



Volume 6, Number 3 • June 2003 Special Election Issue

OFFICIAL NOTICE

Nominations and Elections Local Union 21 IBEW

The nominations for Officers of Local Union 21 will be held in July 2003 and the election shall be in August 2003. Nomination and election requirements from the IBEW Constitution and Local Union 21 By-laws will be followed.

Members of one Unit may nominate members of another Unit for Local Union office. It is not necessary that such nominees be confined to a particular Unit. A member placing the name of another member in nomination for office when the nominated member is not present, shall at the time the nomination is made, give the

After nominations have closed, the President shall appoint an Election Judge and as many Tellers as are required who shall serve as an Election Board to conduct the election. No candidate for any office shall be eligible to serve on this board.

UNIT	DATE	TIME	LOCATION
1	Thurs July 10	7:00	MUSICIANS HALL 175 W WASHINGTON, CHICAGO, IL 312-782-0063
2	Tues July 8	7:00	GAELIC PARK BANQUET HALL 6119 W. 147TH, OAK FOREST, IL 708-687-9323
3	Thurs July 17	7:00	IBEW LOCAL #364 6820 MILL RD., ROCKFORD, IL 815-398-6282
4	Wed July 9	7:00	AMERICAN LEGION HARWOOD POST #5 705 S LARKIN, JOLIET, IL 815-729-2254
5	Wed. July 16	7:00	AMERICAN LEGION POST 979 4501 S AIRPORT RD. BARTONVILLE, IL 309-697-2432
6	Tues. July 15	5:30	IBEW LOCAL #193 3150 WIDE TRACK DR. SPRINGFIELD, IL 217-544-3479
7	Mon. July 21	7:00	ALTON SPORTS TAP 3812 COLLEGE AVE. ALTON, IL 618-465-2539

Nominations for Local Union Officers shall be held at the regular meeting of each Unit in July, 2003, except employees of AG Communication Systems, Inc. and Altura Communication Systems, Inc., which shall be by mail and received back to the Election Committee by July 15, 2003.

Unit Recorder evidence in writing signed by the nominee, that the nominee agrees to be a candidate for a specific Local Union office. However, any member being nominated in this manner cannot signify his/her intentions to be a candidate for more than one (1) specific Local Union office.

- ☛ No member nominated for the office of President/Business Manager/Financial Secretary may be nominated for the at-large delegate position since the position of delegate is considered as an office in the local union for the purpose of the election.
- ☛ No member shall be eligible for the office unless he/she has been a member of Local Union 21 in continuous good standing for at least two (2) years immediately prior to nomination.
- ☛ Nominations will proceed in the order of offices as listed in the IBEW Constitution whose term of office shall be three years
- ☛ **President/Business Manager/Financial Secretary** and by virtue of office Delegate to IBEW System Councils, Coordinating Councils & International Convention.
- ☛ **Vice President**
- ☛ **Recording Secretary**
- ☛ **Treasurer**
- ☛ **Executive Board Member s** (one from each of 7 units)
- ☛ **Unit Chairman** (one from each of 7 units)
- ☛ **Unit Recorder** (one from each of 7 units)
- ☛ Nominations will be held at the July meeting of each Unit as elsewhere on this page.

☞ The Local Union Officers' Election will be conducted by mail ballot. Ballots will be mailed out on August 5, 2003 and counted on August 26, 2003 at 9:00 a.m. at the Glen Ellyn, Illinois Holiday Inn. Ballots received at the designated depository after 8:00 a.m. on August 26, 2003 will not be counted. Instructions on the use of the mail ballot will be enclosed with the ballot. Ballots will be mailed for a run-off election, if necessary, on September 10 and counted on September 26, 2003 at the Glen Ellyn Holiday Inn.

☞ All ballots will be mailed to the member's last known address. Please be sure to contact the Local Union office (630) 960-4466 if you are not sure that your correct address is on file.

☞ Write in votes shall not be permitted. The election shall be decided for the candidate receiving the most votes for a specific office. Officers and Executive Board members will be installed in office at the first regular Local Union Executive Board meeting following their election to office.

☞ A member's Unit designation is determined by the member's work location as reported by the employer.

UNIT OFFICER ELECTION

☞ Nominations for Unit Chairman and Unit Recorder will be held at the regular meeting of each unit in July and elected in August in accordance with Article III of the bylaws. Unit Officers shall be members of their respective Units.

☞ No member shall be a candidate for more than one (1) Unit Office. No member shall be nominated for Unit office unless they are present or signify their willingness in writing to be a candidate. A member must have at least six (6) months continuous standing in their Unit immediately prior to nominations to be eligible for office in their unit.

☞ Only members of each Unit in good standing are eligible to nominate and vote for the Unit's officers.

☞ The Local Union Officers, Executive Board, and Unit officers are elected by mail ballot.

☞ The Local 21 rules of election and campaigning will be available to candidates at the July Unit meetings, or by contacting the Election Committee at 630.960.4466 extension 388. Only the Election Committee accesses this voicemail box.



Election committee, William Mitchell and Reid Kanies

The schedule for August Unit Meetings follows:

UNIT 1

Thurs. Aug. 14 7:00
HOLIDAY INN HILLSIDE
4400 FRONTAGE RD.,
HILLSIDE, IL.
708-544-9300

UNIT 2

Tues. Aug. 12 7:00
LANSING AMERICAN LEGION
18255 GRANT ST., LANSING, IL.
708-474-5906

UNIT 3

Thurs. Aug. 21 7:00
BEST WESTERN ELGIN PLAZA
345 WEST RIVER RD., ELGIN, IL.
847-695-5000

UNIT 4

Wed. Aug. 13 7:00
LEMONT VFW
15780 NEW AVE., LEMONT, IL.
630-257-9859

UNIT 5

Wed. Aug. 20 7:00
DAYS INN
77 N GILBERT, DANVILLE, IL.
217-443-6600

UNIT 6

Tues. Aug. 19 5:30
IBEW LOCAL #193
3150 WIDE TRACK DR.,
SPRINGFIELD, IL.
217-544-3479

UNIT 7

Mon. Aug. 18 7:00
IBEW LOCAL #309
2000A MALL ST. (RT. 157),
COLLINSVILLE, IL.
618-345-5112

'Doing' Politics Pays Off

By Ron Kastner



This month I'm happy to report some good news. During the last month or so, Local 21 has been very active at the Illinois State Capitol. We

lobbied on issues that are very important to our members, especially those in the telecommunications field. Calls from rank and file members to their legislators in Springfield showed the politicians where we stand, and they voted "yes." We worked very hard to pass SB 885, a bill that increases the wholesale price that SBC is allowed to charge a re-seller. In Illinois, the price was \$12.38 per line, the lowest in the country. SBC's network—built and maintained by our Sisters and Brothers, really is IBEW Local 21's network and infrastructure in Illinois, but Resellers are making huge profits, some as high as 56 percent. Huge companies like MCI and AT&T are literally stealing access lines at an astounding pace because of this low price. This directly causes layoffs and downsizing in our Local.

Furthermore, these competitors don't provide jobs for any of our laid off workers. Did you know that our membership is down by approximately 1,200 loyal and hard working Union employees, and SBC connects these recent layoffs to a lack of capital resulting from the ridiculously low UNE-P price? Passage of this bill motivates SBC to invest capital dollars in Illinois. Because this bill passed, a predicted layoff in June has been avoided. Also, we anticipate that some of the recently laid off members of Local 21 will be brought back soon, as the company invests these needed dollars in Illinois.

