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LOCAL 974 NEWS

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



VOL 58.6 • DECEMBER 2010



No matter where you are
this Christmas,
light will be all around you,
whether it's in the
quiet of fresh snow or
the stardust that
stretches across the sky...

We hope it guides you,
We hope it warms you,
We hope it brings you joy.

ANNUAL MEMBERSHIP MEETING

Sunday, December 12, 2010 1:00 p.m. At Amalgamated Local 974, UAW

Mark your calendar ... Be involved ... See you there!

UAW LOCAL 974 EXECUTIVE BOARD

President

Dave Chapman

Executive Vice-President

Randy Smith

Second Vice-President

Kevin Peterson

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Jim Arrowood

Chair. of Bargaining Committee

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Mossville DD Member-At-Large

Loren Benson

Skilled Trades Member-At-Large

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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

(Open)

Bargaining Chairman - PMP

(Open)

Bargaining Chairman - Norforge

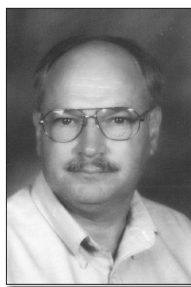
Pamela Smith

Bargaining Chair. - Taz. Machine

Nickolas Kneip

Bargaining Chair. - City of Delavan

Jerry A. Littlefield



PRESIDENT'S REPORT

DAVE CHAPMAN, President

By the time you read my December article, your Local Bargaining

Committee will have our Central and Local proposals put together for the March 1st 2011 expiration of our contract with Caterpillar.

With the help of your bargaining surveys Rick De Groot and the committee have done a great job. We hope to be at the bargaining table with Caterpillar prior to the Christmas holidays. It's never easy with Caterpillar but we will try our best to get a agreement that our membership can live with as soon as possible.

Jim Arrowood and the other benefit representatives in the Caterpillar chain have been working on our new benefit package.

What you can do for now is show support for your bargaining committee by wearing a UAW tee shirt in the shop every day to show our solidarity. John Shallenberger our Financial Secretary has them on sale here at the hall Monday thru Friday from 7:30 a.m. to 4:30 p.m.

There was a misprint in the last newspaper article. I was congratulating John Bainbridge on his retirement. The article did not reflect that.

The Steward Council meetings for November and December have been set for December 16th.

Annual Membership Meeting

December 12, 2010 1:00 p.m.

At the Hall

PLEASE PLAN TO ATTEND



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

GRIEVANCE COMMITTEEMEN

TRACK TYPE TRACTORS 673-3280 PHONE 673-3280 FAX

CHMN Bill Scott (LL, 1st)

Steve Popkins (LL, 3rd)

Douglas Byrne (HH/BB, 2nd)

Dave Neulinger (HH, 1st)

Paul Gaddie (SS, 1st)

TBU KK 673-0931 PHONE/FAX

CHMN Craig Miller (2nd)

Larry Morgan (1st)

Mike Rohde (3rd)

MAPLETON 697-6051 PHONE 697-6059 FAX

CHMN J. C. Zimmerman (1st)

Mike Culbertson (1st)

Matt Diebel (3rd)

MORTON 266-6631 PHONE 266-9346 FAX

CHMN Roger Routt (2nd)

Matt Butler (2nd)

Judy Poulsen (1st)

TECH CENTER / PPG 579-2924 PHONE

CHMN Steve Mitchell (1st)

SPBU 579-3336 PHONE RPF 675-6544

CHMN Joe Maxwell (1st)

MOSSVILLE BB 579-2202 PHONE 579-2491 FAX

CHMN Paul Jackson (1st)

Doug Loven (2nd)

MOSSVILLE DD 579-3488 PHONE 579-3168 FAX

CHMN Terry DeFrates (1st)



BARGAINING CHAIRMAN

RICK DeGROOT, Bargaining Chairman

Greetings Brothers and Sisters,

As of

October 29, 2010, there are 3,715 active grievances in the arbitration backlog. We have 75 discharges at this time.

Disciplinary Actions are running high, the company is using safety as one of the main reasons for disciplinary action.

October 11 – 14, 2010 we had an Ag-Imp and Cat. Council meeting in Atlantic City. Roger Routt, Craig Miller, Dave Chapman and I attended these meetings. We had discussions about the upcoming negotiation with Caterpillar. At that time we suspended the Cat Council and put the Policy Committee in place for the upcoming negotiations. We were asked to come back to our Locals and start putting our proposals together.

Your Local Bargaining Team is:
Bill Scott – Track Type Tractors
Craig Miller – TBU-KK
J. C. Zimmerman – Mapleton
Roger Routt – Morton
Steve Mitchell – Tech Center/ PPG
Joe Maxwell – SPBU
Paul Jackson – Mossville BB
Terry DeFrates – Mossville DD
Dave Chapman – President
Rick DeGroot – Bargaining Chair.

This makes up your Local Bargaining Team. Your Central Policy Committee members will be Paul Jackson, Steve Mitchell, Dave Chapman and Rick DeGroot.

