



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 60.2 • APRIL 2012

## SPRING DIE CAST & TOY SHOW

**Saturday, April 21, 2012**

**Local 974 UAW Union Hall**

3025 Springfield Road, East Peoria, IL

**9:00 a.m. – 2:00 p.m.**

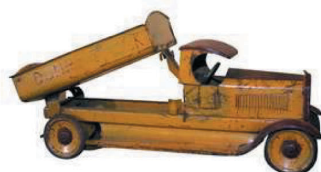
**Admission - \$1.00**



**DOOR  
PRIZES**

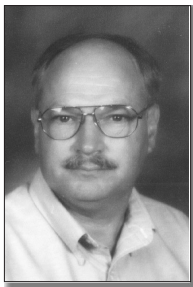


**FOOD  
AVAILABLE**



**ALL PROCEEDS GO TO THE  
HEATHER HENNINGER SCHOLARSHIP FUND**

For more information: Dave Chapman (309) 694-3151



## PRESIDENT'S REPORT

DAVE CHAPMAN, President

I would like to thank Rick DeGroot, Paul Jackson, the Pontiac, Aurora and Decatur Committees for doing a great job screening our grievances.

If your grievance has been withdrawn it is because every Caterpillar Local in the State of Illinois and the International Union has looked at it and decided we couldn't win it in arbitration.

Due to the New Agreement, we are arbitrating issue cases for the first time. I was able to sit in on Marvin Stauthammer's arbitration and see a thirty year veteran get his day in court for the first time and it was a good feeling. A feeling that the newer members should enjoy for the rest of their careers.

The Company made record profits last year due to the hard work of all of their employees.

We tried to get a similar profit sharing system as the Company people in bargaining. The Committee couldn't get the Company to buy in even though we made the product, but we did end up with the November Awards payout.

With no market based wage increase and sky-rocketing premiums our members are constantly looking to other locations for work because they simply can't afford to work here and that's a shame.

Don't forget Finish Line Ford had Mitt Romney come into the tri-county area during the Republican Primary. I would think twice about buying a car from a dealership that supported Mitt Romney who supported Detroit's Auto Industry going bankrupt.

Just say no to Johnsonville Brats and these other Koch Brand Products:

Vanity Fair	Mardi Graas	Angel Soft
Dixie	Quilted Northern	DensArmourPlus
Sparkle	ToughRock	Brawny

### DATES TO REMEMBER

#### DIE CAST & TOY SALE

Saturday, April 21 9:00 am - 2:00 pm Union Hall

#### ALL YOU CAN EAT FISH FRY

Sunday, April 22 1:00 pm - 4:00 pm Union Hall

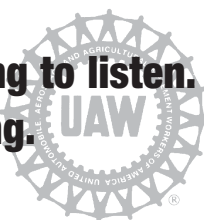
#### WORKERS MEMORIAL DAY MARCH

Monday, April 23 March from the Labor Temple to City Hall

#### UAW RED CROSS BLOOD DRIVE

Monday, May 21 11:00 am - 5:00 pm Union Hall

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



## UAW AMALGAMATED LOCAL 974 ELECTION NOTICE

### GENERAL COUNCIL TRACK TYPE TRACTORS DIVISION

1. ERIC B. LAWSON
2. RANDY C. SANDOW

ELECTION WILL BE HELD  
**SUNDAY, APRIL 22, 2012**  
**11:00 AM to 6:00 PM**

RUNOFF (if needed) WILL BE HELD  
SUNDAY, MAY 20, 2012  
11:00 AM TO 6:00 PM  
Election will be held at  
Amalgamated Local 974 UAW Union Hall

(No other nominations were turned in for the other areas)  
Gary Hall, Chairman Election Committee, Amalgamated Local 974, UAW

## UAW AMALGAMATED LOCAL 974 ELECTION NOTICE

The following nominations will open Monday, April 9, 2012 at 8:00AM and close Friday, April 13, 2012 at 4:00PM with drawing for position on Sunday, April 15, 2012.

### BLDG. KK, TBU GRIEVANCE COMMITTEEPERSON 1 POSITION

All nomination forms must be notarized unless personally handed to an Election Committee Officer.

Printed names on the form should reflect how the candidates wish their names to appear on the ballot.

Last withdrawal date is Friday, April 20, 2012 at 4:00PM.

Nominations and withdrawals will be accepted during Local 974 normal business hours only – (8:00AM until 4:30PM)

ELECTION WILL BE HELD  
**SUNDAY, MAY 20, 2012 11:00 AM TO 5:00 PM**

RUNOFF (if needed) WILL BE HELD  
SUNDAY, MAY 27, 2012 11:00 AM TO 5:00 PM  
Election will be held at Amalgamated Local 974 UAW Union Hall

Gary Hall, Chairman Election Committee, Amalgamated Local 974, UAW



## BARGAINING CHAIRMAN

RICK DeGROOT, Bargaining Chairman

We currently have a total of 2,267 active grievances in the arbitration backlog. We have 46 discharges in our local now.

The permanent arbitrator is Ann Kenis. She will hear issue cases. On November 14th, she heard Mike Cady's grievance. The grievance was granted in part. Mr. Cady shall be reinstated with full seniority and a third party physician will determine when he is medically fit to return to work.

On January 25th, Arbitrator Kenis heard Tom Russell's 1986 grievance regarding his improper layoff. We are waiting for a ruling back on this grievance. Arbitrator Kenis then heard John Shallenberger's 1986 improper layoff grievance which was withdrawn by the Union during the hearing.

