

FRONTLINE

IBEW LOCAL 21



Volume 10, No. 3 • August 2006

Union Democracy At Work



(L to R) Election judge Deena Schroeder-Seers, Teller Kimberly Townsend, Teller Anthony Gordon, Judge Billy Mitchell and Teller Michael Grindle with the boxes of ballots from the post office.

Bob (seated) of SOCO explains a scanner reading to the tellers and judges.

Full story on page 8



INSIDE

Business Managerpg 2
Curran's Reportpg 3
Gast's Reportpg 4
Benefits Reportpg 5

COPEpg 6
Election Resultspg 8
WTF?pg 9
News Across The Local .pg 10

Comcastpg 13
Scholarshippg 14
Retireespg 18
Meetingspg 19

Vote Smart - Protect Your Job

By Ronald Kastner



It isn't too early to start thinking about the upcoming election in November. The old saying used in politics is, "Punish your enemies and reward your friends." Do you know which elected officials are friends of organized labor? Do you know who is deserving of a union vote, and who is not? To help you vote for your friends, Local 21's Legislative Department will

be informing our members of the candidates' past voting records and letting you know how officials voted on issues that affect you on a daily basis.

The endorsement list from the State AFL/CIO is posted on our web site www.ibew21.org under our June archives. Endorsements are made for a candidate who has demonstrated their support of worker rights issues. Any incumbent who has voted 60 per cent or better for workers' rights issues receives organized labor's endorsement. In races that have new candidates the endorsement is based on how they answer a survey developed by the State AFL/CIO. The right answers earn them labor's endorsement.

While it may not always seem apparent, politics does directly affect the daily life of America's hard working unionists. Major corporations make decisions that may not be fair to us because they know that the rules under the current administration are easily manipulated to their advantage. **Some of these corporations routinely ignore arbitrators' decisions and twist declarations from judges.** Most recently, appointments to decision making positions on the National Labor Relations Board make filing charges an exercise in futility. Members of that board know who their friends are, and they act accordingly.

Furthermore, Local 21 members who live in Illinois have the convenience of **early voting**, allowed by the state constitution. You don't have to wait until election day to vote. It was created to allow voters to cast a ballot prior to Election Day without having to provide a reason or an excuse for

wanting to vote early. Registered voters can vote early during the 22nd day through the 5th day preceding an election. The general election is November 7, 2006. Therefore, early voting will begin October 16, and end November 2, 2006. Election authorities across the state will identify convenient locations where registered voters can vote early. In almost all cases, the sites will be different from the voter's regular polling place. Election authorities will announce notice of the sites. For details, contact your election authority or visit www.elections.il.gov. Hopefully, many of our members will take advantage of this.

The recent passage of the **"Big Box" ordinance** in the city of Chicago is a great example of what can be accomplished when organized labor works together! Let's all take a lesson from that and make sure we vote in the November election.

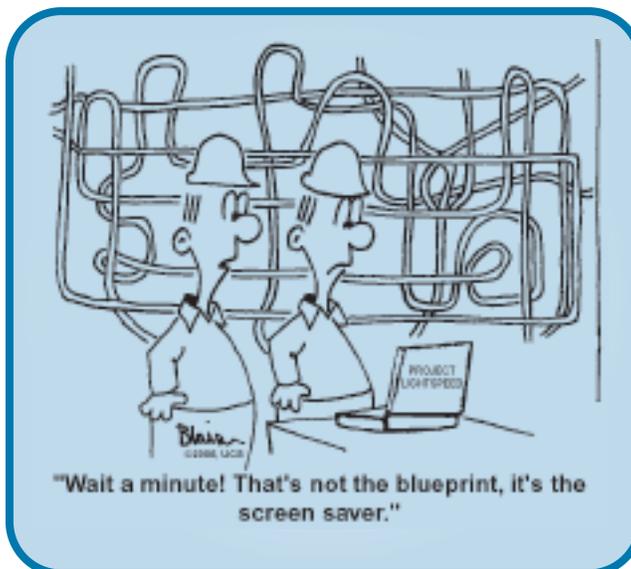
Legislators elected in November this year in Illinois will be in office in 2007 which is when the **telecommunications rewrite** will take place. This rewrite will set the landscape for all the telecommunication companies and cable companies in Illinois. It will in all likelihood determine how the companies compete, and grow in the state. This rewrite will set the table for the future of Local 21 jobs in Illinois. This is the time to hold your legislators accountable on what should be your major concern, **your job**.

Without being too melodramatic, the future of organized labor is at stake in Indiana in the upcoming November elections. In order to stave off these anti-labor forces **it is imperative that the Democrats regain a majority in the Indiana House.** In order to do this, they have to hang on to all 48 seats and win back AT

LEAST 3 more. If we all do our jobs, this is a very good possibility. In Northwest Indiana alone, there are 3 seats in play. I'm in the process of getting an updated endorsement list.

In closing, on behalf of myself and my fellow officers, I want to **thank all of you** for your continued support. I look forward to working on behalf of all members of Local 21 for years to come.

Solidarity as always



It's Time to Join the Fight

By Kevin Curran, Vice President/Assistant Business Manager Marketing



Global Surplus /Layoff

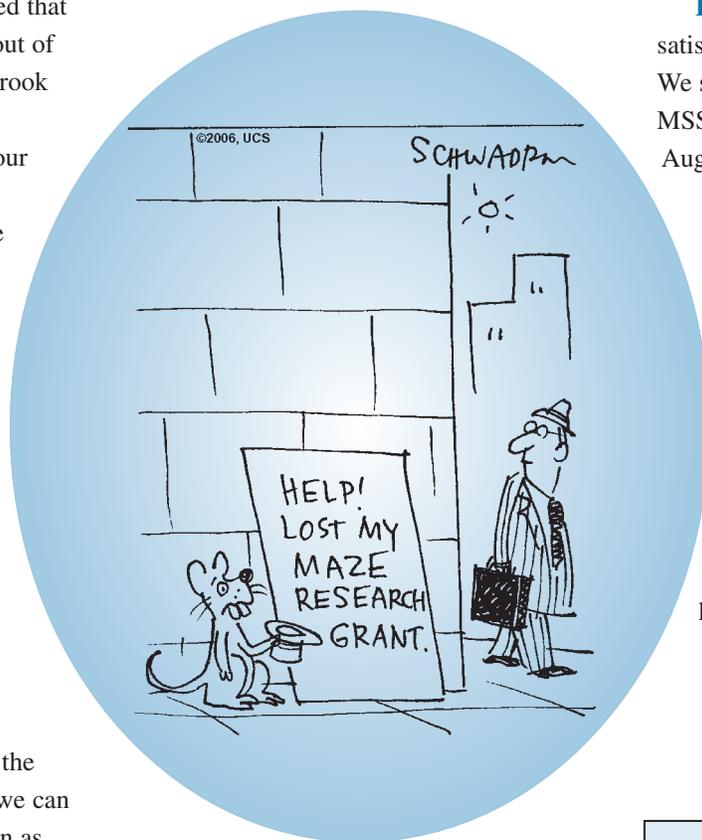
– As we have been reporting on the Union Hotline and through email updates, AT&T announced that

it plans to move most of the work out of the Global Markets offices in Oakbrook and downtown Chicago to Pontiac Michigan and has declared 137 of our members surplus. We believe this action to be a direct violation of the Collective Bargaining Agreement and the Union immediately filed a third step grievance on this issue. The third step grievance meeting was held on July 27, 2006. The Union has put the company on notice that we will **not** extend the deadline by even one day from the date their official written response is due under the Collective Bargaining Agreement.

Also, if this issue isn't resolved through the grievance process, it is the Union's intention to do everything we can to get this case to arbitration as soon as possible and have an Arbitrator rule on this issue prior to September 30, 2006 (which is the force disposition date of this surplus/layoff). In addition to the grievance and arbitration process, the Union intends to take **any and all appropriate legal actions** against AT&T to oppose this action.

One of the reasons cited for this elimination of our members' jobs here is

because the company is unhappy with the Project Lightspeed regulations in the state of Illinois. That being the case, the Union has sent letters to many of our elected officials letting them know that AT&T is trying to use our members as pawns to gain more favorable Lightspeed regulations and asking them to help us in this important battle.



Since the company makes millions and millions of dollars in profits from residential and business customers in the state of Illinois, we want our elected officials to send a strong message to AT&T and let them know that this is **not** how we do business in Illinois.

