



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

# LOCAL 974 NEWS

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

62

VOL 61.3 • JUNE 2013



## RAFFLE!

### 4 CASH PRIZES!

**\$10,000 GRAND PRIZE**

**1<sup>ST</sup> PRIZE - \$3,000**

**2<sup>ND</sup> PRIZE - \$2,000**

**3<sup>RD</sup> PRIZE - \$1,000**



**COST: \$2.00 per ticket**

**DRAWING: October 5, 2013**

**WHERE: UAW Region 4 Fall Conference**

Your V-CAP dollar contributions will help elect candidates who support working Americans. Let's take back America for these issues:

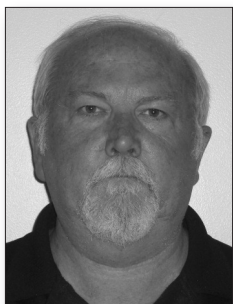
- Jobs, Jobs, Jobs!
- Social Security Protection!!
- Right to organize a union!
- Affordable Health Care!

**Winners are personally responsible for income and other taxes.**

UAW V-CAP is an independent political committee created by the UAW. This committee does not ask for, or accept authorization from any candidates and no candidate is responsible for its activities. UAW V-CAP uses the money it receives to make political contributions and expenditures in connection with federal, state, and local elections. Contributions to UAW V-CAP are purely voluntary and are not conditions of membership in the Union or employment with the Company. Members have the right to refuse to contribute without fear of reprisal. All UAW Members may be eligible for V-CAP raffle drawings, regardless of whether they make a contribution to UAW V-CAP. Monies contributed to UAW V-CAP constitute as a voluntary contribution to a joint fund raising effort by the UAW and the AFL-CIO. Contributions or gifts to UAW V-CAP are not deductible as charitable contributions for federal tax purposes

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## PRESIDENT'S REPORT

RANDY SMITH, President

I want to thank Dave Chapman for all the time, effort & leadership put into making this great Union what it is today.

As you all know things are slow at work. Watch what you are doing because the Company is watching you. Mapleton is going to be laying people off indefinitely starting in May. TLO's will continue at least until June.

I want to congratulate Don Barker and Dave Chapman, as well as others, on their retirement.

Thanks to everyone who voted April 9th in helping to elect UAW members John Shallenberger, John Arnold and Dave Risinger in Groveland Township. Electing Chuck Grayeb will help the City Workers of Peoria.

V-Cap will be starting in June so buy a ticket and help elect people who help us.

**If you have any questions, stop by  
and I will try to help!**

Randy Smith, UAW Local 974 President

## DATES TO REMEMBER

### HEATHER HENNINGER SCHOLARSHIP

#### *Bags Tournament*

Saturday, June 22, 2013 • 11:00 am

UAW Local 974

### 4TH ANNUAL RIDIN' FOR SOLIDARITY

Saturday, June 29, 2013 • 10:00 am

Sheet Metal Workers Local 1

840 W. Birchwood, Morton

## UAW LOCAL 974 EXECUTIVE BOARD

President ..... Randy Smith  
 Executive Vice-President ..... (Open)  
 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 ..... (Open)  
 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 ... Jon C. Anderson  
 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







## BARGAINING CHAIRMAN

RICK DeGROOT, Bargaining Chairman

Greetings Brothers and Sisters,

We have a total of 8 discharges – 4 in East Peoria; 4 in Morton; 0 in KK, Mapleton,

Mossville, Tech Center and Specialty Products.

We currently have a total of 529 active grievances in the Arbitration backlog.

### ARBITRATION

Arbitrator Kenis – On January 16th Arbitrator Kenis heard 12-MAP-7, Justin Granter, a Supplemental employee. The grievance was about Union activity and it was denied.

The next Arbitration date for issue cases will be June 4 & 5 for KK.

Arbitrator Hayford – On January 11th Arbitrator Hayford heard Tom Bremer's discharge. This grievance was sustained in part and denied in part. The discharge was removed and he receives a 3 day suspension. Mr. Bremer will be made whole for all regular, straight-time earnings and contractual seniority to be restored.

On January 17th, Arbitrator Hayford heard a Morton discharge, 10-MOR-4, Dustin Wall. This discharge was for insubordination and the grievance was denied.

On March 20th, Arbitrator Hayford heard a Morton discharge, 11-MOR-272, Michelle Frainer, and we are waiting on the ruling to come back.

Arbitrator Hayford was fired on 04/19/13. We are now in the process of hiring a new arbitrator for just cause cases.

There will be a UAW Agricultural Implement Council and Transnational Council Conference to be held June 3 & 4 in Atlantic City. The attendees will be Dave Chapman, Randy Smith, Craig Miller and Dave Neulinger.

