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RETURN SERVICE REQUESTED

United Steelworkers Local 105 Forerunner

Local 105 Forerunner

Issue Date: July 3, 2020 Volume #20 Issue #30 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

July 2020

7/14	4:00 pm	Committeeperson Mtg.
7/16	4:00 pm	E-Board Mtg.
7/20	6 pm	Q-C Fed Delegates Mtg @Local 25
7/21	6:20am	Regular Business Mtg
	7:20am	" " "
	3:20pm	" " "
	6:20pm	" " "
	11:20pm	" " "
7/22	12 noon	Local 105-2 (Sivyer Steel)
	3 pm	Local 105-2 (Sivyer Steel)
7/23	4:30 pm	Local 105-1 (Bowe Machine)

All meetings @ USW Local 105 Union Hall
Unless designated otherwise

While there is no perfect answer on how to contain this virus and stop the spread we do know that face coverings or face shields will help to some extent. This week the company issued a rule that if you can not physically distance from other employees at the plant, while working, on break, walking to the clock or thru the tunnel or hallways, you MUST wear a face covering.

While I expect the company to continue to help us with cleaning supplies, PPE, etc. we also need to do everything we can to protect ourselves, our families, our union brothers and sisters.

Use face coverings or face masks, stay home if you are sick.

From the President:

3rd Level Grievance Hearings

We completed a 60 grievance docket on Wednesday and Thursday at the Learning Center. We will get our answers back in 45 days. In order to keep reducing the backlog, we are working on dates for another round of 3rd level hearings in August. We are also trying to confirm arbitration dates.

COVID 19 - Update

After 2 months without a positive case of COVID19 at the plant we have had 5 new cases in the last 10 days. Two cases from the Rolling department, two cases from the Plate Mill and one case from IPS department.

The 2 cases late last week triggered the screening process for entry to the plant. This screening will last at least 2 weeks.

VSW Update

Iowa Work Force Development is currently processing hours for the Voluntary Shared Work program. Once entered it takes 4 business days to load onto the debit cards. According to Work Force Development the first payment for weekending 4-11-2020 should be loaded on the debit cards soon. If you have any issues please call Iowa Work Force Development.

AGREEMENT

July 2020 Lay Off's – Update

As announced on last Friday afternoon the company will be laying off 154 employees to the street on Sunday July 19, 2020.

This will be the junior 154 employees with the exception of:

5-Truck Repair Mechanics, 4 - Roll Grinders, 3 - Machinists per article VIII paragraph A.

All laid off employees will have recall rights for 5 years as long as they make their annual contact with the company in March of each year as described in the contract.

All departments in the plant will be going back to full schedules on July 20th.

We are working on the internal layoffs to backfill for the layoffs to the street.

In addition to the external layoffs the following departments will lay off internally:

Rolling an additional 29 employees

Sheet an additional 12 employees

These number may change slightly based on who bids the FSD and oiler jobs.

The internal lay offs will move to the following departments:

Ingot – 21

Labs - 6

Plate Mill – 5

FSD – 4 (a posting is currently up – sign up is at center gate)

Oilers – 4 (a posting is currently up – sign up is at center gate)

Brick Mason – 1 opening that will be posted in the future.

The postings for the FSD and Oiler positions will come down on Monday at Noon. We will quickly determine the winners of those bids so that we can determine where the final 8 openings will be for the internal layoffs. Anyone being internally laid off will be contacted in order of company seniority to select what department they prefer. We will need to move through this process quickly to allow the department shift balances to happen on July 13th with effective dates as posted in your department.

No Voluntary Quit Packages due to the contractual language change in 2014:

The company is not required to offer Voluntary Quit Packages when laying off employees with less than 2 years seniority. We could not get the company to understand the value of offering packages to allow employees to voluntarily separate from the company and keep the employees working that want to be here and are just starting their career.

I hope that we don't have any future layoffs and that we get everyone back to work in the near future but if there are additional layoffs the company will have to offer the Voluntary Quit Packages – one for one – for laid off employees with more than 2 years of seniority.

We are working on a schedule for meetings at the plant for employees that are being laid off to the street. We will give out information on how to apply for unemployment and information concerning recall.

ARTICLE XI. RECALL AND RESTORATION OF FORCES

Paragraph 4

C. When there is to be a recall or a restoration of forces, the Company will give notice either by registered mail or in person or by other adequate means to the individuals to be recalled or restored and will post in the department the names of the

individuals as long in advance as conditions will permit. A copy of the posted list of employees to be recalled or restored will be given to the local Union at the time of the posting.

If an employee previously laid off due to a reduction of forces, and not then working in another department, does not report for work within seventy-two (72) hours (excluding Saturdays, Sundays, and holidays) after such notice is delivered or delivery has been attempted, he shall forfeit his place in that particular recall unless that particular recall is incomplete, but if within a period of ten (10) days after the first notice he so requests it, he shall be given a second and final consideration at the time of the next recall, if any. If an employee has followed the above procedure, he shall not lose his seniority status because of the layoff; otherwise, he shall lose his seniority.

Lay Off and the 401K Plan

- Your payroll contributions and any applicable Company contributions will continue if you have eligible earnings or hours worked.
- You may transfer investments within the Plan
- You may request non-hardship withdrawals or hardship withdrawals.
- Unless you are laid off permanently, you must continue to make your existing loan repayments manually to avoid default.
- You may not request a new loan.
- Unless you are laid off permanently, your contributions (along with any applicable Company contributions) will resume automatically when you return to work.

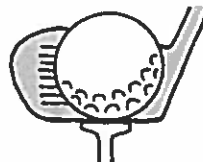
Lay Off and Health Insurance

Q. If I am laid off, will health insurance still be available to me?

A. For those that have less than 2 years of accumulated department seniority at the time you are laid off, coverage may continue for up to 31 days. You will receive a monthly billing notice from Arconic for your health care premiums. To continue your health care coverage, you must pay these premiums before the deadline listed on the billing notice.

Job Opportunities:

Those that will be laid off might be interested in knowing that Millwright Local Union 2158 in Bettendorf will be holding apprenticeship interviews July 7-9, 2020. Please call 563 332-2158 for more information if you are interested.



Local 105 and IBEW Golf Tournament

This year's golf tournament will be held Thursday, August 13 at Glynn's Creek Golf course, near Scott County Park, north of Eldridge, IA. We will have a shot-gun start at 8:30 a.m. and players should be there 30 minutes prior to the start. There will be a limit of two people per cart this year and social distancing will be required. The tournament will be played as a 4 person preferred ball with the entry fee of \$200 per team. Entry forms are now available at the gates. Questions call Joe Dobesh at 563 320-1741.