

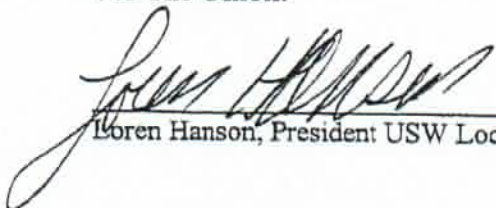
**Memorandum of Agreement
Between
Mittal Steel USA, Indiana Harbor
And
United Steelworkers – Local Unions 1010 and 1011
Concerning
Indiana Harbor Facilities Craft Job Opportunities**

1. The purpose of this agreement is to improve the utilization of the Indiana Harbor Facilities East (IHFE represented by L.U. 1010) & Indiana Harbor Facilities West (IHFV represented by L.U. 1011) workforce by expanding the opportunity for craft employees from either facility to bid on craft permanent vacancies posted on each side of the plant.
2. Craft permanent vacancies in IHFE and IHFW shall be opened to bidders from both IHFE and IHFW with first priority being given to qualified bidders in seniority order from the facility where the vacancy exists. Should there be no qualified bidders in the facility where the vacancy exists then the vacancy will be offered to qualified bidders in seniority order from the alternate facility. Such permanent vacancies may continue to be filled from the original list of bidders for a period not to exceed 90 days from the date of the initial posting. If any vacancies still remain after 90 days, those vacancies will be reposted.
3. The parties agree that any employee that permanently transfers to the IHFW or IHFE under the terms of this agreement shall be covered by the same SUB, employment security, sickness and accident, health care, life insurance, 401k and pension plans as his/her original Basic Labor Agreement (BLA) provides and shall use his/her corporate hire date(s) to measure years of service for all purposes under those plans. Such employee(s) original corporate seniority date continues to accrue for all purposes. Employees who bid back and become established in their original facility will use their corporate seniority date all purposes.
4. The parties agree that any employee from IHFE that permanently transfers to the IHFW under the terms of this agreement shall have their vacation entitlement (number of weeks allowed) as he/she had prior to such transfer determined using their corporate hire date.
5. Employees transferring from the IHFE or IHFW to the alternate facility shall be given a new plant service date which shall apply to all other seniority entitlements under the terms of the existing BLA including vacation preference, shift preference, layoff, promotion, demotion, and/or any other provision using plant seniority.

6. The reversion period applicable to all vacancies posted under the terms of this agreement shall be 30 calendar days from the date of transfer commencing with the first day worked on the new occupation.
7. Employees transferring under this agreement will continue to accrue Plant Service for seniority purposes at his/her home plant (IHFE or IHFW) in accordance with the applicable seniority rules for a maximum period of six (6) months from the date of transfer. If within six (6) months, s/he is recalled to work at his/her home plant and s/he elects to return, his/her Continuous Service for seniority purposes at the other plant will be cancelled. If s/he elects to remain at the other plant, his/her Continuous Service for seniority purposes at his/her home plant will be cancelled. In addition, for six (6) months, employees transferring under this agreement shall have priority over other employees in their new plant for purposes of bidding on permanent vacancies posted on a plantwide basis in their home plant.
8. Employees impacted by the idling of units within the IHFE shall retain their earnings protection benefit as set forth in the November 13, 2005 Memorandum of Agreement, in the event they fill a permanent vacancy under the terms of this agreement.
9. The parties agree that this agreement may be terminated by either party with 30 days advance written notice to the other party but in no event shall this agreement be terminated prior to the one year anniversary of the effective date of this agreement.
10. No grievance(s) shall be filed by any employee as a result of the action taken by the Company pursuant to the provisions of this mutual agreement, except a grievance alleging a failure on the part of the Company to abide by the terms of this mutual agreement.
11. By entering into this agreement, precedent will not be established and this mutual agreement will not be prejudicial to any other course of action either party may choose in the future.

Concur:

For The Union:


Loren Hanson, President USW Local 1011

For The Company:


Robert Cayia, Manager Labor Relations

William Kelley
William Kelley, Grievance Committee Chair 1011

Tom Cera
Tom Cera, Sr. Div. Mgr. Hot Rolling & Fin. Op.

Tom Hargrove
Tom Hargrove, President USW Local 1010

Dennis Shattuck
Dennis Shattuck, Grievance Committee Chair 1010

Effective Date: 9-20-06