The week of October 18th we had the Chairmen called out to go through the Local and Central Agreement. We went through each article to see what was needed to be changed. At this time we put together our proposal to give to the International Union. November 29 thru December 3 your Policy Committee will meet

in Lincolnshire, Illinois with the other Caterpillar Locals to start putting the proposal together for the Central Language.

We have gotten the bargaining surveys back and the top two issues were medical and wages.

Steve Mitchell, Local Union Health and Safety Representative, has been awarded a Tony Mazzochi Award by the American Public Health Association for his outstanding work in the field of Occupational Health and Safety. The award will be presented at the APHA annual meeting in Denver, CO on November 9th. The APHA announcement of the award calls Steve “a role model for other trainers in defining Health & Safety approaches to building the Union” and describe his work as a UAW Health & Safety Representative as “exemplary in many aspects.” Congratulations Steve on receiving this award!

It is very important that the Membership stands together through upcoming negotiations. WEAR a Union shirt. SHOW SOLIDARITY!

In Solidarity,
Rick DeGroot

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FINANCIAL SEC/TREASURER REPORT

JOHN SHALLENBERGER, Financial Sec/Treasurer

The hall has been really busy with negotiations getting ready to

start. We have a good bargaining committee in place committed to get everyone a good contract. We ask that you get behind them and show your support, one way is to wear a UAW button or UAW t-shirt to let the company know that you have faith in the union leadership and are proud of your union! This makes the bargaining committees job a lot easier knowing they have your support!

ALWAYS REMEMBER ONE OF OUR GREATEST LEADERS WALTER REUTHER SAYING...

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

HE ALSO WARNED US THAT...

"What the Union fights for and wins at the bargaining
table, can be taken away in the Legislative halls."

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.

I would like to wish you and your family a Merry Christmas and Happy New Year!

In Solidarity,
John R. Shallenberger
Financial Secretary/Treasurer

RECAPITULATION as of September, 2010

Income	\$ 255,462.19
Expenditures	<u>239,632.52</u>
Excess of Income over Expense	\$ 15,829.67

Regular Dues received on	4,515
Sub Dues received on	7
Initiation fees received on	112
Bonus dues received on	0

PER CAPITA TAXES:

International Union UAW	\$ 108,453.83
CAP Council	6,992.51
CAT Council	5,179.02
Retirees Dues PCT	234.00
Ag Council	171.96
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>10.90</u>
Total	\$ 121,226.22

RECAPITULATION as of October 31, 2010

Income	\$ 237,706.62
Expenditures	<u>230,348.14</u>
Excess of Income over Expense	\$ 7,358.48

Regular Dues received on	4,533
Sub Dues received on	1
Initiation fees received on	141
Bonus dues received on	0

PER CAPITA TAXES:

International Union UAW	\$ 110,596.49
CAP Council	7,130.64
CAT Council	5,262.89
Retirees Dues PCT	366.60
Ag Council	176.88
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>14.18</u>
Total	\$ 123,731.68

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UAW Retiree – Bob Allsup, CEAP/CADC/SAP

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INSURANCE & BENEFITS REPORT

JIM ARROWOOD, Chairman Insurance and Benefits

I am writing this article for the Newsletter on November 1, 2010. The mid-

term election is now behind us as our Newsletter goes to press November 2, 2010.

If we did our job, we have elected Labor-friendly candidates who will fight for us. It took eight years to dig the hole that nearly brought our Country to collapse. Hopefully, we did not hand the shovel back to those who would take us back to the brink.

We do not yet have the actual premium rates for 2011 Health Care Coverage. We do however have an indication that an increase is a reality. Keep in mind how our premiums are determined. The Group Insurance Plan includes language that is used to determine premium rates. Total annual participant cost per employee is a result of a projection based on an annual inflation factor. This factor is the unadjusted percent change of the medical care component of the consumer price index for all urban consumers, U.S. city average as

compared to the previous year, plus 4%, and adjusted for any changes in benefit provisions.

What does that mean? The contributions for our insurance fluctuates year to year. On January 1, 2010 our premiums went down compared to 2009. A retired couple not on medicare paid \$364.54 in 2009. On January 1, 2010 that same retired couple paid \$291.26 per month. This is an example of the fluctuation in factors considered when our premiums are determined for the following plan year. If there are still members who do not believe we face a Health Care crisis, I haven't spoken to them as of yet.

On October 25, 26 and 27, Wes Hogsett came to the Local. Insurance and Benefit Representatives from Local 145, Local 751, Local 2096, Local 786, Local 1415 and Local 974 met to discuss all issues in preparation for meeting with the employer. These meetings gave us an opportunity to identify issues most important to our Members. We will continue to work toward an acceptable agreement.

I thank the International Representatives who are staying in direct contact with this Local. We are fortunate to have full support of an experienced International Staff.

