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# United Steelworkers Local 105 Forerunner

Local 105 Forerunner  
 Issue Date: June 17, 2021 Volume #21 Issue #23 Mailed every 3 weeks

**CONTRACT EXPIRES – MAY 15, 2022  
 PREPARE NOW – SAVE \$\$\$\$ - 332 DAYS REMAINING**

Office	Name
President	Pat Stock
Vice. Pres.	Amber Hartford
Guide	Lee Shaffer
Rec Sec	Roy Hutt
Griev Chair	Rob Reid
Fin Sec	Mike Nicholas



## Meetings & Events June 2021

6/10	4pm	Comm. & E. Board Mtg.
6/15	6:20am	Regular Business Mtg
	7:20am	" " "
	3:20pm	" " "
	6:20pm	" " "
	11:20pm	" " "
6/16	1 pm	Local 105-2 (Sivyer Steel)
	3 pm	Local 105-2 (Sivyer Steel)
6/17	4:30 pm	Local 105-1 (Bowe Machine)
6/21	6pm	Q-C Fed Delegates Mtg @Local 25

All meetings @ USW Local 105 Union Hall  
Unless designated otherwise



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## Attention!

Members of USW 105-2 @ Sivyer Steel!

The contract addendum and extension has passed. Those classifications receiving a pay raise will go into effect June 21, 2021.

Roy Hutt  
  
 Recording Secretary  
 USW Local 105

## Plant Wide Transfers

With the company working on hiring hourly production workers for the plant, the opportunity for departmental transfers will soon follow. Before signing a bid sheet be aware of what schedule the department you want to transfer to is on, if they require training on the off shifts, and their overtime needs. Some departments like the Storeroom and Oilers have mandatory overtime on the weekends to fill staffing needs on the weekends. These departments also require some training on the off shifts 3-11 and 11-7. Departments like the labs have probationary rates of pay while others like the Plate Mill have entry level classifications. There should be a number on the postings to call and talk to someone about the department before the postings come down. Make sure you know what you are getting into before the bids come down, because once you win a bid you must transfer to that new department.

Roy Hutt  
 USW Local 105 Recording  
 Secretary

## 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.

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### With Deepest Sympathy:

The Family of:

Norma Terrill (Deb Kaalberg's Mother)

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### Arconic Jr. Bix Runners can race for free!

**Kid's Bix** – To get free Jr. Bix registration, visit [bix7.com](http://bix7.com), click "Register" and select Jr. Bix. Enter the promo code "AR4925JR" in the Promo Code field in the payment section. If you have problems while registering, simply click the "Need Help?" button.



### Local 105 and IBEW Golf Tournament

This year's golf tournament will be held Thursday, August 12<sup>th</sup> at Glynn's Creek Golf course, near Scott County Park, north of Eldridge, Iowa. We will have a shot-gun start at 8:30 a.m. and players should be there 30 minutes prior to the start. Entry fee of \$200 for 4 person preferred ball tournament is due at the hall by Wednesday, August 4. Questions: Call Joe Dobesh at 563 320-1741. Entry forms are available at the gates and at the union hall.