



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

LOCAL 974 NEWS

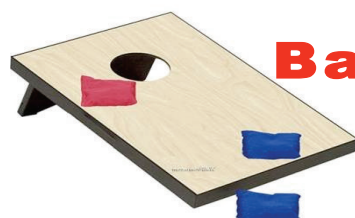
REPRESENTING WORKERS AT – CATERPILLAR, LTD INDUSTRIES, TAZEWEILL MACHINE, NORFORGE, DELAVAN CITY AND MASON CITY WORKERS, AND HENDERSON ADVERTISING



VOL 62.3 • JUNE 2014

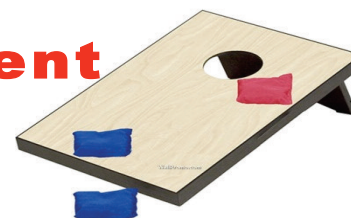
11th Annual Laura Valentine Memorial Fundraiser for St. Jude

June 21, 2014



Bags Tournament

at



UAW Local 974
3025 Springfield Road, East Peoria IL

Sign in at 11:00 a.m. Start playing at 12:00 p.m.

\$30.00 per team

Cash prizes will be awarded

Food provided by UAW Local 974

Come Out and Enjoy Good Family Fun

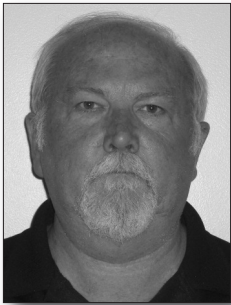
Everyone is Welcome

All monies will go to St. Jude

For more information contact:

Randy Smith @ (309) 694-3151 at UAW Local 974





PRESIDENT'S REPORT

RANDY SMITH, President

Congratulations to everyone who won and thank you to everyone who took part in the triennial elections. New officers will be sworn in Sunday, June 8th at the 1:00 General Council Meeting.

We have a St. Jude Bags Fundraiser here at the Hall on June 21st. Signup at 11:00, start at 12:00 noon.

Old fashioned Democratic Party Rally & Picnic Saturday, June 14th from 2:00 – 5:00 pm for Sheila Simon who is running for State Comptroller here at the Hall.

Make sure you register to vote for this fall's elections.

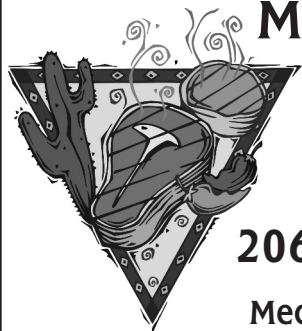
In closing, thank you to all the people who didn't run for re-election for the job you did while you were in office.

If I can help, stop by my office.

Randy Smith, UAW Local 974 President

Retired Caterpillar Truck Drivers & Wives ANNUAL REUNION DINNER

Monday, August 4, 2014



Eat at 11:00 a.m.

Grand Village Buffet

206 W. Camp St. • East Peoria

Mechanics & Crib personnel are welcome!

DATES TO REMEMBER • 2014

EXE. BOARD & GEN. COUNCIL MTG. • SUN., JUNE 8

FATHER'S DAY • SUN., JUNE 15

11TH ANNUAL BAGS TOUR. • SAT., JUNE 21

NEWS ARTICLE DEADLINE (AUG.) • TUES., JULY 1

INDEPENDENCE DAY • FRIDAY, JULY 4

EXE. BOARD & GEN. COUNCIL MTG. • SUN., JULY 13

UAW RED CROSS BLOOD DRIVE • MON., JULY 28

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

EXECUTIVE BOARD

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

Sergeant-At-Arms
(Open)

Guide
(Open)

Trustee
Terry Freeman

Trustee
Donnie Barker

Trustee
Greg Larson

TTT Member-At-Large
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)

Plantwide Safety Chairman
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

Greetings Brothers & Sisters,

The Triennial Election and the 36th Constitutional Convention was held on April 27, 2014.

Congratulations to everyone who won their elections. This will be my last article because I lost my election for the Bargaining Chairman's position, but I did win the election to be a delegate to the 36th Constitutional Convention. Thank you for that win. I would like to thank everyone who supported me the last four years. It has been an honor and a privilege to represent Local 974 and its members as their Bargaining Chairman. Thank you everyone for that privilege.

Congratulations to Terry Fischer for winning the Bargaining Chairman's job and I wish him the best of luck for the next three years.

ARBITRATION

Arbitrator Kenis:

On March 6, 2014 Arbitrator Kenis heard 12-LL-88, Tina Bayer, last chance agreement. We should have a ruling back by the end of June. On 3/18/14 Arbitrator Kenis heard 05-LL-81, Scott Swanson, on wages and on 3/19/14 she heard 12-HH-009, Derrick Perry, on a job bid. We should have the rulings back by the end of June on these grievances. The next arbitration date for issue grievances goes to Decatur at the end of June.

Arbitrator Robert Cohen:

The Company fired Arbitrator Cohen on 3/11/14 after an arbitration case in Decatur. We are now in the process of hiring a new arbitrator for just cause. At this time I cannot give you a date when the arbitrator will be hired.

STEWARD COUNCIL MEETINGS

Our next Steward Council Meetings will be June 26th and July 24th, 2014. The times are at 8:00 am, 12:00 pm and 4:00 pm. The Steward's handbook is available for new Stewards and those Stewards who have not gotten one.

