

# FRONTLINE

**IBEW LOCAL 21**



**Volume 16, No. 1 • March 2011**



## This is What Democracy Looks Like

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## **Red Terror Alert!**

By Ronald Kastner



**M**y headline refers to the now out-dated homeland security advisory system's color coded method of alerting Americans to a severe threat to our well being. Yet these words ring true for the middle class, for working Americans, and for labor unions right now. **WE ARE UNDER ATTACK!** The enemy is not any type of real terrorist group. Our enemies are corporate America, the

Republican Party and any politician who supports these Union busting agendas.

As the news told us for the past several weeks, Governor Scott Walker of Wisconsin is waging a battle against public labor unions in his state. He wants to limit their collective bargaining power to the issue of only basic wages. Also, his plan includes a yearly re-certification process for every union. In a similar fashion, Governor Mitch Daniels of Indiana recently introduced legislation that would turn his state into a "right to work" state. As unionists, we must vehemently disagree with the actions of both of these men.

**The right to collective bargaining is the backbone of every labor union in our country.** It is as basic as the 40 hour work week. Like workers before us, we want a voice in the process of decision making about our livelihoods. Our concerns go further than wages. With the rising cost of health care, we must be interested in a comprehensive plan that provides necessary treatment for our families and ourselves. Furthermore, it is extremely important to secure funds to provide for ourselves past retirement age. Statistics show that Americans are living longer every year, and we need to be certain that we will have the necessary monies for that time of our lives.

The re-certification process included in Walker's agenda is a blatant attempt to diminish any labor union's attempt to collect dues continuously and to organize workers effectively. Often, organizing campaigns take more than a year. Why would anyone want to be part of a group that may or may not exist in a few months? And without union dues, the necessary funds to make the Union work no longer exist. We need to be able to plan for the future without disruptions of this sort. We must be able to plan for the future of working Americans.

Most agree that the impetus behind Governor Walker's plan, and the plan of many in the Republican Party, is to totally eliminate labor unions. Imagine a work place

without labor unions. What if your supervisor, for some vague and ill-defined reason, decides that he or she doesn't like you? You could be fired without any means of job protection for essentially no good reason. You could work hard for years, expecting that wage increase, and it may never happen, leaving you unable to meet the increasing cost of living. Without a labor union, without collective bargaining power, no one would fight for you in discrimination or ageism cases. And what if there were no seniority? Layoffs would become haphazard events with no regard to the time you had given to any employer or your abilities to do the job well. As you can see, there is an absolute and unquestionable need for strong labor unions in our workplaces.

Sadly, though, union density continues to decrease. The most current numbers from the Bureau of Labor Statistics show that only 11.9% of workers are members of a labor union. Ten years ago, this number was 13.4%. And this is exactly what the Republican Party and big corporations want. It is no secret that labor unions contribute funds to Democratic candidates for public office. If those candidates lose some of their bigger donors, they cannot win any elections. And then, those big companies that lean toward Republican principles win. If that ever happens, labor unions will hit times that are worse than they are right now.

However, **all is not lost**, Sisters and Brothers. As *Frontline* goes to press, the situation in Wisconsin has not been resolved, and union protestors continue to be persistent, making sure their voices are heard. In Indiana, Governor Daniels has temporarily ceased his quest for his legislation. Although surveys show that some Americans disapprove of labor unions, a recent Pew research poll showed that only 47% of Americans felt favorable toward major corporations. In response to that, Richard Trumpka, President of the AFL-CIO, said, "This is a payback to the big CEO's and to lobbyists that spent billions of dollars in the last election going after the workers in various states."

Do NOT give up the fight! We need labor unions, and we need a living wage. **If the sad state of the American economy is ever to improve, labor unions must both increase in size and flourish.** The American economy needs union jobs. The American economy requires jobs that pay a decent wage and

provide for the future of its members. The middle class needs to make enough money so that it is possible to go out and spend some of that money. If our labor unions go away, as some are trying to make happen, the middle class will disappear and so will our American dream. It is up to us to make sure this doesn't happen. I am confident that members of Local 21 will do whatever they can to stop the assault on our way of life.



## Cold Hard Reality

By Jerry Gast, Assistant Business Manager Network



**A**T&T started out 2011 by declaring **838 of our members surplus**. The affected groups in network were C&E, I&M, Central Office, and MA's in the NDC center. In Chicago the company wanted to close two centers, the NRC at 10 S Canal and the NPC at 311 Washington. The off payroll date was scheduled for April 6, 2011.

We went into **effects bargaining** for 15 days with management per article 30.37 to try to reduce the surplus affecting our members. In the end, we were able to delay the closing of the two centers in Chicago until after January 1, 2012 and delayed the surplus in I&M and C&E until March 31, 2012. We reduced the cuts in the Hoffman Estates NDC Center and the number of EA'S declared surplus. The negotiations opened up 60 jobs in the First Mile Organization to I&M and C&E to be filled by the seniority of both groups.

We also negotiated an incentive of an additional \$17,000 to be

added to the \$30,500 SIPP in the contract for a total of \$47,500 for the pension eligible members in the Network organization working under Randy White.

The Union also negotiated a path into the Prem Tech Organization for our Core technicians. AT&T will move 100 C&E and I&M Techs first by volunteers, then by inverse seniority of the title in the two groups. Those going to U-Verse will receive RIPP payment per the contract. They will move over at top Prem Tech title pay.

The surplus has been reduced because of these negotiations **from 838 to less than 20 members**. Four hundred members took the enhanced SIPP and retired. We continue working to find jobs for members still at risk.

As a result of the **major winter storm** many members were not able to get to work because several counties closed all roads, other members were told not to come in or they were sent home without pay. President Ron Kastner assigned Business Representative Paul Wright and Chief Steward KC Battsfore to file **a good of the union grievance for all** affected members of our Local. If you were affected by the storm, get your information to your chief steward.

## We are the Most Talented Workers

By Kurt Schmidt, Assistant Business Manager-Marketing



**W**ell 2011 hasn't started off on a positive note at AT&T. Both Network and Marketing experienced surplus conditions, this from

a very profitable company. What is with this trend of large companies making sizeable profits laying employees off?

Companies outside the financial sector are sitting on \$1.8 trillion in cash, roughly one-quarter more than at the beginning of the recession. With all that money why aren't they hiring more workers? The U.S. Chamber of Commerce cites regulations that create an environment of "uncertainty." The Obama administration says companies are still waiting for consumer demand to return. Many economists claim global competition, concern the economy can sustain a strong recovery, and the low level of consumer spending are the reasons behind the hiring delay.

At best, there's very limited movement in the economy and from that movement

few new jobs. Unemployment is still a major issue for the country. Indiana's solution is to introduce right to work legislation. All this will achieve is lower benefits, wages and family incomes. Doesn't sound like a good solution, does it?

In Illinois, the solution is higher taxes, for just a few years. Do you believe they'll be reduced down the road? I for one, do not. This could result in the movement of more businesses out of Illinois with a domino effect on jobs. Again, not a good solution when we need good paying jobs.

Well how about AT&T training their work force on the new products and services? These changes in technology are creating tasks our members can perform with the proper training. I remember coming up the ranks and as I moved from simple phone service, to multi-key service, to PBX and then electronic switches, I was sent to formal training classes with hands-on training from a real live instructor, not a virtual one. With each change, I was always brought up to speed. This was an obvious benefit to the company. I was aware of the old systems and could move customers to the new systems and help the company keep their customer base. The customer came to me to look for changes first. What a concept!

Today, management claims other employees need to perform the work on the new systems and services. Why not train the existing work force to handle the new technology? Who'd be more familiar with assisting our customers with the transition? We're at customer locations daily performing installs, repairs, and upgrades. We are in the best position to help keep the company's customer base, preserve profits and move AT&T forward.

At one time in a land far, far, away management wanted its employees to be the best and move up. Many of the business' leaders came from the ranks. They knew the business. All we need to do is perform a retrofit in thinking and make the old new again. Seems it would work to me. Look at the auto industry with the retro cars Mustang, Camaro, Charger and GTO.

Just imagine, with retrofit thinking AT&T could once again have customer service in the USA, time for our customers, a work force that is trained and kept up with technology changes, a profitable bottom line with little churn and customer loyalty. If only we can find that leader at AT&T instead of little Texan BEAN COUNTERS!!

## A Quick Moment Protects Your Family

By Lynn Arwood, Business Representative, Recording Secretary,  
Benefits Coordinator



There is one very important benefit item many of us put off or forget to do. Please, take the time to make sure your beneficiary information on file with your employer is up to date and correct. It takes just a few moments to have the form sent to you.

AT&T members will need to login at [netbenefits.fidelity.com](http://netbenefits.fidelity.com). Hit the Savings and Retirement tab, next click on the AT&TPBP-

Midwest Program under the Pension section. On the left of the screen there is an Act heading click Request Pension Forms.

You will see a box marked Beneficiary Designation Form. Once you click and submit, the form will be sent to you.

You can designate one or more beneficiaries to receive all or part of your proceeds. Your beneficiaries may be changed by you at any time by submitting a new form. Your designation can be a person, trust or an estate. Contingent beneficiaries can be chosen in the event your primary beneficiary should die before you.

