



AUTOMOBILE • AEROSPACE • AGRICULTURAL IMPLEMENT WORKERS of AMERICA (UAW)

LOCAL 974 NEWS

Representing Workers at Caterpillar, LTD Industries,
PMP, Tazewell Machine, Norforge, and Delavan City Workers



VOLUME 56 ISSUE 6

62

DECEMBER 2008



In the stillness of Winter's beauty

*May you find
Peace for the Season*

*And
Hope for the New Year*

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PRESIDENT'S REPORT

RICK DOTY, President

John F. Kennedy said it best when he said

"A rising tide raises all ships."

We as UAW members need to begin thinking of ourselves as a tide. One that as it builds, grows and comes to its full potential, will rise all around us. Think for a moment of what we can influence by becoming one force and standing unified when it comes to workers' rights and contractual language. We have the potential to influence job security, better pay, better benefits and a retirement pension that you and others can survive on.

How does the tide theory work with Local 974? Let's take for example the smoking ban enforced by Caterpillar in June 2008 that goes against our contracted language. Where do you find yourself during this controversy? Are you a member fighting for your right to smoke under the language or are you a member not concerned about the issue because it doesn't effect you and therefore do nothing? What happens the next time Caterpillar decides to go outside the language and perhaps change lunch breaks to unpaid time, where will you find yourself then? The point is that regardless of whether the situation directly effects you or

not it is the responsibility of each member to hold Caterpillar accountable to the contracted language that was bargained. So how do we do that ... we stand together like the tide and move as one ... a force to be reckoned with indeed. Become educated on the language and have a full understanding of your rights. One of the best ways for all of us to be prepared is to attend the monthly Union Meetings and hear the issues and how they relate to our bargained contract. Ask your elected delegates to attend the meetings as well, to make sure they know and understand the language.

We are two years away from contract talks and we must begin now building, growing and raising this *tide* known as UAW Local 974. Come to the meetings, be informed and get involved.

Have a wonderful Holiday Season and may your family be blessed in the upcoming year.

In Solidarity,
Rick Doty, President



ANNUAL MEMBERSHIP MEETING

Sunday, December 14, 2008 1:00 P.M.

At Amalgamated Local 974, UAW

Mark your calendar...Be involved...See you there!

BARGAINING CHAIRMAN'S REPORT

WES HOGSETT, Bargaining Chairman

Hello Brothers and Sisters! Fall is here, baseball is over, football is well under way. Hope that everyone is enjoying the change in season.

The elections are over. I am hoping that there is going to be great change in how this Country handles its problems. Congratulations to President-Elect Barack Obama, Vice-President-Elect Joe Biden, Senator Dick Durbin, Jehan Gordon and all others who were victorious on Election Day.

We need to keep putting pressure on all elected officials and keep their focus on problems in this Country. Thanks to all who worked long and hard hours during this election. I want to remind the Membership, both active and retired, to get signed up for V-Cap checkoff. This money helps all Labor-friendly candidates in their efforts to get elected. For every \$2 that you spend you get a ticket entered into the \$15,000 cash drawing held each year at the Fall Conference in Ottawa. Only Region 4 members can enter.

On the Arbitration front, we still don't have an Arbitrator. Both sides agreed on Gerald Berendt but he turned down the offer. We have agreed on Alan Cook, but as of this article he is not in place. The Company is still refusing to reinstate Sheila Blackburn. They claim that they are exploring their options.

In this Local as of November 3, 2008, there are 3,101 grievances in the arbitration backlog. Of these, 121 are discharges and separations. This is a huge number of Brothers and Sisters who the Company has put on the street. Admittedly not all are good cases, but the majority are not for just cause. Caterpillar uses heavy-handed discipline, not necessarily aimed at the employee in question, but at keeping all others in a submissive state. I am asking all to keep this in mind and not let the Company intimidate you into not standing up for your legal and negotiated rights.

Bill Scott has been offered and accepted a position on Jimmy Settles staff in the Ag-Imp. Department. Bill has done a wonderful job of representing this Local and I know he will continue doing so in his new position. Good Luck Bill! The Local started a new round of steward training on September 30th. There were seven sessions, finishing up on October 21st. We had terrific participation by the new stewards. We plan on continuing this on a periodic basis. We will let the number of new stewards dictate when the next sessions will be.

**Want more education
about your Union?**

**Come to our monthly Education Meetings
the second Sunday of every month at 1:00 pm....**

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Dave Chapman, 2nd Vice President



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FINANCIAL SECRETARY/TREASURER REPORT

JOHN SHALLENBERGER, Financial Secretary/Treasurer

CAMPAIGNS

I would like to take this opportunity to thank everyone who worked on all the campaigns. From

the retirees doing all the phone banking and mailings, members putting up signs to the ones taking time to register and vote. Then to those members who finished up by getting the people out to vote. A job well done!

Now we have a President-Elect Barack Obama that will listen to our needs, such as health care for example when negotiations broke down in the fall of 2004.

Who called UAW Local 974 and offered to sit down with the Officers of your local union – Senator Barack Obama and Senator Dick Durbin. After a few hours of talking about the issues of keeping the two sides from the bargaining table, such as \$700 to \$800 a month for health care for our retirees. This would have bankrupted our retirees if the company would have implemented this. Fortunately the Senators took the message to Caterpillar and were able to get the company and International back to the bargaining table to eventually reach an agreement. You can clearly see that the health care issue is a national problem that needs to be brought under control. I believe that our new President will be able to get people to work together on this National Crisis.

V-CAP CHECK OFF

Remember you can sign up to get V-CAP check off deducted right out of your check. As little as \$2 a month gets you a chance for your name to be put in the drawing. The drawing was October 4, 2008 for another cash prize of \$15,000 or a 2008 Custom Harley Super Glide. If you're not on V-CAP check off drop by the hall and sign up or have your steward or committeeman bring you a card to sign. This year's winner of \$15,000 was Lance Eudell, an active member of Local 1268 in Belvidere, Illinois.

PLEASE CONTACT DUES OFFICE

If any member is going out on Medical, Worker's Compensation, Retiring, Family Leave, on Military Duty or Quit, please contact the Dues Office with your last day worked and also your return to work date. We no longer receive lists from the Company and this will be of great assistance to the Local. It will also help keep records for you if needed.

SOLDIERS BIBLE

Bill Brandon a brother from Local 2488 has pocket-sized Bibles for our members that have served or are still active. Feel free to contact me and drop



by and pick up your copy. These bibles were donated but we are asking for a freewill donation to help maintain an adequate supply for the membership.

SERVICE MEN AND WOMEN

As always, please keep all the service men and women in your thoughts and prayers. We have several of our membership that have been activated or have family that have also been called to duty.

I would like to wish each one of you a Merry Christmas & Happy New Year!!

Sincerely,
John R. Shallenberger
Financial Secretary - Treasurer

“What the Union fights for and wins at the bargaining table can be taken away in the legislative halls”

RECAPITULATION as of September 30, 2008

Income	\$ 335,323.59
Expenditures	<u>326,720.93</u>
Excess of Income over Expense	\$ 8,602.66

Regular Dues received on	6,674
Bonus Dues received on	
Initiation Fees received on	116

PER CAPITA TAXES:

International Union UAW	\$ 152,755.48
CAP Council	\$ 9,848.60
CAT Council	\$ 7,284.39
Retirees Dues PCT	\$ 375.70
Ag Council	\$ 253.56
Council of West Central Illinois	\$ 184.00
IPS Council Pooled Arb. Fund	<u>\$ 17.01</u>
Total	\$ 170,718.74

“There is a direct relationship between the bread box and the ballot box.”