Please take one copy only and sign out the handbook. Our goal is to get it in the hands of all the Stewards, but they need to attend the meeting to get one. 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

Remembering Our Brothers and Sisters

March

William R. Moore	R	03/01/14
Larry D. Spitznagle	R	03/04/14
Allen E. Walsh	A	03/09/14
Steven L. Mulvey	A	03/11/14
Jerald W. Hedden	R	03/12/14
Beverly R. Montgomery	R	03/13/14
John W. Hudson	R	03/13/14
Ronald W. Boone	R	03/14/14
Walker V. Fox	R	03/16/14
Dennis A. McIntire Sr.	R	03/16/14
Robert B. Bennett	R	03/17/14
David L. Shriver	R	03/18/14
Thomas L. Canopy	R	03/21/14
Ebert E. Damm	R	03/26/14
Ted P. Rathbone	R	03/27/14
Chester C. Warr	R	03/27/14
Larry I. Dainty	R	03/28/14
James M. Miller	R	03/28/14
Vernon L. Jones	R	03/29/14
Tony L. Tosi	D	03/30/14

April

Marvin L. Hines	R	04/03/14
Austin L. Day	R	04/04/14
Carroll D. Greer	R	04/04/14
Eugene A. Zehr	R	04/04/14
Richard L. Hammer	R	04/05/14
Sharon K. Williams	R	04/06/14
Robert D. Fleshman	R	04/10/14
Jack L. Gann	R	04/10/14
Benjamin L. Powers	R	04/10/14
Joseph W. Snodgrass	R	04/11/14
Dennis W. Trotter	R	04/12/14
William Wood Jr.	R	04/13/14
Lelon B. Gatlin	R	04/14/14
Charles L. Mc Gill	R	04/18/14
Wendell E. Hinnen	R	04/20/14
Charles R. Alexander	R	04/20/14
August T. Oppe Jr.	R	04/21/14
Donald L. Meyer	R	04/22/14
Jeffrey P. Lane	R	04/22/14
Donald E. Hamilton	R	04/22/14
John H. Trigg	R	04/24/14
Richard D. Winkler	R	04/25/14

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.

UAW MEMBERS

SAVE HUNDREDS ON CEMETERY MONUMENTS

CURRENT AND RETIRED UAW MEMBERS SHOW US YOUR
UAW MEMBERSHIP CARD AND RECEIVE A 5% TO 10%
DISCOUNT ON THE PURCHASE OF A MONUMENT

VISIT EITHER LOCATION

PEORIA MONUMENT CO.

3701-A N. SHERIDAN • PEORIA, IL 309.682.9858
(CORNER OF SHERIDAN & WAR MEMORIAL)

OR VISIT

MCAVOY MONUMENT CO.

431 HENRIETTA • PEKIN, IL 309.346.0866
(CORNER OF FIFTH AND HENRIETTA)

MON. - FRI. 9:00A.M. - 5:00P.M. & SAT, 9:00A.M. - 12:00 NOON

PAID ADVERTISEMENT



FINANCIAL SECRETARY/TREASURER'S REPORT

JOHN SHALLENBERGER, Financial Secretary/Treasurer

ELECTION

I would like to congratulate all the newly elected brothers and sisters along with those that were acclaimed. If there is anything I can assist you with please feel free to contact me.

I would like to thank Rick De Groot and Paul Jackson for all their hard work on cleaning up the grievance procedure to the point that if you get terminated your grievance can be heard in the same year. This was a long consuming process and very expensive, but at the end of the day it will be worth it.

LAURA VALENTINE BAGS TOURNAMENT

The Laura Valentine Bags Tournament will take place at the hall on June 21, 2014. All the proceeds go straight to St. Jude. Laura Valentine's father Stan and mother Sandy received tons of support along with Laura's treatment through the years, so this is Stan and Sandy's way of repaying St. Jude.

This is a fun event so if you have never done one this is the one to make, even if you have never thrown a bean bag before. Good Luck if you have to go up against Donnie Barker's grandson Chase Kulik, he has a really accurate right arm. Don't let his size fool you!

The best part is that St. Jude receives all the money and it stays here locally.

SIX FLAGS

I have worked out a couple of deals that are in this issue of the paper, so if you have never been there this is a great price to get you there. Just follow the instructions and get a whole day of fun for a low price.

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.

I would like to thank you for allowing me to serve you for these last three years and continuing for another three more. It's always a pleasure and an honor!

In Solidarity,

John R. Shallenberger
Financial Secretary – Treasurer



RECAPITULATION as of March, 2014

Income	\$ 171,903.75
Expenditures	<u>183,682.05</u>
Excess of Expense over Income	\$ (11,778.30)

Regular Dues received on	3,673
Sub Dues received on	0
Bonus Dues received on	9
Initiation Fees received on	12

PER CAPITA TAXES:

International Union UAW	\$ 81,995.57
CAP Council	6,591.42
CAT Council	4,874.08
Retirees Dues PCT	278.20
Ag Council	143.96
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>13.38</u>
Total	\$ 94,080.61

RECAPITULATION as of April, 2014

Income	\$ 196,076.44
Expenditures	<u>178,127.68</u>
Excess of Income over Expense	\$ 17,948.76

Regular Dues received on	3,639
Sub Dues received on	0
Initiation Fees received on	3
Bonus Dues received on	1

PER CAPITA TAXES:

International Union UAW	\$ 72,966.81
CAP Council	5,864.56
CAT Council	4,309.90
Retirees Dues PCT	410.80
Ag Council	142.92
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>16.41</u>
Total	\$ 83,895.40



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

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

Walter Reuther



INSURANCE & BENEFITS REPORT

JIM ARROWOOD,
Chairman Insurance and Benefits

Thank you to all who participated in the triennial election. Congratulations to the newly elected representatives. Our

Local Union has many similarities with the election process used to choose our Local, State & Federal Government. If we do not participate we risk losing the right to send candidates that carry our ideas forward.