If you are married, you must have written consent from your spouse if you wish to designate someone other than your spouse as your primary beneficiary. If you are single, you can designate more than one primary, and one or more contingent beneficiaries. If you have any questions, you can call Fidelity at 800-416-2323.



"Once upon a time, an employer who wanted to have the best workers in the land offered fully paid health insurance and a guaranteed-benefits pension plan."

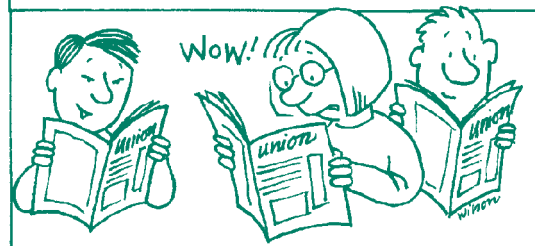


### In Memoriam

We honor our Members  
who have passed.

Temeka Ward  
Stephen Peters

FIND OUT WHAT REALLY HAPPENS  
IN THE WORKPLACE!



READ ALL ABOUT IT IN *your*  
UNION NEWSLETTER!

## Human Compassion

By Larry Schuler, Vice President



When there is a layoff threat, you will see management go after each other and their work groups. It becomes every man for themselves. AT&T is pressuring their management teams into behavior that goes beyond normal human compassion and reason.

One example is the discipline members receive after an on the job accident. The discipline shows the company feels our injury alone is not enough punishment. They decide to take away pay, and in some

cases employment.

We were informed three of our brothers were fired for being on the scene of a fatal accident. These members witnessed a tragedy, as their friend lost his life. They were in hours and hours of investigations reliving the event. Yet management decided the men didn't go through enough, they decided to punish them further by terminating them.

During these times, it's more important than ever we watch out for each other. I believe we will continue to care about our jobs and our brothers and sisters who do the work, especially in times like these. Local 21 members are fortunate we have an avenue to discuss and improve our working conditions.



## All Hands on Deck

By Dennis McCafferty, Committee on Political Education



**T**he much predicted assault on working class people began in earnest this year in several states. Newly elected Republican, Corporate-

controlled governors and state legislatures went about the business of legislating organized labor back into the stone-age with the most anti-labor, anti-working family agenda we have seen in our lifetimes. It propelled our fight to the national stage. It's no coincidence the battle lines have been drawn in the labor relevant Midwest states of Indiana, Wisconsin, and Ohio.

The holier than thou, fat cat chamber of commerce and financial wizards of doom paid damn good money to start this war on working people. They figure if they can win here, where they will meet their strongest resistance, the rest of the country will fall like so many dominos. It appears they have grown tired of the collective bargaining process so they went out and bought a bunch of willing, cowardly accomplices to do their dirty work for them. Unlike their predecessors who chose to hide behind their Bibles or their flags, these "patriots" are using the red ink of budget deficits to smear the working-class. They declared war on all of us and it's way past the time that we started fighting back!

As this article goes to press, we reached the mid-session deadline for bills to advance



PHOTO: BYRON BONHAM

out of their respective chambers for consideration or approval in the other body of the Indiana General Assembly. Still, far too many anti-labor, anti-working family bills can and will be acted upon before the end of the April deadline.

I'd be lying if I said we weren't going to take some hits. Because of the majorities the opposition enjoys, I'm afraid that in the public sector, education and construction industries, it's not a matter of if but when and just how bad the hits will be. It doesn't have to be this way. Not if we all rise up together and refuse to let these bastards vilify and demonize us for continuing to demand the right to collectively bargain to ensure a better quality of life.

They say a certain type of character arises out of all conflict and that's where heroes are born. **We would like to thank the Indiana House Democratic Caucus for their heroism during this monumental struggle!** It was through the courage of their convictions

that they stood up to the governor and his lackeys and demanded that there be a true negotiation not just the usual lip service of sit down and shut up we've come to expect from these people with their survival of the fittest mentalities. What a novel concept!

**Our friends stood up and had our backs when we needed them most, make sure you take the opportunity to thank them and return the favor!**

Denying Republicans a quorum effectively killed off some potentially damaging legislation, most notably the deceptively titled "Right to Work" bill. Being the pessimist I am, please excuse me if I don't celebrate right now, I don't trust these people to keep their word. I'll believe it when the gavel falls to end the session. I'm also very concerned on what they may want in return.

Back on the night of November 2, 2010 as I was sitting in horror watching the election results, I remember thinking to myself that maybe this is what it's going to take for us as a movement to finally realize just how fragile and in jeopardy our way of life is. Nothing less than a total commitment from ALL of us will save us.

After watching the events in Wisconsin and participating in several rallies with other Local 21 members in Indianapolis, I think we've gotten off to a good start, but we need all hands on deck for this one folks, our future depends on it. We will be asking you to get in the fight. Please be ready to make calls, send letters and e-mails and even take a road trip to show these people they cannot legislate away our way of life!

## The Truth on Right to Work "for less" Legislation

**To set the record and the name straight, right to work for less doesn't guarantee any rights.** In fact, by weakening unions and collective bargaining, it destroys the best job security protection that exists: the union contract. Meanwhile, it allows workers to pay nothing and get all the benefits of union membership. This forces unions to use their time and members' dues money to provide union benefits to free riders who are not willing to pay their fair share.

**Right to work laws lower wages for everyone.** The average worker in a right to work state makes about \$5,333 a year less than workers in other states \$30,167 compared with \$35,500. Weekly wages are \$72 greater in free-bargaining states than in right to work states \$621 versus \$549. Working families in states

without right to work laws have higher wages and benefit from healthier tax bases that improve their quality of life.

**Federal law already protects workers who don't want to join a union** to get or keep their jobs. Supporters claim right to work laws protect employees from being forced to join unions. Don't be fooled. This individual freedom argument is a sham.

**Right to work endangers safety and health standards** that protect workers on the job by weakening unions that help to ensure worker safety by fighting for tougher safety rules. According to the federal Bureau of Labor Statistics, the rate of workplace deaths is 51% higher in states with right to work, where unions can't speak up on behalf of workers.

Source: AFL-CIO

# We Need to be Watching!

By Rosetta Shinn, COPE Director Illinois



The Local 21 COPE department will be working on many legislative issues in 2011. We need to be aware of the issues and

but the Senate did not consider it. I don't think this will be last we see of this anti-union bill.

Your union also addressed Workers Compensation Reform which did not favor injured workers. We were in the Capitol logging in hours upon hours talking to our elected officials on behalf of Local 21 members. A member who's off work because of an on-the-job accident called me because they were very worried about the

affects of the bill. Our member shared comments with me in a letter which says it far better than I could. I'd like to close my article with this good union member's point of view. Because this member is out on disability, they wish to remain anonymous

If you would like to contact me, you can call me at 217 836-4380 or email me at [rshinn@ibew21.org](mailto:rshinn@ibew21.org).

watch how our elected officials vote.

Members of the Illinois 96th General Assembly were very busy during **the lame-duck session**. Redistricting reforms were passed in SB 3976; it adds provisions to protect minority voters. Illinois will lose a seat in the U.S. House of Representatives when lawmakers draw up the districts this year; it's one of twelve seats that will shift states.

Passage of SB 3778 rolled back free rides for seniors who use mass transit. Seniors who qualify for certain forms of state aid will still ride for free but all others will pay half price. SB 1381 legalizing Medical Marijuana passed in the Senate but failed in the House. Representative Lou Lang, the house sponsor, plans to introduce a similar bill in the new session.

SB3644 would have barred employees who work for executive officers and supervise others or help to shape policy from joining unions. Many versions of this bill went back and forth. This bill in its first stages would have affected IBEW 21 members employed in Vermillion County at the **Bellwood Nursing Home** and those working at the **OEMC-911 Center** in Chicago. The House passed the measure,

## Injury Avoided

I recently had some spare time and thought I'd surf the internet to see what our elected representatives in Springfield were up to. The amounts of legislation, bills, amendments and committees are staggering. You can actually listen to or view the legislative session online.

I came upon a Workman's Compensation reform amendment which peaked my curiosity. It seems big business was, and is still, trying to get legislation passed giving your employer the **FIRST** choice of your doctors and plan of treatment. They're also trying to legislate the fees that doctors, hospitals and rehab facilities could charge. They also wanted to put a limit on the duration of benefits they would have to pay.

I was angry. I immediately called my State Senator and House Representative. I let them know what I thought. At 1a.m., the amendment was still in committee, with business lobbyists trying to get favorable wording so it could get pushed to the floor for a vote. The amendment never cleared committee in time for a vote during the lame duck session. Don't be fooled; this will come back again.

This seems to be the next target of Business. Your wages, job security and health benefits weren't enough. Now they want to fatten their bottom lines off workplace injuries. When is enough, enough?

Fortunately, our Union's COPE department was on top of the issue, along with other unions in the AFL-CIO, hospitals and doctors. It seems the only ones who wanted the changes were big business. Most employees never get hurt but if you did, would you want your employer telling you who was going to treat you? **NO THANKS.**

I urge everyone to take 10 minutes to contact your representatives and let them know how you feel. If we say nothing, we have only ourselves to blame.