### EAST PEORIA

The Company has elected to temporarily return incoming quality auditing in Building NN. This will involve approximately 10 to 12 jobs in the 1R11 classification for an undefined period of time.

### LAYOFF

We continue to have temporary layoffs throughout the Local and it looks like it will continue for the first 6 months of the year. We had Temporary

Layoffs for the entire East Peoria and KK area due to the potential flooding of the Illinois River for one week. We were fortunate the river did not flood the Peoria area campus. We are all hoping the second half of the year will be better than the first half.

### REWARDS PROGRAM

Under Letter of Agreement No. 21, Rewards & Recognition Program, employees will receive a minimum of \$250 per quarter during the period 2013 and 2016 under this program. These quarterly payments will be made to employees within 60 days following the end of each calendar quarter. The opportunity exists to earn up to a maximum of \$2000 per year under this program if performance metrics are achieved for an employee's plan.

Here are the questions I was asked about the rewards program. The Company's response is highlighted:

1. Will temporary layoffs have any effect on the rewards program?

**Company's answer is any temporary layoff absences will reduce an employee's reward that is above the minimum \$250, just as any other absence will result in a reduction in the quarter's reward.**

2. Will Union callouts have any effect on the rewards program?

**Company's answer is yes, a Union callout would affect the rewards payment and be part of the pro-ration.**

3. Will warning slips have an effect on the rewards program?

**Company's answer is a written warning will result in a 50% reward reduction on the amount above \$250 minimum/quarter.**

4. Will long-term or short-term disability have effect on the rewards program?

**Company's answer is the employee must be present at least one day to receive the \$250 minimum. If the employee is on leave for the entire quarter, no reward will be paid.**

5. Will FMLA have effect on the rewards program?

**Company's answer is FMLA will be treated as any other absence for purpose of the program.**

6. What's the pro-ration calculation?

**Company's answer is the pro-ration calculation will be the number of eligible hours worked in the quarter (unique to each employee) divided by the number of hours available in the quarter. As pre-**

**viously mentioned, the following types of hours will contribute toward the employee's available hours for the purposes of the calculation: regular hours worked, vacation, paid absence allowance, military leave of absence, jury duty, bereavement, holiday, training, and any retro hours of all of the above. Any absences not mentioned would not be included as eligible hours.**

7. Where in the contract does it say you have to be present in the quarter to receive the minimum \$250? **The Employee Rewards Program is based on the principle that employees are present and contributing to the achievement of the metrics that are the basis of the reward payment calculations each quarter. The Company has the discretion to decide that if the employee is not present at least one day during the quarter, he/she has not contributed to that quarter's results. This is the Company's position and we do not agree.**

8. What are eligible hours - the 40 hour work week or the 40 hour work week plus overtime hours?

**The following types of hours will contribute toward the employee's available hours for the purpose of the calculation: regular hours worked, vacation, paid absence allowance, military leave of absence, jury duty, bereavement, holiday, training, and any retro hours of all of the above. Overtime hours do not count as regular hours.**

9. If an employee is suspended in one quarter and it goes into the next quarter, will the suspension count against you for both quarters?

**Employees who are suspended will receive a reduction of 100% above the \$250 minimum. The effective date of the suspension will determine in which quarter the 100% reduction is applied. If the suspension causes an employee to miss days of work in two quarters, this would be reflected in the pro-rated award amount in that subsequent quarter.**

### 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. Everyone is welcome. The times are 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.

**TO SHOW SOLIDARITY WEAR A UNION SHIRT TO WORK**  
In Solidarity, Rick DeGroot



## FINANCIAL SECRETARY/TREASURER'S REPORT

JOHN SHALLENBERGER, Financial Secretary/Treasurer

### DAVE CHAPMAN RETIREMENT

Dave Chapman has officially retired. I would like to thank him for his leadership over the last 14 years as President. Dave took over this Local with a fractured membership from the long bitter strike. The Local was broke and he wanted to make a lot of changes to rebuild the membership at the same time get the Local out of debt! A lot of this had to be done by brothers and sisters volunteering because the Local could not afford to pay for the callouts. Somehow he managed to keep all of us working together to achieve these goals. By the end of his 1st term we could see that we were going in the right direction. When Dave was well into his 2nd term he was able to plug in a lot of the training and doing a lot more getting the Local involved with the community. While still working to build the membership, along with building a working relationship with the company, that was damaged after the strike.

I've seen several times where Dave could pick up the phone and call the company and help a lot of our brothers and sisters over the years.

Well Dave, I'm going to miss working with you. Over the years we managed to always stick with you to achieve your goals that became our goals as a Union!

There was never a dull moment with Dave as President, always entertaining but when you had a serious problem he was sincere and ready to listen and offer ideas to get us through them!