On January 26th, Arbitrator Kenis heard Roger Hoerr's 1989 classification dispute grievance and heard Mike Roth's 1989 grievance regarding witness pay. We are waiting for a ruling back on these two grievances.

The panel arbitrator is Jerard Fowler. Mr. Fowler hears grievance cases involving suspensions or discharges. On December 13th, we arbitrated Brandon Little out of Mapleton and we are waiting for the ruling on this grievance. December 14th, we arbitrated Dave Fager out of the Tech Center. That grievance was settled and Mr. Fager returned to work on January 9, 2012. On December 15th, we arbitrated Mike Rohde's discharged grievance out of Bldg. KK. That grievance was settled and he returned to work on January 9, 2012.

Between January 25th and January 27th, Arbitrator Fowler heard the discharge cases of Josh Ary, 10-HH-71; Leann Hatley, 09-LL-296; and Russ Scarcliff. We are waiting for the rulings to come back on these grievances.

On February 9, 2012, in pre-arbitration for Bldg. KK, the following discharges were settled:

08-KK-7 Kevin Becker	10-KK-100 Aaron Wessels
08-KK-93 Wes Simpson	10-KK-101 Mike Gresham
10-KK-44 Kevin Heard	10-KK-107 Keith Fast
10-KK-188 LaTonya Wilson	10-KK-98 Abraham Hill
11-KK-164 Chris Dingerson	

With the settlement of these grievances there are no discharges left on the KK docket. Our next Arbitration date was February 29, 2012 for

Mossville, regarding the 54 day suspension of Marvin Stauthammer, 05-BB-195.

We received an outsourcing letter from the Mossville Engine Center for contemplating the outsourcing of the V-block Machining Line. That action by the Company could result in the elimination of at least 50 jobs. Caterpillar intends to make a final decision by April 2, 2012. We met with the Company on 2/17/12 at 1:30 pm to discuss the outsourcing letter. We had a list of 7 questions to ask the Company. Caterpillar answered every question but one with the same response, "We will have to get back with you on that." The only question answered differently was when we asked what we could do to keep the jobs here. The Company responded saying that there is nothing you can do to keep the jobs here.

We have Steward Council Meetings on the 4th Thursday of each month which by our bylaws stewards are required to attend, but everybody regardless if you are a steward or not are welcome to attend. The times are at 8:00 am; 12:00 noon and 4:00 pm.

I know that I had this in my article in the last paper but I thought it was important enough to repeat. Now that random and reasonable suspicion drug testing has started, 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.

1. Persons testing "not in compliance" on a random test with greater than two years of 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. Persons testing "not in compliance" on a random test with less than two years of seniority will be discharged.

Everyone testing "not in compliance" as a result of any reasonable suspicion testing will be discharged. Eligible employees, those with greater than two years seniority, will have one opportunity for treatment and rehabilitation 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 the program and an "in compliance" return to work test.

**You will also be required to report to EAP within three work days of being notified of a "not in compliance" result of either a random or reasonable suspicion test.**

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.

You do have a right to Union representation during the drug testing process.

If you are subjected to a "random" drug test, you must ask for Union representation. Your Union representative will be provided to you **after** the test has been completed.

If you are subjected to a "reasonable suspicion" test, you must ask for Union representation. Your Union representative will be provided to you **before** the test has been completed.

On a reasonable suspicion the first thing the Company is going to do is evaluate the employee for any medical condition. If the employee passes the medical exam, then they proceed with drug testing.

On a drug test that starts on your shift and then goes past the end of your shift, you will be paid for all time spent in testing. Once you start the test you need to complete the test or you will be subject to discharge.

If you are subjected to a "reasonable suspicion" test, once the testing is completed (medical, breathalyzer, urinalysis), you will be sent home. At this point, I say you should be provided Union representation before you are sent home as provided by in 5.5 in the Central Agreement, but the Company disagrees with this. So make sure you ask for your Union Representation.

**TO SHOW SOLIDARITY, WEAR A UNION SHIRT TO WORK.**

**UAW LOCAL 974 NEWS 3**





## FINANCIAL SECRETARY/TREASURER'S REPORT

JOHN SHALLENBERGER, Financial Secretary/Treasurer

### ELECTION YEAR

The General Election is coming fast upon us. When we talk to our members we try to tell them always look for the labor friendly candidates. We

hear all the time "I'm an Independent, I don't vote for just one particular party." If you have watched any of the Republican debates I don't see how anybody could vote for any of them!

When you look back to where we were almost four years ago, Ole George "W" was throwing money at Wall Street trying to keep it from falling in on him, After his eight years of mistakes, one of his biggest was starting a war in Iraq, when we hadn't finished the first war and Osama Bin Laden was still terrorizing the United States every chance he got.

Just last year Osama Bin Laden finally got a surprise visit from the United States Navy Seals, so we can truly say "Mission Accomplished."

Now as we start to turn the corner. Unemployment numbers are dropping, the Stock Market is rising, and the housing market is picking up. There are a lot of good signs going in the right direction.

One other thing that we are starting to see take place that has gotten a lot of negative P.R. is the Affordable Care Act. (A.C.A.) aka Obama Care! Starting in 2012 Medicare Part B deductibles will drop. Because of the law, Medicare beneficiaries now have access to FREE preventative measures like physicals, flu shots, tobacco cessation programs, mammograms and colonoscopies. Medicare now covers an annual

wellness visit at no cost! We are also seeing several of our Retirees getting hearing aids at little or no cost, what a great benefit for our seniors.

