**USW D&D Summary of Company Last Best and Final Offer**

1. **TA proposal 1** – Adding Taxi driver language to classification for B Rates.
2. **TA proposal 2** *-* The Company withdraws the proposal to eliminate the Cost of Living Allowance to modify the CBA to delete all references thereto.
3. **TA proposal 3** *-* The Company withdraws the Proposal 3 as it has been superseded by the August 19, 2025 “Memorandum of Agreement: Termination of Pension Plan, Non-Elective Contributions to the 401(k) Plan for Pension Plan participants and Retirement Bonuses.
4. **TA proposal 4***-* The Company withdraws the Proposal 4 as it has been superseded by the August 19, 2025 “Memorandum of Agreement: Termination of Pension Plan, Non-Elective Contributions to the 401(k) Plan for Pension Plan participants and Retirement Bonuses.
5. **Proposal 5** – Company is offering the Steelworkers Health and Welfare Fund Insurance Plan. See attached Plan as well as our current plans with cost comparisons and deductible changes. These elections do not apply to those grandfathered employees.
6. Those participating in the 250 plan will have the option of the H&W F PPO 80/60 (Option 2). Closed to all others
7. **All non-grandfathered members (including those participating in the 250 plan) will have option of the USW H&WF PPO 90/70 (Option 3). This is a one-time selection.**
8. USW H&W F PPO 80/60 (Option 4)
9. USW H&W F QHDHP (Option 5).
10. Please refer to the attached coverages.
11. Those in the QHDHP option the company will contribute $1000 for an employee participating as a single employee, $1500 for employees and spouse, and $2000 for an employee and child(ren) or family.
12. 25% Cost Share on Medical, Dental and Vision
13. **Proposal 6**- GWI wage rates for all effective October 1, 2025 upon ratification (keeping COLA):

 October 1, 2025 – 3%

 October 1, 2026 – 2.5%

 October 1, 2027 – 2.5%

 October 1, 2028 – 2%

 October 1, 2029 – 2%

1. Employees will now be eligible to receive the 5.8% non-elective contribution (NEC) on paid time off (PTO), excluding PTO cash out.
2. It is expected that SOCCo will adopt all wages and benefit terms negotiated by the Joint Alliance Committee and ratified by the USW. Both parties agree that this Last, Best, and Final Offer does not in any way compromise the initiative between SOCCo and the USW for transition discussions.