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LOCAL 974 NEWS

REPRESENTING WORKERS AT — CATERPILLAR, TAZEWELL MACHINE, CITY OF DELAVAN, MASON CITY PUBLIC WORKERS & POLICE DEPARTMENT & VILLAGE OF SOUTH PEKIN PUBLIC WORKS

VOL 99 • FEBRUARY 2024



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PRESIDENT'S REPORT - FEBRUARY 2024

RANDY DIEHL, President —————

Greetings Brothers & Sisters,

We have 2,950 active members, 406 supplemental members, 33 on loa and approximately 70 amalgamated members from Tazewell Machine, Pekin, Mason City and Delavan. The company has continued to hire new members all year but unfortunately they have terminated close to the same amount of people.

This time last year we were in negotiations with Caterpillar. It was a very long January and February for the negotiating team and for all of our great members patiently waiting to have an agreement to vote on. The agreement ended up passing by a 73% - 27% margin. Obviously, we all wish that we could've gotten more, but that was by far the best agreement in 40 years. We are 5 years away from doing the next agreement, so now is a good time to start putting money back to strike Caterpillar if they force us too.

In Solidarity,

Randy Diehl





"UNION MEETINGS"

Feb. 11th & Mar. 10th

Executive Board Meeting – 12:00 P.M.

General Council Meeting – 1:00 P.M.

Feb. 15th & Mar. 21st

Safety Meetings – 8:00 A.M; 12:00 P.M.; 4:00 P.M.

Feb. 22nd & Mar. 28th

Steward Meetings – 8:00 A.M; 1:00 P.M.; 3:00 P.M.; 4:00 P.M.

UAW LOCAL 974 EXECUTIVE BOARD

President

Randy Diehl

Executive Vice-President Matthew Diebel

Second Vice-President Tony Newton

Chair. of Insurance & Benefits John Arnold

Financial Secretary-Treasurer Matthew Butler

Recording Secretary Douglas Byrne

Sergeant-At-Arms Kim Baker

Guide

Robert LiGrisse III

Trustee Mike Rohde

Trustee

Bruce Bartlett

Scott Kindilien

M-A-L EP Prime Products Caleb Kelly

M-A-L EP Transmissions Ken Gregory

M-A-L EP Undercarriage Rob Hawkins

Mapleton CMO Member-At-Large Steven Kovach

M-A-L Mapleton Seals Thomas Johnson

Morton GDC Member-At-Large Angie Speer

TSD Member-At-Large (Open)

Skilled Trades Member-At-Large Tony Reed

SPBU Member-At-Large (Open)

Plantwide Safety Chairman Loren Meyers

Retiree's Chapter President Velma Walton

C.A.P. Chairman Stan Valentine

Bargaining Chair. – Unit 1 Caterpillar Bobby Koller

Bargaining Chair. – Unit 4 TMW Justin Hall

Bargaining Chair. – City of Delavan Michael Evans

Bargain. Chair. – Mason City PW Ben McCormick

Bargain. Chair. – Mason City PD James D. Otey

Bargain. Chair. – Unit 12 South Pekin Andrea Cantrall



INSURANCE & BENEFITS REPORT – FEBRUARY 2024

JOHN ARNOLD —————

Hello Brothers & Sisters!

Happy New Year to everyone. I hope you all had a wonderful Christmas and New Year celebration. We are now officially under Bswift as our plan administrator for all our insurance questions and enrollments. If you have questions about something being covered, you still need to call UHC or Blue Cross Blue Shield though. Going forward Alight will only be handling issues concerning 401K's and pensions.

If you are someone that is collecting a pension and has had the premium direct debited from your bank account, or gets a bill every month, you need to make sure you have contacted Bswift. They will be the ones that will be collecting your premiums. If you have not received a bill in the last month or two you need to immediately contact Bswift and pay your premium before you are kicked off the insurance. The same goes for those that have not had any money direct debited out of your account.

If you are having your premium come out of your pension check, then you have nothing to worry about. Those premiums will continue to be deducted from your pension.

Bswift can be reached at 1-833-735-2127 or by going online at www.cathealthenrollment.bswift.com.

As of January 1, 2024, the process has changed for those that are on Short Term Disability (STD) and paying your monthly premiums. Starting January 1, 2024, employees will no longer be direct billed for their premiums while on STD. Once the employee returns to work, they will be deducted 2 premiums per payroll check until the healthcare premiums are caught up.

If anyone has questions or concerns, please feel free to contact me at 309-694-3151. In Solidarity,

John Arnold Insurance & Benefits Chairman

RETIREES - Medicare Reimbursement

From time to time, I remind our retirees about the Medicare Part B reimbursement portion of our plan. If you or your spouse are Medicare age, 65, and enrolled in Medicare Part A & B, you are eligible for reimbursement of the Part B Premium. The Plan will reimburse your Medicare premium up to \$99.50 per month every January and July. This only pertains to members and spouses that opted out of the management/executive plan and retired prior to March 26, 2017. You must contact Alight Solutions (Hewitt) at 1-877-228-4010 to enroll for the reimbursement. Once you're signed up, you won't have to sign-up again.





