

USW 104

Notice

As you are well aware, during the 2019 negotiations of a new CBA, the Company proposed multiple cuts to our retirees. The USW negotiating committees refused to bring the contract back to a vote until all of those demands were taken off the table, and after a several months long extension the Company removed those demands from the table. One such proposal from the Company was to eliminate the contractual Life insurance coverage for our retirees. The Local found out yesterday that the company has unilaterally decided that our retirees, along with thousands of retirees from our other USW represented Alcoa facilities, will no longer have retiree life coverage. They have begun sending out checks that reflect only about 20% of the value of the \$4,500 - \$7,500 in coverage that is intended to help offset the cost of final arrangements. In addition, the letter states that if they cash the checks that they wave all claims for life insurance from the Company. The Local is advising all retirees to NOT cash the checks. The Local and the International do not agree that the Company has the unilateral right to make this change and are looking at legal options as well as we have already processed a plant wide grievance concerning this issue. The membership stood strong against the Company's demands during negotiations, and we would ask that you continue to make your voices heard in the plant that an injury to any one of our retirees is an injury to all!!! We will provide updates to this issue as they become available.



Tim Underhill Business Agent



Chris Horn President

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