



LOCAL 974 NEWS

Representing Workers at Caterpillar, LTD Industries,
Tazewell Machine, Norforge, and Delavan City Workers



VOLUME 57 ISSUE 1

62

FEBRUARY 2009



LOCAL 974 UAW RETIREEES FISH FRY

Sunday, March 29, 2009
12:00 noon – 4:00 pm

UAW Local 974
3025 Springfield Rd, East Peoria

\$7.00 Adults
\$3.00 Children
(12 and younger)

Fish – Potato Salad – Baked Beans



Desserts for Sale Soda – \$1.00

Proceeds go to the Bel-Wood Nursing Home Christmas Fund
For additional information contact the Retirees at Local 974 309-694-3151

UAW LOCAL 974 EXECUTIVE BOARD

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(Open)

Bargaining Chairman - LTD

Rod Malott

Bargaining Chairman - PMP

(Open)

Bargaining Chairman - Norforge

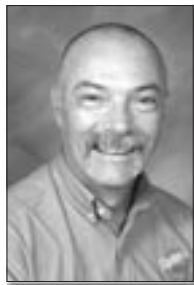
Pamela Smith

Bargaining Chair. - Taz. Machine

Terry Beebe

Bargaining Chair. - City of Delavan

Russell Stone



PRESIDENT'S REPORT

RICK DOTY, President

I hope that everyone had a good holiday season and is ready to face the work of a new year. Over the past few weeks I have been meeting with

Senator Dave Koehler working hard to save the jobs at the Mossville Engine Division. Our conversations have included putting together some type of State incentives to encourage Caterpillar to keep the jobs in Mossville where they belong. Mossville Building BB as you know is equipped with state-of-the-art technology for assembling engines and we should all be proud of the products that have come from this division. By the time this article goes to print it is my hope that our efforts in Springfield will yield a good outcome.

Should that not be successful let's talk a little about the current situation and what the future could hold. By now most of you working in the Mossville Facility understand the kind of company that you work for. The company which bargained a two-tiered wage and benefit package so they could compete in the global market from an Illinois base is literally dumping your job. The Membership voted to ratify this agreement and have been doing an excellent job performing their related job and task.

The company on the other hand has decided to reward your efforts and hard work by moving your jobs. Caterpillar is turning their back on the very people and communities that have helped and supported them as they rose to a record profit-producing company. We have asked the company what will be brought into the Mossville Facility to replace these jobs and to no one's surprise there has not been a response...rest assured, we will continue to ask.

I am not certain of this fact but would guess that if we are not successful in Springfield there are further layoffs and job loss in our future. Begin now putting yourself in a position to fight, protect and keep what our brothers and sisters of yesterday and today have fought so hard to gain for each of us. Pay down or off any loans you may have, avoid the temptation to incur further debt and begin saving as much as you can each month. Negotiations are but two years away and those of us remaining must be prepared to "stand together like the tide and move as one force."

**COME TO THE MEETINGS,
BE INFORMED AND
GET INVOLVED.**

In Solidarity,
Rick Doty, President

BENEFITS FOR DISLOCATED WORKERS

- **All Kids Health Insurance** You are automatically eligible to enroll your children under age 18 in the program since you are losing your job due to layoff. Please contact the program for eligibility requirements 1-866-255-5437 or www.allkidscovered.com
- **Twenty-Six Weeks of Unemployment Insurance**
- **Eligible for Retraining** The program must be on the approved program list of the State of Illinois or the Local Workforce Investment Area you are seeking services from. The program must be a specific course of study that offers a certificate or a degree.
- **Assistance with Resume and Job Interview Skills** These are available from the Local Workforce Investment Area.
- **Workforce Network or Career Link** It is important to keep in mind that the education/ training and resume assistance is available to you right now. If you live in Marshall, Peoria, Stark or Woodford counties your service provider is Workforce Network. The phone number for Workforce Network is 309-495-8900. If you live in Fulton, Mason, McLean or Tazewell Counties your service provider is Career Link. The number for Career Link is 309-346-4171.



BARGAINING CHAIRMAN'S REPORT

WES HOGSETT, Bargaining Chairman

Happy New Year, Brothers and Sisters. I hope that everyone had a wonderful and safe holiday season. Unfortunately, Cat played SCROOGE at Christmas by announcing that they were accelerating their plans at the Mossville Engine Center. They announced on December 18, 2008, that 814 employees would be permanently laid off

starting February 23 thru March 9. Caterpillar preaches and advertises about "TEAM" Caterpillar. Well, this just goes to show what "team" means to them. They want "team" when it means you taking care of Caterpillar, but they forget about "team" when it comes to them taking care of you. A lot of what they demanded in the last round of bargaining was aimed at eliminating any long-term ties to their employees. They accomplished this by reducing recall rights, increasing the period of time to obtain job security and limiting the time that an employee can be on disability. The Union just happened to be handbilling an informational leaflet on job security the same day that the layoffs were announced. The feedback on this informational leaflet has been good, but we would like more members to let us know what they thought. You can do this in person, by phone, or by email (bargainchair@uawlocal974.org). We appreciate any and all input.

The economic downturn is starting to effect Cat. They have announced temporary layoffs (TLO's). TLO's can be up to 12 weeks a year, with up to 10 days of these weeks being used in increments of less than a week. This means the Company could use up to 10 days, one day at a time, if they need to.

Any employee that hired in after January 10, 2005 and has three years seniority will be eligible to file for State Unemployment and also receive \$100 per week from the Company for a maximum of 26 weeks during the life of the agreement. If a post January 10, 2005 employee is indefinitely laid off, they have recall rights that are equal to their seniority with a maximum of three years.

In arbitration, we have an arbitrator Alan Cook and have dates scheduled. The dates are February 17 and 18 plus March 11 and 12. The dates will be used for the Mossville Engine Center.

There was a Cat Council meeting here at Local 974 on December 11, 2008. Rick Doty, Craig Miller, Roger Routt and myself attended. The next meeting is tentatively scheduled for January 29, 2009. It is to be held at the Region 4 office in Lincolnshire, Illinois.

