

August 31, 2012

T.A.
AW
JW

September 1, 2012

Messrs.: Lonnie Asher, President
Jim Flores, Chairman Grievance Committee

USW Local 1011
3629 Euclid Ave.
East Chicago, IN 46312

This will confirm our understanding that the Outside Entities can continue to perform the work listed below and the Union will not seek to challenge this work no earlier than six (6) months prior to the expiration date of the 2012 Basic Labor Agreement.

1. Stevedoring activities including all barge loading and unloading. This does not include current, traditional work performed by the bargaining unit associated with barge loading/unloading.
2. Terminal lagoon dredging and spoil management work
3. Blast Furnace and BOF slag processing, slag digging and related material handling work related to slag processing
4. Loading and removal of Caster tundish rubble

Sincerely,

Wendell Carter
Vice President, Indiana Harbor

Confirmed:

Lonnie Asher
President, USW Local 1011

Jim Flores
Chairman, Grievance Chair Local 1011