



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

LOCAL 974 NEWS

REPRESENTING WORKERS AT – CATERPILLAR, LTD INDUSTRIES, TAZEWELL MACHINE, NORFORGE, DELAVAN CITY AND MASON CITY WORKERS, AND HENDERSON ADVERTISING



VOL 61.2 • APRIL 2013

SPRING DIE CAST & TOY SHOW

Saturday, April 20, 2013

Local 974 UAW Union Hall

3025 Springfield Road, East Peoria, IL

9:00 a.m. – 2:00 p.m.

Admission - \$1.00



**DOOR
PRIZES**



**FOOD
AVAILABLE**



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

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



PRESIDENT'S REPORT

DAVE CHAPMAN, President

This is the last article of my career as President of Local 974. Although I could write a 10 page article I just choose to say thank you.

- Thank you to the Membership for their support.
- Thank you to our Retirees for their support.
- Thank you to all 5 Executive Boards for their support.
- Thank you to all the office staff, active and retired, for their hard work and support.
- I choose to retire from Caterpillar not the UAW. There will be a retirement party at our Union Hall on May 31st. Everyone is invited. Please RSVP at 694-3151 if you want to attend so that we will have enough food and beverages.

Dave Chapman, UAW Local 974 President

*Dave Chapman's Retirement Party · Friday, May 31, 2013 · 4pm (Roast begins at 6pm)
Please RSVP Sonya at 694-3151*

ACTIVE & RETIRED WORKERS

Please keep the Hall updated with your new cell phone numbers & email address so that we can always reach you if needed.

*Thank you,
Dave Chapman*

ELECTIONS APRIL 9TH

Please support these Labor friendly candidates.

Chuck Grayeb for Peoria City Council, Chuck has always supported the working class and good Democrats running for office.

Rick "Spike" Allinder for Limestone Township Road Commissioner.

I live in Rick's jurisdiction and he does a great job of taking care of our roads. Rick is a good Democrat with experience – he is running against a Republican with no experience.

GROVELAND TOWNSHIP OFFICIALS

Dan Mc Cormick – Supervisor

Dave Risinger – Road Commissioner

Pamela Christianson – Town Clerk

John Arnold – Trustee

Tony Feger – Trustee

John Shallenberger – Trustee

Brian Manuel – Trustee

Ernie Hiller – Assessor

DATES TO REMEMBER

DIE CAST AND TOY SALE

Saturday, April 20, 2013 • 9:00-2:00 • Union Hall

BAGS TOURNAMENT

Saturday, April 20, 2013 • 11:00 am • Union Hall

ALL YOU CAN EAT FISH FRY

Sunday, April 28, 2013 • 1:00 pm • Union Hall

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



BARGAINING CHAIRMAN

RICK DeGROOT, Bargaining Chairman

Discharges – We have a total of 19 discharges. We have 3 in East Peoria, 12 in Morton, 4 in Bldg. KK. Mapleton, Mossville, Specialty Products and Tech Center have none.

We currently have a total of 664 active grievances in the Arbitration backlog.

ARBITRATION

Arbitrator Kenis

We got the ruling back from Kenis on Jennifer Measheaw, 12-MOR-001, on holiday pay when you go from supplemental employment to full-time employment. Grievance was denied. Arbitrator Kenis ruled you have to be employed full time for 30 days before receiving the holiday pay.

On January 16th Arbitrator Kenis heard 12-MAP-7, Justin Granter, and we are waiting on a ruling to come back.

11-MAP-20, Dean Rabe, was settled. He was paid his signing bonus.

Next arbitration date for issue cases is March 12, 13 & 14 for East Peoria.

Out of 12 grievances arbitrated in 2012 we have won 1 and lost 11.

Arbitrator Hayford

Arbitrator Hayford heard a Morton discharge case 08-MOR-192, Melissa Sebring, on 12/07/12. We won in part. She got her job without picking up any seniority or back pay to return to work on 02/11/13.

On January 20th, Arbitrator Hayford heard Jeff Murphy, discharge from LL. We lost that award. On January 11th he heard Tom Bremer, discharge from LL. We are waiting on a ruling to come back and it should be in around mid March.

On January 17th, Arbitrator Hayford heard a Morton discharge, 10-MOR-4, Dustin Wall. We are waiting on a ruling to come back and should be around mid March.

The February 7 & 8 dates were cancelled for Mossville for just cause because we have no backlog.

On March 19 & 20, Arbitrator Hayford would have heard 2 discharge cases from Morton at the time this went to print. I do not know who was arbitrated at this time.

Our next arbitration dates are April 23rd for East Peoria, April 24 for KK.

VACATION PAY

The vacation pay was paid out as a bonus instead of wages. Since it was not tied to pay period the IRS said it had to be paid out as a bonus. The IRS tax rate was 25% Federal, 5% State, 6.2 FICA, 1.45% FICA Medicare. If you have TDSP you could put this money into that account. If you are in TDRP you cannot put the money into that account.