PAID ADVERTISEMENT

FINANCIAL SECRETARY TREASURER'S REPORT

MATTHEW BUTLER _____

FINANCIAL REPORT FEBRUARY 2024

NOVEMBER 2023				
Income	281,276.52			
Expenditures	230,485.55			
Excess of Income over Expense	50,790.97			
Regular Dues received on:	3,286			
Initiation Fees received on:	31			
PER CAPITA TAXES:				
International Union UAW	124,457.82			
CAP Council	6,649.13			
CAT Council	152.73			
Retirees Dues PCT	62.11			
Labor Council of West Central IL	184.00			
Ag Imp Council	129.68			
IPS Council Pooled Arb Fund	<u>105.00</u>			
TOTAL:	131,740.47			

DECEMBER 2023	
Income	233,653.56
Expenditures	<u>216,713.96</u>
Excess of Income over Expense	16,939.60
Regular Dues received on:	3226
Initiation Fees received on:	50
PER CAPITA TAXES:	
International Union UAW	130,515.38
CAP Council	6,736.98
CAT Council	4,950.36
Retirees Dues PCT	64.35
Labor Council of West Central IL	184.00
Ag Imp Council	128.24
IPS Council Pooled Arb Fund	17.06
TOTAL:	142,596.37

I hope everyone had a safe and enjoyable holiday season. December is one of my favorite months as it provides for lots of time with family and four paid days off with the Christmas and New Year's holidays.

We have completed most of the maintenance that our union hall has required and it will be ready to serve our members for years to come!

The search for a hat supplier continues, it is very difficult to find a hat manufacturer that makes the flex fit style that is also American made. Sadly, the only suppliers I can find are not American made products. Coats, hoodies, regular sweatshirts, and t-shirts we have been able to acquire with no issues so if anyone is interested in something contact my office and I can get it ordered for you. No minimum quantity is required.

In Solidarity,

Matthew Butler, UAW Local 974, Financial Secretary/Treasurer

UAW MEMBERS

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MORE WITH LESS

Loren Meyers, Plantwide Safety Chairman

I hope everyone had a great Christmas holiday and a safe Happy New year. By the time you read this we will be well into the new year. I hope this year all my Union brothers and sisters can embrace how much of an impact they have on one another. We spend as much time with our co-workers as we do with our families. Many of the new members on the floor have less than 5 years and management can't seem to encourage these individuals to stay. I hear management all the time say, "people don't want to work anymore". I do not agree with this from my observation. These new people do want to work but management sets them up to fail. Poor training and no support. Recently I was temporarily moved to another department for several weeks. I noticed almost all the workers in the area worked unsafely and did not follow their standard work or processes. One of these assemblers started to complain to management about how much trouble he was having performing the job at the demand that was being made on him and his body. Management was consistently forcing 10-hour days and mandatory weekends instead of increasing manpower. The employee asked to be moved but was ignored when the employee started doing his job the correct way to the process his production fell. Management then started progressive discipline for poor work performance then terminated the employee. In the 1990's, during the labor dispute with Caterpillar, there was a strategy we put in place to protect ourselves from discipline while we were working without a contract. It was called "Work to Rule". The premise of the strategy was that if we followed every written instruction down to the letter, we wouldn't be placing ourselves at risk of discipline by some overzealous supervisor. Caterpillar went to the National Labor Relations Board and said they didn't want us to follow the written procedures they had established as it slowed production too much.

A new team lead that transferred to the assembly area with no knowledge of assembly work was certifying himself with little to no training. The team lead crashed a machine in a workstation that supplied the line. Employees were sent home because they could not work the rest of the shift. These incidents were brought to management's attention but only resulted in retaliation. The team lead said he did not get enough training to do the assigned work but felt it was expected of him to perform his nontraditional position. UAW safety representatives have a very difficult time trying to help our members when they wait until it is to late to ask for help or don't ask at all. If you go to your supervisor with a safety issue and you are ignored, page 44 of your contract book (8.3) Safety Procedure:

Stage 1: An employee who believes that a condition has developed which presents a significant threat to his health or safety shall promptly notify his Supervisor of such condition. The Supervisor shall determine, as promptly as possible, whether such condition represents a significant threat to the health or safety of the employee or employees involved and, if indicated, initiate appropriate corrective measures.

