



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

LOCAL 974 NEWS

REPRESENTING WORKERS AT – CATERPILLAR, LTD INDUSTRIES, TAZEWEILL MACHINE, NORFORGE, DELAVAN CITY AND MASON CITY WORKERS, AND HENDERSON ADVERTISING

62

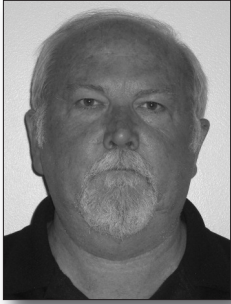
VOL 62.1 • FEBRUARY 2014

On December 4, 2013, Region 4 Director Ron McInroy and Region Education Rep. Brad Schwanda delivered a truckload of food items, bottled water, pet food, clothing, diapers, etc. from our Brothers and Sisters from UAW Local 1268, Belvedere Chrysler Plant. This was merged with \$2,000 worth of supplies paid for with money donated by UAW International CAP. All supplies were delivered to the main distribution centers.

Rick Corbin, Editor



Photos by John Arnold



PRESIDENT'S REPORT

RANDY SMITH, President

I hope everyone had a Merry Christmas and I would like to wish everyone a great 2014.

I want to thank everyone who volunteered and donated to the tornado relief efforts that went on in the area.

We had several arbitrations in January. The 9-Pin No Tap Bowling Tournament is February 1st at Sunset Lanes in Pekin. Sign a team up and come have some fun and donate to our scholarship fund.

The Red Cross has reached an agreement with their Union so we will be starting blood drives again and the first one will be January 27th. Make sure you register to vote and then support labor-friendly candidates. Make sure we have your email address so we can keep you updated on issues and events.

Make sure you and your spouse sign up for the Wellness Program. If you want a paper form sent to you the number is 1-888-227-6539.

Remember, we're stronger when we're together.

Randy Smith, UAW Local 974 President

**If you have any questions,
please feel free to call!**

DATES TO REMEMBER • 2014

9-PIN TOURNAMENT • SAT., FEB. 1

EXECUTIVE BOARD MTG. • SUN., FEB. 9

GENERAL COUNCIL MTG. • SUN. FEB 9

ISLE OF CAPRI BUS TRIP • TUE., FEB. 25

NEWS ARTICLE DEADLINE (APR.) • MON., MAR. 3

SPRING DIE CAST & TOY SALE • SAT., APR. 19

EXECUTIVE BOARD MTG. • SUN., MAR. 9

GENERAL COUNCIL MTG. • SUN., MAR. 9

RED CROSS BLOOD DRIVE • MON., MAR. 24

2014 Heather Henninger Scholarship Fund

As all of you know, Local 974 is very proud of the Heather Henninger Scholarship Fund. Because of you and your participation raising funds, we have been able to give thousands of dollars to our children and grandchildren. Continuing education benefits all of us and our communities.

We encourage everyone to participate. One way to help continue the scholarship is to consider leaving a gift to the Heather Henninger Scholarship in our wills. As active and retired members of UAW Local 974, we take pride in supporting our children and grandchildren with continuing education.

Thank you.

UAW LOCAL 974

President
Randy Smith

Executive Vice-President
(Open)

Second Vice-President
Kevin Peterson

Chair. of Insurance & Benefits
Jim Arrowood

Chair. of Bargaining Committee
Rick DeGroot

Financial Secretary-Treasurer
John Shallenberger

Recording Secretary
John Arnold

EXECUTIVE BOARD

Sergeant-At-Arms
(Open)

Guide
(Open)

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Terry Freeman

Trustee
Donnie Barker

Trustee
Greg Larson

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Gene Mabee

TBU Member-At-Large
Barry Parrott

Mapleton Member-At-Large
Dick Woodmancy

Morton Member-At-Large
Melissa Bugg

Tech Center Member-At-Large
Rick Corbin

Mossville BB Member-At-Large
Randy Diehl

Mossville DD Member-At-Large
Michael Hamilton

Skilled Trades Member-At-Large
Harry Thompson, Jr.

SPBU (CPM) Member-At-Large
(Open)

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Stephen Mitchell

Retiree's Chapter President
Jane Evans

Bargaining Chairman – LTD
Curt Malott

Bargaining Chairman – Norforge
Jon C. Anderson

Bargaining Chair. – Taz. Machine
Nickolas Kneip

Bargaining Chair. – City of Delavan
Jerry A. Littlefield

Bargain. Chair. – Mason City PW
Michele Whitehead

Bargain. Chair. – Mason City PD
Russell Willis

Bargain. Chair. – Henderson Adv.
Jesse Behymer



BARGAINING CHAIRMAN'S REPORT

RICK DeGROOT, Bargaining Chairman

Here we are starting a new year. I hope everyone had a Merry Christmas and Happy New Year.

In 2011 we had 3880 grievances in the arbitration backlog. Today we currently have a total of 328 grievances in the arbitration backlog. We have only 30 issue case grievances on the docket and 298 just cause grievances on the docket.

DISCHARGES

Discharges – We have a total of 15 discharges. We have 6 in East Peoria; 4 in Morton; 4 in Mapleton; 1 in Mossville, Specialty Products, Tech Center; and 0 in KK.

ARBITRATION

Arbitrator Kenis:

Under Kenis we have arbitrated 5 issue grievances. We lost 12-MAP-007 (Granter) – The termination of a supplemental employee. We won 12-KK-001 (Bly) Demotion. He will be put back in the 2A22 classification and be paid all monies lost. We lost 06-BB-11, Peter Holden and 07-BB-370, Doug Stambaugh. This was over the issue of being assigned to the REP Center. We lost 10-BB-54, Mike McKinney. This issue was over not being recalled to Mossville from Morton on stewards rights.

