

## EASTER EGG HUNT!

Saturday, March 23, 2013

10:00 AM - Rain or Shine

Local 974 Union Hall

3025 Springfield Road, East Peoria

(4 age groups - ages 1 - 12)

### BRING YOUR OWN BASKETS

GREAT FUN FOR EVERYONE!

Come on parents and grandparents,  
bring the kids out and have fun.

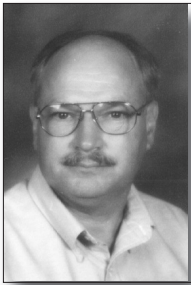
For more information call - 694-3151

Sponsored by:

Peoria Area CAP Committee

Heather Henninger Scholarship Comm.

Local 974 Retirees



## PRESIDENT'S REPORT

DAVE CHAPMAN, President

Last month UAW Local 974 lost a very strong member. Newt Douglas went to be with the Lord. He was 95 years old. Newt has been coming to our Union Hall to have his morning coffee ever since I can remember. I don't think Newt ever held an office in the Union, but like most of our membership he supported his Union because life would not be fair on the shop floor without Union representation. We will miss you, Newt.

Thanks for your support of President Obama in the last election. If you will notice I called him President. I even addressed President Bush as our Commander-In-Chief. Ask Aaron Schock why he can't show the same respect to our current Commander-In-Chief.

Congratulations to Dave Koehler, Jehan Gordon and newly elected Cheri Bustos. Cheri is the first Democrat to be elected to Congress in over 100 years in the Peoria area.

Dates to remember:

March 23, 2013 – 10:00 AM – EASTER EGG HUNT at the Union Hall

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

Dave Chapman, UAW Local 974 President

## 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 Hill – Assessor***



## Dates to remember

### EASTER EGG HUNT

March 23, 2013 • 10:00 am • Union Hall

### 9-PIN NO TAP TEAM TOURNAMENT

Saturday, February 2, 2013 • 1:00 pm • Sunset Lanes, Pekin

### DIE CAST AND TOY SALE

Saturday, April 20, 2013 • 9:00-2:00 • Local 974 UAW Union Hall

*Have a  
Happy  
Easter  
Everyone!*



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





## BARGAINING CHAIRMAN

RICK DeGROOT, Bargaining Chairman

Greetings Brothers & Sisters,  
Hope everyone had a Merry Christmas and Happy New Year.

Discharges – We have a total of 32 discharges. 7 in East Peoria; 2 in Mapleton; 19 in Morton, 3 in KK; 1 in Mossville; and 0 in Specialty Products and Tech Center.

We currently have a total of 1,316 active grievances in the arbitration backlog.

### ARBITRATION

Arbitrator Kenis –

We have 1 issue case still waiting on a ruling to come back from Kenis. It is on holiday pay when you go from supplemental status to full-time employment.

Arbitrator Kenis' schedule for issue cases for the rest of the year is: Next arbitration dates are January 16 & 17 at Mapleton. This could be a first! Kenis could hear a 2012 issue grievance.

March 12, 13 & 14 are open dates to be scheduled.

June 4 & 5 are open dates to be scheduled.

September 17, 18 & 19 are open dates to be scheduled.

October 15 and 16 are open dates to be scheduled.

November 5, 6 & 7 are open dates to be scheduled.

Arbitrator Hayford –

Arbitrator Hayford was hired to replace Arbitrator Fowler. Arbitrator Hayford heard a discharge case on 12/07/12 from Morton.

Arbitrator Hayford's schedule for just cause cases for the rest of the year are:

January 10 & 11 for East Peoria. January 17 is for Morton.

February 7 & 8 is for Mossville.

March 19 & 20 are open dates to be scheduled.

April 23 is for Mapleton. April 24 is for KK. April 29 is for Specialty Products.

May 21 & 22 is for East Peoria. June 13 is for Morton.

August 20 & 21 are open dates to be scheduled.

September 12 is Morton

October 11 is for KK. October 24 & 25 are open dates to be scheduled. November 21 & 22 is for Mossville.

December 4 is for Mapleton. December 5 is for Tech Center. December 12 is for KK.

### 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

fourth 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.

### WAGES

By contract the Company had to give our 3% raises effective December 31, 2012. This was the minimum they had to do. So the Company gave raises between 3.1% and 5.1% depending at what pay scale you were on.

### EAST PEORIA

The Company has elected to temporarily return material and logistics handling to the bargaining unit. There will be approximately 187 jobs brought back in to the 1Q14, 5B82 and 8M24 classifications. Company will be laying off approximately 180 supplementals. Supplementals that are not laid off will be placed into these jobs. These supplementals will be paid for the rate of that classification. That will be labor grade 1 or labor grade 2. While supplementals are on these jobs their time for the 24 months will stop as long as they are performing one of these jobs that have been returned to the bargaining unit. The supplemental time will start back up when they no longer work in one of the jobs that were brought back into the bargaining unit.

