




AUTOMOBILE • AEROSPACE • AGRICULTURAL IMPLEMENT WORKERS *of* AMERICA

VOLUME 58.1 • FEBRUARY 2010



LOCAL 974 NEWS

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



UAW SOLIDARITY

SOLIDARITY SHIRT DAYS

MON

BLACK

TUE

OPEN LABOR DAY

WED

PURGE

THU

RED

FRI

GREEN

UAW LOCAL 974 EXECUTIVE BOARD

President
Rick Doty

Executive Vice-President
Danny R. Miller

Second Vice-President
Dave Chapman

Chair. of Insurance & Benefits
Jim Arrowood

Chair. of Bargaining Committee
Wes Hogsett

Financial Secretary-Treasurer
John Shallenberger

Recording Secretary
John Arnold

Sergeant-At-Arms
Shane Hillard

Guide
Rochelle Torres

Trustee
Terry Freeman

Trustee
Donnie Barker

Trustee
Greg Larson

TTT Member-At-Large
Harry Thompson, Jr.

TBU Member-At-Large
Terry Fischer

Mapleton Member-At-Large
Kevin Gibb

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)

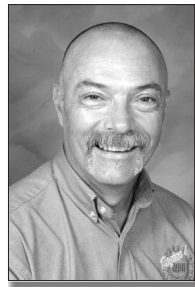
Bargaining Chairman - LTD
Rod Malott

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

RICK DOTY, President

Happy New Year...it is hard to believe that we are one month into the New Year.

As we look back over this past year we can't help

but remember what took place at Caterpillar that affected so many of our members. We saw indefinite layoffs, temporary layoffs and the announcement of jobs leaving the area. In the bleak situation there was a positive...the AFL CIO was able to secure a program that would retrain laid off employees and some of you are taking advantage of that program. My hopes are that in the coming year we can begin to see some turn around both from Caterpillar and our economy in general.

As we prepare ourselves for what lies ahead one can not help but

notice that Caterpillar has begun to put their people in place as they work on their contingency plan for 2011 contract talks. We need to do the same...the UAW and you need to have a contingency plan as well...that may mean trimming back a little and saving while the work is steady. It is only through thoughtful preparation on our parts that solidarity will be possible. Your Bargaining Team will be working hard to get the best contract possible but it is going to take solidarity from the rank and file to get us there. This isn't going to be easy. We have given up things in the past to try and keep jobs here only to see them leave. I believe that we have worked with Caterpillar in good faith and that they are taking

advantage of our willingness to do the right thing. Caterpillar on the other hand continues to use their heavy handed discipline to intimidate its workers. The policy relating to on the job injuries is just one example of such behavior. I will be asking you throughout the remainder of the year to begin preparing, stay united, support your Bargaining Team and ask questions of your Elected Officers, Union Steward, and Committeeman because together we can achieve great things.

I would like to update you on the Cash for Clunkers Program the United States Government ran to stimulate our economy. The program was for the most part successful in that it did help



BARGAINING CHAIRMAN

WES HOGSETT, Bargaining Chairman

Brothers & Sisters –
Welcome to 2010. The New Year

came in with frigid temperatures. Hope that everyone had an enjoyable and safe holiday season.

I am glad that 2009 is over. The year was damp and dreary all around. 2009 was the second wettest on record, the economy was in a shambles resulting in layoffs and causing hardships for many of our brothers and sisters all over the country.

The year ended with hopefully a historic health care reform that congress passed just before Christmas. Hopefully, the economy will rebound early in 2010.

I believe that the best way to turn the corner is for ALL AMERICANS to stop buying foreign automobiles and buy American built cars and trucks.

We the people need to stand up now starting a new decade and help build this Country's manufacturing base. The manufacturing sector of the United States is what the middle class is sustained by. If all we have is the professional and service sectors we lose the middle class. This leaving a two-class system – the rich and the poor. Our children and their families deserve more. Please, when venturing out to purchase a new vehicle buy only American made. Make GM, Ford and Chrysler world leaders again!

There are 3,483 grievances in the arbitration backlog as of January 5, 2010. Of these 107 are discharges and separations. On December 14, 2009, Arbitrator Cook issued his ruling on the discharge of Warren Seymour. The grievance was sustained in part. The Company did not have just cause to discharge. The Company is to reinstate Mr. Seymour and provide additional training to Mr. Seymour. All time off is to stand as a disciplinary suspension. I for one am glad that the International Union fired Arbitrator Cook. His decisions have to be the worst that I have read. Neither the Company nor the Union have any idea how he reaches his decisions. I feel sorry for anyone who chooses to use his services.

the Big Three Automakers in Detroit along with that, the foreign car manufacturers profited as well. Japanese car manufacturers gained the most through the United States Program by selling almost half the new cars sold. Borrowing the idea from the United States, Japan now runs its own Cash for Clunkers Program. The insult comes in with the Big Three Automakers in Detroit being excluded from their program because of trade rules. Therefore the Japanese Government funded program money is only available to Japanese auto manufacturers. The United States Government **had** to allow all auto manufacturers to qualify. I would just like you to keep this in mind when buying that next new car. I believe that we should all be looking at **BUY AMERICAN**

Rick Doty, Paul Jackson, Terry DeFrates and myself attended an Ag-Imp/Cat Council Meeting in Tunica, Mississippi on December 1 and 2. The Cat Council honored Jim Clingan and Danny Boren for their years of dedicated service. Both retired July 1, 2009. They are both going to be missed and I wish them the best in retirement. You will never find better Union men than either one of them. I truly love and respect Jim and Danny.

Rick Doty and I attended a Region 4 Leadership meeting in Ottawa in December. We also attended a Leadership meeting in Dearborn, Michigan on December 16. We found out that Bob King will be running for President of the UAW International. Dennis Williams,

FIRST. This is one way we can help to stimulate the United States economy and put Americans back to work. Remember if it is made here the money stays here.

In closing, Ron Gettelfinger President of the International UAW sent me a letter informing me that he has been appointed Co-Chairman to the national fund raising board for The March of Dimes. Most of you know that every year we hold a March of Dimes gate drive and I am hopeful that Caterpillar will allow us to do the same again this March. I have included President Gettelfinger’s letter in this issue for you to read.

In Solidarity,
Rick Doty

Region 4 Director will be running for Financial Secretary-Treasurer, and Ron McInroy will be running for Region 4 Director. I am supporting each one. I wish them the best of luck in their quests. The next Cat Council Meeting will be held in Lincolnshire, Illinois on January 20, 2010.

In closing, remember 2010 is an off year for political elections that are very important to working men and women. Please get out and vote and try your best to help the Big 3 Automakers rebound and help rebuild America’s middle class.

In Solidarity,
Wes Hogsett

March of Dimes Invests in Healthy Babies

by Ron Gettelfinger

Franklin Roosevelt’s body was disabled by polio – but his spirit was never broken, and his compassion to help others never faltered.

