



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

# LOCAL 974 NEWS

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

 VOL 59.4 • OCTOBER 2011

## NEW MEMBER ORIENTATION

**Monday, October 17, 2011**

**9:00 am & 4:00 pm**

**Local 974 Union Hall**

**Reports from all Full-time Officers  
on Duties and Operation  
of Local Union and Committees**

Dave Chapman, President • Rick Corbin, Education Chairman



*Supplementals with questions - please attend!*

Note – By Local 974 Bylaws, only those hiring on or after October 17, 2010 are eligible for \$25 rebate on Initiation Fee.

## 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

Ricky Norris

### 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

Dale Riggen

### Mossville DD Member-At-Large

Loren Benson

### 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

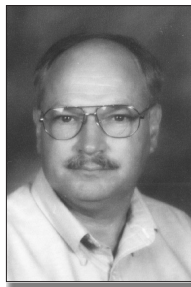
Jerry A. Littlefield

### Bargain. Chair. - Mason City PW

Michele Whitehead

### Bargain. Chair. - Mason City PD

Jackie Fischer



## PRESIDENT'S REPORT

DAVE CHAPMAN, President

I would like to thank John Shallenberger, Greg Larson, Don Barker and Terry Freeman for negotiating a new six year agreement with our staff here at

the Local. When you've been in this business as long as we have it's tough to put the company hat on at the bargaining table. I think this is a good agreement for both sides.

I would like to thank Clyde, Kim, Becky and Sonya for all the great work they do here at our Union Hall.

### 66 ACRES SOLD

It's about time!! The Local purchased 66 acres to build on in the early 80's. The economy got bad fast and we couldn't afford to build on it. We've been sitting on this property ever since. On August 30th John Shallenberger and I signed off on the sale of the property. The Local received a very good price for it. We plan on setting this aside for future generations to use as needed to maintain our Union Hall.

### SHANE HILLARD BENEFIT

Shane Hillard's family is putting on a benefit fundraiser for him here at the Union Hall on Saturday, October 8th. Please come out and attend this event. Shane suffered a stroke and almost lost his life. He is now recovering but it's going to be a long road back for him and his family.

Shane was one of the first young people to step up into a leadership position since I was elected in 1999 and the whole Local is proud of him for that, but first and foremost he is a good person and a great friend. GET WELL SOON BUDDY.

### SHIRLEY HOUGHTON DEMOCRAT!

Shirley Houghton retired as Chairman of the Tazewell County Democrats on September 1st. Shirley and I have had a great longstanding relationship since 1999 and anytime we needed anything she was there for us. Thanks for the great job over the years and have a great retirement.

## DATES TO REMEMBER

### SHANE HILLARD BENEFIT

Saturday, October 8 3:00 pm Union Hall

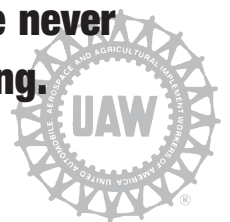
### DIE CAST & TOY SALE

Saturday, October 15 9:00 am - 2:00 pm Union Hall

### SHIRLEY HOUGHTON RETIREMENT PARTY

Saturday, October 22 3:00 pm - 6:00 pm Union Hall

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



## GRIEVANCE COMMITTEEMEN

### TRACK TYPE TRACTORS 673-3280 PHONE 673-6828 FAX

CHMN Dave Neulinger (HH, 1st)

Randy Buhs (HH, 2nd)

Jamie Snyder (SS, 1st)

Tom Bremer (LL, 3rd)

Brent Kubiak (LL, 1st)

### TBU KK 673-0931 PHONE / FAX

CHMN Craig Miller (2nd)

Bill Moore, III (3rd)

Brian Kerr (1st)

### MAPLETON 697-6051 PHONE / FAX

CHMN J. C. Zimmerman (1st)

Matt Diebel (3rd)

Chris Grimm (1st)

### MORTON 266-6631 PHONE 266-9346 FAX

CHMN Roger Routt (2nd)

Matt Butler (2nd)

Judy Poulsen (1st)

### TECH CENTER / PPG 579-2924 PHONE

CHMN Steve Mitchell (1st)

Rick Corbin (1st)

### SPBU 579-3336 PHONE RPF 675-6544

CHMN Joe Maxwell (1st)

### MOSSVILLE BB 579-2202 PHONE 579-2491 FAX

### MOSSVILLE DD 579-3488 PHONE 579-3168 FAX

CHMN Paul Jackson (BB, 1st)

Terry DeFrates (DD, 1st)

Randy Diehl (BB, 1st)

Mike McKinney (BB, 2nd)



CONTACT PERSON: CANDACE AT 239-565-0524  
OR C.SUMMERS@AOL.COM

# Hillard Family Benefit

50/50 raffle, Bake sale  
Door Prizes

**Silent Auction will be held  
from 4pm-8pm**

Shane Hillard, 34, had a debilitating stroke on June 21st 2011. Shane is a father of 3 and is an active member of the Local 974 serving as Sergeant-At-Arms on the executive board for 2 consecutive terms. As a result of the stroke, Shane spent 7 weeks in the hospital and will be unable to work for some time. Please join us in supporting him and his family during his recovery. Proceeds will be used for day-to-day expenses and medical bills not covered by insurance.