The full-time employees that are temporarily reassigned will retain their pay rate and classification. The Company said they hope this will only be a 3 to 5 month period, then the employee should be going back to their jobs.

The Company is doing this instead of running a reduction in force.

In KK, Mapleton and East Peoria there will be some rolling layoffs the first of the year. Let's hope things get back to normal soon.

### STEWARD COUNCIL MEETINGS

We have a Steward Council Meeting the 4th Thursday of each month which by our bylaws Stewards are required to attend, but everybody regardless if you are a Steward or not are welcome to attend. The times are 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 stewards training. Then each month we will cover different articles in the contract.

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

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 ..... Jackie Fischer  
Bargain. Chair. – Henderson Adv. .... Jesse Behymer

**IF WE DON'T HAVE YOUR E-MAIL  
ADDRESS, PLEASE CALL  
THE OFFICE AT 694-3151 AND GIVE  
A SECRETARY THE  
ADDRESS SO THAT YOU CAN KEEP  
CURRENT ON  
EVERYTHING GOING ON.**



## FINANCIAL SECRETARY/TREASURER'S REPORT

JOHN SHALLENBERGER, Financial Secretary/Treasurer

### FEBRUARY 2013

I hope everyone had a great holiday and got to spend some time with their family. By the time you get this issue of the paper we would have already honored Martin Luther King Jr.'s birthday. He had a famous quote that everyone should remember, especially with what is happening in the states around us. "Right to Work" Why It's Wrong!

"In our glorious fight for Civil Rights, we must guard against being fooled by false slogans, 'As Right to Work! It provides No Rights' and No Works! Its purpose is to destroy Labor Unions and the Freedom of Collective Bargaining. We Demand this Fraud be Stopped." Martin Luther King Jr.

We will probably be seeing more and more of this, because they realize the unions are still a factor in elections. So when you see any movement of trying to make Illinois a Right to Work state call your State Representative and State Senator to voice your opinion against it.

### 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.

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

*We wish you a Happy Easter from my family to yours!*

In Solidarity,

John R. Shallenberger  
Financial Secretary – Treasurer

**Do YOU HATE UNIONS?**  
**Do you *want to* live in an Anti-Union State?**  
***Here's what you get to look forward to!***

Dismal Economies of Anti-Union States		
State	Household Income Rank	People in Poverty Rank
Mississippi	50	1
West Virginia	49	6
Arkansas	48	2
Kentucky	47	2
Alabama	46	9
Oklahoma	45	7
New Mexico	44	5
Tennessee	43	11
Montana	42	12
Louisiana	41	2
South Carolina	40	9

Source: The 2011 Statistical Abstract (U.S. Census)

***Yes, there is a difference between the 2 parties.***  
***We're ALL in this Together, VOTE like it!***

### RECAPITULATION as of November, 2012

Income	\$ 215,303.40
Expenditures	<u>212,710.40</u>
<b>Excess of Income over Expense</b>	<b>\$ 2,593.00</b>

Regular Dues received on	4,428
Sub Dues received on	0
Bonus Dues received on	3
Initiation Fees received on	8

### PER CAPITA TAXES:

International Union UAW	\$ 84,883.98
CAP Council	6,824.19
CAT Council	5,033.20
Retirees Dues PCT	361.40
Ag Council	173.36
Labor Council of West Central IL	368.00
IPS Council Pooled Arb. Fund	<u>15.99</u>
<b>Total</b>	<b>\$ 97,660.12</b>

### RECAPITULATION as of December 31, 2012

Income	\$ 283,217.38
Expenditures	<u>277,633.26</u>
<b>Excess of Income over Expense</b>	<b>\$ 5,584.12</b>

Regular Dues received on	4,215
Sub Dues received on	1
Bonus Dues received on	4,536
Initiation Fees received on	4

### PER CAPITA TAXES:

International Union UAW	\$ 140,355.78
CAP Council	6,757.45
CAT Council	7,725.39
Retirees Dues PCT	210.60
Ag Council	173.68
Council of West Central Illinois	184.00
IPS Council Pooled Arb. Fund	<u>12.99</u>
<b>Total</b>	<b>\$155,419.89</b>

**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

We hope everyone enjoyed time with family and friends during the holidays. With all the fiscal cliff drama during 2012 and early this year, we certainly hope our lawmakers understand what we expect them to do....work FOR US in the coming year.

The insurance and benefits office will continue to serve the membership. If you have issues that are related to our plan or questions about how our plan language is administered, give us a call. The office is usually pretty busy. If you can't get through directly please leave your name and number with the staff. We always try and get back with missed calls. If you need to see us at the office, it is much better to set up a time and day. This assures that someone will be available to help. From time to time we are in meetings or on vacation.

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.

