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United Steelworkers

Local 105 Forerunner

Local 105 Forerunner

Issue Date: April 9, 2020 Volume #20 Issue #17 Mailed every 3 weeks

Office

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Brad Greve

Vice, Pres.

Robert Bartholomew ("Bart")

Guide

Roy Hutt

Rec Sec

Pat Stock

Griev Chair

Josh Meyrer

Fin Sec

Mike Nicholas

April 8 – UPDATE

Business Conditions are slow in the auto industry but plate customers continue to take delivery of orders.

Voluntary Lay Off

The voluntary lay off was printed in Monday's Forerunner. This 2 week voluntary layoff will start on Monday April 20th thru Sunday May 3rd. Everyone will return on their next regularly scheduled shift the week of May 4th. Anyone interested in the voluntary lay off and are in the affected departments/classifications must have their declaration form turned in before 7 AM on Monday April 13th so that we can get the list of those granted the lay off posted.

The reason for the voluntary lay off is because the automotive flow path customers have quit taking metal. This flow path/ affected departments, include Rolling, Sheet and part of IPS.

The Plate flow path still has customers taking delivery of metal and that is why the company needs to continue to operate Ingot dept, preheats, 220 mill, PAHTS mill, the Plate mill, Labs, part of IPS, and the maintenance departments. The voluntary lay off agreement also has targets set to get the Plate Mill and Labs back on normal schedules and a target to get some additional full shifts for the remaining departments.



Business conditions in the country and at our plant continue to change fast and it is impossible to predict what will happen next.

Notes:

The company has purchased 2500 masks but they will not be delivered for 7-10 days.

Here are some questions and answers:

Frequently Asked Questions

How much sub pay will I get?

 Sub Pay is determined by a calculation using the Article XXII Supplemental Unemployment Benefits in the contract. First you must qualify for unemployment, then calculate what you would make at 40 hours of standard hourly rate. Subtract your unemployment from the 40-hour calculation and then apply the chart in the SUB Language on the back of this Forerunner.

Do I get to keep my health insurance? Do I need to pay premiums?

 For the 2-week period - April 20th - May 3rd you will be covered by health insurance without the need to pay any premiums.

Will any performance pay affect my unemployment benefits?

Working on verifying this answer.

Will I receive the extra \$600 from the Federal government if I take the voluntary layoff?

 If you qualify for state unemployment you qualify for the \$600 but no one from lowa Workforce Development can confirm when the federal funds will be released.

What state do I file for unemployment in?

· According to Iowa Workforce Development if you work in lowa you file for unemployment

Why is the voluntary layoff only for employees in Rolling, Sheet, and IPS?

 At this point in time the automotive customers have guit taking metal and we don't have work for those departments except for the need to have IPS employees working in order to ship to plate customers.

If I do not have cleaning supplies and hand sanitizer in my area who do I contact to get those?

 Contact your coach. If you do not get what is required, then contact security for help getting supplies.



https://www.iowaworkforcedevelopment.gov

Clinton, Jackson, Muscatine and Scott Counties

IOWAWORKS CENTER - DAVENPORT

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E-mail: Region9.Web@iwd.iowa.gov□

Hours	
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Sunday Closed

Monday 8:30 am to 4:30 pm 8:30 am to 4:30 pm Tuesday Wednesday 9:00 am to 4:30 pm 8:30 am to 4:30 pm Thursday 8:30 am to 4:30 pm Friday

Saturday Closed



Welcome to these Recent New and Returning Members!

Co./Department	Lname	Fname	
Labs	Brokaw	Kurt	
Labs	Perales	Zecharrah	
Labs	Pitts	Robert	
Sheet Finishing	King	Joseph	

Supplemental Unemployment Benefits

Davesport, Massena, and Lafayette Labor Agreements ARTICLE XXII. SUPPLEMENTAL UNEMIPLOYMENT BENEFITS Section 36. Weekly Benefits Section 37. Short Week Benefits

Tennessee Labor Agreemeni ARTICLE XV. SUPPLEMENTAL UNEMPLOYMENT BENEFITS Section 55. Weakly Benefits Section 54. Short Week Benefits

ARTICLE XXII. SUPPLEMENTAL UNEMPLOYMENT BENEFITS

This Supplemental Unemployment Benefits (SUB) Plan is designed to provide a covered employee who becomes wholly or partially unemployed (a) Weekly Benefits to provide income while s/he is on layoff, and (b) Short Week Benefits for any week in which s/he is partially unemployed, that is, s/he works some but less than 32 hours for the Company.