In addition, the Union is also in the process of taking concerted actions against

AT&T over this issue. Brothers and Sisters, the Union strongly encourages all members to volunteer to help us in this struggle by sending an email to power@ibew21.org. As Benjamin Franklin once said, "We must hang together, gentlemen...else, we shall most assuredly hang separately."

BCS Surplus – The BCS surplus is satisfied for the SOW-A and TA titles. We still have 8 at-risk members in the MSS title who need to be placed by August 30th.

Consumer Performance Management Plan (a.k.a. "PAR") – We have seen our first victims of this policy as five members were recently discharged. All five cases are being arbitrated. The main case on the policy itself is moving forward. An Arbitrator has been selected and has provided to both parties the dates he is available to hear the case.

Do you have a News Story?

We need your contributions. It's easy. Email an attachment in Word to both addresses as insurance.

Nancy North
nancy.north@comcast.net

Larry Moeller
ljm336@ameritech.net

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

Website

www.ibew21.org

Newswire hotlines

630 415-2711
866 423-9582

OFFICERS

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

Kevin Curran,
Vice-President
/ Assistant Business Manager Marketing

Jacquie Fields,
Treasurer

Linda Cox,
Recording Secretary

EXECUTIVE BOARD MEMBERS

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

MANAGING EDITOR

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

EDITORS

Larry Moeller email:
ljm336@ameritech.net
Nancy North email:
nancy.north@comcast.net

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

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

© IBEW 278

Crossover Arbitration Case

By Jerry Gast, Assistant Business Manager Network



The company has put the **preferencing** of I&R techs to C&E on hold. Management is re-evaluating their head count in both departments.

The Union and AT&T were scheduled to meet on this on 7/25/06, until the company cancelled. There are no new meetings scheduled. They originally wanted to move 176 techs from I&R to C&E, then lowered the number to 155, but now everything is on hold. The company did preference splicers into Davar for Project Lightspeed.

On the arbitration front, Local 21 has completed two days of hearings for the **Crossover Arbitration** case and scheduled two more days in November. This case involves the company moving techs from one work group or department to another to avoid overtime in the receiving group or department while the sending group or department is working overtime.

The arbitration case on **"Suspension**

Pending Investigation" is settled. AT&T is using their new guidelines for corrective action which states, "suspension pending investigation should be rarely used for liability to the company or threat to customers." The Union won a case where a tech was terminated. The arbitrator ordered the company to bring the member back with full back pay. Business Representatives Steve Unterfranz and Mike Sacco, along with Chief Steward Paul Wright presented the Union's case. Great job!

The Union is still pursuing the **PIP** program and will schedule arbitration on this issue.

On the **holiday scheduling problems** in I&R, the Union has notified AT&T that we will be going back to arbitration because we could not reach a settlement. The company wants to use affecting service cases on holidays that fall on a Monday or a Friday, which is unacceptable to the Union.

Local 21 has finished the **"Contracting Out after Layoff"** Arbitration and we are waiting for the arbitrator's decision which is expected some time in September. Be safe and have a good summer

The Lifespan of a Grievance, part 3

By Jacquie Fields, Treasurer



I'd love to begin this article by thanking everyone for their good wishes and support during the election. Ron, Kevin, Linda and I truly appreciate

your approval by your vote to re-elect us.

In the **Lifespan of a Grievance** we are at the 3rd step. The Chief/Area Steward completes page 3 of the grievance/arbitration form. Then they discuss the case with their Business Representative who fills out a request form to send a third step letter to the Labor Relations Manager who is assigned to the grievant's area. A letter is sent from the Union office to the

company representative, a copy is also given to the union Business Representative. A meeting takes place between them and if the grievance is settled the grievance is closed. In the case of a denial, the Business Representative will decide if the grievance has merit to go to arbitration. A form is filled out to send the grievance to arbitration or neutral eval; this must be approved by the Assistant Business Manager for Marketing or Network. If approved, the company is advised of intent to arbitrate.

This information sounds simple and matter of fact. It isn't, during the above mentioned process, negotiations can take place between the union and the company in many different ways. As members it is important to keep all the information necessary to negotiate the best solution to the grievance which is to win. Next issue will deal with arbitration.

Benefit Report

Don't Ignore Your Dependent Eligibility Package

By Linda Cox, Recording Secretary, Business Representative



The Overpayment Policy Arbitration was won by us! Thanks to those who testified at the hearing. Basically, the arbitrator

ruled that overpayment agreements (wage deductions) are voluntary and as such the company cannot force an employee to sign an overpayment form by using any kind of discipline such as threat of suspension, code of conduct or job loss. The arbitrator also ruled that all wage deductions be capped at a maximum of 10% of gross wages.

This applies to all of our members who are covered under any of the AT&T contracts. Best of all, AT&T cannot withhold future disability benefits if you have an overpayment that hasn't been paid. There's more to this decision so stay tuned.

We are currently working with our

attorney and one from AT&T on how this award is to be communicated to our members. If you are approached to sign a wage deduction form, remember you don't have to agree to sign it. However, that does not prevent the company from seeking **alternative means to recover the debt, including referring the debt to a collection agency.**

AT&T is again pursuing **dependent eligibility** – in full earnest! This time AT&T is requiring 100% written proof of eligibility of all enrolled dependents.

On or about August 10th, an audit package will be mailed to your work locations. **DO NOT DISREGARD THIS PACKAGE.** It contains very exact time frames and detailed information. You may need time to find and or copy documents in order to meet the deadlines.

AT&T is requiring written proof that all dependents: children, spouse, Legally Recognized Partner or Registered Domestic Partner, sponsored children, Class II dependents and working spouses who are enrolled in medical, dental, vision, and life insurance are eligible dependents via very specific

written documentation.

You will be required to review the eligibility requirements specific to your dependents and identify any ineligible dependents who should be removed from coverage. If the dependent doesn't meet the criteria, you will have a grace period to drop that dependent with no questions asked.

At the end of the time frame, the company will complete **audits.** If they determine that your enrolled dependents are not eligible, disciplinary action "up to and including dismissal" may be taken. If you fail to participate or do not provide all required documents by the due date, your dependent will be dropped from coverage. You may also have to repay any claims already paid for the ineligible dependent as well as reimburse AT&T for any monthly premiums paid.

I wish to thank all of you for your votes of confidence, electing me to represent you at the International Convention in September. Even though I ran unopposed as Recording Secretary, the votes were astounding! I will continue to represent you with dignity, loyalty, fairness and honesty.



Scavenger Hunt

And the award for mentioning unions in the entertainment media goes to *Monk*, on cable channel USA. During the July 4th marathon, they aired an old episode where the captain's wife was hit by a careening tow truck when the scab driver was shot. Captain Stottlemeyer is sure striking union members are behind the murder. Monk is sure the union teamsters are innocent. He's right, of course.

On the new season of *Monk*, the San Francisco garbagemen are on strike, and the union president is shot. Is it suicide? Monk speaks up at a union meeting where the members wave signs and demand, "What do we want? Contract!" There's more but we won't spoil the plot.

Twisting the Lions Tail?

By Larry Moeller, Committee on Political Education



During the recent debate over the City of Chicago's attempt to require "Big Box Retailers" to actually pay their employees a living wage plus benefits, I was once again struck by the utter lack of compassion and understanding, starting with Mayor Daley. Of course the rest of corporate apologists chimed in, from newspaper editors, to the Illinois Retail Merchants Association, TV talking heads, and

ranting conservative radio hosts, all of whom condemned the Big Box ordinance. Dire predictions have been made, Wal-Mart and Target may abandon the city, and Daley says the loss of sales tax revenue may cause real estate taxes to rise in the city.

The hand-ringing by the power brokers goes on and on over what? \$10.00 an hour and \$3.00 an hour towards benefits by 2010... huh. God forbid the working poor have health insurance so the taxpayers aren't picking up the bill. The first raise doesn't start until next July. The predictions may come true because this was a cause taken up by organized labor and **siding with Labor according to the new aristocracy is akin to treason**. Why did labor take up the cause? It was time to pay Wal-Mart back for its blatant anti-unionism, it was time to ask Chicago Aldermen and women to stand up for the working poor, it was time for politicians to listen to our side of an issue instead of taking our money, help and votes for granted.