In Solidarity,

An anonymous employee on disability



Brothers Tim Leske and Greg Stauner of Elgin FWG won the "Joint Operation Execution and Drive Award" for restoring service to thousands of customers after a CEV in Naperville went down.



"All of us are getting bonuses to celebrate getting our employees to accept a 10% pay cut."

# New All Time Low Reached by AT&T Management

By Paul Wright, Business Representative

**A**T&T construction management reached a new all time low, even for them. After the tragic death of our brother, lineman Keith Darnell on October 14, 2010 management took the unprecedented move to terminate Keith's coworkers, Dave McGovern, Al Castaneda and Randy Long.

I am telling you their names for two reasons, they are human beings and any one of them could have easily been you. The company is attempting to be righteous about management's many shortcomings leading up to the accident while at the same time placing the blame on Keith's three friends. Dave, Al and Randy are currently suspended without pay pending dismissal.

Let's be honest here, this unfortunate case is so lawyered up it would make you sick. Management's actions scream of it. For example, it took me almost three weeks after their suspensions to get the company's initial position for their contemplated dismissals. Another week passed before I finally received actual copies of AT&T's

documents that attempt to support their claim.

On October 14th these three members suffered a punishment that I hope you and I never have to endure. I watched these guys suffer through several meetings with OSHA and AT&T. As you can image, every meeting forces these men to repeatedly relive the accident. The impact is so evident that when Chief Steward Byron Bonham and I arrive at the garage we can see their demeanor change. It's as if their hearts are being ripped out of their chests. It's not because they fear Byron or me. It's because they know they are going to have to relive that day all over again. Management's move to terminate Dave, Al and Randy, adds insult to injury.

While I can't discuss the specifics of the case, rest assured it could have been any one of us. Many of us in Local 21 perform potentially dangerous tasks everyday. For management to cowardly react this way is disgusting.

AT&T most certainly faces potential

legal liabilities. That is the nature of the business world. What is unconscionable is trying to shift the moral burden onto these workers. We have all had upper management come to our work locations and in a prepared speech tell us we are the company's single largest asset. I think you all know by now, that and a couple of bucks will get you a cup of coffee. What the company is doing to Dave, Al and Randy clearly points out what you really mean to them. You are just another liability that needs to be dealt with.

Bothers and Sisters wake up. Next time you are given poor directions, work instructions or are put in a situation where you feel uncomfortable, STOP. Call your manager and force them to do their jobs. Don't allow them to transfer the blame onto you. That is why they are called managers.

One final thought, show your disgust and contempt for what management is doing to Dave, Al and Randy. Ask your bosses about these guys and what they are going to do, to protect you from this type of treatment. Demand an answer. Solidarity.

## A New Audience

By Nancy North, Editor



**M**ajor coverage of the Wisconsin protests by both *The Daily Show* and *The Colbert Report* means the union message is reaching a new audience of young people. Both hosts used wit and satire to present the core of union values.

Jon Stewart made it clear the unions agreed to cut their benefits but Governor Walker wants them to "also give up their ability to ever ask for them again." Without collective

bargaining rights unions are "just a bunch of people wearing identical tee shirts."

Stewart doubted the bill is only about the budget since Walker plans to give a \$67 million tax break to businesses reducing state tax revenue. He carried the governor's "logic" to the final extreme. "To close the \$3.6 billion deficit, the unions must die, less as a fiscal sacrifice, more a ritual sacrifice to appease the gods of deficit."

Jon addressed working families "You thought you were sacrificing to make the middle class together with the corporations,"

but they are looking elsewhere. The US tax rate is 35% but the world average is 18% and companies want "a tax rate that's barely legal."

Stephen Colbert explained the state workers have "cushy jobs like snowplow operators, prison guards and teachers." It doesn't matter that the unions conceded every budget item. Walker feels he must take away their collective bargaining rights in order to "fix the source of the problem, that's why any good dentist doesn't just fill your cavity, he hunts down and strangles Willie Wonka."

Colbert interviewed Randi Weingarten; President of the American Federation of Teachers, who explained the governor "wants to stick it to regular working folk." She holds her own in verbal sparring, "All of us have the right to liberty and to voice."

Stephen closed with his "pseudo conservative" character "Why should these state workers get something good because they organized and fought for it if other people don't have it? A rising tide raises all boats but when the tide goes out, I want to drag you down with me. Shouldn't everyone have a s\*\*t life?"

The union messages of "voice at work" and "collective bargaining" came across as hot new ideas. Young people were confronted with the American workers' grim third world future if we don't stand together in solidarity.



# Why Do We Organize?

By Dave Webster, Business Representative



With the political landscape, the way it is today, this is a question often asked by union members. The simple answer is: if we don't organize, we will die. In 1955, nearly 35% of all workers were union members and the economy was strong. Today less than 12% are in unions and look at our economic situation. The only time union membership was lower was right before the Great Depression.

Coincidence, I think not!

It's been said that any organization which represents less than 5% of the total population becomes irrelevant. This is what I mean when I say we will die as a movement. The business community would say "so what, we don't need unions anymore. They're a thing of the past." They are wrong.

It may be hard to believe, but I've heard workers, tell me "the union never did anything for me." For the moment, let's look beyond the fact that unions negotiate wages and benefits. We should all remember our unions every time we walk into a doctor's office, have our teeth cleaned or get new glasses. Without unions, no one would be around to watch the hen house and employers would be free to do as they please. It seems as if they are doing that now. Imagine what it would be like without representation.

There are many significant reasons no one can legitimately say unions have done nothing for them, even if they are not union members. **Collective bargaining is a vital public good and has strengthened our social safety net.** Unions are largely responsible for items that have benefited all workers. They have become a part of our social fabric that corporate radicals are now trying to rip apart.

## What Unions Have Done for America

- Social Security Act, 1935
- Fair Labor Standards Act, 1938
- Pension Disclosure Act, 1958
- Equal Pay Act, 1963
- Civil Rights Act, 1964
- Medicare, 1965
- Occupational Safety and Health Act (OSHA), 1970
- Employee Retirement Income Security Act (ERISA), 1974
- Americans With Disabilities Act (ADA), 1990
- Family and Medical Leave Act, 1993

Looking at the accomplishments unions have achieved for all Americans, can anyone now tell me that a union never did anything for them? Today all of these things are under attack by spin doctors who are only looking out for themselves by influencing those in power. You have to wonder who our legislators work for, the corporate lobbyists or the people.

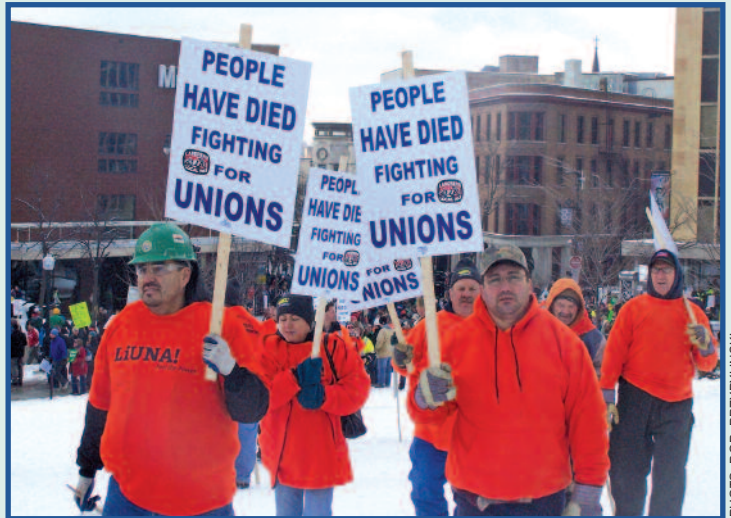


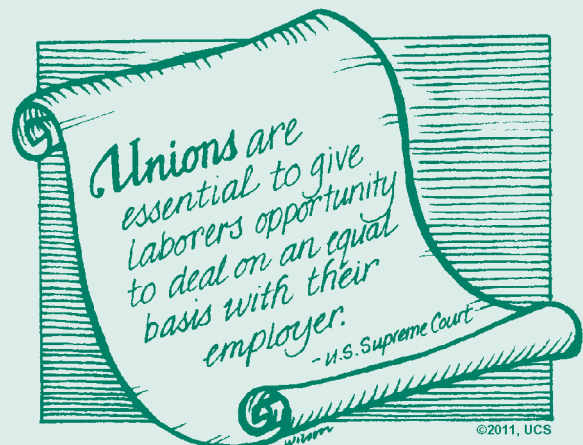
PHOTO: BOB PRZYBYLINSKI

Unfortunately, it seems the former. Unions ARE the people!

We have to look at history and remember where we came from. Unions aren't insurance companies, where we pay dues then sit back and wait for a payoff if something bad happens. Unions are part of a social movement of laborers who look out for each other's interests. We can't depend on politicians, chambers of commerce, Wall Street and certainly not employers. Employers have hated unions since they came into existence. We have to stand up together and fight for what is ours.