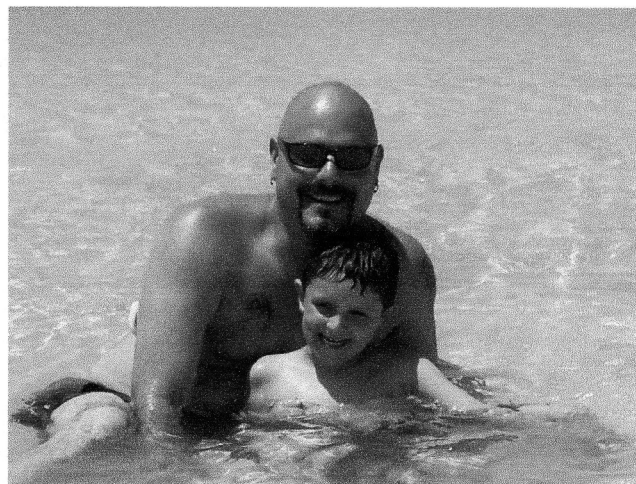
**SATURDAY, 10/08/2011**  
**TIME: 3PM-9PM**

**Local 974 Union  
Hall  
3025 Springfield Rd  
East Peoria**

- Pulled Pork sandwiches
- Potato Salad
  - Chips
- Baked Beans
- Soda, Coffee, Tea

Beer and Wine will be  
available with donation

Admission is \$10 per adult and \$6 for children 10 and under which includes 1 food ticket, one drink ticket, and 1 entry into the door prize drawing





## FINANCIAL SECRETARY/TREASURER'S REPORT

JOHN SHALLENBERGER, Financial Secretary/Treasurer

They always say that Labor Day is about the end of summer. What a great way to end the summer, we had a huge turnout at the picnic along with the parade. I would like to thank our new director Ron Mc Inroy and his wife Amy for coming to the picnic and spending the day with the members. Preparing for these two events always takes a lot of time and work, but there are always great rewards when you get to see the new young members stepping up and bring their families to share the fun and solidarity! Thanks to everyone who helped make this great weekend happen!

I would like to take this opportunity to make sure to remind you to keep a close eye on Congress (mainly the House of Representatives) representing Illinois Rep. Schilling & Rep. Schock. I know several members voted for them on the pretense of single issue items, such as guns, abortions and motorcycle helmets. I realize these issues must be important to you but let's get real on what they and the tea party politics are doing to our country. Are we really ready to sit back and watch while they destroy the country? I know I'm not, I'm going to fight like hell to get them defeated in their next election and I hope you will join us. Don't let them crush your future, Labor has fought for years to try and keep what we have. It gets tougher every year to just hold onto what we have let alone to get any gains. It seems that Republicans theory are a lot like Mitt Romney's, recently saying "Corporations are People" when referring to tax breaks. The real reason they look at this way is big corporations equals big campaign donations! So why should they care or worry about the working class or the poor. If you look back when President Clinton was trying to get us out of debt and get the unemployment rate down at the end of his first term (from the first Bush) it was looking grim then too. When President Clinton finished his second term, America was back on top, people were working, the debt was paid down and we were in the black again.

We can have a brighter future, but it is going to rely on each and every one of us to get out and do our part in getting the right people elected and some re-elected. So if you or anyone in your family is not registered to vote just call me or drop by the hall and I will get you the form to fill out so you can make a difference!

If you have never worked on a political campaign or got excited about one there is a good one starting that you might consider. Illinois State Senator Dave Koehler. Senator Koehler is running for U.S. Congress. Senator Koehler has been a great voice for the working class and voting the right way on issues that are important to us and our families!

### DUES

On dues, if you owe dues from drawing S.U.B. pay = 1 hour of your wages a month, or when you hired in and did not come to the union hall and join in your first month, it's a good possibility that you could have fallen behind on your union dues. My office has been going through our records and if you are behind we will be sending out letters letting you know. If you are in question, feel free to call the dues office so we can check for you.

### SOLDIERS BIBLE

Bill Brandon, a brother from Local 2488, has pocket-sized Bibles for our members that have served or are still active. Feel free to contact me and drop by and pick up your copy. These Bibles were donated but we are asking for a freewill donation to help maintain an adequate supply for the membership.

### PLEASE CONTACT DUES OFFICE

If you are on Medical, Worker's Compensation, Family Leave, or Military Duty, or if you have recently retired or separated, please contact the Dues Office with this information. This will be of great assistance to the Local in order to keep our records accurate and current. It will also help keep records for you if needed.

### SERVICE MEN AND WOMEN

As always, please keep all the soldiers and families in your thoughts and prayers.

#### RECAPITULATION as of July, 2011

Income	\$ 263,694.87
Expenditures	231,529.39
<b>Excess of Income over Expense</b>	<b>\$ 32,165.48</b>

Regular Dues received on	4,554
Sub Dues received on	2
Initiation fees received on	53
Bonus dues received on	1

#### PER CAPITA TAXES:

International Union UAW	\$ 109,303.64
CAP Council	7,052.27
CAT Council	5,195.65
Retirees Dues PCT	265.20
Ag Council	177.72
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	15.59
<b>Total</b>	<b>\$ 122,194.07</b>

#### RECAPITULATION as of August 31, 2011

Income	\$ 480,588.32
Expenditures	258,073.65
<b>Excess of Income over Expense</b>	<b>\$ 222,514.67</b>

Regular Dues received on	4,448
Sub Dues received on	1
Initiation fees received on	44
Bonus dues received on	0

#### PER CAPITA TAXES:

International Union UAW	\$ 87,731.14
CAP Council	7,064.15
CAT Council	5,230.42
Retirees Dues PCT	358.80
Ag Council	179.40
Labor Council of West Central IL	184.00
IPS Council Pooled Arb. Fund	11.29
<b>Total</b>	<b>\$ 100,759.20</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

In June, Methodist Health Services Corporation voted to affiliate with Iowa Health Systems. As a Caterpillar Network Provider, Methodist has been and continues to be a high quality provider for our members for many years. I have included a few frequently asked questions for some clarification concerning what impact this affiliation will have for our community.

**Why is Methodist doing this?** The health care world is changing rapidly. Health care systems are under increasing pressure to coordinate care for patient populations while operating with ever greater efficiencies. Methodist is looking for a strategic partner that will support and strengthen Methodist as a regional, tertiary medical center and comprehensive healthcare system. We know that the time to look for a strategic partner is when you are in a position of strength and bring value to a new organization that we believe share our commitment to provide quality health care to the communities we serve.

