

From the International President

“Your Union, Your Voice” Membership Survey out Now

This is your union, and your voice matters. That's why we're embarking on an effort this year to hear from as many of you as possible.

This is very important to me and our entire executive board. It's especially important as we head into an election that impacts the work we do as a union: bargaining and enforcing good contracts to secure fair wages, dependable benefits, and safe working conditions.

Whether we like it or not, workplace health and safety; wage and overtime regulations; retirement security; and our right to organize and bargain collectively are all tied to local, state, and federal laws and the people making them.

We want to work together to endorse and elect the right people, and that starts with determining which candidates' values best align with ours as a union. To do this, we need to look at their backgrounds, past voting records, and ask them directly with [our candidate questionnaire](#).



Learn more about how we can get this done and tell us what matters to you by taking our survey -- you can find it all and more on our [USW Voices website](http://www.uswvoices.org). (www.uswvoices.org)

In solidarity,

Tom Conway, USW International President

The Squeaky Wheel

We've all heard the old saying, “the squeaky wheel gets the grease,” and so we know and realize that keeping our mouths shut when changes need to be made is just asking for things to stay as they are. Sort of like when the preacher says, “Speak now, or forever hold your peace” before a wedding. What he really means is, “if you don't object now, then you have no complaints in the future so you can just forget trying to do anything about what's bothering you.” So...let our USW leadership know what's on your mind and what's important to you by taking the survey above. Also, by attending a town hall meeting. To find a location in your area, go to www.uswvoices.org and click on “FIND A TOWNHALL” near the bottom of the webpage. Or, contact your District office to find out more... *Charlie*



Newly Updated By-Laws

First of all, on behalf of the entire SOAR organization, I'd like to extend to you and your SOAR chapter members the very best wishes for a safe, happy and healthy New Year!

As we enter into 2020, I have some important news to share. Last fall, the SOAR Executive Board voted to adopt changes and to make updates to **the Articles of Association and By-Laws for the Steelworkers Organization of Active Retirees**. Shortly thereafter, the USW International Executive Board acted on these proposed changes and approved them, effective December 11, 2019.

The most significant change to the By-Laws allows any active USW member of the union, or like-minded individual, who is age 45 or over, to join SOAR. In other words, this will allow younger-aged individuals who are nearing retirement age, who agree with, and support the guiding principles and programs of the USW and the organization, to join SOAR.

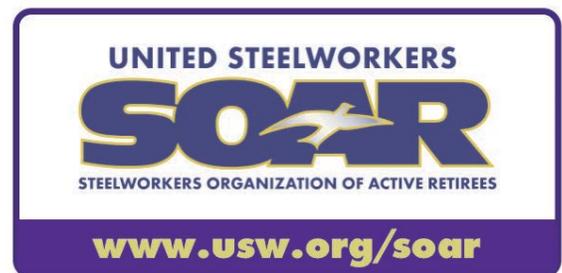
The remaining changes to the By-Laws are mainly housekeeping-type items, such as:

- Removing expired (sunset) clauses related to temporary SOAR board positions from former merged unions.
- Updating the anti-discrimination clause.
- Modernizing terminology, such as replacing "widow or widower" with "surviving spouse."
- Replacing the reference of the "Oldtimer" magazine to the "SOAR in Action" magazine.
- Adding the current dues structure for Canada.

There is an updated SOAR Membership Application Form, available for printing, and also a copy of our By-Laws located on our SOAR webpage at usw.org/soar

<https://www.usw.org/act/activism/soar/resources/membership>

Julie Stein, SOAR Director



"Great works are performed not by strength, but by perseverance"
-Samuel Johnson

SOAR Members and Chapters are in for a Busy Year in 2020.



Recently, SOAR chapters received notification for the Thirteenth International SOAR Conference. Chapters, who are eligible, will be holding elections this month (February) to designate their delegates to represent their chapter. For those SOAR chapters who fall under the “At-Large” category, the Districts are responsible for determining who the At-Large delegates will be to represent their district at this event. (For additional info, see Appendix A, Article III, Section 2 of the SOAR By-Laws, which for your convenience is included on page 12 of this newsletter.)

Chapters will also be preparing resolutions to be considered by the Delegates of the Conference. Remember when submitting your resolutions, in order to be considered, the resolutions must be consistent with the policies of the USW. (See page 14 for additional information.)