ABSENT WITHOUT LEAVE

If employees miss more than three consecutive days without proper notification and approval, they will be considered absent without leave, and are subject to discharge. What this means is that you first have to call the absent reporting line each day you are going to miss work. The second part is you need approval from either your supervisor or the medical department before you miss the 4th day. If you don't have approval you will be considered absent without leave and subject to discharge. So remember to call in to the absent reporting line and get approval for your absence. Each Business Unit has different instructions to follow when calling the absent hotline. Make sure you follow the instructions on the absent hotline when calling in for an absence in your Business Unit.

STEWARD COUNCIL MEETINGS

We have a Steward Council Meeting the 4th Thursday of each month. You do not have to be a steward to attend. Everybody is welcome. The times are at 8:00 am, 12:00 noon and 4:00 pm on the 4th Thursday of each month. We will dedicate part of the meeting for steward training. Then each month we will cover different articles in the contract.

In Solidarity,
Rick DeGroot

UAW LOCAL 974 EXECUTIVE BOARD

- President Dave Chapman
- Executive Vice-President Randy Smith
- Second Vice-President..... Kevin Peterson
- Chair. of Insurance & Benefits Jim Arrowood
- Chair. of Bargaining Committee Rick DeGroot
- Financial Secretary-Treasurer.... John Shallenberger
- Recording Secretary John Arnold
- Sergeant-At-Arms Shane Hillard
- Guide Rochelle Torres
- Trustee..... Terry Freeman
- Trustee..... Donnie Barker
- Trustee Greg Larson
- TTT Member-At-Large Gene Mabee
- TBU Member-At-Large..... Barry Parrott
- Mapleton Member-At-Large..... Dick Woodmancy
- Morton Member-At-Large Melissa Bugg
- Tech Center Member-At-Large Rick Corbin
- Mossville BB Member-At-Large Randy Diehl
- Mossville DD Member-At-Large .. Michael Hamilton
- Skilled Trades Member-At-Large. Harry Thompson, Jr.
- SPBU (CPM) Member-At-Large (Open)
- Plantwide Safety Chairman Stephen Mitchell
- Retiree's Chapter President Jane Evans
- Bargaining Chairman – LTD Curt Malott
- Bargaining Chairman – Norforge..... Pamela Smith
- Bargaining Chair. – Taz. Machine.... Nickolas Kneip
- Bargaining Chair. – City of Delavan. Jerry A. Littlefield
- Bargain. Chair. – Mason City PW. Michele Whitehead
- Bargain. Chair. – Mason City PD Russell Willis
- Bargain. Chair. – Henderson Adv.... Jesse Behymer

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



FINANCIAL SECRETARY/TREASURER'S REPORT

JOHN SHALLENBERGER, Financial Secretary/Treasurer

APRIL 2013

The year is off to a slow start, several temporary layoffs in the different divisions. We are hoping to see a big turnaround soon, and get everyone back to work.

HOUSE OF REPRESENTATIVES

The House of Representative sitting on their heels not working with Congress or the President. We all thought the message was clear after the last election that we were going to see a different House of Representatives. When they sent Bobby Schilling back home to his pizza making business, you would think that Representative Schock would have got the message to start working together to get this country back on course. Such as passing a Roads & Infrastructure bill, everyone knows how bad of shape the roads and bridges are in this country. This would put lots of people to work even Caterpillar workers to make tractors. Representative Bustos, who won Bobby Schilling's seat in the House of Representatives, tried to get House Speaker Boehner not to send the new members of Congress home for the break. Well, that fell on deaf ears, now as the day ends so does the deadline to another fiscal cliff!

What is all of this about? It's about the top 2% paying their fair share and closing the tax loopholes for Wall Street. Speaker of the House Boehner wants to protect the top 2% and how he plans on doing this is by making heartless cuts to Medicare, Medicaid and Social Security!

LOCAL POLITICS

The election for Groveland Township is on April 9, 2013 we would appreciate your support if you live in the township. Three of the board members are UAW Local 974 members John Arnold, Dave Risinger and I.

This board works well together, the bills all get paid, the roads are kept up and in good shape.

We had a new township building built with the library attached and the best part is it was just paid off last year. So we ask you again for your support.

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.

If there is anything I can help you with feel free to give a call or stop by.

