



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 60.3 • JUNE 2012

9TH Annual

Laura Valentine Memorial Fundraiser

(All monies will go to St. Jude)

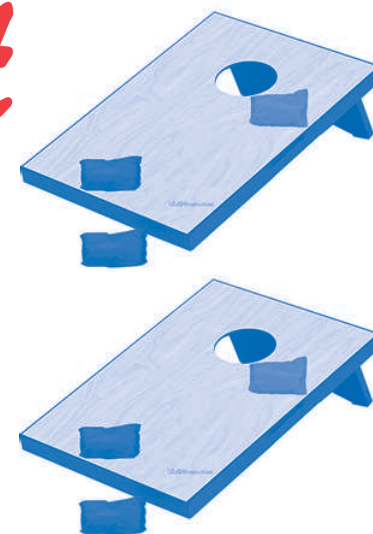


Bags Tournament

Saturday, June 23, 2012

UAW Local 974 3025 Springfield Road, East Peoria

Sign in at 11:00AM \$30 per team



Come Out and Enjoy Good Family Fun

For more information contact Randy Smith (309) 694-3151 at UAW Local 974

LOCAL 974 COMMUNITY SERVICES COMMITTEE

The Community Services Committee of Local 974 is compiling a list of qualified people willing to do various projects for people in this area. These projects vary from shoveling snow, plowing gardens, home repair, and house cleaning, etc.

If you are interested in providing a reasonable service for people in need, please send a resume and/or qualifications to the Community Services Committee at UAW Local 974.

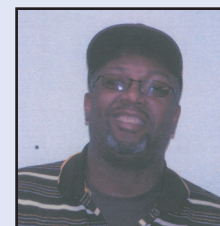
If you are a home owner with a need please call the Local and we will discuss if we can help you or find you help.

Yours in Solidarity,
Community Services Committee

(Please note, the Union and Community Services Committee accepts no responsibility after referrals are made.)

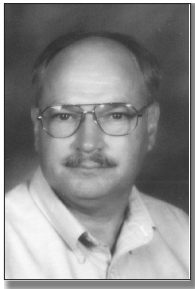


Left Kim Robinson,
Community Services Co-Chair



Right Warren Grayer
Civil & Human Rights Co-Chair

Send us pictures and let us know how far the "Union Shirt" can travel. Kim Robinson, Co-Chair Community Services Com.



PRESIDENT'S REPORT

DAVE CHAPMAN, President

Vacation season is coming up. Have fun with family and friends but above all be safe whatever you're doing and wherever you're going.

Caterpillar is still hiring from time to time due to people quitting, being let go, or simply going to a higher paying job with another employer.

One big reason our members are being let go is attendance. If you go to work every day you are headed in the right direction to becoming full time with the company. Our new hires may be great assemblers, machinists or whatever positions they hold at Caterpillar, but if you don't go to work every day the company is not going to hire you. It has come to my attention that certain areas within the Local foremen are letting supplementals have time off without pay. Remember, even if your foreman approves these days it will count against you in the hiring process.

Go to work, do your job and eventually you will be full time.

This issue of the paper will be the first opportunity to apply for the yearly UAW Local 974 Heather Henninger Scholarships to be given out in September. If you have a child, grandchild, or are working in the shop and going to school full time, fill out the form provided in this issue and send it to the Local. Anyone can win. It's a blind draw for both men and women.

P.S. – Big thanks to Daryl Sarff, Tommy Hedge and John Watson for the great work they did on the grills at the pavilion.

DATES TO REMEMBER

LAURA VALENTINE BAGS TOURNAMENT

Saturday, June 23 Sign in at 11:00 am Union Hall

WE ARE ONE SOLIDARITY RIDE – IRON WORKERS LOCAL 112

Saturday, June 30 Sign in 10:00 am - 12:00 noon

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



2012 - 2013 Heather Henninger Scholarship Fund

The General Council, Executive Board and Retirees' Chapter of Local 974 have elected to award eight (8) \$1,000 and twelve (12) \$500 scholarships from the Heather Henninger Scholarship Fund for the 2012 through 2013 college school year.

The following guidelines have been established for qualified entrants:

1. Entrant must be the child, grandchild, stepchild or step grandchild of an active or retired Local 974 member in good standing.
2. Entrant must be enrolled as a full-time college student (minimum 12 hours) for the 2012-2013 college school year.
3. Entrants must submit the Scholarship Fund Application by Friday, August 24, 2012.

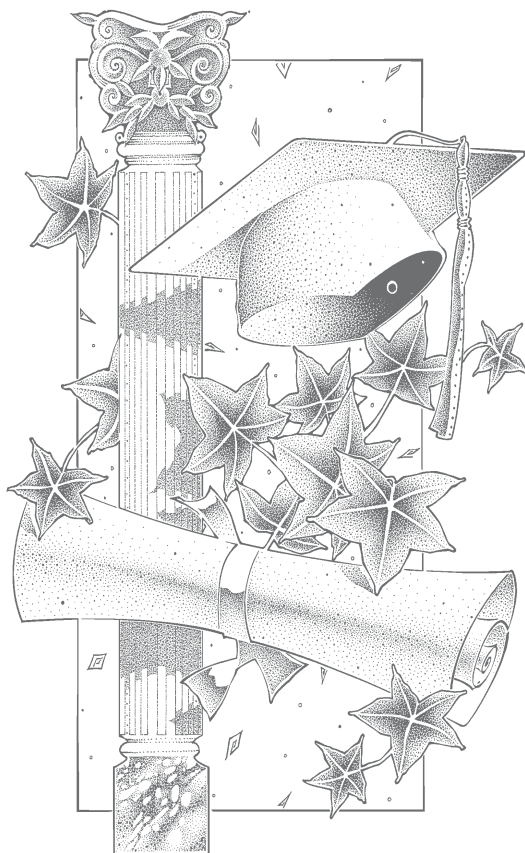
A drawing will be held on Sunday, September 9th at the General Council Meeting.

