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# United Steelworkers Local 105 Forerunner

Local 105 Forerunner  
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## Company Recognition Event

For our 2023 annual recognition event, Davenport Works will be putting a more personal touch on it this year. On December 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> – we will have a cold truck onsite at the **Northwest Parking Lot** with many turkeys and hams to be handed out to employees. **See times below.** We will also have on hand fruit basket vouchers in case someone is a vegetarian that can be redeemed till end of December at the Fareway Belmont Rd location only.

Dec. 6	5:30A-7:30A
	1:30P-3:30P
	5:30P-6:30P
Dec. 7	5:30A-7:30A
	1:30P-3:30P
	5:30P-6:30P
Dec. 8	5:30-7:30

## Scholarship Information

A.F. Kojetinsky scholarship forms are available at the hall. Students graduating between 1/1/24-7/1/24 are eligible. One \$2,600 scholarship is available for a student seeking a vocational (career) education and \$5,200 for students seeking a 4 year college degree.

## Meetings & Events December 2023

12/8	12:00 pm	S.O.A.R. Chili Supper
12/12	3:00 pm	Women of Steel
12/14	3:30 pm	Comm. & E. Board Mtg
12/19	6:20 am	Regular Business Mtg
	7:20 am	" "
	3:20 pm	" "
	6:20 pm	" "
	11:20 pm	" "
12/20	1:00 pm	Local 105-2 (Sivyer Steel)
	3:00 pm	Local 105-2 (Sivyer Steel)
12/21	4:30 pm	Local 105-1 (Bowe Machine)

## From the Officers:

### Vacation Selection

The vacation selection period is from Oct 2<sup>nd</sup> to Dec 11<sup>th</sup> of 2023 for 2024 vacation period.

Keep in mind when selecting your vacation that next year's golf tournament will be Aug 8<sup>th</sup>, 2024.

## S.O.A.R Chili Supper Friday, Dec. 8th, 2023 12 noon to 5pm

Please join the Steelworkers Organization of Active Retirees for an afternoon of chili and conversation with your old co-workers at the U.S.W. Local 105 union hall. All retirees are welcome. Bring your spouse/date for a free afternoon dinner date!

## It's that time of year for Christmas Baskets!!

The Christmas Basket Campaign has officially started!! Baskets help provide a Christmas dinner for friends and family of employees who may not be able to provide such a meal for themselves. Collection boxes and nomination forms are now at the gates, security, and building 800 with department collection dates of November 13<sup>th</sup> through November 30<sup>th</sup>. Nomination forms are due no later than December 1<sup>st</sup>. Packing of the baskets will be open to everyone this year. we will start at 5:00pm on December 20. If you haven't done it before, it's pretty amazing to see everyone working together to get the baskets packed in thirty minutes. The basket pick up will be December 21 from 5:30am-6:30pm. I would like to thank the following individuals, who put in a lot of work to make this possible:

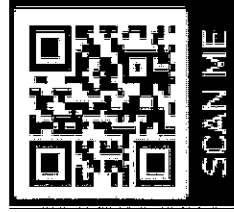
**Salary-**Marguerite Tomlin, Doug Mason, Shelby Van Hoosier, and John Riches  
**USW active members-**Brandon Greve, Nenda Tyson, and Tony Peck  
**USW retirees-**Brad Greve, Jane Bailey, Larry Matzen, and John Lane  
**IBEW President-**Jacob Beachler

As you can see, it truly is a joint Management, USW, and IBEW effort. Please donate to this wonderful cause. QR Codes are at the boxes so you can now donate thru Venmo or Cash App!!

## Imperial is looking for your feedback

Imperial, our food service supplier, is wanting to improve our food services in the facility. They're asking everyone to please fill out a survey by scanning the QR code below or going to the website [imperialco.com/atronic](http://imperialco.com/atronic).

Please fill out the survey ASAP



This is your opportunity to voice your concerns about not being able to use the lunch table due to break times. We need the mobile truck to deliver food closer to the departments.

**BE SURE TO  
READ YOUR  
UNION  
NEWSPAPER TO  
STAY IN TOUCH!**

## Safety Clock Reset

Some of you may remember in 2002-2003 when the company began the process of alternative schedules in the plant, starting with the Ingot Plant. The company brought in a consulting firm, Round the Clock Systems, to help them with the process. Through that process, Dr. Susan Koen told the company, "if you are force scheduling on the alternate schedule, you are on the wrong schedule." The company would then tell us "We will starve you out of overtime so you will work any opportunity offered." They clearly didn't listen to their consultant, and being starved for overtime never came to fruition. Fast forward to 2021, the company was heavily forcing in multiple departments, some weeks seeing as many as 200+ plus blocks of forced overtime in one department. The company asked the bargaining committee for help with ideas on how to reduce the forcing. We immediately brought up raising the limit on volunteer overtime, because for us, someone that wants to work overtime will be in a better position both mentally and physically to work. The company told us that they could not make that determination as it was a company-wide rule. We began emailing the company at both the local and corporate level in June of 2021 with no response. We continually brought this up, and finally in the fall of 2022 the company said that they were going to have Yale University perform another study on the correlation between hours worked and injuries, involving any requests that we had as well. The study was to be completed early in the first quarter of 2023 and we were to have the data and discussions no later than March 31<sup>st</sup>. That date came and went with no response, and all we received was that there were issues at Yale, and they needed a little more time. That time finally came a few weeks ago, more than 6 months after the promised date. They gave us the data from their original study in 2005 that included more than 3000 recordable injuries, versus the data from 2019-2022 that had 232 recordable injuries. There are many factors that come into play with this drastic change, including successful safety programs at different locations. The most glaring difference is that the two studies have completely different plants involved. The only plant to be involved in both studies was Tennessee. We waited over 6 months for what we believe is, at best, incomplete and non-comparative data. In the end, the company has decided to continue to follow the 64/66-hour rule along with the 72-hour waivers (that aren't being used consistently). There are 2 clear answers that have come out of this study/discussion:

1. Arconic believes in magic. When you work for Arconic, your safety clock resets Sunday night at 6PM/10PM/11/PM, depending on your shift.
2. Salaried individuals somehow are not affected by the same workplace fatigue and the maximum hours worked policy. Some are even allowed to work up to 84 hours Monday to Sunday.

In Solidarity,  
USW Local 105  
Bargaining Committee