OUR PROPOSAL AT A GLANCE

U. S. Steel

U. S. Steel negotiations for a new Collective Bargaining Agreement are underway.

Our initial proposal is built around protecting what employees value most while investing in the future.

Key Elements of the Proposal:

AGREEMENT TERM

- **Five-year agreement** (Sept. 1, 2026 – Sept. 1, 2031)
- Provides greater **long-term stability and certainty** for employees and their families

WAGES

- Approximately **18.2%* total wage growth** over the life of the agreement
- **Base pay increases** every year

YEAR 1: + 4%	YEAR 2: + 3%	YEAR 3: + 3%	YEAR 4: + 3%	YEAR 5: + 4%

RETIREMENT BENEFITS

- **Your retirement remains stable** – no changes to the Carnegie Pension Plan or Steelworker Pension Trust

PROFIT SHARING

- The profit-sharing calculation remains unchanged
- **Uncapped earning opportunity** continues

RATIFICATION BONUS

- **$4,000 bonus** for eligible employees following contract ratification

HOLIDAYS & VACATION

- **No changes to holiday benefits**
- Existing vacation eligibility schedule remains unchanged

During the course of bargaining, the Company will make additional proposals regarding benefits and other terms and conditions of employment.

**Compounded average over 5 years*

Visit **negotiations2026.uss.com** for updates.

As of July 20, 2026