The ACA Act in 2011 helped 2.5 million more young adults to get healthcare insurance coverage because of a provision in the law allowing young adults to remain on their parent healthcare insurance until age 26.

So in the future when you hear someone saying Obama Care is bad, you need to ask for whom? The only people that are really against it is the 1%ers who want to pay less taxes than the other 99%, that would be us, the working class.

When you go back to the first paragraph starting off the Local and International will be sending you information about the different candidates so study them good, and ask yourself: do we really want to go back to the days when the bottom was falling out and start looking like we were going back into another recession or depression? Now that's a scary thought! My advice is stay on course!

### 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.

In Solidarity,  
John R. Shallenberger  
Financial Secretary – Treasurer



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

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

**HE ALSO WARNED US THAT...**

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



## INSURANCE & BENEFITS REPORT

JIM ARROWOOD, Chairman Insurance and Benefits

In the February Insurance and Benefits report I mentioned the Walgreens bonus cards. Some issues needed to be resolved between the company and Walgreens Corporate.

We should have the cards at this time.

A Joint Committee on Health Care Meeting was held on March 1st at Caterpillar's General offices in downtown Peoria. We discussed a number of topics related to the administration of our Group Insurance Plans. This meeting was held to address and study cost containment and quality assurance measures and alternate delivery systems that are of mutual interest.

Letter of Agreement Number 6 established this committee and identifies a quarterly schedule for the parties to discuss issues of concern.

I hope our members are following current events and are politically connected to upcoming elections. If you or a family member is not registered to vote you can stop by the Hall and pick up a voter registration form. As it is each election cycle, we must do our part to elect Labor-friendly candidates. The "Trickle down," "You're on your own" policies being proposed by the Republicans and the Tea Party would be a disastrous step backward for the middle class.

Our office has been notified of the need to better protect our members' personal health information as per the Health Information Portability and Privacy Act. We have always been careful with member information. From here forward, each request we send to the company for review will require our member to sign and date the form. This gives our members protection under the Act. With that in mind, appeals will require our members to sign and date a form here in my office before it can be submitted.

**As always, if you need to meet with us, it is better that you call ahead and make an appointment. By making an appointment you will be able to discuss your issue here in the office and not have to wait, or worse, show up and find that I am at an off-site meeting or on vacation.**

Again, thanks to all our members for their support and confidence in the Insurance and Benefits Office.

In Solidarity, Jim

P.S. – Spring has sprung and I hope my dear friends on the farm southwest of West Plains, Missouri are doing well. Your other son, Jim.

### RECAPITULATION as of January, 2012

Income	\$ 204,745.89
Expenditures	<u>235,391.58</u>
<b>Excess of Expense over Income</b>	<b>\$ (30,645.69)</b>

Regular Dues received on	4,612
Sub Dues received on	0
Initiation fees received on	46
Bonus dues received on	0

#### PER CAPITA TAXES:

International Union UAW	\$ 87,587.23
CAP Council	7,051.70
CAT Council	5,216.07
Retirees Dues PCT	197.60
Ag Council	179.08
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>12.12</u>
<b>Total</b>	<b>\$ 100,427.80</b>

### RECAPITULATION as of February 29, 2012

Income	\$ 221,540.34
Expenditures	<u>205,162.02</u>
<b>Excess of Income over Expense</b>	<b>\$ 16,378.32</b>

Regular Dues received on	4,694
Sub Dues received on	0
Initiation fees received on	58
Bonus dues received on	3

#### PER CAPITA TAXES:

International Union UAW	\$ 88,342.43
CAP Council	7,115.18
CAT Council	5,242.84
Retirees Dues PCT	664.30
Ag Council	180.24
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>15.59</u>
<b>Total</b>	<b>\$ 101,744.58</b>

## 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

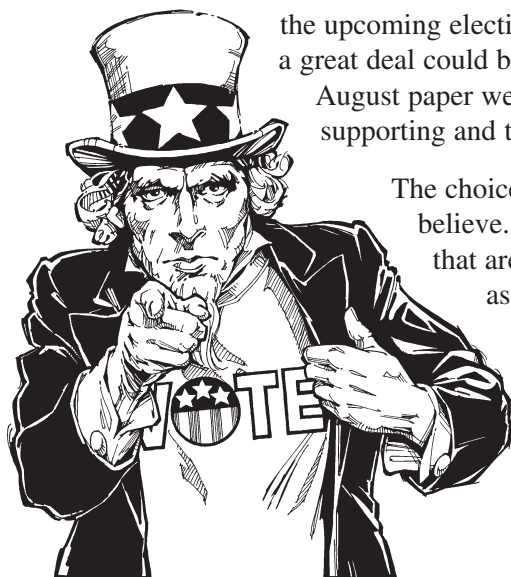
### CatHealthBenefits.com

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



## The Editor's Desk

By Rick Corbin



Just a brief comment from your Editor this time – It is about the upcoming election. Depending on the choices voters make, a great deal could be won or lost in November. Probably in the August paper we will be listing the candidates we will be supporting and the reasons why.

The choices will be yours to make based on what you believe. We would love for everyone to go with those that are mentioned, but our Union is democratic, as is our Country.

Do your research, search your heart and vote your conscience.