Dave, I just want to thank you for all your hard work and dedication over the years. It was a pleasure to serve as your Financial Secretary Treasurer. Good Luck with your retirement. I'm sure that you will find plenty to do and hope you stay active as a retiree.

### ROLLING LAYOFFS AND INDEFINITE LAYOFFS

I just wanted to take a minute to tell all our brothers and sisters to keep your chin up when it

comes to the layoffs. We understood that the company was trying to stick to the rolling layoffs, to avoid an indefinite layoff. We were saddened to hear about the layoffs, especially the indefinite ones. I can tell you from experience that none of these are easy, but what I did learn is that some of your co-workers that got laid off with you can turn out to be some of the best friends you will ever have. They somehow, somehow seem to be there for you as you will be there for them to help each other get through these tough times. So when you see one of your brothers or sisters down, reach out and give them a hand or even just a shoulder to lean on or listen to will be enough to help them over the hump!

If there is anything I can do feel free to stop by or give me a call.

### 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 March, 2013

Income	\$ 186,481.66
Expenditures	<u>181,489.29</u>
<b>Excess of Income over Expense</b>	<b>\$ 4,992.37</b>

Regular Dues received on	4,151
Sub Dues received on	0
Bonus Dues received on	2
Initiation Fees received on	5

#### PER CAPITA TAXES:

International Union UAW	\$ 79,833.14
CAP Council	6,416.12
CAT Council	4,742.54
Retirees Dues PCT	385.45
Ag Council	157.52
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>13.64</u>
<b>Total</b>	<b>\$ 91,732.41</b>

#### RECAPITULATION as of April, 2013

Income	\$ 206,693.70
Expenditures	<u>199,031.79</u>
<b>Excess of Income over Expense</b>	<b>\$ 7,661.91</b>

Regular Dues received on	3,857
Sub Dues received on	1
Initiation Fees received on	1
Bonus Dues received on	0

#### PER CAPITA TAXES:

International Union UAW	\$ 82,341.91
CAP Council	6,616.47
CAT Council	4,896.23
Retirees Dues PCT	249.60
Ag Council	162.76
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	<u>13.25</u>
<b>Total</b>	<b>\$ 94,464.22</b>





## INSURANCE & BENEFITS REPORT

JIM ARROWOOD, Chairman Insurance and Benefits

The recent announcement of indefinite layoffs at the Mapleton Foundry is not the kind of news we ever want to hear. We had hoped for an increase in hiring and expected a stable jobs situation for 2013 and beyond. Any member who has ever been laid off indefinitely can tell you, it's devastating.

The insurance and benefits office continues to address issues brought forward by our members, retired and active. If you have a question or issue regarding language that governs the pension plan or our insurance coverage, please call and make an appointment to speak with us about your benefits. The only reason for appointments is to make sure we are available to help with your issues.

Last but in no way least, I would like to thank Dave Chapman for his years of service to the members of UAW, Local 974. With Dave, we faced many challenges! Without a doubt, Dave has been our leader in all efforts, holding our Local together during some tough times since 1999. More importantly, to me, he is my friend. Congrats on your retirement, brother.

P.S. – Hello to my extended family south of West Plains, MO. Hope all is well, your other son Jim.

**PLEASE CALL FOR AN APPOINTMENT IF YOU NEED TO DISCUSS OUR BENEFIT LANGUAGE. THANKS.**

### HEATHER HENNINGER SCHOLARSHIP Bags Tournament

Saturday, June 22, 2013

11:00 a.m. Registration  
12:00 p.m. Tournament

**UAW Local 974**  
3025 Springfield Road  
East Peoria IL

\$25.00 per team

Cash Prizes for 1<sup>st</sup> & 2<sup>nd</sup> place  
Double elimination tournament

### HEATHER HENNINGER SCHOLARSHIP Entry Form

**Team Name:** \_\_\_\_\_

Captain: \_\_\_\_\_ Player 2: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Email: \_\_\_\_\_

This is a double elimination tournament.  
Entry fee: \$25.00 per team

Please make all checks payable to: UAW Local 974 Scholarship Fund

Return completed entry form and entry fee to:

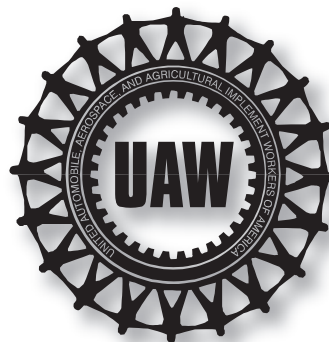
UAW Local 974  
3025 Springfield Road  
East Peoria, IL 61611