Four male and four female students will be awarded a \$1,000 each and six males and six females will be awarded \$500 each in cash scholarships for a total of \$14,000 in scholarship awards.

Please complete and return application to the Insurance and Benefits Office, Local 974, 3025 Springfield Rd., E. Peoria, IL 61611. It must be received by 4:00 pm on Friday, August 24, 2012. Co-Chairmen Kevin Peterson and Jim Arrowood

Heather Henninger Scholarship Fund 2012-2013 Application (Only one entry per student.)

Name _____	Phone (____) _____
Address _____	City / State / Zip _____
Date of Birth _____	<input type="checkbox"/> Male <input type="checkbox"/> Female
College Name _____	<input type="checkbox"/> Frosh <input type="checkbox"/> Soph <input type="checkbox"/> Jr <input type="checkbox"/> Sr Other _____ Class Hours _____
UAW Local 974 Family Member _____	Badge _____ Relationship to 974 Member _____
Address _____	City / State / Zip _____ Phone (____) _____





BARGAINING CHAIRMAN

RICK DeGROOT, Bargaining Chairman

We currently have a total of 1,896 active grievances in the arbitration backlog.

As of May 1, 2012 we have 48 discharges in our Local. East Peoria has four discharges, Mapleton has one discharge, and Morton has 43 discharges. KK, Tech Center, Mossville and SPBU have zero discharges.

ARBITRATION

The panel arbitrator is Gerard Fowler. On April 10th we arbitrated Joe Davis, suspension, out of Mapleton.

Under Arbitrator Fowler, we are waiting on rulings to come back on Little, Ary, Hatley, Scarcliff, Stauthammer and Davis.

Under Arbitrator Kenis, we are waiting on ruling to come back on Russell.

Under Arbitrator Kenis, we got a ruling back on 89-SS-46, Michael Roth, on witness service pay. It was denied in its entirety. We also got back a ruling on 89-LL-11, Roger Hoerr, on job openings, posting and bidding procedure. It was denied in its entirety.

Arbitrator Fowler's schedule for DA's for the rest of the year are:

May 30 & 31 – East Peoria
June 6 – Morton
August 14 & 15 – Open dates, to be scheduled
September 25 – Morton
October 10 – KK
October 23 & 24 – Open dates, to be scheduled
November 13 & 14 – Mossville
December 4 – Mapleton
December 5 – KK
December 6 – Tech Center

Arbitrator Kenis' schedule for issues cases for the rest of the year are:

June 12 & 13 – Mapleton
Sept. 11, 19 & 20 – Open dates, to be scheduled
October 2 & 3 – Open dates, to be scheduled
November 6, 7 & 8 – Open dates, to be scheduled

The UAW Agricultural Implement and Transnational Councils will meet June 27 & 28 at the Walter and May Reuther UAW Family Education Center at Black Lake in Onaway, Michigan. Randy Smith, J. C. Zimmerman, Steve Mitchell and Paul Jackson will be attending this meeting.

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 noon, and 4:00 pm.

Handling grievances as a steward is not an easy job. Some might even say it is a thankless job. The stewards hold the most important elected position that any member can hold when it comes to grievance handling. In the UAW, stewards are the direct eyes and ears of the Membership. Your time and effort is what makes the grievance process work. Everyone must realize that the steward's main job is to enforce the contract and recognize that there is a significant difference between a grievance and a complaint.

A grievance is "a claim of an employee or the Union that his or her rights including interpretation, application or alleged violation of any provisions of our Central Agreement, Local Agreement, Letters or Memorandums of Agreement have been violated." Other examples are: violation of past practice, violation of law, violation of a company policy, etc. A complaint is not a grievance; it is more an expression of grief or dissatisfaction with something in the workplace.

As a member, if you feel that you have a grievance, you must identify the issue by going to your immediate supervisor and indicate the "specific action or non-action" on the part of the company which prompts the grievance, and ask for your steward. In the Central Agreement of 5.2 reads as the **Supervisor shall without undue delay** send for the Union's first step grievance representative and an earnest effort will be made to settle the grievance in accordance with procedures provided in the Local Agreement. Under Local Agreement 3.1 **Supervisor shall without undue delay** send for the steward. The steward and the aggrieved employee shall be permitted to discuss the grievance for a reasonable period of time prior to presenting the grievance to the supervisor.

If you have been sent as a steward to represent a member, the first thing you need to do is

determine whether the member has a complaint or a grievance. Start by listening to the member's concern. Document what the member is telling you or have the member write down the issue which prompted the request for representation. After you have heard what the member's issue was, make a determination if the issue is a complaint or a grievance. Try addressing the problem with the supervisor to see if the issue can be resolved. If the issue cannot be resolved and the member does have a legitimate "grievance," you may elect to file a grievance for the member.