We need to take back our country from the robber barons who make millions if not billions and still look to workers for concessions. Looking at history right here in Chicago, people died fighting for workers' rights. After the events in Haymarket Square four of the organizers were convicted and executed because they fought for the eight-hour work day. Strikers and their families were shot in the back during the Republic Steel strike. Their spirit lives on in Wisconsin, Indiana and across the country where Union members are once again defending their rights.

We must continue the fight for what is right by looking to each other as sisters and brothers and work together to help other workers organize, so they can bargain collectively to get what we have. We will grow our ranks and become even stronger. Together we can keep what we have and work to improve wages, hours and working conditions for all workers in America!



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# A Peaceful Revolution

By Michael Sacco, Business Representative

I watched the peaceful revolution in Egypt with interest. Millions of people took to the streets to remove a despotic ruler who never acted in the interest of his people. This was the right thing to do and so far, the results are moving in the right direction.

In the U.S. our revolution was not so peaceful and the legacy of resistance is barely remembered. We live in a nation of laws that lends due process to correct injustices. As a result, we live in a country that is, at least on the surface, peaceful and ordered.

Not so fast. Is it really? We have millions of poor and unemployed people. We live in an era of overwhelming corporate power that pretty much allows faceless corporations to do just about whatever they want in their workplaces and to the public. Many of us feel our government is run by corporate interests.

In most workplaces, employers can do whatever they want with little oversight and small chance of being punished for breaking the few laws we have to protect workers. However, in a union shop we have a collective bargaining agreement with a grievance process and the requirement that an employer must have “just cause” to terminate our employment.

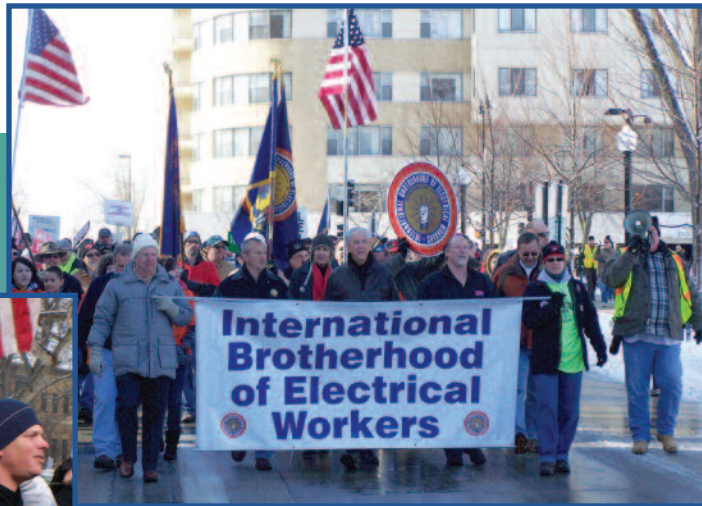
Beyond our collective power as unionized workers, we have individual powers each and every day on the job. Our power is peaceful and overwhelming to bosses who don’t have good intentions. Their intentions might be to bend or break rules, favor certain workers, or measure you to death.

Individual power, you ask? Yes. Our Union is strong and doing pretty well in a terrible economy. We would all do better if each of us exercised our individual power in different ways. Here are a few ideas:

- 1) Know your job better than your boss. Know every rule and every process and how the company wants it done. Follow those rules to the letter. Document everything you do. Be a perfectionist and give the customer the great job they deserve and pay good money for. Don’t break rules for the boss.
- 2) Be at your job on time every day. You can be the best worker but if you are always late or frequently absent without an excuse, you’ve given the boss a tool to attack both your individual and our collective power.
- 3) Always be ready to work. If you are so perfect, some bosses will want to test you or try to trip you up. Never report to work without the right equipment—company ID, driver’s license, union card, proper shoes and clothes and an attitude that there is nothing they can throw at you that is going to upset you.

When we have our act together as individuals we can support each other and demonstrate solidarity to build our Union. When we have personal weaknesses, it makes us scared to stand up for what’s right and mount the kind of righteous, peaceful revolution we need for change on the job.

## We Stand In Solidarity



Joined by International President Edwin Hill IBEW Members march in Madison.



PHOTOS: BOB PRZYBYLINSKI AND NANCY NORTH

• • • The contract for our members working at the **Peoria Bel-Wood Nursing Home** expires in November. In the next few months, we will send out pre-bargaining surveys. The County is moving forward with the new building for the nursing home and they're preparing to submit a "Certificate of Need" to the State of Illinois.

We sent the letter in August 2010 for the Wage/Financial opener for the second and third years of the **Vermilion County** contract. We've met a few times to negotiate a fair wage. The elections this past fall affected our ability to get the County to schedule timely meetings. We are trudging forward.

At **Peoria Credit and Collections AT&T** revised the office policy for Trade (Flex) Time. Management took away some of the privileges that were outside of the memo. They claimed they did this because of staffing issues it caused during the 5-6pm time slot.

We haven't heard anything regarding 2011 Performance Management at **Springfield BCS**. Until we do, there should be no changes from last year. We had some snow/blizzard related issues with the local manager that Chief Steward Alison Watson is working through. We've notified Labor Relations of the issues and ramifications.

Local management thinks MSOC will be going away in the **Springfield WSC**. General Manager, Kevin Walsh left AT&T and was replaced by Wendy Hedge. We met her during the transition and hope we'll have as good a "working" relationship with her as we had with Kevin.

**Rock Island CCC** has a new General Manager, Rick Eddy who's replacing Julene Baldwin. During our initial meeting, he seemed to have the "Old Bell Head" mentality. Hopefully, he'll be willing to work with us on issues instead of things being "only the company's way."

Julene left us a parting gift. She disciplined 46 out of 163 employees for December PAR.

Thankfully, PAR/ACE is going away because there's a new "Performance Management Plan" for 2011. Only time will tell if it's better than what they've crammed down our throats for the last five years.

By *Vicki Burroughs*,  
*Business Representative*



*Congratulations  
Chief Steward  
Tom Moran*

• • • Buried amongst the big surplus at **AT&T**, three members working in **Datacomm** were laid off, an installer, a service technician, and a downstate technician. Fortunately, it was somewhat mitigated because one of our members retired. Still, it's bad news and an indicator of our changing industry.

We had a nice **arbitration win** for workers at the old **Network Surveillance Center (NSC)** relating to the phasing out of Datakit Support work and the tech change that caused it. AT&T tried to unilaterally implement the tech change language in a way that short-changed three members out of around \$35,000 in RPPP pay when they lost their positions and had to take lower paying jobs. The Arbitrator agreed with our argument that the members were entitled to the larger payment and further stated that it didn't matter how long a tech change took to implement, it still was a tech change.

Amidst the blizzard, the retirements, the hustle and bustle of mismanagement, and the general scurrying about of people who don't know their next move, we can only count on each other and our union solidarity.

*Michael Sacco*,  
*Business Representative*



• • • Looks like 2011 will once again be an interesting year to work at **AT&T**. Why is it that the company spends so much time and effort to come up with ways to discipline our members instead of making this a place where employees look forward to working? It's bad enough that you can get disciplined for not meeting some arbitrary number for productivity but now in C&E you can get time off for leaving a compartment door on your truck unlocked, even if it's in a secure garage. They have teams of managers going from garage to garage checking. When is enough, enough?

Understand, they don't care. We have gone from loyal, valuable employees, to just another number. They only care about the business and nothing more.

Recently one of our members, **Airec Allbritton**, an Addison splicer on detail to the Moline area, was able to single handedly foil an armed robbery attempt at the Fairfield Inn where he and other detailed techs were staying. His biggest concern was for the safety of the motel manager.

The apprentice committee met recently and all districts are well within the ratio.

Lastly, I would like to extend my sincere thanks to **Tom Moran** who recently retired. He was my Chief Steward for ten years and is my personal friend. He always put our members first and dealt with the company in a professional and intelligent manner. I will miss working with him and I know our members will too. I wish Tom the best of luck.

By *Steve Unterfranz*,  
*Business Representative*





# S T H E L O C A L ● ● ●

● ● ● At **CenturyLink**, I'm saddened to announce our call center closed, sending all of the service representatives and storeroom personnel either to retirement or the unemployment line. I am sure the out of state, non-union call centers picking up the work won't be as customer focused as our Local 21 members were.

Congratulations to all our **AT&T** members who were able to take advantage of the latest SIPP offer. With that being said, AT&T did not decrease headcount as much as they wanted. It appears to me they will be cutting costs and headcount through discipline.

In **Construction**, old rules and policies are starting to be enforced with a heavy hand, throwing progressive discipline out the window. Minor offenses are met with suspensions right off the bat, with no warnings.

My advice is to follow the rules to the letter no matter how insignificant the rule or how much time it takes. Make sure you CYA. With this happening in C&E, it's just a matter of time before it hits other departments. Remember **Safety first, Quality second, Quantity third.**

By *Michael Roach,*  
*Business Representative*



● ● ● As we all know 2011 started with a bang at **AT&T**. As we worked through the Surplus, other issues were still going on around the Local. The "forced 200" arbitration that was going to be heard in March needs to be rescheduled because of scheduling conflicts. As soon as we get a new date, I will let everyone know.