As part of our strategy to get this bill passed, Local 21 lobbyist Rosetta Shinn and I met with Margaret Blackshere, President of the Illinois AFL/CIO to discuss our concerns. President Blackshere agreed that this bill is about saving jobs and boosting capital

investment in Illinois, ultimately creating more jobs while keeping consumer concerns in our minds. We then proceeded to the Chicago Federation of Labor and spoke with President Dennis Gannon. He listened to our issues and agreed to lend his support. We also gathered the support of the other IBEW Local Unions in Illinois, particularly Local 134.

I testified at numerous hearings, where I explained the jobs skillfully performed by Local 21 members, and told the legislators about the severity of our layoff. I also felt it was necessary to remind them that without this bill, the situation would worsen since SBC refused to invest capital in Illinois. While in Springfield, I was contacted by the Governor's office. He was very interested in Local 21's position on this matter, which I gladly shared with the Labor liaison. And, in keeping with grassroots efforts often identified with successful Labor Unions, Local 21 members from the area went on a mission

Legislators were interested in the Union position

of personally lobbying members of the House and Senate for days. These legislators were interested in Local 21's position more than the company's position. Additionally, our COPE department asked all of you to help by calling your own legislators back home, and you made those calls.

In a matter of days, the bill was passed and signed by the Governor, signaling an important victory for members of Local 21. Make no mistake about it! This bill would not have been passed without the efforts of all of us. More importantly, Local 21 is now recognized as an active and persistent force to everyone involved in this process. No matter what the issue may be in the future, whether telecommunication, cable, judicial or nursing homes, this Local will make itself heard whether in Springfield, Indianapolis, or Washington, DC.

We are also lending support to SBC's bid to get into Long Distance. It has been approved at the Illinois Commerce Commission but still needs to be approved by the FCC. SBC has committed to adding at least 50 Service Rep jobs in Illinois

when they receive approval. Our Local will also grow at the Rosemont Center in Illinois where our members work for Ameritech Communications Inc. This center does the work for all areas of the country where SBC is in Long Distance, so wherever SBC receives approval to get into Long Distance, IBEW Local 21 increases its membership. It is very exciting to see the possibility of more jobs for our Local!

Unfortunately, the news is not this positive with other companies represented by Local 21. Layoffs are ongoing at AG Communication Systems, and also at the Bel-Wood Nursing Home facility. We will be holding Strike Authorization meetings with our Avaya members soon based on "little to no progress." Altura members are currently preparing for upcoming bargaining by participating in conference calls across the country. We continue to bargain with SBC for the Engineering Assistants, and hope to reach agreement

soon. Bargaining at Citizens-Frontier has reached a point of frustration. And soon we will start bargaining our contracts with the City of Chicago for our members at the City of Chicago Office of Management Emergency Communication, O'Hare Communication Center, and Midway Communication Center.

In closing, our struggle continues at Comcast, but bargaining continues to be tainted based on bad faith at the table. This company continues to do everything humanly possible to eliminate the IBEW from their business in the greater Chicago area. We continue to fight this giant company on all fronts. Our efforts here will pick up again as we continue to use our influence in the political arena.

Enjoy the warmth of summer, lazy vacation days, and well-earned rest and relaxation. And, again, thanks so much to all members who so willingly help their Local whenever asked. You are all part of this Union, making it greater and stronger every day.

FRONTLINE

IBEW LOCAL 21

Official Bi-Monthly Publication

International Brotherhood
Of Electrical Workers

Local 21, AFL-CIO/CLC

IBEW Local 21

1307 W. Butterfield Road
Suite 422

Downers Grove,

Illinois 60515-5606

Phone 630 960-4466

Fax 630 960-9607

Organizing hotline
630 415-3103

Website

www.ibew21.org

Newswire hotlines

630 415-2711

866 423-9582

OFFICERS

Ronald E. Kastner,
President-Business

Manager/ Financial Secretary

Rick Gessler,
Vice-President-Assistant
Business Manager

Jacque Fields,
Treasurer

Linda Corcoran-Cox,
Recording Secretary

EXECUTIVE BOARD MEMBERS

Kevin Curran

Alison Watson

Bill Lawrence

Rosetta Shinn

Jim Noble

Bob McElrath

Larry Schuler

MANAGING EDITOR

Michael Sacco email:
mjsacco@mindspring.com
Phone 630 960-4466 X224

Fax 630 960-9607

EDITORS

Larry Moeller e mail:

ljm336@ameritech.net

Nancy North e mail: north@attbi.com

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



“My” SBC...Communications Chatter...Fighting Back

By Michael Sacco, Business Representative



It must seem like a very short time since you’ve seen my mug in the paper. You’re right, it’s probably less than a month. What gives? A

couple of things: printing problems, mailing problems, too much to do, and Union Democracy. I’ll apologize for the first three, but not for the last.

The last is Union Democracy and it’s something we should all celebrate. Every three years in the IBEW we have a direct election of our local union leaders. Unlike some other Unions and organizations, we do have a “one person-one vote” election. It’s a beautiful thing. That’s why this paper is out so soon, because our Constitution and By-Laws say we must do it to have a clean and fair election later this summer and posting the Election Notice in the paper is the first step in that process. This issue put some pressure on our small Communications Department, but Nancy North, Larry Moeller and I were up to the challenge.

Speaking of news from the Communications Department, did you know we had one? We do. I am the part time Director (I also have “My” SBC, about 200 SBC Datacomm workers and about 90 DSL workers across the state and NW Indiana.) Larry Moeller helps with this newspaper when he’s not handling COPE duties or working with the tools in the field. Nancy North, an Area Steward in Oak Brook, also does a tremendous amount of work on this newspaper when she’s not representing her members or advocating for customers.

Other duties in the Communications Department include writing and recording the hotlines (630-415-2711), feeding information to our website, preparing the odd charitable advertisement or press release. We also are taking on the production of the “Local Lines” feature in the IBEW *Journal*.

Another exciting project is building our own web server. We’re working with Business Rep Steve Tengblad, Executive Board member Bill Lawrence and a freelance designer. This is a big project and it’s moving slowly, but when completed it should radically change the way we communicate directly with

individual sisters and brothers, and targeted groups of members. Stay tuned for more on that in the coming months...

Let me take a minute to go back to “My” SBC. These two groups are small, stand alone business units. They don’t attract a lot of attention from the rest of us, but they certainly don’t stay under the radar of this Union. Datacomm is the old Illinois Bell Communications PBX business. They’ve been in our Union for nearly 20 years. They are a great group of workers whose contract has gotten close to what network folks have only in the last couple of years. Their work is slow right now and we’re battling contractor use on this property.

My other SBC group is the newly-organized DSL techs working around Illinois and NW Indiana. These are the guys who mostly got 20% to 60% wage increases after they figured out that as “management” they were getting screwed more than anyone else in the company. The big money came around once they got out of that fog. This is also a great group of workers who really understand that the contract is not a gift from management. That it must be fought for and defended.

Both of these units have great leaders. Ken Stachon of SBC Datacomm is the Chief Steward for both groups. At Datacomm the stewards are Roger Babel, Tom Richardson, Jim Hayes, Jon Jackson, Matt Dutz, Jeff Pass, Gene Salapatek, Rick Mangan, Mike Dunaway and Kirk Minard.

