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United Steelworkers Local 105 Forerunner

Local 105 Forerunner

Issue Date: January 2, 2020 Volume #20 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



Meetings & Events January 2020

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

All meetings @ USW Local 105 Union Hall
Unless designated otherwise

Nearby Iowa Caucus Training

Thursday, January 9, 2020 at 6:00 PM
 UFCW hall

Saturday, January 11, 2020 at 9: AM – 10 AM
 Eldridge Library!

Sunday, January 12, 2020 at 9:00 PM
 Blue Grass at the Public Safety Building

Wednesday, January 15, 2020 at 6 PM – 7 PM
 Steelworkers Hall in Bettendorf

105 Contest Continues

This week and last week's number for direct deposit users to add to the cents of their deposit amount is 92. If the sum totals 105 you win a free T-shirt.

Q & A of Interest to New Hires

Q: When do my health insurance (medical, dental, and vision) benefits start?

A: Your health care coverage begins on the first day you are actively at work. If you enroll eligible dependents within 31 days of your initial eligibility, their coverage starts at the same time as yours.

Q: How long is the probationary period?

A: Probation period is 700 hours worked. The new employee orientation hours do not count toward the 700 hours worked.

Q: How long do I have to work before I am entitled to a vacation?

A: An employee must have one year of seniority and worked 1,000 hours in a calendar year to be eligible for vacation.

Q: Do I have to work a required number of days to qualify for the floating holidays?

A: The employee must have 30 days' seniority as of the date of the holiday to qualify for Holiday pay.

Q: Does my hire in date matter to qualify for the two floating holidays (Presidents Day & Good Friday)?

A: Only to the extent that you have to be able to have 30 days seniority in before you can qualify for a floating holiday. It does not matter that you hire in after the two holidays that were exchanged for floating holidays.

Q: As an Arconic employee are there discounts available on some new cars or other consumer goods?

A: Yes, as an Arconic employee, you are eligible for discounts on some cars, computers, cell phones, electronics, and more. These discounts are offered through relationships with customers, suppliers, and Arconic businesses, as well as through other special programs that Arconic makes available to you. From a shop floor computer go to the Arconic Intranet net homepage. Click on HRDirect, Employee Discounts for more information.

Q: Are hours worked while on probation disqualified for purposes of performance pay?

A: No. An eligible employee is an hourly employee covered by the Performance Pay Agreement who had actual hours worked during the payroll weeks disbursed in the quarter and who either had employee status on the last calendar day of the quarter or whose employee status terminated during the quarter due to death or retirement.

Q: How much are union dues?

A: Monthly dues for a member shall be an amount equal to 1.45% of said member's total earnings during the month provided that monthly dues shall not be less than \$5.00 and provided further that monthly dues shall not be more than 2.5 times the member's average hourly earnings. For lump sum payments, dues shall be calculated separately by applying the 1.45% to such payments. Organizing dues are \$.02 per hour. The initiation fee is \$10.

Q: When can I contribute to a 401(k)?

A: As a new or rehired employee, you can enroll in the plan at any time, either online or by phone. Shortly after you are hired, you'll receive an Arconic Savings Plan Kit for New Employees that explains how to enroll, if you haven't already done so.

If you are hired (or rehired) after August 1, 2006, you will be automatically enrolled in the plan following 60 days of eligible employment, unless you enroll earlier. This means that each pay period, 3 percent of your eligible earnings will be deducted from your pay and contributed to your Savings Plan account on a pre-tax basis. You may cancel the automatic enrollment before it becomes effective.

Q: If I am entitled to one week of vacation, do I have to take it all at once or can I take it as day at a time.

A: Employees may take up to three weeks of regular vacation on a Day-At-A-Time basis for eligible vacation during the vacation year being scheduled. Prior to scheduling vacations, employees will be required to declare the number of weeks of Day-At-A-Time vacation they will be taking.

Q: What do I do when I need new metatarsal shoes?

A: You should be given a voucher for new shoes when you are hired in. If you later need replacement shoes or to special order shoes, go to center gate security with your current shoes and they will direct you from there.

Arconic Pay for Performance Periods

Week Start Date	Week Ending Date	Pay Date	Quarter
12/30/2019	1/5/2020	1/10/2020	Q1 2020
Thru			
3/16/2020	3/22/2020	3/27/2020	Q1 2020
Thru			
3/23/2020	3/29/2020	4/3/2020	Q2 2020

Thru			
6/15/2020	6/21/2020	6/26/2020	Q2 2020
Thru			
6/22/2020	6/28/2020	7/3/2020	Q3 2020
Thru			
9/14/2020	9/20/2020	9/25/2020	Q3 2020



Attend one of two Public Orientation Sessions:
Wednesday, January 8, 2020, 4-5 pm OR 6-7 pm
LULAC Club, 4224 Ricker Hill Rd, Davenport, IA

Are you or someone you know looking for a rewarding living-wage career AND willing to work hard to get what you want?

Have you heard apprenticeships lead to skilled, high-demand work but weren't sure where to start?

Come learn about a FREE four-week preapprentice course offering:

- Exposure to 16 skilled trades
- Recognized multi-craft core curriculum (MC3)
- Math and test prep
- Safety certifications
- Connections to apprenticeship
- Support toward success in completing training coordinators

• Application deadline is January 31, 2020. • Four-week evening/weekend course will run Feb. 11 - March 7 in Davenport. • Open to all Iowans. • All materials provided.

Email labor-center@iowastates.edu, or call Paul Ivanan at 319-835-4080 for application details. Actively recruiting women, people of color, veterans, and workers with disabilities.

The University of Iowa

Labor Center



Apprenticeship is a pathway to a career in a skilled trade. Apprenticeships are a partnership between employers and workers. Apprenticeships provide a structured, on-the-job training program that allows workers to gain hands-on experience while earning a wage. Apprenticeships are a key component of the workforce development system and are essential for ensuring a steady supply of skilled workers in the state's economy.

States with wage hikes on January 1, 2020

Reprinted in part from: www.cbsnews.com/news

Each of the 21 states that are boosting their minimum wages at year-start, with their new minimum wage and percentage increase.

- Alaska - \$10.19 (3%)
- Arizona - \$12 (9.1%)
- Arkansas - \$10 (8.1%)
- California - \$13 (8.3%)
- Colorado - \$12 (8.1%)
- Florida - \$8.56 (1.2%)
- Illinois - \$9.25 (12%)
- Maine - \$12 (9.1%)
- Maryland - \$11 (8.9%)
- Massachusetts - \$12.75 (6.3%)
- Michigan - \$9.65 (2.1%)
- Minnesota - \$10 (1.4%)
- Missouri - \$9.45 (9.9%)
- Montana - \$8.65 (1.8%)
- New Jersey - \$11 (10%)
- New Mexico - \$9 (20%)
- New York - \$11.80 (6.3%)
- Ohio - \$8.70 (1.8%)
- South Dakota - \$9.30 (2.2%)
- Vermont - \$10.96 (1.7%)
- Washington - \$13.50 (12.5%)

Editors Note: For comparison purposes the minimum wage in Iowa still remains the same as it was in 2008, which is \$7.25 an hour.