As president, Roosevelt confronted the enormous challenges of the Great Depression and World War II. But he never forgot about his fellow polio sufferers. In 1937, he founded the National Foundation for Infantile Paralysis to “lead, direct and unify the fight on every phase of this sickness.”

Children and families across the nation began collecting dimes to fund research for a polio vaccine, and the organization soon became known as the March of Dimes. After Roosevelt died in 1946, a new dime was minted in his honor, in recognition of his work to eradicate polio.

In 1955, Dr. Jonas Salk – using funds raised by the March of Dimes – developed a safe, effective polio vaccine. With a once-dreaded disease largely eliminated, the March of Dimes now works to offer every baby a chance for a healthy future, with a focus on preventing premature births, birth defects and infant mortality.

In recognition of the many volunteer contributions to the March of Dimes by UAW members, I have been asked to be a co-chair of this year’s March for Babies campaign, along with Alan Mulally, the chief executive of Ford Motor Co. We are committed to helping this grass-roots effort reach its \$100 million fund-raising goal.

Some may wonder how we can aim so high at a time when so many Americans are still suffering the effects of the most severe recession in decades. But the real question is: Can we afford not to support the March for Babies?

One out of every eight babies in the United States is born prematurely. That’s nearly half a million premature babies a year. Some are so tiny they could fit in the palm of your hand, and they spend weeks struggling for life in neonatal intensive care units.

Every baby born too soon is at risk for birth defects and childhood diseases. To take just one example, a baby who is born even a few weeks early has a three times greater risk of cerebral palsy than a baby carried to full term.

Imagine the costs to that child, the family and all of us who are associated with this increased risk of a serious birth defect. The research and community intervention programs supported by the March of Dimes are a critical investment, one that will pay dividends for years to come in the form of healthy children and healthy families.

Here in Michigan, thousands of people participated in the March for Babies walk last spring, in communities stretching from Marquette to Monroe. A significant share of the funds raised by local volunteers remains here in Michigan, supporting efforts such as a healthy start program for high-risk pregnancies in Saginaw; education and outreach for rural mothers near Houghton, who live far from doctors and clinics; and a study of effective models of prenatal care at Wayne State University’s College of Nursing.

It’s not too early to visit March for Babies to plan for participation in next spring’s event by your local union, company, congregation or community organization. And when a volunteer asks you to join the cause, please remember: **EVERY DIME MAKES A DIFFERENCE.**

Ron Gettelfinger is president of the UAW. This article originally appeared in the November 4, 2009 edition of the Detroit News.



FINANCIAL SECRETARY/TREASURER REPORT

JOHN SHALLENBERGER, Financial Secretary/Treasurer

YEAR IN REVIEW

Over the last year we signed 75 new hires

up. This is a big drop from the previous year (1,350 signed last year). Collecting dues this year was a big change from last year. Last year the company failed to deduct dues from members. This year the company wanted to deduct S.U.B dues along with regular dues causing my office to make approximately 400 dues refunds.

TRAINING FOR THE YEAR

- 49 Members from our Local received 30 hrs of O.S.H.A. training here at the Local.
- 79 Stewards received five hours of training of Train the Trainer at the Local.
- 3 Trustees and 1 Bookkeeper received Financial Record Keeping Training in Ottawa for three days.
- 14 Members received Organizing Training in Lincolnshire for two days.
- 3 Members received Education Training in Ottawa for 3 days.
- 2 Members received training for LUPA in Black Lake, Michigan for five days.

PURCHASES

The Local had to replace the big coffee maker \$2,688 the retirees split the cost with the Local.

Retirees purchased a new water cooler \$1,246 for water resale.

Purchased twp laptop computers for the President's Office and Organizing Office.

Purchased two desktop computers for Financial Secretary-Treasurer's Office and Trustees Office.

IN CLOSING

I give a special thanks to our Retirees Club, for always going the extra mile helping with expenses around the local, not to mention all the work at all the events, Blood Drives, Fish Fries for Bel-Wood Nursing Home Christmas presents, Craft Shows and Die Cast Toy Shows. They are always there for us and I thank all of you for this.

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

"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.

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 to win \$15,000 in October.

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.

In Solidarity,
John R. Shallenberger

RECAPITULATION as of November 30, 2009	
Income	\$ 234,093.17
Expenditures	<u>208,882.05</u>
Excess of Income over Expense	\$ 25,211.12
Regular Dues received on	3,839
Sub Dues received on	36
PER CAPITA TAXES:	
International Union UAW	\$ 96,520.23
CAP Council	6,228.54
CAT Council	4,615.57
Retirees Dues PCT	308.10
Ag Council	146.08
Labor Council of West Central IL	184.00
Comp. Shop IPS Council (Annual)	50.00
IPS Council Pooled Arb. Fund	<u>9.31</u>
Total	\$ 108,061.83

RECAPITULATION as of December 31, 2009	
Income	\$ 230,154.67
Expenditures	<u>221,198.94</u>
Excess of Income over Expense	\$ 8,955.73
Regular Dues received on	3,711
Sub Dues received on	25
Bonus Dues received on	4,559
PER CAPITA TAXES:	
International Union UAW	\$ 98,975.00
CAP Council	7,945.66
CAT Council	4,767.85
Retirees Dues PCT	340.60
Ag Council	153.24
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>5.00</u>
Total	\$ 112,371.35

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

WALTER REUTHER

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

WALTER REUTHER



INSURANCE & BENEFITS REPORT

JIM ARROWOOD, Chairman Insurance and Benefits

Most members have received new dental cards in the mail. CIGNA

will be administering our negotiated dental plan language. On the back of the card is a website and toll free phone number. CIGNA has a provider directory that lists participating dentists in our area. By using a participating dentist members will receive reduced rates for dental work.

We will soon enter the final year of our six year contract agreement with Caterpillar. Keep in mind what it takes to get an acceptable agreement. Support your Bargaining Committee. Get active in your Local Committees. Offer ideas and be prepared to participate in meetings leading up to bargaining sessions.

Once again, if you or your spouse are eligible for Medicare Part A & B, you are eligible for Part B premium reimbursement. To enroll for reimbursement you must notify Caterpillar by calling Hewitt at 1-877-228-4010.

The office remains as busy as ever. Please call for an appointment if you need to come in to discuss our benefits language as it applies to your issues. By calling ahead it assures you an appointment and it allows me to better serve all members.

Solidarity and its impact on our future will become more and more obvious to us in the coming months. Do not sit on the sidelines and hope for a positive outcome. Be part of the process of collective bargaining.

In Solidarity,
Jim Arrowood

P.S. Hope all is well with my dear friends, Doffless and Wilene Harris, Southwest of West Plains, Missouri – your adopted son... Jim

PLEASE CALL FOR AN APPOINTMENT

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

U. S. SENATE

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

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

U.S. HOUSE OF REP.

