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# United Steelworkers Local 105 Forerunner

## Local 105 Forerunner

Issue Date: November 29, 2018 Volume #18 Issue #44 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



### Meetings & Events December 2018

12/6	1:30pm	S.O.A.R. Meeting
12/13	3:30 pm	Committeeperson Mtg. E-Board Mtg.
12/18	6:20am	Regular Business Mtg
	7:20am	" " "
	3:20pm	" " "
	6:20pm	" " "
	11:20pm	" " "
12/19	12 noon	Local 105-2 (Sivyer Steel)
	3 pm	Local 105-2 (Sivyer Steel)
12/20	12 noon	Local 105 Retirees Potluck

All meetings @ USW Local 105 Union Hall  
Unless designated otherwise

### **Christmas Basket Update**

Thank You to everyone that has donated to the Christmas Basket Fund! A special thanks to the following - the USI Coffee Fund, the Labs Coffee Fund and the Storeroom Coffee Fund for their generous donations.

To obtain our goal of 600 baskets for 2018 we are still in need of donations. Department collections are still active and the donation boxes are at the gates. If you haven't donated yet please do so soon.

We were able to purchase baskets for just under \$27 this year and will need a total of \$16,000. We are currently just over half way to our goal.

Baskets will be packed at the Learning Center on Thursday December 20<sup>th</sup> at 5:00 PM.

Thanks again from the Christmas Basket Committee

### **Q & A of Interest to New Hires**

**Q:** When do my health insurance (medical, dental, and vision) benefits start?

**A:** Your health care coverage begins on the first day you are actively at work. If you enroll eligible dependents within 31 days of your initial eligibility, their coverage starts at the same time as yours.

**Q:** How long is the probationary period?

**A:** Probation period is 700 hours worked. The new employee orientation hours do not count toward the 700 hours worked.

**Q:** How long do I have to work before I am entitled to a vacation?

**A:** An employee must have one year of seniority and worked 1,000 hours in a calendar year to be eligible for vacation.

**Q:** Do I have to work a required number of days to qualify for the floating holidays?

**A:** The employee must have 30 days' seniority as of the date of the holiday to qualify for Holiday pay.

**Q:** Does my hire in date matter to qualify for the two floating holidays (Presidents Day & Good Friday)?

**A:** Only to the extent that you have to be able to have 30 days seniority in before you can qualify for a floating holiday. It does not matter that you hire in after the two holidays that were exchanged for floating holidays.

**Q:** As an Arconic employee are there discounts available on some new cars or other consumer goods?

**A:** Yes, as an Arconic employee, you are eligible for discounts on some cars, computers, cell phones, electronics, and more. These discounts are offered

through relationships with customers, suppliers, and Arconic businesses, as well as through other special programs that Arconic makes available to you. From a shop floor computer go to the Arconic Intranet net homepage. Click on HRDirect, Employee Discounts for more information.

**Q:** Are hours worked while on probation disqualified for purposes of performance pay?

**A:** No. An eligible employee is an hourly employee covered by the Performance Pay Agreement who had actual hours worked during the payroll weeks disbursed in the quarter and who either had employee status on the last calendar day of the quarter or whose employee status terminated during the quarter due to death or retirement.

**Q:** How much are union dues?

**A:** Monthly dues for a member shall be an amount equal to 1.45% of said member's total earnings during the month provided that monthly dues shall not be less than \$5.00 and provided further that monthly dues shall not be more than 2.5 times the member's average hourly earnings. For lump sum payments, dues shall be calculated separately by applying the 1.45% to such payments. Organizing dues are \$.02 per hour. The initiation fee is \$10.

**Q:** When can I contribute to a 401(k)?

**A:** As a new or rehired employee, you can enroll in the plan at any time, either online or by phone.. Shortly after you are hired, you'll receive an Arconic Savings Plan Kit for New Employees that explains how to enroll, if you haven't already done so.

If you are hired (or rehired) after August 1, 2006, you will be automatically enrolled in the plan following 60 days of eligible employment, unless you enroll earlier. This means that each pay period, 3 percent of your eligible earnings will be deducted from your pay and contributed to your Savings Plan account on a pre-tax basis. You may cancel the automatic enrollment before it becomes effective.

