



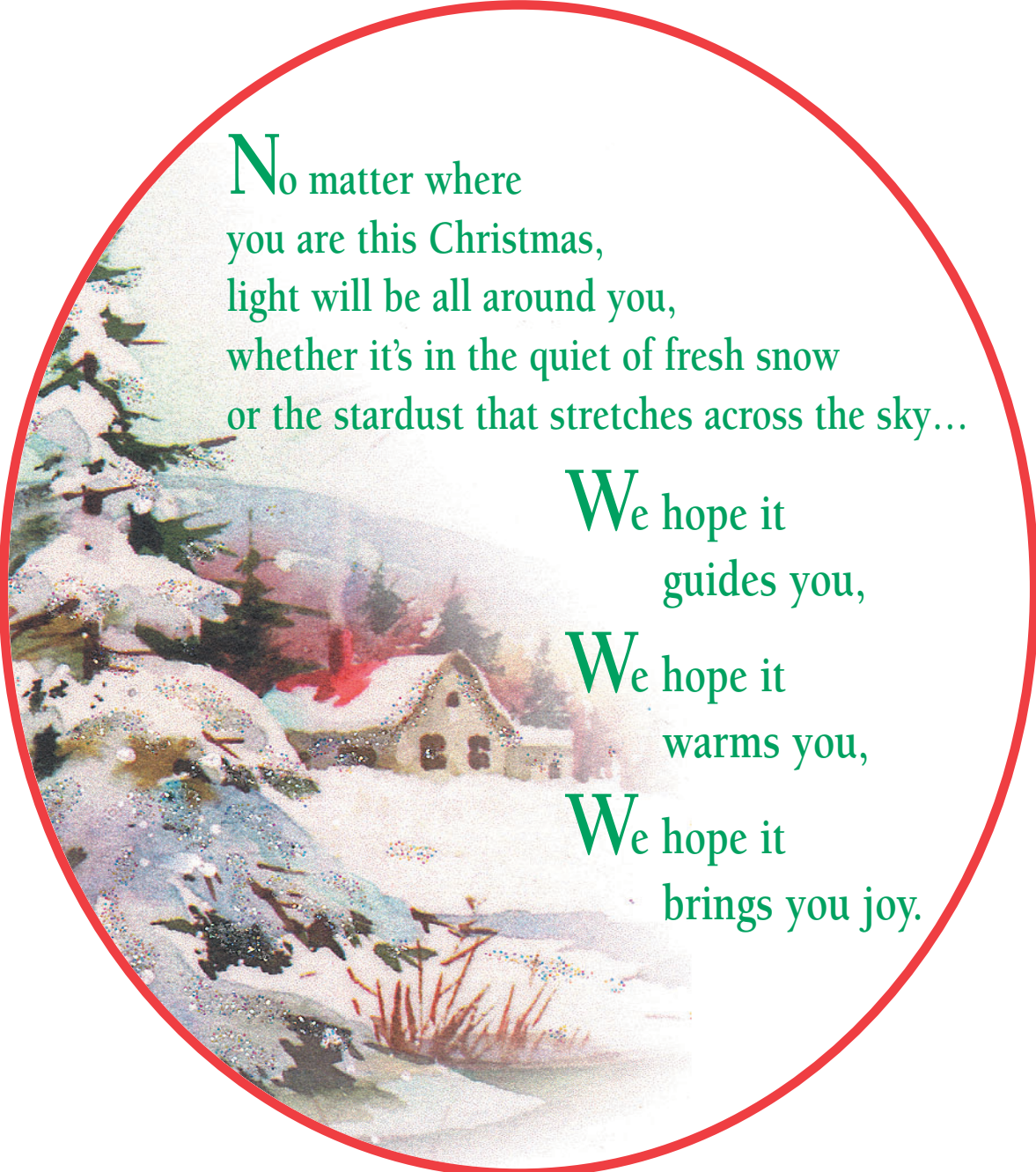
AUTOMOBILE • AEROSPACE • AGRICULTURAL IMPLEMENT WORKERS of AMERICA (UAW)

# LOCAL 974 NEWS

REPRESENTING WORKERS AT — CATERPILLAR, LTD INDUSTRIES, TAZEWEILL MACHINE, NORFORGE, DELAVAN CITY AND MASON CITY WORKERS, AND HENDERSON ADVERTISING



VOL 59.5 • NOVEMBER 2011



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...

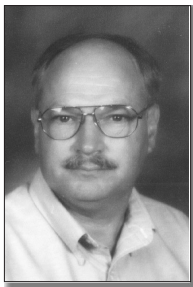
We hope it  
guides you,

We hope it  
warms you,

We hope it  
brings you joy.

## ANNUAL MEMBERSHIP MEETING

Sunday, December 11, 2011 1:00 p.m. At Amalgamated Local 974, UAW  
*Mark your calendar ... Be involved ... See you there!*



## PRESIDENT'S REPORT

DAVE CHAPMAN, President

I hope everyone had a great Thanksgiving with family and friends and I would like to wish all of our active and retired members a very Merry Christmas and a Happy New Year.

I was recently elected President of the Agricultural Implement Council. It consists of Caterpillar, Case New Holland and John Deere workers across America that are UAW represented. The last Caterpillar person elected to this position was Al Weygand, in the early 90's. Thanks to all the delegates for their support.

In 2012, we will be making one of the biggest decisions of our lives – Who is going to run this country thru 2016? Healthcare premiums are on the rise and the republicans won't give our President one bit of support on health-care reform.

