



# FRONTLINE



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President/Business Manager's Report

## Winter of our Discontent

By Ron Kastner



**T**his winter has been brutal, but I can't help feeling somewhat optimistic. Maybe it's the promise of spring right around the

corner. More likely, the reason for my optimism is based on what I've noticed this winter. Attendance at this year's Union meetings is up, and attendance at the planning meetings for our retiree club amazes me. It's always good to see both current and former members of Local 21. Past and present, Local 21 is a strong Union with concerned and interested members. And that truth is enough to brighten up even the darkest winter day.

However, my optimism is short lived when I consider the latest tactic of SBC. It is inconceivable that a company of their size, their status, and their wealth would suddenly make an attempt to short change the health care benefits of the retired members. Again and again at the retiree club meetings, I meet former union members who tell me the same story. Long ago, they started to work for either Indiana or Illinois Bell. They somehow raised families on salaries that were far from the best. They weathered the storm during some strike years, made ends meet by working overtime hours, and endured less than ideal working conditions because they saw a retirement with guaranteed health care benefits. Now, it seems that this company is trying to take away some of the benefits that our members not only worked for, but deserve.

Of course, this is yet another ill-

conceived union busting attempt on the part of SBC. This company's plan to weaken all of us, pitting the current, young and productive work force against those who have given many, many years to the cause, will not break the solidarity of the members of Local 21. So far this year, their plan failed. As I stated above, all members, both current and former, are concerned about their Union.

I was especially encouraged when many retirees volunteered to help the active employees by joining on the picket line when and if there is a strike. I replied with a simple "Thank You" on behalf of all the current members.

The problems lurking with Healthcare are prominent in almost all of Local 21's contracts. The City of Chicago, Comcast, Engineering Assistants (SBC) and Vermillion County are facing problems with their negotiations at this very moment. And it goes unsaid that some of our members have already taken a hit working under smaller agreements. We refuse to take a defeatist attitude and just accept it with our Flagship agreement - SBC. The battle over this issue has to be fought, and the time to fight is now.

Sisters and Brothers, make no mistake! Whether you are working or retired, we all share the responsibility of making our voices heard until the health care crisis in our country is solved. Working people shouldn't have to continue to give at the bargaining table to solve a problem that needs to be solved by our government, and retirees shouldn't have to give up something they deserve. Together, I am confident that we will make a difference in not only future contracts but also with the 2004 Presidential election. It's time for a change.

Our plans to make this the most active retiree club in the IBEW carry on. Retiree

meetings will be held right before the regular Union meetings at all locations in February and March. One of our goals is to bring all active and retired members together in order to share common problems. You do not have to be retired from SBC/Ameritech to join the retiree club. This club is designed for all retired members of our Union.

Therefore, if you know of anyone who was unable to attend the retiree club meeting for any reason, particularly a retired member that we were unable to locate, please forward that person's name to the Union office. We need to gather as many members as we possibly can. Right now, I foresee these men and women using their collective power to fight the health care issue right along side the current members of our Local. Our strength will be shown during this contract year.

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Local 21, AFL-CIO/CLC

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

## Where Will We be in 2004?

By Rick Gessler, Vice President/Assistant Business Manager



The year started off with a bang at SBC when they informed us of the backfill behind the people who took the enhanced SIPP. The company told us

that they planned to force people to locations over 35 miles by the most direct route. We protested strongly, and were able to negotiate that they would accept volunteers and not force with few exceptions. We've seen only one member recalled off the layoff list so far this year, and he was recalled out of order because he should have been recalled in December. This caused a grievance to be filed for his back pay.

The company continues to come up with new attendance plans and work rules on a daily basis that we must deal with. Please remember that we don't sign these things. If in doubt ask your Steward. Members at some garages have started informational picketing prior to the start of their shift because the company is implementing unreasonable work rules and scheduling. This gets the attention of SBC and the public.

We seem to be constantly opposing SBC from trying to implement ideas and plans that didn't work when Ameritech tried them ten years ago. The constant attempt to

shift work from one location to another is keeping us busy policing the contract.

The most important thing happening this year is the expiration of the SBC agreement. This will be our first "full blown" contract negotiation with SBC. We are looking forward to it as there are many items in the agreement that need to be addressed, since they evolved from the 1995 bargaining when the contracts were consolidated. With all the \$\$\$ SBC is making I'm sure they are anxious to share some of it with their employees—the people who make the company successful.

To be realistic, here are just two items that they have taken action on. First, they mailed all retirees a letter stating that they would have to pay for some of their health care beginning in 2005. Then SBC labor relations sent Local 21 a letter demanding that we remove the posters that talked about bargaining off the *Union* bulletin boards. President Kastner wrote back and refused, telling the company to "grieve it." I don't think SBC understands IBEW country.

We must educate all of our members in order for the bargaining committee to be successful this year. There are only how many paydays until **June 26**? Take a few minutes in the morning before work to discuss past bargainings. Take part in Rallies when given the opportunity. Attend a Union meeting, voice your opinion and above all **stick together!** **We will not accept a substandard contract from a company making billions of dollars!**



"This is the new economy. Instead of recruitment brochures, we hand out sample layoff notices."

# New Year, New Job

By Michael Sacco, Business Representative



If you haven't found out yet, on January 5, 2004, Business Manager Ron Kastner assigned me to Unit 1 Chicago North to take over the turf of

Business Rep Jim Kassing. Brother Kassing retired after 36 years of dedicated service at Illinois Bell/Ameritech/SBC and to Locals 165 and 21. Jim leaves big shoes to fill and he will be missed. Enjoy your well-deserved retirement brother!

I'm happy to be back out in the field. In January Chief Steward Mike O'Connor and I have visited just about every work location in our area on the North and West sides of the city. As usual, I'm largely impressed by our members and mostly disappointed with the company. I started working for Illinois Bell 25 years ago on the north side, the area where I was born and raised. It's great to drive the streets and hit the work sites. It's amazing to run into somebody you worked with 20 years ago and haven't seen since. I wish I could better remember the names! I'm sorry when I forget, so bear with me. Not surprisingly, our members are still committed to serving the customer even when the company isn't.

What bothers me most about the company is the basic disrespect they show

all of us as judged by the conditions of our workplaces. It's not just that these places haven't been painted in 25 years, it's that they are dirty and rundown. Dirt and garbage on the floors, evidence of rats and other vermin, broken plumbing and light fixtures, no heat etc., etc. Shame on them. They expect us to be proud professionals and they treat us like serfs, brow-beating us on every job for the last few pennies they can squeeze from the business. And they wonder why so many of us hate them. I say again, shame, shame, shame...

The group of stewards in Chicago North is top flight. I look forward to working with all of them. We have some holes in our steward ranks and we'll be filling those in the coming months. I'd like to recognize the following stewards for perfect or near-perfect union meeting attendance during 2003: Myron Binion (3600 Montrose), Frances Brown-Huskey (10 S. Canal Transport), Greg Cameron (3600 Montrose), Ed Espinoza (10 S. Canal Switching), Michael Lombardi (Roscoe Coin), Tom Oliva (Roscoe Cable Repair), Gil Ruiz (10 S. Canal IEC) and Pamela Thomas (Monroe CO). Thanks for your leadership!