At DSL, the stewards are Shay Patel, Tim Chlopowicz, Chris Bridges, Dan Williams, Bob Royce, Brian Skuga and Ravi Ramratten. These guys are learning fast, unlike their bosses who still can’t seem to figure out that it’s a Union shop now and they just can’t crap all over these workers. But, hey, that’s why we call it a struggle...

The struggle we’re in is a series of small fights every day in the workplace. Our Union is collecting examples of these skirmishes—especially the legal ones—to share with all members. Good examples breed smart fighters. Smart fighters win. In the coming months we all need to get smarter. Times will get tougher. Give your examples to your Chief/Area Stewards, Stewards, Business Reps or fax, mail or e-mail them to me. All contributions will remain anonymous. Work Safe! Fight Back!

Overpayment and Underpayments “The Check is in the Mail”

By Linda Corcoran-Cox, Benefits Coordinator & Recording Secretary



Everyone needs to scrutinize their pay stubs carefully because there is a programming error in e-Link causing an underpayment of overtime.

Hours worked as overtime on a holiday exceeding the 49-hour rule are only being paid at time and one half instead of at the double time rate. It's easy to miss because “premium pay” doesn't have the same meaning it did before. SBC has been aware of the error since the first pay date in e-Link on January 3rd. All the holidays since Christmas are affected by this programming error. The Union pointed out the limitations of the new payroll codes before e-Link rolled out, but SBC wouldn't wait on the new system. The company's target date to have this fixed is “by the July 4th holiday.” In the mean time, SBC has taken no action to pay wages earned in a timely manner. We have asked the company to identify those impacted and pay our members what is owed, but we haven't received that list and obviously, no pay has been issued.

Anyone who is missing overtime should see their steward and file a grievance. Additionally, you should file a Department of Labor wage claim form by faxing it to the DOL. Please take the time to fax a copy of the DOL form with a copy of your pay stub to the Union Office (630 960-9607) “attention Kevin Curran,” with a brief explanation of what hours you worked for the week and what hours or dollar amount you are missing. If we track the problem, we can determine how extensive it is. The stewards can obtain a blank copy of the DOL form from their Chief Steward or Area Steward.

The Department of Labor wage claim forms should also be filed for any base pay or overtime pay not paid on your regular pay date. You have the right to request a subsequent check for any wages earned, including overtime, for the current

pay period. The company is refusing to authorize a subsequent check for any missing overtime which puts them in violation of the Illinois Wage Payment and Collections Act. Again, you need to file a DOL claim form and forward it to the Illinois Department of Labor. Please fax a copy of the form with the pay stub and a brief explanation of the hours worked, but not paid, to the Union Office to Kevin Curran's attention. The Department of Labor is being more responsive under it's new Director Mike Fenger, the former Business Manager of IBEW Local 364.

SBC is now on a crusade to find and collect any money they may have overpaid their employees. Overpayment collections fall under the Illinois Wage Payment and Collections Act as well. We have spoken to the Department of Labor concerning the company's overpayment policy. It is the opinion of the DOL that SBC is in clear violation of the Act. For those of you unaware of events, the company has searched back as far as 1997 in an attempt to collect money they deem as employee overpayments. These could include disabilities that were denied retroactively, wage increases that occurred too soon, repayment of Reassignment Pay Protection Plan payments, etc. In some cases, the amount they claim was overpaid doesn't even exist! The company is not limiting the collection of the overpayments to employees currently on the payroll but is also issuing threatening letters to former employees.

SBC is in a hurry to get their money. They are dictating a minimum of 15% of the overpayment amount, with a limit of no more than 15% of the weekly wage rate per pay period. The managers are using the threat of suspension and termination if the employee won't agree to sign a form allowing the deduction to be taken from their check. In other cases, the whole overpayment is taken from one paycheck and held as ransom so the employee will agree to have the overpayment taken in the 15% increments!

Every IBEW member who is approached to sign an overpayment agreement should request proof that the

overpayment occurred, and that the overpayment is legitimate. If you are forced to sign an agreement to allow the overpayment to be deducted from your check, make sure you indicate you are signing it under duress due to the threat of job loss. Retain a copy of this for your records. File a DOL wage claim with a copy of the overpayment letter and overpayment agreement attached and send it to the Illinois Department of Labor. Please, fax a copy of the DOL form and the attachments to the Union Office to the attention of Kevin Curran or Linda Corcoran-Cox.

We'll continue to monitor the complaints filed with the Department of Labor and let you know what action follows the complaints.

Do you have a News Story?

We need your contributions. We accept them on disk in Word format at the Union office (paper copy backup is a good idea) or simply paper copy.

Or you could email an attachment in Word to both addresses as insurance.

Nancy North
nnorth@attbi.com
Larry Moeller e mail:
ljm336@ameritech.net

Legislative Issues in Springfield

By Larry Moeller & Rosetta Shinn, Committee on Political Education



We have been part of a whirlwind of activity at the Capitol in Springfield this Spring. We have been successful in the passage of

SB 885, UNE-P reform on wholesale pricing of telephone service. This bill is a jobs and fairness issue, but many lobbyists representing AT&T and MCI WorldCom tried to convince legislators this was a consumer bill, claiming if it passed rates would increase. Yet, in a document given to the FCC, AT&T admitted their gross profit margin on local service was 56% in Illinois. If SBC was allowed to make a gross profit of 56%, we're sure its stock price would not be in the toilet right now. If the competitors increase their rates, it's only to continue at that profit margin. It's doubtful they want to lose customers, so maybe they should think again about the level of profit they need.

The competition's lobbyists tried to convince legislators that this bill would put the little guy out of business, but that also is not true. If the company has less than 35,000 lines they would not be subject to the higher rate, they would still pay \$12.35 per month, per customer. The telecom issue is due to go back before the general assembly in two years.

Have we not had 598 of our brothers and sisters laid off on December 27, 2002 during the first lay-off in company history? We don't agree a lot with the company on how they run the business, but this is one time this Union had to take up the same issue.

The passage of this legislation would not have come about if this Union had not backed it. President Ron Kastner, Lobbyist Rosetta Shinn, and IBEW

members Ron Mihalich, Dennis Mahoney, Andy Louderman, Don Wisniewski, Carnell Bond and Tim Strutz of I&R; Leigh Yazell-Steinhour, Debbie McMillan, and Richard Fix of the LDMC; Susan Daugherty, Barb Hohn, Joyce Jones, Alan Louderman of the AFRC and steward Matt Dutz of SBC DataComm spent days lobbying legislators for passage of SB 885. Staff and members of the IBEW sent emails, faxes and phoned legislators to get this bill passed.

Remember this SBC, when it's time for other hot issues— without this Union you wouldn't have a chance for passage of this legislation. We are known in Springfield and you do need us. The Illinois Commerce Commission has not been very favorable to SBC in the past, but there is a ray of hope. The new

Thanks to all who called, faxed, and emailed the legislators

commissioners appointed by Governor Blagojevich are democrats, and more labor friendly. Hopefully, even if they mistrust SBC, they will understand that this employer hires Union people and what they do affects us. Unfair regulations don't just hurt the employer, they hurt our Union family. Telephone service is better than it has been in the past. WHY? Because IBEW Union members are taking care of customers, doing the best job we can and providing good service. We care about the job we do and the service we provide.