We are pushing ahead with **safety committees** in the area and will be expanding our involvement in the meetings. As you work, be aware of your surroundings. Accidents could be prevented if you think before you move. When walking, climbing or driving be aware of what's going on around you. Unfortunately, at AT&T the answer is **discipline** if you have an accident. We will continue to fight the unfair discipline handed out, but if all members are a little more observant, maybe we can reduce some of the accidents.

MSOC will continue. I've heard through the rumor mill that AT&T will be looking at everything you do. Follow your employer's work rules. GPS doesn't forget and will be used against you. With the surplus and the agreement that was reached, it's important we all follow the rules and not make it easy for AT&T to reduce headcount. If you don't understand a work rule or if something unusual happens during your workday, make sure you notify your manager. Work safe, work smart.

By *Jim McLaughlan,*  
*Business Representative*



● ● ● Let's keep our fingers crossed. In **U-Verse** we are seven for seven in grievances that went to arbitration or were settled after they were scheduled but before the arbitrator heard the cases.

We are currently waiting for decisions on two additional cases. One involved performance management and discipline based on only performance numbers, and the other dealt with violence in the workplace.

Scheduling is still a problem for premise technicians. I talked with Derrick Hamilton and we are trying to set up a meeting with the CSG (Central Scheduling Group) to work out the issues. There will be more to come on this issue after we meet.

By *Mike McCormick,*  
*Business Representative*



● ● ● I am pleased to announce **we won the arbitration case against Altura** where they laid-off a senior person in Chicago rather than following inverse seniority. The arbitrator ruled for our member to be reinstated with full back pay for all days lost including any overtime he would have accrued!

We brought another grievance to arbitration over the elimination of the logistic coordinators. We are waiting for the arbitrator's ruling.

A copy of the **Altura contract** is now on our Local's website. To view it, visit [ibew21.org](http://ibew21.org). You will find it in "Contracts" under the "Union News" tab.

... In **I&R at AT&T**, we are still having problems with scheduling. We are only having problems in one MT! We've set up dates with the company to try to resolve our issues. There will be more to follow after those meetings.

Managers are out in force reprimanding our members under the company's MSOC rules. Most are due to the tech expectations. When a member is on an MSOC discipline step, management will meet with them and instruct them to pre-call customers, call their manager every 90 minutes, call in for over-runs, and require the tech to fill out the 5300 form, etc. Members are getting into trouble for not doing these things.

... Management in **C&E** announced that most of the Light Speed Build is completed downstate and in the suburbs. The build this year will be in Chicago.

By *Terry Sheehan,*  
*Business Representative*



• • • On the **Southside** what a series of events. Last time I discussed MSOC, 4/10 scheduling and vacations. I thought those were the biggest issues we would have to deal with for a while. Then...BAM! AT&T declares a surplus.

Half of the 571 people in C&E who would have been affected were from my area. Now that the effects agreement has been bargained, none of those 571 members will be unemployed. Some will change the work they do, but they won't be without a job. Some folks took the SIPP. To those people I say congratulations and good luck in your future endeavors.

You need to be more careful than ever. Because management didn't lose 500 people, they are turning the screws. We've already heard stories about managers beginning to discipline for any and all infractions they can find. We will continue to fight these issues but we need your help.

Work safely, do what you are supposed to be doing and document everything that happens out there. Whether you like them or not, follow the rules. Be smart.

*By CJ-Cleveland Johnson,  
Business Representative*



• • • Benefits bargaining is complete at **JULIE**, our members ratified the plan and it is now in place. We'll survey them in a few months to see how it's working, then use the feedback in our presentation to the company for the 2012 plans. We are working with management to find the best medical coverage.

In the **AT&T NDC** (Dispatch Center) we are still dealing with the ongoing problem of management doing craft work since the new dispatch system has been put in place. Since FORCE was installed management asked for a voluntary SIPP in the fourth quarter of 2010; now in the first quarter of 2011 they declared a Surplus of 50 MA's. We understand tech change but the company lied to our faces when we met with them and they told us management would not be doing our work. It makes you wonder if you can believe anything that comes from their mouths! The grievance is at 3rd step.

In **SAFETY**, we are still working with OSHA and are waiting for their investigation results from the Bridgeview incident late last year.

I've received a lot of calls regarding plowing and salting not taking place at company locations. Please contact EHS when this is not being done since it is a safety issue.

*By Melanie Probst,  
Business Representative*



• • • The apprenticeship committee met and it is in ratio. If the ratio of journeymen to apprentices falls below ten to one, then the company has to promote apprentices. In the Northeast area, only two people haven't taken the journeyman test.

In the garages, every technician needs to go through the safety check one more time before they drive out. Help check each other's signals. It's all part of job security.

At the **Total Grace** Customer Care building, AT&T has installed new flat screen monitors for the Bi-lingual group. The company is in the process of replacing the monitors for the Service Representatives in other parts of the building.



*Michael Cohns,  
Business Representative*

• • • Congratulations to Brothers Tim Leske and Greg Stauner of Elgin FWG on winning the "Joint Operation Execution and Drive Award." When a CEV in Naperville went down and thousands of customers were out of service, they took charge and restored service asap. A job well done!! We would also like to recognize Brother Jack Henderson on his contribution as well. He retired before the picture on page 6 was taken. Jack, may your snowmobile trails be smooth and your kayaking waters calm.

Be sure and **lock up your truck and equipment** before you leave the garage. The company is sending a "mod squad" in the dead of night to check the trucks.

*By Dan Grueneich,  
Business Representative*



• • • On February 1, 2011 most of the Midwest was hit with a **blizzard**, dumping on average 20 inches of snow, that and the high winds, closed down travel across Illinois and Indiana. President Kastner assigned Chief Steward KC Battsfore and me to file and process a **Good of the Union grievance** to address the many issues surrounding the severe weather day. The union position is AT&T has failed to handle the attendance and pay treatment issues affecting thousands of our members. The company seems to have taken the approach that they will give the members a choice, burn a vacation day or be disciplined for failure to report. Management continues to claim decisions are made above their head or by Texas, most don't even realize our contract has language that addresses the issues, as well as the company having many policies to guide them to a sensible resolve. As you can image, more to come...

*By Paul Wright,  
Business Representative*





## Last Call for Trailblazer “Coop”

By Jerry Rankins, Business Representative



Area Steward Clarence Cooper decided to call it quits after nearly 36 stellar years working for the City of Chicago as a police call taker. In 1984, Brother Cooper’s passion for justice led the charge to organize the call-takers and dispatchers. They joined IBEW Local 165. Simply known as “Coop”, his integrity not only earned him respect from our members, but also from City

management, from the Executive Director down to the supervisors.

Coop’s greatest gift is compassion for people, always seeing the light of hope and fighting for our members. He retires along with a couple the other “Road Dogs,” long time members **Aaron Spruiel and Mario Spinson** each with 33 years of service. Brothers, you are missed, but never gone because a trailblazer’s legacy forever moves on.

The Appellate court has not ruled on the City’s decision to appeal the Administrative Law Judge ruling to **overturn the COUPE agreement** and to make members whole on any monetary losses resulting from the implementation of the agreement.

In bargaining news, City negotiators proposed no new annual increases and that the COUPE agreement remains in effect through June 30, 2012. The Union’s bargaining committee not only rejects such proposals but finds them appalling and offensive. It was two years ago that the City stole two years of back-pay and tried to steal your holidays with the COUPE agreement. Are you ready to fight collectively or will you allow the City to demonize you? You work hard everyday. You are not the cause of City’s budget woes. It’s time to unite. Solidarity!

### Comcast Manager Erupts During Safety Protest

Over the past several months, thugs have robbed workers at gun point. Local management’s only response was to send another technician to the locations where the crimes took place to complete the work. No notification was given to field technicians or to our Union, telling us a member was a victim of a violent crime.

Our Brothers at the Comcast Chicago Cortland facility had enough of the company’s complacency with respect to their safety. They staged a protest demanding that their safety grievances be addressed before they left the garage and headed back out to the field.

The meeting became contentious when the Technical Operations Manager, in front of forty technicians, physically pushed our shop steward when he tried to reenter the meeting room. The next day, without cause, management placed our steward on administrative leave without pay. While our Brother was attempting to inventory the tools in his truck, the Technical Operations manager slammed the rear van door into our steward’s shoulder. The police were called and assault charges were made against the manager. We are confident justice shall prevail.

**Cortland bargaining** continues and we hope we will be able to report on a new contract in the next *Frontline* edition. Union meetings at **Comcast West shop** will be held in the coming weeks. We will update members on grievances and their contract which will expire in April 2012.

Brothers and Sisters, workers are under assault everywhere, there is nothing worse than when workers are divided. Remember our strength is in our unity and always work safe.

Solidarity!