Hopefully, all members were able to register and complete the health risk assessment surveys administered by Active Health. The plan language defines our participation as (completing two health assessments under the program per year). The Wellness Program has been part of our plan language for a number of years.

The insurance and benefits office continues to do all we can for our active and retired members. Since February we have helped a number of members through the retirement process. Congrats to all and enjoy your retirement.

**PLEASE CALL FOR AN APPOINTMENT
IF YOU NEED TO DISCUSS OUR
BENEFIT LANGUAGE.
THANKS.**

In Solidarity, Jim Arrowood

CONSUMER AFFAIRS COMMITTEE

JIM ARROWOOD,
Chairman Insurance and Benefits

From time to time our members share their experiences with local businesses. In this case I will share one of my experiences. We should always tell each other who to patronize and who to avoid based on overall satisfaction.

It is not often that I put a review in our newsletter.

If any members, retired or active, are considering purchasing a new or used vehicle it will be worth a stop at "Light House Buick – GMC" in Morton. I have dealt with a number of local dealerships over the years. This dealership exceeded my expectations. Like I said, if you are looking for an honest group of professionals willing to work hard and follow through on commitments, stop in at Lighthouse in Morton.

In Solidarity,

Jim Arrowood, Chairman

**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.**



Synergy Healthcare

Physical Medicine

Medical • Chiropractic • Rehab • Massage

1200 W. Loucks Ave. Peoria, IL
(309) 688-4484

PAID ADVERTISEMENT

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.

CLEAR COMMUNICATION

STEVE MITCHELL, Plantwide Safety Chairman

The results from the triennial election held April 27th are old news by now, but I want to thank all who ran for their respective offices, regardless of the outcome. This is one of the great aspects of our union. Like our country, the members decide who they want to represent them. Additionally, members also let the leadership know what they think about proposals from the company when it comes to bargaining. This is clear communication. Plenty of people at the break table or in the community have varying opinions about all aspects of our Local and/or the International Union, but there is a huge difference between talking about a subject and doing something about it. So again, thanks to all the candidates.

I also want to thank everyone who came out to vote on a day when it might have been easier to stay home. Your commitment to your fellow members and the local union speaks volumes about who you are and how important you believe it is for your voice to be heard. Those who did not bother to vote allowed those of us who did to choose for them. One good question to ask any of the “experts” spouting off about the union is, “did you vote on April 27th?”

Do you remember the “Bridgate” scandal involving Chris Christie? The short story is that someone in the New Jersey governor’s office allegedly orchestrated (with or without Christie’s knowledge) a traffic jam of epic proportion in a town whose mayor did not support Governor Christie. Governor Christie says he did not even remember the mayor, much less go to the trouble to seek revenge for the perceived slight.

So right about now you might be asking yourself, “What does this story have to do with the members of Local 974”? Well, I was reading an article about the Dangers of Giving In to Impulse for Revenge (http://www.nytimes.com/2014/01/18/business/the-dangers-of-giving-in-to-the-revenge-impulse.html?_r=0). I will show you..., when you read the italicized text below, substitute “Caterpillar” when you see “a politician” and “workers” every time you see “opponents”. This is a perfect, yet maddening description of what is happening in many cases when our members are hurt at work or involved in Near Miss incidents. I guess I need to read Picker’s book.

...As Randal Picker, a professor at the University of Chicago Law School and co-author of “Game Theory and the Law,” explained to me this week, “If you are a politician with a desire to punish opponents and get away with it, you want to work in the world of observable but not verifiable actions. That would mean that your opponents would understand what you are doing, which is important if you actually want them to obey upfront so that you don’t have to punish them later, but also you want to use a punishment where a third party can’t be sure that you have acted for illegitimate reasons. That way you can get away with it and not pay a legal price for it.”

As infuriating as it is, one does not need to look far examples similar to those in the article here in the Peoria area. Caterpillar is very clear when communicating with us.

At our Southernmost outpost, our Skilled Trades personnel were given a large task to perform. Instead of going through the tasks with the tradespeople and identifying the hazards and controlling exposures, the workers were told that

if anyone got hurt during this project, the work would be outsourced. So, if our members were injured on the job and reported injuries, as required by our employer, their jobs could potentially be at risk. What was the message that was sent and what was the message received? Subtlety is obviously not a strong suit of management at that facility.

Deep in the bowels of the tractor factory, a worker on the second day of training was injured while performing his new job tasks. He was sent to First Aid. What do you think was the first thing his supervisor told him to do when he returned to the line? Read the Safe Job Procedure (SJP) and Standard Work! When the worker was disciplined, what do you think it was for? You’re right if you guessed that it was for not following the SJP or Standard Work. What was the message that was sent and what was the message received?

Why didn’t the supervisor bother to tell the worker to read the documents first, before the training if they were so important? Was the supervisor really concerned that the documents had not been reviewed before the injury or was he just covering his ass? I believe you know the answer.

