Employees scheduled M-F 7a-3p will not be unreasonably denied the opportunity to attend a scheduled doctor's appointment with 30 days advanced notice (however, should the Company provide data that the process is being abused, it will be discontinued).
- On Veteran's Day, the Company will make a formal announcement throughout the plant, honoring and recognizing our Veteran's for their service.
- While serving his term, the President will remain an 'active' Employee under Collective Bargaining Agreement.
- When necessary, for voting purposes, the Company will make space available for Local 3044.
- When adequately staffed in Outage Support, the parties will meet and discuss the potential of increasing the limit of Employees for that vacation group.
- Step-up Supervisors & Crew Leaders will not cover miscellaneous absences, vacation or personal days.
- If the Company cancels an Employee's vacation, the parties will meet and discuss reimbursement options.
- Employees working their last scheduled turn prior to a vacation will be ineligible to be held over.
- **Departmental Employees (days & crew) will be allowed to vote on a start and stop time – votes must pass by the majority to change. If changed, that department (crew) will not be able to change the start/stop time for a period of 1 year. Notwithstanding the provisions of Article 11.**
- **The Company agrees that it will make capital and repair and maintenance expenditures at the facility during the term of the agreement to remain competitive in the steel business. It is understood that these expenditures are contingent upon changes in market conditions, projected financial performance, and other capital spending requirements.**
- **OPIP- the Threshold, Target, and Stretch performance award levels under the plan will be increased to 4%, 8%, and 12%, respectively, with a maximum total payout of \$3,000.**
- **Profit Sharing – The pool as described under the plan will be increased from 3% to 6%.**

Sincerely,

Derrick Webb, Director Human Resources

October 1, 2024

Mr. Joe Peters
President, UAW Local 3044

Re: Cleveland-Cliffs Steel Corporation - Rockport Works and UAW
Contract Negotiations

Dear Mr. Peters:

This will confirm the verbal understandings reached in conjunctions with the negotiations of the 2024 agreement:

- **Bulletin Boards:** We will have union bulletin boards installed in our new departments within 30 business days or less.
- **Probationary Evaluations:** During the probationary period, Employees will be evaluated by department management and evaluations will be conducted in person with the probationary Employee and will utilize written evaluation forms developed by the Company.
 - After the completion of the probationary period, the Employee will be eligible for any OPIP payment, otherwise eligible for in the quarter they complete their probationary period.
- **Safety Shoes:** The Parties will meet to resolve any ongoing problems an Employee is having with their Company supplied safety shoes. A certified statement from their treating physician will be required in reviewing solutions up to and including reimbursement from an outside provider with approval from the Safety Department.
- **Substance Abuse:** Consistent with Article 26, Employees that self-report a drug or alcohol problem/addiction, prior to an incident or testing positive, will continue to be given an opportunity to seek treatment.
 - The results of any controlled substance screening tests will be treated as confidential as possible. Any onsite test that results in a "positive" will be sent off for further screening. If further screening is confirmed as a false positive, the Employee will be made whole in all respects.
- **Special Assignments:** Any Special Assignment position will not cover miscellaneous absences, vacation or personal days. Additionally, Employees performing step-up roles will be required to work their standard schedule, as well as, eligible to be forced consistent with the terms and conditions of the Collective Bargaining Agreement.
- **Negotiation Pay:** The parties agree that the bargaining committee will be excused from one week prior to negotiations through ratification of the agreement. Employees will be compensated at 40-hours straight time hourly rate for each week they are off.
- **Apprenticeship Program:** Within 90 days of the effective date of the 2024 Agreement, the Parties will meet to discuss an apprenticeship training program.
- **Bathroom Solutions:** Within 30 days after the ratification date of the 2024 Collective Bargaining Agreement, the Company and the Union will meet to identify necessary and permanent solutions to the Receiving, RST and Fluidcare bathrooms. Such repairs and improvements will be addressed in a timely manner.
- **Tool Storage:** During the course of the 2024 negotiations, the parties discussed the Union's interest/concerns on mechanical tools, tool storage and repairs. The Company will provide the tools and storage necessary for all maintenance Employees to be successful. Additionally, within 30 days of ratification the parties will meet and identify opportunities to improve or expand tool storage areas and areas for repairs that satisfy the business needs of the Company.

