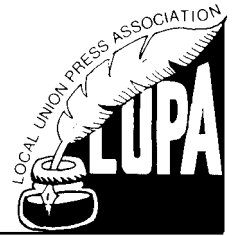




AUTOMOBILE • AEROSPACE • AGRICULTURAL IMPLEMENT WORKERS *of* AMERICA (UAW)

LOCAL 974 NEWS

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



VOLUME 57 ISSUE 5

62

OCTOBER 2009



Grand Marshal Dave Chapman of the Labor Day Parade in Peoria

UAW LOCAL 974 EXECUTIVE BOARD

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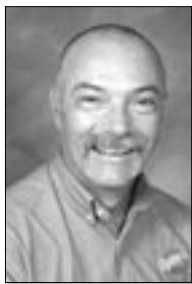
Pamela Smith

Bargaining Chair. - Taz. Machine

Terry Beebe

Bargaining Chair. - City of Delavan

Jeff Larimore



PRESIDENT'S REPORT

RICK DOTY, President

The UAW Annual Labor Day Picnic was as always great fun and fellowship for our members and their families. We had a large turn out for the Labor

Day Parade with over 100 UAW Local 974 marchers. Dave Chapman had the honor of leading the parade as Grand Marshal. The parade ended at the Riverfront with food, music and lots of fun. As always, I personally invite everyone to be a part of any and all UAW Local 974 activities. Look in the UAW paper for all upcoming events.

As some of you may already know the Toyota Nummi Plant in California is slated to be closed at the end of the year. This plant is the only UAW represented Toyota facility in the United States and manufactured one of their top selling cars the Corolla. The closing of this plant will result in the loss of over 4000 jobs. Toyota participated in the "Cash for Clunkers" a program funded by the federal government to help increase the sales of fuel efficient vehicles as well as move inventory for car manufacturers. I am sure that the "Cash for Clunkers" program generated large orders and profits for Toyota and their thanks for this program...the closure of a facility located in the very country that lined their new car lots and pockets. A point worth reflecting on is the fact that Toyota did not take government monies in the bailout as they claimed to be financially sound. So, I have to ask why close Nummi...this one can't be blamed on the economy. I will go so far as to say at this point the message that I want to send is: "It is simply unpatriotic to support Toyota in light of their decision to close a successful American-based factory."

Lastly, there are a few matters I would like to discuss openly and honestly with you the members. If you have been reading the paper or watching the news you know that our local membership has fallen below 4000 active members. First, I want to assure all the membership that we at Local 974 are in excellent financial condition. We have supported many educational efforts for our members over the past years and will continue to do so in the future. However, in an effort to use the monies of the local (your money) wisely the elected officials have found it necessary to begin discussing options and working on action plans as we may begin to feel the affects of the decrease in active membership. One such option being discussed is the likelihood of elected officers needing to temporarily return to the shop for one to two days a week. Much like with your own families in a time of economic downturn we need to step back and understand the sacrifices that need to be made. The leadership will make every effort to ensure that these decisions are well thought out, well executed and most of all the least disruptive to the level of service you have grown accustomed to. Please feel free to call me personally if you have any questions or suggestions.

In Solidarity
Rick Doty
President



“ I want to assure all the membership that we at
Local 974 are in excellent financial condition...

in an effort to use the monies of the local (your money) wisely, the elected officials have found it necessary to begin discussing options and are working on a plan as we may begin to feel the affects of the decrease in active membership. ”



BARGAINING CHAIRMAN'S REPORT

WES HOGSETT, Bargaining Chairman

Hi Brothers and Sisters. I hope that everyone had a safe and enjoyable summer. Most of this Local had two weeks of vacation in July. I hope that you took advantage of this time to go somewhere or do something with your family.

As of August 25, 2009, there were 3,370 grievances in the arbitration backlog. Of those 134 are discharges and separations. On July 13, we received a decision on the Dale Riggen, Mossville BB discharge from arbitrator Alan Cook. The grievance was sustained in part. Mr. Riggen got his job back but with no back pay. On August 6, we received the award on Jeremiah Clinch, Bldg. KK. Mr. Clinch was made whole excluding overtime payments. Mr. Clinch was to return to work on August 10, 2009 and was immediately put on TLO. Every arbitration award that Arbitrator Alan Cook has issued has been off base in one fashion or another. Mr. Cook was notified on July 21, 2009 by the International Union that his services were no longer needed. At the present time we are without a permanent arbitrator. Both sides have started the selection process to replace Mr. Cook. It is hoped that we can sign a new arbitrator in time to save the January, 2010 dates.

Rick Doty, Rick DeGroot, Dale Swanson and myself attended an Ag-Imp – Transnational Meeting on June 24 and a Cat. Council meeting on June 25 in San Francisco, California. Both meetings were very informative. We took a tour of NUMMI Assembly Plant. This plant is a joint venture between Toyota and G.M. They build the Toyota Corolla, Tacoma Pickup and Pontiac Vibe. G.M. has decided to shutter the Pontiac Division and Toyota has announced that they will not run this assembly plant alone so it is scheduled to close in the spring of 2010. That means that 4500 Union jobs will disappear and an undetermined number of jobs from suppliers.

