

The Rubber Ball

Dale Sandell

Well the month of April is flying by already. This month we have another grievance scheduled to arbitration for a discharged member as well as one scheduled in May. Right now we are holding about one a month but this needs to be accelerated as we have several other discharges to arbitrate and many grievances about contract interpretation. At present we have 244 grievances scheduled to the arbitration step of the grievance procedure. We need to start hearing two a day instead one and also have two days scheduled per month to have a chance at resolving these issues. Even then we are only talking about getting 36 grievances heard in a year's time. Obviously we need to find another avenue to resolve grievances other than the contractual minimal obligation. The new Collective Bargaining Agreement, again has a Schedule "F" in the back of the book, Number 26 says "Company and Union will go thru all grievances in an attempt to settle them." My hope is that this tool will be used and resolve at least some of the 244 waiting for arbitration. This language is not only for the ones awaiting arb but for all grievances in the system.

Congratulations to Local 745 for getting a contract with Titan. This was not an easy event for anybody to deal with from the new hires up to the most senior person in the plant. Titan took much from us in 2010 and we only got part of it back with this contract. I truly believe that with the next set of negotiations we will continue to claw our way back to where we once were. I agree with what a majority of the

membership said and that is to start moving forward. The enforcement of the new C.B.A. will be the next challenge for your Grievance and Negotiating Committee. This group knows the language and understands the intent that was negotiated. We, as a union, must diligently enforce this agreement. There should not be any issue that is too small or insignificant that we do not pursue to resolution under the new 2013 CBA. We have to make Titan live up to what they agreed to also.

Highlights of the March Membership Meeting

President Dale Sandell called the meeting to order at 9:02 a.m., Sunday, March 17, 2013; after a brief welcome membership rose to recite the Pledge of Allegiance. Recording Secretary, Dave Swanson, called the roll call of officers. The next order of business was the Highlights of the February Meeting. A motion was approved, without decent, to bypass the reading.

Correspondence to/from Membership: Three Thank You notes for memorial contributions or Bibles were read. We received four Thank You notes from members and two Thank You notes from Sensata employees for the gift cards from Cubs at the holidays. We also received a Thank You from Major Hale from the Salvation Army for the donations to the holiday boxes and delivery of the boxes.

Reports of Officers: Executive Board report was delivered by Dale Sandell on the following topics: Arbitration is scheduled for Wednesday, the 20th. This case is a discharge case. Dan Kreeger and Scott Farrar will

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Safety in the Workplace

Parade Volunteers

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.

FROM THE PRESIDENT

present it. We have a second arbitrator selected and are awaiting available dates.

We put out a bucket last month and members interested in donating money to Tebala Shrine Circus for tickets for children could donate. A total of \$87.00 was sent to the Shiners.

Negotiations with Titan are complete as of Friday. All three locals accepted the proposed agreement. A rather lengthy Q&A followed on various aspects of the agreement.

Don Hill presented the Financial Report for the month of February including the financial statement and union business hours. Following a few brief questions membership approved the report as presented and approved the bills.

Dan Kreeger presented the Treasurer's report. This report includes the checks that were written and a snap shot of all the memberships accounts. No questions were heard and membership approved his report as presented. Both of these reports were approved without decent.

There was no International Rep's report.

Reports of Standing Committees included reports from the Women of Steel Committee, Safety Committee and Civil Rights Committee.

Old Business, none heard.

New Business, none heard.

A motion to Adjourn was heard at 9:55 a.m. and the meeting was adjourned.

Highlights of the April Membership Meeting

President Dale Sandell called the meeting to order at 9:00 a.m., Sunday, April 14, 2013, followed by the Pledge of Allegiance and Roll Call of Officers. Next a motion was made to bypass the reading of the previous meeting highlights. That motion passed. No correspondence to/from membership was heard.

Reports of Officers

A report from the Executive Board, was given by Dale Sandell. We have another arbitration hearing scheduled for April 23. This is also a discharge case of a member who was treated differently than others in his discharge. Currently we have 5 more discharged members on the arbitration docket.

