



# The Classifieds

**A FEW THOUGHTS FROM  
THE UNIT CHAIRMAN**  
LuAnne Beintema

**SPRING 2022**  
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Unit Chairman**

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## Your Right to Union Representation

“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, officer, or steward be present at the meeting. Without union representation, I choose not to answer questions.”

This is your right under the 1975 U.S. Supreme Court Weingarten Decision.

This is your Weingarten Rights under the 1975 US Supreme Court decision. It essentially means that under law if you belong to a union you have a legal right to representation if your supervisor asks to speak with you - especially if you think your supervisor (admin, principal or food service director) started the conversation as pleasantries but it shifted toward disciplinary, or if you feel there is a possibility that it could.

Admin/principals/food service director will violate this right if they proceed with a meeting or conversation after you have voiced your want for a union

representative by not stopping the meeting and notifying the union. They can NOT refuse your request or retaliate against you for asking for a union rep. Also, it is important to note that all meetings you are asked to attend outside your normal work hours you should be paid for.

The process that is supposed to be followed when scheduling a meeting is when an admin wants to meet with you for something that “may lead to discipline,” an email is sent to me usually 24 hours prior. This gives me time to contact the member, see if they desire a union rep present and

### 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**

also gives me enough time to have one there for them.

Recently it came to our attention that a cook was made to attend a meeting at the board office over our Christmas Break and (according to the cook), for two hours. It is important to note that this person was called on the phone and asked to come in and also a meeting notice was not sent to the union notifying us of this meeting.

The Director of Food Service has not only stated that this meeting was not disciplinary, but she also denied payment to this cook even though the cook stated she felt this meeting was definitely a disciplinary one. After a lot of back and forth between us, the director agreed to pay this employee for only a half hour because the rest of the time spent during the meeting was talking about things not "school related".

This cook recently resigned, but I would like to utilize this incident as a teachable moment for all members in all areas of our unit, not just food service.

There are many reasons why this incident should not have happened, but first and foremost if this cook had utilized her Weingarten Rights when she was called, that simple request would have stopped the meeting until the union was notified, and this incident would not have occurred. At least it would not have happened over our unpaid break and especially not without a union rep present! Bottom line, utilize this incident as a learning experience no matter if you are a para, security monitor, IMT, or food service employee.

If you are ever asked to stay after your normal work hours, asked to come in on a holiday or day off, or feel a conversation with your administrator is turning into a disciplinary one, utilize your Weingarten Rights and STOP THE MEETING! Say you are stopping the meeting until your union is notified. That is legal and your RIGHT! It is also easier for us to prevent something from happening than grieve it later. We will make sure you are represented and our contract is upheld.

We are always on your side, utilize us!! And don't let something like what happened to this cook happen to you.

### 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 newest 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!





### Easter Bird Nests

\*a fun, kid friendly quick recipe for Easter\*

- 2 pkgs white baking chips (10-12 oz each)
- 1 pkg (10 oz) pretzel sticks
- 24 yellow chicks Peeps candy
- 1 pkg (12 oz) M&M eggs or other egg shaped candy

Directions:

- 1) Melt baking chips, stir until smooth. Reserve ½ c melted chips for decorations. Keep warm.
- 2) Add pretzel sticks to remaining chips, stir to coat evenly. Drop mixture into 24 mounds on waxed paper; shape into birds nests using 2 forks.
- 3) Dip bottoms of Peeps in reserved chips, place in nests. Attach eggs with remaining chips. Let stand until firm.

These last two years dealing with a pandemic have been hard on us all. It has been hard on your union also. Many meetings were cancelled due to Covid restrictions and responsibilities got away from us all.

This year especially, we have seen things change with Classified Staff. Short staffed issues have not been addressed, and members are feeling overworked and underappreciated. I cannot stress that now more than ever before is the time for us to band together as a union. As we always say, we do not know what is happening in buildings unless members convey it to us.

We have a challenge for all members. This school year we have two meetings left, April 12<sup>th</sup> and May 10<sup>th</sup>. The April meeting will be held at the Freeport Public library at 4:30, and the May 10<sup>th</sup> meeting which will also be our end of the year/retirement celebration will most likely be held at Logan's but more information will follow on that.

Our challenge to you as a member of your union with FSD145 is to make it a priority to attend both of these meetings. Show your solidarity, help us be able to help you better as we may have work ahead of us if rumors going around about Classified Staff have any validity to them. Together let's show our strength and voice. Band with us and let's keep our unit strong, positive, and together!!!

We literally can't do it without our members. See you in April!!!

### BIRTHDAYS:

MARCH		
Lucy Maupin	Senior High	5
Tammy Stewart	Blackhawk	8
Tina Maize	Blackhawk	10
Beverly Castle	Carl Sandburg	10
Sarah Martin	Empire	10
Vicky Losco	Senior High	14
Kim Sims	Senior High	15
Bobbie Trost	JFELC	23
Warren Pearson	Senior High	29
APRIL		
Pamela Stearns	JFELC	6
Erica Miller	Empire	18
LuAnne Beintema	Carl Sandburg	20
MAY		
Laurie Thomas	FMS	10
Andrian Allen	Senior High	12
Evan Demuth	Carl Sandburg	16
Andrea Misek	FMS	21
Carter Hopkins-Croak	Blackhawk	23
Sandra Hilton	Carl Sandburg	24
Barbara Nye	FMS	26

**SPRING 2022 CALENDAR**

<b>Date</b>	<b>Time</b>	<b>Location</b>	<b>Event</b>
March 8	4:30 p.m.	Freeport Public Library	District 145 Membership Meeting
March 13	9:00 a.m.	Union Office	Local 745 Membership Meeting
April 10	9:00 a.m.	Union Office	Local 745 Membership Meeting
April 12	4:30 p.m.	Freeport Public Library	District 145 Membership Meeting
May 10	4:30 p.m.	Freeport Public Library	District 145 Membership Meeting
May 15	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.