Aaron Schock
(202) 225-6201

ILLINOIS SENATE

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

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

ILLINOIS HOUSE OF REP.

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

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

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

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

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

CATERPILLAR BENEFITS CONTACT INFORMATION

HR SERVICES CENTER-AMERICAS/PANAMA

Toll-free: 1-800-447-6434 OR 1-309-494-2363
E-mail: HR_Service_Center@cat.com

CAT ESCALATED ISSUE RESOLUTION TEAM*

Toll-free: 1-866-494-4562

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

DENTAL BENEFITS

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.

Let Your Elected Officials Hear Your Voice!

Mossville BB Grievance Committee Report

PAUL JACKSON, Grievance Committee Chairman

Dateline: January 4, 2010 – this is the date this article goes to the Editor. This gives you the reader a reference date for the facts and statements contained in the following article.

I can hardly believe it is January 2010! I did read somewhere that most people that make it to 2010 will live to be 100! Great if you are 56...ahhh not so great if you're 99! Anyway, no matter what your age is Happy New Year and live long and prosper! Onward with my New Year's Report.

REVIEW 2009

Not a good year, 2009. Here is a rough chronological view of how it went.

January – We were greeted in January 2009 with the news Mossville was not going to honor their long term commitment to the newly hired workforce (2005's) to provide stable jobs at Mossville. Trust us management said, we are committed to your long-term employment and remember – read our lips, NO LAYOFFS!

February – Management announces 800+ employees were to be indefinitely laid off, but trust us, as retirement and attrition requires we will call you back.

March/April – Management announces incentives to management to retire, with 10,000's of dollars in bonuses and golden parachute deals to glide safely and soundly into retirement. Managers retiring call it a "sweetheart deal they just can't refuse." Many take the deal and bolt! Bargaining unit employees are offered a couple hundred a month, subject to the fine print, which excludes 100 employees with nearly 35 years seniority. 120/150 Union members take the limited offer and retire. Mossville starts its "Going Out Of Business Sale."

May/June – Employment shortages on the line due to retirement and attrition. Company does not honor commitment to call back laid off employees, but instead says Adios! We're going to Texas, ya'all.

July/August/September – Management wrapping up the "Going Out Of Business Sale" and announces instead of traditional consecutive two week shut down, observed at other facilities Mossville split the two, one week in July and one week in September. Ole Gang keeps cranking out record numbers in Safety, Quality and Velocity. We have a legacy to uphold, we are bent but not broken.

October – Things get kind of scary and rumors fly. No news of jobs coming to Mossville. Could it be "smoke and mirrors"? Were the new jobs alluded to by management just the proverbial carrot to keep the remaining workforce focused on something other than the inevitable? Rumors of new businesses interested in coming to Mossville sprout up like dandelions in May. Transmissions, Tractors, Research and Development, remain all good solid leads started by somebody downtown who "knows," "the man," who knows The Man" who is in charge of the East/West Region of the South/North development of everything Cat does. Well there you go, don't you feel better already?

November/December – They say "no news is good news." The general consensus of the workforce doesn't believe a multinational, multibillion Company does not know exactly what is to happen to Mossville and its employees down to the last man and woman on the payroll. Contract employee managers are telling their employees... no more engine assembly after June/July 2010. The "carrot" is starting to show signs of spoilage! Bears tank and miss the playoffs three seasons in a row!! Yes indeed not a good year at all!!!

PREVIEW 2010

I am no Kresken, but I can tell you what I have been told the "plan" is supposed to be. The Company is going ahead on the Cat University

Training Area on the West end of the building. Who is it really going to benefit? WHO KNOWS? It may just be another carrot. I have been told the re-tooling money for the machine shop has been approved. I am cautiously optimistic about this. Engine build is supposed to be high 150/155 through the first quarter. I am also optimistic about this, but second quarter, Texas goes online and what happens after that, well I am not very optimistic. The Company is in the process of putting together a contingency plan for 2011. I am told a former Labor Manager from Mossville is heading it up. We are getting a new Labor Manager and I am optimistic about that also.

The Union has been working on its 2011 plans since early 2009, but I do not anticipate face to face negotiations before late summer, early fall of 2010.

MY VIEW 2010

Plan for the worst, hope for the best. I share the opinion of the rest of you that Management knows exactly what the plan is. Like the Titanic they want the band to faithfully play on till the brutal end. Let's be realistic. We all saw what happened to the 2005 workforce and how quickly and coldly their fate was carried out. My advice, be pro-active. Pay down or off your bills and save your money. We all have the option of Letter of Agreement six of the current contract. This language allows any employee hired during or prior to the 1998 contract to put in a transfer request for the other Cat facilities in Local 974. If accepted you must go. Morton is also available, but be cautioned if you put in for Morton you will go there at competitive wage rate, which is currently around \$15 an hour with reduced medical and benefits.

YOUR VIEWS

In December I went to Mississippi with Terry DeFrates, Wes Hogsett,

and Rick Doty. We met with the International. We reviewed the Deere contract and discussed the recent independent survey and the upcoming negotiations. The survey, as you may recall, was given in early 2009. The Union hired an Independent Survey Group to survey about 400 Cat workers. The survey gave the Union some very honest feedback about the International and Local Unions and of course Caterpillar. What made this survey so honest and accurate was no Union officials were allowed to participate or be anywhere near the group. In addition the group did not have any Cat management "guiding" them through the survey with promises of good things to come if the survey was favorable. As promised I will share those results on a one-to-one basis with the Membership, face to face.

IN CONCLUSION...

As we enter this new year of 2010, I can only hope it will turn out better than predicted. By nature I am a positive thinking individual, but tempered of by the reality of working at Cat for over 30 years. It is said a soldier does not fight because he hates what is in front of him, but because of what he has left behind him. So, as 2010 advances relentlessly forward, toward what some might consider the inevitable, I will be positive and plan for the worst and hope for the best. The fact is all ranks and payrolls at Mossville are going to leave a legacy of a product behind we, over the years have made the best, not because we WANT to, but because we HAVE to.

Thought for the day....

Life is like a coin, you can spend it any way you wish...but you can only spend it once.



The Editor's Desk...

Rick Corbin

EMPLOYEE FREE CHOICE ACT – THE TIME IS NOW

In last October's issue both our Bargaining Chairman and your Editor took issue with our fellow citizens' penchant for buying foreign automobiles and thereby piece by piece downgrading the U.S. economy. Most of these purchases consist of Japanese or Korean autos. (A few of our members have Ferraris or Rolls-Royces). We took the time to give the break-

down of purchases in our Government's Cash for Clunkers auto program. Well, fellow citizens, the Japanese Government is sponsoring one of their own now. A December 21, 2009 Automotive News gives the facts on this program. I ask each of you to read this and see how you feel about free trade now. We print it here in its entirety.