By now, all chapters should have received a copy of the amended SOAR Articles of Association and By-Laws, which includes Chapter By-Laws used for running the chapter and the process used in holding chapter meetings. Please review this booklet and refer to it, as needed.

This document should also make clear that SOAR chapters cannot take a position on an issue or political candidate that is not supported by the USW International. Please stay in contact with your District this election season to avoid any problems that may arise.

All U.S. chapters are required to complete their annual “Chapter Financial Information Form,” recently distributed by Director Julie Stein. Please submit these forms to the SOAR office in Pittsburgh, in a timely manner, so that the International can file the necessary forms on behalf of SOAR, with the U.S. Government.

Also, I would like to ask each SOAR chapter to have a representative attend the union meeting of your home local to offer your chapter’s assistance and support on issues important to them. These meetings may be concerning this year’s election cycle or even support for one of their committees; like Next Gen or Women of Steel. If you no longer have an open local to support, adopt one, or go to a Labor Council or Alliance for Retired Americans meeting and ask how you can support their efforts in the community.

We continue our efforts to add At-Large members into chapters, with hopes to increase the number of members and activists into chapters that may be lacking. Some of these At-Large members choose to remain a member of SOAR without the benefit of a chapter, because they still feel a benefit of belonging to our organization and a willingness to be involved. The chapters that were fortunate to gain new members from the At-Large group have an obligation to reach out to them, make them welcome, and offer them some way to stay involved and active in SOAR activities.

Bill Pienta, SOAR President

Labor Law Reform is Necessary



Recent reports by the Economic Policy Institute should be of concern for all workers and retirees. In effect, it confirms that the decline of the working-class and income inequality, is connected to the decline of and attack on Unions and collective bargaining that has contributed to the decrease in wages and benefits. All of this occurring when a recent MIT study showed that the popularity of Unions is at a 50-year high.

It is reported that U.S. employers are charged with breaking federal labor laws in 42 percent of workers' efforts to organize, and illegally firing workers in 20 percent of those efforts.

I was personally involved in an organizing effort by a group of employees in Illinois that included a number of Polish Immigrants. The employer was charged with numerous Labor Law violations. One Polish employee said to me that in Poland they were able to have a Union, but in the U.S. they were confronted with the employer's violation of the law to interfere with their organizing efforts.

As seniors, we can see the impact on health care, pensions and the economic impact on workers. That is why we should support improvement in Labor Laws that protect workers' rights to organize and have a Union. **The PRO Act**, which is pending in Congress (H.R. 2474), (see Rapid Response Action Call on page 5) would further protect worker's rights to organize. Ask your Congressperson to support this legislation, as it is necessary and long overdue.

Bill Gibbons, SOAR Emeritus

2017 USW Resolution No. 18: Fight to Keep Basic Labor Rights

THEREFORE, BE IT RESOLVED that:

- (1) The USW will work to raise standards for our members and all workers by supporting changes to public policy that provide for protections and expansions of worker rights.
- (4) Our Union will vigorously oppose the spread of right-to-work (for less) legislation and will work to defeat any politician who endorses such legislation.
- (5) Our Union will not rest until we have gained true labor law reform in the United States and until all workers who want to have a union can exercise their right to form one in their workplace free from intimidation, harassment and firing. Workers should have a right to elections within 30 days of filing for a vote, workers should have access to neutral voting locations, NLRB penalties should be increased to meaningful levels and indexed to inflation, triple back pay without deductions should be incorporated for unfair labor practice terminations, and injunctive relief where employers fail to bargain in good faith.

Social Security Benefits are on the Line for Millions of People with Disabilities

by Robert Roach, Jr.



White House officials have proposed a new rule that is expected to deny Social Security disability benefits to people with severe disabilities who are unable to work. Officials claim the change would increase efficiency. In reality, it would only create new barriers for beneficiaries who rely on these benefits. Remember, these benefits are modest: the average beneficiary receives \$1,258 per month.

The proposal requires millions of Social Security Disability Insurance and Supplemental Security Income beneficiaries to re-prove their eligibility to receive benefits as often as every six months, rather than once a year. The Social Security Administration (SSA) would have to first increase eligibility reviews for older adults nearing retirement age and then add more reviews for poor children with disabilities.