At another facility, four Lockout devices were pried open and removed. The tag attached to one of the devices said, “DO NOT REMOVE THIS LOCK!!! TO DO SO WITHOUT PERMISSION WILL MEAN IMMEDIATE DISCHARGE! As OSHA requires, Caterpillar has specific, detailed procedures for having locks removed by someone other than the person who applied them. This particular facility has disciplined workers in the past for minor violations of the LOTO policy, but the manager present when the defeated locks were discovered was not interested in pursuing an explanation of what happened or why. I wonder why? What was the message that was sent and what was the message received?

We need to communicate clearly that our safety is important to us and not only when there is an incident. Your employer is responsible for your safety and health. You are responsible for following rules. If you get hurt and have violated a work rule, don’t be surprised if you get disciplined, even if your boss knows the rules are not followed day to day. Your supervisor may take responsibility for you not following the rule or he/she may throw you under the bus.

Thoroughly read each SJP and the Standard Work for the jobs you do, because you will be held accountable for every word in those documents. Ask for copies of anything you have to sign, because the document you sign might not match the one provided in the event of a grievance.

Point out all hazards on your job to your supervisor, not a Team Leader. Jot down the day and date as a reminder to you. Ask your supervisor for your UAW Safety Representative if you are not satisfied with every aspect of how the problem is addressed. Your UAW Rep is your advocate and the Safety Complaint Procedure outlined in 8.3 of the contract works.

Lastly, speak well of your union because it is a reflection of you. Our union, like our country, can only be as good as the people who support it.

LOCAL 974 UAW
TRIENNIAL ELECTION CANDIDATES

LISTED BELOW ARE THE WINNERS OF THE APRIL 27, 2014 TRIENNIAL ELECTION:

President

Randy Smith 51%
Gene L. Guinn 6%
Terry DeFrates 41%

Executive Vice-President

Bobby Koller 51%
Paul Jackson 46%

Trustee

Kimberley D. Robinson 61%
Barry Parrott 30%
Greg "Goody" Goodin 69%
Greg "Tiny" Larson 64%

Unit Bargaining Committee Chairman

Terry Fischer 60%
Rick DeGroot 42%

Plantwide Safety Chairman

Ross Baize 24%
Stephen A. Mitchell 67%

Grievance Committee – Bldg. LL

Tony Newton 41%
Brent Kubiak 49%
Ross Baize 42%
Jerod Nerad 18%

Grievance Committee – Mapleton

Shawn Ragle 12%
Jonathan C. Zimmerman 62%
Randy Diehl 48%
Matt Diebel 48%

Grievance Committee – Morton

Judith G. Poulsen 72%
Matthew Butler 51%
Jim Haley 53%
Roger Routt 69%

Grievance Committee – TBU – KK

Kenneth (Radar) Gregory 15%
Dennis Bengert 3%
Greg R. Reilly 13%
Loren Meyers 6%
Craig Oakman 7%
Scott "Red Beard" Kindilien 19%

CAP

Dale Cassel 40%
Dick Woodmancy 43%
James W. Tabor 43%
Larry A. Harms 41%
Gene Mabee 40%
Terry Fischer 54%
Dave Chapman 43%
Marcia McCann 38%
Kathy Mott 41%
David A. Neulinger 40%
Bobby Koller 45%
John Bainbridge 40%
Velma E. Walton 38%
Jerry Montgomery 40%
Rhonda McCord 37%
Dominic "Nic" Eads 38%
Harry H. Thompson, Jr. 32%
Greg (Tiny) Larson 45%

Candidates for 36th Constitutional Convention:

Michael Hamilton 9%
Craig L. Miller 10%
Rob Hawkins 25.1%
*Dave Neulinger 25.4%
Joshua Lawson 9%
Terry Banks 12%
John R. Shallenberger 31%
Jonathan C. Zimmerman 26%
John Arnold 25.4%
Randy Diehl 27%
Matthew R. Harrison 6%
Nick Whitfield 5%
Paul Gaddie 6%
Randy Buhs 26%
Randy Smith 28%
Rick DeGroot 29%
Wanda Smith 12%

*Chris Dickerson, Chmn.
Pam Newman, Recording Sec'y.
Election Committee*

* Withdrew due to runoff situation

(Bold designates winners)

SIX FLAGS GREAT AMERICA TICKETS FOR UAW LOCAL 974

TICKETS ON
SALE
ONLINE



Gurnee, Illinois

TICKETS ON
SALE
ONLINE



Any Day Tickets valid May 3rd – Nov. 2nd 2014

Only \$42.00 per ticket
(Kids 2 and under FREE)

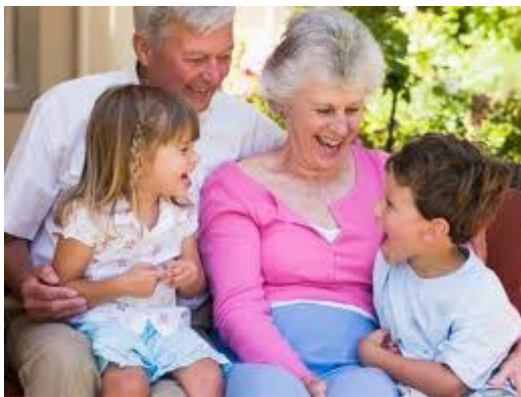
To purchase tickets online log on to sixflags.com



UAW 974 Weekend Tickets
(Only valid one day on July 4-6, 12-13, 19-20, or 26-27, 2014)
Only \$34.99 (no processing fee)

To purchase tickets online logon to sixflags.com/greatamerica
Print tickets at home and bring to front gate for admission to park.

You must call UAW Local 974 for passcode @ (309) 694-3151.



Can you hear your grandkids?

