



AUTOMOBILE • AEROSPACE • AGRICULTURAL IMPLEMENT WORKERS *of* AMERICA

LOCAL 974 NEWS

REPRESENTING WORKERS AT CATERPILLAR, LTD INDUSTRIES, TAZEWELL MACHINE, NORFORGE, AND DELAVAN CITY WORKERS

The Gavel is Passed...

Incoming President Bob King receives the gavel from outgoing President Ron Gettelfinger

UAW'S 35TH CONSTITUTIONAL CONVENTION

June 14-18, 2010

In this issue you will find the "State of the Union" address by outgoing President Ron Gettelfinger (*see page 14*) and the acceptance address by incoming President Bob King (*see page 15*). You will find both speeches are well-worth reading.

The next October issue and possibly the December issue will have the Convention addresses by U.S. Senator Tom Harkin, Michigan Governor Jennifer Granholm, U.S. Rep. John Dingall, U.S. Rep. John Lewis and AFL-CIO President Richard Trumka.

Your President and your Editor believe all members should have access to what was said at the Convention.

Rick Corbin
Editor of Local 974 News



UAW CONSTITUTIONAL CONVENTION

UAW LOCAL 974 EXECUTIVE BOARD

President

Dave Chapman

Executive Vice-President

Randy Smith

Second Vice-President

Kevin Peterson

Chair. of Insurance & Benefits

Jim Arrowood

Chair. of Bargaining Committee

Wes Hogsett

Financial Secretary-Treasurer

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Shane Hillard

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Harry Thompson, Jr.

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Dick Woodmancy

Morton Member-At-Large

Melissa Bugg

Tech Center Member-At-Large

Jim "Huey" Pardieck

Mossville BB Member-At-Large

Randy Smith

Mossville DD Member-At-Large

Loren Benson

Skilled Trades Member-At-Large

Rick Corbin

SPBU (CPM) Member-At-Large

(Open)

Plantwide Safety Chairman

Stephen Mitchell

Retiree's Chapter President

Jane Evans

Admin. (Peo) Member-At-Large

(Open)

Bargaining Chairman - LTD

Rod Malott

Bargaining Chairman - PMP

(Open)

Bargaining Chairman - Norforge

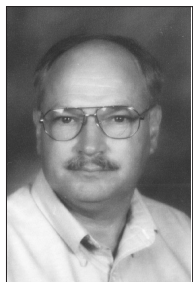
Pamela Smith

Bargaining Chair. - Taz. Machine

Terry Beebe

Bargaining Chair. - City of Delavan

Jerry A. Littlefield



PRESIDENT'S REPORT

DAVE CHAPMAN, President

Our Bargaining Chairman

Wes Hogsett
was offered and
has accepted a

job in Detroit working in the Ag-Imp. Dept. I hate to lose Wes in the day-to-day operation of our Local, but this move will give us one more person at the bargaining table than we would have had.

I don't think I've ever been happier than when my good friend Wes got this job. He has worked hard for it and what's more important is he's a good person along with being a good Union Rep.

CITY OF DELAVAN

Rick Doty, Randy Smith and I recently wrapped up a six year agreement with the city of Delavan. We ended up with 3% raises in every year of the contract, picked up one extra Holiday and got some improvements in our contract language. Jerry Littlefield, the Bargaining Chairman of the Delavan Unit, did a yeoman's job of putting language together that our members wanted and listened to them constantly through bargaining. Great job Jerry!

On June 24, the Election Committee for our next year's triennial elections was elected by acclamation. Congratulations to everyone who was elected.

As always, stop by my office, I'm willing to listen
I have never learned anything by talking.

UAW LOCAL 974 VETERANS' COMMITTEE

We are grateful for the response we received from the article we put in the last issue of the paper. We will continue trying to get something started. Remember, without your interest this would not be possible.

We are having a very well deserved Appreciation Dinner for our Veterans and their spouses. The dinner will be on September 11, 2010. On the following page is a form which needs to be filled out and sent back in, so we will know how many will be attending.

We have three speakers committed to attend they are Sen. Dave Koehler, Col. William P. Robertson, and Jerry Brown.

We are looking forward to seeing all of you and we can reminisce and decide what projects to sponsor and devote our time on.

WE MUST NEVER FORGET –
OR LET OUR COUNTRY FORGET –
THE SACRIFICES THAT ALL
VETERANS AND THE ONES
WHO ARE SERVING NOW ARE
DOING TO PROTECT OUR
GREAT NATION AND
PROTECTING OUR FREEDOM.

ONE LAST THOUGHT – WE NEED
CORPORATE AMERICA TO HAVE
THE COURTESY TO BUILD THE
EQUIPMENT OUR MEN AND
WOMEN ARE USING IN THE
U.S.A. AFTER ALL, THEY ARE
MAKING BILLIONS OF DOLLARS
AND PRECIOUS AMERICAN
BLOOD IS BEING SPILLED.
GIVE A RETURNING VETERAN
A JOB WHEN THEY RETURN
TO AMERICAN SOIL.

Jim Leddy

Join the
UAW Local 974 Veterans' Committee
as we honor and show our appreciation
to all who have served



7TH ANNUAL

Laura Valentine Memorial Benefit Ride

Saturday, August 28

Sponsored by the Heather Henninger
Scholarship Committee of UAW,
Local 974 and Peoria Area CAP Council

All proceeds go to the Heather
Henninger Scholarship Fund
and St. Jude Midwest Affiliate

CHECK IN TIME

10:00 am until 1:00 pm

STARTS

Silver Bullet on Main Street, East Peoria

LAST CARD DRAWN

Must be drawn by 6:00 pm

at the Silver Bullet

Benefit Ride will be Blind Draw

Any motorized vehicle can be used

\$10 PER PERSON RAIN OR SHINE



All New Members thru Retirees Invited

12TH ANNUAL

LABOR DAY FAMILY PICNIC

Saturday, September 4

11:00 - 2:00

Local 974 Union Hall

Please bring a covered dish AND a dessert

UAW to provide hot dogs and brats

Donations will be accepted for food

Soft drinks and water available for 50¢ each

"The Union Difference"

Security, Family, Community

LABOR DAY PARADE & EVENT

MONDAY, SEPTEMBER 6

Parade starts at 2:00

Local 974 Unit assembles at 1:00

Monroe and Hancock Streets

After our parade there will be a

RIVERFRONT COMMUNITY EVENT

Food, Drink & Musical Entertainment

If you are a member of Local 974, active or
retired, please come march with our unit in
the parade – Contact Dave Chapman



BARGAINING CHAIRMAN

WES HOGSETT, Bargaining Chairman

Hey Sisters and Brothers,
Summer is here and the spring rains have stayed with us. It's been extremely hot and humid for this early.

I hope everyone is enjoying their summer.

We have received two decisions back from the Permanent Arbitrator Steven Briggs. On May 25, 2010, Arbitrator Briggs issued his ruling on 07-KK-60, Daniel May. Mr. May's grievance was denied. Arbitrator Briggs' ruling on 08-MAP-66, Jennifer Rapp, came on May 31, 2010. Ms. Rapp's grievance was sustained in part. Ms. Rapp was reinstated to her job but with no back pay or accumulated benefits. The Tech Center was scheduled for June 22 but was postponed until September 10. Morton has a date on July 15 and the open dates of October 27 and 28 has been set aside to hear the smoking policy grievance.

I believe at this time, July 1, everyone who still had recall rights and didn't have any medical restrictions has been recalled to a job somewhere in 974. Business has picked up and by the time the paper gets to the Membership I expect that Caterpillar will have hired some new employees.

The Cat Council has planned to suspend the Cat Council business sometime in September and put in place the National Policy Committee. At that time we will start preparing for the upcoming contract negotiations. I have talked about the upcoming negotiations

for most of the last two years and it is extremely important that the Membership strengthen their solidarity and resolve on the shop floor. Your bargaining can only be as strong as the Membership. I am asking every member to ask the leadership starting now what is needed of them in the upcoming months. VOLUNTEER – don't wait to be asked.

I want to thank this Membership for the privilege that you bestowed on me by allowing me to represent Local 974 at the UAW's 35th Constitutional Convention in Detroit, Michigan, the week of June 14-18. Jim Arrowood, John Shallenberger, Harry Thompson, Dale Swanson, Rick DeGroot, Shane Hillard, Jane Evans, Marcia McCann and myself were kept very busy the entire week.

Dennis Williams asked me if I would give a speech on our plight at Caterpillar. It was an enormous privilege to represent the Cat Chain and speak from the stage in front of the entire convention (*see page 15*).

We listened to some very good speakers. Some of the guest speakers were Ben Jealous, CEO of the NAACP; the Governor of Michigan, Jennifer Granholm; President of AFL-CIO, Richard Trumka; Teamsters President, James Hoffa and IMF President, Berthold Huber. Bob King was elected President by an overwhelming margin. Dennis Williams, Region 4 Director, was elected Secretary-Treasurer. Dennis' assignment will be Ag-Imp. and Trans-national. Jimmy Settles and General Holiefield were re-elected. Their assignments are Ford and Chrysler respectively. Cindy Estrada and Joe Ashton were elected to the

other two vice-president positions. This new administration is extremely smart and energized. They will lead the UAW and the organized labor movement to new horizons. I want to extend my sincere congratulations to all of the newly elected.

