



# The Classifieds

## A FEW THOUGHTS FROM THE UNIT CHAIRMAN

LuAnne Beintema

2020 is here! The start of a new decade is upon us, filled with promise and hope--also strength. As union members, without strength we have no power. And without power, do we really have much of a union? It can be difficult to stand up for what is right. But unless we stand up together, we give our strength and the power of our contract away. Let's never let that happen!

This brings me to something I would like to inform you of. I addressed this on our **USW Classified Staff of FSD 145** Facebook group, but it is important that all members are aware what is happening. In February of 2019, assistant cooks were told that there was a change in the IL Food Code and they now had to hold a (head cook) managerial license. They also received a letter on April 16<sup>th</sup> stating that if they did not obtain this license, they would not be able to return to work.

I need to talk about how the above is a violation of our contract and should not have occurred.

First, this changed the condition of employment for assistant cooks by making them obtain and maintain a managerial license that was not in their job description. Second, the threat of termination was made if employees did not comply.

It is also important to note that there was **NOT** a change in the requirement of the IL Food Code. What this means is that it was not necessary for assistant cooks to achieve this license. If the District wanted assistant cooks to be licensed, they needed to notify USW and sit down and bargain. That was not done.

Because of these infractions, the grievance process was started and has gone through Steps 1-3. The GNC recently met and decided to move this case on to Arbitration. While this is something we would never decide on lightly, to accept the District's side that a violation was not made would weaken our contract and set a precedent for similar situations to happen in the future. This is a perfect example why it is so important to notify the union if something is going on that doesn't seem right or

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## 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

correct. If we don't take a stand together, how could we ever build strength? Especially coming into a contract year we need to protect what we already have if we want better things to come.

Thank you to those who filled out the surveys. The GNC will begin the process of getting ready for negotiations this month, and your surveys are helpful in letting us know what is important to you. If you didn't receive a survey, email me or Andrea Misek. Most likely it is because you are not a signed card member and Andrea or I can tote you a card to sign. Only signed card members have the benefit of voting for the new contract, so your vote truly does matter!

I am hopeful for a respectful, productive, and positive second half of the school year with your help. Let's keep communication lines open, attend monthly union meetings where concerns can be addressed, and join our Facebook group page [USW Classified Staff of FSD 145](#). Let's move forward together. Remember, alone we can do so little, but together we can do so much (Helen Keller). Solidarity!

## Highlights of District 145 December 10, 2019 Membership Meeting

LuAnne called the meeting to order at 4:30 p.m. All officers present

Motion to bypass last month's minutes

Committee Reports-  
GNC-

1 outstanding grievances both in Food Service

Sick Bank-

One person request to use time

Health Insurance Committee-

Requesting that people use Physician Immediate Care or MDLIVE. Too many people are using the ER and cost of coverage will rise if this continues.

Classified Advisory Council-

Para's being asked to work in areas other than the ones that they are assigned to.

Schools-

FMS- Para's doing jobs that aren't their regular duty

Meeting adjourned at 5:05 p.m.

*Respectfully submitted,  
Andrea Misek  
Unit Secretary*



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

*Start the New Year off right!  
FSD 145 Classified Staff  
Monthly union meeting  
Tuesday, January 14<sup>th</sup>,  
4:30 p.m.  
Freeport Public Library  
(in the upstairs  
conference room)  
Please join us!*

## This Month's Events

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

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

**Date:** January 21  
**Time:** 6:00 p.m.  
**Location:** Administrative Building  
*Administrative Board Meeting*

## Next Month's Events

**Date:** February 4  
**Time:** 6:00 p.m.  
**Location:** Administrative Building  
*Administrative Board Meeting*

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

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

**Date:** February 18  
**Time:** 6:00 p.m.  
**Location:** Administrative Building  
*Administrative Board Meeting*



## THE MORE YOU KNOW . . .

**Probationary Period:** All employees hired on or after July 1, 2011, will serve a probationary period for eighty (80) school days following each employee's first day of active employment in the District, during which time the employee may be discharged for any reason in the sole and non-reviewable discretion of the Superintendent. Probationary employees who are in positions qualifying for District-provided health insurance will be eligible for health insurance benefits on the first day of active employment.

This is a topic that gets talked about frequently but is easily forgotten. Did you know that this school year alone we have already lost two Classified members to this clause in our contract? Now is a perfect time to be reminded that we all should stick together and help one another. Being a proud USW member means strength and solidarity. Remind new hires of protocol and rules, and also contact a GNC member if you see a new hire struggling so we can step in to help. Let's work to make this year one of successes!



# SPOTLIGHT ON:

**Kathy Reuber**

Kathy Reuber is from Dakota, Illinois. Her maiden name is of German heritage. She is married to Mark and has a son, Brett. She has her mother, two brothers, two brothers-in-law, three nephews and five grand nephews.

She went to school in Pearl City most of her life and received her GED in 1982.

She has worked as a substitute from 2004-2007; at the high school 2008-2016; Empire 2016-2018; Carl Sandburg 2018 and currently at the Alternative School in 2019. She enjoys getting to meet every age of student. She has gotten to see some of the students that she worked with from one school and only to meet them again in other schools.

Her hobbies and interest are crocheting, fishing, watching football - especially the Steelers. Also puzzles such as jigsaw, variety and Sudoku are fun to do. She states she has too many hobbies and interests to name them all.

Kathy, we want to thank you for all you do to help the students of Freeport School District. You are part of their road to success.

## JANUARY BIRTHDAYS

Tim Kleckner	FMS	6
Catherine Cornelius	Center	8
Sheryl Hoff	Carl Sandburg	8
Elizabeth Love-Hamlin	Lincoln Douglas	9
Darlean Brooks	FMS	10
Ruth Cross	Senior High	13
Patricia Siemens	Center	14
Nemesis Garcia-Rodriguez	Lincoln Douglas	15
Dawn Wurster	Banks-Bergagna	18
Kyle Larson	FMS	22
Wayne Cauthen	Senior High	25
Connie Zettle	Carl Sandburg	27

### 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.*