U.S. SHUT OUT OF JAPAN'S CLUNKER PLAN James B. Treece

Japanese automakers sold 319,342 vehicles under the U.S. Cash-For-Clunkers program this year, almost half of the roughly 677,000 vehicles purchased. About 115,000 of those Japanese vehicles were imported.

Now Japan's running its own stimulus plan designed, in the midst of a market-wide slump, to boost sales of fuel-effective cars. And the rules shut out all U.S. brand vehicles.

This disregard for the tenets of fair play is most notable not for the hundreds, perhaps thousands of U.S. cars that might have been sold under the program but for what it says about the Japanese government's turnabout in policies regarding automotive trade.

Officially, U.S. Automakers are barred from the program for reasons that originated in actions that were supposed to open, not close, the Japanese market. It's a legal technicality that honors the letter, not the spirit, of those actions.

Japan's cash for clunkers plan pays Y250,000 (\$2,778) to buyers who trade in cars that are at least 13 years old for vehicles that meet Japan's 2010 emissions standards. Buyers with no trade-in get \$1,111 if their purchase beats Japan's 2010 emissions standards by 15 percent or more.

But no U.S. vehicle qualifies. Here's why. The engines of Japanese cars are tuned to meet that country's peculiar fuel economy tests, which don't correspond to any other nation's tests. Such tuning isn't surprising. After all, the engines of U.S. vehicles are tuned to meet U.S. fuel economy tests. But those engines then are sold, for example, in Europe where the tests are fairly similar to those in the United States.

In a tacit acknowledgement of how out of sync Japan's tests are, years ago authorities there permitted foreign vehicles to be sold in Japan without having to be retested under the Japanese standards, provided the vehicles met their home countries' emissions tests. The idea was to dismantle a clear non-tariff barrier.

But now the government says that because U.S. cars aren't tested and proven to meet or beat Japan's 2010 standards, they don't qualify for the government incentives.

The Office of the U.S. Trade Representative has protested. A spokeswoman says the U.S. government's position "remains that changes are necessary to give U.S. vehicles greater opportunity to qualify" for the incentives.

The issue was raised two weeks ago in Tokyo "at a senior level," she wrote Automotive News in an e-mail, and "both sides" have agreed to continue to "consult."

Don't hold your breath. Last month, the Japanese government extended the incentive program by six months, so September 2010. The government is fully capable of dragging out consultations until then.

In the 1970's and '80's, Japan closely monitored the pulse of public opinion in the United States regarding automotive trade. If trade became a lightning rod – say, during a recession – Japanese trade negotiations would come up with just enough concessions to keep the disputes from flaring out of control. In the most extreme case, Japan accepted voluntary restraint agreements.

This dispute should have been on everyone's radar. It was widely known that Japanese automakers got a huge boost from Cash-For-Clunkers in the United States. The rules for the Japanese program were laid out more than half a year ago.

Yet nobody seems to have seen this coming. U.S. Trade Representative Ron Kirk only broached the matter when a Detroit 3 lobbying group prodded him this month, after the program was extended.

Japanese government spokesmen are waving aside criticism with bland declarations that the program is, *ahem*, fair.

The dispute shows that Japan simply doesn't worry about a trade war with the United States over autos anymore.

Ever since the U.S. side threatened in 1995 to impose 100 percent tariffs on Japanese luxury cars and then blinked, Japan has understood that the United States is a toothless tiger that won't follow through on any trade dispute threats. Japan, therefore, gradually has allowed its auto trade monitoring skills to atrophy.

Japan's government wasn't monitoring this potential dispute for the same reason the United States doesn't have troops arrayed along the border with Canada. On trade matters, the United States is not a threat.

Still believe that purchasing autos from our "Japanese trading partners" is a good idea?

IS YOUR STOPLIGHT FLASHING?

STEVE MITCHELL, Plantwide Safety Chairman

2009 is behind us and for many it was a very difficult year. Since I last wrote, most of us have had holidays and returned to work. Unfortunately, a good number of our brothers and sisters are still out on the street. Peoria Journal Star Business Editor Paul Gordon gave his 2009 Business Person's of the Year award to the 22,000 CAT workers worldwide who were tossed overboard for the good of Team Caterpillar. Thanks to the sacrifices paid by those honorees, CAT didn't lose a single one of their 29 Vice Presidents or any Group President...wow, what a relief!

Did you see the photo of the D7E on front page of Journal Star in December? Could you tell from the picture that the workers who welded the frames in Building LL did not have a safe job procedure (SJP) for the first two-plus months the 7E was in production? Our members routinely get discipline for failure to follow the SJP to the letter (especially when something goes wrong, like getting hurt) so how could this have fallen through the cracks?

More interesting still is the fact that there was a weld procedure for the job. Why would there be a welding procedure and no safe job procedure? A callous observer might infer that the lack of a SJP and the provision of a highly detailed welding procedure indicates welding the frame in the proper sequence using the correct parameters was more important than the safety of the person(s) doing the job – surely not!

Building LL is quite proud of their behavioral safety program (BS Safety). Since workers are required to perform mandatory behavioral safety observations, how would one be able to perform a behavioral observation without the SJP to determine if the worker

were following the prescribed procedure? Even though there was not a detailed SJP, I'm sure those in the D7E frame area were checked to be sure they had safety glasses and ear plugs.

I wonder how the supervisor of the area was able to determine if the workers assigned to him were doing their jobs safely. Where were the management safety personnel, you'd think they would have caught this omission? What about the building manager? Was a safety Failure Mode Effects Analysis (FMEA) done on the job as required by CPS? Isn't there some kind of sign-off sheet or inspection checklist that has to be completed before a job is released to production? Hell, we've had UAW members given disciplinary time off for not filling out a lousy commodity sheet at the end of the shift. All things being equal, it would only make sense that a number of heads should roll because production work was allowed in areas with unidentified hazards and no documented safety procedures in place. It's certain that no excuse would be acceptable if a worker had a lapse of this magnitude.

BS Safety is not new. In fact, it is one of the oldest and most outdated approaches to health and safety. The basis of the BS Safety movement came as the result of a study done by Travelers Insurance Investigator H.W. Heinrich in the 1930's and 40's. 12,000 insurance company accident claims and 63,000 injury and illness records submitted by plant owners were studied and conclusions were drawn based on corrective actions recommended by the supervisors. Who do you think those supervisors blamed for the injuries and illnesses – yes you!

Although Heinrich's flawed study has led proponents of BS Safety to

claim that 76% to 96% of all injuries and illnesses are caused by unsafe acts, the only true statistic is that 100% of all workplace injuries and illnesses involve worker exposure to a hazard. If there is no worker exposure to hazards, there are no injuries or illnesses.

