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# United Steelworkers Local 105 Forerunner

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 Issue Date: January 18, 2024 Volume #24 Issue #3 Mailed every 3 weeks

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## ATTENTION VETERANS

Representatives from the VA will be at the plant to help answer questions and get information for benefits that is available to veterans in the cafeteria on the following dates and times: Please remember to bring your DD214.

Monday January 22 from 7:30am-4:00pm  
 Tuesday January 23 from 10:00am-6:00pm

Reach out to your department management to set up a time to go during these times.

## **Union/Solidarity Night at the Quad City Storm**

On February 3<sup>rd</sup> 2024 the USW Local 105 will be hosting 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!

## **Texas Retirees**

Retirees are invited to attend the monthly gathering on the 2<sup>nd</sup> Wednesday of January through March 2024 at Mr. Gattis Pizza on 2<sup>nd</sup> Street in McAllen Texas. Please contact Gerry Hueser at 563-340-3132 for details.

### Meetings & Events February 2024

2/1	1:30 pm	S.O.A.R.
2/13	3:00 pm	Women of Steel
2/15	3:30 pm	Comm. & E. Board Mtg
2/20	6:20 am	Regular Business Mtg
	7:20 am	" "
	1:30 pm	" "
	3:20 pm	" "
	6:20 pm	" "
2/21	4:30 pm	Local 105-1 (Bowe Machine)

## **With Deepest Sympathy:**

The Family of:

Pamela Hobbs (Emily Tolbert Mother)  
 Eugene Peck (Tony Peck Father)  
 Barbara Truman (Barry Truman Wife)

## **ETO Payout**

The ETO payout for those that qualify is on the January 12<sup>th</sup> paycheck. If you believe you qualified, but did not receive payment, please contact the hall. Each ETO was worth \$50 with a max of 8 ETO's available. If you believe an error has been made, please reach out the union hall ASAP.

## **Business Meeting Update**

Business Meeting for 3-11 is moving to 1:30pm for the month February.

**U.S.W. Local 105 (Active Arconic employee) Retirement Benefits as of 1/1/2024**

**Common Retirement Options**

	Hired Before June 1, 2006	Hired June 1, 2006 - June 22, 2006	Hired June 23, 2006 - June 1, 2010	Hired July 1, 2010 - Dec 31, 2019	Hired Jan 1, 2020 or later
Rule IID Normal - Age 65 and five years of service	Yes	Yes	No	No	No
Rule IID 62/10 - Age 62 and ten years of service	Yes	Yes	No	No	No
Rule IID 30 years of service, no age requirement	Yes	Yes	No	No	No
Rule IID 60/10 (Reduced Pension) - Age 60 and ten years of service	Yes	Yes	No	No	No
Rule IID Disability (Ten years vested service also required)	Yes	Yes	No	No	No
Rule IID Deferred Vested Pension (No health benefits) - 5 years service & Age 62 - (Eligible at age 60)	Yes	Yes	No	No	No
Rule IIBB Normal - Age 65 and five years of service			Yes	Yes	No
Rule IIBB 57/35 - Age 57 and 35 years of service			Yes	Yes	No
Rule IIBB Deferred Vested Pension (No health insurance) - 5 years of service & age 65			Yes	Yes	No
Rule IIBB Disability (Ten years vested service also required)			Yes	Yes	No

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

**Retiree Health Benefits**

	Yes	Yes	Yes	None	None
Pre-Medicare & Medicare Eligible Retirement Medical & RX Benefits for a monthly fee (No Dental & Vision Benefits)	Yes	Yes	Yes	None	None
Partial Medicare Part B Reimbursement Upon request	<b>YES</b>	None	None	None	None
Co. Contribution of Separate 50 cent per hour in 401K after 1 year of service	No	No	No	<b>YES</b>	
Co. Contribution of separate 55 cent per hour in 401K after 90 days of service					<b>YES</b>

Retirements are always effective on the first of the month i.e. Jan.1, Feb. 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 6/23/06
100% With Pop Up	13%
75% With Pop Up	9%
50% With Pop Up	5%

**2024 HEALTH CARE PREMIUMS UPON RETIREMENT**

	Monthly Cost Per Person
Medical & RX: Non-Medicare Eligible (Hired in Before 7/1/2010)	\$120
Medicare Eligible (Hired in Before 7/1/2010)	\$60
Current Monthly Medicare Part B Reimbursement per person, if you or your spouse qualify	\$88.50
Current Monthly Starting Cost of Medicare Part B Premium (Usually Deducted from Social Security Check)	\$174.70

**2024 MASTER COBRA MONTHLY RATES**

	SINGLE	FAMILY
Medical/RX	\$872.21	\$2,032.30
Dental	\$39.70	\$92.50
Vision	\$6.04	\$14.03
Total	\$917.95	\$2,138.83

**Pension Multipliers Effective May 15, 2022**

Hired Before June 22, 2006

Job Grade	0 to 15 Years	15 to 30 Years	Over 30 Years
1-4	\$48.25	\$50.25	\$61.00
5-8	\$50.05	\$52.05	\$63.00
9-12	\$51.90	\$53.90	\$65.00
13-16	\$53.75	\$55.75	\$67.50
17-20	\$55.55	\$57.55	\$69.00
21-24	\$57.90	\$59.90	\$73.00
25-27	\$60.25	\$62.25	\$76.00
28+	\$61.25	\$63.25	\$78.25

**Pension Multipliers Effective May 15, 2022**

Hired between June 23, 2006 to Dec 31, 2019

Job Grade	0 to 20 Years	Over 20 years
1-4	\$43.00	\$48.25
5-8	\$44.55	\$50.05
9-12	\$46.15	\$51.90
13-16	\$47.50	\$53.75
17-20	\$49.05	\$55.55
21-24	\$51.15	\$57.90
25-27	\$53.25	\$60.25
28+	\$54.00	\$61.25

Arconic Corp. Hourly 401(k) Plan Contributions for Employees Hired or Rehired on or after January 1, 2020 including those who made a one time irrevocable election to move to the 401(k) contributions will increase as follows effective January 1, 2023

Age on January 1	% of Earnings	Minimum Annual Equivalent
Under 35	3.00%	\$1,200
35 to 39	3.00%	\$1,700
40 to 44	3.00%	\$2,000
45 to 49	3.00%	\$2,500
50 to 54	3.00%	\$4,800
55 to 59	3.00%	\$6,600
60 and Over	3.00%	\$8,400