Our next arbitration date with Arbitrator Kenis will be January 22 & 23, 2014. Those dates will be for the Morton issue cases.

Arbitrator Robert Hayford - Just cause:

Under Hayford we have arbitrated 4 just cause grievances. We lost Josh Murphy, Discharge from Bldg. LL, for workplace threats. We lost Dustin Wall, Discharge from Morton, for insubordination. We lost Michelle Frainer from Morton. It was a 3 day suspension, 5 day suspension and her discharge. We won in part Tom Bremer, Discharge from LL, for workplace harassment. He will receive a 3 day suspension and be made whole for all regular straight time wages. Prior to arbitration with Hayford, the discharges of Sam Hopping and Kenny Peyton, both Morton employees, were settled all time to stand as DA.

Arbitrator Hayford was fired in March of 2013.

Arbitrator Robert Cohen:

We hired Arbitrator Robert Cohen for just cause grievances and the first grievances on the docket will be East Peoria on January 8 & 9, 2014. These will be

the first cases Arbitrator Cohen will hear from Local 974. On January 15, 2014 he will hear a Morton discharge.

On November 19, 2013 the KK docket was cleared. 13-KK-52 Clark was settled to remove the DA with no back pay.

On December 4, 2013, 13-MAP-23 (Logsdon) was settled for a cash amount and time off to be a leave of absence.

WE HAVE WON \$114,000 IN SETTLEMENTS IN 2013.

GATE CHECKS

In East Peoria they have to be told there will be gate checks. We asked for the written policy on security gate checks and they gave us the Caterpillar employee handbook. Under workplace privacy it states Caterpillar reserves the right to inspect items carried to and from Caterpillar property. The Company told Dave Neulinger they will have a table set up to set your items on and a member of management and LR will be on the gate when gate checks are going on.

JOB BIDS

As of November 1, 2013, East Peoria has posted over 100 jobs and will keep posting jobs until filled. All employees who were on indefinite layoff from Mapleton that do not have restrictions are being recalled. Mapleton is also creating 20 to 30 new jobs for the natural gas head line.

DRUG TESTING

When an employee tests positive the employee must successfully complete return to duty requirements and must have a return to duty test and pass. Follow up test: Substance Abuse Professional will develop employees follow up testing plan. The Company is responsible for ensuring that employee is tested according to the SAP follow up plan. The SAP must direct at least 6 follow up tests in the first 12 months after the employee returns to work. **1.** These tests are the Company's responsibility to conduct. **2.** Follow up test must be unannounced. **3.** Company cannot let the employee know anything about your SAP plan for follow up testing. **4.** Company cannot substitute other tests such as random tests for a follow up test.

ABSENT WITHOUT LEAVE

If an employee misses more than three consecutive days without proper notification and approval, they will be considered absent without leave and are subject to discharge. What this means is you first have to

call the absent reporting line each day you are going to miss work.

The second part is you need approval from either your supervisor or the medical department before you miss the fourth day. If you don't have approval you will be considered absent without leave and subject to discharge. So remember to call in to the absent reporting line and get approval for your absence.

LEADERSHIP MEETING

We attended a Leadership Conference in Dearborn, Michigan on November 7, 2013. They announced that Dennis Williams was running for President and Gary Casteel was running for Secretary Treasurer. Norwood Jewell from Region 1C is running for Vice-President. Vice-President General Holiefield will retire in June. Going to move Region 1C into Region 1 that will eliminate one region and going to eliminate one Vice-President. They are also looking at raising dues by a half hour and they want input back from the Membership over this issue. The money would go into the strike fund.

STEWARDS COUNCIL MEETINGS

Our next Steward Council Meetings are January 23 & February 27, 2014. The times are 8:00 am; 12:00 noon and 4:00 pm. The Steward's handbook is available for new stewards and those stewards who have not received one. Please take one copy only and sign out the handbook. Our goal is to get it in the hands of all of the stewards, but they need to attend the meeting to get one. Starting next month we will do a stewards roll-call list. If you are going to be absent you need to call the office to let us know.

TO SHOW SOLIDARITY WEAR A UNION SHIRT TO WORK.

In Solidarity, Rick DeGroot





FINANCIAL SECRETARY/TREASURER'S REPORT

JOHN SHALLENBERGER, Financial Secretary/Treasurer

TRANS-PACIFIC PARTNERSHIP (TPP)

The last few issues of our newsletter Rick Corbin (the editor of 974 news) along with myself have been bringing this issue to the membership's attention. Hopefully the membership has read it to educate their self to make their own decision. The best thing they can do is call their U.S. Congress Representative and voice your opinion, or at least email them.

When you have CEO's and politicians behind closed doors working on "Free Trade Agreements" you can assure yourself it is "not" going to benefit the worker!

The Trans-Pacific Partnership that is being worked out includes 12 countries; one country that worries us is Japan. One huge unfair advantage is currency manipulation, by keeping an artificially low exchange rate that imposes an extra charge on imports, in other words a tariff.

If Japan can't be forced to play by the rules of World Trade Organization (WTO) which they have been a part of for the last 30 years, do you honestly think they will play fair by the rules of the Trans-Pacific Partnership Agreement?

If the Trans-Pacific Partnership goes into effect the way it is now, Japan would be given the equivalent of over a 1 billion dollar tax break for their auto industries. For the United States a major loss of more jobs!

The sad part of this is just with Japan; now add in the other countries that are guilty of manipulating currency (Malaysia and Singapore) the numbers magnify.

The loss of jobs goes from 1 million to 1.5 million jobs and the trade deficit by \$200 billion to \$500 billion annually! United States Auto Industry has rebounded thanks to UAW active and retired members taking painful sacrifices and the Obama Administration's smart investment of taxpayer money.

