

# ArcelorMittal USA

## SUB PAY Amounts (For Weeks 1-26 of SUB)

### 20 Years and Over (80%)

Labor Grade	Hourly Rate (Effective 9/1/2008)	Weekly Rate (x40)	SUB %	80% of Base	Offset (Minus \$415*)	Preliminary SUB Amt	Actual SUB Amt (Min.\$250)	Gross SUB + UC per Week
1	\$ 17.39	\$ 695.60	80%	\$ 556.48	\$ 415.00	\$ 141.48	\$ 250.00	\$ 665.00
2	\$ 19.03	\$ 761.20	80%	\$ 608.96	\$ 415.00	\$ 193.96	\$ 250.00	\$ 665.00
3	\$ 20.94	\$ 837.60	80%	\$ 670.08	\$ 415.00	\$ 255.08	\$ 255.08	\$ 670.08
4	\$ 22.03	\$ 881.20	80%	\$ 704.96	\$ 415.00	\$ 289.96	\$ 289.96	\$ 704.96
5	\$ 23.40	\$ 936.00	80%	\$ 748.80	\$ 415.00	\$ 333.80	\$ 333.80	\$ 748.80

### 10 Years but less than 20 years (70%)

Labor Grade	Hourly Rate (Effective 9/1/2008)	Weekly Rate (x40)	SUB %	70% of Base	Offset (Minus \$415*)	Preliminary SUB Amt	Actual SUB Amt (Min.\$250)	Gross SUB + UC per Week
1	\$ 17.39	\$ 695.60	70%	\$ 486.92	\$ 415.00	\$ 71.92	\$ 250.00	\$ 665.00
2	\$ 19.03	\$ 761.20	70%	\$ 532.84	\$ 415.00	\$ 117.84	\$ 250.00	\$ 665.00
3	\$ 20.94	\$ 837.60	70%	\$ 586.32	\$ 415.00	\$ 171.32	\$ 250.00	\$ 665.00
4	\$ 22.03	\$ 881.20	70%	\$ 616.84	\$ 415.00	\$ 201.84	\$ 250.00	\$ 665.00
5	\$ 23.40	\$ 936.00	70%	\$ 655.20	\$ 415.00	\$ 240.20	\$ 250.00	\$ 665.00

### 2 Years but less than 10 years (60%)

Labor Grade	Hourly Rate (Effective 9/1/2008)	Weekly Rate (x40)	SUB %	60% of Base	Offset (Minus \$415*)	Preliminary SUB Amt	Actual SUB Amt (Min.\$250)	Gross SUB + UC per Week
1	\$ 17.39	\$ 695.60	60%	\$ 417.36	\$ 415.00	\$ 2.36	\$ 250.00	\$ 665.00
2	\$ 19.03	\$ 761.20	60%	\$ 456.72	\$ 415.00	\$ 41.72	\$ 250.00	\$ 665.00
3	\$ 20.94	\$ 837.60	60%	\$ 502.56	\$ 415.00	\$ 87.56	\$ 250.00	\$ 665.00
4	\$ 22.03	\$ 881.20	60%	\$ 528.72	\$ 415.00	\$ 113.72	\$ 250.00	\$ 665.00
5	\$ 23.40	\$ 936.00	60%	\$ 561.60	\$ 415.00	\$ 146.60	\$ 250.00	\$ 665.00

**\*Assumes maximum State Unemployment Compensation of \$3 # \$415**

This also assumes that you had \$0 Trade Adjustment Allowance and \$0 Excess Other Compensation.

Miscellaneous SUB pay rules and general information:

1. SUB pay checks will be issued every 2 weeks & mailed to the address on record following the normal biweekly pay cycle.
2. Benefit deductions (i.e., optional life insurance for self, spouse, dependent children, flex spending account) will be deducted from SUB pay checks unless the employee elects to stop the benefit while on layoff.
3. Taxes, garnishments, and liens will be withheld from SUB pay checks.
4. Holidays During Layoff: To receive holiday pay an employee must have either (1) worked in the payroll period containing the holiday, or (2) worked in the payroll period before and the payroll period after the holiday payroll period (e.g., if the holiday falls in pay period 6, must have worked in pay period 5 and 7).