

The logo features the words "STEEL UNITED" in a bold, yellow, sans-serif font. The text is set against a dark blue background that includes a stylized, yellow silhouette of a steel mill or furnace structure.

> CLEVELAND CLIFFS

#6

BARGAINING UPDATE

August 28, 2026

Here are where things stand and what's at stake:

- **Wages:** After five long weeks of bargaining, Cliffs still has not proposed any wage increases yet. We have not yet made a wage proposal waiting for Cliffs to agree to our other economic proposals.
- **CapEx:** Cliffs has not made clear commitments to invest in our facilities or our future. The company has not presented proposals regarding CapEx (capital expenditures) or R&M (repair and maintenance).

Fighting to Protect:

- **Healthcare:** After weeks of negotiations, the company has recently proposed a healthcare plan that would mean paying monthly premiums and thousands more in deductibles while receiving less coverage. We made it clear that premium-free healthcare has long been a part of our compensation package.
- **Retiree Healthcare:** The company is proposing significant changes by moving non-Medicare retirees to a high-deductible health plan.
- **Incentives/Production Bonuses:** Cliffs is asking us to give up a proven part of our pay by eliminating our current incentive programs and replacing them with a new profit-sharing plan. It's an unacceptable proposal. We have already experienced long stretches without profit-sharing payouts, including

seven quarters in a row over the course of our current BLA (basic labor agreement).

- **Your Earned Time Off:** The company wants to force us to use up to one week of vacation when we take FMLA leave. The company is proposing to run FMLA leave concurrently with both Workers' Compensation and S&A (Sickness & Accident) benefits.

Progress:

- **Health and Safety:** We have reached tentative agreements with regard to health and safety including new protections against the abuse of drug and alcohol testing.
- **Other Issues:** Improved language on the company's obligation to improve training; selected two new arbitrators for the Board of Arbitration and improved the language.

We still have many other open issues including pensions, additional time off and contract language. **The bargaining committee continues to fight for fair wages, affordable healthcare, retirement security, and a strong future for our facilities.**

Show your support by displaying a "Fair Contract Now" sign in your vehicle while parked at work. Every visible act of unity sends a powerful message that we stand together and support our bargaining committee in the fight for a fair contract.