Special thanks to all of you who called, faxed, and emailed the legislators—it made a tremendous difference.

AT&T and MCI filed a lawsuit one week after Gov. Blagojevich signed SB 885. IBEW Local 21 has not seen the lawsuit, but we are confident that the legislation will withstand legal challenge. Even Governor Blagojevich said he did not accept the argument that the measure would automatically force the two companies to raise their rates for consumers. The suit was assigned to U.S. District Chief Judge Charles P. Kocoras. It asks for a temporary and permanent injunction against enforcement of the new rates AT&T and MCI are due to start

paying as of June 9th. AT&T and MCI argue that the new legislation is preempted by federal law, and does not comply with the Telecommunications Act of 1996 and federal regulations. The companies claim the proper arena for settling such rate issues is not the legislature but the Illinois Commerce Commission. In addition to SBC, the Illinois Commerce Commission members also are named as defendants in the lawsuit.

SBC filed before the Illinois Commerce Commission for the right to offer **long distance service**. That was granted the week of May 11th, and now goes to the FCC. The FCC has 90 days after that to rule. It's time all telecom providers were put on a level playing field. Hopefully, this will prevent any more

layoffs and get our laid-off brothers and sister back to work.

We are also working on several **nursing home issues**. Cuts made by the governor will have a negative effect on our nursing home health care workers. Unless we protect the people who provide the care, we can't expect residents to receive quality care. Care providers, or certified nursing assistants, (CNAs) have the most contact with nursing home residents, providing 80 to 90 percent of their care. CNAs assist residents in their daily routines, such as eating and personal hygiene. We represent the nursing home employees at Vermilion County Nursing home in Danville, Illinois and also Bel-Wood Nursing home in Peoria County, Illinois. Hopefully, the proposed cuts can be stopped or at least minimized. We are lobbying on behalf of our members on these issues.



**State of Illinois 93rd General Assembly
Senate Vote Senate Bill No. 885**

**May 09, 2003
30 YEAS**

24 NAYS

2 PRESENT

N Althoff
Y Bomke
N Brady
N Burzynski
Y Clayborne
Y Collins
N Cronin
Y Crotty
Y Cullerton
Y del Valle
Y DeLeo
Y Demuzio
A Dillard
N Garrett
P Geo-Karis

Y Haine
Y Halvorson
Y Harmon
Y Hendon
Y Hunger
Y Jacobs
N Jones, J.
N Jones, W.
N Lauzen
Y Lightford
Y Link
N Luechtefeld
Y Maloney
Y Martinez
Y Meeks

Y Munoz
N Obama
N Peterson
N Petka
A Radogno
N Rauschenberger
Y Righter
N Risinger
N Ronen
N Roskam
N Rutherford
Y Sandoval
Y Schoenberg
Y Shadid
N Sieben

N Silverstein
A Soden
N Sullivan, D.
N Sullivan, J.
N Syverson
Y Trotter
Y Viverito
Y Walsh
N Watson
N Welch
P Winkel
Y Wojcik
Y Woolard
Y Mr. President

**State of Illinois
93rd General Assembly House Roll Call
Senate Bill 885
Telecom Short Title Caption Senate Bills Third Reading**

**May 07, 2003
66 YEAS**

39 NAYS

10 PRESENT

N Aguilar
Y Bailey
P Bassi
Y Beaubien
N Bellock
Y Berrios
N Biggins
Y Black
N Boland
N Bost
Y Bradley
Y Brady
Y Brauer
N Brosnahan
Y Burke
N Capparelli
A Chapa La Via
Y Churchill
Y Collins
Y Colvin
P Coulson
N Cross
Y Cultra
N Currie
Y Daniels

Y Davis, Monique
Y Davis, Steve
Y Davis, Will
Y Delgado
Y Dunkin
Y Dunn
N Eddy
N Feigenholtz
Y Flider
Y Flowers
P Forby
Y Franks
N Fritchey
Y Froehlich
Y Giles
Y Graham
Y Granberg
N Hamos
Y Hannig
- Hartke
Y Hassert
Y Hoffman
Y Holbrook
Y Howard
N Hultgren
N Jakobsson

N Jefferson
P Jones
Y Joyce
Y Kelly
Y Kosel
N Krause
N Kurtz
Y Lang
N Leitch
N Lindner
N Lyons, Eileen
N Lyons, Joseph
Y Mathias
Y Mautino
N May
Y McAuliffe
Y McCarthy
Y McGuire
N McKeon
Y Mendoza
N Meyer
N Miller
Y Millner
Y Mitchell, Bill
P Mitchell, Jerry
Y Moffitt

Y Molaro
P Morrow
N Mulligan
P Munson
P Myers
N Nekritz
Y Novak
Y O'Brien
N Osmond
Y Osterman
N Pankau
Y Parke
N Phelps
N Pihos
Y Poe
Y Reitz
Y Rita
Y Rose
P Ryg
Y Sacia
Y Saviano
Y Schmitz
N Scully
Y Slone
Y Smith
A Sommer

Y Soto
N Stephens
Y Sullivan
N Tenhouse
P Turner
Y Verschoore
N Wait
Y Washington
N Watson
N Winters
N Wirsing
Y Yarbrough
Y Younge
Y Mr. Speaker

Part 2: Area & Chief Stewards

By Jacquie Fields, Treasurer



Brothers and Sisters, I hope that the information from the last issue of *Frontline*, explaining the role of a Local 21 steward was helpful. In

this issue I'd like to address the role of the Chief and Area stewards.

A Chief steward is a liaison for stewards in many work areas; an Area steward is usually limited to one work address where many members work, and several stewards are needed to handle their issues.

If your supervisor denies your grievance at the first step, it must be escalated to the second step, where it is usually given to the Chief or Area steward. They present it to the second level manager. They must review grievances

given to them by their stewards to be filed with the Union office, or to be used in the next step of the grievance process if it's still an open grievance. However this is not their only job. Where work restrictions make it difficult for a steward to talk to members and managers, the Chief or Area steward has more flexibility to resolve issues.

Chief and Area stewards report directly to Business Representatives in the

They must be able to deal with a crisis at a moment's notice.

geographic area they represent. They attend meetings with their Business Representatives. They organize solidarity events, and encourage stewards and members to attend the monthly unit meetings. Many Chief and Area stewards must attend more than one of the seven monthly unit meetings.

In addition, there is even more to this job. Chief and Area stewards must be

able to deal with a crisis at a moment's notice, ready to go to wherever they are called. This could include dealing with an agitated group of members ready to walk out, or an over-zealous manager. Often they serve on the various committees formed to keep our Local organized and making progress. A good example of this is the recent union steward training seminar that was largely put together by Area and Chief stewards.

This is a very important position in the structure of our Local, because they are the bridge between the local steward, members, and the leadership of the Local. In the next newsletter I will have information on that part of the staff, starting with the Business Representative.

Congratulations Brother!



President Ron Kastner presented Brother Peter Boylan with a pin from the International, honoring 55 years of membership in the IBEW. He made the presentation at the Unit 2 meeting in April at Gaelic Park. Pete started with Western Electric, then served in the military. He worked as an outside installer with Illinois Bell. Eventually he moved inside, and now he works at the Prospect Central Office. He's part of a "telephone family;" two of his sisters, Pat and Shirley, both retired from Ameritech.

