



LOCAL UNION 4974

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Membership Update – May 13, 2009

Profit Sharing 1st Quarter 2009

The Four USW Local Unions representing the hourly Employees at Cliff's operations have received the attached (posted at WWW.LOCAL4974.ORG) profit sharing results for the 1st quarter of 2009. Cliff's calculations show the profit sharing payout per eligible hour to be **\$0.00 x Eligible Hours = Payout.**

Profit Sharing 4th Quarter 2008

The Four USW Local Unions representing the hourly Employees at Cliff's Michigan and Minnesota operations have unanimously agreed to contest the calculations as provided by Cliffs for the 4th Quarter of 2008. The USW International Union is in the process of hiring an independent accounting firm to review this profit sharing calculation.

Crew Coordinator Postings

Postings for Crew Coordinators attached (posted at WWW.LOCAL4974.ORG) are going up Wednesday May 13th. Anyone interested in being a crew coordinator in 2009 must sign for the position. If you are on voluntary layoff and have an interest in being a crew coordinator in 2009 you MUST sign for this position.

Shift and Area Moves

The range wide annual shift and area moves for 2009 occurred commencing Sunday May 10th.

Vacation Allotments & Scheduling

Vacation allotments have been agreed upon by the Union and Company. Scheduling has started in all classifications and/or areas. If you are out on layoff (primarily voluntary layoff people) please contact Julie Mathews at 475-3607 if she has not already contacted you to schedule vacations. We need to keep this process moving along for the benefit of all employees. If Management does not have a contact number for you please call and provide one to them.

Voluntary Layoffs

The current ten week voluntary layoff will end on Saturday June 27th. Your Union has approached the Company requesting that the Union and Management representatives meet and discuss the possibility of an additional voluntary layoff. Management has committed to scheduling a meeting to discuss additional voluntary layoffs with the Union in the latter part of May. We will always try to limit involuntary layoffs in favor of voluntary layoffs.

\$25.00 Reduction in SUB Benefit

Your Local Union requested that Cliffs not reduce the SUB benefit by an amount equal to the \$25.00 increase provided by the American Recovery and Reinvestment Act of 2009. Please see our letter and the Company and your Legislators response (posted at WWW.LOCAL4974.ORG).

Family Medical Leave Act (FMLA)

Commencing January 1st 2009 if you are out of work on Sickness & Accident Insurance (S&A) or Workers Compensation (Comp) you will be simultaneously using your 12 week annual entitlement of FMLA. This has

changed as a result of our Profit Sharing being obtainable to those out on FMLA.

Monthly Union Meeting

The next regular monthly meeting will be held as listed below.

Monday June 15th at 4 pm

This meeting has been moved back one week from our normal date do to conflicting scheduling with training for your Local Union Officers. The meeting notices are also posted at WWW.LOCAL4974.ORG.