### RETIREEES

#### 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.

### UAW LOCAL 974

#### 9-PIN NO TAP TEAM TOURNAMENT

Sponsored by:

Local 974 Heather Henninger Scholarship Committee

SATURDAY, FEBRUARY 2, 2013

SUNSET LANES • 3000 Court St., Pekin IL 61554

- ✓ 5 person teams consisting of ANY COMBINATION (male & female bowlers).
- ✓ There will be 1 squad at 1:00 pm.
- ✓ Teams should check in one-half hour before their squad starts.
- ✓ The number of teams that qualify for the Round Robin Tournament based on a 3 game series will be 8 teams
- ✓ The teams in the Round Robin will be seeded after the scores are turned in and the Round Robin will start immediately following.
- ✓ Squad will be filled on a First Paid/First Served Basis.
- ✓ Cost: \$100 for 5 person team.

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

To Enter:

Before 5:00 – Call Kevin Peterson (309)251-3825

After 5:00 PM – Call Don Barker (309)369-6467

### SPRING

#### DIE CAST & TOY SALE

SATURDAY, APRIL 20, 2013

LOCAL 974 UAW UNION HALL

3025 Springfield Road, East Peoria, Illinois

9:00 AM – 2:00 PM / ADMISSION -- \$1.00

DOOR PRIZES • FOOD AVAILABLE

Event sponsored by:

The UAW Local 974 Heather Henninger Scholarship Fund Committee

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

For more information:  
Dave Chapman – (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.



The following is an excerpt from an article in the East Peoria Times Courier...

## FAMILY AFFAIR – THE WILLIAMS LAW FIRM

By DeWayne Bartels

The past 40 years of Dick L. Williams' life has flown by, he said.

In 1972, he established his office at 139 E. Washington St. In the years that ensued he watched his one-man law firm grow into a family affair.

Williams' start in law came about because his father did not want him to be a jeweler. Williams came from a long lineage of jewelers. His grandfather, father and uncles were all jewelers. Williams was growing up in Metropolis, in Southern Illinois, when his father was crippled by arthritis and blindness. "My father told me not to become a jeweler...My dad talked about being a lawyer a lot. He respected them. He said there was no future for jewelers," Williams said. Williams followed his father's advice. Prior to opening his office in East Peoria, Williams was an assistant state's attorney for Peoria County for four years. He worked as counseling deputy for the Department of Insurance from 1965 through 1968. Williams graduated from the University of Illinois with a degree in political science and also received his Juris Doctor in Law in 1965. While in law school in the 1960s, Williams participated in civil rights activities, including the Selma March. He ran for state's attorney in Edwards County in 1968. After losing a close election, came to Peoria to work in the state's attorney's office with Robert Calkins with whom he had worked in the Illinois Insurance Department, both as a student intern and later as an attorney. He purchased the office building in East Peoria in the late 1970's. Then East Peoria Mayor James Ranney made a HUD grant available to Williams to remodel and restore the building. The grant enabled architectural plans to be drawn up by architect George Zimma to improve the property.

Williams said that the practice of law, even after four decades, has not lost its attraction for him. "I come in in the morning and look up and it's 5 pm", he said. Part of the reason for the attraction is the ever-changing landscape of the law and the fact that he has changed. "In the Beginning, for me, it was about the victory. NO, it's about helping people. Everywhere I go I am approached by people that I have helped. I don't remember some of them, but it's nice to know I helped them."

The law has changed for the good and bad, Williams said. "In criminal law the people in the legislature think making laws stronger and tougher is the answer. All we have is full prisons," Williams said. "But, there is also good. Look at Medicare and Medicaid. There are social networks to help people."

### *Family...*

Williams' son, Dick B., joined him after graduating from the University of Iowa with a degree in business finance and Northern Illinois University Law School in 1996. His daughter-in-law, Sonni Choi Williams, was in the practice with him for a brief time before joining the City of Peoria's legal department as a lawyer handling code enforcement and other legal issues for the City of Peoria.

Williams' daughter, Jane Anne Williams Cervantes, received her degree in German studies from the University of Arizona and her law degree from Northern Illinois University School of Law. She practiced law with the law firm of Williams, Williams and Loeffel, P.C. for three years prior to moving to California and opening her law office in Claremont, CA. Cervantes said her father inspired her to go into the law. "Growing up I watched him helping people in need. He cares about his clients. That inspired me, she said. "On days I can help someone, like my dad has, it's a rewarding feeling."

Williams' youngest son, Andrew, has worked as an intern at the Williams Law Center this summer and will be completing his final year of law school at Phoenix School of Law. Andrew received his bachelor's degree in Computer Science from the University of Iowa. Andy said he enjoys working with his father. "It's the only time he gets off our backs," he said laughing. "He's so busy here." Andy said his father is the reason he took up the practice of law. "Law worked out well for dad," he said. "Being your own boss is a good thing."

Williams' wife Jane has been the bookkeeper for the law firm since its early days. Dick and Jane were married in 1965. She continues to do the accounting. She said his name may be on the door but she is the boss. "It's a good partnership," she said.