Brother Ira Dean Spencer received his 45 year membership pin from President Kastner at the Unit 3 meeting in Elgin back in February.

Congratulations brothers!

“Give me your tired, your poor (but not too poor)...”

by Nancy North, Area Steward



Ah June, the traditional month for weddings...but my friend Renee celebrated her nuptials back in April, when the Immigration

and Naturalization Service finally approved her fiancé's return to the United States.

Yes, this love story is made possible in part by union wages. I'm not talking about a lavish reception and an expensive

wedding gown. I'm talking about the very opportunity to immigrate to the United States.

Renee and Ghammaz had been together for several years when he had to return to his homeland to care for some family issues. After September 11, 2001 the government wouldn't let him return.

It's easy to forget how little others make

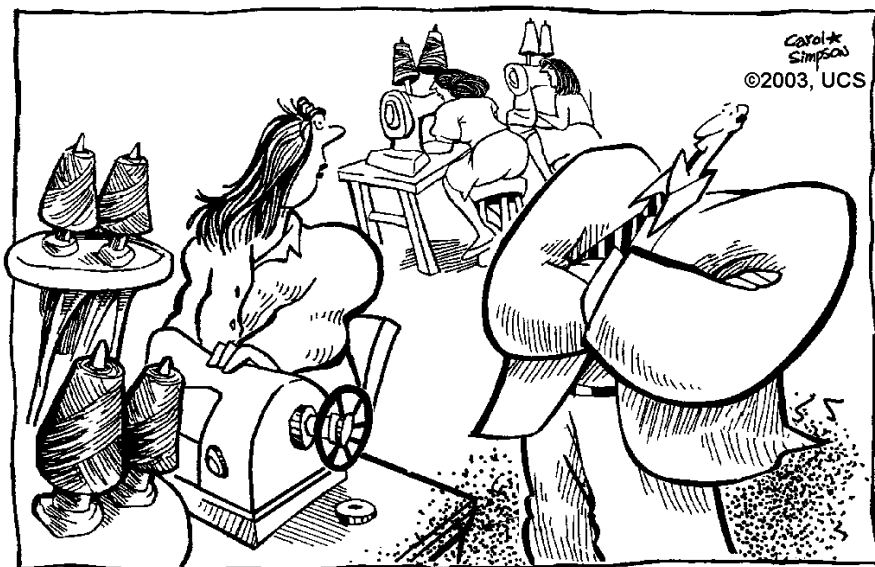
Renee ran a paper chase for eighteen months. It finally boiled down to INS regulations that an immigrant must be sponsored by someone whose income exceeds 125% of the poverty guidelines for

the size of their household. And they mean wages—not money in the bank. For a family of two it's \$14,925, for a family of four it's \$22,625. A person earning the federal minimum wage of \$5.15 doesn't make enough to qualify bringing another member of their family to America. They need to earn \$7.17 an hour in a family of two, \$10.87 in a family of four.

Gone are the days of a poor adolescent arriving at Ellis Island with \$8 in their pocket and building an industrial empire. The sponsor must promise to support the new immigrant if they don't find a job. It's meant to insure that they won't claim public assistance and become a burden on the social services system of the United States.

As a taxi driver, Renee didn't earn enough money. None of her other friends earned enough—no one else had a good Union job—so I filled out the paperwork.

It made me think. Everyone we work with earns enough to be comfortable. It's easy to forget how little others make. A person at minimum wage who is lucky enough to work 40 hours a week only earns \$10,712 a year. Could you live on that? It's what business wishes they could pay all workers in order to “stay competitive,” but they never stop to think that in such a poor society no one could afford their products. We are the beneficiaries of decades of Union struggle. We really are very fortunate because of the struggle of our forebears.



"I wouldn't worry about being deported. We own lots of sweatshops back in your home country."

Local 21 Members Stand Up on Minimum Wage



IBEW members Bob Przybylinski *L* and Al Smuda *R* met HERE Local 1 President Henry Tamarin *C* at the Minimum Wage Rally held at IBEW Local 134 on March 30, 2003. Tamarin revitalized the Hotel Employees and Restaurant Employees Union. Governor Blagojevich also spoke at the rally.

SB 0600 sponsored by Senator Kimberly Lightford proposes raising the minimum wage from to \$6.50 an hour.

Marketing Bosses Spur Dizzying Change, Spin Wheels, Little Progress

By Kurt Schmidt, Business Representative



In Consumer, the Union was able to negotiate the incentive plan for May and June in record time. Why you ask? Because SBC took the

attendance piece out of the plan where it did not belong in the first place. In addition, the company came to the table with the best offer they had instead of taking us through offer number one, two, and three. All of the Business Reps with Consumer offices want to thank each and every member, "THE UNION," who solidly opposed this most recent attack on our incentive plan. With your strong backing we will continue to stop these attacks on the plan going forward. The Union is now trying to negotiate a plan that will last for a six-month period. Do you remember when the incentive plan was for a complete year? I do, and we are trying to return to an annual plan. In that way, we will have greater security and stability in the plan for the future.

Now for a new twist to the **attendance policy**. The company has started the process of calling our members at home when they are off, ill or on disability. The reason is one of "concern," says the company. The Union is watching this latest intrusion to see if over-zealous managers abuse the process. If you receive several calls a day, if the calls are early in the morning—prior to your normal lunch time, or if the local management tries to pressure you to return to work, please contact a Union Representative immediately.

Finally, all Service Representatives, whenever they go into a meeting to review **call observations**, need to ask if those calls will or may lead to disciplinary action. If the answer is "yes" or "I don't know," you need to stop the meeting immediately and get your Union steward. There have been several cases of the coach taking a Service Representative into a meeting stating "they are just covering the call observations" only to take disciplinary action on those same calls a few days later with a Senior Manager present. When in doubt, SHOUT OUT for a UNION

STEWARD.

In the **Business Communication Services (BCS) in Oakbrook**, the Union is still working out a few items with the Pewaukee group regarding how Customer Advocate openings will be handled. The Union and the company have come to agreement on a preference process for all BCS openings in downtown customer loyalty teams (CLTs) or at Oakbrook. The goal is to move a Customer Advocate into the open position from the Oakbrook BCS office in order to alleviate the over head count situation, thus continuing to decrease the staffing of the Pewaukee mid-markets group.

In closing, we all saw the **importance of politics** in getting relief on the important issue of UNE-P in Illinois, so let us not stop our support. We need to continue to push for Long Distance throughout the Ameritech region, because although the Illinois Commerce Commission granted SBC access to the LD market the FCC must also approve it. Keep your eye on Union mailings, your ear to the hot line and your body at Unit meetings to hear how to help on political issues vital to our future. These issues are important to all of us in Local 21 because these issues mean JOBS.

Call Center Attendance Issues and Your Rights

By Kevin Curran, Business Representative



As we have been reporting at the Unit meetings, SBC attempted to gain our

Union's agreement concerning a new "zero tolerance" attendance policy in Credit and Collections. Our Union refused to agree to this company plan and advised management that we believe this policy to be inconsistent with the "just cause" standard set by the Collective Bargaining Agreement. We further put the company on notice that we reserve the right to grieve and arbitrate any discipline meted out under this unfair plan. Now, more than ever, it is critical that all our members in Credit and Collections know their rights and exercise them.