- **Health & Safety Rep:** The existing MOA regarding an additional Hourly Health and Safety Representative remains active. The existing Employee will remain as the Hourly Health and Safety Representative who will be placed on full-time leave and compensated forty (40) hours at his incumbent straight-time hourly rate. He will be eligible for voluntary overtime assignments. The Hourly Health and Safety Representative may be removed by ninety (90) days written notice from either party to the other. A decision by the Company under this Article is not subject to the provisions of Article 14, Problem Solving, Grievances, and Arbitration.
- **Training Coordinator:** The Plant Training Committee shall have one (1) full time Training Coordinator who will be responsible for coordination and oversight of the Training Program. The Training Coordinator will be a bargaining unit Employee, subject to approval by the Company. The Training Coordinator shall be compensated at their current grade level rate.

Sincerely,

Derrick Webb, Director Human Resources

Job Descriptions

Grade Level 1 – Operates equipment and performs tasks such as operating labor, general labor, cranes, and light mobile equipment operation and inspection required to support and maintain operations and producing units including receiving, shipping, and distribution of materials. Works with equipment to handle and to transport product and inspect material. Operates equipment associated with producing units, operates material handling equipment, and mobile equipment, (various sizes and types) Supports and assists in maintenance activities.

Grade Level 2 & 3 – Operates equipment and performs tasks that support operations of the various producing units and works with materials and equipment to handle, transport and process product and materials. Directs the flow of material to and from producing units and inspects material. Operates equipment associated with producing units, and operates material handling equipment, such as overhead cranes, and mobile equipment such as tractors, trucks, trains, heavy equipment, loaders, mobile cranes (various sizes and types) etc. Inspects material and supports and assists in maintenance activities.

Grade Level 4 – Operates and is responsible for major producing units and assists Senior Production Technicians as an operating team member. Directs support crew members, and communicates with maintenance, as required to maximize production. Performs and assists in production and maintenance tasks and functions necessary to assure maximum production, quality, and inspection. Assists with maintenance activities as required and coordinates and works with Maintenance Technicians.

Grade Level 5 – Senior Production Technician Operates and is responsible for the performance of all functions on a major producing unit as a member of the operating team. Directs other operating crew members and service areas, and communicates with maintenance, as required, to maximize production. Performs and assists in production and maintenance tasks and functions necessary to assure maximum production, quality, and inspection. Assists with maintenance activities as required and coordinates and works with Maintenance Technicians.

Grade Level 5 – Mechanical Technician Performs mechanical functions as necessary to maintain operating and service equipment using standard and specialized tools and equipment. Makes mechanical repairs and performs preventive maintenance as required. Can operate production equipment in connection with maintenance tasks and provides assistance with operating functions as necessary to optimize safety, product quality, and unit productivity. Works in conjunction with operating technicians and/or other maintenance repairmen in the performance of maintenance tasks.

Grade Level 6 – Electrical Technician Performs electrical functions as necessary to maintain operating and service equipment using standard and specialized tools and equipment. Makes electrical repairs and performs preventive maintenance as required. Can operate production equipment in connection with maintenance tasks and provides assistance with operating functions as necessary to optimize safety, product quality, and unit productivity. Works in conjunction with operating technicians and/or other maintenance repairmen in the performance of maintenance tasks.

Grade Level 6 – Senior Mechanical Technician Leads, coordinates, and performs mechanical functions necessary to maintain operating and service equipment using standard and specialized tools. May utilize special skills or ability to make mechanical repairs, to perform inspections, and to perform preventive maintenance as required. Can operate production equipment in connection with maintenance tasks and provides assistance with operating functions as necessary to optimize safety, product quality, and unit productivity. Works in conjunction with operating technicians and/or other maintenance technicians in the performance of maintenance tasks. Performs and leads maintenance activities, coordinates work with department management and other maintenance technicians and service providers.

Grade Level 7 – Senior Electrical Technician Leads, coordinates, and performs electrical functions necessary to maintain operating and service equipment using standard and specialized tools. May utilize special skills or ability to make electrical repairs, to perform inspections, and to perform preventive maintenance as required. Can operate production equipment in connection with maintenance tasks and provides assistance with operating functions as necessary to optimize safety, product quality, and unit productivity. Works in conjunction with operating technicians and/or other maintenance technicians in the performance of maintenance tasks. Performs and leads maintenance activities, coordinates work with department management and other maintenance technicians and service providers.

- ❖ Quality Standard Operating Procedures (QSOP), Job Safety Health Analysis (JSHA) & Request for Maintenance Service (RMS) are provided for each Labor Grade above to identify 'job specific' tasks.

