



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 63.2 • APRIL 2015



## Die Cast and Toy Sale

SATURDAY, APRIL 18, 2015

LOCAL 974 UAW UNION HALL  
3025 Springfield Road, East Peoria, Illinois

9:00 AM – 2:00 PM

ADMISSION -- \$1.00

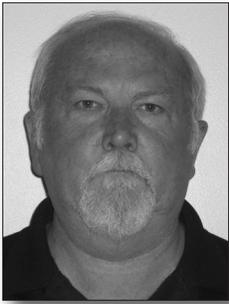
### DOOR PRIZES

Event sponsored by:  
The UAW Local 974 Heather Heninger Scholarship Fund Committee

All proceeds go to the  Heather Heninger Scholarship Fund

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





## PRESIDENT'S REPORT

RANDY SMITH, President

This may possibly be the last Local 974 news of this style. The Executive Board voted in February to suspend the newspaper as of June. Hopefully the Board can come up with a different style of newsletter.

Our new Governor has come out of the box swinging at organized Labor. Right to Work is not the solution to Illinois pension problems. Everyone should have gotten a letter from the Local regarding American Life Insurance. If you haven't please contact the Local.

Thanks to everyone who helped and donated to the March of Dimes Gate Drive. Also, thanks to everyone who came out to the Bowling Tournament and supported it to help the Scholarship. Without you we wouldn't be able to do what we have done for our kids & grandkids.

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

Randy Smith, UAW Local 974 President

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

# Spring

## DATES TO REMEMBER • 2015

GOOD FRIDAY • FRI. APRIL 3 (UNION HALL CLOSED)

EASTER SUNDAY • SUN. APRIL 5

CATFISH BEND BUS TRIP • TUES. APRIL 28

MOTHER'S DAY • SUN. MAY 10

UAW RED CROSS BLOOD DRIVE • MON. MAY 18

MEMORIAL DAY • MON. MAY 25 (UNION HALL CLOSED)

JUMERS' ROCK ISLAND BUS TRIP • TUES. MAY 26

## 2015-2016 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**  
Bobby Koller

**Second Vice-President**  
John Arnold

**Chair. of Insurance & Benefits**  
Jim Arrowood

**Chair. of Bargaining Committee**  
Terry Fischer

**Financial Secretary-Treasurer**  
John Shallenberger

**Recording Secretary**  
Kevin Peterson

## EXECUTIVE BOARD

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Jennifer Hund

**Guide**  
Randy Diehl

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Greg "Tiny" Larson

**Trustee**  
Kimberley D. Robinson

**Trustee**  
Greg "Goody" Goodin

**Cap Chairman**  
Gene Mabee

**TTT Member-At-Large**  
Dominic "Nic" Eads

**TBU Member-At-Large**  
Jerry D. Lloyd

**Mapleton Member-At-Large**  
J. C. Zimmerman

**Morton Member-At-Large**  
Melissa Bugg

**Tech Center Member-At-Large**  
Rodney Arms

**Mossville BB Member-At-Large**  
Marcia McCann

**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**  
David Mugrage

**Bargaining Chairman – Norforge**  
(Open)

**Bargaining Chair. – Tazewell Machine**  
Daniel Rainville

**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.**  
Frank Ehlert



## BARGAINING CHAIRMAN'S REPORT

TERRY FISCHER, Bargaining Chairman

I am sure everyone is ready for the spring weather to get here. Cabin fever has definitely been challenging with the extreme weather patterns for this time of year. The days are getting longer, meaning the warmer weather is around the corner.

To start off, we have 51 active grievances. With the Arbitrators selected last year, M. Glazer presiding over the Just Cause Arbitration cases and P. Florman presiding over the Issue cases, the backlog of the grievances sitting on the arbitration docket has been reduced, 242 grievances from July to 51 grievances as of 2/25/15. The International Union and Company representatives have held divisional pre-arbitration docketing sessions to review and resolve the backlog. Through this review, the International has been successful in getting the Company to settle up on some of these grievances. There are also some grievances that have been withdrawn because the company would not change their position, and the grievance facts did not merit arbitration. The balance of these grievances the International Reps have held open to gather more information and to prepare for arbitration on the dates listed for each division. We do have arbitration dates set for March and April – Just Cause cases for March 11 & 12, and Issue cases for March 17, 24 & 25.

In January, the company announced indefinite layoffs effective January 12 in the E. Peoria IMOD Business Unit. Most of those employees given notice of layoff have been released. Some of these laid off employees were contacted by the Morton Company Representatives about a layoff/recall opportunity to the Morton Facility, jobs in Labor Grade 1 & 2, LOA #1, Local language. Most of these offers of recall to the Morton Business Unit were job openings in the Mossville Building that is managed by the Morton Unit. The language in LOA #1 – Local, offers the laid off employees 2 options: Accepting the offer does not remove the employee from the recall list to all other business units under Local 974 and to jobs in Labor Grade 3 and above at Morton; or refusing the Morton job offer does not affect the employee's position on the recall list to the other business units under Local 974.