Chicago is not the first municipality to pass an ordinance like this, a similar law was enacted in San Francisco, another in Santa Fe. Independent studies have shown a growth in the economic health in those cities. The Brennan Center for Justice has concluded there is 1.3 billion dollars in untapped revenue on the city's south and west sides, if Wal-Mart and Target don't want it, another large retailer will because when you put some money into the hands of workers they spend it.



Where's The Future? Why Do We Get Involved?

By Rosetta Shinn, Committee on Political Education



The bargaining table is where we do our most important work for our IBEW members.

We want to improve the overall terms of employment for our members. We want to gain better wages, working conditions, and organize all non-union workers. But did you know that a single act of Congress or a state legislature can also take away with the stroke of a pen everything we have worked so hard for at the bargaining table? Just trying to organize non-union workers is getting harder and harder

everyday because of weakened labor laws brought on by damaging legislation.

Decisions made every day by Congress and state legislatures affect us. Things like safety, Social Security, job and union security, health, licensing, taxes, pensions and schools are just of few on this endless list.

IBEW 21 members, it is imperative to get involved, and stay involved in our country's political process. You should not be satisfied until every IBEW 21 sister and brother is a registered voter. All of us should make it our responsibility to meet and get to know our candidates, volunteer to work on a campaign, and vote.

Regardless of political party, if the candidate shares our ideals and is sympathetic to the issues affecting working men and women, we need to help get them elected. IBEW 21 endorses

candidates of both parties as long as that candidate supports working families. We have friends on both sides of the aisle. It is true we can't match corporate spending. But we can educate and motivate our members and turn them out to vote, we can elect labor-friendly candidates and keep our friends in office.

The labor movement principle has always been **STRENGTH IN NUMBERS**. Let's all work together with other unions, family members, and fellow union members to make a difference. The election is just around the corner and we must do everything we can to elect labor-friendly candidates. Our future may lie in the hands of a political friend or enemy. Let's make sure it's a friend. This is why we all should be involved.

Enough is Enough

By Dennis McCafferty, Committee on Political Education



The C.O.P.E. Department has worked very hard in BOTH Illinois and Indiana to keep the membership updated on what's

happening in our world politically and legislatively. We hope to educate you on how important this is to our futures.

On May 31st, C.O.P.E. Department representatives attended a press conference in Indianapolis where AT&T announced a commitment of \$250 million over the next 3 years toward **Broadband infrastructure investment across Indiana**. This was made possible through HB 1279, passed by the General Assembly in the last session. It's very good news for the future job security of our membership. Before we left, we tried to convince the company to spend every penny of it in NW Indiana along with an explicit reminder of our desire to be completely involved in any future matters for Illinois.

Something must have gotten lost in the

translation or more alarmingly, this company just isn't interested in working together. Less than one month later, the warm and fuzzy feeling suddenly disappeared. On June 28th, the company announced the closing of two call centers in Illinois, putting 137 of our members at risk. They claim the reason is a different regulatory climate in Illinois, unlike other states they do business in. This is a shameful way to conduct business even by today's arrogant corporate standards.

Unfortunately, it comes as no surprise. This is what happens when the bottom line becomes more important than the workers and consumers who are responsible for the company's existence. Shame on you AT&T, to hold our jobs and the economic future of an entire state hostage while you attempt to "expedite" regulatory relief is nothing more than corporate extortion.

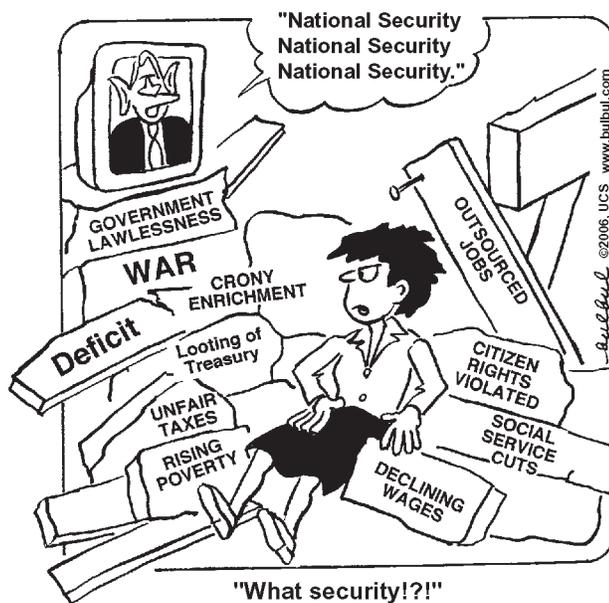
But **the winds of change are blowing** with the force of a hurricane and not a moment too soon. The ruling-class Republicans are in for a very rude awakening this November. You would have to be blind not to see the shift toward a more moderate and progressive way of thinking in this country. That's what this next election is all about. It's your opportunity to bring about change. It's one

of the few things these fanatical neo-conservatives haven't managed to steal from you since the election in 2000. **This election will be every working class American's chance to say ENOUGH is ENOUGH!**

We must get started now because I'll guarantee you, the people who would love to screw your eyeballs out aren't taking it easy and neither should we. If you, a family member, or anyone you know needs to **register to vote**, or get an absentee ballot, visit the Local 21 website at www.ibew21.org. Click on the C.O.P.E. Department tab and send an e-mail to any of our C.O.P.E. Directors or call the Union Hall at (630) 960-4466 extensions 221, 327 or for Indiana 472 and leave a voicemail. **This call to action includes retired members.** If you want to go a step further and volunteer to work on a local campaign whether it's knocking on doors, phone banking or just putting a sign up in your yard or window, fill out an **on-line volunteer form** so we can facilitate that for you. The Officers, Staff, and C.O.P.E. Department are committed to getting you the tools necessary to help you build a better life for yourselves and your families. **IT'S UP TO YOU TO USE THEM!!!** Take care and GOD Bless!



IBEW members at a fundraiser for Democrat Dave Koehler running for Illinois Senate District 46 which includes Peoria. L to R Bill Henne, Jason Buhs, Dave Koehler, Sarah Chilton, Rosetta Shinn, and Richard Stoneburner.



Elections Results for IBEW Local Union 21 Officers, Unit Officers, and Delegates to the 2006 IBEW International Convention

President-Business Manager- Financial Secretary

Ronald E. Kastner - 62.5%
Vince Zamora - 37.5%

Vice President

Kevin Curran - 70%
Charles McNamer - 30%

Recording Secretary

Linda M. Cox - 100%

Treasurer

Jacque Fields - 100%

E-Board Unit # 1

William J. "Bill" Lawrence - 48.3%
Nikk Shepard - 27.5%
Errick Houston - 24.2%

Unit Chairman Unit # 1

Joy Watson - 56%
Gilberto Ruiz - 44%

Unit Recorder Unit # 1

Jacqueline Cheeseman-Dorrrough
- 100%

E-Board Unit # 2

Bev Goncher - 56.3%
James M. Sheehan - 43.7%

Unit Chairman Unit # 2

James M. Sheehan - 100%

E-Board Unit # 3

Jim Noble - 56.2%
Rick Mobley - 43.8%

Unit Chairman Unit # 3

John W. Dolsen - 100%

Unit Recorder Unit # 3

Joan Welton - 100%

E-Board Unit # 4

William "Larry" Schuler - 100%

Unit Chairman Unit # 4

Terry Sheehan - 100%

Unit Recorder Unit # 4

Lynn Arwood - 100%

E-Board Unit # 5

Allison Watson - 55%
Michael Scime - 45%

Unit Chairman Unit # 5

Michael Scime - 100%

Unit Recorder Unit # 5

Allison Watson - 100%

E-Board Unit # 6

Rosetta Shinn - 100%

Unit Chairman Unit # 6

Michael Shipman - 100%

E-Board Unit # 7

Erik C. Grigg - 100%

Unit Chairman Unit # 7

Eric Slattery - 100%

Delegates to the 37th International IBEW Convention

Linda M. Cox
Kevin Curran
Jacque Fields
Michael Sacco
Jerry Gast
Michael McCormick
William J. "Bill" Lawrence
Paul Wright
Mary Jo Hinds
Lynn Arwood
Vicki J. Burroughs

*Thanks to all members
who cast their vote, and
Congratulations to all
who were elected.*



The newly sworn officers and E-Board members. Front row L to R Recording Secretary Linda Cox, President Ron Kastner, Allison Watson Unit 5, Bill Lawrence Unit 1, Rosetta Shinn Unit 6, Vice President Kevin Curran, and Treasurer Jacquie Fields. Second row L to R IBEW 6th District Vice President Jeff Loman who swore in everyone, Jim Noble Unit 3, Erik Grigg Unit 7, and Larry Schuler Unit 4.

