

July 9, 2018

2nd QTR 2018 – HOT ROLL BONUS PLAN

The USW and ArcelorMittal have developed the following Alternative Wage Understanding that will provide fair wage compensation in the event that adequate pricing returns to the market. We have agreed, when the average quarterly price for Hot Rolled Steel meets or exceeds \$600 a ton, as per the American Metal Market, there will be a lump sum bonus payment made to each eligible employee per the schedule below:

Hot Rolled Steel price U.S. Ton	Payment Per Eligible Hour
\$600 - \$650.99	\$0.50
\$651 - \$700.99	\$0.75
\$701 - \$750.99	\$1.00
Above \$751	\$1.25

Average for 2016 was \$521.63 and Average for 2017 was \$620.10

Below are the monthly averages for Hot Rolled Steel as per the 2015 BLA: 2nd QTR 2018
Steel prices continue to be favorable.

Month	Hot Roll Price Ton
April	\$863.60
May	\$879.20
June	\$902.00
Q2 - Average	\$881.60

The Hot Rolled Steel Price Bonus will be paid within thirty (30) days of the publishing of the American Metal Market average. Hours shall include all hours actually worked (including vacation and holiday hours). Payment for eligible hours worked in the second quarter will be **\$1.25 per hour**.



PT/sv

Pete Trinidad, Sr., President
USW Local 6787