



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

LOCAL 974 NEWS

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



VOL 88 • DECEMBER 2021



Sunday, December 12, 2021 . Amalgamated Local 974, UAW

Mark Your Calendars!

RANDY DIEHL, President

Local 974 is back up to approximately 3,200 members and Caterpillar is trying to hire more people in most of the business units. I hope Caterpillar's business stays this busy forever, but especially past us achieving a successful new contract in a little over a year. Please do everything that you can to save as much money as you can between now and March 1, 2023. In the event that Caterpillar does not negotiate a fair, competitive new contract for our membership we must be prepared to reject the contract and go on strike for as long as it takes. Let's hope that Caterpillar has recognized the value of our members and doesn't force this to happen.

Stay safe and In Solidarity,
Randy Diehl

President
Randy Diehl

Executive Vice-President
Matthew Diebel

Second Vice-President
Tony Newton

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John Arnold

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Judy Poulsen

Recording Secretary
Matthew Butler

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Guide
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Caleb Kelly

M-A-L EP Transmissions
Ken Gregory

M-A-L EP Undercarriage
Cain Thomas

Mapleton CMO Member-At-Large
Amy Gale

M-A-L Mapleton Seals

Cody Carter

Morton GDC Member-At-Large
Angie Speer

TSD Member-At-Large
Rodney N. Arms

Skilled Trades Member-At-Large
Tony Reed

SPBU Member-At-Large
(Open)

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Loren Meyers

Retiree's Chapter President
Jane Evans

C.A.P. Chairman
James W. Tabor

Bargaining Chair. – Unit 1 Caterpillar
Bobby Koller

Bargaining Chair. – Unit 4 TMW
Mike Brown

Bargaining Chair. – City of Delavan
Michael Evans

Bargain. Chair. – Mason City PW
(Open)

Bargain. Chair. – Mason City PD
(Open)

Bargain. Chair. – Unit 12 South Pekin
Andrea Cantrall

[illegible]

INSURANCE & BENEFITS REPORT – December 2021

JOHN ARNOLD _____

Hello everyone! I hope you all had a wonderful Thanksgiving. Annual Enrollment has come and gone for this year which included a couple of surprises. The biggest surprise of all was that the premium for the retirees that are on the old insurance plan and are 65 or older decreased. I was really expecting those premiums to go up for 2022. Thankfully, they didn't and you can find the chart of all the premiums within this newsletter. Just a reminder to all retirees that the 2022 premiums will begin with the February pension check.

I want to briefly talk about network vs. non-network when it comes to the Dental and Vision benefits. Cigna (dental) and VSP (vision) have their own network of providers that you can go to with a possible chance at a better price than if you went to some place that is not in their network. But, regardless of where you go when it comes to using your dental and vision benefits, Caterpillar is only going to pay so much per year. So, you can go to any dentist you want but Caterpillar is only going to pay \$1,500.00 for the year. The amounts they pay for procedures are locked in. When it comes to getting glasses the Caterpillar insurance is only going to pay \$150.00 - \$160.00 every two (2) years. So with all that being said, if you want the best bang for your buck then I would recommend staying with network providers. If you want to verify a business is in the network, you should call Cigna at 1-800-244-6224 for any dental related concerns and you should call VSP at 1-800-877-7195 for any vision related questions.

In closing I want to wish everyone a very Merry Christmas and a Happy New Year.

In Solidarity,

John Arnold,
Insurance & Benefits Chairman

RETIREES - Medicare Reimbursement

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

The Plan will reimburse your Medicare premium up to \$99.50 per month every January and July. This only pertains to members and spouses that opted out of the management/executive plan and retired prior to March 26, 2017. **You must contact Alight Solutions (Hewitt) at 1-877-228-4010 to enroll for the reimbursement. Once you're signed up, you won't have to sign-up again.**



Congratulations on your retirement. If you have recently retired from Caterpillar, please don't forget to come by the UAW Hall and pick up your Retiree hat, pin and membership card.



