

**International  
Association of  
Machinists and  
Aerospace Workers**



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November 28, 2016

Subj: 2017 Bargaining Survey  
Request #13280

Mr. Glenn R. Farmer  
Business Representative  
IAMAW District Lodge 160  
9135 15<sup>th</sup> Place S., 2<sup>nd</sup> Floor  
Seattle, WA 98108

Dear Brother Farmer:

Attached please find the Histogram and Comment Reports for the 2017 Bargaining Survey for IAM Members Working at Alcoa Intelco Works. Our records indicate there are approximately 500 members in this bargaining unit. There were 360 surveys received and scanned, resulting in an estimated response rate of 72%. Listed below is a summary of the survey highlights:

**Background Information:**

The majority of Respondents are/were:

- Male (95%);
- 18-45 years of age (59%);
- Employees with less than ten years of service (62%);
- 12-hr. rotating shift employees (53%);
- Employees working in the Potlines [28%], Casthouse [22%] and Maintenance [21%] Departments (71%).

**Bargaining Priorities:**

For those survey questions (#5-28) that are based on a five-point scale from “Not Important” (1) to “Essential” (5), the Histogram Report shows a “mean” and a “standard deviation.” The mean is the average number for the responses. The closer the average response (mean) is to 5, the higher the priority placed on that issue by the survey respondents. The standard deviation is the spread from the average for the responses. The lower the standard deviation, the more the responses are near the average. The higher the standard deviation, the more varied the responses.

## Bargaining Priorities (continued):

The bargaining issues are rated in order of importance and listed as follows (ranked highest to lowest by the mean score):

	ISSUE	MEAN SCORE*
1.	General wage increases	4.32
2.	Improve job security	4.29
3.	Improve Cost-of-Living Adjustment	4.08
↳ 4.	Improve pension plan	4.04
↳ 5.	Improve work/life balance	4.04
6.	Improve/contain medical coverage costs	4.02
7.	Improve 401(k) savings plan	3.86
8.	Add sick leave benefits	3.79
9.	Improve medical coverage	3.78
10.	Improve emergency response preparedness	3.77
↳ 11.	Improve accident and sickness coverage	3.65
↳ 12.	More vacation time	3.65
13.	Improve dental coverage	3.59
14.	Increase paid holidays	3.58
15.	Improve seniority language (i.e. reduction in force, layoff, bidding, recall rights & shift schedules, etc.)	3.50
16.	Improve overtime distribution language (including mandatory overtime)	3.49
17.	Improve vision coverage	3.41
18.	Improve workplace safety language	3.34
19.	Limitations on outsourcing	3.30
	Improve life insurance coverage	3.29
	Increase input in work design	3.21
	Add lump sum payments (signing bonus)	3.11
	Increase in paid bereavement, jury, and military time off	3.10
	Reduce time it takes to reach maximum rate of pay	2.80

\* Scores are based on a scale from **Not Important (1)** to **Essential (5)**.

† 55% of Respondents indicated they feel their job is **somewhat secure**.

## Strike Issues:

The highest rated\* strike issue is *general wage increases* (79%).

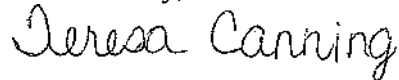
\*Ranked by % > 50.

## Miscellaneous Items:

- The majority of Respondents (63%) indicate their quality of work/life balance is fair [39%] or good [24%].
- With the exception of *phone banking members about contract issues*, the majority of Respondents are willing to participate in actions or activities to support contract objectives. In fact, there was a 30% increase in the number of Respondents who indicated they have *attended local union meetings* (52%) to Respondents who indicated their willingness to *attend special meetings about the contract at the union hall* (82%).
- *Emails (in plant)* are the most utilized communication device for obtaining information from the Union.
- The highest rated preferred communication method is *email* (57%).

I hope this information proves useful in your upcoming negotiations. If you have any questions or require additional information, please do not hesitate to contact me at (301) 967-4768, or via e-mail at [tcanning@iamaw.org](mailto:tcanning@iamaw.org).

In solidarity,



Teresa Canning  
Research Analyst

## Attachments

cc: GVP, Wallace  
GVP, Allen  
Dir., Gladstein  
Asst. Dir., White  
DBR, Morgan (w/att.)