The other problem for workers subjected to BS Safety programs is the focus on reducing downstream safety metrics, particularly Recordable Injury Frequency (RIF) and Lost Work Days (LWD's). This focus leads to measures being taken that lead to non-reporting or under-reporting of injuries. If you don't know if you have BS Safety or not, ask yourself if you have or heard of any of the following:

- Being told to stay out of the line of fire
- Being told to keep your eyes on task
- Watch for proper body position
- Being told to keep your mind on task
- Being sure to use your PPE
- Safety Stoplight
- Contests for days without injury
- Injury Discipline Policies

How many of the items listed above remove you from exposure to hazards? None of them do, in fact, all of those issues are covered by OSHA Standards and be careful isn't one of them.

The policies listed above simply allow you to continue to work in hazardous situations. "*Staying out of the line of fire*" and "*Keep your eyes on task*," is used in place of effective machine/equipment safeguarding and design (either the Machine Guarding Standard or Lockout/Tagout apply). "*Proper body position*" has

become a replacement for a good ergonomics program and well-designed work stations (This is covered by 5(a)(1) the General Duty Clause). "*Personal Protective Equipment*" becomes a substitute for noise control, chemical enclosures, ventilation, and toxic use reduction (the Occupational Noise Exposure Standard or the Air Contaminants Standard apply).

Furthermore, any contest that measures days without injuries between workgroups or individuals provides incentive not to report injuries or illnesses. Injury discipline policies also drive under-reporting. These BS Safety concepts do not improve safety; they shift the employer's obligation for safety to the workers and improve metrics performance by encouraging under-reporting.

As a sadistic twist to the injury incentive/discipline policies, our benevolent employer makes reporting injuries a condition of employment. Talk about having your cake and eating it too. On one hand, if you don't report an injury, you're rewarded. On the other hand, if you don't report an injury, you're disciplined and if you do report an injury, management will find a way to blame you and you'll be disciplined. Any way you turn management's message is clear, don't report your injury.

In the past several weeks, we've had brothers and sisters disciplined for reporting and not reporting (in what management considered an appropriate time frame, which in this case was as soon as the worker knew he was hurt, but that wasn't soon enough). In one of our business units, a group grievance was filed because during a start-up meeting, a supervisor threatened to discipline anyone who reported an

injury. This is illegal! OSHA 1904.36 says reporting an injury is protected activity. If you receive discipline, coaching, reassignment, don't receive a prize, or any other adverse action because of being hurt at work, file a grievance and ask for your UAW Safety Representative.

Is there a Safety Stoplight in your facility? What do the flashing lights stand for? Does your Stoplight count the number of days without an OSHA recordable injury or lost time injury? Does it flash yellow when there's a First-Aid case? Does it flash red for a recordable or lost time injury? Does the Stoplight in any way reduce the hazards to which you are exposed?

I know of a person who tripped over a board sticking out from a pallet, fell and broke their arm. This person didn't want to report their injury because they knew it would turn the Safety Stoplight flash red and cause the numbers of days counter to go back to zero – that's sick!

So given all the problems related to BS Safety, why is it so popular? First, it shows new management commitment to safety. I can appreciate this sentiment, misguided as it may be; because management knows what they are doing isn't getting them where they want to be. Additionally, management feels that by spending a lot of money, it indicates their level of commitment.

A recent 6 Sigma project at the Tech Center had the team choose between four behavioral safety programs. This was done without the input of the union safety committee, so it was like having to choose between four pigs – at the end of the project, you ended up with a pig! No matter, it's going to be implemented and

the price tag for this so-called data-driven project implementation will be in excess of \$1,000,000 (1100 people attending between 7.5 to 9 hours of training at an average burden rate of \$100/hour).

BS Safety is supposed to increase worker involvement. I'll concede that involvement to a point, but is either a welder observing an assembler or a machinist observing a heat-treat operator an expert at the job they're observing? How would either one know if what the person they were observing was doing was safe or not?

Unfortunately, many workers and victims fall prey to thinking they were the sole cause for an injury or illness, but that's not the whole story. I do admit that worker behavior can be one of the many root causes of injuries and illnesses, but it is never the only one.

The BS Safety theory implies that it is not hazards on the job that cause injuries and illnesses, but it is the behavior of those exposed to the hazards (victims) that cause injuries and illnesses. Workers are seen as the problem and not as the solution so the best way to manage this problem is to change the worker, not address the hazard.

To assist management in addressing the hazards, let's suggest our own version of behavioral safety that will address management's behavior. Whenever a worker is disciplined for a safety infraction, their supervisor should also be disciplined in kind for allowing the worker to believe whatever happened was acceptable. For major violations, the supervisor and their boss should be disciplined.

Regarding the safety incentive programs, they should be based on the number of hazards identified and addressed using upper level controls like engineering or elimination. No hazard can be reported without a solution.

Finally, what to do with all of those Safety Stoplights? I think we should use the stoplights ability to blink red to indicate a hazard has been identified by the workers/union and how many days it has been unaddressed since it was reported. To me, that would be a fitting end for an idea whose time has come and gone. I hope your light is flashing green.

Steve Mitchell

BS SAFETY AND CATERPILLAR'S OSHA HISTORY

http://www.uawlocal974.org/safety_chairman.asp

Looking for a new home?

GEORGETOWN COMMON APARTMENTS

has available large one and two bedroom apartments
only minutes from East Peoria, Mossville, and Morton

- Excellent Service
- Pet Friendly
- Refer a friend, receive \$400

Your new home is waiting for you – call or stop in today!

GEORGETOWN COMMON APARTMENTS

4800 Georgetown Rd, Washington, IL 61571
(309) 444-9581

www.georgetowncommon.com

REDUCED DEPOSIT FOR UNION MEMBERS

GEORGETOWN
COMMON
APARTMENTS

PAID ADVERTISEMENT

RETIREEES CHAPTER UAW LOCAL 974

POTLUCKS ON WEDNESDAYS FEBRUARY 17 & MARCH 17

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 & RETIREEES DANCE Sunday, February 21 7:00 – 10:00 pm Richard Bellamy (Midnight Wind)

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

BUS TRIPS

Tuesday, February 23 – Isle of Capri

Tuesday, March 23 – Jumer's Rock Island



COMPUTER CLUB FOR BEGINNERS

COMPUTER CLUB meets every third Saturday at the Hall from 4:00 to 6:00pm. It is open to the public and you can join any time. Learn about basic computer hardware and software programs. Disks are available.

COMPUTER CLASS is run by retirees and is open to all active and retired members. A new beginner's class is now forming; registrations can be made at the Union Hall or by calling Joe Covington at 382-2504 or 694-3151. Classes are \$5 per two hour session from entry level to personalized software training.



Monday / Tuesday / Thursday

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

HOW CAN I JOIN THE RETIREEE CLUB? Upon retirement Local 974 members in good standing are encouraged to register at the Dues Office to become Chapter members. Retirees and their spouses are welcome and encouraged to attend the Retiree Chapter Meetings and activities.