FINANCIAL SECRETARY TREASURER'S REPORT

JUDY POULSEN

FINANCIAL REPORT DECEMBER 2021

| SEPTEMBER 2021 | | OCTOBER 2021 | |
|----------------------------------|------------|----------------------------------|------------|
| Income | 181,603.10 | Income | 180,577.31 |
| Expenditures | 178,755.64 | Expenditures | 174,409.14 |
| Excess of Income over Expense | 2,847.46 | Excess of Income over Expense | 6,168.17 |
| Regular Dues received on: | 2,823 | Regular Dues received on: | 2,755 |
| Bonus Dues received on: | 3 | Bonus dues received on: | 0 |
| Initiation Fees received on: | 117 | Initiation Fees received on: | 98 |
| PER CAPITA TAXES: | | PER CAPITA TAXES: | |
| International Union UAW | 96,204.65 | International Union UAW | 93,349.78 |
| CAP Council | 5,149.75 | CAP Council | 4,995.68 |
| CAT Council | 3,829.69 | CAT Council | 3,706.46 |
| Retirees Dues PCT | 191.10 | Retirees Dues PCT | 48.75 |
| Labor Council of West Central IL | 184.00 | Labor Council of West Central IL | 184.00 |
| Ag Imp Council | 107.68 | Ag Imp Council | 111.36 |
| IPS Council Pooled Arb Fund | 5.44 | IPS Council Pooled Arb Fund | 6.72 |
| TOTAL: | 105,672.31 | TOTAL: | 102,402.75 |

Bard Optical

For All UAW 974 Members

Union Discounts ~ Bill Your Insurance Directly

Our Vision Benefits at Bard Optical

| VSP Choice Plan (former Executive Plan) | | VSP Access Indemnity Plan (former Union \$150 Allowance Plan - Benefits every 2 years) | |
|---|--|---|---------------------------------|
| SERVICE | COST | EXAM/FRAMES: | Members Retail |
| Comprehensive Eye Health Exam | \$20.00 Co Pay (per year) | Comprehensive Eye Health Exam | \$40.00 \$59.00 |
| Contact Lens Exam | \$60.00 Co-Pay (per year) | Frame | \$34.00 up to \$79.00 |
| Frame Benefit | \$160.00 allowance (per 2 yrs) | Designer Frames | 30% OFF RETAIL FULL RETAIL |
| Contact Lenses | \$140.00 allowance (per year) instead of glasses | LENSES: | |
| Lenses | \$20.00 Co-Pay for standard lenses (once per year) | Single Vision | \$40.00 \$60.00 |
| Additional 25% discount on frames over \$160.00 and lens add-ons! | | Line Bifocal | \$65.00 \$90.00 |
| <small>\$20 Co-Pay for "medically necessary" contact lenses (designated by a doctor in cases where a patient's vision cannot be corrected through the use of glasses)</small> | | Line Trifocal | \$85.00 \$190.00 |
| | | PROGRESSIVE LENSES: | |
| | | Basic | \$110.00 \$190.00 |
| | | Premium | \$170.00 \$240.00 |
| | | Additional 25% discount on other progressives and lens add-ons! | |

VSP Insurance covers routine optometric visits only. Medical visits are covered under the member's health insurance and/or Medicare.

Bard Optical is a medically modeled practice which allows its doctors to diagnose, treat and follow eye diseases with extended testing equipment other practices simply do not offer. This allows members to avoid unnecessary referrals. Also, every member, retiree or family member who purchases a complete pair of glasses will receive a FREE pair of single vision prescription sunglasses!

BARD OPTICAL -- UAW 974's OPTICAL PROVIDER

Call Bard Optical or go to bardoptical.com to schedule an appointment and verify your eligibility.

| | | | | |
|---------------|--------------|-------------|--------------|---|
| Peoria | | Pekin | 309.353.9313 | |
| Metro Centre | 309.692.8222 | Washington | 309.444.2277 | Our other 12 offices may be near kids in college. |
| Campustown | 309.672.2273 | East Peoria | 309.694.2273 | |
| Knoxville | 309.713.3664 | Canton | 309.647.0366 | |
| Grand Prairie | 309.691.1320 | Galesburg | 309.343.7799 | |