**Professional.
Trustworthy.
Caring.**

- Committed to our patients
- Professional, dedicated hearing care practitioners
- Most trusted name in hearing care
- Exclusive lifetime aftercare program
- Cutting edge technology for every lifestyle
- Over 1500 offices worldwide



Beltone™
Helping the world hear better

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(309) 688-4327

PEKIN • 2508 Court
(309) 346-5323

CANTON • 511 N. Main
(309) 647-0920

NORMAL • 1520 E. College
(309) 451-4312

EAST PEORIA • 155 E. Washington
(309) 966-2697

**If you are a CAT retiree or current CAT employee with United Healthcare Insurance,
CALL TODAY for an appointment to find out if you may qualify for hearing aids with little or no out of pocket expense!!**

RETIREES CHAPTER UAW LOCAL 974

WED POTLUCKS – JUNE 18 & JULY 16

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, June 15th • 7:00 – 10:00 pm

Featuring “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.

BUS TRIPS

Tuesday, June 24 – Isle of Capri

Tuesday, July 22 – Rhythm City

For questions concerning the trips call:

Velma Walton at 694-3151 or Chet Bishop at 676-5409

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 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.

UAW LOCAL 974 CALENDAR

JUNE 2014

Sun 8	Executive Board Meeting 11:00am General Council Meeting 1:00pm
Sun 15	Membership Dance 7:00pm - 10:00pm
Sun 15	Father’s Day
Wed 18	Retirees’ Chapter Meeting & Dinner 11:30 am
Thu 19	Safety Council Meetings 8:00am / 12:00pm / 4:00pm
Sat 21	11th Annual Laura Valentine Memorial Fundraiser for St. Jude – Bags Tournament
Tue 24	Isle of Capri Bus Trip 8:00am
Thu 26	Steward Council Meetings 8:00am / 12:00 / 4:00pm

JULY 2014

Thu 1	Local 974 News Article Deadline (August Newsletter)
Fri 4	Independence Day - Union Hall Closed
Sun 13	Executive Board Meeting 11:00am General Council Meeting 1:00pm
Wed 16	Retirees’ Chapter Meeting & Dinner 11:30am
Thu 17	Safety Council Meetings 8:00am / 12:00pm / 4:00pm
Tue 22	Rhythm City Bus Trip 8:00am
Thu 24	Steward Council Meetings 8:00am / 12:00pm / 4:00pm
Mon 28	UAW Red Cross Blood Drive 11:00am - 5:00pm



**Saturday,
July 12, 2014**

5 a.m. - 1 p.m.

Weigh-in at 2 p.m. at Bass Pro Shops

The Illinois River @ East Peoria, Illinois

\$120/per team of up to four

FOR REGISTRATION, PLEASE EMAIL: peoriaflyingfish@gmail.com

“Preservation and Conservation on the Illinois River”

The Inaugural
Flying Fish
Bowfishing Tournament

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(THE LAST) MOSSVILLE GRIEVANCE COMMITTEE REPORT - PAUL JACKSON, CHAIRMAN

Dateline: May 5th, 2014. This is the date this article goes to the Editor. This gives you the reader a reference for the facts and statements contained in this article.

TURN OUT THE LIGHTS

By the time this article gets to the membership I should be machining heads fulltime in Mapleville. I wasn't given the opportunity to flip the switch, but was close. The lights should remain on for a while. Limited work on heat treat is being done by outsiders. CAT's founding fathers rolled over in their collective graves when they heard that one. Years ago a friend of mine who had become a factory manager for John Deere, told me a brilliant (so he thought) engineer came to a meeting with an idea to save millions and stop heat treating parts and outsource the rest. As the story goes the then CEO, said Great! And while we are at it let's just start painting our tractors RED (the color of Deere's major competitor). He told him John Deere heat treating their parts, set them apart from everyone else in the industry and as long as he was in charge that was never going to happen. Last we heard of that engineer he was collecting soil samples in the Sahara Dessert. The other work being done consists of our UAW repair mechanics servicing engines. Your new Grievance Committee will consist of Mike McKinney, Chairman and Jim Wisner, committeeman.

GRAND FINALE

May 2nd and 3rd Rick DeGroot and I attend our last President and Chairman's meeting. We got to meet with Dennis Williams and his staff and we were able to give him our Locals support for his election as President of the UAW. We are and will be fortunate to have a great negotiator and friend in the office of President. Dennis Williams will give our Union a far reaching vision our Union so desperately needs. Soon to be President Williams has taken our Union Global and has set the stage for labor to compete on that global playing field. At the end of the day if we are going to compete, WE have to change the laws of this country. That is our big disadvantage, the United States is the only industrial nation in the world that looks at labor as being second class. In order to restore the balance of power the middle class must utilize its most powerful weapon. The power to vote! No weapon is more powerful. At the present, powerful, rich non labor friendly representatives control our destiny. At the present 46% of all the global wealth is controlled by 85 people that are bent on the total annihilation of the middle class. I will repeat, this is not a misprint, 85 human beings control 46% of all the world's wealth. If WE do not use the weapon of vote to elect labor friendly candidates, you and I will see a two class system and of the two classes, you and I will not be first.

MOTHERS

Unfortunately this article will come out closer to Father's Day, rather than Mother's Day. So I will, in order to honor all Mothers, including my 96 year old Mother, tell you what I have learned from Mothers.