WALTER REUTHER

RECAPITULATION as of October 31, 2008

Income	\$ 317,434.29
Expenditures	<u>306,266.98</u>
Excess of Income over Expense	\$ 11,167.31

Regular Dues received on	6,575
Bonus Dues received on	
Initiation Fees received on	66

PER CAPITA TAXES:

International Union UAW	\$ 157,387.25
CAP Council	\$ 10,148.27
CAT Council	\$ 7,510.19
Retirees Dues PCT	\$ 265.20
Ag Council	\$ 262.16
18th Congress District COPE	\$ 240.00
Labor Council of West Central Ill.	\$ 184.00
IPS Council Pooled Arb. Fund	<u>\$ 16.84</u>
Total	\$ 176,013.91



INSURANCE AND BENEFITS REPORT

JIM ARROWOOD, Chairman

It has been a very busy year. This Local Union has done its very best to serve our members, active and retired. As I look back, it's hard to believe the thousands of issues we deal with on behalf of our members. One accomplishment we can all be proud of is our joint effort in supporting the soldiers and their

families during the ongoing conflicts around the world. In April my wife Debbie and I joined Peoria Area Troop Support based in Pekin. As a result, UAW Local 974 members from Morton Parts donated gift cards given them by the company. These cards were presented to each soldier deploying from the Illinois National Guard Base in Peoria on August 22, 2008. Peoria Area Troop Support contributed an additional number of gift cards to bring the total up to equal 88 cards. We included letters from the UAW and P.A.T.S to each soldier and family. Recently the P.A.T.S./UAW effort resulted in two banners to be displayed at General Wayne A. Downing Peoria International Airport. These banners have a message of support and comfort for our departing and returning troops. Your local union logo is included on each banner, along with Peoria Area Troop Support Group. We have basically adopted Captain Pederson and his soldiers from Alpha Company, 178th Infantry Battalion, and 33rd Brigade Combat Team. Our Financial Secretary/Treasurer John Shallenberger and his wife Debbie have a son currently on active duty in Afghanistan.

We intend to continue our support for these soldiers and their families. After the first of the year Peoria Area Troop Support and UAW Local 974 will begin meeting at our local union hall every second and fourth Thursday at 6:30 p.m. Please come join the group and help with our continued commitment to our local soldiers and their families. Sacrifices are being made each day. The least we can do is offer our time and talent to these families and their loved ones during deployments.

By now you either enrolled in the HMO or you did not. We will now be looking for feed back from members who enrolled. We gave the best advice we could prior to the enrollment period. As I've said all along, this decision was an individual choice based on each members health care needs. On the face of it I continue to have an issue with the increased maximum out-of-pocket contained in the HMO offer. A level playing field between our PPO and the HMO would have contained NO INCREASE to our annual maximum out-of-pocket cost. You must know the \$2500 per single \$5000 per family M.O.O.P. was a negotiated cost between Caterpillar and Health Alliance, NOT CATERPILLAR AND THE UAW.

With forty seven million uninsured in this country it is obvious we have a national crisis. Our local union does all it can to address issues contained in the benefit plan. Keep in mind our benefit plan directly reflects premiums and out-of-pocket cost on a national level. The actual and projected costs are based on an annual inflation factor which is the unadjusted percent change of the medical care component of the consumer price index for all urban consumers, U.S. city average as compared to the previous year. What all this means to all of us is continued cost shifting to active and retired members. The only hope we have in breaking this cycle is a viable plan on a national level that involves a single payer alternative. Some would have us believe, some how free markets and competition will eventually drive our premiums down. I assure

you there is no chance of breaking the cycle of increases in costs which erode our pensions and impact our ability to live as a middle class, unless and until we change the system on a national level. During each set of negotiations since the nineteen eighties, health care costs have played an enormous role at the bargaining table for both sides.

To mention all parties responsible for electing labor friendly candidates would add another page to this report. I will instead keep it brief. You should all be proud as members of this local union. Our Community Action Program Chairman Randy Smith and his entire committee have accomplished something quite remarkable. Labor friendly legislators including our new President are critical to our survival as the middle class. Countless hours of stuffing envelopes, making calls, knocking on doors, does payoff. Our retirees, from the officers on the board to all who were active in helping during this campaign. Thank you! Please continue to sign up for V-CAP check-off as active members. These contributions allow us to financially support candidates who stand up for us. Included in these issues is the Employee Free Choice Act. When this legislation is enacted it will allow our fellow workers not currently protected by a negotiated agreement with their employer, to join a union without facing intimidation by anti-union campaigns most employers use to discourage workers from joining unions. To collectively bargain for the benefit of all, I am proud to be a representative of UAW Local 974. But what is just as important, I am proud of all who were active in this election. You all know what you have done. The results will no doubt be an improvement from the past eight years of anti labor legislation.

In closing I assure you my office will continue to be directly involved in every way possible to find a reasonable solution to our health care crisis locally. Nationally, we must continue to elect labor friendly legislators who listen and then act on our behalf.

Have a Safe and Joyous Christmas and Happy 2009!!

P.S. Hello and Thank you to Doffless and Wilene Harris for another great Missouri experience. Love you ... your adopted son, Jim.

In Solidarity,
Jim Arrowood

**CALL FOR AN APPOINTMENT
if you need to come to the office
to discuss our benefit language**

ADMINISTRATORS		
PLAN NAME	PHONE	WEBSITE
Cat Network PPO Plan 101	866-228-4215	www.myuhc.com
UHC Dental Plan 6	877-749-6724	www.myuhcdental.com
Spousal Surcharge Applies	877-749-6724	www.cathealthbenefits.com
Spousal Surcharge Does Not Apply	877-749-6724	www.cathealthbenefits.com
No Spouse Enrolled in Cat Plan	877-749-6724	www.cathealthbenefits.com
PSA - Health Care	877-749-6724	www.myuhc.com
FSA - Dependent Care	877-749-6724	www.myuhc.com
Basic Life Insurance	877-749-6724	
Additional Life Insurance	877-749-6724	
Basic AD & D	877-749-6724	
Legal Benefits	800-821-6400	
Survivor Income Benefit Insurance	877-749-6724	www.cathealthbenefits.com



The Editor's Desk...

Rick Corbin

Now that the election is over, we can all exhale and get on with our lives. Except, of course, those that believe the minute Barack Obama takes the oath of office, America Becomes a Socialist Nation. "He's going to take my money that I worked hard for and give it to some character that sleeps in the park!" Or "He calls it 'spreading the wealth' and what he really means is 'I'm going to raise your taxes to fund my Socialist Agenda.'" Whew, I think everyone should relax and judge the man based on what he does, not on what opposing candidates warned he might do. Admit it! Aren't you just a little tired of hearing about "Joe the Plumber"? I'm sure that Joe will have a book coming out soon.

One thing we do know is Obama wants to let George Bush's tax cuts expire which will only increase the tax rates for the wealthiest Americans to what they were during the Clinton Administration, back to when we had a budget surplus. Remember those days?

While we have heard dire warnings about "income redistribution" from those who earn it, to those who don't, why is it always going from up the income scale to down?

Why don't the TV talking heads explain why it is acceptable for income created by the hard work of many to be sent up the income scale to the few at the very top? Where is the outrage now? We have heard much about the possibility of the former and little about the latter which currently exists. Who is trying to fool who? Think about it.