Their son Benjamin, a graduate of the University of Indiana in history, works on the billings and book work at the office. Williams said he was pleased about having so many family members in his law firm. It gives him some bragging rights. "It feels great," Williams said, laughing. "I've never met another lawyer who had three kids go into law."

**WILLIAMS, WILLIAMS & LOEFFEL, P.C.**

**ATTORNEYS AT LAW**

**139 E. WASHINGTON ST., EAST PEORIA, ILLINOIS 61611**

**PH: 309-694-3196 & 309-353-5898**

**REPRESENTING WORKING MEN AND WOMEN FOR FORTY-FIVE YEARS**

## Remembering Our Brothers and Sisters

### November

Laverne J. Danner	R	11/12/2012
Donald L. Myers	R	11/04/2012
John R. Campbell	R	11/05/2012
Donald P. Weidman	R	11/07/2012
Hirschel L. Du Bois	R	11/07/2012
Gerald G. Cornelison	R	11/08/2012
George A. Starcevich	R	11/08/2012
Kenneth E. Wolfe	R	11/09/2012
Nelson C. Breedlove	R	11/09/2012
Ross E. Keller	R	11/18/2012
Arthur W. Benson	R	11/18/2012
James Althiser	R	11/22/2012
Clair Burdette Hensley	R	11/22/2012
Edwin J. Potter	R	11/22/2012
Robert L. Trapp	R	11/23/2012
James E. Shaw	R	11/23/2012
Stephen E. Saylor	R	11/23/2012
Clifford L. Wright	R	11/26/2012
Murrel Pollard	R	11/27/2012
Thomas W. Perrine	R	11/30/2012
Kenneth E. Krider Sr.	R	11/30/2012

### December

Luvanian Kyle Jr.	R	12/05/2012
Joe Minter	R	12/05/2012
Norman P. Lippert	R	12/05/2012
Ronald E. Richey	R	12/06/2012
James L. Yancey	R	12/07/2012
Clarence E. Bohanan	R	12/08/2012
Steven L. Awalt	R	12/09/2012
Henry B. Jones	R	12/10/2012
Billy R. Slaughter	R	12/11/2012
Robert S. Buchanan	R	12/11/2012
Eugene H. Meyers	R	12/11/2012
Robert L. Nixon	R	12/12/2012
George W. Jackson	R	12/12/2012
Richard J. Kinsella	R	12/12/2012
Kenneth E. Crockett	R	12/12/2012
Joseph R.M. Kindred	R	12/13/2012
Clyde L. Bradley	R	12/18/2012
Michael L. Pearce	R	12/18/2012
Gail Wilson	R	12/18/2012
Ronald W. Stevenson	R	12/20/2012
John J. Burdess	R	12/20/2012
Elmer L. Rentsch	R	12/21/2012
Ellis N. Douglas	R	12/22/2012
John M. Sander	R	12/22/2012
Ronald E. Damm	R	12/22/2012
Harold D. Beecham	R	12/24/2012
James W. Nicholson	R	12/26/2012
Bobby W. Leach	R	12/28/2012
William B. Smith	R	12/29/2012
Harold C. Fuchs Sr.	R	12/31/2012

*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.*

## CIVIL RIGHTS COMMITTEE - Jenna Schnoor

My name is Jenna Schnoor. I used to work at a hardware store in the plumbing department. I was the only female in the department and I didn't know much. I followed my coworkers around and I began to learn things from them. Some customers were patient with me and even taught me some things that were very helpful. Others obviously were frustrated that I didn't know the answer.

I had a very disgruntled customer upset with me because I didn't know where to find a sump pump liner. I couldn't even tell the guy what it looked like. He squared up to me and pointed his finger in my face and said that "You're just a dumb woman and if there were a man here he would know how to help me." I felt so belittled. I couldn't believe that someone would think that because I wasn't a man, that I wasn't knowledgeable. Truth is, I didn't have the knowledge, but that wasn't because I was a woman. It was because I hadn't learned it yet. I was angry and upset, so I determined that no-one will ever underestimate me because of my gender again. I educated myself. I learned the ins and outs of everything that I could. But no matter how much I learned some people still wouldn't give me the time of day.

This was a hard lesson for me to learn, but it made me stronger and gave me courage to help others who are being discriminated against because of their race, gender, nationality, etc. When Warren asked me to be on the Civil Rights Committee, I was excited to get started because I had remembered that horrible feeling and I don't wish that upon anybody. People don't deserve to be hated because how God made them. Everyone is equal. We all bleed red.

Being on this committee, I plan on upholding the rights of everyone and fight for what is naturally yours.

## CIVIL RIGHTS COMMITTEE - Maurico Portales

I was approached by Warren Grayer to be part of the Civil Rights Committee. At first I thought how was this going to affect me. Then I remembered all of the things I have seen while at Caterpillar. I've seen people's civil rights violated more than I care to admit. With only 4 years of being a Union member, I have seen members told that their views are wrong, that they can't display certain messages against the company, and yes, we as a whole have seen people targeted because they voice their opinion or for trying just to do the right thing. I as well have been victim of being targeted especially when I was a Union Steward. I am a firm believer of equal rights for everyone.

