



USW/ATI Bargaining Bulletin #22 – May 13, 2021

Bargain Update

When the USW last met with ATI on May 6, 2021, the USW presented ATI with a comprehensive proposal that would resolve all issues. After the meeting, representatives of management told us they would need some time to respond to our offer. **It's now been a week, and we have heard nothing from ATI.**

We have communicated with the Federal Mediation and Conciliation Service (FMCS), a government agency designed to assist in resolving labor disputes. We have informed the FMCS of the union's willingness to participate in joint discussions to resolve the strike. We have not heard back yet of ATI's willingness to participate, but we provided the last offer to settle and the company owes us a response.

In accordance with the 2016 contract, the company is obligated to pay the first quarter profit sharing and to provide the numbers by May 14th. We were informed today that the results of the profit sharing are \$1.29 per/hour for each hour worked during the first quarter of this year. The letter they sent, indicated the checks should be distributed tomorrow.

The company's website continues to proclaim that the offer they have on the table is "a very generous offer". However their offer continues to demand an offset by stating: **"The wage increases and lump sum payments proposed below are based upon savings generated from other proposals contained herein and are not available independent of those proposals."** ATI is not offering any economic gain for USW members unless union members agree to concessions in other areas of the contract.

The issue of profit sharing has been a subject of discussion throughout our negotiations with ATI. We have shown the company that we are willing to be flexible, but the current offer by ATI eliminates profit sharing and replaces it with 3% wage increases in the 2nd, 3rd and 4th years of the contract. After going without a wage increase since 2014, obviously such an offer is unacceptable.

We should remember ATI has predicted that the company will be highly profitable going forward and also remember they currently have almost a billion dollars in liquidity and more than ½ billion dollars in the cash drawer. The USW proposals are for a fair and reasonable contract, with fair wages, no-premium health care, a better funded VEBA for retiree health care, granting of shutdown pensions for those that are already entitled and the continuation of profit sharing—all reasonable demands.

In addition, the USW proposal would not cost the company any significant part of the cash they are sitting on today or the profits they will continue to make in the future. We should ask why they are refusing to agree with our reasonable proposals. Are they keeping the cash and future profits for executive management "golden parachutes," or is there some other reason for their bottomless corporate greed?

ATI says "they want us back at work," and we want to go back to work. All ATI has to do is to stop their bad faith bargaining and negotiate with our union so that employees receive a fair share.

ATI can afford it and we deserve it!

We will continue to keep everyone informed and provide as much information as we can for the duration of the dispute. **Stay strong! Stay united! Our solidarity and determination will prevail!**

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