A huge number of new cars were sold because of the cash for clunkers program. It is estimated that 690,000 new cars and trucks were sold as a result of President Obama's stimulus program. It boggles my mind that U.S. Citizens would use their own tax money to benefit foreign companies. Seven out of the top ten vehicles sold were foreign. Toyota had the biggest percentage of sales. We as Americans need to wake up and do our best to make our companies – Ford, GM and Chrysler profitable companies and not ones that are headquartered overseas.

Local 974 has offered training to its steward body. The training is to better equip the steward in communication skills. The trainings were held the week of August 17 and September 14. I would like to thank the Cat Council for making this possible and I also thank Rick Corbin and Mark Clark for running the two weeks of training.

TLO'S ARE AS FOLLOWS

TTT

August 24 and 31
September 28
October 5 and 12
November 30

MAPLETON

Entire month of November
Entire month of December

Finally, Caterpillar told its Mossville employees that the C-6 and C-13 block lines would be done this fall. Cat still says that they don't have any information on whether there will be any new work coming in to take the place of what has left the Mossville Facility.

In solidarity,
Wes Hogsett
Chairman



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

BIG THANK YOU
I would like to thank the membership for keeping our family in their thoughts and prayers during our

son's road to recovery after getting injured while serving our country. Please keep them coming.

NATIONAL HEALTHCARE

The cost of healthcare just continues to climb every year with no end in sight. With the steady rise is cost of healthcare and negotiations coming soon. We will have the same problem we had in the last round of negotiations. Only so much money on the table, now what's most important healthcare, wages, pension to the membership?

Wouldn't it be great to have some type of a National Healthcare Plan in place that would help drive down the cost of healthcare? We need a complete overhaul of the nation's healthcare system. All the corporations want to hire people at competitive wages, what about some competitive rates on healthcare. By bringing these costs down it would make our bargaining committees job a hell of lot easier to get a decent contract without having to figure out what to do with what little you have left after putting the majority on healthcare.

Now you need to do your part and call your U.S. Senators, Senator Dick Durbin and Senator Roland Burris, also U.S. House of Rep. Aaron Schock and voice your opinion. Let them know you had enough with the outrageous cost! It's time the two sides come together and compromise on some type of healthcare package that would be affordable and fair. (Contact information on pg 7)

Who is the big push against National Healthcare Reform? Who are the big profits going to if we stay status quo?

The same answer both questions – insurance companies, drug companies, hospitals nearly everyone involved in the healthcare system.

“OUT-OF-WORK” CREDITS

Once you are out of work (6) six months and have only been drawing unemployment, with no S.U.B. pay, you need to call

into the dues office within the last ten (10) days of the month, starting with the sixth (6th) month and each month there after. This will keep you in good standing for voting in future elections.

If we do not hear from you at the conclusion of said six (6) month period, then you shall automatically be noted on the unions records as having been issued an honorable withdrawal transfer card with no voting rights, until such time as you are recalled to employment.

LAYOFFS

The Brothers and Sisters that went on lay off, please keep in touch with your local. Sooner or later things always turn around. Recent retirements may present a need to recall some of our members sooner. Never give up.

SHUT DOWNS AND LAYOFFS

If you are on a shutdown or layoff for the complete month and did not work forty (40) hours in that month, you do not owe your regular two (2) hours of union dues for the month.

However, according to UAW guidelines (Administrative Letter No. 4):

- If a member receives Supplemental Unemployment Benefits (S.U.B.) (or any equivalent type of layoff benefit) equal to or greater than fifty percent (50%) of his/her gross pay for a forty (40) hour week less statutory deductions, then the member's dues shall be one (1) hour straight-time pay per month.
- A member who receives Unemployment Compensation Benefits but does not receive S.U.B. (or any equivalent type layoff benefit), will not have Unemployment Compensation Benefits alone computed in determining whether or not the member owes dues.
- However, if a member receives both Unemployment Compensation Benefits and S.U.B. (or any equivalent type layoff benefit), the Unemployment Compensation Benefits will be included in the computation in determining whether or not the member received the equivalent of fifty percent (50%) of her/his gross pay for a forty (40) hour week during a calendar month.”

Unemployment Compensation Benefit + S.U.B.
= **One (1) hour dues**

Unemployment Compensation Benefit + \$100 payment from Caterpillar
= **One (1) hour dues**

Unemployment Compensation Benefit ONLY
= **0 (NO DUES OWED)**

If you work forty (40) hours in a month, you owe two (2) hours of pay dues for that month.

So, if you work forty (40) hours and then go to layoff for a week, or even the rest of the month, the original two (2) hours dues you paid is all that you owe.

To all the members going to layoff, always keep your chin up. One thing about working at Caterpillar, there is going to be a lot of ups and downs. You probably have heard over and over from Retirees and Co-workers, “I have been there,” but to walk in those shoes is an experience you will never forget. It is one you never want anyone to have to go through, but never let a Company like this get you down!

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.

PLEASE CONTACT DUES OFFICE

If you are on Medical, Worker's Compensation, Family Leave, or Military Duty, or if you have recently retired or separated, please contact the Dues Office with this information. This will be of great assistance to the Local in order to keep our records accurate and current. It will also help keep records for you if needed.