In Solidarity,

John R. Shallenberger
Financial Secretary – Treasurer

RECAPITULATION as of January, 2013

Income	\$ 194,623.05
Expenditures	<u>208,742.87</u>
Excess of Expense over Income (\$14,119.82)	

Regular Dues received on	4,460
Sub Dues received on	0
Bonus Dues received on	4
Initiation Fees received on	8

PER CAPITA TAXES:

International Union UAW	\$ 70,064.55
CAP Council	10,162.71
CAT Council	4,838.17
Retirees Dues PCT	299.65
Ag Council	165.76
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>12.18</u>
Total	\$ 85,727.02

RECAPITULATION as of February, 2013

Income	\$ 183,598.85
Expenditures	<u>177,809.16</u>
Excess of Income over Expense \$ 5,789.69	

Regular Dues received on	4,111
Sub Dues received on	0
Bonus Dues received on	0
Initiation Fees received on	1

PER CAPITA TAXES:

International Union UAW	\$ 86,097.07
CAP Council	6,921.11
CAT Council	5,127.67
Retirees Dues PCT	555.10
Ag Council	175.40
Council of West Central Illinois	184.00
IPS Council Pooled Arb. Fund	<u>12.56</u>
Total	\$ 99,072.91

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

This article is being written on March 1, 2013. Today President Obama is attempting to remove the axe from Tea Party Republicans in Congress. If the sequester goes forward after today, you can call the Republicans in Congress to complain about delays at airports or lost jobs, and the return to recession caused by lack of a balanced approach. Evidently our elected officials chose to ignore the mandate from the election in November. Protecting millionaires and billionaires is still job one for Boehner and his cronies.

The insurance and benefits office remains a busy place. Although the language in the group insurance plan hasn't changed since we last negotiated, there are always issues specific to our members that need to be addressed.

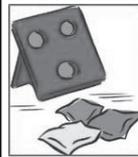
Hope all of you had a Happy Easter.

In solidarity,

Jim Arrowood

P.S. – All thoughts and prayers go out to my dear extended family near West Plains, MO.
Your other son Jim.

*You thought corporations willingly gave their workers benefits, health insurance, sick, vacation, workers' compensation and overtime pay?!
It's okay, you're not the only one who's unaware that UNIONS set the standards for all of that!*



UAW LOCAL 974 BAGS TOURNAMENT

All monies raised go to
"Making Dreams Come True"!

Help us reach our Goal of \$5000 to be used towards a "Dream"

SATURDAY, April 20, 2013

UAW Local 974

3025 Springfield Rd. • East Peoria, IL 61611

Sign in at 11:00am –Play starts at Noon

Double Elimination Tournament

Entry Fee: \$30.00 per Team

CASH PRIZES 1st 2nd & 3rd places will be awarded

Come out & enjoy good family fun!

50/50's • RAFFLES

**For more information call: (309) 863-5149 or send email to:
centralillinois@dreamfactoryinc.org**

The Dream Factory...an all-volunteer, mission driven organization that makes dreams come true for critically and chronically ill children here in Central Illinois

HELP US "MAKE SMILES HAPPEN"



FISH FRY

SUNDAY, APRIL 28, 2013

LOCAL 974 UAW UNION HALL

3025 Springfield Road, East Peoria, Illinois

12:00 Noon until 3:00 pm

\$9.00 - Adults

\$5.00 children 12 & under

Soda - \$1.00 • Desserts For Sale!

ALL YOU CAN EAT!

FISH / POTATO SALAD / BAKED BEANS

**ALL PROCEEDS GO TO THE
BEL-WOOD NURSING HOME CHRISTMAS FUND**

**For more information contact
the retirees at Local 974 • (309) 694-3151**

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.

ACCOUNTABILITY

STEVE MITCHELL, Plantwide Safety Chairman

Accountability is a word that is used pretty freely these days. According to Merriam Webster, accountability is defined as the quality or state of being accountable; especially: an obligation or willingness to accept responsibility or to account for one's actions. I have, as I'm sure you have, been held accountable in the workplace for actions as they related to job duties. For most infractions, management uses the time-tested process of progressive discipline, but for an increasing number of infractions, Caterpillar is scrapping this process and going right to suspension or discharge.

In June 2012 CAT paid \$700 million to buy ERA Mining Machinery Ltd., a Chinese maker of roof supports for coal mines. In January, Caterpillar announced it was taking a \$580 million dollar write down for what Forbes Magazine termed "discrepancies". It was estimated that these "discrepancies" cost CAT 55% of the profit the entire company worked to earn in the fourth quarter of 2012. The Wall Street Journal wrote, Mr. Oberhelman said during a conference call with analysts that he was "accountable" for the botched acquisition because "it happened on my watch." <http://online.wsj.com/article/SB10001424127887323829504578269550198965528.html> One analyst mentioned the 50% plus reduction in pay of the CEO of J.P. Morgan's CEO after a huge loss, but Mr. Oberhelman did not respond.

According to Forbes, Caterpillar CEO Doug Oberhelman told analysts, "We are considering all options to recover our losses and hold those responsible accountable for their wrongdoing." <http://www.forbes.com/sites/simonmontlake/2013/02/13/cat-scammed-how-a-u-s-corporation-blew-half-a-billion-in-china/>. Furthermore, in another article in Forbes, Mr. Oberhelman said, "This conduct does not represent, in any way, shape or form, the way Caterpillar does business or how we expect our employees to work, which is spelled out in Caterpillar's Worldwide Code of Conduct," <http://www.forbes.com/sites/afontevacqua/2013/01/22/caterpillars-580m-headache-and-the-perils-of-chinese-accounting/>.

