

FRONTLINE

IBEW LOCAL 21



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WE GOT
YOU IN

WE'LL GET
YOU OUT

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AT&T Expects all its New Services to be Unregulated

By Ronald Kastner



I hope all of our members had a safe and joyous holiday season. Unfortunately, that happy feeling is not sustained with the turbulent beginning of 2010. It's easy to see the many problems in our country continue, and it seems there is no real end in sight. Like our country, our Local also faces more serious obstacles as this new year begins.

The majority of Local 21's members work for AT&T. Recently, that company sent a letter to the FCC outlining a proposal for removing itself from the circuit switched network, commonly known as the landline business. AT&T sees its future in both broadband and IP based services. This in itself is not front page news. Most telecommunications workers understand this is a necessary step in our technological world.

When I researched this further, I found that AT&T expects all of their new services to be unregulated, aiming to resemble a cable company more than a telecommunications giant. I mean absolutely no disrespect to our Comcast members, but Local 21 members know the customers of unregulated cable companies generally suffer because of subpar service requirements. Government regulations put demands on employers, and those demands equate to higher employment levels ensuring job security. If AT&T gets their way, these truths will no longer exist.

So, once again I need to mention the necessity of political involvement for all members of this Local. This involvement means more than voting. Active members should also contact their legislators about issues affecting your work and your family. Sometimes you need to be persistent until you are heard. This might be one of those times.

Decisions regarding regulation or deregulation are made by either our elected officials or appointed members of the FCC or the ICC. Soon it will be time to make sure they all hear exactly what working women and men think about unregulated companies. Just so you

know what we are all up against, deregulation is supported by big business. Unfortunately, certain legislators have a tendency to support their view. To further complicate our task, some of the representatives who have supported working families in the past no longer agree that strict regulations equal jobs.

Additionally, any attempt to resist a broadband initiative may appear to be disingenuous and self serving when it comes from a "telephone company" employee. After all, much national attention has been drawn to the fact that our country lags behind other nations in its ability to provide broadband service. However, no one knows more than our members that broadband and internet running on any type of phone line can be unreliable at times. Furthermore, adverse weather conditions affect reliability. The reason for regulation has to do with service quality standards and commitments to our customers. These regulations ultimately lead to job security for all of you.

The Telecom Rewrite in Illinois is a microcosm of this doomsday theory that I have just laid out, and it is due to expire this year. I expect the same deregulation approach here in Illinois by all the telecom companies. In order to be ready when the time comes, I have established an in-house committee to study these issues and develop a technologically and legislatively sound strategy, with the expectation to carry our messages where needed. I also intend to enlist the help of our International Union on these issues. If we are to succeed in this endeavor, we will need the cooperation of all Local 21 members. Please be ready to help when asked to call or write to your elected officials. Your

job may depend on your political involvement in this upcoming legislation.

In closing, Local 21 members remained steadfast throughout the contract negotiations in 2009. Our Union bargaining teams reached new contracts at four employers: **AT&T, Altura, Comcast West, and Frontier Communications.** Bargaining continues at **Vermillion County** as dealing with the county officials continues to be very difficult. The fight for our 911 dispatchers and call takers at the City of Chicago, and both City airports continues. The Union filed a complaint with the Illinois Labor Relations Board over the imposed contract forced on our members and a hearing is set for March 22nd.



Ron Kastner thanks Eric Grigg for his service on the Executive Board.

“To stand in silence when we should be protesting makes cowards out of men.” – Abraham Lincoln

By Kevin Curran, Vice President/Assistant Business Manager Marketing



One of the most important battles we will fight in 2010 will be over the **Illinois Telecommunications Rewrite**. This law determines what service quality standards apply to telecommunications carriers as well as pricing restrictions and other items. As you can imagine, there are many forces in Illinois that would like nothing more than to eliminate all the service quality and consumer protections that exist today. Many of

you have fought side by side with us over the years as we have successfully defended the high standards Illinois has today. However, we anticipate this year’s fight will be our toughest yet. If we are to prevail, we’ll need all members to actively support our efforts in Springfield.

I would like to thank all of our members who have already taken a stand with us. They signed affidavits affirming that AT&T managers have ordered our technicians to take “weather codes” on cases of trouble when the service issue was **NOT** weather related. **If we all display the kind of courage these members have**

shown and all stand together, there is no force that can defeat us.

The Consumer mandatory overtime arbitration concluded in December. This case concerns AT&T’s violation of the terms of the Helburn arbitration award which stated management can only impose mandatory overtime in response to *extraordinary* conditions and not as part of the normal scheduling process. We believe the way the company implemented mandatory overtime in Consumer was completely inconsistent with the Helburn decision. I hope that we will have the arbitrator’s ruling by the end of the first quarter.

Late last year, the Union entered into negotiations with the company over the 2010 Incentive Plan in **Credit and Collections**. For awhile it appeared we wouldn’t be able to reach an agreement on a fair plan. The sticking point was AT&T’s insistence on including TACR (a.k.a. “CRIFT” a.k.a. “the Customer Rules Tool”) in the plan. We object to TACR as an unjust rating system and are moving forward with the TACR arbitration. We were not going to agree to an incentive plan which included an unjust component. Ultimately, we succeeded in getting TACR removed from the plan and we reached an agreement on this year’s Credit and Collections Incentive Plan.

Give Me a Break

By Jerry Gast, Assistant Business Manager Network



AT&T started out the New Year with a bang by deciding to put all technicians in I&M back on hour lunch breaks. The reason they gave us? A

contractor they hired to observe our techs and those in other states came back to management and told them a half hour lunch was not enough time for our members to cool down, relax and eat their lunch. I guess since the early 1980’s we’ve been doing it all wrong.

Back then the company went to a half hour lunch because they did not want our members sitting at a customer premise for an hour eating lunch while they were out of service. Is this the best way improve our customer’s perception of the company?

The contract allows for an hour lunch in Article 18.10. It won’t be a good idea after enough customers complain that our members had to leave them out of service

in order to take their mandated HOUR LUNCH. Maybe management will do the right thing and go back to a half hour which is better for the customer and our members.

I&M will be putting safety committees together in March. The Union supports this idea and will be looking for volunteers to be on them. Safety has been not a priority at AT&T, but it needs to come first at all of our employers.

In C&E the Business Representatives and Chief Stewards met with General Manager Jim Gerber, his directors and MT managers to get an overview of their performance management plan. The overview was then presented to the union stewards and first level managers. This will help our stewards keep members off of a PIP and discipline steps if the managers do not follow the plan.

Joe Dimelis Vice President of C&E met with President Ron Kastner and the Local 21 staff. We received an overview of the work Construction is projected to complete this year. C&E is also rolling out MSOC.

The Local 21 Safety Committee, and

other Union staff met with corporate safety, the I&M director, and AT&T’s pole climbing trainer to discuss the new 3-M-4295 cross boxes. We told them our members could get hurt climbing to these boxes off a ladder. They agreed that they were going to revise their practice and get back to us. Until then **the only safe way to get up to the new 3-M cross boxes is to use a bucket truck.**

However, Prem Tech management does not consider safety to be a priority! They continue to tell premise technicians it is safe to climb to these boxes. They didn’t even bother to show up at the Westmont training center for our meeting.