Educating our membership is a top priority. We are in the process of educating our Steward body on ways to communicate with the members they represent. This will hopefully be a step in the right direction in getting our membership involved in their Union.

Finally, it looks like the New Year will be full of challenges. The things that are out in front of us can be dealt with successfully only if we stand together. Solidarity is the only way that Labor has a voice in their workplace. Caterpillar does not want you to have that concerted voice.

In Solidarity,
Wes Hogsett, Bargaining Chairman

Printer Error – Missing from article in the December 2008 newsletter

On September 30 there was a Cat Council Meeting held at this Local. Rick Doty, Terry DeFrates and myself attended. The Council has decided to meet once a month from now until further notice to work on issues pertaining to bargaining. It is our plan to handbill the gates with this information. This office would like your response to these leaflets. The next meeting is scheduled for November 18 in Aurora. Rick Doty, Jack Trone, Joe Maxwell and myself are scheduled to attend.

The subject of new hires is on my mind as always. We as senior employees need to put a priority on making all new hires feel welcome and are not afraid to come to us with their concerns. Please take it upon yourselves to go and meet these new hires at the earliest opportunity. If you are not their Union Rep. make sure that they get introduced to their

Union Steward, and if possible, their Committeeman. Show them the bid board and their Union bulletin boards. Explain to them the importance of watching the overtime sheets, if posted, and the bid boards. Also, find out if they were given a contract book. It is the company's responsibility to give them one at the time they start work. Be diligent at taking all of these newly hired employees under your wing to help assure that they make it through their probation period and that they feel that they can come to any of us for help and guidance.

The holidays will be upon us by the time you receive this newsletter. I hope that you had a wonderful Thanksgiving. Christmas is just around the corner. Remember the less fortunate in this season of giving. Give thanks for all that you have and all those in need. May the New Year bring wonderful things to all.



HEARTLAND VISION

HEARTLAND VISION – PEORIA'S UNION SHOP OPTICAL PROVIDER

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

**2524 W. Farrelly Avenue, Peoria (Next to Avanti's)
309-681-4679 www.heartlandvision.com**



Your vision benefits through your United Health Vision Plan provides members and dependents with a \$150 benefit to be used for eye exam and materials. This benefit is available every two calendar years.

HEARTLAND VISION WILL EXTEND A 20% UNION ENDORSEMENT DISCOUNT ON MOST PURCHASES, apply your benefits, and the difference is your out-of-pocket expense.

Heartland Vision also accepts your old insurance plan for members who retired before 1992.

PAID ADVERTISEMENT



FINANCIAL SECRETARY/TREASURER REPORT

JOHN SHALLENBERGER, Financial Secretary/Treasurer

YEAR IN REVIEW

(2008) Recap of how dues dollars were spent. As you can see we are still firm believers in training

our leadership preparing them for upcoming negotiations. If you know Caterpillar like we do, they don't want to give you anything, but they want everything out of you. Most importantly is, get informed if you have any questions stop by or call the union hall.

TRAINING FOR THE YEAR

- Ninety-two Stewards trained here at the Local
- Four Stewards and two Committeemen were trained in Ottawa on Advanced Grievance Handling
- Two New Grievance Chairman sent to Black Lake for a Leadership Conference
- Four Safety Chairman and Sub Committeemen sent to Black Lake for Advanced Safety Training
- The Local sent five members for Organizing Training and we continue a 50/50 split with the International to keep one member of staff fulltime at the Local
- The President and I went to Detroit, Michigan for LM-2 Guidelines and Financial Conference
- The Local sent two members to Black Lake for L.U.P.A. Conference

OTHER EXPENSES

- Our Tri-Annual Election was held
- We had our parking lot repaired and sealcoated
- Our Retirees purchased the Walter Reuther Memorial rock and landscaped around it. What a perfect time for the monument as we celebrated our 60th Anniversary at the Labor Day Picnic
- Speaking of our Retirees – I want to give them a special *thank-you* for all they do, from the Blood Drives, Fish Fry's for Bel-Wood Nursing Home Christmas presents, Craft Shows, Die Cast & Toy Shows, Golf Outings, and Bowling Tournament Fundraisers for the Scholarship Funds
- On top of all this, our retirees are always there when it comes to political mailings, phone banking and fundraisers for politicians.
- Speaking of Politics – a job well done on getting our new President elected. It couldn't have come at a more desperate time

As we head into a new year with a grim outlook on the economy the Local is fiscally sound and I thank the Executive Board, General Council, Retirees, Secretaries and Janitor for helping keep us fiscally sound.

V-CAP CHECK OFF

Remember you can sign up to get V-CAP check off deducted right out of your check. As little as \$2 a month gets you a chance for your name to be put in the drawing.

The drawing was October 4, 2008 for another cash prize of \$15,000 or a 2008 Custom Harley Super Glide. If you're not on V-CAP check off, drop by the hall and sign up or have your Steward or Committeeman bring you a card to sign. This year's winner of \$15,000 was Lance Eudell, an active member of Local 1268 in Belvedere, Illinois.

CONTACT YOUR DUES OFFICE

If any member is going out on Medical, Worker's Compensation, Family Leave, Military Duty, retiring or quitting, please contact the Dues Office with your last day worked and also your return to work date. We no longer receive lists from the Company and this will be of great assistance to the Local. It will also help keep records for you, if needed.

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 to 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.



SERVICE MEN AND WOMEN

As always, please keep all the Service men and women in your thoughts and prayers.