When filing grievances it is important everything on the grievance form is filled out completely and properly. Nothing should be left out, documents and all conversations with the member and any supervision should be documented. Dates, names, locations, etc., are all very important. Make sure when you present the grievance to the supervisor that you state the specific action or non-action that prompted the grievance. Explain to the supervisor what rights the member feels were violated and make sure to give a clear request of what relief the member and/or Union is seeking. **Never give the Supervisor your grievance to copy. Make him take notes.**

After the grievance has been filed, the supervisor has three working days to make a decision. An earnest effort should be made to settle the grievance. If an answer is not given within three working days that satisfies the member and/or Union, that employee, or you, as a Steward, have the right to appeal the Company's decision and make a request for your Committeeman to pick up the grievance.

Key points Stewards should always remember – Know your Membership; Know your jurisdiction; Know the contract; always be honest; If you choose not to continue processing a grievance, take the time and explain to the member why; and document everything!

Once again, I want to thank all of the Stewards for all of your hard work and your efforts are greatly appreciated. I look forward to working with you all throughout the year. Thank you.

TO SHOW SOLIDARITY, WEAR A UNION SHIRT TO WORK.



FINANCIAL SECRETARY/TREASURER'S REPORT

JOHN SHALLENBERGER, Financial Secretary/Treasurer

THANK YOU

Our Local is so thankful to have our retirees. They have always been there to do whatever it takes to keep our Local strong. They are always there

when it comes to making improvements around the hall. One of our latest improvements was done down at the pavilion. The retirees purchased two new tables to be installed and also split the cost of building new grates and charcoal pans for the outside grills.

Daryl Sarff, Tommy Hedge and John Watson did an outstanding job laying the grates and pans out, and then Daryl did all the welding on the grates and pans. When you see them give them a big "Thank You" for taking the time and effort to give back to their union. It's always a better place when you can leave behind something for the next generation to enjoy.

Always remember that this union hall is just as much yours as it is anybody's, so if you need to use the pavilion for a family picnic, birthday party, etc. just check with my office to see if it is going to be available for your date. The fee to members is \$25 deposit and \$25 rental fee.

RESULTS OF THE GOP GOVERNORS!

Results of the 2010 Elections in which there was 29 Republican Governors elected. In less than two years here's a quick overview of their craftiness. In Ohio and Wisconsin they came after Worker's Rights, In Oklahoma and Virginia they came after Women's Rights, came after the Environment in Maine, and came after Education in Pennsylvania and New Jersey, then in Florida they came after voting rights.

On voting rights in at least 40 states the Republicans have introduced discriminating laws

that would make voting more difficult and create unnecessary burdens for the disadvantage minority communities and the elderly. This is the most vicious attack on voting rights in a century. On Election Day, the Republicans are going to make it damn near impossible for a lot of people to cast their ballot!

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.

RECAPITULATION as of March 31, 2012

Income	\$ 208,836.31
Expenditures	<u>197,942.21</u>
Excess of Income over Expense	\$ 10,894.10

Regular Dues received on	4,643
Sub Dues received on	0
Initiation fees received on	55
Bonus dues received on	1

PER CAPITA TAXES:

International Union UAW	\$ 89,611.55
CAP Council	7,215.60
CAT Council	5,327.35
Retirees Dues PCT	249.60
Ag Council	183.92
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>14.06</u>
Total	\$ 102,786.08

RECAPITULATION as of April 30, 2012

Income	\$ 210,954.65
Expenditures	<u>207,416.58</u>
Excess of Income over Expense	\$ 3,538.07

Regular Dues received on	4,658
Sub Dues received on	0
Initiation fees received on	78
Bonus dues received on	1

PER CAPITA TAXES:

International Union UAW	\$ 88,656.95
CAP Council	7,138.94
CAT Council	5,269.41
PALM	300.00
Retirees Dues PCT	249.60
Ag Council	182.00
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>14.13</u>
Total	\$ 101,995.03



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 March we met with Caterpillar to discuss issues related to our group insurance plan. We asked the company to send a summary plan description to members covered under the terms of the new agreement. I was of the understanding that the summary would be sent only to members covered as of February 28, 2011. Instead, Caterpillar sent the S.P.D. to all members and members who retired prior to March 7, 2011. On page 4, titled eligibility, the G.I.P. (A) retirees box defined who is covered by this plan summary. As you will see at the bottom, if you retired prior to March 7, 2011, your benefits are not described by this document.

Having said this, thousands of copies were sent to retirees who are covered under plans that were negotiated at the time of their retirement, prior to March 7, 2011. The money spent in postage and printing these documents should have been applied to paychecks of members who deserve a market based increase in wages. As the company continues to report record profits, we continue to expect them to honor our contributions to the bottom line.

Every meeting we hold at this Local, we encourage all members to get involved. Being involved includes being politically active in supporting our labor-friendly candidates. From Barack Obama to our local leaders, it has never been more important that we vote and elect those who continue to defend labor.

REPUBLICANS 2008 TIME LINE – EIGHT YEARS OF DEREGULATION

1. Largest drop in home sales in 25 years
2. Foreclosures spike 112%
3. 190,000 jobs lost in May, 2008
4. Lehman Brothers goes bankrupt
5. Dow plunges 778 points
6. Unemployment at 26 year high
7. 4,400,000 Jobs lost

DEMOCRATS 2009

PRESIDENT OBAMA INAUGURATED

1. **American Recovery and Reinvestment Act enacted 2/19/09 4.2 million jobs**
2. **Auto rescue package implemented, spring/summer 2009 1.1 million jobs**
3. **Private sector jobs created March 2010 to March 2012 4.1 million**

4. **Health Care reform – affordable care – enacted 3/23/10**
5. **Middle class taxes at historic lows – 4/2/12**
6. **Student Loan reform – Health Care and Education Reconciliation Act – 3/30/10**
7. **Fair Pay Act for Women – Lilly Ledbetter Fair Pay Act – 1/29/09**
8. **Don't Ask, Don't Tell ended – 9/20/11**
9. **Terrorist Osama Bid Laden terminated**
10. **Iraq war ended**
11. **One trillion in spending cuts**
12. **Libya liberated**
13. **Medicare and social security protected**

If you have been listening to the Romney Campaign, you keep hearing about their plans to create more jobs. With the Republicans and the Tea Partiers at the controls, the new jobs that might be created would be at Casey's, Wal-Mart or McDonalds. You never hear them mention Union jobs that provide wages and benefits, allowing for families to be brought in to the middle class.