**Agree or Disagree – Just Vote!**

**Nothing is more important!**

## 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)

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)

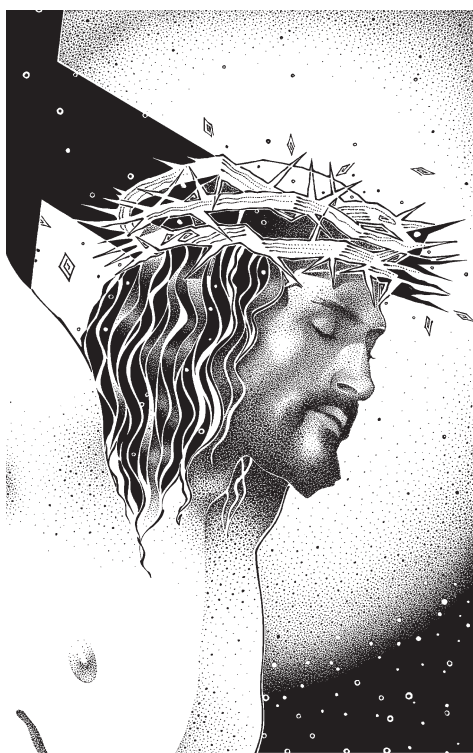
Terry DeFrates (DD, 1st)

Mike McKinney (BB, 2nd)

Randy Diehl (BB, 1st)

## He Is Not Here!!

*He is not here, but is risen: remember how He spake unto you when he was yet in Galilee. Luke 24:6*



The bodily resurrection of Jesus completes the gospel message. To reject the bodily resurrection as part of the gospel is to tear out one of the essential parts of the gospel message. Since Christ did rise from the dead (many eyewitnesses were around at the time of the writing to attest to the fact) this gives me at least three things I can take to the bank:

1. The assurance that Jesus Christ will return someday and take me home to heaven (John 14:2-3). This life is not the end of existence. I will spend eternity with my Savior.
2. This means I don't worship a dead Savior. The resurrection of Jesus Christ proves that Christianity is the one true religion. If there are many paths to God, then why did God resurrect only Jesus and not the others?
3. Since Christ rose from the dead, He is coming back. And no, He is not happy with this world.

Have you ever wondered why this world and its people are getting so crazy? What about the Mayan Calendar?

Will the end of the world happen on December 17, 2012? You may be thinking – “They have been preaching His return for years and He hasn't come back yet. And if He does come back, it won't be in my lifetime.” The Bible talks about that attitude in 2 Peter 3:3,4 “Knowing this first, that there shall come in the last days scoffers, walking after their own lusts, and saying, “Where is the promise of His coming?” For since the fathers fell asleep, all things continue as they were from the beginning of creation. So what is going on in our world? God is beginning to set the stage for His Son, Jesus Christ, to return. When will it be? I don't know. Neither does any preacher or the Mayan calendar. Only God the Father knows. The point is, will you be ready when He does come? He will come as a thief (unexpectedly) in the night. Place your faith in Christ for salvation and be secure whenever He comes. Are you ready?

Contact me at 309-202-4749, conrus@comcast.net, 13575 Glenmar, Pekin IL 61554

In Jesus, Russ Lindahl



## Remembering Our Brothers and Sisters

### January

Michel D. Younes	R	01/01/2012
Milton G. Curry	R	01/02/2012
Billy D. Altum	R	01/04/2012
James R. Hayes	R	01/04/2012
William D. Thurmond	R	01/04/2012
Dean J. Hicks	R	01/05/2012
George J. Goll	R	01/06/2012
Leslie R. Danner, Jr.	D	01/09/2012
Robert J. Newman	R	01/09/2012
Bernhard Schmidt	R	01/13/2012
Carl G. Yackley	R	01/13/2012
John K. Crossland	R	01/15/2012
Roland E. Hoffman	R	01/20/2012
Gerald A. Trantina	R	01/23/2012
Philip K. Crumley, Jr.	R	01/24/2012
Paul W. Sutphin	R	01/24/2012
James S. Wileman	R	01/24/2012
Essex Higgins, Sr.	R	01/25/2012
Jack R. Hicks, Jr.	R	01/26/2012
Gary W. Schneider	R	01/27/2012
Gregory B. Gilles	R	01/28/2012
Vernon M. Whitaker	R	01/28/2012
Gilbert C. Craig	R	01/29/2012
Howard W. Sailer	R	01/29/2012
Clyde H. Ervin	R	01/30/2012

### February

Charles H. Albertson	R	02/01/2012
Charles R. Barnes	R	02/03/2012
Leroy M. Douglas	R	02/03/2012
John F. Gregory	R	02/05/2012
John E. Thacker	R	02/07/2012
Fred E. Whipp, Jr.	R	02/09/2012
George H. Mosier	R	02/11/2012
David Zwetz	R	02/13/2012
Harold C. Homan	R	02/14/2012
Donald K. Bent	R	02/15/2012
Ronald E. Van Houten	R	02/16/2012
John L. Melton	R	02/17/2012
Joseph M. Radosevich	R	02/17/2012
Douglas H. Ramsey	A	02/26/2012
Tommistine Shumate	R	02/29/2012

