



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 • FEBRUARY 2012

UAW LOCAL 974

## 9-PIN NO TAP TEAM TOURNAMENT

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.

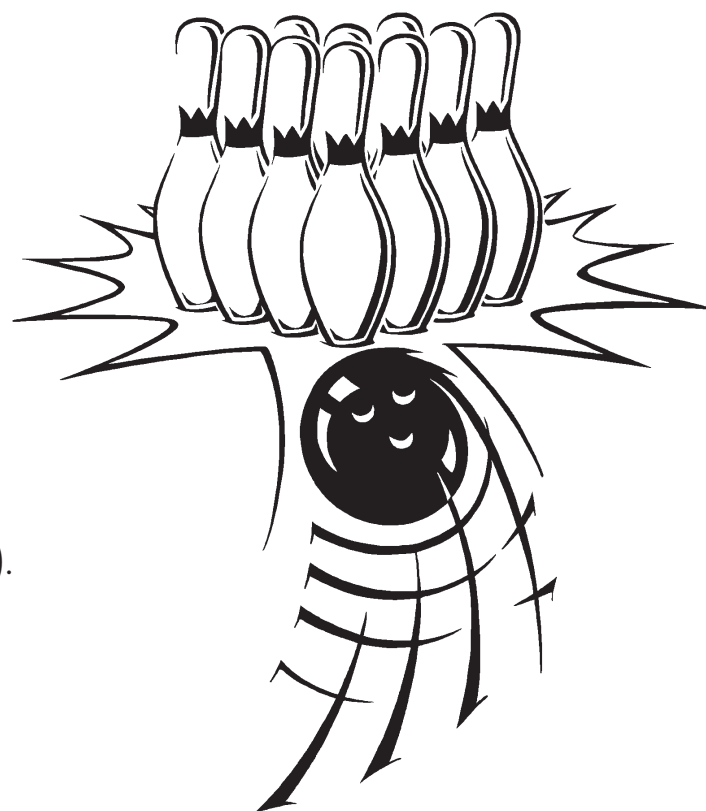
Squad will be filled on a First Paid / First Served Basis.

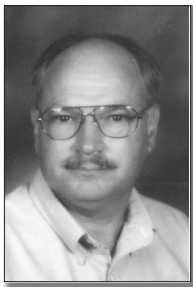
**Cost: \$100 for five person team**

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**

**SPONSORED BY LOCAL 974 HEATHER HENNINGER SCHOLARSHIP COMMITTEE**





## PRESIDENT'S REPORT

DAVE CHAPMAN, President

To all Mapleton Foundry Workers, active and retired, Denny "Banjo" Geiler sends his best wishes.

Caterpillar has determined there is no need for a market based wage increase this year. Caterpillar is making more money now than any time in its history and our UAW workforce plays a big part in helping the company be profitable.

I have expressed my disappointment to some at the company about no market based wage increase. However, the company listens when the Membership speaks out. Tell Caterpillar in startup meetings or just one-on-one with your foreman that we need to be rewarded for the previous years good work.

The financial year for the Local has been great. We sold the 66 acres, thank you Lord. The general fund is in the best shape that it has ever been since I was elected in 1999.

Thanks to John Shallenberger, Jim Arrowood and Rick DeGroot for being financially responsible and doing a good job of running their offices.

Getting a six-year agreement with Caterpillar was huge, but getting an agreement with Tazewell Machine and Norforge Machining was just as important. Although I got credit in the Journal Star for doing both agreements, Vice-President Randy Smith and Region 4 Servicing Representative Rick Doty did all of the negotiating – "Good job guys."

There is nothing I like more than a good brat or sausage on the grill or in the crock pot. **PLEASE DO NOT** buy Johnsonville Products. The Koch brothers own and operate this company and they are one of the founders of the Tea Party. These brothers believe that the way to save the economy is to give the rich tax breaks so they can hire more people at their business. Duh! – that would mean more money in the Koch brothers' pockets.