**Q:** If I am entitled to one week of vacation, do I have to take it all at once or can I take it as day at a time.

**A:** Employees may take up to two weeks of regular vacation on a Day-At-A-Time basis for eligible vacation during the vacation year being scheduled. Prior to scheduling vacations, employees will be required to declare the number of weeks of Day-At-A-Time vacation they will be taking.

**Q:** What do I do when I need new metatarsal shoes?

**A:** You should be given a voucher for new shoes when you are hired in. If you later need replacement shoes or to special order shoes, go to center gate security with your current shoes and they will direct you from there.

**Bucket Collection Results for Tierney Reed**  
The bucket collection for sheet finishing, union sister, Tierney Reed on November 14 & 15 totaled \$2150. Tierney has been off work and on S & A benefits for over a year and is suffering from the side effects of cancer and chemotherapy. Thank you to all who donated and helped out with the collection for Tierney.

**105 Contest Continues**

This week's number for direct deposit users to add to the cents of their deposit amount is.44 If the sum totals 105 you win a free T-shirt.



**Deadline Approaches for Local 105 Nathaniel S. Payne Memorial Scholarship**

Scholarship applications are available at the Union Hall. Completed applications must be received at the hall by Friday Dec. 7, 2018.

**Local 105 Scholarship Applications Received:**

Student's Name	Sponsor	Date Rec.
26 Armando Trigueros.	Jose Trigueros	11/19/2018
27 Antonio Wells	Lisa Boddie	11/20/2018
28 Paul Bakoylis Jr.	Paul Bakoylis Sr	11/20/2018
29 Preston McHugh	Tom McHugh	11/20/2018
30 Brenden Argenta	Jon Argenta	11/20/2018
31 Mariah Coyle	Lenford Coleman	11/21/2018
32 Karly Lent	Russ Lent	11/26/2018
33 Marissa Robertson	Dennis Hammill	11/26/2018
34 Katelynn Schnack	Ricky Schnack	11/27/2018
35 Jacob Green	Layal Daniel	11/27/2018
36 Alex Tyson	Nenda Tyson	11/28/2018
37 Lauren Anderson	Leon Schrader	11/28/2018
38 Nathan Greve	Brad Greve	11/28/2018
39 Demetria Johnson	Demetrius Johnson	11/28/2018



**Beanies for Sale!**

We just received a shipment of Beanies to sell. They are available in black or charcoal. gray with a silver embroidered USW logo patch. Your choice only \$6.75 each.

**2018 Perfect Meeting Attendance**

Our records indicate that the following members will be eligible, if they attend or are otherwise excused for the December 2018 regular business meeting, for a perfect attendance award of a onetime credit of up to \$50 for union clothing/merchandise at our union hall. If you think you may qualify, and your name isn't listed, please call Terry at the hall and he will let you know what monthly meeting(s) we have you as missing or not excused.

- |                     |                   |
|---------------------|-------------------|
| Bartholomew, Robert | Chavez, Jose      |
| Clark, Tonya        | Duffield, Daniel  |
| Gerth, William      | Gomez, Genaro     |
| Greve, Brandon      | Greve, Bradley    |
| Hartford, Amber     | Hibbs, Brian      |
| Hutt, Roy           | Jones, Gail       |
| Jones, Gilbert      | Larson, Zachary   |
| Lay, James          | Nicholas, Michael |
| Ramirez, Ricardo    | Reid, Robert      |
| Rojas, Laura        | Sambdman, Eldon   |
| Shaffer, Lee        | Sindt, Alvin      |
| Speer, Scott        | Steines, Clayton  |
| Stewart, Steven     | Stock, Patrick    |
| Stone, Matt         | Tremaine, James   |
| Wendell, Jeffrey    | Zabel, Bryan      |

**With Deepest Sympathy:**

The Family of:  
David Bitterman (Retired Member)

**UNION SHIRT DAY**

As a show of solidarity in preparation for the upcoming contract, we are asking you to wear a

**BLUE SHIRT on WEDNESDAYS and a RED SHIRT on FRIDAYS.**