As far as my old area is concerned, I will continue to represent SBC Datacomm workers across the state and in NW Indiana with Chief Steward Ken Stachon. Our DSL members and their excellent stewards have been assigned to the local reps in their area after a one year transition as new union

members. Tom Hopper steps into the Communications Department well-qualified to improve on the things we started to build. Good luck brother! The only thing in Communications I will not miss are the deadlines!

The area includes Johnson Controls real estate people, a group I worked with when they first came into our Union 10 years ago. I look forward to working again with JC people during the troubled times we're in with the SBC relationship. We are prepping the house service arbitration case for the end of February. Hopefully we'll reach a resolution by Summer.

Speaking of Summer, our contract with SBC expires the first week of Summer. As our Union continues to prepare for what we expect to be tough negotiations, I see people beginning to pay attention and to reach out to their sisters and brothers in the union. This is good because the company is looking to exploit our every weakness. Getting informed, talking with coworkers, reading the bulletin board, listening to the hotline, and attending union meetings strengthens the weak spots. I expect all of us to stick together. I expect all of us to support each other. I expect all of us to educate the naïve among us. When things are toughest, I expect that we will collectively be our strongest. In this fight it's our solidarity versus theirs. I believe our solidarity is our greatest weapon and we will prevail. Call me a dreamer, but I can see it in all of your eyes! Work safely!



Kevin Beallis Area Steward at Comcast testified at the workers' rights hearing.



Local 21 members attend the International Human Rights Day rally.

## **Disability Has Web Site**

By Linda Corcoran-Cox, Recording Secretary & Benefits Coordinator



**O**pen Enrollment went well this year with the exception of a few minor errors. In Chicago and suburbs, the largest impact was the number

of Advocate Hospitals and physicians who did not renew their **contracts with United Health Care** for 2004. Eight hospitals and 18 large physician groups were affected in addition to St. Francis Hospital, which dropped out 12-1-03.

As a result, any services provided by them on or after 1-1-04 will be treated at the much **higher out-of-network rate**. Anyone having United Health Care Network insurance needs to check with their physician or hospital **before** services are provided. If your physician is no longer accepting UHC insurance, you can contact UHC (their number is on the back on your health card) for a list of physicians. The complete list of hospitals and physicians no longer participating can be found on our website [www.ibew21.org](http://www.ibew21.org).

On a positive note for those near or in Indiana, we received confirmation that the hospitals of Sister of the St. Francis Health Service Inc. did renew their contracts with United Health Care: St. James in Chicago Heights and Olympia Fields, St. Margaret

Mercy in Hammond and Dyer, and St. Anthony in Crown Point.

Palos Community Hospital in Palos Heights is remaining in the network; however, the anesthesiologists' contract expired in October. Negotiations are still continuing. Believe it or not, as long as you use a network physician for the surgery, SBC will pay the claim for the anesthesiologist as if they were still in the network!

Compliance with the **FMLA regulations** continues to be problem with SBC. The company feels they can interpret the regulations to suit them. We are working very closely with the Federal Department of Labor to see what actions they will take. In the interim, we are continuing to fight for our member's rights.

**Disability now has a web site** where you and your manager, attendance manager and Human Resources manager can track your disability claim. Information concerning approval or denial, the time frame for pending approval/denial, the best estimated return to work date, info on restrictions and limitations, the reason for denial and the notification of appeal receipt and appeal results are all available. Conveniently, the web site offers two different views of an employee's disability claim, one for the employees and one for the managers. The employee site will allow viewing of any additional benefits, such as Workers Comp, that reduces their disability

benefits. Allegedly, the company will have no access to confidential medical information. We will be watching this very closely and have asked what discipline direction was given to the managers, attendance managers and HR managers. Since the information is readily available, there's no doubt in our minds, disciplinary actions will occur sooner.

There have been several **new benefit summary plan descriptions** sent out. Each has a section on appeals rights should a claim, for any benefit, be denied. Make sure you read this section before filing an appeal and request any data your appeal rights grant you. In all cases, once an appeal is denied, it is final so it's very important that the appeal contains the pertinent facts.

SBC has also announced several **new on-line services**. You may **elect** to receive your W2's, all benefit information, and FMLA5 notices (FMLA Determination Notices) electronically. Some of these can be accessed only through SBC's intranet but others can be accessed through the Internet as well. If you haven't been notified and don't have access to the company's email, see your manager for more details.

The **pension bands** have now been corrected for the Technical Assistants that were promoted to Technical Specialists. Because the pension bands were effective retroactively, pension projections and calculations can **only** be done by the Pension Center manually



## **Rest Sister...**

It is with deep regret that we announce the passing of our friend and Sister, Joan Waskowski. Joanie passed away in November of 2003.

Joanie retired after 42 years in October of 2002. We are grateful for her long dedication to her Union brothers and sisters. Her past experience includes eighteen years as Chief Steward, She served as a member of the Negotiating Committee for the Accounting Contract in every negotiation since 1972 and the first ASI contract in 1991. She was a union Steward and assistant Chief Steward in the old L.U. 811.

Joanie also served as Vice President of IBEW 165 from 1991 until 1999, after which she continued to work in the Benefits Department at Local 21 until her retirement.. Joanie distinguished herself as an advocate for the benefit rights of all members. Her sense of dedication and devotion was an inspiration to all and she will be greatly missed.

## **Part 5: The Recording Secretary**

*By Jacquie Fields, Treasurer*



**T**his series explaining our union structure started with the staff positions appointed by the Business Manager. In the holiday issue of *Frontline*, I

explained the role of the first of the elected staff positions, the Executive Board. This issue I will explain the role of the Recording Secretary, elected by our membership every three years.

The Recording Secretary is the officer who is responsible for keeping minutes and preparing them for presentation. Other duties include:

- Handles correspondence in accordance with instructions from the local union or President.
- Directs the Treasurer to draw funds for payment of authorized expenditures.
- Notifies the International Office Secretary/Treasurer of all changes in officers, giving both names and addresses.
- Collects the minutes from the unit meetings and keeps these records in a book provided by the International Office Secretary/Treasurer.
- Receives any and all charges against a member, and sends such to the trial board.
- Calls Unit meetings to order in event of absence of the President or the Vice-President.

Our Recording Secretary is Linda Corcoran-Cox, and she is serving her second term. She also serves as the Benefits Coordinator. In all her numerous duties, Linda has been efficient and up to the task. Next issue, the responsibilities of the Treasurer.



## **Generous Members Share Christmas Cheer**

*By Lynn Arwood, Area Steward*



**I** don't know about you but it seems every year during the holiday season something happens that makes it "feel" like Christmas. Whether it is

finding a perfect gift for someone special, or receiving something unexpected that touches your heart. This year I got that feeling courtesy of the membership of IBEW Local 21. It came wrapped in a lesson.