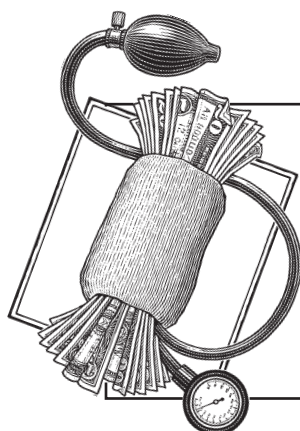
Each article I try and stress the importance of solidarity. Wear your Union shirts, hats and buttons each day. Union apparel alone will not be enough. Solidarity is strength in numbers. Speak highly of your Union Brothers and Sisters. All we have is each other. When we are united, we are able to bargain from a position of strength.

Have a great Holiday Season!

In Solidarity,
Jim Arrowood, Chairman

P.S. I hope all is well at the Doffless and Wilene Harris farm. Have a great Holiday Season. Your other son, Jim.

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



Need Help?

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

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

CONTACT YOUR COMMUNITY SERVICES COMMITTEE REPS

MORTON: Melissa Bugg, Judith Poulsen, Rochelle Torres, Maxine Wilson-Jones
TTT: Chris Dickerson, (SS), Shane Hillard, (LL) MOSSVILLE BB: Marcia McCann

CATERPILLAR BENEFITS CONTACT INFORMATION

HYATT LEGAL SERVICES 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.

AS I SIT HERE

STEVE MITCHELL, Plantwide Safety Chairman

As I sit here, I recently learned that OSHA is investigating one of the Peoria-area facilities under its Recordkeeping National Emphasis Program. Under this program, OSHA will investigate to determine if work-related illnesses and injuries have been properly reported to the government by CAT. Under this program, a variety of information will be requested of the company, and interviews will be held with employees to determine the accuracy of the company-maintained illness and injury records. Caterpillar was one of the “chosen ones.” I know Cat is thinking, “why me.” I can tell you why they were selected from the masses of business in the U.S.

These injury and illness records are vital in the continuing efforts to improve health and safety in our facilities. Oftentimes, managers misguidedly attribute work-related injuries and illnesses to personal failures. Alternatively, the work-related injuries may be considered impediments in the quest for improved safety performance metrics. These metrics are actually based on what are called trailing indicators, that is, incidents and illnesses that have already occurred. Since the managers are evaluated for promotion and raises related to their performance on a variety of metrics including safety, the “kill the messenger” response to injuries workers report comes as no surprise.

Where does this “kill the messenger” mentality come from? Could it be our benchmarking peers? BP was one of the companies CAT benchmarked for its behavioral-based safety initiative. BP is a company that

received a then-record \$21 million fine in 2005 from OSHA for safety violations at Texas City that led to a massive explosion, 19 deaths and 180 injured workers. Four years later, OSHA hit BP with its largest ever fine, \$87.4 million, for failure to correct hazards they agreed to fix as part of a settlement agreement related to the Texas City explosion – that’s a great example of a benchmark!

On April 2, an explosion at the Tesoro refinery in Anacortes, Washington killed seven workers. Like BP, Tesoro is a safety award winner. Over the year, the National Petrochemical and Refiners Association (NPRA) has granted the Anacortes Refinery numerous prizes – “merit” and “achievement” and “gold” – including two awards last year. Tesoro notes on its web site that this recognition is for reducing “recordable injury rates” – the lost-time injuries that must be reported to OSHA. There are those safety metrics again.

Massey Energy, operators of the Upper Big Branch Mine, where 29 miners died in an underground explosion on April 6th, claimed a number of industry and government safety awards in 2009. The awards were based on safety metrics such as recordable injuries and lost work days, even though, according to the Labor Department, Massey has admitted to underreporting their injuries by more than 30%. It’s not hard to achieve great safety metrics performance when you don’t count all the injuries. In addition, research done by the United Mine Workers of America indicated that 52 workers have been killed on Massey Energy properties in the past decade.

How do those metrics and awards effectively portray a company that has killed so many workers and amassed hundreds of additional safety violations at the Upper Big Branch mine since the explosion?

Many companies like BP tout their safety records and their behavioral-based safety programs, but these “records” and programs are nothing to be proud of. The day the BP Deepwater Horizon received a safety award for having no reported lost time injuries for seven years, a group of BP bigwigs traveled out to the oil rig to celebrate the safety milestone. When it exploded, they escaped in a helicopter while eleven workers died and, there was untold environmental damage to the Gulf of Mexico.

Back to our employer ...

A number of weeks ago, a worker was attempting to un-jam a piece of equipment, a task he had to perform many times per shift. He reached over a barrier guard, was caught in the machinery and suffered broken bones. This worker received disciplinary action for failure to follow Lockout/Tagout! This response is asinine. First, any guard that can be reached over, under, around or through is not a guard. Second, the worker was expected to clear the jammed equipment and was trained in Lockout/Tagout as an “affected” person, not someone who was to apply locks and tags to equipment. Third, the new and improved un-jamming procedure defines, in writing, how to do this non-routine task without locking out the equipment, and in some cases, the supervisor is required to observe the operation, effectively

becoming a management witness to a clear violation of the OSHA Lockout/Tagout standard.