For more information call: Randy Smith (309) 694-3151

Sdl/opeluf9/all-cio-clc

### RETIREES Medicare Reimbursement

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



## CATERPILLAR BENEFITS CONTACT INFORMATION

### HR SERVICES CENTER-AMERICAS/PANAMA

Toll-free: 1-800-447-6434 OR 1-309-494-2363

E-mail: [HR\\_Service\\_Center@cat.com](mailto: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](http://cigna.com) OR [myCIGNA.com](http://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](http://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](http://metlife.com/mybenefits)

#### ELIGIBILITY, PENSION, INVESTMENTS

Plan Administrator: Hewitt

Caterpillar Benefits Center: 1-877-228-4010

Web: [resources.hewitt.com/cat/](http://resources.hewitt.com/cat/)

#### HEALTHY BALANCE

Healthy Balance: 1-888-228-9494

Web: [CatHealthBenefits.com>Healthy Balance](http://CatHealthBenefits.com>Healthy Balance)

#### WORK.LIFE.SOLUTIONS

(Cat Employee Assist. Program) 1-866-228-0565

Web: [CatHealthBenefits.com>Work.Life.Solutions](http://CatHealthBenefits.com>Work.Life.Solutions)

#### CatHealthBenefits.com

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

# ACCOUNTABILITY - PART II

STEVE MITCHELL, Plantwide Safety Chairman

I never intended to write a second installment on Accountability, but the events of the last two months pretty well demand it. As a quick recap, we as workers understand the concept of accountability—that is being responsible for one’s actions, that means all of them.

Previously I’d shared the story about how Caterpillar got bamboozled in a transaction last summer, paying \$700 million for a company that ended up only being worth \$120 million. I’m told that this swindle was no small feat considering all of the due diligence the company went through to be sure they were being good stewards of stockholder dollars. In the end, a CAT vice-president was held accountable for what were termed “discrepancies” and was allowed to “pursue other career opportunities” (fired). So the unemployment rate went up by one, a guy who probably made a couple of million or so a year, and the stockholders were left holding the bag to the tune of \$580 million dollars.

I’m sure the recently-unemployed vice-president is mourning the loss of such a lucrative position, but the loss of a job for allowing this monumental swindle to take place doesn’t seem out of line—he was held accountable. Contrast his job loss to that of the worker I spoke of last issue. To review her situation, she fell over a trip hazard, identified with a CI card, but not fixed. She suffered a broken arm, an injured knee and the indignity of being told by the HR manager that her services were no longer needed.

She was kicked to the curb, just like the vice-president in the \$580 million dollar mining fiasco. Her only offense was getting hurt on the job (no matter what excuse the company gives). Considering her broken body, she will have a difficult time finding someone to hire her. The VP on the other hand, will probably not miss any meals. She may end up sleeping in her car. He might have to cut down on his number of homes. It would appear that there is a little difference between the levels of accountability between the two.

In a conference call with analysts regarding the lost \$580 million, The Wall Street Journal reports CAT CEO Doug Oberhelman admitted he was accountable for the loss because "it happened on my watch." <http://online.wsj.com/article/SB10001424127887323829504578269550198965528.html> One analyst had the audacity to mention that the CEO of J.P. Morgan had a more than 50% reduction in his compensation after a dismal performance, but Mr. Oberhelman did not respond. I for one appreciate Mr. Oberhelman’s acceptance of responsibility, it showed class.

In late April it was announced that CAT had downgraded its forecast for the rest of 2013 <http://www.chicagobusiness.com/article/20130422/NEWS05/130429991/caterpillar-cuts-forecast-as-profit-shrinks>. As you know, layoffs have hit our local hard. Most of the Supplementals were let go before the holidays and the rolling layoffs have affected most of the business units in the area. In addition, CAT announced in early April that 460 people would be laid off at Decatur and on May 3, it was announced that an additional 300 people would join the other unemployed members of Local 751. Half the workforce at the Bucyrus Plant in Milwaukee was laid off (prior to their contract expiring and while contingency workers are learning their jobs) and the Steelworkers overwhelmingly voted down the company’s contract proposal. Outwardly, it would not appear that things are going really well for the biggest employer in river city.

But to my surprise, on April 23, the day after CAT announced the downgrade of the business forecast, it was reported that Mr. Oberhelman was awarded a 32% increase in pay <http://www.bizjournals.com/chicago/news/2013/04/23/caterpillar-ceo-pay-increased-in-2012.html>. He got a bump to \$22.4 million dollars. I don’t for a minute begrudge Mr. Oberhelman a nice paycheck, God knows I could never nor would I ever want to have his job, but this doesn’t seem to be fair.