We are waiting for a response from the training center staff and corporate safety on the new practice to safely access these unsafe cross boxes. We are prepared to get OSHA involved if this doesn’t get worked out. The AT&T trainer assured us that he and the safety department understood our concerns and would notify all departments that management should provide bucket trucks until the access issue can be resolved. The safety of our members is our number one concern.

Safety Involves All of Us

By Melanie Probst, Business Representative/Safety Chair



We have been in several meetings with AT&T regarding the safety of our outside techs working in known dangerous

areas. We have tracked at least 50 incidents which resulted in robberies and assaults. Our members compiled this information. Management wasn't aware of the number of incidents due to their poor tracking process. A group of union and company personnel will meet and discuss the issues with an understanding that any safety process we agree to will be rolled out in all outside plant organizations in construction, I&M and U-Verse.

We agreed on a process for employees to report robberies, assaults and other dangerous situations while working. First, you need to get to a safe location and your first call is to 911. You should then call Asset Protection at 1-888-871-2622, press option 1 and then 1. You will be able to talk to a live person. Advise them it is an emergency and report the details of your situation. Next, call your manager. This process will care for your immediate safety and a page will be sent to employees

working in your area alerting them of the unsafe situation.

At our most recent meeting, the Union made several requests. We requested AT&T to bring back the key fobs for emergency notification to local law enforcement. We'd like the professional crime training to continue and for bumpers stickers to be placed on vehicles indicating, "Driver has no cash." We're also looking for security back up for techs when they are working in dangerous locations and in areas identified as red zones and that work only be scheduled in the morning hours in these dangerous areas. The company is currently reviewing our requests.

The safety committee informed the company about the lack of communication from managers to our Union when there are accidents and injuries involving our members. Not only should we be advised but if the incident was due to bad plant, our members working in that area should be advised ASAP. Managers sure know how to send a message to all the techs advising them of mandatory overtime and other issues they feel are important. Obviously, they don't think your safety is as important!

I would like to ask all members and stewards that if you are aware of any accident where a member required medical attention please remind management that they need to call the hall at 630-960-4466. Feel free to contact the union office

yourself and give us the details. The information is very important. After all data is collected, we can get the information to our members to prevent anyone else from getting hurt.

NEW 3M AERIAL X-BOX

We have had a lot of discussion regarding the new 3M Aerial X-Boxes. We feel they are unsafe. They are larger than the previous box because they have additional room required for U-Verse. Because of their size, they are very cumbersome to work around.

We received several complaints from members about not being able to safely strap on to them once on the platform. AT&T came out with a training piece called "**3M Model 4295 UXP Cross Connect Box Grab Handle Attachment Point.**" Well that was very nice to see but after reviewing it, we had even more questions. As you can see from the pictures below, the "Perfect World" makes it look easy. Our problem is that the "Real World" doesn't allow our techs to follow the written process it's not only is it impossible it's unsafe.

Then the company came out with a way to use your two-piece ladder and attach the hooks to the platform. After ascending the ladder, they expect you to hook your belt on to the handle on the box and rise to the platform. Again, we have several problems with this "Real World" process.

(continued on next page)



Safety



It's Time for a New Golden Age of Labor

By Mike O'Connor, Chief Steward



What will be the salvation of Labor in America? You can see the ire in the local press about public union workers “who make too much” and

governments saying unionized workers have to take unpaid furlough days in order to “share the pain.” It’s even worse in the private sector, where union workers seem almost irrelevant, at 7-8% of the workforce.

Airline workers have lost their pensions and are working for 2/3 of their salaries of just a few years ago. A number of unions split off from the AFL-CIO five years ago and now they are fighting amongst themselves. The so-called Change to Win unions were going to be the vanguard of a new labor movement and a massive organizing campaign

I read *Embedded with Organized Labor*, by Steve Early a labor educator and lawyer. It’s an eye-opening assessment of what’s happened to labor in the last 30 years.

The gains made in Labor’s Golden Age, around the time of the New Deal, were worker driven: factory sit-downs in Flint, railway strikes for wage increases after World War II and a Master Freight Agreement for

Interstate Truckers.

The new history of Labor is captured by last year’s plant occupation by UE workers in Chicago at Republic Windows. However, that grand effort is barely a blip on the radar of the national AFL-CIO, which talks about organizing to survive but has had negative success while spending a lot of money and effort on organizing.

The point is worker movements cannot be and never have been top-down driven. What the House of Labor needs in this new millennium is a re-birth of grass roots organizing that incorporates immigration, interfaith, and minority groups, progressive Green and Left activists who historically have been at the forefront of labor’s advancement and workers themselves. Local 21 has been trying this in fits and starts through internal organizing and by extending a hand to our retirees to stay in the fight!

The Business Unionism of today promoted by the SEIU and Clinton acolytes, one that partners with employers, and renounces effective member actions in a global environment, has failed American Workers.

We need massive collective action against the things that are killing us: rotten trade policy, regressive taxes, and the concentration of wealth. We need a fundamental expansion of workers’ rights. Anything less leads to the milquetoast policy we got during the Clinton years or a bait and switch in flawed proposals like EFCA.

We’re told if the Employee Free Choice Act was passed intact, providing binding arbitration for a first contract with employers—that would be a success. But what happens at the end of that first contract? There is no mandate for arbitration then. The current laws would still allow that employer to lock out those workers and permanently replace them.

An activist in Early’s book spells out where labor needs to go. Right now, an employer has the legal right to act against a worker, because he is in a union or because she wants to be in a union, in ways that the employer could never do to a worker because they were black, Latino or female. Workers in America must demand and must hold out for Labor Rights that are on an equal footing with Civil Rights. Not an Employee Free Choice but a mandate in favor of workers codified in the law and embedded in the ideals of the people. A law, with teeth, giving workers the automatic right to bargain collectively to improve their condition, one where business owners cannot obstruct workers right without serious, painful penalties.

It took three Civil Rights laws passed by Congress, 100 years after the Civil War to let African Americans vote in Mississippi and Alabama. It only happened after a mighty, bloody struggle by people who demanded it. Labor’s way back to the mountaintop will take that same kind of effort.

Stickers on the ladders say we shouldn’t climb over the 4th rung and you would need to have Godzilla arms to reach the handle on the back side of the box to hook your belt. This too is unsafe.

We are taking this very seriously. We advised management unless we get immediate clarification and training in the field, we will get OSHA involved. If you have not received the one day training class for these aerial boxes, refuse to perform the job, call your manager. If you received the “Perfect World” training and find the “Real World” call your manager and tell them the job cannot be done safely. Call your steward, chief steward or business representative if your manager tries to force you to work unsafely.