Not only is the proposed change cruel; but, it has also been tried before and the results were disastrous. In the 1980s, the Reagan administration implemented a similar policy. More than 200,000 people lost their disability benefits and 21,000 of them died. Ultimately the Reagan administration was forced to reverse the decision under pressure from the public and Congress.

Social Security disability benefits are essential to the 8.5 million Americans, including 600,000 veterans who currently qualify. Each one has been through a thorough process and demonstrated that they are unable to work at a substantial level due to a severe and long-lasting medical impairment.

It will cost the SSA \$1.8 billion to implement and manage the increased workload.

The proposed change is unnecessary and unjust. Our country already has some of the strictest eligibility criteria for disability benefits in the world. We should make earned benefits easier to access for those who need them, not harder.

Robert Roach, Jr. is president of the Alliance for Retired Americans. He was previously General Secretary-Treasurer of the IAMAW. For more information, visit www.retiredamericans.org.

by Robert Roach, Jr.

“I always have a quotation for everything - it saves original thinking”

Dorothy L. Sayers



Rich Fiesta

The following statement was issued by Richard Fiesta, Executive Director of the Alliance for Retired Americans, regarding President Trump’s acknowledgment on CNBC that he would look to cut “entitlements” if re-elected:

“After a day of hobnobbing with billionaires in Davos, President Trump publicly revealed that cuts to earned Medicare and Social Security benefits will be on the table as soon as the end of this year. The cruel irony of this scene cannot be overstated.

“While Davos billionaires may not understand the importance of Social Security and Medicare, millions of Americans who rely on the health and retirement benefits they have earned through a lifetime of hard work do.

“Social Security and Medicare are vital for a secure retirement. Americans pay the highest prescription drug prices in the world. This burden and affording other basic necessities make it harder for retirees to make ends meet. Cutting Social Security and Medicare would be a cruel disaster.

“Social Security is the only source of income for 4 in 10 older Americans. For even more retirees, Social Security provides 90 percent of their income. These modest earned retirement benefits average just \$1,461 per month just for a retired worker.



“Retirees need help, not a slap in the face. We should be working to expand Social Security and increasing benefits for current and future retirees. This can be accomplished by making the wealthiest Americans pay their fair share by lifting the arbitrary payroll tax cap.

“We can strengthen and expand Medicare by finally reining in high drug prices, which are the biggest driver of Medicare costs. **H.R. 3, the Lower Drug Costs Now Act** passed by the House of Representatives last year, would save taxpayers billions of dollars, cap out of pocket drug spending at \$2,000 per year for retirees and add hearing, dental and vision benefits to Medicare.

“The 4.4 million members of the Alliance for Retired Americans will make sure all retirees know what the president said today before they vote in November.”

Source: Alliance for Retired Americans

Supreme Court Holds Off on Deciding Fate of Affordable Care Act



Recently, the Supreme Court rejected the appeal by a coalition of states led by Democrats and the House of Representatives to consider the fate of the **Affordable Care Act (ACA)** immediately. That means the fate of the health care law is now unlikely to be resolved until after the November presidential election.

“The ruling prolongs the uncertainty of the future of the Affordable Care Act and threatens the millions of Americans who rely

on it for coverage of their pre-existing conditions,” said Alliance President Robert Roach, Jr.

Fifty-two million people with pre-existing conditions could lose the health coverage that they are guaranteed under the ACA. This is an especially serious problem for older Americans, given that 84 percent of those aged 55-64 have a pre-existing condition.

Last month, the 5th Circuit Court of Appeals struck down the individual mandate, making the future of the law uncertain. More than a dozen Republican-led states argued that the ACA is no longer constitutional without the individual mandate penalty that was removed in the 2017 Republican tax package. The next step is for the courts to decide how much of the ACA can exist without the mandate.

In refusing to quickly decide the fate of the ACA, the Supreme Court agrees with the Trump administration that there is no “emergency” surrounding the law. The Court has not ruled out taking up the case in the next term, which begins in October. Without the lawsuit hanging over their heads, Republicans face less pressure to put forward a replacement plan for the health care law in an election year.