1. My mother taught me TO APPRECIATE A JOB WELL DONE .
"If you're going to kill each other, do it outside. I just finished cleaning."
2. My mother taught me RELIGION .
"You better pray that will come out of the carpet."
3. My mother taught me about TIME TRAVEL .
"If you don't straighten up,
I'm going to knock you into the middle of next week!"
4. My mother taught me LOGIC .
" Because I said so, that's why."

5. My mother taught me MORE LOGIC .
"If you fall out of that swing and break your neck, you're not going to the store with me."
6. My mother taught me FORESIGHT
"Make sure you wear clean underwear, in case you're in an accident."
7. My mother taught me IRONY .
"Keep crying, and I'll give you something to cry About."
8. My mother taught me about the science of OSMOSIS .
"Shut your mouth and eat your supper."
9. My mother taught me about CONTORTIONISM .
"Will you look at that dirt on the back of your neck!"
10. My mother taught me about STAMINA .
"You'll sit there until all that spinach is gone."
11. My mother taught me about WEATHER .
"This room of yours looks as if a tornado went through it."
12. My mother taught me about HYPOCRISY .
"If I told you once, I've told you a million times. Don't exaggerate!"
13. My mother taught me the CIRCLE OF LIFE .
"I brought you into this world, and I can take you out."
14. My mother taught me about BEHAVIOR MODIFICATION .
"Stop acting like your father!"
15. My mother taught me about ENVY .
"There are millions of less fortunate children in this world who don't have wonderful parents Like you do."
16. My mother taught me about ANTICIPATION .
"Just wait until we get home."
17. My mother taught me about RECEIVING .
"You are going to get it when you get home!"
18. My mother taught me MEDICAL SCIENCE .
"If you don't stop crossing your eyes, they are going to freeze that way."
19. My mother taught me ESP .
"Put your sweater on; don't you think I know when you are cold?"
20. My mother taught me HUMOR .
"When that lawn mower cuts off your toes, don't come running to me."
21. My mother taught me HOW TO BECOME AN ADULT .
"If you don't eat your vegetables, you'll never grow up."
22. My mother taught me GENETICS
"You're just like your father."
23. My mother taught me about my ROOTS .
"Shut that door behind you. Do you think you were born in a barn?"
24. My mother taught me WISDOM .
"When you get to be my age, you'll understand."
25. And my favorite: My mother taught me about JUSTICE .
"One day you'll have kids, and I hope they turn out just like you"

PLANTING

It is that time of the year again, when I will enter the mud to plant my "garden of doom". Years gone by I have got considerably more fruitful, but a Master Gardener, I am not. Having said that life also has a planting season, although I haven't yet perfected planting life's garden, I do have a simple planting guide that has produced some results.

*If you plant honesty, you will reap trust * If you plant goodness, you will reap friends
* If you plant humility, you will reap greatness * If you plant perseverance, you will reap contentment
* If you plant consideration, you will reap perspective * If you plant hard work, you will reap success
* If you plant forgiveness, you will reap reconciliation

Thought for Today

You are What you DO.....Not what you Say you will Do!

HEATHER HENNINGER SCHOLARSHIP FUND • 2014 - 2015

The General Council, Executive Board and Retirees' Chapter of Local 974 have elected to award eight (8) \$1,000, and twelve (12) \$500 scholarships from the Heather Henninger Scholarship Fund for the 2014 through 2015 college school year.

The following guidelines have been established for qualified entrants:

1. Entrant must be the child, grandchild, stepchild or step-grandchild of an active, retired, or deceased Local 974 Member in good standing.
2. Entrant must be enrolled as a full-time college student (minimum 12 hours) for the 2014 – 2015 college school year.
3. Entrants must submit the Scholarship Fund Application by Friday, August 29, 2014.

A drawing will be held on Sunday, September 14th at the General Council Meeting.

Four male and four female students will be awarded a \$1,000 each and six males and six females will be awarded \$500 each in cash scholarships for a total of \$14,000 in scholarship awards.

Please complete and return the application to the Publicity & Education Office.

It must be received by 4:00 pm on Friday, August 29, 2014.

Co-Chairmen Kevin Peterson and Jim Arrowood



UAW LOCAL 974 • HEATHER HENNINGER SCHOLARSHIP FUND APPLICATION

2014 - 2015

Name: _____

Address: _____

Zip _____ Phone (_____) _____ Date of Birth _____ Male _____ Female _____

College Name: _____

Freshman _____ Sophomore _____ Junior _____ Senior _____ Other _____ Class Hours _____

UAW Local 974 Family Member: _____

Badge _____ Relationship to applicant _____

Address: _____ Zip _____ Phone (_____) _____

Only one entry per student. It must be received by 4:00 pm on Friday, August 29, 2014

Return to: Insurance & Benefits Office
Local 974 UAW
3025 Springfield Road
East Peoria IL 61611



The Editor's Desk By Rick Corbin

ISSUE #1

Financial Secretary Dennis Williams brought his slate to the Pat Greathouse Center at the Spring Conference to get to know and inform Region 4 members.

Cindy Estrada speaks about amount of car parts made outside of car plants by parts vendors which are mostly non-union. 72% of car parts are now made by outside vendor plants where employees are paid 8 to 9 dollars an hour. Much planning is going into putting together a program to organize some of these plants.

CINDY ALSO REPORTS THAT 85 PEOPLE CONTROL 46% OF GLOBAL WEALTH.

ISSUE #2

All of us by now know the story about GM allegedly withholding knowledge about faulty ignition switches in some Chevy Cobalts and Saturn models. It would appear GM Officers handled this issue badly. However, GM is not the only car company with serious recall problems. There are many journalists who see this as proof U.S. car plants are not building quality into their cars like foreign automakers.