ROCKPORT	Current Options			
Benefit Schedule	PPO		Health Savings Plan**(with HSA)	
Medical and RX	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible*			*Subject to annual IRS adjustments	
Single	\$250	\$1,000	\$1,350	\$2,700
Per Family	\$500	\$2,000	\$2,700	\$5,400
Coinsurance				
Plan pays/Participant pays	90% / 10%	70% / 30%	90% / 10%	70% / 30%
Out-Of-Pocket Maximum Limit	(includes deductible, coinsurance and copayments per ACA)		** Deductibles, Out-Of-Pocket maximums and maximum annual contributions to HSA can be adjusted annually by Federal Law.	
Single	\$1,000	\$4,000	\$2,250	\$5,000
Family	\$2,000	\$8,000	\$4,500	\$10,000
Other Medical Provisions				
Lifetime Maximum	Unlimited		Unlimited	
Live Health Online (Telemedicine Via live health online)	Subject to Deductible and coinsurance	N/A	Subject to Deductible and coinsurance	N/A
Retail Clinic Visits	Subject to Deductible and coinsurance	Subject to Deductible and coinsurance	Subject to Deductible and coinsurance	Subject to Deductible and coinsurance
Dr. Office Visits	Subject to Deductible and coinsurance	Subject to Deductible and coinsurance	Subject to Deductible and coinsurance	Subject to Deductible and coinsurance
Urgent Care	Subject to Deductible and coinsurance	Subject to Deductible and coinsurance	Subject to Deductible and coinsurance	Subject to Deductible and coinsurance
Emergency Room	Subject to Deductible and coinsurance	Subject to Deductible and coinsurance	Subject to Deductible and coinsurance	Subject to Deductible and coinsurance
Mental Health Care and Substance Abuse	Subject to deductible and coinsurance (number of visit limitations remain unchanged)	Subject to deductible and coinsurance (number of visit limitations remain unchanged)	Subject to deductible and coinsurance (number of visit limitations remain unchanged)	Subject to deductible and coinsurance (number of visit limitations remain unchanged)
Hearing Exam and Hearing Aids	Subject to deductible and coinsurance up to \$1,000 every 5 years		Subject to deductible and coinsurance up to \$1,000 every 5 years	
Preventive Care	ACA Provisions apply - 100% (not subject to deductible)	Not Covered	ACA Provisions apply - 100% (not subject to deductible)	Not Covered
	Note: ACA preventive services are subject to review and modification by the USPSTF and this plan will be changed to comply as required.		Note: ACA preventive services are subject to review and modification by the USPSTF and this plan will be changed to comply as required.	
Prescription Drugs				
	Express Scripts National Preferred Formulary applies.		Express Scripts National Preferred Formulary applies.	
	Specialty drugs must be purchased through Accredo, Express Scripts specialty drug division.		Specialty drugs must be purchased through Accredo, Express Scripts specialty drug division.	
Retail Pharmacy	Carved out of Medical Patient pays copays	Not Covered	Combined with medical. Paid at 90% after deductible	Not Covered
Generic	\$10			
Preferred Brand	\$20			
Non Preferred Brand	\$35			
Mail Order				
Generic	\$20			
Preferred Brand	\$40			
Non Preferred Brand	\$70			
Prescription Out of Pocket Limit				
Single	\$3,300			
Family	\$6,600			
Weekly Premiums	PPO		Health Savings Plan (with HSA)	
Single	\$15		\$3	
Family	\$30		\$5	
* Family deductible means that in the PPO a family pays \$500 in aggregate before anyone is in benefit.	Employees who elects the BCN plan or the PPO plan for out-of-service area participants may not have a Health Savings Account because the plans do not qualify under IRS rules for HSAs		Optum Bank	
			Company Fixed Annual Contribution:	
			Single	\$500
			Two Person	\$1,250
			Family	\$1,250
			Additional Performance-Based Company Contribution according to attainment of Management Incentive Plan Financial Goal at:	
			Single	\$500
			Two Person	\$1,675
			Family	\$2,850

