

FRONTLINE

IBEW LOCAL 21



Volume 12, No. 2 • April 2007



***Moving Ahead
at Lightspeed.***

Jeanne Lindenmuth of the New Lennox garage works on fiber splicing in Lockport.

PHOTO: MARSHA LEGA

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HB 1500 Will Pattern Our Future

By Ronald Kastner



As the technologies of the 21st century continue to unfold, what was defined as the telecommunications industry of the past is rapidly changing right before our eyes. The most important change is that this industry will have very little, if anything, to do with telephones in the not so distant future. Therefore, it is imperative that Local 21 immediately focuses on video and

high speed Internet access. The need to get into the video business as quickly as possible is at stake this year in Illinois as it was last year in Indiana.

Thanks to the insight of various members of the bargaining team, Local 21 had the foresight to negotiate for this very work. **In 2004 bargaining, we secured the right to represent this new technology.** The time is now to take advantage of what we negotiated then, but the fruits of our labor are delayed by antiquated policies embedded in local municipal franchise agreements. Franchise agreements force all companies to deal at a snail's pace on an issue where we can ill afford to slow down. Resolution of these issues is constantly delayed because of the politics of many smaller communities as well as some of the bigger cities. The end result of all this is that many of the citizens in our jurisdiction are without choices for their video provider.

Closer to home, job security as well as jobs of the future are at stake. Members of our Union will not only build the infrastructure, but they will also install and maintain the service. We will market it, and we will support it. Everyone has a lot to gain. All of our members have skin in this game.

When Illinois State Representative Jim Brosnahan, one of the sponsors of HB 1500, called on behalf of Speaker Mike Madigan and asked where Local 21 stood on this bill; I was very excited to explain our position. It is noteworthy to point out that HB 1500 would allow all companies to enter into a statewide franchise agreement rather than be required to negotiate with every separate municipality in

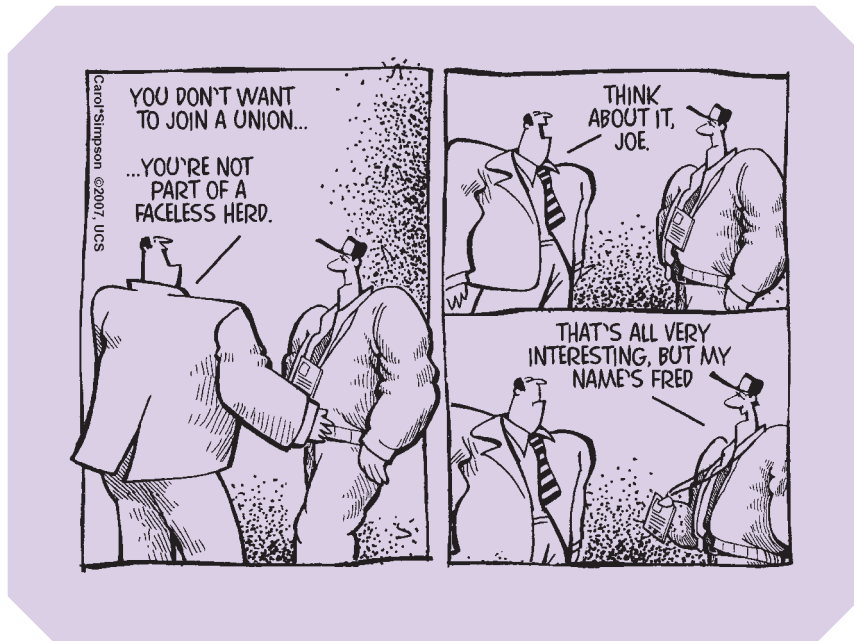
the antiquated process that I mentioned earlier. This would create the landscape in Illinois to move forward, joining with many other states that have passed similar legislation.

After carefully researching the bill, I agreed to testify on behalf of Representative Brosnahan in favor of his bill at the Telecommunications Committee Hearing in Springfield. I testified that Local 21 has lost thousands of jobs to competition when cable companies were allowed to get into telephony under the guise of competition. Therefore, it is fair and equitable for telephone companies to compete in the video market. **The opportunity is now to recoup some of those jobs the IBEW has lost to non-union cable companies.** These anti-union cable companies spend millions of dollars preventing their employees from making a free choice decision on whether they want a Union or not. It's shocking to know that if you subscribe to cable, part of the money you pay for your service goes towards union-busting attorneys. Unknowingly, you're supporting this anti-union attitude. Because of the lack of unionization and representation, industry standards are being threatened everyday and could go down even more while market share is eaten up by cable company monopolies. This is the most disastrous aspect of the current situation, and it is one that we now stand ready to fight against.

Currently, Local 21 proudly represents over 200 Comcast employees working under numerous contracts in the greater Chicago market and Northwest Indiana. Our ability to fairly represent all workers in all industries goes unchallenged. In fact, the number of unorganized cable workers in our jurisdiction is a challenge that our Union has accepted. Yes, we have a long way to go, but the rewards will be huge. The bargaining power in the cable industry has a lot of room for growth. **We must bring the wages and benefits of these**

workers up to the Industry Standards that we have fought so hard to achieve.

In closing, the competition in this industry will be healthy for all. There is enough market share for the products provided by both the telephone and cable companies to flourish and survive. Our Local stands ready to take on the challenge, not only for current issues but also for our future.



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IBEW Local 21

1307 W. Butterfield Road
Suite 422
Downers Grove,
Illinois 60515-5606
Phone 630 960-4466
Fax 630 960-9607

Website

www.ibew21.org

Newswire hotlines

630 415-2711
866 423-9582

OFFICERS

Ronald E. Kastner,
President-Business Manager
/ Financial Secretary

Kevin Curran,
Vice-President
/ Assistant Business Manager Marketing

Jacquie Fields,
Treasurer

Linda Cox,
Recording Secretary

EXECUTIVE BOARD MEMBERS

Bill Lawrence	Alison Watson
Jim Sheehan	Rosetta Shinn
Jim Noble	Erik Grigg
Larry Schuler	

MANAGING EDITOR

Tom Hopper email:
thopper@ibew21.org
Phone 630 960-4466 X223
Fax 630 960-9607

EDITORS

Larry Moeller
Nancy North email:
nancy.north@comcast.net
Bob Przybylinski email:
bobp-ibew21@sbcglobal.net

Comments and articles are welcome and should be sent to the editors. Local 21 reserves the right to edit letters and articles, and to use items as space allows.

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“Where there is unity there is always victory.” *Publilius Syrus (Roman author, 1st century B.C.)*

By Kevin Curran, Vice President/Assistant Business Manager Marketing



Brothers and Sisters, I would suggest that the reverse axiom is also true, that **‘With disunity comes defeat’**. I mention these words because

as the industry we work in changes, expect management to try use these changes as a way to divide and conquer. Management would like nothing better than to see us pointing fingers at one another instead of **uniting for our common cause**. As our country faces one of the most aggressive anti-union attacks we have ever seen, now, more than ever, **we must stand together**. We need to send a strong message that any attempt to divide us by job title, geography, department, age, seniority, gender, race, or any other damn reason will be futile, because **what unites us is far stronger** than what could keep us apart.