- You have the right to have a union steward present at any meeting with management, which you believe could lead to discipline.
- You have the right to have a copy of documentation used by management at any meeting in which discipline is announced.
- You have the right to review (and receive a copy of) all documentation contained in your personnel file.
- You have the right to file a grievance.

However, these rights are only applicable if you use them.



"The day was unbelievable -- not a single rumor!"

IBEW 21 Lobbies for UNE-P Reform: Jobs & Fairness

By Alan S. Louderman, Member

It's not often that we have an opportunity to see the inner workings of a legislative process that will make a difference for the Union and the company, but I was one of sixteen IBEW Local 21 members who did during the first week of May. We were asked to lobby our legislators at the Capitol in Springfield concerning the UNE-P Bill, SB 885. The Union felt it would be beneficial for legislators to see the human face of Labor—not special interest lobbyists but the people whose livelihood depends upon the decisions that would be made.

It was appropriate that the first day we started this task was “May Day” the 1st.

First we were briefed on the bill so we could talk about it. IBEW's lobbyist, Rosetta Shinn, instructed us on where we needed to go, what we needed to wear (ID's, etc.), and what we should (and shouldn't) say. Since the bill needed to pass the House of Representatives first, we were to split into groups of two and we received assignments of representatives to contact. We were given a photo so we could identify them. Some photos were very kind. Then we headed for the Capitol.

The first days were spent tracking down our assigned representatives, those who were non-committal on the bill. We hoped to sway their votes by asking if they'd seen the bill, answering their questions, and reinforcing labor's position. If we couldn't meet them in their offices we'd request one of their cards from their secretary to get them out of session. It was quite interesting to pull them out of session. The door to the House of Representatives, as well as the Senate, is on the third floor of the Capitol and the “rail” is a brass rail that goes around the rotunda. The representatives walk past and alongside the rail to get in to the House floor, which gives you an opportunity to speak to them. If you miss them or they slip in another way, you can still speak to a Representative. You write their name on a piece of paper with your name below, or use the business card from the secretary and write your name on the back. This is given to the doorman, who delivers it to the Representative on the floor of the

House. Sometimes a legislator exits the door with your note, calls your name or looks for you. Now you have a chance to talk to them. A lot of communication is done along the rail. It was helpful to have other “pros” (IBEW 15 Jerry Walton and IBEW 51 John Johnson) who could identify the legislators. If the representatives were unavailable we also had a list of the senators who needed a visit.

The bill went to committee Wednesday morning, May 7th, we saw and heard the opposition to the bill. It was a formidable array. As each proponent and opponent stated their case, the Representatives on the committee grilled them with questions and verifications. President Ron Kastner testified at this hearing on behalf of all IBEW members. He stated our position and let all our voices be heard. He told the committee this was the first layoff in the history of this company, losing our members on December 27, 2002. He also testified that SBC had not replaced another 600 employees who were lost due to retirements, etc. It was impressive to see government in action. The bill passed committee by a vote of 12 to 5. It passed the House that afternoon by a vote of 66 to 39. It was incredible to sit in the gallery and watch the process work. We all checked our scorecards to see if the Representatives who we had marked as a “yea” or “nay” actually voted the way they said. We felt a sense of accomplishment with the passage through the House.

Thursday morning found us contacting the Senators wherever we could find them. We heard the bill was moving quickly, and the Senate committee was meeting that afternoon, with the bill scheduled for a vote in a late Senate session. We were pressed for time, and set out in groups of four. In some cases damage control was necessary due to quotations in the local paper. As the day progressed, the outcome was unclear—there were still undecided votes. The bill went to committee at 4 pm Thursday in a packed Supreme Court hearing room. After hurried and harried testimony and discussion (sometimes quite animated) the

bill passed committee, and went to the full Senate. Discussion on the Senate floor proved to be a continuation of the arguments heard in committee and just as vociferous. The vote was taken shortly after 8 pm and with 27 “yeas” and 26 “nays.” We thought we'd won the vote. Not so. Being ignorant of the process we didn't realize 30 votes were needed to pass the bill. The chairman called for a concurrence before the bill was defeated. This meant that it would be delayed and brought up again after more discussion. We soon found out that this meant the next day.

A smaller group went in Friday morning to just a few Senators. Rumors of compromises and deals added to the drama. The Senate went into session at 9am. When the bill was brought forward there was only one minute of argument for and one against before the vote was taken again. This time the votes were there, 30 “yeas” and 24 “nays.” I think you could have heard a pin drop in the Senate from the moment they called for a vote until they finished reading the names of the yeas to verify. Our section of the gallery breathed a sigh of relief. Quite an education for us all.

It was a fascinating experience, sometimes frantic and chaotic, but fascinating nonetheless. Seeing the government process at work is an amazing thing. It's been a long time since I had a civics class in school but we all got a great lesson that week.

As to whether or not we helped, I really believe labor's involvement made a tremendous difference. Your calls and emails made a difference! Time after time, in committee or on the floor of the General Assembly, we heard over and over that the officials were voting what their constituents wanted. While waiting to speak to a Senator I watched his secretary field phone calls and mark a tally of support or opposition. Don't be fooled into complacent thinking that your call doesn't matter. It does.

Proposals Aim at Overtime pay

The Bush Administration and Republicans in Congress are pushing ahead with a double-barreled attack on overtime pay. In March, Bush's Labor Department proposed broad changes to the Fair Labor Standards Act that would, according to the AFL-CIO, take the right to overtime pay away from millions of workers.

The proposed rules would change thresholds for minimum salaries and job duties in determining who is eligible to earn overtime. The AFL-CIO said the rules need to be updated, but that the proposed \$21,110 minimum salary should be raised to \$27,000. Employees below the minimum salary are automatically eligible for overtime pay.

The new "duties" tests would exempt workers doing many computer-related tasks. The DOL is also singling out, presumably for exemption, many occupations in which the law's coverage has resulted in "confusion and litigation"-including pilots, insurance salespersons, hotel sales and catering managers, funeral directors, and others.

Democrats in Congress have spoken against the rules. The ranking member of the House Committee on Education and the Workforce, Rep. George Miller, (D-Calif.) said the changes would result in the loss of overtime pay for some 640,000 office workers who earn an average of \$50,000 a year.

If the rule-changes are enacted, congressional Republicans are working to ensure that those who do qualify for overtime lose their right to take home that pay. A House committee passed the "Family Time Flexibility Act" (H.R. 1119) in April, and sent the bill to the full House with an eye toward a vote by Mothers Day. A similar bill (S. 317) is pending in the Senate.

Under the House bill, employers would no longer be required to pay for overtime worked at the time that it is worked. Instead, by offering employees comp-time off at some indefinite point in the future, employers could delay paying overtime for up to 13 months.

"Proponents speak of comp-time banks, but workers would be better off if they could put their money in their mattresses," said Rep. Miller. "In industries characterized by thinly capitalized businesses the promise of comp-time is likely to be illusory. There were more than 200,000 private sector bankruptcies in 2000. In most of those cases, workers would be lucky to receive anything for their unused comp-time."

The bill also leaves the decision about who gets comp-time up to employers.

"Employers are free under current law to grant time off in exchange for overtime worked. The only change is that, under current law, workers get paid for their overtime work."