So on the accountability scorecard, one guy fired for his failure to prevent what was basically a \$580 million dollar theft, a worker ends up sleeping in her car because she got hurt at work by a hazard that was not fixed and the CEO gets a 32% raise when the company appears not to be doing as well as it could. Of the three, which of these accountable people do you think got what they had coming to them and who did not? Here is another example of someone being held accountable. A worker at the southernmost outpost in Local 974 was injured on the job. The injured worker was sent to hospital in ambulance, which is a big improvement over the taxi cabs and pick-up trucks that have been used for medical transport in the past. A fracture was diagnosed, multiple stitches were needed to close the wound and prescription pain meds were administered. The worker was left at the hospital without transportation and had to get their spouse to drive them back to the plant.

What followed is hard to believe—the injured, doped-up worker was told to go back to work. After being made aware that the worker was under the influence of prescription narcotics, it was decided that the injured worker could do computer safety training.

Do you think the geniuses making the decisions down there ever considered that there might be something worth learning in the safety training? Surely there could be information in computer-based safety training that might possibly help save one’s life. If so, why in the hell would someone in a position of authority decide to let someone take **SAFETY TRAINING** under the influence of prescription pain medication! What made this incredibly stupid decision even more baffling was that during 2011 negotiations related to health and safety, drug testing and keeping people who were under the influence of drugs or alcohol off the shop floor was the only thing CAT wanted to discuss. Was anyone held accountable for the brilliant idea of having a narcotic-impaired worker do safety training?

The following day there was an “investigation”. This investigation I’m told consisted of a room full of management people looking to blame someone and the injured worker. The “investigation” led to the suspension of the worker for supposedly failing to follow a procedure. The injury occurred while performing the job as it was always done, just like they were trained. If it truly was a failure to follow a procedure, why was the area where injury occurred totally redesigned? Who do you think was held accountable for the lousy workplace layout?

Here is a word of advice, do not go into any “investigation” without a union representative. You have what are known as Weingarten Rights—BUT YOU HAVE TO ASK FOR YOUR UNION REP! We have some really nice Weingarten cards at the union hall that attach to your badge. Ask your steward or committeeman about your rights and for one of these cards because you never know when you might need to use it. For further information about Weingarten Rights, go to <http://clear.uhwo.hawaii.edu/wein.html>.

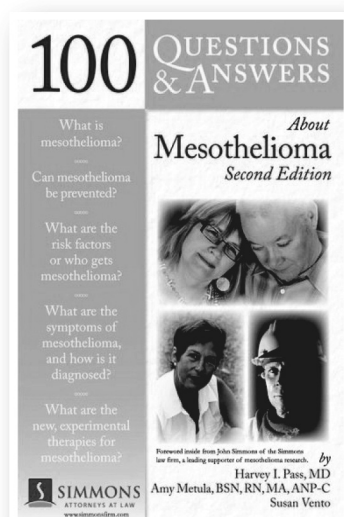
In closing, I don’t have a problem with members of UAW Local 974 being held accountable for their actions, but often it seems like we are the only ones. Our employer is required to provide us with a workplace free of recognized hazards. That is the absolute minimum. CAT is accountable if those conditions are not met. It is our health and our safety which is at risk. You have UAW Safety representatives ready to help you address any deficiencies you discover, but it is up to you to call for your rep. We need to protect the people who depend on us by making sure we have the safe and healthy workplace that we deserve, so don’t settle for anything less.

## WEINGARTEN RIGHTS...

**YOU HAVE TO ASK FOR YOUR UNION REP!**

Have you or someone you love been diagnosed with  
**MESOTHELIOMA<sup>or</sup> LUNG CANCER?**

Call 1-877-859-6576 or visit [www.simmonsfirm.com/Illinois](http://www.simmonsfirm.com/Illinois)  
for a **FREE** consultation and book.



The Simmons law firm has represented hundreds of union tradesmen and their families throughout Peoria and Illinois, including Auto Workers, Plumbers and Pipefitters, Carpenters, Laborers and many more. We have recovered millions of dollars on their behalf, affording them the medical care and security they deserve.

**If you have mesothelioma or lung cancer due to asbestos exposure, contact us today for more information at 1-877-859-6576.**



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ATTORNEYS AT LAW

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# UAW LOCAL 974 CALENDAR

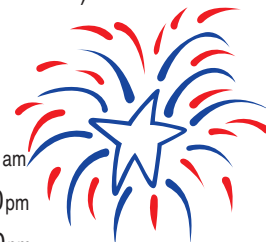
## JUNE 2013

- Sun 9 **Executive Board Meeting** 11:00am  
**General Council Meeting** 1:00pm
- Sun 16 **Membership & Retirees' Dance** 7:00 - 10:00 pm
- Wed 19 **Retirees' Chapter Mtng & Dinner** 11:00 am
- Thu 20 **Safety Council Meetings** 8:00 / 12:00 / 4:00pm
- Sat 22 **Heather Henninger Bags Tournament**  
 Register 11:00am Tournament at 12:00 Noon
- Tue 25 **Isle of Capri Bus Trip** 8:00am
- Thu 27 **Steward Council Meetings** 8:00 / 12:00 / 4:00pm



