



United States Steel Corporation
Great Lakes Works
#1 Quality Drive
Ecorse, MI 48229
Tel: 313.749.2670
E-mail: MTade@uss.com

Mark E. Tade
Director
Employee Relations

June 8, 2020

Via Electronic Mail (Blakleyj1@michigan.gov)
with Courtesy Copy via Overnight Delivery



Jimelle Blakley
TAA/Rapid Response Section Manager
Department of Labor and Economic Opportunity - Workforce Development
201 N Washington Sq 5th Floor
Lansing, MI 48913

Dear Ms. Blakley:

The purpose of this letter is to notify you of employment losses resulting from the Company's decision to indefinitely reduce operations of the Pickle Line, the Cold Mill, and the Finishing Division at its Great Lakes Works. These actions are a result of the sudden, dramatic, and unexpected decline in business conditions and the unexpected continuation thereof, including reduced demand for the Company's products, resulting from the worldwide COVID-19 pandemic, which was both out of the Company's control and not reasonably foreseeable. These actions are separate and distinct from the indefinite idling of the Ironmaking, Steelmaking, and Hot Strip Mill rolling facilities and associated employment losses of which you were notified on December 19, 2019. Following is information relevant to this matter.

- Name and address of employment site where employment losses will occur:

Great Lakes Works
#1 Quality Drive
Ecorse, MI 48229

- Planned Action: Indefinite reduction of operations of the Pickle Line, the Cold Mill, and the Finishing Division with associated employment losses.
- Names of units which are affected: The planned action will result in employment losses throughout the Pickle Line, the Cold Mill and Finishing Division, and in other supporting departments at Great Lakes Works.
- Due to weak business conditions resulting from the worldwide COVID-19 pandemic, the Pickle Line, the Cold Mill, and the Finishing Division have been operating intermittently, causing layoffs and/or a reduction in hours of work for some employees in these areas beginning May 3. As previously communicated to employees and union representatives, these employment impacts were expected to be of short durations (i.e., less than six months). However, due to continued weak demand for the products made in these facilities resulting from the ongoing COVID-19 pandemic and new uncertainties about when orders for such products will improve, which was not reasonably foreseeable when the layoffs commenced, it is now anticipated that these employment impacts, and future impacts in these areas, could exceed six months in duration. Additional employment losses

associated with the planned action are expected to continue periodically while the underlying business conditions last.

- The attached list identifies the titles of the positions and the number of employees in each position who will or may be affected by the planned action.
- Existence of bumping rights: Pursuant to applicable labor agreements.
- Name, address and telephone number of Company representative to contact for further information:

Mark E. Tade
Director - Employee Relations
United States Steel Corporation
Great Lakes Works
#1 Quality Drive
Ecorse, MI 48229
313-749-2670

- Notices are also being sent to:

Michael D. Bowdler
Mayor
City of River Rouge
10600 W. Jefferson Ave.
River Rouge, MI 48218

Lamar Tidwell
Mayor
City of Ecorse
3869 W. Jefferson Ave,
Ecorse, MI. 48229

Thomas M. Conway
International President
United Steelworkers
Five Gateway Center
Pittsburgh, PA 15222

The information in this notice is based upon the best information available to the Company as of this date and is being provided as promptly as practicable in light of the current business circumstances.

Very truly yours,



Mark E. Tade

Represented

Employees Receiving Initial WARN Notification

Position	# Employees
<i>Production & Maintenance</i>	
Operating Technician I	51
Operating Technician II	22
Senior Operating Technician	3
Utility Technician	112

Employees Below Were Included in Previously issued WARN Notification on December 19, 2019

Position	# Employees
<i>Office & Technical</i>	
Analytical/Technical I	23
Clerical II	6
<i>Plant Protection</i>	
Security I	1
Security III	16
<i>Production & Maintenance</i>	
Maintenance Technician	291
Operating Technician I	33
Operating Technician II	2
Utility Person	15
Utility Technician	50

Non-Represented

Employees Receiving Initial WARN Notification

Position	# Employees
Area / Department Manager	3
Supervisor / Coordinator	4
Shift / Process Manager	24
Administrative Assistant / Associate	1

Employees Below Were Included in Previously issued WARN Notification on December 19, 2019

Position	# Employees
General Manager	1
Plant Manager / Director	7
Area / Department Manager	21
Supervisor / Coordinator	10
Shift / Process Manager	23
Consultant	6
Analyst / Planner	13
Process Control / Application Architect	7
Process Control Engineer	6
Quality Engineer	6
Environmental Engineer	3
Network / Systems / Security Administrator	5
Reliability Specialist	3
Project Manager / Specialist	1
Labor / Employee Services Representative	2
Safety / Industrial Hygiene Specialist	1
Technician	1
Management Associate	2
Administrative Assistant / Associate	3
Student	1



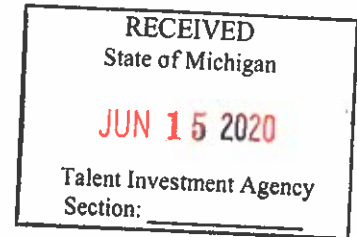
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Department of Labor and Economic Opportunity - Workforce Development
201 N Washington Sq 5th Floor
Lansing, MI 48913



Dear Ms. Blakley:

On December 19, 2019, the Company provided you with notice of employment losses resulting from its indefinite idling of the Ironmaking, Steelmaking and Hot Strip Mill rolling facilities at its Great Lakes Works. As indicated in the December 19, 2019 notice, employment losses associated with the Ironmaking and Steelmaking facilities commenced on April 5, 2020 and continued as those facilities were safely idled. In the December 19, 2019 notice, you were advised that the idling of the Hot Strip Mill rolling facility and associated employment losses were expected to occur before the end of 2020. The purpose of this letter is to update the December 19, 2019 notice with respect to the Hot Strip Mill rolling facility.

Please be advised that the Hot Strip Mill rolling facility is now expected to complete operations and begin its indefinite idling on June 27, 2020. Employment losses associated with the idling of this facility are expected to commence on June 28, 2020 and will continue for several weeks as the facility is safely idled. The list attached to the December 19, 2019 notice identifies the titles of the positions and the number of employees in each position who will or may be affected by the idling.

The timing of the actions related to the Hot Strip Mill rolling facility are a result of the sudden, dramatic, and unexpected decline in business conditions, including reduced demand for the Company's products, resulting from the worldwide COVID-19 pandemic, which was both out of the Company's control and not reasonably foreseeable.

This update is also being sent to Thomas M. Conway, International President - USW; Michael D. Bowdler, Mayor - City of River Rouge; and Lamar Tidwell, Mayor - City of Ecorse.

The information in this update is based upon the best information available to the Company as of this date and is being provided as promptly as practicable in light of the current business circumstances. If you have any questions or require further information, please contact me.

Very truly yours,

Mark E. Tade