Source: Alliance for Retired Americans Friday Alert, January 24, 2020

2017 USW Resolution No. 19 - Affordable Healthcare - A Basic Human Right

THEREFORE, BE IT RESOLVED that:

- (6) In the U.S., while we fight to protect our existing benefits, we will also strive for our ultimate goal: publicly funded universal coverage, cost controls and comprehensive benefits.
- (8) We will continue to fight to retain the benefits and protections won by the Affordable Care Act in the U.S.

SOAR Chapter Connection

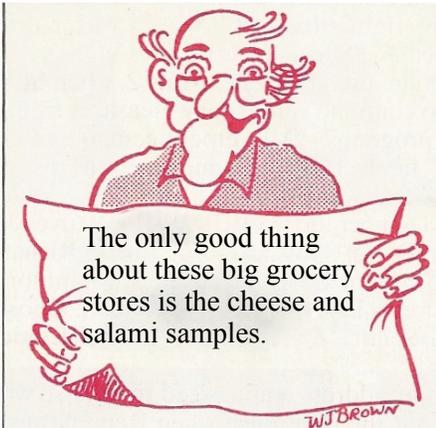
A bi-monthly publication of SOAR
 Julie Stein, Content Editor
 Alysse Rico and Eric Russell, Copy Editors

Phone: 866-208-4420
 Email: jstein@usw.org

Address editorial material to:
 SOAR
 60 Blvd of the Allies
 Pittsburgh, PA 15222



Old Charlie Sez



Dan McNeil Report

Charlie can keep his cheese and salami, I'm sticking with lobster.



**Elaine Says...
 A Trip to Costco**



I have been a member of Costco for years. I'm guessing many of you are too. I love Costco! I would go to the store in Merrillville, Indiana about once a month and power shop. In and out in record time. Get what was on my list and be done. This past year, Charlie offered to drive me (it's about an hour and a half from our house) and he said he would push the cart and load the stuff. I gave it some thought. Since I hated the drive, I agreed. So, off we went!

Charlie has never had the "Costco experience" so he was pretty overwhelmed. After going down the first aisle at a good clip, I lost him! My arms were full of stuff and no Charlie! All of a sudden, I heard his voice asking an elderly lady, "have you seen my wife? She has white hair." Well...half the people at Costco on a Monday morning have white hair!

Well, we finally hooked up and I kept to my shopping list. Of course Charlie stopped to chat with several shoppers comparing the contents of their carts. I put some rolls in the cart and he said, "Why are you buying those?" I said, "Well, I want them!" Then I put my favorite Irish cheddar cheese in the cart and he said, "Don't they make cheese in the United States?" Then I got a bundle of much needed washcloths, he said, "Where were those made?" Well, that was it! I threw them back on the shelf, just missing Charlie's head, and went to check out.

All ended well as he got a huge can of gourmet peanuts made in the U.S.A. and he was happy. Me, not so much. Too bad Costco doesn't have a cocktail lounge!

"I like commas. I detest semi-colons - I don't think they belong in a story. And I gave up quotation marks long ago. I found I didn't need them, they were fly-specks on the page."

-E.L. Doctorow (I sure do agree with this guy...Charlie)

The Grand Plan Is Back to Square One



It was nearly four years ago when President Trump touted his grand plan to restore the United States steel and aluminum industries to world prominence. He said grand skyscrapers would rise across our nation and that they would be built with American-made steel by American workers. He promised to take the fight to China, which has been undercutting the American steel industry since the communist nation was allowed to join the World Trade Organization in 2001.

He also promised more than one million new American manufacturing jobs and to provide USW members with job security, increased compensation and guaranteed health and pension benefits.

To be fair, the President did take the fight to China by leveling tariffs on steel and aluminum that brought a temporary reprieve for steelworkers and many of the companies that manufacture American-made steel.

But after three years of haggling with the Chinese government, it seems we are back to square one. The only substantial trade deal the president signed with China (on Jan. 15 of this year) was a “Phase 1” agreement that indicated China would increase purchases of American goods in exchange for the U.S. easing its tariff restrictions.

The president will undoubtedly claim success that at least some sort of agreement is in force between the world’s two largest economies.

But the deal fails to address the rampant problems in U.S. manufacturing industries and the everyday lives of our USW brothers and sisters.

