



The Classifieds

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United Steelworkers

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2496 E. Maize Road
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A FEW THOUGHTS FROM THE UNIT CHAIRMAN

LuAnne Beintema

This has been the craziest school year ever, hasn't it? I am sure we all are ready to see it end and for summer to begin! Hopefully everyone will have a summer break filled with relaxation and peace, as each one of us certainly deserves it.

With the end of this school year we will be saying goodbye and happy retirement to a few classified members. Join us on Tuesday, May 11, at 4:30, where we will be celebrating our retirees with a celebration at our union hall at 2496 E. Maize Road in Freeport. Those members and their years of service we will be honoring are: Mary Gorham 2001-2020, Lorie Arendt 2006-2019, Vicky Busker 2006-2020, Ruth Cross 1994-2020, Janet Schubert 1993-2021.

Join us for a short union meeting with cake and celebrating to follow. We have much to celebrate with our retirees. Let's come

together and send our retirees off in style!

As you know, USW of FSD145 held our election on Thursday, April 22nd. Those elected to lead our unit for the next three years are as follows:

LuAnne Beintema- Unit Chair
Andrea Misesk- Unit Secretary
Ricky Robinson- GNC
Cindy Erb- GNC
Denise Hayunga- GNC

I would like to take a minute and thank Tabatha Sherrer for taking interest in running for GNC. We need more interested people like you and I hope you keep your interest up and run again in the next election!

While I am honored to serve another term as your Unit Chair, I need to be transparent and let you know that this term will be my last. I really feel we need involvement from everyone to flourish as a union. Now is the time for all with interest in working with the District to assure our contract is upheld to come forward to learn the ropes. We will be holding a steward training this

summer which would be the first step to a leadership position. Email or message me or a member of the GNC if you have interest in learning more by becoming a steward. We welcome all who are interested!

Have a blessed summer break and keep up to date with info by joining our Facebook group **USW Classified Staff of FSD145**. I will keep you updated on any news I receive over the summer there.

MORE ELECTION NEWS . . .

Along with FSD145, both Titan Tire and Sherwin Williams are with us making up USW Local 745. Sherwin Williams and we are both "Units" under Titan. We both have a Unit Chair, Unit Secretary, and a GNC. Titan Tire, however, has the Local President who presides over the entire Local, a Vice President, Secretary, Financial Secretary, and GNC.

President, Vice President, and Financial Secretary were the three positions that were challenged in this election.

Winners for those are:

- President- Kip Kuhlemeier
- Vice President- Bobby Turner
- Financial Secretary- Darla Brinkmeier

Congratulations to Kip for returning as our President and to the others for their new officer positions. Working together we make great things happen!

THE MORE YOU KNOW . . .

Article VII

Personnel File and Employee Protection

- A. Only one official personnel file shall be maintained by the Board for each employee.
- B. Each employee shall have access to his or her personnel file by appointment within

2 business days of a request to the Director of HR, for the purpose of reviewing the contents thereof.

- C. Employees shall have the right to attach a written statement explaining the employee's position on any matter contained in the employee's personnel file.
- D. Employee may attach letters of disagreement or rebuttal to any evaluating which is placed in the employee's personnel file.

This is an important clause for members to understand, especially this time of year. Most members receive a glowing evaluation each school year. However, if you feel yours is inadequate or incorrect, write a rebuttal and send it to Angie O'Brien in HR. It will then be stapled to that evaluation in your personnel file where it will stay.

Also, your personnel file is yours, and you have every right to view it. As in this clause, email Chris Shockey your desire to view your personnel file and a time will be set up for you to do so. Many people have done this, myself included, and it is a great way to make sure your personnel file is accurate. The end of the school year is a perfect time if this is something you are thinking of doing. Be in charge of your records. It's offered to us in our contract, utilize it!

Article XI
Discipline
"D"

"Any and all official documents placed in an employee's personnel file as part of a disciplinary procedure will be provided to the employee and the employee's representative, at the time discipline is administered or as soon thereafter as is reasonably possible. If an employee has received only one verbal reprimand during the precious rolling 12 month period the verbal reprimand will be removed from the employee's file at the end of the 12th month, **UPON THE EMPLOYEE'S**

REQUEST, provided there has been no additional discipline. “

****This next section your GNC was able to get in at our recent contract negotiation****
 “Upon the employee’s written request, letters of reprimand will be removed after 24 months if the employee has not had any additional discipline during the 24 month period.”

This is another important clause to understand. If you have received a verbal discipline reprimand and have not received any other discipline within the last 12 months, send an email to Chris Shockey and Angie O’Brien requesting it to be removed from your personnel file and it will be.

Also, letters of reprimand (which is the 2nd step of progressive discipline in our contract) can also be removed with an email to HR requesting it if you have not had any additional discipline in the last 24 month period.

If you can utilize this part of our contract, make sure that you do. We all work hard for the District, and if you have discipline that can be removed do it.

Just one more thing your union can do for you!

BIRTHDAYS

MAY BIRTHDAYS

Andrian Allen	Senior High	12
Erika Parks	JFELC	14
Evan Demuth	Carl Sandburg	16
Andrea Misek	FMS	21
Carter Hopkins-Croak	Blackhawk	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

JULY BIRTHDAYS

Krista Asche	Empire	14
Judith Gahm	Lincoln Douglas	17
Samuel Marshall	Senior High	24
Kim Monigold	JFELC	16
Latarsha Newton	Blackhawk	27
Nina Sieberns	JFELC	21
Kelly Simler	Senior High	24
Penny Taggart	Blackhawk	15
Carole Winter	FMS	9

Have a great



SUMMER!

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3RD QUARTER CALENDAR

Date	Time	Location	Event
May 16	9:00 a.m.	Union Office	Local 745 Membership Meeting
May 11	4:30 p.m.	Union Office	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
July 11	9:00 a.m.	Union Office	Local 745 Membership Meeting
July 13	4:30 p.m.	Freeport Public Library	District 145 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.