**Employer's New Demands Impede Settlement in ABI Lockout**

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SOURCE United Steelworkers (USW)

BÉCANCOUR, QC, July 4, 2018 /CNW/ - Locked out of their jobs since Jan. 11, unionized employees of the ABI aluminum smelter in Bécancour held a membership meeting yesterday during which they voted by a 90.14% majority, in a secret ballot, to endorse the direction taken by their representatives in the collective bargaining process.

The overwhelming demonstration of support from members of United Steelworkers/ Syndicat des Métallos Local 9700 came after they learned that, since negotiations resumed nearly a month ago, the company has put forward new demands rather than seeking a settlement on the few outstanding issues.

At a press conference this morning, union representatives spoke out against the company's bad faith.

"The employer has been piling on the demands. Not only are they proposing workforce reductions in the neighbourhood of 20%, they want our blessing as well," said Clément Masse, Steelworkers Local 9700 President.

"The employer is now questioning a number of contract issues that were already settled. We were already close to an agreement on the pension plan issue prior to the lockout in January, and there some issues to resolve concerning employee turnover. We have since made some overtures to try to resolve the employee turnover issue, but the employer has responded by backtracking on several issues that were settled for all intents and purposes," Masse said.

Dominic Lemieux, Assistant to the United Steelworkers' Quebec Director, questioned why the company would make new demands after former Quebec Premier Lucien Bouchard was appointed as a special mediator to try to bring the two sides to a settlement.

Lemieux, who regularly participates in the final stages of negotiations between Steelworkers members and various multinationals, joined the negotiations following Bouchard's appointment as special mediator. He said he was taken aback by the new demands made by negotiators for ABI, which is 75% owned by aluminum giant Alcoa. Rio Tinto owns the remaining 25%.

"One of the basic principles of bargaining is to put all the cards on the table at the outset and not add new demands during negotiations. It looks as if Alcoa's negotiators have forgotten this," Lemieux said.

"You could say that the little stream that separated the parties in January is becoming a gaping chasm. Alcoa wants the workers to pay for its ill-advised decision to impose the lockout. A settlement is within reach, but Alcoa's miscalculation is slowing down the process," he said.

Union representatives question the company's change of direction, which is hindering a settlement.

"We were close to a settlement prior to the lockout. The employer had made an offer that was supposed to ensure the company's competitiveness, but now they're backtracking on that offer and demanding many more concessions. After a six-month lockout, it almost seems like a joke. Let's get back to meaningful negotiations and put an end to this dispute, which is hurting the company, the workers and the community alike," Masse said.

"Sooner or later we will have to reach an agreement. The longer this drags on, the more money Alcoa and Rio Tinto will lose," Lemieux said.

"They need to understand that the workers remain strong. We could sign an agreement today that would be no different than the agreement we might come to later. We're left to wonder how much more of a sacrifice the management of these two corporations are prepared to make because they've misread the situation," he added.

The Syndicat des Métallos/United Steelworkers is the largest private-sector union in Quebec, representing 60,000 workers in all sectors of the economy.

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B.A.’s report

USW LOCAL 104

Communication

August 14, 2018

Local 104 Members;

As you are aware, we are currently 9 months away from the expiration of our Collective Bargaining Agreement. The Local 104 Negotiating Committee has already begun to prepare for the upcoming months ahead. As always the Locals intention will be to bargain, and fight if necessary, for a fair and equitable contract for all active, retired, and future members.. What attitude Alcoa will bring to the table in May is still unknown, but we do know the benefit and the strength that comes from a membership that is financially prepared. It is for this reason, that we ask each and every member to create their own **"I am preparing for 2019 fund"** by saving money each paycheck. The strength and power of Local 104, like all Union's, is 100 % a result of the solidarity, unity and activism of its members. Whether it's putting money back, volunteering for one of the multiple committees that will be put in place leading up to contract expiration, or taking part in the plant wide acts of solidarity, We are confident that every member, as always, will do their part to ensure that we are prepared for what lies ahead.

In solidarity.

Tim Underhill Chris Horn

Business Agent President

2018 Labor Day Celebration

Our four-day event is like a county fair, but most of the events are subsidized by a combination of labor unions, businesses and civic organizations. We are able to offer a lot of quality, family-oriented entertainment at a very reasonable cost.

Our celebration has expanded to a four-day event. We have tried to keep our modern day celebration linked to our proud past by producing traditional events like the Parade, Gospel Sing, Car Show, and Arena events. The celebration has pageants for unions families; Queen, Jr. Miss, Little Miss and Little Mister. Also we have a Demo Derby and a Kid’s Games event for all ages.

This year’s Labor Day Celebration will be held in Boonville, Indiana. The celebration begins on Friday Night August 31 with the Queen contest and The Friday Night Jam, new this year, Ed Rodimel’s 1 Man Monster at 7pm and Blue Collar at 8 pm. Dollar Bil’s Rummage Sale will be open all four days, food vendors, and FREE carnival rides. There will be Open Mic Karaoke Friday, Saturday and Sunday beginning at 5pm for all to enjoy.

We, again, are sending out the call for USW # 104 members, retirees and families to gather this Labor Day weekend to honor all working men and women of the tri-state area. Walk or ride in the parade and make sure we bring home another parade trophy to display in the Union Hall’s Trophy Case.

We will have a dinner after the Parade for our retirees, members and their families. The idea is to have our members and retirees in the Parade representing USW # 104 and then attend the dinner. We see our members standing alongside of the road waving to those that are marching in the Parade---why aren’t they in the Parade?