The republicans say social security and medicare are entitlements. Remember, not only did you contribute to social security but your employer did too for your entire working life. The folks in Washington have pulled off the biggest ponzi scheme ever. Entitlement my rear end! You paid cash for your social security, so did your employer. Just because the government borrowed the money doesn't make your benefit some kind of handout.

Let's work the entire year to elect people who care about working men and women and not the rich few who don't pay their fair share of taxes and can afford any healthcare plan out there.

Try to attend meetings and rallies for those who support us.

Whether active or retired, please call the Hall and let us know your cell phone number so that we can keep in touch with you.

### DATES TO REMEMBER

#### ANNUAL MEMBERSHIP MEETING

Sunday, December 11 1:00 pm Union Hall

#### 9-PIN NO TAP TEAM TOURNAMENT

Saturday, February 4 Sunset Lanes in Pekin

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



## CHRISTMAS 2011

As the holidays approach, it's time to think outside the box. Who says a gift needs to fit in a shirt box, wrapped in Chinese produced wrapping paper?

Everyone – yes EVERYONE gets their hair cut. How about gift certificates from your local American hair salon or barber?

Gym membership? It's appropriate for all ages who are thinking about some health improvement.

Who wouldn't appreciate getting their car detailed? Small, American-owned detail shops and car washes would love to sell you a gift certificate or book of gift certificates.

Are you one of those extravagant givers who think nothing of plunking down the Benjamins on a Chinese made flat-screen? Perhaps that grateful gift receiver would like his driveway sealed, or lawn mowed for the summer, or driveway plowed all winter, or games at the local golf course.

There are a bazillion owner-run restaurants – all offering gift certificates. And, if your intended isn't the fancy eatery sort, what about a half dozen breakfasts at the local breakfast joint. Remember folks, this isn't about big National chains. This is about supporting your hometown Americans with their financial lives on the line to keep their doors open.

How many people couldn't use an oil change for their car, truck or motorcycle, done at a shop run by the American working guy?

Thinking about a heartfelt gift for mom? Mom would LOVE the services of a local cleaning lady for a day.

My computer could use a tune up, and I KNOW I can find some young guy who is struggling to get his repair business up and running.

OK, you were looking for something more personal. Local crafts people spin their own wool and knit them into scarves. They make jewelry, pottery and beautiful wooden boxes.

Plan your holiday outings at local, owner-operated restaurants and leave your server a nice tip. And, how about going out to see a play or ballet at your hometown theatre.

Musicians need love too, so find a venue showcasing local bands.





## BARGAINING CHAIRMAN

RICK DeGROOT, Bargaining Chairman

### GREETINGS BROTHERS & SISTERS

We just finished up with Thanksgiving. I hope everyone had a good holiday. I would like to wish everyone a Merry Christmas and Happy New Year.

### CONGRATS DAVE!

On September 28 and 29, Dave Chapman, Paul Jackson, Steve Mitchell and myself were in Detroit for an Ag-Imp and Cat Council meeting. Congratulations to Dave Chapman for being elected as the President of the Ag-Imp Council. This is the first time someone from Local 974 has been elected to serve as the President of the Ag-Imp Council.

### GRIEVANCES

We currently have a total of 2,907 active grievances in the arbitration backlog. We have 108 discharges in our Local now.

We now have arbitrators. The permanent arbitrator is Ann Kenis. She will hear issue cases. The next date for Local 974 will be January, 2012. The panel arbitrator is Jerard Fowler. We have two dates in November, the 29th and 30th for Mossville. On December 13th we have Mapleton, December 14th is Tech Center, and December 15th is KK.

We have put together a Grievance Handling Guide packet for every Union Rep. We also updated the Grievance Investigation Report. We added the Five W's, the 1st Step Grievance Investigation Checklist, a place for Witness Statements, and Final Step Grievance Investigation Checklist. By following this new form and checklist, we should have all the information needed to process the grievance to arbitration.

### STEWARD COUNCIL MEETINGS

We have Steward Council Meetings the 4th Thursday of each month. The times are 8:00 am, 12:00 pm and 4:00 pm. Everyone is welcome to attend these meetings.

### 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

### AWOL

We are having problems with some members being AWOL. The following is what you have to do in order not to get caught up in an AWOL situation. You have to call in and have approval to be absent from work. AWOL is when an employee is absent from work for more than three consecutive days without proper notice and approval. You will be considered absent without leave and subject to termination of employment. Employee's responsibilities:

- 1) To call into the absent hotline
- 2) Notify their supervisor or the medical department to obtain approval for any absences of more than three or more consecutive days.

**It's important to follow these guidelines.**

### DRUG TESTING

Now the drug testing has started on the Random and Reasonable Suspicion Testing. Here are some of the guidelines. This is not a complete list of the guidelines. You will need to read Letter of Agreement No. 32 for the complete list.

**This is what will happen if not in compliance on Random Testing:**

- 1) Random testing greater than two years seniority will be placed on disciplinary suspension for 30 days and will be required to successfully complete all recommended treatment at the company's expense.
- 2) Less than two years of seniority will be discharged for not in compliance.

**Not in compliance as result of any Reasonable Suspicion Testing:**

Will be discharged. Employees will have one opportunity for treatment at the company's expense under the terms of a Last Chance Agreement. While on treatment you will be on disciplinary suspension pending successful completion of program.

Letter of Agreement No. 32 will utilize thresholds and collection procedures consistent with the Department of Transportation.