The last thing we would want to happen is for the United States Auto Industry to fall back to where they were in 2008. If this would happen it just makes it that much harder to negotiate contracts, even your contract! If there are a huge number of people out of work then the company can throw down a bare bone and say take it or leave it, we have seen this before with Caterpillar. The best scenario we could hope for in the next round of negotiations is for the country to be booming and unemployment at an all-time low. The company will have to open up the checkbook to keep good qualified

workforce.

Now we need to continue to do our part and call our Senators and Representatives to tell them that NO WAY should they vote for the Trans-Pacific Partnership or the fast track to shove it through without fixing the currency manipulation and other unfair trade policies.

I have called Representative Schock's office and got little response neither for nor against. I also contacted Representative Cheri Bustos and she says point blank that she is not for free trade, but is for "Fair Trade". So, if she is your Representative call her office and thank her.

NOVEMBER 17, 2013 TORNADOES

It was a sad day to see so many families suffer from the storms, some minor losses but there were several that lost mostly everything. The good news was to see so many people pull together to help put the families lives back together. We had several donations made here to the Local and the International put out an email from the region asking for donations and help. We took truckloads of food, water, clothing and money to different food banks.

We really appreciate everything that everyone did, either by donation or by labor and we wanted to thank everyone for all their efforts!

Now keep in mind that this is going to be a long process, so please continue to step up and help those in need.

DUES

On dues, if you owe dues from drawing S.U.B. pay = 1 hour of your wages a month, or when you hired in and did not come to the union hall and join in your first month. It's a good possibility that you could have fell behind on your union dues. My office has been going through our records and if you are behind we will be sending out letters letting you know. If you are in question feel free to call the dues office so we can check for you.

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.

PLEASE CONTACT DUES OFFICE

If you are on Medical, Worker's Compensation, Family Leave, or Military Duty, or if you have

recently retired or separated, please contact the Dues Office with this information. This will be of great assistance to the Local in order to keep our records accurate and current. It will also help keep records for you if needed.

SERVICE MEN AND WOMEN

As always, please keep all the soldiers and families in your thoughts and prayers.

If there is anything I can help you with feel free to give a call or stop by.

In Solidarity, John R. Shallenberger
Financial Secretary – Treasurer

RECAPITULATION as of November, 2013

Income	\$ 192,934.06
Expenditures	<u>186,830.59</u>
Excess of Income over Expense	\$ 6,103.47

Regular Dues received on	3,780
Sub Dues received on	4
Bonus Dues received on	3,800
Initiation Fees received on	0

PER CAPITA TAXES:

International Union UAW	\$ 78,251.19
CAP Council	6,290.43
CAT Council	4,654.11
Retirees Dues PCT	319.80
Ag Council	142.76
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>12.44</u>
Total	\$ 89,854.73

RECAPITULATION as of December, 2013

Income	\$ 181,585.13
Expenditures	<u>192,494.81</u>
Excess of Expense over Income	\$ (10,909.68)

Regular Dues received on	3,797
Sub Dues received on	0
Initiation Fees received on	0
Bonus Dues received on	3

PER CAPITA TAXES:

International Union UAW	\$ 82,787.04
CAP Council	6,652.87
CAT Council	4,935.73
Retirees Dues PCT	226.20
Ag Council	148.88
Labor Council of West Central IL	184.00
Comp. Shop IPS Council Annual	50.00
IPS Council Pooled Arb. Fund	<u>11.15</u>
Total	\$ 94,995.87



INSURANCE & BENEFITS REPORT

JIM ARROWOOD, Chairman Insurance and Benefits

I hope you all enjoyed the Holiday season with family and friends. With the primary election around the corner, it is very important that we all register and vote for Union-friendly, Labor-friendly candidates. As Walter Reuther said "There's a direct relationship between the ballot box and the bread box." "What the Union fights for and wins at the bargaining table, can be taken away in the legislative halls." These statements hold true today more than ever. Look around at states like Wisconsin, Indiana, Iowa and Michigan. We must vote to keep Labor-friendly Legislators in the Governor's Office as well as the State House and Senate.

February 1st brings new 2014 Health Care Premiums. The formula in place in our language

drives all premium costs. The medical care component in the consumer price index for all urban areas determines individual health care costs for each covered group. Each retiree group insurance plan governs that particular group of retirees.

As I've said in past articles there is a reason it is called a healthcare crisis.

If you have questions for the insurance and benefits office, give us a call. If you need to come into the office it is best to make an appointment. We are usually very busy but not so busy that we can't set a time and day to try and help.

In Solidarity,

Jim Arrowood, Chairman

P.S. -- Hoping all is going well for my dear friends, Doffless & Wilene and family. Your other son....Jim.

Spring Die Cast & Toy Sale



SATURDAY, APRIL 19, 2014
LOCAL 974 UAW UNION HALL
3025 Springfield Road, East Peoria, Illinois

9:00 a.m. – 2:00 p.m.
ADMISSION \$1.00

Event sponsored by:

The UAW Local 974 Heather Henninger Scholarship Fund Committee

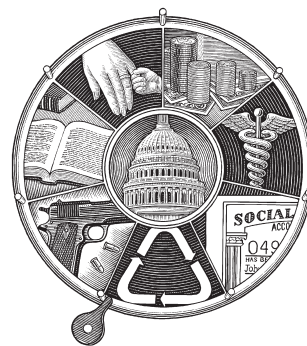
**All proceeds go to the
Heather Henninger Scholarship Fund**

Door Prizes • Food Available

For more information: Randy Smith: (309) 694-3151

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 for Medicare Part A & B, you are also eligible for reimbursement of the Part B Premium. The **Plan will reimburse your premium up to \$99.50**. You must contact Hewitt at 1-877-228-4010 to enroll for the reimbursement, both the member and spouse are eligible.