With the Caterpillar business forecast being flat for this year, we are seeing an increase from management enforcing policies and guidelines that are not normally addressed when business is good. The membership needs to be aware and follow the normal duties of his/her job responsibilities to avoid any issue that could lead to any type of disciplinary action. Should anyone

encounter problems on their daily job routine, be sure to request your Union Rep. to either witness or assist in resolving issues that arise. All of the membership in most of the business units have been put on notice and are accountable for their work and time on the job. Please be aware.

Again, I want to remind the membership about the company AWOL policy. Three days no call, no show – must contact the company by the 3rd day or be discharged on the 4th day. The company is enforcing this policy. Please take notice, Anyone taking unapproved time off – be sure to follow the call-in process on the absentee hot line, and call the supervisor; and bring in verification for the absences ASAP.

One more thing, absences regarding health issues require the physician's note stating, "unable to work" on all the dates on the absence.

There was also an announcement by Caterpillar in February that the company is closing a facility in North Carolina and moving this work to the Mapleton Foundry Division. Approximately 200 jobs will be added to our membership, with the time frame around the 1st or 2nd quarter of 2016. Welcome news for the community and our Local Union.

Negotiations for the 2017 contract are less than 2 years away and I want the Membership to be prepared for what may lie ahead of us in our attempts to negotiate and ratify a fair and equitable contract for you and your families. With all of the issues and problems we have encountered with the current contract, I personally believe the past history and willingness of the company is going to be a greater challenge to achieve what the membership deserves. Our membership's support of the Union is an important tool for bargaining. Show your support by getting involved and be active with your Union. All members are invited to attend the General Council meetings and Steward Council meetings.

In Solidarity,  
Terry

**Encourage and Show Your Support for Your Union –  
SOLIDARITY at Work, Home, and out in the Community!  
Wear Union Apparel!**



## FINANCIAL SECRETARY/TREASURER'S REPORT

JOHN SHALLENBERGER, Financial Secretary/Treasurer

Our Executive Board took action in February to temporarily suspend the printing and mailing of the newsletter in the form it is in today. The form of newsletter we want to go with is what several other unions are doing now. This will be quite a savings on printing. We would like the membership to access our website at [uawlocal974.org](http://uawlocal974.org) and read the newsletter there. At the same time you can sign up for emails and keep up to date with the events. If you don't have internet access we can still mail you a paper. By going to this process it will also save quite a bit on postage.

### TRANS PACIFIC-PARTNERSHIP (TPP)

I don't know how informed you are about the free trade agreement that is called the TPP, I have researched it on several different issues, none of it looks good for the United States. Free Trade is NOT Fair Trade!

A perfect example of free trade is N.A.F.T.A. this trade agreement cost the United States millions of good paying jobs.

The TPP Agreement that Congress will be doing a up or down vote on (Fast Track) this one should be voted down for the loss of more good jobs alone, but even more important is on food, meat, medicines standards and prices as we know them now will change. These other countries don't have to raise their standards to ours. But we will lower ours to theirs! Please take some time and do the research, then call your Congress Representative. Tell them NO Free Trade, NO Fast Track and NO TPP!

Remind them that we elect them to negotiate a Fair Trade Agreement issue by issue. Call Congress at 1-888-926-0045.

### 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's anything I can assist you with feel free to stop by or call me. I am always looking for ways to save our local money, checking prices on supplies, utilities, cost of phone service etc. I'm always open to listen if you have any ideas to help keep us fiscally sound.

In Solidarity, John R. Shallenberger  
Financial Secretary – Treasurer

JS:sdl/opeiu#9/afl-cio-clc

*“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*

### RECAPITULATION as of January, 2015

Income	\$ 206,760.40
Expenditures	<u>204,077.10</u>
<b>Excess of Income over Expense</b>	<b>\$ 2,683.30</b>

Regular Dues received on	3,593
Sub Dues received on	0
Bonus Dues received on	0
Initiation Fees received on	6

PER CAPITA TAXES:	
International Union UAW	\$ 110,707.83
CAP Council	5,925.02
CAT Council	4,366.26
Retirees Dues PCT	134.55
Ag Council	132.68
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>13.95</u>
<b>Total</b>	<b>\$ 121,464.29</b>

### RECAPITULATION as of February, 2015

Income	\$ 198,840.63
Expenditures	<u>191,120.46</u>
<b>Excess of Income over Expense</b>	<b>\$ 7,720.17</b>

Regular Dues received on	3,469
Sub Dues received on	0
Bonus Dues received on	0
Initiation Fees received on	20

PER CAPITA TAXES:	
International Union UAW	\$ 107,442.69
CAP Council	5,746.95
CAT Council	4,241.00
Retirees Dues PCT	618.15
Ag Council	140.80
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>12.67</u>
<b>Total</b>	<b>\$ 118,386.26</b>



# INSURANCE & BENEFITS REPORT

JIM ARROWOOD, Chairman Insurance and Benefits

Monthly individual premium rates for our retirees are lower for 2015. All premium rates for coverage are the result of a formula in our plan language.