PAID ADVERTISEMENT



2022 Retiree Premiums

UNION PLAN Pre-65 Premiums Retiree from 1-1-92 until 3-26-17

| BC/BS OR UHC | |
|--------------|----------|
| EE | \$352.14 |
| EE+SP | \$704.28 |
| EE+DEP | \$704.28 |
| FAMILY | \$704.28 |
| SP ONLY | \$352.14 |
| SP+DEP | \$704.28 |
| DEP ONLY | \$352.14 |

INCREASE

UNION PLAN Post-64 Premiums Retiree-- 1-1-92 until 3-26-17

| BC/BS OR UHC | |
|--------------|----------|
| EE | \$211.83 |
| EE+SP | \$423.66 |
| EE+DEP | \$423.66 |
| FAMILY | \$423.66 |
| SP ONLY | \$211.83 |
| SP+DEP | \$423.66 |
| DEP ONLY | \$211.83 |

DECREASE

Married and on the Union Plan
w/ one being 65+ **\$563.97**

Blue Cross Blue Shield

| Deductible | Coinsurance | MOOP |
|------------|-------------|---------|
| \$500 | 80/20 | \$2,000 |

Surviving Spouse Premiums

| | Pre-65 | Post-65 |
|--------------|----------|----------|
| Spouse | \$234.76 | \$141.22 |
| Spouse/Child | \$469.52 | \$282.44 |
| Child(ren) | \$234.76 | \$141.22 |

*If the Member retired between 1/1/1992 - 1/1/2005
& passed away AFTER 1/10/2005
these are your premiums.

NON-BARGAINED/MANAGEMENT PLAN (This part is ONLY if you are on the mgmt plan)

| BC/BS | UHC | UHC CHOICE | UHC MAX |
|----------|----------|------------|----------|
| \$252.00 | \$162.00 | \$95.00 | \$59.00 |
| \$630.00 | \$405.00 | \$238.00 | \$148.00 |
| \$504.00 | \$324.00 | \$190.00 | \$118.00 |
| \$882.00 | \$567.00 | \$333.00 | \$207.00 |
| \$378.00 | \$243.00 | \$143.00 | \$89.00 |
| \$630.00 | \$405.00 | \$238.00 | \$148.00 |
| \$252.00 | \$162.00 | \$95.00 | \$59.00 |

NON-BARGAINED/MANAGEMENT PLAN

Pre-65 On Medicare-Disabled Premiums (Only available if covered by the mgmt plan)

| BC/BS | UHC | UHC CHOICE | UHC MAX |
|----------|----------|------------|---------|
| \$105.00 | \$68.00 | \$40.00 | \$25.00 |
| \$263.00 | \$170.00 | \$100.00 | \$63.00 |
| \$210.00 | \$136.00 | \$80.00 | \$50.00 |
| \$368.00 | \$238.00 | \$140.00 | \$88.00 |
| \$158.00 | \$102.00 | \$60.00 | \$38.00 |
| \$263.00 | \$170.00 | \$100.00 | \$63.00 |
| \$105.00 | \$68.00 | \$40.00 | \$25.00 |

NON-BARGAINED/MANAGEMENT RATES STAYED THE SAME

Union Retiree-United Healthcare MOOP Chart

| Retired | Coinsurance | Deductible | MOOP |
|-----------------------------|-------------|------------|-----------|
| 1/1/1992 to 3/16/1998 | 90/10 | 300/600 | 750/1500 |
| 3/16/1998 to 1/1/2005 | 80/20 | 300/600 | 1000/2000 |
| 1/10/2005 to 3/1/2011 | 80/20 | 500/1000 | 1500/3000 |
| 4/1/2011 to 3/26/2017 | 80/20 | 700/1400 | 2000/4000 |

