



April 19, 2023

ALOCA PROPOSALS FAIL TO HONOR YOUR WORK & DEDICATION

We met with Alcoa for bargaining on January 30-31, February 1-2, 20-23, and March 21-23. **We offered to continue meeting throughout April, but Alcoa management said they're not available until May 8-10, which will run us right up to the expiration of the labor agreement.**

Alcoa wants lump sum bonus off the table

The Union put a \$4,000 signing bonus on the table and Alcoa agreed -- but only on the condition that we reach a tentative agreement by April 1. Unfortunately, their latest offer was not acceptable, so we weren't able to reach an early agreement. The union still has a \$4,000 signing bonus on the table.

Proposed wages fall short

Alcoa proposed wage increases of 3% / 4% / 4% -- and the Union rejected it. Their proposed first-year increase is well short of the rise in consumer prices or the average wage increase for manufacturing workers in 2022.

Alcoa did say they have more money to give, but only if we take concessions like increases in healthcare premiums and cuts to the PPO plan. **We do dangerous work that takes a toll on our bodies. We deserve both good wages and quality, affordable healthcare!**

Maintaining Retirement Security

Alcoa has so far refused to agree to any real improvement in retirement benefits for employees covered under any of the various retirement plans. We're fighting to maintain and improve our retirement security for all employees.

Additionally, Alcoa proposed to eliminate retiree life insurance benefits for all current employees who retire at any point in the future.

We're Standing Together for a Fair Contract!

We agreed to early negotiations in a good faith effort to reach a fair agreement that honors your work. Instead, management came to the table with concessions that fail to recognize your value.

We need to stand up and stick together for the contract we deserve!

Look out for info on strike authorization votes at both locations happening next week.