### DATES TO REMEMBER

#### 9-PIN NO TAP TEAM TOURNAMENT

Saturday, February 4     Sunset Lanes in Pekin

#### EASTER EGG HUNT

Saturday, March 31     10:00 am     Union Hall

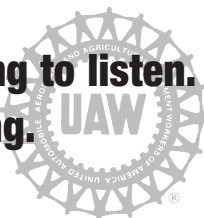
#### DIE CAST & TOY SALE

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

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



## ELECTION NOTICE

### GENERAL COUNCIL DELEGATES MOSSVILLE DD MEMBER-AT-LARGE – EXECUTIVE BOARD

#### NOMINATIONS

**OPEN – Monday, February 13, 2012**

**CLOSE – Friday, February 17, 2012**

DIVISION	# OF DELEGATES
TRACK TYPE TRACTORS DIVISION	1
CAST METALS ORGANIZATION (MAPLETON)	3
SPECIALTY PRODUCTS BUSINESS UNIT (SPBU)	1
UNIT 2 (LTD)	1
UNIT 3 (NORFORGE)	1
UNIT 4 (TAZEWELL MACHINE)	1
UNIT 6 (CITY OF DELAVAN)	1
UNIT 7 (HENDERSON ADVERTISING)	1
UNIT 9 (MASON CITY PUBLIC WORKS)	1
UNIT 10 (MASON CITY POLICE DEPT.)	1
MOSSVILLE DD MEMBER-AT-LARGE – EXECUTIVE BOARD	1

**NOMINATIONS WILL BE ACCEPTED** during normal business hours at UAW Amalgamated Local 974 Union Hall (8:00 am until 4:30 pm), except for Monday, February 13 and Tuesday, February 14, nominations will be accepted until 6:00 pm on those (2) days only. All nomination forms must be notarized unless personally handed to an election committee officer. Printed names on the nomination form should reflect how the candidates wish their names to appear on the ballot. DRAWING FOR POSITION will be on Sunday, February 19, 2012 at 1:00 pm.

**LAST WITHDRAWAL DATE** will be February 24 at 4:30 pm.

**ELECTIONS WILL BE HELD** April, 22, 2012 at UAW Amalgamated Local 974 Union Hall from 11:00 am - 6:00 pm.

**RUNOFF**, if necessary, will be May 20, 2012 at Local 974, 11:00 am until 6:00 pm.

**RULES** – In order to qualify for candidacy in the upcoming election, the following rules apply:

1. Candidates must be able to comply with eligibility requirements of the International Constitution and the Local Bylaws.
2. Candidates for all offices must work in their respective Divisions at the time of acceptance and shall so indicate on their acceptance form.

Gary Hall, Chairman Election Committee



## BARGAINING CHAIRMAN

RICK DeGROOT, Bargaining Chairman

### GREETINGS BROTHERS AND SISTERS.

We just finished up with the Christmas holiday. I hope everyone had a good holiday.

### GRIEVANCES

We currently have a total of 2,516 active grievances in the Arbitration backlog. We have 86 discharges in our Local now.

On January 12 and 13, Dave Chapman, Dave Neulinger, Craig Miller and myself attended an Ag-Imp. and Cat Council Meeting, in Palm Springs.

The permanent arbitrator is Ann Kenis. She will hear issue cases.

On November 14th, she heard the Mike Cady grievance. We should have a ruling back in 120 days. Our next dates for issue cases will be January 25 and 26, 2012 for East Peoria issue cases.

The panel arbitrator is Jerard Fowler. On December 13th we arbitrated Brandon Little out of Mapleton. We should have the ruling back in 60 days. On December 14th we arbitrated Dave Fager out of the Tech Center. That grievance was settled and he will be returning to work on January 9, 2012. On December 15th, we arbitrated Mike Rohde out of KK. That grievance was settled and he will be returning to work on January 9, 2012. Our next arbitration date will be January 25 and 26 for East Peoria and on January 27 for Morton.

On November 3, 2011 we had a docketing session for East Peoria and out of that session we settled Dondi Gillispie's discharge and he was returned to work on December 5, 2011. On November 17th, 2011 we had a docketing session for East Peoria issue cases and we settled five grievances.

On November 4 and 29, 2011, we had a docketing session for Mossville. We settled 26 grievances.

### STEWARDS COUNCIL MEETINGS

We have a steward council meeting 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 8:00 am, 12:00 pm and 4:00 pm.

### DRUG TESTING

I know I had this in my article in the last paper but I thought it was important enough to repeat. 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.

1. Random testing 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. Less than two years of seniority will be discharged for not in compliance.

### Not in compliance as a result of any reasonable suspicion testing is:

1. 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 the program. **You will also be required to report to the EAP within three work days of being notified of non-compliance of drug test on either Random or Reasonable Drug Testing.**

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.