Who caused the current economic crisis? Joe and Jane middle class workers? Hardly! The ones at the very top of the income ladder behaved deplorably, caused a financial meltdown and stuck the rest of us with the cleanup bill. What happened was a system was created that provided for all the benefit to the few at the very top and the insurance policy is carried by everyone else.

Your Editor has heard this practice described as "privatized profit, socialized risk." Apparently socialism isn't bad all the time. Feel better now?

Why don't we give the new President a chance to come up with a new program? Something a little fairer for everyone. That may be part of the change he was speaking about. Maybe a change whose time has come. About time? I think so.

Rick Corbin



In Memory Of Heather Henninger

Mr. Dietrich's fourth hour Horticulture class at Midwest Central High School replanted the memorial tree dedicated to the memory of MCHS graduate Heather Henninger.

His first and fourth hour classes worked together to prepare the site and plant the tree.

Class replants memorial tree

Mr. Dietrich's Horticulture classes at Midwest Central High School replanted the memorial tree dedicated to the memory of MCHS graduate Heather Henninger. The previous tree succumbed to poor drainage in the area in front of the south end of the high school, but now the drainage has been repaired and a tree should be able to flourish in that spot.

Mr. Dietrich's classes researched the kinds of trees, the climate and the soil, and selected a flowering Star Magnolia tree in honor of Heather's memory. The students in Mr. Dietrich's fourth

hour Horticulture class. His first hour and fourth hour classes worked together to prepare the site and plant the tree. Heather Henninger was a graduate of the MCHS Class of 1998, and she lost her life in a tragic situation shortly thereafter. She is remembered in our thoughts, and now her tree should be able to flourish and provide shade and fond memories of Heather for many years to come. A brief re-dedication ceremony was held with some of Heather's former teachers at the site of the tree-planting, which also contains a memorial stone in honor of Heather.

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Mossville BB Grievance Committee Report

Paul Jackson, BB Committeeman

Dateline: November 6, 2008 – this is the date this article goes to the Editor.

This gives you, the reader, a reference date for the facts and statements contained in the following article.

Lost in Space

Many of you have questioned my absence from the pages of our Local Union paper. I realize by the time this goes to press it will have been six months, since my last article. The June issue was my “bad”, took a month to clear my head on the news that was dropped on us in June. September’s article from what I understand was lost in Cyberspace. So here is the September article with some updates.

Map Quest

“Sometimes in the winds of change we find our true direction.” Since the announcement in June of Caterpillars “contemplated” changes at Mossville, we the membership, have had our employment futures blown all over the map. Who is going to stay? Who is going to go? What product is going, coming, staying etc. ? Although it is as difficult for me, as for all of us, to find something positive in these winds of change, I believe there is. When I hired in at Cat in East Peoria, everyone talked of the opportunities at Mossville. Mossville is and always has been the “education” facility of the chain. That makes us attractive to perspective business opportunities, inside the chain and out.

What We Know

We know the 2010 compliant truck engine will not be built exclusively by Cat at Mossville. Contrary to what some of the rumors are, the changes has very little, if any, to do with wages, EPA

standards or the fact the work is currently being done by a Union workforce in Illinois. It is a business decision driven by the market, shipping and fuel costs. By EPA standards we are ahead of the industry, especially on Tier 4. Market trends have driven truck manufactures to produce their own engines. There again driven by rising fuel and shipping costs, crippling everyone. The workforce, wages are all positives in retaining work at Mossville and attracting other divisions and companies looking to re-locate. The Mossville Union workforce consistently scores way above average on Safety, Quality, Performance and Product Knowledge.

What We Don’t Know

We don’t know the final date of the last engine to roll out of Mossville or if truly there will be a “last” engine. Looking at our technology, especially in the non-truck, commercial and industrial market, Caterpillar and Mossville are head and shoulders above the rest of the industry. I don’t want to give anyone false hope and it is contemplated to be built elsewhere; but having a truck rolling down the highway with NavaCat engine is a whole lot different in the consumers mind than a million dollar machine without a Cat machine engine. The quality of a Cat dozer without a Mossville Cat machine engine is, I believe, not an option for our value driven customers. So although the “Fat Lady” is clearing her pipes, I don’t believe she has started to sing.

Updates

Most of you have seen me more than usual on 1st shift lately. Starting in August I will be training on 1st for six months. During that time Brett Cantwell will be assuming my duties, (although he drew the line when I tried to get him to write this article) functioning as the alternate committeeman. I want to thank Buford in advance; you all are in good, large, very large, hands.

Be Prepared

So my advice, be prepared. Take advantage of any and all training on jobs in your area or anywhere on either side of the wall.

Yes We Did!

Obama's battle cry was Yes We Can! I believe ahead of us is going to be the best of times. I believe of all the things he said the idea that runs truest is it cannot be done by one man or one party, we all will have to do our share to get us out of the mess we are in.

A Parting Thought...

Life is not measured by the number of breaths we take, but by the moments that take our breath away.

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What A Night!

Steve Mitchell, Safety Representative

Right now I'm still basking in the warm glow of the election while trying to imagine the possibilities of having an administration in office that might actually attempt to help working people. What a night! Although you might think I'm talking about the evening Barack Obama and Joe Biden were elected (and to be sure, I'll never forget that night), there were many other nights before that magical evening that went a long way toward the ultimate goal. Night after night, day after day, UAW Local 974 retirees flexed the muscles that make this local the political machine that it is. Our retirees always work above and beyond the call of duty by stuffing envelopes, building up signs, knocking on doors and calling prospective voters in order to help elect labor-friendly candidates to political office ... they are amazing! Add to their efforts those of Randy Smith and the entire CAP Committee and you can see why politicians running for office, from local to national races call and visit our local on a regular basis. Please take the time to thank the retirees and the CAP Committee the next time you see them because they, and the job they do, are truly incredible.

Better Safety Numbers at Any Cost

Do you ever wonder why you have to put your name on sign-in sheets when you attend almost any meeting at CAT? No, it's not for attendance, at least not the kind you're thinking of, it's to make sure you can be held accountable for the content of the meeting/training/information, no matter how lame. I distinctly remember an incident where one of our members had four fingers cut off in a band saw incident. Management was able to retrieve his Lockout/Tagout training history from 21 years ago ... his last training on that subject.

The same goes for any online training that you take. I've recently been dealing with a member who was discharged for "safety violations." Management is actually using one line from one page of an entire completed safety CLMS class to justify this person's firing. So I tell you, if you sign your name to something, be careful to pay attention to detail, ask any and all questions that you have, and ask for copies of the training, because CAT is sending the blame for any injury or incident your way if at all possible.

Now, having warned you about what you sign, you also have to worry about anything you say when you are in Medical. We have a member who went to First Aid after suffering an injury at work. So far so good, right? The nurse asked what happened and our member described the circumstances that led to the injury, but the nurse wrote down something else. During the investigation, the worker repeated to management what was told to the nurse, but the story didn't match, so management put our member out on the street. Ask the nurse to see or have them read what was written and correct anything that does not accurately describe what happened to you – your job could be at risk if you don't.

I've mentioned Weingarten Rights before, but it never hurts to review important concepts. Whenever your boss asks you any questions that you feel could lead to you getting in trouble, you have the right to have a union representative present. So, picture in your mind an accident investigation. What is the purpose of this investigation? Is it to find the root causes and take corrective actions to prevent

recurrence? Are the corrective actions based on what is effective or what is convenient?

