

The Rubber Ball

FROM THE PRESIDENT

Dale Sandell

We have a new Friends and Family member to celebrate offering discounts to Union members. TJ's Truck Accessories LLC is owned by a tire plant retiree, Tim Burke. Tim was a millwright at the plant for 30 years and a good friend of mine. TJ's Truck Accessories has a website www.tjtrucks.com to shop his inventory of pickup truck accessories to customize your pickup. He is giving us a discount of 10%. Please check it out along with all of our other Friends and Family members.

Speaking of retirees, I want to thank Retiree Club President Larry Dyson for inviting me to speak at their monthly meetings. I enjoy seeing the plant retirees and keeping them informed with the plant's issues. The plant has really changed its ticket and added many different pieces of equipment from when many spent their careers there.

I want to thank the members and retirees who helped work at the Stephenson County Fair, Central Labor/Democratic booth. The weather was great for a change and attendance was up. Many people wandered through the buildings and without your help at the booth we could not have had it staffed full time. Thank you for donating your time.

We have scheduled 5 parades for the year and would love to have as many people as possible marching with us in these events. We have purchased some "special" T-Shirts and we will make sure that all walkers or riders have a Union T-shirt to wear for your help. The rest of the parades are scheduled for Sept. 2 Shannon Labor Day Parade, Sept. 7 Lena Fall Festival, Sept. 25 Freeport Homecoming Parade, and last but not least the Harvest Time Parade in

Oregon IL, on Oct. 5. Please come to these events and help by entering the parade with us or just standing along the sidelines cheering for the Local 745 float. (Nothing makes the participants feel better than when we get cheers and words of encouragement from the people watching the parade.)

Arbitration hearings have kept the Grievance and Negotiating Committees from both units busy this year. We have had some success in arbitration this year and have three discharged members back to work at the tire plant. The arbitrators had decided that discharge was not the appropriate solution. Again at the Tire plant we have 4 more discharge grievances scheduled to be heard in arbitration within the next month and a half. This is the first year that we had grievances get to the arbitration step for our School unit. We have had two heard already and at the writing of this we are awaiting the decision of the arbitrators. We have one more scheduled to arbitration for the school unit in late September. The attorneys for the school unit are telling the arbitrators that the Union has gone crazy with all of these arbitration cases. Well I might be a little bit crazy but the fact remains that Local 745 has and will continue to pursue valid grievances to all steps of the grievance procedure up to and including arbitration. That has not changed ever since Local 745 was established almost 50 years ago. I know that all leaders of this union have taken that responsibility very seriously and I will continue with that tradition. Maybe the School needs to look at what is being done differently? Is it their leadership? Local 745 attempts to resolve grievances short of arbitration at all steps, but we are not afraid to take on anyone in the defense of our contracts or our members.

July 31, 2013
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5 Ways to Contact your Union

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United Steelworkers of America

Local Union No. 745
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815/235-9713

Office Hours:
Monday - Friday
7:30 a.m. to 4:00 p.m.

Highlights of the June Membership Meeting

Kip Kuhlemeier called the meeting to order promptly at 9 a.m. on Sunday, June 9. Followed by the Pledge of Allegiance and the Roll Call of Officers, the membership voted to bypass the reading of last month's highlights and to approve them as published in the Rubber Ball.

As communications to/from membership there were two: a Thank You note for a memorial donation and an announcement of International officers' upcoming election.

REPORTS FROM THE EXECUTIVE BOARD

There were several arbitration reports that Kip updated us on. We got an answer back for a termination case, post hearing briefs on another, and a firm date for one later in June. The School Unit had their first case heard this past week and have another discharge case in the works.

The School Unit's negotiations are scheduled to open later.

We have been in touch with the other two Titan Locals via conference call every week or so. Des Moines is having very similar scheduling and overtime issues as Freeport. Bryan is beginning to layoff some members.

RECOMMENDATIONS FROM THE EXECUTIVE BOARD

- Membership approved the customary and reasonable expenses to send two members from the School Unit to summer school in Champaign.
- Membership approved the schedule for the upcoming International Officers election. Nominations meeting will be held immediately following the September 9 membership meeting and remain open until 12:00 noon. This is meant to ensure every member has an opportunity to nominate someone, if they choose. (More rules will be published at a later date, but understand all nominations must be in writing and received by the Recording Secretary prior to the time of the nominations meeting.)
- The date of the Elections will be Tuesday, November 26, 2013. The hours shall be 6:00 am – 8:00 am; 10:00am- 12:00pm, 1:00pm – 4:00pm at the Union office with tabulation scheduled immediately following the close of the polls.