The School Unit's contract is set to expire this summer. Their G&NC has been working on preparation for this for several months. They're presenting proposals to their membership at their next meeting.

Our next membership meeting is scheduled to fall on Mother's Day. Traditionally we move our meeting in honor of all the mothers of members, the Executive Board has decided to move the meeting to Sunday, May 5, 2013.

We had a grievance appeal scheduled for this morning but, due to some confusion with which grievance was being appealed, it was decided to hear it at next month's meeting.

The Executive Board discussed the status of the union business grievance. We have followed up with Director Robinson and we can tell you he is working on a resolution with Titan. Due to an illness we were unable to have a more complete report.

Recommendations from the Executive Board

Budgeting up to \$1,000.00 to prepare the parade unit for the parade season again, Bunny Oviatt has prepared a thorough expense estimate report, which was less than \$1,000.00 but the Board decided to bump it up so we don't have to get more approved if another parade is put on the schedule. A motion was made, properly seconded and approved without decent.

Financial Reports: Don Hill presented his part of the financial officer's reports including union business charges and Financial Statement. No questions were heard and membership approved the report with very little decent. Dan Kreeger presented the Treasurer's report, which serves as a check and balance for the Local's accounts. A few questions were heard and answered before membership approved the report as presented.

International Representative Mark Trone gave a brief congratulation and thank you for sending Mark Hooper to the Rapid Response/PAC Convention in Washington, DC later in the month. Comp Time is being discussed in the house committee again. The gist of the legislation is that employers would have the right to offer comp time in lieu of overtime payment. We really need to keep an eye on this activity because we would be sure to recognize the trickledown effect on this.

Another huge issue is "chaining" COLA in Social Security and Veterans Benefits. This will serve to grow the cost of living allowance to grow slower for the most fixed income Americans.

Standing Committee Reports were heard from the Safety, Civil Rights and Building Committees.

General discussion of issues in the plant ranging from overhead cranes to recalls went on for another 10 minutes or so before a motion to adjourn was heard at 9:55 a.m.

*Respectfully submitted,
Dave Swanson*

Calendar:

- May 1 Executive Board Meeting 3:30 p.m.
- May 5 Membership Meeting 9:00 a.m.
- May 14 Retirees Meeting 1:30 p.m.
- May 14 Classified Unit Meeting 4:30 p.m. at library

SOAR Minutes

April 9, 2013 1:30 p.m.

President Larry Dyson called the meeting to order and the Pledge of Allegiance was recited. Larry announced that the tour of the plant on April 20 will not allow anyone who is physically handicapped. If you need to use a cane, walker or wheelchair you will not be allowed to take the tour. Titan claims that it is an insurance issue.

President of Local 745, Dale Sandell, was asked to swear our new trustee Ron Duchow into office. Dale then told us the contract has been accepted by all three locals. The major points of the new contract are the mandatory overtime schedule, vacation time and more money in the pension plan for future retirees. There are still many unresolved arbitrations. The Rubber Ball was not published last month but they hope to have one out for this month. Larry asked if they are interested in joining us with an electronics recycling project. Dale felt they would be willing to be included.

Larry announced that there had been several deaths of retirees in the past month. Also Delores' father had passed away so she was not at the meeting today. A paper was passed for us to all sign and Tina will include a card with the signatures.

Larry said the Executive board met and because of his health problems he was not sure if he could continue as president. He especially needs help with programs for the meetings. Next meeting we will celebrate the 50th anniversary of the plant by bringing memorabilia of Kelly's and Goodyear to share at the meeting. We will celebrate with a cake. Future ideas are quilting, guns, Oliver tractors, visiting Alaska and a speaker for Habitat for Humanity. Anyone who has a hobby or idea for a speaker please let Larry know. Stephenson County Civil War monument needs donations for its renovations. A motion was made and seconded to give \$100 to Austin Bower's efforts to raise money for the restoration.

Jerry Redington spoke about Silver Scripts and CVS. Problems are being resolved and improvements made.

The Medicare B reimbursement money will be directly deposited in your checking account. You will not receive a paper check. This deposit should appear as of April 10, July 10, October 10 and January 10.

April 20 at Highland Community College there will be an electronics recycling event.