We have a **Potluck the third Wednesday of every month** – meat, coffee and doughnuts are furnished. A variety of other activities are planned at various times throughout the year. To assist in financing these activities a two dollar (\$2.00) per month voluntary membership dues is available and can be established at the Dues Office. The largest portion of the dues dollars goes to the International Retired Workers Advisory Council who is concerned with retired workers programs and policies and such other matters as affect the welfare of retired workers.

Contact 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.

LOCAL 974 UAW RETIREEES FISH FRY

Sunday, March 21, 2010
12:00 noon – 4:00 pm

UAW Local 974
3025 Springfield Rd, East Peoria

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

Soda – \$1.00
Desserts for Sale

Delicious Fried Fish
Potato Salad – Baked Beans



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

UAW LOCAL 974

9-PIN NO TAP TEAM TOURNAMENT

Sponsored by: Local 974 Heather Henninger Scholarship Committee

SATURDAY, FEBRUARY 6, 2010

ROXY'S LANES 114 N 3rd Street • Pekin

5 person teams consisting of
ANY COMBINATION (male & female bowlers).

Each team must have one active
or retired UAW member.

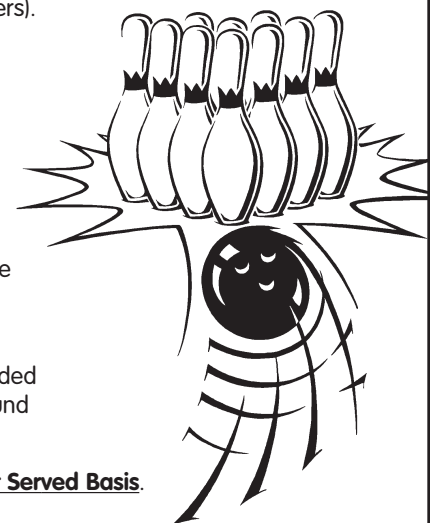
There will be 2 squads: 11:00 AM
and 2:00 PM (Teams should check-in
one-half hour before their squad starts).

The number of teams that qualify for the
Round Robin Tournament based on a three
game series will be determined by the
number of teams on each squad.

The teams in the Round Robin will be seeded
after the scores are turned in and the Round
Robin will start immediately following.

Squads will be filled on a **First Paid / First Served Basis**.
Cost: \$100 for 5 person team.

To Enter: Before 5:00 PM – Jim Arrowood (309) 694-3154
After 5:00 PM – Call Don Barker (309) 694-7605
or Dave Henninger (309) 968-7234



50/50's

DOOR PRIZES

UAW LOCAL 974 CALENDAR

FEBRUARY

- Sat 6 9-Pin No Tap Team Tournament
- Sun 14 Executive Board Meeting 11:00am
General Council Meeting 1:00pm
- Wed 17 Retirees' Meeting & Dinner 11:30am
- Thu 18 Safety Council Mtgs 8:00 / 10:00 / 4:00pm
- Sat 20 Computer Club 4:00pm
- Sun 21 Membership & Retiree Dance 7:00pm
- Tue 23 Isle of Capri Bus Trip 8:00am
- Thu 25 Steward Council Meetings 9:30am / 4:00pm

MARCH

- Mon 1 Local 974 Newsletter Article Deadline
- Sun 14 Executive Board Meeting 11:00am
General Council Meeting 1:00pm
- Wed 17 Retirees' Meeting & Dinner 11:30am
- Thu 18 Safety Council Mtgs 8:00 / 10:00 / 4:00pm
- Sat 20 Computer Club 4:00pm
- Sat 20 Retirees Fish Fry 12:00 - 4:00pm
- Mon 22 UAW Red Cross Blood Drive 11:00 - 5:00pm
- Tue 23 Jumer's Rock Island Bus Trip 8:00am
- Thu 25 Steward Council Meetings 9:30am / 4:00pm

Remembering Our Brothers and Sisters

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

November 2009

Douglas Braasch	R	11/02/2009
Loren Dixon	R	11/02/2009
Charles Micheletti	R	11/02/2009
Elijah Crutcher	R	11/04/2009
Charles Mudge, IV	R	11/04/2009
Jesse Ford	R	11/06/2009
Dale Banister	R	11/08/2009
Howard Hubbs	R	11/11/2009
William Kinder	R	11/12/2009
George Williams	R	11/13/2009
Otto Pendl	R	11/18/2009
Arthur Williams, Jr.	R	11/18/2009
Norman Craig	R	11/19/2009
Brandon Grant	A	11/21/2009
Bobbie Sailor	R	11/21/2009
Bernard Mc Keever	R	11/23/2009
Williard Russell	R	11/23/2009
Gloria Thompson	R	11/24/2009
Virgil Duckworth	R	11/25/2009
Arthur Fleeharty	R	11/26/2009
David Hockenbury	R	11/26/2009
Kenneth Sundquist	A	11/26/2009
Jesse Colwell	R	11/27/2009
Gerald Miller	R	11/27/2009
John Svetich	R	11/29/2009

December 2009

Kenneth Lighter	R	12/01/2009
Merle Taylor	R	12/03/2009
Jesse Veach	R	12/03/2009
Ernest Vaupel	R	12/06/2009
Lester Braggs	R	12/08/2009
Raymond Johnson	R	12/08/2009
Jack Johnson	R	12/11/2009
Dwight Shaw	R	12/13/2009
Lincoln Troxell	R	12/14/2009
Samuel Craft	A	12/15/2009
Ethel Fulton	R	12/15/2009
Hal Humphreys	A	12/17/2009
Howard Sherman	R	12/18/2009
Richard Voegele	R	12/18/2009
Lloyd Steigleder	R	12/19/2009
Noel Hawkins	R	12/21/2009
Crelle Lewis	R	12/21/2009
Robert Crouse	R	12/22/2009
John Hilliard, Jr.	R	12/22/2009
Paul Mann	R	12/25/2009
Homer Richards	R	12/25/2009
George Salter	R	12/25/2009
Dale Vanderheiden	R	12/25/2009
John Hamilton	R	12/27/2009
Mary Grant	R	12/30/2009
Roger Cox	R	12/31/2009



ELECTION RESULTS



CONSTITUTIONAL CONVENTION DELEGATES

The following candidates have won by acclamation:

Harry H. Thompson, Jr.
Wes Hogsett
John R. Shallenberger
Marcia McCann
Jane R. Evans
Rick DeGroot
Jim Arrowood

CONSTITUTIONAL CONVENTION ALTERNATE DELEGATES

The following candidates have won by acclamation:

Jim "Huey" Pardieck
Shane Hillard
Donald Mabee
Steven C. "Bubba" Adams
David LaHood
John Arnold
Dale E. Swanson

MORTON GENERAL COUNCIL

The following candidate won by acclamation:

Brian Cowling

CITY OF DELAVAN GRIEVANCE COMMITTEE CHAIRPERSON

The following candidate won by acclamation:

Jerry A. Littlefield

A. J. Milloy, Chairman Election Committee Amalgamated Local 974, UAW



ELECTION RESULTS



Mark your calendars...