People who investigate accidents for a living will tell you there is never just one root cause of the accident, there are many. Unfortunately most CAT accident investigations operate with perfect 20/20 hindsight and the path of least resistance for management is to blame the injured worker. The easiest way to blame the worker is to have them blame themselves. What could you have done differently? How could you have prevented this incident? Depending on your answer to questions such as these, or because or because of some training you signed off on in the past, you could be on the outside looking in. Now do you think it might be in your best interest to have a union representative present when you're involved in an accident investigation? Let us be there to help protect you.

In my career, I've been to First-Aid more times than I'd like to admit, but it always annoys me when I get the question from the nurse, "So, what did you do to hurt yourself?" I guess I look like I've nothing better to do than to get burned, cut, smashed, crushed, strained, sprained or sick. Maybe it's just me, but if I'm in First-Aid, I'm already hurt, so why insult me? I've never been injured on purpose because by definition, it hurts. But it's the nature of the question that I always find offensive, what did I do? I'll tell you what Local 974 members do to hurt themselves.

Our members pull on a pry bars wedged in antique bar knobs on fixtures that hurt them just like it hurt the guy who did the same job thirty years ago. To do the same thing time and time again and expect a different outcome is a sign of insanity. Surely a multi-billion dollar company like CAT can do better than to use 1940's technology bar knobs that litter TTTBU fixtures? There are suppliers that offer hydraulic clamps for fixtures that both reduce injuries by eliminating exposure to ergonomic hazards and improve quality by providing consistent clamping pressure.

Our members pick up heavy parts off of a flat on the floor and hurt their backs. The crane/hoist doesn't operate correctly and neither the outside maintenance personnel nor their new boss (who is always at meetings) seem to have much interest in getting it fixed. Did they use proper lifting technique you ask? That's what the boss asked too. Why is it their fault? Why are the parts located that low? Where is the lift/tilt table? Are they supposed to bring that in from home? Our friends at Deere do not allow flats or pallets on the shop floor. They have to be placed on risers so workers cannot bend down to retrieve parts (they're easier to sweep around too).

Our members have grinding wheels on unguarded grinders explode and hit them in the face. Never mind that the unguarded grinders are illegal according to OSHA, you'd damn well better have a face shield on or you'll be disciplined. Also never mind that CAT was cited again by OSHA for unguarded grinders (the 4th time in the last 16 months), Corporate Labor Relations has said that the next person caught with an unguarded grinder will be fired. Either our members are bringing these illegal grinders in from home, complete with extra grinding/cut-off wheels, or the company is purchasing

this equipment for us to use in our jobs. They watch us use it every day, but only become interested in guards and such luxuries after an injury occurs and the need to assign blame presents itself.

Our members are exposed to hazardous materials every day at work. The chemicals in paint vapors and mists, metalworking fluid, weld smoke, oils, silica and other materials do not necessarily lead to a long and healthy life, but we get the job done every day. Recent exposure information provided to the UAW International Health and Safety Department by Caterpillar indicates 25% of the welding smoke samples taken were at or above the American Conference of Governmental Industrial Hygienists recommended limit for manganese. There have been cases of hypersensitivity pneumonitis, benzene exposure, asbestos exposure and other work-related exposures to members of our local union. What did those workers do to expose themselves other than go to their job?

Finally, our members serve their country. I am personally aware of cases where our military veteran members have their work-related injuries classified as non-occupational by managers eager to keep their injury and illness numbers down. By claiming that the injuries were related to the workers prior military service, rather than their work-related exposure to hazards, the employer is able to deny workers compensation and an OSHA recordable injury. According to OSHA, You must consider an injury or illness to be work-related if an event or exposure in the work environment either caused or contributed to the resulting condition or significantly aggravated a pre-existing injury or illness (29CFR1904.5). The denial of responsibility for military veteran's work-related injuries is a new low.

Regardless of how conditions exist today, help is on the way. Barack Obama is an unabashed supporter of workers' rights. The House Labor Committee has held hearings regarding the under-reporting of workplace injuries and retaliation against injured workers. For the last eight years, the health and safety of workers has taken a back seat to letting business do anything they want. Worker health and safety is a hot-button issue for labor, and I hope to see positive changes to OSHA enforcement and regulation in the Obama administration.

Please report all work-related injuries and illnesses. If you have to ask yourself whether you should report the injury or not, you should. Ask to see your union safety representative if you have any questions about your health and safety. Request a union representative any time you are questioned about work-related injuries or illnesses. Ask to review what the nurse writes when you report an injury or illness. Point out Health and Safety issues to your supervisor, preferably with witnesses and write down the day and date, especially if you are a Supplemental worker. At that point, you are in the first stage of the Safety Complaint Procedure which is union activity, one of the two ways the union can file a grievance in the event Caterpillar decides to discharge you.

NICE Electric Co-op Launches in Central Illinois

by Chris M. Stevens of *The Labor Paper* (Used by permission)

Sounds like a joke from Jay Leno. But it's true. With price increases for utilities reaching through the roof, consumers have found a friend. Each other.

A brand new not-for-profit electric cooperative – NICE (New Illinois Cooperative Energy) – has launched its initial bid to acquire the 7,000 'members' needed to begin service here in Illinois.

A private entity with the stated goal of people before profits led State Senator David Koehler to sign on when the idea first emerged. Sen. Koehler now serves on the board of directors. "If you ask consumers if they would rather buy energy from a company that tries to make as much profit as possible, or get their power from a not-for-profit," he said, "I think most people would prefer the latter. I believe NICE is what our state desperately needs, so I'm happy to help get this program off the ground and bring it to the people."

Sen. Koehler joined NICE officials at the UAW Local 974 hall in East Peoria Wednesday, October 8, to "get everyone aware of what's going on," said Kerry Sloan, president of NICE and CEO of Southwestern Electric Cooperative (SEC).

The concept remains "simple," said Koehler, "how do customers band together and help each other?"

Southwestern Electric Cooperative, based in Greenville, Illinois, has partnered with Integrity Energy Systems to form the new cooperative. The not-for-profit promises to hold electricity costs down through a membership program similar to a credit union. Residential customers will pay \$4 a month and small business will pay \$8. The term of the contract: five years with a \$75 fee for withdrawal (unless you move in which case no fee). A large business can also join but monthly dues will be determined by its size.

Note: When deregulation began numerous companies approached commercial and industrial users as the bills were large and represented staggering amounts, whereas no one approached residential customers due to the logistics and low relative consumption.

President of UAW Local 974 Rick Doty also serves as vice chairman of NICE. "We got involved because we're about representing people and improving people's lives. The cooperative is a credit union-based concept so all who join have ownership and get an opportunity to purchase electricity at cost basically."

Ameren serves as a distribution company. They install and maintain the power lines, poles, etc. As Sen. Koehler told the crowd, "They don't care where you buy your electricity. They charge you to get it there."

If a consumer chooses to join, NICE will send the monthly bill, which will include the Ameren portion for delivery.

Alan Libbra, president of SEC and chairman of NICE started with, "Those titles are nice, but I farm for a living." He then explained how SEC came into being when power companies ignored rural residents. The farmers formed a cooperative, which continues to thrive.

While Libbra didn't promise NICE members rate cuts, he did emphasize how as a member-owned cooperative, "We will take no more than the expenses we absolutely have to." He also noted how SEC customers have not paid a rate increase in the past 18 years. And in fact rates were lowered five percent from 1992 – 2002 for a total **reduction in rates** of 18.5 percent. And with any 'profits' or retirement of bond payments adding to the 'plus' side of the ledger, in November of both 2003-2004 an SEC customer's electricity bill was ZERO. (**Note:** SEC owns its own transmission lines. An Ameren customer would still pay distribution charges.)