Caterpillar has been cited numerous times in the recent past for Repeat Violations of the Lockout/Tagout Standard, and yet when their approved procedures fail, resulting in a worker getting injured, what do they do? Discipline the worker – that is just wrong. If you are disciplined for reporting an injury or for being hurt doing routine tasks that your supervisor has direct knowledge that you perform, contact your Steward, Committeeman or UAW Safety Representative, because the discipline may be illegal.

Recently, during a start-up meeting, a line supervisor reportedly informed the people who worked for him that any Supplemental reporting an injury or illness would place their further employment at risk. Statements like that or policies that discourage the reporting of injuries are, again, against the law. Following this incident, a complaint was made to OSHA, and soon thereafter the supervisor mysteriously disappeared.

If you are a Supplemental or Probationary employee, you are required to promptly report your injuries to the Medical Department. You should feel free to do so without fear of retaliation, but we all know the truth. You are between the proverbial “rock and a hard place.” You may fear for your job for reporting an injury – or for not reporting the injury, either way, the fear is the same.

There are a couple of different ways the union can help you in

this situation. One way is for you to let us know where there are hazards in your work area that you think may injure you. We can intervene on your behalf and get the problem resolved. The other way is if you file Safety Complaints as prescribed in section 8.3 of the contract that the company is required to give you. Under the terms of the contract, you will have protection against discipline because you have engaged in union activity (one of the two ways the union can file a grievance on your behalf; the other is personal prejudice).

Have you heard the saying, "Liars figure and figures lie"? Trying to make improvements without accurate data is like attempting to drive somewhere you've never been without knowing where you are on the map. The data must be complete and the only way that will happen is if workers do not fear for their jobs if they report injuries, illnesses or near-misses. If management really wants to get where they say they want to go regarding health and safety, shouldn't they be interested in gathering accurate data?

Employers who purposefully depress the number of injuries reported or who put policies in place to discourage reporting are actually putting workers at risk. If you have been discouraged from reporting an injury, been told your injury was not work-related or disciplined for reporting an injury or hazard, tell your UAW Safety representatives, and they will take the appropriate action on your behalf. If you are at the facility being investigated by OSHA for Recordkeeping and

are asked to speak with the Compliance Officer, ask that your union representative be present and tell your whole story as it relates to your experience in reporting injuries. Remember, there has never been an injury or illness where a worker was not exposed to a hazard. By promptly reporting hazards, injuries and illnesses, you are helping to protect your brothers and sisters from future incidents. **Save yourself – Save your fellow workers – REPORT!**

In Solidarity, Steve Mitchell



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RETIREES CHAPTER UAW LOCAL 974

WEDNESDAY POTLUCKS DECEMBER 15 & JANUARY 19

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

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

MEMBERSHIP & RETIREES DANCE Sunday, December 19 7:00 – 10:00 pm Music by Kenny Williams and The Country All Stars

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, December 28 – Isle of Capri
Tuesday, January 25 – 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 throughout the year. To assist in financing these activities a \$2 per month voluntary membership dues can be established at the Dues Office. The largest portion of the dues dollars goes to the International Retired Workers Advisory Council which is concerned with retired workers programs and policies and other matters that affect the welfare of retired workers.

Contact Retirees' Officers at 309/694-3151

Jane Evans, Chairman
Velma Walton, 2nd Co-Chairman
J.F. "Jack" Hidden, Financial Secretary
Dave Blumenstock, Trustee
Jack "Honey" Evans, Trustee

David J. LaHood, Co-Chairman
Bill Corum, Recording Secretary
Dale Cassel, Guide
Jim Tabor, Trustee
Ted Hoak, Sergeant-at-Arms

SHORT TERM LOAN OF MEDICAL EQUIPMENT

The Retirees have the following items that can be loaned out to our membership for their use on a short-term basis. Items can be checked out at the Dues Office.

Wheelchairs • Walkers • Cane Walkers • Canes
Crutches • Hospital Beds • IV Stands • Porta-Potties



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

RETIREE ALERT 5!

This year will soon be behind us. In March of 2011 the contract with Caterpillar Inc. will come to an end. Negotiations for a new contract will soon begin. All of us must be prepared to do what our Union leaders ask of us. During the labor dispute of the 90's many relatives and friends became estranged because so many scabbed and crossed the picket line while others manned the picket lines and whatever else they were asked to do. I am hopeful that those who scabbed have seen the error of their ways and will stand up and be men if a strike is called.

We are all glad that Cat is making huge profits. Only a fool would think otherwise. The men and women on the shop floor as well as the retirees who performed these jobs before them deserve a share in these profits. Without them these machines could never be built.

PAL Industries is a company in Pekin Illinois. There are 61 Union members in that Plant – 59 women and two men. In 2009 they had to go on strike to get a fair contract with the Company. All but one woman stood up and went on strike. Six months later a new contract was signed. All are now back to work. What courageous people. How proud they must feel. All but one scab. If a strike is called, I hope that our people will stand up for what's right like those 58 women and two men did.