Employees who refuse to participate in testing will be subject to discharge.

As long as you have not been selected for Random or Reasonable Suspicion Testing this process will have no impact on an employee who voluntarily presents themselves to the EAP or Company medical services for assistance with a drug or alcohol problem.

In Solidarity, Rick DeGroot

**SHOW SOLIDARITY  
WEAR A UNION SHIRT TO WORK!**





## FINANCIAL SECRETARY/TREASURER'S REPORT

JOHN SHALLENBERGER, Financial Secretary/Treasurer

### **JOBS FOR AMERICA**

In our last issue of solidarity, the big story all the way through was about the Big 3 Automakers getting contracts.

Some of our members were surprised on how much the brothers and sisters did or didn't receive in their contracts along with what we didn't get in ours. When you read it, pay attention to how many jobs those contracts will be adding to the labor force. It wasn't that long ago that we were wondering if the Big 3 were going to be able to survive. When GM and Chrysler borrowed money from the government just to survive and restructure at the same time, no one would have dreamed that they would come back so strong in such a short time. There were several politicians that were flat out against helping these companies survive, at the same time not mentioning how much money that their southern states threw at the foreign automakers to get them to come to their states!

This was a scary time to think it was possible to watch our auto industry fail. These are a major part of the United States manufacturing base. Without these good paying union represented jobs it would've made it even tougher to get any kind of a contract out of Caterpillar Inc., John Deere and the rest of the union represented companies.

About the time when we thought this was bad, the Republicans in Congress really showed their true colors. It got so bad in the last year that even one of the their own Republicans called them on it, Secretary of Transportation Ray LaHood, the lone Republican in President Obama's cabinet, says his party wants to do nothing in Washington, and is more committed to defeating the President than creating jobs! Secretary of Transportation says that in his 35 years in Washington he has never seen a time when people have put their own personal political feelings over how we can get the economy moving again. He also said that

the Freshman Class of "Tea Party" Congressmen prioritizes defeating President Obama over creating jobs. "The crowd that was elected the last time not only came here to do nothing, they also came here to put down the President." said LaHood. Secretary of Transportation LaHood has every right to rip them over the safety of our roads and bridges which are crumbling right before your eyes and his own party which is just sitting there on their hands and doing nothing for them! If they would pass this Jobs Bill, this would help rebuild our infrastructure rebuilding our roads and bridges, at the same time puts more manufacturing jobs in place making the steel, tractors and etc. All good for the U.S.A.!

Along with all this I received an e-mail the other day which falls right in the line with what you just read, and it goes something like this:

### **THE NUMBERS REPUBLICANS HAVE INTRODUCED**

44 bills on Abortion  
99 bills on Religion  
71 bills on Relationships  
36 bills on Marriage  
522 bills on Taxation  
455 bills on Government Investigations  
**ZERO on JOB CREATION!**

**Ask your United States House Representative  
how he voted on the Jobs Bill!**

### **DUES**

On dues, if you owe dues from drawing S.U.B. pay = 1 hour of your wages a month, or when you hired in and did not come to the union hall and join in your first month. It's a good possibility that you could have fallen behind on your union dues. My office has been going through our records and if you are behind we will be sending out letters letting you know. If you are in question feel free to call the dues office so we can check for you.

### **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.

### **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.

### **SERVICE MEN AND WOMEN**

As always, please keep all the soldiers and families in your thoughts and prayers.

Have a Merry Christmas and a Happy New Year!

In Solidarity,  
John R. Shallenberger

*P.S. We got an early Christmas present this year, from our son (whom you may know was injured in Afghanistan on June 24, 2009 when his humvee hit an IED). We are very blessed to still have him with us but even more impressive is that he is back home with his family and working. About the time you think all your prayers have been answered, there was one more – our son told us he would be running the 10K (6.25 mile) race in the Morton Pumpkin Festival. What a great day to see him running again!*



*Are you looking for a useful gift for yourself or someone else?* A shirt from our Hall's restocked, in-house shirt room would make a great birthday or Christmas gift. The shirts are quality made and economically priced.



# INSURANCE & BENEFITS REPORT

JIM ARROWOOD, Chairman Insurance and Benefits

**ACTIVE** employees premiums for health care coverage in 2012 are changing. Under terms included in the new agreement, active members and families covered under the group insurance plan will see higher premiums for coverage. The new premium amounts reflect our contribution toward coverage. For 2012, 2013 and 2014, we contribute 1/12th of 15% of the total annual cost per employee. Prior to 2012, the formula was 1/12th of 10% total annual cost per employee. Deductibles also reflect \$50 dollar increases each year until 2015.

## ACTIVE EMPLOYEES

	PREMIUM % of total health care cost	DEDUCTIBLE Single Family	MAX OUT-OF-POCKET Single Family
2011	10%	\$500 / \$1,000	\$1,500 / \$3,000
2012	15%	\$550 / \$1,100	\$1,625 / \$3,250
2013	15%	\$600 / \$1,200	\$1,750 / \$3,500
2014	15%	\$650 / \$1,300	\$1,875 / \$3,750
2015	20%	\$700 / \$1,400	\$2,000 / \$4,000
2016	20%	\$700 / \$1,400	\$2,000 / \$4,000
2017	20%	\$700 / \$1,400	\$2,000 / \$4,000

As you may have seen, the select preferred network pharmacy list now includes Kroger stores. By using the select preferred pharmacies we can save co-pays on Tier 0 and Tier 1 level prescriptions.