The current system operates thus: The company which generates power sells it to whoever serves as the distributor, which sets a price (per kilowatt hour) at that moment in time for the duration of the contract. If the price drops, consumer rates stay the same.

Members of the coop save money because as Joe Berardi, CEO of NICE said, "The average consumer doesn't have the information or resources at his or her disposal to fully evaluate an energy-purchasing decision. The price you pay should represent the product of multiple decisions made on not only what price is available on a certain day, but also on forecasted prices. That's what NICE will provide its members, proactive price management."

Libbra said SEC has inked a long-term contract with a new clean-coal fired power generating plant set to come online in early 2009. That's the push for the formation of NICE. "We need to sell that electricity." He said brokers have already approached the SEC about buying the power. "We will pay a low rate for this power and so wouldn't it be nice to sell it to our friends and neighbors?" adding, "I do guarantee the customer will get the best possible price we can offer."

Doty added, "It's unreasonable to expect energy prices will go down anytime soon. We feel the best option for consumers is to join together to take control of their energy costs. The fact is investor-owned power suppliers simply have no incentive to provide power at the lowest price. We know this is a better way."

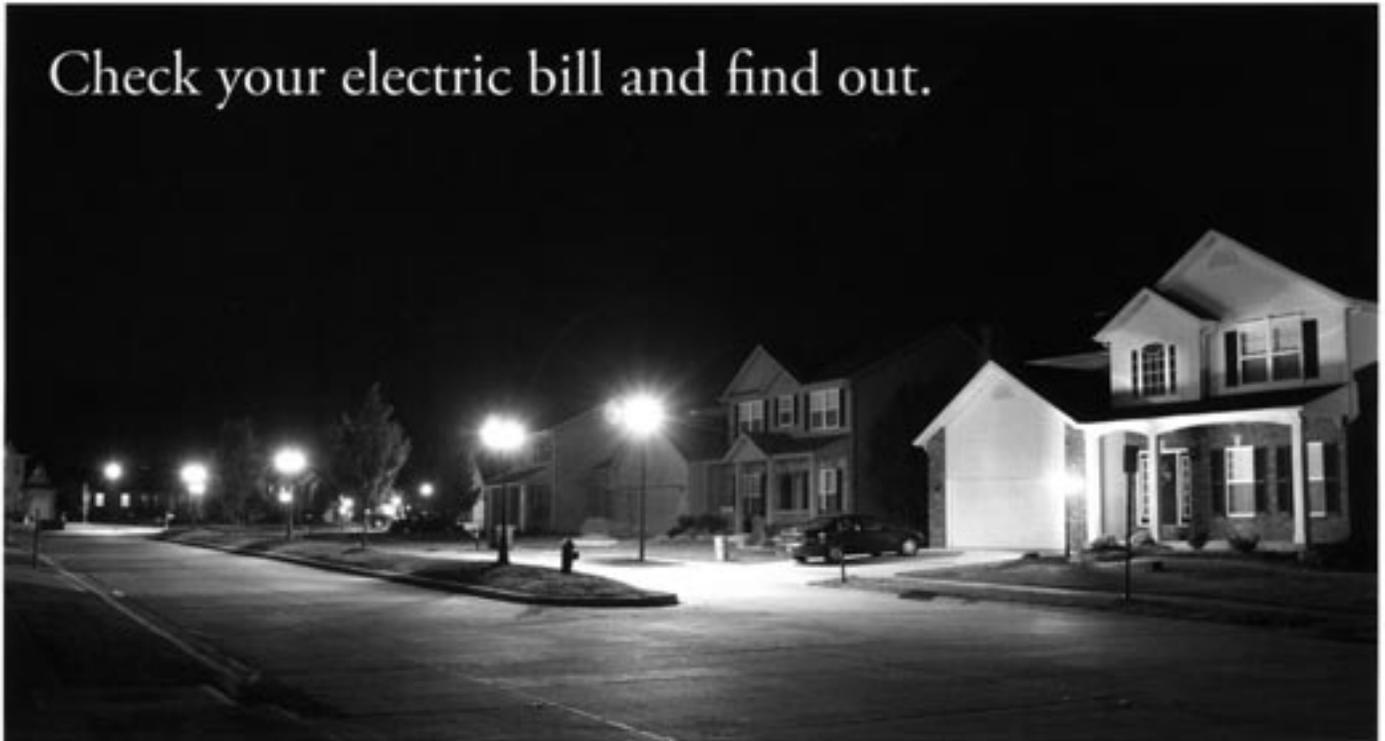
Sen. Koehler pointed out NICE remains unique. "I know of no other program like this in the country. To survive in a deregulated environment we have to do this. We will save a great deal of money over the long haul because it's consumers helping consumers and all the benefit goes back to the members."

Enrollment in NICE requires less than five minutes on the computer or just a few minutes by phone. All you need is an address and a current Ameren bill. Consumers can join online at: www.nice.coop, or call toll free 877.462.6423 (877.GO2-NICE)

Southwestern Electric Cooperative, Inc. formed in 1939 to provide electric service to rural residents. The coop serves 23,000+ residential, commercial, agricultural and industrial members in portions of Bond, Clinton, Fayette, Effingham, Macoupin, Madison, Marion, Montgomery, Shelby and St. Clair Counties.

Is your power company nice?

Check your electric bill and find out.



If you're an Illinois customer of Ameren or ComEd, you now have a new option that may help you better manage the price you pay for electricity. Southwestern Electric Cooperative, based in Greenville, Illinois, has formed New Illinois Cooperative Energy (NICE), a not-for-profit alternative to the investor-owned power companies in our state.

Using a cooperative approach to buying electricity, NICE may be able to save your family or business a significant amount of money on electricity costs. By joining NICE, you will benefit from Southwestern Electric Cooperative's proven method for prudently managing power supply costs, as well as a fixed margin secured from its power supplier, Integrys Energy Services. NICE members are also eligible for local and national discounts on select products, services and prescription items.

Ready to get started? You can join NICE on October 1, 2008, and begin receiving electricity from NICE in early 2009. To sign up or for more information, visit www.nice.coop or call NICE toll-free at 877-462-6423 (877-GO2-NICE).

nice

New Illinois Cooperative Energy
A subsidiary of Southwestern Electric Cooperative, Inc.

Southwestern
Electric Cooperative, Inc.
Your Touchstone Energy® Cooperative

877-462-6423 | www.nice.coop



Q. What is NICE?

A. NICE (New Illinois Cooperative Energy) is a not-for-profit organization offering electrical power on a cooperative basis across Illinois. NICE was formed to better manage the purchase of electricity for Illinois consumers and businesses by leveraging their collective buying capacity. NICE is a subsidiary of Southwestern Electric Cooperative, based in Greenville, Illinois.

Q. How does NICE differ from a for-profit utility company?

A. For-profit utility companies like Ameren and ComEd exist to earn profits for their shareholders, while NICE exists to help Illinois consumers pool their buying power for better managed electricity purchases. Rather than lining the pockets of shareholders, any earnings above NICE's operating costs are returned to its members in the form of rebates.

Q. How is NICE able to offer a lower price than my current utility?

A. NICE will manage electric supply costs on behalf of its customers through an aggregated buying approach. On behalf of its members, NICE has secured a fixed margin from its power supplier, Integrys Energy Services. NICE members will also benefit from the expertise of Southwestern Electric Cooperative, which has a proven track record of providing affordable energy to its members through prudent management of power supply costs. However, NICE members are not guaranteed to save money.