I'm sorry, but buying a company that has fudged its inventory to the tune of over 80% of its worth is way the hell more than a discrepancy! Don't you think someone would have noticed inventory worth more than 580 D-10's was missing?

There was some shuffling of people in the Chinese Mining Products Division and a CAT vice-president was allowed to "pursue other career opportunities", but I'm not sure how that version of accountability compares with what we, who have to wash our hands after work every day, experience. The version of accountability we in the shop face when there are "discrepancies", seems to be several orders of magnitude higher as do the effects on our member's lives.

I received a call from a woman who was fired from her job because she was hurt. She was a supplemental and everyone who hired in with her was converted to full-time, but she reported a serious injury, caused by an unabated trip hazard previously identified with a C/I card, and was subsequently told that her services would no longer be needed. She is, by all accounts, an extremely hard worker, and all she wanted was a job with benefits for her and her family. She called to tell me that she was losing her house and asked if there was anything else we could do for her. She said that she would soon be sleeping in her car, until the car was taken away as well. She is being held "accountable" for doing nothing more than being injured at work.

If someone makes an honest mistake, that's what it is, an unintentional mistake. Progressive discipline is designed to bring the issue to someone's attention and allow the person to correct the issue and move forward. When someone shows a complete dereliction of their duties and it impacts the entire organization, I think the person should be held accountable-our version of accountable.

I'm sure Mr. Oberhelman is an honorable man and I do not believe he had anything to do with the ERA Mining Machinery fiasco. I commend him for accepting accountability for the acquisition and resultant losses to the company; it would have been much easier just to blame others. Furthermore, in invoking the Caterpillar Worldwide

Code of Conduct, I'm sure Mr. Oberhelman believes that all who work for CAT believe in the code as he does, but that has not been the experience of many of our members.

There are many examples of people who were hurt at work and fired, suspended or told that their services were no longer needed shortly after they reported work-related injuries. Some of them had some previous work issues, most did not. Some of the justifications used by managers to for taking action on injured workers are the pettiest, most minor justifications you can imagine—one man was accused of taking a co-worker's cookie! Please!

If you read the Code of Conduct, as employees, we are supposed to conduct our business in ways that do not reflect poorly towards the company or lead to an air of impropriety. To me, this includes not discriminating against people who report injuries. To defend the firing of injured workers, managers hold up a fig-leaf of justification for their actions instead of accepting their legal responsibility of providing a workplace free of recognized hazards. One could say these justifications have the appearance of an air of impropriety that reflect poorly on the company, but benefit the manager's personal safety metrics performance. I wish some managers in the Peoria-area would re-read the Code and follow Mr. Oberhelman's example of accept responsibility, but instead of accepting the responsibility for the hazards that exist in the workplaces, the managers blame the worker for being injured. What we really don't need is people sleeping in their cars because they were hurt at work.

NOTICE

**NOMINATIONS WILL BE OPEN FOR AMALGAMATED
LOCAL 974 ELECTION COMMITTEE
ON APRIL 29, 2013**

NOMINATIONS WILL CLOSE ON MAY 3, 2013 @ 4:00 P.M.
LAST WITHDRAWAL DATE IS MAY 8, 2013 – 4:00 P.M.

DRAWING FOR POSITION ON BALLOT IS
SUNDAY, MAY 19, 2013 AT 1:00 P.M.

ELECTION OF ELECTION COMMITTEE WILL BE HELD ON
SUNDAY, JUNE 2 – 10:00 AM UNTIL 4:00 P.M.
@ UAW, LOCAL 974 UNION HALL
3025 SPRINGFIELD RD.
E. PEORIA IL 61611

40 ELECTION COMMITTEE MEMBERS TO BE ELECTED

RUNOFF (if needed) WILL BE HELD:
SUNDAY, JUNE 23, 2013 • 10:00 AM until 4:00 P.M.

This election will be conducted by the Special Election Committee

**ALL NOMINATIONS MUST CONFORM TO THE INTERNATIONAL
CONSTITUTION AND LOCAL BYLAWS**

Election Committee candidates must (in order to have their names on the ballots) have been a member of the Local Union in continuous good standing for a period of not less than one (1) year immediately prior to being nominated.

PLEASE NOTE: If you will not be present at the drawing, your nomination petition must be notarized. You are personally responsible for turning in your own nomination at the Union Hall where a nomination box is provided.

