



Alcoa helps Blount Government go green

Alcoa Recycling Company recently donated 55 recycling bins to Blount Co. Government as part of their efforts to "Bee Green". For details, read the *Daily Times* [article](#).

Alcoa releases 2009 Sustainability Report, outlines goals

Alcoa Inc. recently published its 2009 Sustainability Report. This is the 8th consecutive year the company has reported its financial, environmental and social impact results. The 2009 report outlines the Company's progress on the sustainability of its products, resources and operations.

"We have long valued transparency in our company," said **William J. O'Rourke**, Alcoa vice president for sustainability & environment, health & safety. "Since 1993 we have set goals and publicly reported on our progress, and in 2003 we published our first sustainability report.

The 2009 report examines the sustainability of Alcoa's [products](#), including [product design](#), [life cycle awareness](#) and [economic value](#). It also includes a new set of [strategic performance goals](#), indexed to production to give a better picture of progress over time, unaffected by variations due to either growth or curtailment. [Read the report](#).

Master Agreement negotiations resume

Alcoa's master agreement with the United Steelworkers (USW) expires May 31. Covering approximately 5,400 workers at 10 U.S. plants, master agreement negotiations will be held in Cincinnati May 17 through May 31. It is the company's hope that a fair and competitive agreement can be reached by the deadline. However, Alcoa is taking steps to prepare for the possibility of a work stoppage. This preparation is necessary in order to protect our key operating assets, our workforce, our communities and the commitments already made to our customers.

Alcoa has three main issues that are critical to our competitiveness and the long-term success of the operations.

A new health care program for all master employees

Health care costs must be controlled for all employees to improve the competitiveness of the master plants. Progress has been made in recent years, but health care costs continue to increase year after year. The company has proposed that the same program offered to 14,000 of our U.S. salaried and hourly employees, including 6 union groups (4 represented by the USW) be accepted by master agreement locations as well. The proposed healthcare package covers 100 percent of the costs for routine, in-network preventive care and offers a wide range of coverage including medical, prescription, dental and vision benefits.

New total compensation package for new hires

Alcoa has proposed that new hires have a different total compensation structure than current employees, but that wages would be the same for all. The company will still have a very competitive wage and benefit package as compared with other local market employers.

Workplace flexibility

To be competitive in today's markets, labor costs must be contained. Working more efficiently is one way to do this while providing good jobs for the long term. Changes in the master agreement contract language are needed to help more efficiently run the business and give Alcoa the ability to quickly react to customer changes or what's happening in the market.

Stay up to date on negotiations – for updates on the labor talks, log on to alcoanegotiations.com. While there, you can sign up for automatic email updates.

ACTION

Alcoans Coming Together in Our Neighborhood

Earth Round-Up

As part of Earth Round-Up, more than 20 Alcoans and their families and friends helped maintain the riparian buffer along Pistol Creek in Springbrook Park. This is the 4th year Alcoans have worked to improve the water quality of Pistol Creek by developing and maintaining this buffer.

Area 15 Special Olympics

At this year's Special Olympics Track and Field



Spring Games held on April 27, close to 30 Alcoa employees and family members helped make a difference by volunteering their time. From presenting awards to escorting proud athletes, everyone walked away a winner. "If you want to see the true definition of heart, spirit and determination, attend the Area 15 Special Olympics," said **Dave Hensley**, Interim Smelting Manager. "Alcoa employees can be proud to play a part in this rewarding event."

Community Food Connection

The Blount County Community Food Connection, dedicated to providing food to needy families, was recently able to move into a larger location. Volunteers from Alcoa recently helped the organization move shelving, food and freezers into their new location. Nine Alcoans and their families participated.

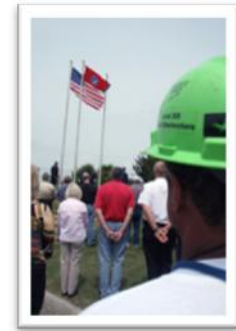


Alcoa's Annual Report

The 2009 Annual Report to the Community was recently featured in *The Daily Times* and the *Knoxville News Sentinel*. The report highlights Alcoa and Alcoa Foundation's local outreach during 2009 and provides a recap of the year's safety and environmental achievements. [View the report.](#)

Armed Forces Day observed

On May 14, Alcoa recognized its employees who have previously or are currently serving in the armed forces. In their honor, a new United States flag and a State of Tennessee flag were dedicated and are now flying at our location on North Wright Road. State Senator **Doug Overbey** was on hand to donate and help dedicate the Tennessee flag, while Air Force **Lt. Col. Michael Angle** dedicated the U.S. flag. Special thanks to the Blount County Fire Department Color Guard for providing their services at the event.



Alcoa Middle School science teacher selected as Earthwatch fellow

This summer, Alcoa Middle School science teacher **Shawn Kerr** will be traveling to the Czech Republic as an Alcoa Foundation Community Earthwatch Fellow.

This is the first year that Alcoa Foundation has extended the program to non-Alcoa employees. Kerr is one of only 12 Earthwatch Community Fellows from around the world and one of only two to be awarded the opportunity in the United States.

"I will be getting experience working in mountain waters of the Czech Republic and dealing with issues related to acid rain and run off. Their mountains are not unlike those in the Smokies, so I'm hoping to gain experience to bring back here," Kerr said.

The 27 2010 Earthwatch Fellows – 15 Alcoa employees and 12 community fellows – will set out for the expeditions between June and August.

Science students visit Can Rec

Alcoa Middle School science students, taught by eighth grade science teacher Shawn Kerr, recently visited Tennessee Operations' Can Reclamation facility to learn more about how aluminum cans are recycled and returned back to a store shelf in as little as 60 days.



"This is a chance for our students to see how recycling works and hopefully walk away more excited about how a small effort makes such a big difference in our community," said Kerr.

Kerr was honored by the Alcoa Foundation in 2009 as a Keystone Educator and was recently awarded one of 12 Earthwatch Fellowships (see related story).

"Keystone Institute was a great opportunity to get hands-on experience and understand environmental issues. I was able to bring many of those learnings into the classroom," he said.

Aluminews is best viewed in HTML format. Archived copies of *Aluminews* are available [here](#). If you need more information or have questions, please contact [Christy Newman](#), Community Relations Manager, at 865-977-3358. [Unsubscribe.](#)