*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.*

## UAW LOCAL 974 CALENDAR

### APRIL

Fri	6	<b>Good Friday – Union Hall Closed</b>
Sun	8	<b>Easter Sunday</b>
Sun	15	<b>Membership &amp; Retiree Dance 7:00 - 10:00pm</b>
Wed	18	<b>Retirees' Chapter Meeting &amp; Dinner 11:30am</b>
Thu	19	<b>Safety Council Meetings 8:00 / 10:00 / 4:00pm</b>
Sat	21	<b>Die Cast &amp; Toy Sale 9:00am - 2:00pm</b>
Sun	22	<b>Fish Fry 1:00pm - 4:00pm</b>
Tue	24	<b>Catfish Bend Bus Trip 8:00am</b>
Thu	26	<b>Steward Council Meetings 8:00 / 12:00 / 4:00pm</b>
Sun	29	<b>Executive Board Meeting 11:00am General Council Meeting 1:00pm</b>

### MAY

Tue	1	<b>Local 974 Newsletter Article Deadline</b>
Sun	13	<b>Mother's Day</b>
Wed	16	<b>Retirees' Chapter Meeting &amp; Dinner 11:30am</b>
Thu	17	<b>Safety Council Meetings 8:00 / 10:00 / 4:00pm</b>
Mon	21	<b>UAW Red Cross Blood Drive 11:00am - 5:00pm</b>
Tue	22	<b>Jumer's Rock Island Bus Trip 8:00am</b>
Thu	24	<b>Steward Council Mtgs 8:00 / 12:00 / 4:00pm</b>
Mon	28	<b>Memorial Day – Union Hall Closed</b>

SPONSORED BY LOCAL 974 UAW RETIREES




**Fish - Potato Salad - Baked Beans**

**Sunday, April 22, 2012**

**1:00 pm until 4:00 pm**

**U.A.W. Local 974 Hall**

Adults \$8.00 Children (12 and under) \$4.00 Soda \$1.00

Proceeds go to Bel-Wood Nursing Home Christmas Fund 

## 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**

**CONTACT STEVE ADAMS AT THE HALL**

## UAW MEMBERS

### SAVE HUNDREDS ON CEMETERY MONUMENTS

CURRENT AND RETIRED UAW MEMBERS SHOW US YOUR  
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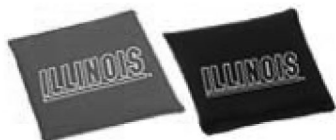
Email: bob@TAPResourcesInc.com

UAW Retiree – Bob Allsup, CEAP/CADC/SAP

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## BAGS TOURNAMENT

### JUNE 23, 2012



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\$30 per team

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Randy Smith (309) 694-3151 at UAW Local 974

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## RETIREES CHAPTER

UAW LOCAL 974

### WEDNESDAY POTLUCKS APRIL 18 & MAY 16

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, April 15 7:00 – 10:00 pm

Music by 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, April 24 – Catfish Bend

Tuesday, May 22 – 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

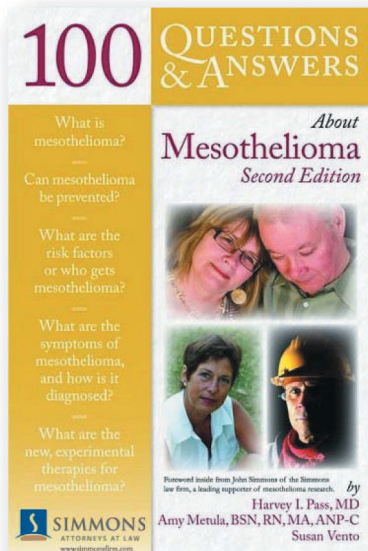


**WANTED** – Donations of used medical equipment, the equipment will be used for lending to our Retired and Active membership.



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# MOSSVILLE GRIEVANCE COMMITTEE REPORT

PAUL JACKSON, Chairman

*Dateline March 5, 2012. This is the date this article goes to the editor. This gives you the reader a reference for the facts and statements contained in this article.*

## MARCH ON

It is said life is like a roll of toilet paper. The closer to the end the faster it goes! By the time this article is in your hands, it will be April 2012, 25% of the year behind us. Of course, that would be the pessimistic view of it, optimistically we have a full 75% of a GREAT year ahead of us!

## WHAT'S NEXT?

Some important dates ahead include:

1. April 6 – Good Friday Holiday
2. April 9 – New Y-time accrual
3. May 15 – Notification deadline for summer vacation shutdown
4. May 28 – Holiday Memorial Day
5. June 15 – September 15 – Base period for shutdown
6. June 15 – Unused Y-time payout
7. July 4 – 4th of July Holiday
8. September 3 – Labor Day
9. September 7 – Unofficial holiday, but usually approved by supervisor, my birthday.

Those dates should take us through the unofficial end of summer, which concludes for us with the big Labor Day parade. If you have never attended, plan on it this year, you won't regret it.

## NO NEWS ... IS GOOD NEWS

Can't say I always agree with that statement, but in Mapleville's case it's all we got. Of course we all know by now what is going out, but no firm commitment on what is coming, if anything, at least on the Mossville side of the business unit, as far as the Mapleton side, here is what I have been told. The final decision has been made to place the newly purchased liner machine in Mapleton. We are being told by management, an allotted amount of square footage has been set aside in Mapleton for a machine shop. This designated area will be air conditioned and contain machining for liners and certain heads. The target dates for the following product have been given to the Committee – Full production of the 3500 and C-15 liners January, 2013. Full production of C-175/ductile liners third quarter of 2013. No target date for the machining of 3500 heads, but an educated guess is that they will start and perfect the process in Mossville on the old machines, then transfer that process to the new machines at Mapleton. As always, with Caterpillar, there is a caution attached. None of this is written in stone and is subject to change. The new machines will also require less staffing. Preliminary numbers indicate the current use of 35 spindle lathes to 16 and the company has not confirmed what classification the new machines will be. In addition, we have been informed that 90% of the machines at Mossville will remain in Mossville, presumably as backup to the new machines.