I had the privilege of collecting the money donated by the Brothers and Sisters for the workers who were laid off last year. The thought was to remember these workers during the holiday season, and hopefully get enough donations to send every worker a gift card for \$25.00. President Kastner took the idea to the Executive Board of Local 21, who voted to match the donations collected to insure every laid off worker would receive a gift. The collection was scheduled for December 15<sup>th</sup>. The stewards in each location collected the money, forwarded on to their Area Steward, Chief Steward, or Business Rep. They were responsible for bringing the money into the Union office in

time to purchase the gift cards and get them mailed out in time for Christmas. It was a big job. Our Local spans the entire state of Illinois and part of Indiana.

The moment it began to "feel" like Christmas was when the donations began to pour in. Envelopes of money were delivered. Whether the contributions were large or small, they kept coming. The office staff of Local 21, who are members of UFCW Local 881, all gave. Even Joe the maintenance man in our office complex reached into his pocket to add to the fund. It was soon evident not only would we meet our goal, we would exceed it.

We collected over \$14,000.00 from our members alone! This meant with the match of our E-Board we were able to send every laid off worker \$50.00 in gift cards.

Now comes the lesson. In our locations everyday we see management doing what can only be called Union busting. Whether it is a statement like, "Maybe there will be more overtime for you senior guys now that they are laying these new guys off." Or, "If these old guys would just retire we'd have room for you younger guys." Guess what SBC? It's not working. Do we need to work on building Solidarity and Unionism in our locations? Of course, there is always work to be done. We can always be stronger. The lesson I learned this holiday season? We are a brotherhood. We take care of our own.



**"Can't you keep running tests until you find something covered by my HMO?"**

# The Quiet Majority

By Mike McCormick, Business Representative



Writing an article for this month's *Frontline* made me stand back and think. It made me wonder about how many members I have personally met,

along with all the members who I have not met. With much of my time spent primarily on dismissal panels, contract discrepancies, company policies, and arbitration cases, it made me think about all the members who I never hear from. Are these members the ones who think the staff is doing a good job? Are they the ones who suspect that all the Union does is take their dues? Are they the ones who think that the Union is just there for the troubled members?

Let me be the first to apologize to the quiet majority, for you are the backbone of the Union. You are the individuals who hear from your steward about how we must all become educated on the tactics of this

corporation. How SBC keeps downsizing, calling for surpluses, etc. You are the individual who day in and day out goes to work, puts in your time, and goes home to your family, without a complaint. When the call goes out for support, you are there.

Time moves quickly. Many of us take a lot of things for granted. **Does the quiet majority of the Union realize that 50% of our membership has less than 5 years of service, and have never been through a strike before?** Do not take that last sentence out of context. The crucial point is that this year we are most likely going to experience the most important contract negotiations, that anyone of us has seen. With many of our brothers and sisters never living through this before, it will take the rest of us to help them understand, to become active, to stand up for our rights, to support the bargaining committee during negotiations.

There are many articles in the contract that need to be rewritten. There is the benefit issue, not only for the active members but also the retiree issue. Pay issues for all of us. Job security, just to

name a few problems.

Please do not take this article lightly, if you have been around awhile **talk to a younger member. Explain what it was like to go through a strike. It was not easy; in fact it is very difficult. Frustration can set in. Explain the importance of sticking together, as a family. How it is very important to talk to each other, to support each other.**

PLEASE TALK TO EACH OTHER AND STAY INFORMED.

REMEMBER THE UNION  
HOTLINE TELEPHONE NUMBER (630)  
415-2711.

PLEASE REMEMBER THAT THE  
SOUTHSIDE IRISH PARADE IS  
COMING UP ON SUNDAY MARCH 14<sup>TH</sup>.  
STEP OFF IS AT NOON AT 103<sup>RD</sup> &  
WESTERN. WHEN THE FLOAT  
NUMBER AND LOCATION ARE  
KNOWN IT WILL BE PUT ON THE  
HOTLINE.



## Farewell Bob K!

Local 21 Business Representative Bob Kacprowicz retired in December. He started with Illinois Bell in 1967 as a coin collector on the marketing side in the Commercial Telephone Workers' Union. His route was the northern suburbs and included the pay phones in the missile silos of the old NIKE missile base in Arlington Heights. After 2 years he went to the Humboldt garage as an installer and joined IBEW Local 165.

He remembers the strike of 1968. "I was Union and supported it. Back then the senior people explained stuff, and explained the consequences if you went back in and your brother was still on the street."

Bob went to Assignment. In 1970 he became a steward. In the early 90's he became a Chief Steward for the north side of Chicago in Local 165. Bob was a senior plant assigner in

AFRC when five IBEW locals consolidated in Local 21. In December of 1999 Bob was appointed Business Representative.

Bob is looking forward to having time to develop talents and skills—photography, cooking, and computer stuff. He is a ham radio operator, and enjoys model railroading. He also plans to take some classes. We will miss you!

# Card Check is the Answer

By Dave Webster, Business Representative



I'd like to start this article by congratulating the SBC Warehouse workers in Itasca who joined IBEW Local 21 though the card check

agreement—the same agreement that brought the DSL installers and Engineering Assistants into our Union. The workers at the warehouse have been organizing off and on since 1998 when some of them first contacted us. Since that time the workers backed off more than once for fear of losing their jobs, or fear of the warehouse closing. In 2003 this group of workers showed great solidarity by having over 90% turnout at every meeting. In the end, approximately 95% of the workers chose to become union. These new Brothers and Sisters made IBEW Local 21 history as the group with the largest margin of support throughout the campaign.

This will make a *huge* difference when they get an opportunity to show that same strength at the bargaining table. These workers were never swayed from their position and I firmly believe that they cannot be swayed as bargaining begins. Hopefully, SBC will recognize this too, and come to the table ready to be fair and compensate these workers with improved wages and good benefits. What finally made the difference for these workers? Card Check is the answer. When the workers realized that their chances of being fired for organizing were non-existent, as evidenced by the language in the agreement, it solidified their support and bonded the workers together for their common goal of fair compensation and equal treatment in the workplace. Card check is the answer to many problems facing workers who want to form unions today.

As readers of *Frontline* may know, the card check agreement was negotiated with SBC to assist Local 21's organizing efforts. It was the company's concession for President Kastner's agreement to support SBC on legislative issues that were in the best interest of our members. SBC also

benefited from the pact in 2003 with the UNE-P pricing issue. The company has openly admitted that they would never have won the battle in the legislature without the support of the labor movement, especially IBEW Local 21.

