



The Classifieds

A FEW THOUGHTS FROM THE UNIT CHAIRMAN

LuAnne Beintema

Welcome to the end of another school year! At least for me, this one seemed to be a tough one. I'm not going to lie, I thought about not putting out a newsletter for the end of the year. Not because I didn't want to, but because there are so many uncertainties surrounding classified staff and I don't really have any answers to give you at this time.

We have all noticed staff shortages at our buildings, especially with food service and paraeducators. Food service vacancies get posted but why not paraeducators? When a para retires or resigns, their absence seems to be absorbed with an existing para who adds the vacant para's duties to their own. What is happening leaves many paras overworked and underappreciated. IMT's are also feeling the stress as are security monitors. Your union leaders are also feeling the burden of what's going on, as the union tends to receive the blame when situations happen within the district that members don't

like. Let's be honest, we are all feeling it. And where there are unhappy and unappreciated certified and classified staff, a district will never flourish.

So, what can we do about it? In an effort of not sounding like a broken record, nothing will ever change or get better without YOUR help. Your GNC can't do it alone and honestly, we are tired. There is strength in numbers but if our members are not willing to step up to the plate and help, things will not get better and members will have no one but themselves to blame. We hear all the time how the union didn't get members the contract they deserved. Well, this next year is a contract year. That means your GNC will be putting many hours outside of work to negotiate the next contract for all members. While we have committed to doing this for you, we need support from members. If we don't have support from members and the district knows it, why would they give us what we want in a contract?

You can help support us by getting involved. There are many things you can do to support your union. You

SUMMER 2022
Volume 23, Issue 2

In this Issue

A Few Thoughts from the Unit Chairman

The More You Know

Something to Ponder

A Little Background

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-](http://uswlocals.org/local-745-freeport-il)

745-freeport-il

United Steelworkers

Local Union No. 745

2496 E. Maize Road

Freeport, IL 61032

815/235-9713

can be a steward, building coordinator or mentor. Or even just committing to attend our monthly meetings would be a great first place to start! Think of what we could gain and accomplish if we all committed to meet one hour a month! That is something most everyone can give for the union, one hour. That is all I am asking. The meetings are usually held the second Tuesday of every month at the Freeport Public Library at 4:30. Put it on your calendar for next year to attend every meeting. Keep us up to date on what is going on at your school and what you would like to see in the next contract. We don't know unless you tell us! And if you choose not to? Well, then the only person you can blame is you.

Sorry to be on my soap box again, I hope everyone understands how much we need your solidarity and help and how disheartening it is when we don't have it. Hopefully, I was able to accomplish a little of that in this newsletter and we will see a new beginning next year with us all banding together and staying strong.

That being said, I wish everyone a well-deserved and restful summer break. Let's come back next year refreshed and ready to tackle another school year.....together! And in the meantime, keep up to date with union business over the summer on our Facebook page, USW Classified Staff of FSD145!

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!

Something to Ponder...

I previously posted this on our USW Classified Staff Facebook group page, but I wanted to make sure all members were aware of this.

We have many employees who are at or near retirement. In an effort to entice retired paraeducators to return to sub, Chris Shockey made the change that those who choose to sub will make their ending hourly salary with the District, not the sub pay of minimum wage. Those of you retiring or thinking of retiring, this is great news if you want to return to work for a few days next year!

Unfortunately, the same can't be said for food service. Recently when a new retiree wanted to return to sub, I told this person that they would make their ending hourly salary as paraeducators did. Later, after they did sub and learned that they were paid minimum wage, I checked into it and discovered that it

was not an error, but an intentional decision for food service employees. And at least for the foreseeable future food service retirees will continue to only be paid minimum wage.

As a union we realize this is not fair but since you are no longer a member of USW after you retire, there isn't anything as a union we can do about it. But it is important to make you aware of the facts so you can decide if returning to sub is right for you. We would encourage paraeducators to consider subbing, but for food service you need to decide if minimum wage is worth it after all the years of service given to the District.

Happy Retirement!!

- Carole Winter
- Deb Hamilton
- Brenda Schaefer
- Kathy Reuber
- Dannie Bland
- Tamilla Stidman

Thank you for your service with the District and with USW!

A Little Background

What was it like if you were a classified employee 25 years ago? It was a lot different than it is today. Even though we have more to go, take a look back to see how far we have come. Below is a taste of what you would expect if you were working in your position in the 1990's:

- Every classified employee was pink slipped at the end of every school year with no guarantee of being asked back for the next school year.
- Everyone made different wages. When we finally unionized, there were people in the SAME positions making \$2-3 dollars an hour over their co-workers.
- There was no such thing as seniority.
- You did not have sick days or personal days.

- You did not have the benefit of progressive discipline. You could be fired for any reason at any time.
- You did not have health insurance or the \$1000 AMRP benefit.

This is just a taste of what we have been able to change over the years. Leaf through our contract to find many more benefits. I for one am grateful and PROUD to be a USW member!!!

BIRTHDAYS

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
JUNE		
Carol Reineke	FMS	1
Julie Pfeiffer	Senior High	4
Victor Berry	Senior High	7
Kerry Pruitt	FMS	18
Ricky Robinson	Senior High	24
Ashli Barr	FMS	28
Jayne Duda	FMS	29
Brenda Price	Banks-Bergagna	30
JULY		
Penny Taggart	Blackhawk	15
Kim Monigold	JFELC	16
Nina Sieberns	JFELC	21
Samuel Marshall	Senior High	24
Latarsha Newton	Blackhawk	27

Please plan on joining us May 24th 4:30, at Logan's for our end of the year meeting and celebration where we will celebrate our retiring members. We will provide pizza and pop, mark your calendars and join the fun!

UNITED STEELWORKERS LOCAL 745
 2496 E MAIZE RD
 FREEPORT IL 61032

SUMMER 2022 CALENDAR

Date	Time	Location	Event
May 8, 2022	9:00 a.m.	Union Office	Local 745 Membership Meeting
May 24, 2022	4:30 p.m.	Logan's Bar	Classified Unit Meeting/Retiree Recognition
June 12, 2022	9:00 a.m.	Union Office	Local 745 Membership Meeting
July 10, 2022	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.