

FRONTLINE

IBEW LOCAL 21



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Safety is a Top Priority

By Ronald Kastner



On April 28th I attended the Workers' Memorial dedication in Springfield. This dedication memorializes all the on the job deaths during the current year. In Local 21's case, of course, we remembered the tragic death of our own Keith Darnell. On October 14, 2010 he was killed while hanging cable across a street in Chicago. Twelve members of Keith's

family attended the memorial along with his Union representatives. His brother issued a pin with Keith's picture, and we all stood together as one remembering Keith. I'd like to dedicate this article to Keith and his family and stress not only the importance of safety from an awareness standpoint but from a Union member's rights perspective also.

The Occupational Safety and Health Administration/OSHA, under President Obama's direction, has been revitalized. This organization recently has added 130 additional field representatives. As President/Business Manager, I can attest to this based on the increased number of citations that have crossed my desk. Several corporations where Local 21 members work have incurred some hefty fines. As a result, companies will start policing safety in a more aggressive way. It's unfortunate that it takes a monetary hit for companies to care about our safety.

Our Local wants to be proactive on safety awareness. That's why we are working with our employers to push active Safety Committees in all locations. The operative word in this program

is "all." Safety is not only an outside technician issue; accidents happen everywhere. In fact, good safety practices follow you home and improve your awareness there as well.

Please remember that it is your right as a Union member to refuse a work assignment if you feel it would cause you to perform an unsafe act. This ability to refuse without being insubordinate is clearly an advantage over the usual and everyday disagreements with the employer where the established practice is to work now, grieve later. This is absolutely your right as an employee, so don't give it away!

With that being said, I have instructed our Safety Committee to raise our level of participation up to new highs with Safety Awareness being the main goal. With corporate America pushing productivity so viciously, it's no wonder safety is sometimes lost in the shuffle of corporate greed.

It is up to you to exercise this right; it's your duty to your family to come home from work every night. Keith Darnell would clearly be rewarded knowing we all learned something from his misfortune.

In closing, keep a close eye on Workers' Compensation reform in Illinois. I recently attended a meeting with other Labor leaders in Speaker Madigan's office. Senate President Cullerton and House Speaker Madigan both took time to listen to our concerns, but they also made us aware the business community in Illinois was pushing for some reform. If called upon by your Union Representative to contact your elected official, please find the time to help.

Thanks for your attention and have a safe summer.



Disability Plan Basics

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



There's a benefit most people don't look at or understand until they need it the most.

The AT&T sickness disability plan is designed to replace your wages if you become ill or get hurt on the job.

I'll cover the basics. If you are off work due to an illness for more than 7 consecutive days, on the 8th day your absence becomes a disability.

Many members don't realize the plan pays according to your years of service. The maximum amount of time you can be off on a Short Term sickness Disability is 52 weeks; after then you will be considered for Long Term Disability.

To qualify for a short term disability, you must provide clinical objective medical documentation to support you are disabled. The paperwork cannot be what you described to your doctor, it must be what your doctor observed during their assessment. The plan requires all test results, operative reports and office visit notes be sent to Sedgwick the plan's administrator.

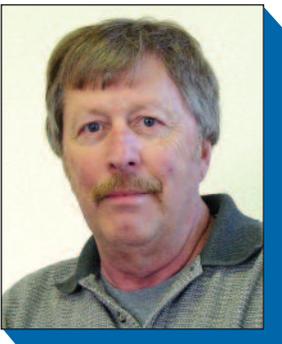
If your sickness disability is accepted, FMLA is automatically approved and you don't need to submit separate FMLA forms. However, if a disability period is denied you can file for and still get FMLA approval because FMLA requirements are different than those for disability approval. FMLA approval does not change your pay status, it makes the period you were absent non-chargeable.

We all hope we will never have to use our disability plan but if you do, you will be more familiar with the basics.

Years of Service	Coverage
At least 6 months but less than 2 years	Half wages for up to 52 weeks
2 years to less than 5 years	4 weeks at full pay and 48 weeks at half pay
5 years to less than 15 years	13 weeks at full pay and 39 weeks at half pay
15 years to less than 20 years	26 weeks at full pay and 26 weeks at half pay
20 years to less than 25 years	39 weeks at full and 13 weeks at half pay
Over 25 years of service	52 weeks at full pay

On the Move

By Jerry Gast, Assistant Business Manager-Network



Our Union and AT&T continue to work through the remaining network surpluses in

Springfield. All the other surpluses have been taken care of with SIPP or by placing members in other jobs.

The Union safety committee met with the new GM Tony Stamper in I&M to review the safety problems of the past year. The union met with C&E on the same issues and has worked out a process to get more

hands-on training down to the garage level. This is the same goal for I&M.

The Union and the company have been meeting on scheduling. There's been one meeting about a new trial. Five stewards will join Business Representatives Steve Unterfranz and Terry Sheehan to review the new data once management provides it. The Scheduling Committee and the Stewards will then meet with the company to review the process to see if we want to implement it everywhere.