Local 21 members joined the rally and march in downtown Chicago on December 10, 2003 to celebrate **International Human Rights Day**. The message is that workers' rights *are* Human Rights and it is about time that employers are held accountable for terrorizing workers who are trying to exercise their rights by forming a union. In addition to the many rallies and actions held across the country to support International Human Rights Day, legislation was introduced by Senator Edward Kennedy (D-MA) and U.S. Representative George Miller (D-CA) to help workers organize without fear of retribution. **"The Employee Free Choice Act"** (EFCA S. 1925/H.R. 3619) provides for card check recognition of the union when the majority of workers voluntarily sign authorization cards. It also provides first contract mediation and arbitration after 90 days if bargaining has been unsuccessful. Last but not least, the bill implements new and meaningful penalties against employers who unlawfully violate their employees' rights to form a union.

Why do we need a new law? Statistics indicate that over 42 million workers would join a union if they could. However, most companies routinely use legal and illegal tactics during organizing drives to coerce workers into feeling that they will lose their job or their benefits if they form a union to better their wages, hours, and working conditions. In the typical National Labor Relations Board (NLRB) run election, companies are allowed to force workers to attend mandatory anti-union meetings. There employers use scare tactics, intimidation, and half-truths to convince workers that they are better off dealing with the company as individuals, rather than through the collective strength of a union. Companies routinely hire the anti-union consultants (usually paying them more than it would take to bargain in good faith with their workers) to help them train supervisors to coerce the workers.

When employers DO cross the line and break the law to keep unions out the

remedy from the NLRB is inconsequential. So it does nothing to deter the employer from conducting illegal activities. They spy on workers forming a union, and intimidate workers with threats of job loss if they support the union. They even fire workers who take the lead in talking to their co-workers about the benefits of collective bargaining and protected concerted activity. If workers overcome all of these obstacles, and we still do sometimes, employers do not bargain in good faith for a fair contract. Instead, they hire the same union-busting consultants/attorneys to delay the bargaining process in order to get the workers to feel hopeless again. At that point the company solicits a worker who is vulnerable to begin the process of removing the union.

So how do we change all of this? Card check is the answer!

Card check means that there is no time for the employer to run their vicious anti-union campaigns filled with threats, bribes, and lies. There is no prolonged process like the NLRB election that allows companies to scare or bribe workers away from collective activity. With card check, you vote "yes" by signing a card. The majority of signatures means the workers voice is heard without all of the hype and propaganda that is in a NLRB election.

As we move forward to help elect politicians (especially the ones in the White House) who fight for working families, keep **The Employee Free Choice Act** on your radar screen. Watch the folks who claim to be our friends and see if they support workers' organizing efforts. Will they support working families with lip service or roll up their sleeves and get into the street with us!

While I firmly believe that card check, and the values in The Employee Free Choice Act are the answer to problems workers face in forming unions, we will never get this or any other worker friendly legislation passed without YOU the working families who elect these folks. Solidarity!

Complete information  
about all Union Privilege  
services is available online  
at [www.unionprivilege.org](http://www.unionprivilege.org).

# 2004 Illinois AFL-CIO Primary Election Endorsements

ILLINOIS HOUSE			
1st District	Susana Mendoza (D)	43rd District	Daniel Rich (D)
2nd District	Edward Acevedo (D)	51st District	Nancy Shepherdson (D)
3rd District	Willie Delgado (D)	57th District	Elaine Nekritz (D)
4th District	Cynthia Soto (D)	58th District	Karen May (D)
5th District	Ken Dunkin (D)	59th District	Kathleen Ryg (D)
6th District	Patricia Bailey (D)	60th District	Eddie Washington (D)
7th District	Karen Yarbrough (D)	62nd District	Sharyn Elman (D)
8th District	Calvin Giles (D)	63rd District	Jack Franks (D)
9th District	Art Turner (D)	64th District	Paula Yensen (D)
10th District	Annazette Collins (D)	67th District	Chuck Jefferson (D)
11th District	John Fritchey (D)	70th District	Bob Brown (D)
12th District	Sara Feigenholtz (D)	71st District	Mike Boland (D)
13th District	Larry McKeon (D)	72nd District	Pat Verschoore (D)
14th District	Harry Osterman (D)	74th District	Don Moffitt (R)
15th District	John D'Amico (D)	75th District	Careen Gordon (D)
16th District	Lou Lang (D)	76th District	Frank Mautino (D)
18th District	Julie Hamos (D)	77th District	Angelo "Skip" Saviano (R)
19th District	Joe Lyons (D)	78th District	Deborah Graham (D)
20th District	Ralph Capparelli (D)	79th District	Lisa Dugan (D)
20th District	Michael McAuliffe (R)	80th District	George Scully (D)
21st District	Robert Molaro (D)	82nd District	Kim Savage (D)
22nd District	Michael Madigan (D)	83rd District	Linda Chapa LaVia (D)
23rd District	Dan Burke (D)	86th District	Jack McGuire (D)
25th District	Barbara Flynn Currie (D)	87th District	Bill Mitchell (R)
26th District	Lovana "Lou" Jones (D)	91st District	Mike Smith (D)
27th District	Monique Davis (D)	92nd District	Ricca Slone (D)
28th District	Robert Rita (D)	98th District	Gary Hanning (D)
29th District	David Miller (D)	101st District	Bob Flider (D)
30th District	William Davis (D)	103rd District	Naomi Jakobsson (D)
31st District	Mary Flowers (D)	106th District	Scott Crawford (D)
32nd District	Charles Morrow III (D)	107th District	Kurt Granberg (D)
33rd District	Marlow Colvin (D)	108th District	Bill Grunloh (D)
34th District	Connie Howard (D)	111th District	Steve Davis (D)
35th District	Kevin Joyce (D)	112th District	Jay Hoffman (D)
36th District	Jim Brosnahan (D)	113th District	Thomas Holbrook (D)
37th District	Kevin McCarthy (D)	114th District	Wyvetter Younge (D)
38th District	Robin Kelly (D)	116th District	Dan Reitz (D)
39th District	Maria Antonia Berrios (D)	117th District	John Bradley (D)
40th District	Rich Bradley (D)	118th District	Brandon Phelps (D)

ILLINOIS SENATE	
2nd District	Miguel del Valle (D)
3rd District	Mattie Hunter (D)
5th District	Rickey Hendon (D)
8th District	Ira Silverstein (D)
11th District	Lou Viverito (D)
14th District	Emil Jones, Jr. (D)
17th District	Donne Trotter (D)
20th District	Iris Martinez (D)
29th District	Susan Garrett (D)
32nd District	Patrick Ouimet (D)
38th District	Pat Welch (D)
47th District	John Sullivan (D)
56th District	Bill Haine (D)
59th District	Gary Forby (D)

## STATE SUPREME COURT

5th District     Gordon Maag (D)

## STATE APPELLATE COURT

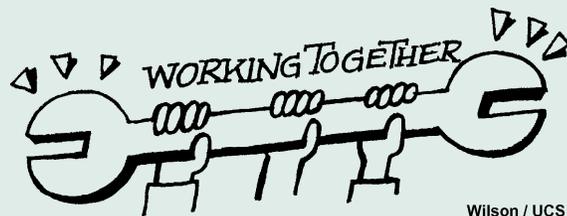
3rd District     Mary K. O'Brien (D)

5th District     James Donovan (D)

# Mobilization

**Are you aware over 50% of Local 21's SBC membership has just 5 years of service with SBC?**

**Over 50% of Local 21's membership has never participated in a full blown contract negotiation!**



**Educate, Unite, and Act—  
Our future is now!**

## Did You Read the Annual Report Yet?

By Michael O'Connor, Chief Steward



When I was a teenager working on cars and reading *Hot Rod Magazine*, “Too much is never enough” was my friend’s mantra when it came to horsepower.