### DRUG TESTING REPRESENTATION

Let's talk about representation during the drug testing process.

Drug testing on a Random drug test the employee must ask for representation. This representation will be provided to you after the test has been completed.

Drug testing on a Reasonable suspicion the employee must ask for representation. At this time the Company will provide representation to the employee before the drug test takes place.

On a Reasonable suspicion the first thing the company is going to do is evaluate the employee for a medical condition. If the employee passes the medical exam, then they proceed with the drug test.

On a drug test that starts on your shift and then goes past the employee's 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.

Once an employee fails a breath test or does a drop for the drug test you will be sent home. At this point I say you should be given 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 Representative.

In Solidarity, Rick DeGroot

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



## FINANCIAL SECRETARY/TREASURER'S REPORT

JOHN SHALLENBERGER, Financial Secretary/Treasurer

### IN REVIEW OF 2011

This issue of the newsletter I am submitting a copy of my year end report to let the membership know where we spent their dues dollars.

(November, 2011 and December, 2011 Recapitulation are on next page.)

### NEGOTIATIONS CATERPILLAR

When we began the year the Local was heavy into bargaining a six year agreement with Caterpillar. It was a busy start in the dues office trying to keep up with all the expenses from bargaining.

### THE TRI-ANNUAL ELECTION

The Tri-Annual Election was in May and the Local got off cheap with all the acclamation and the retirees volunteering to assist the Election Committee.

### PARKING LOT RESURFACING

The next big expense that came along was the resurfacing of the parking lot at a cost of \$64,000. The Retirees were really gracious in splitting the expense with the Local on this. Thank you again!

### OPEIU #9 NEGOTIATIONS

We had the negotiations with our secretaries and janitor at the hall (OPEIU #9). We came to an agreement that was good for the employees and fair to the Local. I would like to thank the trustees and Kim and Clyde for working together on this set of negotiations.

### SALE OF 66 ACRES

In August came the good news that we finally sold the 66 acres. You can see on the financial statement that we invested it into CD's for future expenses around the hall, such as a new roof or heating and air condition system.

### UPGRADE ON LIGHTS

In 2012 Clyde will be finishing up phasing out the old (4) bulb (2) ballast fixtures and going to (2) bulb (1) ballast these use half the energy and they are twice as bright. Along with that they are being installed by Clyde saving the Local even more money. It's great to have someone as mechanical as Clyde!

### RECAP

As you look back over the year and see what all we have been through, negotiations with Caterpillar and the secretaries and Clyde, Tri-Annual Election, resurfacing the parking lot and purchasing all light bulbs and ballast. The Local is actually only \$20,000 expense over income, if you take away the \$290,000 from the sale of the 66 acres (that is now in CD's).

### 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 fell 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 CLOSING

I would like to give a special thanks to our retirees club for always going the extra mile helping around the Local. Especially all the work they do at all the events such as Blood Drives, Craft Shows, Die Cast & Toy Show also the Fish Fry's for Bel-wood's Christmas presents. They are always there physically and financially when we need them.

I thank the Executive Board, General Council, Secretaries and Janitor for always helping keep us fiscally sound!

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

With a new year at hand, we also begin a new plan year. Some changes resulting from the new agreement that began March 7, 2011 will now be in effect. For the most part our retirees will not be impacted if they retired prior to March 7, 2011.

We heard a lot of positive comments last fall related to President Obama's affordable health care language. As you saw several months of reduced premiums, we have President Obama to thank.

Don't be fooled into believing that the Republicans have a better idea. Less regulation and oversight is what President Obama faced when he took office in 2008. I don't need to remind you what that led to. As Union members, all we need to do is support our Labor friendly candidates in 2012. For a list of those candidates, contact the Union Hall later this year. The most important role we can play in the political process is – vote for those who pledge to support us and our issues.