I&M is looking at redistributing technicians from the old Exhibit 2 to the old Exhibit 1, as outlined in Article 30.41. Business Representatives Mike Sacco, Terry Sheehan, and Jim McLauchlan are assigned to work through the preference. C&E also notified us they are looking to preference in the same areas, Steve Unterfranz, Paul Wright & Cleveland Johnson have been assigned to work that process.

I've been meeting with Labor Relations on the one day suspensions members received for bin doors being unlocked in

C&E garages. We are trying to get the suspensions reduced. I am waiting on an answer from Labor. We are prepared to arbitrate the issue.

Kurt Schmidt and I met with our Business Reps and AT&T Labor concerning problems with the 1st & 2nd step written grievance procedure. There are many problems getting the grievance forms filled out correctly at those steps. A bigger issue is the company's failure to provide the necessary data Stewards are requesting. We are working on a joint training process for managers and Stewards to fix these problems.



Tommy Lewis sandbagging outside the Cairo Olive Branch AT&T central office.

VSIPP

By Kurt Schmidt, Assistant Business Manager-Marketing



Voluntary Supplemental Income Protection Plan (VSIPP) is a new option negotiated in 2009 as part of the surplus process in the contract. It allows employees, often pension eligible, to put their name on a list for when a surplus is declared. By doing this, the volunteer says they're willing to leave AT&T in order to save an at risk employee. The surplus employee has to test qualify

for the volunteer's position on the VSIPP list unless it's the same as their current position. Also, if your JOBS profile shows you're qualified for a VSIPP position even though it's not on your STR, it will be offered

AT&T surpluses are usually declared in the months of March, June, September and December. An employee must have their name on the list prior to the announced surplus. If you are considering this, submit your form of interest by the first of the above mentioned months.

Prior to the Force Distribution Date (FDD) employees on the list are asked if they are still willing to leave the company if a match is made with an at risk person. If the volunteer says "NO," they are removed from the VSIPP list for 60 days and must then resubmit their name for the next possible surplus. If the volunteer says "YES," then they will be on the final list for at risk surplus employees to select their position. There is no guarantee that if you are on the final list you will receive VSIPP. You must be matched with an employee who test qualifies for your position and wants to move to your work location. If matched, you will leave the company payroll with SIPP benefits up to a maximum of \$30,500 based on years of service. The payment matrix is in Article 30.26 of the contract.

What does a surplus employee need to do to be considered for a VSIPP opening? They need to fill out a Surplus Transfer Request (STR). In a surplus meeting with Labor Relations you will receive a list of job titles and locations that members have shown a willingness to vacate for a surplus employee. However, this is not the final list until the employee says "Yes" or "No" as mentioned above. The form is divided into sections A – E.

Section A is information about you. It includes your name, current job title, work location and Market Business Unit. In addition there are a couple questions about your license and if you can drive a stick shift. Some of the positions you may be interested in require this information.

Section B talks about the Reasonable Commuting Area (RCA). To determine which RCA you are in, find your work location under the listing of RCAs on pages 134 and 135 of the contract. If for example you worked in Chicago then your current RCA would be Chicago on the form. Next, you can select an additional two RCAs in order to increase your opportunity for a VSIPP match. Seeing as you are in the Chicago RCA you may pick North Suburban and South Suburban as additional RCAs to be considered for VSIPP openings.

Section C talks about the Force Adjustment Area (FAA). The FAA for IBEW Local 21 is number four on page 124, "The State of Illinois and Lake and Porter Counties, Indiana." If you are considering moving out of state, you can make a selection of two more additional FAAs listed on page 124 of the contract. When you look at the VSIPP list you will be able to determine if they are from another FAA.

Section D clarifies that you must test qualify for the position on the VSIPP list in order to be matched. You can list up to three job titles that you are interested in so that staffing can begin testing you for those jobs.

Section E talks about displacement of a less senior employee on the company payroll based upon your years of service. If after the VSIPP process there were no matches for a job then you may be able to displace a less senior employee in your job title or title group. You will need to check the YES box if you are willing to displace an employee or the NO box if not willing to displace a less senior employee. By checking NO to displacement you are not giving up your opportunity to leave with Termination Payment instead of SIPP.

The bottom of the form is for your signature, your supervisor's signature and telephone number contacts. Finally there's a deadline for faxing the form to staffing for consideration of VSIPP. If you do not fill out the form you will leave the company with SIPP.