**Why is Iowa Health doing this?** As IHS looks toward the future healthcare environment, it believes long-term it must manage a broad region, where, through its senior affiliates, it can provide care coordination for a large population of people. IHS is a regional system, serving community constituents, including employers, in a multi-state area.

IHS and Methodist are a good fit. Both are quality institutions, both are financially healthy; both are integrated with their physicians. IHS is looking for an organization that adds value through quality patient care and excellent patient experience to its already existing seven senior affiliate hospitals.

**What is IHS?** Iowa Health System is the sixth largest nondenominational health system in the United States. IHS includes seven senior affiliates including Trinity Regional Health System with hospitals in Rock Island and Moline. Through relationships with 25 hospitals and more than 140 physician clinics in Illinois and Iowa, IHS provides community benefit programs and services to improve the health of people in its communities. Each year, through more than 2.5 million patient visits, IHS hospitals and clinics provide a full range of care to patients and families. IHS entities employ nearly 20,000 employees working toward innovative advancements to deliver the best outcome for every patient every time.

### What does this mean to Methodist Patients?

Methodist is joining an organization that share our passion for outstanding healthcare and is committed to local control and local involvement. The transaction is not anticipated to result in changes to physician or patient care staffing. Having Methodist as your favorite hospital won't change. We are here for the long haul. Having the support of a strong strategic partner gives us even more resources to serve our patients and our community.

**Will Methodist remain a significant community participant?** Yes. IHS's philosophy of local autonomy provides that community involvement and community relations are a function of the local senior affiliate. The Methodist Board of Directors will remain local, our assets will remain local. Methodist will continue to be an important player in key initiatives and support causes that benefit the health of our community – body, mind and spirit – with the support of IHS.

I had some of these same questions. Earlier this year I communicated with members of Methodist management. In August, we met and discussed the affiliation and I am convinced that our members will continue to receive quality care from this local provider.

Another quarterly joint committee on healthcare meeting with Caterpillar is being scheduled. I will update all of you as to the topics discussed.

### OTHER NEWS

**The Second Annual Patriots' Day Veterans' Dinner** was held here at the Hall on September 11th. Thank you to all of our Veterans for your service.

Also, Illinois Mutual is offering **short term disability and accident insurance coverage** to all members. During negotiations we were able to get an increase in weekly disability for Morton Parts Members. Even though we saw an increase, it is not sufficient to cover us in case we are unable to work. Open enrollment for this coverage is October 1st thru December 1st, 2011. See the ad in this newsletter.

In Solidarity, Jim Arrowood

*PS – Another deer season approaches. Looking forward to seeing my dear friends, Doffless and Wilene Harris & family in November.*

**RE M I N D E R Annual enrollment is the same as last November. If you do not have any changes to make, you do not need to call Hewitt for 2012 coverage.**

## CATERPILLAR BENEFITS CONTACT INFORMATION

**HYATT LEGAL SERVICES** 1-800-821-6400  
**HR SERVICES CENTER-AMERICAS/PANAMA**  
Toll-free: 1-800-447-6434 OR 1-309-494-2363  
E-mail: HR\_Service\_Center@cat.com

**CAT ESCALATED ISSUE RESOLUTION TEAM\***  
Toll-free: 1-866-494-4562

\*If you have an issue or question about your benefits, always call UnitedHealthcare (UHC), Hewitt, RESTAT, MetLife or the HMO first. Employees should use this number only to help resolve active, unresolved issues with the vendor that have not been resolved through previous, direct contact with the vendor. Contacting the Escalated Issue Resolution Team is completely voluntary and is not required as part of the benefit plans formal appeal process.

**DENTAL BENEFITS CIGNA Dental**  
Customer Service: 1-800-244-6224  
Web: cigna.com OR myCIGNA.com  
CIGNA Dental Claims Mailing Address:  
CIGNA Dental  
PO Box 188037, Chattanooga, TN 37422-8037

**MEDICAL BENEFITS**  
**Cat Healthcare Plan (UnitedHealthcare PPO)**  
Customer Service: 1-866-228-4215  
Web: myuhc.com  
UHC PPO Claims Mailing Address:  
United Healthcare  
PO Box 740800, Atlanta, GA 30374-0800

**PRESCRIPTION DRUG BENEFITS – RESTAT**  
Customer Service: 1-877-228-7909  
Claims Mailing Address:  
RESTAT  
PO Box 758, West Bend, WI 53095-0758

**FLEXIBLE SPENDING ACCOUNTS (FSA)**  
**Healthcare and Dependent Care FSAs**  
Claims Administrator: UnitedHealthcare  
Customer Service: 1-866-228-4215  
Claims Mailing Address:  
UnitedHealthcare  
PO Box 981178, El Paso, TX 79998-1178

**LIFE INSURANCE & VOLUNTARY BENEFITS**  
Claims Administrator: MetLife  
Customer Service: 1-888-228-1811  
Web: metlife.com/mybenefits

**ELIGIBILITY, PENSION, INVESTMENTS**  
Plan Administrator: Hewitt  
Caterpillar Benefits Center: 1-877-228-4010  
Web: resources.hewitt.com/cat/

**HEALTHY BALANCE**  
Healthy Balance: 1-888-228-9494  
Web: CatHealthBenefits.com>Healthy Balance

**WORK.LIFE.SOLUTIONS**  
(Cat Employee Assist. Program) 1-866-228-0565  
Web: CatHealthBenefits.com>Work.Life.Solutions

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



## The Editor's Desk

By Rick Corbin



## Statement by AFL-CIO President Richard Trumka on the Deficit Commission Report

As this edition goes to press the public is awaiting the upcoming speech the President will give to the Congress on his plan to create jobs and improve the U.S. economy. This is a fitting time to print some comments from AFL-CIO President Richard Trumka from approximately ten months ago regarding our economy and employment issues and how the President's audience has dealt with these issues in the past.