2022 Healthcare Plan Options ACTIVE ONLY

| | Traditional Plan Options | | Consumer-Directed Health Plan Options | |
|--|--------------------------|-------------------------------|---------------------------------------|-------------------------------|
| | BCBS National (EPO) | UHC Choice Plus (PPO) | UHC Consumer Choice (CDHP) | UHC Consumer Max (CDHP) |
| Individual Deductible | \$500 | \$800 | \$1,500* | \$3,000* |
| Family Deductible | \$1,000 | \$1,600 | \$3,000 | \$6,000 |
| Individual MOOP | \$2,000 | \$3,000 | \$3,000* | \$5,000* |
| Family MOOP | \$4,000 | \$6,000 | \$6,000 | \$10,000 |
| Medical Co-Insurance (in-network / out-of-network) | 20% / 100% | 20% / 50% | 20% / 50% | 20% / 50% |
| Office Visit-- Primary care | \$20 co-pay | Co-insurance after deductible | Co-insurance after deductible | Co-insurance after deductible |
| Office Visit-- Specialist | \$40 co-pay | Co-insurance after deductible | Co-insurance after deductible | Co-insurance after deductible |
| Preventive care/screenings/immunizations | No charge in-network | No charge in-network | No charge in-network | No charge in-network |
| Employee-only Premium | \$140 | \$90 | \$53 | \$33 |
| Employee + Spouse Premium | \$350 | \$225 | \$133 | \$83 |
| Employee + Child(ren) Premium | \$280 | \$180 | \$106 | \$66 |
| Family Premium | \$490 | \$315 | \$186 | \$116 |
| Annual HSA seed from Caterpillar | Not eligible for H.S.A. | Not eligible for H.S.A. | \$300/ \$600 | \$550 / \$1,100 |

*On the CDHP options, the individual deductibles and individual MOOPs only apply to those enrolled in the employee-only coverage tier. For all other coverage tiers, you must meet the family deductible and family MOOP.

If you're subject to the spousal surcharge, it's \$145 per month in addition to your premium.

Notice the annual H.S.A. seed amounts:

The 1st number is the amount Caterpillar will deposit in your H.S.A. if you enroll in the employee only coverage.

The 2nd number is the amount Caterpillar will deposit in your H.S.A. if you enroll in any other coverage tier.

You must open an H.S.A. through Caterpillar's designated H.S.A. vendor (HealthEquity) to receive company contributions.



Make every day amazing



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| |
|--|
| Peoria • 4704 N. Sheridan (309) 688-4327 |
| Pekin • 2508 Court (309) 346-5323 |
| Canton • 511 N. Main (309) 647-0920 |
| Bloomington • 211 S. Prospect, Ste. 14 (309) 451-4312 |
| East Peoria • 103 River Rd., Ste. C (309) 966-2697 |
| Lincoln • 620 Broadway St (217) 605-0453 |



Amazingly rechargeable hearing aids with battery life of 30 hours.

Enjoy a clearer, fuller and richer sound experi-

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





Election Code Changes-2021 – SB 825 (HFA 2)

1. **Illinois Primary Set For June 28, 2022:** The Illinois Primary for next year is changed from March to June 28. The following dates (just for 2022) were also in the statute:
 - a. Petition circulation begins January 13.
 - b. Candidate filing period: March 7-14
 - c. Vote by mail ballot request period: March 30 to June 23
 - d. Early voting begins May 19.
2. **State holiday:** November 8, 2022 (General Election Day) declared a state holiday.
3. **Political committee random audits:** Provisions created around audit selection and procedures.
4. **Central voting locations:** Election authorities are mandated to have one central voting location at the election authority or largest municipality that voters can use regardless of precinct they are registered in. This is only for 2022.
5. **Curbside voting:** Election authorities may establish curbside voting during early voting and on election day. Curbside voting was allowed and used for 2020 in response to pandemic issues.
6. **Permanent vote by mail status:** Election authorities must allow voters to apply for permanent vote by mail status. This means the voter will be able to vote by mail every election without having to apply each time. Voter can request to be removed any time. Election offices are required to send a notice to all voters about access to the permanent vote by mail list – “You may apply to permanently be placed on vote by mail status using the attached application.” Election authorities must create method and deadlines to allow voters on the vote by mail list to change party affiliation for primary voting.
7. **Temporary county jail voting booths:** County sheriff may provide a voting booth at the county jail available for those in custody who reside in the county and have not been convicted.
8. **Local government ordinances:** Local governments cannot pass ordinances or referenda to require a member of the general assembly to resign state office in order to run for office on the local level.
9. **County board redistricting:** County boards have until Dec. 31, 2021 to redistrict. The county boards may use “any reasonable method” to determine population, including the American Community Survey 5-year data.
10. **Cybersecurity:** All election authorities shall have “.gov” websites and emails. Mandates risk assessments and regular vulnerability scans and employing security tools on computers.
11. **High schools:** Voter registration guidance (developed by BOE) shall be disseminated to all high school students.
12. **Gender and civil union language revisions:** Updates language concerning State Central Committee and throughout the statute concerning gender and civil unions.
13. **Political committee expenditure:** PACs may expend funds on lease or purchase of vehicles if primary use is campaign or governmental function.
14. The legislation has immediate effective date upon becoming law. It awaits the governor’s signature.