IBEW SURPLUS TRANSFER REQUEST			
Last Name _____		First Name _____	
ATTUID _____	Current Title _____	NCSD _____	CC _____
Work Location (City, State, Zip) _____		Department/Market Business Unit _____	
Driver's License: Yes <input type="checkbox"/> No <input type="checkbox"/>		State issued in _____ Drive stick shift? Yes <input type="checkbox"/> No <input type="checkbox"/>	
Current RCA: _____			
(Optional) Consider me for the following additional RCA's (No more than two):			
1) _____		2) _____	
Current FAA: _____			
(Optional) Consider me for the following additional FAA's (No more than two):			
1) _____		2) _____	
I understand I must be test qualified to be matched through the Voluntary SIPP process and would like an opportunity to test for the following three titles.			
1) _____		2) _____	3) _____
I am interested in DISPLACING a less senior employee in my job title or job title group, Market Business Unit, and FAA, in accordance with Article 30.44. If 15 years or more seniority, displacement will be within job title group and FAA, provided test qualified.			
YES <input type="checkbox"/>		NO <input type="checkbox"/>	
Supervisor's Name: _____		Telephone #: _____	
Employee's Signature: _____		Date: _____	
Employee's Work Location _____		Telephone #: _____	
Last Date to Submit and/or Change STR (7 calendar days) _____		FAX TO: (312) 464-7962	

11-25-09

Twist of Fate

By Bob Przybylinski, Chief Steward Communications



Garreth Carpenter and Ronald Shockley hoped for a quiet day after working an all nighter. After a few hours of sleep they went back to work in obscurity until they were jolted into the spotlight in the quiet Chicago suburb of Park Forest.

Although they are good friends and business partners outside of AT&T, this was only the second time Ron and Garreth were paired together.

They were back on the job because the night before they hadn't been able to get their hands on an enclosure they needed to finish repairing a damaged cable. It took them longer to get back to the jobsite because they had to stop at the Chicago Heights garage to pick up the splice kit.

While in their tent, the University Park technicians heard screams for help. Without thinking, they ran down the block to a home ripped apart by a gas explosion apparently caused by a construction crew working across the street. They found a woman screaming from her blown-out second floor bedroom doorway.

The two assured the woman they would catch her if she jumped but she was afraid of heights. Both men realizing the grim reality of the situation decided they must do whatever it took to save her life. Garreth said it was weird they were next to the

burning building and everyone else was just standing back by the road.

It was then that Garreth ran back to his truck and grabbed his extension ladder. While he was gone, Ron went to the construction crew, saw a ladder and took it from them. He climbed up the ladder and carried the woman down. Garreth pointed for Ron to look up, the doorway was now engulfed in flames; within minutes the house was an inferno.

Fire personnel on the scene heard of our brothers' heroics. They went to look for the two; firemen found them... back working in their tent as if nothing had happened.

Since the events of that day, the pair has taken it all in stride. Gareth and Ron were reunited with the victim on live TV. They've seen their names across news reports, been recognized as heroes by the Village of Park Forest and by friends and family. In May at the Unit 2 meeting, they received our Union's highest honor the **IBEW Life Saving Award**.

All of this makes me wonder about life and how one random event might build upon another. Nine years ago, Ron and I worked together in Alsip. There was one opening left to transfer to Orland Hills. I was sure he was going to take it, but for some reason that I will never understand, he passed it up. I couldn't believe the opportunity fell into my lap. Today I wonder if he had he taken it, would we have been reading about a tragedy rather than two Local heroes.

Congratulations, 2011 Scholarship Winners

By Jacquie Fields, Treasurer



The Local 21 Scholarship committee, consisting of Jim Noble, Mike Anel, Jim Nink, and I chose the ten winners whose essays best answered this year's theme, "*How Right to Work Laws Impact Union Workers.*" The entries were amazing in how the writers gave different views with great information on this subject.

As in the previous years, all the scholarship packages are reviewed, essays removed, and coded by the Local 21 clerical staff before we see them. When the committee reads each essay, we have no knowledge of the author until after we choose the ten coded essays for the award.

I again ask that you please consider applying for a scholarship and sending in an essay if you or your child is attending college. The 2012 deadline will be in March. This is a great way for IBEW Local 21 to support higher education. Congratulations to our 2011 winners, we look forward to seeing them at one of our summer unit meetings to read their essay to Local 21 members.

2011 SCHOLARSHIP WINNERS

Nicholas Almos
Jason McGrady-Szromba
Abigail Ohl
Angela Rodriguez
Elizabeth Wallace

Maria Caputo
Colette Morgan
Nick Roach
Christopher Stancato
Erin Wright

Mutual Respect

By Larry Schuler, Vice President



The last couple of months afforded me the opportunity to attend Unit meetings across our jurisdiction. The future of our Local was discussed and many ideas were exchanged. I'd like to focus on the presentation of the ideas, not the suggestions themselves.

It's true that speaking in front of an audience is not easy. Depending on the subject matter or agendas, people end up speaking with different levels of tension. This tension has led to language and conduct that is neither acceptable nor fair to all who attend.

I feel there is no room for offensive language at any point by anyone in a meeting who is addressing their Sisters and Brothers. I also feel interrupting reports is disrespectful to everyone in the room. Perhaps if reports are finished uninterrupted questions could be answered.

I will finish by thanking the folks who attended their Unit meetings. I would also like to thank the various staff representatives who stayed after the meetings to answer any additional questions or concerns presented.