The most difficult part of my job is handling reports to the administrator on the passing of our members. We know our surviving spouses appreciate us for helping them with the notification and getting their survivor pensions, health coverage continuation and life insurance issues resolved. We owe it to our members, at especially difficult times like these. It is comforting to know that because your loved one was a member of Local 974 you will have an advocate.

We handle hundreds of issues for members every week. We ask for patience from the Membership as we continue to do the best we can.

The office is seeing an increase in members looking at retiring this year. We expected this because the non-contributory pension plan freezes as of January 1, 2016. No accrual of continued credited service toward the basic benefit amount or the additional early retirement allowance will occur after 1/1/16.

You elected representatives last year to serve you in offices here at the Local. We, as officers, agreed to serve and work for you. We submit callouts each week to the Company. This allows us to do the work you elected us to do on your behalf. We work for those who elected us to a three year term.

Please Call For An Appointment If You Need To Discuss Our Benefit Language. Thanks!

In Solidarity, Jim Arrowood, Chairman

## RETIREES • Medicare Reimbursement

From time to time, I remind our retirees about the Medicare Part B reimbursement portion of our plan. If you or your spouse are medicare age, 65, and enrolled 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.

## Benefit Vendor Information

### CONTACT INFORMATION

**Caterpillar Benefits Center—Aon Hewitt**  
(Health & Welfare Eligibility,  
Pension, Investments)

1-877-228-4010  
Mon-Fri 8:00 a.m. - 6:00 p.m. (Central time)  
[resources.hewitt.com/cat](http://resources.hewitt.com/cat)

- Benefits eligibility
- Qualified status changes
- Dependent coverage (add/drop)
- FSA enrollment
- Pension
- Investments
- Retirement
- Retiree address changes
- Summary Plan Description

**UnitedHealthcare (UHC)**  
(Medical, FSA)

1-866-228-4215  
Mon-Fri 7 a.m.-5 p.m. (Central time)  
[myuhc.com](http://myuhc.com)

- Medical claims for Preferred Provider Organization (PPO)
- Year-to-date deductible/out-of-pocket information
- Benefit questions
- Explanation of Benefits (EOB)
- Provider search for UHC Network and Caterpillar NetWork providers
- Download claim and appeal forms

**Behavioral Health Services – Optum**  
(available in the UHC Network only)  
[www.liveandworkwell](http://www.liveandworkwell)  
1-866-374-6060 24-hour assistance

**Flexible Spending Account**  
(FSA Group #100300)  
1-866-228-4215  
1-915-231-1709 (fax)

**Cigna Dental**

1-800-244-6224  
Mon-Sun 24 hour coverage  
[mycigna.com](http://mycigna.com)

**Blue Cross Blue Shield (BCBS)**  
(Medical)

1-844-228-2227 or 1-844-CAT-BCBS  
Mon-Fri 7 a.m. - 7 p.m. (Central time)  
[www.bcbsil.com/caterpillar](http://www.bcbsil.com/caterpillar)

- Medical claims for Exclusive Provider Organization (EPO)
- Year-to-date deductible/out-of-pocket information
- Benefit questions
- Explanation of Benefits (EOB)
- Provider search for network providers

**Towers Watson's OneExchange**

1-866-766-6087  
Mon-Fri 8:00 a.m. - 8:00 p.m. (Central time)  
[medicare.OneExchange.com/Caterpillar](http://medicare.OneExchange.com/Caterpillar)

- Health Reimbursement Arrangement for select retirees

**Catamaran**  
(Prescription Drugs)

1-877-228-7909  
Mon-Sun 24 hour coverage  
[CatHealthBenefits.cat.com/drugbenefits](http://CatHealthBenefits.cat.com/drugbenefits)  
OR  
[mycatamaranrx.com](http://mycatamaranrx.com)

- Prescription drug formulary
- Co-pay and co-insurance information
- Prescription drug prior authorization

**ICORE**  
(Specialty Pharmacy)

1-866-554-2673  
Mon-Fri 8 a.m. - 7 p.m. (Eastern time)

**Walgreens Mail Service**  
(Prescription Drug Mail Service)

1-866-840-1222  
TTY 1-800-573-1833  
Mon-Sun 24 hour coverage, 7 days a week  
[walgreens.com/MailService](http://walgreens.com/MailService)

**MetLife**  
(Life Insurance)

1-888-228-1811  
Mon-Fri 7 a.m.-4 p.m. (Central time)  
[metlife.com/mybenefits](http://metlife.com/mybenefits)

- Life insurance products, coverage amounts, beneficiary designation and death reporting