Every issue of this paper from now thru the end of this year I will run some articles showing this is anything but true, starting now with white collar favorite Toyota. Read on...to be continued on page 13.

FOUNDRY FLASH

By J. C. ZIMMERMAN

As I write this article, we have had anticipation of a reduction in force and the possibilities of members getting laid off. A lot has changed since the original outlook in January. By the time this is published the reduction-in-force will have taken place and hopefully the dust will be settled. Maybe with a little luck and a possible slight uptick in demand for castings, we could possibly see some new-hiring.

On the subject of reduction-in-force, there are always questions raised on moves and there always will be. The contract language is clear on this process. In one way or another, this language has or is affecting most all of us in some way at one time or another. Members don't understand why they did not get moved here or there. Or why somebody else got moved and they did not. That is why it is important to question your situation if you don't understand it. For every move that is made, it triggers several more moves. By members questioning their moves we discover errors faster. At the end of the day, we are fortunate to have this language that honors seniority through the reduction process. As a committee we find flaws or things that we would like to change in the contract language every day. We make note and begin planning how we would like the language to read in the next bargained agreement. Whether it's wages, benefits, reduction-in-force, etc.....if you believe the language needs to be changed, I challenge every member to voice that concern and get involved to help change it. That is how this process works. We are the Union.

Steward positions will be open in all departments in June. This will be posted on the Union board in the main hallway.

As always, I am here to listen and help anyway I can.

J. C. Zimmerman, Mapleton Committee office phone – 309-697-6051.

“OLD GLORY”

According to the 7/03/13 Huffington Post, last year 94% of American flags were imported into the US from China. OMG. In 2013 a bi-partisan group of D.C. lawmakers introduced a bill that would require that flags purchased by our federal government be made only from 100% American materials. It is my understanding, that the bill passed quickly through the US House of Representatives thanks, in part, to Illinois' Representative Cheri Bustos. The House bill formerly H.R. 2355 and currently S.1214 is now, seemingly, lost in the Committee of Homeland Security and Governmental Affairs with no major action having been taken since June 24, 2013. Right now, our Federal Government is required by law to use flags made with at least 50 % American made fabrics.

It seems implausible that we should need a law for this! Really? The very symbol of our nation's strength, ideals, and virtues isn't 100% American Made, HERE!! How and why is the “All-American Flag Act” stuck in committee!? What is there to debate!? Not one single foreign-made thread should drape the coffins of our young fallen soldiers returning home from war or be folded and handed to our grieving parents, spouses, or children. This is shameful, unthinkable, and we, the citizenry, deserve better from our elected officials, candidates, and civic leaders.

For the record: Senate Bill S.1214 is listed on <http://www.senate.gov/> as having two sponsors; Senator Sherrod Brown from Ohio and New York's John D. Rockefeller IV. Pitiful.

The Central Illinois Small Business Advocacy Alliance, today, is going on the record and stating we care strongly about this “American-made” issue. We want to address the public servants running for office; please understand, we care whether your campaign

effort is supportive of small business. We are many and we are the real echoes of this Country's “Founding Fathers”; we walk in their footsteps. George Washington was a surveyor, John Adams a lawyer; both small businessmen. When he wasn't in a bell tower with a lantern, Paul Revere was a silversmith and Betsy Ross, the creator of the first American flag, spent her life in the upholstery business; the woman literally changed the stars for this country by making them with five points instead of six. Small business people are not just the echoes of a distinguished yesterday, but a living, breathing promise of tomorrow's more prosperous America.

As a charter member of the above mentioned Central Illinois Small Business Advocacy Alliance and a small business person, I feel it is time that you, our leaders, demonstrate your good intentions by making a “good faith pact” with the taxpayers and voters that will or have already put you in office and utilize the services of the many talented, easily overlooked small business people from your prospective areas. You are applying for a paid position representing taxpayers and if you are campaigning to be the man or woman that can make a difference, then do it! Step up, speak out, and prove it. As you dress for success and dream of a salary paid for by taxpayers, you might lose your made in China flag lapel pin and stroll down to Peoria's Riverfront Arts Center on Peoria's waterfront and visit Sarah Grace's shop where everything designed, created, and sold is not only American made, but Illinois made. Sarah is a creative artisan and Peoria's Betsy Ross. It is simply appropriate that you should address your constituents wearing something made in the USA; arm band, tie, sash etc. Your wardrobe tells your story; talk to Sarah and make yours an American tale. Thank you.

Kathleen A. Challacombe

TOYOTA RECALLS NEWEST PRIUSES OVER SOFTWARE

By HIROKO TABUCHI and JACLYN TROP Feb. 12, 2014

TOKYO – Toyota Motor is recalling all of the 1.9 million newest-generation Prius Vehicles it has sold worldwide because of a programming error that could cause their gas-electric hybrid systems to shut down, the automaker said Wednesday.

Toyota's decision to issue such a wide-ranging recall, made voluntarily, is a marked change from its approach five years ago, when it resisted cooperating with regulators looking into problems of unintended acceleration in its vehicles.

The recall also underscores the growing complexity of today's vehicles, which are increasingly laden with technology and electronic systems that can leave them more susceptible to problems, analysts said.

"Cars are getting more complicated," said Jack R. Nerad, the executive editorial director at Kelley Blue Book. "Twenty years ago, we weren't having software glitches."