Finally, while at the convention, Dennis Williams made me an offer to join his staff. I am honored to be offered such a position. I said yes and started July 12th. I will be servicing the Cat Chain along with Bill Scott. I will still be involved in bargaining. This Local will have two from 974 now on the Ag-Imp. Staff. We know the problems at Cat and can help steer down the right path. I want all of 974 to know that it has been a great privilege to be elected to serve this Membership. I owe everything to this Local. There is no Local in all of organized labor that I would rather belong to or serve. Rick DeGroot, Chairman of the Tech Center, will sit in my office until there is an election. He is then going to run for the Chairman of the Bargaining Committee Office. I will ask that the entire Membership support Rick in this election, as will I. Rick is intelligent and has been in the business for a long time. Rick was on the Central Committee during the 2004 bargaining. I know that Rick will represent Local 974 exceptionally well.

I want to thank the Membership again for all of their support in the past and I look forward to continuing to serve you in the future in a different position.

In Solidarity,
Wes Hogsett

UAW LOCAL 974 VETERANS' COMMITTEE UAW VETERANS' APPRECIATION DINNER

SATURDAY, SEPTEMBER 11, 2010 5:00 PM

UAW VETS AND SPOUSES ONLY - NO CHARGE

SCHEDULED SPEAKERS

SEN. DAVE KOEHLER • COL. WILLIAM P. ROBERTSON • JERRY BROWN

RSVP by AUGUST 30, 2010 – Return reservation form to Local 974 or call 694-3151

I WILL BE ATTENDING THE UAW VETERANS' APPRECIATION DINNER

NAME	BADGE	BRANCH OF SERVICE
SPOUSE		

UAW Local 974 Veterans' Committee: Jim Arrowood, Chairman, Jim Leddy, Co-Chair

11th ANNUAL LOCAL 974

FLIGHTED FOUR-PLAYER SCRAMBLE

Saturday, September 18, 2010

Sunset Hills Golf Course, Pekin, Illinois

Shotgun Start at Noon (Check in by 11:00 am)

Entry fee for all golfers is \$60

Entry fee includes golf, cart, prize money for 3 flights, skins game, dinner after golf, and your donation to the scholarship fund

All foursomes will qualify for prize monies

Outing limited to the first 22 paid foursomes

Your local union, business, committee, or group can sponsor a hole on the course for \$100

To schedule foursomes or for more information
Contact Don Barker 309-694-7605 (after 5:00)



Sponsored by the Heather Henninger
Scholarship Committee



FINANCIAL SECRETARY/TREASURER REPORT

JOHN SHALLENBERGER, Financial Secretary/Treasurer

35TH UAW CONSTITUTIONAL CONVENTION

I would like to thank the membership for giving me the opportunity to represent the Local as a delegate at the 35th UAW Constitutional Convention. The election was for the new international officers. Bob King was elected the new President. He has been a great voice for labor and we can look forward to him leading us. Dennis Williams was elected the Financial Secretary and Ron McInroy was elected our new Region 4 Director. Congratulations to all our new officers. It was such a great honor in seeing all the changing of the guard with all the past and new officers.

VALENTINE MEMORIAL RIDE

Our 7th Annual Memorial Ride will be August 28, 2010. We will be selling t-shirts for \$10 each and the entry fee is \$10. Sign in starts at 10:00 a.m. at the Silver Bullet in East Peoria. All proceeds go to the Heather Henninger Scholarship Fund and St. Jude, both are great causes. A big “thank you” to our sponsors along with Image Pointe for printing and donating all the t-shirts for the past seven years!

LABOR DAY PICNIC

For our picnic on Saturday, September 4, 2010 we plan on having plenty of food and good company. It even sounds like we might have some special guests! The picnic starts at 11:00 a.m. Please plan on attending. It's always a great time and great food! Please bring a covered dish and dessert, the local will provide the brats and hotdogs.

LABOR DAY PARADE

We will line up at 1:00 p.m. in Peoria on Monday, September 6, 2010. We will have our t-shirts available to purchase at the picnic and the parade. If you have never attended a parade you will be impressed with all the different Labor Unions joining together for a march down Main Street. If you are unable to walk the parade the retirees have a float that if there are openings on it you are welcome to ride it. There is a big celebration down on the riverfront afterwards that is always a great time!

PASSAGES

In the last few months we have lost a few of our really active Retirees who will be greatly missed. Joe Covington, who was the Sergeant-at-Arms on the Retirees Executive Board, will greatly be missed. Joe was also the teacher of the computer classes at the hall. I talked to Joe's students when they were coming and going to class and they all had nothing but praise for Joe and his patience.

Jack Hidden, our Financial Secretary, Treasurer of Retirees, lost his wife Pat. She was a hard working Democrat on several boards and was always speaking for the people. She was big supporter of labor and was always giving a hand to the local. She also donated time to help the Bel-wood Nursing Home. In the same week Jack also lost his brother, Bob Hidden. Bob was a big part in helping build the pavilion.

Our deepest sympathy and prayers go out to their families along with all our brothers and sisters who have passed in the last couple of months.

“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 (10) ten days of the month, starting with the (6th) sixth 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 (6) six 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.

SHUT DOWNS & 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.

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

RECAPITULATION as of May, 2010	
Income	\$ 213,329.24
Expenditures	<u>208,801.05</u>
Excess of Income over Expense	\$ 4,528.19
Regular Dues received on	3,936
Sub Dues received on	9
Bonus Dues received on	0
Initiation fees received on	0
PER CAPITA TAXES:	
International Union UAW	\$ 100,806.62
CAP Council	6,505.12
CAT Council	4,809.91
Retirees Dues PCT	319.80
PALM	300.00
Ag Council	155.44
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>11.49</u>
Total	\$ 113,092.38

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 for \$15,000 in October.

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.

In Solidarity,
John R. Shallenberger
Financial Secretary - Treasurer

RECAPITULATION as of June 30, 2010	
Income	\$ 227,337.45
Expenditures	<u>286,824.76</u>
Excess of Expense over Income	\$ (59,487.31)
Regular Dues received on	4,076
Sub Dues received on	3
Bonus Dues received on	0
Initiation fees received on	0
PER CAPITA TAXES:	
International Union UAW	\$ 100,253.71
CAP Council	6,469.46
CAT Council	4,779.54
Retirees Dues PCT	405.60
Ag Council	154.60
18th Congressional District	180.00
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>12.10</u>
Total	\$ 112,439.01



INSURANCE & BENEFITS REPORT

JIM ARROWOOD, Chairman Insurance and Benefits

June 13-17, Shane Hillard, Marcia McCann, Rick DeGroot, Wes Hogsett, Harry Thompson, Jane Evans, Dale Swanson, John Shallenberger and myself attended the 35th UAW International Convention in Detroit, Michigan as delegates. We elected a new International President, Bob King. We also elected a new Region Director by acclamation, Ron McInroy.

A long list of speakers addressed the delegates. We marched to the financial district downtown to send a message of our resolve to take back this country for organized labor, and will do it through the unity we have with our global connection of Union members worldwide.

It is past time to end the global race to the bottom. Corporations that chase cheap labor around the world and exploit workers for bigger profits have to be stopped. The only way to stop the export of jobs here is to join with our brothers and sisters around the world in an organizing effort. By organizing we make it less attractive for corporate America to ship jobs to third-world countries.

As the summer winds down, our resolve should begin to ramp up. March 2011 is not that far off. When bargaining begins, we should all be united behind our bargaining committee. We often speak to our members about the past. It is important to remember our past. I believe it is equally important to be aware of our future. Without solidarity, we put our future in jeopardy.

* Reminder – If you or your spouse are turning 65 this year call Hewitt 1-877-228-4010 after you enroll for Medicare Part A & B. Our plan provides for reimbursement of our Part B Medicare premium. The current reimbursement for those becoming eligible in 2010 is \$99.50 during the term of the Central Agreement.

Speak highly of your sisters and brothers everyday. Our common goals should cause us to be more united than ever.

In Solidarity,
Jim Arrowood, Chairman

PS – Hello Doffless and Wilene Harris.
See you in November. Sorry I forgot to call you on Father’s Day. Your other son, Jim.

Please call for an appointment if you need to discuss our benefit language. Thanks.

2010 - 2011 Heather Henninger Scholarship Fund

The General Council, Executive Board and Retirees’ Chapter of Local 974 have elected to award eight (8) \$1,000 and twelve (12) \$500 scholarships from the Heather Henninger Scholarship Fund for the 2010 through 2011 college school year.

The following guidelines have been established for qualified entrants:

- 1. Entrant must be the child, grandchild, stepchild or step grandchild of an active or retired Local 974 member in good standing.
- 2. Entrant must be enrolled as a full-time college student (minimum 12 hours) for the 2010-2011 college school year.
- 3. Entrants must submit the Scholarship Fund Application by Friday, August 27, 2010.

A drawing will be held on Sunday, September 12th at the General Council Meeting.