Unit 2 E-Board member Bev Goncher chose to retire, On August 8th the E-Board appointed Jim Sheehan to the position.

Election Day

On June 16th the election judges Billy Mitchell and Deena Schroeder-Seers went with the tellers Anthony Gordon, Kimberly Townsend and Michael Grindle to the post office to pick up the ballots. They took them for counting to a conference room at the Holiday Inn in Glen Ellyn. Employees of the SOCO corporation scanned the bar codes on the envelopes into laptop computers where they were verified against the list of members. If the bar code didn't read, it was set aside for manual confirmation. Next the tellers slit open the outer envelopes and removed the privacy envelopes into a large box. Then those inner envelopes were opened and the ballots scanned and totaled.



By Tom Hopper

OK – we’re sorry! We understand there has been quite a bit of confusion in recent weeks over the true meaning of the acronym “WTF”. First it’s in bright orange on the union bulletin board, and now on blue union pins many members are wearing at work. So what does “WTF?” really mean? The answer - it all depends where you look.

Looking at one recent union bulletin board posting, titled, “Who’s The Finest?” the IBEW logo stands out strong and bold in the center of the page. It refers of course, to IBEW members, clearly among

the finest and most highly skilled workers in our trade.

If one performs a Google search on the Internet, using the acronym “wtf”, 32,900,000 pages of information becomes available to review. Yet, by looking up “wtf” on the website www.acronymfinder.com, several work related meanings seem to jump right out,

If you don't stand for something, you'll fall for anything.

like “Where’s The Fire?” (company’s non-stop productivity demands), and “Will To Fight” (can we all join collectively to fight the good fight ...).

Our goal with the “WTF?” acronym is this – we hope to generate curiosity, and then inform and educate the entire

membership through a series of issue-oriented Bulletin Board Postings. New postings will go up about every three weeks, focused on issues that are important to Local 21 members.

All members are encouraged to demonstrate their solidarity with each other by wearing the “WTF?” union buttons while at work. This demonstrates to management a visible sign of solidarity and will also help generate discussion on these same issues. With education, facts, and open discussion on all the issues, we can better mobilize and collectively fight back wherever and whenever needed. This is what being union is all about.

Mobilizing together around common issues will make our union stronger and allow for quicker resolution of disputes at work. Together – let’s all wear our union buttons proudly and demonstrate our solidarity while talking up the issues. We are building our union stronger while having some real Work Time Fun! **WTF?**

Random Thoughts From an Angry Business Rep

By Michael Sacco, Business Representative

Would the Union lay anybody off? Of course not. Yet, some people think that’s the case. The Union is a not-for-profit fraternal organization existing to represent the interests of workers. Those workers pay dues when they are employed. They don’t pay dues when they are out of work. So from a purely economic perspective, why would any Union do anything but fight a layoff? I guess it’s easier to believe the boss. They blame everything on the Union...

Would I lie? No. I work for an organization (Local 21) that is upfront, transparent and honorable. Telling the truth is right at the top of the job description. Sadly, often **I am the first “truth-teller” an AT&T employee encounters if they are in trouble.** For instance, “No you don’t get to fill up the tank of your Lexus twice a month with the company gas card...No, we weren’t able to bargain that into the last contract. We didn’t even try...” Or, “Yes, the company has a right to wake you up if you fall asleep at your desk...”

Much of my grievance work is dealing with the same 5% of people. Some of them just want to test the limits of the rules—I’m ok with that—it’s also what I do. But **some folks think they have endless chances to become reliable employees.** It ain’t so! Today’s employers have no conscience and little

patience. Their motto, “conform with the system or leave.”

SOLOdarity or Solidarity? One of my active members in downtown Chicago came up with this one. I chuckled but knew exactly what he meant. Why is it so hard to stick together and so easy to just tie yourself to the apron string of the boss? Something like 95% of people in this country believe in a higher power and the churches, temples and mosques are filled every weekend. I haven’t studied or practiced a religion that doesn’t have the central idea, “Love your brother and sister.” This is **human solidarity**...Did God really want us to go it alone?

Did I make a mistake? In July at a unit meeting a sister called for direct action to fight back actions at the company. I was feeling tired and discouraged and related a story about selfish acts by some workers I had witnessed that week. It wasn’t hopeful and in fact it was negative. I did make a mistake. Those of you who know me usually view me as positive, upbeat and ready to fight. I had an off day. It wasn’t good leadership. Please forgive me...

Any good news? I am so thankful and honored that you elected me to be one of the delegates to our International Convention. Thank you for your support and confidence. I will do my best to represent all of the sisters and brothers of Local 21.

• • • Training for the **United Way** solicitors is starting. Local 21 supports the United Way as a program for us to reach out to the communities where we live and work. If at all possible do the on-line acknowledgement.

By Vickie Burroughs, Business Representative



• • • AT&T decided to close **Global Markets** in downtown Chicago and Oakbrook, to consolidate the work into one center in Pontiac, Michigan. The company declared 137 IBEW members Surplus, both Customer Advocates, MSS's and TA's. The force disposition date is September 30th. Talks between Local 21 & the company continue.

...The Union will arbitrate the fact that AT&T has moved work done by Project Coordinators to SSM's who are managers. This move took place on Select accounts. Signature accounts are still handled by PC's.

By Liz Hodges, Business Representative



• • • The big news from **Downstate** revolves around the storm that rolled through Mt. Vernon, Maryville, Collinsville, and Alton resulting in thousands of cases of trouble, snapped poles, and cable damage. Instead of acting like a utility, the company is monitoring overtime and is still concerned about good jobs in 8. In the old days they put trust in their employees to get customers back in service. Today our members have to wait around to make sure there is a proper paper trail.

...Project Lightspeed **details to suburban Chicago** area are affecting Local 21 membership from Champaign and Danville. These details are partially due to low work loads at home but the Lightspeed project is the driving factor. The details affect 5 to 8 tech's for 6 weeks at a time.

...We are awaiting the next **preferencing** from I&R to C&E. The company is re- evaluating where they need head count. Many I&R tech's are fed up with current policies in I&R are eager to move to C&E.

...Local 21 will be sending a letter to **Vermillion County** asking for information and bargaining dates. We anticipate bargaining to start sometime in mid or late September.

By Jim Foster, Business Representative



• • • **AT&T** has gone ahead with the firings for job performance (PAR) in **Consumer**. At the same time management had to lower the targets for the third time, or else over half of the Service Reps would not be meeting the targets and they would be on discipline steps. So why doesn't the company arbitrate the case now, as ordered, and get it done?

...In **Global Markets**, the Union offered several dates and locations to meet on the Surplus. Finally the company gave us a date of July 27, 2006, being unable to meet on any of the earlier six dates. At issue are 137 jobs in downtown Chicago and Oakbrook.

...In the **WLACC** a manager was caught falsifying documentation which was key to an employees' investigation that lead to their firings. The manager is still on the job. Where is the integrity?

By Kurt Schmidt, Business Representative



• • • The Union has been successful in addressing working conditions at the **Lakewood NDC** dispatch center in Hoffman Estates. New agreements allow Flex time, unlimited scheduling trades, Non-schedule day trades, and 4 /10 shifts. Additionally, vacation schedules will be posted on computer and MA's will be able view the vacation schedule, day-at-a-time vacation requests will be considered, and starting in 2007 the company has agreed to consider same day WP requests. Another win /win agreement at the Lakewood NDC is that the company and Union will meet bi-weekly to achieve a pro-active atmosphere to benefit all.

...The **Lakewood NCSC** repair center in Hoffman Estates is down in head count. To ease the problem the company and Union have agreed to move 30 MA's from the NDC. So far 19 have volunteered and everyone who moves will be trained.

...When the fire drill bells went off at the entire Hoffman Estates location, our members had enough sense to respond, but management in the NCSC turned them back, saying they had too many repair calls right now.

By Melanie Probst, Business Representative



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

... Since **Verizon** and **MCI** merged the Union believes the company has moved non-union tech's into our jurisdiction. The Union believes these violations are occurring in the DeKalb area, grievances are being filed.