Retirees, if Cat calls you and asks you to scab for them, I can't say it here, but you know what to tell them!

Bring Solidarity back to Local 974! UAW Local 974 Retiree Board

STAND TALL FOR SOLIDARITY



DURBIN

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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.

September

Herbert S. Kinkad R 09/02/2010
Gerald L. Burwell R 09/04/2010
Roger K. Dowds R 09/04/2010
Harold V. Anderson R 09/05/2010
Leonard Witherell, Jr. R 09/05/2010
Richard L. Dixon R 09/06/2010
William R. Cornwell R 09/14/2010
Edward M. Culp A 09/14/2010
Jack Shawhan R 09/15/2010
Wayne E. Harmon R 09/18/2010
Charles R. Bushong A 09/19/2010
James W. Pettigrew R 09/19/2010
Harley D. Gray R 09/20/2010
Billy J. Baker R 09/21/2010
Raymond McCullough R 09/22/2010

October

Clarence F. Heilman R 10/03/2010
Richard C. Roehm R 10/08/2010
Adeline A. Powley R 10/09/2010
Roger L. McCombs R 10/11/2010
George F. Morris, Jr. R 10/11/2010
John E. Saal R 10/12/2010
Jewel M. Milloway R 10/14/2010
Harold G. Ogden R 10/15/2010
Brice A. Woodmaney R 10/17/2010
Arnold V. Fandel R 10/18/2010
Scott R. Shelabarger R 10/18/2010
Donald C. Verkler R 10/18/2010
Clayton J. Street R 10/19/2010
Orval C. Wright R 10/29/2010
Lawrence A. Wileman R 10/30/2010

UAW LOCAL 974 CALENDAR

DECEMBER

Sun 12 Executive Board Meeting 11:00am
Sun 12 Annual Meeting 1:00pm
Wed 15 Retirees' Chapter Meeting & Dinner 11:30am
Thu 16 Safety Council Meetings 8:00 / 10:00 / 4:00pm
Thu 16 Steward Council Meetings 8:00 / 12:00 / 4:00pm
(Please note date change)
Sun 19 Membership & Retiree Dance 7:00 - 10:00pm
Fri 24 Christmas Eve - Union Hall Closed
Tue 28 Isle of Capri Bus Trip 8:00am
Fri 31 New Year's Eve - Union Hall Closed

JANUARY

Tue 4 Local 974 Newsletter Article Deadline
Sun 9 Executive Board Meeting 11:00am
Sun 9 General Council Meeting 1:00pm
Mon 17 Martin Luther King, Jr. Day - Union Hall Closed
Wed 19 Retirees' Chapter Meeting & Dinner 11:30am
Thu 20 Safety Council Meetings 8:00 / 12:00 / 4:00pm
Tue 25 Jumer's Rock Island Bus Trip 8:00am
Thu 27 Steward Council Meetings 8:00 / 12:00 / 4:00pm

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DICK L. WILLIAMS

has concentrated his practice in Probate, Wills, Trusts and Powers of Attorney for over forty-five years.

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Real Estate
Elder Law
Injury Claims
Workers Compensation



DICK B. (RICH) WILLIAMS

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

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Social Security Disability
Drivers' License Reinstatement



WILLIAM C. LOEFFEL

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

Criminal
DUI
Federal

UAW PREPAID LEGAL BENEFITS PANEL ATTORNEYS
UAW LOCAL 974 LEGAL BENEFITS PLAN LISTED LAW FIRM

WHAT IN THE WORLD?

What in the world is going on today in our world? We hear of and see natural disasters all over the world, one right after another. Is the earth just going through a phase? I might be tempted to believe that if it weren't for all the other things that are going on. Things such as the great push for a one world economy (the Euro, G-20 countries, and right here in America, more and more of our money is controlled by fewer people at the top), the spread of violence world-wide (radical Muslims taking credit for suicide bombings and other killings, bullying in schools, religious persecutions, etc. growing hatred for the nation of Israel, growing

contempt and hatred for Christians world wide (including here in America), weakening of the testimony and impact of the Church (mainly caused by its own carnality, the Church seems to be moving toward having a form of godliness but it denies the power of the gospel), homosexuality spreading world-wide, more and more infectious diseases are cropping up, decline in morality, the excessive pride of man, "We are too big to fail."

That statement reminds you of the Tower of Babel in Genesis 2 where there was a government and religion in rebellion to and without God. I could list other things as

well. Since all history is God's story of His involvement in the affairs of the world, God must be involved in this somehow.

God had prepared the world for the first coming of Jesus Christ and when things were ready, He sent forth His Son as the Savior (Galatians 4:4,5). Religion was void of God, government was corrupt, morality was very low, there was persecution of religion when it conflicted with government or got in Rome's way.

Folks, we are living in the foretaste of the terrible time the Bible describes as the Tribulation Period culminating in the Battle of Armageddon when Jesus comes to

destroy all earthly powers and set up His millennial kingdom on earth. Are you ready for that time? Have you made your peace with God – God's way through His Son Jesus Christ? Jesus Himself said "I am the way, the truth and the life: no man cometh unto the Father, but by me." John 14:6.