Sincerely, John R. Shallenberger

RECAPITULATION as of November 30, 2008

Income	\$ 335,774.25
Expenditures	<u>303,610.26</u>
Excess of Income over Expense	\$ 32,163.99

Regular Dues received on	6,450
Bonus Dues received on	1
Initiation Fees received on	54

PER CAPITA TAXES:

International Union UAW	\$ 156,945.63
CAP Council	\$ 10,122.75
CAT Council	\$ 7,492.10
Retirees Dues PCT	\$ 507.00
Ag Council	\$ 258.48
Council of West Central Illinois	\$ 184.00
IPS Council Pooled Arb. Fund	<u>\$ 16.66</u>
Total	\$ 175,526.62

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

WALTER REUTHER

RECAPITULATION as of December 31, 2008

Income	\$ 359,691.98
Expenditures	<u>334,981.41</u>
Excess of Income over Expense	\$ 24,710.57

Regular Dues received on	6,477
Bonus Dues received on	3,126
Initiation Fees received on	46

PER CAPITA TAXES:

International Union UAW	\$ 180,359.99
CAP Council	\$ 9,952.75
CAT Council	\$ 8,627.27
Retirees Dues PCT	\$ 280.80
Ag Council	\$ 253.04
Labor Council of West Central Ill.	\$ 184.00
IPS Council Pooled Arb. Fund	<u>\$ 16.35</u>
Total	\$ 199,674.20



INSURANCE AND BENEFITS REPORT

JIM ARROWOOD, Chairman Insurance and Benefits

Please keep in mind the newsletter deadline we use for our articles. We submit our articles approximately one month

prior to the newsletter going to the printer.

In the December meetings of the Steward Council and our Executive Board I tried to convey how I perceived the future, as it will impact those members we represent. In doing so I said, "All corporations tend to react the same when facing economic challenges. Part of those reactions has historically been to demand more concessions from their workforce. A current example can be seen in Detroit. Our Brothers and Sisters at GM, Ford and Chrysler have been put on notice."

Ironically the partial solution to address the financial crisis as it affects our UAW Brothers and Sisters in the auto industry is to bring wages and benefits down to match foreign auto makers in right-to-work-for-less states. What was not mentioned in this logic was the fact that paying lower wages and benefits did not seem to be the answer for Toyota. Even at the lower compensation for their workers, Toyota has posted a loss for 2008 and a 37% drop in sales volume. This causes me then to ask how low do we need to go? Maybe they will decide to then

compare our compensation to workers in Mexico or off shore to other countries. Brothers and Sisters, lowering our negotiated compensation and benefits will not resolve the financial turmoil caused by deregulation and greed.

Hewitt has taken over as administrator for enrollment and eligibility of our plan language concerning coverage. Effective January 1, 2009 issues such as adding a dependent, notification of loss of a spouse, enrollment in UAW/Caterpillar Medicare reimbursement and others, the number to call is 1-877-228-4010.

Defending and protecting the supplement plan that includes our benefit language is a full time job. Each of us needs to understand how we are all protected by the language in this document. We receive calls from time to time from members who are displeased with our negotiated plan. It is understandable to a point. Make no mistake, without the negotiated language included in this document we would have much more serious problems.

The layoffs in the 1980's, the labor dispute in the 1990's, these are just a couple of decades of history with lessons to learn from. As with all history lessons, the results should be taken in to account and used as tools for the future. We don't have a crystal ball to read the future.

We do however have the ability to learn from our past and negotiate in the future from a position of strength that comes from solidarity. Negotiating from a position of strength is the only way we have ever had to arrive at signed agreements containing language we could accept.

CALL FOR AN APPOINTMENT

If you need to come to the office to discuss our benefit language.

In Solidarity,
Jim Arrowood
Chairman UAW Local 974
Insurance and Benefits Office

NOTE -

PEORIA AREA TROOP SUPPORT GROUP meets every 2nd and 4th Thursday at 6:30 pm at the UAW Local 974 Union Hall. You are all invited.

ADMINISTRATORS

Cat Health Care Plan (United Health PPO)	866-228-4215
Dental Coverage	866-228-4215
F.S.A.	866-228-4215
RESTATE Prescriptions Drugs	877-228-7909
Health Care Premium - Questions	877-228-4010
Pensions (Hewitt)	877-228-4010
Life Insurance (Met Life)	888-228-1811
Enrollment and Eligibility	877-228-4010

WEBSITE UPDATE

www.uawlocal974.org

I want to invite everyone to go to the Local's website and see the new design. After a few long months, we finished the design and went live with it on December 18, 2008. There are a few new things on there and the set up is different from the way it was before.

You can now view all of the Safety Reps. in each facility or ask a question of the Plant-wide Safety Chairman. You can sign up to be on the email database in order to be better informed. You can also view and print the reservation form for renting the Hall or Pavilion.

We now have the updated charts for benefits. They show you what your monthly premium will be for 2009 and there are links that you can use to help you with benefits. Also, there is a Community Services and Human Rights page. If you need help with finances, stress, or anything else, you can get help by going to the site and finding out who you need to talk to.

I personally hope you like the newly updated website. You can view it at www.uawlocal974.org.

In Solidarity,
John Arnold, Recording Secretary

Mark your calendars...



**2009 Local 974
Red Cross
Blood Drives**

11:00 am - 5:00 pm

Monday, January 26
Monday, March 23
Monday, June 1
Monday, July 27
Monday, September 28
Monday, November 23

W. D. "Bill" Corum
Blood Drive Coordinator

IS THE BELL STILL RINGING?

STEVE MITCHELL, Plantwide Safety Chairman

With the spirit of Christmas still fresh in my mind, I find this is a difficult article to write. If you've ever read the story "Polar Express" to your children or grandchildren or seen the movie, you'll understand what I say when I tell you, *I still hear the bell*. Therefore, it troubles me to have to broach this subject, but from where I stand, I can't be silent while our injured brothers and sisters continue to be disadvantaged.

The definition of a work-related injury for purposes of reporting to OSHA is this: *You must consider an injury or illness to be work-related if an event or exposure in the work environment either caused or contributed to the resulting condition or significantly aggravated a pre-existing injury or illness (OSHA 1904.5(a)).* I find it curious that so many injuries that occur at work end up being classified by our employer as non-work-related when according to OSHA's definition they are. The workplace doesn't have to be the sole cause of the injury or illness, only a contributing factor. There are nine exceptions where injuries are not considered work-related listed in OSHA's 1904.5(b)(2) and they almost never apply to our jobs. The definition of what constitutes "significantly aggravated a pre-existing injury or illness" is found in OSHA 1904.5(b)(4). You can read these in their entirety at www.osha.gov or by going to www.uawlocal974.org – Safety Chairman – Research Workplace Hazards – and either search for 1904.5(b)(4) from the search box on the OSHA home page or use the OSHA Standards search engine.