Unfortunately, it too accurately describes today’s corporate attitude toward profit. And the operating philosophy of SBC. Corporate earnings reports were released last week. Did you see or hear them on the news? It’s important to pay attention to that stuff. The company hopes you don’t. And after running from job to job and trying to please the GPS Masters, you may have missed the story.

SBC reported lower profit in the 4<sup>th</sup> quarter of 2003. Poor Baby. This is a company that generated **\$905 million in net income in the quarter**. That’s approximately from September 15 to December 15. Let me say that again, \$905 million. That’s capital created by our labor—yours and mine. The company reported that it added 377,000 high speed internet customers pushing its total to 3.5 million DSL subscribers. It also added 2.9 million long distance lines for a total of 14.4 million long distance customers.

This is a company that is not hurting. Even with their cry-baby revenue dip, they reported profit of 34-cents-a-share, in line with analysts’ expectations. That doesn’t include earnings from Cingular Wireless,

the joint venture between SBC and BellSouth. SBC owns 60 percent of the No. 2 wireless carrier, which is not publicly traded. On Tuesday, February 17th Cingular won an auction for AT&T Wireless Service Inc. in the largest all cash deal in history—**\$41 Billion**—creating the nation’s largest wireless carrier.

I wonder what the last all-cash big-ticket purchase any of our members made this year? Was it a dishwasher or a new garage opener? Maybe the check you wrote to your child-care provider or for your son or daughter’s tuition?

We need to understand that when this company denies any member disability or fights workman’s comp, it is sticking its corporate hand into our pockets and stealing from us. I just visited a member who was telling how the company denied his request for tuition assistance because the course of study did not relate to his job as a central office tech.

Millions of utility workers have earned college and advanced degrees while working for the phone company and other utilities. It was a known fact, if you wanted to get an education, go work for the phone company, or Edison, or the gas company. It was an investment in workers by the employer.

Clearly, this is not the case now. This company and its minions like to talk a good game about how much they care for their workers and respect their workers. Just because they don’t abuse you as badly as Wal-Mart, managers think they do treat us right. But believe me, if it weren’t for your Union contract and the workers who stand

beside you and behind you—this company would crush you. Some of us work right now in locations where a manager or managers abuse, intimidate, and literally try to subjugate the workers. One voice who stands against this will likely be vilified by the boss. But all it takes is one member behind that first one to say, “Yeah, I’m with him (or her).”

This is what the bad managers fear most: the day that no one breaks from the tailgate and heads for their truck; the day that everyone in the call center keys out of the ACD at the same time. The day a dozen CO techs surround a belligerent, abusive manager and tell him today is the day it stops!

As craft professionals, we have an obligation to come to work, to give a full day’s work and take care of our customers. This is our work. Take pride in it. I am speaking about something different than when management tells you to “take ownership” of your workload or your tickets. Think of it as “Their Load” and “Your Customer”.

More than a hundred years ago in the fight for the eight hour day, the workers’ slogan was: **eight hours for work; eight hours for rest; and eight hours for what we please**. Those last eight don’t matter much if you don’t make it home because you were rushing to finish the load. I’ll leave you with my new Business Rep. Mike Sacco’s favorite saying, “We’ve got two hands and eight hours.” Work Safe!

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## Farewell Jim!

Business Representative Jim Kassing retired in February. He started his career in October 1967 in IBEW Local 315, a Chicago construction local as a cable splicer. He walked the picket line during the 1968 strike. In the 1970’s Local 165 absorbed Local 315.

He volunteered to become a shop steward in 1980 when he felt some members were being mistreated and Jim thought he could make a difference. He was part of the crew that installed the first fiber optic cable. He still has a plexiglass trophy featuring a piece of cable.

Jim became a Chief Steward for Local 165 in 1990, and a Business Representative in 1998. As a Business Representative for Local 21, Jim cared for 10 S. Canal and all the garages and central offices on the north side of Chicago. He was chairman of the Safety Committee and bargained two contracts for Johnson Controls.

Jim has plans to spend more time with his family, including three grandchildren. He’d like to do some traveling and believes that, “Golf will keep me busy.” We will miss you!



# Make the World Safe for...

By Nancy North, Area Steward



I know THEY are watching. Everyone knows THEY are watching. Just how closely are THEY watching? The Department of Homeland Security

defends the borders of the United States against terrorist attack. The mantra of “security, security, infinite security” has inspired a new generation of SBC Asset Protection agents to zealously defend the electronic firewall that guards the corporate Intranet from attack.

Employees send email within the SBC Intranet all the time. More and more they send email to customers outside the firewall. The SBC Code of Conduct specifies, “limited, occasional personal use is not prohibited” and employees send personal emails to each other, and to people outside, through the firewall. There is no guarantee of privacy on the company email system.

It’s the company email computer system and they are going to protect it.

**Agents watch the firewall for large files** coming in that could mean viruses. They watch for large files going out that could mean the illegal exodus of proprietary information.

Sometimes these agents open large files only to find vacation pictures of the Grand Canyon, or an inspirational message. Isn’t it so much easier to just email digital photos? I still haven’t figured out how to print them on a single sheet of paper, so I usually take “old fashioned” 35mm film photos. Those pictures take a lot of bandwidth, bandwidth that belongs to the company. The agent sends an email to your supervisor, “an email review was recently conducted...sent through the company email gateway...the following attachment: *name.jpg* did not appear to be company related...attached for your review.” The coaching goes into your file. Repeated emails constitute “abuse or misuse.” You are using more than your fair share of bandwidth and you should stop being selfish.

Sometimes those photos could be considered “**zero tolerance pornography**.” It doesn’t matter whether you think the picture is appropriate. The official standard is pretty close to, “Would you show this to a five year old child?” If not, don’t forward it. DELETE. DELETE. DELETE. It doesn’t matter if the email was supposed to be clever or funny—security agents don’t have a sense of humor in a world inhabited by terrorists and would-be terrorists.

Zero tolerance means the company doesn’t give warnings. They skip the “disciplinary action up to and including” portion of the consequences and go straight to the “dismissal” portion.

NEVER EVER MEET WITH ASSET PROTECTION WITHOUT UNION REPRESENTATION. IT IS YOUR RIGHT, BUT **YOU MUST ASK**. STOP THE MEETING AND ASK FOR A STEWARD.

This new focus on emails doesn’t mean they haven’t stopped watching for the access of inappropriate websites. There is also a new policy prohibiting unauthorized downloads. That cute penguin cursor could be a trojan horse for dangerous spyware.