SOLDIERS BIBLE

Bill Brandon, a brother from Local 2488, has pocket-sized Bibles for our members that have served or are still active. Feel free to contact me and drop by and pick up your copy. These Bibles were donated but we are asking for a freewill donation to help maintain an adequate supply for the membership.

SERVICE MEN AND WOMEN

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



INSURANCE & BENEFITS REPORT

JIM ARROWOOD, Chairman Insurance and Benefits

As we approach autumn once again, we will be receiving enrollment information from Caterpillar. Just as it was last

year, we will have an opportunity to make changes to our coverage such as adding dependents or removing dependents.

Also, we once again have the Health Alliance H.M.O. option to consider. I have made some recommendations in the past concerning the H.M.O. My office has received mostly positive input from those members who chose the H.M.O. last fall. As before, I encouraged all interested in the H.M.O. to attend an informational meeting. I invited all members to attend the meeting here at the Hall on August 9th. I would like to thank the Methodist and Proctor Hospital Representatives along with the Health Alliance Group who were here on August 9th to answer questions.

I was on vacation during the Labor Day Holiday, but I would like to say thank you to all who participated in the UAW Picnic and Parade. Please stay active in your Union.

By the time this article goes to print we will have given out scholarships to children and grandchildren of our members. Congratulations to all who entered the Heather Henninger Scholarship drawing this year. Without our efforts during the entire year these students would not have the opportunity to receive this important financial aid.

In Solidarity
Jim Arrowood
Chairman

PLEASE CALL FOR AN APPOINTMENT

if you need to come to the office to discuss our benefit language. Thanks.

Walter Reuther

"There is a direct relationship between the BREADBOX and the BALLOT BOX."

RECAPITULATION as of July, 2009

Income	\$ 218,161.16
Expenditures	<u>216,051.40</u>
Excess of Income over Expense	\$ <u>2,109.76</u>

Regular Dues received on	4,038
Sub Dues received on	352
Bonus Dues received on	0
Initiation Fees received on	1

PER CAPITA TAXES:

International Union UAW	\$ 108,520.66
CAP Council	7,002.65
CAT Council	5,229.20
Retirees Dues PCT	436.80
Ag Council	174.24
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>3.80</u>
Total	\$ 121,551.35

RECAPITULATION as of August 31, 2009

Income	\$ 213,584.63
Expenditures	<u>260,009.36</u>
Excess of Expense over Income	\$ <u>(46,424.73)</u>

Regular Dues received on	4,025
Sub Dues received on	86
Initiation Fees received on	1
Bonus dues received on	0

PER CAPITA TAXES:

International Union UAW	\$ 107,794.64
CAP Council	6,955.87
CAT Council	5,114.53
Retirees Dues PCT	319.80
Ag Council	170.60
Labor Council of West Central IL	184.00
18th Congressional Dist. COPE	180.00
IPS Council Pooled Arb. Fund	<u>18.26</u>
Total	\$ 120,737.70

CATERPILLAR BENEFITS CONTACT INFORMATION

HR SERVICES CENTER-AMERICAS/PANAMA

Toll-free: 1-800-447-6434 OR 1-309-494-2363

E-mail: HR_Service_Center@cat.com

CAT ESCALATED ISSUE RESOLUTION TEAM*

Toll-free: 1-866-494-4562

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

DENTAL BENEFITS

UnitedHealthcare Dental

Customer Service: 1-866-228-4215

Web: myuhcdental.com

UHC Dental Claims Mailing Address:

United Healthcare Dental, Attn: Claims Unit
PO Box 30567, Salt Lake City, UT 84130-0567

MEDICAL BENEFITS

Cat Healthcare Plan (UnitedHealthcare PPO)

Customer Service: 1-866-228-4215

Web: myuhc.com

UHC PPO Claims Mailing Address:

United Healthcare, PO Box 740800
Atlanta, GA 30374-0800

PRESCRIPTION DRUG BENEFITS - RESTAT

Customer Service: 1-877-228-7909

Claims Mailing Address:

RESTAT, PO Box 758
West Bend, WI 53095-0758

FLEXIBLE SPENDING ACCOUNTS (FSA)

Healthcare and Dependent Care FSAs

Claims Administrator: UnitedHealthcare

Customer Service: 1-866-228-4215

Claims Mailing Address:

UnitedHealthcare, PO Box 981178
El Paso, TX 79998-1178

LIFE INSURANCE & VOLUNTARY BENEFITS

Claims Administrator: MetLife

Customer Service: 1-888-228-1811

Web: metlife.com/mybenefits

ELIGIBILITY, PENSION, INVESTMENTS

Plan Administrator: Hewitt

Caterpillar Benefits Center: 1-877-228-4010

Web: resources.hewitt.com/cat/

HEALTHY BALANCE

Healthy Balance: 1-888-228-9494

Web: CatHealthBenefits.com>Healthy Balance

WORK.LIFE.SOLUTIONS

(Cat Employee Assist. Program) 1-866-228-0565

Web: CatHealthBenefits.com>Work.Life.Solutions

CatHealthBenefits.com

Claim forms, provider directories and links to other Caterpillar vendor websites.