What is the rationale behind the denial of work-relatedness for injuries suffered on the job? There has to be a reason. Is the company trying to hide the true number of injuries from OSHA? Is this another way of effectively shifting healthcare costs to workers by attempting to convince us that that our injuries are not work-related "according to OSHA", therefore we pay co-pays and deductibles that would have to be covered by CAT if the injuries were classified work-related? Are there those who get financial rewards or promotions for "improvements" in safety statistics no matter how they are achieved? Do CPS Audit scores, STIP or SMART goal results unintentionally drive some misguided people to make decisions detrimental to workers? If so, would decisions like these be in keeping with our "values"?

What benefit does a worker gain from being injured? We all know how injured workers are treated and what it means to us and our families. We understand the fears of supplemental

workers who will not report injuries as evidenced by the story in President Rick Doty's report last issue, which told of a supplemental worker who cut the cast off of his broken hand so that he could go to work because he feared he would lose his job if he told his boss he'd broken it at work the night before.

I feel all of us owe a debt of gratitude to those licensed health care providers who have these roles in our workplaces. These special people have endured many, many hours of education and training to learn how to help or heal us when we need it the most.

Did you know that healthcare providers take oaths? Nurses recite the Nightingale Pledge which says, "...With loyalty will I endeavor to aid the physician, in his work, and devote myself to the welfare of those committed to my care..." Physicians take the Hippocratic Oath which says in part, "According to the law of medicine, but to none others, I will follow the system of regimen which, according to my ability and judgment, I consider for the benefit of my patients and abstain from which is deleterious and mischievous."

Having read the oaths sworn by those entrusted with our health and well-being in the workplace, I wonder why it seems that a small number of those health care providers appear to have strayed from the ideals in the oaths they pledged? I understand their susceptibility to pressure from forces which have nothing to do with the ethical practice of medicine and everything to do with the corporate balance sheet.

Do they truthfully have the best interest of the injured at heart or is their allegiance first and foremost to their employer? Why or how could some healthcare providers violate the trust given to them and seemingly turn away from those who they have sworn to help. Why would someone say they didn't know what is wrong with an injured worker and tell them that they should go see their own doctor when the injury is work-related? Something is terribly wrong.

Increasingly it seems that statements given while being treated for work-related injuries or during accident investigations are getting twisted and end up haunting the injured worker. If you are injured, ask to review what is written in First Aid before you leave and correct anything that is not absolutely accurate. Remember, the more you say, the better the chance for you to be blamed. Additionally, when it comes time for the crowd of management-types to perform their "investigation" and ask you questions about

your work-related injury or illness, ask for a union representative to be present – otherwise you run the risk of inaccurate or untrue information being attributed to you.

Your Weingarten Rights allow you to request a union representative be present if you are asked questions that could result in disciplinary action. If you are not provided your requested union representative and given time to speak to your representative, you don't have to answer questions.

You have additional rights under the Illinois Worker's Compensation Act. If you're hurt at work, you don't have to let the company doctor treat you, but you do have to let them examine you. I understand that it is very convenient to have those services so readily available, but it is ultimately your decision who gets to treat you.

I found this information at this website: http://www.idfpr.com/doi/General/Worker_Comp.asp "What Does Workers' Compensation Insurance Cover? It is the employer's responsibility to pay for reasonable medical care for an employee's work-related injury or disease. The medical treatments that should be covered by the employer include:

- Necessary first aid and emergency services;
- Two treating physicians, surgeons, or hospitals of the employee's choice;
- Additional medical care providers to whom the employee is referred by the two physicians, surgeons, or hospitals.

The employer is also required to pay for necessary physical, mental, and vocational rehabilitation treatment programs that assist in the employee's recovery and return to work. The employee, however, must cooperate in reasonable treatment programs.

In closing, as one who *still hears the bell*, I want to believe that all health care professionals have the needs of their patients as their top priority, and I do not intend to offend those who care for us to the best of their ability each and every day. I've been married to a wonderful nurse for the past 28 years and have a daughter that followed in her mother's footsteps. I truly appreciate the love and care they show daily for those fortunate enough to receive their care and guidance. I do, however, want those few individuals who may be making decisions that are not based on the best interests of the workers to understand that they have been put on notice.

Steve Mitchell
Plantwide Safety Chairman

Mossville BB Grievance Committee Report

PAUL JACKSON, BB Committeeman

Dateline: January 5, 2009 – this is the date this article goes to the Editor.

This gives you the reader a reference date for the facts and statements contained in the following article.

WILL OF THE PEOPLE

I wish to extend a whole-hearted thanks to all who supported me in the most recent “special election.” It is a good feeling even in these times of job insecurity and uncertainty the Membership will step up to do the “right” thing. THANK YOU!!! The Company thrives on division in the Union and especially among its elected representatives. That is why I am making a commitment of putting this “special election” and the associated unpleasantness behind me. I will also call upon others involved to “man up” and do the same thing for the betterment of the people we represent. After all, that is what we were elected to do, and those representatives who can’t are doing a disservice to the office and the Membership they were sworn to represent.

DOWNGRADES, LAYOFFS, ETC.

With the pending reduction in force and layoffs, it is at this time necessary and appropriate to review the language. The language starts in Article 13 of the Central Language on page 80.