There is no expectation of privacy on your computer at work, on any Internet site you visit (Limited, occasional personal use of the Internet—Code of Business Conduct) or any email you send. How closely do THEY watch? They don’t have enough agents to read every email. Yet, yet, one of my co-workers received a “message undeliverable” pop up box because the email contained the word “Negro” not “@#%\$.” We were puzzled. Apparently it had the potential to be offensive.

“Could they really program the system to search for key words and ‘filter’ them?” I asked my son, the computer science major.

“Yes” he answered.

So, a system originally programmed to filter and stop @#%\$ could be reprogrammed to include other words like ‘recipe’ or ‘dentist.’

Everywhere you go, everything you send on a company computer leaves a thumbprint. There is no privacy. THEY are watching.



## Federally Subsidized Poverty

by Jim Hightower

Here’s a novel concept: If you work full time and do a good job, you shouldn’t be paid so poorly that you live in poverty.

Try to tell that to the federal government, though. An independent study released by ACORN, the grassroots advocate for the working poor, finds that corporations enjoying fat, tax-paid contracts from the feds are paying poverty wages to the people actually doing the contract work. The same federal government that sets precise standards for, say, the tensile strength of screws that it buys, sets no standards for the fair pay of people working under its contracts.

The study, conducted by the Economic Policy Institute, revealed that 11 percent of federal contract employees receive less than a “living wage,” which is to say their paychecks are too low to lift them and their families above the poverty level. In this period of economic prosperity, in this period when Congress annually raises its own pay, in this period when federal contracts routinely cover the million-dollar paychecks of the corporate CEOs getting the contracts—it’s absurd that our tax dollars would be used to subsidize sub-poverty pay.

Ironically, while the companies profit on the backs of these workers, many of the workers themselves have to turn to food stamps, housing assistance, and other federal poverty programs just to make ends meet. This means that we taxpayers are hit with a double whammy: first, we’re subsidizing low-wage companies, then we have to provide services to assuage the poverty of their workers.

Better that the contractors themselves be required to pay fair wages from the start, which is why the Living Wage Responsibility Act has been introduced in Congress, sponsored by Representative Luis Guitierrez of Illinois. It requires big businesses that get federal contracts to pay their employees a wage no less than the federal poverty level. For more information, contact ACORN: 202-547-2500.

—Jim Hightower is the best-selling author from Texas.

## The Death of Horatio Alger

By Paul Krugman

The other day I found myself reading a leftist rag that made outrageous claims about America. It said that we are becoming a society in which the poor tend to stay poor, no matter how hard they work; in which sons are much more likely to inherit the socioeconomic status of their father than they were a generation ago.

The name of the leftist rag? *Business Week*, which published an article titled “Waking Up From the American Dream.” The article summarizes recent research showing that social mobility in the United States (which was never as high as legend had it) has declined considerably over the past few decades. If you put that research together with other research that shows a drastic increase in income and wealth inequality, you reach an uncomfortable conclusion: America looks more and more like a class-ridden society.

And guess what? **Our political leaders are doing everything they can to fortify class inequality**, while denouncing anyone who complains—or even points out what is happening—as a practitioner of “class warfare.”

Let’s talk first about the facts on income distribution. Thirty years ago we were a relatively middle-class nation. It had not always been thus: Gilded Age America was a highly unequal society, and it stayed that way through the 1920s. During the 1930s and ’40s, however, America experienced what the economic historians Claudia Goldin and Robert Margo have dubbed the Great Compression: a drastic narrowing of income gaps, probably as a result of New Deal policies. And the new economic order persisted for more than a generation: Strong unions; taxes on inherited wealth, corporate profits and high incomes; close public scrutiny of corporate management—all helped to keep income gaps relatively small. The economy was hardly egalitarian, but a generation ago the gross inequalities of the 1920s seemed very distant.

Now they’re back. According to estimates by the economists Thomas Piketty and Emmanuel Saez “confirmed by data from the Congressional Budget Office “between 1973 and 2000 the average real income of the bottom 90 percent of American taxpayers actually fell by 7 percent. Meanwhile, **the income of the top 1 percent rose by 148 percent**, the income of the top 0.1 percent rose by 343 percent and the income of the top 0.01 percent rose 599 percent. (Those numbers exclude capital gains, so they’re not an artifact of the stock-market bubble.) The distribution of income in the United States has gone right back to Gilded Age levels of inequality.

Never mind, say the

apologists...America, they say, isn’t a caste society—people with high incomes this year may have low incomes next year and vice versa, and the route to wealth is open to all. That’s where those commies at *Business Week* come in: As they point out (and as economists and sociologists have been pointing out for some time), America actually is more of a caste society than we like to think. And the caste lines have lately become a lot more rigid.

The myth of income mobility has always exceeded the reality: As a general rule, once they’ve reached their 30s, people don’t move up and down the income ladder very much. Conservatives often cite studies like a 1992 report by Glenn Hubbard, a Treasury official under the elder Bush who later became chief economic adviser to the younger Bush, that purport to show large numbers of Americans moving from low-wage to high-wage jobs during their working lives. But what these studies measure, as the economist Kevin Murphy put it, is mainly “the guy who works in the college bookstore and has a real job by his early 30s.” Serious studies that exclude this sort of pseudo-mobility show that inequality in average incomes over long periods isn’t much smaller than inequality in annual incomes.

It is true, however, that America was once a place of substantial intergenerational mobility: Sons often did much better than their fathers. A classic 1978 survey found that among adult men whose fathers were in the bottom 25 percent of the population as ranked by social and economic status, 23 percent had made it into the top 25 percent. In other words, during the first thirty years or so after World War II, the American dream of upward mobility was a real experience for many people.

Now for the shocker: *The Business Week* piece cites a new survey of today’s adult men, which finds that this number has dropped to only 10 percent. That is, over the past generation upward mobility has fallen drastically. **Very few children of the lower class are making their way to even moderate affluence.** This goes along with other studies indicating that rags-to-riches stories have become vanishingly rare, and that the correlation between fathers’ and sons’ incomes has risen in recent decades. In modern America, it seems, you’re quite likely to stay in the social and economic class into which you were born.

*Business Week* attributes this to the “Wal-Martization” of the economy, the proliferation of dead-end, low-wage jobs and the disappearance of jobs that provide entry to the middle class. That’s surely part of the explanation. But public **policy plays a role**—and will, if present trends continue, play an even bigger role in the future.

Put it this way: Suppose that you

actually liked a caste society, and you were seeking ways to use your control of the government to further entrench the advantages of the haves against the have-nots. What would you do?

One thing you would definitely do is get rid of the estate tax, so that large fortunes can be passed on to the next generation. More broadly, you would seek to reduce tax rates both on corporate profits and on unearned income such as dividends and capital gains, so that those with large accumulated or inherited wealth could more easily accumulate even more. You’d also try to create tax shelters mainly useful for the rich. And more broadly still, you’d try to reduce tax rates on people with high incomes, shifting the burden to the payroll tax and other revenue sources that bear most heavily on people with lower incomes.