Research Department

Recent Arbitration Awards

In a recent arbitration decision, the Arbitrator upheld the discharge of a member who was charged with committing Violence in the Workplace. The Arbitrator’s ruling was based primarily on testimony of a former employee (and former member of IBEW 21), who voluntarily testified against his former brother. My response to that is-WTF? (By which, of course, I mean “Why The Falsehoods?”). I never understood why members would ever suck up to management, but, I really don’t understand why a former employee would suck up to management.

In another recent arbitration ruling, the Arbitrator ruled against the Union in a Consumer case which concerned Premium Pay for non-overtime hours worked where mandatory overtime was scheduled. The Union had taken the position that even regularly scheduled hours should be paid at the Premium Rate if a member was scheduled for mandatory overtime after 3:00 P.M. on Wednesday of the prior week. The Arbitrator’s ruling basically said that since the contract doesn’t specifically

require that, the company isn’t forced to pay.

At the National Labor Relations Board

On a national level, the National Labor Relations Board in Washington D.C. is currently considering a case which involves the use of company e-mail by union members to communicate to each other about union-related items. The case involves the discipline of a member who used her employer’s email system to send messages to co-workers about union activities. This case could have significant impact on the use of electronic communications in the future. As one advocate in the case put, email has become the “water cooler” of the 21st century and restricting the ability of workers to communicate with each other through this system is inconsistent with the intent of the National Labor Relations Act. We will be reviewing the ruling on this case closely once the NLRB makes its decision.

Consumer

PAR - We await the Seventh Circuit Court of Appeals ruling on the lawsuit the Union filed against AT&T regarding the Consumer “PAR” (a.k.a. Consumer Performance Management Plan.) However, the arbitration hearing on one of the first discharges for PAR is under way. It began on March 29th, and continues on April 20th. As part of his ruling in the case, the Arbitrator is being asking to rule on whether or not the PAR is a reasonable system or not.

Also in Consumer, the Union has recently reached an agreement with the company for the establishment of a **region-wide** Help Desk and a region-wide Escalation Team to be located in our jurisdiction at the Total Grace Center in Chicago.

Global

The arbitration hearing concerning the illegal movement of work out of our jurisdiction and the subsequent layoff/surplus of 137 of our members continues on April 23rd.

Credit and Collections

The Union has reached agreement with the Company on a Reward of Recognition Program which will be in place through December 31, 2007.

Wins, Loses, and Pending Issues

By Jerry Gast, Assistant Business Manager Network



AT&T has brought back the laid off DataComm techs and placed them in Construction, doing provisioning work temporarily

until the members start training for the Prem Tech jobs that they were brought back to fill. The company is hiring 87 term employees into Construction for the Project Lightspeed build. There are new positions being posted in JOBS because of Project Lightspeed, for example the 21 in the D.O.G. department.

The Coin Surplus is being negotiated, three techs took D.O.G jobs and 12 techs requested SIPP. Seven techs are surplus. The Union is in talks with the company on releasing as many techs as possible in Coin because of the loss of business.

The company and the Union are working on a preference in Construction for 80 fiber jobs due to the Project Lightspeed build. Three Business Representatives, two Chief Stewards and I are meeting with managers in the Construction department and Labor Relations. We are also looking at ways to resolve some of the details and the problems of daily loans, and backfilling of techs on details.

The Union has been meeting on off-hour shifts in Loop Electronics and central offices that we believe are in excess. The Business Reps and Chief Stewards will keep you posted on their progress.

Kevin Curran and I have been meeting with the company to resolve the arbitration back-log. We have been able to resolve some arbitrations and are continuing to meet.

In Exhibit 3 the company has started to contract-out drops and locates, which has caused more techs to be detailed to Exhibit 2. President Ron Kastner has been meeting with Kurt Brannock to try and resolve this issue.

Business Rep Mike Sacco settled an arbitration for 10 laid-off members brought back to work right after the lay off for wrong pay treatment. Each member received a check for \$1,300 to settle the case.



Benefit Report

Read Your Mail

By Linda Cox, Business Representative & Recording Secretary



We continue to meet with AT&T and Fidelity concerning transition issues. Most of the individual back log has been completed. The **bargained-for pension increase** of 2.5% and the new interest rate of 4.69% have been programmed to allow you to model your pension for various dates for this year. With the lower interest rate and the increase in your pension band value, you will see a higher value on both the monthly annuity and the lump sum.

AT&T sent out letters concerning eligibility for **Medical Working Spouse Contributions** advising that your spouse or legally recognized partner (LRP) is not currently subject to the \$40 monthly contribution for medical coverage. In that letter, it incorrectly states that your spouse/LRP will be subject to the medical working spouse contribution if they become eligible for medical coverage through his/her place of employment that costs less than \$75 per month OR receives more than \$25,000 in income from all sources. It should have stated **both** criteria must be met. It is not an "or" situation. Additionally, the \$75 per month is for individual coverage. We have put AT&T on notice that the letters are incorrect. Corrected letters were mailed 3-23-07.

For members with United HealthCare, Health Care Network, be aware that **lab work locations changed** effective 1-1-07.

Previously, physicians sent you or your lab work to Quest labs. The new lab vendor is Lab-Corp. Your physicians received notice of the change. In case they don't remember, ask your physician what lab is to be used. If you are sent to the wrong lab and incur an out of network charge, call UHC and tell them you were referred by your physician to that lab. Your claim should be adjusted. There were no changes for the Blue Cross Blue Shield PPO plan.

Another FYI for (pre-merger SBC) AT&T employees. AT&T has completed a scrub across the entire region on all **telephone concession services**. Some 1,645 bargained-for employees and retirees across the Midwest Region had their concession removed or received a letter stating their concession would be removed for failure to have AT&T long distance or electronic billing. Out of the 1,645, approximately 200 people actually received a bill with the concession removed. They are being called and advised the changes were not necessary and their concession will be reinstated retroactively with the services they had before the concession was removed.

People who received a letter stating their concession would be removed but who had not received a bill reflecting the concession removal will see adjustments on their bill, and will receive a letter explaining the error.

In the Midwest region, a specific scrub was done on second lines that were given a concession rate in error. Letters were mailed to the employee's house advising them to call the business office and have that line disconnected or billed on a separate bill.

Effective March 1, 2007, the following hospitals have been dropped from the **United Health Care (UHC) Health Care Network (HCN)**: Hinsdale, Lagrange and Glen Oaks. Anyone using these hospitals will need to check with their primary care physician to see if they having serving privileges at other hospitals that are in-network to ensure receiving in-network benefits.

