Workers' demands to Alcoa

- **Alcoa must offer reinstatement to those workers unjustly dismissed in 2002 who wish to return to the company.**
- **Alcoa must guarantee that it will truly respect the decision of its employees regarding union matters**, and must commit publicly to bring to an end the practice of retribution against any worker that opt for an independent union in Piedras Negras and Ciudad Acuña. In Piedras Negras, Alcoa’s commitment must include to refrain itself from utilizing the iniquitous exclusion clause and to remain neutral in any intra-union conflict.
- **Alcoa must honor its own Values and Principles**, that include the freedom of association by providing Mexican government and the International Labor Organization with evidence of the anti-union actions carried out by its former managers and of the measures the company has taken to guarantee that in the future Alcoa will abstain from “any pressure or threat against workers engaging in trade union activities” as the ILO reminds in its report on the Case 2393.
- **Alcoa must establish immediately mechanisms of work and dialogue, particularly in Ciudad Acuña, where the workers can address issues and problems with the local management.** Alcoa must respect, recognize and establish a work relationship with the legitimate voices representing the Alcoa workers in its plants in Ciudad Acuña, and develop mechanisms of dialogue and consensus building.