With this report the Deficit Commission once again tells working Americans to 'Drop Dead.' No proposal on fiscal issues is serious that leaves the Bush tax cuts for the rich in place while raising taxes on the middle class and slashing Social Security and Medicare. All commission members should vote no on this misguided plan. All members of Congress should also oppose these job-killing policies. If they are raised in future legislation or budgets.

Our nation IS facing an immediate jobs crisis. On November 30, 2010, 800,000 Americans lost their unemployment insurance, and that number will grow to two million by Christmas. It is unconscionable that this commission is proposing to slash these very workers' Social Security and Medicare.

This whole discussion reeks of hypocrisy. The faux deficit hawks on the commission – and Senators who

claim unemployment insurance must be paid for – have no problem clamoring for more unpaid Bush tax cuts for millionaires.

We need to focus now on the jobs deficit. Fifteen million people are out of work and another eleven million have given up looking or are working part-time involuntarily. We need to invest in jobs by rebuilding our crumbling infrastructure and green technologies and end tax breaks that send American jobs overseas.

To address long-term deficit issues the AFL-CIO supports the core principles underlying the "Investing in America's Economy Budget Blueprint." We need to put jobs and economic growth first; we must invest in education and infrastructure to be competitive in the 21st century. Wall Street and the wealthy must bear their share of the burden; and we need to deal with the growth of health care costs.

And now for all of you political hounds, a little update on the subject of permanent replacements or privatization of jobs by one of our favorite politicians. Read and enjoy.

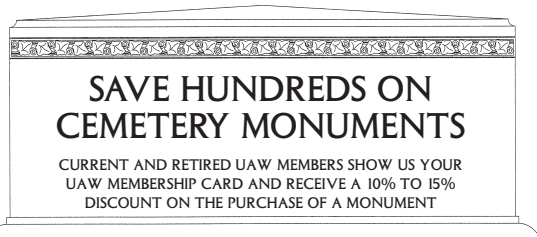
## County Privatization of Guards Backfires

A county executive's privatization scheme backfired when an arbitrator ruled that the layoff of existing employees violated the labor contract. The arbitrator said the county executive had ordered the firing of security guards at various locations, replacing them with private security workers. He justified the action by saying it was an "emergency," but the arbitrator said testimony showed the executive over-estimated the "emergency" budget situation, claiming there would be a \$7.5 million shortfall, when it really was \$2 million.

Also, the arbitrator said such a layoff for "emergency" reasons could cover only a 45-day period, and the layoff order was to be permanent. As a result, the county has had to rehire the laid-off guards, while still honoring its contract with the private firm. **(NOTE: The County Executive at the time was Scott Walker, currently the Wisconsin governor.)**

(AFSCME District Council 48 and Milwaukee County, as reported in Milwaukee Journal Sentinel, January 19, 2011.)

**UAW MEMBERS**



**SAVE HUNDREDS ON CEMETERY MONUMENTS**

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

**McAVOY MONUMENT CO.**

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Free Consultations**

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www.TAPResourcesInc.com  
Email: bob@TAPResourcesInc.com  
UAW Retiree – Bob Allsup, CEAP/CADC/SAP

**UAW MEMBER DISCOUNT – UHC INSURANCE ACCEPTED**



PAID ADVERTISEMENT



## FALL Diecast and Toy Sale

Saturday, October 15, 2011

9:00 AM - 2:00 PM

Admission - \$1.00 • Local 974 Union Hall  
Door Prizes • Food Available

Event sponsored by and all proceeds go to the  
Heather Henninger Scholarship Fund

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

SPONSORED BY LOCAL 974 UAW RETIREES (694-3151)

# FISH FRY

**Fish - Potato Salad - Baked Beans**

Sunday, October 2, 2011

12:00 - 4:00 pm

Local 974 Hall



\$8.00 Adults

\$3.00 Children  
(12 and under)

Soda \$1.00

Desserts for Sale

**ALL YOU CAN EAT!!!**

Proceeds go to Bel-Wood  
Nursing Home Christmas Fund

## Remembering Our Brothers and Sisters

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

### July

Clarence L. Davis	R	07/01/2011
Gary L. Johnson	A	07/03/2011
Dean W. Saal	R	07/03/2011
Lawrence D. Kroepel	R	07/04/2011
Robert D. Anderson	R	07/07/2011
Harold J. McCoy	R	07/07/2011
Robert H. Souba	R	07/09/2011
Marvin L. Bair	R	07/11/2011
Gus L. Schnarr, Jr.	R	07/13/2011
Harlan D. Searle	R	07/17/2011
Ryan W. Choate	A	07/18/2011
Elwood G. Laible	R	07/18/2011
Clinton H. Waller	R	07/18/2011
Ellery B. King	R	07/20/2011
John W. Robbins	R	07/21/2011
William L. Wiker, Jr.	A	07/21/2011
Clifford H. Graffis	R	07/22/2011
Virgil Prine	R	07/24/2011
Harriett F. Landhardt	R	07/25/2011
Lester L. Newman	R	07/25/2011
Dale A. DuPage	R	07/26/2011
Richard R. Martin	R	07/27/2011
Mary L. Tibbs	R	07/28/2011
Charles A. Goins	R	07/29/2011
Loren D. Kreps	R	07/29/2011
Terry L. Secretan	R	07/29/2011
Robert K. McMahon	R	07/30/2011
Billy L. Rhoades	R	07/30/2011

### August

Elick H. Higdon	R	08/03/2011
Albert R. Agee	R	08/04/2011
Ralph E. Mozingo	R	08/04/2011
Eddie E. Wooding	R	08/04/2011
Ronald L. Wright	R	08/04/2011
Alfred J. Shults	R	08/06/2011
Betty L. Nighswonger	R	08/07/2011
Carl E. Springer	R	08/07/2011
Everett R. Bailey	R	08/09/2011
Jack M. Cox	R	08/10/2011
Rex D. Westhafer	A	08/10/2011
David A. Hutchison	R	08/12/2011
Thomas R. Leadley	D	08/13/2011
Kippy K. Penning	R	08/15/2011
Larry J. Wells	R	08/20/2011
John W. Everett	R	08/21/2011
James H. Meeks	R	08/21/2011
Aaron M. Barnes	A	08/24/2011
Orville J. Bogenhagen	R	08/25/2011
Joshua M. Volk	A	08/28/2011
Joseph C. Horton	R	08/30/2011
Leroy W. Wessel	R	08/30/2011