Don't allow our Country to return to the Bush era disasters that ended in 2008. Check the record.

In Solidarity,
Jim Arrowood, Chairman

P.S. – Hello once again to Doffless and Wilene Harris and family south of West Plains. Hope all is well. Your other son, Jim.

RETIREES Medicare Reimbursement

From time to time, I remind our retirees about the Medicare Part B reimbursement portion of our plan. If you or your spouse are medicare age, 65, and enrolled for Medicare Part A & B, you are also eligible for reimbursement of the Part B Premium the **Plan will reimburse your premium up to \$99.50.** You must contact Hewitt at 1-877-228-4010 to enroll for the reimbursement, both the member and spouse are eligible.

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

As I scribble out these few lines, hourly workers represented by the IAM are manning the picketlines at Caterpillar's Joliet Plant after resoundingly rejecting a proposal from the Company by 94% of those voting. Comments from Steve Jones, Business Agent for Machinist Lodge 851, reveal that the proposal contained wages frozen for six years with no cost-of-living adjustments. At the same time, health care costs to the employee would have increased two and one-half times over the life of a six-year agreement. Also, Jones mentions Cat wanted to take away many of existing Union seniority rights. Jones said "Cat is making record profits, like 1.5 billion in the first quarter and a \$4.9 billion profit last year and still want to take benefits away from the workers."

All of this makes perfect business sense to Cat Inc. This from the same company whose CEO wails that "We are paying much too high of taxes."

Some things never change. I thought our members would enjoy an interesting political cartoon from the State Journal Register in Springfield, Illinois. Enjoy...



Britt: Caterpillar CEO whines about conditions in Illinois

DEFICIT TIMELINE

1976 – 1980

While **Carter** was in office we had less than \$1 trillion dollars deficit.

1980

Birth of the billionaires and the national debt. There were only **13 billionaires** in the United States. Little under **\$1 trillion dollar in deficit**.

1986

We had better than 60 billionaires, recession, and housing collapses with no jobs.

1992

\$4.7 trillion deficit, eight years of **Ronald Reagan** and four years of **George H. Bush** were in office while this all was happening with no jobs.

George H. Bush vetoed NO to extend unemployment benefits which led to his defeat to Bill Clinton.

2000

Deficit grew to \$5.7 trillion. **Clinton** had a deficit the first four years and a surplus his second four years. So the net growth of the national debt was slowed to \$1 trillion over those eight years.

2008

The deficit more than doubled under the eight years of **George W. Bush**. As Billionaires grew to over 200+, banks collapsing, no jobs, investment markets were making nothing and we were in a recession.

2012

Today the United States has around **271 billionaires** approximately ten times more than any other country. Yet our **national debt has grown better than \$14 trillion**. Not as many good paying jobs. Revenue loss for state and federal governments paying interest on debt seems like just a matter of time before total collapse. The country may bankrupt but we'll still have our billionaires. I think the numbers speak for themselves on the supply side economics and they are not improving our economy or reducing our national debt. U.S. Corporations are investing in overseas products and having the nerve to sell it back to the American people. Sticking huge profits in their Swiss Bank accounts. **ALL THIS IS A RECIPE FOR TOTAL ECONOMIC COLLAPSE.**

This country would be in a lot better shape and our deficit wouldn't be so high if the Republican Party would stop being the party of NO.

If the Republicans would honestly work with President Obama we would have more jobs back in the United States and far less of a deficit.

Clyde Hoshor Jr., Local OPEIU #9 Member

Remembering Our Brothers and Sisters

March

James D. Commuso	R	03/01/2012
Augustine Waremburg	R	03/03/2012
Carl W. Bury	R	03/04/2012
Harley E. Gibbs	R	03/04/2012
George R. Edwards	R	03/05/2012
Alex J. Menchaca	R	03/07/2012
David L. Graham	R	03/08/2012
Patrick S. Smith	A	03/08/2012
John P. Kramer	R	03/11/2012
Robert L. Schoonover	R	03/11/2012
Norman W. Werner	R	03/11/2012
Jimmie L. Carnell	R	03/12/2012
Leonard D. McKelvey	R	03/12/2012
Daniel V. Yurkovich	R	03/12/2012
Robert E. Wall	R	03/12/2012
Theodore R. Brothers	R	03/13/2012
Jacob H. Zabukovec	R	03/14/2012
Dale E. Walton	R	03/16/2012
Noah K. Collier	R	03/17/2012
Neal R. Norman	R	03/17/2012
Kenneth Rosenberger	R	03/18/2012
Kim R. Eertmoed	R	03/19/2012
Paul E. Frye	R	03/19/2012
Frank A. Robertson	R	03/20/2012
Edward M. Barrett	R	03/23/2012
Gary W. Orrison	R	03/23/2012
Edward M. Barrett	R	03/23/2012
Gary W. Orrison	R	03/23/2012
John W. Schmitt	R	03/28/2012
Daniel L. Parlier	R	03/29/2012
Wilbur E. Stivers	R	03/29/2012
Carroll E. Ashlock	R	03/30/2012
Hugh J. Bratton	R	03/30/2012