## Executive Board in Action

By Rosetta Shinn, Executive Board Chairwoman - Unit 6 Board Member

I’d like to explain the duties of the Local 21 Executive Board. Each unit elects someone to represent them at monthly Executive Board meetings. The E-Board meets before any unit meetings are held. President/Business Manager, Financial Secretary Ronald E. Kastner gives us a report just like he does at unit meetings. Recording Secretary Lynn Arwood and Treasurer Jacquie Fields also give reports. After their reports, the recording secretary and treasurer leave the meeting so the board can continue with their responsibilities. We inspect and question vouchers and expenditures before approving them. We act on items needing attention before the next meeting. Your E-board member reads the Executive Board

minutes at their next unit meeting.

The board is required to cooperate with the officers and other representatives of our local union. Other duties may be assigned to E-Board members, and some serve on various committees to keep the Local running efficiently. On rare occasions, E-Board members are empowered to act as a trial board to hear charges against members for violations of our International’s Constitution and bylaws of the Local Union. Three board members sit on the Audit Committee. Local union funds must be audited quarterly.

From the emails we receive, many members think we can answer questions regarding grievances, disciplinary issues and negotiations. We certainly ask many

questions of our President but we have no direct input on any of those issues. At times issues come up that we must check into and can’t talk about until we get more information because we may be held to an attorney privilege standard on some issues. We aren’t hiding anything. We need time to investigate and get all the facts to make the best decision for our Local and its members.

I’m proud to be the Chairwoman and I’m sure everyone on the E-Board is proud to represent their unit. The E-Board is made up of Unit 1-Erick Houston, Unit 2-Jim Sheehan, Unit 3-Jim Noble, Unit 4-Karen McGrady, Unit 5-John Wyatt, Unit 6-Rosetta Shinn and Unit 7-Eric Slattery.

## ...foreman said these jobs are going and they ain't coming back ...

By Bob Przybylinski, Chief Steward Communications



I can draw several parallels to Springsteen's "Hometown" and our current situation. I think we can avoid the despair the song invokes because we can see what the future holds for us.

This year started out tough for many members. Especially for those who will lose their jobs, or will see their jobs change. The rest of us sit and wait. My buddy and I were talking and he said, "If we make it 10 years, we hit

the magic number to retire."

As I drove home from work in January, I thought about that conversation and my two great jobs. I hate the company but love the work and there's no job more satisfying than working for our membership. Then it hit me. I have 15 years left. When I hired on I planned on this being my last job. I dodged the bullet this time. I'm thinking my buddies and I might only have 5-7 years left if we are lucky. I wondered how long my luck would last and what will I do after AT&T?

I began questioning, "What if I don't make it and my lump sum isn't there when I walk out the door for the last time?" I've been planning for that day but that date may be changing sooner than planned.

Before this I never thought about the skills and education I'll need when technology and corporate greed rip my livelihood away. We

must all start planning for that day. It will take a lot of soul searching and asking questions, we never thought we'd ask ourselves.

I don't have all the answers yet but I'm farther along today than that night. I've asked myself "What did I wanted to do before I was hired at the phone company?" and "What interests me?" I'm realizing I need to go back to school again.

Fortunately, we have access to several resources to provide us with the skills needed in this new job market. Nactel, The Sage Group, and Allied Professional Training have partnered with the IBEW and our Local to provide classes for members who wish to further their education. Our employer's educational assistance benefits can pay for a portion of the expenses.

To further reduce out-of-pocket costs, we are eligible for many scholarships and programs because of the Union card we carry. The AFL-CIO offers the Union Privilege Program to help members with educational expenses. Many of these educational benefits and classes appeared in past issues of *Frontline* and are on [ibew21.org](http://ibew21.org).

Like it or hate it, the new memo with AT&T does have an advantage. It allows members time to plan for the day their jobs go away. We are going to have to push one another to make sure we are all prepared for that day and share our experiences on what works. These preparations aren't something we want to do; they are something we must do.

I'm not saying we should give up the fight to save our jobs, but we must face reality. I will always believe the words of Mother Jones "We must mourn the dead and fight like hell for the living."

## Keep Up With the Times

By AJ Jalili

Applied Professional Training (APT), founded in 1993 provides individuals with an unmatched opportunity in job promotion marketability, career development, and lifelong skills through accredited higher education training utilizing your CPDP program benefits. With all the major changes occurring in the telecommunications industry today and the growing demand for qualified professionals in leading edge technologies to meet the jobs of tomorrow, APT is offering industry certifications, technical career paths and degree programs in those fields that matter most to you. APT's dedicated support staff and team of highly qualified instructors are keeping up with the defining technologies of tomorrow.

Thanks to President Ron Kastner, and the support of his staff, we are working diligently to educate/transition all IBEW members into the new technologies that are developing in Core IP Network Infrastructure and

Access Connectivity. He believes that now is the time to be proactive in getting quality technical training for future jobs. APT classes are now being offered to all members in the Chicago area and can be delivered all across Illinois. President Kastner recognizes the need for all members to enhance their technical knowledge and skills and he has demonstrated support for you to get involved in these classes. He encourages all members to take advantage of the CPDP program that IBEW members fought hard to uphold through negotiations. Now is the time to take full advantage of your education benefits.

APT is a union accredited college that works closely with telecom industry professionals to develop and deliver cutting edge courses. APT has helped tens of thousands of union members across the country achieve success. With several courses currently in progress around the Chicago area and many more scheduled to start in

the coming weeks, APT and Local 21 are reaching out to bring you the quality education needed for career advancement and marketability. APT's friendly staff is waiting to help each member with their CPDP tuition assistance program and will walk you through every step of the process.

Whether you are looking for a certification in Wireless Technology, Fiber Optics, Cisco Networks, Solar Power for Telecommunications, desire an Associate's Degree in Applied Sciences in Telecommunications Technology or simply just want to get help building a strong resume, let APT assist you in meeting your goals.

For more information on what's available in your area or to set up classes, please contact your union representative or APT's Education Rep. Parisa Homara at 312.607.6462 or email: [phomara@aptc.edu](mailto:phomara@aptc.edu). Thank you and we look forward to working closely with you!



# A New Gilded Age?

By Mike O'Connor, Chief Steward



I was recently listening to the radio and the host was flashing back to 1983. In between songs, he read the news headlines from that year. My ears perked up at, “The Dow passed the 1200 mark for the first time.” Recently the Dow Jones Average has been flirting on either side of 12,000. This is significant because a few years ago it dipped below 8,000 in the early years of our current economic crisis.

Nearly 18 million hourly and salary workers were union members in 1983, twenty percent of the total when Reagan’s war on Labor began. Thirty years later, we are on the verge of extinction. According to the U.S. Bureau of Labor Statistics, the union density of private sector workers has fallen to only 6.9 percent. Today the strongest penetration of unionized workers is in the public sector: fire, police, teachers and other government workers. Thirty-six percent of workers in these fields belong to a union.

They are the refugees from a 30-year war on collective bargaining and hard-fought gains like healthcare coverage and real, defined benefit pensions. If you listen to the narrative coming out of the GOP led budget committee in Congress or the governors of Wisconsin, New Jersey or Oklahoma, it seems the ‘new normal’ is that workers should fund their own healthcare and retirement, but oh, you’ll have to do it with lower wages too!

Wall Street is back but working class America is not. We are in the midst of a new “Gilded Age” where industry wields untold power and influence over workers and even the government. In the decades before 1900, iconic names from American business, Rockefeller, Carnegie and Morgan amassed complete control over whole industries: all the steel, all the railroads, all the shipping, all the

banking, all the oil, and all timber. These barons believed they were organizing the American economy, referred to at the time as “Morganizing.”

They had control of the Senate and the Supreme Court which delivered decisions favorable to them, decisions like *U.S. v. E.C. Knight*, which gave holding companies the right to run a monopoly. Then J.P. Morgan and two others conspired to create a trust to combine the Great Northern, Northern Pacific and Burlington railroads, into a single rail system covering 17 states and 32,000 miles of track. Their trust attorneys anticipated the Court would affirm the right of a holding company to acquire competing stocks even if they resulted in a monopoly. However, in 1904, the government won their case in *Northern Securities Co v. United States*.

Today our Supreme Court gave us the *Citizens United* decision allowing corporations, foreign governments, and the wealthy, the unlimited right to spend money on politics. Put simply the ability to buy an election to obtain influence or control of legislation. It unleashed a new ‘Gilded Age’ and we are on a path back to 1890. At the turn of the century in 1901, a brilliant individual was inaugurated President when an assassin killed President McKinley. Theodore Roosevelt begat the Progressive Era, the response to the ‘Gilded Age’ and he began a fight against the monopolies and the concentration of wealth.

We need a new Progressive Era and we need to start building it today!



Andy Wade detailed to Chicago from Springfield digs out his truck after the 2011 Blizzard.

PHOTO: DAVE NEILL

## Hitting hard times?

Union SAFE grants provide a **SAFETY NET** for union families struggling in today's tough economy.