UAW LOCAL 974

## CALENDAR

OCTOBER

Sun 9	Executive Board Meeting	11:00am
	General Council Meeting	1:00pm
Sat 15	Die Cast & Toy Sale	9:00am - 2:00pm
Sun 16	Membership & Retiree Dance	7:00 - 10:00pm
Mon 17	New Member Orientation	9:00am / 4:00pm
Wed 19	Retirees' Chapter Meeting & Dinner	11:30am
Thu 20	Safety Council Meetings	8:00 / 10:00 / 4:00pm
Thu 20	Driver's Training Sem. (Ill. Sec of State)	1:30 - 3:30pm
Tue 25	Isle of Capri Bus Trip	8:00am
Thu 27	Steward Council Meetings	8:00 / 12:00 / 4:00pm

NOVEMBER

Tue 1	Local 974 Newsletter Article Deadline	
Fri 11	Veterans' Day	
Sun 13	Executive Board Meeting	11:00am
	General Council Meeting	1:00pm
Wed 16	Retirees' Chapter Meeting & Dinner	11:30am
Thu 17	Safety Council Meetings	8:00 / 10:00 / 4:00pm
Mon 21	Red Cross Blood Drive	11:00am - 5:00pm
Tue 22	Rhythm City Bus Trip	8:00am
Thu 24	Thanksgiving Day - Union Office Closed	
Fri 25	Day after Thanksgiving - Union Office Closed	



UAW 974 RETIREES BEL-WOOD CHRISTMAS FUND RAFFLE	UAW LOCAL 974 RETIREES RAFFLE <h2 style="color: red;">Four Foot Porch Swing with Stand</h2> <p style="text-align: center;">Drawing will be held during the  <b>Retirees Christmas Dance – Sunday, December 18, 2011</b>          Need not be present to win – Winner will be notified</p> <p style="text-align: center;"><b>\$1.00 each OR 6 for \$5.00</b></p> <p style="text-align: center;"><b>Proceeds will benefit the Bel-wood Christmas Fund</b>  <small>Printing compliments of Leonard A. Unes Printing Co. </small></p>
NAME _____	
ADDRESS _____	
CITY / STATE / ZIP _____	
PHONE _____	



## Saturday, November 26

## Sunday, November 27

**9:00 AM – 4:00 PM**

### Local 974 Union Hall

*Free Admission*  
*Includes Door Prize Ticket*

Sponsored by the Heather Henninger Scholarship Fund Committee

For more information – Dave Blumenstock (369-7822) or Union Hall (694-3151)

# DURBIN

## CHIROPRACTIC & ACUPUNCTURE

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**8 UAW LOCAL 974 NEWS**

## RETIREES CHAPTER

UAW LOCAL 974

### WEDNESDAY POTLUCKS OCTOBER 19 & NOVEMBER 16

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, October 16 7:00 – 10:00 pm**

**Music by Midnight Wind with Richard Bellamy**

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, October 25 – Isle of Capri**

**Tuesday, November 22 – Rhythm City**

### HOW CAN I JOIN THE RETIREE CLUB?

Upon retirement Local 974 members in good standing are encouraged to register at the Dues Office to become Chapter members. Retirees and their spouses are welcome and encouraged to attend the Retiree Chapter Meetings and activities.

We have a **Potluck the third Wednesday of every month** – meat, coffee and doughnuts are furnished. A variety of other activities are planned throughout the year. To assist in financing these activities a \$2 per month voluntary membership dues can be established at the Dues Office. The largest portion of the dues dollars goes to the International Retired Workers Advisory Council which is concerned with retired workers programs and policies and other matters that affect the welfare of retired workers.

#### Contact Retirees' Officers at 309/694-3151

Jane Evans, Chairman  
 Velma Walton, 2nd Co-Chairman  
 J.F. "Jack" Hidden, Financial Secretary  
 Dave Blumenstock, Trustee  
 Jack "Honey" Evans, Trustee

David J. LaHood, Co-Chairman  
 Bill Corum, Recording Secretary  
 Dale Cassel, Guide  
 Jim Tabor, Trustee  
 Ted Hoak, Sergeant-at-Arms

*Do you have a little extra time? If you do, contact Bonnie at 699-0167. Projects are to make and repair toys for children for Christmas, especially doll houses.*

#### SHORT TERM LOAN OF MEDICAL EQUIPMENT

The Retirees have the following items that can be loaned out to our membership for their use on a short-term basis. Items can be checked out at the Dues Office.

**Wheelchairs • Walkers • Cane Walkers • Canes  
 Crutches • Hospital Beds • IV Stands • Porta-Potties**



**WANTED – Donations of used medical equipment, the equipment will be used for lending to our Retired and Active membership.**





## 2011 LABOR DAY PARADE

- left* Rickshaw – UAW Style  
*top left* Approximately 200 members march down Main Street  
*top right* Grand Marshall UAW Retiree Marvin Everett  
*right* The Grand Marshall points out who is Number 1



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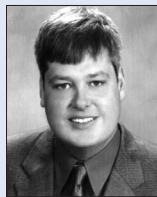
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# SO, IT'S NOT THE MONEY, HUH?

STEVE MITCHELL, Plantwide Safety Chairman

Have you ever participated in or overheard a discussion when one of the parties is making an excuse for doing something wrong and they say, blah, blah, blah “but it’s not about the money”? When you hear a statement like that, what else could you possibly say to yourself but, “Yeah, it’s about the money.”