**Paul Jackson, Chairman, Local 974 Special Election Committee
John Arnold, Co-Chairman, Local 974 Special Election Committee**

Remembering Our Brothers and Sisters

January

James E. Allen	R	1/01/2013
Michael F. Thomas	R	1/01/2013
William K. Whaley	R	1/02/2013
Wanda G. Oller	R	1/03/2013
Clifford E. Behm, Jr.	R	1/05/2013
Charles R. Pratt	R	1/05/2013
Verne E. Henderson	R	1/07/2013
Felix C. Eanes	R	1/07/2013
John R. Butts	R	1/08/2013
Laurence F. Hinthron	R	1/10/2013
Robert D. Bootz	R	1/11/2013
James F. Yetter	R	1/11/2013
Samuel E. Garland	R	1/13/2013
Floyd R. Bailey	R	1/15/2013
Paul H. Deppermann	R	1/15/2013
Donald E. Pease	R	1/16/2013
Warren H. Cain	R	1/16/2013
Howard S. Morgan	R	1/17/2013
Garry E. Ford	R	1/18/2013
Avon A. Nabors	R	1/20/2013
John B. Gill	R	1/20/2013
Donald R. Fields	R	1/21/2013
Edward E. Kelch	R	1/21/2013
Chester W. Brewer	R	1/22/2013
David L. Elmore	R	1/24/2013
Roger E. Harris	R	1/24/2013
James R. Pemberton	R	1/24/2013
Yolanda J. Simpson	R	1/27/2013
Norman F. Miller	R	1/28/2013
Donald Fisher	R	1/29/2013
Luther C. Davis	R	1/30/2013
Leo Joplin	R	1/31/2013

February

Jackie L. Stegmaier	R	2/02/2013
Hubert S. Conkright	R	2/03/2013
John W. Tinnon	R	2/03/2013
Kenneth N. Foster	R	2/05/2013
Larry G. Garrison	R	2/05/2013
Charles J. Taylor	R	2/06/2013
Perry L. Miller	R	2/07/2013
Joseph A. Miles, Jr.	R	2/12/2013
Charles W. Marit	R	2/13/2013
George C. Shepherd	R	2/14/2013
Charles H. Umholtz	R	2/16/2013
Gerald L. Shaw	R	2/18/2013
Gordon E. Myers	R	2/19/2013
Marien T. Curry	R	2/19/2013
Dwayne D. Lawver	R	2/22/2013
Voyd E. Neuneker	R	2/23/2013
Alberta R. Mc Donald	R	2/25/2013
Dale L. Jones	R	2/25/2013
Alonzo E. Miller	R	2/26/2013
Donald F. Ross	R	2/28/2013
William J. Lavy	R	2/28/2013

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.

**In Loving
Memory**



UAW LOCAL 974
CALENDAR

MAY 2013

Wed 1	Local 974 News Article Deadline (June Newsletter)
Wed 15	Retirees' Chapter Meeting & Dinner 11:30am
Thu 16	Safety Council Meetings 8:00 / 12:00 / 4:00pm
Sun 19	Executive Board Meeting 11:00am General Council Meeting 1:00pm
Mon 20	UAW Red Cross Blood Drive 11:00am - 5:00pm
Thu 23	Steward Council Meetings 8:00 / 12:00 / 4:00pm
Mon 27	Memorial Day - Union Hall Closed
Tue 28	Jumer's Rock Island Bus Trip 8:00am

APRIL 2013

Sun 14	Executive Board Meeting 11:00am General Council Meeting 1:00pm
Wed 17	Retirees' Chapter Dinner 11:30am
Thu 18	Safety Council Meetings 8:00 / 12:00 / 4:00pm
Sat 20	Spring Die Cast Toy Sale 9:00am - 2:00pm
Sun 21	Membership & Retiree Dance 7:00pm - 10:00pm
Tue 23	Catfish Bend Bus Trip 8:00am
Thu 25	Steward Council Meetings 8:00 / 12:00 / 4:00pm
Sun 28	Fish Fry 12:00 Noon - 3:00pm

Full Line of Wireless Hearing Aids.

THE MOBILE MEDIA LINK WILL ALLOW YOUR BLUETOOTH CELL PHONE TO TRANSMIT YOUR CALLS DIRECTLY INTO YOUR WIRELESS HEARING AID!

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Introducing Full Line Wireless Hearing Aids.

Loaded with Starkey's most cutting-edge technology, Wi Series hearing aids are designed to make listening easy and enjoyable again. It features our latest noise reduction and speech preservation system, which is designed to deliver more clarity, even in noisy environments.



WI SERIES & SECRET EAR TECHNOLOGY IS DESIGNED TO HELP YOU HEAR BETTER



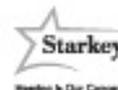
In noisy environments or around hard-to-hear voices like grandchildren



With a wireless connection to your television or stereo sound system



On the telephone or cell phone



Compatible with SurfLink® Mobile

The only cell phone transmitter, assistive listening device, media streamer, and hearing aid remote all rolled into one.



Sound Choice
HEARING CLINIC
"We listen with our heart so we can help you hear."