Section 36. Weekly Benefits

- Weekly Supplemental Unemployment Benefits shall be payable to employees covered by this Agreement who have two or more years accumulated departmental seniority at the beginning of the layoff.
- 2) For purposes of this Article, an employee shall be considered as having been laid off in any week in which, because of lack of work, s/ho is not scheduled or assigned to work for the Company. A layoff shall not include one occasioned by (a) disciplinary reasons; (b) a strike, work stoppage, or other labor dispute involving any employee or group of employees of the Company; or (c) hostile act of any foreign government.
- To qualify for a weekly aupplemental benefit in any week, the laid-off employee shall:

 a) be eligible for a state unemployment benefit (including any state requirement for

- be eligible for a state unemployment benefit (including any state requirement for application) except:

 i) if the length of layoff exceeds the duration of state benefits entitled,

 ii) if s/he is compensated or receives a public or private pension payment (other than apension payment wholly or partially financed by the Company) in an amount which disqualifies her/him for state benefits.

 iii) if s/he is on layoff on account of a shutdown of the plant or department for vacation purposes and is incligible for vacation pay,

 iv) if s/he did not have a sufficient period of work in employment covered by the state system.

- system,

 v) If s/he fails to receive a state unemployment benefit because s/hs is not physically able to work provided s/he because disabled while on layoff and after alchness—and accident coverage ceased under Article XXIII, and s/he supplies the same certification of disability as would be required for alchness and accident benefits if for a scale of the second second

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Fig. 2 of
such coverage had not ceased. Any disability benefit paid under or pursuant to a
state or federal law with respect to the period for which a Weekly Benefit is paid
under this paragraph shall for the purposes of this Articlo be deemed to be a state
unemployment benefit.

vi) if s/he does not receive a state unemployment benefit solely because s/he is
participating in a training program established under or pursuant to federal law.
In such case any income received by her/him under that program shall be
deemed to be a state unemployment benefit.
b) have made application for benefits from the Company no later than during the week
following the week for which benefits are payable, at a time and method designated
by the Company. No employee shall receive a Weekly Benefit until s/he shows that
s/he received a state unemployment benefit for the week or failed to receive such
benefit for a reason which does not disqualify her/him from receiving a Weekly
Benefit. This may be done by showing a state check or by some other method, which
must reasonably provide for securing such proof.
c) not be receiving or claiming any sickness or accidant or disability benefit, or any
pension or retirement benefit wholly or partially financed by the Company, for
which s/he is eligible.
d) not be receiving a week's vacation pay.
e) not be in military service (including training encampments).
Weekly Benefit for a particular week will be equal to:

Weekly Benefit for a particular week will be equal to:

a) the employee's standard boardy wage rate immediately prior to the layoff multiplied by
b) forty (40) hours; and multiplied by
c) the applicable percentage in the following table, and
d) minus the amount of the state unemployment benefit the employee receives:

A cannulated a Deportment Senturity at the time of layout	Biocent Light 15076 Weeks	(ify 15-21 s) - (i 27 f) 52 34-4	73 to 781	99 (5 104) Washa
2 but less than 10 years	55%	35%	0%	C %
10 but less than 20 years	73%	65%	45%	0%
20 and over years	85%	65 X	45%	45%

- Weekly Benefits shall be payable to employees meeting the qualifications of Paragraph 1 and who have not exhausted their weeks of benefits eligibility.
- 6) Luid-off employees who earn 10 years or 20 years of accumulated department scriority shall have their weeks of benefits eligibility increased by 26 at the end of the layoff during which they complete each such scalority.
- 7) If an employee is disqualified from supplemental unemployment benefit payments for the reason that his eligibility for state unemployment insurance benefits is in dispute and withheld pending a ruling from an appeal to the State, Company benefits shall not be

paid but shall be set aside pending such state ruling.

8) When an employee is receiving a SUB Weekly Benefit, coverage of her/his other benefits will continue, per the provisions in the appropriate Summary Plan Description booklets. Employees receiving a SUB Weekly Benefit will not be required to pay health care premiums.

Section 37. Short Week Benefits

- An employee having two or more years of accumulated departmental seniority will receive a Short Weak Benefit from the Company for any week in which some but less than 32 hours are worked for the Company, unless the sum of the hours described in Paragraph 2 below equals or exceeds 32.
- 2) A Short Week Benefit for a particular week will be calculated by multiplying the employee's standard hourly wage rate by the difference between 32 and the sum of the hours:

 - hours:
 a) 5/He worked in the week, and
 b) 5/He did not work but for which s/he was paid by the Company, provided, however, for weeks containing more than one holiday, hours for which s/he was paid for one unworked holiday shall not be counted, and
 c) 5/He did not work for reasons other than lack of work.
- 3) If the employee applies for a state unemployment benefit for any portion of the week, s/he must notify the Company of such application and of the total amount of any such tynefit received. One-seventh of the amount of such state unemployment benefit will be deducted from the amount calculated in accordance with Paragraph 2 above for each day of the state benefit week which falls within the payroll week for which the Short Week. Benefit is paid.
- A Short Week Benefit will be paid to the employee, without application byher/him, for any week for which s/he qualifies.

