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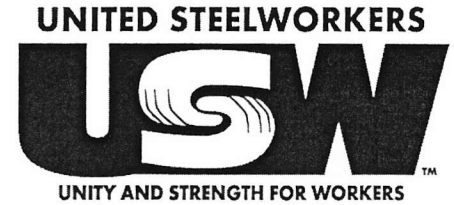
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United Steelworkers Local 105 Forerunner

Local 105 Forerunner

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Office	Name
President	Skip McGill
Vice. Pres.	Brad Greve
Guide	Bob Bartholomew
Rec Sec	Jeff Hartford
Griev Chair	Brad Greve
Fin Sec	Vickie Moore



Monthly Meetings

May 2011

5/3	3:30pm	S.O.A.R. Mtg.
5/10	3:30pm	Committeeperson Mtg.
5/12	3:30pm	E-Board Mtg.
5/16	6:00pm	Delegates @ Q-C Fed
5/17	7:20am	Regular Business Mtgs
	3:20pm	" " "
	6:20pm	" " "
	11:20pm	" " "
5/18	12 noon	Local 105-2 (Sivyer Steel)
	3 p.m.	" " " "
5/19	12 noon	Local 105 Retirees Potluck
5/20	9am-6pm	S.O.A.R Open House

All meetings @ USW Local 105 Union Hall
Unless designated otherwise

From the President:

Workers Memorial Day

Each year on Workers Memorial Day, working people throughout the world remember those who were hurt or killed on the job, and renew our struggle for safe workplaces. This year is also the 40th anniversary of OSHA and the right of workers to a safe job. Virtually every safety and health protection on the books today is there because of the unions. It is the unions that won passage of the mine safety law and OSHA law and it is the unions, through collective bargaining that have given workers a voice to have a say in safety and health on the job, to raise safety concerns and demand that employers protect workers from harm. Through our work, we've made jobs safer and saved lives – not just for union members, but for all workers but too many workers remain in danger. There is much more work to be done. Each and every day in this country, on average 12 workers die on the job as a result of workplace injuries - women and men who go to work, never to return home to their families and loved ones. In 2009, 4,340 workers lost their lives on the job, and another 50,000 died from occupational diseases. That's a total of 149 workers dying each and every day. Today, we remember all

of them. These tragedies and deaths could have and should have been prevented. These workers should not have died. On this Workers Memorial Day, we remember and pay tribute to those who have lost their lives on the job or have been injured or made sick. On this Workers Memorial Day, we call for an end to the unnecessary deaths of our brothers and sisters and stronger job safety laws and protections for all workers. On this day, we pledge to fight for good jobs that will provide economic security and opportunity for our fellow citizens and rebuild our nation, and on this day, we commit to work together to fight the assault on workers' right to bargain for fairer workplaces, safer workplaces, a better life and a brighter future.

FMLA Notes:

We were able to clarify a couple things around FMLA.

FMLA ENTITLEMENT CALCULATION

April 22, 2011

The below are examples of FMLA Entitlement calculations that Davenport Works will implement on April 26th for the 2011 calendar year. The Company will continue to review FMLA regulations and make adjustments to the entitlement formula as needed.

1. Davenport Works currently has regular work schedules that average 42.0 hours per week. Each eligible employee would therefore receive a minimum of 504 hours of FMLA entitlement per calendar year by default, even if the employee's actual hours worked averaged less than 42.0 hours per week).

- A. Example: Eligible employee A worked 1,750 hours and was absent 40 hours during the prior 52 weeks (of the request for FMLA). 1,750 hours worked + 40 hours absent (e.g., illness, injury, leaves of absence, jury duty, personal business, bereavement) = 1,790 hours divided by 52 weeks = 34.4¹ average hours per week. 34.4 average hours per week x 12 weeks = 413² hours of FMLA

entitlement. Employee would receive 504 hours (minimum of FMLA entitlement).

- B. Example: Eligible employee A is off work on approved FMLA for 48.0 hours during a week. The employee's FMLA allotment would be reduced by 48.0 hours.
2. Each eligible employee who has greater than 42.0 average hours per week receives the actual weekly average hours to calculate his/her FMLA entitlement.