For more information call #1(877) 815-1102-Toll Free

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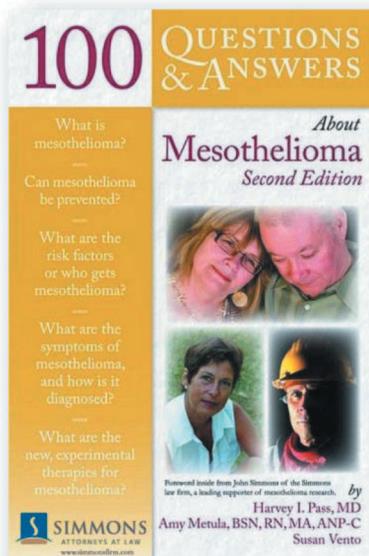
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RETIREES CHAPTER UAW LOCAL 974

WEDNESDAY POTLUCKS / APRIL 17 & MAY 15

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

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

MEMBERSHIP & RETIREES DANCE

Sunday, April 21 7:00 – 10:00 pm

Music by Midnight Wind

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

BUS TRIPS

Tuesday, April 23 – Catfish Bend

Tuesday, May 28 – Jumer's Rock Island

*The new officers in charge of the bus trips are
Velma Walton & Chet Bishop.*

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.



**A NOTE OF THANKS FOR ALL WHO HELPED,
DONATED MERCHANDISE & FOOD, AND THOSE WHO
CAME OUT FOR THE CHRIS DICKERSON BENEFIT!**

On behalf of the "Friends of Chris Dickerson Benefit Committee" we would like to thank everyone for a successful Benefit for Chris Dickerson held on January 19th at the Local 974 Union Hall in East Peoria. Chris was glad to see and greet all those who attended. The proceeds will help Chris cope with the medical expenses incurred for the last 3 months.

J. Holley won the 42" television and there were many other winners that purchased tickets for silent raffles during the benefit on the donated merchandise from the merchants and individuals listed below:

Ideal Troy Cleaners
Schelly Chiropractic
Maui Wowi
American Inn
Monicals Pizza
Embroid Me
Alexander Travel
Chili's
Lariat Supper Club
Wine Country
Hearth & Patio
Hooters
Culvers
Pearl Automotive
Lexus of Peoria
Magnolias on Prospect
Senara
Rauhaus
G. Douglas Stephens
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Heartland Vision
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Goodyear
Double A's
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Shermans
Landmark Rec Center
Biaggi's
Riverplex
Sterling Flower Shop
Heartland Vision
Walmart
Goodyear
Double A's

Jimmy John's
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Jalapeno's
Davis Bros Pizza
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McAlister's Deli
Weaverridge Golf Club
Chucky Cheese
Golden Corral
Cat Store
Ming's Restaurant
Flat Top Grill
Landmark/Reynolds Cinema
RQSO Indian Restaurant
Sam Leman Dodge
Paradise
Donnie Barker
To all who baked
and donated desserts

I hope I didn't leave out anyone, but huge thanks to everyone!

Lastly, we would like to especially thank all who helped plan and set up for the Benefit, Local 974 Officers for donating the use of the Local 974 auditorium and for those officers who voluntarily assisted during the Benefit, and the Local 974 Retirees who helped plan and assisted throughout the Benefit.

On behalf of everyone who helped with Chris's Benefit, THANK YOU!

Fraternally, Terry Fischer

MOSSVILLE GRIEVANCE COMMITTEE REPORT

PAUL JACKSON, MOSSVILLE GRIEVANCE CHAIRMAN

Dateline: March 1, 2013 – This is the date this article goes to the Editor. This gives you the reader a reference date for the facts and statements contained in the following article.

GREED

In the movie Wall Street, Mike Douglas's character states, "Greed isn't good...IT'S GREAT!!" This seems to be the mantra by which the Republican Party and Big Business live by. One doesn't have to look much further than our Rewards Program negotiated in 2011. Bargaining Unit employees produce the quality and quantities that Caterpillar is worldwide famous for, yet to reward its employees, they toss nickels as though they were manhole covers. Even managers tell us (at least the honest ones) that the disparity for what they do vs. what we do is an insane injustice. That is almost a direct quote.

GREED 2

Who's to blame? It is not all of the Company's or Big Business's fault. We as Unions and Middle Class American workers have to bear some of that burden. Social Unionism (fighting not only for our rights and benefits, but those who can't) a.k.a. Christian Unionism has been in a rapid decline for the past 30 years. In the 1980's, Republican (god) Ronald Reagan, made scabbing okay. Our greed and self-interest kept us from getting involved on a national level. Mark Twain says, "History may not repeat itself...but it sure does rhyme!"

If you take a look back to the early and mid-1900's when Unions were being formed and when they rose to their apex of strength, it was all about Christian Unionism. We not only negotiated for our members but for the community. When we were bargaining and were forced to strike in the 70's, we were supported by shop floor management, the community, and no-one, absolutely NO-ONE, crossed the picket line! One of my first strikes (contracts used to expire in 3 years and in October) my foreman brought his people turkeys for Thanksgiving and toys for the children during Christmas. Every manager in the facility wished us good luck when we walked out the door and they and the community knew the Union was putting their financial life and their family's on the line for them. They knew what we got, everyone got.