The meal will be catered by 104 member Dave Hunt and his wife Debbie from Double D’s Restaurant in Boonville. The meal will be served in the Alcoa building. Those doors will be locked before opening for the meal. The meal will be served after the parade ends.

Tim Underhill

**Union Meetings**

**Sept. 18, 2018**

**5:05am\***

**6:05am**

**7:10am**

**7:40am**

**1:15 pm**

**2:15pm**

**3:15pm**

**3:40pm**

\*Added 5:05 AM meeting to accommodate 12 hour schedules

General Business

**Good and Welfare**

**In Memorial Retirees**

Rod Weatherholt

William “Bill” Fisher

Kelly Norton

Roger Roth

Member Tony Nelson

Walter Frank

Emmett Dixon

Tom Hartz

Richard English

Stephen Wilke

Donald Rhoades

Mike Morris

Darrell Martin

Clyde Moran

George Engelbrecht

Roy Babb

**Cont’d**

**In Memorial Retirees**

Peter Day

Randy Young

Member Tim Gentry

Bobbie Jed Smith

George Henry

Theodore Lutz

Francis Mattingly

Glen Ray Collier

Mike Whobrey

James Litzy

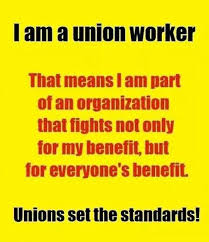
Rick McCarthy

Randy Ingram

Theodore DeMoss

Ramon Diaz

Coy Young



Contract Corner: Who To Contact:

**Alcoa Benefits**

1-844-31alcoa (1-844-312-5262)

In plant computers

MyAlcoa/HRDirect/UPoint

From Home

www.resources.hewitt.com/alcoausa

**Employee Assistance**

[www.cignabehavioral.com](http://www.cignabehavioral.com)

login:Alcoa

**Disability/Sickness and Accident**

1-844-31alcoa (1-844-312-5262)

[metlife.com](https://lb31.resources.hewitt.com/ybr5dgc1cl4/ybr5dgc1cl4r1b/ExternalLink.do?fTkn=c667ba1f04886fe6b654b060ff97236c&fWdw=primary&linkId=HmPublic02&eWlmYBR5ClntId=16557&wdw=hmpublic&tp=HLTHINS_PR5100&fPg=%2FHmGde070InsAndOthrBnftOpen&hTkn=53279f369850ff4dfc4ae524bed8c092)

Claims started prior to 1/1/2018

[www.aetnadisability.com](http://www.aetnadisability.com)

1-800-575-0873

**Life or AD&D Insurance**

1-888-842-2757

For claims already in process

1-800-638-6420

**Stock Incentive Program-Merrill Lynch**

[www.benefits.ml.com](http://www.benefits.ml.com)

1-877-STK-Alcoa

1-877-785-2526

**USW Local 104 SOAR Mtgs**.

2nd Thursday each month 8:00am @ USW Local 104 Union Hall

3966 Redbrush Road

Newburgh, IN

**Local 104 Communicator**

Cheryl Dau

Editor

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Or cheryldau@hotmail.com

USW Local 104

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Newburgh, IN 47629-0247

Submissions from members are always welcome.

Visit us on the web

http://www.usw104.org

**SCAB LIST**

**Since all the workers in the industrial community get the benefits of these services performed by the union, made possible by the union, we believe that since all the workers share in the services all the workers ought to share in the cost of providing those services.**—Walter Reuther

Scab List

Joe Williamson

**Healthcare Update**

We continue to receive numerous calls concerning anesthesia charges. If you have had a procedure involving anesthesia you will more than likely receive an incorrect bill for the anesthesia service. If the procedure is a wellness service, for example a colonoscopy, both the procedure and the anesthesia claims are paid at 100%. Other procedures involving anesthesia are subject to your deductible and co-insurance.

To receive the full benefit for negotiated benefits concerning wellness visits, before leaving your doctor’s office, be sure to remind them that this was a wellness visit and it needs to be coded as such and it is covered at 100%.

George K. Barnett

USW Local 104 Benefits



<http://www.labordayassoc.net>

for schedule of events

Labor Day Association Cheryl Dau

The 2018 Labor Day Celebration will be held in Boonville at the Warrick County Fairgrounds. The celebration starts Friday Aug 31, 2018 and will end after the parade and picnics on Monday Sept 3, 2018.

There are many ways to get involved. Volunteers are needed throughout the entire celebration beginning the week before getting the grounds ready for the celebration and the day after the celebration to put everything away for the following year.

Pageant contestants are also needed for our many contests. The picture contest winners are determined by a penny a vote and do receive a trophy.

Starting with the picture pageants for our little ones from birth to up to 4 years old,

Teeny Tiny Baby Miss and Mister(birth to 12 mos), Tiny Toddler Miss and Mister(1 to 2), and

Mini Miss and Mister(3 to 4). There is also the Cutest Pet Photo Contest.

Then the pageants that take place on stage,

Little Miss and Mister(5 to 8),

Junior Miss(9 to 11),

Junior Miss(12-15), and the

Queen Pageant(16 to 21).

To participate in these pageants you must be a son, daughter, grandson, granddaughter, niece or nephew (step and great apply to all categories) of a Labor Day Association Union Member.

All of these category winners will receive a trophy

If you have any questions contact the union hall, Cheryl Dau, or Brandon Rowley