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

Please complete and return application to the Insurance and Benefits Office, Local 974, 3025 Springfield Rd., E. Peoria, IL 61611. It must be received by 4:00 pm on Friday, August 27, 2010.

Co-Chairmen Donnie Barker and Jim Arrowood

Heather Henninger Scholarship Fund 2010–2011 Application

Name _____

Address _____

Date of Birth _____

College Name _____

UAW Local 974 Family Member _____

Address _____

Phone (____) _____

City / State / Zip _____

☐ Male ☐ Female

☐ Frosh ☐ Soph ☐ Jr ☐ Sr Other _____ Class Hours _____

Badge _____ Relationship to 974 Member _____

City / State / Zip _____ Phone (____) _____

CATERPILLAR BENEFITS CONTACT INFORMATION

HYATT LEGAL SERVICES
Toll-free: 1-800-821-6400

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
CIGNA Dental
Customer Service: 1-800-244-6224
Web: cigna.com OR myCIGNA.com
CIGNA Dental Claims Mailing Address:
CIGNA Dental
PO Box 188037, Chattanooga, TN 37422-8037

MEDICAL BENEFITS
Cat Healthcare Plan (UnitedHealthcare PPO)
Customer Service: 1-866-228-4215
Web: myuhc.com
UHC PPO Claims Mailing Address:
United Healthcare
PO Box 740800, Atlanta, GA 30374-0800

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: July 1, 2010 – This is the date this article goes to the Editor. It gives you, the reader, a reference date for the facts and statements contained in the following article.

NUMBERS

- 75** Number of Supplementals at Mossville
- 0** Number left to be recalled to Mossville fulltime (this number excludes employees on layoff with medical restrictions) Note: This number also excludes those mistakenly by-passed, there are a few and your committee and labor relations are working to correct this once we become aware.
- 157** Number of employees left at Morton with or had recall rights, some have chosen to remain Morton employees and have refused recall and now have become permanent Morton employees.
- 8** Number of employees replaced by Caterpillar contract workers in the Piston Sub area. This resulted in just one day that I observed dozens of boxes of scrap and non-conforming parts. Repairmen were working frantically to keep them out of the assembly line engines. I would like to know what the manager was smoking who decided it was a great idea to replace 240 years of assembly experience with temporary workers with ZERO experience!
- 2** Number of shifts currently working in assembly to meet the increase in demand.
- 3** Number of shifts currently working in the Machine Shop to meet the increase in demand.

SPEAKING OF DEMAND...

these are the latest figures I have for daily builds on the assembly line.

205.5 Average daily build for July.

303 Average daily build for August.

329 Average daily build for September.

14 Grievances in the final step backlog. Two years ago at this time there were over 500... we are getting better.

ICONIC

Having just read our new CEO's first article in the Cat Folks, I feel compelled to make a few observations and comments...sorry Mr. Oberhelman, it's what I do.

Your article was encouraging and upbeat. I like that. My father used to say *lead, follow or get the hell out of the way!* I like the fact that Cat is a global leader and I would like to think that the men and women, our fathers, mothers, sisters and brothers for generations in the Peoria area, who have welded, assembled, heat treated and machined the parts were also the foundation that made this company the iconic Company it has become. Respectfully, we in the Peoria area aren't feeling like we are part of the "A" team. Every day I pick up the paper to read new facilities are being built everywhere but Peoria. The Peoria area facilities, engines, machinery, foundry, parts are the solid base the core of this iconic Company. Anyone who has ever built an iconic structure knows you not only start with a solid foundation, but you also must protect and care for that foundation least it crumble beneath you. Would anyone

build a multi-million dollar business on a gravel parking lot, no one would expect it to stand against forces of nature, competitors to become in time iconic in its own right. Yes, Mr. Chairman, I agree we are a great, iconic Company....now it is time to BE great and iconic in Mossville, East Peoria, Mapleton and Morton!

LORD, HELP US ALL

Last article I lamented because Labor Relations thought it appropriate that an employee get disciplinary action for saying he had to go to the restroom during a safety drill, well I was informed that resulted in the aforementioned Labor Rep. getting kudos or an attaboy (or in this case attagirl!) for what most sane people believe to be ludicrous at best.

Well, Labor Relations has rewritten the book on ludicrous. Labor Relations has redefined the guidelines for inappropriate and appropriate behavior on the assembly line. Note: by inappropriate, I mean being a "middle aged white guy" and by middle aged white guy I mean 80% of the Mossville work force and what I mean by Mossville workforce is only Union employees on the assembly line. Jackson, you say, you must be kidding me and Jackson would say... I kid you not. The Committee has been informed it is offensive and inappropriate to be a MIDDLE AGED WHITE GUY! (or at least say you are). As per Labor Relations you are subject to disciplinary action, up to and including discharge. Lord help us all!!!

MY KINDA JOB

This was sent to me by a recently retired Brother with WAY too much time on his hands.

JOB HUNT

1. My first job was working in an orange juice factory, but I got canned – couldn't concentrate.
2. Then I worked in the woods as a lumberjack, but just couldn't hack it, so they gave me the ax.
3. After that, I tried being a tailor, but wasn't suited for it – mainly because it was a sew-sew job.
4. Next, I tried working in a muffler factory, but that was too exhausting.
5. Then, tried being a chef – figured I would add a little spice to my life, but just didn't have the thyme.
6. Next, I attempted being a deli worker, but any way I sliced it... couldn't cut the mustard.
7. My best job was a musician, but eventually I found I wasn't noteworthy.

CUSACK, GILFILLAN & O'DAY, LLC

ATTORNEYS AT LAW

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NEW GUYS

STEVE MITCHELL, Plantwide Safety Chairman

As of the first of July, Doug Oberhelman has taken over as CEO for Caterpillar Inc. It hasn't taken long for Mr. Oberhelman to make his presence known and plot a course for where he believes the company needs to go. A number of new initiatives have been undertaken, but from what I understand, accountability is high on Doug's list of character attributes. Mr. Oberhelman spoke at the UAW/CAT joint health and safety training nearly five years ago and appeared to be very committed to health and safety. Since he also signed CAT's latest corporate safety policy, I don't think there will be any major changes, but if he was inclined to do so, here are a few things I would suggest.

If accountability for performance is going to be stressed, be careful what you measure. For the last nine years, CAT has professed a desire to be a leader in health and safety. They measure themselves by the number of injuries and illnesses sustained on the job which are severe enough to be reported to OSHA and by the number of work days lost to those incidents. Peoria Journal Star Business Editor Paul Gordon wrote an article this Spring about CAT's "Sustainability Report" in which he said, *It tells how the company, through that training, has greatly reduced on-the-job injuries, by 81 percent since 2003 (from 6.06 injuries per 200,000 hours in 2003 worked to 1.17 last year). In 2009, 124 of the company's 284 facilities that reported had zero recordable injuries during 2009.*

I know CAT has made great efforts to improve safety over what it was a decade ago, but does anybody actually believe that there were **ZERO** injuries or illnesses at those 124 facilities? No injuries that required treatment beyond First-Aid, resulted in work restrictions or days away from work or other criteria that would make them recordable? I mean really, do you believe that?

Achieving such improvement in safety metrics performance would be laudable if it were not for the truths we face here and others face elsewhere. Workers are often disciplined if they report on-the-job injuries, but since reporting of injuries is mandatory, failure to report injuries also results in discipline. Although discriminating against workers who report injuries is illegal according

to OSHA 29 CFR 1904.36 and the fact that we are pursuing opportunities to have the law enforced; can you imagine what happens in some of the other countries where CAT has plants? It would appear that the low hanging fruit (in 6Sigma-speak) for improving safety metrics performance is to limit the number of injuries that are reported. The aforementioned practices do exactly that, but fix nothing in the shop.

Even if a worker reports an injury, there are an ever-increasing number of cases where the injury is deemed not to be work-related. OSHA has very clear guidelines as to what constitutes a work-relatedness for injuries and illnesses. At best some business units appear to be oblivious to these guidelines and at worst, there seems to be an intentional disregard of the criteria. Either way, the end result is the same – fewer recordable injuries and improvement in the safety performance metrics.

Lastly, the way Supplemental workers were treated after reporting injuries left those who survived that treatment wary of reporting anything. These workers were probably the most abused class of workers in the company. Able to be let go for any reason or no reason at all, many were separated from the company shortly after being hurt and that also led to improved metrics performance due to the denial of work-relatedness.

When Glen Barton made his dissatisfaction with CAT's safety performance known almost ten years ago, CAT had tons and tons of lost work days due to workplace illnesses and injuries and comparatively few days of injury or illness related work restrictions. That was when the decision was made to measure lost work days as a safety performance metric. Think of it, as managers, if your safety metrics performance is being measured by lost work days and you can place an injured worker on job restrictions rather than letting them stay home to heal, you can make your goals. By 2005, the numbers were practically reversed. Those were the days when it became possible to accommodate almost any work restriction.

I remember one worker who had two carpal tunnel surgeries within a period of weeks who was called back to work. He had a five pound weight restriction on one hand and a zero pound restriction

on the other, but by returning him to work, the lost workdays stopped and the safety metrics were spared further damage.