2010 LOCAL 974 RED CROSS BLOOD DRIVES



MONDAYS

11:00 am - 5:00 pm

January 25

March 22

May 24

July 26

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 on any of these dates. Laura Gray 636-4326, 370-3851C
W. D. "Bill" Corum, Blood Drive Coordinator

Need Help?

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

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

If you just need someone to talk to...

CONTACT YOUR COMMUNITY SERVICES COMMITTEE REPS

MORTON: John Arnold, Melissa Bugg, Judith Poulsen,
Mike Ihben, Rochelle Torres, Maxine Wilson-Jones

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

MOSSVILLE BB: Marcia McCann

MAPLETON: Cindy Miller

Easter Egg Hunt

Saturday, April 3, 2010 (10:00 am Rain or Shine) Local 974 Union Hall
Prizes for the kids (Four Age Groups / Ages 1-12)

Bring your own baskets

Great fun for everyone!

Come on parents and grandparents,
bring the kids out for some fun!

For more information call 694-3151

Sponsored by - Peoria Area CAP Committee
Heather Henninger Scholarship Committee / Local 974 Retirees



UAW MEMBERS

SAVE HUNDREDS ON CEMETERY MONUMENTS

CURRENT AND RETIRED UAW MEMBERS SHOW US YOUR
UAW MEMBERSHIP CARD AND RECEIVE A 10% TO 15%
DISCOUNT ON THE PURCHASE OF A MONUMENT

McAVOY MONUMENT CO.

431 HENRIETTA, PEKIN, IL (CORNER OF FIFTH AND HENRIETTA)
MONDAY THRU FRIDAY 9:00 - 5:00 SATURDAY 9:00 - 12:00
309-346-0866 AFTER HOUR APPOINTMENTS AVAILABLE

PAID ADVERTISEMENT

WILLIAMS, WILLIAMS & LOEFFEL, P.C. ATTORNEYS AT LAW



DICK L. WILLIAMS

Auto Claims
Wills & Probate
Real Estate
Elder Law
Injury Claims
Workers Compensation



DICK B. (RICH) WILLIAMS

Bankruptcy
Social Security Disability
Drivers' License Reinstatement



WILLIAM C. LOEFFEL

Criminal
DUI
Federal

UAW PREPAID LEGAL BENEFITS PANEL ATTORNEYS

UAW LOCAL 974 LEGAL BENEFITS PLAN LISTED LAW FIRM

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

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.

WILLIAMS, WILLIAMS & LOEFFEL, P.C.
ATTORNEYS AT LAW

139 E. Washington St, East Peoria, Illinois 61611 • 309-694-3196 • 309-353-5898



Union Privilege Mortgage Assistance Program Provided Exclusively by Chase Bank

- Unemployment, Disability, and Strike Benefit.
- Discounted closing costs.
- **Parents and Children** of Union Members Qualify.
- Chase will **never** sell your loan.
- Can be used with any mortgage program (fixed, ARM, interest only) for purchases or refinances.
- Dedicated local Chase Union Plus loan officer.

If you or a family member are considering buying or refinancing, you owe it to yourself to find out how the Union Plus Mortgage Program can benefit you. Please contact me today to meet with you or answer any questions you may have.



JARROD DOTY

Phone: 309.258.5815

Email: Jarrod.W.Doty@Chase.com

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

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

Union Plus is a registered trademark of Union Privilege. This program is only available to union members, their parents, and children. Eligibility for mortgage assistance begins one year after closing on a Union Plus Mortgage through Chase. For information regarding mortgage assistance, speak to a Chase loan officer. For down payments of less than 20%, mortgage insurance (MI) is required and MI charges apply. All loans are subject to credit and property approval. Program terms and conditions are subject to change without notice. Not all products are available in all states or for all loan amounts. Other restrictions and limitations apply. 2006 JPMorgan Chase & Co. All Rights Reserved

PAID ADVERTISEMENT



BANKERS LIFE AND CASUALTY COMPANY

We specialize in seniors

- Has **Medicare** got you confused or frustrated?
- Are you concerned with the **rising costs of healthcare**?
- Do you worry about **Long-Term Care** costs should the need arise?
- What about **Life Insurance** – Do you know why you need it? Do you have enough?
- Are you **unprotected** from life's unforeseen times of trouble, **cancer, disability, unexpected hospitalizations, etc?**

If the answer to any of these questions is **YES**, we can **HELP!**

David Michels

35 year Cat employee & member of Local 974 since 1973

Licensed Insurance Agent for Bankers Life and Casualty Company

Peoria Sales Office

4507 N. Sterling Ave., Suite 208
Peoria, IL 61615

David.Michels@Bankerslife.com

Phone: 309/685-4054(office)
309/241-0140(cell)

Our Goal:

*To help you to reach YOUR GOALS – Adequate Healthcare,
Independence, Peace of Mind and most of all
Security in Retirement!*



HEARTLAND VISION



HEARTLAND VISION – PEORIA'S UNION SHOP OPTICAL PROVIDER

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

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

Your vision benefits through your United Health Vision Plan provides members and dependents with a \$150 benefit to be used for eye exam and materials. This benefit is available every two calendar years. HEARTLAND VISION WILL EXTEND A 20% UNION ENDORSEMENT DISCOUNT ON MOST PURCHASES, apply your benefits, and the difference is your out-of-pocket expense. Heartland Vision also accepts your old insurance plan for members who retired before 1992.

PAID ADVERTISEMENT

CATERPILLAR – “A Company that Cares”?

This statement makes one wonder about the word “cares”

CARES?

- Requiring a two-tier wage scale for its newer Union employees. This would allow the Company to keep jobs in Central Illinois and to also utilize empty local manufacturing space. (So why Texas, Alabama, Arkansas and Ohio?)
- Causing major inconvenience for its active and retired employees in rural areas for the RX needs.
- Increased cost on medical benefits for Caterpillar retirees.
- Its continued shameful and heartbreaking efforts to export new and existing jobs both white and blue collared employees from Central Illinois. (So why China, Mexico and India?)
- Employees permanently laid off and then contracting out their jobs.
- Continued elimination of the Company’s Union maintenance skilled trades work force.
- Putting small area pharmacies in jeopardy due to loss of Caterpillar customers.
- Holding area hospitals hostage for their business. (Caterpillar’s way or no way.)
- Discontinuing yearly calendar. (It’s not the money issue but it does show a family value.)