Today, we have no broad public support and are thought of as a special interest. It may have started in the 80's but the lack of social Christian Unionism has fueled that decline, like plutonium to 3 Mile Island! Today there are approximately 1,500 companies in the United States who make a profit solely off of Union avoidance. Nowhere else in the world is this possible or even allowed by law! As in the birth of Unions' early days, companies such as Wal-mart and Nissan demand loyalty as a condition of employment and to avoid Unions like a rabbit would avoid taking a nap in a coyote den. Union companies hire strike force security teams along with scores of contingency workers as contract negotiations draw near. Is it all starting to rhyme?

BORN AGAIN

In January, Dave Chapman, Rick DeGroot, Steve Mitchell and I attended an Ag-Imp/Cat. Council in Louisiana. A Labor Historian, Steve Wyatt,

spoke on the subject of Social Unionism. The UAW and Labor Unions across the world have made a unified effort to collate ourselves to the rebirth of Social Unionism. In the coming years we as Union members are going to consider all of our actions in and out, at and away from the bargaining table, in terms of Social Unionism and the concentrated efforts to rebuild American and the Middle Class. We have done our jobs and elected a pro-middle class president and in the next couple of years we must make a concerted effort to sequester back to real world the anti-middle class republicans (like Aaron Schock, Paul Ryan, John Boehner, etc.) and give our President a pro-middle class congress to work with and we may once again find "Made in America" more than just an idyllic sales slogan.

MOSSVILLE

As of February, 2013, we had approximately 106 bargaining unit employees in Mossville (excluding the Mapleville employees we represent). Head line seems to have enough rough stock to take us to April, 2013. Block line - new orders may extend us to the end of the year. Crank line - if it proceeds as projected, could take into the first quarter of 2014. We have about 10 grievances on the Final Step docket. We have 97 grievances in the International issue case backlog and zero in the International just cause backlog. Management has told us the end of the 1st quarter is in March and the criteria based (250.00) part of the Rewards Program is on track to be on the high end if not maxed out. However, management's reward program seems to be maxed out with the complex criteria of being warm-blooded, able to spell the shortened version of Caterpillar, and/or have access to any version of Clues other than Clues lite.

MAPLEVILLE

Liner line equipment has started to move down the river. New equipment is being installed. Possible completion date 2nd or early 3rd quarter. There are approximately 60 employees in Mapleville that we represent. The new liner line needs approximately 33 employees. As of now Mapleton management is planning on the surplus people to be filtered into the general Mapleton population. New Mapleton headline is experiencing some growing pains due to lack of qualified machinists. The Union has met with the Company with some common sense solutions. We are awaiting their decision.

DOES GOD EXIST?

A man went into a barber shop to have his hair cut and beard trimmed. The man and his barber talked about many and varied topics. Before long, the subject of God came up. The barber stated, "I don't believe God exists." "Why would you say such a thing?" the customer said.

The barber said, "Well, you just have to look out into the street to realize God doesn't exist. If God exists would there be so many sick, poor people? Would there be so many homeless and abandoned children? If God existed there would be neither suffering nor pain. I cannot imagine a loving God would allow all of those things."

The customer thought for a moment, but didn't respond because he didn't

want to start an argument. The barber finished his job and the customer left his shop.

Just after he left the barber shop he saw a man in the street with long, stringy hair and an untrimmed beard. The customer turned back and re-entered the barber shop and said to the barber..."You know what? BARBERS DO NOT EXIST!!" "How can you say that?" asked the surprised barber. I am here, I am a barber and I just got done working on you!" "NO" the customer said, "Barbers don't exist. If they did there would be no people with dirty, long hair and untrimmed beards like the man outside on the street." "Ah, but barbers DO EXIST! That's what happens when people do not come to me." "EXACTLY" affirmed the customer, "That's the point! GOD, too, DOES EXIST!"

That's what happens when people do not go to Him and don't look to Him for help. That my friend is why there is so much pain and suffering in the world.

Have a Happy and Blessed Easter and rejoice in God's only Son, who has risen from the dead, to prove to us God really does exist.

THOUGHT FOR THE DAY.....

When God solves your problems, you have faith in His abilities.....When He doesn't solve your problems, He has faith in your abilities.

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HEATHER HENNINGER SCHOLARSHIP FUND • 2013 - 2014

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 2013 through 2014 college school year.

The following guidelines have been established for qualified entrants:

1. Entrant must be a member in good standing, or the child, grandchild, stepchild or step-grandchild of an active, retired, or deceased Local 974 Member in good standing.
2. Entrant must be enrolled as a full-time college student (minimum 12 hours) for the 2013 – 2014 college school year.
3. Entrants must submit the Scholarship Fund Application by Friday, August 30, 2013.

A drawing will be held on Sunday, September 8th 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 the application to the Publicity & Education Office.
It must be received by 4:00 pm on Friday, August 30, 2013.