Work restrictions in and of themselves make an injury recordable according to OSHA, with a certain few specific exceptions. Some in the company are abusing these exceptions by calling actual work restrictions, "preventative restrictions" and not reporting the injuries or illnesses to OSHA.

So, as far as making suggestions to our new CEO as they regard to safety, I repeat my words of caution, be careful what you measure. There are ways to improve safety metrics performance that are positive and provide lasting results, but I have not seen their widespread use. I share Mr. Oberhelman's desire to hold people accountable for performance objectives, but in my opinion, those who attain goals by other than honest means should be held accountable and the cost of transgression should be high.

In one of our facilities, concerns about fork lift capacities and ratings have been ignored for months as the plant safety committee worked to address the issue. The OSHA powered industrial vehicle standard says *that all nameplates and markings are in place and are maintained in a legible condition*, which is impossible if the plates are missing in the first place. Additionally, if the powered industrial vehicle is modified by the user, *those modifications which affect capacity and safe operation shall not be performed by the customer or user without manufacturer's prior written approval. Capacity, operation, and maintenance instruction plates, tags, or decals shall be changed accordingly.* Furthermore, some of the vehicles were used with other than factory installed attachments without the attachments being identified on the capacity plate as required. Despite refusing repeated requests that the company bring material handling equipment at the facility up to the minimum acceptable levels prescribed by OSHA, management appeared truly surprised when you-know-who visited the workplace to inspect their forklifts. Amazingly, over the weekend, all the capacities and ratings mysteriously appeared on the trucks, go figure.

Speaking of forklifts, do you know what happens when a semi tractor/trailer makes what is known as an early departure from a loading dock? The best outcome is that the forklift and its operator go for a ride in the trailer. The worst outcome comes in the form of a forklift nose-dive off the end of the dock or onto its side. To prevent this from happening in the olden days, drivers chocked their wheels to prevent the tractor-trailer from moving during loading/unloading. After years of failures which caused an untold number of injuries and/or fatalities, someone invented a mechanism which used a standard connection point to lock the trailer to the loading dock to prevent the early departures.

In the Easternmost regions of our local, the Safe Job Procedure (SJP) required all trailers be locked to the loading dock. I'm told workers at this facility are instructed that they have the authority to reject a trailer backed up to the loading dock they feel it is unsafe. It is rumored that workers and their representatives complained about some trailers which could not be locked to the dock. Persons in charge said that those trailers would have to have the wheels chocked rather than have the trailer locked to the dock as was the procedure. When complaints were made that this practice was not according to the Safe Job Procedure (SJP), the procedure was reportedly changed, eliminating the requirement that the trailers be locked to the loading dock – amazing!

Workers injured on the job are held to every comma, crossed "r" and dotted "r" in a Safe Job Procedure during incident investigations. If there is any variation from the SJP, the worker is subject to disciplinary action up to and including discharge. SJP's, if used as intended, alert workers to specific hazards associated with job tasks and educate them to use the required equipment and methods to prevent exposure to the hazards which can cause injuries. The idea that an SJP was made less protective by eliminating the required use of proven industry standard safety technology in the name of expediency is shocking. If a worker did something like that, they would be on the outside looking in.

Have you ever heard the old saying, "you get what you pay for"? At TTTBU recently, lifting devices manufactured by

Continued on page 12

UAW AMALGAMATED LOCAL 974 ELECTION NOTICE

The following nominations will open Monday, August 16, 2010 at 8:00 am
and close Wednesday, August 18, 2010 at 4:00 pm with
drawing for position on Sunday, August 22, 2010 at 12:00 noon.

UNIT 1 CATERPILLAR (All Cat Business Units)
BARGAINING COMMITTEE CHAIRPERSON
1 POSITION

MOSSVILLE BB UNIT 1
EXECUTIVE BOARD MEMBER-AT-LARGE
1 POSITION

TTT BLDG. HH/BB UNIT 1
GRIEVANCE COMMITTEEPERSON OTHER THAN 1ST SHIFT
1 POSITION

MOSSVILLE BB UNIT 1
GRIEVANCE COMMITTEEPERSON OTHER THAN 1ST SHIFT
1 POSITION

CAST METALS UNIT 1
GRIEVANCE COMMITTEEPERSON ANY SHIFT
1 POSITION

CAST METALS UNIT 1
GRIEVANCE COMMITTEEPERSON 3RD SHIFT ONLY
1 POSITION

GLOBAL DISTRIBUTION MORTON - UNIT 1
GRIEVANCE COMMITTEEPERSON 1ST SHIFT ONLY
1 POSITION

GLOBAL DISTRIBUTION MORTON - UNIT 1
GENERAL COUNCIL DELEGATE
3 POSITION

MOSSVILLE DD - UNIT 1
GENERAL COUNCIL DELEGATE
1 POSITION

SPECIAL PRODUCTS BUSINESS UNIT UNIT 1
GENERAL COUNCIL DELEGATE
1 POSITION

TECHNICAL SERVICES DIVISION UNIT 1
GENERAL COUNCIL DELEGATES
2 POSITION

Please note shift restrictions on the Grievance Committee races.
Restrictions are needed in order to comply with contract
obligations on the part of the Local Union.

All nomination forms must be notarized unless personally handed
to an Election Committee Officer. Printed names on the form should
reflect how the candidates wish their names to appear on the ballot.

Last withdrawal date is Monday, August 23, 2010 at 4:30 pm.

Nominations and withdrawals will be accepted during
Local 974 normal business hours ONLY.

ELECTION WILL BE HELD:
SUNDAY, AUGUST 29, 2010 6:30 am UNTIL 7:00 pm

RUNOFF (IF NEEDED) WILL BE HELD:
SUNDAY, SEPTEMBER 19, 2010 6:30 am UNTIL 7:00 pm

Election will be held at Amalgamated Local 974 UAW Union Hall.

A. J. Milloy, Chairman Election Committee

UAW AMALGAMATED LOCAL 974 ELECTION NOTICE

The following nominations will open Monday, August 16, 2010 at 8:00 am
and close Wednesday, August 18, 2010 at 4:00 pm with
drawing for position on Sunday, August 22, 2010 at 12:00 noon.

TAZEWELL MACHINE WORKS UNIT 4
GRIEVANCE COMMITTEEPERSON
1 POSITION

TAZEWELL MACHINE WORKS UNIT 4
GENERAL COUNCIL DELEGATE
1 POSITION

NORFORGE UNIT 3
GENERAL COUNCIL DELEGATE
1 POSITION

CITY OF DELAVAN UNIT 6
GENERAL COUNCIL DELEGATE
1 POSITION

All nomination forms must be notarized unless personally handed
to an Election Committee Officer. Printed names on the form should
reflect how the candidates wish their names to appear on the ballot.

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A. J. Milloy, Chairman, Election Committee

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MONDAYS 11:00 am - 5:00 pm
September 27 • November 22

The above dates have been selected by Laura Gray, Donor Recruitment Representative, American Red Cross, and are subject to change if the Hall is unavailable. For more information contact Laura Gray 636-4326, cell 370-3851 W. D. "Bill" Corum, Blood Drive Coordinator

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BLESSED IS THE NATION

"Blessed is the nation whose God is the Lord...Happy is that people... whose God is the LORD...Righteousness exalts a nation: but sin is a reproach to any people. (Psalms 33:12; 144:15; Proverbs 14.34)

If we believe the Bible to be true, then the above verses should cause us to reflect on where our nation is, where we are going and to pray even more fervently for our leaders. It seems to me that our leaders are not leading us toward God, but rather toward self-dependence and away from God. There is no longer an annual presidential prayer breakfast. We are told that we should no longer consider our country a "Christian Nation." We are told to consider ourselves a nation of citizens who are bound by ideals and a set of values independent of any religion and that together we can do anything we set our minds to. Sounds like the Tower of Babel all over (Genesis 11:1-9). A little déjà vu.

"The wicked shall be turned into hell, and all nations that forget God (Psalms 9:17). Do you believe the Bible is true? Can a nation that started out as a Christian nation sin with impurity by pushing God out? Thomas Jefferson (while serving in the Virginia Assembly, personally introduced a resolution calling for a Day of Prayer and Fasting), stated this, "God who gave us life gave us liberty. And can the liberties of a nation be thought secure when we have removed their only firm basis, a conviction in the minds of the people that these liberties are of the Gift of God? That they are not to be violated but with His wrath? Indeed, I tremble for my country when I reflect that God is just; that His justice cannot sleep forever." If Thomas Jefferson trembled for his country in 1781, how much more should we in 2010? Think about it.

Write, call, or e-mail me at 13575 Glenmar Drive, Pekin, IL 61554.
309-202-4749, conrus@comcast.net.

In Jesus, Russ Lindahl

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DICK B. (RICH) WILLIAMS

has concentrated his practice in Bankruptcy Law and Driver's License Reinstatement for twelve years.

WILLIAM C. LOEFFEL

has concentrated his practice in criminal law (both federal and state), expungements and DUI for twenty years.

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RETIREES CHAPTER

UAW LOCAL 974

POTLUCKS ON WEDNESDAYS AUGUST 18 & SEPTEMBER 15

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, August 15

7:00 – 10:00 pm

Music by Timeless

Come one, come all! You don't have to dance – come and listen to the music and socialize. Mark your calendar and plan to attend.