### RECAPITULATION as of November, 2011

Income	\$ 300,752.80
Expenditures	<u>242,897.50</u>
<b>Excess of Income over Expense</b>	<b>\$ 57,855.30</b>

Regular Dues received on	4,558
Sub Dues received on	0
Initiation fees received on	56
Bonus dues received on	4,554

### PER CAPITA TAXES:

International Union UAW	\$ 87,998.11
CAP Council	7,083.96
CAT Council	5,226.16
Retirees Dues PCT	234.00
Ag Council	179.72
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>14.47</u>
<b>Total</b>	<b>\$ 100,920.42</b>

### RECAPITULATION as of December 31, 2011

Income	\$ 208,667.65
Expenditures	<u>240,082.89</u>
<b>Excess of Expense over Income</b>	<b>\$ (31,405.24)</b>

Regular Dues received on	4,556
Sub Dues received on	0
Initiation fees received on	58
Bonus dues received on	3

### PER CAPITA TAXES:

International Union UAW	\$ 132,215.88
CAP Council	10,648.16
CAT Council	7,903.31
Retirees Dues PCT	304.20
Ag Council	178.60
Labor Council of West Central IL	184.00
Annual Competitive IPS Council Dues	100.00
IPS Council Pooled Arb. Fund	<u>13.80</u>
<b>Total</b>	<b>\$ 151,547.95</b>

Every article I write, I try to address topics that our members might have questions about. Through contacts, I've determined we will be receiving a new Walgreen's Bonus Card. The card will provide a bonus discount balance on purchases of Walgreen's brand products or in store photo finishing services. These bonus cards should be mailed to all members, active and retired, late January or early February, 2012.

As always, we continue to serve our members to the best of our ability. I thank our staff – Kim, Becky, Sonya and Clyde for their dedication and hard work. While I'm at it, our retirees are the most active group in Region 4. Local 974 is so fortunate to have an active retiree board.

2012 will certainly hold challenges for all of us. As always, if you have questions please call. If you can't get a hold of us, it doesn't mean your call is not important. Often, we are busy on another call or meeting with members who called and made an appointment to talk about an issue involving our Group Insurance Plan or Pension related issues.

In Solidarity, J. T. Arrowood

*P.S. – Hope all is well down on the farm in Missouri. Wishing Doffless and Wilene Harris and family a great New Year. Your other son, Jim.*

## UAW LOCAL 974 IS SUPPORTING



**DAVE KOEHLER**  
46th State Senate

**ALLEN MAYER**  
Peoria County Board D-6

**Please get out and vote on  
March 20th!**

**PEORIA AREA CAP**

## 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

For those who question why we in organized labor usually back Democratic candidates for public office, read this article printed in the January 6, 2012 issue of the Pekin Daily Times. This is very serious stuff people.

By Tom LoBianco  
Associated Press

Growing tension among defiant House Democrats facing stiff fines and sparse resources threatens to disrupt a no-show effort aimed at blocking a bill that would make Indiana the first state in more than a decade to enact right-to-work legislation.

Democrats stalled business Wednesday, the first day of the 2012 session, when they did not report to the House floor. They continued Thursday to block action on a right-to-work measure that would make Indiana the first state in more than a decade to bar private unions from collecting mandatory fees.

Inside the 40-member caucus, lawmakers are split over how much they can afford to keep stalling in order to block the bill. Some strode out of Thursday's caucus meeting saying that if they suffered through last year's five-week stay in Urbana, Ill., they can stand on principle now.

But others said new \$1,000-a-day fines established by Republicans after last year's walkout have raised the stakes much higher than some can afford.

"Last year they were taking my bank account, this year they're taking my home," said Rep. David Cheatham, D-North Vernon. Cheatham was one of three Democrats who has joined Republicans in the House chamber each day. They say they oppose the right-to-work measure but don't agree with the stall tactics.

House Democratic Leader Patrick Bauer



Protestors rally outside of the House Chamber at the Statehouse in Indianapolis, Thursday. ASSOCIATED PRESS

said Thursday that Republican House Speaker Brian Bosma told him in a private meeting he would begin fining Democrats on Friday.

"It's a significant issue. We think it's another assault against free speech," Bauer said as he walked into the House Democratic caucus meeting.

But Bosma said he had not decided whether to begin implementing the fines Friday and that no legal paperwork had been started.

"We're just counting on folks having some common sense and showing up for work eventually," Bosma said.

Rep. Ed DeLaney, D-Indianapolis, joined the three Democrats Thursday for a quorum vote that placed Republicans very close to getting the numbers they need to push the bill forward. He said he is asking Republicans to give them more public hearings on the issue.

He also noted there is little Democrats can do to stop the measure.

"That's the quandary, and we have to decide:

What we can we do?" DeLaney said. "We have limited resources and we have a limited number of votes."