We will keep you advised on safety updates at union meetings, on the hotline and the website www.ibew21.org

DEFECTIVE OUTSIDE PLANT PRODUCT

We received several calls regarding tools breaking and scenarios of possible dangers to the techs due to the products being defective or sub-standard. If you run into this situation, call the Defective Product Hotline 1-800-366-0418 and use option 1 and option 1 again. Give them your name, AT&T User ID, the product name, PID number and a detailed description of the problem you are having with the product. Please keep the item in case there is an investigation.

RF SAFETY & AWARENESS

We received several calls from members working in close proximity to cell towers. They are concerned about RF dangers. If you are on a job at a cell tower location and haven’t received training, tell your manager you need the Radio

Frequency Safety & Awareness training.

This training provides vital information on how to work within the minimum RF clearance distance of an antenna where power has been reduced to ensure RF/microwave levels are below the Occupational Maximum Permissible Exposure limit and working in areas highly concentrated with transmitting antennas.

In discussions with Corporate Safety, we advised them if our techs are working near a cell tower they need to have an RF monitor. They told us they would discuss this with the outside plant management groups and recommend that garages have at least one or two monitors for the techs to use. If you have access to these monitors, you also need to have the RF Personal Monitor Job Aid which is the training piece that teaches you how to use the monitor safely.

Our Politicians are on Notice!

By Rosetta Shinn, Executive Director Legislative & Political Affairs-COPE



We are putting our elected politicians on notice. IBEW Local 21 and our members are tired of supporting you and getting nothing in return. This goes all the way up the line including the office of the President of the United States. Our members helped elect a democratic Governor, House and Senate in Illinois. At the federal level, we went thru eight years of the Bush administration.

Now where is the help for our members or are we just being pacified?

What about the relief the middle class was promised? Working people were promised JOBS; good paying jobs. Unemployment is at an unbearable level. Families all around are struggling; they should not have to worry about putting a roof over their heads or meals on the table. Many have taken on caring for their elderly parents, adult children returning home or now find themselves parenting their grandchildren.

I still believe in the long run our members are served best by a Democratic President, a Democratic Congress and state legislatures. Nevertheless, I would cross the aisle anytime I feel we would be better

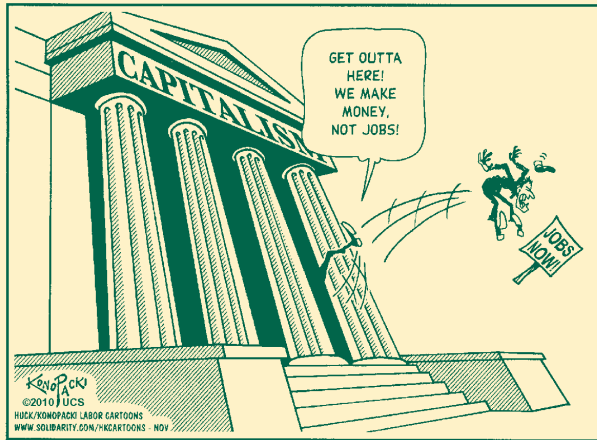
served by a politician who puts working families first, no matter their political affiliation.

I still believe in my President and his goals for this country. Many members called me regarding health care reform and questioned why we were even concerned about it since we have a good plan. Talks regarding taxing our health care benefits is just one of the reasons why organized labor has to be at the table.

I spent several days at the Illinois Commerce Commission hearing regarding the sale of **Verizon to Frontier**. It is scary; someday we may be sitting at a hearing if **AT&T** attempts to sell off their land lines.

The **Telecom Rewrite** will begin this spring in the Illinois General Assembly. Service quality standards should be increased not decreased. Our customers demand good service and if we let our employers take the standards away, not only do our customers lose but we could lose our good paying jobs. We plan on introducing bills again and again until we get some relief from our employers including ones addressing mandatory overtime. We will need your help.

It will take all of us to remind our elected officials we helped them when we worked the phone banks, donated money, and walked the precincts to get them elected. Calls from you mean more than anything when it comes to lobbying. Elected officials take notice when their phones start lighting up. Please feel free to email or call me with your concerns and how you can help.



Thinking about Change

By Michael Sacco, Business Representative

None of us likes change, we've all heard that and we know it. In the more than 30 years I've been around I have seen a lot of it and it never goes down easy. Today we are facing new technologies that I think will change the very nature of everything we do in the old telephone business. How we adapt to these technologies as a Union and as individual workers will determine how stable our futures are with AT&T or any company in this business.

But you ask, are any of our employers good partners to weather the storms of these changing times? No, they all suck. They have the economic upper hand and view workers and unions as the enemy, not as partners in success. They pound us and would drive us out of the business rather than nurture and develop us so we could collectively share a hopeful, positive vision

of a better future. We are disposable hands doing the manual labor

This is the nature of modern capitalism. It is wasteful and destructive and has only one goal: profit. In recent years, all of our private sector Local 21 employers have exemplified this to greater and lesser degrees.

Mark my words, AT&T, Comcast, Verizon, Century and Frontier will be very different in 2012, 2015 and by 2020 you won't even recognize them. The demand to earn a profit drives change. This change is supercharged by customer demand and rapidly advancing wireless technologies that will make many of our jobs and skills obsolete.

So what do we do? Our Union is willing to work with any employer on implementing future technologies. We want to be involved with their future planning, but we must be invited to the table.

As an individual, what can you do? As my late father-in-law (a 30 year Bell employee) said, "Take every piece of training you can get from this company!" That's still true. However, I would also encourage everyone to use any bargained-for training reimbursement money they get from their employer to take technical or other courses. The AT&T contract allows members to receive up to \$3,500 per year through the Career and Personal Development Program (CPDP.) As a life-long learner, (that's what they call old people who still go to school!) I can assure you can that you can do it.

Things are changing to no one's surprise. Change is often not something we get to control. How we adapt to these changes and support our Union throughout them is controlled by us. Good luck and hang in there!

The Information Super Buy-Way?

By Dennis McCafferty, Committee on Political Education



There has been a lot of attention given to the future of telecommunications at both the federal and state levels recently and rightly so. With

the shifting of the balance of power through political appointments, the regulatory agencies overseeing our industry are currently determining the direction of future oversight for the next generation of technological advancement. It is a difficult challenge based on the constant evolution of changing technologies, what may be today's next big thing can become tomorrow's eBay relic in a matter of months. Now add to that an unpredictable mix of corporate, political and legislative agendas and what you end up with is a power struggle for control of a **multi-trillion** dollar industry responsible for maintaining and creating millions of research and development, manufacturing and technical support jobs. With all this at stake it's no wonder that over the last ten years, the telecom lobbying interest has become an industry of its own with thousands of hired guns and tens of millions of dollars bulldozing its way through the legislative hallways.

A new report from the *National Institute on Money in State Politics* examines the

political activities of AT&T, Verizon, Qwest, Embarq and U.S. Cellular. The report showed that from 2001-2007 they contributed nearly \$28 million to state candidates, party committees and ballot measures in 50 states. In 2006-2007 alone, they hired over 2,600 lobbyists. Not surprisingly, **AT&T spent over \$14 million in contributions and hired 1,373 lobbyists.** Illinois ranked 4th (over \$2 million) and Indiana 9th (over \$675,000) in total contributions. This amount of attention at the state level is unprecedented.