There are two types of layoffs, temporary and indefinite. Most of the current Membership has experienced the former, but now I will concentrate on the reduction in force resulting in indefinite layoffs. In the newspaper and in some of the meetings it was referred to as a permanent layoff. There is no language for permanent layoff, only temporary and indefinite. Temporary, as the name suggests, is a layoff with a return date set at the time of layoff. Indefinite is layoff with no set return or recall date set, prior to layoff. The return date

for an indefinite layoff is determined by job opening and seniority. Also, not to be confused with the WARN letter which is a Federal Compliance Act, the contract calls for a five-day notice prior to layoff. Article 13.5 starting on page 81 sets forth the language, regulating and setting rules for reduction in force, including indefinite layoff. The language is based on seniority and providing the Company follows the language, it should result in a cutoff date; this according to the Company is November of 2003. An advantage of being Union is if you feel the Company has not followed the language it is a grievable issue. Another advantage of being Union is the Company must maintain a recall list. It will be provided to the Union. If jobs return, we will monitor call backs, which should be made in reverse order of layoff, or most senior recalled first. In addition to unemployment benefits, the Union negotiated a \$100 per week additional payment for those with three or more years at the time of layoff.

Recall rights are for a period equal to the accumulated seniority at the time of layoff or three years, whichever is less.

During layoff, you continue to accumulate seniority equal to your recall rights.

It is very important you keep your address and phone number current with both the Company and the Union. You could lose recall rights or be separated if the Company cannot contact you at your last known address.

Employees with seniority prior to the effective date of the current contract have additional benefits. If you fall into this category, you need to contact your Committeeman to see if you qualify.

FUTURAMA...

The future of Mossville is still at best uncertain. I have written our Congressman and President-Elect Obama requesting their assistance in keeping jobs in Mossville or bringing work to our facility. It doesn’t make much sense to me for the Company to build a 170 million dollar facility (and I think that is a lowball figure – Paccar estimated their new facility at 440 million) when a lower investment would be to upgrade our facility to a 21st century powerhouse with a skilled work force already in place. Although it does not look good, all hope is not gone. The letter sent by the Company is a federally mandated WARN letter of intent, it is not the five-day required layoff date. We will struggle and fight to keep our jobs and workforce in Mossville.

Life is born of struggle. To enter this world a baby must leave the comfort and security of the womb and make a difficult passage through the narrow birth canal. Before an eagle can soar the heavens, it must push and peck its way out of the egg. Before a butterfly can delight us with its colors and grace, it must escape its cocoon.

Reflect upon your blessings – of which every man has many – not your misfortunes, of which all men have some.

CUSACK, FLEMING, GILFILLAN & O'DAY, LLC

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U.A.W. Pre-Paid Legal Plan – Panel Attorneys

U.A.W. Local 974 Legal Benefits Plan – Listed Law Firm

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The Editor's Desk...

Rick Corbin

Our President submitted this article and asked if I wanted to print it. After reading it, I believe it is something our Members, and a whole lot of others, should read. It ran in the December 15, 2008 issue of *The Nation*.

COMMENT

By John Nichols

November 25, 2008

Before there was talk of a “transformational presidency,” Barack Obama needed a transformational moment. It came in February at a sprawling General Motors plant in Janesville, Wisconsin, where the Illinois Senator – trailed by a press corps skeptical about his ability to appeal to white union members – electrified thousands of autoworkers with a populist promise of infrastructure investment, new trade policies and a future for American manufacturing. His pre-Wisconsin primary vow to defend auto plants offered a lifeline to workers who knew that their industry – battered by years of bad CEO decisions, shortsighted federal energy policies and dysfunctional trade deals – was teetering on the brink of the disaster that unfolded as the year progressed. Days after Obama spoke to them, the autoworkers of Janesville voted in overwhelming numbers to make him the Democratic presidential nominee. It was a critical moment for the candidate, one that he would refer to repeatedly as the campaign progressed toward the November 4 Election. Obama and his aides, taking counsel from Wisconsin Senator Russ Feingold, had picked the right room in the house of labor in which to make their move.

Seventy-three years earlier, United Auto Workers Federal Labor Union No. 19324 met near the plant where Obama spoke, forming a piece of the quilt of local unions that would become the nation’s most powerful industrial organization. Today Janesville’s UAW members, like their more than one million brothers and sisters nationwide, are members of a union that has for decades pushed the labor movement, the Democratic Party and the government to cross lines of racial and regional division in pursuit of social justice, sound yet humane economic principles and international solidarity. It was the UAW that fought for national healthcare and pensions and, when those policy initiatives were blocked by reac-

tionary Congresses, forced corporate America to create a social safety net for workers and retirees that would form the model for union and nonunion workplaces across the country. It was the UAW that fought government- and corporate-sanctioned racial discrimination, integrating Southern factories, supporting the 1963 March on Washington and bailing the Rev. Martin Luther King Jr. out of jail in Alabama. It was the UAW that withdrew from the AFL-CIO in the 1960s and ’70s rather than take labor’s big right turn; the UAW that opposed the Vietnam War; set up a research department that studied the cost of bloated military budgets to domestic progress; opposed apartheid in South Africa with such passion that when Nelson Mandela toured the United States after his release from prison, he insisted on celebrating with Dearborn’s UAW Local 600. And it was the UAW that, three decades ago, scored Detroit for failing to design and produce small fuel-efficient vehicles as a response to rising oil prices and mounting foreign competition.

To a far greater extent than the auto companies, parts suppliers and distribution networks it has organized, the UAW has stood on the side of progress – never perfectly, as union dissidents have noted over the years, but invariably with an eye to providing economic security for working families and a future for communities in every region of the country that are threatened by a severe global economic crisis. Remarkably, however, it is the UAW that is under attack. Despite the union’s sweeping, some argue draconian, concessions to keep the auto giants competitive – lowering company costs to such an extent that a vehicle produced in a UAW plant is now competitive with one produced in a nonunion one – a primary argument for delaying a federal bailout of the auto giants is the union. George Will argues on national television and

COMMENT (continued)

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in columns that Congress should “do nothing that will delay bankrupt companies from filing for bankruptcy protection so that improvident labor contracts can be unraveled.” Mitt Romney preaches that it makes economic sense to “let Detroit go bankrupt.” Even the Boston Globe editorializes – under the headline No Concessions? No Bailout – that the UAW should abandon efforts to protect workers and retirees, echoing the themes of the conservative National Legal and Policy Center, which claims, “The union will not allow companies to deploy capital in ways that the market would dictate, such as closing plants and layoffs.”