Crisis in Our Capitols

By Rosetta Shinn, COPE Director Illinois



The crises in the Wisconsin and Indiana capitols taught us we are all connected. The 2012 elections are just around the corner and workers **will** come together to stop the

bleeding. We will vote anti-working family politicians out of office.

Many of you watched the battles in these states and you stand in solidarity with the workers who are facing off against politicians and big business who are trying to destroy both democracy and working families by ramming through anti-union legislation. I was very proud to attend several rallies and stand with Local 21 members and those from many other unions.

Let's look at union movement history.

In the 1920's, income inequality and wealth distribution were way out of proportion. Income for most workers barely kept pace with inflation, while the income of the top 1% of Americans was up 75%. Sound familiar? What changed after that? Unions and the New Deal helped achieve economic prosperity for all. The labor movement gave the American working class a way they could fight back for rights, benefits and fair wages.

Today, big business and corporate backed politicians like Wisconsin Governor Scott Walker are working hard to destroy unions. They care about the bottom line more than the public servants they employ. Unions care about workers. Do you like your weekend, 40-hour work week, workers compensation program, employee benefits, and safety standards on the job? If so, thank a Union.

Before anyone objects to unions being involved at the capitols, realize we need the political clout to stand up to the disastrous power of big business. When corporations can't take it away from us at the bargaining

table, they try to strip it from us with anti-worker legislation.

Union representatives from throughout Illinois – including IBEW Local 21 President Ron Kastner met with politicians on April 27th to discuss worker's compensation reform. The Illinois Speaker of the House discussed a laundry list of proposals being considered. Union leaders didn't immediately sign on to any specific plan. The IBEW believes worker's compensation could be reformed but the changes should not hurt union members.

Local 21 was honored to have Keith Darnell's family present at the Workers Memorial Day ceremony on April 28th which recognizes fallen union members. President Kastner, Paul Wright and Bryon Bonham also attended. Keith's brother spoke in front of the statue and thanked IBEW 21 for all the support given to him and his family in their time of need.

If you have any comments or suggestions please feel free to call me at 217 836-4380.

The Haymarket Affair 125 Years Ago

By Nancy North, Editor



May 1st is celebrated as Labor Day everywhere in the world except the United States. This is strange because it began right here in Chicago.

Although passed in 1867, the eight-hour day laws for federal employees and workers in Illinois were not enforced. In 1884 the Federation of Organized Trades and Labor Unions passed a resolution that effective May 1, 1886, eight hours would constitute a legal day's work; creating the pressure

of a nation-wide strike. **"The Eight-Hour Day Movement"** captured the imagination of workers across the country.

On Saturday May 1, 1886, Chicago had the largest rally in the nation. Over 80,000 workers marched arm-in-arm up Michigan Avenue carrying union banners. Some employers feared a workers' revolution; others quickly signed agreements for shorter hours.

On Monday May 3, the Chicago police attacked and killed picketing workers outside the McCormick Reaper Plant at Western and Blue Island. Quickly, a protest meeting was planned for Haymarket Square the next evening. Most speakers did not appear; the meeting was delayed while the organizer found substitutes. Fewer than 2,500 people attended.

The Haymarket meeting was almost over; only about 200 people remained when 176 policemen carrying new Winchester repeater rifles marched north on Desplaines. The workers retreated. Suddenly from a store vestibule behind the policemen, someone threw a dynamite bomb into the front lines of the police, where workers stood only seconds before. It was the first dynamite bomb

ever used in peacetime in the United States. The police panicked and in the darkness many shot their own men. Seven policemen died and four workers were killed.

The next day martial law was declared nation-wide. In Chicago labor leaders were rounded up, houses were entered without search warrants, and unions were raided. Hundreds were arrested, 31 were indicted, but only eight men, representing a cross-section of the labor movement were selected to be tried: **August Spies, George Engle, Adolph Fischer, Samuel Fielden, Louis Lingg, Michael Schwab, Oscar Neebe, and Albert Parsons.**

The trial opened on June 21, 1886. Only two of the men were at Haymarket Square when the bomb was thrown. The charges included speaking in groups and openly criticizing corporate America, therefore they were responsible for the throwing of the bomb. Since only jurors who already believed in the defendants' guilt were selected, they reported a guilty verdict on August 20, 1886.

There was world-wide outrage over the travesty of the trial and the verdict. Neebe was given 15 years hard labor. Governor Oglesby was pressured to change the death sentences of Fielden and Schwab to life imprisonment. Lingg was found in his cell, his head half blown away by a dynamite cap. Fischer, Engel, Parsons, and Spies were hanged November 11, 1887. In 1893 Governor Altgeld pardoned Neebe, Fielden and Schwab.

This year the Illinois Labor History Society and the Chicago Federation of Labor celebrated the 125th anniversary of the Haymarket Affair with a reenactment of the rally on April 30th. On Sunday May 1st they rededicated the monument at the graves of the martyrs in Forest Home Cemetery in Forest Park. For more information go to www.illinoislaborhistorysociety.org.

They Hate Us!