**Mercer Voluntary Benefits**

1-877-294-8948  
Mon-Fri 7:00 a.m. - 5:00 p.m. (Central time)  
[YourChoiceVoluntaryBenefitsAndDiscounts.com](http://YourChoiceVoluntaryBenefitsAndDiscounts.com)

**HR Services Center-Americas**

1-800-447-6434 or 1-309-494-2363  
Mon-Fri 6:30 a.m.- 5:00 p.m. (Central time)  
[HR\\_Service\\_Center@cat.com](mailto:HR_Service_Center@cat.com)

**ActiveHealth**

1-888-227-6539  
[myactivehealth.com/caterpillar](http://myactivehealth.com/caterpillar)

- Online Health Risk Assessment
- Informed care program
- Lifestyle program
- Online tools

**Employee Assistance Program**

1-866-228-0565  
24 hour assistance available—  
confidential and free of charge  
[CatHealthBenefits.com](http://CatHealthBenefits.com) >  
**Employee Assistance Program**

**Caterpillar Issue Resolution Team\***

1-866-494-4562

\* If you have an issue or question about your benefits, always call UnitedHealthcare (UHC), Aon Hewitt, Catamaran, MetLife, Cigna or Blue Cross Blue Shield EPO. 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 Issue Resolution Team is completely voluntary and is not required as part of the benefit plans formal appeal process.

**CATERPILLAR**

In the event that the content of this document or any representations made by any person regarding the plan conflict with or are inconsistent with the provisions of the plan document, the provisions of the plan document are controlling. To the fullest extent permitted by law, Caterpillar reserves the right to amend, modify, suspend, replace or terminate any of its plans, policies or programs, in whole or in part, at any time and for any reason, by appropriate company action.

## BAD BEHAVIOR – AGAIN

STEVE MITCHELL, Plantwide Safety Chairman

It's hard to believe that by the time you read this it will be April 2015. I have the opportunity six times a year to address the brothers and sisters of UAW Local 974 through this forum with what a good friend calls my "screeds". If you look at the local union's website on the Safety Chairman's page ([http://uawlocal974.org/safety\\_chairman.asp](http://uawlocal974.org/safety_chairman.asp)), there are all of my past "screeds" and a link entitled, "Post a Question for the Safety Chairman". Last month I received this question, "Why do you allow behavior based safety programs that are unrealistic in nature exist without a fight"?

I apologize to the individual who posed this question for not responding back directly, but you didn't leave an email address for me to contact you. Specifically to your question, to my knowledge there has been only one grievance filed related to behavior based safety and I filed it (it is in the arbitration backlog for Issue Cases). I have heard of no other formal objections, only the rolled eyes, snickers and disgust from those who have to endure the behavior-based classes our employer has wasted millions of dollars upon.

I have written numerous times regarding behavior-based safety, or as it is more accurately referred to by our Steelworker friends as BS Safety. BS Safety is founded on the principle that almost every injury or illness is the fault of the employee who is hurt or made ill. The particular percentage of injuries and illnesses that are attributed to the fault of the injured worker depends on the specific brand of BS Safety, but they generally range from 75% to 96%. For a more in-depth description of BS Safety go to the following link [http://uawlocal974.org/BSSafety/Warning!\\_Behavior-Based\\_Safety\\_Can\\_Be\\_Hazardous\\_To\\_Your\\_Health\\_and\\_Safety\\_Program!.pdf](http://uawlocal974.org/BSSafety/Warning!_Behavior-Based_Safety_Can_Be_Hazardous_To_Your_Health_and_Safety_Program!.pdf)

BS safety is not new. More than 80 years ago, a researcher named Heinrich looked at thousands of injury and illness reports filled out primarily by supervisors. In these reports, the supervisors would have to either: a) take the blame for allowing workers to perform tasks while exposed to unsafe conditions, or b) blame the worker. Which of these two responses do you think Mr. Heinrich said were most abundant?

In order for BS Safety to work, we as workers have to be perfect every minute of every day. We can never make a mistake. We cannot be tired. We can never forget. We cannot be distracted. We have to perform our work tasks exactly the same every time. We cannot deviate from procedure, even slightly. That doesn't sound very possible, much less human, does it?

So the question I ask you is why do we get hurt? What causes our injuries? Is it the new job? Are we in a hurry? Do we get complacent?

Is our mind not on the job? Are we accident-prone? Could we have taken a shortcut? Are we concerned about our job security? Have we been up all night with a sick child or an aging parent? Do we have a teenager in trouble? Is our relationship or marriage falling apart? Do any of these things sound like something a human being might reasonably be expected to experience? According to BS Safety, these are the things you do to cause of your injuries and illnesses.

If you only remember one thing from this article, remember this, there is really only one thing that causes every injury or illness that has ever occurred or ever will occur and that is when a worker is exposed to a hazard. We cannot get cut on the sharp edge that is not there. We cannot get caught in a pinch point that is properly guarded. We can't be exposed to chemicals if they were either replaced with something non-toxic or if there is proper ventilation. Your employer, not you, has the legal obligation under the Occupational Safety and Health Act to provide a safe and healthy workplace for their workers that is free of recognized hazards.