Vision benefits remain at \$150 every 24 months. Eyeglass frames will no longer be covered by the plan.

We have improved foot orthotics coverage included in language under our plan.

The Medicare Part B reimbursement continues. If you are 65 or enrolled in Medicare Part B you and your spouse (if she is eligible and enrolled) in Medicare Part B are eligible to receive the reimbursement. To receive the Part B reimbursement from our plan, you must contact Hewitt at 1-877-228-4010 and enroll. You will need a password to secure your account and enroll. If you have trouble establishing a password, we will help. Call 694-3151 and the Insurance and Benefits Office here at the Union Hall will assist you.

The next lump sum \$300 dollar payment for retirees will be in November, 2013.

In Solidarity, Jim Arrowood

*P.S. Another great November spent with my adopted family south of West Plains, Missouri. Have a great Christmas season Doffless & Wilene Harris and family ... Jim*

## RECAPITULATION as of September, 2011

Income	\$ 250,908.75
Expenditures	<u>206,935.95</u>
<b>Excess of Income over Expense</b>	<b>\$ 43,972.80</b>
Regular Dues received on	4,510
Sub Dues received on	4
Initiation fees received on	70
Bonus dues received on	0
PER CAPITA TAXES:	
International Union UAW	\$ 85,825.81
CAP Council	6,911.94
CAT Council	5,096.19
Retirees Dues PCT	397.80
Ag Council	174.12
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>14.63</u>
<b>Total</b>	<b>\$ 98,604.49</b>

## RECAPITULATION as of October 31, 2011

Income	\$ 201,669.59
Expenditures	<u>212,162.95</u>
<b>Excess of Expense over Income</b>	<b>\$ (-10,493.36)</b>
Regular Dues received on	4,562
Sub Dues received on	23
Initiation fees received on	78
Bonus dues received on	5
PER CAPITA TAXES:	
International Union UAW	\$ 86,656.27
CAP Council	6,976.61
CAT Council	5,137.08
Retirees Dues PCT	234.00
Ag Council	175.96
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>15.90</u>
<b>Total</b>	<b>\$ 99,379.82</b>

# 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.

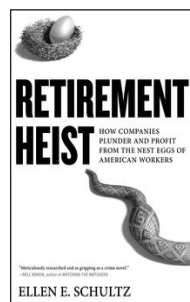


## The Editor's Desk

By Rick Corbin

A familiar feature of most contract negotiations these days across the country is that companies are now eliminating defined pension plans in favor of 401(k) plans. The claim is made that defined pension plans are unsustainable because of the total cost.

The company may also say they cannot afford a defined pension plan and also try to afford the high health care costs. A new book titled "*Retirement Heist*" by a *Wall Street Journal* reporter has put paid to these claims. I am printing an excerpt from this book that our members should read. This is eye-opening stuff!



As companies have been moving away from traditional pension plans, they have been shifting employees to new retirement plans, such as 401(k)s, that transfer the cost – and the risk – to workers.

Companies have claimed for years that old-style pensions were unsustainable. Author Ellen Schultz tells *Morning Edition* host Steve Inskeep that there's another explanation.

"The main narrative is that [companies] are struggling to pay both their pensions and these unexpectedly high health care costs for the retirees," Schultz says. "What isn't known is that companies were well-prepared for this phenomenon. The plans were in fact significantly over funded. They had more than enough to pay every dime for every person currently employed and already retired."

Schultz investigated the changes in pension plans as a reporter for *The Wall Street Journal* and has written a book called *Retirement Heist*.

## Retirement Heist

*How companies plunder and profit from the nest eggs of American workers*

In the early 1990s, Schultz says, companies were looking for new ways to push out workers, especially older more expensive ones. She says the expensive way would have been to pay severance, "but the cost-effective way was to instead promise them a bit more pension money in lieu of severance." In the end, "you've just laid off somebody who's expensive and it has cost you nothing."

Schultz cites this example of one well-known company whose pension fund has dropped significantly since the early 1990s. General Electric announced it was closing its pension plan to be more competitive. She says the company's financial filings show that GE has not put a cent into its pension plans since the mid-1980s. Over the years, GE, like most large companies, used assets in the plans to pay for other things.

*Morning Edition* reached out to several companies for this story, but none would talk in detail about changes to their pension plans. Don Fuerst, a senior fellow at the American Academy of Actuaries,

says companies can offer retirees the opportunity to take a lump sum distribution rather than a lifetime of pension income, which can be beneficial to the company but detrimental to the individual.

"But it's always a choice," he says. David Certner, a policy director at the AARP, says that "corporations weren't always so transparent and clear about what they were doing." Schultz says there was a massive transfer of wealth over the past two decades, from a multitude of retirees to a small number of executives. But while she calls her book *Retirement Heist*, she concedes that nothing that happened was illegal.

"When you have a properly funded plan, it doesn't matter how many retirees you have or how long they live," Schultz says. "It's not the fact that you have a lot of retirees; it's the fact that you have abused the pension plan."

Ellen Schultz is an award-winning investigative reporter for *The Wall Street Journal*.



### UAW MEMBERS

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**UAW LOCAL 974**  
**9-PIN NO TAP TEAM TOURNAMENT**

Sponsored by: Local 974 Heather Henninger Scholarship Committee

**SATURDAY, FEBRUARY 4, 2012**

**SUNSET LANES**

**3000 Court Street • Pekin**

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

There will be one squad at 1:00 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 eight teams.

