



Volume 31, Number 5

MAY, 2020

End of Liberal Leave Period Deadline for COVID-19 L.O.A. is May 18th

The extended Liberal Leave period we have been operating under these last months is set to end on Monday, May 18th. At the same time, we will be transitioning to the new two shift schedule of either 6:00 am – 2:30 pm or 6:00 pm – 2:30 am. These are big changes for all of us, and we must keep up our guard, and our new safety habits in order to continue protecting ourselves, our fellow workers, and our families from the coronavirus. We must continue to keep our distance, wear our masks when around others and restrict our exposure to other people as much as we can. These efforts are working and, if the conditions continue to improve, Governor Northam says we may be able to begin the first phase of lifting the restrictions within the month.

Those of us who fall under the CARES act categories outlined on the previous Liberal Leave form, and those of us whose personal circumstances otherwise warrant more caution, may need to continue staying home rather than returning to work. The company is requiring all employees who choose not to return to the shipyard after the end of the Liberal Leave period to either apply for any applicable Short Term Disability through Sickness and Accident (S&A 688-3800) or to request an Unpaid Leave of Absence.

This COVID-19 PERSONAL LEAVE OF ABSENCE is separate and distinct from a standard Leave of Absence. It does not count toward the maximum of two leave periods in a single year, nor does it require that the employee have used half of their vacation in order to use it. It must be taken in a single unit of any length from 5 working days up to 120 calendar days. Any employee who takes this leave must return at their specified Return to Work Date or they will be automatically dropped from roll. Using this Leave of Absence will disqualify you for accruing paid Personal Time (PT) during any quarter in which it was used, as well as any holiday pay you would have received or progression toward your next raise or vacation time accrual. Employees will be required to call in once every 5 working days while on this leave. Anyone who wishes to use it should apply by May 18th, we are including a copy of the necessary form with this issue of the Voyager.



Keep Up Your Guard!

Maintain 6 feet of Distance between Yourself and Others.

Wear Your Cloth Face Covering while in Public.

**YOU MUST WEAR YOUR FACEMASK
WHILE IN THE UNION HALL!**



Executive Board
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Office

4306 Huntington Avenue, Newport News, Virginia 23607
 Phone: 247-5291 / Fax: 247-0321

Voyager E-mail: voyager@uswa.hrcoxmail.com

Office Hours: Daily 8:00 a.m. - 4:30 p.m.

United Steelworkers AFL-CIO-CLC

District Director - Ernest (Billy) Thompson

International Officers

Thomas Conway, President • John Shinn, Sec/Treasurer
 David McCall, Vice-President, Administration
 Fred Redmond, Vice-President, Human Affairs
www.usw8888.com

Office: Five Gateway Center, Pittsburgh, PA 15222



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Deadline Reminder:

Please remember that all information, articles and material to be included in the next "Voyager" must be delivered in writing to the Union Hall or emailed by Friday, May 29, 2020 "The Voyager" email address is: voyager@uswa.hrcoxmail.com



**From the
 President's Desk**
 Charles Spivey

Greetings Union Brothers and Sisters:

We are still praying you and your families are safe and healthy. We know these have been an uncomfortable two months that we had to deal with this COVID-19 issue. I trust that we all have done what's best for our families. After all that's what matters the most to us.

As we, as a country, Company and Union try to get our lives back to normal, please continue to take all necessary precautions. We don't know if the worst is over or not. Our health and families' safety are our primary objectives.

I still hear and address as many of your concerns as possible. I've stepped back from writing and doing television interviews, mainly because of being misquoted or advice from those who are in higher authority. We would love to give you every detail of our discussions with the Company and the International Union on your behalf, but that is not feasible. Our discussions include safety concerns about wearing masks, hazardous pay, social distancing, shift changes and much more. Until we get positive answers that are best for you, I'd rather not talk about them.