The same problematic issues with China remain today just as they did four years ago – the billions of dollars it spends in subsidies on otherwise unprofitable businesses including many steel mills; its overcapacity in the steel and aluminum sectors; its inadequate labor and environmental standards and the continued financing of its state-owned enterprises. The real deal that Americans are looking for is one that stops the offshoring of well-paying, benefit-friendly American manufacturing jobs.

Jeff Bonior, Staff Writer at the Alliance for American Manufacturing

You Never Know When Your Time Is Up

Unlike most men, so they tell me, I love hamburger, and I love to watch movies, and I love taking an afternoon nap. I get much pleasure in reading a good book and listening to music and podcasts. But above all, I love putting together this newsletter. Someday, I’m sure, my computer will finally crap out, or my brains will leave me completely, making it impossible to keep the Connection going. But for now, I thank the Steelworkers Union. May as well do it now, before it’s too late. *Charlie*

SOAR Update From District 1 (Ohio)



We were able to make a trip north to meet many of our wonderful SOAR folks in Lorain, Warren/Youngstown and Massillon/Canton. Our state has some tremendous retiree activists. We will need the best we have to be successful in our struggles this year. This year’s election can actually determine the future, the very existence of our entire organized labor movement.

The Lorain SOAR group had its annual Holiday dinner at the local steakhouse, and we were happy to be part of it. This SOAR group is planning a retiree picnic for May, and wants to invite friends, families and allies to attend, along with the retirees from the Lorain USW locals.

We also met the leaders, activists of SOAR in the Ohio Valley at their Holiday event. These are some wonderful retirees, friends, who have real history here (this is the area that we had our historic “Little Steel” strike). They are planning a meeting, working in unison with the ARA (Alliance for Retired Americans), local retirees, unions and community leaders.

Mike Rubicz, former President of USW, local 1934, volunteered that: “We’ve all got hell here, with mill closings, union-busting, and corporate theft of pensions. We aren’t alone! UAW, IBEW and many others are hit too, so we want to let them know that we’ve got the same interests, and we will stand up together. If we aren’t together this year, we’ll lose everything.”

The Massillon/Canton SOAR leaders are also working to set up a mass meeting of retirees, to highlight retiree issues by joining together for the important fights/issues coming up. They hope to be able to put it together by this spring. These groups have also agreed to consolidate chapters, thereby bringing additional members, including At-Large, to the Canton SOAR Chapter.

Canton SOAR President Willie Moore (former Executive Board Member for District 1), said he is confident we can unite and succeed this year. “This year is crucial not just for us, but for everyone who isn’t a billionaire. We need to get folks together so they can see that we are in the same boat. We have to stand united or we could lose everything.”



Bruce Bostick

Ohio SOAR needs to hold its annual organizing event/conference this year and we are working with the Cleveland SOAR Chapter 979 (who have the infrastructure and experience putting this event on) to begin planning it. That group is working with USW Local 979, on ICD sign-ups and will have information on scams that target retirees at their next SOAR meeting.

We are optimistic this year as we look to expand/strengthen SOAR throughout the state by contacting USW Locals and placing At-Large members in new or existing SOAR chapters.

Jeff DeLong, District 1 SOAR Executive Board Member

Bruce Bostick, At-Large Contributor/Coordinator

“A fine quotation is a diamond in the hand of a man of wit and a pebble in the hand of a fool”

-Joseph Roux

Correction

Please be advised, the dates published in the previous Connection newsletter for the upcoming 2020 International SOAR Conference, were incorrect. The correct dates are listed below:

SOAR Executive Board Meeting: Thursday, July 30.

Thirteenth Int'l SOAR Conference: Friday, July 31 and Saturday, August 1.

USW Int'l Convention Registration: Sunday, August 2.

USW Int'l Convention: August 3 - August 6.

Reminder Notice for SOAR Chapters:

Please contact the SOAR office immediately if your chapter hasn't received a 2019 Annual Financial Report Form. These reports are due to the SOAR office, no later than March 15.

When is the Next Election for SOAR Chapter Officers?