Make this a truly memorable Christmas by trusting Christ alone for salvation. Merry Christmas!

Write, call, or email me at:
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conrus@comcast.net

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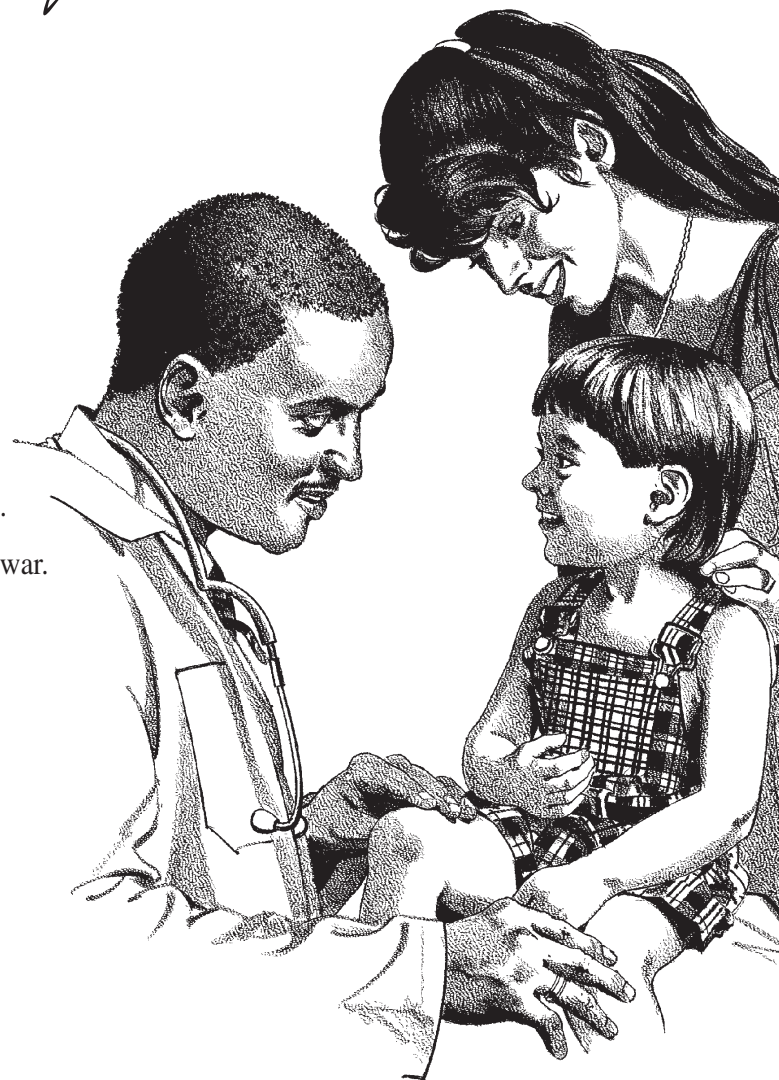
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After the eight years of the Bush/Cheney Disaster ... Now you get mad?

- You didn't get mad when the Supreme Court stopped a legal recount and appointed a President.
- You didn't get mad when Cheney allowed Energy company officials to dictate Energy policy and push us to invade Iraq.
- You didn't get mad when a covert CIA operative got outed.
- You didn't get mad when the Patriot Act got passed.
- You didn't get mad when we illegally invaded a country that posed no threat to us.
- You didn't get mad when we spent over 800 billion (and counting) on said illegal war.
- You didn't get mad when Bush borrowed more money from foreign sources than the previous 42 Presidents combined.
- You didn't get mad when over 10 billion dollars in cash just disappeared in Iraq.
- You didn't get mad when you found out we were torturing people.
- You didn't get mad when Bush embraced trade and outsourcing policies that shipped six million American jobs out of the country.
- You didn't get mad when the government was illegally wiretapping Americans.
- You didn't get mad when we didn't catch Bin Laden. You didn't get mad when Bush rang up 10 trillion dollars in combined budget and current account deficits.
- You didn't get mad when you saw the horrible conditions at Walter Reed.
- You didn't get mad when we let a major U.S. city, New Orleans, drown.
- You didn't get mad when we gave people who had more money than they could spend, the filthy rich, over a trillion dollars in tax breaks.
- You didn't get mad with the worst eight years of job creations in several decades.
- You didn't get mad when over 200,000 U.S. citizens lost their lives because they had no health insurance.
- You didn't get mad when lack of oversight and regulations from the Bush Administration caused U.S. Citizens to lose 12 trillion dollars in investments, retirement, and home values.



You finally got mad when a black man was elected President and he decides that people in America deserved the right to see a doctor if they are sick. Yes, illegal wars, lies, corruption, torture, job losses by the millions, stealing your tax dollars to make the rich richer, and the worst economic disaster since 1929 are all okay with you, but helping fellow Americans who are sick ... OH, HELL NO!!