The cruelty of such statements is writ large in Janesville. The GM plant there, though recently modernized and highly productive, is slated to close in December, leaving the 2,600 workers who cheered Obama in February without jobs. Forcing the auto giants into bankruptcy will hasten the shuttering of more efficient plants and will ravage the networks of parts suppliers, distributors and dealers that extend far from GM, Chrysler and Ford factory floors. That infrastructure supports more than three million workers, the vast majority of them non-UAW members, and along with them thousands of Main Streets.

The strategy of bankrupting the Big Three to break the UAW will not merely destabilize the auto industry. It will tear the heart out of a bulwark of industrial unionism and weaken a labor movement that economic royalists have attacked for decades as part of a broad campaign to weaken social and economic gains in every region of the United States. Anyone who think that breaking the UAW will only weaken the circumstances of autoworkers is missing the point of the royalist enterprise, which is to weaken the ability of all American

workers to demand fair pay and benefits. As such, almost any bailout would be better than bankruptcy, but the best bailout is one that – perhaps by giving the UAW a piece of the action and placing union representatives on corporate boards, perhaps by giving states a stake – strengthens the hand of the one player in the auto industry that is committed to assuring that federal dollars are spent to defend the interests of workers and retirees while modernizing an industry Obama calls “the backbone of American manufacturing.”

The dithering of tone-deaf CEOs, the Bush administration, Congressional Republicans and some postmodern Democrats could delay a full-scale bailout until Obama takes office. That’s risky for an industry on the ropes, but this risk offers an opportunity. The new president can and should bring us full circle from the dawning days of the conservative era, when Ronald Reagan destroyed a union – the Professional Air Traffic Controllers Organization – in order to undermine the entire labor movement. Now Barack Obama can use a popular mandate larger than Reagan’s to save a union, the UAW, and to revive the ability of organized labor to improve the conditions of union and nonunion workers in the twenty-first century.

About John Nichols

John Nichols, a pioneering political blogger, has written *The Beat* since 1999. His posts have been circulated internationally, quoted in numerous books and mentioned in debates on the floor of Congress.

Nichols writes about politics for *The Nation* magazine as its Washington correspondent. He is a contributing writer for *The Progressive* and *In These Times* and the associate editor of the *Capital Times*, the daily newspaper in Madison, Wisconsin. His articles have appeared in the *New York Times*, *Chicago Tribune* and dozens of other newspapers.

OPEN FORUM

I am writing about the letter from Mike Fravala "Automakers Must Face Consequences."

The letter started out good about how the "Big 3" must get their costs in line. I go along with that but after that all he could write about was the Union employees and how they are the people who will have to take a big hit in compensation and that is why restructuring is necessary. I read the letter about three times hoping that I would read a line about what the COMPANY PEOPLE should do to help. The CEO, all of the Presidents and Vice-Presidents, right down to the person who is a secretary. Their wages and benefits are figured into the cost of the product, but you will never hear that from anyone. There are tens of thousands of Company people who now work or are retired from the "Big 3" and they are getting big wages, benefits and retirement checks with health benefits. The thing that has been going on in America since the 1980s is that the cost of cars, trucks, bulldozers, engines, etc., falls just to the hourly Union workers. I worked almost 41 years at Caterpillar and whenever we Union people got a new contract the Company people would get the same and more. Then there was more about how the only reason the government would help out the "Big 3" is because of politi-

cal repayment and that how Honda, Toyota, Hyundai, BMW or Mitsubishi stand on their own without a government bailout. Doesn't anyone remember how the City of Normal, McLean County and the State of Illinois gave away most everything to get Mitsubishi to build there? Peoria was in on that one also. Any state where a car plant from another country has been built in the last 20 years did the same thing. If there is talk about them closing the plant they add more incentives.

I was watching the news last night on WMBD 31 and I read a crawler that said, "AIG will double the salary of over 100 of its top executives." That was the same firm who got how many billions from the government, then went on a \$500,000 weekend spa trip and now they are giving HOW MUCH to the top people? It's time to stop putting all the blame on the Union workers and look around and see who is making the big money.

Remember this old saying – "The shortest line you will find is the people who say they make too much money."

Robert Cassidy
Dunlap Illinois



**SPRING
Diecast and Toy Show**

Saturday, April 18, 2009
9:00 AM - 2:00 PM
Admission - \$1.00

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Door Prizes • Food Available

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Heather Henninger Scholarship Fund

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October 8

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Remembering Our Deceased Brothers and Sisters

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.

November 2008

Robert V. Singleton	R	11/04/2008
Albert T. Baird	R	11/05/2008
Glen E. Wagner	R	11/05/2008
Everett C. Grapevine	R	11/10/2008
Romie L. Elam	R	11/11/2008
Richard A. Skillestad	R	11/11/2008
Earl L. Mc Adams	R	11/13/2008
Harold E. Facker	R	11/18/2008
Lester C. Doss	R	11/19/2008
Franklin D. Scott	R	11/20/2008
William C. Holderness	R	11/22/2008
Edgar P. Morse	R	11/22/2008
Charles W. Wilson	R	11/22/2008
George H. Anderson	D	11/25/2008
Kenneth H. Earhart	R	11/25/2008
Frances M. Comincioli	R	11/27/2008
John T. Gilmore	R	11/27/2008
Edward J. Hiles	R	11/27/2008
Arlen L. Meridith	R	11/28/2008
Gilbert A. Oedewalt	R	11/28/2008
Lyle E. Marriott	R	11/29/2008

December 2008

Harold M. Cotter	R	12/01/2008
Herman Stephenson	R	12/02/2008
Donald G. Gohring	R	12/03/2008
Jack L. Sherman	R	12/03/2008
Lloyd E. Carson	R	12/06/2008
Elwood J. Davis	R	12/06/2008
Kenneth B. Bischler	R	12/08/2008
Roy Keel	R	12/09/2008
Albert B. Baier	R	12/15/2008
Arnold Chadwick	R	12/17/2008
Delbert L. Tellor	R	12/17/2008
Joseph E. Marie	R	12/19/2008
Antone Corso	R	12/21/2008
Jay Foster	R	12/25/2008
Floyd Liebhart	R	12/25/2008
Robert Pullen	R	12/27/2008
James Davis	R	12/28/2008
Joseph Meyer	R	12/29/2008
Glen Hilligoss	A	12/31/2008

RETIREES CHAPTER UAW LOCAL 974



THANKS to the Caterpillar Retirees' Club (CRC)
for donating to our Bel-Wood Christmas Fund.
It is greatly appreciated.

