



USW/ATI Bargaining Bulletin #24 – May 27, 2021

Talks Resume: USW Offers ATI a Path to Settlement

The USW resumed bargaining today with representatives of ATI and the federal mediator. The union once again reviewed our reasonable and fair comprehensive contract offer. We explained to management that the offer we made will maintain and/or reduce health care costs—which will meet their demand.

The company responded by suggesting a conversion from the current self-insured health care plan to a fully-insured plan that they contend might be a viable option and asked the union for agreement to seek a quote for such a plan from the Steelworkers Health and Welfare Fund.

The Health and Welfare Fund provides fully-insured plans through Blue Cross/Blue Shield Highmark. We told the company we had no objections to seeking such a quote, but we were still opposed to any plan requiring employees to pay premiums.

ATI responded by saying they were “no longer hell bent on employees paying premiums but still concerned about capping future health care costs.”

The union’s current proposal would modify our plan design to include a contribution by the company into an HRA linked to a wellness program and ensure cost reductions, but ATI seems to believe a fully-insured plan would better cap costs.

The USW has always been willing to explore any and all avenues to obtain a contract that is acceptable to the membership. Therefore, we have contacted the Health and Welfare Fund and are seeking quotes and expect a response sometime next week.

From the outset of negotiations, our goal has been to achieve a fair contract that rewards employees for years of sacrifice with reasonable wage increases and a premium-free, quality health care plan.

We are clearly making progress, but we must continue to keep the pressure on ATI to negotiate in good faith for a fair contract.

The company has accumulated a half-billion dollars in cash, rewarded top executives with millions in annual salaries and given its directors major increases in compensation.

We deserve a fair contract now!

Stay strong! Stay united! Our solidarity and determination will prevail!

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