April

Donald B. Eberle	R	04/03/2012
George J. Krumwiede	R	04/04/2012
Paul E. Mason	R	04/04/2012
Harold J. Allen	R	04/05/2012
Hughey S. Goodwin	R	04/06/2012
Earl H. Herrick	R	04/08/2012
L. B. Sams	R	04/10/2012
Alvin L. Collison	R	04/11/2012
Lawrence E. Erxleben	R	04/12/2012
Lloyd B. Turner	R	04/14/2012
Paul E. Brown	R	04/16/2012
Charles A. Stakely	R	04/16/2012
Robert A. Berchtold	R	04/19/2012
James A. Green	R	04/24/2012
Arthur G. Carlson	R	04/25/2012
Margaret Montgomery	R	04/25/2012
Ricky L. Ogden	A	04/25/2012
Richard R. Kinzer	R	04/26/2012
James W. Butler	R	04/27/2012

*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

JUNE

Sun 10	Executive Board Meeting 11:00am General Council Meeting 1:00pm
Sun 17	Father's Day Membership & Retiree Dance 7:00 - 10:00pm
Wed 20	Retirees' Chapter Meeting & Dinner 11:30am
Thu 21	Safety Council Meetings 8:00 / 10:00 / 4:00pm
Sat 23	Laura Valentine Memorial Fundraiser for St. Jude Bags Tournament Sign-in at 11:00am
Tue 26	Isle of Capri Bus Trip 8:00am
Thu 28	Steward Council Meetings 8:00 / 12:00 / 4:00pm

JULY

Mon 2	Local 974 Newsletter Article Deadline
Wed 4	Independence Day – Union Hall Closed
Sun 8	Executive Board Meeting 11:00am General Council Meeting 1:00pm
Wed 18	Retirees' Chapter Meeting & Dinner 11:30am
Mon 23	UAW Red Cross Blood Drive 11:00am – 5:00pm
Tue 24	Rhythm City Bus Trip 8:00am

DURBIN

CHIROPRACTIC & ACUPUNCTURE

PEORIA 1200 W. Loucks Avenue 688-4484
www.chiropractorpeoria.com

Mention this ad for FREE Exam & X-Rays

PAID ADVERTISEMENT

UAW MEMBERS

SAVE HUNDREDS ON CEMETERY MONUMENTS

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

McAVOY MONUMENT CO.

431 HENRIETTA, PEKIN, IL (CORNER OF FIFTH AND HENRIETTA) 309-346-0866
MON THRU FRI 9-5 SAT 9-12 AFTER HOUR APPOINTMENTS AVAILABLE

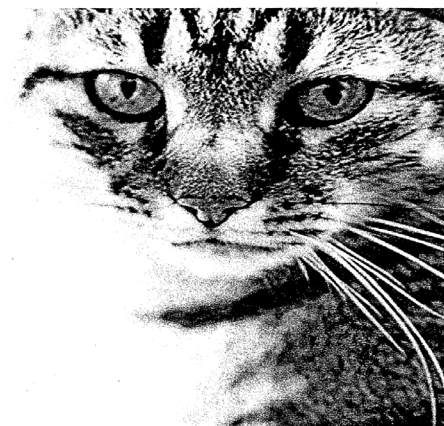
PAID ADVERTISEMENT

The Great Cat Snip!

Exciting News!!

Thanks to a generous grant
from PetSmart Charities®
we are now able to
spay/neuter
outdoor cats from
East Peoria, Creve Coeur
and Pekin
for only \$10 per cat!

All cats will be eartipped and
vaccinated at time of surgery.



OPERATION
S.A.F.E.
Saving Animals From Euthanasia

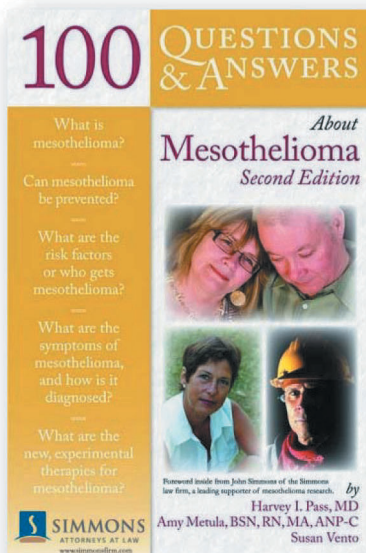
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RETIREES CHAPTER UAW LOCAL 974

WED POTLUCKS – JUNE 20 & JULY 18

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

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

MEMBERSHIP & RETIREES DANCE

Sunday, June 17 7:00 – 10:00 pm

Music by The Country All Stars

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

BUS TRIPS

Tuesday, June 26 – Isle of Capri

Tuesday, July 24 – 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 • CanesCrutches • 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 May 1, 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.

LESS IS MORE

This seems to be the mantra for corporations now a day, Caterpillar included. Less workers in the shop, More parking spaces. Less product lines, More we can charge for product left. Less medical coverage, More we can charge for the premiums and co-pays. (I really haven't figured that one out yet!) Of course their all-time favorite ... Less wages and benefits, the MORE money for Management!!!!!!