My name is Maurico Portales. I was born in Santiago, Chili, a country in South America. My family fled a dictatorship in 1974 that decimated all civil rights in Chile. My father was the regional president of the Labor Union. He fought and was persecuted for his beliefs that workers should have fair wages and healthcare. I am proud to continue fighting for organized labor. I am also a proud Union member and I will fight for your rights.

## CIVIL RIGHTS COMMITTEE - Warren Grayer, Co-Chair

Hello my brothers and sisters. I hope and pray when you read this newsletter that the grace of God be with you and your families. Six years ago, while out having lunch, an older gentleman and his wife were leaving the restaurant. He noticed the UAW T-shirt that I was wearing – one of the free ones all of us are proud to wear. He asked me two questions. The 1st question – Did I work for Caterpillar? The 2nd question – What did I think black people did at Caterpillar before the Union was formed? My response to the 1st question was yes, I do work for Caterpillar. However, I could not think of an answer for the 2nd question. He obviously noticed that I was clueless. Therefore, he helped me with the answer to the question. He said that the only thing that blacks were hired to do was clean the restrooms. He said it wasn't until the UAW Unionized Caterpillar that blacks could use their seniority to bid on jobs and get on the shop floor. That brief encounter with a stranger caused me to think about how much things have changed for the better and it caused me to want to know more about the Union and the free T-shirt that I proudly sported.

During my research, I learned that before the UAW was formed there were NO seniority, job security, health and safety programs, overtime paid after 8 hours, double time for Sundays, double time for holidays, bereavement pay, paid vacation, representation, no grievance procedures, and the list doesn't end there. The workers had no rights and the company showed little care or concern for its workers. Our Union is not perfect, but I thank God that we have one. For those reasons, and more, we need to think about ALL that the Union does for us, and recognize the importance of solidarity because it helps maintain all of the rights that we have been given. Imagine not having some of the benefits that we have. Newsflash – Not everyone has a Union! Everyone doesn't have the benefits that we have because of our Union. So the next time you think about your Union, thank God for your Union! Our Union is only as strong as its participating members. ARE YOU A PARTICIPATING MEMBER?



## UAW LOCAL 974 CALENDAR

MARCH 2013

Sun 10	Executive Board Meeting	11:00am
	General Council Meeting	1:00pm
Wed 20	Retirees' Chapter Meeting & Dinner	11:30am
Thu 21	Safety Council Meetings	8:00 / 12:00 / 4:00pm
Sat 23	Easter Egg Hunt	10:00am
Tue 26	Rhythm City Bus Trip	8:00am
Thu 28	Steward Council Meetings	8:00 / 12:00 / 4:00pm
Fri 29	Good Friday – Union Hall Closed	
Sun 31	Easter Sunday	

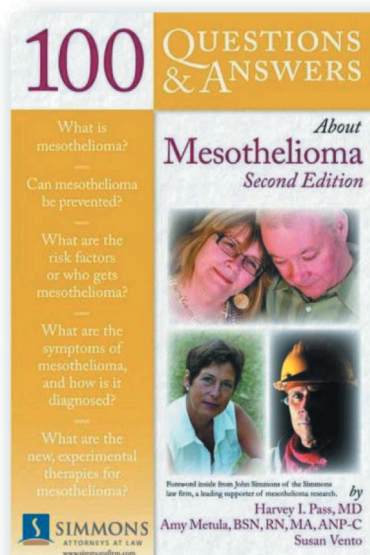
FEBRUARY 2013

Sat 2	9-Pin No Tap Team Tournament	1:00pm
Sun 10	Executive Board Meeting	11:00am
	General Council Meeting	1:00pm
Sun 17	Membership & Retiree Dance	7:00pm
Wed 20	Retirees' Chapter Meeting & Dinner	11:30am
Thu 21	Safety Council Meetings	8:00 / 12:00 / 4:00pm
Tue 26	Isle of Capri Bus Trip	8:00am
Thu 28	Steward Council Meetings	8:00 / 12:00 / 4:00pm



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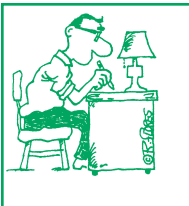
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# The Editor's Desk

## By Rick Corbin

### Advance Notice

I want to put down just a few words aimed particularly at our new members. In the spring issue of Solidarity Magazine the official notice of the dates for the UAW Scholarship Program at the Reuther Center at Black Lake, Michigan will be mentioned. This is the one and only time a member can take his/her family to attend classes at Black Lake.

As someone who has not only attended classes there, but taught classes there as a Region fellow, I can think of no better venue for a member and spouse to learn what the UAW is and why we do what we do. I strongly urge newer members to take advantage of this opportunity.