Stage 2: If a satisfactory solution to the problem cannot be agreed upon in Stage 1, the employee may request and the Supervisor shall, as soon as possible, but no later than the end of the employee's next regularly scheduled shift, send for the Union Safety Sub-Representative (if such there be) in whose jurisdiction the condition exists for the purpose of conducting a Stage 2 joint investigation of the problem with the Supervisor. Such investigation may also receive the attention of the second level Supervisor. At plants where Safety Subcommittees have not been established, the Union Safety Representative in whose jurisdiction the condition exists will be called initially as provided herein. It says As soon as possible. You don't have to put in a C.I. card and wait 30 days. We can help!

Let's work together in solidarity to ensure we all have a safe, healthy and happy 2024! I personally wish all my union brothers and sisters and their families have a blessed year!!





BARGAINING CHAIRMAN'S REPORT - FEBRUARY 2024

BOBBY KOLLER —————

Greetings Brother and Sisters,

I hope everyone had a Merry Christmas and a Happy New Year. As the new year starts, I'm sure there are a lot of our members that have new year's resolutions. I hope they are going well. For myself, I didn't make a bunch of personal new year's resolutions. I will attempt to stay healthy and enjoy the new year. I do have hopes this year for our membership. For the last 3 years Caterpillar has been on a hiring spree. I hope this continues and with that I want to gain more solidarity with all the members new and more senior. I believe this starts with the Stewards and the Committeemen. I appreciate each and every one of them. Steward meeting will be a big focus on discussions about having one on one with the membership and one by one we can build the solidarity of our brothers and Sisters. Steward meetings are the 4th Thursday of each month at 8:00 a.m.; 1:00 p.m.; 3:00 p.m. and 4:00 p.m. You don't have to be a Steward to attend if you want to learn more or are interested in getting involved. Please stop out and attend one of the meetings.

As of today, January 3, 2024, we have 8 issues and 7 just cause grievances on the docket.

Unfortunately, the Arbitration from September I spoke of out of Morton was denied by the Arbitrator. The member was discharged for what the Company claimed to be a safety violation. We are slated for Arbitration on January 23, 2024. This pertains to a member out of the TBU Business Unit that the Company claims lied during an investigation. I will give the results on that asap.

If anyone has any questions, don't hesitate to call me at (309)694-3151.

In Solidarity, Bobby Koller, Bargaining Chairman

Proposed by-laws change to Article 12

Now reads as:

ARTICLE 12 SALARIES AND HOURS OF EXECUTIVE BOARD MEMBERS

Section 1.

(E) Anyone that is participating in the TDRP at Caterpillar, is called out and in the 4038 program at the Union Hall, shall have their contributions to the 4038 matched at the same rate as per the contract language for their weekly wages. That matching contribution will show as a 'bonus' on their checks each pay period. Those monies would then be deducted and forwarded directly to the 4038. That matching contribution is subject to FICA taxes. Plus, they will receive the annual 3% contribution by the Union Hall at the end of the year on their yearly wages.

Change to read as:

ARTICLE 12 SALARIES AND HOURS OF EXECUTIVE BOARD MEMBERS

Section 1.

(E) Anyone that is participating in the TDRP at Caterpillar, is called out and in the 4038 program at the Union Hall, shall have their contributions to the 4038 matched at the same rate as per the contract language for their weekly wages. Those monies will then be forwarded directly to the 4038 plan. Plus, they will receive the annual 3% contribution by the Union Hall at the end of the year on their yearly wages.

FEBRUARY 2024 – CALENDAR OF EVENTS

SUNDAY, FEBRUARY 11TH SUPER BOWL

SUNDAY, FEBRUARY 11TH EXECUTIVE BOARD MTNG - 12:00 P.M. GENERAL COUNCIL MTNG - 1:00 P.M. SUNDAY, FEBRUARY 11TH

WEDNESDAY, FEBRUARY 14TH VALENTINE'S DAY

THURSDAY, FEBRUARY 15TH SAFETY MTNGS - 8:00 AM; 12:00 PM; 4:00 PM

WEDNESDAY, FEBRUARY 21ST RETIREE DINNER - 11:30 AM

STEWARD MTNGS - 8:00 AM; 1:00 PM; 3:00 PM; 4:00 PM THURSDAY, FEBRUARY 22ND

BALLY'S QUAD CITIES BUS TRIP - 8:00 A.M. TUESDAY, FEBRUARY 27TH

MARCH 2024 – CALENDAR OF EVENTS

NEWSLETTER DEADLINE - (APRIL PAPER) FRIDAY, MARCH 1ST

SUNDAY, MARCH 10TH EXECUTIVE BOARD MTNG - 12:00 PM SUNDAY, MARCH 10TH GENERAL COUNCIL MTNG - 1:00 PM

SUNDAY, MARCH 17TH ST. PATRICK'S DAY – (DON'T FORGET YOUR GREEN)