Dental		
Annual Deductible (excluding preventative& ortho)	\$50 Single \$100 Family	
The Plan Pays***	80%	
Annual Maximum	\$2,500	
Orthodontia Lifetime Max	\$2,000	
****The Plan pays 80% after the deductible is met for certain covered services, such as dental x-rays, teeth extractions, fillings, and oral surgery		
EyeMed Vision Care Select Plan		
Benefits Provisions	Network (Member Pays)	Out-of-Network
Exam with dilation as necessary	\$0 copay	Plan pays \$35
Frames	80% of balance over \$75	Plan pays \$25
Standard Plastic Lenses		
Single Vision	\$0 copay	Plan pays \$25(per lens)
Bifocal	\$0 copay	Plan pays \$30(per lens)
Trifocal	\$0 copay	Plan pays \$35(per lens)
Standard Progressive	\$65 copay	Plan pays \$35(per lens)
Lens Options		
UV Coating	\$15 copay	N/A
Tint(Solid and Gradient)	\$15 copay	N/A
Standard Scratch Resistant	\$15 copay	N/A
Standard Polycarbonate	\$40 copay	N/A
Standard Anti-Reflective	\$45 copay	N/A
Other Add-ons and Services	80% of retail price	N/A
Contact Lenses		
Conventional	85% of balance over \$80	Plan pays \$80(per pair)
Disposable	Balance over \$80	Plan pays \$80(per pair)
Standard Fit and Follow up	\$40 copay	N/A
Premium Fit and Follow up	90% of charge	N/A
Benefit Period	Every 12 months for exams and lenses Every 12 months for frames or contact lenses	
Life Insurance	All Employees	
Employee Basic Life Insurance	\$62,500	
Basic AD&D	\$50,000	
Dependent Basic Life Insurance	\$3,000/\$1,000	

<u>SENIORITY</u>	<u>FIRST NAME</u>	<u>LAST NAME</u>	<u>C.S.D</u>	<u>HRIS</u>	<u>JOB TITLE</u>	<u>DEPT</u>	<u>VENDOR SERVICE DATE</u>
8	ROBERT	LITKENHUS	10/13/1997	1609143	ELECT TECH/ SAFETY	GALV LINE - PLANTWIDE	
18	JEFFREY	FRANCE	1/5/1998	1618743	ELECT TECH	GALV LINE	
38	CHRIS	BERRY	6/15/1998	2210543	MAINT TECH	PICKLE	
62	PATRICK	BURCH	3/8/1999	1999243	ELECT TECH	COLD MILL	
67	TOMMY	SEBASTIAN	8/16/1999	2300943	ELECT TECH	PICKLE	
78	WILLIAM	ROBERTS	9/20/1999	1763543	MAINT TECH	COLD MILL	
82	JOHNNIE	KEENER	5/22/2000	1774743	ELECT TECH	PICKLE	
172	JEFF	GOODWIN	1/1/2016	1778900	SR ELECT TECH	GALV LINE	2/23/1998
173	RUSSELL	KILLMAN	1/1/2016	1773600	SR MAINT TECH	INFRA	3/2/1998
174	JEFFERY	SCHAEFER	1/1/2016	1770700	SR ELECT TECH	INFRA	3/2/1998
175	DERON	STAFFORD	1/1/2016	1770900	SR ELECT TECH	INFRA	3/2/1998
176	WILLIAM	LYLES	1/1/2016	1780800	SR ELECT TECH	COLD MILL	3/16/1998
177	KERRY	DAVIS	1/1/2016	1769800	SR ELECT TECH	COLD MILL	3/24/1998
178	JEFFREY	FERGUSON	1/1/2016	1780500	EXPEDITOR	PICKLE	5/5/1998
180	JOSEPH	FORLER	1/1/2016	1774900	SR ELECT TECH	COLD MILL	6/30/1998
181	DONNIE	PLUMMER	1/1/2016	1774100	EXPEDITOR	GALV LINE	7/9/1998
182	PATRICK	CLARK	1/1/2016	1771800	SR ELECT TECH	COLD MILL	7/25/1998
183	JAMES	JOHNSON JR	1/1/2016	1775300	MAINT TECH	EXPEDITOR	7/30/1998
186	DENNIS	STRAHL	1/1/2016	1775600	SR ELECT TECH	COLD MILL	9/14/1998
189	BRADLEY	COOK	1/1/2016	1773100	SR ELECT TECH	GALV LINE	12/14/1998
190	JEFF	CECIL	1/1/2016	1778600	SR MAINT TECH	COLD MILL	10/18/1999
192	PAUL	BERRY	1/1/2016	1781400	SR ELECT TECH	COLD MILL	12/1/1999
193	KEVIN	LAMEY	1/1/2016	1773800	SR MAINT TECH	COLD MILL	12/27/1999
194	BRUCE	BROTHERS	1/1/2016	1774600	SR MAINT TECH	INFRA	4/3/2000