BEEN THERE, DONE THAT

Often I hear from the newer workforce, we (the leadership) are not being aggressive enough, not getting in the Company's face enough, so on and so on. One of our President Chapman's favorite quotes is, "The definition of insanity is doing the same thing over and over again and expecting different results!!" We elected into a leadership position (well in my case anyway) are not necessarily because, we are the "sharpest knife in the drawer," but because we have been there and done that. We have learned from our mistakes. If protesting inequities in the workplace was solved by standing out in the rain, chanting, protesting, and eating hot dog's I would don a wetsuit and eat enough hot dogs to qualify for the next "Biggest Loser Contest!" Most of your current leadership has been on wildcat strikes, been arrested, thrown in jail, fired, brought back, fired again and wore enough radical t-shirts to clothe a small nation of children. In and through all that we have learned some valuable lessons ... work smarter not harder. Your bargaining committee, led by Rick DeGroot, has completely revamped the grievance procedure. Rick has revamped all the grievance forms, set up hundreds of hours of steward and committeeman training and now is in the process of "going green" with our filing system.

Once done our access to grievances and records will level the playing field with the company. Your bargaining committee in the next round of negotiations will have facts and figures available to them that previously our only access was an antiquated backlog of records or begging the company for them. One more quote, "Those who do not learn from history ... are doomed to repeat it!!"

MAPLEVILLE

Sorry but no earth shattering updates. Plans previous announced are still on schedule. All the usual suspects (potential business) are still in the planning and bargaining stages. I think everyone recognizes the potential of the Mossville facility, the winner of the Mossville sweepstakes is going to leave the losers, walking down the business street, kicking themselves saying *woulda, shoulda, coulda*.

NEW FACES IN NEW PLACES

Recently Mossville received a new labor manager, Amy McCoy and a new labor rep., Amy Crusen. The committee has met with Ms. Crusen and has had several Final Step meetings; those meetings have been professional and productive for all. Ms. McCoy and I have been in meetings with during bargaining, but we have not had a formal handshake. Our former labor manager, Debbie Massengill has accepted a position as labor manager of the Technical Center and our former labor rep. Molly Steffens has accepted a position as a manager in the Caterpillar hiring facility in East Peoria. I would like to thank each of them respectively for their part in negotiations and their part in the reduction of the backlog through docketing and quarterly reviews.



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April 22, 2012

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

*Denotes winner
Gary Hall, Chairman Election Committee



Retired Caterpillar Truck Drivers & Wives



ANNUAL REUNION DINNER

Monday, August 6, 2012 Eat at 11:00a.m.

Grand Village Buffet 206 W. Camp St. East Peoria

Mechanics & Crib personnel are welcome



SUPPORT HB 96

Representative Karen May

Repeal Social Security Unemployment Offset

PROBLEM: Jobless Illinoisans suffer with denied or reduced unemployment benefits simply because they have reached the age 62 or better and are receiving Social Security benefits to which they are entitled.

Older workers receiving Social Security work because those benefits are decidedly not enough to live on. These are people trying to survive in today's economy and struggling to pay for health care expenses, drugs, caregiving costs for a parent or spouse, costs of raising grandchildren, long term care insurance, and simple everyday costs necessary to survive.

Due to trends toward significantly reduced retirement savings and continued deterioration of access to traditional pensions, more and more seniors must continue to work. Further exacerbating the problem, when older adults lose their jobs, it takes them much longer on average to find new ones.

Employers pay into the unemployment fund for all their workers, no matter what their age. All workers should receive their full unemployment payments, no matter what their age.

Illinois is one of only 2 states that has not taken repeal action on this discriminatory offset rule that was originally established via a federal law. Older workers in each of Illinois' surrounding states are able to collect their full unemployment benefit. At least 20 states have repealed this law since the beginning of this past decade, including Utah in 2010.

WHAT THE BILL DOES: HB 96 repeals the unemployment insurance law that classifies one-half of older adults' Social Security as disqualifying income. Therefore, this bill will allow eligible older workers the ability to fully collect unemployment benefits they are due.

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WHERE WERE YOU?

STEVE MITCHELL, Plantwide Safety Chairman

On April 23rd at about 5:30 p.m., a hundred or so members of various unions throughout the area marched to the Civic Center, accompanied by a bagpiper, the Peoria Fire Department and the Peoria Police Department. We were addressed by the Director of the Peoria Area OSHA Office, the business manager of IBEW Local 34, the business manager for Steamfitters Local 353, and one gentleman who read the names of the members of the armed forces from Illinois who died since we met last. Local 974 read the names of UAW members who died on the job in the past year. We were there to observe Workers Memorial Day, where were you?

It's not hard to understand why you weren't there. We all have busy schedules. Some have small children to take care of, teenagers to ferry around to their seemingly endless list of activities and dinner to prepare. A number of people have to take care of or visit sick, aging parents and some people may have been tired after having been forced to work weekend overtime.

There are hundreds of reasons people didn't observe Workers Memorial Day, but there were 4,600 people who couldn't attend because they died on their job last year. Every day last year, 13 people died because of injuries suffered on the job. The National Institute of Occupational Safety and Health estimates an additional 50,000 people die each year due to illnesses caused by work-related exposures to hazardous chemicals. This is not exact-

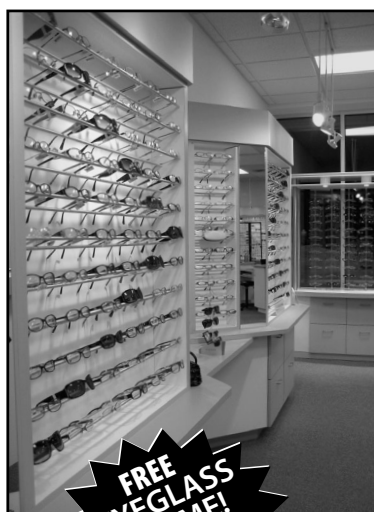
ly the kind of holiday the folks at the Chamber of Commerce want working people to draw attention to, because it is flies in the face of their view of the current state of affairs.