CATERPILLAR BENEFITS CONTACT INFORMATION

ELIGIBILITY, PENSION, INVESTMENTS

Plan Administrator: Hewitt
Caterpillar Benefits Center: 1-877-228-4010
Web: resources.hewitt.com/cat/

HR SERVICES CENTER-AMERICAS/PANAMA

Toll-free: 1-800-447-6434 or 1-309-494-2363
E-mail: HR_Service_Center@cat.com

DENTAL BENEFITS CIGNA Dental

Customer Service: 1-800-244-6224
Web: cigna.com OR myCIGNA.com
CIGNA Dental Claims Mailing Address:
CIGNA Dental, PO Box 188037,
Chattanooga, TN 37422-8037

MEDICAL BENEFITS

Cat Healthcare Plan (UnitedHealthcare PPO)

Customer Service: 1-866-228-4215
Web: myuhc.com
UHC PPO Claims Mailing Address:
United Healthcare,
PO Box 740800, Atlanta GA 30374-0800

Health Alliance Medical Plans

1-800-984-3510 / healthalliance.org
Health Alliance Claims Mailing Address:
Health Alliance,
PO Box 6003, Urbana IL 61803-6003

PRESCRIPTION DRUG BENEFITS – RESTAT

Customer Service: 1-877-228-7909
Claims Mailing Address:
RESTAT, PO Box 758,
West Bend, WI 53095-0758

HEARING BENEFITS

EPIC 1-866-956-5400

FLEXIBLE SPENDING ACCOUNTS (FSA)

Healthcare and Dependent Care FSAs
Claims Administrator: UnitedHealthcare
Customer Service: 1-866-228-4215
Claims Mailing Address:
UnitedHealthcare
PO Box 981178, El Paso TX 79998-1178

LIFE INSURANCE & VOLUNTARY BENEFITS

Claims Administrator: MetLife
Customer Service: 1-888-228-1811
Web: metlife.com/mybenefits

HEALTH & WELLNESS PROGRAM - ACTIVE HEALTH

Customer Service: 1-888-227-6539
Web: myactivehealth.com/caterpillar

CAT ESCALATED ISSUE RESOLUTION TEAM*

Toll-free: 1-866-494-4562

*If you have an issue or question about your benefits, always call United Healthcare (UHC), Hewitt, RESTAT, MetLife or the HMO first. Employees should use this number only to help resolve active, unresolved issues with the vendor that have not been resolved through previous, direct contact with the vendor. Contacting the Escalated Issue Resolution Team is completely voluntary and is not required as part of the benefit plans formal appeal process.

WORK.LIFE.SOLUTIONS

(Employee Assistance Program) 1-866-228-0565
Web: CatHealthBenefits.com>Work.Life.Solutions
Claim forms, provider directories and links to other Caterpillar vendor websites.

MAKING LIARS OUT OF HONEST MEN AND WOMEN

STEVE MITCHELL, Plantwide Safety Chairman

By now, the New Year is well underway and I hope for a better, safer, healthier and more prosperous year for all who are reading this. Another wish I have is that we have an honest year, but I am doubtful that this wish will come true due to a number of work rules put in place by our benevolent employer.

More and more, we are put in no-win situations when it comes to health and safety, especially regarding the reporting of injuries. We are required to report any and all injuries, but if one suffers an injury and reports it, rest assured that every applicable Safe Job Procedure, Standard Work procedure, and the content of every CLMS and CPS class you have taken will be scoured to find a way to assign blame to the individual who reports the incident as required. Do you realize that the notebooks at the break tables that everyone so dutifully signs and dates are often Exhibit #1 in the case against you? Be honest with yourself, it's not like your boss actually wants you to read those procedures every month, he just wants you to mark that you did. If your boss really wanted you to read and follow the SJP's or Standard Work, they would regularly audit you for compliance, not wait until you were hurt. When was the last time you were audited?

I recently spoke with a manager about a safety policy that was enacted in response to a freak injury. No other injury of this type had occurred to people performing this particular task, yet the cumbersome and potentially dangerous PPE policy was rolled out as gospel. During our discussion, I pointed out that the policy was unreasonable, unfounded and unsupported by facts – he agreed. I also pointed out that many of the people we had just walked by were in violation of the policy. Again, he agreed and said it wasn't a big deal. I asked him if it would be a big deal if another freak injury were to occur to one of those people he just witnessed not following the policy. He said that of course it would.

Often times the words we speak in First Aid immediately after being injured are used against us for purposes of discipline. The question that makes my head want to pop is, "What did you do to hurt yourself", like I wanted to be injured in the first place...and these are the caregivers asking this question. I am convinced they want you to say things when you're in pain or scared like, "It was all my fault" or "I shouldn't have done it that way" or, the ever popular, "I knew that would happen", because once you do, your boss is off the hook, and you are on the hook instead.

If you are asked what happened or what you were doing when the injury occurred, ask the person questioning you if the answers you give could lead to disciplinary action. If that answer is yes, ask for a union representative, and don't answer any more questions about the incident until you speak with your rep. That said, don't think you will be left alone, management might want you to make or write a statement. Again, ask about the possibility of discipline and call for your representative. Anything you say will be used against you.

What does it say about our employer when they put injury and illness reporting policies in place, which on paper have the appearance of genuine interest and concern about the well-being of employees, but in fact are only a pretext for issuing discipline after an incident? What are the messages being sent to the employees, "tell us the truth so we can discipline you"? Even writing the previous sentence makes me feel like I'm part of the "Grassy Knoll" conspiracy crowd, but truth is stranger than fiction.