195	CHRIS	MCKINLEY	1/1/2016	1773900	SR MAINT TECH	GALV LINE	4/5/2000
196	BRUCE	ELDER	1/1/2016	1772200	SR ELECT TECH	INFRA	9/11/2000
201	STEVE	SABELHAUS	1/1/2016	1772600	SR MAINT TECH	PICKLE	4/6/2002
202	PAUL	HIGDON	1/1/2016	1779100	SR MAINT TECH	INFRA	1/1/2001
203	WILLIAM	HOWARD	1/1/2016	1781800	EXPEDITOR	PICKLE	11/15/2004
204	JOSHUA	CLARK	1/1/2016	1769500	SR MAINT TECH	INFRA	1/10/2005
205	BRIAN	EVANS	1/1/2016	1773300	SR MAINT TECH	INFRA	3/14/2005
207	THOMAS	RHINERSON	1/1/2016	1782400	SR MAINT TECH	COLD MILL	10/2/2006
208	BRANDON	SEVERS	1/1/2016	1774300	SR MAINT TECH	GALV LINE	10/2/2006
209	ERIC	ADKINS	1/1/2016	1776200	SR MAINT TECH	GALV LINE	2/19/2007
210	ANTHONY	BAKER	1/1/2016	1778500	SR ELECT TECH	INFRA	9/10/2007
213	ROBERT	EDWARDS	1/1/2016	1772100	SR ELECT TECH	PICKLE	7/28/2008
214	DARRYL	DUNCAN	1/1/2016	1774800	SR MAINT TECH	PICKLE	7/27/2009
215	MATTHEW	SIMS	1/1/2016	1772700	SR MAINT TECH	INFRA	8/18/2009
216	HARRY	CLAISE	1/1/2016	1778700	SR MAINT TECH	COLD MILL	8/24/2009
217	JONATHAN	KLUEH	1/1/2016	1773700	SR MAINT TECH	COLD MILL	10/12/2009
218	JOSHUA	DECKER	1/1/2016	1778800	SR ELECT TECH	PICKLE	10/26/2009
219	AARON	CROSS	1/1/2016	1773200	SR MAINT TECH	PICKLE	11/2/2009
220	SCOTT	FULKERSON	1/1/2016	1769900	SR MAINT TECH	INFRA	11/30/2009
222	SCOTT	DEWITT	1/1/2016	1771900	SR ELECT TECH	INFRA	2/1/2010
223	RONALD	CASEBEER	1/1/2016	1781100	SR ELECT TECH	PICKLE	6/7/2010
225	WILLIAM	MINGUS	1/1/2016	1770500	SR MAINT TECH	GALV LINE	7/26/2010
227	KEVIN	HUFFMAN	1/1/2016	1775200	SR MAINT TECH	INFRA	9/7/2010
228	JODY	HOWARD	1/1/2016	1777100	SR ELECT TECH	INFRA	4/11/2011
229	KEVIN	WEIGAND	1/1/2016	1774500	SR MAINT TECH	COLD MILL	7/5/2011
230	STEPHEN	REED	1/1/2016	1781000	SR MAINT TECH	COLD MILL	8/1/2011

234	CODY	REED	1/1/2016	1770600	SR ELECT TECH	INFRA	5/14/2012
235	JERON	PARKER	1/1/2016	1775500	SR MAINT TECH	INFRA	8/27/2012
236	MICHAEL	EVANS	1/1/2016	1776300	SR MAINT TECH	PICKLE	10/1/2012
238	JARED	FULTON	1/1/2016	1776600	ELECT TECH	GALV LINE	10/7/2013
239	JON	RICHARDSON	1/1/2016	1777900	SR ELECT TECH	INFRA	6/9/2014
240	KEITH	HAMILTON	1/1/2016	1773400	SR MAINT TECH	INFRA	6/9/2014
244	MICHAEL	HOWARD	1/1/2016	1775100	SR MAINT TECH	PICKLE	1/5/2015
245	AUSTIN	GRAY	1/1/2016	1770100	SR ELECT TECH	INFRA	4/13/2015
246	JEREMY	MAY	1/1/2016	1782200	SR MAINT TECH	GALV LINE	5/11/2015
247	GREGORY	COULTAS	1/1/2016	1780300	SR ELECT TECH	PICKLE	5/26/2015
248	AUSTIN	GOETZ	1/1/2016	1775000	SR ELECT TECH	GALV LINE	5/26/2015