



The Classifieds

February 4, 2020
Volume 21, Issue 2

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A Few Thoughts from the Unit Chairman

The More You Know

5 Ways to Contact your Union

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United Steelworkers

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A FEW THOUGHTS FROM THE UNIT CHAIRMAN

LuAnne Beintema

It's hard to believe the school year is now half over and the downward slide to summer break has begun. Hang on, it will be here before we know it!

Our USW unit consists of paraeducators, food service, security, and IMT's. You GNC (Andrea Misek, Denise Hayunga, Cindy Erb, Ricky Robinson, and myself) have begun the process of writing proposals to get ready to negotiate our next contract. As of now, we anticipate a mid/late April date to begin negotiating with the District.

Mary Meier, our secretary at the USW hall, compiled the surveys classified staff completed in December and put them in categories from what members thought was most important to least. Mary also included comments and member ideas on her spreadsheet. Trust me, she is a God send! While an increase in wages was by far the number one response members wanted to see happen, all suggestions made on the

surveys will be taken into consideration when writing proposals. Thank you to those who completed the survey and making our job a little bit easier.

I want to update you on the Arbitration case regarding assistant cooks and the District having them acquire and maintain a managerial license (head cook). The District's stand is that there was a new Mandate making this change necessary in 2019. However, USW maintains that there was not a change in the requirement of this Mandate, nor was it new, making this instead a change in the condition of employment, changing their job description, and a contract violation.

While that is still ongoing, the District has agreed to reimburse any food service employee who has paid out of pocket to retake the managerial license test one or more times. This reimbursement should have been on your January 31st paycheck. If you have paid out of pocket to take this test and were not reimbursed, let me or a GNC member know ASAP.

**Highlights of District 145
January 14, 2020
Membership Meeting**

LuAnne called the meeting to order. All officers were in attendance.

A motion was made to bypass the reading of minutes from December.

No new communication

Report of Membership Actions

Titan hiring more. 21 people started. Town Hall meeting on 3/16 with Mike Millsap Sherwin Williams holding their own. Business is starting to increase.

Sick leave- none
Health Care Committee- no new meeting

Classified Advisory Council- next meeting in March. Please let Luanne know if there is anything that needs to be added.

Schools-
Center- lack of para's
LD- need more para's
TP- possible closure. But all good

CS- good but more para's needed
FMS- good
FHS- good

Old Business- nothing
New Business- nothing

Meeting adjourned at 5:04 p.m.

*Respectfully submitted,
Andrea Misek
Unit Secretary*



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

**This 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

**Next Month's
Events**

Date: March 3
Time: 6:00 p.m.
Location: Administrative Building
Administrative Board Meeting

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

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

Date: March 17
Time: 6:00 p.m.
Location: Administrative Building
Administrative Board Meeting



THE MORE YOU KNOW . . .

Weingarten Rights

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion.”

In 1975 the US Supreme Court upheld a National Labor Relations Board decision that employees have the right to union representation. If you are ever called in for a meeting with an administrator and feel the conversation is disciplinary, tell the administrator that you are enforcing your Weingarten Rights. By law the meeting will have to stop until a union representative can be present.

I was so proud this year when a paraeducator enforced her Weingarten Rights not once but twice when her building principal called her to the office on two separate occasions for what the para felt was going to be disciplinary.

It can be hard to stand up for yourself but in this case not only is it your right, it is the law.



HAPPY VALENTINE'S DAY

SPOTLIGHT ON:

JANET SCHUBERT

Janet lives just north of Freeport at Willow Lake. She graduated from Freeport High School and attended Highland Community College.

She started as a crossing guard for Blackhawk School and currently works as an RR at Carl Sandburg. She says, "Without a doubt, the thing I like most about my job is the kids. I believe that we all are created with God given desires, gifts, and talents and that we should use these gifts to love and serve others." She strives each day to lead and guide students in not only their academics but in life lessons. She has enjoyed working with supportive staff as well. From babysitting, Awana, day care provider, kid's church director, and paraprofessional, her life has been filled with training and teaching children.

Janet has been married for 39 years. Her husband is retired from the Freeport Fire Department. They have two sons, Nate, an MRI technician, lives in Wisconsin. He is married to Libby, a physical therapist. Both work at the same hospital. They have one child, Jack who is 7 years old. Her son, Andrew, is a computer coder for John Deere and is married to Katie who is an elementary teacher in the Quad Cities.

She enjoys painting and creating farmhouse décor. Janet also loves to design and decorate homes and has had the privilege of helping family and friends with this. She enjoys vacation trips with bike paths throughout the country.

Back at the beginning days of the union, she was on the committee to search for and establish our union. She said, "It would make your jaw drop to hear about the discrepancies that occurred 20-25 years ago prior to our creating this union." I am grateful to those of you who continue to be faithful in your efforts put forth in leading our union.

Janet, thank you for all you have done for the students of the Freeport School District. Your warm smile is so welcoming to each student and staff every day. You are a wonderful part of the team of the support staff.

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
Heather Holloway	Senior High	10
Jori Nott	Blackhawk	11
Diane Pfile	Lincoln Douglas	12
Amanda Gempeler	Banks-Bergagna	15

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.*