Mossville BB Grievance Committee Report

PAUL JACKSON, Grievance Committee Chairman

Dateline: September 2, 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.

BORN IN THE U.S.A.

I was born on Labor Day, my mother used to remind me (quite frequently) that she was the only one laboring on that 1953 Labor Day. A little Labor Day history – Labor Day is devoted to the recognition of working men and women's contribution to society. It was first observed on September 5, 1882, by the Knights of Labor. The Knights of Labor was born in 1869 as a fraternal order of tailors, a national union. They called on their membership, which eventually grew to 700,000 members, for a unity of brain and brawn, built on Solidarity. It was the first organized labor group to assert equal rights for women (unheard of in those Victorian times) and also included a membership of 95,000 African-Americans also very unpopular for those times. Anyway, that union eventually split into the AFL and was the predecessor of the modern AFL-CIO. It was not made an official national holiday until 1894, when Congress passed a bill making it so. The national holiday was created to honor the contributions of American workers who have contributed to the strength, well being and prosperity of this great country. The American union worker has been the vital force behind this contribution adding to the highest standard of living and greatest production the world has ever known. Much of our nation's strength, freedom and world leadership is owed to the American Union Worker. In the spirit of solidarity, given to us by those first founding fathers of Unions, we all need to make a concerted effort to **"Buy American."**

Here are a few websites where you can find and purchase American made products:

The Union Shop

www.theunionshop.org

All American Clothing Company

www.allamericanclothing.com

American Made Sites

www.americansworking.com

GOOD NEWS...BAD NEWS

Good news The Mossville recall list is done.

Bad news Does not look like Mossville is going to call back anytime soon, unless something drastic happens (like a new product line).

Good news Sub-fund and the Sup-fund are in good shape funding wise.

Bad news Looks like more temporary layoffs could be on the way. October TLO was on the books as of this article and talk of a TLO the week after Thanksgiving.

Good news Liners, V blocks and possibly cranks end dates are set in the 2013 time frame.

Bad news Assembly and the rest of Mossville production looks to end March/April of 2011.

Good news Once again, we are told in Mossville that our safety, performance, velocity and quality are at the highest levels in decades.

Bad news Company does not care. They are still hell bent to gamble with the risk that Texas cheaper will somehow compensate for Mossville quality!

JUST THE FACTS, MA'AM

To ignore the facts...does not change the facts. Management says they appreciate all we do.

Fact Mossville laid off 800 skilled trained workers after promising they would never be laid off and they would have a strong bright future at Mossville.

Fact Company has put dozens of disabled workers, doing productive work, out on the street and replaced them with contract or otherwise healthy workers. This is after bargaining in good faith a REP center, designed to help disabled workers rebound and become productive.

Fact Even though some management strive to respect workers and their seniority, by in large they are overridden by those management who want to "be right" rather than "do what's right" by their faithful employees.

Fact Our seniority eligible employees are dying or are falling to ill health, when they could be offered the decent right to retire, which there again would be the "right thing to do." but why? I guess it is more cost effective to pay death or insurance benefits.

Mom always said,

"Actions speak louder than words!"

THOUGHT FOR THE DAY

Being defeated is often a temporary condition...Giving up makes it permanent.

Sponsored by UAW Retirees

Put on by the Illinois Secretary of State's Office Open to the public

2009 Drivers' Training Seminar

Thursday, October 8 1:30 – 3:30 Local 974 Union Hall
For reservations – Call 694-3151

Helpful for people needing license renewal and learning new laws



Saturday, Nov. 28 & Sunday, Nov. 29
9:00AM – 4:00PM Local 974 Union Hall

Free Admission – Includes Door Prize Ticket

Sponsored by the Heather Henninger Scholarship Fund Committee
Information Joe Covington at 382-2504 or UAW Union Hall at 694-3151

UAW CALENDAR

OCTOBER

Sun 11 **Exec Board Mtg @ 11:00am**
General Council Meeting 1:00pm
 (Grievance Chairman Meeting follows immediately)

Thu 15 **Safety Council Mtgs 8:00 / 10:00 / 4:00pm**

Sat 17 **Fall Die Cast & Toy Show 9:00am – 2:00pm**

Wed 21 **Retirees' Potluck and Mtg 11:30am**

Thu 22 **Steward Council Meeting 9:30am / 4:00pm**

Sat 25 **Fish Fry 12:00 – 4:00pm**

Tue 27 **Catfish Bend Bus Trip 8:00am**

NOVEMBER

Mon 2 **Local 974 Newsletter Article Deadline**

Sun 8 **Exec Board Mtg @ 11:00am**
General Council Meeting 1:00pm
 (Grievance Chairman Meeting follows immediately)

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 **Rhythm City Bus Trip 8:00am**

Thu 26 **Thanksgiving Holiday (Union Hall Closed)**

Fri 27 **Thanksgiving Holiday (Union Hall Closed)**

Sat 28 **Art & Craft Show 9:00am – 4:00pm**

Sun 29 **Art & Craft Show 9:00am – 4:00pm**

Remembering Our 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.