National right-to-work advocates say they see Indiana as their best shot at passing the labor bill into law. Despite a slate of statehouse wins across the nation in 2010, Republicans have been unable to move the measure yet. They came closest in New Hampshire, but lawmakers could not find the votes to overturn Democratic Gov. John Lynch's veto.

Bauer and other Democrats would not say Thursday how long they planned to stall. Instead, Bauer said, they plan to hold public hearings on the proposal around the state as soon as this weekend. The first hearings could happen in Fort Wayne and Evansville.

The new law levies a fine of \$1,000 per day against each lawmaker who sits out more than three days in a row. Republicans established the new penalties after Democrats left the state last year to block the

right-to-work measure.

The House Democratic caucus, meanwhile, opened an account on the Democratic fundraising website Act-Blue and sent out an appeal Wednesday on Facebook seeking donations of between \$5 and \$250. "The Indiana House Democrats NEED YOUR HELP! Please support our caucus as we fight another battle against the Republicans as they try to push RTW legislation through without listening to working Hoosiers," the Democrats wrote in their appeal.

Indiana Democratic Party spokeswoman Jennifer Wagner said her group did not pay for any of the penalties accrued last year and did not plan to pay any fines this year.

A lawsuit challenging fines from last year's session filed by Rep. Bill Crawford, D-Indianapolis, is still being weighed by a Marion County Superior Court judge.

*Associated Press writer Tom Davies contributed to this report.*



## Community Services Committee

While working on finding information on Credit Cards, I contacted Visa Publications. They sent a link: <http://www.practicalmoneyskills.com> When looking at the site, down on the left side, I noticed a box for free offers, I clicked on it and ordered two DVDs.

The first DVD was titled *“New Practical Money Skills for Life”* item number (2010) in their library. This DVD contains information on loans, budgeting, retirement planning, credit counseling, lessons for kids in grades K-12, computer games for kids, everything you can think of, and training for kids and their allowances. There are brochures and topics on most every financial problem concerning your family. The site is worth going to for this reason alone, but there’s more.

The site also contains a DVD titled *“What Every Woman Needs to Know about Retirement”* E-Book and that item number is (1074). The DVD contains an audio presentation on the Forward, Dedication, and nine chapters you can listen to while driving or playing on your audio player. It also has an E-Book that you can print a hardcopy (78 pages) of the audio presentation.

*These DVDs are offered Free...Free...Free...get the message.  
Please pass this information to your members and your families.*

Steve

## 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)

Mike McKinney (BB, 2nd)

## Remembering Our Brothers and Sisters

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

### November

Robert H. Curtice	R	11/03/2011
Robert J. Perkinson	R	11/06/2011
Randy W. Waddell	R	11/06/2011
Charles A. Nimmo	R	11/07/2011
Don E. McKenzie	R	11/08/2011
Keith L. Rakestraw	R	11/13/2011
Gilbert L. Stutes	R	11/14/2011
John C. Sanders, Jr.	R	11/15/2011
Charles E. Kellum	R	11/16/2011
Bobby D. Wilkey	R	11/17/2011
Paul W. McKinney	R	11/18/2011
James D. Donahoe	R	11/19/2011
Wayne Adams	R	11/21/2011
Elbert H. Gentry, Jr.	R	11/21/2011
Ellen M. Koehl	R	11/21/2011
Jesse W. Sullivan	R	11/21/2011
Douglas E. Edwards	R	11/22/2011
Robert L. Heller	R	11/22/2011
Dennis D. Taylor	R	11/22/2011
Larry J. Redding	R	11/24/2011

### December

Michael D. Grisby	R	12/02/2011
Don W. White	R	12/02/2011
Robert E. Wagner	R	12/05/2011
Leo G. Gevan	R	12/07/2011
Elburn G. Haygood	R	12/09/2011
Donald L. Brown	R	12/10/2011
Harold L. Gronewold	R	12/11/2011
Michael H. Warfield	R	12/11/2011
Ronald E. Johnson	R	12/14/2011
Franklin D. Boyer	R	12/15/2011
John W. Cox	R	12/15/2011
Joseph L. Jackson	R	12/16/2011
Ronald W. Sund	R	12/18/2011
Medford A. Keel	R	12/21/2011
Thomas G. Lanpher	R	12/23/2011
Archer W. Goin	R	12/25/2011
Cletus R. Swanson	R	12/26/2011
Ben C. Parker, Jr.	R	12/28/2011
Albert A. Turner	R	12/28/2011
Virgil M. Rains	R	12/29/2011
June E. Barrick	R	12/31/2011
Ollie R. Waggoner	R	12/31/2011