... At **Gallatin River Communications** the company and the Union just completed negotiations for a drug policy; the policy includes the member's right to Union representation in all meetings relating to a substance abuse violation.

... At **Citizens / Frontier** Local 21 would like to congratulate the many members who are retiring, and welcome the new members. The dates for the start of bargaining a new contract will be set soon.

... Local 21 reached a tentative agreement with **Altura** on July 28th, see your Steward for details. An overview will be mailed to each member before voting takes place. I would like to thank Stewards Wil Thornburg and Bob Kneifel for their invaluable help during the bargaining.

... There is so much going on at **AT&T**, it's hard to know where to begin. One safe thing to say is the Company/Union relationship inhales, largely due to the fact that the company implements every new program they can think of with little input from the Union or how it affects the membership. The standard response to inquiries from us is "needs of the business." As an example, C&E has detailed techs to do fiber splicing out of seniority order from Rock Island/Moline. Management picked the techs they wanted, even though they knew it was the wrong way. Another detail out of Peoria C&E to New Lenox for fiber splicing is in the works at this time. We don't know how it will go down.

... The **Cross-over Arbitration** has begun with the Union presenting our case over two days of testimony; the company once again has postponed their testimony.

... It's no surprise that **Davar testing** for Project Lightspeed is behind schedule. In order to make up time, the company has decided to go to an evening shift, the day shift is 6 am to 2:30 pm, and 6 techs were placed on the evening shift from 1 pm to 9:30 pm. The question is after the first 6 weeks on this shift, what's next?

... New Lenox I&R has been split up, some members were sent to Orland Hills the rest to Joliet West.

... In the Central Office world the issue of incidental overtime is still being addressed...

... With the next **I&R preferencing** to C&E on hold, C&E remains short of headcount. They are unable to get the work done yet the company allows hardly any overtime to alleviate the problem.

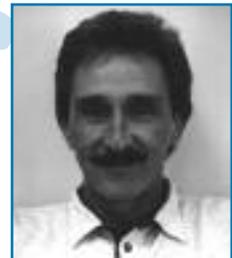
By Mike McCormick, Business Representative



... In the **Northwest Suburban** area the Local has noticed some new, welcome co-operation between the two new directors and the Union. It has led to a resolution of some scheduling issues and some potential grievances have been settled at the local level.

... Local 21 is awaiting decisions on recently heard arbitrations involving two dismissals and "tech of the future."

... At an **Avaya** location in Peoria Steward John Soucek suspected asbestos in his work location. He went to the company and wanted it tested. Management claimed it was already tested, but refused to provide the report. The tech filed an OSHA complaint. OSHA investigated, and the room was fine, however the government fined the company \$2,250 for not showing the test results. Everyone has the right to see the numbers.



By Dan Gruenich, Business Representative

... The three directors for **I&R** contacted the Union by phone to inform us they were implementing single schedules in all areas that did not already have them. They did this without negotiating with the Union. They had no consideration for training issues, overtime lists or weekly work schedules. Keep those grievances coming.

... Business Rep Mike Cohns is still recovering from his surgery your thoughts and prayers are appreciated.

... As mentioned in Assistant Business Manager Gast's report, the automotive mechanic who was made whole by the recent arbitrator's decision will be welcomed back in the Des Plaines garage.

... There has been a rash of discipline handed down in I&R this summer under the name of "customer mistreats." The complaining customer is generally a small business owner and the best advice in this situation is to politely excuse yourself when any customer is upset with the service they are receiving and call for your supervisor.



*By Michael Cohns, Business Representative
As reported by Paul Wright, Chief Steward*

• • • We're very distressed by the layoff of 23 SBC **Datacomm** members. There appears to be plenty of work being done by contractors, CWA members and other "brothers" working outside their areas. As in the 2004 layoff, we will arbitrate this and we expect to win as we did when the company illegally laid-off 16 Datacomm members. It also violates the evolving technologies memo which we are fighting in federal court. I remind all Datacomm members to stay in their area, both skill set and geography.

...Members continue to lay themselves off by not staying in-route or on schedule, and just generally ignoring that the company with their systems, like GPS, is watching every move you make. Do what you are supposed to do. Be where you are supposed to be. Work safe and watch for the kids on the street.

By Michael Sacco, Business Representative



• • • A recent arbitrator's decision awarded three years of back pay and full restoration of seniority to a member from the **automotive department**. The company terminated the member when, unknown to him, the State suspended his driver's license for a failed emissions test.

...In the **West Suburban** area, AT&T has combined Installation and Repair schedules. The Union and the company were in on-going discussions on this idea when the company just implemented their plan. A grievance has been filed.

...Progress is being made with the company on a process to use more accurate data for weekend scheduling in **I&R**.

By Steve Unterfranz, Business Representative

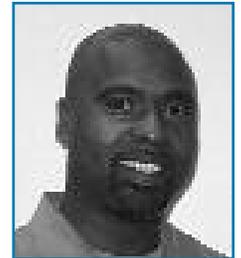


• • • The main problem on the south side of the city of **Chicago** is movement of C&E techs to Mt. Prospect and Evanston to work on Project Lightspeed. In order to cover the detailed C&E techs' work, the company then details I&R techs to C&E. To make matters worse when the work load in I&R gets heavy, instead of bringing the detailed I&R techs back, managers import techs from another area to work.

...Next AT&T implemented three 8-hour shifts in C&E to hold the overtime down. So far the company has followed the contract, and despite the hardship these shifts have created, techs must report for duty.

... The Union won a recent arbitration involving reimbursement of overpayment of wages. The award states the company cannot force the members to repay the entire amount in one payroll period. The company must contact the affected member and mutually agree on a repayment schedule.

By CJ-Cleveland Johnson, Business Representative



• • • Switching in **Indiana** and south suburban Illinois is having scheduling problems. The company proposes to change the weekly work tour mid-week and do out-of-hours scheduling regardless of what the contract says about reasonable customer demand.

...In **Chicago Heights BCS Marketing**, Local 21 members are under the gun because of PIP and attendance issues. Our advice is to challenge everything management claims you are doing wrong no matter how small it seems at the time. Make supervisors do their job.

By Steve Tengbladt, Business Representative



Steward Strategies

By Reid Kanies, Steward

"Real Men Make Their Numbers". That was the mantra summation of Jack Welch former uber-CEO of General Electric. Once a decision was made (usually for short term profit) all jobs, bonuses and promotions would be based on implementing that decision.

Now, *Fortune* magazine among others has analyzed that popular business plan and found it wanting. It isn't nimble enough for market changes, foresighted enough for the future and often institutionalizes a bad decision.

We in the telecom industry are witnesses to competing decisions. The first, Verizon's

decision to go fiber to the premise with up to 100 mgbs (expensive.) The second, AT&T's decision to go fiber to the node/neighborhood with up to 25mgbs (less expensive.) AT&T believes their decision will be good enough for TV signals and profitable **IF** the work force can properly condition the old copper F2 pairs from the SAC out in time. Thus Construction's "numbers." In turn, the repair department must fix, not pair change the now conditioned pairs all within their "numbers."

As an AT&T employee, I hope it all works out. If not, as Ricky would say to Lucy, "There is some splaining to be done."

And as a steward, I don't want my people to take the fall. **So document, document, document every job.**

If discipline starts due to failed numbers we can argue in arbitration that this is not assembly line type work. Trucks, tools, location, training, weather, terrain and other road blocks are different on every job, not to mention plant differing from print differing from records. Even if management comes back with the usual Orwellian comment of "Sure the jobs unfair but it's unfair to every one equally" we can win if there is documentation.

Comcast, Stop Destroying the Family

By Jerry Rankins, Business Representative



In a recent document, Comcast announced broad-based changes to increase both the starting pay as well as “the pay to the minimums of the Comm-

Tech career path.” According to Comcast, “As part of its commitment to make Comcast the Employer of choice in the Chicagoland area, they are continually reviewing their compensation and benefits to ensure that they attract and retain the best and the brightest employees.” How nice!

Just maybe Comcast has come out of the darkness and no longer wants to be identified as the Wal-Mart of Cable T.V. Just maybe Comcast realizes that they contribute to social injustice by oppressing its workers economically. Workers who quite frankly cannot afford to pay their own cable bill even at a discount rate. Struggling workers who live from one paycheck to the next.