By Dennis McCafferty, Committee on Political Education



Despite the month long walk-out of the Democratic Caucus, the Indiana General Assembly ended on schedule in April. The only word I can use to describe the proceedings is **catastrophic**. While the dreaded “Right to Work” legislation was narrowly averted for now, a whole slew of anti-worker bills were very cowardly rammed down our throats in the all too familiar “my way or the highway mentality” we’ve grown accustomed

to from these holier than thou tea-publicans.

All working families across the state will feel the pain but none more than our sisters and brothers in the building trades and education sectors. HB 1216 attempted to prohibit municipalities from entering into project labor agreements. While that language was stripped from the final bill, what remained was the more than doubling of the common construction wage threshold exemption up from \$150,000 to \$350,000. It accounts for almost 50% of the work and excludes of all school and university projects.

This bill will almost certainly guarantee lower wages for Indiana’s construction workers and open the door to unscrupulous out-of-state contractors to use undocumented workers on taxpayer funded state projects. Incidentally, the Immigration bill passed and was signed by the governor. It is every bit as contentious as the unconstitutional Arizona bill now argued in the U.S. Supreme Court.

News in the education sector is even worse. The passage of SB 575 severely limits the collective bargaining rights of Indiana’s teachers to the point of dismantling them. In the future only wages and certain fringe benefits may be bargained. It eliminates bargaining school day length and class sizes. It opens the door to longer hours and work weeks with no additional compensation.

But wait, there’s more...SB 001 allows for outside agencies

and other teachers to evaluate educators while denying them input into the evaluation tool and further denying a teacher an appeal process if they feel they were fired unjustly.

But wait, there’s still more.....HB’s 1002 and 1003 allow for more than doubling the amount of charter schools in the state (where only 50% of the teachers need to be licensed) and creates vouchers to allow public money (yes, YOUR tax dollars) to be diverted to private schools!

I’ve sat through and testified at a lot of legislative committee hearings, and like many of you, was proud to attend the various rallies in Indianapolis, Madison and Chicago. I still find it alarming whenever I witness first-hand the contempt and disdain these people hold for us. **They hate us plain and simple.** They hate that we live in THEIR subdivisions, they hate that we go to THEIR churches, they hate that our kids share a dorm room with THEIRS. They would prefer that we remain nameless and faceless and subservient to them because they really do believe they’re better than us!

As truly outraged as I am about the attack on working class people, I am as equally encouraged. It has brought our enemies’ agendas out into the light of day. No longer can they hide behind their Bibles, their flags or the constitution--pretending to be the voice of the people. They’re not our voices, never have been, never will be. Since November, they’ve become rather fond of saying that elections have consequences. I’ve never known the word ‘consequences’ to have a positive connotation.

The good news is that 2012 is right around the corner and now that these people have shown their true colors there will be no mistaking them for what they are. As much as I wish recent legislative events had not occurred, I guess sometimes getting kicked in the teeth is what it takes to make some people realize they’re in a fight. I won’t forget what they’ve done to us, come election time. It’s become my mission in life to make sure you don’t either. Take care and GOD Bless!

Special Requests

By John Wyatt E-Board Member Unit 5

The Executive Board reviews multiple requests for financial and other types of support. Many of these programs and organizations are ones our Local has supported for many years. While we understand the importance of supporting projects that provide services to union members, we must also weigh the financial burden it costs our Local. Each request is carefully evaluated. When we act upon requests, we report on them in the new business section of the E-Board minutes read at unit meetings.

There are no rubber stamps given to

any particular request. If you are aware of requests with particular meaning, significance or have ties to a particular organization please make your E-Board member aware of that so we have that information when we debate the request.

When you listen to the E-Board minutes at your next unit meeting, please understand we never take for granted the responsibility and trust our membership places with us. Being fiscally responsible as well as funding services that are of value and important to our membership is never taken lightly.

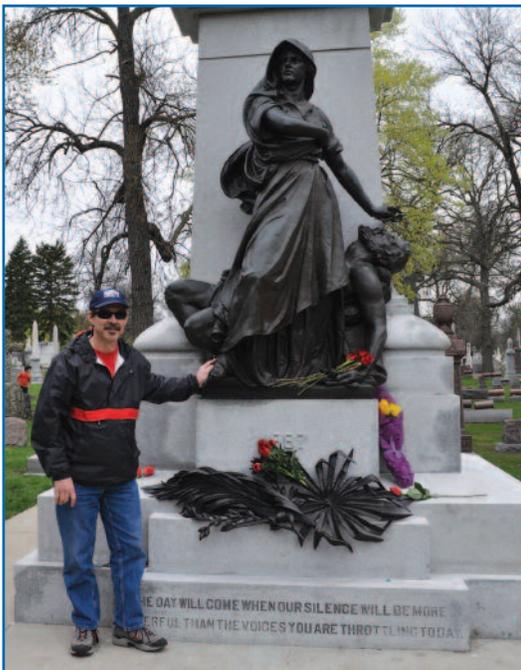


PHOTO: NANCY NORTH

At the Martyrs' Monument rededication Mike Sacco honors those who gave so much.