REPORTS OF OFFICERS AND COMMITTEES

- Financial Secretary's Report: Don Hill presented both the April and May financial statements. After a complete review and some questions answered membership approved the report as presented.
- Treasurer's Report: Dan Kreeger presented the checkbook registers and the balance sheets for

both months also. After discussion this report was approved as presented.

- International Rep's Report: Mark Trone gave a report on the happenings in District 7. He also complimented the presentation of the School Unit's arb case. Mark also updated membership on the unresolved CBA issues here at Freeport.
- Civil Rights Committee: Jim Jamison updated the membership on the activities of this committee. Discrimination also occurs in several types of situations. If you think it may be happening in your area, ask his committee for some guidance to get some answers.
- Safety Committee: Willie Kreeger emphasized the need to get copies of all forms relating to an illness or injury claimed in the factory.

A motion to adjourn was entertained at 10:00 a.m.

Highlights of the July Membership Meeting

President Dale Sandell called the meeting to order promptly at 9 a.m. on Sunday, July 14. The June Highlights were bypassed. As Communications to/from Membership, we had one Thank You note for a memorial gift.

REPORTS FROM THE EXECUTIVE BOARD

Dale began with an arbitration update. We have won several, lost one and have had a difficult time getting discharged members returned to the plant. It appears as if there has been a change and several members have been returned to the plant in the past 60 days. We still have two members who are still out with no current resolve to their arb awards. There are still 5 cases, counting both School and Titan that are in the process of being heard.

The Delta Dental refund that the Local and International have been working on for more than a year, took another turn again this month. After a review by Titan management, their attorney and local management have responded that the money has been spent, properly, and there are no surplus funds. A grievance has been filed and is being processed.

Don Menefee has requested and been granted a leave of absence from his Union Steward's position. He will remain to serve on his committee assignments.

RECOMMENDATIONS FROM THE EXECUTIVE BOARD

The School Unit began bargaining last month. The Executive Board has made a recommendation to approve the expenses related to these negotiations. With this set of negotiations these expenses are not nearly as costly. A motion was made, seconded and approved with no discussion or decent.

Marty Campbell, from 3rd shift Dept. 412 and Cody Swanson, from 2nd shift in 412 have both volunteered to become union stewards. The Board approved putting them on the standard 90 day trial. A motion was made, seconded and a secret ballot vote was held. The Election Committee announced later in the meeting that they both were approved without a negative vote.

THE FINANCIAL OFFICERS REPORTS

Don Hill presented the Financial Secretary's report which generated a little discussion, which was brief, after which membership approved the report as presented. Dan Kreeger presented his Treasurer's report. His report also generated very little discussion after which membership approved this report.

INTERNATIONAL OFFICIALS REPORT

District Director Jim Robinson gave his report which started by a resolution in support of Staff Rep Mark Trone's wife's surgery this week. Next week two auditors from Pittsburgh will audit the union business hours for the last several years. The joint training mandated in the CBA took place in Des Moines and we are trying to get that training here and at Bryan. Jim also fielded questions about Delta Dental being unresolved and how it arrived at an unresolved after being assured it was going to be paid out after signing the CBA. Jim took questions throughout the discussion on these and other issues.

STANDING COMMITTEE REPORTS

Mark Hooper reported for the PAC beginning with the announcement that Cheri Bustos is again going to be challenged by Bobby Schilling and what a great job she has done standing up for working people. Willie Kreeger reported for the Safety Committee that we are still not having "joint" accident investigations when someone has an accident. Management refuses to give the union committee copies of the reports. If we fill one out we must get a copy for ourselves in order for the union safety people to read it. Willie and Mark Steele are working with management on the CBA guidelines to begin joint training.

NEW BUSINESS

Bill Weber appealed his grievance on funeral pay. Kip Kuhlemeier presented Bill's position which, in a nutshell is that he took funeral leave between contract expiration and contract signing and did not receive funeral leave which others were granted. Todd Hastings presented the GNC position. After the presentation and a couple of questions as to the facts, membership approved taking this grievance to the next step, without decent.