Another Arbitration Win at Comcast

By Jerry Rankins,
Business Representative



Winning is always nice! In this instance the Union won big in a past-practice case that was about whether or not

a member of the bargaining unit continues to accrue vacation and sick-time while on disability due to an on-the-job injury. The past-practice had been in place for more than 20 years until Comcast decided to unilaterally do away with the practice with no notice to the Union. A grievance was filed once the Union knew that Comcast was no longer paying this benefit. Not only did the arbitrator agree with the Union's position, he ordered that Comcast must "make whole" all members who were harmed, back to 2003. This was a case that affected brothers and sisters working in the former Jones 336 unit now known as the West.

Always remember brothers and sisters, if there's a practice that the company no longer wants to recognize, it's probably a good grievance but speak to your Area Steward, Chief Steward or Business Representative.

In other pending arbitration cases at Comcast, the case for the Merrillville Transitional Vacation Grievance has been rescheduled for April 30, 2007.

In bargaining news, the Cortland Comcast contract expires May 31, 2007. The Union is more than ready to do battle with this company that is lacking in



Meet the Office Staff

By Jacquie Fields, Treasurer



Previously in *Frontline*, I wrote a series about the staff of Local 21, explaining what their duties are, from the President-Business

Manager to the steward. There are other people who are part of this Local, you may talk to if you call the office. This includes the office staff. So what the heck, I will do another series, "Meet the Office Staff."

Many times in officers' reports at unit meetings, you will hear about the research department. One person who is a vital part of that department is Josie Richmond. She works closely with the Business Manager, Assistant Business Managers and Business Representatives. Josie schedules arbitrations which is not easy. She has to coordinate the schedules of all the parties involved: arbitrator, lawyers, Assistant

Business Managers, and Business Representatives, as well as securing the location where the arbitration will be held. She has extensive knowledge of grievances as well as arbitration awards. The history of the grievances is important for the research department because it gives information that is beneficial to the Local as a whole. Josie is also the friendly voice a steward talks to when they need a grievance number.

Apologies to Mary Jo Hindes whose name should have been included in the list of contributors to My Joyful Heart in the February issue.



Josie Richmond

morals. By the grace of God, and your support, I'm confident we will bring home a fair contract!

The **City of Chicago** contract expires June 30, 2007; the last one was the best ever. Again, in part what made it successful was your solidarity. Let's make the next one be the best yet.

In today's troubled world you really don't know how much love, concern, and support people have one for another. My family and I can't thank you enough for your monetary support, the wonderful cards, the kind words of encouragement, the food, the gifts, along with the prayers shown to us in a time when we needed it the most— when we lost our oldest son Cory, who was tragically killed in a car accident February 24th in Burlington Washington, at the young age of 29.

Remember before you engage the car into gear; please have your seat belt on. Again, my family and I give thanks to all. God Bless

In Solidarity.

Members In The News

Walter Ingram IV is a member of the Simeon Wolverines who just won the Boys Class AA Illinois State Basketball Championship. Walter is a senior who wears number 20. His proud father, Walter Ingram III is a Telecommunications Specialist who works at 10 S. Canal in the AT&T Transport Center.

To have your news posted please send a short email to the editors nancy.north@comcast.net and bobp-ibew21@sbcglobal.net with "Frontline Members in the News" as the subject line.

You Gotta Nip it in the Bud....

By Dennis McCafferty,
Committee on Political Education



With local and municipal elections now upon us, working people need to stay focused on our objectives and keep striving to accomplish

what we have set out to do. This is most important at the local level. In the big scheme of things, while it certainly does matter who our President, Senator, Governor or Congressperson is, these people don't have nearly the affect on your daily lives as a State Representative, Mayor, Alderman, Town Councilman, or School Board member has. **When it comes to quality of life issues** like Police and Fire protection, education, air and water quality, road upkeep, garbage collection and the tax money used to pay for all these services, **the people you elect in your cities and towns ultimately have much more control over these decisions.** It just makes sense to want someone who shares your views to be in a position of leadership in your community.

One thing I learned very quickly through my dealings in the political arena is that a person's poor character when they're nobody gets worse when they become somebody. **It's very important to find out what kind of people they are and what they really stand for now,** before they move up the food chain because in many cases once a person gets elected to political office the only challenge left for many of them is to run for higher office. I guarantee that if someone on your town council or school board is difficult to talk to or work with now what do you think will happen if he/she becomes a Mayor or State Rep. or a member of Congress? I don't just mean someone you disagree with. I mean someone who refuses to discuss or even consider alternative points of view, someone who is inaccessible or just downright arrogant. They need to be stopped before they get in a position where they can do real harm to working people like us.

Our Local tends to stay out of most municipal races especially in the primaries,

Politics Makes Strange Bedfellows

By Larry Moeller, Committee on Political Education

Many of you have been asked to sign a post card urging your State Representative to support HB 1500 the Cable and Video Competition Law. If passed this bill would allow state-wide franchising for video services to any company willing to invest in the infrastructure as well as incumbent carriers. In a way I can understand objections to helping AT&T. Rampant detailing, excessive discipline and office closings beg the question, "WHY?" Our Local decided to back this bill because simply put, it is in our members own self-interest. **This bill is a pocketbook issue to us;** it is a gateway to the future. Brothers and Sisters, if you think your job is safe because you work for a company that sells traditional telephone service you need to

open up your suitcase and put your brain back in.

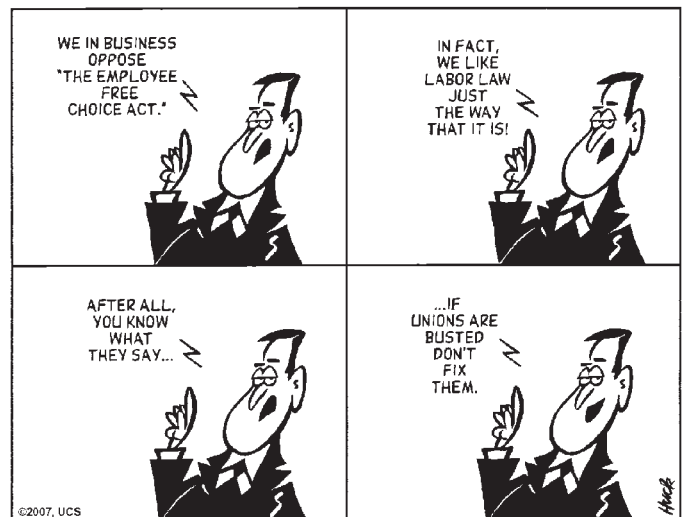
At the inception of Local 21, it was anticipated we would need to have a voice on political issues affecting our membership. We began by attending political fund raisers, running phone banks, asking for volunteers to work for friends of Labor, with the intention of using our political capital when needed. In 2005 we used this influence to help defeat SB 1700 the Telecom Rewrite; we opposed that Bill because it would have diminished service quality standards for telephone service. Today we are using this same influence to pass HB1500 with one important difference involving our most important asset, you. When you signed that post card you helped all of us gain access to future jobs.

because we are severely limited in how much we can contribute to candidates. There are some exceptions, especially when those candidates are Union members or have in the past distinguished themselves in the struggle for working families.

