

U.S.W. Local 105
880 Devils Glen Road
Bettendorf, IA 52722
Phone # (563) 355-1181
Fax # (563) 359-3529
Steelworkers105@gmail.com
Website: <https://uswlocals.org/local-105-bettendorf-iowa>

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United Steelworkers Local 105 Forerunner

Local 105 Forerunner
Issue Date: April 23, 2020 Volume #20 Issue #20 Mailed every 3 weeks

Office	Name
President	Brad Greve
Vice. Pres.	Robert Bartholomew ("Bart")
Guide	Roy Hutt
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Griev Chair	Josh Meyrer
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401K Changes Based on the CARES Act

Arconic has recently approved certain changes to the 401(k) plan allowed by the recently passed Coronavirus Aid, Relief, and Economic Security (CARES) Act for individuals impacted by COVID-19.

These approved provisions will be available to participants on May 8, 2020 once programming/implementation is complete.

Arconic is preparing a detailed communication of the changes that will be delivered to eligible 401k participants as soon as possible.

At a high level the changes include the following:

1. For individuals that meet at least one of three criteria defined by the law as being impacted by COVID-19
 - Once you self-certify, you may be eligible to take up to a \$100,000 distribution from your 401(k) account on applicable funds designated by Arconic through December 31, 2020. You'll be able to make a repayment of any COVID-related distribution amounts to your retirement plan(s), or any other qualified plan or IRA within three years of the date of the distribution. Early payment penalties are waived and taxes on the distribution phase over 3 years.
 - Once you self-certify, you may be eligible to delay repayment of existing loans or of any new loans that have a first repayment date on or before December 31, 2020, for 12 months.
2. The required minimum distributions (RMDs) from the 401(k) plan for the 2020 calendar year have been waived. These required distributions generally apply to anyone over age 70 ½. As a result of the waiver no payments will be made automatically.

Voluntary Shared Work Program

This is a program in the state of Iowa for employees that have a reduced work schedule and are scheduled to work between 20 and 32 hours.

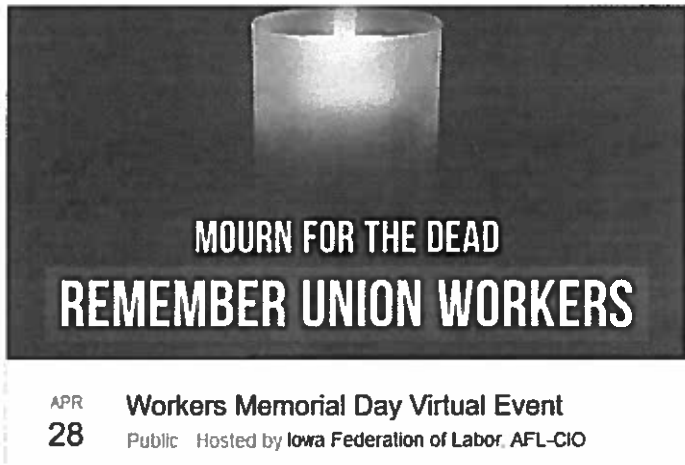
In addition to the 8 hour schedules we identified that due to the schedules in Ingot and the GM's and the way this program tracks hours, these 2 departments may be eligible during the week that they work Tuesday, Wednesday and Sunday. This program tracks hours Sunday thru Saturday. If you want to be considered for this program, follow the directions below.

Your committee person and coach will have forms for the application to take part in the voluntary shared work program from Iowa Workforce Development. The forms can also be found at center gate security. The fully completed forms must be turned in by putting them in the secure boxes at each gate. The boxes used for SPL/ETO and bereavement forms. This could mean up to \$80 a week in pay for employees working a 32-hour work week. The company at the request of the Union applied for this program and were approved on April 4th. The program is available to start the week of the April 6th. Steps to be taken:

1. Employees will need to fill out both forms completely (Employee Data Collection Form and Tax Withholding Agreement)
2. They will need to make copies for two forms of identification (See PDF for examples)

3. They will be to put the completed forms and copies of identification in an envelope (regular or inner company mail envelopes are good to use)
4. They will then need to drop the envelope in the SPL drop box at the gate

If you have any questions, contact your HR business partner or bargaining rep. It is the employee's responsibility to get the required forms and information submitted.