I have never met one person who regretted it.

Contact the President's Office for details about attending.



*Black Lake Japanese Bridge*



*Black Lake Lodge*

## RETIREES CHAPTER UAW LOCAL 974

### WED POTLUCKS – FEBRUARY 20 & MARCH 20

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

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

### MEMBERSHIP & RETIREES DANCE

**Sunday, February 17 • 7:00 – 10:00 pm • Music by Timeless**

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

### BUS TRIPS

**Tuesday, February 26 – Isle of Capri**

**Tuesday, March 26 – Rhythm city**

*The new officers in charge of the bus trips are Velma Walton and 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.**



# MOSSVILLE GRIEVANCE COMMITTEE REPORT

PAUL JACKSON, Chairman

*Dateline: January 4, 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.*

## AULD LANG SYNE

I have always wondered what the song we have sung (or made a drunken American Idol effort to sing) really meant. So, I rolled up my sleeves, poured a stiff cup of coffee, set in like a 2nd Semester senior researching their final thesis to find the true meaning of the song Auld Lang Syne. Then I thought, naw, this is 2013 not 1971 (last time I did such research) so I did what any diligent second semester senior would do....I googled it!

Here's the Cliff Notes version of it. A Scottish poet in the 1700's named Robert Burns at the end of the year 88' thought ya know we Scottish don't have enough drinking songs. So he wrote the poem that later in the 1900's Guy Lombardo made famous, by putting that poem to music...voila Auld Lang Syne!

A short song, (more time drinking, less time singing) in which the first verse asks the rhetorical question: Whether it is right that old times gone by should be forgotten, but yet remember the good friendships from those old times. Second verse or chorus says what the hell, let's drink to both (although being a traditional Scot, says you buy your pint...I'll buy mine) and all and all to better present times.

I have stayed in touch with many of my friends from long ago good times at Mossville and most all from the recent good times, on a regular basis. We agree we would like to forget "some" of those old times but we will never forget the friendship those times forged.

So, to all those friendships and times gone by, I toast, and a better present times to all!

## MOSSVILLE IN REVIEW – 2012

We saw the continuation of the Mossville "Going out of Business Sale" march on relentlessly like sugar ants from a disregarded popsicle stick to the final "Everything must Go Sale" scheduled for the fall of 2014.

But, alas, all things in life are temporary (yes even Caterpillar). If it is going well enjoy it...because it will not last forever. If it is going wrong, like Mossville in 2012, don't worry it cannot last long either.

## MOSSVILLE IN PREVIEW 2013

Do you know why a car's windshield is so large and the rear view mirror is so small? It is because our past is not as important as our future. Reality has struck. We as Mossville employees, past and present, must look ahead and move on. It may be hard to believe but Mossville will have a future, but albeit not involving our past.

## MAPLEVILLE

Progress to move the machining portion of Mossville to Mapleton, I am being told, is ramping up with completion towards the fall of this year. Block line outsourcing, which was initially scheduled by the company for 2014, could be earlier than expected. To date no decision, as to which company will take over crank machining and heat treating has been made, it is also being aggressively persuaded. The large head line outsourcing is ahead of its projected schedule, but no definitive dates have been provided to your Committee.

## HALL PASS

As most of you know I have spent the majority of last year at the Hall assisting our Bargaining Chairman, Rick DeGroot. 2012 was a very active year for the Bargaining Chairman's Office. By increasing the arbitration schedule and associated docketing and quarterly reviews, the office is as close to being current as I have seen in the last 35 years.

We have the same aggressive arbitration schedule for 2013, so by the end of 2013 we should be handling grievances as close to "real time" status as feasible for a Local of our size.

The Membership needs to know, this success is due to Rick's leadership and vision for a stronger and more streamlined procedure, with the end result being a leveler playing field in the next negotiations. Rick, I am sure would be the first to tell you that the reorganization of the grievance procedure negotiated in 2011 would not have been possible without the support of the Membership and our President Dave Chapman. Without his support it would have been just another failed idealistic program resulting in doing the same thing over and over again and expecting different results.....in other words INSANITY! The cost of this reorganization was substantial, but Dave realized it was an investment in the Membership's future and though he was met with some internal criticism and negativity, he pulled the trigger and made it happen. Thanks Dave!

## WORDS OF WISDOM

Imagine that you had won the following prize in a contest. Each morning your bank would deposit \$86,400.00 in your private account for your use. However, in accepting this prize you must follow these rules: Everything that you didn't spend during each day would be taken away from you. You simply could not transfer it to another account; you must use it or lose it. Each morning upon awakening, the bank opens your account with another \$86,400.00 for that day. In addition the bank can end the game without warning; at any time it can say "THE GAME IS OVER!" It can close the account and you will not receive a new one.



OK prize winner, what would YOU personally do? You would, like most people, buy anything and everything you wanted, right? Not only for you but everyone you loved, right? Probably spend it on people you didn't even know, because what you don't spend you are going to lose, so you would try to spend every LAST CENT!