Most working people don't even know about this special day or the monument to our fallen AFL-CIO brothers and sisters that sits just east of the Peoria City Hall. Workers Memorial Day is not a holiday in a traditional sense, because truthfully, who actually observes and remembers the real purpose of observing holidays such as Memorial Day and the Fourth of July, just as long as we get our day off? Workers Memorial Day is when we in labor actually commemorate the lives of people who died on the job and that is the kind of attention that many would hope to avoid.

Our health and safety has become a political football, used to score points with those who feel the cost of making out jobs safe is too high. I'm certain that there are actions which could have been taken to prevent each and every work-related fatality last year, but weren't done. There is great concern in the Congress and statehouses all over the country about unjust burdens being piled on the "job creators". It is said that there are too many government regulations holding back businesses from making more money or hiring more people. Those were the same arguments used 40 years ago when OSHA was born.

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Is your workplace too safe? That's what the people pushing the anti-regulation agenda think as they sit in their carpeted, air-conditioned offices, never mind that production workers are 11 times more likely to be injured on the job. It took more than ten years to get an ergonomic standard and two weeks to lose it. The vast majority of back, elbow, shoulder and neck injuries would have been addressed by the Ergonomic Standard, but it was killed by the same anti-regulation proponents you hear today. What we get instead of regulation are employers focused on earplugs, safety glasses, bump caps/hard hats, vests, face shields, effectively placing you in a suit of armor rather than focusing on reducing or elimination exposure to hazards.

When people running for office use catchy phrases like, "I want to take our country back." Where do you think they want to go? Back to pre-OSHA days, when over 14,000 workers, 38 per day, died on the job? I don't want to go back to those times, do you?

Catchy phrases and hot-button issues have successfully been used to turn people into single-issue voters for years and years. God, guns, gays and immigration have enjoyed more recent success in convincing working people to vote against their own interests, so add government regulation to that list.

Dumbing issues down to the lowest common denominator has been especially effective in health and safety. Programs that focus attention onto over-simplistic concepts of injury prevention like eyes on path, mind on task, be aware of pinch points and stay out of the line of fire do not address a single hazard. All programs like that accomplish is to place the employer's legal obligation of providing a safe and healthy workplace squarely on you.

As the November General Election gets closer, listen to what the candidates have to say and support the ones who will support you. You have a right to a safe and healthy workplace. You have a right to know that the air you breathe and the water you drink will not harm you. You have the right to get involved, to become vocal about issues that concern you, but don't become blind to the fact that you have to earn a living somewhere and no job is worth dying over.

At work, you have a vested interest in making sure you and your brothers and sisters address any and all health and safety issues. You have the contractual obligation to do so under Section 8.3 Stage one of the Safety Complaint procedure.

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It is easy to understand that bringing such concerns is often difficult considering the threats and intimidation heaped on those who raise their hand or take action to correct workplace hazards. That is one of the principal advantages of having a union. We have processes and protections in place to work those issues out, but more powerful than that, we have each other.

We have to stand together when there is an issue, especially a health and safety issue, that needs to be addressed. Action against those who truly seek to make improvement for all cannot be tolerated. We have to choose our battles wisely, but act decisively when necessary. Call for your UAW Health and Safety Representative if problems you bring to management's attention are not corrected to your satisfaction. Our Safety Complaint Process is effective, if we would just use it instead of the silly CI cards. If you choose not to say anything, not to address a problem, you're just burying your head in the sand. I've got news for you, when your head is in the sand, there's still a lot of you exposed.

Steve Mitchell

A Good Union Member

- | | |
|------------------------|--|
| A good union member... | shows up for work every day on time and ready to work; |
| A good union member... | gives a fair day's work for a fair day's pay; |
| A good union member... | gets involved in their local union; |
| A good union member... | helps a brother or sister member in need; |
| A good union member... | attends their union meetings, asks questions and offers positive input; |
| A good union member... | shares the positive attributes and advantage of being part of organized labor to those who will listen; |
| A good union member... | gets involved in their community; |
| A good union member... | steps up when it's time to defend and build their local union; |
| A good union member... | studies the candidates, looks at their labor voting record, considers the recommendations of their union and votes; |
| A good union member... | votes in every election and ensures that their family and friends register and vote; |
| A good union member... | volunteers to knock on doors and promote political candidates to other union members when asked by the leadership of their local – this is to prevent an Indiana or Wisconsin situation in Illinois; and |
| A good union member... | always does MORE than what is required of them. Are you doing more? |

Remember, take pride in your union and its accomplishments. These accomplishments did not come easy. Please remember that unionism is not a heritage, but rather must be continually protected and fought for by men and women who enjoy its rewards. Marty Helpers

One Nation Under God

*“Congress shall make no law respecting an establishment of religion, or **prohibiting the free exercise thereof**”*
(this includes so-called “hate speech”)

“The great vital and conservative element in our system is the belief of our people in the pure doctrines and divine truths of the gospel of Jesus Christ.”

This Resolution was passed by Congress, March 3, 1863.

“...Proclaim liberty throughout all the land unto all the inhabitants thereof...” This Bible verse (Leviticus 25:10) is on our Liberty Bell in Philadelphia.

