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**United Steelworkers**

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# The Classifieds

## A FEW THOUGHTS FROM THE UNIT CHAIRMAN

*by Cecelia Stacy*

A special thanks to all who were able to attend our Special Meeting held Thursday, April 26. Your support, knowledge, and understanding is greatly appreciated. There's no Big I's and little you's. Together we stand; divided we fall. It's the U and I in Union that makes us Strong.

Surveys were delivered to every building on Tuesday, April 18. On Thursday, April 26, during our Special Meeting, we found out that not everyone had received a survey. If by chance you have not received a copy of the survey, please contact myself or the Union Office as soon as possible and one will be delivered to your building. The deadline for returning the surveys is at the end of the school day on May 10. Grade Schools and Carl Sandburg Middle School surveys should be returned in the envelope provided to the Office Secretary, Freeport Middle School surveys should be returned to Ms. Williams (Security), Freeport High School surveys should be returned to Ms. Cole or Mr.

Berry (Security), and Banks-Bergagna surveys should be returned to Mrs. Jones (Building Communicator).

Special thanks to Ms. Latarsha Newton who has accepted the duties of the Building Communicator for Blackhawk School and Mrs. Jacqueline O'Neal who willingly picked up the duties as Building Communicator for Empire School upon the retiring of Mrs. Lynn Stoehr. All buildings are currently covered in this area, Thank you for your dedication and going the extra mile. All building communicators will need to have access to a computer and a printer. If this is an issue and/or concern in your building, please let us, the GNC, know as soon as possible. As job openings continue to come available, we will need them posted on our Union board.

The question continues to come to me pertaining to union dues and what they are used for. Hopefully the given information will help you. Union dues are fees that union members give to the union to help provide the resources to stand up for good jobs and benefits, decent working conditions and a better future for our families. Union members in the private industry earn

38% more on average than nonunion workers. They also receive 54 percent more in benefits. Union dues help fund activities that give workers more power at the bargaining table, in the state house and the community. Some of these activities include: Organizing expenses, Office equipment and regular administration expenses, Attorneys to assist in negotiations, grievances and arbitration, Training, Research into public sectors to gather information for negotiations and organizing of books. Monthly reports are given at the Monthly Membership Meetings, and annual report with the U.S. Department of Labor. The benefits of job security, union negotiated wages, safety protection, insurance, pensions, and the support and backing of a union to fight for your rights make paying union dues well worth the money. We continue to seek willing members desiring to become Stewards, it is our desire to have a steward in every building. Current buildings in need of Stewards are as follows: Center School, Blackhawk School, Freeport Middle School, Freeport High School and Banks-Bergagna, the alternative school. We are still seeking a Unit Secretary; there is an open position on the Health/Insurance Committee and an open position on the

Sick Leave Bank Committee.

**RHUBARB SPREAD**

2016

4 c. sugar (little less)  
4 c. rhubarb, chopped

Put rhubarb in large saucepan. Add sugar and stir. Let stand till juice begins to form. Cook till rhubarb is tender. Remove from heat and add:

1 small box strawberry Jello  
Stir until dissolved and add 1 small can crushed pineapple (including juice). Stir well, put into container and store in refrigerator. To store longer, freeze.

*Inspirational*

*No matter what is going on in your life today, remember, it is only preparation. People come and go; situations rise and fall; it is all preparation for better things. You must stretch, reach, grow into your goodness. Without the preparation, we receive through adversity, disappointment, confusion, or pain, we could not appreciate the goodness when it arrives.*

*Iyanla Vanzant*

**This Month's Events**

Date: May 2  
Time: 6:00 p.m.  
Location: Administrative Building  
*Administrative Board Meeting*

Date: May 9  
Time: 4:30 p.m.  
Location: Freeport Public Library  
*District 145 Membership Meeting*

Date: May 21  
Time: 9:00 a.m.  
Location: Union Office  
*Local 745 Membership Meeting*

**Next Month's Events**

Date: June 11  
Time: 9:00 a.m.  
Location: Union Office  
*Local 745 Membership Meeting*

Date: June 13  
Time: 4:30 p.m.  
Location: Freeport Public Library  
*District 145 Membership Meeting*

**THINGS THAT MAKE YOU GO HMMM**

- Do you have a discipline on your record?
- Has it been 2 years since the event?
- If so, wait not longer. You can e-mail Human Resources or fax over a written statement letting them know that you wish to have the discipline removed from your file.