UAW LOCAL 974



23rd ANNUAL 9-PIN NO TAP TEAM TOURNAMENT

Sponsored by: Local 974 Heather Henninger Scholarship Committee

SATURDAY, FEBRUARY 5, 2022

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

--- Cut along the Line ---

9-Pin No Tap Team Tournament Entry Form

Team Name: _____

Bowler 1: _____ **Bowler 2:** _____

Bowler 3: _____ **Bowler 4:** _____

Bowler 5: _____

Phone Number: _____ **Email:** _____

Entry fee: \$100.00 for 5 person team

Please make all checks payable to: UAW Local 974

Return completed entry form and entry fee to:

UAW Local 974
3025 Springfield Road
East Peoria, IL 61611

For more information call: Matt Diebel (309) 712-3743 or Randy Diehl (309) 251-3377



5 person teams consisting of **ANY COMBINATION** (Male & Female Bowlers).



There will be One (1) squad at 1:00 p.m.



Teams should check in one-half hour before their squad starts.



The number of teams that qualify for the Tournament based on a 3 game series will be 1 of 7 entries based on qualifying scores.



The teams in the Tournament will be seeded after the scores are turned in and the qualifying Round will begin immediately following.



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



Cost: \$100.00 for 5 person team.

FOOD & DRINK SPECIALS

50/50'S

DOOR PRIZES

DECEMBER 2021 – CALENDAR OF EVENTS

| | |
|-------------------------|---|
| SUNDAY, DECEMBER 12TH | EXECUTIVE BOARD MTNG – 12:00 PM |
| SUNDAY, DECEMBER 12TH | MEMBERSHIP MTNG – 1:00 PM |
| THURSDAY, DECEMBER 16TH | STEWARD MTNGS – 8:00 AM; 1:00 PM; 4:00 PM |
| THURSDAY, DECEMBER 16TH | SAFETY MTNGS – 8:00 AM; 12:00 PM; 4:00 PM |
| FRIDAY, DECEMBER 24TH | CHRISTMAS EVE (UNION HALL CLOSED) |
| SATURDAY, DECEMBER 25TH | CHRISTMAS DAY (UNION HALL CLOSED) |
| FRIDAY, DECEMBER 31ST | NEW YEAR'S EVE (UNION HALL CLOSED) |

JANUARY 2022 – CALENDAR OF EVENTS

| | |
|------------------------|---|
| SATURDAY, JANUARY 1ST | NEW YEAR'S DAY (UNION HALL CLOSED) |
| MONDAY, JANUARY 3RD | NEWSLETTER DEADLINE – (FEBRUARY PAPER) |
| SUNDAY, JANUARY 9TH | EXECUTIVE BOARD MTNG – 12:00 PM |
| SUNDAY, JANUARY 9TH | GENERAL COUNCIL MTNG – 1:00 PM |
| MONDAY, JANUARY 17TH | MARTIN L. KING JR. DAY (UNION HALL CLOSED) |
| THURSDAY, JANUARY 20TH | STEWARD MTGS – 8:00 AM; 1:00 PM; 4:00 PM |
| THURSDAY, JANUARY 20TH | SAFETY MTGS – 8:00 AM; 12:00 PM; 3:00 PM; 4:00 PM |
| TUESDAY, JANUARY 25TH | JUMERS CASINO BUS TRIP – (PENDING) |



IT'S YOUR FAULT

It's that time again and by time you read this we will be moving into the holidays. I hope you stay safe and the Covid pandemic is soon put behind us all. October 12, 13th and 14th we had our UAW/Cat safety conference where all UAW Safety representatives and their Caterpillar EHS management counterparts from all Caterpillar facilities come together and present what Safety improvements we have worked together implementing through the year. This is a contractual obligation for the Union and the company to reaffirm their common goals for a safer, more productive workplace for our employees and members. Sadly these presentations are done by Caterpillar management and very few UAW facility Safety representatives are allowed to contribute or are included in any of the facility improvements or presentations.