The Editor's Desk

By Rick Corbin

HO HO HO, MERRY CHRISTMAS!

Just a few lines from your Editor to keep you informed about the world's largest auto manufacturer and its somewhat sundry business practices. Some of which you may recognize as having been adopted by another world-leading manufacturer we all know and love.

This information is compiled by Charles Kernaghan of the National Labor Committee. It is also a report on the thought process of America's rich and famous.

Some people believe a few more miles per gallon justifies tolerating this sort of corporate behavior. Sadly, a number of our members are counted among them.

INTRODUCTION

WILL CELEBRITIES ALSO CARE ABOUT WORKERS RIGHTS?

What do Julia Roberts, Jennifer Lopez, Brad Pitt, Leonardo DiCaprio, Billy Joel, Bill Maher, Cameron Diaz, Jackson Browne, Arianna Huffington and Jessica Alba all have in common?

They all drive a Toyota Prius.

These famous celebrities—and others—drive a Prius because they are concerned and have made a commitment to help protect our environment.

With celebrities leading the way, *New York Times* correspondent Micheline Maynard wrote: *"The Prius has become, in a sense, the four-wheel equivalent of those popular rubber issue bracelets in yellow and other colors—it shows the world that its owner cares."* (New York Times, July 4, 2007). In fact, more American people—57 percent—say they purchased a Prius because it *"makes a statement about me"* than because of *"higher fuel economy"*—which 36 percent cited as their main reason for driving a Prius. (Poll done by CNW Marketing Research.)

Toyota's Prius is now the fastest selling hybrid in the U.S. and in the world, for good reason, as it gets 48 miles to the gallon even in city driving. (To date, one million Priuses have been sold worldwide.)

But what do these celebrities know about Toyota's labor practices and the conditions under which the Prius and other Toyota vehicles are made in Japan? Like the rest of us, when it comes to the human and labor rights of Toyota workers, the celebrities know very little or really, next to nothing.

**WHY IS A COMMITMENT
AND PASSION TO
PROTECT OUR
ENVIRONMENT SO
OFTEN DIVORCED
FROM A SIMILAR
CONCERN TO PROTECT
FUNDAMENTAL HUMAN
AND WORKER RIGHTS?**

The Race to the Bottom

The Toyota You Don't Know

THE NATIONAL
LABOR COMMITTEE

How would these celebrities—and the many Prius devotees across America—respond if they knew that a full one-third of Prius assembly line workers in Japan are hired as “temps,” with few rights, earning just 60 percent of what full time workers do, and even less when benefits are taken into account? Most Americans have never heard of Kenichi Uchino, who at 30 years of age died of overwork at the Prius plant, routinely working 14-hour shifts and putting in anywhere between 107 and 155 hours of overtime a month—at least 61 1/2 hours of which was unpaid. The Toyota Company said the 61 1/2 hours were “voluntary” and therefore unpaid. Mr. Uchino left behind a young wife and two children—a one-year-old son and a three-year-old daughter. Neither Toyota management nor the “company” union at Toyota lifted a finger to help his family survive. The Japanese people even have a word for being overworked to death—“Karoshi.” Toyota’s parts supply chain is also riddled with sweatshop abuse, including the human trafficking of tens of thousands of foreign guest workers—mostly from China and Vietnam—to Japan, where they are stripped of their passports and forced to work grueling hours seven days a week, often earning less than half of the legal minimum wage. Sixteen-hour shifts, from 8:00 a.m. to midnight, would not be uncommon. Most people have no idea that Toyota—through the Toyota Tsusho Corporation which is a part of the Toyota Group—is involved in a joint venture with the ruthless military dictators in Burma, where nearly 50 million people live in fear and want. The United Nations/ In-

ternational Labor Organization points to Toyota’s repression of freedom of association at its plant in the Philippines as *“an illustration of how a multinational company, apparently with little regard for corporate responsibility, has done everything in its power to prevent recognition and certification of the Toyota Motor Company Workers Association”* (ILO Workers Group, December 2003). Once again, the “company” union at Toyota has refused to challenge Toyota management for its ties with the Burmese dictators or its repression of freedom of association with respect for worker rights in the Philippines.

This is not to say that Toyota is another Wal-Mart. If Toyota were not in many ways a decent and very effectively run company, it would not be the largest auto company in the world. A full-time assembly line worker at Toyota has a good paying middle class job, allowing them to raise their families in decency. (Still, Toyota wages in Japan are only about 50 percent of union wages and benefits in the U.S.) And if a full time worker stays “clean,” and does not get injured on the job or fall ill, they will have a job for life at Toyota. By “clean” the workers mean not doing anything to oppose Toyota management or the company union.