I understand many of our members are frustrated. I'm frustrated myself. But let me assure you we are fighting as hard as we can behind the scenes. We will continue that fight. We will never forget what we had to deal with during the past months. I'm not upset with some of the negative comments thrown at me. I was elected by the people and they have a right to expect me to keep them protected and get the best compensation for the service given to this company. It comes with the job. Keep pushing. Call me with your concerns and leave a voicemail with a number that I can return your call. We will get through this and become a better person, Company, Country and Union by the Grace of God.

Continued on Page 3

Annual Enrollment for Delta Dental and Aflac is coming soon. Be on the look-out for the date. If you have not completed your Annual Enrollment for your medical benefits and updated your tobacco status, you can still do so by calling the Huntington Ingalls Benefits Center (HIBC) at 1-877-216-3222. They are open Monday – Friday 9:00 am to 6:00 pm. Remember the new plan year starts July 1, 2020, so you must call before then. If you do not update your tobacco status, you will be paying premiums as a tobacco user.

Many of our Union events have been cancelled. The Summer Institute for District 8888 will not be held this year. The USW International Convention is postponed until 2022.

Finally, brothers and sisters, stay safe and protect your families and yourself as we begin to return to a new normal.

Solidarity Forever

**Charles Spivey
President Local 8888**



Visit your Local online!

WWW.USW8888.ORG
FACEBOOK.COM/USWL8888
TWITTER.COM/USWL8888
INSTAGRAM.COM/USWL8888
YOUTUBE.COM/USWL8888

TEXT
LU888
To
47486
To Recieve
Mobile
Alerts



Special Benefits Committee



Verna M. Chamberliss, Chair, X42

**WEAR YOUR FACEMASK IN THE UNION HALL!
DELTA DENTAL OPEN ENROLLMENT
SIGN UP PERIOD JUNE 1 THRU JULY 31, 2020**

Coverage Effective October 1, 2020

Information available at your Local Union Hall
Every Wednesday and Thursday 8 AM - 4:30 PM

During the sign up period.

The two Plans offered with no rate or benefit changes are

**Delta Dental PPO and
Delta Dental EPO Plan**

USW LOCAL 8888

**4306 Huntington Avenue
Newport News, VA 23607**

Contact Special Benefits at (757)247-5291 ext 118

You do not need to complete a new enrollment form UNLESS YOU ARE MAKING CHANGES;
All New Enrollees Will Be Eligible for Exciting Prize Drawings
IMPORTANT!!!

**UNION MEMBERS MUST NOTIFY THE UNION TO TERMINATE
COVERAGE IF YOU TERMINATE YOUR MEMBERSHIP AND/OR
EMPLOYMENT, RETIRE, BECOME SALARIED, GO OUT ON SICK/
ACCIDENT/DISABILITY OR NO LONGER WANT COVERAGE.**

You will need the Social Security Numbers
of those you intend to enroll.

Aflac BENEFITS FOR USW LOCAL 8888 Open Enrollment

<p>ALL AFLAC POLICIES PAY CASH BENEFITS</p> <p>DIRECTLY TO THE POLICYHOLDER</p>	<p>Disability – Pays from 1st Day for accidents – after 7 days for Sickness.</p> <p>Critical Illness - Pays \$15,000 for listed critical illnesses (Heart Attack – Stroke – Cancer, etc.)</p> <p>Accident - pays benefits for covered accidents that happen on or off the job.</p>
<p>Hospital Plan – pays cash benefits to you when confined in the hospital for any reason.</p> <p>Life Insurance – With “rate lock” – builds cash value – keep it your whole life! Even through retirement – available for family.</p>	

NEW DATES!

All New Enrollees will be Eligible for Exciting Prize Drawings

Enrollment – JUNE 3rd thru JULY 31ST

Coverage Effective – SEPT. 1, 2020

Information Available at your Union Hall – every Wednesday & Thursday – 8 AM to 4:30 PM