BUS TRIPS

Tuesday, August 24 – Isle of Capri

Tuesday, September 28 – Jumer's Rock Island

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) 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 Retirees' Officers at 309/694-3151

Jane Evans, Chairman
Velma Walton, 2nd Co-Chairman
J.F. "Jack" Hidden, Financial Secretary
Dale Cassel, Guide
Jim Tabor, Trustee

David J. LaHood, Co-Chairman
Bill Corum, Recording Secretary
Joe Covington, Sergeant-at-Arms
Dave Blumenstock, 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 • Cane Walkers
Canes • Crutches • Hospital Beds
IV Stands • Porta-Potties



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

RETIREE ALERT 3!

The Local 974 contract with Caterpillar Inc. expires in March, 2011. We will continue reminding you of the importance of standing together during negotiations for a new and fair contract.

The scabs that crossed the picket lines to work in the 90's are the cause of the problems we experience today. There were all kinds of reasons used to break from the Union and cross the picket line.

- I would lose my home.
- I would lose my car.
- I would lose my stuff.
- My wife said she would leave me if I didn't go to work.
(Watch that door on the way out!)

Is stuff more important than self-respect? What kind of wife doesn't want her husband to stand up and be a man?

I recently talked with a lady that married a long-time friend of mine. She stated that a person she knew said that his wife was going to leave him if he didn't cross the picket line and go to work. He broke from his Union and crossed the line. This person has since passed away. She stated that her husband would never cross a picket line and that she was very proud of him for that. Her husband has since passed away, but he died a man.

How do you want to be remembered?

The leaders in this Local are among the best we have ever had, but they can't do it alone. We all know what we must do. **JUST DO IT!**

Local 974 Retiree Board

RETIREE'S OFFICERS ELECTION

Nominations of candidates for all Retiree's Officers shall be at the regular Chapter Meeting in August with nominations opening at 8:00 am and closing at 12:00 noon.

The election of officers shall be at the regular Chapter Meeting in September with voting opening at 8:00 am and closing at 12:00 noon. The new Officers will take office immediately after the election.

The following offices are open: Chairman; First Vice-Chairman; Second Vice-Chairman; Recording Secretary; Financial Secretary; Sergeant-At-Arms; Guide; and three (3) Trustees.

Retired Caterpillar Truck Drivers & Wives



Annual
Reunion Dinner

Wednesday, August 11, 2010
Eat at 11:00 a.m.

Grand Village Buffet 206 W. Camp St. East Peoria
Mechanics & Crib personnel are welcome

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.

May			June		
J. Harold King	R	05/02/2010	Gordon E. Herron	R	06/02/2010
Kathryn Clarke	R	05/03/2010	Anton J. Volk	R	06/03/2010
Emerson C. Noll	R	05/04/2010	Walter M. Behnke Jr.	R	06/09/2010
Marion D. Browning	R	05/05/2010	James L. Miller	R	06/19/2010
Harold M. Mc Cullough	R	05/06/2010	Edward H. Jackson	R	06/20/2010
Russell E. Lambie	R	05/07/2010	Virginia B. Millan	R	06/29/2010
Robert E. Zimmerman, Sr.	R	05/08/2010	Francis S. Waggonner	R	06/29/2010
Ronald L. Padgett	R	05/09/2010	Wilfred L. Mc Carthy	R	06/30/2010
Willis E. Stauthammer	R	05/10/2010	Elmer G. Frederichs	R	06/30/2010
Dennis C. Fleming	R	05/12/2010	Carl E. Beville	R	06/30/2010
James H. Linck	R	05/12/2010			
Edward P. Dart	R	05/12/2010			
Albert F. Ross	R	05/13/2010			
Clyde E. Bitner	R	05/16/2010			
Gaylord R. Blunier	R	05/17/2010			
Ricky L. Mc Whirter	R	05/18/2010			
Carl H. Reichel	R	05/20/2010			
Roderick D. Crum	R	05/24/2010			
Charles O. Caldwell	R	05/25/2010			
Joseph L. Covington	R	05/29/2010			
Kenneth E. Daugherty	R	05/29/2010			
Robert L. Hidden	R	05/30/2010			
Mitchell W. Putnam	R	05/30/2010			
Clarence C. Beckert	R	05/31/2010			

UAW LOCAL 974
CALENDAR

AUGUST

Sun	8	Executive Board Mtg	11:00am
Sun	8	General Council Mtg	1:00pm
Sun	15	Membership & Retiree Dance	7:00 - 10:00pm
Wed	18	Retirees' Chapter Mtg & Dinner	11:30am
Thu	19	Safety Council Mtgs	8:00 / 10:00 / 4:00pm
Sat	21	Computer Club	2:00 - 4:00pm
Tue	24	Isle of Capri Bus Trip	8:00am
Thu	26	Steward Council Mtgs	8:00 / 9:30 / 4:00pm
Sat	29	Laura Valentine Memorial Benefit Ride	

SEPTEMBER

Wed	1	Local 974 Newsletter Article Deadline	
Mon	6	Labor Day – Union Hall Closed	
Sun	12	Executive Board Mtg	11:00am
Sun	12	General Council Mtg	1:00pm
Wed	15	Retirees' Chapter Mtg & Dinner	11:30am
Thu	16	Safety Council Mtgs	8:00 / 10:00 / 4:00pm
Sat	18	11th Annual Flighted 4-Player Scramble	
Sat	18	Computer Club	4:00 - 6:00pm
Thu	23	Steward Council Mtgs	8:00 / 9:30 / 4:00pm
Mon	27	UAW Red Cross Blood Drive	11:00 - 5:00pm
Tue	28	Jumer's Rock Island Bus Trip	8:00am

ELECTION COMMITTEE RESULTS

The following Election Committee Members were elected by acclamation on 6/24/10
Special Election Committee: Randy Smith and Mark Clark

Dominic Bastean	Mapleton	Jane Evans	Retiree/TBU	Luke Kriehbiel	TSD
Eric Bertolet	LL, TTTD	Richard Evans	Retiree/TTTD	Hector Magana	Mossville DD
Sean Brack	Morton	Brad Foffel	TSD	William Marvel	TTTD
Biff Brakeman	Mapleton	Joe Green	Mapleton	David Meeks	Morton
Mike Bryant	Mapleton	Jim Haley	Morton	Alan J. Milloy	TTTD
Karen Cheney	Morton	Gary Hall	Retiree/TTTD	Bob Morris	Mapleton
Richard Curless	Mossville BB	Shelley Hickam	Mossville BB	Jay Nerdrum	LL, TTTD
Chris Dickerson	HH, TTTD	John Hidden	Retiree/TBU	Pamela Newman	Morton
Brian Dietrich	Mossville DD	Harold Hill	Mapleton	Eric Ransom	TSD
Karie, Donaho	LL, TTTD	Jalon Hincee	TSD	Thomas Rodts	Morton
Bert Durr	TSD	Chris Ita	TSD	Steve Shake	Mapleton
Gerald Eckard	Morton	Scott Kindilien	TBU	Tim Smith	Mossville DD
Chrissi Edwards	TBU	Marc Koch	TSD	Lesley Wolgan	Mossville BB

A LETTER TO THE EDITOR THANKS

To the Editor:

Thanks goes to the manager, assistant manager, occupancy specialist, social service director and activities director and workers of the maintenance crew and many of the residents who have done service in the UAW Senior Center.

Such as heading a club, chili supper, ice cream social, or potluck meals, and many who help with other duties. As well to all the medical groups who come in to help one who needs medical attention. Activities in the center are exercise classes, church service, Bible studies, also games, cards, outside entertainment. Even quilting is done here. Lee's restaurant serves good food and has been a blessing to the UAW Center. There are many features to be named. We have a laundry room, gift shop and each of us has our own mailbox.

The UAW Center has 16 floors. There are lots of safety features for those who live here.

If you need medical attention and a ride to the hospital, ambulance and fire trucks are here on the spot.

There's a security feature in each apartment, such as a fire alarm, water sprinkler and communication system if one needs it.

Outside of the building, the landscape is kept up and is so beautiful. Some of the residents have small animals such as cats, small dogs and even birds or goldfish. They are kept very clean.

The area has a small shopping center, as well as eating places. The UAW has a bus, which takes residents shopping Tuesdays and Thursdays.

I'm an 86-year-old retired nurse's aide from Pekin Hospital of 29 years. I have one daughter, Catherine, five grandchildren and two great-granddaughters. One daughter and husband are deceased.

My hobbies are writing in my journal, doing biography and writing stories of my family and late relatives. Also reading my Bible daily. I am a member of Trinity Lutheran Church.

My motto is to *"Be friendly and help others who seek help."*
Dorothy Schrieber, Pekin

New Guys continued from page 7

one specific contractor were reportedly failing at a pretty high rate. One lifting device was inspected as a result of a complaint regarding a bent component. The concerned worker was assured that the device was safe to use. The device failed hours later. Within days of that incident, two more lifting devices manufactured by the same outfit failed and now, the contractor has disappeared.