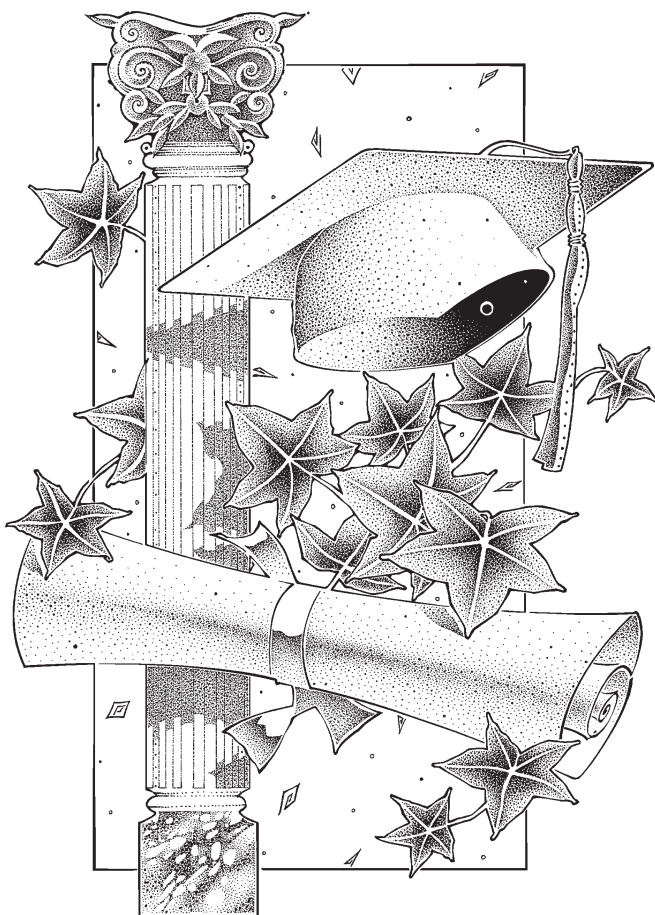
As we have seen, however, like other corporations, Toyota is far from being perfect. It is really astonishing—given that Toyota is the largest auto company in the world, and with North America accounting for 44 percent of all its worldwide sales—how little we know about

Toyota’s labor practices in Japan and in the developing world. For whatever reason, Toyota has been given a pass in the U.S., with almost no serious research regarding Toyota’s labor practices. This report is a modest attempt to jump-start some serious research on Toyota.

Nor is this an academic exercise, as Toyota is using its size and success to impose its model of production—including two-tier low-wage contracts—across the U.S., which will result in wages and benefits being slashed throughout the whole auto industry.

Heather Henninger Scholarship Scholarship Drawing Winners

September 12, 2010



WINNER	COLLEGE ATTENDING	AWARD	LOCAL 974 FAMILY MEMBER
Tyler Helfers	Senior, St. Cloud State University	\$1,000	Grandson of Richard Kenney
Logan A. Dunne	Sophomore, Illinois College	\$1,000	Grandson of David Sheets
Graham E. Worley	Junior, Illinois State University	\$1,000	Son of Rick Worley
Megan Brien	Sophomore, Northern Illinois University	\$1,000	Granddaughter of Terry DePeugh
Nikita Garman	Senior, Illinois State University	\$1,000	Daughter of Steven Garman
Debra Kay Ogden	Sophomore, Illinois Central College	\$1,000	Daughter of Ricky Ogden
Jeremiah Barker	Sophomore, Illinois Central College	\$ 500	Son of Don Barker
Aaron Peters	Freshmen, McKendree University	\$ 500	Son of Michelle Kohanna-Peters
John M. Menchaca	Junior, University of Illinois	\$ 500	Son of Juan Menchaca
Joshua Vonk	Graduate Student, University of Illinois	\$ 500	Stepson of Ronald Hohenbery
Christopher Hipsher	Sophomore, Bradley University	\$ 500	Son of Douglas Hipsher
Andrew Burgess	Sophomore, Illinois Central College	\$ 500	Son of Kevin Burgess
Morgan Walker	Junior, Bradley University	\$ 500	Daughter of Robert Walker
Ashleigh McDonald	Freshman, St. Louis Community College	\$ 500	Granddaughter of Bill Corum
Chelsea L. Backes	Senior, Eastern Illinois University	\$ 500	Daughter of John R. Backes, Jr.
Amanda LaCour	Freshman, Illinois Central College	\$ 500	Granddaughter of Luke Burns
Sarah Risner	Junior, Eureka College	\$ 500	Granddaughter of Richard Giddens
Jessica Mason	Freshman, Illinois Central College	\$ 500	Daughter of Kevin Mason

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

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LOCAL 974 NEWS

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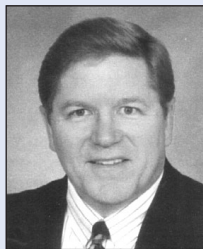
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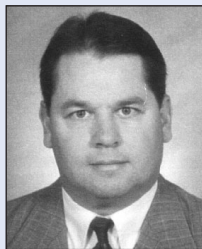
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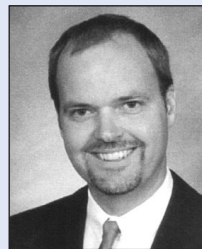
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