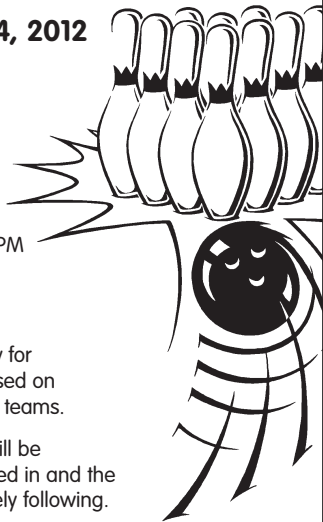
The teams in the Round Robin will be seeded after the scores are turned in and the Round Robin will start immediately following.

Squad will be filled on a **First Paid / First Served Basis**.

**Cost: \$100 for five person team**

To Enter: Before 5:00 PM – Kevin Peterson (309) 251-3825  
 After 5:00 PM – Call Don Barker (309) 369-6467

**FOOD & DRINK SPECIALS**  
**50/50's • DOOR PRIZES**



**SPRING**  
**Diecast and Toy Sale**

**Saturday, April 21, 2012**

**9:00 AM – 2:00 PM**

**Admission – \$1.00 • Local 974 Union Hall**  
**Door Prizes • Food Available**

Event sponsored by and all proceeds go to the  
**Heather Henninger Scholarship Fund**  
 For more information contact Dave Chapman (309) 694-3151

***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***

Leonard L. George	R	09/01/2011
Helen "Liz" Collins	A	09/02/2011
Philip K. Smallwood	R	09/05/2011
Donald L. Nebergall	R	09/06/2011
Percy D. Neaveill	R	09/07/2011
Delbert J. Kessinger	R	09/10/2011
Leroy Hawkins	R	09/12/2011
Phyllis J. Baum	R	09/13/2011
Collon White	R	09/13/2011
Donald G. Snedden	R	09/14/2011
Asahel C. Shelton	R	09/17/2011
Arthur A. Howell, Jr.	R	09/19/2011
John W. St. Clair, Jr.	D	09/22/2011
Thelmer A. Cline	R	09/25/2011
Walter L. Richey, Jr.	R	09/26/2011
Bruce K. Frison	A	09/29/2011

***October***

Robert E. Eckhardt	R	10/03/2011
Jesse C. Henderson	R	10/03/2011
Doris M. Linsley	R	10/04/2011
Allen L. Williamson	R	10/06/2011
Norris E. Rolett	R	10/07/2011
Delmar L. Jones	R	10/08/2011
Oliver K. Rogers	R	10/09/2011
Walter E. Link	R	10/11/2011
John J. Kosko	R	10/17/2011
James Pearson	R	10/18/2011
Vearl G. Dillon	R	10/20/2011
Jesse J. Clendenin	R	10/21/2011
Dorris L. Wyatt	R	10/21/2011
Robert J. Budd	R	10/23/2011
Paul G. Miller	R	10/23/2011
Frank M. Budyn, Jr.	R	10/25/2011
John E. Prunty	R	10/26/2011
Robert N. Berg	R	10/30/2011
Eleanor S. Million	R	10/30/2011

**UAW LOCAL 974**

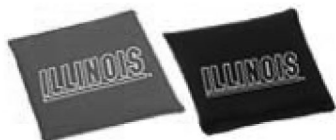
**CALENDAR**

**DECEMBER**

Thu	8	<b>Steward Council Meetings</b> 8:00 / 12:00 / 4:00pm (November and December meetings combined)
Sun	11	<b>Executive Board Meeting</b> 11:00am
Sun	11	<b>ANNUAL MEMBERSHIP MEETING</b> 1:00pm
Thu	15	<b>Safety Council Meetings</b> 8:00 / 10:00 / 4:00pm
Sun	18	<b>Membership &amp; Retiree Dance</b> 7:00 - 10:00pm
Wed	21	<b>Retirees' Chapter Meeting &amp; Dinner</b> 11:30am
Sat	24	<b>Christmas Eve</b>
Sun	25	<b>Christmas Day</b>
Tue	27	<b>Jumer's Rock Island Bus Trip</b> 8:00am
Sat	31	<b>New Year's Eve</b>

**JANUARY**

Sun	1	<b>New Year's Day</b>
Sun	1	<b>Local 974 Newsletter Article Deadline</b>
Sun	8	<b>Executive Board Meeting</b> 11:00am <b>General Council Meeting</b> 1:00pm
Mon	16	<b>Martin Luther King Day – Union Office Closed</b>
Wed	18	<b>Retirees' Chapter Meeting &amp; Dinner</b> 11:30am
Thu	19	<b>Safety Council Meetings</b> 8:00 / 10:00 / 4:00pm
Tue	24	<b>Jumer's Rock Island Bus Trip</b> 8:00am
Thu	26	<b>Stewardship Council Mtgs</b> 8:00 / 12:00 / 4:00pm



9TH ANNUAL

**LAURA VALENTINE MEMORIAL FUNDRAISER**  
(ALL MONIES WILL GO TO ST. JUDE)

## BAGS TOURNAMENT

**JUNE 23, 2012**

**EP's IN EAST PEORIA**

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## RETIREES CHAPTER

UAW LOCAL 974

### WEDNESDAY POTLUCKS DECEMBER 21 & JANUARY 18

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 18 7:00 – 10:00 pm Music by Kenny Williams & 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 27 – Jumer's Rock Island Tuesday, January 24 – 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