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### **ARBITRATION UPDATE**

Sherlock Holmes says “Eliminate the impossible and whatever is left, however improbable, must be the Truth”. Having recently sat through Mossville arbitration I have the distinct feeling Arbitrators must have that tattooed on their forearms. Your Local Union has assisted the International Staff in reviewing 1000’s of backlog grievances, the decisions have been tough, but we have eliminated the impossible, thoroughly discussed the improbable, and what we feel we have left is logically the best chance at getting rulings that benefit the truthful intent of the bargained issue or just cause language. We currently have no discharges to put before the arbitrator, 3 suspensions with the next date for Mossville Arbitration being the 13th and 14th of November. We currently have approximately 700 issue grievances in the arbitration backlog, which we will be reviewing in the near future. No set date for those arbitration dates as they are held open and used for the oldest issue grievances in the chain.

### **HAPPY EASTER**

Have you ever noticed when history or historians refer to world leaders, presidents, even other religious figures, it references them in the past tense...Lincoln was a great President, he did amazing things to bring equality to Americans. Socrates was a great orator. John Smith, the religious leader of the Mormon Church, led his followers in their beliefs and doctrines. Not the case with our Lord and Savior Jesus Christ, although he died for our sins in his mortal form HE lives every day in our present tense. As the bumper sticker says JESUS SAVES! From my family to yours have a blessed and Happy Easter.

## **Easter Egg Hunt**

**Saturday, March 31**

**10:00 am (Rain or Shine)**

**Local 974 Union Hall**

**Prizes for the kids**

**(Four Age Groups / Ages 1-12)**

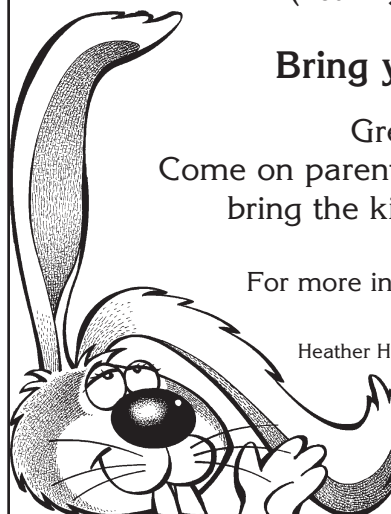
**Bring your own baskets**

**Great fun for everyone!**

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

For more information call 694-3151

Sponsored By  
Heather Henninger Scholarship Committee  
Local 974 Retirees  
Peoria Area CAP Committee



Thought for today –

**When God solves your problems,  
you have faith in His abilities.**

**When God doesn't solve your problems,  
He has faith in your abilities.**



## WHAT ARE YOUR EXPECTATIONS?

STEVE MITCHELL, Plantwide Safety Chairman

When you report to work each day, are there specific expectations you will be required to meet? First things first, are you expected to be at work every day, on time? I'm sure that has been explained in detail to you. Are you expected to provide a fair days work for your pay? How about being expected to produce a certain quantity of work to a particular level of quality, have those requirements been defined to you? What about breaks, personal time and lunch, are there clear expectations you have to meet? It seems that management has no problem explaining to you what exactly it is that they want from you, correct? There is also no shortage of examples of what happens to us if we fail to meet those expectations.

What are your expectations, when it comes to working every day? Should you be treated with respect? Should you be paid the correct amount? Is overtime being scheduled properly? Was the job you bid on filled according to the contract?

Is your workplace clean, heated, ventilated and well lit? Are the tools and equipment you use each day maintained in optimum operating condition and pose no danger to you? Have you been properly trained (not just the online CYA training) and equipped to perform the tasks you are assigned? Are the chemicals and materials you are exposed to the safest available and is your exposure kept to the minimum level possible? What are the potential consequences for you if your expectations are not met?

The end result of either management's expectations not being met or your expectations not being met are the same – we get disciplined, hurt or worse. Our penalties are financial or physical and our rewards are in the check we get every two weeks and the satisfaction we get from doing our job well.

Recently it was announced that there would be no market-based wage increase for the post 2005

hourly workers. Justifiably, there were hard feelings. We know what our wages are and how we have to work to earn them, but one could reasonably expect that a company that recorded a record \$62 billion dollars-worth of business last year would have a few crumbs for the people in the shop – right?

Shortly afterwards, buried in U.S. Securities and Exchange Commission filings, the leaders of Caterpillar were cashing in on their stock options. If you look for "Statement of changes in beneficial ownership of securities" on the CAT website <http://www.caterpillar.com/secfilings> you will see how much the officers in the Administration Building shared in our disappointment. Check out how some of them purchased tens of thousands of shares at discount prices (as low as \$27 dollars per share) and then turned around on the same day and sold them for \$115 per share. One of the executives made more than \$4.7 million dollars in one day. That's a pretty

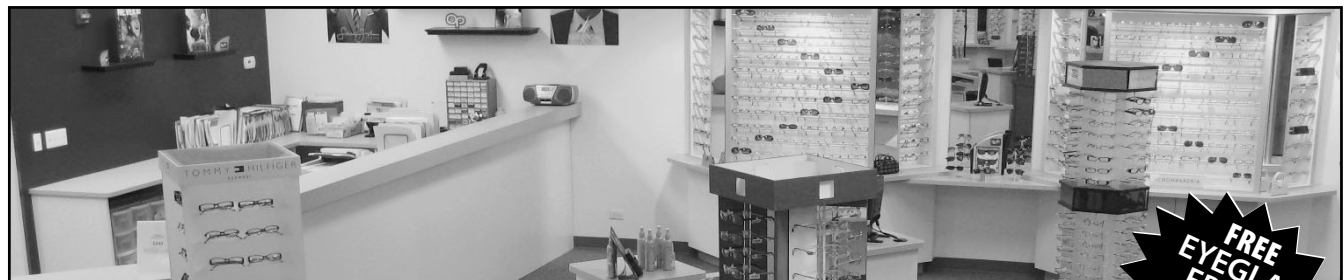
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huge windfall for the people who just said they didn't have any money for you. Do actions like that meet your expectations?