However, if we don't report injuries or illnesses, or do not do so in a manner that management considers timely, we face further sanctions. Almost all of the dozens of people who I've tried to help, who were disciplined after being hurt and reporting, not reporting, or not reporting in a timely manner, said they wish they kept their mouths shut. Included in this group of honest, but disappointed people, is someone who suffered a broken arm. I believe 30-40 additional people would be working if they had only lied. What does that mean when the reporting policies encourage honest people to lie?

One worker, who works in a plant in "the Bottoms", thought he had an eyelash drop into his eye one afternoon, near the end of his shift. The sensation went away as quickly as it had come, so he didn't think anything about it. At home, sometime later, he felt discomfort and sought treatment. He was told he had a rust ring in his eye where a sliver of metal was embedded, so they removed the sliver and the rust ring. As soon as he returned to work, he reported the injury, but was disciplined because he didn't go to First Aid when he thought he had an eyelash in his eye. He wished he had worked for a while and then reported the injury. Again, an honest person who wished he had lied.

In another similar situation, I spoke with a manager regarding discipline issued to someone for reporting an ergonomic strain/sprain type injury that occurred the prior day. The injured worker felt a little tweak one afternoon, but suffered no further discomfort. Overnight, the individual's back had stiffened, so he reported it to his supervisor. As soon as the worker returned from First Aid, he was disciplined. The manager said that the worker should have reported the initial tweak to medical in order to be compliant with the injury reporting policy. I asked the manager if he really wanted every bump, pop, twinge, scratch, bruise and scrape reported, because if so, I would encourage everyone I met to do so. The manager replied that of course he did not want all of those minor symptoms reported. Why?

So what are the answers to these problems? Does management really want you to report injuries and illnesses so they can fix the problems, or do they want to beat you down so their safety metrics performance does not negatively affect their STIP or SMART Goal payments? Is discipline the only way to make us, the unwashed masses, safer? No, you are the answer. You can help Caterpillar fix their problems.

Report all hazards, it's your contractual obligation. Do not use the CPS C/I cards to report hazards or tell the Team Lead, tell your boss-that's in the contract too. If you don't have the correct tooling, tell your boss. If you have to pound parts with large hammers, use pry bars or cheater bars, tell your boss that there must be a better way to do the job. If you're still using bar knobs, tell your boss. If your floor is uneven or slippery, tell your boss. If your PPE is worn out, does not fit correctly or is unsanitary, tell your boss. If you have to lift from below your knees or above your shoulders, tell your boss. If you have to climb and cannot maintain three points of contact, tell your boss. If you smell, taste or feel coolant mist, tell your boss. If you are provided a hoist use it, if you can't, tell your boss. If your boss can't, won't or doesn't know how to address your concerns, ask for your UAW Health and Safety Representative.

I want everyone to maintain their integrity. Tell the truth and resist the temptation to become a liar. Report all symptoms of injury and stick together, don't let yourselves be divided. Insist that your health and safety issues be addressed to your satisfaction by your boss or ask for your UAW Health and Safety Representative to assist you in making your workplace safer for you and for others. Do these things and it will be a better 2014 for all.



The Editor's Desk

By Rick Corbin

I found a very timely article in the January 2014 Issue of the Labor paper. The article is by Chris Stevens and covers the possible addition of the hourly workers at the VW Plant in Chattanooga to the ranks of the UAW.

Tennessee Governor Bill Haslam and U.S. Senator Bob Corker (R-TN) strongly oppose the union. They fear if the UAW gains a foothold that will discourage other companies from locating to the state. Plus, the executives at VW have said they want a location to build a new SUV and will consider the Chattanooga plant. Sen. Corker, a former mayor of the city, told the **Chattanooga Times Free Press**, if the UAW represents the workers at VW that, "would be a negative for the future economic growth of our state."

Sen. Corker later told the Associated Press, "For management to invite the UAW in is almost beyond belief. They will become the object of many business school studies and I'm a little worried they could become a laughing stock in many ways, if they inflict this wound."

According to the Tennessee-based Regional Director for the UAW, Gary Casteel, more than 50 percent of the VW workers in Chattanooga have signed a card signifying their desire for the UAW to represent them. A spokesman for Governor Haslam states, "One of the things that make Tennessee great is that it is a right-to-work state."

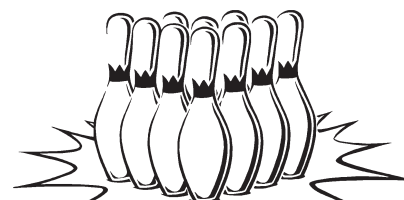
The 'card check' system has generated scrutiny from the anti-union forces. Gov. Haslam has spoken out publicly, "I've said all along that if they are going to adopt a union there," he said, "it should be by a vote and not by card check."

CEO of VW America, Frank Fisher, sits on the board of directors for the Chattanooga Regional Manufacturers Association (CRMA), which publishes a pamphlet advertising various seminars it conducts, such as, "union avoidance/labor relations."

CRMA spearheads a local anti-union effort and promotes Chattanooga as attractive to business because workers are paid, "cost-competitive wages that are below national norms, including total average industrial earnings (83 percent of the national average), manufacturing wages (75 percent of the national average), and service sector salaries (81 percent of the national average)."

AFL-CIO President Trumka countered the claims of the adversarial attitude fostered by anti-union people when he wrote, "It's time for a new era that revives old values, rewards for hard work, fairness, respect and a commitment to work together to solve problems and create gains for all. That's how we'll move in to the future."

Note: During the federal rescue of the auto industry (GM and Chrysler) in 2009, Sen. Corker pushed very hard for wage and benefit cuts for hourly workers as part of the legislation.