Many union families have been hit hard in today's tough economy. Help is now at hand. Our **Union SAFE programs have provided \$5 million in assistance to working families.**

- 1 Become more financially secure.**
- 2 Make your mortgage payments.**
- 3 Deal with health care expenses.**
- 4 Afford higher education.**

For Union Plus Credit Card holders

- **Job Loss Grant of \$250** available if you're laid off
- **Disability Grant up to \$2,000** to help when you can't work
- **Strike Grant of \$250** available if you're on strike
- **Furlough Grant of \$250** available if you're furloughed for 15 days
- **Disaster Grant of \$500** to help families impacted by a FEMA declared emergency

- **Mortgage Assistance Grant of \$1,000** for Union Plus Mortgage holders
- **Save-My-Home Hotline** for workers worried about falling behind on their mortgage—a HUD certified counselor provide free advice
- Union Plus Mortgage has built-in protection that **covers your payments up to 6 months** when you're laid off, disabled or on strike

- **Hospital Care Grant of \$100** covers large out-of-pocket hospital bills for Union Plus credit card, mortgage, insurance holders
- **Health Savings Programs** cut your out-of-pocket costs at participating pharmacies, vision providers, dentists, doctors and hospitals
- **Free Medical Bill Negotiator** can help you lower your medical bills

- **College Savings Grants of \$500** to your college fund for the future
- Union Plus has contributed more than **\$3 million** in **scholarships** for union leaders, members and their families



**NOTE: Some benefits are only available to members who have a Union Plus Credit Card, Mortgage or Insurance.**

For details about hardship assistance, visit: [UnionPlus.org/UnionSAFE](http://UnionPlus.org/UnionSAFE)

## Preventive Care for Your Retirement

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



If you're nearing retirement, you've probably spent a lot of time thinking about all the things you want to do with your time and money. We all hope for the best, but should prepare for the worst. Here are some of the more significant risks you need to consider and ways to help protect yourself.

One of the most common retirement planning pitfalls is underestimating life expectancy, your **longevity risk**. According to the National Center for Health Statistics, the median life expectancy of a 65-year-old is 84. This also means there is a 50% chance of living even longer. Having enough income to live the lifestyle you desire throughout retirement requires careful planning. Consider these steps:

- Before retiring, take the time to tally your assets and expenses. To help we have retirement planning worksheets on our website [scarboroughalliance.com](http://scarboroughalliance.com).
- Find out how to get the most from your Social Security and pension income, as well as which retirement accounts to withdraw from first.
- Make sure your spending rate in retirement will be sustainable based on the assets and income you will be receiving.
- Consider easing into retirement by working part time for the first few years.

You need to manage your **stock market risk**. Although stocks can be volatile, it doesn't necessarily mean that you should eliminate them from your portfolio. Over the long haul, stocks have historically outpaced all other types of investments in terms of growth. It is important to find the appropriate balance between managing risk and the potential to earn higher returns.

Paradoxically, attempting to minimize risk by investing only in "safer" assets can potentially increase both longevity and inflation risks by limiting the growth potential of your portfolio. Consider these steps:

- Find out which asset allocation may fit your financial situation and risk tolerance.
- Diversify your portfolio across different types of investments.
- Rebalance your portfolio regularly to your target asset allocation to maintain your desired balance between risk and reward.

Although certain costs have continued to rise, the overall inflation rate in the U.S. has generally been under control in recent history. However, inflation risk will continue to be a long-term threat to retirement income and portfolios. As prices of goods and services go up during retirement, the purchasing power of your fixed retirement income can erode greatly over time. Consider these strategies to protect your portfolio:

- Make sure your portfolio includes a portion allocated to stocks. Stocks have the potential for higher returns, and in percentage terms, inflation may take a smaller bite out of your future purchasing power.
- Allocate a small portion of your portfolio to investment categories which can help act as an inflation hedge such as Inflation Protected Securities and commodities such as oil, precious metals, and agriculture.

Scarborough Retirement Planning Specialists can help you with putting this advice to work. We now have two Regional Managers serving Local 21 members. John Laughlin can be reached at (800)545-9057. We welcome Geoff Reed whose territory will be Southern IL, Peoria and south; he can be reached at 314-402-6271.

## A Tale of Two Cities

By Mike O'Connor, Chief Steward

In 1920's Paris, Hemingway says to Fitzgerald "The Rich are different than you and me." "Yes, they have more money," Fitzgerald replies.

This famous exchange between Ernest Hemingway and F. Scott Fitzgerald never really happened. Nevertheless, it's been recorded into history and it's a great line.

These two pictures reflect that statement. One is the AT&T Central Office serving Glenview. It was rehabbed about 5 years ago when the company added infrastructure to serve a new housing development at the former Glenview Naval Air Station. The second floor was added with gable ends, a Mansard roof and beautiful red face brick was installed all around.

The other photo is AT&T's Central Office serving the Lawndale community on the West Side of Chicago. It's a solid structure even though it's older than the Glenview office. It's a hulking presence on south St. Louis Avenue. It reminds one of the old movie poster



PHOTO: MIKE O'CONNOR

for "Fort Apache—The Bronx" about an old, broken down police precinct in New York. The unused heavy iron gate on the front door sends a clear message to the Lawndale community. It's fair to say the company hasn't put any money into this structure since the West Side was on fire after Dr. King's assassination in 1968.

So when AT&T puts out press releases about its umpteenth consecutive quarter of positive financial performance take a look at the face of the company on south St. Louis Avenue in Chicago and ask if that is the face of a good corporate citizen.





Connie, Adam and John Tracy at Adam's graduation

John Tracy, who just retired from the Dundee garage, is very proud of his son Army SPC Adam Tracy. While serving in Afghanistan, Adam was awarded both the Purple Heart and the Medal of Valor.

SPC Tracy was the gunner for the lead vehicle during a combat patrol; it was disabled by an IED and continued to receive heavy machine gun fire. SPC Adam Tracy crawled out of the vehicle and provided suppressive fire against several enemy machine gun positions. His actions enabled others to maneuver and recover all sensitive items from the disabled vehicle and evacuate several wounded Afghan National Army Soldiers and host nation drivers.

All the Sisters and Brothers of Local 21 gratefully congratulate SPC Adam Tracy.



Member Al VanDeweghe a Cable Splicing Tech out of the Roscoe garage in Chicago during military training in Texas.

# FRONTLINE

IBEW LOCAL 21 Official Publication



Frontline is the official publication of the International Brotherhood of Electrical Workers Local Union 21, AFL-CIO

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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.

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## 2011 CHICAGO RUSH FOOTBALL

### IBEW Local 21 Member Nights Saturday, April 30 – 7:00 PM



The Chicago Rush is excited to offer IBEW Local Union 21 members savings on one of the biggest games of the season!

Join us for a weekend game on Saturday, April 30<sup>th</sup> for Bob McMillen Bobblehead giveaway night!

Use this flyer or call Mark Serrao at 855-RUSH-WIN to take advantage of this special IBEW Local 21 offer. **All orders must be received by April 15<sup>th</sup>!** Email [mserrao@arenarush.com](mailto:mserrao@arenarush.com) for more information.



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City, State, Zip \_\_\_\_\_  
E-Mail \_\_\_\_\_

**Saturday, April 30<sup>th</sup> vs. New Orleans 7:00 PM**  
I need \_\_\_ Upper Level End Zone Tickets @ \$8 each (regularly \$10)  
I need \_\_\_ Upper Level Sideline Tickets @ \$19 each (regularly \$28)  
I need \_\_\_ Lower Level Sideline Tickets @ \$25 each (regularly \$35)

**Total Amount Enclosed \$** \_\_\_\_\_  
**Payment Type -** Cash    Check    Credit Card  
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Make Checks Payable to:  
Chicago Rush Football  
2340 S. River Road Suite 400  
Des Plaines, IL 60018

# CONGRATULATIONS LOCAL 21 RETIREES

## Chicago E911

Clarence Cooper  
Aaron Spruiel  
Mario Stinson

## Vermillion County

Lois Boyer

## CenturyTel

Beverly Martin

## AT&T

### May 2010

Sarah Baskerville

### November 2010

Richard Nuxoll  
Dana Timmons  
Margaret Wilson  
Sharon Neander  
Delores Garrett  
Jeffrey Riegel  
James Uyeno  
Allen Broomhead  
Clifton Sperry  
Craig Bruchausser  
Edwin Salgado  
Isabel Gonzalez  
John Olivieri  
Louis Ignatowicz  
Lyle Lucas  
Mark McDade  
Mark Rhoda  
Patrick Ryan  
Richard Syversen  
Robert Rezabek  
Stephen Brock  
William Eagan  
William Georgiadis  
William Scanlon  
William Shanley  
Robert Milkowski  
Thomas Moody  
Joseph Chmelik  
Karla Lenert  
Allen Lents  
Alan Lettow  
Keith Vanderploeg  
Michael Copak  
Felix Partida  
Francis Walsh  
Richard Rogers  
Robert King  
Darwin Lehnus  
Karl Himpelmann  
David Mills  
Lyle Heusner  
Edmund Sullivan  
Edward Mendoza  
Douglas McLean  
Salvatore Corso  
Charles Bailey  
Greg Reithel  
Timothy McNally  
Mark Buehrer  
Haywood Parrish