Steelworkers Target Goodyear in Rubber Industry Talks

Bargaining committees for the United Steelworkers of America (USWA) voted to select Goodyear Tire & Rubber Co. as this year's target for a master agreement with tire and rubber manufacturers. Negotiations continued in Cincinnati through late April as both parties agreed on a day-to-day contract extension. The previous three-year agreement expired April 20.

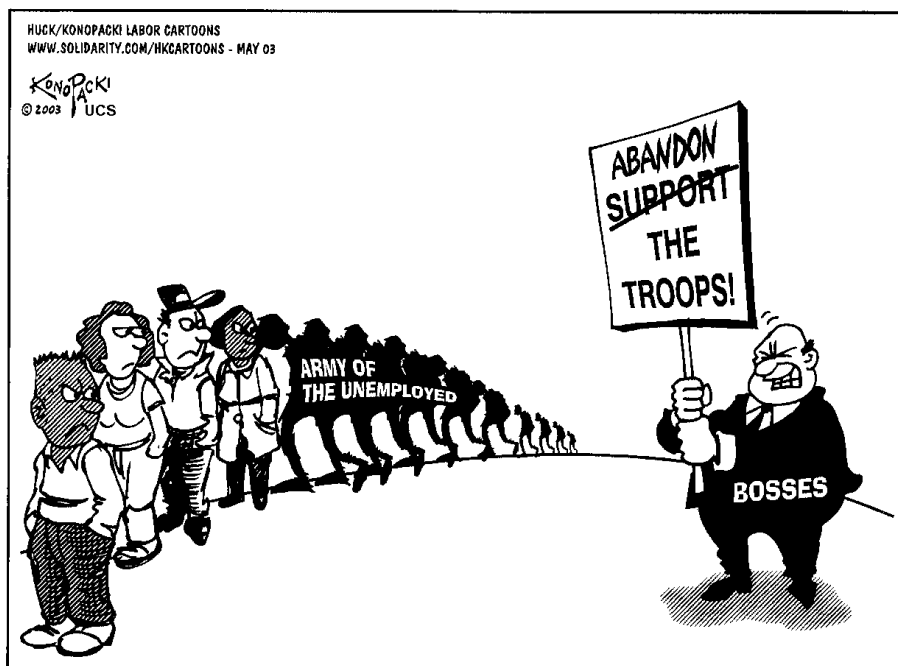
The master agreement covers some 20,000 active members employed by Goodyear, Bridgestone/Firestone and Uniroyal/Goodrich, as well as 22,000 retirees across the U.S.

"The fact that Goodyear is the largest single employer of our members was significant in the selection," said USWA Executive Vice President John Sellers. He added that the bargaining policy committee voted to make job security and investment in North American facilities the union's top priorities during bargaining.

The USWA says it rejects Goodyear's contention that it needs to cut domestic tire production by 15 percent. A cut of that size would mean a reduction in the workforce equivalent to two of the existing 14 plants.

"Labor costs are not the root of Goodyear's problems," said Sellers. "The other companies in the industry operate under the pattern agreement and make money."

Once the master agreement is negotiated with Goodyear, the union says it will use it as a "general guiding principle" to drive the remaining negotiations.



Complete information about all Union Privilege services is available online at www.unionprivilege.org.

Jobs Saved!

By Rick Gessler,
Vice President/
Assistant Business Manager



Last month I reported SBC had geared up on the **center consolidations** and things were looking pretty grim. Since the legislature passed SB 885

the company has given us some good news. The Oaklawn Cable Locate center will remain open until at least the end of October. The Toll and Trunk assigners in Chicago will be offered jobs in the PMC, and Springfield will continue to perform their work. The Provisioning Specialists who were declared surplus are also keeping their jobs and the Field Support Administrators jobs are saved, but two will transfer to the suburbs.

The company has given a commitment of no layoffs for the foreseeable future and that is saying a lot since the rumors were flying about another layoff in the works! SBC is also bringing new work to Peoria, which alleviates the headcount reduction which would have forced 60+ Maintenance Administrators to relocate to Hoffman Estates.

If we could get the company to stop **contracting out after a layoff** we could start bringing back our brothers and sisters who were laid off. But I guess that is really wishful thinking. We **will** be proceeding to arbitration on that issue.

The company agreed an accelerated arbitration process to expedite the hearings for many employees SBC let go after an audit revealed that they hadn't followed their own hiring policy. We will be rushing these cases to hearing to get these members back to work.

SBC decided to audit employees who have had excessive time off for death in the family. I won't even comment any further on that one!

On a positive note the company has offered SIPP to the Telecommunication Specialist title to alleviate a surplus of nineteen jobs. The response was overwhelming and we convinced them to accept many more than the nineteen (Approx. 60 to 65 as of this writing.)

See you at the meetings!

Another View:

Bush's Fetish for Secrecy

by Jim Hightower

Even in the midst of his invasion of Iraq, George W took time to deal with one domestic matter that is dear to his heart: Creating more secrecy in the executive branch of government.

On the night of March 25, with none of the usual presidential fanfare and photo-ops that usually accompany a major policy announcement, Bush issued a 10,000 word executive decree that:

gives the government more discretion to keep information secret indefinitely, as long as they say it's for "national security;"

for the first time, gives the vice-president power to classify government information as secret;

treats all material sent to American officials by foreign governments — no matter how routine — as secret;

expands the ability of the CIA to keep its records secret; and

delays the release of old presidential records that would have been declassified automatically after 25 years.

Of course, in issuing his order for more secrecy, Bush used his usual,

deceptive tactic of declaring one thing while doing the opposite. In the formal statement introducing the decree, George claimed that he was acting to make government more open, even as he was locking it down. "Our nation's progress depends on the free flow of information," he declared, apparently hoping that such high-minded rhetoric at the top would deter anyone from reading deeper into this insidious document.

Like autocrats everywhere, the Bushites are haughty executives, who don't want anyone questioning their actions, so they routinely try to hide public records from the public — ranging from the names of corporate executives who Dick Cheney met with in designing Bush's energy policy to John Ashcroft's directive to all agencies instructing them to fight freedom-of-information requests from We the People.

To battle Bush's anti-democratic lock-down, contact the Project on Government Secrecy of the Federation of American Scientists at www.fas.org.

Jim Hightower is a speaker and author from Texas

Getting Traction as a Union

By Bill Lawrence, Executive Board Unit 1



Brothers and Sisters, this Union has gone through a lot in the past few years. Last November on Election Day, we finally got together and made a

difference. Last month there was a bill in the House and Senate of Illinois. We all knew it as the UNE-P bill because of this Local. Our members and friends in organized labor were able to get this labor bill passed. This is a tremendous victory to protect our work and our jobs.

Do we need to wonder why we have to be involved in civil politics? We must put pressure on the politicians. Our lobbyists, led by Rosetta Shinn, worked very hard in Springfield along with our rank and file members. Ron Kastner presented the case with our International

President Hill, other IBEW locals, the Chicago Federation of Labor, and the Illinois AFL-CIO, along with a list of friendly politicians. We even got the governor to sign the bill in record-breaking time.

Together we can make a difference. I hope SBC realizes who really got this bill passed. I want to thank all of you who called your reps; this staff needs help on these issues and could never have done it without you. So now we'll see if SBC returns the favor. There is not a day that goes by that I don't think about the members who got laid off right before the holidays. I hope you all do too.

