



# The Classifieds

## A FEW THOUGHTS FROM THE UNIT CHAIRMAN

LuAnne Beintema

What has USW done for you as a classified member of FSD145?

This spring marks our 20<sup>th</sup> anniversary with USW. Why did those members of FSD fight so hard 20 years ago for the right to unionize? Simple. Here are some of the things Classified Staff had to endure as an employee all those years ago:

- Employees were "pink slipped" each year. They never knew if they had a job from one school year to the next.
- No job security
- Different wages/hours/days for people doing the same job
- No seniority
- No paid sick or personal days
- You could be fired for any reason at any time.

Let's now jump ahead 20 years. How have things changed for the better as a Classified employee of FSD145? Here are just a few advantages you have now, plus this list will grow with every contract negotiation to come:

- Seniority based pay scale
- Progressive discipline (you can no longer be fired on a whim)
- Job security
- Insurance for 7+ hour employees
- \$1000 medical reimbursement for 5+ hour employees not receiving insurance
- Paid sick and personal days
- Sick days that accumulate from year to year
- Those members working 20+ years receive an annual stipend of \$450.00. Members 30+ years receive a stipend of \$750.00.
- \$40.00 paid for each unused sick day upon retirement
- Vested employees (those working 8 years or 10 if a tier II member) receive IMRF monthly benefits after retirement

All these things plus more not mentioned are only made possible because of USW. Don't think for a minute we would have the contract we have today without them. It is because of our partnership with USW that we have the benefits that we do today.

Festivities are in the planning stage for

February 4, 2019  
Volume 20, Issue 2

## In this Issue

A Few Thoughts from the Unit Chairman

The More You Know

### 5 Ways to Contact your Union

Phone: (815) 235-9713  
 Fax: (815) 232-7762  
 E-Mail: uswlocal745@comcast.net  
 Mail: 2496 E. Maize Rd.  
 Freeport, IL 61032  
 Website: uswlocals.org/local-745-freeport-il

### United Steelworkers

Local Union No. 745  
2496 E. Maize Road  
Freeport, IL 61032

815/235-9713

celebrating 20 years affiliated with USW. Look for more information to come in the coming months. We have a lot to be thankful for and I am looking forward to celebrating this milestone and many more to come!

**Highlights of District 145  
January 8, 2019  
Membership Meeting**

LuAnne called the meeting to order at 4:30 p.m.  
Roll Call of Officers- all in attendance

Motion was made to bypass reading last month's minutes.

No communications this month.

**Report of Membership Actions:**

Next meeting Jan 13 and Feb 10th

T-shirt orders being placed. If you haven't ordered yours yet, the union hall will have some to purchase.

Valspar Contract Negotiations started late January.

**GNC-**

There are no outstanding grievances at this time. We were able to stop involuntary transfers of food service employees at this time. Encouraged members to bring differences that they may have with co-workers to the union so we can avoid a possible disciplinary action. We are here to help mediate between fellow members.

Sick Leave- nothing to report

Health Insurance Committee Meeting scheduled for Feb 20th. Full time employees are encouraged to use MDLive. It's a free service to those who carry District Health Insurance.

Classified Advisory Council- Asked to table it for one month since there was only one agenda item that could wait.

Schools-all good

**Old Business-**

Union T-Shirts orders were due.....see above for current info.

**New Business-**none

**Special Order of Business-**none

Meeting adjourned at 4:43 p.m.

*Respectfully submitted,  
Andrea Misek  
Unit Secretary*



JOIN US ON FACEBOOK at USW Classified Staff of FSD 145.

**WHAT IS A UNION?**

An organization of workers acting collectively to improve working and social conditions for all workers.

**This Month's Events**

**Date:** February 5  
**Time:** 6:00 p.m.  
**Location:** Freeport Middle School  
*Administrative Board Meeting*

**Date:** February 10  
**Time:** 9:00 a.m.  
**Location:** Union Office  
*Local 745 Membership Meeting*

**Date:** February 12  
**Time:** 4:30 p.m.  
**Location:** Freeport Public Library  
*District 145 Membership Meeting*

**Date:** February 19  
**Time:** 6:00 p.m.  
**Location:** Freeport Middle School  
*Administrative Board Meeting*

**Next Month's Events**

**Date:** March 5  
**Time:** 6:00 p.m.  
**Location:** Carl Sandburg  
*Administrative Board Meeting*

**Date:** March 10  
**Time:** 9:00 a.m.  
**Location:** Union Office  
*Local 745 Membership Meeting*

**Date:** March 12  
**Time:** 4:30 p.m.  
**Location:** Freeport Public Library  
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### THE MORE YOU KNOW . . .

#### AMRP Clarification

With the start of a new year also comes the 2019 \$1000 medical reimbursement benefit for members working 5+ hours per day and not receiving health insurance. I received emails from a few members questioning this benefit because they had contacted Northern IL Health Plan and were told that this benefit does not roll over and reimbursement for 2018 services has to be turned in my March 31, 2019.

Knowing this is NOT what our contract states, I also contacted NIHP and was told the same thing as other members. But after questioning the representative further she admitted the reason for telling members this false information is because they had not yet received guidelines for this plan from FSD145.

I then contacted Patrick McDermott who in turn contacted NIHP and corrected this mix up. Everything for this benefit is now in compliance with our contract.

So to be clear, the AMRP benefit works as follows:

- This benefit DOES roll over from year to year. Whatever you do not use will still be there for you.
- There is NOT a deadline of March 31<sup>st</sup> for turning in claims for reimbursement. That applies only to those certified members enrolled in the flex plan.

If you have any questions regarding your AMRP \$1000 medical reimbursement benefit, contact Northern Illinois Health Plan at 1-815-599-7050.

## SPOTLIGHT ON:

### Heather Lassandro

Heather Lassandro is the IMT at Empire School. She went to school at Eastland High School and attended Highland Community College.

Heather is from Freeport and has been married for 17 year. She has three teenagers.

She likes spending time with her family and friends. She loves to go shopping.

Heather has been with the Freeport School District for 6 years. Two years were as a playground supervisor, two years as a para-educator and two years as the IMT at Empire School.

When asked what she likes about the union she states that she is happy that eye and dental coverage were available this year.

Thank you Heather for being a part of Freeport School District.

### No Bake Valentine Dessert

- 2/3 c. graham cracker crumbs
- 2 T. brown sugar
- 2 T. butter, melted
- 4 oz cream cheese, softened
- 1 T. powdered sugar
- 1 c. whipped topping
- 1 ¼ c. cherry pie filling

Directions: In a small bowl, combine the cracker crumbs, brown sugar, and butter. Press into an ungreased 9x5 inch loaf pan. In a large bowl, beat cream cheese and powdered sugar until smooth; fold in whipped topping. Spread over crust. Top with pie filling. Chill until serving.

## FEBRUARY BIRTHDAYS

Sheila Fane	Banks-Bergagna	1
Heather Lassandro	Empire	1
Ruth Hattula	Senior High	6
Traci Heitz	Carl Sandburg	7
Jodi Langill	Center	7
Kalen Spengler	Lincoln Douglas	8
Heather Holloway	FMS	10
Jori Nott	Taylor Park	11
Diane Pfile	Lincoln Douglas	12
Linda Muller	Blackhawk	23



HAPPY VALENTINE'S DAY

### 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.*