From SOAR Chapter - Standard By-Laws Article 6 Section 2

Nomination of officers shall be held at a membership meeting during the month of October 1992 and nomination and election of officers will be held in November of 1992 and every four years thereafter. Each term of office shall be for a period of four (4) years commencing with the month of November, 1992. No member shall hold more than one (1) office in a Chapter however Chapter officers shall be eligible to serve on the SOAR Executive Board or as a District SOAR Coordinator.

So...the next election for SOAR chapter officers will be in November of this year (2020).

Appendix A, Article III Section 2 of the SOAR By-Laws

Section 2. At-Large Delegates. The remaining allotted delegates from each district will be known as "At-Large Delegates" and will be elected at a District Conference or several geographic Conferences within the District. To be considered a candidate for At-Large Delegate, any member in good standing must attend the District Conference in their geographic area or submit a letter to the District Executive Board Member at least seven (7) days prior to the date of the Conference indicating they would like their name submitted for nomination and will accept if nominated. Only the delegates to the District or Geographic Conference who are from a Chapter of less than 250 members shall be eligible to vote for the At-Large delegates from that District or geographic area. Procedures for conducting this election may vary from District to District, but the election must be by secret ballot, unless no contest exists. This section may be amended to better serve the situation in the Districts as needed as long as such amendment is approved by the SOAR Executive Board and serves to allow for fair representation of the members from the smaller SOAR Chapters.

Allocation of Delegates for the Thirteenth International SOAR Conference

The 2020 International SOAR Conference is scheduled for **July 31 – August 1, 2020**, at the MGM Grand Hotel in Las Vegas, Nevada. Delegates will be arriving on July 30 and departing on August 2.

Chapters with over 250 dues-paying members according to our records as of December 31, 2019, are allocated the following number of delegates: (Elections to be held in February.)

- One delegate for each Chapter of 251 – 750 members
- Two delegates for each Chapter of 751 – 1250 members

Chapters with less than 251 members are eligible to attend the Conference in one of the allocated “At-Large” slots. The number of At-Large delegates to each District shall be one for every 500 dues-paying members or a majority fraction thereof, after subtracting the membership numbers of the larger (251 or greater) chapters.

As outlined in our Rules of Procedure for the Nomination and Election of SOAR Conference Delegates (Appendix A), the process for electing “At-Large” delegates can either be by an election at a district conference, or other method, determined by the SOAR Board Member and USW Director, for that geographical area and approved by the SOAR Executive Board.

In order to be elected a delegate to this conference, the member must be a member in good standing at the time of the election. As in the past, hotel, travel and a stipend will be provided for all approved delegates out of the District SOAR fund. All delegates will be sent an official call letter that outlines the procedure to make their air and hotel reservations well in advance of the conference.

Please contact your SOAR Executive Board Member to obtain information as to how your District will complete their At-Large delegate election process. Their contact information is listed below.

SOAR CONTACT INFORMATION			
District	Executive Board Member	Contact	Email Address
1	Jeffrey DeLong	740-774-1043	jldelong1043@yahoo.com
2	Gerard “Jay” McMurrin	734-334-8582	mcmurrin@comcast.net
4	Al Polk	508-942-8319	apolk@usw.org
7	Scott Marshall	773-368-5775	scott@rednet.org
8	Daniel G. Stevens, Jr.	540-315-5334	danielstevens15346@gmail.com
9	Claude Karr	205-531-2744	mkarr777@gmail.com
10	Dave McLimans	610-857-4771	parkesburg151@comcast.net
11	Bonnie Carey	309-721-7908	bonnie.carey@gmail.com
12	Joel Buchanan	719-821-1486	joelbuck99@yahoo.com
13	Andres “Andy” Rosas	361-442-7422	don_rosas3@yahoo.com

SOAR Chapter Resolutions

The **Thirteenth International SOAR Conference** will be held on **Friday, July 31 and Saturday, August 1, 2020.**

All SOAR chapter resolutions, to be considered by the International Conference, must be adopted by the Chapter and sent to the SOAR Director. They must be in the Director's hands no later than 30 days prior to the convening of the International Conference. **(This year all resolutions must be received in the SOAR office in Pittsburgh by July 1, 2020.)** The SOAR Director shall submit all Chapter resolutions and any recommendations of the SOAR Executive Board to the Chairperson of the resolution committee.

Resolutions must be typewritten or word-processed on separate sheets of paper and only on one (1) side of the paper. In order for the resolution to be considered they must be signed by the Chapter President and the Recording Secretary.