I know all of the business units are still holding tight to their purse strings, but some things don't pass the smell test. Recently, a worker at TTTBU broke his hand in several places in a work-related accident. The worker reported the injury and since there was nobody onsite to treat him, the injured worker was instructed to call a cab for transport to the hospital. I guess with the exorbitant wages being paid to security/medical, the decade's old practice of transporting injured workers to the hospital must have gotten too expensive. I'm just glad the worker didn't go into shock in the back of the cab.

As you've no doubt read in the Bargaining Chairman's Report, Wes Hogsett has taken a position in the UAW Ag/Imp Department. Wes always has been and will continue to be a proud member of this local union and will do a great job for us in Detroit and here at the CAT locals. Moving forward, I'd like to see the entire local support Rick DeGroot as the new Bargaining Chairman for Local 974. I've worked with and around Rick at the Tech Center for 30 years and he is a great union man and up to the challenge at hand. Leaders lead, and that's what Rick will do, but he will only be able to go as far as the level of support we give him.

I've had dozens of people ask me about the upcoming negotiations. If you've not been through the process before, remember that during contract negotiations, nothing has ever been or ever will be given to us. We will seek a fair contract from Caterpillar, formulating a proposal commensurate to our contributions to this \$50 billion dollar a year company. The one thing that we have to do is stand together, because at the end of the process of contract negotiations it will be you that has the ultimate voice.

The great labor leader A. Philip Randolph said this, *"At the banquet table of nature, there are no reserved seats. You get what you can take, and you keep what you can hold. If you can't take anything, you won't get anything, and if you can't hold anything, you won't keep anything. And you can't take anything without organization."*

Solidarity,
Steve Mitchell

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ARTS AND CRAFTS FAIR

Saturday, November 27

Sunday, November 28

**9:00 AM – 4:00 PM
Local 974 Union Hall**

*Free Admission
Includes Door Prize Ticket*

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



Fall Diecast and Toy Show

Saturday, October 16, 2010

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 Dave Chapman (309) 694-3151

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State of the Union Address – President Ron Gettelfinger



Thank you very much Secretary Treasurer Elizabeth Bunn for the gracious introduction and thank all of you for the respect that you show for the office that I have been privileged to hold on your behalf for the past eight years.

Elizabeth is great! For 18 years we have had the pleasure of working together in various areas of responsibility. As Secretary Treasurer, Elizabeth has been steady in her resolve

to be a good steward over the finances of our union and she has been willing to make the tough calls when it came to preserving resources. She has demonstrated her skills as a negotiator and her success in TOP organizing the past 12 years is unquestionable.

She is our friend and our sister. Thank you so much Elizabeth! We wish you well in your future endeavors.

Thank you also to our vice presidents; General Holiefield, Bob King, Cal Rapson, Jimmy Settles and our 11 regional directors for all of their support and for the great job they have done. This Board has worked hard to ensure that we have represented each and every member of our union to the very best of our ability regardless of the size of the unit or the sector of our union. And, it is through their leadership and determination, working with all of you, that made this a reality.

And, to retiring Vice President Cal Rapson, we appreciate your leadership over the GM, Delphi, Skilled Trades and Veterans Departments. You have done a tremendous job under some very trying circumstances.

To our retiring regional directors; Region 1 – Joe Peters, Region 1C – Duane Zuckschwerdt, Region 1D – Don Oetman and Region 9A – Bob Madore: thank you for your outstanding service to our membership over your many years of involvement.

Tomorrow we will present all of our retired Board members for special recognition, but at this time I would like for a true statesman to stand; President Owen Bieber. Owen, we are very proud of you!

The Staff Council of International Representatives President Terry Bolte, OPEIU President Kris Bucci, Newspaper Guild/CWA Chair of the TOP Committee Sanda Davis, and the president of the Staff Lawyers Union Niraj Ganatra are here and we want to recognize them and the leadership of all of our internal unions.

Additionally, our staff have served our union exceptionally well.

Our Board wants to recognize all of them for everything that they have done to assist us through servicing our local unions, CAP Councils, standing committees, retiree chapters and organizing new members. We appreciate the retired staff who are in attendance and thank them for their past service. Thank you also to Elizabeth's and my top assistants, Garry Mason and Phil Werking and all of our administrative staff.

Our clerical do an outstanding job for us as well and our Board wants to express our appreciation to all of them. Elizabeth's assistant Michelle Lage has done a tremendous job and I want to especially recognize and thank my personal assistant Patty Brady for the terrific job she has done. We have worked together for 12 years and she is without question the best assistant that anyone could hope to have. She is dependable, professional and a great asset to our union. Thank you, Patty.

We would be remiss as a Board if we did not give special recognition to our local union leadership and membership. You are on the front lines and in the trenches, you handle day-to-day problems, you empower all of the standing committees, you're involved in organizing drives, in our communities, politically and legislatively and you do an outstanding job at the various worksites. Thank you for all of your support, dedication and commitment and your tireless effort.

We welcome our special guests from the organized labor movement around the world. We have worked hard as a Board through our International Affairs and Organizing Departments to build upon and improve the working relationship that we have with our friends in the international community. We very much appreciate the solidarity that exists between our unions.

Serving as president of the International Metalworkers Federation World Auto Congress for the past eight years I have seen first hand just how complex the problems and challenges labor faces around the world remain. However, with the leadership of IMF General Secretary Jyrki Raina and President Berthold Huber we are confident that the course is chartered to make gigantic strides in social and economic justice for workers around the world. This is evidenced by the recently concluded strikes in China that impacted Honda and this is only the beginning.

Our Retired Workers Advisory Council, representing our 11 regions is also with us today. May God bless our retirees! The sacrifice that retirees have made gives us the courage, the will and the determination to continue to face the struggles of our day. UAW retirees are the best! You are engaged, in gear, and always ready to go. We count on you in organizing drives, in our community efforts, politically and legislatively and you have always been there for our union. You have stood with us and we have stood with you.

Our legal department did an outstanding job and successfully defended retiree health care with lawsuits at ArvinMeritor, Bosch, CNH/JI Case, Detroit Diesel, Volvo in Cleveland, and Volvo/NRV in Virginia. Our union also fought for retirees' health care at Delphi, Dana and other companies.

Our retirees in the Big Three are now provided health care through a Voluntary Beneficiary Association. Partially because of this VEBA structure we made it through bankruptcy at Chrysler and GM with most of the benefits intact. This was unprecedented!

In your Convention kits is a handout titled "Why UAW?" where these and other victories are touched on. There is also the president's report and the department reports. Our Board and the department directors under the presidents office, along with their staff, did a lot of work preparing these in-depths reports for you. We hope you will take them home for future reference.

As you know, nearly seventy-five years ago a few blocks from here our union was formed at the Fort Shelby Hotel on August 26, 1935 when 200 auto and parts workers from seven states came together. Today, as

Continued on page 16

Address by President King

"This convention is an example of the great Ron Gettelfinger," King said. "We would not have what we have without the great Ron Gettelfinger."

Now that the torch has been passed as Gettelfinger's two terms as UAW president ends, King says the theme for the UAW is mobilization. King acknowledged the steady string of organizing victories the UAW has had in various industries, pointing out the newly organized workers in higher education, the representation elections by casino dealers in Atlantic City, a recent contract victory by Boeing workers.

"In an area close to my heart when I was regional director, no group was more enthusiastic than IPS (Independents, Parts and Suppliers) workers," said King.

"It touched me because they had so much less. I want to express on behalf of this team that we are going to come up with new and innovative strategies, and we're going to call on the membership like we never have before," he said.

"We are understanding more than ever before," he continued, "that we are one union, that we are one society, and if we don't stand up and fight for our own membership in every sector and for all workers of the world, and for fair wages and benefits, they're going to try to run away from our organized shops and our great contracts," said King. King told the delegates that he's an idealist, and that the future can bring what seems now difficult to achieve.

"We're not going to accept anyone telling us that any dream is impossible," he said. "We are going to be dreamers, optimists, idealists. We are going to be the sowers of the seeds of economic justice in America."

King emphasized the power of tested bargaining strategies to invigorate the UAW's strengths. "The way our union became the best in the world with top wages, benefits and pensions, was not only pattern bargaining in auto and aerospace, but with cross-industry, pattern bargaining. That was our power. We will get that back with comprehensive strategies," he said.

He also stressed the importance of organizing new workers without facing terrorism from workplace bosses, adding: "When our workers aren't organized, they pit us against nonunion workers."

King looked back to successful strategies former UAW President Walter P. Reuther used in the 1930s and '40s, including organizing the unorganized using not only paid organizers, but also current UAW members; fighting for legislation that supports unionization rights but not waiting for federal legislation to begin that fight; and believing in economic and social justice for all.



Continued on page 18

Speech by Wes Hogsett

My name is Wes Hogsett. I am the bargaining committee chairman of UAW Local 974 in East Peoria Illinois. I work for Caterpillar as a salvage welder. I have worked for Caterpillar for thirty-two years and have seen *the good, the bad, and the ugly* of labor relations at Cat.

