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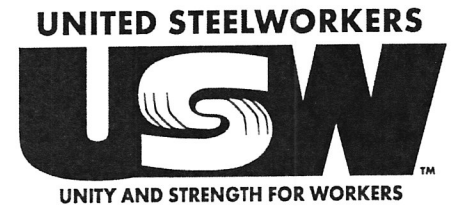
RETURN SERVICE REQUESTED

United Steelworkers Local 105 Forerunner

Local 105 Forerunner

Issue Date: January 24, 2017 Volume #17 Issue #04 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



Meetings & Events

January 2017

2/2	1:30pm	S.O.A.R. Meeting
2/16	3:30pm	Committeeperson Mtg. E-Board Mtg.
2/16	12 noon	Local 105 Retirees Potluck
2/20	6 pm	Q-C Fed Delegates Mtg @Local 25
2/21	6:20am	Regular Business Mtg
	7:20am	" " "
	3:20pm	" " "
	6:20pm	" " "
	11:20pm	" " "
2/22	12 noon	Local 105-2 (Sivyer Steel)
	3 pm	Local 105-2 (Sivyer Steel)

All meetings @ USW Local 105 Union Hall
Unless designated otherwise

From the Bargaining Unit:

UPDATE ON PFP and SHIFT PREFERENCE NEGOTIATIONS

Settlements Reached on January 23rd

2017 PFP Plan

- We as a union have moved the company from the 5% target to a 10.6% target.
- With steady volumes, improved quality and improved recovery the new design gives us the reasonable opportunity to get a 10.6% PFP pay out.
- This new plan offers some downside protection. This means that even if we don't hit the target the plan will pay out at lower profit levels than the previous plan.
- The agreed to plan design for 2017 will also be used for 2018 and 2019.

- To get this new plan design we had to settle the 2 current PFP grievances.
- Why would we settle these grievances?
 - The company took the position with the 3rd Level Answer that the (2) PFP grievances were not arbitrable. It would have been an uphill battle to get the PFP grievances to arbitration and even if it got to arbitration there would be no guarantee the arbitrator would have ruled in our favor.
 - We believe the 2017 PFP plan meets the intent of the contract and offers the reasonable opportunity to get a 10.6% pay out in 2017, 2018 and 2019.

Shift Preference/Shift Balance Guidelines

- The company was dug in on a one year shift preference, but with the efforts of the membership, committee persons, and stewards we were able to move the company to 3 shift preference dates per year. Shift preference dates will be in January, May, and September.
- The company will still maintain the ability to balance shifts by department during the year if the department has a need to balance. When this happens the department management will have to give employees a 30 day notice.

Once again thanks for all the support during these negotiations.

For more details please contact stewards, committee persons, or plan to attend the February's business meetings on 21st.



USW Local 105 Solidarity Night at the Mallards

USW Local 105 is having 2 solidarity nights at the Quad City Mallards in February. Friday February 17, and Friday February 24 are both 7:00PM puck drops. \$2 beer and \$2 hotdogs will be available. Tickets are \$10 each and are now available at the hall.

Reminders for recent or soon to be Retirees:

Arconic Retirement Timeline and Considerations:

If you are thinking about or getting close to retirement from Arconic, here are a few things you should be aware of:

\$500 Notice of Intent to Retire Incentive – This Notice must be completed and turned into Davenport Human Resources Department at least three full months prior to your selected retirement date which is always effective on the first of the month. If you change your mind about your retirement date after you submit this form, you will no longer be eligible for the \$500 later.

Retirement Process – You can start your retirement process no earlier than 90 days prior to your Retirement date by calling 1-844-927-2664 and selecting "Initiate Retirement".

Health Insurance Premiums and Medicare- If you are eligible for retiree health insurance, you will have to mail in or have direct debit of retiree health insurance premiums until you start receiving your normal monthly pension.

If you are retired and eligible for Medicare, Medicare becomes your primary insurance. You should contact the Social Security Office approximately 90 days before you want to receive Social Security or enroll in Medicare Parts A and B.

Dental and Vision Insurance – You lose dental and vision coverage for you and your dependents upon retirement, but for a fee and at the beginning of your retirement you may be able to temporarily continue coverage through COBRA.

Company Life Insurance – The Company provided life insurance of \$48,000 is reduced to \$7,500 at the later of age 62 or retirement.

Hearing Loss – 30 days after your retirement or shortly thereafter, call Arconic Medical Dept. at 459-2341 and set up an appointment for your hearing loss test. You will be notified when the results of the test are back and if you have any compensable hearing loss under workers compensation.

401K Contributions – Your plan contributions stop when you retire.

401K Distributions – If the market value of account balance is over \$5000, you can leave the money in the 401K plan until you reach age 69. You may request a total distribution at any time or up to four partial distributions (\$250 minimum) per year.

Unused Vacation – If you have unused vacation and are eligible for the Special Retirement Payment, the unused vacation pay will be added to the Special Retirement Payment which means there will be no need to deduct Medicare or Social Security taxes.

Vacation – To be eligible for vacation earned during the current calendar year, you must be active or retired January 1 or later of the following calendar year.

Help collect absentee ballots this week!

Monica Kurth has been endorsed for the Special Election January 31st to replace Jim Lykam in the Iowa House District 89. We need your help to collect absentee ballots from early voters.. Even if you only have an hour to give after work we can use your help!

Call Tracy Leone if you can help: 309 738-3196

When: Monday, Jan. 23 thru Election Day January 31st

Where: UFCW Hall
2411 Central Park Ave.
Davenport, IA

Time: Noon to 7pm

Special Election Tuesday, January 31 **Polls are open from 7AM - 9PM**

Monica Kurth Wins Democratic Nomination for Special Election in House District 89

The Scott County Democratic Party selected Monica Kurth to be their nominee in the Iowa House District 89 special election to replace Jim Lykam. Lykam was elected to the Iowa State Senate in a special election on December 27th, defeating Republican Mike Gonzales.

"I'm honored to receive the nomination to be the Democratic candidate in House District 89," said Kurth, of Davenport. "Over the coming weeks, I plan to meet with voters throughout the district to listen to their concerns. In addition, I will work closely with Senator-elect Lykam and learn as much from him as possible moving forward."

Kurth, a mother of 2 adult children, is a long-time resident of Davenport. She served as an instructor and counselor at Scott Community College for over twenty years. Kurth is active in Quad Cities Interfaith, a coalition of community groups and congregations that work together to address local issues like education funding and access to health care.

"I will be a strong advocate for working families in Davenport who are working hard everyday to make ends meet," said Kurth. **"We need to raise wages for families in Scott County, ensure our kids get a great education, and make sure our seniors have the retirement security they deserve. In everything I do, I'll keep focused on working families, not special interests."**