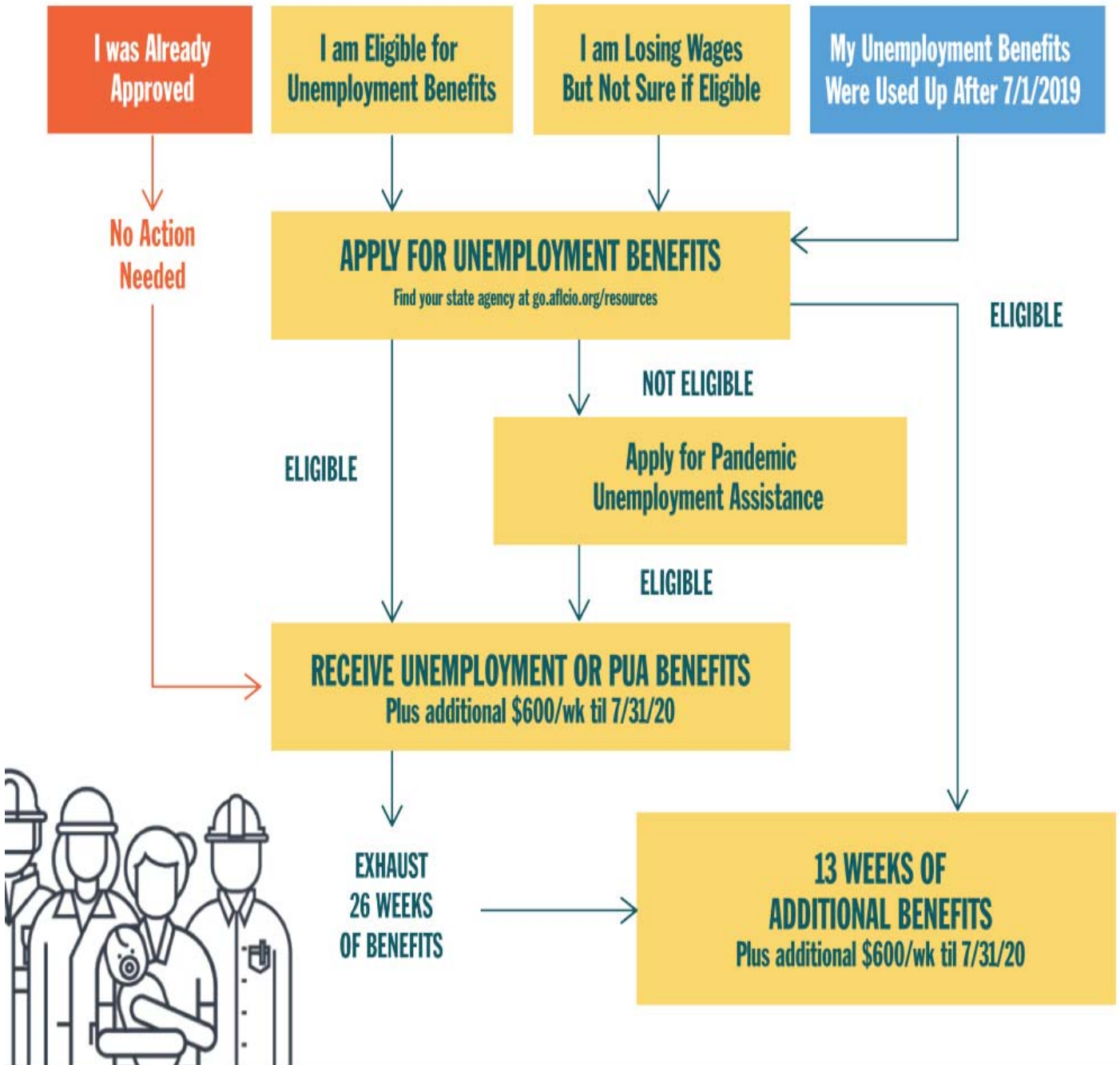
CHECK THIS OUT!

You do not have to re-enroll if you do not want to make changes

Phone: (757) 247 – 5291 ext. 118

RELIEF FOR WORKERS AFFECTED BY THE CORONAVIRUS

WHAT YOU NEED TO KNOW ABOUT THE CARES ACT



Announcements



BIRTHDAYS

- Kenneth Christian (X-33) May 25
- Max Elliot-Blunt (X-36) - May 26
- A.C. Boone (O-38) - May 27
- Sheila Harrison (X-33) - May 27
- Felicia Harvey (O-46) - May 27
- Melvin Perry (X-33) - May 27
- Tiffani Eley (X-15) - May 28



In order to protect our members and the public, as well as comply with CDC Guidance: All Community Outreach and Social Events, as well as Monthly Membership Meetings are postponed for the duration of the crisis. Please watch for more information going forward on our website and social media. Thank you for your patience.

