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United Steelworkers Local 105 Forerunner

Local 105 Forerunner
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Meetings & Events February 2025

2/06	1:30 pm	S.O.A.R.
2/11	3:00 pm	Women of Steel
2/13	3:30 pm	Comm. & E. Board Mtg
2/17		QC Federation of Labor
2/18	6:20 am	Regular Business Mtg
	7:20 am	" "
	1:30 pm	" "
	3:20 pm	" "
	6:20 pm	" "
2/20	4:30 pm	Local 105-1 (Bowe Machine)

CONTRACT EXPIRES MAY 16, 2026
PREPARE NOW – SAVE \$\$\$\$ –
67 WEEKS REMAINING

Business Meeting Update

Business Meetings for 3-11 are moving to 1:30pm for the month of February.

Thanks Received

Thanks for the jacket and golf accessories. Especially thanks for 27+ years of union representation!

In solidarity,
 John Kroeger Retired General Mech



Union/Solidarity Night at the Quad City Storm

On February 22nd, 2025, the USW Local 105 will host a Union/Solidarity Night at the Quad City Storm Hockey game!

Tickets for the event are available at the Hall and will be \$10.00 and you get a \$5.00 voucher back for food and drinks.

Get in the game and wear your Local 105 gear to show your SOLIDARITY!

Merchandise Sale Extended

During the month of February, we will be selling larger size (3X, 4X, and 5X) T-shirts and Sweatshirts. These sizes will be priced as follows

T-Shirts		
3X	\$7.00	
4X	\$8.00	
5X	\$9.00	
Sweatshirts		
3X	\$19.00	
4X	\$20.00	
5X	\$21.00	

This applies for in stock items only and is only through the end of February. Get yours now while the supply lasts.

Paystub Entry for FLSA OT

Some members may have an entry for FLSA OT on their paystub. This is a law that requires additional OT payments when a periodic bonus is paid. The ETO bonus falls into that category. The amount will vary depending on the ETO bonus and the overtime worked on w/e 1/5/25 which is when the ETO bonus was paid.

A. F. Kojetinsky Scholarship Programs

We have received information on their two annual scholarship competitions. The Memorial Scholarship with a value of up to \$5,200 was developed to help students planning to pursue a four year college degree and the Vocational (Career) Education Scholarship with a value of up to \$2,600 was developed for students who choose to pursue career or technical training as opposed to a four year college experience. Applicants can apply for these scholarships while they are still in High School. Stop by the hall for complete instructions and an Application for Certification form.

A.F. Kojetinsky Scholarship Program	Recommended Deadline for Application for Certification	Postmark Deadline for Application for Scholarship
Memorial	February 28, 2025	March 31, 2025
Vocational (Career)	April 30, 2025	May 30, 2025

From Corporate Payroll

Please be advised that Strada completed updates to the Iowa state income tax withholding tables on 1/25/2025, in time to be included on the w/e 1/26/25 payroll. They also processed retroactive adjustments to apply the changes back to 1/1/2025. The resulting refunds were issued on the 1/31/25 paystub. Employees will either see a reduced withholding amount or a refund, depending upon their 2025 withholdings to date.

Note this does not appear as a separate line item. It is rolled directly into the state withholding line item.

FMLA Recertifications

The company informed the Union that they have started sending out FMLA recertification requests. Below is an explanation of the recertification process and their location in the FMLA rules and regulations.

How Often and When Can the Employer Require Additional Medical Certifications (Recertification)? [825.308]

In cases where a condition extends beyond a single leave year, the employer may request a **new certification annually** (once per leave year). [825.305(e)]

For any condition with an extended duration of incapacity or intermittent incapacity (including pregnancy, **chronic or lifetime conditions**), the employer may request recertification no more than once **every six months** in connection with an absence. [825.308(b)]

If a certification lists a minimum duration of incapacity, the employer **may not request recertification during that minimum period**. For example, if the certification states a condition will render the employee unable to work (either continuously or intermittently) over the next 40 days, the employer must wait 40 days before requesting recertification. [825.308(b)]

In any case, employers may request recertification **no more often than every 30 days** and only in connection with an absence. [825.308(a)]

The employer may request recertification more often (e.g., in less than 30 days) only if:

- the employee requests an extension of the leave.
- circumstances of the illness have changed, or
- the employer has specific cause to question the legitimacy of the leave. [825.308(c)]

As part of a recertification request, the employer may provide the health care provider with a record of the employee's **absence pattern** and ask the provider if the pattern is consistent with the employee's condition.

Once requested, the worker must provide recertification within **15 calendar days** unless not practicable despite diligent, good faith efforts. [825.308(d)]

Recertification is **at the worker's expense** unless the employer provides otherwise. No second or third opinions on recertifications may be required. [825.308(f)]



BAKE SALE

ALL PROCEEDS GO TO RIVER BEND FOOD BANK

Wednesday, February 12 & Thursday, February 13
5AM to 8PM

OUTSIDE OF CAFETERIA

SPONSORED BY: THRIVE - WOS - PLATE MILL
AND SCM VERTICAL SLICE TEAMS

IMPORTANT INFORMATION ABOUT YOUR UNITED WAY PAYROLL DEDUCTIONS

This is to inform you that your elected United Way contributions for 2025 were not properly deducted from your first payments in January. The issue was caused by incorrect decimal place used when setting up your election. This resulted in your deduction being under-withheld.

You will see a catch-up amount applied to your next two payments beginning in February 2025. If you wish to make a change to the amount being deducted, you can call ARCONIC4U (1-844-927-2664) and request to make a change.

We apologize for this error and any confusion or inconvenience it may have caused.