



The Classifieds

March 2, 2020
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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

A FEW THOUGHTS FROM THE UNIT CHAIRMAN

LuAnne Beintema

Spring break...the countdown is on and for most of us March 21st can't come soon enough! Hopefully your break will be a relaxing and enjoyable one.

I would like to take a moment to thank you. As a union you know I harp all the time about communication and if there is an issue, we can't fix it unless we know about it. As this school year has progressed, we have received numerous emails, phone calls, texts, and Facebook messages (Join us, our Facebook group is **USW Classified Staff of FSD 145**) from members with questions or concerns about building or administration issues. Hopefully most of these issues have been solved to your satisfaction. But most of all I appreciate you seeking out the knowledge and answers that our USW contract provides for us. By becoming more knowledgeable about our contract and what is and is

not allowed you make us stronger as a unit and union. Keep up the good work!

Your GNC (myself, Andrea Misek, Denise Hayunga, Cindy Erb, and Ricky Robinson) are about half way through writing proposals in preparation for our contract negotiation which we anticipate beginning in mid April. Next up we will sit down as a team in early March for one more day to try and finish proposal writing at the hall. This process has been a learning experience.

Here's an update on the arbitration case involving food service members being made to hold and maintain a managerial license that was not in their job description which changed the condition of employment for them. This was based on a Mandate that the District said was new, but it was not nor had the requirement for this Mandate changed. The District has recently agreed to sit down and bargain with USW a resolve to this violation. While this is great news, it is also the first step towards a resolution.

However, this is definitely headed in the right direction!

Highlights of District 145 February 11, 2020 Membership Meeting

The meeting was called to order at 4:30 p.m. Officers in attendance were LuAnne, Andrea and Cindy.

A motion was approved to bypass reading of last month's minutes.

No communications

Report of Membership:
International Convention in August
Summer School Scholarship coming out
Titan is hiring
Sherwin-Williams- also doing good
Union Hall- safety wireless camera's at door

GNC- we have begun writing proposals for new contract.

Sick Leave bank- nothing

Health Insurance Committee Meeting- number of claims are increasing. Please use Physician Immediate Care or MDLIVE for colds and non-urgent medical issues

Classified Advisory Council- next meeting March 17th.

Schools-
Center- staff shortage

TP- uncertainty with future of school
FMS- kids and busing with special Ed

No Old Business

Meeting adjourned at 5:10 p.m.

*Respectfully submitted,
Andrea Misek
Unit Secretary*



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

*FSD 145 Classified Staff
Monthly union meeting
Tuesday, March 10th,
4:30 p.m.
Freeport Public Library
(in the upstairs
conference room)
Please join us!*

This 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

Next Month's Events

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

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

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



THE MORE YOU KNOW . . .

Article VII, Personnel File and Employee Protection

D. Employee may attach letters of disagreement or rebuttal to any evaluation which is placed in the employee's personnel file.

While it is early for a lot of us, employee evaluations are currently going on in some buildings and I have been getting questions on what to do if a member feels they have received a negative or poor review that is not true or accurate.

Most of our member evaluations are fair, however if this does happen to you, you have the right to write a letter or rebuttal explaining why you feel the evaluation is unfair. Once this is done, staple your letter to the evaluation you were given (always make a copy) and take it to the Board Office and HR secretary, Angie O'Brien. Angie will then make sure the evaluation with your rebuttal is placed in your permanent personnel file where it will remain.

SPOTLIGHT ON:

Catherine Cornelius

This month we are highlighting Catherine Cornelius. Cathy is from Forreton, Illinois, and is a one-on-one paraeducator in our Center School Pre School class. She really enjoys working with "the younger ones." They can be full of energy and surprises. They are always ready to learn something new and to play with others.

Cathy went to Dakota High School and also attended Highland Community College.

Cathy has an older son, Robert, daughter, Nicole, and younger son, Riley, who is a student at Forreton High School. The light of her life is her granddaughter, Lillian.

Thank you, Cathy, for working with the students at Freeport School District and helping them succeed with their learning.

KNOW YOUR CONTRACT

Want to know where to locate items in your contract? (Remember you can also view our contract on the FSD website under HR) Here is a guide to a few important items:

- Page 11 is where to find a list of Bargaining Unit classifications. Each Bargaining Unit employee has seniority rights within one of these classifications listed.
- Page 12 explains the bumping process in the event of a Reduction in Force.
- Page 16 explains the way breaks work and the process to sending out the informational letters every summer.
- Page 17 is about our probationary period
- Page 18 explains sick and personal leaves
- Page 26 tells about the AMRP benefit
- Page 27 is about tuition reimbursement
- Page 28 explains our grievance procedure
- Page 30 talks about the discipline procedure

Plus many other areas, get to know your contract!



MARCH BIRTHDAYS

Jill Kuntz	Carl Sandburg	3
Lucy Maupin	FMS	5
Tammy Stewart	Blackhawk	8
Beverly Castle	Carl Sandburg	10
Tina Maize	Blackhawk	10
Sarah Martin	Taylor Park	10
Vicky Losco	Lincoln Douglas	14
Kim Sims	Senior High	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.*