Most UAW members here in this room are familiar with the fights that we have had at Cat – strikes, lockouts. You know the story. I believe that I speak for all delegates who work at Caterpillar when I say that we are thankful for the support and solidarity of our brothers and sisters across the UAW. Support that we have gladly shown to other members as they have faced the same issues that we have faced at Caterpillar.

If you're less familiar with our issues, it can best be summed up this way ... In 60 years of UAW members working at Caterpillar, only three contracts in that entire period of time have been settled without a work stoppage of some kind.

I personally know the ugly side of how Caterpillar treats workers. I was fired, along with 159 co-workers during the 1994-1995 strike. Our UAW brothers and sisters stood strong and refused to go back to work without Cat agreeing to bring back the people that Caterpillar singled out. I'm here today to say that we've got another showdown coming up with Caterpillar. Just like before, the company is looking for a fight to cut costs. Like Dennis said in his introduction, we are going to be in the fight of our lives. Cat has already started to advertise for strike breakers, even though the contract doesn't expire until March, 2011. We know that they are coming after health benefits, wages, and our most important asset – solidarity.

Already, the company holds mandatory meetings for 20 minutes at the beginning of every shift where foremen try to convince us that we don't need a union to solve problems. I'm here today with 20 other delegates from Caterpillar to say that we're not giving up our fight. This company tried to bust our union before. They weren't successful. And they will try again, but we are not going to let them win.

We are preparing...

Caterpillar has dual sourced most of our work – meaning that they have more than one factory which can make most products – to protect themselves from a strike. To counter that, we've been reaching out to Union members in other countries at Caterpillar plants. Bob King and Dennis Williams recently went to a meeting in France of most of the Unions at Caterpillar around the world.

We are also getting organized internally. We will not let Cat divide us. We have different seniority dates. We work in different plants, in different states. We do different jobs, but we will not be divided!

Together we will win.

Nowadays, it seems like the mentality is "Hooray for me and forget everyone else." The bosses want us to think that way. It helps them. So when they give someone a few more crumbs, he thinks that he's got it made. Brothers and Sisters, we know that's not how the world should be. And that's not how we win. We win when we fight together. We've done it before, we can do it again.

WE WILL DO IT AGAIN!!!

we meet on the eve of this historic anniversary of our beloved UAW we recognize the accumulated sacrifices of millions of women and men who have been part of forging our great union. Their steadfast resolve not only made it possible for future generations to fare better than their own, but essentially created the middle class in America. Our membership and leadership face the future together in solidarity because of those who built our union and those who followed them and built upon that foundation.

As we celebrate “75 Years of Solidarity” we remember that our founders unselfishly sacrificed so that workers could have a voice in the workplace. Employers have always known that a union is the only instrument that gives working men and women any form of equity and justice in the workplace. Most employers have consistently and vigorously opposed unions with every means at their disposal. During and since the auto crisis they focused their smear tactics on the UAW like never before.

Their rhetoric has become a drumbeat of anti-union chatter. It has no merit but it continues to shape and form opinions against unions. These pro-employer, anti-worker, anti-union forces continually attack unions and workers who want to form a union. Those they represent belong to organizations that help them to gain clout in the employer community but they prefer to have the ability to trample on workers rights individual by individual. These anti-union forces are simply motivated by greed.

We are driven by equity and justice in the workplace, and, brothers and sisters, in the end, we will prevail.

Organizing has never been easy. While our union, like most all unions, has suffered setbacks in organizing drives, our organizing departments have stayed the course and helped thousands of workers to form their union. The current leadership of Elizabeth Bunn and Christian Sweeney in TOP and National Organizing director Cindy Estrada and our entire Board have continued to build on our foundation and developed plans for success in the future. So, when workers in auto plants, parts, aerospace, agricultural implements, casinos, universities, hospitals, child care or any sector of the economy want representation our union is prepared to assist them.

It’s challenging but since Labor Law is so critical to organizing the fight for Labor Law reform must continue. We need to level the playing field for workers and, as AFL-CIO President Rich Trumka has stated, we will not back away from the Employee Free Choice Act. This is needed legislation and organized labor and our allies are going to continue to pursue this with determination.

We continue our fight because we are standing for a cause that is greater than any one of us. It’s not just about organized labor. Our success at the bargaining table, in organizing drives, on the political front, and in the legislative arena have benefited an untold number of workers who do not belong to a union. As then candidate for president Senator John Kennedy said when describing collective bargaining; “when the tide comes in all the boats in the harbor rise”. Certainly this quote is applicable to everything we do.

We’ve had our share of disappointments and setbacks and we have also had major victories. Workers at Tenneco have been on strike for over five years and we have three additional strikes underway. We saw the impact of downsizing and the pain associated with the Peterbilt, NUMMI and other closings. But, we also saw UAW members at Daimler North America (Freightliner) in North Carolina launch and win a multi-faceted campaign when their work was shifted to Mexico. They contacted dealers and customers, reached out to public officials and pursued a grievance under their contract. The arbitrator ordered the work to be brought back and awarded back pay to more than 900 of our members. This initiative

was instrumental in gaining job security for Freightliner workers in the most recently completed negotiations this year.

We were disappointed that we were forced on an 87 day strike in ‘08 at American Axle. And, within months of the settlement the company sourced work to Mexico. We saw a kernel of justice in arbitration, however, when Axle lost the decision and was required to award 125 workers full back pay and re-instate them.

We are aggressively continuing the fight for a first contract at casinos in Atlantic City and Evansville. On the other hand we are extremely proud that Region 9A and the TOP organizing department achieved a first contract for 2500 new members at Foxwoods. These members of Local 2121 in Connecticut are the first gaming workers to organize and bargain collectively under tribal law.

NTN Bower, Local 1900, following a year long strike which resulted in a new collective bargaining agreement in 2008, refused to return workers and committed other violations. Our union pursued unfair labor practices against the company and the Administrative Law Judge ruled that the company was required to return the strikers with full back pay. This will amount to a multi-million dollar settlement.



This list goes on but the point is your union, our union, the UAW is completely engaged in representing our active and retired members.

We have stayed true to our core values!

Four years ago, in our report to the 2006 Convention we wrote that the challenges we were facing in auto weren’t the kind that could just be ridden out. We described them as structural challenges requiring new and far-sighted solutions. Following what was hailed as transformational agreements in 2007 the difficulties we experienced were developments that were not on anyone’s radar screen. In just a few short months our country plunged into the worst economic downturn since the 1930’s.

As a result, we found ourselves in a fight for the very survival of our union and one of our country’s most important industries. Our members in auto and the auto parts sector faced some of the darkest hours since the formation days that our union has ever witnessed. As the storm clouds gathered the stress on our active and retired members and their families was beyond imagination.

The uncertainty lingered as days turned into weeks, and weeks into months. In addition to the Chrysler and General Motors controlled bankruptcies we witnessed, according to the Original Equipment Suppliers Association, the bankruptcy of 55 union and non-union suppliers and the liquidation of 200 others, erasing thousands of jobs.

The economic downturn affected most every sector in our union, both public and private. And, every sector of our union, other International Unions, and our coalition partners took an active part in the struggle in support of auto. You rallied, sent e-mails to Congress, wrote letters to the

editors, made phone calls, attended teach-in's, and you took the battle from main street into our communities including churches, synagogues, mosques and temples. Because of your strength; your commitment; your willingness to stand up; and your solidarity, we faced these challenges and chartered a course that led our great union down a path to survival.

Leaner yes, but stronger, wiser, and more determined as well.

We must never forget that there were several Right Wing Conservatives in Washington who thought our industry should just fade away. They did not realize the strong resolve of the women and men of the UAW and that through our solidarity we had the energy, capacity and the vision to see things through. Most of these conservatives chose to represent the overseas foreign nameplate operations and turned their backs on America's domestic auto industry and her workers. Let's be clear. The contempt for the UAW was so deep that some of them were willing to let the industry collapse in the hopes they could destroy us.

Even the former President recognized the insanity of what they were attempting to do and granted bridge loans to Chrysler and GM insuring short term survival for the industry.

Without hesitation President Barack Obama addressed the auto crisis and he took the necessary actions to prevent the collapse of the industry. Just over a year later the domestic auto industry is profitable and is making in-roads in market share. Chrysler is expanding production, has hired workers for the first time in 10 years, and is investing in the United States. General Motors is coming on strong, adding shifts, re-calling workers, and, GM will be the first auto company in the world to assemble a B car platform in the United States. Ford continues to "hit on all cylinders" and they are setting the standard for the industry. We are witnessing the supply base starting to share in the turnaround. There is strong evidence that the worst is behind us and the industry is clearly rebounding.

The men and women of the UAW in auto, as in all sectors of our union, have relentlessly pursued safety, quality and productivity.

The safety issues faced by Toyota have many of their customers looking for alternatives and when they give UAW assembled vehicles a chance they are pleasantly surprised. The skilled, quality work of our members is finally being acknowledged. We are all pleased that a recent poll shows that Americans prefer domestics 38% to 33% over foreign brands.

Sisters and Brothers, we owe a great deal to a young senator who on Labor Day 2008, as a presidential candidate, stood before the largest crowd in recent memory in the city of Detroit and said; "I don't choke on the word union."