Organize or Die?

By Dave Webster, Business Representative



Organizing is an uphill battle that takes lots of time and resources. The laws originally intended to assist workers form unions have been watered down to the degree that they now actually help employers coerce and intimidate workers.

Some believe we shouldn't spend the time and resources until laws like the Employee Free Choice Act are passed to help workers organize.

Others hold that unless we organize to increase our numbers, we don't have political power.

Our Brothers and Sisters created the labor movement over the past 200 years by fighting to organize for better wages, hours and working conditions. We only need to look at labor history to see from where we came to determine where we should be headed.

From the late 1800's until 1936 union organizing wasn't even legal. However, workers understood that collective action was the only way to get improvements in wages and working conditions.

What is known in labor history as the "**Great Uprising**" began in Pittsburgh. In July 1877, our own National Guard fired on a crowd of striking workers, killing over twenty, including three children. These murders ignited a general strike in all industries across the country. The angry crowds were dispersed with more government ordered violence.

On May 3, 1886, Chicago police killed two workers when they fired on crowds striking for an eight hour workday. The following day workers held a peaceful rally at Haymarket Square but the police reacted with gunshots and violence. A bomb was thrown, killing policemen and demonstrators. To this

day, no one knows who threw the bomb. In a real mockery of justice four labor leaders were hung; among them was printer Albert Parsons who was accused of making "inflammatory speeches."

The National Guard in 1892 attacked workers in Homestead, Pennsylvania to break-up the strike at Carnegie Steel. Strikers beat back 300 armed Pinkerton agents. In that battle, six workers were killed. The strikers surrendered when the town was overtaken by 8,000 troops.

John D. Rockefeller owned the Colorado Coal and Iron Company in Ludlow, Colorado. He evicted striking miners and their families in 1914 from company provided housing. Workers, women and children were killed when the tent colony they set up was burnt by Guardsmen.

The Memorial Day Massacre occurred in 1937 when the Chicago police again attacked striking workers, this time at a peaceful picnic at Republic Steel. The retreating workers were shot at point blank range. Ten workers were killed. This episode stands as one the most violent in the history of U.S labor organizing.

Sisters and Brothers, what we have now was gained through bloodshed. It is more and more difficult to keep because our numbers have waned while the rich continue to manipulate the government to suppress workers today by passing anti-worker legislation.

Typically, when you hear someone say *organize or die* they are talking about dying as a movement. We need to always remember there was a time when people died for the right to form a union. Now we are at a point that we must go back to our roots and create a plan to rebuild. This isn't the first time the labor movement has struggled and we will return to power as we educate workers.



"This can't be heaven, there're no unions."

Every Day is a Great Day to Work Safe

By Melanie Probst, Business Representative

The Union Safety Committee met with AT&T Construction Management in May. We discussed updates to the Union-Company Joint Safety Committees. The program was improved and you will begin to see changes in the safety program.

The construction department assigned a Safety Manager to each Director. The Safety Managers will conduct field visits on construction technicians. Their focus is to correct safety deviations, educate, train and have the techs demonstrate they are able to safely perform their job assignment. The first Safety Wednesday of each month

will be the day managers and safety managers will be out on field observations.

A Safety Wednesday idea would be to gather the techs in your garage together and talk about a place where you could put all your safety equipment in the different trucks that are used in your garage. Field observations showed technicians have safety equipment in multiple locations in their vehicles. The suggestion was for all safety equipment like meters, hot gloves, 188A's and safety vests and apparel be stored in one "standardized" location. You could also use a Safety Wednesday to make sure all your safety equipment is tested

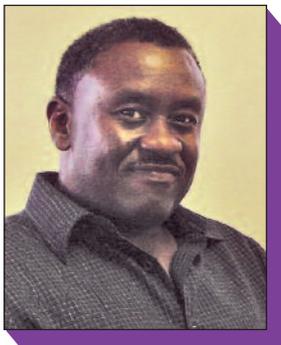
and working properly.

Management is looking for any suggestions you may have regarding hands on training or safety sessions you would be interested in receiving in your work locations. Please contact your manager, chief steward or business representative with ideas.

As always, our main mission is to make sure you work safe and make it home to your family at the end of the day. We have management's commitment their mission is to train and educate not to immediately discipline. Let's all work together to make our safety mission a success.

Comcast Members Ratify New Contract

By Jerry Rankins, Business Representative



The **Cortland Comcast** members in Chicago overwhelmingly voted to ratify a new three year agreement. These are tough days to bargain a contract. However, with a strong bargaining committee backed by the membership, achieving a fair contract is possible. Employers are very cheap these days when it comes to paying their workers and Comcast is no different. Our Union all but

closed the gap with respect to the average pay of current union employees in comparison to those working in non-union Comcast shops. Pay parity was achieved for the starting pay with the non-union employees.