Co-Chairmen Kevin Peterson and Jim Arrowood

UAW, LOCAL 974 • HEATHER HENNINGER SCHOLARSHIP FUND • APPLICATION 2013 – 2014

Name: _____

Address: _____

Zip _____ Phone (_____) _____ Date of Birth _____ Male _____ Female _____

College Name: _____

Freshman ___ Sophomore ___ Junior ___ Senior ___ Other _____ Class Hours _____

UAW Local 974 Family Member: _____

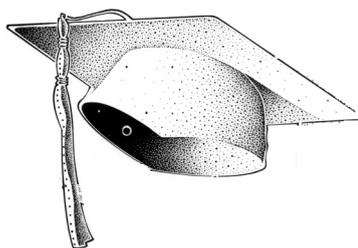
Badge _____ Relationship to 974 Member _____

Address: _____ Zip _____ Phone (_____) _____

Only one entry per student.

It must be received by 4:00 pm on Friday, August 30, 2013.

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CIVIL RIGHTS COMMITTEE

I want to reflect on what racism means to me. I hope you learn something here too. When I use the term black it is just describing what my Black friends who I grew up with found acceptable, now the politically correct term is African American.

I grew up around the Morton Square Park Area off Monroe St. and Taft Homes in Peoria from 1978 until 1989. Back then it was a mixed neighborhood with Hispanics, Whites, Blacks and Asians. My father was a hard-working man with a family of seven, with so many kids a family can only afford to live where the money lets you. Because of this I have a vast respect for all kinds of people. It also gave me street smarts and the ability to read someone, two things that I treasure and still use today. I went to a 90% black school.

With that background I can tell you about racism. Racism means to me that you pre-judge someone before you really get to know them because of their race.

Growing up almost all of my friends were black and I had a few white friends and even fewer Hispanic friends. All of my friends had their grandparents so they all heard stories about the civil rights era from first hand experiences. I would go to my white friends' homes and sometime would hear about this from their grandparents. Then I would go to the Friendship House After School Program and I would hear the stories that were told by my black friends. Because of these stories, the "N" word was never spoken. All of my black and white friends just called each other by their first names.

Now I hear the "N" word more times that I care to admit. When I am around some of my younger African American friends they say it to each other and it is in the music they listen to. When I'm at my in-law's parties, I hear it spoken and in music. It disappoints me more when I hear my white friends use it because they have family members that are African American.

Please think about what you say because words leave stronger scars than physical pain does.

Mo Portales

A QUOTE FROM THE CIVIL AND HUMAN RIGHTS MANUAL...

The UAW is a reflection of the diverse racial and ethnic groups represented in our workplaces and societies. We are committed to working toward full equality, civil and human rights for all people throughout the United States and the world.

The UAW has a long history in the continuous fight for social and economic justice, recognizing a close similarity between workers' rights and civil rights. This vision is charted in the UAW's constitution and mandated by our "No Discrimination" Policy. The UAW Fair Practices and Anti-Discrimination Department established at the 1946, 10th Constitutional Convention under the direction of Walter Reuther and William Oliver. The constitution also mandated the formation of local union Fair Practices Committees to promote fair employment practices and to eliminate discrimination in the workplace. In 1983, during the 27th Constitutional Convention, the delegates changed the name to the Civil Rights Department.

Civil rights and human rights go hand in hand to enhance the quality of life in the societies in which we live. That is why, at the UAW's 34th Constitutional Convention in 2006, the department's name was once again changed. The department was renamed the UAW Civil and Human Rights to better reflect our union's vision.

Beyond the bargaining table, the UAW has tackled issues that benefit those who don't have the advantages of a union card: the poor, the disenfranchised, the uninsured and the unemployed. We have always believed that workers can make progress only as the rest of society advances. The UAW will continue our fight for fundamental reforms to our nation's civil rights and labor laws, free from employer interference or intimidation.

Be involved in your Union!

Steve Adams, Civil & Human Rights Chair



Dave Chapman...

***Thank you for your many years of
continued membership, leadership and concerns.
You have made our lives better.***



***Your active and retired friends
of UAW Local 974***

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2 Colored TV's 27" & 19". 2 Kerosene Heaters. Make an offer. 309-266-870

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Collector dolls, 2 wooden face Robert Raikes dolls, Amy Rocking horse doll. Best offer. 309-444-4996

Coleman utility trailer domed top spare tire. \$285 309-274-3863

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Ink cartridges HP-27, HP-28 color. Selling each for \$20. New - never opened. 309-681-4646

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NEW ADDRESS: _____

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Email: _____

Please check: Active _____ Retired _____ Disability – Laid off (date) _____

Please check: Supplemental _____ Competitive Wage _____ Full Time _____

PLEASE RETURN FORM TO LOCAL 974, UAW, 3025 SPRINGFIELD RD., EAST PEORIA, IL 61611, ATTN: BECKY

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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ONE WORD PER SPACE					



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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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