

## USW Responds to Benefits Proposal

(July 31) – The USW’s Benefits Committee this week responded to the company’s benefits proposal and presented the union’s counterproposal.

The USW negotiating team explained that the union would be flexible and willing to solve problems, but that the USW was not interested in large employee health care premiums or the dramatic deductibles and out-of-pocket maximums laid out in the company’s proposed Consumer Driven Health Care Plan (CDHP).

The USW also repeated that it is deeply skeptical of the company’s proposal to shift Medicare-eligible retirees from the U.S. Steel-sponsored group plan to purchase individual plans from a private vendor.

The committee also presented a series of proposals to solve administrative issues with pension application, surviving spouse benefits, FLMA and S&A benefits. The union’s proposal also included:

- 3-month health insurance continuation for junior employees on layoff;
- Health care continuation for dependents of employees killed in workplace accidents;
- SUB benefit duration recharge for each subsequent layoff;
- SPT contribution for employees working 32 layoff minimization schedules; and
- Pension improvements.

The committee explained to the company that our members value and are committed to preserving high-quality, affordable health care benefits. We also reminded the company that a good benefit package allows it to recruit and retain the kind of highly skilled and committed work force necessary to innovate and compete in the global marketplace.

The two sides are scheduled to resume benefits discussions next week.

In Solidarity,

Your 2015 U.S. Steel Bargaining Committee

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