*Do you have a little extra time? If you do, contact Bonnie at 699-0167. Projects are to make and repair toys for children for Christmas, especially doll houses.*

### 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.



## WHO AM I ?

RUSS LINDAHL



*When Jesus came into the coasts of Caesarea Philippi, he asked his disciples, saying "Whom do men say that I the Son of man am?" And they said, "Some say that thou art John the Baptist; some Elias; and others, Jeremiah, or one of the prophets." He saith unto them, "But whom say ye that I am?" And Simon Peter answered and said, "Thou art the Christ, the Son of the living God." And Jesus answered and said unto him, "Blessed art thou, Simon Bar Jona."*

**MATTHEW 16:13-17a**

Simon Peter was right, Jesus is the Christ (Messiah), the Son of the living God (God in flesh). In Matthew and Luke's story of the birth of Jesus we see that Christ is called,

Christ (Messiah),  
Jesus (Jehovah-Saviour),  
Emmanuel (God with us),  
King of the Jews (Matthew 1:18-2:2),  
Jesus, Son of the highest, that holy thing (sinless),  
Son of God (equal with God, John 5:18;10:30, 33, 36),  
Saviour (which is Christ the Lord),  
Babe, wrapped in swaddling clothes (human in every respect yet without sin)  
Light to lighten the Gentiles, and  
The glory of my people Israel (Luke 1:31-2:12, 32).

I guess Simon Peter was right. Jesus is all that he (Peter) said he was. That little babe in a manger grew up and became a carpenter, took our sins upon Him, died on a cross in our place, was buried and rose again bodily the third day. Galatians 4:4-5 says, "But when the fullness of time was come, God sent forth his Son, made of a woman, made under the law, to redeem them that were under the law..." The Law (Ten Commandments) condemns all of us for by the law is the knowledge of sin. Christ lived a perfect, sinless life under the law. He died on the cross, satisfying God's wrath against sin so now we can be saved if we believe in Jesus and receive Him as our Saviour.

**Will you receive Him today? If not now, when?  
Tomorrow may be too late.**

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

**Have a Merry Christmas in Christ! And yes, we can celebrate Christmas as the birth of Jesus. Angels heralded His coming, shepherds worshiped Him!**

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# MOSSVILLE GRIEVANCE COMMITTEE REPORT

PAUL JACKSON, Chairman

*Dateline November 1, 2011. This is the date this article goes to the editor. This gives you the reader a reference for the facts and statement contained in this article.*

## GOING, GOING, GONE

By the time you get this article the RIF (reduction in force) will be done and gone (maybe). The time frame was set some time ago for November/December, at this point looks like just prior to Thanksgiving. I have seen and been through a lot of RIF's at Cat, never seen a perfect one, but the closest ones were the ones management consulted with the grievance committee prior to implementation. Simply stated this is not going to be a "perfect" RIF. We have some fairly concise language in the contract, so if you do not feel your move was done correctly, request your steward and we will investigate.

## MAPLEVILLE

One of the changes in the contract was the combination of Mapleton and Mossville into one business unit. We have separate grievance committees and separate management, much like tractors in East Peoria, separate factories...HH, LL, SS, etc., all one business unit. I don't know why the company requested it, but we as a committee felt it was a win-win for the newer work force. We felt it would prevent some of the mass layoffs of the last century. In fact, responding to the membership's surveys, most wanted bumping rights between all of the business units. We felt this was a step in the right direction. In the future, there will be movement as new investment comes to Mapleville. Change is always difficult, but for the best in the long run.

## MOVIN ON UP!

Mossville is still in the running for the "over capacity" in TBU. Looks like that over capacity is long term. My understanding is our machine shop capability is the most attractive, along with our "ready to hit the floor running" workforce. The disassembly of the assembly side is proceeding briskly. No target date yet, but management assures us, we will be ready, when "they" are ready. ("They" being anyone savvy enough to take advantage of prime, climate controlled, modern manufacturing real estate.) So, when they are ready to move up the river, we are locked, loaded and ready to rock & roll!

## L.O.A. 32

Commonly referred to as drug testing language. This has been proceeding slowly in the Local and we have had a few casualties. It is a harsh reality, but no-one wants to work with a co-worker on a piece of equipment capable of maiming or disabling you to the point of death with someone that is high. And if they tell you they do they are HIGH! Having said that, drug and alcohol addiction is just that...an addiction or a disease. If you suffer from that and you seek help through EAP...you will be treated in the strictest of confidentiality, you will not be disciplined, but only if you seek help BEFORE – after, all bets are off. I know people who have sought help through this program, before mandatory testing, and tell me it saved their life and job. If you don't want to talk to management at all, please see me, I will help you make the contacts you need to get straight.

## VACATION

A lot of questions both in Mapleville and the Local and that's okay, it is a new process and is expected. Simple answer is the Union bargained the best both of the old plan and new. Newer employees told us they want pay for play, veterans want pay for pay. So starting January 2, 2012, you get both. Based on the amount you made from January 1, 2011 to December 31, 2011, you will be paid your applicable percentage 6, 8 or 10% on those wages. At the end of 2012, that will be the base year for 2013, in February 2013, you will be paid the balance of your unused percentage from the 2011 base period, unused in 2012. Clear as mud right? That's the plan, so anything else, vacation amount of check in 2011, disregard! The only glitch is the contradictory language on carryover.