It's easy to understand why BS Safety is so attractive to management. BS Safety turns the obligation to provide a safe workplace upside down and places the responsibility for remaining safe on the workers. Think of what is taught in these BS Safety classes. Stay out of the line of fire. Keep your mind on the task. Keep your eyes on the path. Watch out for pinch points. Granted, we have to follow rules and training we receive on specific hazards, but to me, listening to the tenants of BS Safety, it sounds like the hazards are just out in the open waiting to swallow you up. To this day, I have yet to see an incident where BS Safety would indicate an injury was the fault of the employer and not the employee.

What then would you think about the behavior of a manager who removes safety equipment from a work area? Do you think it makes sense to remove welding curtains from one specific work area in our largest fabrication building? In this particular area, workers weld, grind and carbon arc gouge in workstations only 15 to 20 feet apart. Originally workers who complained were told the removal was part of a 5S project. Later they were told that the curtains were removed because people were hiding behind them. As hard as it is to believe, a grievance regarding this specific issue was recently certified for arbitration.

To me, it is truly disappointing to have to use the grievance procedure for such a no-brainer problem. If the curtains were dirty either clean them or replace them. If people were truly hiding behind the curtain may be the company should hire someone to manage them, oh, that's what Supervisors used to do.

What was even more disappointing was to hear of the behavior of some so-called “Safety Professionals” who provided excuses for management after the curtains were removed. These “Professionals” believe the curtains were not needed because the polycarbonate safety glasses provided by the company filter out radiation that could harm one’s eyes and protected from the rest of the hazards. If that were truly the case, why is this the only welding fabrication area in the building where the welding curtains were removed? Why are there weld curtains along tour routes? Aren’t there any adults in charge down in the Bottoms?

In a different part of the East Peoria Plant, I’m told that an untrained worker was encouraged by a supervisor to perform tasks that would require Lockout/Tagout. As the story went, a particular maintenance function needed to be performed. The machine would have to be shut down until the contractor could be summoned and perform the task. Reportedly, with encouragement from his supervisor, the worker performed the task without Lockout/Tagout not once, but twice. Naturally, when questioned about this transgression, the supervisor developed amnesia and after some one-on-one counseling, so did the worker. How about that as an example of behavior?

One need not look much further for examples of the behavioral mindset than is common in some Medical departments. I have personally been asked when reporting to medical with an injury, “What did you do to hurt yourself”? Sometimes it is difficult when burned, crushed, broken, bruised, punctured, abraded, lacerated or otherwise damaged to remain civil when asked such a stupid question. The factual answer to the stupid question is, “I was doing my job”.

After being injured, workers are especially vulnerable when it comes to answering questions. The reporting of injuries has turned into a contest in which everyone blamestorming the incident points their fingers at the injured. Remember, everything you say in medical or during an inquisition investigation can and will be used against you later on.

Ask for your union representative to be present when you are asked to answer any questions that you feel could lead to you being disciplined or worse. Once you ask for your representative, wait in silence and do not answer any questions about the incident until you’ve had a chance to speak with your union rep. Remember, the less you say, the better, but be truthful no matter what. Ask your representative to copy what you say word for word, then ask for a copy of what management has written down. Read it thoroughly and clear up any discrepancies right there and then.

In conclusion, going back to the question that was originally posed to me, “Why do you allow behavior based safety programs that are unrealistic in nature exist without a fight”? The short answer is that I don’t allow it, you do. I don’t believe in C/I cards, I believe in the Safety Complaint Procedure in 8.3 of the contract. I filed a grievance and await the opportunity to have the case presented to an arbitrator. I have provided information as to why these programs have cost our employer millions of dollars that could have been used to address real problems that affect you every day. BS Safety is just that, it’s BS. Someday, you and your co-workers will have finally had enough of the BS. It is you and your brothers and sisters that have the power to make changes happen.

Steve Mitchell, Plantwide Safety Chairman

## ***UAW Local 974 Women’s Committee*** **Raffle Tickets**

# *Weber 22 1/2" Grill*



*(Valued at \$100.00)*

***1 for \$5.00 or 3 for \$10.00***

***Drawing to be held during  
General Council Meeting  
Sunday, September 13, 2015  
(Need not be present to win)***



## The Editor's Desk

By Rick Corbin

On January 31st the local put on the Annual Bowling Tournament Fundraiser at Sunset Lanes in Pekin. Our members fielded 27 teams this year and all lanes were full. The teams were made up of all skill levels and everyone had a great time.

The Bargain Chairman from 2488, Roger Goodwin fielded a team from their local and we appreciate their support.

Your editor took the time to watch several teams perform and witnessed someone nail a striker on one lane, and see someone else fall flat on their approach in the next lane. Even the bowlers who fell down enjoyed the afternoon. That's the way it should be all told, the tourney raised \$2,862.65.



