Excerpts taken from:

**Sept. 17: The Real Facts about ArcelorMittal’s Proposal**

ArcelorMittal has proposed a three-year labor agreement that attacks many of the hard won benefits that we have achieved over the years. USW members have fought for generations to negotiate fair wages, incentives, health insurance, pensions, overtime pay, supplemental unemployment benefits (SUB), sickness and accident benefits (S&A), layoff minimization, scheduling and many other protections that make our workplaces safer and give us a stronger voice on the job.

The company would like us to believe that its latest contract proposal is acceptable and fair, but this is a deceitful characterization. **The company wants us to ignore a very important fact – its concessionary demands would more than wipe out any pay increases the company has proposed.**

They have attacked our security and “safety net” provisions. They have even failed to address some of our non-economic proposals and ignored most of the local issues we have brought to the table.

ArcelorMittal is trying to convince us that we should ignore how profitable the company is now and accept major concessions for the sake of “sustainability” because the industry has faced downturns in the past – conveniently overlooking the critical fact that the flexibility of our contracts has enabled the company to survive the tough times and thrive now that the market has rebounded.

The company’s proposal is **not** fair, and its demands for huge concessions are **not** necessary.

**This plan would devastate current and future retirees.**

**The concessions don’t end with health care.**

There are many other concessionary pieces to ArcelorMittal’s proposal:

* Proposed increased contributions to Steelworker Pension Trust (SPT) and increases to the multiplier for those covered by a Defined Benefit Pension do not provide meaningful pension improvements.
* They want to eliminate the Hot-Rolled Steel Bonus program.
* They want employees who are in Labor Grade 1 not to be eligible for incentive payments.
* They have proposed a cap on vacation pay which would lower the amount of weekly vacation pay. This cap affects more than 2,000 of our sisters and brothers and as the contract goes forward it would lower the vacation pay of many others.
* They want to eliminate SUB benefits for members who have less than three years of service. For remaining members who are laid off and receiving SUB benefits and then return to work, they would have to work two weeks to restore one week of benefits in advance of a subsequent layoff.
* The company wants the ability to force employees to use and/or change scheduled vacations for shutdown outages.
* They want us to be required to attend safety meetings outside the regular workday and work week.
* The company has proposed that if an employee calls off or does not work as scheduled, they would be disqualified from overtime payments for the rest of the week.
* They demand that should the health care “Cadillac Tax” provision go into effect the health care plan benefits will be reduced to avoid the company paying a penalty.

**We must reject this proposal and show management we are united.**

Unfortunately, ArcelorMittal management does not seem to respect our contributions to the company’s current financial health or recognize the sacrifices we have already made in the name of sustainability. This proposal is extremely unfair in terms of the costs it imposes and the wages it offers during its term.

We have not worked and sacrificed to save the industry and these facilities for the company to force us to accept dramatic cost shifting and wage packages that are far below what we have earned and deserve.

The USW is prepared to negotiate a responsible settlement, but we are not buying into or playing their game. In order to do that, we must show management that USW members are prepared to fight.

**Our proposals are fair and reasonable.**

Our wage proposals have been consistent with gains within the manufacturing sector, and considering we took a wage freeze in 2015 when the industry and the company were not profitable, we are clearly justified in our demand. Unfortunately, the company’s offer is only half way there.

We have made other demands that fix many of the issues we deal with every day on the shop floor, from local issues to issues that improve our quality of life, recognition for the sacrifices of our brothers and sisters who serve in the military and improved profit sharing. Most of them are being ignored by the company, but none of them unaffordable or unreasonable!

**It is now clear that membership authorization for a strike is necessary. We do not want a fight, but we will not stand by while the company makes huge profits and at the same time demands the lowering of our standards of living!**

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

To All,

Thank you to all those who came to celebrate all working, and retired, men and women on Labor Day in Boonville.  Whether you came to the fairgrounds the days before the celebration to help us prepare, maybe you enjoyed the events and the FREE rides, or you just came on Monday for the parade and meal THANK YOU THANK YOU THANK YOU!

We will be working on the float and trailers to get them ready for next year. We will be setting up some weekend to work on them at the hall when the weather gets a bit cooler. Contact me, Brandon, or the hall and I will set a date when I have some willing volunteers.

There are some parade tshirts available at the hall. All we have left are large and extra large, they are $5.00.

Again, Thank You and see you next year.

Cheryl and Brandon

**Union Meetings**

**October 16, 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

Peter Day

Randy Young

**Cont’d**

**In Memorial Retirees**

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

Ronald Coleman

Clyde Veeck

Pat Foley

Bobbie Harvey

Larry James

Lee Litherland



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

USW Local 104

3966 Red Brush Rd

Newburgh, IN 47630

Hall Phone 812-853-3156

Hall Fax 812-853-2973

Email: [uswa104@evansville.net](mailto:uswa104@evansville.net)

Or cheryldau@hotmail.com

USW Local 104

P.O. Box 247

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**

Our benefits will pay 100% of Wellness visits. This includes an annual physical and a colonoscopy. These services are paid at 100%, however, when you have a colonoscopy Highmark continues to process the Anesthesia as ‘Out of Network’. If you receive a bill for this service, contact the union hall and we will do our best to correct this issue.

George K. Barnett

USW Local 104 Benefits

Mid-term Elections Nov 6

Indiana

October 9, 2018 Voter Registration ENDS

October 10, 2018 First day to vote absentee in-person

October 29, 2018 Deadline for absentee-by-mail application

Kentucky

October 9, 2018 Voter Registration ENDS

October 30, 2018 Deadline for absentee-by-mail application