We cordially invite you to join us on April 28th at 6 00pm (CDT) for a virtual Workers' Memorial Day ceremony to remember the workers who unexpectedly lost their life on the job in 2019.

We opted for a "virtual" Workers Memorial Day Ceremony because we couldn't let this day go unnoticed. Our affiliate organizations normally hold ceremonies every April 28th to memorialize workers who have lost their lives in the preceding year. These gatherings are normally held throughout the state, but to keep everyone safe and healthy we will be holding our event online this year. The families will receive an invitation to next year's ceremony. We would be honored if you would join us on through one of our two options, Zoom application on computer/phone or through our Facebook page with Facebook LIVE.

- April 28th at 6pm CST
- Zoom - <https://zoom.us/j/525180208>
- Facebook - <https://www.facebook.com/iowaAFLCIO>

The ceremony will include an invocation, two guest speakers, Ken Sagar, President, Iowa Federation of Labor, AFL-CIO and Rod Roberts, Labor Commissioner, Iowa Department of Labor followed by a presentation honoring all of the workers who lost their life on the job in Iowa during 2019. To see prior year photos, go to: <https://www.flickr.com/photos/iowafedafclio/> If you have any questions about the ceremony or using Zoom or Facebook please reach out to Charlie Wishman at charlie@iowaafclio.org or Holly Sagar at hollysagar81@gmail.com.

Sincerely,
South Central Iowa Federation of Labor; Great River Area Labor Federation; Hawkeye Area Labor Council; Western Iowa Federation of Labor; UAW CAP Council; Iowa State Building and Construction Trades; Labor Center, University of Iowa; Iowa Federation of Labor AFL-CIO

We Remember:



American Income Life – AIL

The local union membership and our retirees are provided a \$3000 accidental death policy from AIL. AIL is a union life insurance company. They will mail you information once a year and ask you to update your beneficiaries. If you do not want anyone to contact you about your life insurance needs – do not return the card. If you do have an interest in buying or updating your life insurance send the card back and someone will contact you. With the COVID19 issue going on they will offer over the phone or virtual options to talk with them.

Where Can I Get a Drive-Thru Coronavirus (COVID-19) Test Near Me?

<https://www.goodrx.com/blog/drive-thru-coronavirus-testing-near-me/>

Illinois 3900 28th Ave DrMoline M-F 8 – 8; S-S 9 – 4:30 p.m. (563) 421-3820 referral from PCP or www.genesishealth.com/virtual

<https://www.genesishealth.com/coronavirus-disease-2019-covid-19/>

Iowa 1520 West 53rd Street Davenport M-F 8 – 8; S-S 9 – 4:30 p.m. (563) 421-3820 referral from PCP or www.genesishealth.com/virtual

<https://www.genesishealth.com/coronavirus-disease-2019-covid-19/>

What is the drive-thru coronavirus testing process?

Most drive-thru testing sites require an appointment and a referral from a healthcare provider or the local health department. If you have COVID-19 symptoms and are concerned about your health, here are the steps you should take:

1. **Determine if you need testing.** Take an online screening, call your primary care provider or an urgent care center, or contact your state or local health department to evaluate your symptoms and risk. If so, you will be given information to a private (typically members-only) or public drive-thru testing site (set up by your state or local health department). You may be required to make an appointment before you can get tested at a drive-thru site.
2. **Prepare for your test.** Bring your physician's order and a valid photo ID. Check online or call your testing facility beforehand in case they have other instructions. Depending on the testing site, you may be asked to:
 - Refrain from taking any fever-reducing medications before testing
 - Refrain from eating before testing
 - Limit the number of people inside the vehicle with you
 - Bring a pen with you