

OUR PROPOSAL AT A GLANCE



U. S. Steel negotiations for a new Collective Bargaining Agreement are underway. Our 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 19.3%* 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: +5%
 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				

Additional proposals regarding benefits and other terms and conditions of employment have been made and remain under discussion.