Working people made some major strides in taking back our country last November and the new Congress has boldly moved forward by passing a minimum wage increase, and helping those on Medicare. The House of Representatives passed the Employee Free Choice Act, which is the most important legislation Unions have seen in over 25 years. Even though our President has already declared his intention to veto the Bill when it reaches his desk, I've got news for him... **It's not a matter of if but WHEN this bill becomes the law** of the land that we will finally be able to bring dignity and respect to the over 50 million working people all across this country who would join a Union tomorrow if it weren't for the fear and intimidation that the big corporations routinely subject them

to during organizing campaigns.

Remember Sisters and Brothers, our work has just begun so there's no time to sit back and relax just because we've had a little success recently. **Our records show that membership voter turnout is nowhere near what it should be and we must improve on that.** We have an opportunity to really turn things around in this country but only if we keep up the fight. Primary Election Day in Indiana is Tuesday May 8th, PLEASE get out and vote! If anyone has any questions, comments or concerns please feel free to contact me at (630) 960-4466 ext 472 or by e-mail: allydaddy97@yahoo.com. Until next time Take Care and GOD Bless!



Good Night & Good Luck...

By Larry Moeller, Editor



This edition will be my final opportunity to use editorial privilege and address the readers of *Frontline*. After nearly 40 years as a member of

Locals 336 and 21, I am retiring. Don't worry, I'll spare you the "back in the day" speech and refrain from patting myself on the back. The pension I am taking was no gift from our benevolent employer it was bargained for, won by Union members past and present, Thank you.

When Illinois Bell hired me in 1967 I rushed home and told my father. Like most parents he was happy I was employed, but he told me I'd never be rich, by the way he was right. It took a determined membership and a long strike in 1968 to

get us where we are today. As a new employee and an even newer Union member people wondered where I stood. I picked the Union and have never looked back.

Like an old photograph some people are just stuck in my mind from those days. So thanks go out to Arvid Olsen who I expect to see coming towards me every time I walk through a C.O. telling me to, "stick with the Union." Thanks to Jim McDonald who after the '68' strike was over, promised a wire chief that the whole Blue Island office would walk out if 3 suspended frame men weren't back to work the next day. It was sweet walking in that door. To Bill Carroll who in 1974 talked me into being the Alsip Installation and Repair Steward; life was never the same after that, thanks Bill. Then there's a guy named Ron Kastner a lowly Steward then, who was there when I needed the Union in 1975. It's no wonder to me whose side I'm on, or that in 1990 I became an officer at Local 336.

I must not forget my family, especially my wife Pat who put up with long hours, days away from home and endured countless bad moods brought on by the latest B.S. the company just pulled. Thanks also go out to the Orland Hills pinochle club, whose names will be withheld to protect the innocent, for their support and friendship; it sustained me in dark times. To my second family, the past and present Staff of Local 21, God bless you, sometimes he's the only one who will.

Finally there is some blame to pass out. In 2002 I was happily painting the grass and asphalt orange when Mike McCormick, Jerry Gast, and Ron Kastner pulled me back. It's their fault I've been bugging you about politics and filling your mailbox with the *Frontline*. It's been a hell of a roller coaster ride and I can't think of a better way to end this than by quoting my old partner Dean Spencer, "*It's been real and it's been nice... but it ain't always been real nice*" AMEN.

COPE Report

Employee Free Choice Act Would Fix a Broken System

By Congressman Phil Hare, IL-17

Says Declining Union Membership a Source of "Middle Class Squeeze"

Congressman Phil Hare (D-IL) of Rockford expressed his strong support for the Employee Free Choice Act on February 28th.

"For thirteen years, I cut men's suits at Seaford Clothing Factory in Rock Island, IL.

"Let me be clear: I would not be able to stand before you today as a Member of Congress if it were not for the representation I received from my union.

"As a lining cutter, my membership in UNITE HERE Local 617 afforded me access to higher wages, good benefits, and invaluable workplace safety protections.

"I was able to send my kids to college, buy a house, and begin to build a secure retirement.

"More and more, ordinary Americans are seeing these opportunities slip away.

"Worker productivity is up—but wages are declining. Corporate CEO's are enjoying record profits—yet average workers are struggling to pay their home heating bills, afford health care, and save for college.

"I believe the fundamental root of this 'middle class squeeze' is the decline in union

membership.

"50 years ago nearly a third of all workers were members of a union. In 1983, it was 20 percent. Today, only 12 percent.

"Why is this significant? Because union workers earn an average of 30 percent more than their non-union counterparts. And they are much more likely to have health care and pension benefits.

"Does this current decline accurately express the will of workers? No. According to the AFL-CIO, 60 million non-union workers say they want to have a union in their workplace.

"There is only one way to explain this troubling disconnect: a broken system.

"Workers who want to join a union are not being given the opportunity to do so.

"Plain and simple—the bipartisan Employee Free Choice Act requires employers to recognize a union formed by a majority sign-up and increases penalties for breaking the law.

"Above all, it restores fairness to the process by letting employees decide if and

how they want to form a union.

"In choosing to join a union, I was able to make it from the floor of the Seaford Clothing Factory to the halls of Congress. Let's give all Americans that opportunity."



Rosetta Shin attended a roundtable hosted by Congressman Phil Hare.

● ● ● At **Chicago Heights Marketing** we believe management overstaffed the Good Friday Holiday. The Union is checking the call data in hopes of preventing this problem next year.

...Also at Chicago Heights Marketing the company is disciplining members for even the slightest infraction within the new express pay system. This never happened under the old system. Grievances have been filed.

...In the Illinois **switching department** there is still no resolution to the scheduling problems due to management inflexibility.

...Rumors of increased scheduling of off-hour coverage shifts is running rampant in the **Illinois DOG crew**; management denies any truth to the rumors.

...The entire **Indiana DOG crew** out of Gary was recently investigated by asset protection for improper time reporting, fraud, and conflict of interest. None of which turned out to be true. The real lesson to be learned here is never sit in with asset protection without a Union rep there to protect your rights.

By Steve Tengbladt, Business Representative



● ● ● Network management came up with an illogical mandatory plan. This one involved **I&R** techs being required to give customers a card containing their name and employee ID number. This was on top of wearing your company ID. This unfortunate development could have led to all sorts of unpleasant consequences. Minor things like identity theft, stalking, and direct contact from past customers at home on service issues. You think I'm exaggerating? Just go to your home computer and do a Google search on your name to see what kind of information is out there on you. The Union reached an agreement with the company at the end of March. The cards are now voluntary.

...There is a new twist from **AT&T's use of GPS** for discipline. It involves sending a manager out in a coupe to re-ride completed jobs. First they get an overlay of every time the truck stopped and how long it was in that spot, from the time a tech was dispatched to completion. The manager then traces the route the tech used, being pinged at each stop for the exact time the tech spent there. If one thing a tech says they did doesn't match the GPS re-ride, discipline is the result.

