



# The Classifieds

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### 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

Looking to get involved in the decision making for all classified positions? 2021 is an election year for Classified Staff of FSD145. USW officers for FSD145 consist of:

- Unit Chair
- Unit Secretary
- Three GNC positions

These five people make up the GNC (grievance and negotiating committee) for all Classified Staff of FSD145. They meet monthly to discuss issues or problems going on in the District, meet with Board Office Administration when necessary, and will negotiate our next contract. The Unit Chair's (currently my position) other duties include meeting monthly with HR to discuss/solve issues within our unit, lead monthly union meetings, and also be a member of the "E Board" or executive board. The E Board meets monthly and are union leaders from Titan, Sherwin Williams, and FSD145 who meet to make decisions for our USW 745 Local. And the Unit Secretary also

takes notes at the monthly union meetings and sends out welcome packets to newly hired classified staff.

Because of Covid, the nomination process for this election year will look different. While we will still have our regular monthly union meeting on March 9<sup>th</sup>, 4:30, at the Freeport Public Library, we will NOT be holding nominations at that time. The E Board decided that because of Covid, nominations for Titan, Sherwin Williams, and FSD 145 will all be done by a mail in. Our secretary at the union hall, Mary Meier, will be mailing out forms with self-addressed stamped envelopes to all FSD 145 signed card members. Any card signed USW member can run and hold an office for Classified Staff (if you received this newsletter then you ARE a signed card member) and there has never been a more important time than now to get involved in your union.

When you receive this form in the mail, please take the time to fill it out and send it back in. Think of who you would like to lead the union for the next 3 years. If you are interested

in any of these positions, you will have to be nominated by someone else. You may nominate anyone you think would do a great job. Then the Union office will call each individual listed on nomination forms that are returned. If the person accepts the nomination, then they will be placed on the ballot in April for election.

This is your career and your union. Make the choice to get involved and continue down the strong path of unity to help guide present and future members into a bright future at FSD145!

### AMRP BENEFIT

This is a topic I bring up frequently and it always surprises me how many members do not utilize this benefit. If you work 5 or more hours each school day, do not receive District offered health insurance, and have been working at least six months you are eligible to be reimbursed for medical care (health, dental, vision, chiro, etc.) of \$1000 per plan year. Our plan year runs September-August and every September \$1000 should be put in an account for you at Northern Illinois Health Plan. Also, any portion of the unused \$1000 by the employee **does** roll over to the following year. Some of you may have quite the accumulation of funds in your account!

Something new with this benefit is the "FSA Store". I told members about it a few weeks ago on our Facebook group. This is an online store you can shop at to purchase things using your AMRP money. This would be used the same way as other claims. You would purchase items from the store and then submit it for reimbursement. The website to check out the store is <https://fsastore.com>

If you are unsure of your available balance, contact Northern Illinois Health Plan at 815-599-7050. Also, if your school does not have the forms needed to submit claims for reimbursement, email me and I will send you the form. Remember this is a benefit you lose if you quit or retire so utilize the store to use up any extra money if you are thinking of

retiring or leaving the District, and turn in receipts for reimbursement. This is your money and your benefit, utilize it and don't lose it!

### Mentors for the 2020/21 School Year:

Remember to utilize these wonderful ladies at your school if you have questions about your position or building, they are here to help!  
Shelley Ensign and  
Brenda Schaefer - Empire  
Amy Wise - Lincoln Douglas  
Jenny Newman - JFELC  
Jodi Langill - Center  
Alisha Ditsworth - Blackhawk  
Janet Schubert and Ginger Holbert - CSS  
Estelle Charles and Lorraine Williams - FMS  
Kelly Simler and Lakinda Brown - FHS  
Amanda Gempeler - Banks

### THE MORE YOU KNOW . . .

#### Article XI Discipline

"The Board agrees with the tenets of progressive and corrective discipline, including but not limited to oral reprimand, written reprimand, suspension without pay, and discharge. The Superintendent or designee may place an employee on paid administrative leave during an investigation. The Board agrees to administer discipline in a manner which is neither arbitrary nor capricious and further agrees that it shall bear the burden of demonstrating that disciplinary action is neither arbitrary nor capricious. However, nothing contained herein shall require the Board to exhaust any or all of the listed disciplinary techniques when a determination has been made of the need to discipline an employee."

As a union we have what is called "progressive discipline." That means if you are called in to a discipline meeting the steps the District has agreed to follow for corrective discipline are as follows: oral reprimand,

written reprimand, suspension without pay, and termination.

In our new contract it was negotiated that if you have a written reprimand in your personnel file and you **request in writing** to HR for it to be removed, it will if you have not had any additional discipline during the last 24 months. Also, the same can be done with a verbal warning if you have not had any additional discipline for the previous 12 months. Take control of your file and get discipline removed if you have it and are able. Email me if you have any questions.

**2ND QUARTER BIRTHDAYS**

**APRIL BIRTHDAYS**

LuAnne Beintema                      Carl Sandburg                      20

**MAY BIRTHDAYS**

Andrian Allen                      Lincoln Douglas                      12

Erika Parks                      JFELC                      14

Evan Demuth                      Carl Sandburg                      16

Andrea Misek                      FMS                      21

Janet Schubert                      Carl Sandburg                      23

Sandra Hilton                      Carl Sandburg                      24

Barbara Nye                      FMS                      26

**JUNE BIRTHDAYS**

Carol Reineke                      FMS                      1

Julie Pfeiffer                      Senior High                      4

Victor Berry                      Senior High                      7

Kerry Pruitt                      FMS                      18

Ricky Robinson                      Senior High                      24

Jayne Duda                      FMS                      29

Brenda Price                      Banks-Bergagna                      30

### 2ND QUARTER CALENDAR

| Date     | Time           | Location                | Event                           |
|----------|----------------|-------------------------|---------------------------------|
| April 6  | 6:00 p.m.      | Administrative Building | Administrative Board Meeting    |
| April 11 | 9:00 a.m.      | Union Office            | Local 745 Membership Meeting    |
| April 13 | 4:30 p.m.      | Freeport Public Library | District 145 Membership Meeting |
| April 20 | 6:00 p.m.      | Administrative Building | Administrative Board Meeting    |
| April 22 | 1:00-6:00 p.m. | Freeport Public Library | Election of USW 745 Officers    |
| May 9    | 9:00 a.m.      | Union Office            | Local 745 Membership Meeting    |
| May 11   | 4:30 p.m.      | Freeport Public Library | District 145 Membership Meeting |
| June 8   | 4:30 p.m.      | Freeport Public Library | District 145 Membership Meeting |
| June 13  | 9:00 a.m.      | Union Office            | Local 745 Membership Meeting    |



*Coming together is a beginning;  
 keeping together is progress;  
 working together is success.*

#### 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.