The American Recovery and Reinvestment Act includes \$7.2 billion in stimulus money for broadband development. Lobbyists for AT&T and Verizon are pushing to have the money exclusively used to extend broadband service to underserved areas. Perhaps so they don't have to pay for it? The Universal Service Fund (USF) is a \$4.5 billion per-year fund created in 1997 to subsidize phone companies that provide service in rural areas. The USF currently does not provide funding for broadband service expansion, but some lawmakers and providers are now pressing for it to do so by saying it is a necessary part of telecom infrastructure.

I believed these statistics will have a profound effect on the future of our industry. We've already witnessed the fiasco in New England where Verizon unloaded 2.5 million POTS lines onto FairPoint Communications who was not financially capable of maintaining the network. To no

one's surprise, two years later FairPoint declared bankruptcy.

Unbelievably, Verizon is at it again. They are trying to unload almost 5 million more POTS lines in 14 states (including Illinois and Indiana) to Frontier Communications. Thankfully, the Attorney General in each state is paying a little more attention this time. This deal affects Local 21 members working at both companies.

In December, AT&T officially requested the Federal Communications Commission to eliminate regulatory requirements on its landline network and provide a deadline for phasing it out. They also requested broadband services be regulated at the Federal level rather than at the State or local levels. This would eliminate state regulations which dictate that providers serve all the people in a geographic area.

It's become painfully obvious **every one of these telecom providers is interested in only one thing: winning the race to the bottom.** As service quality standards are diminished so too is our job security. The Local 21 COPE Department has been monitoring the regulatory and legislative proceedings in Washington D.C, Springfield and Indianapolis.

I get asked many questions from members, the one I hear the most by far is "Why is our Local involved in politics?" I answer that with a question of my own, "With the future of our families, livelihoods and industry at stake, how can we afford not to be?"



Stewards In Training



• • • The **AT&T Peoria Credit and Collections** and **Springfield BCS Centers** have negotiated to allow employees to take their WP's and WU days in 2 hour increments. However, the management at **Springfield Access Billing Service Center** refused to negotiate this contractual option for the employees working in that center.

Our members at **Rock Island Customer Care Center** are finally U-Verse trained. Seniority right violations should stop because everyone is now working on one schedule. In Consumer, members are still being disciplined for PAR.

If you receive information from AT&T regarding benefits changes, updates, etc. please read them. Make sure you understand them and ask questions. Your pocketbook could be affected if you don't.

The county board voted to build a new **Peoria County Bel-Wood Nursing Home** facility instead of updating the current building to meet Illinois Department of Public Health mandates. The location for the new facility still needs to be determined. At this time we don't know how or if this change will affect our members working there.

The **Vermillion County** bargaining team is still struggling to reach a new contract. Vermillion county officials are demanding a one year contract with a maximum of a 1% wage increase, because the State is not making their payments to the county. A strike vote could take place in the near future.

The team consists of Stewards Glen Laird- Animal Control, Don Roesch- Probation, Ofelia Williams- Circuit Clerk, Penny Cope- Vermillion Manor Nursing Home, Robert Dickelman- Bailiff, Anna Sykes- County Clerk, and Area Steward Doris Halls- States Attorney's Office.



By Vicki Burroughs,
Business Representative

• • • In **I&M**, management insisted on going from half hour lunches to one hour lunches. Another problem is foremen are trying to get their numbers by prearranging and loading bulk jobs onto techs without calling them and notifying them of the changes to their load.

In the **Construction** department management has been talking about safety. There have been a lot of accidents because people are not testing and following their safety routines. Remember safety should come first. The company is rolling out MSOC in both Construction and I&M.

In the last six months, the Consumer office at **Total Grace** hired 46 more Bilingual Service Representatives and 50 more Customer Consultants.

After the SIPP in the **Central Office** world, AT&T did a big consolidation and reorganization of areas in Chicago and the suburbs. They are not replacing workers, just detailing techs to area manager locations.



Michael Cohns,
Business Representative

• • • It's that time of year; **AT&T** is looking for safety, attendance, and productivity infractions. Please be aware of this and work to rule, and follow the IBEW's Code of Excellence.

Productivity is on top of management's list so remember to document all of your road blocks and company caused delays. This includes engineering foul up's and normal delays like driving time and bad weather. The more documentation you put on your work tickets the more protection you have if managers look in your direction.



By Dan Gruenich,
Business Representative

• • • We continue to struggle with **AT&T Central Office off hour scheduling**. We had a meeting with management and several of our C.O. stewards to review the type of work that should be included in the off hour scheduling. I know this process has taken a long time but we are making good progress. We hope to develop a good model for stewards and managers to use when deciding what work should be performed during off hours. Once it's implemented, we will fine tune it as needed.

Construction is experiencing a new fiasco, known as performance management. We have seen it for several years in the I&M world and thought most of the bugs were worked out. Nevertheless, Construction is taking it on like it's a whole new idea. Several techs have already been threatened with discipline just for not meeting numbers. I hope management heard what we've said and will put a little more thought into how they handle techs they consider poor performers.

I never believed discipline could help someone do their job better. It would be nice if managers put some effort into developing employees by helping them do a better job instead of thinking they can discipline them into doing better. Maybe that would be too much effort on their part.

Construction is also doing weird things with detailing. Several techs were moved out of garages management said were over head count but then they detailed techs back into the same areas to work. A long time ago, I said all moves should be frozen until the LightSpeed build was over. I still think it would have been the right thing to do.

In **I&M** the company feels having techs take an hour lunch will improve the customer perspective. What are they thinking?

Years ago, they wanted us to shorten our lunches to a half hour for the same reason. How is it going to look to a customer when they see an AT&T employee sitting in front of their house for an hour? Heck, I think they would want their service installed or repaired and it would only aggravate them.

I wrote a year ago, we should not open the IFD until start time, we should take our morning and afternoon breaks. We should be where we are supposed to be, doing what we are supposed to be doing. Give the company eight for eight. Everyday!



By Steve Unterfranz,
Business Representative

• • • The main issue in **Downtown Chicago** is surpluses. In December, AT&T declared a surplus of 18 Telecommunication Specialists in the **IT-ACDRS provisioning center**, at 225 W. Randolph. Also at 225 one Administrative Specialist was declared surplus. The Force Distribution Date (FDD) was February 11, 2010.

The company decided to downsize the Directory Department at **311 W. Washington**, stating that work was eliminated by mechanization. Now only two states will handle the work. As a result, 18 Directory Representatives were declared surplus with an FDD of March 19th.

A voluntary SIPP was offered in BCS. Three Project Coordinators and three Customer Advocates took the offer in December.