Brothers from 2488, Thanks guys!



Full house for the event, well done people!

## Remembering Our Brothers and Sisters

### January

Richard W. Woodmancy	R	01/01/15
William R. Herrmann	R	01/03/15
Elzie L. Miller	R	01/06/15
Earl L. Stolz	R	01/09/15
William R. Mc Neeley	R	01/10/15
Arthur J. Guyton Sr.	R	01/12/15
William C. Flynt	R	01/12/15
Raymond L. Fox	R	01/13/15
Clarence Montford III	A	01/15/15
William F. Martin	R	01/16/15
Terry J. Lohnes	A	01/18/15
Walter O. Hamann	R	01/19/15
Jeffrey R. Bolson	R	01/20/15
James C. Layne	R	01/20/15
Donald G. Steelman	R	01/21/15
Ronald C. Effler	R	01/28/15
Anita K. Hasty	R	01/28/15
Delzon O. Cripe	R	01/30/15
Kenneth R. Morgan	A	01/30/15
Mario Ingrassia	R	01/31/15

### February

Cecil K. Fisher	R	02/02/15
John R. Compton	R	02/04/15
Teddy J. Pruitt	R	02/06/15
William P. Lance Sr.	R	02/07/15
William G. Saathoff	R	02/08/15
Albert M. Hacker	R	02/11/15
Patrick b. Mountjoy	R	02/12/15
Robert E. Barnett	R	02/16/15
William A. Lanius	R	02/16/15
Lester R. Hacker	R	02/16/15
Robert M. Kindilien	R	02/17/15
Dennis R. Bennett	D	02/20/15
Dorothy E. Hampton	R	02/24/15
John J. Baurer	R	02/24/15
Harold E. Hauply	R	02/25/15
Lawrence J. Andersen	R	02/27/15
Everett L. Chenoweth	R	02/27/15
Brent C. Getz	R	02/27/15

Please notify us when one of our present or past members passes away.  
We no longer receive the deceased list from the company.

*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.

## 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

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OR VISIT

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

PAID ADVERTISEMENT

# UAW LOCAL 974 CALENDAR



## APRIL 2015

- Fri 3 **Good Friday** Union Hall Closed
- Sun 5 **Easter Sunday**
- Sun 12 **Executive Board Meeting** 11:00am  
**General Council Meeting** 1:00pm
- Wed 15 **Retirees' Chapter Mtng & Dinner** 11:30 am
- Thu 16 **Safety Council Meetings** 8:00 / 12:00 / 4:00pm
- Sat 18 **Spring Die Cast & Toy Sale** 9:00am - 2:00pm
- Thu 23 **Steward Council Meetings** 8:00 / 12:00 / 4:00pm
- Tue 28 **Catfish Bend Casino Bus Trip** 8:00 am

## MAY 2015

- Sun 10 **Mother's Day**
- Mon 18 **U.A.W. Red Cross Blood Drive** 11:00am - 5:00pm
- Wed 20 **Retirees' Chapter Meeting & Dinner** 11:30am
- Thu 21 **Safety Council Meetings** 8:00 / 12:00 / 4:00pm
- Mon 25 **Memorial Day** Union Hall Closed
- Tue 26 **Jumer's Rock Island Casino Bus Trip** 8:00am
- Thu 28 **Steward Council Meetings** 8:00 / 12:00 / 4:00pm

## RETIRES CHAPTER UAW LOCAL 974

### WED POTLUCKS – APRIL 15 & MAY 20

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

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

### BUS TRIPS

**Tuesday, April 28 – Catfish Bend**

**Tuesday, May 26 – Jumer's Rock Island**

*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.**

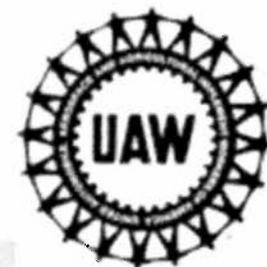
# ***FAST TRACK IS BAD FOR UAW FAMILIES***

- The UAW strongly opposes Fast Track because historically, Fast Track has led to unfair trade practices that have left millions of American workers out of work.
- Fast Track makes it easier for U.S. companies to move overseas where they can abuse workers and the environment.
- Fast Track keeps Congress from doing its job: shaping and debating legislation, and only gives elected leaders an up or down vote.
- Fast Track authority only serves to make it easier to pass trade deals and provide certainty for negotiators, but provides no certainty to the American worker.

