



March 9, 2018
Volume 19, Issue 3

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United Steelworkers

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The Classifieds

A FEW THOUGHTS FROM THE UNIT CHAIRMAN

by Cecelia Stacy

Stronger Together Enforcing our Contract, Fighting for Justice United

Greetings my Sisters and
Brothers,

It has been brought to my attention that HRA monies from the 2016-2017 school year that were not spent by December 31, 2017 have been taken. This should not have happened! For those of us choosing to take the Benny Card in place of the Cash, it still remains to be our HRA and not Flex Spending monies. Our HRA refund has been administrated the way it was for payroll purposes ONLY. If there was a balance of your HRA (\$800.00), Benny Card, that was not used and no longer exists, please let me know as soon as possible. I will be sending a list of names of those affected by this matter. We want to get this issue settled as soon as possible.

As you know our 2017-2018 contract settled on \$1,000.00 medical

reimbursement. The calls continue to come with questions as to when, how and why not. Let me start by saying, our HRA was never supposed to be given as a cash reimbursement, nor was it ever supposed to be taxed monies. However, when deemed illegal, this is what was offered and accepted. As of this three-year contract (2017 – 2020), we do not have HRA; it does not exist. We have our Approved Medical Reimbursement Plan (AMRP). We are patiently awaiting the final decision on how this reimbursement will be given. The only things I can guarantee you are that it will not be cash and it will not be taxable monies. As final information comes (which we are expecting this week), we will send out an e-mail informing you of the process that's put in place.

Information was sent to every building communicator to post on all Union Boards the process for nominations this month.

**Unit Chairperson,
Unit Secretary,
Grievance and Negotiating
Committee (3)**

Nominations for these positions will be conducted

at a special called meeting immediately following the regular membership meeting at **4:30 p.m. on Tuesday, March 13, 2018**, Freeport Public Library, Freeport, Illinois.

Also, there was a memo sent to each building from our Local Secretary pertaining to nomination positions at our Local Level. We, USW members are able to apply for any position in our Local; they are as follows:

- President, Vice President,**
- Recording Secretary,**
- Financial Secretary,**
- Treasurer, Guards (2),**
- Trustees (3)**

Nominations for these positions will be conducted at a special called meeting immediately following the regular membership meeting at **9 a.m. on Sunday, March 11, 2018**, Union Business Office, **2496 East Maize Road**.

Attention All Paras, our Para licenses will be coming due soon and must be completed by June 30, 2018. We should be receiving per mail a letter with directions on how to renew our licenses. Per Mr. Shockey, the District is looking at April 26th as a possible training date for all Para Professionals whose licenses will need to be renewed. This training will allow us time to work out

any kinks and receive answers to hopefully any questions we may have. Our Education Assistance monies (\$500.00 that we are entitled to each school year), may be used for the renewing of our licenses. However, request for this allotment must be made. Paras will need to complete the Educational Assistance form and submit it along with a receipt showing proof of payment to Human Resources in order to be reimbursed. Please note that licenses do not expire until June 30, 2018. Therefore, all educators have from April 1, 2018 – June 30, 2018 to renew.

Summer School applications are now turned in for approval. These classes are held in Champaign/Urbana, Illinois. As stated before, these classes educate you on union positions and are an excellent source for learning and understanding your Union position.

This Month's Events

Date: March 6
Time: 6:00 p.m.
Location: Freeport Middle School
Administrative Board Meeting

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

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

Date: March 20
Time: 6:00 p.m.
Location: Freeport Middle School
Administrative Board Meeting

Next Month's Events

Date: April 3
Time: 6:00 p.m.
Location: Freeport Middle School
Administrative Board Meeting

Date: April 8
Time: 9:00 a.m.
Location: Union Office
Local 745 Membership Meeting

Date: April 10
Time: 4:30 p.m.
Location: Freeport Public Library
District 145 Membership Meeting

Date: April 17
Time: 6:00 p.m.
Location: Freeport Middle School
Administrative Board Meeting

THINGS THAT MAKE YOU GO HMMM

Now before the conservative majority U.S. Supreme Court stands a bill for all public employee unions. Right to Work for Less (RTW4L)

Our job is to turn this bad news into opportunity. And that's exactly what we plan to do.

In good times, progress is made over several contracts. But in bad times, the union-negotiated contract makes it difficult and costly for the boss to treat you like workers without rights -- to treat you like non-union workers. Typical USW contracts just to name a few include:

1. Grievance Procedures with Binding Arbitration
2. Protection from Unfair Discipline
3. Higher Wages in Good Times/Resistance to Cuts in Bad Times/Bonuses
4. Sick Leave
5. Family Health Care Coverage
6. Seniority Rights
7. Job-Posting Process

Workers that work without a Union, there is no negotiation with the boss—on anything. You are an “At Will” employee and can be fired without cause.

Please remember that steel runs down the spine of this union. We were born in struggle and no mob of modern-day robber barons will bring this union down.

Inspirational

Is it tenderness for the past,
Courage for the present,
Hope for the future.
It is a fervent wish that every cup
May overflow with blessings
Rich and eternal,
and that every path may lead to peace.



MARCH BIRTHDAYS

Jill Kuntz	Carl Sandburg	3
Beth Benedetto	Blackhawk	4
Beverly Castle	Carl Sandburg	10
Vicky Losco	Carl Sandburg	14
Kim Sims	Center	15
Alan Lenoir	Center	18
Lynn Ingram	Senior High	23

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.*