By Liz Hodges,
Business Representative



• • • First let me start by wishing everyone a Happy New Year. Chief Steward Mark Fulcer and I hope you all had a great holiday season and enjoyed some time with your friends and family—now, back to work. We ended the year with the **Construction Department** force moving Techs to the City of Chicago. The moves are complete and the grievance is going forward. We started the New Year with an overview of the AT&T Performance Improvement Plan for Construction. In late January, your Stewards and Chief Stewards met the area and local managers to review the plan.

I&R management continues to push scheduling and all Stewards should be reviewing the data on a weekly basis. All vacation schedules should be complete. On a final note, everyone should have received their new Union Card and calendar; don't forget to wear your Union pin. Let's have a safe 2010.

By Jim McLaughlan,
Business Representative



• • • Performance management is going around in Construction, just like the rest of Network. Be sure to document all roadblocks so we can show the process is flawed. The latest development in **Northwest Indiana** is the "virtual ride-with" where the company is overlapping your GPS to your job log, work tickets, and cell records. Then managers spend hours meeting with individual members to go over every minute of every day. Be sure to request the representation of a steward. If you don't recall, make sure your answer reflects that you don't recall.

We have been meeting with the company as a committee to develop a trial plan to fix the three year scheduling nightmare in the **Central Offices**.

By Paul Wright,
Business Representative



• • • A major issue in the **Premise Tech** world is the excessive number of dismissal panels. Many of these cases are because **NO Grievances** were filed for previous occurrences. *If you fail to address previous discipline, AT&T contends that you agreed with the discipline.*

We must reiterate that members need to fill out the **Grievance Fact Sheet** before a grievance is filed. Chief Stewards Brian Gee, John Dolsen, and Paul Waters have talked about this many times, yet for some reason technicians aren't filling them out. These forms can be used for *attendance problems, performance guidelines, safety issues, or other issues* where you feel the company has wronged you. Get the form from your steward, fill it out and then return it to your steward. Be specific and include all the details concerning your grievance or circumstances surrounding your discipline. You can write additional information on a blank sheet of paper and attach it to the form. If you have any questions about the form ask your steward.

I would appreciate it if all stewards prior to work would stand up in their locations and explain these forms. Make sure every member is informed on how to use the grievance fact sheet. Also, remind them of their **Weingarten Rights**. If they are called into a meeting where they might be disciplined or feel the meeting might affect their personal working conditions they have a right to ask to stop the meeting and request a union steward to be in the meeting with them. Your Weingarten Rights are on the back of your union card.

We have been dealing with locations where schedules are up and **"GW"** is not posted on it, showing which particular week-end is your **Guaranteed Weekend** off. Please contact your Chief Steward if this is happening in your location.

Ladder safety is another concern. Many technicians are being sent into the City of Chicago on installation orders. I've been told these technicians have not been trained on how to climb up to cross boxes. Many managers haven't covered this training with prem techs because if a helper ticket is created for cross box access the managers won't get their almighty numbers.

Safety should be your number one concern. If you haven't been trained, don't climb these poles. Some x-boxes don't have the handles at the top of the box for you to hold onto while swinging to the platform. These boxes should not be climbed. In some locations, management told the techs that if the box has a handle behind it, that then it is ok to climb. **This also is not true.**

If you are unsure please call your steward or chief steward. We've addressed these concerns with management and with Labor Relations. *My thought is that safety is not a concern for either group; for them it is numbers, numbers, numbers.* Failing to address these safety issues sends the message that technicians are disposable, while numbers are the only true thing that matters to management. Isn't AT&T a great place to work?

By Mike McCormick,
Business Representative



• • • Just before the end of the year, AT&T informed us of a force adjustment at **the AT&T Long Distance office in Rosemont**. On January 8, 2010, twenty-three of the forty-six **Solution Specialists** were laid off. The employees all had over five years of service with AT&T and the company had no jobs for them.

The long distance contract is different from the CORE contract; these employees get no SIPP and only termination pay for a maximum of four weeks. They have recall rights for nine months from the time of the layoff. Contract negotiations with AT&T for the remaining members working in the Long Distance Group start in April. We requested a meeting with the company to discuss our members' futures and the company's plans for business unit.

In December, the **Street Address Guide (SAG)** group which was located at 2240 W. 37th in Chicago moved downtown to 311 W. Washington. Thirty Customer Account Specialists were affected by the move. There was no loss of headcount. Everyone had a job but needed to follow their work to the new location.

The **WLACC** center is scheduled to move in early April. Our members will move from the 61st and Kedzie location and will occupy the fourth and fifth floors at 225 W. Randolph.

In the **Arlington Heights Consumer** office, there is a

• • • After two and half months of twists and turns, the **Chicago Construction preference** is complete. The process allowed approximately 75 of the 200 techs permanently forced to Chicago to return to suburban locations. For the 125 forced techs still in Chicago, the grievance/arbitration over AT&T's actions will continue forward.

Construction managers began disciplining for performance. Our Union met with management to discuss the procedure they will be using to address performance. It's our position that our members can't be disciplined for performance numbers only. The company's process will be explained to stewards and managers so they understand it, then it will be presented to the technicians. Discipline is possible, but not strictly for the numbers.

In the **Central Offices**, AT&T has instituted a system which amounts to a time clock. The employees in the C.O.s are now required to make up tickets using specific project codes to show start and end times for their shift, lunches and breaks, and when traveling between offices. The system is designed to look for the codes and report to the manager if it is not done or if employees go over allotted time on lunches or breaks. If the wrong code is used, members are disciplined even if they were performing work and doing their job.

C.O. technicians are being aggressively disciplined for any mistakes they make. We filed grievances over these issues and the discipline administered. While I expect to win most of the grievances, the undue stress placed upon our members is ridiculous.

We previously reported on the exceptional number of robberies perpetrated upon our members working in Chicago.

new General Manager, Andy Laskowitz. This change was a result of AT&T's reorganization of the consumer market customer base. There have been several changes in this market in the past five years due to long distance, high speed internet, television over internet and VOIP. This change is to follow the market segmentation. However, I am not sure how it fits into ONE AT&T.

Over the holidays, discipline did not take a holiday. There have been increased pressures on attendance, performance, talk times, sales and mandatory overtime continues. The dismissal panels continue for PAR, attendance and other work rule items.

In a bit of good news, the new process negotiated in the 2010 contract for voluntary SIPP (VSIPP) has worked, with some speed bumps, to save members' jobs. Members volunteered to retire in order to save a fellow union sister or brother's job which was at risk. Remember, if you are interested in being on the VSIPP list; have your name added by filling out the paper work and submitting it prior to an announced surplus.

*By Kurt Schmidt,
Business Representative*



To address this issue we've been meeting with management to find ways to ensure our members' safety. The company will offer training on how to work in an urban environment, and shifts times have been adjusted so our members can get off the streets as early as possible.

We requested that the company bring back the key fobs so the police can be summoned with the push of a button. Unfortunately, management is refusing the thing we believe is needed most. They agreed to offer armed security guards to employees in some high risk areas. However, after further review, they reneged and said the use of armed guards posed too big of a liability. What about the possible liability to our members? We are still meeting over this issue. Until AT&T looks out for us, we MUST watch our backs and our coworker's too.