Q. Who can join NICE?

A. Everyone in the state of Illinois, including residential, commercial, and industrial customers, is eligible to join NICE. However, electricity from NICE will be available only to homes and businesses located in Ameren and ComEd service territories.

Q. What are the benefits of joining NICE?

A. In addition to the potential for significant saving on your electricity costs, NICE customers are enrolled in the Co-Op Connections program. Simply show your Co-Op Connections card to take advantage of local and national discounts on products, services, and prescriptions. For a list of participating businesses, visit www.connections.coop.



Q. Do I need to run new power lines?

A. No, you will continue to receive power using the existing power lines, which will still be maintained by your current utility company. The actual electron flowing down the line is what you can purchase from NICE.

Q. How will billing work?

A. NICE members will receive a single monthly electricity bill from Integrys Energy Services, including maintenance charges from their local utility, NICE membership dues, taxes and other fees. The monthly membership fee is just \$4 for residential consumers and \$8 for small businesses. Membership fees for larger businesses may vary. NICE does not offer budget billing. Please refer to the Terms of Service for more information.

Q. Do I have to sign a contract?

A. Yes. In order to participate, you must sign a membership agreement with NICE and a supplier agreement with Integrys Energy Services. The initial term of this electricity program is 5 years, beginning in 2009 and renewable annually after that. After the initial 5-year term, you can cancel on the anniversary of renewal by providing notice 30 days prior to the contract anniversary. An early termination fee of \$75 applies if you cancel service during the term of your agreement.

Q. What should I do if a problem arises with my electric service?

A. In the event of power outages or other emergencies, you must call the utility company that owns your electric lines.

- AmerenCILCO: 888-672-5252 (residential)
877-677-5740 (business)
- AmerenCIPS: 888-789-2477 (residential)
800-232-2477 (business)
- AmerenIP: 800-755-5000 (residential)
800-363-6805 (business)
- ComEd: 800-334-7661

Q. How can I get started?

A. Joining NICE is easy. Simply visit www.nice.coop or call our toll-free hotline 877-462-6423 (877-GO2-NICE). Have the account number and meter number provided by your local utility ready. You can sign up today and begin receiving power from NICE in 2009. At least 7,000 members must sign up in each utility service territory before the electricity program may begin.

If you have additional questions, please call us toll-free at 877-462-6423 or visit www.nice.coop.

NICE and Integrys Energy Services, Inc. make no warranty of, and assume no responsibility for the satisfaction of price assumptions the buyer might have for prices secured under this program and/or for prices secured under the program relative to other purchasing opportunities.

563-M



Calendar of Events

DECEMBER

- Thu 11 **Steward Council Meeting** 9:30am / 4:00pm
- Sun 14 **Annual Membership Meeting** 1:00pm
- Mon 15 **Exec Board Mtg @ Pekin Highrise** 4:00pm
- Wed 17 **Retirees' Potluck and Mtg** 11:30am
- Thu 18 **Safety Council Mtgs** 8:00 / 10:00 / 4:00pm
- Sat 20 **Computer Club** 4:00pm
- Sun 21 **Member / Retiree Dance** 7:00 – 10:00pm
- Tue 23 **Jumers Rock Island Bus Trip** 8:00am
- Wed 24 **Christmas Eve – Union Hall Closed**
- Thu 25 **Christmas Day – Union Hall Closed**
- Wed 31 **New Year's Eve – Union Hall Closed**

*Union Hall will be closed Dec 24 – Jan 1
and will reopen Jan 2*

JANUARY

- Thu 1 **New Year's Day – Union Hall Closed**
- Mon 5 **Local 974 Newsletter Article Deadline**
- Sun 11 **Executive Board Meeting** 11:00am
- Sun 11 **General Council Meeting** 1:00pm
- Thu 15 **Safety Council Mtgs** 8:00 / 10:00 / 4:00pm
- Mon 19 **Martin Luther King, Jr Day – Hall Closed**
- Wed 21 **Retirees' Potluck and Mtg** 11:30am
- Thu 22 **Steward Council Meeting** 9:30am / 4:00pm
- Mon 26 **Red Cross Blood Drive** 11:00am – 5:00pm
- Tue 27 **Rhythm City Bus Trip** 8:00am
- Sat 31 **9-Pin No Tap Team Tournament**

Remembering Our Deceased Brothers and Sisters

*On behalf of the Officers,
Members and Retirees of
Local 974, may we offer our
deepest condolences to the families
of our brothers and sisters who
have recently passed away.
May God comfort all of
you in your loss.*

September 2008

Charles E. Gregory	R	09/01/2008
Bille E. Fowler	R	09/03/2008
Grester L. Stone	R	09/10/2008
Robert D. Thario	R	09/12/2008
Duwayne W. Keith	R	09/13/2008
Russell R. Grammer	R	09/16/2008
Harold J. Turner	R	09/16/2008
Lewis H. Aldridge, Jr.	R	09/18/2008
Kenneth E. Barr	R	09/22/2008
George L. Johnson	R	09/22/2008

October 2008

Warner D. Walters	R	10/05/2008
Leo D. Archdale	R	10/07/2008
William H. Dickey	R	10/07/2008
Dale E. Combs	R	10/09/2008
Ewin L. Davis	R	10/09/2008
James G. Knight	R	10/11/2008
Donald A. Ritchie	R	10/11/2008
John M. Stepzinski	R	10/11/2008
Goldman Vaughn	R	10/12/2008
Robert B. Drum	R	10/16/2008
William L. Naylor	R	10/16/2008
Albert W. Clark	R	10/17/2008
Kenneth R. Fishel	R	10/17/2008
Bruce R. Fell	R	10/18/2008
Joseph Jefferson	R	10/18/2008
Arden A. Hinrichs	R	10/19/2008
David L. Nussel	R	10/19/2008
Paul T. Edgar	R	10/21/2008
John S. Rodcay	R	10/23/2008
Ernest D. Harrison, Jr.	A	10/27/2008

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PAID ADVERTISEMENT

**UAW AMALGAMATED LOCAL 974
ELECTION NOTICE**

THE FOLLOWING NOMINATION WILL

OPEN

Monday, December 15, 2008 at 8:00 am

CLOSE

Wednesday, December 17, 2008 at 3:30 pm

DRAWING FOR POSITION

Sunday, December 21, 2008 at 12:00 noon

**CAST METALS
GRIEVANCE COMMITTEEPERSON
1 POSITION**

All nomination forms must be notarized unless personally handed to an Election Committee Officer. Printed names on the form should reflect how the candidates wish their names to appear on the ballot.

LAST WITHDRAWAL DATE

Monday, December 22, 2008 at 4:30 pm

Nominations and withdrawals will be accepted during Local 974 normal business hours ONLY.

ELECTION WILL BE HELD

Monday, January 12, 2009

6:30 am until 8:00 am

2:30 pm until 4:00 pm

Main Entrance Hallway – Mapleton Plant

RUNOFF ELECTION (if needed)

Sunday, January 25, 2009

6:30 am until 8:30 am

11:00 am until 5:00 pm

Amalgamated Local 974 Union Hall

A. J. Milloy, Chairman – Election Committee Local 974, UAW

**UAW AMALGAMATED LOCAL 974
ELECTION NOTICE**

THE FOLLOWING NOMINATION WILL

OPEN

Monday, December 15, 2008 at 8:00 am

CLOSE

Wednesday, December 17, 2008 at 3:30 pm

DRAWING FOR POSITION

Sunday, December 21, 2008 at 12:00 noon

**MOSSVILLE DD
MEMBER-AT-LARGE
1 POSITION**

**TTT BLDG LL
GENERAL COUNCIL
1 POSITION**

All nomination forms must be notarized unless personally handed to an Election Committee Officer. Printed names on the form should reflect how the candidates wish their names to appear on the ballot.