When we took our *Code of Conduct* training, I distinctly remember some lofty verbiage that seemingly flies in the face of the day-to-day experiences reported to me. For example, take the *Principle of Integrity* as described in the *Code of Conduct*. Integrity is described in flowery prose and ends with these sage words... *our fellow employees must be able to trust what we say and to believe that we will always keep our word* (<http://www.caterpillar.com/company/strategy/code-of-conduct/integrity/honesty-and-integrity>). We ALL took the Code of Conduct Training, so everyone operates under THE Caterpillar principle of integrity, right? Sit back and let me tell you a little story.

Down in the Bottoms, there is a part of the tractor factory that is becoming notorious for firing or disciplining injured workers. During the May/June time frame, one of our members was assigned to work on a piece of equipment that had been malfunctioning for over a year. This balky piece of equipment had been the subject of numerous CI cards and work orders, but the machine never worked correctly and placed our members operating it at risk. The workers were told to contact one of the alphabet maintenance companies (the lowest bidders) whenever there was a problem, which was almost every day. When the lowest bidders would respond, they would “fix” the machine with bubble gum or baling wire so that production could continue.

Lo and behold, our member was injured when the machine malfunctioned, as it had so many times before. The worker dutifully reported the injury. The injury was eventually treated with measures beyond first aid, which made it an OSHA recordable injury, besmirching the safety record of this stellar business unit... uh-oh! Considering the history of post-injury discipline and worker reputation-trashing that goes on in this facility, our member was pleasantly surprised when he was not shown the door immediately after reporting his injury. In fact, it took more than two months to conclude the “investigation” before the *No Injured Worker Goes Un-disciplined Policy* kicked in, and the worker was walked out.

Incredibly, this worker was specifically told that the disciplinary action was not being taken because of the injury or because he reported the injury. Our injured worker was told that the discipline was the result of some *other* infractions that happened several weeks ago. Mind you that nothing was said or done at the time of the alleged “violations”; the discipline was said to be for our member’s own

good. For management to discipline an injured worker for reporting a hazard or injury would be a violation of the Occupational Safety and Health Act. Additionally, and more importantly, to tell the worker anything other than the truth would be a violation of our Caterpillar Code of Conduct.

Further evidence that there is something amiss in our blame-the-victim workplaces is this example. Imagine a work environment at a Fortune Top 100 company where you could (gasp) step on a nail. I know it’s hard to believe that there could be such a place in this day and age, but humor me for a moment. So, this worker steps on a nail, which, the story was told, is not an uncommon occurrence. The individual feels the nail go through his company-provided PPE, but it is to such a slight degree, the worker doesn’t feel it’s necessary to even bother to look at his foot.

Our fellow worker, at this thoroughly modern workplace, complete with nails “commonly” sticking up from things on the floor, completed the shift with no further incidents and went home. Upon arriving at home, he removes his safety shoe and discovers that the skin on the bottom of his foot was indeed broken by the nail. Armed with the knowledge that injuries are supposed to be reported immediately, and in fear of losing his job for not following the reporting policy, the worker immediately drove back to his facility and reported the injury to First Aid. Apparently, the report was not immediately enough, because the worker was suspended.

You’ve got to wonder what deranged mind dreamed up the “disciplining your way to a good safety record” model of safety programs that is so prevalent in our workplaces. Also in question is why obviously intelligent managers go along with this insanity. This craziness is so uniformly spread throughout our workplaces that you would almost think there is some way the supporters of this mindset personally profit when workers become afraid to report injuries. Is it possible that facility or SMART goals based on certain levels of downstream safety metrics performance result in increased pay for those pushing the anti-worker safety/discipline programs – surely not.

I’d like to think that the justification for the “discipline-for-safety model” is purely altruistic and that the incentivizing of underreporting is not the case, but I’m not optimistic. It seems as if management is trying to condition workers not report injuries if they know what is good for them. Surely not, as this type of encouragement would be against the law and would not exemplify integrity.

I’ve had 40-year, strong, union activists tell me they are not going to report injuries and risk getting disciplined. It’s “rumored” that a number of senior, full-time employees have been disciplined into retirement for non-hazardous minor

## Attention all UAW Members & Others

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violations of arbitrary safety rules. One can only imagine the number of bloody hands being stuffed into pockets, ultimately "improving" the safety performance metrics. Where is the integrity here? Does this behavior sound like depiction of the Code of Conduct you read? Is there a different definition of integrity in the Code of Conduct these managers subscribe to at Caterpillar? I must have missed that page.

Another one of the Code tenets states, We put Teamwork in action when...  
*We Treat Others with Respect and Do Not Tolerate Intimidation or Harassment...  
The full value of each individual's contribution can be realized only when we treat one another with the respect, trust and dignity we ourselves expect. Caterpillar insists on a work environment free of intimidation and harassment. As individual employees, we have the right to expect a positive working environment, along with the responsibility to speak out and ask for change if we observe conduct that runs contrary to this principle* <http://www.caterpillar.com/company/strategy/code-of-conduct/teamwork/respect-and-non-harassment>.

I really wonder who was kidding who when these words were written. Remember...  
*our fellow employees must be able to trust what we say and to believe that we will always keep our word, and Caterpillar insists on a work environment free of intimidation and harassment?* So much for Integrity and goodbye to Teamwork. Remember, when they tell you the discipline was not because you were hurt or that you reported an injury, it's like telling you it's not the money....it's the money.

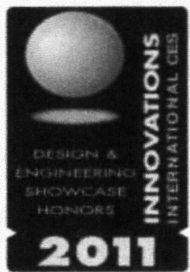
What would have happened thirty, forty or fifty years ago if this type of environment of fear were brought to the shop floor? I doubt it would have gone over very well to say the least. What would have been done to blunt this attack on the membership? How would this group of people, mostly from less modest means, fight back?

The answer is they would have stuck together. They would have taken the offensive by filing grievances, safety complaints, and taking up collections for those who were adversely affected by the blame-the-worker programs.