UAW LOCAL 974

9-PIN NO TAP TEAM TOURNAMENT

*Sponsored by: Local 974 Heather Henninger
Scholarship Committee*

SATURDAY, FEBRUARY 1, 2014

**SUNSET LANES
3000 Court St., Pekin IL 61554**

- 5 person teams consisting of ANY COMBINATION (male & female bowlers).
- There will be 1 squad at 1:00 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 3 game series will be 8 teams.
- The teams in the Round Robin will be seeded after the scores are turned in and the Round Robin will start immediately following.
- Squad will be filled on a First Paid/First Served Basis.
- Cost: \$100 for 5 person team.

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Saturday, March 1st at 12:00 PM
Par-A-Dice Hotel
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Thursday, March 6th at 6:00 PM
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- Are there **changes** to my **retirement saving plan** that will impact me?
- Am I contributing enough to **reach my retirement goals**?
- How should I **choose my investments**?

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106955 - 10/13 REV. 10/13

Remembering Our Brothers and Sisters

November

John E. Dahmm	R	11/05/2013
Harvey F. Fyke	R	11/05/2013
Clarence G. Chamberlain	R	11/07/2013
Harold L. Banister	R	11/11/2013
Jerry G. Adams	R	11/13/2013
Ricky D. Meeks	R	11/15/2013
Joseph E. Fardel	R	11/16/2013
David Bailey	R	11/17/2013
Raymond Tannhauser Jr.	R	11/18/2013
Richard R. Mc Millian	R	11/20/2013
Lowell W. Tyler	R	11/22/2013
Wilford E. Smith	R	11/25/2013
Harry J. Bagley	R	11/29/2013
James P. Stalter	R	11/29/2013
Donald R. Allcock	R	11/30/2013
William T. Kennedy	R	11/30/2013
William E. Butler	R	11/30/2013

December

Thomas J. Hill	D	12/02/2013
Mitchell L. Spicer	R	12/02/2013
Ronald H. Waldschmidt	R	12/03/2013
Eugene K. Garrison	R	12/04/2013
Jackie D. Munter	R	12/05/2013
Michael E. Jordan	R	12/05/2013
Hugh S. Rogers	R	12/06/2013
James E. Creasey	R	12/07/2013
Larry A. Gray	R	12/07/2013
Robert D. Zimbelman	A	12/08/2013
Gerald A. Kirkpatrick	R	12/09/2013
Johnnie F. Burton	R	12/11/2013
Daniel G. Bearden	A	12/16/2013
Jimmie F. Boyd	R	12/18/2013
Homer E. Reeder	R	12/20/2013
Richard A. Johnson	R	12/23/2013
Thomas W. Vaughn	R	12/26/2013

**In Loving
Memory**

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.

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**Members should call EPIC prior to scheduling their hearing consultation.

MOSSVILLE GRIEVANCE COMMITTEE REPORT

PAUL JACKSON, MOSSVILLE GRIEVANCE CHAIRMAN

Dateline: January 7th, 2014-This is the date this article goes to Editor. This gives you the reader a reference point for the facts and statements contained in this article.

OLD YEAR

“Life is like a roll of toilet paper.....the closer you get to the end the faster it goes!!” Mossville outsourcing of our entire product line has like a roll of the proverbial toilet paper, preceded this past year, like a mouse scurrying across the garage floor. Hopefully the reintroduction of a new or similar product line will be as expeditious as the exit. The old year saw some retirement of some “old friends” and reassignment to new facilities for some “ole friends”. In particular I need to thank Randy Diehl, who without his assistance covering the shop floor during negotiations, I would not have been able to accomplish my job duties assisting the Bargaining Chairman, International UAW and Presidents office in bargaining, grievance handling and the resolution of 1000’s of grievances the past couple years. Also Doug Loven, who has taken an assignment in East Peoria and Tim Sommer who has been reassigned to Mapleton for their countless hours in representing the Mossville membership. THANKS to all.

NEW YEAR

Management has informed the Committee they believe production at the facility will cease end of the 1st quarter of 2014. It is important to remember this is not a plant closing. The Mossville and Mapleton Foundry are now one Business Unit, no different from building DD and BB when it was part of the Mossville Business Unit prior to 2011. Product and people and job assignments can flow between the facilities no different than from one end of the assembly line to the other. There will be bargaining unit work being performed in the facility, even after the end of the 1st quarter, on a limited basis, with Union Representation available upon request. Caterpillar is poised for continued growth in 2014 and I believe Central Illinois, including Mossville, will be part of that growth.

TAKE COVER

I, along with many of other Central Illinois residents, prior to November 17th, 2013 had an attitude of procrastination when it came to heading to the basement when tornado watches and warnings were issued. After seeing the aftermath of the tornado that ripped through my hometown of Washington never again will I delay in moving my family to safety. By all accounts the F-4 tornado that hit Washington started just south of the Local 974 Union hall, traveling at an estimated 65 miles per hour, slammed in to Washington one minute after the sirens began to wail. A lot of knowledge, from survivors, can be gained from this life threatening and changing F-4 chaos and the overwhelming response is don’t delay, don’t procrastinate, TAKE COVER..... IMMEDIATELY !!!!!

HELP IS ON THE WAY

Thanks is not sufficient enough when it comes to thanking the countless numbers of emergency responders who were on the scene in minutes, some there with the tornado still in sight on its devastating trek, to the Northeast, saving lives and securing deadly gas, electrical and water leaks with the potential to add to nature’s previous annihilation. Within the hour, Doctors, Nurses, EMTs, Police and Firefighters, along with responders from the tri-county area, were combing the devastation, getting survivors the lifesaving assistance their conditions demanded. In the days and weeks to come volunteers, from other states, who for no other reason but to help people, in need, came with their equipment backhoes, Bobcats, end loaders, hammers and saws pitched in to do what had to be done. God Bless every one of them.