Resources For SteelWorkers

USW International
 COVID-19 Resources Page www.usw.org/members/coronavirus-resources

COVID-19 Phone Line 1-844-243-8749
 Press "2" For Medical Clearance/ Badge Re-Activation
 Press "3" For Temporary Flexible Work Arrangements

TELADOC teladoc.com
 24/7, 365 Doctor Consultation 1-800-835-2362
 \$10 Fee Waived for General Medicine and Behavior Consultations

Sickness and Accident
 Leave of Absence 688-3800

FMLA and COVID-19 Medical Leave
 May Require Documentation 688-8006
 Contact Labor Relations

Kashable www.kashable.com
 Payroll Deduction Loans 646-663-4353
 From \$250 - \$20,000 support@kashable.com

YOU MUST WEAR YOUR FACEMASK IN THE UNION HALL!

All Union Services and Committees remain available for our members. However we are not allowing walk-in consultations at this time. Please call the Union Hall (247-5291) ahead of time to make an appointment with the appropriate Committee, leave a message with your Name, Phone Number, and a brief summary of your concern. Please be patient during this trying time.

Saturday, May 16, 2020
Monthly Membership Meeting
-CANCELED-

Deadline for
"Voyager" will be May 29, 2020



We will resume our outreach efforts upon the conclusion of this pandemic.



May 25, 2020

****IMPORTANT****

Union members must notify the Union to terminate coverage.

If you terminate your membership and/or employment, retire, become salaried, go out on Sick/Accident/ disability or no longer want Dental/Aflac coverage.

Montagna Klein Camden, LLP

Counselors at law



Charles Montagna

John Klein

Gregory Camden

All Injured Workers

During the Coronavirus pandemic, many employers have been forced to furlough employees or reduce their working hours. If you suffered a work injury and returned to work with light duty restrictions that prevented you from doing your pre-injury job, you might be entitled to additional workers compensation benefits. Here are some examples:

Temporary Total Disability Benefits: If you were working light duty for your employer and were laid off of the job due to the Coronavirus you may be entitled to your full temporary total disability benefits while you wait to be called back to work, or while the employer tries to find other work for you;

Temporary Partial Disability Benefits: If you are working light duty, but your employer is not letting you work overtime or has reduced the number of hours you are working, you may be entitled to temporary partial disability benefits to supplement your wages to the same amount you were earning before you were injured;

Permanent Partial Disability Benefits: Even if you are continuing to work, if you suffered a permanent injury to your arms, legs, eyes or ears, you may be entitle to permanent partial disability benefits. These are payments the employer owes you for the loss of use of the extremity and are paid even if you are earning your regular wages. Please note that many employers will tell you that you cannot recover these benefits for hearing loss until you retire. This is not accurate. You can pursue the benefits now if you have a noise induced hearing loss. Then when you retire, if you suffer additional hearing loss, you can pursue a supplemental claim at that time. If you have questions about any of the above benefits, or need assistance pursuing these benefits, please contact us at **757-622-8100**.

425 Monticello Avenue
Norfolk, Virginia 23510
757-622-8100

www.montagnalaw.com

4302 Huntington Avenue
Newport News, Virginia 23607
757-380-8100

Family Law
DUI/DWI

Traffic Court
Personal Injury

Workers' Compensation Claims
Social Security

Coastal
VIRGINIAMag.com

TOP LAWYERS OF WORKERS' COMPENSATION:



Charlene A. Moring

Have you checked out the article online regarding Attorney Moring? Moring Law continues its' fight for injured workers and the disabled. If you or a loved one needs an experienced attorney, call Moring Law at 1-855-MOR-COMP.