The meeting was adjourned at 2:40 p.m. with refreshments following the meeting.

Susan Walt, Recording Secretary

SAFETY IN THE WORKPLACE

Willie Kreeger

Every day in America, 13 people go to work and never come home. Every year in America, nearly 4 million people suffer a workplace injury from which some may never recover. These are preventable tragedies that disable our workers, devastate our families, and damage our economy. American workers are not looking for a handout or a free lunch. They are looking for a good day's pay for a hard day's work. They just want to go to work, provide for their families, and get home in one piece.

April 28 is Workers' Memorial Day which commemorates those who died at work to try and make it safer for the living, and to promote safer working conditions.

This date was chosen because it is the anniversary of the Occupational Health and Safety Act in the USA and commemorates the day of a construction accident in Connecticut that claimed 28 lives.

If you have a safety concern feel free to contact the safety committee:

- Chairman Willie Kreeger
- 1st shift Kirk Knoup
- 2nd shift Chester Hollins
- 3rd shift Don Menefee

PARADE VOLUNTEERS

Bunny Oviatt

The float is being prepared representing USW Local 745 for the area parades. Volunteers are needed for each parade. A sign-up sheet is available at the Union office. Candy for the parade and a USW t-shirt is provided for 4 adults and 2 bigger children. One of the adults would be driving the tow vehicle. The other 5 people will be walking along the float and tossing candy. The vehicle and float arrive at the parade assembly area at least 1 hour prior to step off time. The driver is expected to pick up and return the trailer to the storage garage in Freeport. Access is made available to the garage by contacting Kip Kuhlemeier.

The Parade Schedule 2013

5/27/13	Memorial Day	Freeport
9/2/13	Labor Day	Shannon
9/7/13	Fall Festival	Lena
10/6/13	Harvest Time	Oregon
10/?/13	Homecoming	Freeport

Don't forget to contact the Union office to sign up. Thank-you for your help.

May 6, 2013

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RETURN SERVICE REQUESTED

ALEC

Mark Hooper

ALEC is having a birthday party and we are all invited! On the weekend of May 3, ALEC will hold their annual conference in Oklahoma City. Who is ALEC and what are their goals? ALEC stands for American Legislative Exchange Council. They are comprised of the wealthiest CEO's in the country, their wealthy law firms and their wealthy lobbyists.

Their goal is what we call a "race to the bottom". For the past 4 years the wealthiest 1% in America have enjoyed their most prosperous times ever. (Example: A certain tire company's record profits for 2012 with even better prospects for 2013!) But during this same timeframe, the working class across America has lost more than ever before.

How did they manage this? War. A coordinated attack on the working class. Make no mistake, we are in a class war. ALEC masterminds legislation to bring to the state levels. Then they hand pick Republican senators and representatives to lobby with huge campaign funds, lavish gifts, dinners and other perks. The carefully crafted ALEC legislation is then passed to senators or state reps who then introduce the bill, sometimes even forgetting to remove the ALEC label and insert their own name on it!!! These bills that ALEC passes on to lawmakers are designed to further squeeze the working class and make the richest

even wealthier.

Here are some examples. In NJ health care costs workers over \$4000 a year. Legislation was passed to no longer allow health care as a negotiable contract issue. Indiana and Michigan recently became the 24th and 25th states to pass right to work. Next week a mark-up bill will be introduced to allow corporations to offer comp time instead of time and a half for anything over 8 hours. These are just a few examples. All will take money out of our pockets and line the riches.

Thirty (30) states have implemented legislation to roll back voters rights. Only 70% of all eligible voters are registered to do so. That is the worst percentage in the world. Brazil has 100%. Most people are too tired from working forced overtime to care or bother to vote. That's what they want. If I have any Republican brothers or sisters out there, take no offense. I still love you; it's just that you are wrong on a lot of things. Eighty-eight (88) out of 100 workers in America are not protected by union rights. We have no NLRB for the first time since 1935.

Let's take a stand for our rights. Write your congressperson and express your views. Join fellow steelworkers in Oklahoma City protesting ALEC's party. Visit ALEC.opposed.org