Meanwhile, on the spending side, you’d cut back on healthcare for the poor, on the quality of public education and on state aid for higher education. This would make it more difficult for people with low incomes to climb out of their difficulties and acquire the education essential to upward mobility in the modern economy. And just to close off as many routes to upward mobility as possible, **you’d do everything possible to break the power of unions**, and you’d privatize government functions so that well-paid civil servants could be replaced with poorly paid private employees.

It all sounds sort of familiar, doesn’t it? Where is this taking us?

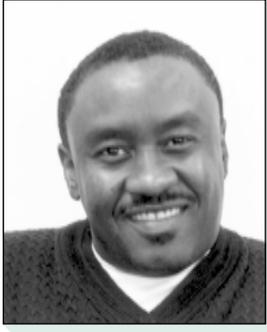
Thomas Piketty, whose work with Saez has transformed our understanding of income distribution, warns that current policies will eventually create “a class of rentiers in the U.S., whereby a small group of wealthy but untalented children controls vast segments of the US economy and penniless, talented children simply can’t compete.” If he’s right—and I fear that he is—we will end up suffering not only from injustice, but from a vast waste of human potential. Goodbye, Horatio Alger. And goodbye, American Dream.

*Reprinted with permission from the January 5, 2004 issue of The Nation magazine. For subscription information, call 1-800-333-8536. Portions of each week’s Nation magazine can be accessed at <http://www.thenation.com>. Paul Krugman, is an economics professor at Princeton and a columnist at the New York Times.*



## Watch the Politicians

By Jerry Rankins, Business Representative



**F**inally, the **City of Chicago** rolled out its health care proposal for the E-911 workers at the February 6, 2004 bargaining session. This “first proposal”

calls for a 300 % increase for a family of two or more who chose the popular PPO plan. Currently, a member making \$60,000 annually, pays 1.9705 % or \$49.26 per pay period. That includes the vision care and dental. The city’s proposal for 2004 is a whopping \$166.62 per pay period with two or more dependents per family. Get this, with no vision or dental care. For 2005, under the same plan, the city proposes to raise its rates to \$253.26 per pay period. These rates can soar even higher. The city also proposes that any increase by the health care provider shall be passed on to its employees during the term of collective bargain agreement. This is no joke.

As chilling as this is, the city that works is no longer working on the behalf of its employees. The city wants to do away with the current 16 paid holidays, pay overtime only after 40 hours and not guarantee a 40 hour work week. Why is this? Simply put, this is a test of unit solidarity. I know after reading this you are now sick and angry but hold on—there is still much hope. Remember Brothers and Sisters, you have what millions of Americans wish they had, Union recognition, and a collective bargaining agreement. In short, you have a voice. This city can do to you no more than you let them. Every worker must get involved on all fronts. It’s time to attend the unit/solidarity meetings and support your bargaining committee and stewards. Ask them what can you do to become involved. We can stop the city’s assault on you and your family. Hang in there, you’re union.  
IN SOLIDARITY

Democratic hopeful **John Kerry** **BLASTED Comcast on workers rights.**

Recently Senator Kerry wrote CEO Brian Roberts expressing his strong support of the IBEW and the CWA and their efforts on behalf of several thousand Comcast

employees who have voted to be recognized by the Union. He further stated these workers are exercising a fundamental American right, the right to organize and freely join a Union. He further explained to Mr. Roberts, “Working men and women such as those in your corporation fought hard for many years for job security, safe working conditions, and fair wages.”

“These hard earned rights championed by the pioneers of the American labor movement must be respected, preserved, and protected by all. I urge you to work with the IBEW and CWA and the employees to reach an agreement that is fair and just for all parties included and to do so in an expeditious manner. If the parties are negotiating in good faith it should not take two years to come to closure on this matter. In closing, the members of the IBEW and CWA have my support in securing a fair first contract with Comcast.”

Both the IBEW and the CWA international unions have joined to combat the ongoing evil assault by Comcast in undermining employees’ rights to organize. The Internationals are demanding that the company bargain in good faith. You can stay informed by going to the websites at [www.IBEWNOW.ORG](http://www.IBEWNOW.ORG) and [www.Comcastwatch.org](http://www.Comcastwatch.org). Workers can no longer make excuses as to why they won’t get involved.

We take for granted that existing labor law will always be there to protect us. Well think again, the President strong armed the members of the U.S. Senate into backing off a fillbuster to stop this year’s government spending bill. They were holding it up because it failed to block Bush’s overtime pay take-away. Bush had threatened to veto the bill if it included an overtime pay protection guarantee for America’s workers, even though both houses of Congress voted to block the overtime pay cuts in earlier votes.

Simply put, we must do more in 2004—vote and organize and educate our family and neighbors on the importance of voting. Identifying with candidates like Senator Kerry who are willing to identify with the plight of the working class on issues of job security, health care, the right to organize and collective bargaining. Brothers and Sisters it starts with us.

## Milestones in Black Labor History

*February is Black History Month.*

**1850:** The American League of Colored Laborers, the first organization of black workers, is established in New York City.

**1869:** The National Labor Union is the first organization of white workers to advocate the creation of black labor unions and to allow blacks to attend its annual meeting.

**1869:** The first national black labor organization, the Colored National Labor Union, is formed.

**1918:** The Department of Labor’s Division of Negro Economics, the first federal bureau to attempt to ease labor-related racial tensions caused by blacks leaving the South, is established by the government.

**1941:** The Fair Employment Practice Commission, the first federal agency to promote fair employment practices, is established.

**1945:** The Ives-Quinn Act, the first state legislation prohibiting discrimination in employment on the basis of race, creed or color is passed in New York.

**1957:** A. Philip Randolph, president of the Brotherhood of Sleeping Car Porters, is elected as the AFL-CIO’s first black vice president.

**1964:** The Civil Rights Act of 1964, the first federal fair employment legislation, is passed.

## 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**  
[nancy.north@comcast.net](mailto:nancy.north@comcast.net)  
**Larry Moeller**  
[ljm336@ameritech.net](mailto:ljm336@ameritech.net)

# Good Luck Local 21 Retirees

## October 03

Deborah Maysey  
 Ronnie Taylor  
 Diane Anthony  
 Manfred Woppel  
 Tennie Clark  
 Mary C Williams  
 Marilyn O'Leary  
 Doris Leadingham  
 Mike Hucce  
 Sally Smith  
 Michael Thompson  
 John Jones Jr  
 Mary Ann Grizzi