UAW RESPONDS

UAW Regional, Local 974 officers, staff and membership stepped up in a big way. The morning after, in the early hours of the day, when I came to the Hall, I was met by our President Randy Smith. The Hall sustained minor damage, loss of power, roof damage to the Pavilion, but the parking lot looked like the SWAT team of Utility Crews. Utility crews, from surrounding states, were called in by Ameren to assist in the restoration of downed power lines and to clear high voltage hazards strewn across the landscape and roadways from East Peoria to Pekin. Smitty had met with the crew leader and offered Local 974 as a base of operations. In the next few weeks the crews were using the Hall to meet some of the basic needs, including restrooms, breaks from the inclement weather and to stay in contact with their families. The President of the Retirees Chapter, Jane Evans, invited them to break bread with them at the monthly retiree’s dinner. We received a heartfelt thank you from one of the crew member’s spouses that said in her husband’s 25 years of service, no one in any state had ever, treated those crews with respect and care given to them by Local 974. Regional UAW officers, including Ron McInroy, Brad Dutcher and Brad Schwanda, brought food, clothing and basic health necessities for children and adults to the hall, which then were distributed, along with the money and supplies from our and other Locals, to local tornado relief centers. This my friends is and what has always been what your UAW has been about, service to mankind, when the need has been the greatest.

THOUGHT FOR THE DAY...

When told the reason for daylight savings time the Old Indian said “Only the Government would believe that you could cut a foot off the top of a blanket, sew it to the bottom, and have a longer blanket.”

UAW LOCAL 974 CALENDAR



FEBRUARY 2014

Sat	1	9-Pin No Tap Tournament	1:00pm
Sun	9	Executive Board Meeting	11:00am
		General Council Meeting	1:00pm
Sun	16	Membership & Retirees' Dance	7:00pm
Wed	19	Retirees' Chapter Mtng & Dinner	11:00 am
Thu	20	Safety Council Meetings	8:00am / 12:00 / 4:00pm
Tue	25	Isle of Capri Bus Trip	8:00am
Thu	27	Steward Council Meetings	8:00am / 12:00 / 4:00pm

MARCH 2014

Mon	3	Local 974 News Article Deadline	(Apr. Newsletter)
Sun	9	Executive Board Meeting	11:00am
		General Council Meeting	1:00pm
Wed	19	Retirees' Chapter Meeting & Dinner	11:30am
Thu	20	Safety Council Meetings	8:00am / 12:00 / 4:00pm
Mon	24	Red Cross Blood Drive	11:00am - 5:00pm
Tue	25	Rhythm City Bus Trip	8:00am
Thu	27	Steward Council Meetings	8:00am / 12:00 / 4:00pm

RETIRES CHAPTER UAW LOCAL 974

WED POTLUCKS – FEBRUARY 19 & MARCH 19

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.

MEMBERSHIP & RETIREES DANCE

Sunday, February 16th • 7:00 – 10:00 pm

Featuring “Timeless”

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.

BUS TRIPS

Tuesday, February 25 – Isle of Capri

Tuesday, March 25 – Rhythm City

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.



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We have a **Potluck the third Wednesday of every month** – meat, coffee and doughnuts are furnished. A variety of other activities are planned throughout the year.

We have a • **Riverboat Casino Bus Trip every 4th Tuesday!**

• **Bring Friends and Meet Old Friends for Lunch!**

• **Enjoy an Inexpensive 1 Day Trip to a Casino!**

To assist in financing these activities a \$2 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

Jane Evans, Chairman	James W. Tabor, Co-Chairman
Velma Walton, 2nd Co-Chairman	Steve Adams, Recording Secretary
W.D. “Bill” Corum, Financial Secretary	Dale Cassel, Guide
Dave Blumenstock, Trustee	Tom Bencher, Trustee
Jack “Honey” Evans, Trustee	Ted Hoak, Sergeant-at-Arms

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 • Cane Walkers • Canes
Crutches • Hospital Beds • IV Stands • Porta-Potties



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

**IF WE DON'T HAVE YOUR E-MAIL ADDRESS, PLEASE CALL
THE OFFICE AT 694-3151 AND GIVE
A SECRETARY THE
ADDRESS SO THAT YOU CAN KEEP CURRENT ON
EVERYTHING GOING ON.**

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UAW MADE VEHICLES

UAW CARS

- Buick LaCrosse
- Buick Verano
- Cadillac ATS Cadillac CTS
- Cadillac ELR (Electric)
- Chevrolet Corvette
- Chevrolet Cruze
- Chevrolet Cruze (Diesel)
- Chevrolet Impala
- Chevrolet Impala (Police)
- Chevrolet Malibu
- Chevrolet Sonic

- Chevrolet Volt
- Chrysler 200
- Chrysler 200 Convertible
- Dodge Avenger
- Dodge Dart
- Ford C-Max (Full Hybrid/Electric)
- Ford Focus
- Ford Focus (Electric)
- Ford Fusion* (Gas Powered Only)
- Ford Mustang
- Ford Taurus
- Lincoln MKS
- SRT Viper

UAW TRUCKS

- Chevrolet Silverado**
- Ford F Series
- GMC Sierra**
- Ram 1500*

UAW VANS

- Chevrolet Express
- Ford E Series
- Ford Transit Connect
- GMC Savana

UAW SUVs/CUVs

- Buick Enclave
- Cadillac Escalade ESV
- Cadillac Escalade/Hybrid
- Chevrolet Equinox
- Chevrolet Suburban