The Union and the company have a difference of opinions on how certain safety programs are implemented. The company's favorite is Behavior Based Safety or sometimes referred to as BS Safety. It's 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 type of BS Safety, but they generally range from 75% to 96%. Building KK percentage was presented at 70% at this year's safety conference.

Behavior based safety is not new. It is one of the oldest and most outdated theories and approaches to safety. In the 1930s and 1940s 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 would be most abundant? 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

I recently read an article Unions and Behavior Based Safety: The 7 Deadly Sins. (Proactsafety.com) The article research of complaints of behavior based safety were grouped into seven categories. Unfortunately, these seven methods commonly are used in many Behavior Base Safety approaches and almost guarantee resistance.

THE SEVEN DEADLY SINS OF BBS ARE:

1. Blaming - Believing, teaching or assuming that most accidents are caused by unsafe behaviors of workers. Starting with this flawed premise creates a shaky foundation and instant animosity for a behavioral approach. Studies that often are cited to make this point are questionable and misquoted. Most classification of accidents into behavioral categories referred to prevention rather than root cause. One study stated that if anyone could have done anything differently to prevent the accident, it was classified as caused by worker behavior.

Dean Gano, who developed a problem-solving methodology for NASA, argues in the book Apollo Root Cause Analysis that behaviors never can be the root cause of an accident, since there always is a cause for the behavior. Starting BBS with such statements or assumptions suggests that workers are to blame and must solve their own problems. Ignoring conditional and organizational issues that can cause both accidents and unsafe behaviors is a formula for failure: failure to produce maximum results and failure to solicit support.

2. Confronting - The belief that BBS must target the unsafe behaviors that cause accidents and eliminate them by worker-to-worker confrontation. The No. 1 reluctance of workers to be observers is the fear of confrontation. They are willing to watch and identify potential risks, but they truly dread having to convince their fellow workers to change. There is a sense of pride in the way work is performed (especially among experienced workers) and such confrontations are a rude invasion of this pride. The first reaction usually is, "What makes you think you know more about safety than I do?" The training that observers receive in most BBS processes falls short of qualifying them as safety experts. It falls completely short of preparing them to successfully confront and change behavior on the spot. The whole idea of confrontation assumes that the problem can be solved by the individual and ignores the impact of other influences (i.e., conditional, organizational, cultural, etc.). **Kerry Patterson et al., in their recent book Influencer, suggest that direct confrontation is almost always ineffective in producing a change in behavior.**

3. Idealism - The belief that BBS is a silver bullet that can replace your other safety efforts. Some of the academic experts in BBS have espoused the theory that BBS is some kind of miracle cure for all that ails safety. Such assumptions are alluring to managers who potentially could solve all their problems with one pill that they don't have to swallow. In fact, giving this pill to workers potentially could absolve managers of all responsibility in safety and give them a handy scapegoat for anything that goes wrong. In addition, managers may think they can save money in their budget. Instead of spending money to fix things and make them safer, they simply can alter the workers' behaviors to avoid the hazards. BBS has been most successful as a supplement to traditional safety efforts, not a replacement or redundant process.

4. Punishing - The belief that it is OK to use punishment for failure to shape behaviors. Discipline is a tool that infers blame and willful disobedience. **Attempts to use discipline in voluntary processes almost always fail and cause resistance.** When early behavior-based safety processes tried to use discipline as a tool to establish behavioral change, the unions instantly protested. This approach created the perception that BBS was being used to get union brothers and sisters spying on each other. Including behaviors on a BBS checklist that overlap or duplicate safety rules or procedures almost ensures that punishment will follow observations.

5. Isolationism - The belief that management should be completely omitted from BBS processes. Some approaches to BBS utilized workers exclusively and asked managers and supervisors to take a hands-off position. This hindered the BBS process from being able to address organizational issues and furthered the stigma of blaming workers and expecting them to work out their own behavioral problems.