By Dan Gruenich, Business Representative



● ● ● Twenty-five of thirty-four laid-off **Datacomm** people returned into network jobs. We are still trying to place four Brothers Downstate. Five people have turned down the recall to work. Brothers at Datacomm have received a warm welcome from their Brothers and Sisters in the garages.

...The **Johnson Controls** agreement was ratified 3 to 1. By the time you read this, all members should have received back-pay to February 7, 2007. There is an issue with integrating AT&T Legacy buildings into Johnson Controls Management. All Local 21 members should only be working in those buildings they have been assigned to.

...The **REAC** Arbitration is scheduled, and we should have more news on the progress of this hearing on the illegal layoff of three members by the next issue.

...Spring is here and the children are out playing. Please be extra careful when you drive.

By Michael Sacco, Business Representative



● ● ● The company claims that the **City of Chicago** has the lowest performance numbers in the five state region. The third level manager decided that the solution was forcing one hour lunches and restricting changes in the schedule--vacation, WP days, NS requests, and swaps. All movement would go through the area manager. Then he went on vacation for ten days. The Union met with the company on March 26th and it's all on hold. We are working on meetings with the second level managers and the stewards to see if they can rectify some problems.

...**AT&T** is adding headcount to the fiber crews. First, preferring fiber crews for movement, then preferring Construction into fiber. One of the garages is closing and the techs were told they are being forced to the Roscoe garage. The Union is fighting to make sure these members get the opportunity to preference to other garages before they are forced to Roscoe.

...Once again members have been disciplined for not having a **valid driver's license**. Everyone should take a minute to call the Secretary of State's office automated system 217 782-2720 and make sure your license is valid. If not, notify your manager and you will be given time to correct the problem and there may be no discipline. If the company finds out first, you are immediately suspended pending investigation. Most of the problems are emissions tests. Be ecologically responsible and protect yourself.

By CJ-Cleveland Johnson, Business Representative



S T H E L O C A L . . .

...As many of you know, the Union has a **Business Rep on duty every day** to answer your concerns or point you in the right direction. For the most part, someone is available each and every day to serve you. When I'm on duty I get a lot of questions, "When is my case going to arbitration?" or "No one ever got back to me with the date of my arbitration." These are questions that your Chief Steward or Business Rep can answer, not the duty Rep. The duty Rep is only there for that day and can only answer questions of this nature for his or her own area because they are the one who recommended your case be heard by an arbitrator. The purpose of the Business Rep of the day is to answer general questions, not questions specific to your area.

...In other news the **Global Arbitration** has one more day of hearing. As of this writing the date is 4-23-07. But in the meantime, approximately nineteen people were let go by involuntary SIPP on 3-30-07. For updates call the union hotline 630 415-2711.

By Liz Hodges, Business Representative



...In the February edition I reported on all the good news coming out of Hoffman Estates **NDC**. Perhaps I spoke too soon because the company is renegeing on a signed agreement on WP and day-at-a-time Vacation requests. Their reason is "needs of the business." In my opinion it's a poor excuse for management's lack of planning. We are still meeting with the company in an attempt to resolve the problem, but if they won't live up to the signed agreement we will file charges with the National Labor Relations Board.

...The Hoffman Estates NDC was using one control schedule for work assignments. The company has opted to return to four separate work schedules. Because of that decision the Stewards will have to be vigilant of seniority violations.

By Melanie Probst, Business Representative



...**Johnson Controls** has a new five year contract. Eighty-three percent of the members voted. It was a three to one yes vote. Thanks to all involved.

...After three years the **Itasca Warehouse** group has a contract. Due to efforts by President Ron Kastner the Brothers & Sisters at the Warehouse are now part of the Datacomm contract with only minor carve-outs. Thanks to Chief Steward Ken Stachon and all our new members for their solidarity.

...The **Apprentice Committee** has resolved all the issues with former members who were rehired. These members should be at the right step and should have received back pay if applicable.

...We continue to meet with the Special Services and Central Office organizations to resolve off-hour and weekend scheduling problems.

By Steve Unterfranz, Business Representative



...Arbitration hearings on the **Consumer PAR** job performance plan began on March 29, 2007. The company opened with their witnesses and will hopefully conclude their case on April 20, 2007. At that time the Union will begin its case in chief. If testimony and rebuttal of both parties is not finished on April 20, 2007, an additional day has been secured with the arbitrator in early May.

...April will also include what the Union hopes is the company's final day of testimony for the **Global** arbitration regarding the movement of work out of IBEW Local 21 jurisdiction and the issue of surplus verses layoff. Unless the Union needs additional time to present rebuttal testimony the hearing could be finished on April 23, 2007.

...Finally, with the weather getting warming the children will be out and about more. They do not always watch were they are running before they take off. So be alert and watch out for our future Union members. Also, motor cycles will begin to be on the road and moving in and out of traffic. Again, be alert drive safe and have a safe Spring.

By Kurt Schmidt, Business Representative



...**Gallatin River Communications** is being purchased by Century Telephone. We expect it to be finalized by April 1st.

...The **Bel-Wood Peoria County Nursing Home** has a new administrator. The Stewards & I will be meeting with him sometime during the week of April 2nd.

...The Union lost the Mandatory Overtime Arbitration in **AT&T Consumer**. The company can add the overtime after the schedule has been posted and does not have to pay premium for the entire shift.

By Vickie Burroughs, Business Representative



• • • The biggest issues in **Downstate** at this time are Construction and I&R details from Exhibit 3 to Exhibits 1 & 2. There are many issues and the Union and AT&T continue to meet to reach common ground for future details, as I'm sure there will be many. The biggest reason for the number of details from Exhibit 3 is they have very little work in I&R. Rehab, maintenance work, and copper conditioning for Project Lightspeed are there, but I guess that's not important at this time.

...Construction other than the Maryville and Collinsville area is not open for Project Lightspeed work till late 2008. Now, it looks like that area will be the first to go into operation for Exhibit 3.

...The issue of paid time for detailed techs to drive home for Good Friday was discussed and resolved before the holiday.

... Preference for **FWG jobs** in Exhibits 1 & 2 will also be offered to Exhibit 3 Construction techs (volunteer only) with a move package. There are approximately 80 openings at this time. Contractors have taken over locates 100% and drops vary from town to town with every location keeping a portion of the work. Details have no increase in headcount numbers because of contractors getting this work. We have settled three grievances with Labor for Maryville and Springfield Construction for 96 hours pay.

...As a representative of the **Union Safety Committee** I went to the Westmont Training Center to observe employees in

climbing school and use of new safety strap. I talked to the class members climbing that day and watched as they used the new strap. They all told me that they felt very comfortable climbing with it. I also spoke with a female tech who cut out at eighteen feet the day before. She said that she never dropped more than an inch. New employees training with this belt will be able to get one for field use and other employees will be able to request one if they want.

...Both **Vermilion County** contracts have been settled. They should be approved at the April Board meeting and should go into effect by mid/late April with retroactive on wages and longevity back to December 1, 2006.