Every conceivable hazard would have been reported, not through a CI card, but with a union safety complaint. Machines that did not operate properly would not have been used. Trip hazards, such as uneven floor surfaces, grounding cables, oil, coolant, shot or boards with nails in them on the floor would not be tolerated. Machinery missing guarding or interlocks would not run. Every work rule would have been followed to the "T". First Aid would have been inundated with workers reporting, as directed, every little twinge, ache or symptom of an injury or illness. But that was then, what about now?

Solidarity works. Together, you, with your brothers and sisters, can turn back the tide. There was a time a number of years ago when workers were threatened that if they wore a particular T-shirt, they would be fired. What would have happened if only a few wore the shirts? Instead, one day, those particular shirts appeared in the shop by the thousands, and nobody was fired.

It's amazing how collective action works. File union safety complaints. If you need to file grievances, file group grievances. If somebody is unjustly treated, stick up for them as if it were you who needed support. If that means asking every member of management you see, "Have you seen Bob", do it. If it means taking up collections to prevent the "all time to stand as disciplinary action" type of grievance settlement, in order to keep food on a brother or sister's table, do it. Don't stand by idly. And by all means, keep your eye on the ball, and when management tells you it's not the money, **IT'S THE MONEY!**



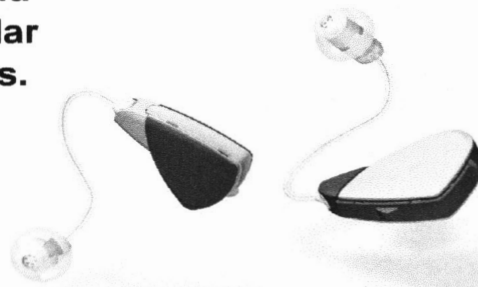
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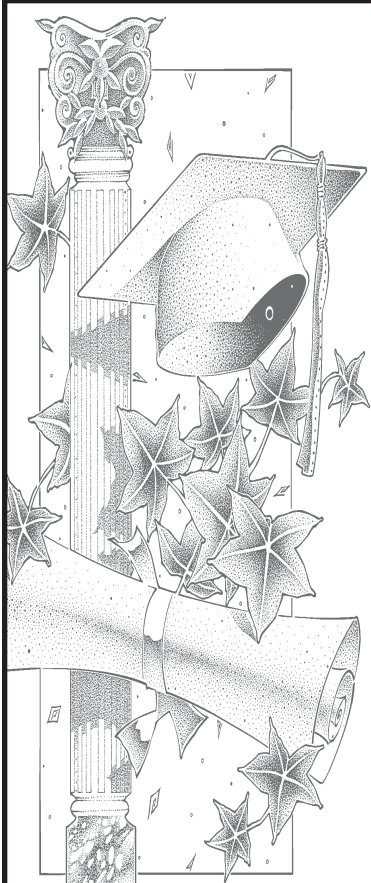
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Kevin P. Dunne	Sophomore – Greenville College	1,000	Grandson of David L. Sheets
John B. Williamson, Jr.	Freshman – Illinois Central College	1,000	Son of John Williamson
Benjamin K. Parod	Freshman – Missouri Univ. of Science & Tech	1,000	Grandson of Frank Parod
Taylor J. Schofield	Freshman – Illinois State University	1,000	Granddaughter of Kent E. Budke
Sarah Risner	Senior – Eureka College	1,000	Granddaughter of Rich Giddens
Alyshia Haahn	Junior – Bradley University	1,000	Granddaughter of Donald Haahn
Jenny Kepler	Junior – Bradley University	1,000	Granddaughter of Virginia Kraus
Logan A. Dunne	Junior – Illinois College	500	Grandson of David L. Sheets
Mitchell J. Hidden	Senior – University of Illinois	500	Grandson of John F. Hidden
Drew Lee Traver	Senior – Eastern Illinois University	500	Son of Judith Poulsen
Blake G. Abbott	Freshman – McKendree College	500	Grandson of Dwan Ledford
Courtney Kincaid	Junior – Eureka College	500	Granddaughter of Richard Scherer
Ja'Bree Mitchell	Freshman – Western Illinois University	500	Granddaughter of Jim Williams, Sr.
Kialee Bowles	Sophomore – St Ambrose University	500	Daughter of Rob Bowles
Amy Smith	Graduate – Marquette University Law School	500	Daughter of John M. Smith

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## BACK TO EDEN

RUSS LINDAHL

***“And God saw everything that he had made, and, behold, it was very good...” (Genesis 1:31a)***

There was no death, no sorrow, no earthquakes, no divorce. Planet earth and all creation was very pristine. When God made Adam and Eve. They had a perfect marriage. God instructed Adam (and Adam told Eve) not to eat of the tree of the knowledge of good and evil: for in the day that thou eatest thereof thou shalt surely die. (Genesis 2:17) Adam and Eve did not listen. Eve was tempted (God did not want robots to love Him but someone made in His image to worship Him out of a free will) by Satan to eat. She did and gave to her husband and he ate also. (Genesis 3:1-7) They immediately were separated from God spiritually and they started the aging process and eventually died physically. The once pristine earth will now have earthquakes, storms, weeds. Innocent people will suffer. (Genesis 4:1-8 the first jihad) Man's thought processes will be twisted especially in the area of religion. Man no longer seeks God but chooses to live independently of Him and make up his own rules. There will be injustice everywhere.

All mankind inherits a sin nature from Adam. Man will commit sin because it is now his nature, then out of choice, then it becomes his

habit and lifestyle. All mankind are born sinners and as a result will one day die. All the misery we see on earth is not God's fault, it is Adam and Eve's and ours. God warned us and we chose to disobey. We didn't then and we don't listen today. But as always, God provides mercy in judgment. In Genesis 3:15 we read the first prophecy of a virgin-born Redeemer (around 4,000 B.C.). This Redeemer will one day bring planet earth back to the Edenic state. Because of Him I will once again see my now deceased wife who trusted Him as her Savior. His name is Jesus Christ. When Adam and Eve sinned, God provided a blood sacrifice to restore man to Himself (their own works, the fig leaves, didn't cut it). That blood sacrifice pre-figured the coming of Christ to take away the sin of mankind. (John 1:29)

So what about you? Have you trusted Jesus Christ, the God-man, His death, burial and resurrection to take care of your sin and save you? You can do it now. Don't put it off.

