



ATI WORK STOPPAGE – Q&A Retirement and Benefits Issues

Will I still earn Pension Service in a work stoppage?

A work stoppage does not break Continuous Service – See Pension Agreement Section 5. Our position is that members will earn continuous service but we never know what position the Company will take.

What happens after the Pension Agreement expires?

If the Pension Agreement expires, pension benefits you have earned are protected by the contract and federal law. The Pension Agreement also states that “any benefit properly payable pursuant to this Agreement shall continue to be payable, notwithstanding the termination or expiration of this Agreement.” See Pension Agreement Section 10.2.

The work stoppage could affect your earnings calculation for the percent pension by adding in months with no or lower earnings; but you are still entitled to a percent pension if you are eligible for one and it provides the highest benefit.

If I retire after a strike or lockout will I still get the \$400 Supplement and Special Payment?

The \$400 supplement and the Special Payment remain a benefit past expiration for those that are eligible for that benefit at the time of their retirement.

Will Active Health Insurance continue?

The Agreement provides that all active benefits (except new S&A claims) continue for 30 days in the event of a strike. The Company’s website states the same. If necessary, members will have access to the USW’s Emergency Medical Program, COBRA, and the Healthcare Exchanges if coverage is terminated by the Company. No One Will Go Without AN OPTION FOR Health Insurance.

Will Retiree Health Insurance continue if there is a work stoppage?

Existing Retirees and their families continue to have health insurance as long as they remain retired from the Company. Retiree health insurance cannot be terminated or changed without mutual consent from the Union.

New Retirees (those retiring during the work stoppage, whether before or after expiration of the Pension Agreement) will continue to be able to enroll in the PHMB so long as they retire on a pension other than a deferred vested pension and have 15 years of service.

What if I am on S&A?

If you are on an existing S&A or WC claim your active health insurance continues unchanged for the duration of your S&A or WC period.