Jim Robinson voiced his congratulations to the two new stewards and reminded everyone that we all begin as stewards from Leo Gerard on down and the steward

is the backbone of the organization. The meeting was adjourned at 10:55 a.m.

*Respectfully submitted,
Dave Swanson*

Calendar:

- August 7** Executive Board Meeting 3:30 p.m.
- August 11** Membership Meeting 9:00 a.m.
- August 13** Retirees Meeting 1:30 p.m.

WORK RELATED INJURY

Willie Kreeger

Under the contract, employees are required to report all work related injuries immediately. No employee shall be disciplined or discriminated against in any way for suffering an injury or illness, or for reporting an accident in a timely manner. However, nothing shall prohibit the company from disciplining an employee for failing to report an injury or engaging in conduct that results in the injury. Discipline will be rendered only after a thorough investigation of the accident and it is clear that the employee violated a recognized work process.

OSHA: Section 11(c) Of the OSHA Act prohibits an employer from discriminating against an employee because the employee reports an injury or illness. Reporting a work-related injury or illness is a core employee right, and retaliating against a worker for reporting an injury or illness is illegal discrimination under section 11(c).

We have a Joint Safety and Health process. It's important to have a thorough investigation done after an injury or near miss. Investigation should be done jointly--Management and Union involvement. You have the right to ask for a copy of the accident report.

THE IMPORTANCE OF VOTING

Mark Hooper

The hot topic on Capitol Hill nowadays is immigration reform. Both sides agree that reform is necessary. There are many sides to this issue, and debate is very lively. One thing that I like to keep in mind is that we were all immigrants at one time. In my opinion, this is what makes our country diverse and awesome. Reading the paper recently, I noticed that Iran was holding their elections. It reminded me of when I was overseas and had just received my absentee ballot in the mail. My friend and our interpreter was very impressed and envious of our freedom to choose who we wanted to represent us. This freedom is often taken for granted in our nation. Only 70% of eligible voters are even registered in our country! This is an appalling indifference to our hard won freedom. We need to do better as a country. Please exercise your freedom and take a little time to vote every election day.

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SOAR Minutes

June 11, 2013 1:30 p.m.

President Larry Dyson called the meeting to order and the pledge of allegiance was recited. The roll call of officers was taken with all present except VP Gerald Redington and trustee Lee Horstmeier. The minutes were approved as read and the Treasurer's report given. SOAR membership cards are arriving in the mail. Do not pay again if you paid Geri in 2013. Geri sent your dues in this past month.

Dale Sandell, President of Local 745, gave us an update of what is happening in the Union. The parade float has been fixed up and will be in 5 parades this summer and fall. All are welcome to walk with the float. Titan should be hiring soon. There will be a job fair at Highland CC on June 18. Some members are attending the Labor school at the Univ. of Illinois in Champaign this summer. There have been several arbitration cases with the school district unit. They will be negotiating a new contract this summer.

Larry asked if Dale knew how to get the District SOAR people to attend our meetings as they once did. Dale will talk to them when in Chicago for the next District meeting.

Verizon no longer gives Goodyear employees a discount on services.

Those who order diabetic supplies should call 1-800-633-4227 for information on companies that sell supplies. Larry says Abreva has the contract that Liberty once had.

Lee Horstmeier would like to be dropped from the Trustee position. A motion was made and approved to drop Lee from this position. We will need to find a replacement.

Geri Hendren gave a presentation of the quilts she has made. She had a wide variety of sizes and themes. Her first quilt was in 1987 for a new granddaughter. A drawing was taken and Delores won a table runner provided by Geri. Thanks Geri for the interesting topic. Next meeting will be Larry Dyson and his Oliver tractor collection.

The recycling project will be dropped since there have been several events in the area recently.

There will be an out of date prescription dropbox at the Freeport Police Station in the near future for anyone who has legal but old medicines to dispose of. Do not flush meds down the toilet since this contaminates the water supply. There may be other sites for drop off in other communities very soon also.

We adjourned at 2:23 p.m. with a fellowship time following the meeting.

Susan Walt, Recording Secretary