Wishful thinking, yet no big surprise, Comcast has rejected the Union’s request that all workers who perform this work received these increases regardless of whether or not they are covered by a collective agreement. These workers are equally responsible for the soaring record profits quarter after quarter. **This is Morally Wrong, “No” is Unacceptable!**

This is only the beginning! Primarily these workers are the new hires, but by far all workers are under-paid. At two of the three Union properties, Comcast has strategically double the size of the unit in less than one year. This is called Union Busting 101.

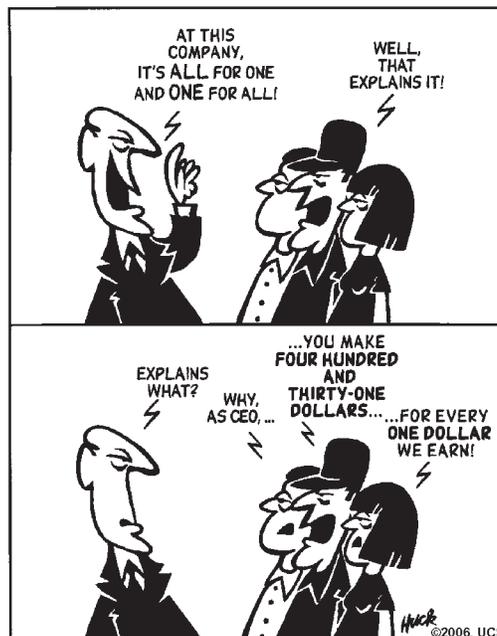
Every year, on one Saturday in October, Comcast carefully chooses various communities, projecting themselves as good corporate citizens planting mums in the park, cleaning forest preserves, or visiting nursing homes. All the while they continue to jack-up the rates to customers. This is known as **Comcast Cares-Day** and each year the Local 21 rat has been right there! This year apparently will be no different so, hopefully you can join us?

Comcast has said **“NO” but Local 21 along with the community is saying**

“YES to JUSTICE!” Comcast has a **Moral** obligation to be fair. Comcast shall be held accountable to become good corporate citizens by its customers, the religious community, and organizations that partner with Comcast like (Rainbow PUSH) and the politicians who we elect.

Comcast lied in bargaining when the Union demanded to know if the non-represented employees had starting wages higher than what the company was proposing. What’s really sad is **nothing under the labor act requires an employer to divulge the pay or to pay parity to wages and benefits of its non-represented employees** who do the same or similar work. Since the signing of the new agreements Comcast has passed literature to the non-represented employees bragging on how they oppress the Union worker. The starting wages of the non-represented worker are \$11.90 verses the Union worker at \$10.70 an hour for an installer, who installs, video, internet, and telephone services. Shame on you Comcast, like **Pharaoh** greed and your obsession for power has hardened your heart. Let the people go!

In **other news**, shop steward Martin Rodriquez, a 14-year worker returned to work at the Elgin garage on July 31st after being wrongfully terminated in November 2005. The Union was very successful in settling Brother Martin’s dispute with the company with less than one week of the arbitration hearing. Brother Martin returns, made whole in benefits, seniority, and limited amount of cash. Welcome back Brother!



Good Happenings at the OEMC Chicago 911

One thing we as people can do really well is criticize! It’s nice to talk about an employer who is really trying to do the right thing by its employees. Yes, the **City of Chicago OEMC**, finally is trying to invest more into the overall environment of its employees.

For months, I’ve written about the operational and the quality of management, the leadership at the Office of Emergency Management Communications 911 center.

The Labor/Management sessions, along with grievance meetings caught the attention of management. The parties **now address key issues like discipline**. Much of the employees’ behavior has been driven by simply an over-worked workforce! The Executive Director, along with his staff has **lobbied City Hall for more workers**, and has received them, with more to come.

While visiting the members on Madison, I was very impressed with the newly installed state-of-the-art kitchen, upgraded work-out facilities, and an atrium like I have never seen before. It is soothing with giant live plants, pictures, new furniture with soft color tones that give a feel of ease even; I felt a moment of serenity. Managing Deputy Brian Oakes emphasized that they wanted all of this to be for the employees.

Often times, like most workers, the 911 employee is not appreciated for what the job truly entails in keeping us, the public, safe. It’s hard to fathom the daily stress of the job itself, the trauma can be so great. Daily, workers need therapy after each work tour. Not everything is as perfect as describing the atrium but certainly, the OEMC is moving in a perfect direction.

Now its time to care for the workers at the Airports!



L to R Proud parent Paul Sheldon, scholarship winner Brittany Sheldon and President Ron Kastner at the June Unit 3 meeting in Rockford.



L to R President Ron Kastner presents the scholarship check to William Hopper with his proud parent Tom Hopper at the June Unit 3 meeting in Rockford.

IBEW Scholarship Winners

This year Local 21 granted ten \$1,000 scholarships. The checks were presented at June Unit meetings, where the winners read their essays to the members.

Andrea Marie Carlile sponsored by Diana Lynn Carlile

Robert Furlong sponsored by Kevin Furlong

Beverly Goncher, member

Kristina Hayes sponsored by James Hayes

William Hopper sponsored by Tom Hopper

Brittany Sheldon sponsored by Paul Sheldon

Thomas Stanfield Jr. sponsored by Thomas Stanfield

Emily Strand sponsored by Robert Dawe

Michaela Vaughan sponsored by Lisa Carlyn Vaughan

Stephen Yatsushiro, member



L to R Rosetta Shinn E-Board member, proud parent Diana Lynn Carlile, scholarship winner Andrea Marie Carlile, and President Ron Kastner at the June Unit 5 meeting in Springfield.



L to R President Ron Kastner, proud parent Thomas Stanfield, scholarship winner Thomas (TJ) Stanfield, and Larry Schuler E-Board member at the June Unit 4 meeting in Lemont.



L to R President Ron Kastner congratulates scholarship winner & IBEW 21 member Stephen Yatsushiro at the June 3 Unit meeting in Rockford.



L to R Proud parents Meg Dawe & Robert Dawe (both Local 21 members) scholarship winner Emily Strand, President Ron Kastner, and Larry Schuler E-Board member at the June Unit 4 meeting in Lemont.

Race for the Cure

By Donna Altherr, member

Once again this year IBEW Local 21 members from the AT&T Springfield Access Service Center participated in the RACE for the CURE, Saturday, June 24, 2006 at Fairview Park in Decatur, Illinois. This continues to be one our most successful community service projects. Our team is made up of three generation teams, grandmothers, mothers, and daughters, sisters, husbands, wives, relatives and many friends. Some chose to walk or run the course inside the park which is 1.6K or 5K. Others participated in the 5K competitive run, which included downtown streets. Our office continues to **remember the IBEW 21 members we have lost to this disease**, Becky Daniels in 2002 and Loretta Poss in 2004. We also honor our survivors Chris Clotfelter, Lori Phillips and former members Paula Conder and Sue Freeman.

Several AT&T IBEW 21 members participated in the RACE for the CURE in Peoria, IL on Mother's Day, which is one of the largest in the United States.

Our office raises thousands of dollars every year with fund raisers to place the names of Becky and Loretta on the T-shirt that the Komen Breast Cancer Foundation provides on race day.



We also support the selling of pink Mother's Days flower baskets for the Race for the Cure. This year we topped sales with \$2,208.00 raised.

Why the RACE for the CURE? The Susan G. Komen Breast Cancer Foundation is a nationwide series of runs/fitness walks. The Foundation was founded in 1982 in honor of Susan Komen who died of breast cancer, by her sister Nancy Brinker. Seventy-five percent of the funds stay in the communities to support breast cancer prevention education, support groups, and the Mammography Initiative. The remaining help fund the

Komen Foundation's Research Program.

This year with support from Rosetta Shinn, E-Board member and President Ron Kastner, the E-Board approved visitors for our team with IBEW 21 and the pink ribbon logo. With this recognition from IBEW 21, we are hoping to see all units to get involved with supporting their local Komen Race for the Cure.

This race means a lot to us all. It holds a special meaning to us, honoring survivors we know and remembering those we have lost to breast cancer. So "THINK PINK!"

Postal Workers food drive 5/13/06.

Some of our members unloaded postal vans with food collected off the routes of Postal Workers. Some of the donations will go to the locked out workers at Boilermakers Local 484 Meredosia, IL.