## December 2003

Toni Wentz  
 Lili Curtin  
 Gregorio Mendoza  
 Gladys Mathews  
 Alan Meyers  
 Theresa Luke  
 James Lockwood  
 Martin Lara  
 Lawrence Leugoud  
 Donna Lill  
 Richard Lozano  
 Celia Johnson  
 Diane Brogno  
 Edward Wilson  
 Patricia Reece  
 Phyllis Sinks  
 Bonnie Schaefer  
 Ana Dovalina  
 Nancy Green  
 Michael Schwerer  
 Richard Sherlock  
 Kathy Prokash  
 Stephan Brereton  
 James Weddington  
 John Stoiber  
 Linda Klinnert  
 Daniel Consolazio  
 Ken Schneider  
 Terrance Day  
 Richard Sproul  
 Tom Stacy  
 James Zacharski  
 Bobbye J Morris  
 Patricia A Buchanan  
 Rita Black  
 Gordon Grassele  
 Bill Halloran  
 Sue Noon  
 Josephine Richmond  
 Bruce Bender  
 Charles F Koeppen  
 Mary V Jackson

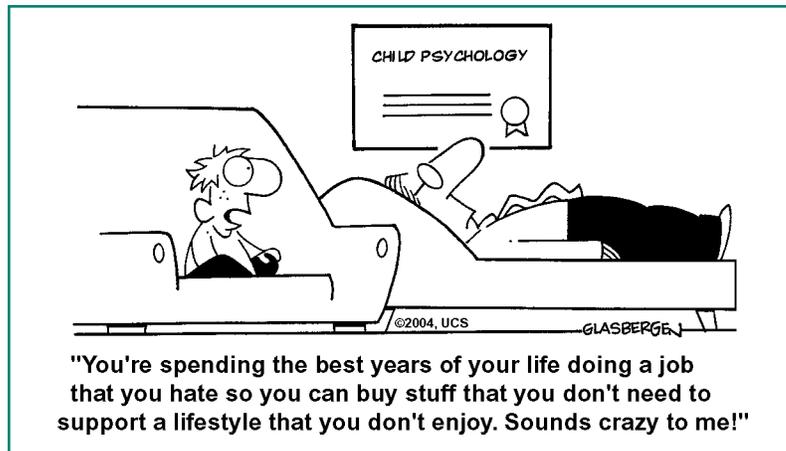
Bernetta Harris  
 Richard P Hahn  
 Paul W Hellwig  
 Dennis E Hogan  
 Charles A Hall  
 Maurice W Hardison  
 Thelma L Gillum  
 Gary A Gatto  
 Diane Elliston  
 Daniel A Dalesandro  
 Virginia Day  
 Thomas Crowe  
 Ronald Chamerulik  
 Joseph Cook  
 Harry R Burson Jr  
 Ken Burmeister  
 Mike Brancato  
 William Beckman  
 Richard Hanson  
 Brian E Lange  
 Linda Miller  
 Dave Fitts  
 Clyde Legg  
 Tate Bobbie  
 Michael Wittmer  
 Maella Wilburn  
 Katie M Thurman  
 Elizabeth Thompkins  
 Ramona Thilmany  
 Deborah Tranchita  
 Yolanda Taylor  
 Kirk Soden  
 Bradley F Smith  
 Gloria Soriano  
 Carole Roberson  
 Charles Reule  
 Robert Rumpf  
 Joseph Redlich  
 Carolyn Phipps  
 Patsy Peters  
 Bruno Parzych  
 Kathy Onik  
 Sellemeree Outlaw

## January 2004

Sally Crafts  
 William H Muhammad  
 Florence Courts  
 Raymond Herigodt  
 James Peters  
 Joseph Scasny  
 Glen W Miller  
 Wally Pearson  
 Joyce Green  
 Leonard Hollis  
 Mary Pratt  
 Marvin Brunoehler  
 Sandra Price

## Feburary 2004

Thomas Bonilla  
 Mary Beth Booth  
 Nancy Powers  
 Richard Ratzel  
 Kim Parker  
 Sherry Lundgren  
 Lee Lash  
 Theodore Younger  
 Linda Mc Kinney  
 Theresa Brandys  
 Michele Steht  
 Rose Ann Binkley  
 Jeffrey Krushall  
 Alex Bauman  
 Charles Riales  
 Russell Hall  
 Angelina Kotchou  
 Jolene Petruch  
 Dorathy Cook  
 Julie St.Mary  
 Rita Wagenecht  
 Robert Burris  
 Francine Kennedy  
 Mary Bennett



# 2004 UNIT MEETINGS

## March

### Unit 1

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

### Unit 2

Tuesday March 9, 7 PM  
Lansing American Legion  
18255 Grant St  
Lansing IL  
708 474-5906

### Unit 3

Thursday, March 18, 7 PM  
Best Western Elgin Plaza  
345 West River Rd  
Elgin IL  
847 695-5000

### Unit 4

Wednesday, March 10, 7 PM  
Lemont VFW  
15780 New Ave.  
Lemont IL  
630 257-9859

### Unit 5

Wednesday, March 17, 7 PM  
VFW Post #630  
1303 E. Main St.  
Quincy IL  
217 367-4197

### Unit 6

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

### Unit 7

Monday, March 15, 7 PM  
Alton Sports Tap  
3812 College Ave  
Alton IL  
618 465-2539

## April

### Unit 1

Thursday, April 8, 7 PM  
Days Inn & Suites  
2175 E Touhy  
DesPlaines IL  
847 635-1300

### Unit 2

Tuesday, April 13, 7 PM  
Gaelic Park Banquet Hall  
6119 W 147th St.  
Oak Forest IL  
708 687-9323

### Unit 3

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

### Unit 4

Wednesday, April 14, 7 PM  
IBEW Local #145  
1700 52<sup>nd</sup> Ave Suite A  
Moline IL  
309 736-4239

### Unit 5

Wednesday, April 21, 7 PM  
American Legion Post #979  
4501 S Airport Rd  
Bartonville IL  
309 697-2432

### Unit 6

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

### Unit 7

Monday, April 19, 7 PM  
American Legion Post #141  
916 Main St  
Mt Vernon IL  
618 242-4561

## May

### Unit 1

Thursday, May 13, 7 PM  
Holiday Inn Hillside  
4400 Frontage Rd  
Hillside IL  
708 544-9300

### Unit 2

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

### Unit 3

Thursday, May 20, 7 PM  
Gurnee American Legion  
749 Milwaukee Ave  
Gurnee IL  
847 695-5000

### Unit 4

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

### Unit 5

Wednesday, May 19, 7 PM  
Danville Inn  
388 Eastgate Dr.  
Danville IL  
217 446-2400

### Unit 6

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

### Unit 7

Monday, May 17, 7 PM  
IBEW Local # 309  
2000A Mall St (Rte 157)  
Collinsville IL  
618 345-5112

**IBEW LOCAL 21**

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



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Permit No. 424



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*Join Us for the St. Patrick's Day Parade*

On Sunday March 14, 2004 IBEW Local 21 will participate in the South Side Irish St. Patrick's Day Parade with a float. We invite all members and their families to join us, because the event is a lot of fun. The Parade step off is at NOON at 103rd and Western Avenue in Chicago.

If you are interested in participating, please call the Union hotline 630 415-2711 a few days before the parade to check the exact location to meet at the float. If there are any questions, please contact Business Representative Mike McCormick at 630 960-4466, ext. 401.