John Wright  
Fabian Cotton  
Michael Urbanczyk

### December 2010

Ronald Eggert  
Elizabeth Imlay  
Minerva Romero  
Cheryl Zerfass  
Wilomona Fowler  
Nina Allen  
Lela Austin  
Ladonna Crawford  
Michelle Jaworski  
Kenneth Blackwell  
Cynthia Carrol  
Jolyn Bishop  
Patricia Garrett  
Betty McFarland  
Penelope White  
Barbara Hereford  
Darlene Hicks  
Carol Graham  
Connie Walker  
Tammy Baker

### January 2011

Dennis Seed  
David Allerizzo  
Ella Studer  
Dennis Brazinski  
Sue Law  
Bruce Funk  
Dian Austin  
Terry Baab  
Cheryl Krietenbrink  
Wendall Carruthers  
Robert Jacobson Jr.  
Edward Morosini  
Kathleen Tanzer  
Thomas Moran  
Sandal Mayer  
John Wenc  
Gary Weber  
Larry O'Connor  
Carolyn Holmes  
Kim Putkonen  
James Schneider  
Kimberly Sak  
Janine Schramm  
Linda Nykaza  
William Sterk  
Rita Aguilar  
Jeanetta Reece  
Bessie Hendley  
Chris Ord  
Anthony Bjornson  
Alfreida Finley-Coleman  
Rhonda Bennett  
Dawn Porter  
Don Petersen  
Russell Frillman  
Rita Donahue-Roger  
Donald Sonne  
Gregory Stauner  
Rocco Zucchero

Margaret Dawson  
Steven Mast  
Lawrence Klein  
Catherine Gilman  
Eunice Weldy  
Nola Moore  
Anna Santellano  
Aron Walker  
Russell Schwass  
Ricky Hobbs  
Richard Jackson  
Linda Fletcher  
Brad Penn  
Maria Concepcion  
Allen Dymek  
Carol Crumblin  
Marie Metz  
Donna Angle  
Cheryl Holzwarth  
Donna Kalsow  
Denise Nichols  
Judith Curtin  
Cynthia Stollings  
Joanne Federowicz  
Estrella Melecio  
Joann Paulson  
Mary Bear  
Melinda Gahala  
Joy Ward  
Amy Gardner  
Joann Kunhart  
Julie Waldyn  
Renate Frederking  
Donald Jordan  
Mark Gerrity  
Eugene Da Corte  
Gregg McComb  
Francis Conley  
Ronald Padour  
Ron Brewer  
Robert Shervino  
Lawrence Lacheta  
Jimmie Carpenter  
Bruce Bernat  
Joseph Bigalke  
Robert K Smith  
Harriet Nowiszewski  
Harry Summers  
Kenneth Gierut  
John Staudemeyer  
James Cizmar  
John Bourg  
Harry Edwards  
Caron Stegemann  
Scott Palumbo  
Ann Murrell  
Jerome Pullen  
Michael Youngberg  
William Sandfox  
William Scatena  
William McGhee  
Denise Duckworth  
Sarah Andrews  
Nancy Payne  
James Lyng  
James Amerlan

Suzanne Carmona  
Duane Carlton  
John Miller  
Cory Sherman  
Terry Carpenter  
William Staub III  
Kathy Van Spankeren  
Gloria Flanagan  
Mark Claver  
Nicholas Vorkapich  
Bryon Anderson  
Robert Bury  
Joseph Ostrander  
Robert Hickey  
Brian Ziebel  
Alan Sleger  
Michael Burrows  
Gregory Cypher  
John Bartodziej  
Terry Walker  
Lawrence Kasper  
Betty Taylor  
Jerry Bergelin  
Kenneth Gibbs  
Thomas Harden  
Walter Sikkelerus  
Lettie Gordon  
Donald Sikorski  
Tom Stegich  
Mark Wilson  
John Silva  
Paul Flock  
Wayne Williamson  
Carl Bussman  
Robert Jones  
Robert Schumacher  
Kenneth Brink  
Robert C Johnson  
Christopher A Jones  
Stephen Kuber Jr  
Dawn Smith  
Connie Snow  
Timothy Tye  
James Jozefat  
Marie Gohl  
Robert Kraus  
Robert Askin  
Glenn Gunderson  
Eileen Fedyniak  
Carol Macon  
Jocelyn Catellier  
Eugene Barnard  
Barbara Stimatz  
Carol Hintt  
David Irving  
Gregory Lorenz  
Dorothy Thompson  
Jacqueline Jaros  
Christopher Kempen  
Angela Massey  
La Mar La Borde  
Sergio Medellin  
Louis Rodriguez Jr.  
Barbara Collins  
Luisa Sumeracki  
Maggie Bonds

Deanne Baum  
Glen Harvey  
Peter Boylan  
Freddie Harvey  
Anthony Slaughter  
Kenneth Vacilek  
Jeanne Juras  
Harry Glin  
Michael Stasiak  
Mike Carrozza  
Walter Ligas  
Edward Klemundt  
Theodore Sotomayor Jr  
Robert Mocariski  
Alan Husky  
Patricia Nee  
Sylvester Almore  
Joe Guillermo  
Richard Marsh  
Jody McGill  
James Widloe  
Jerrold Rieger  
Jacalyn Kerns  
James Halvorsen  
Michael Lombardi  
Todd Bailey  
Allen Jackson  
Leszek Worosz  
Gregory Faust  
Cynthia Linton  
William Seifert  
Stephen Mueller  
John Thornton  
Timothy Malczyk  
Joann Gilbert  
Meriko Noguchi  
Donna Clark  
Raymond Siggeman  
Carrie Alfred-Edwards  
Isabella Jucha  
Consuella Martin  
Barbara Molitor  
James R Smith  
Joseph Koziol  
Donna Bell  
Carnell Bond  
Lisa Miller  
Steven Davis  
Patricia Lisicich  
Mike Hengels  
Robert Payne  
William Furlong  
Denise Carroll  
Timothy Boyce  
Janelle Black  
Tyrone Wallace  
Valerie Hester  
Gregory Nissen  
Beverly Hudson  
Marilyn Pritchett  
Lucille Pierson  
Rudy Rodriguez  
Calvin Kellner  
Eugenia Kyles  
Salvador Anya

**Information Alert-** This recognition list is based on returned retiree gift applications. Stewards can request forms by calling Lou Byrnes at 630-960-4466 ext 234.

**Local 21 Retiree Clubs-** For information about the Oak Forest Club contact President Brenda Howington at [bhowington@att.net](mailto:bhowington@att.net), and for the Gurnee Club contact Judy Cashmore at [cashew77@netscape.com](mailto:cashew77@netscape.com).



# UNIT MEETINGS 2011

## APRIL

### Unit 1

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

### Unit 2

Tuesday, April 12, 7 PM  
Slovak Club  
6920 Broadway  
Merrillville IN  
219 756-5101

### Unit 3

Thursday, April 21, 7 PM  
Gurnee American Legion  
749 Milwaukee Ave.  
Gurnee IL  
847 244-9282

### Unit 4

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

### Unit 5

Wednesday, April 20, 7 PM  
Machinist Hall  
2929 N. Fifth St.  
Quincy IL  
217 222-0394

### Unit 6

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

### Unit 7

Monday, April 18, 7 PM  
American Legion Post #141  
916 Main St.  
Mt Vernon IL  
618 242-4561

## MAY

### Unit 1

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

### Unit 2

Tuesday May 10, 7 PM  
Gaelic Park  
6119 W. 147TH  
Oak Forest IL  
708 687-9323

### Unit 3

Thursday, May 19, 7 PM  
IBEW Local #117  
765 Munshaw Lane  
Crystal Lake IL  
847 854-7200

### Unit 4

Wednesday, May 11, 7 PM  
IBEW Local #145  
1700 52nd Ave. Suite A  
Moline IL  
309 736-4239

### Unit 5

Wednesday, May 18, 7 PM  
Peoria Labor Temple  
400 N E Jefferson  
Peoria IL  
309-676-7635

### Unit 6

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

### Unit 7

Monday, May 16, 7 PM  
IBEW Local # 309  
2000A Mall St. (RT. 157)  
Collinsville IL  
618 345-5112

## JUNE

### Unit 1

Thursday, June 9, 7 PM  
IBEW Local #21  
1307 W. Butterfield Rd. Suite 424  
Downers Grove IL  
630 960-4466

### Unit 2

Tuesday, June 14, 7 PM  
Lansing American Legion #697  
18255 Grant St.  
Lansing IL  
708 474-5906

### Unit 3

Thursday, June 16, 7 PM  
IBEW Local #364  
6820 Mill Rd.  
Rockford IL  
815 398-6282

### Unit 4

Wednesday, June 8, 7 PM  
Lemont VFW  
15780 New Ave.  
Lemont IL  
630 257-9859

### Unit 5

Wednesday, June 15, 7 PM  
VFW Post #630  
1303 E. Main St.  
Urbana IL  
217 367-4197

### Unit 6

Tuesday, June 21, 5:30 PM  
IBEW Local # 193  
3150 Wide Track Dr.  
Springfield IL  
217 544-3479

### Unit 7

Monday, June 20, 7 PM  
IBEW Local #649  
501 Humbert Rd.  
Alton IL  
618 462-1627

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

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Antioch Central Office

A Snow Day in St. Charles

PHOTO: PAUL WOOLMER JR.