WEDNESDAY, MARCH 20TH RETIREE DINNER - 11:30 AM

THURSDAY, MARCH 21ST SAFETY MTNGS - 8:00 AM; 12:00 PM; 4:00 PM

SATURDAY, MARCH 23RD EASTER EGG HUNT – 10:00 AM

WEDNESDAY, MARCH 27TH CATFISH BEND BUS TRIP - 8:00 AM

THURSDAY, MARCH 28TH STEWARD MTNGS - 8:00 AM; 1:00 PM; 3:00 PM; 4:00 PM

FRIDAY, MARCH 29TH GOOD FRIDAY - (UNION HALL CLOSED)

EASTER SUNDAY, MARCH 31ST

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Line Trifocal	\$85.00	\$190.00				
PROGRESSIVE LENSES:						
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Remembering Our Brothers and Sisters

November		December					
Gale D. Wheeler	Maplton	R	11/01/23	James W. Lyons	Moss	R	12/01/23
James E. Peitzmeier	SPBU	R	11/02/23	Charles W. Pries	SPBU	R	12/03/23
Alvis B. Rutherford	TBU	R	11/11/23	Stephen A. Adami	Moss	R	12/04/23
John S. Barrett	Moss	R	11/14/23	Louie E. Bowles	Morton	R	12/08/23
Anita L. Graham	Morton	R	11/18/23	Kenneth W. Piper	TSD	R	12/09/23
Charles F. Meyer Jr.	TTTD	R	11/22/23	Clarice N. Rennau	Moss	R	12/12/23
Robert O. Scobee	TTTD	R	11/22/23	Joe W. Bevels	TTTD	R	12/12/23
Lonnie L. Hunt	TTTD	R	11/23/23	Wilmer E. Spracklen	TTTD	R	12/12/23
				Joseph R. Schaidle	TTTD	R	12/13/23
John E. Riley	TTTD	R	11/23/23	Larry D. Hughes	TTTD	R	12/16/23
Ernest C. Stockard	TSD	R	11/24/23	Richard G. Threw	TTTD	R	12/17/23
				Jimmy L. Powell	Mapltn	R	12/20/23
				Ellis Agee	Moss	R	12/23/23
				Charles R. Seward	TBU	R	12/25/23
				James A. Lawson	TTTD	A	12/29/23
				John J. Niemeyer	TBU	R	12/29/23



Remembered P



Please notify us when one of our active or retired members passes away. We do not receive this information from the company. 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.





RETIREES CHAPTER UAW LOCAL 974

WEDNESDAY POTLUCKS (Dinner begins at 11:30 a.m.) FEBRUARY 21ST & MARCH 20TH

We invite and encourage all the new Retirees to join us for dinner and bingo after the meeting. (Please bring your own table service.)

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

BUS TRIPS (Bus Trips leave at 8:00 a.m.)

Tuesday, February 27 – Bally's Quad Cities Bus Trip

Wednesday, March 27 – Catfish Bend Bus Trip

For questions concerning the trip call Velma Walton at 694-3151.

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 \$3.00 per month voluntary membership dues can be established at the Dues Office. The largest portion of the dues dollars goes to the International Retired Workers Advisory Council which is concerned with retired-workers programs and policies and other matters that affect the welfare of retired workers.

Contact Retirees' Officers at 309/694-3151

Velma Walton, President • James W. Tabor, First Vice President • (Open), Second Vice President
Sandra Haasis, Recording Secretary • Gary E. Hall, Sergeant-At-Arms • Thomas J. Bencher, Financial Secretary
Raymond "Dale" Cassel, Guide • Mark Haasis, Trustee • Steven C. Adams, Trustee • Garry Rendleman, Trustee

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Please check: Supplemental Competitive Wa	ge Full Time					
PLEASE RETURN FORM TO LOCAL 974, UAW, 3025 SPRINGFI	ELD RD., EAST PEORIA, IL 61611					

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Ads should be submitted to UAW Local 974.
3025 Springfield Road, East Peoria, IL 61611-4801. No ads will be accepted on the telephone.
Ads will be accepted ONLY when they are submitted on this form.

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Address						_ City		
Phone Number with Area Code ()								
PLEASE CIRCLE TYPE OF AD:								
Automotive	Cloth	ing	Household Goods	Lost and Found	N	Miscellaneous	Pets	
Opportunity ONE WORD PE			Rentals !	Services	Sp	oorting Goods	Wanted	
		1				I		



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OFFICIAL PUBLICATION LOCAL 974 NEWS (USPS 443170)

Local 974 News is published bi-monthly by United Auto Workers, Local 974, 3025 Springfield Road, East Peoria, Illinois 61611. Postage paid at Peoria, IL.

POSTMASTER: Send change of address notices on Form 3579 to Local 974, UAW, 3025 Springfield Rd., East Peoria, Illinois 61611

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