POTLUCKS

WEDNESDAY, FEBRUARY 18

WEDNESDAY, MARCH 18

We invite and encourage all the new Retirees to come and join us for dinner and Bingo after the meeting.

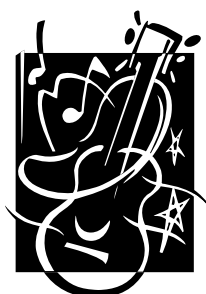
We also encourage the spouses of deceased members of Local 974 to join us. The surviving spouses are Associate Members of our Retiree Chapter and we invite you to participate in our activities.

SCHEDULED BOAT TRIPS

ISLE OF CAPRI – Tuesday, February 24

JUMER'S ROCK ISLAND – Tuesday, March 24

Cost is \$10.00 per person in advance, \$12.00 day of trip – no refunds. The cost includes doughnuts and coffee at the Union Hall, a meal and bus fare. Contact Jack Hidden at 673-4904 or Dale Cassel at 347-6406 to make reservations. You may also call the Retiree's Office at the Union Hall at 694-3151 and leave your name and phone number.



MEMBERSHIP & RETIREES DANCE

Sunday, February 15

7:00 – 10:00 pm

Richard Bellamy

Midnight Wind

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. **NO SMOKING.**

COMPUTER CLUB FOR BEGINNERS

COMPUTER CLUB meets every third Saturday at the Hall from 4:00 to 6:00pm.

It is open to the public and you can join any time. Learn about basic computer hardware and software programs. Disks are available.



COMPUTER CLASS is run by retirees and is open to all active and retired members. A new beginner's class is now forming; registrations can be made at the Union Hall or by calling Joe Covington at 382-2504 or 694-3151. Classes are \$5.00 per 2-hour session from entry level to personalized software training.

Monday / Tuesday / Thursday

10:00 am – 12:00 noon & 1:00 pm – 3:00 pm

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 two dollar (\$2.00) per month voluntary membership dues is available and can be established at the Dues Office. The largest portion of the dues dollars goes to the International Retired Workers Advisory Council who is concerned with retired workers programs and policies and such other matters as affect the welfare of retired workers.

Contact any of the Retirees' Officers at 309/694-3151

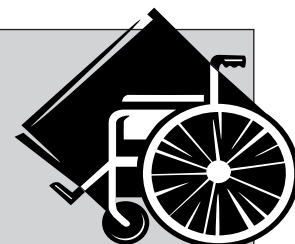
Jane Evans, Chairman
David J. LaHood, Co-Chairman
Velma Walton, 2nd Co-Chairman
Bill Corum, Recording Sec.
J.F. "Jack" Hidden, Fin. Sec.

Joe Covington, Sergeant-at-Arms
Dale Cassel, Guide
Dave Blumenstock, Trustee
Jim Tabor, Trustee
Jack "Honey" Evans, Trustee

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 • Porta-Potties • Cane
Cane Walker • IV Stands • Crutches • Hospital Bed



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

2009 UAW Local 974 Retirees' Bus Trips



January 27	Rhythm City
February 24	Isle of Capri
March 24	Jumer's Rock Island
April 28	Rhythm City
May 26	Isle of Capri
June 23	Jumer's Rock Island
July 28	Rhythm City
August 25	Isle of Capri
September 22	Jumer's Rock Island
October 27	Catfish Bend
November 24	Rhythm City
December 22	Isle of Capri

\$10.00 per person in advance

OR \$12.00 the day of trip

Includes doughnuts & coffee at
Union Hall, meal and bus fare

Reservations "First Come – First Served"

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Contact Jack Hidden 339-6220

Dale Cassel 347-6406

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JARROD DOTY

Phone: 309.258.5815

Email: Jarrod.W.Doty@Chase.com

124 S.W. Adams St, Peoria, IL 61602

<http://homeloan.chase.com/jarrod.w.doty>

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MIDEAST Heating Up Once Again

Russ Lindahl

It seems like the tiny, little nation of Israel is on the front page once again. They have been fighting for centuries. According to Islam and the countries around Israel, Israel is a "problem" that needs to be dealt with very decisively. According to the Bible's Book of Ezekial, chapters 38 and 39, there will be a multinational effort to get rid of the "problem" of Israel. Russia and her allies from the north, along with Iran from the east, Ethiopia, and Libya from the south will all join forces and come against Israel to finally take care of the "problem". Or so they think. They forgot to factor in one thing (being) God. When these nations descend upon Israel like a cloud (because of oil and other wealth), God will step in.

Here is how they will go down. God is going to help Israel with three things:

1. A great earthquake that will no doubt spread fear and confusion.
2. In the midst of the pandemonium brought on by this great earthquake, the invading armies will indiscriminately start killing themselves.
3. Probably also brought on by the earthquake will be sulphur (volcanic ash) raining down along with hailstones and rain. This torrent of rain will mix with the dirt and debris brought on by the earthquake and cause mudslides and floods. The result of all this: The nations who came to plunder Israel will themselves be plundered. The birds and wild animals will have a feast on all the dead bodies. Israel will be employed as gravediggers for seven years. For the "problem" was not Israel, but the nations that came against Israel and their attitude towards God and Israel, the apple of His eye. For God will have turned the tables on them.