UAW LOCAL 974

## CALENDAR

FEBRUARY

Sat 4	9-Pin No Tap Team Tournament
Sun 12	Executive Board Meeting 11:00am General Council Meeting 1:00pm
Wed 15	Retirees' Chapter Meeting & Dinner 11:30am
Thu 16	Safety Council Meetings 8:00 / 10:00 / 4:00pm
Sun 19	Membership & Retiree Dance 7:00 - 10:00pm
Wed 22	Ash Wednesday
Thu 23	Steward Council Meetings 8:00 / 12:00 / 4:00pm
Tue 28	Isle of Capri Bus Trip 8:00am

MARCH

Thu 1	Local 974 Newsletter Article Deadline
Sun 11	Executive Board Meeting 11:00am General Council Meeting 1:00pm
Thu 15	Safety Council Meetings 8:00 / 10:00 / 4:00pm
Wed 21	Retirees' Chapter Meeting & Dinner 11:30am
Thu 22	Steward Council Mtgs 8:00 / 12:00 / 4:00pm
Mon 26	UAW Red Cross Blood Drive 11:00 - 5:00pm
Tue 27	Rhythm City Bus Trip 8:00am
Sat 31	Easter Egg Hunt 10:00am



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## BAGS TOURNAMENT

### JUNE 23, 2012



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For more information contact

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

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## RETIREES CHAPTER

UAW LOCAL 974

### WEDNESDAY POTLUCKS FEBRUARY 15 & MARCH 21

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, February 19 7:00 – 10:00 pm Music by Timeless

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

### BUS TRIPS

Tuesday, February 28 – Isle of Capri

Tuesday, March 27 – Rhythm City

### 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.



# 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



## 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

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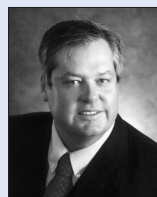
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# MOSSVILLE GRIEVANCE COMMITTEE REPORT

PAUL JACKSON, Chairman

*Dateline January 9, 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.*

## NEW YEAR 2012

I trust all of Mossville had the best of the holidays with your family and friends. In this month's article I will review the past, take a look at the present and try to pull out the ole crystal ball and take a look into the future. As for the New Year of 2012, please make a choice to make everyday a GREAT DAY and what will follow will be a GREAT YEAR!

## REVIEW

2011 was a year of great anticipation, anxiety, and change. We started off the New Year in full-blown bargaining. Negotiations started slow, but had a rapidly approaching deadline of March 1, 2011. Having been a veteran of bargaining several contracts I saw an atmosphere that at best was unusual. Both sides came to the table with their "Dream Contract Proposals." Neither side believed they would get everything, but unlike the past neither side spent much time digging in and drawing lines in the sand. The other huge difference was this contract was truly membership driven and the local CAT labor managers and your UNION Bargaining Team did the negotiating. Corporate and the International, were presented with a contract, tweaked it and presented it to the membership, which was overwhelmingly approved. We made advances in wages, benefits and language. The year ended with in addition to a signing bonus and lump sum payment a vacation percentage payout. All in all it was a good year.

## THAT WAS THEN ... THIS IS NOW

Currently we have approximately 293 bargaining unit jobs in Mossville. The current Mapleville bargaining unit population is 623. We are currently a machining facility, but have been doing repairs on non-conforming engines from the other engine facilities. The reduction in force is complete and your Grievance Committee is in the process of working with Labor Relations to correct any mistakes that were made. Recently a number of employees were "assigned" or actually moved to the Mapleton side of the business unit. Those that were "reassigned" are placed there for accounting purposes as long as they are physically in Mossville, they will be represented by the Mossville Grievance Committee. Those that are physically moved will be full time Mapleton employees, represented by J.C. Zimmerman and his Committee. I know the combination of business units has been a real adjustment, but in the long run it beats the heck out of the indefinite layoffs of the 80's!