Members Mike Shipman, Amber Shipman, Aaron Shipman, Rosetta Shinn

Photo by Rosetta Shinn

8,605 Pounds of Food

By Mike & Amber Shipman, Stewards

The Springfield Access Service Center Focus Team asked their office to participate in the "Corporate Food Fight" coordinated by the Central Illinois Foodbank, and members answered the call with results that no



one could have anticipated. The office of 164 IBEW 21 members brought in an astonishing 8,605 pounds of food. That is 52 pounds of food per person! This could not have come at a better time for the food bank which just the same week had literally run out of food. The Central Illinois Foodbank distributes nearly 4 million pounds of food each year to those in need throughout Central Illinois. They have partnered with the nations largest hunger-relief network, America's Second Harvest, providing food assistance to more than 100,000 people per month. We are all proud of what this office achieved and it just goes to show what we can do together. Call your local food bank and see what you can do to help. Are you up for the challenge?

Surplus Episode III Or Not a Blockbuster

By Nancy North, Area Steward



Movie sequels often have better special effects, bigger explosions, and more lethal death rays, but all too often the plot is the same. At 800 Jorie Blvd in Oakbrook, we

are now living through Surplus Episode III.

Yes, **Episode I** was set in Global Markets in February, affecting 40 CA's and MSS's in Oakbrook and downtown Chicago. With Project Lightspeed, the former techs returned to Network. Many CA's and MSS's passed the engineering assistant test and were placed in jobs in the brave new world of Project Lightspeed. Others chose to take the voluntarily SIPP and leave the company. In the end, only two MSS's were involuntarily SIPP'd on the Force Distribution Date.

Surplus Episode II was declared on May 11th with a new cast of characters, this time BCS. This surplus was for a single location, but more devastating in its numbers. All 35 ISDN MSS's were declared surplus. All 7 BCS Service Order Writer-A's and 3 TA's were also declared surplus. Part II of a trilogy always needs a bright spot of hope, and a new complication. The voluntary SIPP offer was extended to the BCS CA's in the CLT and ERG groups at 800 Jorie, and the CA's in Chicago Heights Billing, creating openings for 15 ISDN MSS's. Eight MSS's elected to take the voluntary SIPP, and a few found other positions. All the SOW-A's chose retirement with SIPP. All 3 TA's were placed.

But before we could know if there was a happy end for the 8 remaining MSS's, who have a Force Distribution Date of 8-30-06, management released **Surplus Episode III** in Global Markets on June 29th. It was the same plot, but on the most devastating scale. AT&T decided to move the Global work to Pontiac Michigan and declared 137 jobs surplus, CA's, MSS's and TA's in Oakbrook and downtown Chicago.

In a plot twist, the company advised those who elected the voluntary SIPP that it was approved, but the last day on payroll was unknown, not 8-4-06. After the Union met with the company, employees were advised that the last day would be no later than 9-30-06, and they would receive a five day notice. With nail-biting tension, only one job has been found. So far the plot promises to maintain a high level of fear with a possible cliff-hanger on the FDD of 9-30-06.

I hope they don't figure out how to produce a prequel.

Road-eo Winners

On April 26th the Midwest AT&T regional Road-eo I&R finals were held in Grand Rapids Michigan. The 2006 winner is Joe Vilcek IV out of the Westmont Garage. Accompanied by his Steward/Personal trainer Mike Marski, Brother Vilcek went over his game plan into the wee hours of the morning and it proved to be a successful strategy. Congratulations from the members of Local 21.



L to R: Assistant Business Manager Jerry Gast; Mike Marski, Westmont garage; Joe Vilcek IV, Westmont garage; & Bob Murray, steward Gary IN garage

Congratulations Pete!

Pete Boylan holds the record. In May, Pete celebrated 65 years with the company: Western Electric, then Illinois Bell, Ameritech, SBC and now AT&T. Records show he was initiated into the IBEW in 1948, and he's always been an active member. Pete served as a Steward in Local 165 in Chicago. He was also on the E-Board and served as a Business Representative for three years. He's part of a telephone family, two of his sisters Pat and Shirley retired from Ameritech.

Pete works in the Prospect Central Office on Chicago's south side. On May 24th his peers joined him and celebrated with a party. President Ron Kastner congratulated him on behalf of all the Local 21 officers and members, then presented Pete with an IBEW wristwatch, a couple of union tee shirts and an extra union button. And yes, Pete still attends union meetings when they're close to home.



President Ron Kastner and Vice-President Kevin Curran congratulate Pete Boylan.



Pete Boylan still isn't thinking about retirement.

Letter to the Editor

This email was sent to President Kastner

Dear Ron,

I did not have the opportunity to personally thank anyone, speak up about how happy I am to be back with Local 21, or express how excited I would be to volunteer my time with future organizing efforts. I truly appreciate every second of our officers' time on Friday afternoon. All week long the AT&T Management and Staffing refused to answer our questions and referred us to Hiring Managers who failed to give out direct numbers or they would say "ask the union." The union's sincerity, despite company efforts, was truly enough to motivate me to give something back.

I was actually very surprised at the 180 degree turn around you performed in making me feel a part of the Union. Everything that I criticized the Union for five years ago was "put right" in that meeting yesterday. For the first time I felt included, not excluded, and prepared to show my gratitude by getting involved.

Ironically my decision to take a position at Ameritech five years ago was a direct result of your organizing effort at AT&T (now Comcast.) I was the Special Projects Manager for a telecom contractor that became embedded with TCI in Puerto Rico, Baltimore and finally Chicago. One morning while I stood on 111th Street, the IBEW organizers showed up in their yellow shirts and started their effort. Something was so right about what they were doing and very wrong about what I turned into. My memory took me back to my father who was a member of the CWA until his death. My



father brought me with him to union meetings and had me walking picket lines at 4 years old. After seeing the organizing efforts it was clear I was brought to Chicago to undermine your efforts. The next week I applied for, tested and accepted a position at Ameritech. I was just as excited then as I am now.

Leaving SBC as a Journeyman over 3 years ago and returning as an Apprentice is very hard, but I know AT&T is to blame. Thanks to Local 21 for my present position. I realize, I'm earning \$6 to \$13.50 more per hour than non-union shops. I know the dollar amounts firsthand.

While struggling the last few years I was able to get up close, personal, and live the every day fight for ground that workers have lost and are fighting to take back. Two weeks ago SWU started the bargaining process at the employer that I resigned from to accept my AT&T position. Every day conversations with co-workers at my previous job revealed just how bad things had become. Men in their 50's with 20 plus years and perfect attendance records making \$500 a week and new hires starting at minimum wage. I have the deepest appreciation for all of those who fought for and won my job back. I am excited to hit the field again and please consider me for future COPE and organizing efforts.

Thanks,
Christopher A. Campisi

Another View: Attack by the Corporate Foxes

by Jim Hightower

While George W, the congress, and the media have us all looking south to what they call the "invasion" of America by impoverished illegal immigrants, or looking east to what they call an "endless threat" to America from hordes of fanatical Islamic terrorists, there's another very real, but very quiet, siege taking place on our people's government...from within.

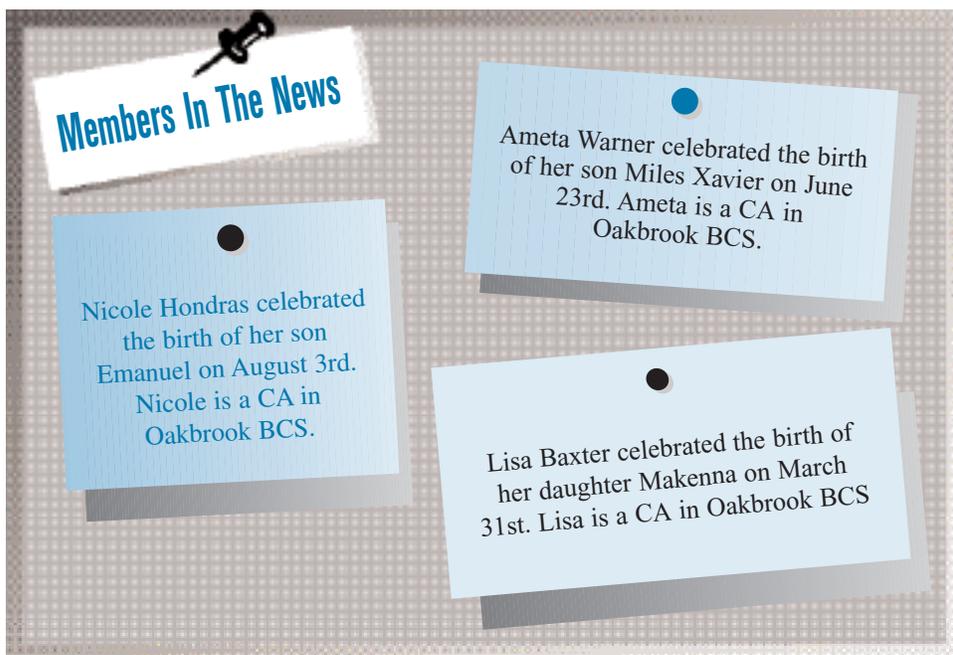
Far from being a movement of desperate poor people, this assault on democracy is being mounted by extremely wealthy and powerful guys in pinstripe suits. Theirs is a corporate assault on our public resources, public institutions, public functions—and the very idea of the common good. They fly the flag of "privatization," and their goal is to take over our public sector, essentially eliminating it and substituting corporate governance.

