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United Steelworkers Local 105 Forerunner

Local 105 Forerunner
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Special Edition Forerunner Part 2



The Arconic Grinch has come to town to take away your seniority rights to select the job you do within your classification. He is also taking away the 3 pay grades Star Points receive and the 6 pay grades Lead Operators received. Again, effective on 4-1-24 when the cancellation of the Lead Op agreement takes effect, the ability to select your job with your seniority goes away. This was a benefit of the team concept that was put into the team charters. Pay grade increases tied to Star Points and Lead Ops will also stop on 4-1-23, except for Safety Star points, that is a separate agreement. This decision by the company is a slap in the face of every Union member and shows us the company is not interested in an engaged workforce. They told this membership at contract time that they were committed to Teams, that was a LIE and a Labor Board change has been filed. But don't worry the Arconic Grinch is going to make it up to you with a turkey, ham, or fruit basket.

The price of canceling the Lead Op agreement.

Price of 3 pay grades for a year, \$2020

Price of 6 pay grade for a year, \$4040

Price of being able to use your seniority to pick your job, PRICELESS
Arconic can keep their turkey, ham, or fruit basket.

(Based on a pay grade 22 estimate)

This doesn't include the effects of a workforce that is unappreciated and unengaged.

The Bargaining Committee would like to thank all the Star Points and Lead Ops for their dedication and work since Teams were implemented in 2008. The void that will be left in your absence will be a detriment to this company as decisions will now be made by coaches that have no shop floor experience.

Who will be responsible for doing the Lead Op and star point duties?



Yes, Coach Kevin, all of those responsibilities will now fall on you. Arconic leadership is not interested in having an engaged work force and is now going back to the old command and control model.

Attention Lead Operators

Make certain you lock in your 2024 vacation selections prior to the December 11, 2023 deadline.

S.O.A.R Chili Supper Friday, Dec. 8th, 2023 12 noon to 5pm

Please join the Steelworkers Organization of Active Retirees for an afternoon of chili and conversation with your old co-workers at the U.S.W. Local 105 union hall. All retirees are welcome. Bring your spouse/date for a free afternoon dinner date!

Local 105

Nathaniel S. Payne Memorial Scholarship

These educational scholarships, valued at \$500 each will be awarded to any child (natural, adopted, step, foster or grandchild) of a USW member who has been in good standing for a period of 2 years prior to the date of the drawing (except for new hires with less than two years seniority). At the time of application each applicant must be enrolled full-time in this fall's semester or quarter of college and plan to attend full time in the succeeding semester or quarter. Please see application for complete requirements.

Completed applications must be received at the hall by Friday Dec. 8, 2023.

Local 105 Scholarship Applications Received:

Student's Name	Sponsor	Date Received:
Mya Diabira	Kelly Sharp	11/30/23
Lucas Hayes	Bradley Hayes	11/30/23
Keenan Diers	Jay Sharp	12/04/23
Emma Biskie	Scott Speer	12/04/23
Shannon McCleary	Michael McCleary	12/04/23

Meetings & Events

December 2023

12/8	12:00 pm	S.O.A.R. Chili Supper
12/12	3:00 pm	Women of Steel
12/14	3:30 pm	Comm. & E. Board Mtg
12/19	6:20 am	Regular Business Mtg
	7:20 am	" "
	1:30 pm	" "
	3:20 pm	" "
	6:20 pm	" "
12/20	1:00 pm	Local 105-2 (Sivyer Steel)
	3:00 pm	Local 105-2 (Sivyer Steel)
12/21	4:30 pm	Local 105-1 (Bowe Machine)

Working Company Paid Holidays

Just a reminder of what you will see on your check stub if you work one or more of the upcoming holidays. Remember, holidays worked are paid at 2.5 times your rate for all hours worked on a holiday. If you work on a company paid holiday, your stub will show the items below.

STOT for the number of hours worked which represents 1.0 hours.

Hol Prem for the same number of hours worked which represents 1.5 hours.

The 2 items together represent the contractual 2.5 times your rate for hours worked on the holiday.

Vacation Rate Calculation

We have received a number of questions regarding the calculation of vacation average over the last few months, so here is the process used to calculate an individual vacation rate.

The vacation average is based on 13-14 weeks in a quarter. The quarters for 2024 are listed below.

Pay Begin Date (Monday)	12/25/2023
Pay End Date (Sunday)	3/24/2024
Vac Rate Eff Date (Monday)	4/22/2024 to 7/21/2024
Pay Begin Date (Monday)	3/25/2024
Pay End Date (Sunday)	6/23/2024
Vac Rate Eff Date (Monday)	7/22/2024 to 10/20/2024
Pay Begin Date (Monday)	6/24/2024
Pay End Date (Sunday)	9/22/2024
Vac Rate Eff Date (Monday)	10/21/2024 to 1/19/2025
Pay Begin Date (Monday)	9/23/2024
Pay End Date (Sunday)	12/22/2024
Vac Rate Eff Date (Monday)	1/20/2025 to 4/20/2025

During these quarterly dates, each payroll week's eligible earnings (Regular, STOT, Sched Prem, & any shift premium) and eligible hours become the starting point for the calculations. Weeks that include any kind of vacation or holiday pay are excluded. The remaining weeks are added up for both eligible earnings and hours. The total Eligible earnings are divided by the total hours to create the initial average rate. The total hours are then also divided by the number of eligible weeks to determine the weekly average hours. The weekly average hours are multiplied by the initial average rate to determine the weekly vacation rate. The weekly vacation rate is divided by 40 to get the hourly vacation average. This is the rate that is applied on the 29th day following the end of the calculation quarters listed above.

Get Your W2 ASAP

Your 2023 W-2 tax statement will first be available online through Alight Worklife. You may access it online if you have signed up no later than January 14, 2024. Otherwise, you'll receive your W-2 by mail, approximately one to two weeks after the statements are available online.

Previously signed up for online access? Good news, your election carries over from year to year. There is no need to request online access again.

Sign up for online access:

1. On [HRDirect](#) click on 'Alight Worklife – Benefits and Pay', and then the "Pay" tab at the top of the page
2. Choose "Access Available Online W-2 Tax Statements" under Other Resources
3. Click on "Consent/Withdraw Consent" under Online Tax Form Consent
4. Review and Complete the 3 Steps and click "Consent"

2023 Paystubs

Remember to print out and save your last paystub for 2023. It will contain various **Year-to-Date** deductions including Union Dues and United Charities deductions that may reduce your income taxes when you file your 2023 income tax return. The final paystub for 2023 will have a pay date of 12/29/22 and weekending date of 12/24/22.