...In closing this will be my last article as **I am retiring**. I would like to take this opportunity to thank President Kastner, the Union staff, the girls in the office, Chief Steward Mike Roach, Area Steward Doris Halls, all my Stewards, and the membership, for their support and patience. I have met a lot of people, made some new friends, made some new enemies, and saw a lot of countryside in the last seven years as Business Representative for Units 5, 6, and 7. So long, good luck and God Bless.

By Jim Foster, Business Representative



• • • Local 21 would like to thank Jim Wallicsh for doing a great job as the **Altura** Steward and congratulate him on his 30 years servicing the Northern Michigan area. I personally want to wish Jim well in future endeavors I know he'll do great in his new job.

...Details in **C&E** are once again a problem, this time the length of the details are 5 weeks. The Union is urging all detailed members to get their money up front. Stewards should watch out for backfilling CST's and OPT's after they're detailed.

...The realignment of C&E in my area could create a problem with head count in certain garages. The Union has requested documentation from the company to address these concerns.

...In **LVT** the company tried to detail the entire Romeoville crew to Orland Park. After discussing it, management agreed to ask for volunteers and no one would be forced out.

...The Union has discovered that in new sub-divisions the company is using contractors to dig pits for hand holes; this is OPT work and should be grieved. The company is also contracting out road project pits for pushes; this is shared work and OPT's should get some of it. Please contact your Chief Steward so it can be investigated.

...In **I&R** techs are advised that if they get loaned to C&E on a daily basis, please notify your Steward so he can contact the appropriate C&E Steward. With regards to the buried drop issue, please remember that whenever placing a temporary drop, dig it into the terminal. That way the contractors do not have the right to go into the terminal to re-terminate it.

...On the **C.O.** side, the Union will once again meet with the company over off-hour and weekend scheduling. The Union has also discovered the company is contemplating rolling

small specialty groups like the alarm group into regular C.O. schedules.

...The DOG crew still has scheduling issues. We are meeting with the company to try to resolve the problem.

...As Frontline goes to press, the membership at **Citizens/Frontier** and **Verizon Buried Drop** in Illinois, have rejected the contract proposals by a large majority. The ball is in each company's court.

By Mike McCormick, Business Representative



• • • In Network we still have scheduling issues in I&R. There are multiple details in all areas. **AT&T** is saying that it's a force load problem. We are working with the directors to get the force load problem resolved. Force load are the managers in Hoffman who project the number of workers needed for the anticipated amount of work coming in.

...Welcome back to the **Datacomm** workers joining the Addison garage and the Villa Park construction garage.

...In the **Total Grace Consumer** office in Chicago, the company has hired 94 Customer Consultants, the new title negotiated to handle the marketing work created by Project Lightspeed. Some Service Reps are moving to the escalation team and the help desk.

Michael Cohns, Business Representative



A Universal Right

By Nancy North, Area Steward



Every year the company sets new goals. We all have personal goals. But all of humanity has a set of common goals. In 1948 the United Nations General Assembly proclaimed the **Universal Declaration of Human Rights** “as a common standard of achievement for all peoples and all nations.”

There are thirty articles that cover rights we accept as ordinary and so forget their value. Article 3 is familiar, “Everyone has the right to life, liberty and security of person.”

Article 23 states, “Everyone has the right to work, to free choice of employment, to just and favorable conditions of work and to protection against unemployment. Everyone has the right to form and to join trade unions for the protection of his interests.”

We’ve worked so long with the protection of a Union, good wages and representation, that it is easy to forget how hard employment can be without those safeguards. Corporations could live up to the high standards expressed in the Universal Declaration of Human Rights, but often they do not. Show your support for the Employee Free Choice Act and call your Senator.

Come Out to the Ballpark



Join us at Union Night
At the Kane County Cougars
Thursday, June 28th
6:30 pm

IBEW Local 21 will have a reserved spot on the picnic deck in the outfield to watch the game. There will be live music and fireworks after the game. Included in the significantly reduced ticket price will be hot dogs, burgers, brats, and beverages. We will also hold a free children's raffle for Cougars merchandise. **This will be a fun event that is open to all members of Local 21 and their families.** The ticket price will be just \$10.00 per ticket and this includes food and beverages. Call 630-960-4466 ext. 520 for additional information.

What You get for Your Money

By Michael O'Connor, Chief Steward



Is discipline ever warranted? I raise the question because some of us think the union exists only to raise a shield in defense of any discipline,

warnings and suspensions. As a union representative the most frequent question is, “What am I paying dues for anyway?”

Well, good wages for a starter. Our Collective Bargaining Agreement puts some pretty impressive guarantees on the table, like that wage schedule, paid vacations, paid healthcare for ourselves and dependants, and a good, old fashioned pension, not just a save-it-yourself retirement plan. And there are a lot of little things, like educational assistance, up to \$3,500 in paid expenses for certificate programs, or other training and personal development. Our AT&T members earn overtime after 8 hours work instead of the 40 required by law.

Then there’s that Grievance and Arbitration Procedure. It’s not perfect, we all know that, and the 200 plus

backlog of cases the employer has created stand as proof to the faults in the system. As President Kastner has said many times, “It’s broken.”

That process stands between many of us and a summary dismissal from employment. Without a contract the smallest infraction could be grounds for dismissal. Ask employees at a non-union firm what happens when they damage equipment or lose tools or cost the company a customer because of a work error or negligence.

It is very hard for the union to defend safety violations that result in injury. Yet, without unions, there would be no climbing belts, hardhats or 188 testers. Take a look at photographs of phone men 100 years ago, standing 10 abreast on an old crossarm telephone pole, all in dungarees and pork-pie hats, and holding on by one hand. The fatality rate for lineman at the turn of the century was 50 percent!! Remember that the next time it’s too much trouble to strap your laddermate around the pole.

All of us are professional craftspeople, skilled and equipped to be the best in this business, whether we work inside or outside. Let’s show it and take pride in our work.

This company we work for and make

wealthy and successful is on the cusp of an incredible evolution to broadband content. The contraction of the copper customer base is driving demands for productivity like something out of Dante’s Inferno. A botched rollout to the fiber to the node environment means AT&T is about 2 years behind Verizon in deployment to customers and will be spending money to catch up. Those of us in Network I&R, work in a ‘losing’ proposition, because of both declining revenue and old platform technology. That makes the performance and discipline vise tighter around us and the tools of punishment: the Code of Conduct, Midwest Employee Expectations and I&R Technician Expectations are a powerful club to use against workers.

Stack all those company documents up sometime and put them side-by-side with our Contract. See how many rules and orders they have for us compared to how many rules and obligations we ask the company to abide. It says something doesn’t it? Brothers and Sisters be aware of the Rules of Engagement. Stay alive to play another day, another year, and another decade. Information is power. Know the rules the company holds you too, and know your contract too!