July 2009

Raymond G. Uphoff	R	07/01/2009
John T. Lapsley	R	07/02/2009
Glenn A. Milburn	R	07/03/2009
Larry L. Hatfield	R	07/05/2009
Harold Hogbin, Sr.	R	07/06/2009
Dan W. O'Connell	D	07/13/2009
Homer L. Warman	R	07/13/2009
Benjamin Weber	R	07/13/2009
Walter J. Johnson	R	07/15/2009
Carl T. Henshilwood	R	07/16/2009
Roger K. Bomer	R	07/19/2009
Dallas E. Taylor	R	07/21/2009
Lester Schindler, Jr.	R	07/24/2009
Homer F. Boone	R	07/25/2009
Edward F. Kazenske	R	07/25/2009
Raymond Fulte	R	07/27/2009
Thomas B. Allen	R	07/29/2009
Charles W. Klein	R	07/29/2009
Bobby J. Bellemey	R	07/30/2009
Gerald A. Scalf	A	07/30/2009
Hill Dorris, Jr.	R	07/30/2009
Norman C. Harvey	R	07/31/2009

August 2009

Colon J. Clark	R	08/03/2009
Harrison A. Leurig	R	08/04/2009
Danny H. Decker	R	08/05/2009
George J. Baker	R	08/07/2009
Erma F. Rena	R	08/10/2009
Henry J. Rebuffoni	R	08/11/2009
Richard A. De Long	R	08/12/2009
Vernon C. Brown	R	08/15/2009
James Ellard, Sr.	R	08/15/2009
Harvey Thomas	R	08/17/2009
Grover G. Railey	R	08/20/2009
Nephi C. Isbell	R	08/24/2009
Jerry D. Monday	R	08/27/2009
Jack O. Purtle	R	08/27/2009
Fred A. Atterberry	R	08/28/2009
Harley H. Cluney	R	08/29/2009
Robert E. Turner	R	08/29/2009

U. S. SENATE

Roland Burris
 (202) 224-2854 • rolandburris@burris.senate.gov

Dick Durbin
 (202) 224-2152 • durbin.senate.gov/contact.cfm

U.S. HOUSE OF REP.

Aaron Schock
 (202) 225-6201

ILLINOIS SENATE

Dave Koehler, 46 District
 Pekin (309)346-4646 • Springfield (217) 782-8250

Dale Risinger, 37 District
 Peoria (309) 693-4921 • Springfield (217) 782-1942

ILLINOIS HOUSE OF REP.

Jehan Gordon, (D) 92 District
 (309) 681-1992

Don Moffitt, (R) 74 District
 Galesburg (309)343-8000 • Springfield (217)782-8032

Mike Smith, (D) 91 District
 Pekin (309) 353-6276 • Springfield (217) 782-8152

David Leitch, (R) 73 District
 Peoria (309) 690-7373 • Springfield (217) 782-8108

Keith Sommer, (R) 106 District
 Morton (309) 263-9242 • Springfield (217) 782-0221

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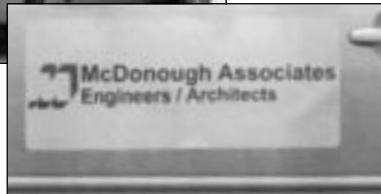
Reduced Fees for ✓Members ✓Spouses ✓Dependents ✓Retirees

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The Editor's Desk...

Rick Corbin



Among the various programs put forth to help restore our economy, "cash for clunkers" reportedly met with some success, helping dealers to sell vehicles. However, it seems some people didn't fully understand the real purpose for the program in the first place. Apparently, many of our citizens found this to be a perfect opportunity to have tax-payers help them purchase a new foreign car.

If you read our Bargaining Chairman's article you will find a breakdown of purchases made. Not only did individuals take advantage of this, but businesses did as well.

I received a call from the General Manager of the local Chevy dealership telling me the state highway out front of the dealership was being resurfaced and the engineering company saw fit to park their foreign car out front. The funding for this was reportedly coming from "The American Recovery Act" and some engineering outfit found this to be the ideal time to invest stimulus dollars in a new Korean automobile and park it in front of the Chevrolet Dealership.

Some people clearly don't get it!

SUPPORT AMERICA – BUY AMERICAN

HONORING THOSE WHO SERVE

By Rick Corbin

At the August General Council meeting, the members of Local 974 honored the service of two Retiree Officers by awarding both men the prestigious Walter Reuther Award for outstanding service to their Local Union and their Community.

Vern Brown and Art Neubauer were both past Presidents of Local 974's Retiree Chapter. Some time ago, Vern and Art gave Doug Stephens their collections of campaign buttons from elections from many years ago up to the present day. Jack Evans was commissioned by Doug to build a display case to contain all these buttons and their awards to both men. The case is very beautifully done and is located in the hallway leading to the auditorium.

Art Neubauer's widow and their son were on hand to receive the award on Art's behalf. Vern Brown's daughter and her family were on hand to receive Vern's as he was in poor health. Sadly, at press time, we learned that Vern Brown had passed away.

We wish the families of these men the very best.



Above Vernon and Lucille Brown
Right Mrs. Art Neubauer and son

UAW SPECIALTY PLATE

Governor Quinn has signed the bill to set up the UAW specialty plates. We will need 1500 people to sign up. The process works like this. You have to fill out a form to request the plate and pay \$10 dollars. Once the state has received 1500 requests, they will then start making the plates.

