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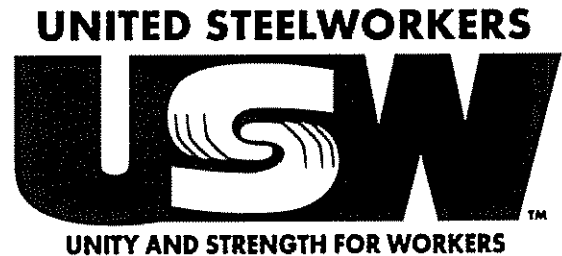
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# United Steelworkers Local 105 Forerunner

Local 105 Forerunner

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

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President	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 20<sup>th</sup> thru Sunday May 3<sup>rd</sup>. Everyone will return on their next regularly scheduled shift the week of May 4<sup>th</sup>. 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 13<sup>th</sup> 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 Iowa

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 Iowa you file for unemployment in Iowa.

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

- At this point in time the automotive customers have quit 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

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Hours
Sunday Closed
Monday 8:30 am to 4:30 pm
Tuesday 8:30 am to 4:30 pm
Wednesday 9:00 am to 4:30 pm
Thursday 8:30 am to 4:30 pm
Friday 8:30 am to 4:30 pm
Saturday Closed



Welcome to these Recent New and Returning Members!

Table with 3 columns: Co./Department, Lname, Fname. Rows include Labs (Brokaw, Perales, Pitts), Sheet Finishing (King).

Supplemental Unemployment Benefits

Davenport, Muscatine, and Lafayette Labor Agreements
ARTICLE XXII. SUPPLEMENTAL UNEMPLOYMENT BENEFITS
Section 36. Weekly Benefits
Section 37. Short Week Benefits

Tennessee Labor Agreement
ARTICLE XV. SUPPLEMENTAL UNEMPLOYMENT BENEFITS
Section 55. Weekly Benefits
Section 56. 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

- 1) 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/he is not scheduled or assigned to work for the Company.
3) To qualify for a weekly supplemental benefit in any week, the laid-off employee shall:
a) be eligible for 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...
c) not be receiving or claiming any sickness or accident or disability benefit...
d) not be receiving a week's vacation pay;
e) not be in military service...

- 4) Weekly Benefit for a particular week will be equal to:
a) the employee's standard hourly 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:

Table with 5 columns: Accumulated Department Seniority at the time of layoff, Benefit eligibility for layoff (16 to 26 weeks, 27 to 37 weeks, 38 to 74 weeks, 75 to 101 weeks). Rows show percentages for 2 but less than 10 years, 10 but less than 20 years, 20 and over years.

- 5) Weekly Benefits shall be payable to employees meeting the qualifications of Paragraph 1 and who have not exhausted their weeks of benefits eligibility.
6) Laid-off employees who earn 10 years or 20 years of accumulated departmental seniority shall have their weeks of benefits eligibility increased by 26 at the end of the layoff during which they complete each such seniority.
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

- 1) An employee having two or more years of accumulated departmental seniority will receive a Short Week 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:
a) S/He worked in the week, and
b) S/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) S/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 benefit 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.
4) A Short Week Benefit will be paid to the employee, without application by her/him, for any week for which s/he qualifies.