Have a great day in Christ!

In Jesus,

Russ

Write, call or email me

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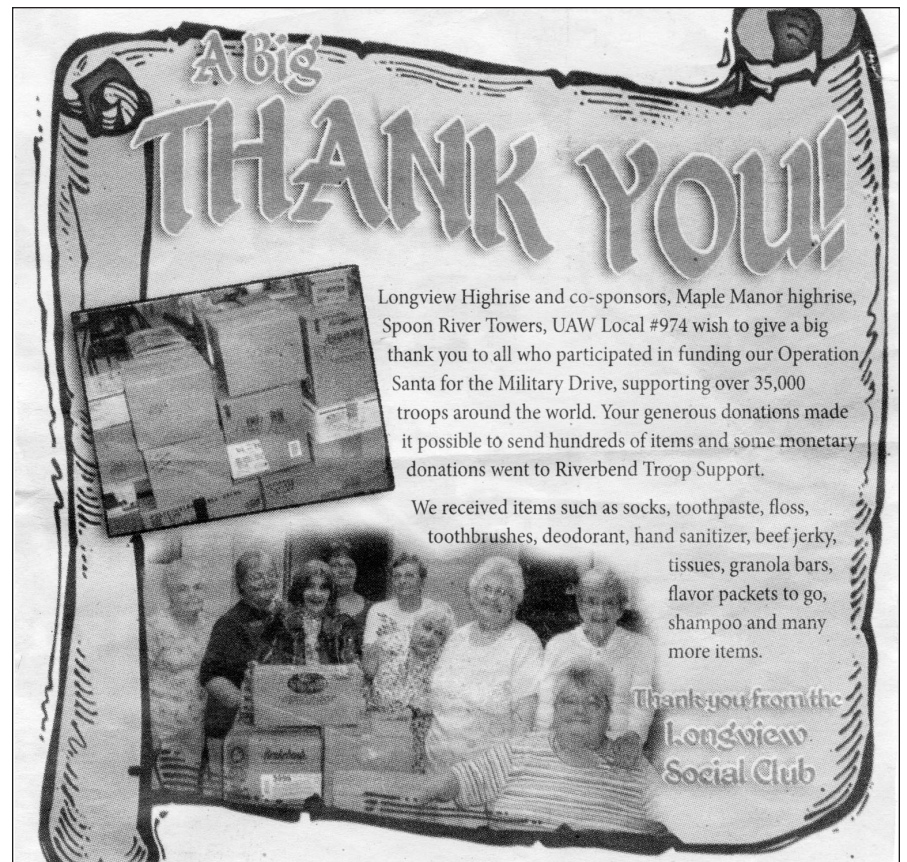
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30' Pioneer Fleetwood Camper, must see, \$11,000; 265-6125

1993 Camaro Z28, 6-speed, VGC, \$5000 or trade for '54-'62 Chevy car or truck; 397-1980

1991 HD Springer, blue, 58,000, 10,000 on rebuild, many extras, \$7,500 OBO; 634-5247

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Deep Freeze 5 Pack, GC, \$125 OBO; 674-6203

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Antique Wall Telephone, \$125; Cupola with weathervane, \$300; Child's Carrier for back of bicycle, \$60; 925-3770

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Name of Publication: **LOCAL 974 NEWS**  
 Issue Date for Circulation Data Below: **07/17/2011**

1. Name and Complete Mailing Address of the Publisher: **UAW Local 974, 3025 Springfield Rd., East Peoria, IL 61611**

2. Name and Complete Mailing Address of the Editor: **Jim Arrowood, 3025 Springfield Rd., East Peoria, IL 61611**

3. Name and Complete Mailing Address of the Business Manager: **UAW Local 974, 3025 Springfield Rd., East Peoria, IL 61611**

4. Name and Complete Mailing Address of the Owner: **UAW Local 974, 3025 Springfield Rd., East Peoria, IL 61611**

5. Name and Complete Mailing Address of the Principal Owner: **UAW Local 974, 3025 Springfield Rd., East Peoria, IL 61611**

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11. Title of the Publication: **LOCAL 974 NEWS**

12. Issue Date for Circulation Data Below: **07/17/2011**

13. Issue Frequency: **Monthly**

14. Issue Date for Circulation Data Below: **07/17/2011**

15. Total Number of Copies (Net press run): **1,000**

16. Total Number of Copies (Net press run): **1,000**

17. Total Number of Copies (Net press run): **1,000**

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## LOCAL 974 NEWS

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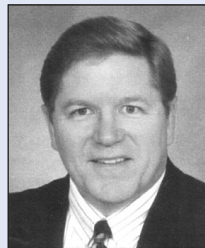
Local 974 News is published bi-monthly by United Auto Workers, Local 974, 3025 Springfield Road, East Peoria, Illinois 61611. The Membership on January 13, 1952, authorized a special fund that provides 15 cents of each member's dues dollar per month to be used for funding this publication. Periodical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

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

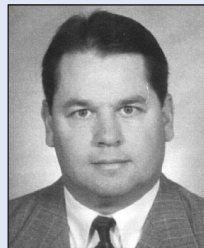
# Public Service Announcement

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

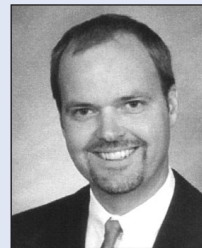
***The DUI laws have changed.  
The penalties are now much more severe  
with mandatory jail time for second DUI.***



G. Douglas Stephens



Gordon M. Fiddes



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Sharbel A. Rantisi

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