The Continental Congress, September 11, 1777, approved and recommended to the people that 20,000 copies of the Bible be imported from other sources. This was in response to the shortage of Bibles in America caused by the Revolutionary War interrupting trade with England.

“Blessed is the nation whose God is the Lord”
(Psalm 33:12).

“Righteousness exalteth a nation: but sin is a reproach to any people” (Proverbs 14:30).

Abraham Lincoln said that we have forgotten God. I disagree with him. We have not forgotten God, we have kicked Him out of schools, out of government, out of the arts, media, out of, yes, even many of our churches. We wonder why our nation is rotting from within. We wonder why things are getting more and more immoral, corrupt and evil. It seems that no matter who gets into office, little improves. Could it be that our problems are not political but spiritual? I think so. There must be a spiritual revival nationwide if America is going to thrive and not rot from within. And guess where it must begin? In the hearts of Christians and then to the churches, and then to the unsaved. Then God will clean up America. May God, through His mercy, forgive us and heal our land for His glory and honor.

Write, call, email me at: 13575 Glenmar Drive, Pekin, 61554, 202-4749, conrus@comcast.net.

In Jesus, Russ Lindahl

P.S. – Did our Founding Fathers have the correct interpretation of the First Amendment or do we? I will go with them. Lastly, we did not come to America from England for economic opportunity, but rather, for freedom of religion. The English government was dictating to the Church what the Church should think, do, and say. The Church was then, dictating the same to the common people. Guess what government in America is starting to do?

SPORTING GOODS

2010 Alumacraft Navigator 175CS 115 Yamaha, 4 stroke, multiple fishfinders, less than ten hours, EC, \$25,000; 685-7369

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Wanted AK47 and a Scoped Rifle, no dealers, please call 357-4178

2001 Cardinal 33’ 5th Wheel, slideouts at Gamber Cove, porch, sheds, golf cart, \$16,000; 370-7049

Bass Tracker, 17’ Tournament Pro V 60H motor, trolling motor, trailer, new batteries, \$4500; 467-6265

MISCELLANEOUS

Kennedy Machinist Chest, 8 drawers, top tray, like new, \$125; 642-0211

5th Wheel Tailgate, fits Chevrolet pick-up, \$25; Five boxes Ceramic Tile, \$5 per box; 745-8519

Timeshare in Branson, great price, call for more information; 353-8000 or 241-8556

Bedside Toilet with arms, \$30; Fold-up Wheelchair \$75; Wodden Buggy Wheel \$80; Cupola with weathervane; 935-3770

Grandfather Clocks (ten) all in running condition, \$200 to \$500; 682-8429

Invacare Formula Wheelchair, tilt/recline, \$3500 paid \$9000, manual battery included, leave message, Washington,; 444-4523

Two Lots Swan Lake Cemetery, Dove Vault Garden or Christus True Value, \$5200, \$3200 or BO; 706-0159

16” McCullough Electric Chainsaw \$55; Record Player with speakers, \$25; 6’ Table folds flat, \$10; 925-3770

Brothers PE-150 Embroidery Machine with ultimate box transfer system/card, used once, upgrade available for transfer, \$250; 698-0096

Topper for truck, 8’, \$75; 639-4252

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Car Dolly, \$800; Skid Jack, \$100; Air Compressor \$150; 674-2013

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HOUSEHOLD GOODS

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Curio, oak finish, lighted, 5 glass shelves, 80”x35”x12”, \$80; 270-4077


Two Living Room Lamps, red, \$30, table lamps; 397-2177 or 692-0282

48” Round Glass Table, with four padded chairs, \$100; 44”x60” oval dark Colonial table with 6 chairs, 2 14” leafs, \$100; 243-584

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, 1.8 acres, eat-in kitchen with hutch, family room, fireplace, \$171,900; 346-6212



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To purchase tickets for \$27.00 that are valid any one day July 14-29, 2012 simply logon to www.sixflags.com/greatamerica and enter promo code **UAW974** in the upper right hand corner. Using either a credit or debit card purchase your tickets, print them at home and bring to the front gate for admission to the park. This ticket is a savings of \$34.79 off the main gate price.

To purchase \$37.00 tickets that are valid any operating day May 5 – October 28, 2012 simply logon to www.sixflags.com/partnerlogin, user name is **UAW974** and password is **SixFlags6** (case sensitive). Use either a debit or credit card to purchase tickets, season passes, parking or meals, print the tickets at home and bring to the front gate for admission to the park. This ticket is a savings of \$24.79 off the main gate price.

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 (_____) _____

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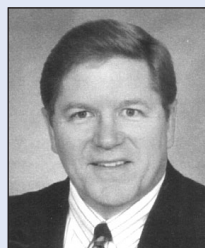
Local 974 News is published bi-monthly by United Auto Workers, Local 974, 3025 Springfield Road, East Peoria, Illinois 61611. The Membership on January 13, 1952, authorized a special fund that provides 15 cents of each member's dues dollar per month to be used for funding this publication. Periodical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

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

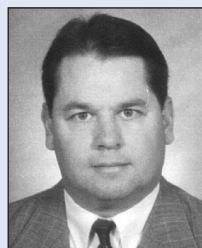
Public Service Announcement

***ALL UAW Caterpillar Employees
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the Illinois Workers Compensation Act.
No Exceptions!!!***

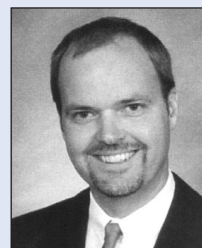
***The DUI laws have changed.
The penalties are now much more severe
with mandatory jail time for second DUI.***



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