Actually think about it, THIS IS THE GAME OF LIFE. Each of us is in possession of such a "magical" bank account. We just do not recognize it. THE MAGICAL BANK IS TIME!! Each awakening morning we receive 86,400 seconds as a gift of life and when we go to sleep at night, any remaining time is NOT credited to us. What we haven't lived up to that day is lost forever. Alas, yesterday is gone forever. Each morning the account is refilled, but the bank a.k.a. God, can dissolve your account at any time, WITHOUT WARNING!

Well, my friend, what will you do with your 86,400 seconds? Are they not worth so much more than the same amount in dollars? Think about that. Enjoy every second of your life, because time races by so much quicker than we think.

So, take care of yourself and ENJOY LIFE!  
Wishing you a wonderfully beautiful day and a great year!

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# WHAT WOULD YOU SAY?

by Steve Mitchell

Wow, what an eventful few months it has been. The re-election of President Obama, the cowardly lame-duck anti-worker “right to work” vote in Michigan, the unimaginable tragedy at Sandy Hook Elementary School in Newtown, CT, the “Fiscal Cliff” drama and now the debt ceiling crisis, that’s been a lot to deal with. But sometimes those big macro issues don’t mean much to those wondering how they personally, will get through the next day/week or month.

Among a variety of life-altering events, such as death in the family, divorce, and serious illness, losing one’s job ranks among the highest in stress-causing situations. This can have a profound effect on a person’s emotional well-being, but really, what words can be shared to console someone who has lost their job? The sense of despair is magnified when the loss of the job is for apparently illegitimate reasons, like getting hurt at work.

I met a man right before Thanksgiving who had invested heavily in his future with CAT by moving his large family hundreds of miles to the Peoria-area because he thought he had a secure career working for a highly-regarded Fortune 50 company. As a Supplemental employee, he was working hard to make a good impression in hopes of getting a full-time position.

One day as he was working, a piece of equipment failed and he received a minor injury. The injured worker asked a co-worker who witnessed the incident if he should report it. The co-worker said if it wasn’t reported, he would report it himself because he didn’t want to get into trouble. The worker reported his injury. Immediately, he became concerned that this one instance might cost him his job—he was correct.

Reportedly, this particular piece of equipment had failed in the past while being used by other operators on different shifts, but they had not been injured. Within 24 hours of the incident, the faulty equipment had been replaced. Hours after that, the supplemental worker was terminated for, “failure to follow process”. When asked what process was not followed, the supervisor repeated, “failure to follow process”. That was the only justification given. What can you say to someone in that situation?

Another worker I met this fall had been taking care of her father, a cancer patient. Being a Supplemental, she did not have any Y-time, but her supervisor assured her that all she had to do was tell him when she needed to be off to take care of her Dad and he would approve it. This went on for a number of weeks until one day, she was injured at work. She immediately reported her injury as required. The CAT doctor placed her on Medical Restrictions, which made the injury recordable.

A day after that, she missed work due to a medical issue and called in. When she reported for work the next day, she was terminated for poor attendance. Her supervisor told her that Supplemental workers were not allowed to miss any time for two years. What caused the sudden change of policy; could it have been the recordable injury?

What really struck me about this case is that prior to working at CAT; this woman previously worked for Wal-Mart and K-Mart as a manager. She told me that Wal-Mart would never treat their employees like CAT does—what can you say to that? I didn’t know there was a level of employee relations below Wal-Mart.

Another person I met recently was in management at a large ethanol producing plant in the area before coming to CAT. After she reported a work-related

injury, the first aid treatment given at CAT medical would not stop the bleeding. When the worker told the nurse she wanted to go to the hospital and get stitches. The nurse replied that stitches would make the injury recordable, OSHA would have to come in and investigate and management would be upset with the supplemental worker. After being returned to work with a blood-soaked bandage, the worker went to the hospital for stitches and was subsequently fired. She told me that her former employer would never have treated an injured employee like she had been treated. What words can you say to make that better?

The last recent case I’ll talk about is that of a supplemental worker who was weeks from the two-year anniversary and was eagerly anticipating being hired as a full time employee. On more than one occasion during her brief career, she did not report injuries because she feared losing her job. One day she fell over a trip hazard and was injured badly. Although she wanted to hide her injuries, they were too severe for her to continue on. After reporting the injuries, she was transported to medical in a taxi cab. From medical, she was transported to the Emergency Room in a pick-up truck. It is hard for me to believe that a company that did more than 60 billion dollars’ worth of business last year would make a practice of transporting injured workers in taxi’s and pick-up trucks, but that’s what happened.

While home recovering from her injuries; she received a call from LR telling her that her services were no longer needed. This person was frequently praised for her work and work effort, but now was kicked to the curb like a piece of trash after being injured, how do you explain that?