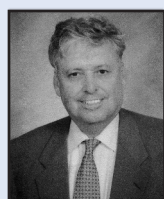
## JULY 2013

- Mon 1 **Local 974 News Article Deadline** (Aug. Newsletter)
- Thu 4 **Independence Day - Union Hall Closed**
- Sun 14 **Executive Board Meeting** 11:00am  
**General Council Meeting** 1:00pm
- Wed 17 **Retirees' Chapter Meeting & Dinner** 11:30am
- Thu 18 **Safety Council Meetings** 8:00 / 12:00 / 4:00pm
- Mon 22 **UAW Red Cross Blood Drive** 11:00am - 5:00pm
- Tue 23 **Rhythm City Bus Trip** 8:00am



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## RETIREES CHAPTER UAW LOCAL 974

### WED POTLUCKS – JUNE 19 AND JULY 17

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

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

### MEMBERSHIP & RETIREES DANCE

**Sunday, June 16 • 7:00 – 10:00 pm**

**Featuring Kenny Williams & the Country All Stars**

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

### BUS TRIPS

**Tuesday, June 25 – Isle of Capri**

**Tuesday, July 23 – 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.

We have a **Riverboat Casino Bus Trip every 4th Tuesday!**

- **Bring Friends and Meet Old Friends for Lunch!**
- **Enjoy an Inexpensive 1 Day Trip to a Casino!**

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	David J. LaHood, Co-Chairman
Velma Walton, 2nd Co-Chairman	Bill Corum, Recording Secretary
J.F. "Jack" Hidden, Financial Secretary	Dale Cassel, Guide
Dave Blumenstock, Trustee	Jim Tabor, Trustee
Jack "Honey" Evans, Trustee	Ted Hoak, Sergeant-at-Arms

## SQUARE DANCE LESSONS

*\$3.00 per lesson / per person*

*Where:*

*Fondulac Park District Admin. Building*

*201 Veterans Drive, East Peoria, IL • 309.699.3923*

**September 8th – 2:00 – 4:00 p.m.**

*Novis Franklin, Instructor: 309.266.9870*

*Jay Whisler, Instructor: 309.348.3808*

*Ray Grimshaw, President: 309.674.8370*

***Come & have a good time...singles welcome!!!***



*4th Annual*  
**We Are**  
**ONE**  
*Ridin' for Solidarity*

**Come Join Us!**

**Open to anyone  
who wants  
to enjoy a  
great ride.**

**Come Ride  
with Your  
Union Brothers  
and Sisters,  
Friends  
and Family!**

**Saturday, June 29, 2013**

**Sign in at**

**Sheet Metal Workers Local 1**

**840 W. Birchwood • Morton**

Ride Benefits  
Children's Dyslexia  
Center of  
Peoria

**Sign in: 10 a.m. – 11:30 a.m.**

**\$20/person • \$30/couple**

**The first 100 riders receive a special edition T-Shirt**

**Food • 50/50 • Raffles**

REGISTERED

## 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, MOSSVILLE GRIEVANCE CHAIRMAN

*Dateline May 1, 2013. This is the date that this article goes to the Editor. This gives you the reader a reference for the facts and statements contained in this article.*

## “IT IS...WHAT...IT IS”

For many years the plaque of that saying anchored the front of, now recently retired President, Dave Chapman’s desk. Always cat curious about things, I always wondered, what does that mean? Knew it was a title and lyrics from an old James Brown song, but I never envisioned how that phrase could define Dave’s presidency. Then I googled it in urban dictionary, got a chuckle, and immediately changed my mind from dedicating a whole article to the Dave Chapman/Paul Jackson kinship over the past 35 years and limiting it to describing a man who has spoken MANY words during those years of kinship, to but a few. Dave Chapman, President, Union Brother, top notch chef, voice mail etiquette instructor, word leaving jokester, and mentor, enjoy your (hopefully) chalk- outline free retirement, Mi Amigo.

## SHOP TALK

Speaking of retirement, I am seeing a lot of interest of those remaining Soldiers of the Struggle setting down the tools of our trade after 40 years and opting for an honorable discharge. I know it is a tough decision, but of those that have went before I hear very little, if any, regrets.

Mossville remaining forces – “it is what it is”. Quote/unquote.

## FOUNDRY TALK

Mapleville is on projected target for its new home. Manpower adjustments will be forthcoming and will depend not solely but majorly on actual attrition of the aforementioned Soldiers. Still no movement on the 7M20/7M10 resolution with HR/LR focusing more on “who is right” rather than “what’s right”.....

So much for Common Values in Action!

Unfortunately, it looks like more TLO’s and even indefinites until Aaron Shock and his Republican buddies get off their collective sequestering butts and work with the President, for the people, and for America instead of for their own political agenda and careers.