## PREVIEW

Crystal ball time. Lots of options, few possibilities. We were hoping to get a decision from the Company at the December board meeting that did not happen. Next board meeting is in March, but my understanding is we do not have to wait for that meeting, the decision to place a product in Mossville, is at corporate level and could proceed with their blessing. Also it is my understanding the placement of new liner equipment is not finalized and



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still could be placed in Mossville. Operators, engineers, and skilled trades personnel tell me that is still the best option due to the climate controlled atmosphere and availability and capability of existing machining capabilities. The same is true for overcapacity from TBU and Tractors. Management is anticipating a spike in demand for our prime product early in the year but then as new machining facilities come on line and up to speed later in this year and first quarter of next year we will see a fairly rapid decline in demand for what we produce. Up side we should know fairly soon if Mossville will be ramping up for a new product line. All the stars are aligned for a Great Year and I know Mossville will bring their BEST!

### WHERE'S WALDO?

I keep in contact with the rest of the Committee practically on a daily basis. In my absence the Committee has done an excellent job and I want to personally thank Randy, Terry, Mike and alternates Tim and Doug. So where is Waldo (a.k.a your Chairman Paul Jackson)? Since wrapping up negotiations I have been kept busy by our Chairman Rick DeGroot. Rick led the charge to revamp our grievance procedure. Past Chairmen have tried but Rick is the first to follow through not only with the Stewards and Committeeman, but Company Labor Reps and Managers. Under his direction we have reduced the Business Unit grievance back log by 75% and now he is lending assistance to reduce the International backlog. My job has been to assist Rick in training our Stewards and Committeeman and reviewing the backlogs for docketing sessions. The new grievance procedure started in Decatur is working. We are getting positive feedback from both Decatur Committee and Management. It is a proven process and it is ready to work in Peoria. The Company, Membership and the most important of all our customers will all benefit from the streamline process to resolve our differences.

### NEW YEAR ... NEW LAWS

With each New Year brings a bevy of new laws, design allegedly to make our lives better, safer, easier ... blah,blah,blah. So it only seems natural that I provide you with a list of little known, but more realistic, laws that effect our lives.

Thought for today –

**The difference between involvement and  
commitment is like ham and eggs...**

**the chicken is involved**

**the pig is COMMITTED!**

### UNIVERSAL LAWS

***Law of Mechanical Repair*** – After your hands become coated with grease, your nose will begin to itch and you'll have to pee.

***Law of Gravity*** – Any tool, nut, bolt, screw, when dropped, will roll to the least accessible corner.

***Law of Probability*** – The probability of being watched is directly proportional to the stupidity of your act.

***Law of Random Numbers*** – If you dial a wrong number, you never get a busy signal and someone always answers.

***Law of the Alibi*** – If you tell the boss you were late for work because you had a flat tire, the very next morning you will have a flat tire.

***Variation Law*** – If you change lines (or traffic lanes), the one you were in will always move faster than the one you are in now (*Works every time!*).

***Law of the Bath*** – When the body is fully immersed in water, the telephone rings.

***Law of the Result*** – When you try to prove to someone that a machine won't work, it will.

***Law of Biomechanics*** – The severity of the itch is inversely proportional to the reach.

***Law of the Theater and Hockey Arena*** – At any event, the people whose seats are furthest from the aisle, always arrive last. They are the ones who will leave their seats several times to go for food, beer, or the toilet and who leave early before the end of the performance or the game is over. The folks in the aisle seats come early, never move once, have long gangly legs or big bellies, and stay to the bitter end of the performance. The aisle people also are very surly folk.

***The Coffee Law*** – As soon as you sit down to a cup of hot coffee, your boss will ask you to do something which will last until the coffee is cold.

***Murphy's Law of Lockers*** – If there are only two people in a locker room, they will have adjacent lockers.

***Law of Physical Surfaces*** – The chances of an open-faced jelly sandwich landing face down on a floor, are directly correlated to the newness and cost of the carpet or rug.

***Law of Logical Argument*** – Anything is possible if you don't know what you are talking about.

***Brown's Law of Physical Appearance*** – If the clothes fit, they're ugly.

***Oliver's Law of Public Speaking*** – A closed mouth gathers no feet.

***Wilson's Law of Commercial Marketing Strategy*** – As soon as you find a product that you really like, they will stop making it.

***Doctors' Law*** – If you don't feel well, make an appointment to go to the doctor, by the time you get there you'll feel better. But don't make an appointment, and you'll stay sick.