Job Requisition Profile



Requested By: KS1232

Report: 5002-002

4/1/2007 12:42:37PM

Page 1 of 2

Job Requisition No:	84927	Mgmt/Non-Mgmt:	Non-Management
Job Title (Code) :	1) Customer Systems Technician (Journeyman) (998)		
Company:	SBC Illinois (T9)	Department/VP Entity:	NETWORK-MIDWEST-SPECIAL SERVICES
Vacancies:	2	Placement Area:	Illinois

Advertised Begin Date:	2)	Advertised End Date:		Advertising Extended?:	No
Geo Area:	Chicago Suburbs				
Work Address:	300 GOUGAR RD New Lenox, IL 60451-1572				
Job Sub-Group / Type:	Regular, Full-Time				
Company:	SBC Illinois (T9)				
Contract:	SBC Midwest & IBEW Local 21	Union Local:			
Pay Scale Area /Wage Schedule:	1D	Pay Scale Grp/Wage Zone:			
Work Schedule:	Mon-Fri 8	Shift:	1st Start On Or After 6AM And End by 5PM		
Work Holidays/Weekends:	Yes				
Tour Select:	No	Special Days:			
Hours Per Week:		Minimum Hrs Per Week:			
Potential Overtime?:	Yes	Special Hire Program:	* Not hired under special program		
On Call?:		Start Date Negotiable?:	Yes		

Hiring Manager:	3) CRAIN, MICHAEL	Work Phone:	(815) 740-0566
Authorized Name:	BIANCHERI, SUSANNA	Work Phone:	(847) 248-4425

Job Family:	Technical Outside	4)
Required Skills:	Class A CDL (C111) Drivers License (C031)	
Desired Skills:	General Personal Computer Usage (S70110) Exp w/Cust Negotiation and Conflict Res. (S73100) Electrical Experience (S80100) Electronics Experience II (S80120) Cable repair experience (S80130) Outside Installation and Maintenance Exp (S80150) Central Office Experience (S80170) Driving Manual Transmission (S81301)	
Essential Functions:		
Job Req Notes:		
Job Description:	Customer Systems Technician (Journeyman)	
Basic Tests:	C Customer Systems Technician Certification Test(CST) - Customer Systems Technician Certification Test(CST) Technical Mechanical Test - Reading Comprehension - Technical Mechanical Test - Reading Comprehension Technical Mechanical Test - Problem Solving - Technical Mechanical Test - Problem Solving	
Additional Basic Tests:	-	

PROPRIETARY INFORMATION

Not for use or disclosure outside the AT&T family of companies, except under written agreement.

Things to Remember about Nominating for an Opening in JOBS

By Kurt Schmidt, Business Representative

Members are able to nominate for openings in JOBS through the HR One Stop IVR at (888)-722-1787 and then say "JOBS". You will then be directed to the menu. You can also access JOBS through the Company Intranet at <https://jobs.sbc.com>.

There are several important things to remember when nominating for an open position.

- 1) Update your skills and qualifications in JOBS.** Every employee gains skills each year either on the job or through formal classes or education. You should make this an end of the year check-list item if interested in changing the craft position or location you currently have.
- 2) Make sure to update those skills and qualifications prior to nominating for the job requisition.** If you nominate for a job and then update your skills and qualifications, those changes will not be considered for that opening. Instead, they will apply for the next nomination you make for a job.
- 3) Time on assignment (TOA)** may keep you from being selected for an opening. Each craft position has a (TOA) associated with it. You can go to "view job briefs" in JOBS and it is listed on the form. As an example, if you are hired as a Technical Associate in Marketing and go to Network as a Technical Associate or apply for an upgrade you will have to serve TOA before being able to move again through JOBS.
- 4) Another item that may keep your from consideration for a job opening is an**

unsatisfactory rating for job performance.

- 5) Lastly attendance may keep you from an opening if it is unsatisfactory. However, JOBS has a different attendance policy for candidates.** You could be satisfactory under your business units attendance policy but not under JOBS policy. The opposite may also be true. Because of so many different policies throughout the business units of the company, JOBS needed to establish one standard for job openings. Here is the current attendance policy for JOBS:
 - If an employee has incidental absences of more than four occurrences or 4 days in the last 12 month period which are not covered under FMLA.
 - Two disabilities occurrences in two years, or three occurrences in five years, or if disabilities equal 10% of the employee's scheduled work days in the last five years which are not covered under FMLA.
 - More than six tardies of five minutes or more in the last 12 month period.
- 6) You may not be contacted to test for the job** because of the high number of candidates for the job opening. If a requisition has three openings and 70 candidates, AT&T won't test all 70 nominees. It will start with the senior most qualified candidate and if a test is needed you will be called to take the test until the three openings are filled.
- 7) A hint to help in getting the most points for the job.** Every IBEW Local

21 member who nominates for an IBEW LU 21 job requisition gets 400 points regardless of seniority. The most senior employee who nominates will receive 25 additional points. If that candidate does not take the job or is disqualified then the 25 points go to the next most senior candidate.

The first page of the Job Requisition Profile is divided up into four sections.

The most important is section 4 which includes the **desired skills**. It is the **desired skills** that add points to your total and separate you from other candidates. On page 12 there is a copy of a Job Requisition Profile with the four sections.

- Section 1 gives the job requisition number, job title and number of vacancies.
- Section 2 gives the work location, address, pay scale, and hours of operation.
- Section 3 indicates the hiring managers and phone numbers.
- Section 4 has the **required skills (A)**; in this example a class A CDL license, and the **desired skills (B)** which each has a point value and must be in your skills and qualifications inventory prior to nomination (see #1 above). Finally, the **basic tests (C)** required for the job are listed.

Remember, it is the senior most qualified person who gets the job. First it is the most points and then the most senior. That is the importance of updating your skills and qualifications while keeping them current each year.

From the Safety Committee

Digital Security Controls Recalls Smoke Detectors that Could Fail to Warn of a Fire

Name of product: Digital Security Controls FSA & FSB Series Smoke Detectors

Distributor: Digital Security Controls, of Toronto, Canada

Hazard: These smoke detectors could fail to reliably detect smoke during a fire.

Description: The recall involves Digital Security Controls FSA & FSB series photo-electric smoke detectors. They are wired DIRECTLY into the building



circuitry, and do not use a battery. The dome shaped units have a metal mesh covering around the smoke sensor.

Remedy: Customers should immediately contact their installer to receive a free

inspection to determine if their units are included in the recall. If so, they will receive free replacement smoke detectors with installation. Customers also can contact Digital Security Controls for additional information on how to receive free replacement smoke detectors. Only professional installers should remove and replace these units.

Consumer Contact: Firm's recall hotline toll free number is (877) 666-1250 between the hours of 9 AM and 5 PM ET Monday through Friday, or visit the firm's Web site at www.dsc.com.