Roughly half of the recalled Priuses are in Japan, while 713,000 are in North America and 130,000 are in Europe, according to Brian Lyons, a Toyota Spokesman in Tokyo. He said the company was not aware of any accidents linked to the defect. In addition to Japan, the Prius is made in China and Thailand. Toyota said that problems in software settings on the newest Prius generation – which first went on sale in 2009 – could stress and damage transistors in the hybrid systems. The problems could set off warning lights and prompt the vehicle to power down as part of a fail-safe mode, according to a news release.

"In rare circumstances, the hybrid system might shut down while the vehicle is being driven, resulting in the loss of power and the vehicle coming to a stop," the release said. Prius owners will need to visit a dealer to fix the error.

Quality problems have continued to haunt Toyota, the world's best-selling automaker, as it seeks to restore its reputation after the large-scale recalls over reports of unintended acceleration. Late last month, for example, Toyota halted the sale of several popular models, including the Camry and Corolla, over concern that about 30,000 new vehicles were equipped with faulty or malfunctioning heated seats.

The Japanese automaker was hit with hefty fines in the United States and has paid billions of dollars to settle lawsuits over its handling of recalls that affected more than 10 million vehicles in 2009 and 2010.

Toyota is also moving to resolve the last of the major legal issues related to its cars' problems with unintended acceleration. In one case, Toyota is nearing a deal with the Justice Department to settle a roughly four-year criminal investigation into the way the maker disclosed complaints relating

to the sudden acceleration issues. It has also been negotiating a broad-based settlement in the hundreds of private lawsuits that still remain.

In the wake of its legal woes, Toyota has been more proactive in issuing recalls, even for minor problems. For two years running, Toyota has called back more than five million vehicles annually in the United States, more than any other automaker, according to the National Highway Traffic Safety Administration.

"I think they are more responsive than ever before to safety issues," Mr. Nerad said, "This is a voluntary recall. It wasn't forced."

For all manufacturers, the size of recalls has grown in recent years as automakers increasingly use standardized parts across their models to slash costs; when one part is found to be defective, more vehicles are affected.

Toyota has also recently started to publicize its recalls more and initiate them earlier, the way its American competitors do, said Sean McAlinden, chief economist at the Center for Automotive Research. "In Japan, admitting to recalls just wasn't done and you couldn't be sued by owners for not revealing them," he said. "Toyota understands this environment now." The recall could damage the Prius's reputation as the global leader in proven hybrid technology, analysts said.

Introduced in the United States in 2000, the Prius helped establish Toyota as among the most forward-thinking carmakers. It has been by far the most successful of the alternative-engine models on the market, outselling industry leaders including the Chevrolet Volt plug-in-hybrid and the all-electric Nissan Leaf. The impact of the recall could reach far beyond the 1.9 million owners in question. "With Prius, there aren't a lot of substitutes," Mr. Nerad said, "but a big recall like this gets attention. Toyota also issued a separate recall in the United States of approximately 260,000 RAV4 crossovers, Lexus sport utility vehicles and Tacoma pickup trucks.

The automaker said a bug in their electronic circuits could cause advanced systems, including stability control and anti-lock braking, to switch off intermittently. The problem does not affect the vehicles' standard braking systems.

In Tokyo, investors appeared unfazed by the recalls. Shares in the automaker finished 0.43 percent higher after the announcement, in line with the benchmark Nikkei 225-stock index. Last week, Toyota said that it was on pace to earn about \$18.8 billion for its fiscal year that ends in March, its biggest-ever annual profit.

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Square dance lessons Sept. 25 2-4. Call 309-266-9870

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Lloyd Flanders patio chair \$50. 309-688-3130

AUTOMOTIVE

1995 Chevrolet Camaro Z/28. Super clean, T-tops, automatic, silver color - Florida car \$8,000 or best offer. 309-251-6436

2003 Focus WT2 wagon, 45,000 miles, full power automatic rustless, new tires, mags, Florida car \$6,000. 309-642-8155

1987 Blazer fiberglass top, \$80. 309-925-3168



Happy Father's Day!



Have a Safe Independence Day!

Thought for today – Remember, your union representative is your only advocate, there to help you, if only you call.



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The Heart of Illinois 2-1-1, a partnership between the Heart of Illinois United Way and Advanced Medical Transport of Central Illinois, connects callers in Peoria, Tazewell, Woodford, Marshall, Stark and Putnam Counties to vital health and human care programs by calling a single, confidential phone number. Heart of Illinois 2-1-1 can be contacted by dialing 211 from landline and cell phones. If a caller has trouble connecting, 2-1-1 can also be reached by dialing 309-999-4029 or visiting 211hoi.org.

LOCAL 974 NEWS – CLASSIFIED ADS

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.

Name _____ Badge No. _____

Address _____ City _____

Phone Number with Area Code (_____) _____

PLEASE CIRCLE TYPE OF AD:

Automotive Miscellaneous	Sporting Goods Real Estate	Household Goods Rentals	Pets Services	Clothing Wanted
ONE WORD PER SPACE				



LOCAL 974 NEWS

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OFFICIAL PUBLICATION LOCAL 974 NEWS (USPS 443170)

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

ATTENTION

THE LAW OFFICE OF **STEPHENS FIDDES MCGILL & ASSOCIATES, P.C.** IS NOW REPRESENTING CLIENTS FOR:

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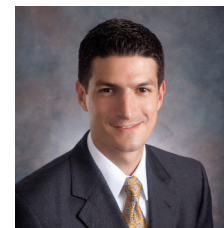
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