**CALL CONGRESS AND TELL THEM:**

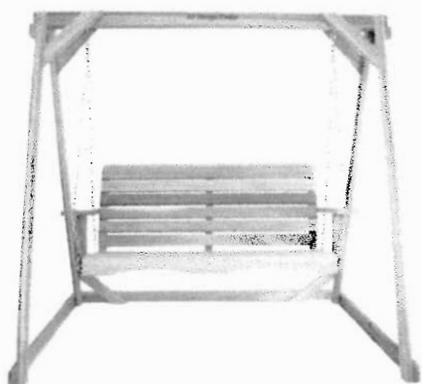
***NO ON FAST TRACK***

***1-888-926-0045***



For more information talk to your Local Union President.  
[www.nofasttrack.com](http://www.nofasttrack.com)

rkm  
opeiu494



Congratulations to Mike Byrd the winner of the Veteran's Committee 40" HD TV. The Veteran's Committee has tickets on sale for a 4 foot porch swing with stand on sale until April 12, 2015. Tickets are \$1.00 per ticket or 6 for \$5.00. The drawing for the swing will be Sunday, April 12, 2015.

UAW 974  
Veteran's Committee

Name \_\_\_\_\_

Address \_\_\_\_\_

City, State \_\_\_\_\_

Phone \_\_\_\_\_

## UAW Local 974 Veteran's Committee

Proceeds will benefit the Veteran's Committee

### Four Foot Porch Swing with Stand

Drawing to be held during General Council Meeting

Sunday, April 12, 2015

UAW Local 974 Union Hall

3025 Springfield Rd. • East Peoria, IL

*Help our Veteran's Committee*

*Need not be present to win*  
**\$1.00 per ticket or 6 for \$5.00**

*Leonard A. Unes Printing Co. Supports UAW 974*



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

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**CALL TODAY for an appointment to find out if you may qualify for hearing aids with little or no out of pocket expense!!**

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[richard@wtlawoffice.com](mailto:richard@wtlawoffice.com)



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PAID ADVERTISEMENT

**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.**

**NEED HELP? CALL:**  
*Heart of Illinois* ★  
**2-1-1**  
*Get Connected. Get Answers.*

Advanced Medical Transport United Way

**AVAILABLE 24/7 - FREE - CONFIDENTIAL - 211HOI.ORG**

**CALLING 211 CONNECTS YOU TO SERVICES INCLUDING:**

- food, shelter, clothing & utility assistance
- physical & mental health services
- job training & transportation assistance
- home-delivered meals
- childcare & after school programs
- and more . . .



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.

# HeartlandVision

**For All UAW 974 Members**  
**Union Discounts • Bill Your Insurance Directly**

## OUR VISION BENEFITS AT HEARTLAND VISION

SERVICE	MEMBERS	RETAIL
COMPREHENSIVE EYE EXAM	\$40.00	\$59.00
FRAME	\$34.00	up to \$79.00
DESIGNER FRAMES (frames with retail price over \$100)	30% OFF RETAIL	FULL PRICE
<b>LENSES:</b>		
SINGLE VISION	\$40.00	\$60.00
LINE BIFOCAL	\$65.00	\$95.00
LINE TRIFOCAL	\$85.00	\$125.00
<b>PROGRESSIVE LENSES:</b>		
BASIC	\$110.00	\$160.00
PREMIUM	\$170.00	\$235.00
ULTRA PREMIUM	\$225.00	\$295.00
ALL OTHER PROGRESSIVE LENSES RECEIVE A 20% DISCOUNT		

SERVICE	MEMBERS	RETAIL
<b>EYEGLOSS LENS OPTIONS:</b>		
HI-INDEX 1.60 (thinner lens)	\$50.00	\$70.00
HI-INDEX 1.67 (ultra thin lens)	\$95.00	\$130.00
POLYCARBONATE (impact resistant)	\$30.00	\$40.00
TRANSITION LENSES (darken and lighten)	\$80.00	\$100.00
POLARIZED SUNGLASS LENSES	\$65.00	\$85.00
TEFLON CLEAR COAT WITH ANTI-REFLECTIVE COATING	\$89.00	\$109.00
ZEISS ANTI-REFLECTIVE COATING	\$75.00	\$79.00
<b>CONTACTS:</b>		
10% OFF RETAIL PRICE (1 YEAR SUPPLY)		
CONTACT LENS PACKAGE (Exam, fitting fee, and 3-month supply of select spherical contacts)	\$99.00	\$153.00

20% DISCOUNT IS AVAILABLE ON MOST OTHER PRODUCTS AND SERVICES NOT NOTED IN THE ABOVE PRICE SCHEDULE. Prices valid through December 2015.



### HEARTLAND VISION – PEORIA'S UNION SHOP OPTICAL PROVIDER

Call Heartland Vision to set up an appointment and have them verify your eligibility.

2524 W. Farrelly Ave. (Next to Avanti's) • PEORIA, IL 309-681-4679 [www.heartlandvision.com](http://www.heartlandvision.com)

This discount schedule can be used with our insurance with United Health Care and Blue Cross.  
**HEARTLAND VISION** also accepts your old insurance plan for members who retired before 1992.