One last note, please carry your union card with you always and don't be shy if you are working in a central office or out in the field to challenge the people you do not recognize. Pull out your card and ask to see theirs.

Have a great summer and enjoy that 5% raise we are about to receive. Why? Because we are Union and will always set the industry standard. Solidarity.

Fenger Appointment Celebrated in Rockford

By Dave Webster, Business Representative



As we continue to grow Local 21 into a stronger, more powerful Union through Organizing and Politics, it is important to take notice

when the candidates we helped to elect acknowledge that support by taking swift action on behalf of working families. First, Illinois Governor Rod Blagojevich appointed our Business Manager, Ron Kastner as co-chair of the Consumer Affairs and Regulatory Policy Committee. One of our organizers, Tom Hopper, was appointed to a Labor Sub-committee dealing with Collective Bargaining and Organizing Issues by the governor to help get working family legislation started, but the latest news is the greatest. As proud as I am of our Local's appointments, I'm writing today about another IBEW Local's good fortune that will spread out for all working people in Illinois.

IBEW Local 364 is a Rockford Inside Construction Local whose Business Manager, Mike Fenger was appointed by the governor to the position of Director of

the Illinois Department of Labor. Fenger is a great friend of Local 21 and has already taken action on our behalf in his new position.

On March 28th a dinner was held to celebrate the appointment. The event attracted over 400 union representatives from all over the state and, of course many friends from the Rockford area. President/Business Manager Kastner sent a delegation of five Local 21 representatives to congratulate Mike on his new position before he officially moves to Springfield.

Margaret Blackshere, Illinois State AFL-CIO President was the featured speaker. She said that she began hearing Brother Fenger's name soon after the governor stated that the new director MUST be a union man. Blackshere stated that Mike was asked some tough questions and the AFL-CIO got the answers that they wanted to hear.

IBEW Sixth District International Vice-President Pat Curley spoke of Mike's hard work and accomplishments and wished him well in his new position.

Rockford's Mayor, Doug Scott spoke of how much Mike Fenger will be missed in Rockford, but recognized that he will be

able to help many more working families in his new position.

Many other people spoke about Mike's efforts and accomplishments, from labor leaders to the local Fire Chief and Sheriff. It seemed to me that there was no disagreement in the house that Mike will be sorely missed in the community of Rockford. While Rockford may have lost a strong labor and community leader, the rest of Illinois just got another friend in a position to help all working families in Illinois. Congratulations Mike!



"And instead of flashing 'error' messages, this user friendly model says 'my fault.'"



Pictured from left to right Business Representative Dave Webster, Steward Steve Horvath, Business Representative Harold Hess, Director of Illinois Department of Labor Mike Fenger, Area Steward Paul Wright and Business Representative Kurt Schmidt

2003 UNIT MEETINGS

JULY

Unit 1

Thursday, July 10, 7 PM
Musicians Hall
175 W Washington
Chicago IL
312 782-0063

Unit 2

Tuesday, July 8, 7 PM
Gaelic Park
6119 W 147th St.
Oak Forest IL
708 687-9323

Unit 3

Thursday, July 17, 7 PM
IBEW Local # 364
6820 Mill Rd
Rockford IL
815 398-6282

Unit 4

Wednesday, July 9, 7 PM
American Legion Harwood Post #5
705 S Larkin
Joliet IL
815 729-2254

Unit 5

Wednesday, July 16, 7 PM
American Legion Post 979
4501 S Airport Rd
Bartonville IL
309 697-2432

Unit 6

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

Unit 7

Monday, July 21, 7 PM
Alton Sports Tap
3812 College Av
Alton IL
618 465-2539

AUG.

Unit 1

Thursday, August 14, 7 PM
Hillside Holiday Inn
4400 Frontage Rd
Hillside IL
708 544-9300

Unit 2

Tuesday, August 12, 7 PM
Lansing American Legion
18255 Grant St
Lansing IL
708 474-6413

Unit 3

Thursday, August 21, 7 PM
Best Western Elgin Plaza
345 West River Rd
Elgin IL
847 695-5000

Unit 4

Wednesday, August 13, 7 PM
Lemont VFW
15780 New Av
Lemont IL
630 257-9859

Unit 5

Wednesday, August 20, 7 PM
Days Inn
77 N Gilbert
Danville IL
217 443-6600

Unit 6

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

Unit 7

Monday, August 21, 7 PM
IBEW Local # 309
2000A Mall St (Rte 157)
Collinsville IL
618 345-5112

SEPT.

Unit 1

Thursday, September 11, 7 PM
Habetler Bowl
5250 N Northwest Highway
Chicago IL
773 774-0500

Unit 2

Tuesday September 9, 7 PM
Slovak Club
6920 Broadway
Merrillville IN
219 756-5101

Unit 3

Thursday, September 18, 7 PM
Gurnee American Legion
749 Milwaukee Av
Gurnee IL
847 244-9282

Unit 4

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

Unit 5

Wednesday, September 17, 7 PM
The Rocky Point Club
3603 Bonansinga Dr. (North
Bottom Rd)
Quincy IL
217 224-1332

Unit 6

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

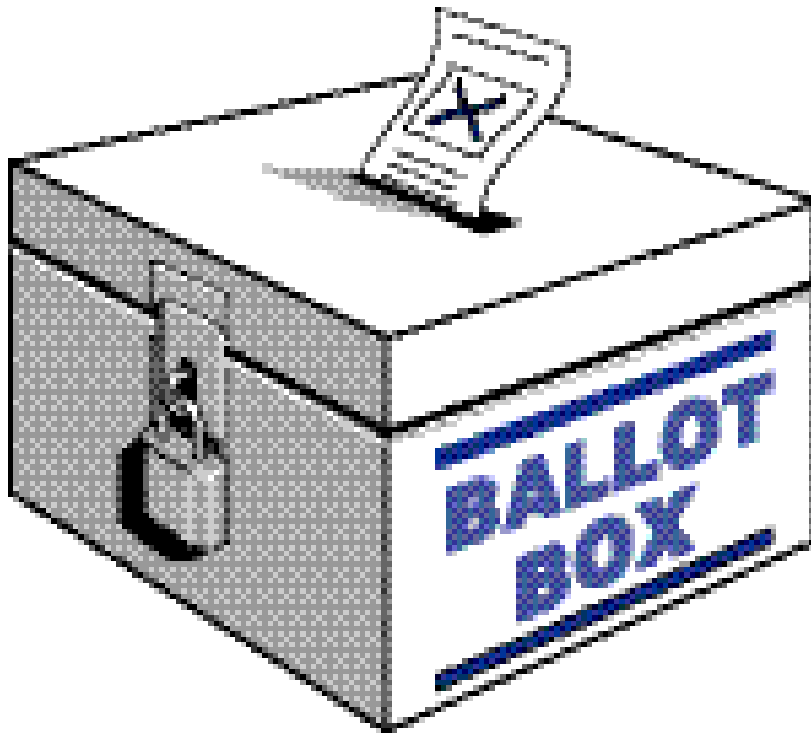
Unit 7

Monday, September 15, 7 PM
American Legion Post 141
916 Main St
Mt Vernon IL
618 242-4561

IBEW LOCAL 21
1307 W. Butterfield Rd.
Suite 422
Downers Grove, IL 60515-5601



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Election Notice Begins on Page 1