## APRIL SHOWERS

About the only positive thing from the April 2013 deluge is Mossville was spared and left relatively high and dry, as it usually is, which should be a selling point for future Caterpillar factory placement division. I went to clues and entered the name Noah, hoping we had a diesel powered ark building division, but alas, it didn’t survive the drought of 2012.

All facilities were spared damage, that was great. Most employees just received an extra week of layoff, as per corporate.

## JUST A REMINDER

Unused Y-time monies, for unused Y-time (that in itself is an oxymoron) payout is on or before June 15th each calendar year.

Date for the required summer shutdown for the period of June 15th through September 15th is May 15th.

## THOUGHT FOR THE DAY

Amateurs built the Ark.....professionals built the Titanic!

## BONUS THOUGHT FOR THE DAY

*Long ago when men cursed and beat the ground with sticks it was called witchcraft.....Today it is called golf!!!*



## Remembering Our Brothers and Sisters

### March

Ambrose W. Krumholz	R	3/01/2013
Herbert L. Shaw	R	3/03/2013
Walter D. Rigg	R	3/04/2013
Clifford E. Cantwell	R	3/05/2013
Christine M. Azizieh	R	3/06/2013
Irene Bell	R	3/10/2013
Clarence S. Hayline	R	3/12/2013
Thomas E. Forgason	R	3/15/2013
Amos L. Cherry	R	3/17/2013
Jack H. Atkins, Jr.	R	3/19/2013
Kirby K. Hamblen	R	3/20/2013
Wesley D. Driver	R	3/22/2013
Alvin H. Naeole	R	3/22/2013
John Zuklic	R	3/22/2013
Nathaniel Mc Donald	R	3/22/2013
Arthur J. Kreeger, Jr.	R	3/23/2013
Mary L. Wagle	R	3/24/2013
Charles E. Schachette, Sr.	R	3/24/2013
James V. Manley	R	3/26/2013
Bobby L. Lovell	R	3/28/2013
Maurice E. Schoon	R	3/29/2013
Richard W. Gale, Sr.	R	3/30/2013
Williard C. Massey	R	3/31/2013

### April

Jack E. Scalf, Sr.	R	4/01/2013
Abraham C. Wilkinson, Jr.	R	4/05/2013
Arthur E. Gaul	R	4/07/2013
Virgil W. Purkel	R	4/07/2013
Harold F. Stewart	R	4/08/2013
Roscoe Orten, Jr.	R	4/08/2013
Willie J. Jamison	R	4/08/2013
Wendell W. Oge	R	4/08/2013
Donald D. Reid	R	4/10/2013
Ogle Ripley	R	4/12/2013
William E. Nevitt	R	4/14/2013
Dean R. Martin	R	4/14/2013
Denny C. Broadway	R	4/16/2013
James E. Sawney	R	4/16/2013
Gerald T. Hageman	R	4/17/2013
Ralph S. Graham	R	4/20/2013
Edward A. Baxter	R	4/21/2013
Hubert L. Bryant	R	4/28/2013
Elijah C. Funcannon	R	4/28/2013
Joseph S. Kohl	R	4/28/2013
Bobby R. Proffer	R	4/30/2013
Bertha V. Mishler	R	04/30/2013

*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**

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SATURDAY 9:00A.M. - 12:00 NOON



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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 \_\_\_\_\_

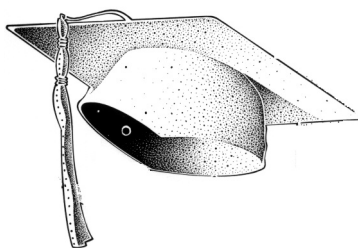
College Name: \_\_\_\_\_

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.*

Return to: Insurance & Benefits Office  
Local 974 UAW  
3025 Springfield Road  
East Peoria IL 61611

# HeartlandVision

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## The Editor's Desk

### By Rick Corbin

Perusing this morning's newspaper, I happened to notice the latest shenanigans from our State Legislators on how to solve our budget crisis that they themselves created.

Mike Madigan, the emperor of the Illinois House, and Tom Cross, the Republican Leader in the House, freely admit that the cause of the underfunded Illinois Pension System is the state's failure to pay its full share of pension costs for several years.

Forgiving themselves for not doing the job the citizens paid them to do, these two well-paid leaders decided the way to fix the problem was to shortchange the state workers and current retirees on their COLA adjustments to their pensions each year. In other words, go to the people who paid their full share of pension obligations and take away something they were promised and have already paid for.

Go ahead, tell me you're surprised!