Formula: Total hours in the prior 12 months (of the request for FMLA) divided by 52 weeks = the average hours per week. Average hours per week x 12 weeks = FMLA entitlement.

- C. Example: Eligible employee B worked 2,230 hours and was absent 40 hours during the prior 52 weeks (of request for FMLA). 2,230 hours worked + 40 hours absent (e.g., illness, injury, leaves of absence, jury duty, personal business, bereavement) = 2,270 hours divided by 52 weeks = 43.7¹ average hours per week. 43.7 average hours per week x 12 weeks = 524² hours of FMLA entitlement.
- D. Example: Eligible employee B is off work on approved FMLA for 42.0 hours during the week. The FMLA allotment would be reduced by 42.0 hours.

¹ rounded to the nearest tenth

² rounded to the nearest whole number

FMLA Certification in Advance of an Appointment

We also discussed the process to get FMLA Certification paperwork in advance of an appointment. Prior to this we were told all certifications requests had to be related to an absence. Getting them in advance would allow receiving the paperwork ahead of an appointment so it can be taken to the appointment to give to the Doctor while there. This is especially nice for appointment out of town like Mayo Clinic. Also, don't forget if you need more time to get the paperwork in to ask for an extension of time.

This process is as follows:

- Employees can request FMLA certification in advance for Dr. appointments, scheduled treatments by a health care provider, or other qualifying event.
- Employees who have known appointments or treatments scheduled in advance can initiate the FMLA process by calling the ARS System and reporting off in advance up to 60 days prior to the absence.
- All absences that are potentially FMLA qualifying for an employee's own serious health condition, for care of a qualifying family member with a serious health condition, or military exigency are held pending approval until a final determination is made concerning their FMLA request.
- If an employee has questions concerning this process they can call the ARS help line at 1-888-674-3652.

Worth Repeating

Some employees are contemplating a retirement this year and are wondering if they will receive the \$1,750 lump sum bonus payment June 6, 2011. The settlement summary specifically says the payment is to be made to active employees. So, if you retire effective June 1, 2011 or earlier you would not be eligible. The summary also says you must be actively at work on that date or on vacation.

Employees who are absent from work (including employees receiving sickness & accident or workers' compensation benefits) are not eligible for the bonus payment.

105 Contest Continues

This week's number for direct deposit users to add to the cents of their deposit amount is 10. If the sum equals 105, you win a free T-shirt.

Performance Pay

This past week we have had a number of members call, questioning the amount of their performance pay. In an effort to help answer those questions the definition of eligible earnings and eligible employee is listed below:

ELIGIBLE EARNINGS...means the sum of straight-time hourly-base wages (for straight-time hours and overtime hours); straight-time cost-of-living allowance (for straight-time hours and overtime hours); straight-time shift and schedule premiums (for straight-time hours and overtime hours); unworked holiday pay; and jury, witness, and bereavement pay.

The definition of Eligible Earnings for an Eligible Employee who is on disability attributable in whole or in part to his or her employment with the Company, shall include the time lost and the straight-time earnings associated with that time lost at a rate not to exceed 8 hours per day or 40 hours per week.

The definition of Eligible Earnings for an Eligible Employee who is a local union official who is on an excused absence for union business and who otherwise would be actively at work shall include the time lost and the straight-time earnings associated with that lost time at a rate not to exceed 8 hours per day or 40 hours per week.

The period used to determine Eligible Earnings for a Year shall encompass the same payroll weeks used in the determination of the Company's fiscal quarter.

ELIGIBLE EMPLOYEE...is an hourly employee covered by this 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.



CHANGING THE WORLD, ONE PAIR AT A TIME®

HELP US MAKE A DIFFERENCE!

Join us on

The week of MAY 9-13th

at

Ctr, West, East Gate, 800

For a Soles4Souls Shoe Drive!

Sponsored by the Labs

Your Extra Pair, Could Be Their First

Your gift of footwear is important to children and adults around the world. Footwear can help eliminate the spreading of diseases through the foot as well as help children obtain an education - as many schools have footwear requirements to attend. When you take time to RECYCLE your footwear, you are in fact changing lives.

Learn More at GiveShoes.org.