The language states there is no carryover, but also says you cannot lose your vacation entitlement. So if the Company scheduled you to work vacation, they must honor that entitlement in the base period. Labor Relations and Operations have made an earnest effort to ensure employees get to use their entitlement. Those that don't, contact your steward and we will address it.

## DOCKETING

Sometimes called "pre-arb," docketing involves meeting with the Company (Cat Corporate) prior to arbitration to allow both sides a final review of grievances. At this step, grievances can be settled, withdrawn or frozen on the docket and scheduled for future arbitration. Myself along with the other divisional chairmen are screening these grievances with our International Reps. for scheduled arbitration. Mossville has arbitration dates for discharge and suspensions scheduled for November 29th & 30th of this year and February 28th and 29th of 2012.

## HAPPY HOLIDAYS

In negotiations, the company gave us the cost figure of 14 million per holiday for the life of the agreement. They gave us the figures, they didn't GIVE us the time off, that my friends was earned through bargaining. In every grievance office in the Local, there should be a poster that is headed by the title "Before the UAW was founded in 1935, the word was "NO," read it and learn. Having said that, let us not forget the real reason for the season. The birth of our Lord and Savior Jesus Christ who was born into this world to die on the cross to atone for our sins and open up for you and me the "Stairway to Heaven".

From my family to yours, have a Holy Christmas and a Blessed New Year.

Thought for today –

**If you're going around in circles  
you must be cutting corners.**

## THANKS

Our family wants to thank all of Local 974 for your contributions and support during our time of need. The Shane Hillard fundraiser held at the Hall helped us offset large medical and hospital bills. At the fundraiser \$8,500 was raised with over 400 attending the event. The money will be used wisely for hospital and intensive physical therapy.

I look forward to a full recovery and to be an active employee again.

Warm regards, Shane Hillard and family members



*The officers and staff of UAW Local 974 wish all of you a joyous holiday season!*

## GRIEVANCE COMMITTEEMEN

### TRACK TYPE TRACTORS 673-3280 PHONE 673-6828 FAX

CHMN Dave Neulinger (HH, 1st)

Randy Buhs (HH, 2nd)

Jamie Snyder (SS, 1st)

Tom Bremer (LL, 3rd)

Brent Kubiak (LL, 1st)

### TBU KK 673-0931 PHONE + FAX

CHMN Craig Miller (2nd)

Bill Moore, III (3rd)

Brian Kerr (1st)

### MAPLETON 697-6051 PHONE + FAX

CHMN J. C. Zimmerman (1st)

Matt Diebel (3rd)

Chris Grimm (1st)

### MORTON 266-6631 PHONE 266-9346 FAX

CHMN Roger Routt (2nd)

Matt Butler (2nd)

Judy Poulsen (1st)

### TECH CENTER / PPG 579-2924 PHONE + Fax

CHMN Steve Mitchell (1st)

Rick Corbin (1st)

### SPBU 579-3336 PHONE RPF 675-6544

CHMN Joe Maxwell (1st)

### MOSSVILLE BB 579-2202 PHONE 579-2491 FAX

### MOSSVILLE DD 579-3488 PHONE 579-3168 FAX

CHMN Paul Jackson (BB, 1st)

Terry DeFrates (DD, 1st)

Randy Diehl (BB, 1st)

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## WHAT WILL YOU DO?

STEVE MITCHELL, Plantwide Safety Chairman

Did you see the story in October about a little two-year old girl in China, who wandered alone into the street and was struck by a truck? She was seen on a surveillance camera near traffic and nobody did anything to help protect her from harm. She was actually run over by two different trucks and more than 18 people walked by, leaving the injured child lying in the street. Finally, someone picked her up and tried to find her parents. Little Wang Yue, an innocent child, died because nobody would get involved.

In 1886, workers fighting for the eight-hour workday rallied in support of striking McCormick Harvesting Machine workers in Chicago. The striking McCormick workers had been attacked by police on May 3rd and a number of them were killed. The rally was called for at Haymarket Square. A number of speakers had addressed the peaceful crowd when the police descended upon them. Some unknown person threw a bomb towards the police and when it exploded, the police fired wildly into the crowd. Eight policemen were killed, many by “friendly fire,” and four workers were said to have perished and many more were thought to have died, but their families were afraid to report the deaths.

In our own time, the Occupy movement is gaining support in cities and amongst people across the globe. These citizens are taking their demands for change out of the shadows and into the light. You only need to watch

a few interviews to realize that the sentiment motivating the movement is frustration: while the wealth of the plutocrats multiplies, more and more people feel left behind, walled off from the means to achieve a better life for their families.

The members of the Occupy groups come from all walks of life and are protesting for a variety of reasons, but every single person is giving their time and their money, facing discomfort, ridicule, arrest, and even violence to make sure their voices are heard. It's not hard to see echoes of the Haymarket massacre as Oakland police in riot gear attack the protesters with rubber bullets and tear gas. Have you ever felt that kind of passion for a cause you believe in? What would you have done?

This year, at the annual UAW/CAT Health and Safety Training, one of our business units reported that they had experienced a 93% reduction in reported injuries over the past five years. If true, that is an incredible achievement. However, the veracity of the claim is jeopardized when you become aware that this particular business unit not only refuses to hold regular safety committee meetings, as it has in the past, but also does not conduct the minimum monthly safety inspections with the UAW Safety Committeeman.

CONTINUED ON NEXT PAGE

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One of the reasons given for the cessation of safety meetings was that management was tired of having the UAW Safety Representatives bring up safety issues in the meetings. Oh the nerve of them! I can't imagine why one would bring up safety issues at the safety meeting, can you?

