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United Steelworkers Local 105 Forerunner

Local 105 Forerunner

Issue Date: Oct 9, 2020 Volume #20 Issue #43 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 October 2020

10/15	4:00 pm	Committeeperson Mtg. E-Board Mtg.
10/19	6pm	Q-C Fed Delegates Mtg @Local 25
10/20	6:20am	Regular Business Mtg
	7:20am	" " "
	3:20pm	" " "
	6:20pm	" " "
	11:20pm	" " "
10/21	12 noon	Local 105-2 (Sivyer Steel)
	3 pm	Local 105-2 (Sivyer Steel)
10/22	4:30 pm	Local 105-1 (Bowe Machine)

All meetings @ USW Local 105 Union Hall
Unless designated otherwise

COVID - 19 Update

We have experienced #92 positive COVID cases as of Thursday Oct. 8th.
 Case #90 - Sheet Finishing - last on site Sept 25th.
 Case #91 - RAPD - last on site Oct 4th.
 Case #92 - Rolling - last on site Oct 5th

USW / Arconic Top Level Meeting – Mon. Oct. 5th at Dav. Works Learning Center

On Sunday October 4th a Union only meeting was held at our union hall to prepare for the Monday meeting with the company. District Director Emil Ramirez was in attendance along with representatives from Tennessee Local 309, Lafayette Local 115, Massena Local 420A and Local 105.

At Monday's meeting we were given an update on business conditions, pension funding, safety,

COVID-19, contracting out and issues specific to each local.

In the afternoon we broke out into local groups and met with management from the location. We did not reach any final resolution to any issues but did get some focused attention on these issues and they will remain on our Partnership Agenda.
 Local 105 Issues that were discussed:

- COVID-19 Policies - need response to the Union's questions
- Issues with job classification changes and training
- Teams - issues
- Contracting Out

Arbitration Update

We had a docket of 4 discharge cases scheduled for October 8th and 9th. We were able to settle 3 cases and then held the fourth case yesterday. Of the 3 settled cases 2 of the employees will return to work.

United Way Pledge Form

Arconic employees can pick up and fill out United Way pledge forms in the cafeteria at the following times:

Mon, Oct. 12:	6-8am, 2-4pm, 5-7pm
Tue, Oct 13:	6-8am, 2-4pm, 5-7pm
Wed, Oct 14:	6-7am, 4-5pm
Thur, Oct 15	6-8am
Fri, Oct 16	2-4pm
Mon, Oct 19	6-8am, 5-7pm
Tue, Oct 20	2-4pm, 5-7pm
Wed, Oct 21	6-7am, 4-5pm
Thur, Oct 22	6-8am, 5-7pm
Fri, Oct 23	2-4pm

Attention: Veterans

The deadline is Monday, Oct 12 for submitting the request form to be off for Veterans Day (Wed, Nov 11).

You must provide a copy of your Honorable Discharge Certificate or a copy of your DD214. No requests will be approved without this documentation attached.

Forms can be located where the maintenance time off forms are located.

Voluntary Self-Identification of Disability

Many members are reaching out to Union officials asking about documents they have received in the mail from Arconic about them having a disability. Yes, this letter is real. You are receiving it because Arconic is a federal contractor. Since Arconic is a federal contractor they are required to comply with Equal Employment Opportunity laws (EEO). The Office of Federal Contract Compliance Programs (OFCCP) is a division of the Department of Labor (DOL) they are responsible for enforcement of EEO laws. Why are you receiving these documents? The OFCCP is requiring this year that Arconic conduct a company-wide survey of all US employees to find out how many employees say they have a disability or have ever had a disability. They also require that this survey be renewed every five years using a specific form provided by OFCCP. Most members still ask why we are receiving this request now, I never remember receiving this before. We do not know. Is it because complaints have been filed against the company? We do not know for sure, but we do know several complaints have been filed in the past few years. In closing, the choice is yours on how you fill out this form, choose what you think is best for you.

Local 105

Nathaniel S. Payne Memorial Scholarship

We are pleased to announce that Ascentra Credit Union has agreed to give us \$2500 for our Local 105 Scholarship Program.

For this year instead of the normal Five - \$500 Local Union scholarships, we will have Ten - \$500 scholarships that will be awarded to children of members of USW LOCAL 105 (active or retired). These educational scholarships, valued at \$500 each will be awarded to any child (natural, adopted, step, foster or grandchild) of a USW member who has been in good standing for a period of 2 years prior to the date of the drawing (except for new hires with less than two years seniority). At the time of application each applicant must be enrolled full-time in this fall's semester or quarter of college and plan to attend full time in the succeeding semester or quarter. Please see application for complete requirements.

Scholarship applications are available at the Union Hall. Completed applications must be received at the hall by Friday Dec. 4, 2020.

Local 105 Scholarship Applications Received:

Student's Name	Sponsor	Date Rec.
1 Hannah Krug	Wayne Krug	9/28/2020
2 Tyler Gillum	Dan Gillum	9/28/2020



Ensuring Affordable and Accessible Health Care

The labor movement has always fought for affordable healthcare for workers and their families, both through collective bargaining and legislatively. But even with our ability to bargain, union members far too often must relinquish raises to sustain decent health insurance. In fact, in a membership survey earlier this year, USW members and retirees rated "affordable healthcare and prescription drugs" as their top issue.

Protecting the Affordable Healthcare Act (ACA)

The enactment of the Affordable Care Act (ACA) in 2010 marked a key moment in expanding health care in America. While we've worked to perfect the bill in that time, others have repeatedly tried to repeal it in its entirety, gutting protections for USW members and retirees, and wreaking havoc on the healthcare of millions of American families. The Administration is currently arguing for the law to be overturned at the Supreme Court. This case will be heard shortly after the election. This would mean:

- **20 million People Would Lose Health Insurance -** About 20 million people who gained health insurance through the law, both through its expansion of Medicaid and through subsidized private plans on the "exchange," would lose coverage if it is struck down. The pandemic-related job losses mean that even more people are likely relying on ACA coverage now. States that expanded Medicaid, would also see particularly sharp spikes in the uninsured.
- **Pre-Existing Condition Protections Would be Gone -** The Kaiser Family Foundation estimates that almost 54 million Americans have a pre-existing condition that would lead to them being denied coverage if they could not get insurance through a job and had to try to buy on the individual market without the ACA's protections. These folks are not statistics – they are our family, neighbors, and friends.
- **Kids Up to Age 26 Are No Longer Guaranteed Coverage –** If the ACA were struck down, the ability for parents to keep their kids on their insurance until age 26 would go away, and it would be up to each employer to decide whether to keep the provision for their health plan. We know what that means: concessions at the table to maintain what the law currently guarantees.
- **Lifetime and Annual Caps Would Return –** The ACA prohibits health plans from putting a lifetime or annual dollar limit on benefits you receive - an issue we would often see at the bargaining table. This was a game changer for those with high treatment costs associated with chronic illnesses like cancer and diabetes. Previous to the ACA, coverage could be terminated once the cap had been reached.
- **Retirees and Seniors Will Take a Hit -** The ACA reduces prescription drug costs when hitting the "doughnut hole." Previously, when seniors hit this "hole," they had to pay 100 percent of costs. Additionally, the ACA provides no-cost preventative screenings, a free wellness exam when joining Medicare, and protections against rising costs and age discrimination.

Whether it's being able to keep our college aged children on our coverage, not having a lifetime cap on coverage, or worrying about how a pre-existing condition could affect coverage and affordability in the future --we know that there is much at stake should the ACA be overturned by the Supreme Court in November.