**AND THERE YOU HAVE IT  
LAWS THAT REALLY APPLY TO YOU**

## MORE OF THE SAME

STEVE MITCHELL, Plantwide Safety Chairman

By the time you read this, it will be well into 2012, but considering the events leading up to the holidays and events so far in the New Year, it doesn't look like much has changed. The powers that be continue to say one thing and then do another, while at the same time, holding workers to higher standards of accountability than themselves.

In one situation in particular, one of our members had their hand caught in a piece of equipment. What was the first question that person asked? You guessed it, it was, "should I report this injury or not"? It is a sad state of affairs when a worker has to weigh their health and well being against the possibility of losing their job. In the end it was reported and the equipment was fitted with proper guards. During the time after the injury, it was discovered that similar incidents had occurred on this exact piece of equipment, but nothing was done to prevent further incidents – until someone was hurt.

Who should have been held accountable for not addressing this ongoing hazard, the supervisor? I would have thought so, but nothing happened. Who was responsible for conducting the investigations and determining the proper corrective actions regarding the previous incidents? The only person worried about being held accountable was the injured worker who was concerned about the repercussions of reporting an injury. That would be shameful, if our employer had any shame.

I recently learned of a worker who was injured at CAT and was required by management to go back to their job after returning from treatment despite being mentally and physically impaired as a result of their injuries. What is going on? What if that person were injured again as a result of being forced to work when impaired? Who would have been held accountable?

# HeartlandVision

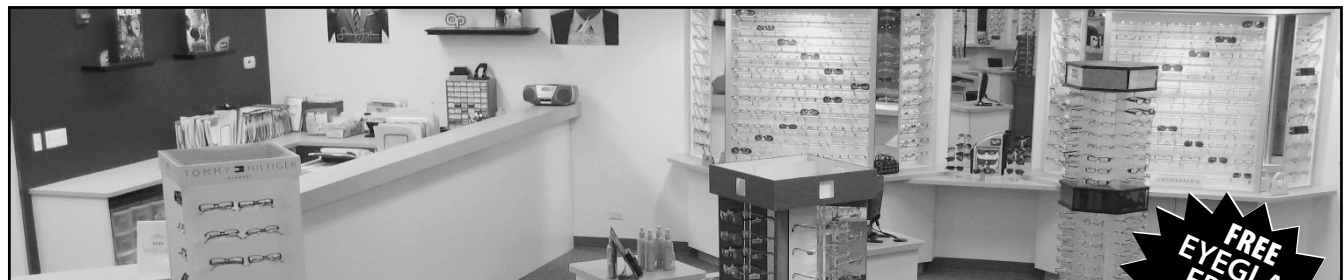
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Hypothetically, if management knew someone reported to work obviously under the influence of drugs or alcohol, I would expect that they would not be allowed to do their job, right? For the sake of argument, say the person was allowed to stay on the job. Would the manager who made that decision be held accountable for allowing an impaired individual to continue to work? What is the difference between this and the situation in the previous paragraph?

If you feel that there is a situation that puts you at risk of being injured or made ill, ask for your union Health and Safety representative. You have a contractual right to representation. If your rep is not provided, ask for a steward and file a grievance about not getting a Safety rep. Caterpillar has the legal obligation under federal law to provide you a workplace free of recognized hazards and you have the duty to yourself, your family and your co-workers to insist that your workplace be made safe.

On another subject, just prior to the holidays, an electrician working in East Peoria Building BB was burned in an arc flash event while performing construction work. At the end of the day, the old Industrial Workers of the World saying comes to mind, "An injury to one is an injury to all." Please keep his continuing recovery and family in your thoughts and prayers.

I wish all of you a healthy, safe and happy new year.

Steve Mitchell

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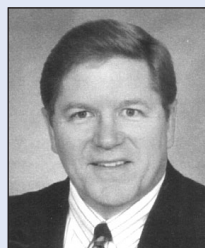
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**POSTMASTER:** Send change of address notices on Form 3579 to Local 974, UAW, 3025 Springfield Rd., East Peoria, Illinois 61611

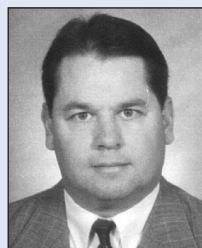
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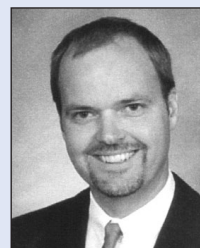
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