In an important book, *The Fox In the Hen House*, writers Si Kahn and Elizabeth Minnich document the startling extent to which this takeover has already happened. Corporate lobbyists, corporate-funded think tanks, and corporate-owned politicians have been pushing privatization (which is nothing but a euphemism for corporatization) for decades, with Nixon, Ford, Carter, Reagan, Bush, and Clinton willingly turning over public purposes, assets, and control to these private, anti-democratic, profit-seeking interests.

As Kahn and Minnich show, the privatizers hit the mother lode with the Bush-Cheney regime. With their extremist, anti-government ideology, the Bushites are gleefully selling out the public good by selling off whole chunks of our government. We know about their push to privatize Social Security and schools, but few are aware of the massive turnover of power to corporations in such areas as the military, our parks, prisons, and social programs.

To help keep our democracy from being devoured by the corporate foxes, check Kahn and Minnich's website: www.thefoxinthehenhouse.com.

—Jim Hightower is a nationally syndicated radio commentator and bestselling author



CONGRATULATIONS LOCAL 21 RETIREES

December 2005

Bettie Batts
Charlie Stanley

January 2006

Marsha Harris
Ron Flisnik

February 2006

Joseph Holzwarth
Kenneth Strom

March 2006

Norman Reithel
Bernadine Jackson
Phil Baker
Raymond Marshall
Richard Beck
Roger Reinhart
Cecelia Johnson
Karen Kubik
Charles Volkstorf
Pamela Green

April 2006

Barbara Grace
Richard Gotlund
David Blaine
Sharon Alfirevic
Sheila Carson
Odette Arroyo
Leona Negrette
Rachelle Daniel
Lois Nelson
Diane Lopez
Wanda Lawson
Linda Robertson
Brenda Robertson
Willie Coleman
Ed Buchanan

May 2006

Pamela Driver
Chuck Fineout
Henry Smith
Edward Vocaty
Larry Hyatt
Dennis Doran

June 2006

Bill Lansu
Dale Lamz
Michael Valauskas
Beverly Goncher
James Boyle
Ryan Holzkopf
George Welch
Maurice Black
Mary M Johnson
Colleen Buenrostro
Diane Bridges
Kathleen Frebrandt
Jody Hill
Remell Lee
Tamara Quiroz
Bertha Ramirez
Belinda Roberts
Maria Salinas
Martha Thompson
Marilyn Kinney
Judy Newman
Martha Hefler
Beverly Coleman
Walter Swiatowy
Brian Ransom
Linda Williams
Valerie Kouba
Janet Carlson
Kathleen Bertels

July 2006

William Sauber
Bonnie McMillan
Ray Henning
Kevin Hadzima
Robert Landis
Valerie Harris
Ann Fox

August 2006

Melvin Gentry
Monica Walton
Dorian Gray

Retiree Club Update & News

By Jim McLaughlan,

The Oak Forest Retiree's Club has elected a new board. The new board members will be Brenda Howington President, Rich Ratzel Vice President, and Debbie Guch Secretary/Treasurer. Thanks for volunteering your time.

The Oak Forest Retiree's Club has planned several more outings for everyone to enjoy. They went to see the White Sox on Wednesday August 16th. On Wednesday Sept 23rd they will be enjoying a Lake Michigan cruise, and are planning a Christmas party for Friday Dec 15th.

Anyone interested in joining them should contact Brenda for more information at 708-388-5910 or Brendahowington@aol.com.

In Memory of Thomas L. Beagley

3/17/29 to 4/11/06

It is with deep regret we report the passing of a former Business Manager of IBEW Local 336 Thomas L Beagley. Tom Beagley was President/Business Manager of Local 336 from 1969 to 1989, chaired the old System Council T-4, and led Local 336 into National Bargaining in 1971. National Bargaining united all the telecommunications Unions against the Bell system, providing strength of numbers and a unified labor movement that led to wages and benefits still evident in the current collective bargaining agreement in use today. He was a respected labor leader nationally, in the telephone industry and the IBEW. Brother Beagley's ability to channel the anger of the members of Local 336 in 1971 over paltry wages, and the failure of the 5 month strike in 1968 into a unified determined Union willing to strike as long as necessary in order to achieve a decent standard of living, is perhaps his greatest accomplishment. That legacy has served as the building block for the wages and working conditions of today. On behalf of the staff and members of Local 21 we extend our sincere sympathy to the Beagley family. Memorial donations may be sent to the American Parkinson Disease Association 2050 Pfingsten Rd. Glenview IL 60025.

Information Alert Members must be in good standing for 10 consecutive years with IBEW Local 21 (or former Locals 165, 188, 336, 383, or 399) immediately preceding their retirement in order to receive a retirement from the Local Union. These members must be severing their employment with the employer. Stewards, Area Stewards, Chief Stewards, and Business Reps can request applications by calling Nancy Kopydlowski at the union office 630 960-4466 X234.

Bev Goncher Retires



President Ron Kastner would like to announce the retirement of Area Steward/ Executive Board Member for Unit Two, Beverly Goncher. Bev had 33 years of service at AT&T. From 1997 to 1998 she served as a Steward at the Chicago Heights center for Local 383. In 1998 Bev was appointed Area Steward there for Local 21. In 2005 Bev was appointed as the Executive Board member for Unit Two; in 2006 she was elected to that position. She has unselfishly served on many committees for Local 21 and her expertise will be missed. Bev is very active in her community and expects to remain so during her retirement years. Congratulations from the officers and staff of Local 21.

PERSONNEL



"There's an excellent pension plan, assuming we haven't figured out how to renege on it by the time you retire."

UNIT MEETINGS 2006

SEPTEMBER

Unit 1

Thursday, September 14, 7 PM
Irish-American Heritage Center
4626 N. Knox Ave.
Chicago IL
773 282-7035

Unit 2

Tuesday, September 12, 7 PM
Lansing American Legion Post #697
18255 Grant St.
Lansing IL
708 474-5906

Unit 3

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

Unit 4

Wednesday, September 13, 7 PM
Lemont VFW
15780 New Ave.
Lemont IL
630 257-9859

Unit 5

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

Unit 6

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

Unit 7

Monday, September 18, 7 PM
Alton Sports Tap
3812 College Ave.
Alton IL
618 465-2539

OCTOBER

Unit 1

Thursday, October 12, 7 PM
IBEW Local #21 Conference Center
1307 W. Butterfield Rd. Suite 424
Downers Grove IL
630 960-4466

Unit 2

Tuesday October 10, 7 PM
Slovak Club
6920 Broadway.
Merrillville IN
219 756-5101

Unit 3

Thursday, October 19, 7 PM
Gurnee American Legion
749 Milwaukee Ave.
Gurnee IL
847 244-9282

Unit 4

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

Unit 5

Wednesday, October 18, 7 PM
The Rocky Point Club
3603 Bonansinga Dr.
Quincy IL
217 224-1332

Unit 6

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

Unit 7

Monday, October 16, 7 PM
American Legion Post #141
916 Main St.
Mt Vernon IL
618 242-4561

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

IBEW LOCAL 21

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

© 278

Non-Profit
Organization
U.S. Postage
PAID
Downers Grove, IL
Permit No. 424



ADDRESS SERVICE REQUESTED