Lastly, this is the time of the year when we see the greatest number of injuries from slips, trips, and falls. Management is now taking discipline if you have one. They are using a document named "Slips, trips, and falls preventive training," which states "**ALL FALLS ARE PREVENTABLE.**" This is a terrible position for them to take considering many people don't shovel their snow or remove the ice around their homes and the City of Chicago is slow to clear streets and alleys. Remember **no job is so important, and no service is so urgent, that we cannot take the time to perform our jobs safely.** If it's unsafe, call your boss and tell them you can't complete your assignment because your safety is at risk.



• • • Illinois Commerce Commission (ICC) hearings for approval of the pending sale of **Verizon to Frontier** just finished up. The ICC's ruling is due in March. Our attorney, along with a representative from the attorney general's office, and an attorney from the Department of Defense raised issues concerning customer service, broadband, the video build-out, and employment levels. Many of our members have retired since the possible sale was announced. Verizon is attempting to use contractors to replace our members; we are working on this issue.

We have two upcoming arbitrations at **Century**. The arbitration concerning a transfer issue will be heard in February and the arbitration for the member who was disciplined for not coming into work while on vacation will be in May. It has been a long grueling process to get these cases moved forward, but the end is in sight.

At **AT&T** detailing continues to be an issue. We have been able to keep techs from Construction from being force-detailed due to an agreement with the company to allow CWA to work in Chicago. The forcing in I&R was reduced by convincing the company to allow I&R techs to volunteer to work in C&E in Springfield. A general SIPP was offered to telecom specialists; all techs who applied for it in Exhibit 3 were accepted. And remember Safety first, Quality second, Quantity third.



By Michael Roach,
Business Representative

• • • For me personally 2009 was not a terrific year, both on and off the job, but I'm counting my blessings none the less. This year started with some changes in my area. I am once again responsible for our members working at **AT&T Legacy T** and **Avaya**. I serviced these units before I assumed the AT&T Network on the Northside of Chicago in 2005. Sadly, the Avaya unit is much smaller than when I left.

At **Johnson Controls**, the management is trying to unilaterally impose a new Drug and Alcohol testing policy on our members. In other **JCI news**, as a cost-saving measure the company is replacing Facility Engineers with lower wage Facility Mechanics as openings occur. We oppose this and feel it violates the letter and spirit of our agreement. Our Union opposes both of these changes and is fighting them.

All members need to remember safety is always job one on each and every job each and every day. Safety never takes a holiday!

By Michael Sacco,
Business Representative



• • • At the end of 2009 **Altura** laid off three technicians: one in Michigan, Ohio, and Illinois. The Illinois technician was laid off based on customer complaints and not by seniority. Altura also announced the elimination of the **Logistic Coordinator** title. We filed grievances on both issues; we are in the process of striking arbitrators.

An Altura technician from the East Coast made me aware of a problem two of our retired members had with the NEBF (National Electrical Benefit Fund.) The two technicians took their severance pay in a lump, retired, and began collecting a pension from the NEBF all at the same time. After collecting the NEBF pension for a couple of months, they received a letter saying they needed to repay they amount they received from the NEBF. To make a long story short, President Kastner appealed this to the NEBF and IBEW International President Ed Hill. I am pleased to announce all parties agreed this was wrong. You can retire *and* collect both at the same time.

At **AT&T** managers in **I&R** are rolling out a new productivity plan called MSOC. This is nothing new to the I&R organization. MSOC is geared more towards quality and following the rules with productivity included. We'll see if this is true as the process gets implemented.

I&R managers are still asking members to work 6th tours based on qualifications and a projected forecast of work they expect will come in. I have already met with Labor on the grievances that have been filed. We will try to get them moving forward as fast as possible.

C&E is also rolling out a new productivity plan. In the past there have been a lot of problem in Construction with their productivity plans. The Business Reps and Chief Stewards met with management on the C&E side of the house on January 12th. Management explained foremen should be sitting down at the 1st step with the stewards and the technician who they are considering placing on a PIP. It should be explained why the member is being considered for the plan. The PIP plan should include coaching and identify the road blocks which should be addressed and fixed. Productivity alone should not be a factor for being "PIPed." The bottom line is there should be a lot of interaction between the manager, steward and member before a person is put on a step of discipline.

On December 14th, several **Central Office** stewards joined us for a meeting with management. We began our deep dive. The stewards came up with some pretty good ideas. We met again on January 20th and addressed the issues the stewards brought to our attention. We are getting close to where I think we should be if we can get the AT&T management to agree with us!



By Terry Sheehan,
Business Representative

Complaint Issued against City of Chicago

By Jerry Rankins, Business Representative



The The Illinois Labor Relation Board (ILRB) issued a complaint against the City of Chicago. Back in October, IBEW Local 21 filed an Unfair Labor Practice (ULP) charge and a grievance against the City of Chicago for our members working at the Office of Emergency Management Communication 911 Center (OEMC.) We alleged the City unilaterally changed the terms and conditions of their contract by imposing an agreement they reached

with the Service Employment International Union Local 73 (SEIU.) The City suspended all paid holidays, and converted overtime payments to compensatory time, up to 240 hours for 3 years.

The agreement is known as the "July 2009 Contract Amendment of the City of Union Public Employees Agreement" or the "COUPE Agreement." The ILRB ruled, "The City failed and refused to bargain in good faith with IBEW Local 21." Now that the Board issued a complaint, the parties must go to hearing. It's scheduled for March 22, 2010. This is a great initial victory for our members. If needed, the arbitration case is set for April 22nd.

In our OEMC members' case to sever away from Unit II, and SEIU 73, the ILRB ruled to dismiss the case, and we appealed their decision. They have not yet issued their ruling on our appeal.

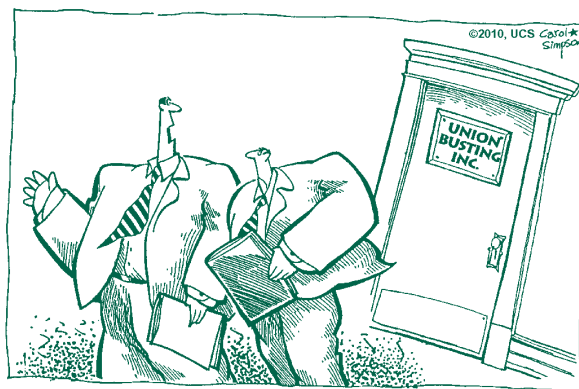
The OEMC changed the Executive Director again, six directors in six years. With just over a year on the job, Raymond Orozco, was appointed as Mayor Daly's Chief of Staff. He is well respected as a leader, with true people skills. Through no fault of his own, Mr. Orozco is leaving the OEMC in a bigger mess than he inherited, primarily because of the imposition of the COUPE agreement. As the Mayor's new Chief of Staff Mr. Orozco now has a full snap-shot of the situation at the OEMC and the authority to correct years of neglect caused by the lack of staffing and poor management. Changes are necessary to boost our members' moral that for years has been burdened by incompetent leadership. IBEW Local 21 will do what it takes to bring about change at the OEMC.