Mail resolutions to:
SOAR - Resolutions
Attn. Julie Stein, Director
60 Blvd. of the Allies – 11th Floor
Pittsburgh, PA 15222

Below is a sample of what a very simple resolution might look like:

Resolution for Consideration at the 2020 SOAR International Conference
Resolution calling for: Expanding SOAR Membership Eligibility
(Give the resolution a title or description of what it is about. State the issue/problem.)

Whereas: (Explanation – list as many “whereas(s)” or reason(s) to support why the “resolve(s)” would be the remedy or solution of the issue or concern.)

Whereas: Many chapters of SOAR no longer have active local unions due to shutdowns, moving to other localities, bankruptcies and other reasons.

Therefore be it resolved, that: (Include as many "resolve(s)" as needed to support or remedy the issue or concern.) We follow the lead of the Alliance for Retired Americans, which provides “Retirees who are not former union members, and who support the goals of the Alliance, will be eligible to join.”

Submitted by, SOAR Chapter 00-00

What's HisHername, President

Soand So, Recording Secretary



For Immediate Release: December 19, 2019

More information, contact: Jess Kamm Broomell, 412-562-2444, jkamm@usw.org

USW Sues Alcoa to Retain Retiree Life Insurance Benefits

(Pittsburgh) – The United Steelworkers (USW) today filed a lawsuit in the Southern District of Indiana to protest Alcoa USA Corporation’s terminating life insurance benefits for approximately 8,900 union-represented retirees.

Alcoa informed the retirees by letter on Dec. 4 that it would eliminate life insurance coverage effective Dec. 31, 2019. The company included with the letter a check equal to a fraction of the face value of their life insurance coverage and a federal 1099 tax form, since the payment would be taxable.

“We negotiated these retiree life insurance benefits with the company, and they are a critical part of our collective bargaining agreements with Alcoa,” said USW International President Tom Conway. “The company agreed to provide these benefits. Abruptly cutting off this coverage is not only immoral, it’s unlawful.”

“Families rely on the contractual death benefit to assist with funeral and other expenses,” said Mike Millsap, Director of USW District 7 and chair of the USW’s Alcoa bargaining committee. “It is deeply disturbing that Alcoa would show so little respect for its retirees, many of whom devoted decades of work helping the company grow and thrive.”

The lawsuit was filed as a class action, and three Alcoa retirees have joined the complaint as proposed class representatives. The Wenatchee Aluminum Trades Council, a coalition of unions representing workers at an Alcoa facility in Washington state, is also a plaintiff.

The union is also studying other announcements that the company made regarding the health care benefits for certain retirees effective in 2021.

The USW represents 850,000 men and women employed in metals, mining, pulp and paper, rubber, chemicals, glass, auto supply and the energy-producing industries, along with a growing number of workers in public sector and service occupations.

###



Join Today!

STAY INFORMED

STAY INVOLVED

STAY ACTIVE



Renewing Membership New Applicant

Name* _____
(PLEASE PRINT CLEARLY)

Mailing Address* _____

City* _____ State* _____ Zip* _____

Home Phone* _____

Cell Phone _____

Email _____
(TO RECEIVE CONNECTION NEWSLETTER)

Birthdate* ____/____/____

Local Union _____

Chapter _____ SOAR ID _____
(IF RENEWING)

Do you receive USW @ Work? Yes No

*INDICATES REQUIRED FIELD

Amount Enclosed* _____

- Retiree - \$12/year
- Active USW Member, age 45 or over - \$12/year
- Union Supporter, age 45 or over - \$12/year
- Spouse/Surviving spouse - \$3/year

10-Year Membership Option

- Retiree - \$100
- Active USW Member, age 45 or over - \$100
- Union Supporter, age 45 or over - \$100
- Spouse/Surviving spouse - \$30

SPOUSE

Renewing Membership New Applicant

Name of Spouse* _____

Birthdate (Spouse)* ____/____/____

Email _____

*INDICATES REQUIRED FIELD, IF ADDING OR RENEWING A SPOUSE MEMBERSHIP

For additional information call (866) 208-4420

Please return this application with payment to:

SOAR
60 Blvd. of the Allies
Pittsburgh, PA 15222