Our Union got guaranteed off-day overtime language in the classifications of installer and service repair in lieu of using contractors. We negotiated stronger workday language to better insure members get off on time at the end of their work shifts.

This marks the first time ever that an agreement was reached just three days past the expiration date. In reflecting back, the Union's bargaining committee felt a sense of accomplishment; it reached its goals which were to achieve what the bargaining surveys stated as key issues. There's more to be improved upon in future negotiations but every contract gets better and better.

As a whole, it was the strength of our members and the resources provided by President Kastner that made it possible to achieve the third contract since 2002 with Comcast. Congratulations!

We have two **Cortland arbitrations** scheduled. The hearing for our Steward who was fired is set for July 12th, and the Q-Earn bonus arbitration will be heard on August 24th.

The agreement in the **Comcast West** area expires on April 30, 2012. Like Cortland, it will take a unified front to achieve a fair contract. More information will follow in the months ahead.

Remember everyday day is a good day to **be safe**. Please be mindful that not only should your job be done correctly but also safely! Any boss who thinks differently, let's make it their

problem. Call your Union steward or me at 630-222-9100 if you have a safety issue.

Remember the company's electronic devices belong to the company; they should not be utilized for personal use, unless authorize by management.

OEMC Contract and ULP Battles

On April 12th, oral arguments were heard at the Illinois Labor Relations Board on the City of Chicago's appeal to overturn the COUPE amendment ruling of the Administrative law judge who ruled in favor of our members working at the City of Chicago 911-OEMC.

We received the Board's ruling on the City of Chicago and SEIU 73 appeal; the Illinois Labor Relations Board ruled 2-1 to overturn the Administrative Law Judge initial ruling. Once the Union and its lawyers receive the board's written decision, legal options will be evaluated in the quest for justice. Needless to say, this is disappointing news for our members who work hard to keep us safe.

In **contract negotiations**, negotiators for the City proposed that the disputed COUPE amendment that's set to expire June 30, 2011 should be extended until June 30, 2012. The Union rejected that proposal. Additionally, the City proposed to freeze all wage increases, including step, annual, and longevity increases throughout the progression until June 30, 2012, the Union also rejected that proposal.

Public servants are under attack. Illinois public workers are just a step away from being demonized like those in Wisconsin and Indiana. They are being blamed because the State is broke. Legislation on pension reform appears to be inevitable for new public employees. Those changes will not be enough for the critics who don't think most public workers deserve a livable middle class income.

Sisters and Brothers, we need your involvement if you wish to enjoy and sustain the wages, retirement and benefits you have fought to obtain over the years. We are in a battle. Remember our strength is in our unity. Solidarity! Please stay updated on OEMC issues by calling the Union Hotline 630-415-2711.



"You have reached the workbench of Mr. Watson. If this is an emergency call, PRESS ONE. If this is a non-emergency call, PRESS TWO..."

SAVE THE DATE!

The 2nd Annual
Michael Kunas Golf Outing
will be held on
Saturday, October 1, 2011 at the
Mill Creek Golf Course in
Geneva, Illinois.

Please get your foursomes together
and save the date on your calendar.

Detailed information will be forthcoming

● ● ● At the **Peoria Bel-Wood Nursing Home**, the County submitted a "Certificate of Need" to the State of Illinois for approval to build a new facility. The State is asking for additional information before making its final decision. A hearing was held in May to discuss the application. We will keep you informed when more information is available.

We tried to establish a way for the County to more fairly rotate the overtime among the nursing staff. Talk to your steward if you have any issues that need attention.

The contract expires in November. We will either send out pre-bargaining surveys or schedule meetings sometime in the July/August time frame.

In **Vermilion County**, the Judicial wage re-opener for the 2nd and 3rd year of the agreement was just ratified. We are waiting for the "Final Offer" on the Non-judicial contract. When it's received, we will mail out an offer summary along with a "mail-in ballot".

The census at the nursing home went up but no additional nursing staff has been hired. This makes it extremely hard on the CNA's working at the facility. Unfortunately, management is staffing to the State's "minimum requirement."

At **Peoria Credit and Collections** AT&T is establishing a "Training Assistant." This is a temporary management position to assist company trainers and to do some training themselves.

More work is coming into the center on a temporary basis. Any work, whether temporary or permanent, is job security and we welcome it all!

We've become aware management at the **Springfield BCS** is having a center in Sunrise, Florida assist with the Lottery disconnect orders. We are in discussions with AT&T regarding overtime and the length of time this center will be assisting.

At the **Rock Island CCC**, the new performance management plan for 2011 seems to be worse! The expectation is that all Service Reps reach 100% attainment of the goals set by management. Based on the March scorecards in **Rock Island 1** - 62% of the office was below 100% and in **Rock Island 2** 66% fell below the 100% mark. It's clear AT&T's expectations are too high.

By *Vicki Burroughs*,
Business Representative



Editors Note: This issue of *Frontline* went to print on June 1st all articles reflect items occurring before that date. Contact your union representative, call the IBEW Local Union 21 hotline at 630-415-2711 or visit ibew21.org for the latest news updates.