Two reasons why American and President Obama should always side with Israel:

1. God is on Israel's side. He always has been and always will be. See Genesis 12:1-4. We turn against Israel and God will turn against us.
2. Israel is a great ally of the U.S. You don't turn your back on friends. We, the American people, along with all officials in government, need to pray for the peace of Jerusalem and back Israel.

Write, call, or email me at:

13575 Glenmar Drive, Pekin IL 61554
202-8647 Evenings
conrus@comcast.net

Have a great day in Jesus!

In Jesus, Russ

UAW CALENDAR OF EVENTS

FEBRUARY

Sun 8 **Exec Board Mtg @ 11:00am**
Sun 8 **General Council Meeting 1:00pm**
Sun 15 **Member / Retiree Dance 7:00 – 10:00pm**
Wed 18 **Retirees' Potluck and Mtg 11:30am**
Sat 21 **Computer Club 4:00pm**
Tue 24 **Isle of Capri Bus Trip 8:00am**
Thu 19 **Safety Council Mtgs 8:00 / 10:00 / 4:00pm**
Thu 26 **Steward Council Meeting 9:30am / 4:00pm**

MARCH

Fri 6 **Local 974 Newsletter Article Deadline**
Sun 8 **Executive Board Meeting 11:00am**
Sun 8 **General Council Meeting 1:00pm**
Wed 18 **Retirees' Potluck and Mtg 11:30am**
Thu 19 **Safety Council Mtgs 8:00 / 10:00 / 4:00pm**
Sat 21 **Computer Club 4:00pm**
Mon 23 **Red Cross Blood Drive 11:00am – 5:00pm**
Tue 24 **Jumer's Rock Island Bus Trip 8:00am**
Sun 29 **Fish Fry 12:00 – 4:00pm**



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Dave Chapman, 2nd Vice President

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CLOTHING

Jacket, leather, black, size 2x; Bulls Jacket nylon, red/black, size 3x, Good condition, \$30 each, 309-347-1846

HOUSEHOLD GOODS

Sofa with reclining ends, good condition \$300 OBO; Coffee Table \$50 OBO, 309-369-3516 or 309-697-1302

SPORTING GOODS

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MISCELLANEOUS

Toro Snow Blower, \$250, 309-256-1945

For Sale Walnut Lumber, 309-383-4939

3 Cemetery Lots, Parkview Cemetery Lot #617, Section H 1, 2, 3, \$2600 It's a big bargain, 309-258-1565 or 309-369-5848

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\$55,900 Snow birds excellent location, 2 bedroom, permanent Mobil Home, furnished, boat dock, available on Estero River to Gulf, 309-256-8784

RENTAL

Daytona Bikeweek Studio for rent, sleeps 4, can view, www.bluegreenonline/outtrigger, 2/28-3/07, \$800 pay by 1/30/09, 309-241-7263

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Heating and Air Conditioning Services Repairs and Installation, cell 309-696-8253

Trail's Edge Taxidermy, specializing in game heads, home 309-274-3750, cell 309-678-0588, www.trailsedge.vpweb.com

Termite and Pest Control Services, union discounts, termites, spiders, ants, ladybugs and others, 309-267-7378

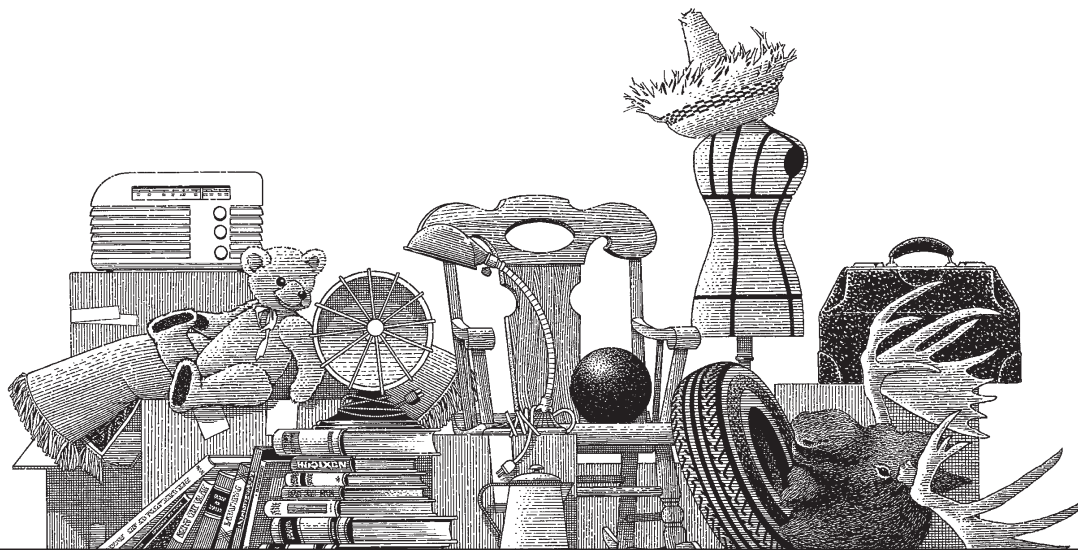
Jumping Jitterbugs Daycare, Dunlap, now accepting children, limited openings available, licensed, CPR and First Aid certified, 309-635-1744

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Local 974 News – Classified Ads

LIMIT 15 WORDS PER AD – ONE (1) AD PER ISSUE – DEADLINE: 1ST OF THE MONTH

Ads should be submitted to Insurance and Benefits Office, Jim Arrowood, 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.

Name _____ Badge No. _____

Address _____ City _____

Phone Number with Area Code (_____) _____

PLEASE CIRCLE TYPE OF AD:

Automotive	Clothing	Household Goods	Lost and Found	Miscellaneous	Pets
Opportunity	Real Estate	Rentals	Services	Sporting Goods	Wanted

ONE WORD PER SPACE ONLY!!



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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

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