The required joint safety inspections are scheduled and then canceled without informing the Safety Committeeman. The Company could e-mail the Safety Rep, but can't because the rep's e-mail account was discontinued after he brought a safety issue to light in an e-mail. Again, imagine the testicular fortitude of that Safety Rep, trying to bring a safety issue to the attention of management. What was he thinking? How dare he speak of safety hazards to management in a building with such a sterling record?

Additionally, you'd think that a business unit with the bravado to brag of such accomplishments would do so without omitting a few nagging details. A fire and resulting explosion left two security personnel in the hospital for the Christmas holiday a few short years ago. If memory serves me correctly, a contractor was severely injured in this same facility when the door to a heat treat oven came down on him. Finally, there was the tragedy this past April when another contractor lost his life performing maintenance on a piece of equipment-again in this same building.

I recently spoke with one of our members from this high-performing business unit who was distraught because of an amputation that occurred after specific safety concerns were ignored by the area supervisor. I'm also

told that co-workers are very unhappy about the incident and the subsequent "investigation." It appears that if a full-time employee is injured or made ill, an inquisition is held, union representation is denied, threats are made and blame is assigned to the injured worker. It's amazing that anyone reports any injuries in this oasis of safety.

To further burnish this business unit's gaudy safety metrics, a reign of terror has been waged on many of our supplemental members who dutifully fulfill their obligation to report injuries or illnesses. Oftentimes these workers are summarily dismissed shortly after returning from medical. Officially, the justification for the dismissal is never for reporting the injury or illness, it is always something else. That's sure one way to keep people from reporting. If an injury is not reported because of fear of dismissal, it doesn't soil the business unit safety record and, as an added bonus, there is no cost whatsoever incurred by CAT for a work-related injury! Mission accomplished!

A recent National Safety Council survey found that of the top nine reasons for people not to report a "Near Miss" incident at work, fear was the first one listed – does that surprise you? Embarrassment was the second reason listed, but probably not for the reasons you suspect. It appears that being labeled a "frequent flyer" or "accident prone" and the risk of humiliation at the hands of a supervisor or peers is a deterring factor. Isn't being involved in a "Near Miss" bad enough?

CONTINUED ON PAGE 14

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When the subject of safety awards or safety performance is lauded, it’s helpful to put statistics and awards into perspective.

- The Anacortes, Washington Tesoro refinery received recognition for reducing “recordable injury rates,” but on April 2, 2010, an explosion at Tesoro killed seven workers.
- BP, a company admired by CAT for their behavioral safety program killed 11 workers on the Deepwater Horizon right after having a big safety award celebration on April 20, 2010. BP’s got a little history with explosions because in 2005, the BP refinery in Texas City, Texas blew up killing 15 workers and injuring 170.
- Transocean, the owner of the Deepwater Horizon drilling rig that exploded, said in SEC filings on Friday, April 1, 2011, that 2010 was “the best year in safety performance in our company’s history.”
- Massey Energy’s Upper Big Branch mine in West Virginia received safety awards for low levels of lost-time injuries. On April 5, 2010, 29 miners lost their lives in the award-winning mine.

Statistics really don’t tell the whole story, do they? Does this whole scenario make you mad? It does me! If it doesn’t make you mad, what will it take? If this situation makes you angry, is it angry enough to do something about it? We should be filing safety complaints when the boss doesn’t take our safety concerns seriously. If a supplemental worker has a

safety issue, filing a Safety Complaint is protected activity through the contract and OSHA. If the supplemental is still too scared, somebody else, a co-worker, the steward or the UAW safety rep should file the complaint for them. There is no language in the contract about repetitive safety complaints, so everyone in the work area can ask for their UAW Safety rep if they wish or they can file a group complaint.

In the examples at the beginning, people stood idly by and failed to get involved or they have stood up and spoke truth to power and fought back, using words, actions and ideas to affect change. What would you want someone to do to help you? To help someone you care for? What is it going to take? What will you do?

If the stories I've told you make you angry, well, they should. Every single one is an example of tragedy and human suffering. But they have something else in common – in every case, **the tragedies could have been avoided if people like you and me had taken action.** Standing up for what’s right always requires sacrifice. That sacrifice might be as trivial as a few hours of your leisure time and it might be as monumental as imprisonment or death, but every good thing we enjoy in life exists because those who came before us had the courage to fight for it. **Go to rallies. Write your Congressman. File safety complaints and grievances. Run for office in your union.** It's easy to stand on the sidelines, reaping the benefits while others bear the cost of struggling for progress, but until we get up and get involved, we're no different from all those people who walked by Wang Yue as she died in the street from her injuries. **WHAT WILL YOU DO?**

Steve Mitchell

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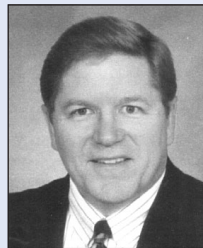
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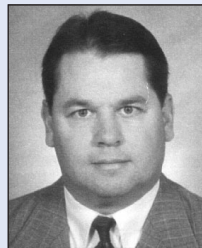
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No Exceptions!!!***

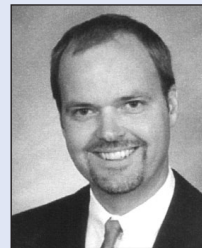
***The DUI laws have changed.  
The penalties are now much more severe  
with mandatory jail time for second DUI.***



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.**