- Chevrolet Tahoe
- Chevrolet Tahoe (Police)
- Chevrolet Tahoe (Special Service)
- Chevrolet Traverse
- Dodge Durango
- Ford Escape
- Ford Expedition
- Ford Explorer
- GMC Acadia
- GMC Yukon/Hybrid
- GMC Yukon XL
- Jeep Cherokee
- Jeep Compass
- Jeep Grand Cherokee
- Jeep Patriot
- Jeep Wrangler
- Lincoln Navigator
- Mitsubishi Outlander Sport

UNIFOR SUVs/ CUVs

- Chevrolet Equinox
- Ford Edge
- Ford Flex
- GMC Terrain
- Lincoln MKT
- Lincoln MKX

UNIFOR CARS

- Buick Regal
- Cadillac XTS
- Chevrolet Camaro
- Chevrolet Impala
- Chrysler 300
- Dodge Challenger
- Dodge Charger

UNIFOR VANS

- Chrysler Town & Country
- Dodge Grand Caravan



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LINE BIFOCAL	\$65.00	\$95.00	ZEISS ANTI-REFLECTIVE COATING	\$75.00	\$79.00
LINE TRIFOCAL	\$85.00	\$125.00	CONTACTS:		
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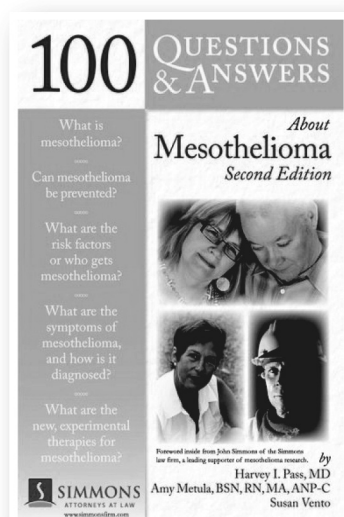
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FOUNDRY REPORT — By J. C. ZIMMERMAN, Chairman – Mapleton Grievance Committee

I hope everyone had a great holiday break. As this is the first newsletter for me, bear with me, I am a Fulton County backwoods boy, not a New York Times reporter, but I felt it was time for me to weigh in and report on the Foundry. The face of the plant has changed a lot over the last two years. I never imagined the day when the finishing room would be a bright, clean, climate controlled environment. On that note, I would like to clarify something. It seems like the terms "foundry side" and "machine side" are commonly used every day in the shop lately. Let's be clear on one thing, these are geographical terms referencing a brick wall separating areas of a building period Change is never easy but we are all brothers and sisters in here no matter which "side" of the wall you work on. The brothers and sisters at Mossville did not ask to be sent to the Foundry. At the same token if there was a foundry being populated down the road with current Mapleton folks, those folks going to those new jobs would have contractual bargained rights to those jobs, same as the Mossville brothers and sisters have to the jobs they have been doing for many years. Anyway we look at it, these are good Union jobs that we are keeping in our area.

The demand for castings have not been off the charts in the last year or so, but as we all know things change very quickly here at the Foundry. We lost some members last year to indefinite lay-off. Fortunately those members have been offered recall to the Company in other divisions. I want to talk about indefinite layoff. If you are laid off indefinitely, PLEASE make sure you have your current address on file. The Company's policy is that "It is the employee's responsibility to update their address changes." Notify the Union Hall as well. This is a simple thing that can save a lot of grief. We had several members separated for not responding to recall offers due to addresses

not being updated. Also, with today's social media, if you find out somehow that recall offers are being made and you feel you should have gotten one or you were skipped, etc., notify the Union Hall immediately! The sooner we know about it, the sooner we can try and remedy the situation.

Outsourcing There is all kinds of speculation over outsourcing since the IR18 jobs went away last July. I sure don't have that crystal ball to see the future on this one. What I do have is eyes and ears. The Company has been recruiting skilled trades jobs off the street for some time now. As I am writing this report there are openings on the bid board for 7B10 jobs. I would like to think that this is an encouraging sign. Does it mean that the Company will not outsource any jobs again? What I will say is this ... Be proud of the job you do and be proud of who we are. The way I see it, whatever happens if we do that we will know it wasn't because we did not do our part. Union made products are the best there are. I will back that statement to the end of the earth. The easiest way to defend it is knowing we are all proud to be Union and proud of the jobs we do. I will wrap up this session with that statement. Anyone who knows me knows that I am always willing to listen and try and do what I can.

The Mapleton Grievance Committee Office is --- 309-697-6051.

J. C. Zimmerman

MISCELLANEOUS

Ten used Grandfather Clocks. \$100 to \$400 each. Twenty used Cuckoo Clocks \$50 to \$150 each. 309-682-8429

Legend Scooter gold \$1,000. Pride Lift chair \$700. Lift for scooter \$500. Will consider offers. 309-267-5774

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Cross stitch pattern booklets by Prairie Schooler. Ask for Paula. 309-693-3621

Permission to hunt private property for deer, squirrels, rabbit. I'm 62 yrs old. Retired from Mapleton. 309-251-0276

Electric Hospital Bed - for stroke patient. Free assorted books, some engineering-books. 309-681-8196

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LIMIT 15 WORDS PER AD – ONE (1) AD PER ISSUE – DEADLINE IS THE 1ST OF THE MONTH
Ads should be submitted to Local 974, 3025 Springfield Road, East Peoria, IL 61611-4801 - Attn: Becky.

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 _____

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Local 974 News is published bi-monthly by United Auto Workers, Local 974, 3025 Springfield Road, East Peoria, Illinois 61611. The Membership on January 13, 1952, authorized a special fund that provides 15 cents of each member's dues dollar per month to be used for funding this publication. Periodical postage paid at Peoria, Illinois.

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

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