UNITED STEELWORKERS USW › CLEVELAND CLIFFS

STEEL UNITED

BARGAINING UPDATE

USW/Cleveland-Cliffs | November 6, 2026

Tentative Agreement Reached

Thanks to the solidarity of the membership, we have reached a tentative agreement with Cleveland-Cliffs management on a new, **four-year contract** that features **major economic and contract language improvements** reflecting the essential nature of our hard work.

As soon as possible we will prepare a summary and our negotiating committee will submit the tentative agreement for your consideration and approval. This update provides highlights of the tentative agreement.

Wages:

The proposed agreement improves base wages by **more than 18% over current rates** during the Term of the Agreement.

BLA - Base Rates of Pay

Labor Grade	Current	09/06/26	09/05/27	09/03/28	09/02/29
% Increase	-----	5%	4%	4%	5%
1	$28.51	$29.94	$31.13	$32.38	$34.00
2	$31.21	$32.77	$34.08	$35.44	$37.22
3	$34.32	$36.04	$37.48	$38.98	$40.93
4	$36.12	$37.93	$39.44	$41.02	$43.07
5	$38.37	$40.29	$41.90	$43.58	$45.75

In addition to the wage increases, a Lump Sum Payment of $4,000 payable on January 4, 2027.

In addition, each of the facilities that have separate contracts (Tek & Kote, Mansfield, Toledo Iron Units, Columbus Coatings and the Office & Technical groups) will receive the same wage increases and have made improvements to their contracts as well.

Benefits:

The tentative agreement maintains the premium free health insurance we all rely on and protects current and future retirees from cost increases. There are no employee premiums and some minor changes to the health plan design and we have maintained the Health Awareness Initiative to cover the deductibles for the term of the proposed agreement.

Job Security:

Cliffs has committed to invest a minimum of **$4 billion** into our USW represented facilities over the course of the tentative agreement. Each Local Union discussed with management the plans for Capital at each of their facilities.

Pensions:

Because the Steelworker Pension Trustees agreed to an increase in the BAR rate, SPT participants will receive a significant increase in pension. We were also able to achieve an increase in the multiplier for participants in the Defined Benefit Plan.

Other Issues:

We have maintained and updated our inflation protection clause, the grievance and arbitration procedures, expanded the bereavement leave, increased ICD funding and improved safety and training provisions.

Next Steps:

Members of our negotiating committee will now return to their plants and begin the ratification process and scheduling of explanation meetings.

We will prepare a more detailed summary in the coming days for you to review with ballots and instructions for voting in the ratification and copies of the proposed agreement will be available at your local union.

Please continue to work safely and look for announcements from your local union on dates and times for information meetings.