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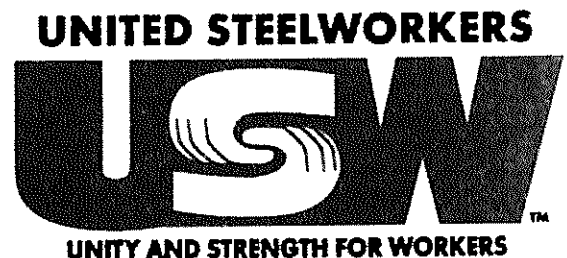
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# United Steelworkers Local 105 Forerunner

Local 105 Forerunner

Issue Date: Jan. 07, 2021 Volume #21 Issue #1 Mailed every 3 weeks

Office	Name
President	Brad Greve
Vice. Pres.	Robert Bartholomew ("Bart")
Guide	Roy Hutt
Rec Sec	Pat Stock
Griev Chair	Josh Meyrer
Fin Sec	Mike Nicholas



## 2021 AFL-CIO Dr. Martin Luther King Jr. Civil and Human Rights Conference

This year, the conference will be held:  
 Friday, Jan 15, 2021 - Saturday, Jan 16, 2021  
 11:00 AM - 2:00 PM Eastern Time  
 and will be free for all participants, but you must register in order to attend.

In order to keep everyone safe, the conference will be completely virtual this year, but there will be creative ways to build community and share knowledge like always.

### Meetings & Events January 2021

1/18	6pm	Q-C Fed Delegates Mtg @Local 25
1/14	4pm	Comm. & E Board Mtg.
1/19	6:20am	Regular Business Mtg
	7:20am	" " "
	3:20pm	" " "
	6:20pm	" " "
	11:20pm	" " "
1/20	12 noon	Local 105-2 (Sivyer Steel)
	3 pm	Local 105-2 (Sivyer Steel)
1/21	4:30 pm	Local 105-1 (Bowe Machine)

**All meetings @ USW Local 105 Union Hall  
 Unless designated otherwise**

### Arconic Foundation Scholarship Program Open Jan 4, 2021 through March 4, 2021

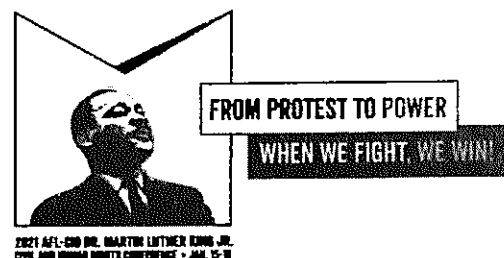
The scholarship provides \$5,000 for students pursuing higher education. Scholarship award selections are based on of academic achievement, leadership skills, character, employment history, community service, and a written essay.

#### How do interested students apply?

- Applications must be completed and submitted at: <https://aim.applyists.net/Arconic>

#### Need help?

If you have additional questions, please reach out to ISTS, the scholarship program manager. ISTS can be contacted at (855) 670-4787 or [contactus@applyists.com](mailto:contactus@applyists.com). Please mention Arconic Foundation as the program sponsor.



Emerging from a year that has presented many challenges and obstacles, the theme for the 2021 MLK Conference is "From Protest to Power: When We Fight, We Win," in order to honor the brave and bold leadership of the activists among us and celebrate the power of people united in collective action toward justice for all.

For more information and to register go to: [USW.org](http://USW.org)

### With Deepest Sympathy:

The Family of:  
 Jimmie Mangel (Julie Melchert's father)

**U.S.W. Local 105 (Active Arconic employee) Retirement Benefits as of 1/1/2021**

**Common Retirement Options**

- Rule IID Normal - Age 65 and five years of service
- Rule IID 62/10 - Age 62 and ten years of service
- Rule IID 30 years of service, no age requirement
- Rule IID 60/10 (Reduced Pension) - Age 60 and ten years of service
- Rule IID Disability (Ten years vested service also required)
- Rule IID Deferred Vested Pension (No health benefits) - 5 years service & Age 62 - (Eligible for reduced pension at age 60)