CONGRATULATIONS LOCAL 21 RETIREES

October 2006

Wanda Johnson

November 2006

Linda London

December 2006

Hollis Printy
Daryl Brewley

January 2007

Donald Pate
Mike Syslo
John Wille
Baltimore Salinas
Bob Sandholm
Ruth Ann Fredericks
Pat Johnson
Joel Hornbostel

February 2007

Wayne Bailey
David DiMarie
Lester Meeter
Jim Ciangiola
Mike Farmer
Donna Lawrence
Robert Wolter
George Kelly
Craig Stedman
Connie Meteisis
Francis Haligarda

March 2007

Tim Brodin
Barbara Foster
Victoria Irvin
Susan Racansky
Mike Hampton
Dennis Bergstrom
Jerry Markward
Victoria Valdez
Steven Johnson

April 2007

Philip Goldberg
Bernedette Jones
Ray Guttendorf
Robert Piekarski
Steve Tengblad
Dennis Stelling
Jeanette Stevens
Martha Salazar

May 2007

Robert Olsen
Larry Moeller
Jim Foster
Jim Wallicsh

Information Alert

Members must be in good standing for 10 consecutive years with IBEW Local 21 immediately preceding their retirement in order to receive a retirement gift. These members must be severing their employment with the employer. Stewards can request applications by calling Nancy Kopydlowski at the union office 630 960-4466 X234.

Another View: The 'Burden' on Corporate Crooks

By Jim Hightower

Sure enough, George W. really is a compassionate conservative! For the past several months, the Bushites have been working behind the scenes to comfort a group of citizens who feel severely put upon: corrupt corporate executives.

Yes, the people who brought you the culture of corruption that allowed Enron and so many others to rip off workers and shareholders now whine that they are frustrated with the "burden" of having to comply with audits of their corporate manipulations, as well as having to face investigations, prosecutions, and lawsuits involving corporate wrongdoing.

So, two committees of top-level executives from the likes of DuPont, Price Waterhouse Coopers, and Office Depot have drafted a sweeping series of regulatory changes to make it much more difficult to catch corporate crooks and hold them accountable.

The Bushites, always softies on corporate crime, have felt the pain of these complainers and are going all out to rig the rules for them. Treasury Secretary Henry Paulson, for example, has encouraged the nouveau Enrons in private, while publicly wailing that today's ethics requirements "made it more burdensome for companies to operate." Well... yeah, Henry, that's the idea! Laws are supposed to make it "burdensome" for criminals to operate.

Also, Bush has just named Robert Steel to be the senior official in the Treasury Department to approve or disapprove the changes proposed by the two corporate committees. Who's he? A Wall Street banker who was chairman of one of the committees... so Steel will be ruling on his own proposals.

Bush & Company know that this power play is so smelly that the public and congress will reject it, so they deliberately withheld their plan until after the elections and intend to enact it by executive decrees, bypassing congress. For more information, visit www.corpwatch.org.

In 2006 the generosity of Local 21 members enabled the Local to send **holiday care packages** to our members serving overseas and make a donation to the veteran's hospital in Manteno. We hope to do that again in 2007.

The large patch is \$25, the small one is \$15 please call Nancy Kopydlowski at the union office 630 960-4466 x234 if you are interested. Once again the proceeds will be used to send holiday care packages to our members serving overseas or donated to a veteran's hospital. Purchasing a patch will double your support because the Local 21 Executive Board has pledged to match your donation dollar for dollar.



**Be Involved!
Attend a Unit
Meeting in 2007**

UNIT MEETINGS 2007

MAY

Unit 1

Thursday, May 10, 7 PM
IBEW Local #21 Conference Center
1307 W. Butterfield Rd. Suite 424
Downers Grove IL
630 960-4466

Unit 2

Tuesday, May 8, 7 PM
Slovak Club
6920 Broadway
Merrillville IN
219 756-5101

Unit 3

Thursday, May 17, 7 PM
Gurnee American Legion
749 Milwaukee Ave.
Gurnee IL
847 244-9282

Unit 4

Wednesday, May 9, 7 PM
IBEW Local #145
1700 52nd Ave, Suite A
Moline IL
309 736-4239

Unit 5

Wednesday, May 16, 7 PM
VFW Post #630
1303 E. Main St.
Urbana IL
217 367-4197

Unit 6

Tuesday, May 15, 5:30 PM
IBEW Local # 193
3150 Wide Track Dr.
Springfield IL
217 544-3479

Unit 7

Monday, May 21, 7 PM
American Legion Post #141
916 Main St.
Mt Vernon IL
618 242-4561

JUNE

Unit 1

Thursday, June 14, 6 PM
IBEW Local #134
600 W. Washington
Chicago IL
312 474-4186

Unit 2

Tuesday June 12, 7 PM
Gaelic Park
6119 W. 147TH
Oak Forest IL
708 687-9323

Unit 3

Thursday, June 21, 7 PM
IBEW Local # 364
6820 Mill Rd.
Rockford IL
815 398-6282

Unit 4

Wednesday, June 13, 7 PM
American Legion Harwood Post #5
705 S. Larkin
Joliet IL
815 725-4333

Unit 5

Wednesday, June 20, 7 PM
American Legion Post #979
4501 S Airport Rd.
Bartonville IL
309 697-2432

Unit 6

Tuesday, June 19, 5:30 PM
IBEW Local # 193
3150 Wide Track Dr.
Springfield IL
217 544-3479

Unit 7

Monday, June 18, 7 PM
IBEW Local # 309
2000A Mall St. (Rte 157)
Collinsville IL
618 345-5112

JULY

Unit 1

Thursday, July 12, 7 PM
Irish-American Heritage Center
4626 N. Knox Ave.
Chicago IL
773 282-7035

Unit 2

Tuesday, July 10, 7 PM
Lansing American Legion Post #697
18255 Grant St.
Lansing IL
708 474-5906

Unit 3

Thursday, July 19, 7 PM
Holiday Inn Hotel & Suites
495 Airport Rd.
Elgin IL
847 488-9000

Unit 4

Wednesday, July 11, 7 PM
Lemont VFW
15780 New Ave.
Lemont IL
630 257-9859

Unit 5

Wednesday, July 18, 7 PM
IBEW Local #146
3390 N. Woodford St.
Decatur IL
217 877-4604

Unit 6

Tuesday, July 17, 5:30 PM
IBEW Local # 193
3150 Wide Track Dr.
Springfield IL
217 544-3479

Unit 7

Monday, July 16, 7 PM
Alton Sports Tap
3812 College Ave.
Alton IL
618 465-2539

Information on attending your closest Local 21 Union meeting can be obtained by contacting the Union office at 630-960-4466 or ask your Steward.

IBEW LOCAL 21

1307 W. Butterfield Rd.
Suite 422
Downers Grove, IL 60515-5601

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PHOTO: TOM MORAN

Winners of the Illinois statewide Road-oe held on March 16th at the University Park garage in the south suburbs. L to R Joe Vilcek IV representing the south suburbs 3rd place, Kevin Kassing representing Chicago 2nd place, and Terry Carpenter representing north & outstate 1st place.

Local 21 members and their families participated on our float in the South Side St. Patrick's Day parade on Sunday March 11th.



PHOTO: NANCY NORTH