Here's a snippet of the article:

When Charlene Moring was asked about why she chose to pursue worker compensation she answered by saying “[Growing up], my father was a very hard worker. I saw him get injured at work like three or four times, it was crazy.”

Questions? Give our office a call. We are here to FIGHT for you!

Phone No: (757) 223-1107

Licensed in Virginia and North Carolina

www.moringlaw.com

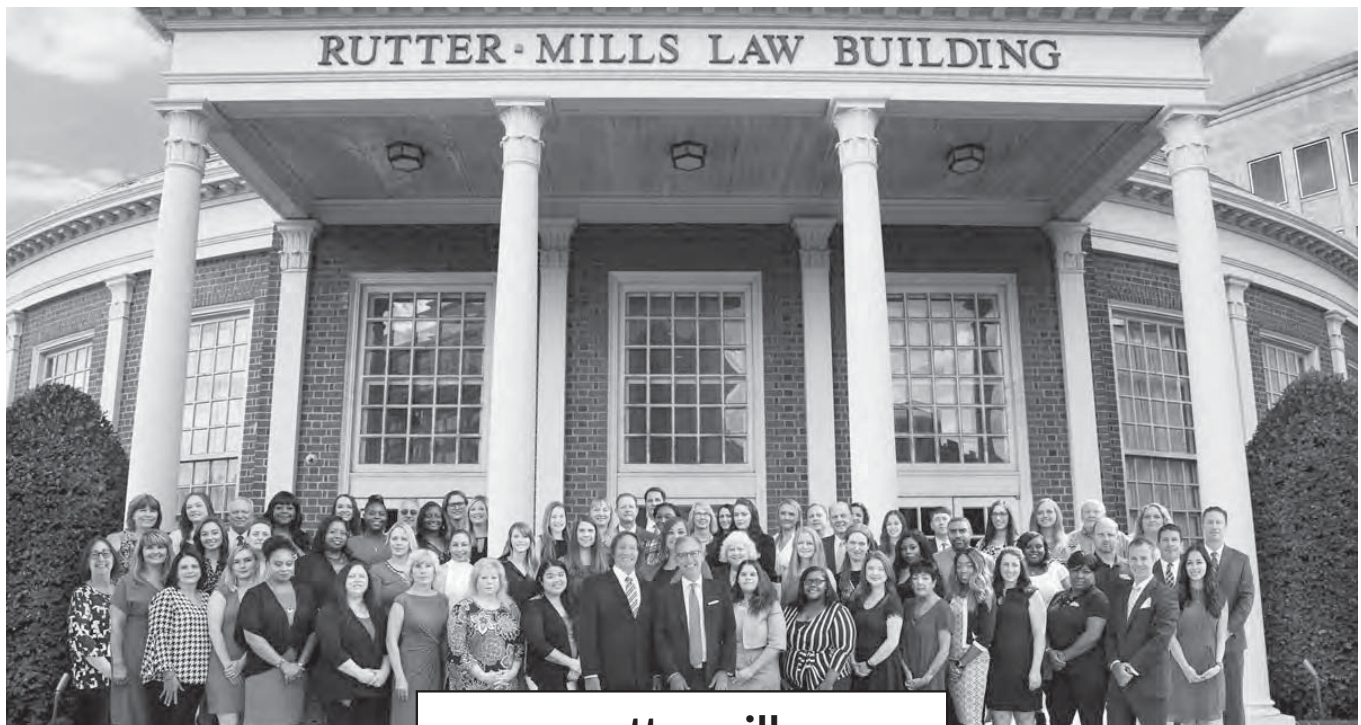
INJURED AT THE SHIPYARD?

CALL OR TEXT US
757.622.5000

We've fought and won thousands of cases
for injured shipyard workers.

When you are injured, your employer is no longer calling the shots on your workers' compensation claim - its large corporate insurance company is. That's why you need a serious law firm with the size, reputation, and experience to fight for you and win your case. For decades, we've been helping injured shipyard workers get the compensation they deserve. If you want the best decision at the end of your case, make the best decision now.

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www.ruttermills.com

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