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## United Steelworkers Local 105 Forerunner

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Issue Date: November 02, 2023 Volume #23 Issue #43 Mailed every 3 weeks

# Special Edition Forerunner

## Bargaining in Bad Faith

**Definition:** Bargaining in bad faith is entering bargaining with no intention of reaching an agreement or fulfilling the commitments.

In 2006 the 'team leader' role was bargained into the CBA, Davenport works wanted something different so USW 105 bargained the 'lead operator' role which was more defined than the team leader role in the contract, the contract also described other roles which would be compensated 3 additional pay grades which we call 'star point' roles. This was rolled out in the RAP department after a few 'trials' areas across the plant. Fast forward to the 2014 negotiations the Union seen an opportunity to role this out across the plant and the company agreed to do so.

During this time the company funded the salary resources needed to help the departments and teams to become 'semi-autonomous' versus the 'command and control' model the plant was using. The challenge was for the company to let the hourly lead operators plan, control and direct the workforce and aluminum production at Davenport Works, not a small task after 50+ years of just the opposite. Who knows better on how to flow the metal than we do?

This did not come without challenges, team charters had to be created to make sure no contractual violations occurred, members who were once job assigned to a position each day are able to pick their jobs by seniority a majority of the time. Lead operators were expected to be on the floor working 80% of the time and to perform administrative work 20% of the time. This ultimately became a point of frustration for the Union as the company had allowed some lead operators to do just the opposite and actually move people around so they didn't have to work on the floor on a PC.

You can look at the 2022 local issue settlement as the Union had to bargain with the company to get a commitment or re-commitment on teams, the salary resources once assigned to teams and their development were gone as the company abandoned the team concept and the teams for lack of better description became dysfunctional at best. No team meetings, leaving open lead operator positions open and star point roles unfilled.

We now have a completely different group of managers and their four-year degrees thinking they know how to run the plant better than we do.

In a recent meeting with the Union the company has stated the following:

**They want to replace the Lead Operators with the Production Utility role and cut the number of employees in that role.**

**They want to eliminate all Star Points in every department except safety.**

**Reduce the number of Safety Star Points.**

**Coaches will set line ups for where employees work. We will no longer pick jobs by seniority.**

These actions by the company prove to this Union that the company never intended to fulfill the commitments made during the 2022 negotiations to support the teams and that is where we believed they bargained in bad faith with the union!!

The Union feels that this is nothing more than a money grab to make up for lost profits and they don't value engagement or safety as they say.

If the company cancels the Lead Operator agreement (which has a 120 day cancellation clause) this will not only affect employees' paychecks in many different ways, but it will affect using your seniority to choose jobs in your work groups, letting management place you wherever they want within your classification. Furthermore, the current coaches and even some area managers lack the needed experience to operate the plant at the needed levels to grow the business and compete with future competitors. We believe it would be detrimental to Davenport works and ultimately the long-term viability of the plant!!

We will keep you informed as we progress forward on this issue!

In Solidarity the USW 105 Bargaining committee!!

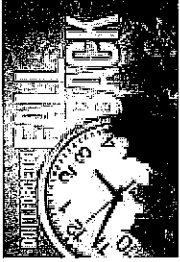
President, VP President, Rec Sec, Guide and Fin Sec

## OPEN ENROLLMENT

Oct. 19<sup>th</sup> - Nov. 3<sup>rd</sup>

Open enrollment packets were mailed out on October 11<sup>th</sup>. If you opted for paperless communications, you were emailed a link on 10-19-23.

Roy Hutt  
USW Local 105  
Recording Secretary



## Fall Back!

Nov 5, 2023

### Daylight Saving Time Ends

Sunday, November 5, 2023, 2:00:00 am clocks are turned back 1 hour to:

Sunday November 5, 2023, 1:00:00 am local daylight time instead

Sunrise and sunset will be about 1 hour earlier on Nov 5, 2023 than the day before. There will be less light in the evening.