LAST WITHDRAWAL DATE

Monday, December 22, 2008 at 4:30 pm

Nominations and withdrawals will be accepted during Local 974 normal business hours ONLY.

ELECTION WILL BE HELD

Sunday, February 15, 2009

6:30 am until 8:30 am

11:00 am until 5:00 pm

At Amalgamated Local 974 UAW

RUNOFF ELECTION (if needed)

Sunday, March 1, 2009

6:30 am until 8:30 am

11:00 am until 5:00 pm

Amalgamated Local 974 UAW Union Hall

A. J. Milloy, Chairman – Election Committee Local 974, UAW

**~ THANK YOU ~
Would Not Be Enough**

It is with a sad heart that I write this article. On August 4, 2008, a great man, friend, Committeeman and Union brother passed away. Jeff Smith worked at the Morton Parts Facility until May of 2008 when he was finally able to retire. Jeff had been a Steward all the way back to 1976 until 2002. In April of 2002 he was elected as a Committeeman and held that position until he retired in May of 2008. Jeff had just under 35 years of seniority, but with all of his layoff time, he retired with 30 years.

I have only known Jeff for the last nine years. He was the person who got me started getting involved in the Union. I was working in his area when he suggested that I become the Steward. I took the job and never looked back. Jeff was always there for me and was

willing to help me with any problem I had, even when I went to day shift. While working with Jeff those years he taught me how to handle myself with the Company in the grievance procedure and how to be a good Union brother to my fellow brothers and sisters.

Jeff loved to fish and would go to Wisconsin as much as he could to do what he loved. I spoke to a fellow Union brother just after hearing of his passing and he told me a good story. LJ (who I spoke to) has known Jeff and worked with him for the last 35 years. He told me that they had always talked about going to Wisconsin to fish but in all the years were never able to get up there. Finally, after all this time, LJ and Jeff retired on the same day (May 1, 2008) and did their walk around together.

Shortly thereafter, they made it up to Wisconsin to go fishing. I'm sure this will be a happy memory for LJ and I'm happy that two friends were finally able to do what they were wanting to do for the last 35 years.

I owe Jeff a lot for what he has done for me and I could never thank him enough for what he has done. Jeff will be missed immensely and wherever he is, I'm sure he is fishing right now.

Goodbye old friend. Rest in peace.

Sincerely,
John Arnold
Recording Secretary



Home Healthcare
Freedom is Living at Home

81 E. Queenwood Road, Morton, IL 61550

Care Solutions of Illinois, Inc. is proud to offer Home Health Services to Residents of Morton, Peoria, Canton and surrounding areas. We are a Medicare and Medicaid Certified Agency. We offer a comprehensive care package to include Skilled Nursing, Physical, Occupational, and Speech Therapy. We also offer Home Health Aide and Homemaker Services. Should you or a loved one have Home Health needs, we would be happy to provide an in-home evaluation. We accept Medicare, Medicaid, Private Insurance and Private Pay.

For Home Health needs please contact Wanda Routt, RN, Director of Nursing, at (309) 263-4787.

Need Help?

If you have problems managing finances, paying utility, mortgage, or credit card bills...

If you are having family or marital, stress, substance abuse, emotional, legal problems...

If you just need someone to talk to...

Contact Your Community Services Committee Representative

John Arnold – Morton
Melissa Bugg – Morton
Matthew Butler – Morton
Chris Dickerson – TTT (SS)
Fred Foster, Jr. – Morton
Warren Grayer – Morton
Shane R. Hillard – TTT (LL)

Mike Ihben – Morton
Marcia McCann – Moss (BB)
Tim Nelson – TTT (LL)
Judith Poulsen – Morton
Darleen Spencer – Moss (BB)
Rochelle Torres – Morton
Maxine Wilson-Jones – Morton

Steve Adams – Retired
Dave Blumenstock – Retired
Dale Cassel – Retired
Joe Covington – Retired
Jack Evans – Retired
Jane Evans – Retired
Gary Hall – Retired

Jack Hidden – Retired
Ted Hoak – Retired
James Tabor – Retired
Velma Walton – Retired

Community Services Committee Civil and Human Rights Committee

I'm sure most of you saw the notice for openings on the Community Services and Civil and Human Rights Committees, so I thought you would like an idea of what these committees do.

The Community Services Committee is charged with aiding, counseling, and assisting members in distress during normal times, and in charge of counseling and welfare of members should there be a lockout or strike. They are also charged to establish programs to help the community and promote good community relations for the Local Union.

The Civil and Human Rights Committee is charged with promoting fair employment practices and endeavoring to eliminate discrimination affecting the welfare of the individual members of the Local Union, the International Union, the labor movement and the nation. Mostly, this committee works on a member-to-member basis to stop problems before they escalate.

The Local is in the process of revamping and revitalizing these committees and anyone who wishes to be an active participant is welcome to contact either the President's Office or A. J. Milloy at 694-3151.

Thank you. A. J. Milloy

Community Services

By Tim Nelson, Co-Chairman

First of all, let me start by thanking all of the men and women of the Armed Forces, past and present. Without your service we would not be where we are today, and secondly, thanks to all of the families for supporting your servicemen and women while they serve. I share your feelings, as my brother-in-law was just recently deployed to Afghanistan.

The purpose of this article is to give servicemen and women and their families a little help with where to find some assistance. I have done some looking around and have found some web sites that offer help for single parents while their loved one is deployed, finances for military families, children with deployed parents, and so on.

One of the better ones that I have found is www.army.com. If you click on the resources tab at the top it will give a list of resources. I think the "Military Life" and "Family" categories at the bottom could be a lot of help. They have some tips for helping children deal with a parent being deployed, when a family member is being deployed (son, daughter, sister or brother), and how to help support your deployed family member.

Some of the others I found were:

www.myarmyto.com

www.militaryfinances.com

www.singlemotherresources.com

There is also help available for veterans. The Department of Veterans Affairs offers a lot of services including education assistance and some health care benefits. Your Community Services Committee is currently looking into the possibility of having a seminar with a member of Peoria Vet Center in the near future to help answer questions about and explain the benefits offered by the VA.

You can see some of the services they offer at www.va.gov or by contacting the Peoria Vet Center at 309-688-2170.

If you are the type of person that enjoys helping your fellow workers, Amalgamated Local 974 is looking for YOU!

We currently have openings on our Community Services Committee and our Civil Rights Committee. If you would like to learn more or would like to join these committees, please contact the Amalgamated Local 974 Union Hall at 694-3151.

Remember, it's your job, it's your Union, and it's your choice. Choose to be involved!

RETIREES CHAPTER

UAW LOCAL 974

POTLUCKS

WEDNESDAY, DECEMBER 17

WEDNESDAY, JANUARY 21

We invite and encourage all the new Retirees to come and join us for dinner and Bingo after the meeting.

We also encourage the spouses of deceased members of Local 974 to join us. The surviving spouses are Associate Members of our Retiree Chapter and we invite you to participate in our activities.