6. Exclusion - The belief that it is not necessary to involve unions in the decision to implement a behavioral approach. Many unions were completely excluded from the decision to apply BBS and from any discussions about how to structure the process or select participants. Unions care deeply about the safety of the employees. Not involving the elected representatives in collaborative discussions about an employee-led safety process is an ineffective change strategy and most importantly, disrespectful.

7. Inflexibility - The belief that one form or methodology of BBS is right for every site. Ignoring cultural, regional, organizational and conditional differences from site to site and organization to organization was the norm among the early approaches to BBS. Academics tend to seek elegant, universal solutions and sometimes overlook the significance of site-to-site differences. Unions have good ideas of how to better fit safety processes to their sites and they were largely or completely ignored in favor of the "perfect" solution.

Unions have resisted behavior based safety based on each of these seven problems, but BBS can be implemented in a union-friendly way that does not include these issues. In fact, unions have embraced BBS when they carefully replaced each of these seven concerns with more effective and union-sensitive approaches.

THE RIGHT APPROACH INCLUDES THE FOLLOWING:

1. Rather than fixing the blame, focus on fixing the problems.
2. Realize that people make behavioral choices for a reason. If you don't change the reason, you probably won't change the behavior. So rather than confronting a fellow worker taking a risk, try to find out what is influencing that behavior, document it and take it to a steering team who will prioritize and address the issues.
3. Acknowledge that BBS is no silver bullet, but just another tool in your safety toolbox. Carefully separate BBS from traditional safety programs and allow them to work synergistically together without duplication or overlap.
4. **Carefully separate any punishment from the process.** BBS should be separate from traditional safety, and behaviors on BBS checklists should not overlap with rules and procedures. This ensures that no one is disciplined for BBS observation data.
5. Define management and supervisor's roles, responsibilities and expectations in BBS in such a way that they support without taking over the process. Enforce these guidelines to ensure they are executed properly.
6. Include the unions in the decision to implement BBS, and in the design and customization of the process for the site. Their input is valuable and essential to success.
7. Stay true to the basic tenets of BBS, but customize and innovate approaches to fit the culture, the site and any other programs in place, such as 5S and Lean and Six Sigma.

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 Behavioral 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. 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. Behavioral Safety Programs are so attractive to management because it 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.

The facility I work at Caterpillar has been allowed 4 accidents to be their goal for the year. When the number of accidents surpassed 4 then the blaming and punishment began. One of the injuries that recently occurred the employee was being shadowed by a Manufacturing engineer and their function is to support the employee in being able to perform the production process correctly and safely. The employee made an assembly error and tried performing a task that should have been done by a repairman and was injured. The employee was suspended. Manufacturing engineer was present and made no attempt to warn or instruct the employee.

After being injured, workers are especially vulnerable when it comes to answering questions. Remember, everything you say in medical or during an 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.

Loren Meyers
Plantwide Safety Chairmain



Remembering Our Brothers and Sisters

September

| | | |
|----------------------|---|----------|
| Patrick W. Hunt | R | 09/01/21 |
| Loren C. Smith Sr. | R | 09/03/21 |
| Michael A. Fitzanko | R | 09/07/21 |
| John W. Muman | R | 09/08/21 |
| Davis L. Hendricks | R | 09/08/21 |
| Larry D. Shelabarger | R | 09/09/21 |
| Timothy J. Churchill | R | 09/10/21 |
| James C. Roberson | R | 09/11/21 |
| Ronald E. Worsfold | R | 09/14/21 |
| Craig R. Chione | A | 09/15/21 |
| Marie A. Walker | R | 09/15/21 |
| Ronald C. Cusac | R | 09/16/21 |
| Paul A. Mack Jr. | R | 09/18/21 |
| LeRoy L. Knox | R | 09/20/21 |
| Robert S. Lewis | R | 09/22/21 |