## Happy Father's Day!

From Your UAW News & Staff



### *Parent's Murphy's Law*

1. Parenting is a 24-hour-a-day job with no salary, no raises, no promotions and very few vacations.
2. Parents are responsible for everything that happens to their children.
3. Guilt and self-blame are occupational hazards.
4. Parents don't get worker's compensation or any other fringe benefits.
5. Parents can never retire -- even when their kids ask them to.
6. Parents "don't get no respect" --until they die--and then it's too late.

*Bruce Lanksy*

## RETIREE'S OFFICERS ELECTION

*Nominations of candidates for all Retiree Officers shall be at the regular Chapter Meeting in August with nominations opening at 8:00 am and closing at 12:00 noon.*

The election of officers shall be at the regular Chapter Meeting in September with voting opening at 8:00 am and closing at 12:00 noon. The new Officers will take office immediately after the election.

The following offices are open: Chairman; First Vice-Chairman; Second Vice-Chairman; Recording Secretary; Financial Secretary; Sergeant-At-Arms; Guide; and three (3) Trustees.

Also, nominations will be open for Region 4 Retiree Delegates at the August meeting. Ten (10) positions open.



HOUSEHOLD GOODS

2 Colored TV’s 27” & 19”. 2 Kerosene Heaters. Make an offer. 309-266-9870

Antique table lamps, glassware, other furniture. 309-697-1451

MISCELLANEOUS

Small utility trailer \$285 obo - car topper \$50 obo - 309-274-3863

Heavy duty scroll saw & stand - excellent condition \$100 or trade for something equal value. 309-620-3464

Scooter for sale. Perfect for disabled person. Bought in 2010, asking \$1500. 309-688-2469

Lawnmowers choose any one of three, all good shape. 309-682-1480

Squier fender guiter, gig bag, Grover tuners SA 100, \$100 or best offer. 309-241-8164

Wheeled luggage travel bag. \$15. 309-224-8995

Desk \$25 perfect for a young person going to school. 309-224-8995

Chevy rim, old records, old PF leuger, Betty Boop dolls, Wooden eagle head, rod & reel Daiwa reel. 309-745-9256

Nascar jackets, Dale Earnhardt winston cup series. One medium, one XL. \$28 each or \$50 for both. 309-925-3770.

REAL ESTATE

Mississippi river cabin. Mobile home on steel I-beams. 5 min. from Burlington, Iowa. Newly remodeled. 1 dock, 5 ramps, boat ramp, 120’ water frontage. Sleeps 6. Furnished, 1000 gal. septic, 500 gal. propane. Own land not leased. lrg. lot. Reduced \$60,000 was \$72,000. 309-647-6711

AUTOMOTIVE

Fiberglass bed cover 6 ft. 99-06 chev. silverado. Make offer. 309-369-1085.

1985 Chevy caprie classic, power, air, automatic, 71,000 miles. \$2,000 serious offers only. 309-364-3426

Leather pontiac car bra. Never used. \$10 309-224-8995

1966 Mustang coupe, 6 cyl. 3 speed, runs good, many new parts, body good. \$7500 or best offer. 309-256-7139

SERVICES

Heating and Air Conditioning Services. 309-696-8253

WANTED

Old street rod project. Remington 22 semi-auto \$140.00. 309-357-417

Lawn mowers for parts & recycling - will pick up. 309-347-8151

Prairie schooler cross stitch patterns. Ask for Paula. 309-693-3621

Old metal caterpillar badge #12011. 309-347-3587

SPORTING GOODS

Three complete sets of golf clubs with bags. \$35 to \$75 each. 309-346-7025

Mariner outboard 9.9 H.P. \$580. Transom mount auxilary motor lift \$80. Hummingbird fishfinder complete \$40. 309-745-8418

SPORTING GOODS cont.

16’ Tracker 2000, 25hpel console. 2-hummingbirds power trim trolling motor. 309-264-8917 or evenings: 309-688-8764

CHANGE OF ADDRESS FORM

NAME: \_\_\_\_\_ BADGE # \_\_\_\_\_

NEW ADDRESS: \_\_\_\_\_  
\_\_\_\_\_

Phone (Home) \_\_\_\_\_ Cell: \_\_\_\_\_

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 ( \_\_\_\_\_ ) \_\_\_\_\_

PLEASE CIRCLE TYPE OF AD:

Automotive	Sporting Goods	Household Goods	Pets	Clothing
Miscellaneous	Real Estate	Rentals	Services	Wanted
ONE WORD PER SPACE				



## LOCAL 974 NEWS

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**OFFICIAL PUBLICATION LOCAL 974 NEWS (USPS 443170)**

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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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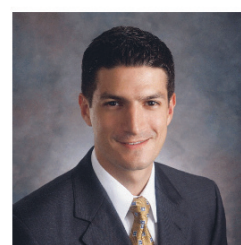
G. Douglas Stephens



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UNLESS  
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