President Barack Obama inherited eight years of failed policies that drove our nation in the red and our economy off a cliff. However, in addition to saving auto he has accomplished much more.

He enacted the \$789 billion stimulus package that helped to stabilize the economy and created or saved 2-3 million jobs. He enacted sweeping health care reform and it was fitting that Walter Reuther's nephew, Alan Reuther, was among the attendees when the legislation was signed.

The President also enacted major civil rights measures including the Lilly Ledbetter Fair Pay Act and the hate crime prevention legislation. His nomination, and the Senate confirmation of, Sonia Sotomayor as

the first Hispanic on the Supreme Court and Hilda Solis as Secretary of Labor was extraordinary. He also made recess appointments of Craig Becker and Mark Pierce to fill needed position on the National Labor Relation Board.

These few examples illustrate some of President Obama's accomplishments and leadership abilities. And, yes there is a lot of work to be done in regards to job creation and the legislative agenda but our union can be proud of the role we played in helping him to win the presidency.

But, once again we will be called upon to work hard between now and November 2nd to insure that we stand with those who stood with us. It is important to our country that we deliver this fall to insure the President maintains a Congress to work with him to continue the progress he is making for our nation.

Because of the difficult challenges our nation and union have faced our membership has declined.

Consequently, a number of internal financial issues developed impacting both our local unions and the International Union. Just as our locals addressed these issues your International Executive Board took the necessary steps to shore up our union financially. Without reducing our ability to service our membership, organize, and be involved politically and legislatively, our Board cautiously considered every expenditure whether it involved the level of staffing, trips, or conferences. In eight years, even during the toughest economic times, we did not spend one penny of principle or interest out of the Emergency Operating Fund. Today it stands at over \$102,000,000. That is leadership and our Secretary Treasurer, officers and regional directors are to be commended.

It is very important to give special recognition to our staff and clerical who as part of conserving resources went through a difficult and challenging mid-contract modifications process. No one wants to make contractual concessions but the staff and clerical employees of the International Union, like our membership, did what was in the best interest of our union and her membership. And, during these negotiations our staff and clerical put our members first. They never allowed the internal discussions to interfere with their ability to serve our membership. On behalf of the Board I want to publicly thank them for taking this difficult and needed action.

The downturn in the economy also increased the need to assist those who are struggling in our society. Our Board wants to commend all of our members for remaining so generous. You have volunteered your time and financially supported most every major and local charitable cause that exists in our communities.



We also want to thank you and all of the women and men of the UAW who are so generous with your time. We have repeatedly called on you in our political and legislative fights, our organizing drives and our regional and national programs and never once have you done anything but answer the call with enthusiasm. It is because of you that we have had the strength to prevail in so many of our struggles.

Continued on page 18

State of Union address continued from page 17

As with any administration when the time comes to an end those of us who are leaving hope that we have built upon the foundation and steadied the organization so that the next administration will be off to a running start. We did hard assessments and analyses, abandoned what wasn't working, and changed course when necessary.

I readily accept the responsibility for any short comings during the last eight years. You can rest assured, however, that this sitting Board and the Board you elected in 2002 worked relentlessly toward building for the future as did every Board before us.

Due East of this building on Jefferson Avenue, next to the sidewalk in Hart Plaza, stands the Michigan Labor Legacy Project which was donated to the city of Detroit by organized labor. The name is Transcending and the monument is not complete at the top. The gap illustrates that the work of organized labor is never done. It is appropriate and can also be used to illustrate that the work of our administration is not complete either. As we pass the torch of leadership we are confident that we have done everything in our power to ensure that the next administration does not have to look back for even a second. We have the utmost confidence in their leadership and their ability to move our union forward. The task will now be in their hands but they will not face the challenges alone. They have every right to expect and it is incumbent on all of us to provide them all of the help and support that we possibly can.

President King's address continued from page 15

"We want to be in the forefront of fighting for social and economic justice in America," said King. "I'm sick and tired of bosses getting millions of dollars and workers getting the short end of the stick."

King also warned members not to fall into the traps union-busting employers have tried since Reuther's organizing days, such as pitting different races and ethnicities against each other to break worker solidarity. He said that the philosophy behind those tactics have reared their ugly heads again in our time with the new anti-immigrant law in Arizona. He urged UAW members to remember that we, like Reuther did in supporting minorities in the workplace many years ago, should do what's right for social justice, not what's popular.

"We will fight for the right to organize because it is the right moral, spiritual fight to have,"

We all know this sisters and brothers because we learned it in our home locals where our deep and abiding passion for the UAW is nurtured and grows. As an assembler and then chassis line repairman I have never forgotten the privilege of belonging to the UAW. It was at Local 862 that a journey began that took me from serving on a local union standing committee to International President of this great union. This journey was only possible, only possible, because of you, the membership and I am deeply grateful.

It was you who made it possible for me to represent you publicly, at the bargaining table, and at the local, national and international level. Regardless of the setting, when the power of the UAW opened a door I was privileged to walk through it on your behalf. This was always a humbling experience and a great honor.

It is also important, however, to recognize the impact on our families that is encountered in order for any of us to serve our membership. Judy and I want to thank our children and their beautiful families for all of the love and support they have given us over the years. We are well aware of the numerous sacrifices that each of you have made. Thank you for your understanding and support. We love all of you.

In regards to Judy, she has been a wonderful first lady and a great role model for the UAW; always there, fully supportive and totally committed to the cause of social and economic justice for workers and giving back to others

who are in need. It always makes me proud when our members and others comment on how much class she has and how well she represents the UAW. Judy is truly one of a kind. She has fulfilled her role beyond anyone's expectations. Her love and support helped me more than she will ever know. Thank you, Judy. I love you!

Today, more than ever, we need to feel the passion of the labor movement. It's wonderful to be union. To have a union card is the best insurance anyone who works for a living can have. And, to have union in your heart is essential.

It is a great feeling to say; these are our people and this is where we come from. This is our union family!

Judy and I have made so many friends over the years and we value each and every one. Thank you for allowing us to be a part of your lives.

May God bless America, the UAW, our future leaders and all of you. Solidarity, Solidarity, Solidarity Forever!

King said. The UAW, said King, will make it a priority to force Toyota to rehire UAW workers at its New United Motor Manufacturing Inc. (NUMMI) plant in Fremont, Calif., as it builds electric cars in a new partnership with Tesla.

"The first battle ground is Fremont, California," King said. "Because we are going to show Toyota and the world when any employer takes an anti-union action, it's a bad business case because they are going to pay a much higher price than they would if they work with the UAW."

King ended his speech with a question that drew cheers and a standing ovation. **"Sisters and brothers, are we ready to take on the fight for social and economic justice for all workers?"**



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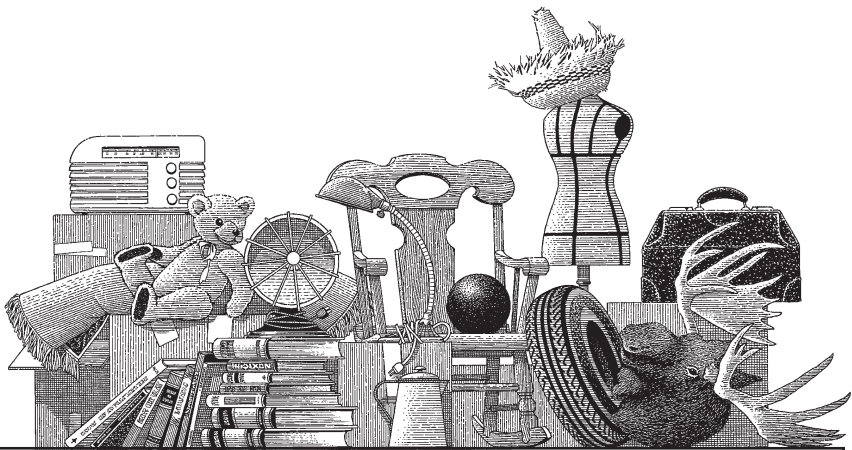
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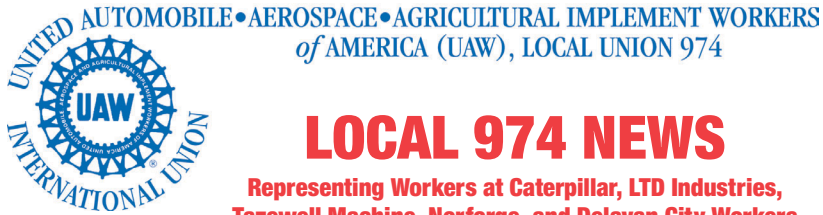
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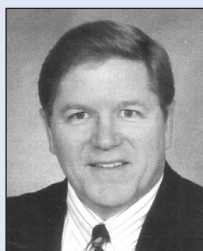
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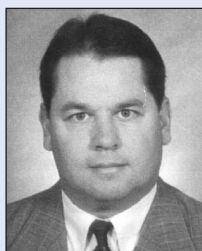
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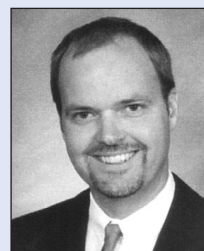
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