## From Arconic Benefits

Unfortunately, we have discovered an error in the monthly **Medicare** retiree premium rates that were communicated on the 2024 Annual Enrollment Worksheets that were recently mailed. The 2024 rates for the Humana MAPD should have been the same as 2023: \$60 per participant per month (\$120 for 2 people). Unfortunately, the rates shown on the Worksheets were \$50 per month (\$100 for 2 people).

We are drafting a correction letter for Alight to mail to all Medicare retirees and hope to have that in the mail by Wednesday October 25th.

As part of the normal Annual Enrollment cycle, Confirmation Notices are scheduled to be issued in early-to-mid November. The correct rates will be reflected on the Confirmation Notices. So, the Medicare retirees will receive two mailings (the correction letter and the Confirmation Notice) that reflect the correct rates.

The pre-Medicare premium rates are correct.

## Pigeon Dropping Removal/Cleanup

The process for addressing pigeon waste noted in the facility is as follows:

Contact **Walter Brinson**  
([walter.brinson@arconic.com](mailto:walter.brinson@arconic.com)) with the area that needs to be addressed.

Please include:

- Department/Equipment/PC names,
- Building/Column Numbers, and
- Photos of the areas

Walter will arrange for the appropriate group to address the area utilizing the appropriate personal protective equipment.

## Local Political Candidates

Candidates from Scott County who are endorsed by the Quad City Federation of Labor

| CANDIDATE            | CITY / COUNTY           | Office               |
|----------------------|-------------------------|----------------------|
| Eirin Bannerman      | Bettendorf / School Bd  | At Large             |
| Joanna Doerder       | Bettendorf / School Bd  | At Large             |
| Rebecca Eastman      | Bettendorf / School Bd  | At Large             |
| Gregory "Greg" Jager | Bettendorf City Council | 3rd Ward Alderperson |
| Connie King          | Davenport / School Bd   | At Large             |
| Dan Gosa             | Davenport / School Bd   | At Large             |
| Karen Kline-Jerome   | Davenport / School Bd   | At Large             |
| Linda Hayes          | Davenport / School Bd   | At Large             |
| W. Kent Barnds       | Davenport / School Bd   | At Large             |
| Ben Jobgen           | Davenport/Scott         | 6th Ward Alderperson |
| James Woods          | Davenport/Scott         | 8th Ward Alderperson |
| Jazmin Newton        | Davenport/Scott         | At Large Alderperson |
| Marion Meginnis      | Davenport/Scott         | 3rd Ward Alderperson |
| Rick Dunn            | Davenport/Scott         | 1st Ward Alderperson |
| Scott Ryder          | Davenport/Scott         | 7th Ward Alderperson |
| Tim Dunn             | Davenport/Scott         | 2nd Ward Alderperson |
| Tim Kelly            | Davenport/Scott         | 5th Ward Alderperson |
| Molly Bergfeld       | North Scott / School Bd | At Large             |
| Stephanie Eckhardt   | North Scott / School Bd | At Large             |
| Christina McDonough  | Princeton City Council  | At Large             |
| Anthony Heddlesten   | Riverdale City Council  | Mayor                |

## Bingo at the Hall



Join USW Local 105's Civil and Human Rights Committee as they host Bingo at the Hall for their annual school supply drive fundraiser.

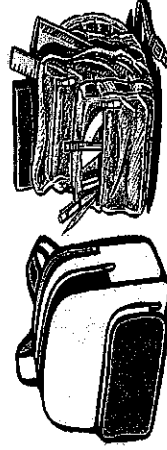
Where: USW Local 105 Union Hall, 880 Devils Glen Road, Bettendorf, IA

When: Nov. 4<sup>th</sup> 2023, from 1pm until 10 games are complete. Doors open at 12:30pm

Cost: 2 bingo cards for \$15 or 4 bingo cards for \$25.

Prizes will be based on entries. Door prizes will be given out though the event. Baskets will also be raffled off.

Call the Hall today to reserve your spot 563-355-1181. Only 50 spots will be available for this event. Bring your own drinks and snacks.



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