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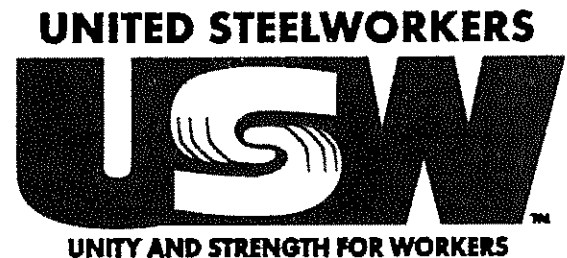
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# United Steelworkers Local 105 Forerunner

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Issue Date: April 6, 2020 Volume #20 Issue #16 Mailed every 3 weeks

| <b>Office</b> | <b>Name</b>                 |
|---------------|-----------------------------|
| President     | Brad Greve                  |
| Vice. Pres.   | Robert Bartholomew ("Bart") |
| Guide         | Roy Hutt                    |
| Rec Sec       | Pat Stock                   |
| Griev Chair   | Josh Meyrer                 |
| Fin Sec       | Mike Nicholas               |



## April Hall Meetings Have Been Canceled

The Committee person/Board meeting as well as the Regular Business meetings (Arconic, Sivyer Steel, and Bowe Machine) previously scheduled to take place at the Union Hall for the month of April have been canceled.

## From the President:

Being able to communicate quickly when dealing with members personal information and medical information is challenging to say the least. It's even more of a challenge in the world of COVID-19. Here is what we have at this time.

Late yesterday afternoon we were notified that a Labs swing crew employee was confirmed positive for Coronavirus. This employee was sent out to quarantine on March 27<sup>th</sup> due to an exposure outside of the plant. Later that week he was tested, and the test results came back late Sunday afternoon April 5<sup>th</sup>. Service Pro was brought in to do a deep clean in the labs department and the company contacted

employees that were thought to have been exposed to this employee.

Late Sunday evening I was notified by Ingot Committee person that a night shift employee was confirmed positive coronavirus. This employee has been out of the plant since Tuesday March 31<sup>st</sup> and the test results were just confirmed Sunday evening April 5<sup>th</sup>.

The safety and health of the membership is critical, and we must do all we can to protect both. We also need to protect the main reason we are here, our jobs, and making sure those jobs are here in the future.

The bargaining committee has put forth the idea of a total plant shutdown, but we still have plate customers that want metal throughout April and into May.

Working with the company we have been able to agree to allow a 2-week voluntary lay off for employees in Rolling, Sheet and IPS. These are the areas that have had reduced production requirements due to the automotive companies being shut down. This voluntary lay off will start on April 20<sup>th</sup> and employees will return to work on their first shift of the week of May 4<sup>th</sup>. Details of the voluntary lay off are posted in the plant and the agreement is on the back of this newsletter.

## Memorandum of Agreement

This Memorandum of Agreement between Arconic Davenport Works (the Company) and the United Steelworkers, Local 105 (the Union) establishes the procedure to implement a one-time voluntary layoff. The 'voluntary lay-off to the street' is part of a joint Company/Union effort to replace junior employees who would be involuntarily laid-off with senior employees who would be interested in being voluntarily laid-off. This local agreement is intended to have status under Article II, Section 6 of the Labor Agreement.

The Company will offer applications for voluntary lay-offs to the street subject to the following:

1. This 'voluntary layoff to the street' is available to an hourly volunteer who;
  - a. Is on active assignment;
  - b. Is not in a protected department / flow path. (skill sets)  
(Ingot, Plate, Rolling 220 area\*, Labs, Rap, GM's or central shops) \*Opportunities available subject to qualifications
2. The decision to accept (sign) the 'voluntary layoff to the street' declaration is at the discretion of each individual employee.
3. Once an employee accepts and signs a 'voluntary layoff to the street' declaration form, she/he cannot rescind her/his acceptance.
4. The 'voluntary layoff to the street' will start on April 20<sup>th</sup> 2020 and end on May 3<sup>rd</sup> 2020 (2 weeks)
  - a. Employees voluntarily laid-off to the street may not request to return to work before the end of the two (2) weeks.
5. Full weeks of vacation previously scheduled during the voluntary layoff period shall be cancelled and employees affected shall re-pick open weeks per departmental guidelines. Day-At-Time Vacations will be available to the affected employees to be re-scheduled after the 2-week layoff.
6. At the end of the two (2) weeks, the company shall recall all employees on the 'voluntary layoff' to their original department, classification and shift, however, if additional work force changes are necessary, seniority will be applied as if the employees were on active status.
7. Employees, who accept the voluntary lay-off, are off for 2 weeks and qualify for SUB during this period so no healthcare premiums shall be due.
8. Employees who accept the voluntary lay-off, are encouraged to apply for state unemployment benefits which should include provisions of the 'Cares Act'. The company shall not contest any unemployment benefits applied for during these two (2) weeks by any employee on this special two (2) voluntary layoff.
9. Departments back to their regular schedules.
  - a. Plate Mill Department will return their normal work schedule at 375 voluntary lay-offs.
  - b. Labs department will return normal their normal work schedule with 425 voluntary lay-offs.
  - c. If we have more than 426 volunteers – each volunteer will generate 1 full shift opportunity per week to be used in Ingot Dept, GM Dept, IPS Department, Rolling Department. The opportunities will be offered to employees by a joint company/union process.

The Parties Agree to this memorandum on the 4<sup>th</sup> day of April 2020.

For the Union:

Brad D. Heve

For the Company:

Steven J Jennings