The first week in March, the STIP fairies came and as the Journal Star reported, "Caterpillar Inc. released its own economic stimulus package this month with the announcement of a record \$1.2 billion payment to employees. "The employee incentive program is based on how the company did in 2011 as part of Caterpillar's broad philosophy on compensation," said spokesman Jim Dugan." The story went on to say, "Not all of those 23,500 employees in Illinois get incentive payments. Production employees, such as those with United Auto Workers, have a different program with (lump-sum) payouts in November," said Dugan. So much for expectations. No matter what, you can have the best job in the plant or make more money than anyone you know, but neither is worth much if you are injured, made ill or killed at work. Each year between 4,000 and 5,000 workers die on the job. Another 50,000 have their lives cut short by diseases caused by work-related exposure to hazardous chemicals.

Every year on April 28th, Workers Memorial Day is observed. On this day, we remember our brothers and sisters who were killed or injured on the job. In the Peoria area, please join us this year as we meet with other unions and march from the Labor Temple to City Hall where a number of speakers

address those gathered about brothers and sisters we have lost. This is a fantastic opportunity to meet others who think as we do and to rekindle the spirit of the labor leader Mother Jones, who said, "Mourn for the dead, but fight like hell for the living." Below is a list of UAW-represented workers who died on the job in the past year:

- **On January 5, 2011** (died 1-18-2011) – **Anthony Marshall: 45** years old; Machine Operator; five years seniority; **Allied Metals**; Troy, Michigan; **LU 155, Region 1**. The victim was operating a metal washing/sorting system. His workstation was positioned beside a belt conveyor and a shaker table. Regular job tasks included reaching into the shaker table to remove non conforming metal. While performing this task, the victim's clothing became entangled in the end of a belt conveyor and he was pulled head first into the equipment between the belt conveyor and a reciprocating conveyor. He was trapped for approximately 10 minutes as coworkers, police and fire rescue attempted to extract him. The victim suffered strangulation and was unconscious by the time rescue personnel extracted him from the machinery. Emergency stop pull cords on the side rails of the conveyor were disconnected at the time of the incident.
- **On March 10, 2011** (died 3-13-2011) – **Talmadge Sadler: 68** years old; Heavy Truck Driver; 45 years seniority; **Triumph Aerosystems-Vought**

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**Aircraft; Dallas, Texas; LU 848, Region 5.**

The victim and a co-worker were preparing a modified flatbed trailer to transport an airplane wing. The victim's task was to fasten down fixture components and a rolled up tarp prior to driving on the highway. He secured the fixture and tarp and was walking toward the mid-point of the flatbed intending to descend by stepping down onto the bumper of a small van. The victim tripped on a contoured part of a rib structure designed to secure the wing in place and fell approximately six feet to the ground, landing on his head. The walking path was obstructed by the fixture used to cradle the wing. The rails to hold the tarp and a mobile platform normally used for accessing flatbed trailers was not available at the time of the incident because this trailer was parked in a different location than normal.

- **On March 23, 2011** (died 3-24-2011) – **John Bernady: 51** years old; Production worker; three years seniority; Fairfield Manufacturing; Lafayette, Indiana.; **LU 2317, Region 3.** The victim was found unconscious in the door area of a turning machine. He was caught between a door panel and a slide table and had likely been removing metal shavings and chips using an air gun at the time of the incident. The victim suffered cardiac arrest as a result of being crushed between the door panel and the slide table. He was able to access that area because the interlock safety device on the machine doors was inoperable and had been bypassed. Several more interlock safety devices were found bypassed in the facility. The victim was working alone at the time of the fatal incident.
- **On June 7, 2011 – Ben Alcorn: 22** years old; Rack/Unrack Crane Shuttle Operator; three months seniority; **Acme Galvanizing, Milwaukee, Wisconsin; LU 1092, Region 4.** The victim was moving an empty “production bar” (a large rack used for carrying parts through the galvanizing dip process) from one bar stand to another using an overhead gantry crane equipped with two hoists operated by a single pendant control. The production bar is 28 feet long by 5 feet wide and weighs 2,500 pounds. The stands used to hold production bars overhead are approximately 10 feet high.

As he was attempting to unhook and move the crane away, the bar suddenly shifted, sliding off the stand and falling on top of him. It is likely one of the hooks had not completely cleared the production bar, snagging it as the crane moved away, pulling it off the bar stand. The attachment points used to hook the bar are narrow and very difficult to see from the ground. Also, there were reports that one of the hoists on the gantry crane had been traveling up faster than the other. Little formal training is provided for crane operators and the victim had only been on the job about four weeks at the time of the fatal incident.