What would you tell any of the people I’ve described here? How do you answer someone with first-hand knowledge that employers such as Wal-Mart, treat workers better than CAT? Sure management dredged up some minor stuff to cover their asses, instances that didn’t mean anything until there was an injury, but in every occurrence I’ve described, the individuals said that they wish they had not reported their injuries. Is that Vision Zero, the way CAT wants to become a \$100 billion dollar company?

The only thing that can be done is for the full-time people to act together to help protect the Supplementals. Most of the Supplemental workers I’ve spoken with have never had a union job before. They don’t know that the grievance procedure applies equally to them and that union activity is one of the two exceptions (the other is personal prejudice) for which a grievance can be filed on their behalf in the event of a discharge.

Most Supplementals don’t know the names of their co-workers, why is that? Unless you’re really famous, most of us have a first, middle and last name, introduce yourself to new people. If there are safety issues in the workplace, it is management’s responsibility to fix them. You don’t have to let someone work in an unsafe environment; ask for your union safety representative to help you reach an acceptable solution, that’s union activity.

Try to put yourself into the shoes of someone who was unjustly fired after getting hurt and has nowhere to turn except to his or her union brothers and sisters. How would it make you feel to hear that your co-workers “didn’t want to get involved” or were too worried about themselves to even talk about what they saw or knew about the incident? What could someone say to you to make you feel better as you watched your hopes and dreams slip away?

## WHAT WOULD YOU SAY?



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# *Second Coming of Jesus Christ*

Unlike the Mayan calendar which gave no signs when the world would end (because its calendar went no further than December 21, 2012) the Bible does not give a date but does give us some signs as to when this age will end and a new one will begin (second coming of Christ). The Mayans were steeped in paganism and barbarianism (child sacrifices were common). The Bible presents God as all-knowing and therefore can only tell the truth and cannot lie. The Bible presents Jesus Christ as the truth, the Holy Spirit as the Spirit of truth, about itself as the word of truth. The Bible tells the truth because its author cannot lie. What it says about the Second Coming of Christ is true. Count on it! I will list five prominent signs (many more could be cited) that say that the coming of Christ is getting very close. Here they are:

1. Israel (God's super sign) – God predicted way back during the time of Moses 1400 B.C. that Israel would be brought back into the land after many days of being scattered throughout the world. God also predicted this through His prophet Ezekial. In the late 1890's a man by the name of Theodore Herzl started a new movement called the "Zionist Movement" which eventually brought many Jews back into their homeland that God had given to them. About fifty years later, on May 14, 1948, David Ben-Gurion stood up in the Jewish Knesset and read the declaration of independence for the newly formed nation of Israel. Thus Israel was back in her homeland just like God had predicted way back when. That action started God's prophetic time clock in motion.
2. Rise of the occult and satan worship. More and more movies have a satanic theme to them. Satan is no gentleman, he even goes after kids. The Smurfs were into it a little, Harry Potter, Wicca is now in the military and mainstream. The list goes on. The TV show "Charmed" is another example.
3. Violence over all of the earth – from school shootings (God was kicked out of school in the early sixties so don't ask, "Where was God?" to bullying, to wars, to violence by Muslims.
4. Homosexuality will abound worldwide. Folks, God has not changed His mind concerning sexual sins. It is still sin both in the Old Testament and the New Testament regardless of what the law may say.
5. A one-world economy. This is being pushed with many organizations including the League of forty nations. The mark of the beast will be associated with this. The mark will go on the right hand or forehead. Watch for the precursor to this, this year.

I have not even mentioned apostasy in the Church, knowledge increase, crazy weather, one-world government.

"The death pangs of this age are the birth pangs of the next." Are you ready for His coming?

One day, before you know it, it will be too late. Trust Christ alone for salvation.

Write, call or email me at: 13575 Glenmar Drive, Pekin IL 61554 – 309-202-4749,  
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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.  
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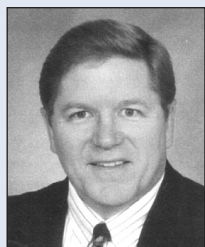
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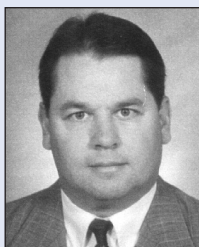
# Public Service Announcement

***ALL UAW Caterpillar Employees  
are entitled to the Full Protection of  
the Illinois Workers Compensation Act.  
No Exceptions!!!***

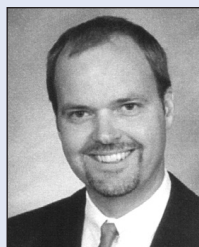
***The DUI laws have changed.  
The penalties are now much more severe  
with mandatory jail time for second DUI.***



G. Douglas Stephens



Gordon M. Fiddes



Norman L. McGill



Sharbel A. Rantisi

Peoria: (309) 637-5297      Pekin (309) 353-5297

**Stephens, Fiddes, McGill & Associates, P.C.**