SCHEDULED BOAT TRIPS

JUMER'S ROCK ISLAND – Tuesday, December 23

RHYTHM CITY – Tuesday, January 27

Cost is \$10.00 per person in advance, \$12.00 day of trip – no refunds. The cost includes doughnuts and coffee at the Union Hall, a meal and bus fare. Contact Jack Hidden at 673-4904 or Dale Cassel at 347-6406 to make reservations. You may also call the Retiree's Office at the Union Hall at 694-3151 and leave your name and phone number.



COMPUTER CLUB FOR BEGINNERS

COMPUTER CLUB meets every third Saturday at the Hall from 4:00 to 6:00pm.

It is open to the public and you can join any time. Learn about basic computer hardware and software programs. Disks are available.



COMPUTER CLASS is run by retirees and is open to all active and retired members. A new beginner's class is now forming; registrations can be made at the Union Hall or by calling Joe Covington at 382-2504 or 694-3151. Classes are \$5.00 per 2-hour session from entry level to personalized software training.

Monday / Tuesday / Thursday

10:00 am – 12:00 noon & 1:00 pm – 3:00 pm

HOW CAN I JOIN THE RETIREE CLUB?

Upon retirement Local 974 members in good standing are encouraged to register at the Dues Office to become Chapter members. Retirees and their spouses are welcome and encouraged to attend the Retiree Chapter Meetings and activities.

We have a **Potluck the third Wednesday of every month** – meat, coffee and doughnuts are furnished. A variety of other activities are planned at various times throughout the year. To assist in financing these activities a two dollar (\$2.00) per month voluntary membership dues is available and can be established at the Dues Office. The largest portion of the dues dollars goes to the International Retired Workers Advisory Council who is concerned with retired workers programs and policies and such other matters as affect the welfare of retired workers.

Contact any of the Retirees' Officers at 309/694-3151

Jane Evans, Chairman

David J. LaHood, Co-Chairman

Velma Walton, 2nd Co-Chairman

Bill Corum, Recording Sec.

J.F. "Jack" Hidden, Fin. Sec.

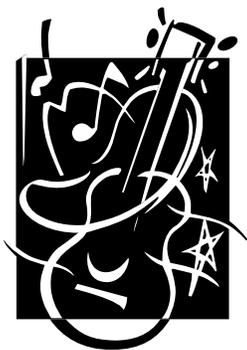
Joe Covington, Sergeant-at-Arms

Dale Cassel, Guide

Dave Blumenstock, Trustee

Jim Tabor, Trustee

Jack "Honey" Evans, Trustee



MEMBERSHIP & RETIREEES DANCE

Sunday, December 21

7:00 – 10:00 pm

Kenny Williams and the Country All-Stars

Come one, come all! You don't have to dance – come and listen to the music and socialize. Mark your calendar and plan to attend. NO SMOKING.

SHORT TERM LOAN OF MEDICAL EQUIPMENT

The Retirees have the following items that can be loaned out to our membership for their use on a short-term basis. Items can be checked out at the Dues Office.

Wheelchairs • Walkers • Porta-Potties • Cane
Cane Walker • IV Stands • Crutches • Hospital Bed



WANTED – Donations of used medical equipment, the equipment will be used for lending to our Retired and Active membership.

UAW LOCAL 974

9-PIN NO TAP TEAM TOURNAMENT

Sponsored by: Local 974 Heather Henninger Scholarship Committee

SATURDAY, JANUARY 31, 2009

ROXY'S LANES 114 N 3rd Street • Pekin

5 person teams consisting of ANY COMBINATION (male & female bowlers).

Each team must have one active or retired UAW member.

There will be 2 squads: 11:00 AM and 2:00 PM (Teams should check-in one-half hour before their squad starts).

The number of teams that qualify for the Round Robin Tournament based on a three game series will be determined by the number of teams on each squad.

The teams in the Round Robin will be seeded after the scores are turned in and the Round Robin will start immediately following.

Squads will be filled on a First Paid / First Served Basis.

Cost: \$100 for 5 person team.

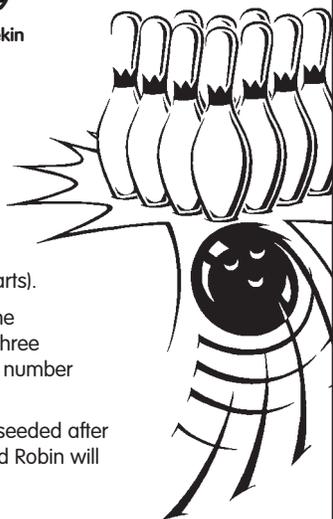
To Enter: Before 5:00 PM – Jim Arrowood (309) 694-3154

After 5:00 PM – Call Don Barker (309) 694-7605

or Dave Henninger (309) 968-7234

50/50's

DOOR PRIZES



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MILLOY OPINION

A. J. MILLOY

Well, I know it's been awhile since I have had an opinion, but just like bunions and corns, opinions happen.

I was minding my own business one day, just sitting around with my nose glued to my email, when I got a letter about how the leadership of the UAW has sold us out. I wasn't really surprised by it, after all, everybody and their brother wants to blame somebody for our current state of affairs and by listening to the gossip, the somebody everybody wants to blame are our elected leaders.

With that in mind, I thought that this would be a great time for another "Milloy Opinion."

The first thing I would like to say is that the International leadership **does not have the power and authority by themselves** to bang on some company's desk and try to make demands [not that they, in good conscience, would bang on a desk. Banging is not necessarily bargaining] about how negotiations should be going.

The Regional leadership **does not have the power and authority by themselves** to bang [although banging could be part of the bargaining process] on some company's desk and make demands about how negotiations should be going.

By the same token, local leadership **does not have the power and authority by themselves** to bang on some company's desk [probably more a part of bargaining at this level than anyone wants to admit] about how negotiations are going.

About now, I can hear people saying "Well, where in the blue blazes is the power and authority needed to negotiate in good faith [and maybe bang little if needed]?" The answer is that it lies **within the membership** of the local the leaders are trying to represent. If the membership is not willing to pull together and give their strength to the leadership, the leadership does not have the strength needed to bargain with.

So, now we get to the opinion. My opinion is that the Leadership did not sell us out, but that **WE** sold out our leadership. Forty-eight percent of our local chose to tell Caterpillar during the '91/'95 time frame that they didn't care about health care, insurance, retirement, or any other long-term conditions. They basically said "I want the money and I want it now."

If you want some backing for that opinion, look at the offers we have been given. All of them cut insurance, retirement health care, and worker health care, but agreed to large cash incentives. All we had to do is turn our backs on retirees and supplementals. After all, a supplemental could work for 30 years and never have insurance.

The thing to remember is that the contract we have and the contract we will get, is the contract our strength of unity won for us.

It is just like I say at the end of most of my articles: ***It's your Union, it's your job, it's your choice – choose to get involved.*** Now, I could probably add: ***or suffer the consequences.***

EMAIL ADDRESS DATABASE

Our Union is getting into the 21st century by starting an email database. We are starting this database so we can better inform our members and keep you up to date on events the Union Hall is putting on. Someday we would also like to start sending the bi-monthly newsletter out by email for those who would like it that way instead of the paper form. If you would like to be put on our database so that you can be better informed please send an email with:

- **Your Full Name**
- **Your Badge Number (if you have one)**
- **Email Address you would like in our database**

You can email the Union Hall at local974@uawlocal974.org (please put in the subject line "email for database") or you can mail your information to the Hall at Local 974, UAW, 3025 Springfield Road, E. Peoria, IL 61611.

Your email address will not be sold to anyone.

Thank you. John Arnold, Recording Secretary

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