Comcast On Steroids

Fourteen years ago, Comcast was the seventh largest cable company in the nation. Today they are number one in video, internet, and are the number three phone provider. In 1998, AT&T's CEO Michael Armstrong (remember him) outbid Comcast by \$48 billion to purchase TCI and Media One. He paid \$98 billion for those cable providers. It was the beginning of the end of Ma-Bell. The acquisitions would eventually crush AT&T.

Four years later Comcast purchased AT&T Broadband for \$51 billion. Now they are purchasing NBC Universal, making them a complete player by controlling media content and distribution. It appears they are doing this under the radar. I ask, "Where are our elected officials and the Federal Trade and Federal Communication Commissioners?"

Comcast's workforce is less than two percent unionized. Their CEO Brian Roberts earns over \$13,000 an hour while his blue collar employee's wages and benefits are inferior to those of traditional union phone workers. His acquisitions are funded on the backs of his workers. When Comcast workers attempt to organize, they are swatted down by fear and intimidation tactics. I ask again, "Where are our elected officials?" They need to step up to the plate and pass the Employee Free Choice Act.



"We paid you \$2 million to break the union and the best you could do was dent it a little?"

Another Look at History

By Nancy North, Editor



The Supreme Court's decision on January 21st establishes that corporations enjoy the same First Amendment rights as individuals.

This opens the possibility of corporate money flooding political campaigns, and increasing corporate influence. This is not the first time Constitutional Amendments were used to increase corporate power.

In *A People's History of the United States*, historian Howard Zinn writes that

shortly after the Fourteenth Amendment was passed to protect the rights of African Americans, the Supreme Court began to develop it as a protection for corporations.

In 1877 the Supreme Court upheld an Illinois law regulating the rates grain elevator companies could charge farmers. The justices decreed that the grain elevators were invested with "a public interest" and could be regulated.

Most lawyers were still steeped in the mentality of Blackstone's Commentaries: "So great is the regard for the law of private property, that it will not authorize the least violation of it; no, not even for the common good of the whole community." The American Bar Association began a national education campaign to reverse the Supreme Court decision.

Pressured by farmers, many state legislatures had passed laws regulating the rates that railroads could charge farmers. In 1886 in the case *Wabash v. Illinois* the Supreme Court struck down an Illinois law, saying that it was an intrusion on federal power. That year alone, the Court struck down 230 state laws passed to regulate corporations.

Of the Fourteenth Amendment cases brought before the Supreme Court between 1890 and 1910, only nineteen involved African Americans while 288 dealt with corporations.

Historian Howard Zinn died on January 27, 2010. If you want to read the history nobody taught in high school, pick up a copy of his *A People's History of the United States*.



International Brotherhood
Of Electrical Workers
Local 21, AFL-CIO/CLC

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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.

**Member: Illinois State Labor
Press Association, Midwest Labor
Press Association, and
International Labor
Communications Association,
AFL-CIO/CLC**

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Getting Your Finances Back on Track in 2010

By Julie Permutt, Scarborough Alliance Corporation Vice President -
Investments & Retirement Planning, CFP, CMFC



Many economists feel the recession is over. However, many workers are still giving serious thought to their finances. At Scarborough, we found members are looking for ways to get their finances back on track to reach the retirement goals they hoped to achieve.

Increase Retirement Plan Contributions

Despite the stock market's 60% rally since its lows in March 2009, surveys of 401(k) plans show many accounts are still lower today than they were two years ago. Ensure your nest egg will be big enough by ramping up your contributions, especially if you are close to retirement.

As a guideline, workers within 10 years of retirement should be saving as much as possible, around 12%-15% of their income. Younger workers should aim to save in the range of 5% - 10%. Everyone should make it a goal to contribute at least enough to receive their employer's full match. If you feel you cannot save more consider this- *for every \$20 of basic 401(k) contribution you make, AT&T gives you \$16. That's an 80% return, you can't beat that.*

To figure out what you are allowed to contribute consider both your employer's plans and government contribution limits. The IRS limit on 401(k) contributions will remain at \$16,500 in 2010. An additional catch-contribution of up to \$5,500 is allowed if you are age 50 and over.

The AT&T plan permits contributions from 2% up to 30% of your base pay and allows additional supplemental contributions for the catch-up provision. Members working at other employers should make sure you are taking full advantage of your negotiated saving opportunities.

Roth IRAs

It may be a good idea to consider a Roth IRA to complement your 401(k) since they can create **tax-free income in retirement**. Subject to income limitations, you may contribute \$5,000 or \$6,000 per year if you are 50 or older.

Roth contributions are made with after-tax dollars so no tax benefit is realized in the contribution year. Assuming the Roth is open for at least 5 years and withdrawn after age 59-1/2, **all accumulated earnings will be tax free.**

This is in contrast to Traditional IRAs and pre-tax 401(k) contributions which are tax deductible, and grow tax-deferred. However, they are taxed when withdrawn in retirement, presumably when you are in lower tax bracket. Adding a Roth diversifies your nest egg across accounts receiving different tax treatment.

A Roth may also be established by converting your traditional IRA or 401(k). Starting in 2010, the restriction barring people earning more than \$100,000 from converting to a Roth will be removed. If you convert in 2010 the IRS lets you spread the tax liability over 2011 and 2012.

Building Your Emergency Reserve

Setting up an emergency fund is an important step toward building a solid financial plan. It should be a liquid account like a money market or savings account, with enough saved to cover at least three to six months of living expenses. Don't touch this money unless it's a real emergency. Only access it to pay bills in the event of job loss or medical issues. This money may save you from going into debt or having to hit your retirement plan for loans or hardship withdrawals.

How to do it?

All of these actions challenge you to save more and spend less. Be aware of how much you are spending. Try to write down everything you spend money on for one month. Chances are you will be able to find some areas to cut back with minimal lifestyle changes.

One way to make savings a top priority is to take advantage of direct deposit and direct bank transfers. Build your emergency reserve by directing a portion of your wages to a savings account. A Scarborough Roth IRA offers the convenience of automatic contributions from your bank account. Correct imbalances in your current portfolio. If you are heavily weighted in stocks, invest the extra money in bonds and stable value funds.

If you would like to discuss your situation with a Scarborough Retirement Planning Specialist, please call 800-223-7608 or you may reach John Laughlin, our Illinois Regional Manager at 800-545-9057.