The following information will explain the process, so spread the word –

(625 ILCS 5/3-685 new)

Sec 3-685. United Auto Workers license plates.

(a) The Secretary, upon receipt of all applicable fees and applications made in the form prescribed by the Secretary, may issue special registration plates designated as United Auto Workers license plates. The special plates issued under this section shall be affixed only to passenger vehicles of the first division or motor vehicles of the second division weighing not more than 8,000 pounds. Plates issued under this Section shall expire according to the multi-year procedure established by Section 3-414.1 of this Code.

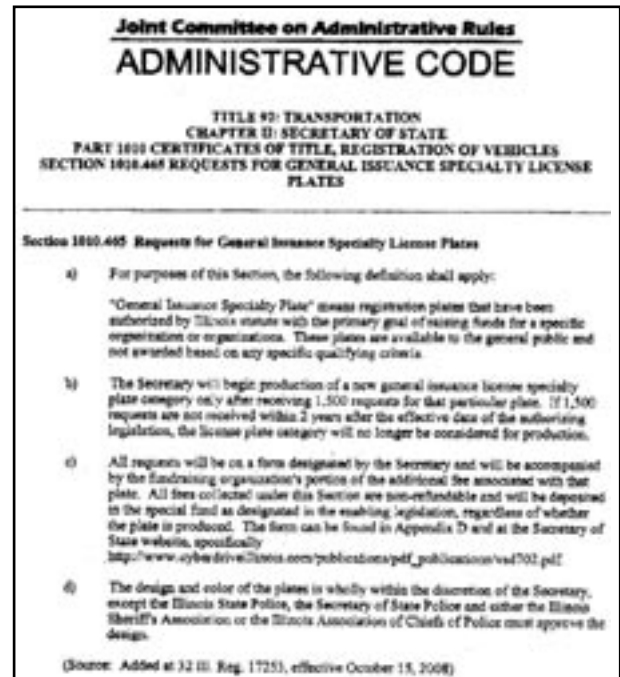
(b) The design and color of the special plates shall be wholly within the discretion of the Secretary. Appropriate documentation, as determined by the Secretary, shall accompany each application. The Secretary may allow the plates to be issued as vanity plates or personalized plates under Section 3-405.1 of this Code. The Secretary shall prescribe stickers or decals as provided under Section 3-412 of this Code.

(c) An applicant for the special plate shall be charged a \$25 fee for original issuance in addition to the appropriate registration fee. Of this fee, \$10 shall be deposited into the United Auto Workers' Fund and \$15 shall be deposited into the Secretary of State Special License Plate Fund, to be used by the Secretary to help defray the administrative processing costs.

For each registration renewal period, a \$25 fee, in addition to the appropriate registration fee, shall be charged. Of this fee, \$23 shall be deposited into the United Auto Workers' Fund and \$2 shall be deposited into the Secretary of State Special License Plate Fund.

(d) The United Auto Workers' Fund is created as a special fund in the State Treasury. All money in the United Auto Workers' Fund shall be paid, subject to appropriation by the General Assembly and approval by the Secretary, as grants for charitable purposes sponsored by Illinois Local Unions affiliated with the United Auto Workers.

The form can be found at the Secretary of State website http://www.cyberdriveillinois.com/publications/pdf_publications/vsd702.pdf



RETIREES CHAPTER

UAW LOCAL 974

POTLUCKS WED OCT 21 & NOV 18

We invite and encourage all the new Retirees to come and 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. The surviving spouses are Associate Members of our Retiree Chapter and we invite you to participate in our activities.

MEMBERSHIP & RETIREES DANCE

Sunday, October 18 7:00 – 10:00 pm

Midnight Wind with Richard Bellamy

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.

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 Walkers
Canes • IV Stands • Crutches • Hospital Beds**

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



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OPINIONS

A.J. MILLOY

It appears that my "rapier" wit has been left out in the rain and gotten rusty, because I just can't seem to think of a snappy opening to this thing. I guess we'll just have to hit the ground running and jump right into it.

I got the opportunity to go to a training class for stewards on Friday, August 21st. It was an interesting class as it covered some old information that needed re-visited and charged us with new challenges. If a person were to take just one thing from that class, it is that we (as stewards) are now the "shell answer man" so to speak. We need to be able to gather and disburse the information our Membership needs to make informed decisions.


As Chairman of the Community Services Committee and Election Committee, I know how hard it is sometimes to get quality information to the people that need it. Hopefully, a new avenue of information has been created that when combined with our Union bulletin boards in the shop, our website, and our Union Paper, will enhance our ability to get the answers we need, when we need them.

As far as I'm concerned, this couldn't have come at a better time. Our Membership is going through a major upheaval due to the permanent and rolling layoffs, the economy is ailing, sales are down, and Cat keeps trying to move to right-to-work states, further impacting the ability of our


community to recover. It is NOT the best of times. I would think that it would be comforting to know that there is an elected representative nearby that can field some of the questions we have.

