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United Steelworkers

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The Classifieds

A FEW THOUGHTS FROM THE UNIT CHAIRMAN

LuAnne Beintema

Welcome to the start of the 2018/2019 school year! I hope everyone had the chance to enjoy a wonderful summer. I also hope you are relaxed, recharged and ready to start a new school year.

There is a new USW staff overseeing FSD145 for the next three years:

LuAnne Beintema- USW Unit Chair, GNC. I am also a paraeducator currently at Taylor Park.

Andrea Misek- USW Secretary, GNC. Andrea is also head cook at Taylor Park

Cindy Erb- GNC and also paraeducator at Center
Denise Hayunga- GNC and assistant cook at Taylor Park

Ricky Robinson- GNC and security monitor at FHS
These five people make up your USW officers and what is known as your "GNC" (*Grievance and Negotiating Committee*). We meet frequently and make decisions involving filing grievances, accepting a grievance decision, or moving it on to the next step. We will also be the members attending

discipline meetings for staff (along with four other stewards), and are also in charge of negotiating your next contract.

If you are a new employee, welcome. We have put together union "welcome packets" that you should be receiving very soon. Please look it over carefully and return the signed union card to me or Secretary Andrea Misek through school mail.

With each new school year comes a new beginning. A fresh start-whether it is at a new school, or a new position. We all go in with the mindset that we want to do our best. How can you do that? Know your rights, know what can and cannot be asked of you. Read your contract and the information on your school union bulletin board. If you have a question ask your building rep, email myself or one of the other GNC members above, or ask the question on our Facebook page. If you are on Facebook, request to join the group **USW Classified Staff of FSD 145**. I keep that page current, will post updates there first, and I always welcome questions from members.

We hold union meetings on the second Tuesday of

each month, usually at the Freeport Public Library at 4:30 p.m. All members are welcome and encouraged to attend. This is a great way to use your voice and share a concern or a positive experience, plus meet other Classified Staff.

Again, welcome to the start of the 2018/2019 school year. I look forward to the next three years serving as your USW Unit Chair.

“Nothing liberates our greatness like the desire to help, the desire to serve.” – Marianne Williamson

**Highlights of District 145
August 14, 2018
Membership Meeting**

Meeting called to order at 4:30 p.m. by Unit Chair LuAnne Beintema. All officers present except Andrea Misek.

**Report of Membership
Actions:**

- Steward Training at end of August for Titan Tire and Sherwin Williams employees.
- Looking for a time study volunteer at Titan.
- Voted Denise Hayunga to attend Women of Steel Conference in Canada in October in place of Cindy Erb.
- Sickbank - no meeting

- Health Insurance next meeting scheduled for August 15
- Advisory Council will meet in September

New Business:

Fall Homecoming Parade is September 26. We are looking for members to walk or ride on the float.

Women of Steel Conference in Toronto, Canada in October.

Meeting adjourned at 5:30 p.m.

Next unit meeting is September 11 at the Freeport Public Library at 4:30 p.m.

*Respectfully submitted,
Andrea Misek
Unit Secretary*

PARAPROFESSIONAL:

The heartfelt hero. Using their talents to help students discover their own. Dedicating their time and energy each day to the students in their care, and doing it all while meeting the individual needs of many.



#schoolheroes
TERESA KWANT

**This Month's
Events**

Date: August 14
Time: 4:30 p.m.
Location: Freeport Public Library
District 145 Membership Meeting

Date: August 12
Time: 9:00 a.m.
Location: Union Office
Local 745 Membership Meeting

Date: August 21
Time: 6:00 p.m.
Location: Board Office
Administrative Board Meeting

**Next Month's
Events**

Date: September 4
Time: 6:00 p.m.
Location: Freeport Middle School
Administrative Board Meeting

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

Date: September 11
Time: 4:30 p.m.
Location: Freeport Public Library
District 145 Membership Meeting

Date: September 18
Time: 6:00 p.m.
Location: Freeport Middle School
Administrative Board Meeting

Date: September 26
Homecoming Parade

Why Pay Union Dues?

Unions are needed to protect your rights as a worker. It gives you job security, decent hours to work and good working conditions. Without a union a company will mistreat you, give you what they want when they want, or fire you on a whim.

A union is a must in today's industry as it was needed back in the 1920's, and a union is as good as its rank and file. Its weakest link is someone who doesn't believe a union is needed and bad-mouths it.

I have seen good union leadership and bad leadership. It is up to you to come to meetings and participate or you will have a bad union.

Ricky Daniel, retired Locals 1053 and 5133

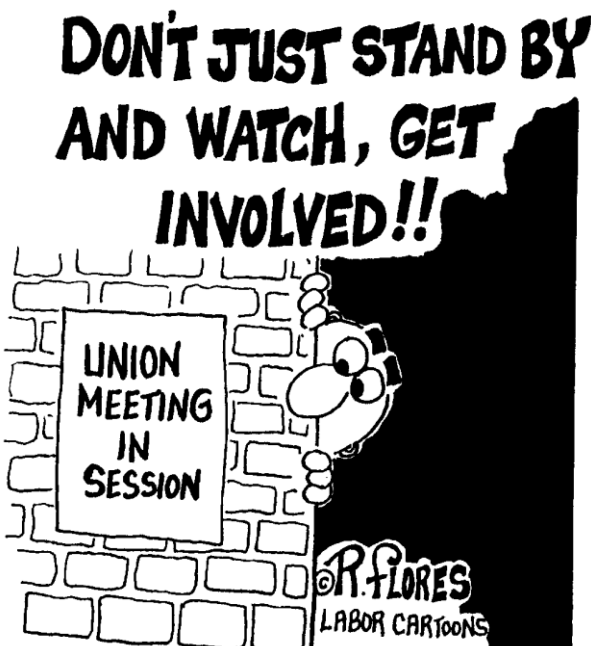
THE MORE YOU KNOW . . .

Applying for a different job within FSD145

Now is the time of year where you start a job but find out it may not be for you, or a new position opens up for a job you have always wanted to try. What is the procedure for a classified staff member who would like to change positions?

Our contract states:
"All present employees will be given first consideration for appointment. All current employees meeting the minimum qualifications of the vacant position and submitting an application to fill the vacant position will be given an interview. Selection will be based upon the consideration of factors that include without limitation certifications, qualifications, merit and ability, seniority, and relevant experience."

What does this mean? It means if you fill out an application for a different job and you are already an employee of the District, you are guaranteed an interview. Even though you are guaranteed an interview, you are not guaranteed the position. While things like seniority and experience can benefit you in an interview, the District still has the right to hire whomever they want.



AUGUST BIRTHDAYS

Morgan Simmons	JFELC	1
Bernard Baker	FMS	6
Cheryl Sieber	Banks-Bergagna	7
Lorraine Williams	FMS	7
Ginger Holbert	Carl Sandburg	22
Lisa Herrling	FMS	25
Carl Marshall, Jr.	Senior High	27
Lakinda Brown	Senior High	28
Kim Jones	Banks-Bergagna	28
Valerie Reuber	Taylor Park	30

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, Big O's, 4 Seasons Bowling, Loescher Heating, Hampton Inn, Cimino's Little Italy, 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.*