- **On August 13, 2011** (died 8-14-2011) **Frances E. Buckner: 58** years old; Semi-Truck Driver; 16 years seniority; **Chrysler Transport, Detroit, Michigan; LU 212, Region 1.** The victim was fueling her tractor (over-the-road truck) with diesel fuel shortly after the start of her shift (4 a.m.). According to a witness working nearby; the victim heard the pump “click off” and proceeded to pull out the pump nozzle to place it back on the pump. As she pulled the nozzle out, diesel fuel was still flowing and she was doused with fuel on her face, eyes, chest, thighs and feet. Her clothing and shoes were soaked with fuel. The victim proceeded to a location where an emergency eyewash was located and found it disabled. She washed off in the women's restroom as best she could and was provided a T-shirt by the shift supervisor, and later, a pair of work pants. The victim showered at the medical facility and the Medical staff determined she could return to work. The victim asked if she could go home and change her undergarments because they were wet with fuel. Medical staff advised they could not make that decision and she would have to ask her supervisor. The victim began hyperventilating during the conversation and an ambulance was called to transport her to a nearby hospital. She was later airlifted to a Regional Hospital and died there on August 14, 2011. The causes of death were listed as Acute Respiratory Distress; Possible Diesel Inhalation; and Clinical Chronic Obstructive Pulmonary Disease (COPD)

- **On October 10,** Brothers **Angel Guibas Velazquez, 60** and **Jorge Montalvo Sanchez, 57**, workers with the Puerto Rico Department of Transportation and members of UAW Local 2341, were killed when the truck they were driving was hit by a large truck as they were attempting to make a U-turn.

So, back to your expectations, what is the most important thing you do each day? It might not be the first thing that comes to your mind, but after you read this, I'd like it to be. The most important thing you do each day is to clock out and go home.

Our brothers and sister listed above were not able to do that on their last day of work. Why? What happened to them that could happen to us on any given day. Why do we think we are so special? Do you think any of them went into work thinking, “this would be a great day to die”? Do you think there may have been a lot of things they would have liked to have said to their loved ones?

You have the right to a safe and healthy workplace – that is an expectation. You have the right to bring safety problems to the attention of management and to file a union safety complaint if those issues are not resolved to your satisfaction – that is an expectation. You have a right to know about the chemicals you work with and how to protect yourself from exposure to those products – that is an expectation. You have the right to report an on-the-job injury or illness and not be retaliated against – that is an expectation. Which of these expectations are you willing to give up? The choice is yours. Either you stand up and fight for what is important to you or you can sit back, and do nothing-be silent. If you choose to be silent, do you want it to be while you are dead or alive? It really is up to you.

Steve Mitchell





AUTOMOTIVE

2005 Honda Goldwing Trike, 32,000 miles, one owner, many extras, \$22,500; 538-4553

2002 Motorhome Class A Ford Monacle, 31 foot, 2 slides, sleeps 4-5, gas, 53,000, many amenities, \$26,000; 264-4070

ZQ8, wheels, tires 16”x8”, rare mint motor 283 engine, automatic transmission, low miles, hear run!; 241-2980

2001 Cadillac DTS, new vogue tires, good condition, garage kept, heated seats, \$8000 OBO; 360-0175

Wanted old Crosley cars, parts and titles; also need old-style E.T. mags; 357-4178

SPORTING GOODS

AE Schmidt Pool Table, 9’, new cloth, old pool hall table, heavy-duty, delivery included, \$900; 822-8415

Golf Balls, 17 dozen, \$4 per dozen, clean; 699-4532

MISCELLANEOUS

Glendale Cemetery, two, side-by-side plots, free chapel accomodations, Pekin, \$1500 both, 383-4033

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Department 56 houses and accessories, skating rink, valued over \$1000; 392-2342

Firewood, seasoned hardwood face cord, \$50, picked up, delivery extra, East Peoria; 839-0222

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HOSPITAL (CAPS), EQUIPMENT (CAPS), bed, rotation mattress, wheelchair, walker, adult pullups, Boost shakes, call for price; 369-3925

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RENTAL

Snowbird Rental, nice clean, 2 bedroom trailer, December-March, located between Ft. Myers and Naples, \$3,000; 889-8956

REAL ESTATE

For Sale River Cabin, Mississippi River, 120’ frontage, stove, refrigerator, sleeps 6, screened porch, 2 showers, bathroom, 1000 gal septic, 500 gal propane, 5 docks, \$69,000 reduced, lots of perks!!; 319-750-2274

Three Bedroom Home, three bath, split level, on 1.8 acre wooded lot, Venpido Lakes, Delavan, \$179,000; 346-6212

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

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ADDRESS / CITY / STATE / ZIP

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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	Wanted
ONE WORD PER SPACE				



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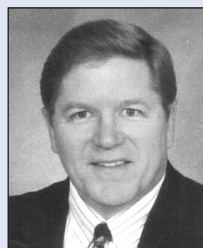
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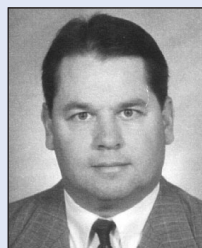
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***ALL UAW Caterpillar Employees  
are entitled to the Full Protection of  
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No Exceptions!!!***

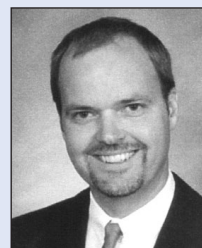
***The DUI laws have changed.  
The penalties are now much more severe  
with mandatory jail time for second DUI.***



G. Douglas Stephens



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