- Rule IIBB Normal - Age 65 and five years of service
- Rule IIBB 57/35 - Age 57 and 35 years of service
- Rule IIBB Deferred Vested Pension (No health insurance) - 5 years of service & age 65
- Rule IIBB Disability (Ten years vested service also required)

Defined Weekly Contribution Plan of higher of 3% of eligible earnings or age-based schedule (100% vested immediately)

**Retiree Health Benefits**

- Pre-Medicare & Medicare Eligible Retirement Medical & RX Benefits for a monthly fee (No Dental & Vision Benefits)
- Partial Medicare Part B Reimbursement Upon request
- Co. Contribution of Separate 40 cent per hour in 401K after 1 year of service
- Co. Contribution of separate 40 cent per hour in 401K after 90 days of service

**2021 HEALTH CARE PREMIUMS UPON RETIREMENT**

Monthly Cost Per Retiree, or Spouse, or Surviving Spouse

Medical & RX: Non-Medicare Eligible (Hired in Before 7/1/2010); Medicare Eligible (Hired in Before 7/1/2010) \$100 \$50

Current Monthly Medicare Part B Reimbursement per person, \$88.50  
 Current Monthly Starting Cost of Medicare Part B Premium (Usually Deducted from Social Security Check) \$148.50

**2021 MASTER COBRA MONTHLY RATES**

Medical/RX	SINGLE	FAMILY
Dental	\$766.79	\$1,786.62
Vision	\$37.23	\$86.79
Total	\$6.21	\$14.45
	\$810.23	\$1,887.86

Hired Before June 1, 2006  
 Hired June 1, 2006 - June 1, 2006  
 Hired June 23, 2006 - June 1, 2010  
 Hired June 1, 2010 - Dec 31, 2019  
 Hired Jan 1, 2020 or later

Job Grade  
 1-4  
 5-8  
 9-12  
 13-16  
 17-20  
 21-24  
 25-27  
 28+

Pension Multipliers Effective July 1, 2014  
 Hired Before June 22, 2006  
 0 to 15 Years \$42.25  
 15 to 30 Years \$44.25  
 Over 30 Years \$55.00  
 \$46.05  
 \$47.90  
 \$49.75  
 \$51.55  
 \$53.90  
 \$56.25  
 \$57.25

Pension Multipliers Effective July 1, 2014  
 Hired between June 23, 2006 to Dec 31, 2019

Job Grade  
 1-4 \$37.00  
 5-8 \$38.55  
 9-12 \$40.15  
 13-16 \$41.50  
 17-20 \$43.05  
 21-24 \$45.15  
 25-27 \$47.25  
 28+ \$48.00

Retirements are always effective on the first of the month i.e. Jan.1, Feb. 1, Mar. 1, etc.

Vesting service and pension service are measured in years, full months, and full days, with full months calculated as 1/12 of a year and full days calculated as 1/360 of a year.

Pension factors are determined by the highest job grade at which you worked 1,000 hours or more (including vacation hours) in any 12 consecutive months during the 120 months immediately preceding the date on which your pension service stops.

Arconic Surviving Spouse Benefit Option (Must be elected at time of Retirement)  
 % Cost of Pension Hired before 6/23/2006  
 100% With Pop Up 13%  
 75% With Pop Up 9%  
 50% With Pop Up 5%

The new defined contribution plan will cover employees hired on or after January 1, 2020 and will provide a contribution equal to the higher of: (1) 3% of eligible earnings during the pay period, or (2) the equivalent of the following age-based contribution schedule:

Age as of January 1 <sup>st</sup>	Minimum Contribution	
	Annual	Per Week
Under 35	\$1,025	\$19.71
35 to 39	\$1,475	\$28.37
40 to 44	\$1,700	\$32.69
45 to 49	\$2,075	\$39.90
50 to 54	\$3,975	\$76.44
55 to 59	\$5,500	\$105.77
60 & Over	\$7,000	\$134.62