CONGRATULATIONS LOCAL 21 RETIREES

Vermilion County

Irene Murphy
Daisy Whitehead
Vickie Mitchell

Altura

Dwight Hancock

January 2009

Stephen M. Kelly
Audrey M. Bradshaw

February 2009

Craig S. Lundberg
Charles Miskanin
Debra A. Bailey

March 2009

Mario Forte

May 2009

Terrence Furlong

May 2009

Brian Tiemens
Arlene Pitek
Caroline Tongson
Michael Huffine
Fred J. Delong
Marlene Weber
Alan Kappel
Melvin M. York
Anna Marie Wilcox
Paul Beane
Jeffery P. Kerber Sr.
Martha J. Falcone
Danette Levickas
Dennis E. Memeth
Michael Peel
Aaron Gelfond

John R. Eller
Audrey Kowalczyk

July 2009

Joseph Kuzminski
James Davis
Isaac Knox
Shrone Jackson
Lindell R. Mitchell

August 2009

Rosalyn K. Cobb
Victoria Matson
Maude E. Brown
Janet McNamara

September 2009

Sara Short
Michelle Washington
Kathy L. Bohlander
George L. Aguirre
John W. Bauer III
Mary Duckwiler
John R. Hansen

October 2009

Ed Slanina
Gary Gietl
Carol Ann LeMay
Teresa M. Storino
Vivian Delgado
Sandra J. Baker
Barb Zellers
Brenda Sims

November 2009

Gerald D. Anderson
Mattie Shaw
Daryl L. Fudala

December 2009

Nancy North
Daniel Halla
Donald Kuick
James Pilch
Brian Novotny
Carol Whaley
Linda Hayes
Mark Federlick
Cathy Pasquinelli
Jay VanVossen
Jane S. Ware
Terry Holt
Mark S. Szalaj
Ben Passalacqua
Nesha Caples
John Wanda
Neil A. Schulz
Jacquelin Kooiman
Philip J. Irwin
Ronald A. Lenkowski
Toni Harris
Larry E. Lohmann
Ramon Medina
Ricky L. Lavender
Sandy Neuber
Michael Blaul
Robert Timmerman

January 2010

Christine Candler

In order to appear on this page you must inform your steward you are retiring and a retiree gift application must be submitted. Without receipt of this application the *Frontline* editors are unaware of your retirement.

Benefit B.S.

By Larry Moeller, Retiree Coordinator



It should be no secret if you attended the retiree health care overview meetings last fall that there are discrepancies between what the IBEW and AT&T bargained. The three items in dispute are: access

to vision care at the group rate for all retirees, issuing a debit card to be reimbursed for eligible medical expenses and co pays for post 4/4/04 retirees. Our Union is attempting to resolve these issues but we are being met by flat denials from AT&T. Our only recourse is to explore legal action.

To that end, we met with our attorney who is researching the merits of our case. We will keep retirees updated as the situation progresses. You can sign up to receive retiree email updates by sending me an email at lmoeller@ibew21.org. I will make sure you get on the list.

While we wait, retirees need to know their health care benefits, with the exception of costing us more, remain largely unchanged. Everyone should have received a new insurance card and a letter from SHPS outlining how the HRA reimbursement process works. My concern is that the reimbursement forms confusing language and requirements will frustrate retirees. Do not let this stop you from getting what you have coming. SHPS is not the enemy; they are only the contractor hired by AT&T to administer our HRA. If you need assistance, their website is www.shps.com or call them at 800-283-3211.

As always, the Local 21 benefit department is available to help you with any questions or problems you might be experiencing. You can reach Lynn, Mary Jo and Gracie at 630- 960-4466 ext. 228. If we toss up our hands and give in, AT&T wins.

Michael J. Kunas Memorial Golf Outing on Saturday, June 26, 2010

Business Rep Mike Kunas died suddenly from heart problems two years ago and an ongoing fund was established in his memory. The golf outing will be held at the Lincoln Oaks & Lincolnshire Country Clubs 390 E. Richton Rd. Crete, IL with a shotgun start at 10:30 AM. Individual golfers \$150, dinner only \$40.

Call the Union Office 630 960-4466
ext. 567 to reserve your spot.

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 Lou Byrnes at the union office 630 960-4466 X234.

UNIT MEETINGS 2010

MARCH

Unit 1

Thursday, March 11, 7 PM
Irish-American Heritage Center
4626 N. Knox Ave.
Chicago IL
773 282-7035

Unit 2

Monday March 8, 7 PM**
Gaelic Park
6119 W. 147TH
Oak Forest IL
708 687-9323

Unit 3

Thursday, March 18, 7 PM
IBEW Local #117
765 Munshaw Lane
Crystal Lake IL
847 854-7200

Unit 4

Wednesday, March 10, 7 PM
IBEW Local #145
1700 52nd Ave. Suite A
Moline IL
309 736-4239

Unit 5

Wednesday, March 17, 7 PM
American Legion Post #979
4501 S. Airport Rd.
Bartonville IL
309 697-2432

Unit 6

Tuesday, March 16, 5:30 PM
IBEW Local # 193
3150 Wide Track Dr.
Springfield IL
217 544-3479

Unit 7

Monday, March 15, 7 PM
IBEW Local # 309
2000A Mall St. (Rte 157)
Collinsville IL
618 345-5112

APRIL

Unit 1

Thursday, April 8, 7 PM
IBEW Local #21
1307 W. Butterfield Rd. Suite 424
Downers Grove IL
630 960-4466

Unit 2

Tuesday, April 13, 7 PM
Lansing American Legion #697
18255 Grant St.
Lansing IL
708 474-5906

Unit 3

Thursday, April 15, 7 PM
IBEW Local #364
6820 Mill Rd.
Rockford IL
815 398-6282

Unit 4

Wednesday, April 14, 7 PM
Lemont VFW
15780 New Ave.
Lemont IL
630 257-9859

Unit 5

Wednesday, April 21, 7 PM
Machinist Hall
2929 N Fifth St.
Quincy IL
217 222-0394

Unit 6

Tuesday, April 20, 5:30 PM
IBEW Local # 193
3150 Wide Track Dr.
Springfield IL
217 544-3479

Unit 7

Monday, April 19, 7 PM
IBEW Local #649
501 Humbert Rd.
Alton IL
618 462-16217

MAY

Unit 1

Thursday, May 13, 6 PM
IBEW Local #134
600 W. Washington Blvd.
Chicago IL
312 474-4186

Unit 2

Tuesday, May 11, 7 PM
Slovak Club
6920 Broadway
Merrillville IN
219 756-5101

Unit 3

Thursday, May 20, 7 PM
Gurnee American Legion
749 Milwaukee Ave.
Gurnee IL
847 244-9282

Unit 4

Wednesday, May 12, 7 PM
American Legion Harwood #5
705 S. Larkin
Joliet IL
815 725-4333

Unit 5

Wednesday, May 19, 7 PM
VFW Post #630
1303 E. Main St.
Urbana IL
217 367-4197

Unit 6

Tuesday, May 18, 5:30 PM
IBEW Local # 193
3150 Wide Track Dr.
Springfield IL
217 544-3479

Unit 7

Monday, May 17, 7 PM
American Legion Post #141
916 Main St.
Mt Vernon IL
618 242-4561

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.

** Note day change for this month

IBEW LOCAL 21

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



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Welcome



New Members

