STEEL UNITED

UNITED STEELWORKERS USW › CLEVELAND CLIFFS #7

BARGAINING UPDATE

September 4, 2026

Negotiations are moving forward, and here's where we stand:

- Bargaining continues while we are under a contract extension.
- We've made progress on some issues but there's still work to be done.
- The company's response is disappointing.
- We will break as we head into the Labor Day weekend. Negotiations resume on Tuesday, September 8.

We remain committed to the bargaining process and will keep fighting for the fair contract we deserve. Thank you for all of the support!

Stay informed. Stay engaged. Stay united.

To get text updates, text ccsteel to 47486.

UNITED STEELWORKERS

USW > CLEVELAND CLIFFS

#8

BARGAINING UPDATE

September 12, 2026

Bargaining continued this week. While we have made significant progress on several important issues, substantial differences remain. The "Fair Contract Now" signs displayed throughout our workplaces have been a visible demonstration of the unity behind our Bargaining Committee and have definitely been noticed by management!

One area where we have made important progress is retiree healthcare. The company has now agreed to maintain group healthcare coverage for both current and future retirees. This helps protect our retirement benefits.

While much of the attention has been on economic issues, we have made progress in other areas. As shared in earlier updates, we have reached tentative agreements on safety, training, and contract language, including new protections against the unfair use of drug and alcohol testing and stronger language on the company's training obligations. We have also improved contract language to strengthen member protections and make our agreement more enforceable.

However, serious issues remain unresolved.

After weeks of pushing a proposal that would have forced everyone into a high-deductible health plan, the company has finally backed away from that demand. But they are still demanding major healthcare concessions for active employees and pre-Medicare retirees. Their proposal would:

- require significant monthly premiums
- increase deductibles, and
- move our current 90/10 plan to an 80/20 plan

These changes would force us to pay significantly more out of our own pockets for healthcare.

The company is still proposing to eliminate our incentive plans.

And the company still has not proposed any wage increases and has not responded to our proposal to improve pensions.

While progress has been made, the company must make meaningful movements.

Negotiations will break on Sunday, Sept. 13, and resume on Thursday, Sept. 17. We remain committed to reaching a fair agreement. The strength and unity you have shown continues to strengthen our position in bargaining. We hope Cliffs begins making meaningful movements in the coming sessions. If not, we will continue to escalate our solidarity actions.

Beginning next week, watch for our "We Support Union Workers" signs as we build visible community support for a fair contract. Pick one up from your CAT member when the signs become available, and ask local businesses to display a sign in support of union workers and a fair contract. Every sign, every conversation, and every visible act of solidarity sends a message that all of us and our communities expect meaningful movement at the bargaining table.

Stay informed. Stay engaged. Stay united. Stay safe. The fight continues.