**ARTICLE XI  
DISCIPLINE**

The Board agrees with the tenets of progressive and corrective discipline, including but not limited to oral reprimand, written warning, written reprimand, suspension with or without pay, and discharge. The Board agrees to administer discipline in a manner which is neither arbitrary nor capricious and further agrees that it shall bear the burden of demonstrating that disciplinary action is neither arbitrary nor capricious. However, nothing contained herein shall require the Board to exhaust any or all of the listed disciplinary techniques when a determination has been made of the need to discipline an employee.

A. When an employee is required to attend a meeting with his or her supervisor, and the employee believes the meeting may result in disciplinary action to him or her, that employee may have a Union representative present at such meeting. The Union will provide to the District a current listing of Union representatives, titled "Grievance Representative Assignment," to be used for this purpose at each building, and the supervisor involved will make the necessary arrangements to ensure the availability of the listed Union representative(s) for all meetings. Provided, however, if the Union has not designated a representative at a building, or if the designated representative(s) in that building are absent or unavailable, the District may select another representative from the listing provided by the Union.

B. In the event the Union representative is asked to attend a meeting with a bargaining unit member during the representative's regular work day, that representative shall be released from his/her District responsibilities without loss of pay.

C. Whenever an employee is called to a meeting to be disciplined, the Board or its designee shall notify the employee of his/her right to have a Union representative present prior to the administration of said discipline. It shall be the responsibility of the employee to be disciplined to secure his/her representative, provided this does not unreasonably delay the disciplinary meeting.

D. Any and all official documents placed in an employee's personnel file as part of a disciplinary procedure will be provided to the employee and the employee's representative (if any), at the time discipline is administered or as soon thereafter as is reasonably possible. If an employee has received only one verbal reprimand during the prior two (2) school years, the verbal reprimand will be removed from the employee's file at the end of the second school year, upon the employee's request, provided there has been no additional employee discipline during the prior two (2) school years.

E. The Board will provide Bargaining Unit employees with written notice of investigatory interviews that may result in the employee's discipline. The notice of the investigatory interview will be copied to the Unit Chairperson. Bargaining Unit employees retain the right to decline Union representation in such interviews, and if such representation is declined, the Union's representative will not be present during the interview.

**MAY BIRTHDAYS**

Vicky Busker	Center	2
Ritta Leerhoff	JFELC	4
Samantha Erb	Senior High	6
Andrian Allen	Carl Sandburg	12
Lisa Condie	Lincoln Douglas	16
Alison Rosheisen	Senior High	17
Andrea Misek	Taylor Park	21
Janet Schubert	Carl Sandburg	23
Vanessa Brown	FMS	28
Kay Rupnow-Erb	Carl Sandburg	31

**Friends and Family Discount Program**

A Friends and Family Program Discount card can be picked up at the Union office at 2496 E. Maize Road or by contacting a G.N.C. member. Area participating businesses include: Butitta Brothers, CarQuest, Brightflower Nursery, Rock Hollow Conservation Club, Dairy Queen, 4 Seasons Bowling, Loescher Heating, Hampton Inn, Cimino's Little Italy, Art Ross Glass, Amsoil, Carlson Canine Camp, Freeport Quiznos, Auto Logic, and TJ's Truck Accessories.

*Coming together is a beginning;  
 keeping together is progress;  
 working together is success.*