As you might remember, the Community Services Committee becomes the Strike Assistance Committee during contract negotiations, and the better we communicate with each other, the stronger we become and the better we survive whatever the Company tries to throw at us. After all, there are only 18 General Council Meetings left before the contract expires.

It's your Union, it's your job, it's your choice – choose to get involved!




Fall
Diecast and Toy Show
Saturday, October 17, 2009
9:00 AM – 2:00 PM
Admission – \$1.00
Local 974 UAW Union Hall
Door Prizes • Food Available
Event sponsored by and all proceeds go to the
Heather Henninger Scholarship Fund
For more information contact Rick Doty (309) 694-3151



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Nov 23
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WHY

STEVE MITCHELL, Plantwide Safety Chairman

Why is it so hard for CAT to figure out health and safety in our workplaces? Why does Cat say that the health and safety of workers is a high priority, yet what they do does not? Why, when cited by OSHA, does CAT spend thousands and thousands of dollars fighting the citation rather than fixing the problem? Why are CAT workers, who are hurt doing their jobs, treated as if they wanted to be injured instead of being treated with compassion and a true desire to fix whatever it was that caused the injury?

First, let me say the majority of CAT managers and supervisors have their hearts in the right place when it comes to worker health and safety, and I'm certain that all members of Caterpillar management have heard about CEO Jim Owens' commitment to health and safety. Mr. Owens has said publicly to employees, "Safety is the first thing we're going to worry about. Your health and well-being come first – period. None of the other goals matter if, in the course of achieving them, people are injured."

However, even after hearing our CEO's clear commitment to safety, a few members of management act like they're singing along, but they don't know the words to the song. Those managers seem to be in direct conflict with Mr. Owens, because he was very clear in his message. Here are a few examples:

- Why would some managers knowingly allow work to be done underneath forging dies suspended by a forklift?
- Why have workers been encouraged by management to un-jam or adjust machinery without following lockout/tagout rules just to keep the line (you pick your favorite one) running? In one area where OSHA was called in and citations were issued, the foreman was shuffled off to another area. Can you think of any other institution that applied this strategy? How did that work for them?
- Why were grinders provided to workers without guards or allowed to be used with the guards removed and nothing done about it? At least nothing was done until OSHA was called due to workers being injured by exploding grinding wheels.
- Why are workers exposed to known fall hazards as part of their daily tasks with little or nothing done to protect them?
- Why are our cranes allowed to fall into such a state of disrepair that they are hazardous to use? Didn't an overhead crane fall from the ceiling, causing severe injuries to one of our brothers, just a couple of years ago? Has anyone seen him since? (No, he "timed out" which is a fancy way of saying he was fired because he was off his job so long trying to recover from his injuries).

For nearly 85 years, tractors and engines have been manufactured in the Peoria area. Considering all of the injuries and illnesses suffered by the multitudes that have passed through the gates, you would think CAT would have figured out how to make their plants healthy and safe. Apparently they have not and they don't like being reminded of it.

To illustrate my point, how many of you would like to work for minimum wage? Why not? Do you think you deserve more than the minimum? I think you deserve much, much more. Did you know that in the workplace, OSHA standards are the equivalent of a minimum wage level of health and safety regulation compliance? Did you also know that each and every

one of the OSHA standards has been written in the blood of workers who were injured or died on the job? Do you think CAT is in compliance with all applicable OSHA regulations in your workplace? Why is the minimum wage level of health and safety standard compliance so difficult for CAT to achieve? Why, when cited by OSHA for violation of the Permit Required Confined Space standard (a standard meant to protect workers from doing non-routine tasks in spaces with known hazards), did CAT spend almost two years and tens of thousands of dollars on high-priced corporate attorneys from Chicago to argue their case rather than fix the problem? (They did finally fix the problem, but a good pipefitter could have accomplished the correction over a weekend. This solution to the problem would have been a much quicker and cheaper alternative).

I'm going to share with you one of the pearls of wisdom I've learned during my years as a UAW safety representative, but pay attention, it's pretty subtle. Here it goes...injuries and illnesses are caused by one thing and one thing only – exposure to hazards. If there is no exposure to a hazard, there can be no injury or illness. It's that simple.

This straightforward concept gets turned upside down once someone reports an injury or illness to Medical. I received a call from a worker who reported an on-the-job injury. So far, by his account, he's had to give three written statements regarding the incident. He's received coaching from some member of upper-level management he'd never met before, and what do you think will happen to him if all three of those written statements don't match exactly? Also, do you think that worker will be inclined to report his next injury? Isn't the reporting of injuries a condition of employment? Doesn't this put the worker in a Catch-22 situation between having to report an injury and not wanting to because of what it will bring?

Why do you suppose intense scrutiny is placed on a work-related injury? Have you ever heard the saying, "What you can measure, you can manage." CAT measures itself on health and safety using two main metrics – OSHA recordable injuries and lost work days (LWD's). CAT managers are evaluated on how well they manage their OSHA recordable injuries and LWD's (among many other things). What do you imagine happens to the managers if those metrics are not met?