October

| | | |
|------------------------|---|----------|
| James F. Humphreys | R | 10/01/21 |
| Robert R. DeTrempe Jr. | R | 10/02/21 |
| Richard D. Scherer | R | 10/03/21 |
| Ronald J. Morris | R | 10/05/21 |
| Thomas M. Miller | R | 10/05/21 |
| Carl D. Little | R | 10/06/21 |
| Paul O. Russell | R | 10/06/21 |
| John C. Wolf | R | 10/09/21 |
| Michael D. Rogers | R | 10/10/21 |
| Dennis R. Mathias | R | 10/11/21 |
| James E. Neal | R | 10/11/21 |
| Gary L. Sale | R | 10/13/21 |
| Altha L. Doby | R | 10/13/21 |
| Ronald E. Hazelman | R | 10/14/21 |
| Charles A. Mastronardi | R | 10/14/21 |
| Lyle D. Carey | R | 10/14/21 |
| James L. Fierce | R | 10/17/21 |
| James I. Merry | R | 10/17/21 |
| William L. Martin | R | 10/18/21 |
| Robert L. Hankins Jr. | R | 10/18/21 |
| William E. Lincoln | R | 10/19/21 |
| Gerald W. Bogner | R | 10/19/21 |
| Leland E. Block | R | 10/20/21 |
| Eric J. Rinehart | R | 10/22/21 |
| Allen J. Draper | R | 10/26/21 |
| Earl A. Servis | R | 10/29/21 |
| Larry F. Pilkington | R | 10/29/21 |
| Clyde K. Culp | R | 10/30/21 |
| Donald E. Schaidle | R | 10/31/21 |

Forever

 Remembered

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

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





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RETIREES CHAPTER UAW LOCAL 974

ALL POTLUCKS HAVE BEEN CANCELLED UNTIL FURTHER NOTICE.

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



January – Jumers Casino (Pending Confirmation)

February – Isle of Capri (Pending Confirmation)

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

HOW CAN I JOIN THE RETIREE CLUB?

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

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

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

Contact Retirees' Officers at 309/694-3151

Jane R. Evans, President • Velma Walton, First Vice President • James W. Tabor, Second Vice President

Pam Newman, Recording Secretary • Gary E. Hall, Sergeant-At-Arms • Thomas J. Bencher, Financial Secretary

Raymond "Dale" Cassel, Guide • David Blumenstock, Trustee • Steven C. Adams, Trustee • Garry Rendleman, Trustee

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BARGAINING CHAIRMAN'S REPORT

BOBBY KOLLER _____

Greetings Brother and Sisters,

As we get to the end of the year all the big holidays are ahead of us like Christmas and New Year's, so to start this off being the last paper edition of the year I want to wish all our members the best and hope all members get to spend time with their families during the holidays.

The Bargaining Chairman's office remains busy with call and grievances, currently we have 8 issue and 6 just cause grievances on the active grievance agenda. After firing the issue grievance arbitrator, the International and the company struck a panel of arbitrators and now we have a new issue arbitrator. I should have new dates for 2022 coming soon.

We have changed the normal stewards meeting from December 23rd to December 16th, 2021. We also added an extra meeting to help with some new work times, 8:00 a.m., 1:00 p.m., 3:00 p.m. and 4:00 p.m. In the October meetings we covered new hire information as well as some John Deere strike information.

Caterpillar continues to hire but the attrition rate appears to be high. On June 30, 2021, the COVID-19 benefits for positive and quarantined expired but Caterpillar did not get into a hurry to cover the members during a time when they needed it. On October 1, 2021, Caterpillar rolled out a new COVID-19 benefits to partially cover COVID-19 positive results, no coverage for quarantine and 40 hours for a positive test. It's of my opinion that the partial coverage for testing positive for COVID-19 is a slap to our members face, maybe this is why the attrition rate is high at Caterpillar.

Once again, I want to wish all the UAW Local 974 members a Merry Christmas and a Happy New Year!!

Please don't hesitate to call me at the Union Hall with any questions or concerns at (309) 694-3151.

In Solidarity,

Bobby Koller
Bargaining Chairman



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

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

Local 974 News – Classified Ads**LIMIT 16 WORDS PER AD – ONE (1) AD PER ISSUE – DEADLINE: 1ST OF THE MONTH**

Ads should be submitted to UAW Local 974,

3025 Springfield Road, East Peoria, IL 61611-4801. No ads will be accepted on the telephone.

Ads will be accepted ONLY when they are submitted on this form.

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