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## A Good Union Member

- A good union member... shows up for work every day on time and ready to work;
- A good union member... gives a fair day's work for a fair day's pay;
- A good union member... gets involved in their local union;
- A good union member... helps a brother or sister member in need;
- A good union member... attends their union meetings, asks questions and offers positive input;
- A good union member... shares the positive attributes and advantage of being part of organized labor to those who will listen;
- A good union member... gets involved in their community;
- A good union member... steps up when it's time to defend and build their local union;
- A good union member... studies the candidates, looks at their labor voting record, considers the recommendations of their union and votes;
- A good union member... votes in every election and ensures that their family and friends register and vote;
- A good union member... volunteers to knock on doors and promote political candidates to other union members when asked by the leadership of their local – this is to prevent an Indiana or Wisconsin situation in Illinois; and
- A good union member... always does MORE than what is required of them. Are you doing more?

Remember, take pride in your union and its accomplishments. These accomplishments did not come easy. Please remember that unionism is not a heritage, but rather must be continually protected and fought for by men and women who enjoy its rewards. Marty Helpers



## MISCELLANEOUS

Gibson hummingbird acoustic electric guitar. Like new with case \$1,500. 309-256-7139

2 sewing machines Kenmore straight sew. Husgvarna Viking sew embroidery machine. Prices negotiable. 309-392-2342

Optelec Clearview + \$1,500. Machine magnifies print. People with low sight issues can still read. 224-542-9411

20" pork chop bike banana seat seat, high bars, chrome. \$100. 309-676-5409

Cook kit box fold-down counter frt. Pans & cuttlery kit, \$60. Kamp kook gas-stove \$50. 309-370-7109

Water skies new, cascade o'brien sears melamine trixters cascade slalom ski rope. 309-370-7109

Jabsco marine oil drain pump. \$50. New. 2 boxes new life jackets. 309-370-7109

Four man tent montgomery ward canvas with wooden carrying box. \$75. 309-370-7109

Oar & pole. \$20. 309-370-7109

New runner sled, \$50. Two old sleds \$30. toboggan \$70. 309-370-7109

Patient lift & slings, \$50. Baby monitor & novelty collectable teapots, \$2 each. Stuffed animals \$2 each. Salt & pepper collections b.o. & more. Must dial (309) 340-0754

## HOUSEHOLD GOODS

Home theatre surround sound system, 4 speakers \$25. 309-251-2633

## SPORTING GOODS

26" Schwinn Erand womens bike, white tires, rack on back. 309-676-5409

24" girls trek bicycle VGC. 309-676-5409

26" tall mens Schwinn cross fit bike VGC. 309-676-5409

## WANTED

6 row front mount cultivator for 560 IH tractor. 217-482-3520

Lawn mowers for parts & recycling. Free disposal of unwanted lawn mowers. Will pick up. 309-347-8151

High school yearbooks Washington 1967. Richwoods 1964. reasonably priced. 309-349-2246

## AUTOMOTIVE

Tires 4 each 215-70-R15 Bridgestone Blizzac new condition 309-676-5409

2007 Honda goldwingtrike and trailer miles 42,200 price \$28,500. Lots of extras GPS ABS 309-538-4553

1986 Harley Davidson FXRS low mileage one owner. 309-546-9803 (evenings)

## SERVICES

The Country Cabin. Professional taxidermy at a reasonable price with quick turn over. 309- 258-8371

Tim's Painting Interior Exterior painting quality painting at affordable prices Free Estimates. INSURED. 309-251-9262



### CHANGE OF ADDRESS FORM

NAME: \_\_\_\_\_ BADGE # \_\_\_\_\_

NEW ADDRESS: \_\_\_\_\_  
\_\_\_\_\_

Phone (Home) \_\_\_\_\_ Cell: \_\_\_\_\_

Email: \_\_\_\_\_

Please check: Active \_\_\_\_\_ Retired \_\_\_\_\_ Disability – Laid off (date) \_\_\_\_\_

Please check: Supplemental \_\_\_\_\_ Competitive Wage \_\_\_\_\_ Full Time \_\_\_\_\_

PLEASE RETURN FORM TO LOCAL 974, UAW, 3025 SPRINGFIELD RD., EAST PEORIA, IL 61611, ATTN: BECKY

## 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)

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

# ATTENTION

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

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Our firm has successfully represented **thousands** of UAW members and their dependants in their personal injury, wrongful death, and/or worker's compensation cases, and has recovered **millions** of dollars for injuries and lost wages. **No fees/costs until you win!**

Our firm has attorneys on staff who concentrate in:

- Bankruptcy
- Estate Administration and Probate
- Wills and Trusts
- DUI and Driver's License Reinstatement
- Criminal Law: Felonies and Misdemeanors

**ALL AT REDUCED FEES FOR UAW MEMBERS  
AND THEIR DEPENDENTS!**

**PRE-PAID LEGAL PLANS ACCEPTED**

**Denied Social Security Disability?** Don't Give Up! Our attorneys can analyze your case **free of charge**. There is never a fee unless you win.

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Attorneys for the Injured

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