By Caterpillar’s actions, it is only fooling people that they have any major intentions of keeping jobs and prosperity here in Central Illinois. Catch phrases like “*Trust*,” “*Care*” or “*Team*” are deceiving. “*Trust*” must be both ways. “*Trust*” on the shop floor would be hard to find at this time. The Company’s statement “*A Company that Cares*” is an unfinished sentence. The words “*about themselves*” should be added. The Company’s use of “*team*” must be remembered that the entire team requires loyalty and appreciation. Not by contracting out its jobs (both white and blue collar) and leaving a two-tier or second class wage scale.

Caterpillar’s downtown museum will tell a great and successful history of a world leading company. One that all of Central Illinois can be proud of. It should also acknowledge that its success was made possible due to skilled and unskilled Union and non-Union workers here in Central Illinois. The museum will also tell of the 24,000 plus Union jobs that once was the backbone of this industrial giant. We all know that times have changed, but Central Illinois deserves more than a museum. It deserves a future. Keeping Caterpillar’s strategy of “*focus and discipline for the future*” must include Central Illinois.

Fraternally, Jim “Huey” Pardieck (41 years seniority)

CUSACK, FLEMING, GILFILLAN & O’DAY, LLC

ATTORNEYS AT LAW

415 Hamilton Blvd • Peoria, IL 61602 • 309/637-5282

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

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

Specializing in Personal Injury and Workmen’s Compensation

Reduced Fees for ✓Members ✓Spouses ✓Dependents ✓Retirees

PAID ADVERTISEMENT

AUTOMOTIVE

Four 15” BBS Rims, 5 lug, good condition, \$400 OBO, 309-674-9107

1999 Chevy Blazer, 4x4, V-6, \$3500, 309-685-4957

SPORTING GOODS

Grill Electric Rostierrie, new, works with any grill, gives even cooking, juicy meals, great turkeys and ribs, \$30, 309-647-3738

Pearson Buck Compound Bow, adjustable draw length and weight, max 65#, many extras, \$200, 309-695-6044

HOUSEHOLD GOODS

10 Aluminum Storm Windows, Sears Best, \$8 each, 309-699-4532

PETS

Chain Link Dog Run, 6x6x21, \$100, 309-692-4136

MISCELLEOUS

Unique Collection Micro Miniatures, mostly dolls and dollhouses, quality handmade, bargain priced, \$250 for all, 309-231-4586

REAL ESTATE

House Peoria Heights, off Galena Road, 7 rooms, move in ready, double garage, \$89,500, 309-681-8196

Snowbird Mobile Home, Estero, Florida, furnished, VGC, \$45,000, boat dock available, 239-313-0457

SERVICES

Pest Control and Termite Services, Spiders, Lady Bugs, Ants, Termites, etc. 309-267-7378

Pam’s Paper and Painting, est. 1990, free estimates, Pam Hrdlicka, 309-699-0057

Square Dancing for your church or organization, for more info call 309-266-9870

WANTED

Wanted used firearms, any condition also interested in military items, cash paid, 309-256-8257

Gas Outdoor Utility Cart, in good condition, 309-243-9459

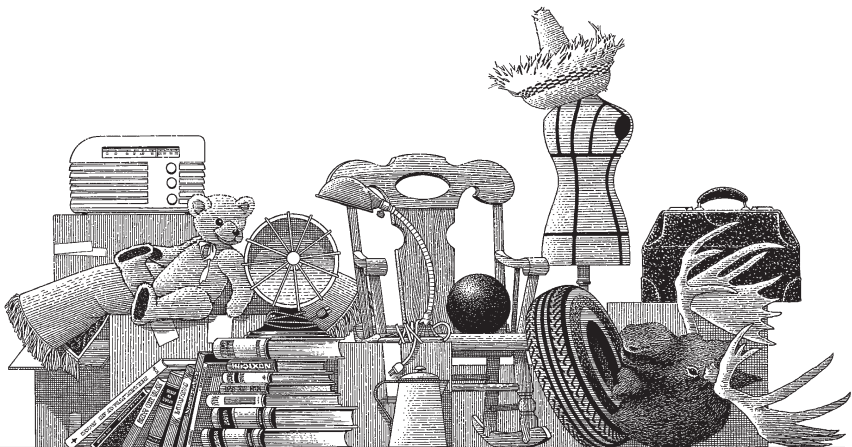
UAW is now on FACEBOOK

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

Join Facebook Now!!

- Sign up at facebook.com (It’s free)
- Search for UAW Local 974 and click on the one with our wheel
- Once you are on the page, click the “Become a Fan” link

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



LOCAL 974 NEWS – CLASSIFIED ADS

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

Ads should be submitted to Insurance and Benefits Office, Jim Arrowood, UAW Local 974, 3025 Springfield Road, East Peoria, IL 61611-4801. No ads will be accepted on the telephone. Ads will be accepted ONLY when they are submitted on this form.

Name _____ Badge No. _____

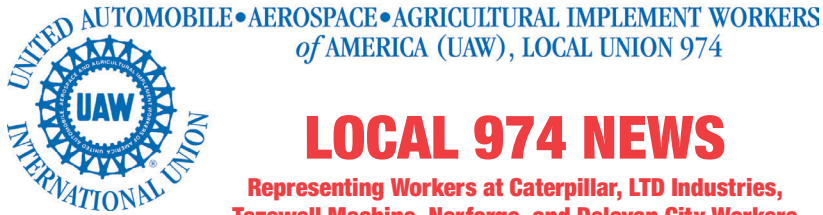
Address _____ City _____

Phone Number with Area Code (_____) _____

PLEASE CIRCLE TYPE OF AD:

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

ONE WORD PER SPACE ONLY!!



3025 Springfield Road, East Peoria, Illinois 61611
(309) 694-3151 www.uawlocal974.org

OFFICIAL PUBLICATION

LOCAL 974 NEWS (USPS 443170)

Local 974 News is published bi-monthly by United Auto Workers, Local 974, 3025 Springfield Rd., East Peoria, IL 61611. The Membership on January 13, 1952, authorized a special fund that provides 15 cents of each member's dues dollar per month to be used for funding this publication. Periodical postage paid at Peoria, Illinois.

POSTMASTER: Send change of address notices on Form 3579 to Local 974, UAW, 3025 Springfield Rd., East Peoria, Illinois 61611

Stephens, Fiddes, McGill & Associates, P.C.

Work Comp – Personal Injury
Panel Attorneys – UAW Pre-Paid Legal Plan
Peoria: (309) 637-5297 Pekin (309) 353-5297

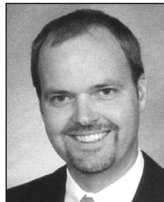
REDUCED FEES FOR ALL
UAW MEMBERS, SPOUSES, DEPENDENTS & RETIREES
ON ALL PERSONAL INJURY AND
AUTOMOBILE ACCIDENT CLAIMS!



G. Douglas Stephens



Gordon M. Fiddes



Norman L. McGill



Sharbel A. Rantisi

Peoria: (309) 637-5297 Pekin (309) 353-5297
Stephens, Fiddes, McGill & Associates, P.C.