One way to manage metrics performance is to discourage reporting of injuries with threats and/or discipline. Another way is to encourage workers not to report injuries by giving them rewards for "safe" work performance. For example, you didn't report your injury, so here's your pizza. Another way to appear to manage your safety numbers is by denying work-relatedness for injuries. If it's diagnosed as non-occupational by Medical or Safety, those injuries don't count against that facility's metrics. Another way to manage metrics performance is to change the way you score the game. It used to be that workers were given time off the job to heal from an injury or surgery (needed because of an injury), but that time counts against the LWD metric. Nowadays, CAT can seemingly accommodate any restriction. Can you believe there are people in our shops on crutches? How about someone with a two pound weight restriction?

Actually, the best way to manage metrics performance for health and safety is related to my pearl of wisdom. If hazards that are likely to cause, or have caused, injuries or illnesses are identified, prioritized, and worker exposure to those hazards is controlled, injuries are prevented.

Contrast my pearl of wisdom to one of the latest rumored "safety strategies" – mandatory stretching programs for all workers. The premise of the workplace stretching program is that you are the problem, not the crappy job that has hurt every worker who has done it. If only you were more flexible and strong, you could continue to work at that poorly designed workstation and not hurt yourself. The fact is that stretching does not prevent injuries, but eliminating exposure to hazards does. Read this online document for more information on workplace stretching programs: <http://www.elcosh.org/en/document/588/d000567/workplace-stretching-programs%253A-the-rest-of-the-story.html>

For the sake of argument, assume 1500 workers stretched .2 hours each day resulting in 1500 man/hours of stretching per week and 73,500 man/hours of stretching per year (assuming 49 weeks). Multiply 73,500 by a \$100.00 per hour burden rate and \$7.35 million dollars would be wasted stretching so you supposedly wouldn't be hurt. If a worker spends 1,800 hours at work per year, the cost of the stretching program would be equivalent to 40 full time jobs with benefits.

Hypothetically, I propose that instead of wasting our time stretching, CAT and the UAW should develop a worker-led hazard identification committee. This group of 20 workers (half the time and money a stretching program would cost) would receive free training in ergonomics from the UAW and the committee would be given a budget of \$3.65 million per year (the other half of the cost) to fix problem jobs, because removing worker exposure to the hazards on the job will definitely lead to fewer injuries. You know the answer to that proposal don't you? **CAT will stubbornly continue to clutch at straws rather than take the hand extended to them by their UAW-represented workforce – WHY?**

Steve Mitchell

“injuries and illnesses are caused by one thing and one thing only...
exposure to hazards”

Need Help?

If you have problems managing finances, paying utility,
mortgage, credit card bills...

If you are having family, marital, stress, substance abuse,
emotional, or legal problems...

If you just need someone to talk to...

CONTACT YOUR COMMUNITY SERVICES COMMITTEE REPS

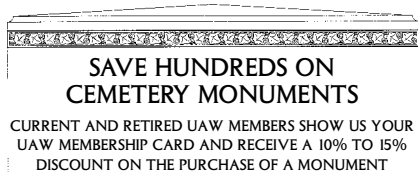
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Mike Ihben, Rochelle Torres, Maxine Wilson-Jones

TTT: Chris Dickerson, (SS), Shane Hillard, (LL), Tim Nelson, (LL)

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HOUSEHOLD GOODS

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Curio Cabinet, lighted, dark wood, glass shelves, 4' W x 6'H, cost \$1200 will sell for \$600, excellent condition, 267-5319

Two cabinets from Pier I, whitewashed with drawer, one tall Bamboo type for large TV with drawer, \$200 each, 745-3647

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PETS

Free two female Cockatiels, loves attention, 2 years old, great Christmas gift for retired person, 383-4340

MISCELLANEOUS

For Sale Parkview Cemetery, 3 lots, Section H, Lot #617, 1, 2, & 3, want \$2600 or best offer, 258-1565

White Chapel Cemetery, Canton, 4 lots or 2 lots with vaults, \$1,000/\$2,000 each, Cemetery price \$1,395 each without vaults, 647-1626 or 219-5098

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Double Space Mausoleum Parkview Cemetery was \$5,000 sell for \$3,000, 928-314-0822

For Sale below current price – two lots, vaults, maker, Glendale Memorial Gardens, call Loyce Clark, 1-731-352-9181

For sale Quik Serv Windows, \$50 each, two windows, 696-0514

SERVICES

Tiny Tots Daycare in Glasford has openings available! please call for a tour, 389-4795

Pest and Termite Services, spiders, ants, lady bugs, termites, etc., union discounts, 267-7378

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

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Sunny South Florida Condo, overlooks pool, 1 bedroom, 1.5 bath, 1 mile to ocean, 55+ Deerfield Beach, 241-2980

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Wanted used guns, any condition, also military items wanted, 256-8257

Barnwood 692-4136

Okra 243-9459

UAW is now on FACEBOOK

Keep up to date on events and meetings.
This is a forum setting to be able to talk about any Union issues. Stay in touch with other Union Brothers and Sisters,

Join Facebook Now!!

- Sign up at [facebook.com](https://www.facebook.com) (It's free)
- Search for UAW Local 974 and click on the one that has our wheel
- Once you are on the page, click the "Become a Fan" link

Once you do this, you can post comments or questions.
You can also get updates on upcoming events.

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
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ONE WORD PER SPACE ONLY!!



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