● ● ● It's been a busy year so far. We said goodbye to over 400 members at **AT&T** who took the Enhanced SIPP. I wish all of them good luck and Godspeed. C&E techs were sent off to First Mile and U-Verse. This is a mixed bag, but it is good news because all those members leaving C&E have good-paying jobs with benefits. This is a big improvement over the 538 layoffs AT&T planned.

In the **Downtown Centers** that were slated for closing, more than 100 people are still working. It is not permanent or exciting work, but again, it is high paid work with benefits.

At **AT&T Global Services/ Datacomm** three members were laid off in March. We believe there is still some contracting out going on there. We are grieving the layoff and investigating. All considered, Local 21 members still have good jobs when over 20 million Americans have little or no work and 5 million of them have lost their homes. All this, two years after the Great Recession was declared officially over.

Two techs at the Roscoe Garage were suspended pending investigation for theft. The investigation continues and more people may get caught in the Asset Protection dragnet. I am stunned by this as I can't imagine why anyone, in this day and age, could think they wouldn't get caught and almost certainly lose their jobs. The average American family of four lives on about \$41,000 per year. What is going on when someone can't survive on \$67,000 plus all the overtime they can work when it is available?

Michael Sacco,
Business Representative



● ● ● Does Tuesday April 5, 2011 have any relevance to you? It's the day local elections were held in Illinois. The voter turnout total in the Chicago metropolitan area was embarrassing; it ranged from 16-22% by county.

As you sit at your workplace look around you, on average only 1 in 5 people exercised their right to vote. I would hope as educated union members our percentage would be higher. President Kastner has constantly reminded us that what is won in negotiations can be taken away by legislation. Legislatures in Wisconsin, Indiana and Ohio have begun this process. Article 20.18 in our AT&T contract, **guarantees us the opportunity to exercise our right to vote**. Take advantage of the benefit or one day we might lose it.

Local elections are as important as any State or Federal election. They give us a chance to elect municipal officials and representatives in the cities and towns where we live. Please, don't take your right to vote for granted. What is negotiated can be taken away if we do not become actively involved at all levels of government.

Contributed by Chief Steward Rick Mobley

By *Dan Grueneich*,
Business Representative



• • • On April 28, 2011, **Brother Keith Darnell**'s name was added to the Workers Memorial in Springfield, IL. He was recognized by the AFL-CIO as one of many union members who lost their lives while performing their job duties this past year.

IBEW Local 21 submitted our brother's name for recognition. President Kastner, E-board Chairwoman Rosetta Shinn, Byron Bonham and I attended the dedication ceremony. Keith's parents, brother and sisters as well as many more of his family attended to witness the dedication. It was a very humbling service that makes you reflect on what is truly important.

It was the first time I've attended the memorial. I hope it is my only time to add one of our member's names. I promise it won't be my last time to honor Keith and the countless others who have lost their lives on the job. Services are held across the country every year on April 28th, to honor men and women of the labor movement who have passed while at work. Please think about it and mark your calendar to attend next year and years to come. We can do that for Keith and all the others.

Byron and I picked up the representational responsibilities for five Premise Technician locations. They are Gary, Chicago Heights, Harvey, Alsip and Bedford Park. We've already visited these locations and are looking forward to representing our members with the many problems **AT&T** continues to create in this job title.



By Paul Wright,
Business Representative

• • • At **JULIE**, it is always good news to hear the summer hires are coming back. We welcome you and we are all hoping it's a busy digging season!

It's been a very busy year at **AT&T** and I don't see it letting up soon. I am now responsible for marketing at 225 Randolph and 311 Washington in **Downtown Chicago**. I've met most of the members at 225 and I plan to visit those at 311 soon.

I've been busy at my centers giving an **attendance presentation**. Management lets me talk to our members in small groups about attendance. It's my opportunity to talk to the members one-on-one. I enjoyed this time with them and I feel that we accomplished a lot in these meetings. Congratulations to **Chicago Heights-Credit & Collections** on getting new work. Great job!

At the **NDC** (Cable Center) I filed for arbitration on the FORCE system and management doing craft work. I will keep you advised as the case moves forward.

The **NCS** (Repair Center) is rolling out a new attendance guideline; it's the same as the other centers in the 22 state region in their business unit. When management reviews it with you, make sure you understand the changes from the old policy. There are fewer steps of discipline, no time limits on removing previous discipline, and management is rolling late lunch/break tardies into the plan.



By Melanie Probst,
Business Representative

• • • In the March issue of *Frontline*, I reported that AT&T is watching everything you do. Since then Chief Steward Mark Fulcer has been very busy defending people in meetings who, I guess, just don't want to believe that GPS never forgets.

We had several cases of Techs not being where they are suppose to be. Most of you are going to read this and think I'm making this up, but you just can't sit for nearly two hours and not have a good reason for being there. Fortunately, the majority have figured it out.

The only other word of warning I can give you all is, **COMMUNICATE!** If there is any reason you overrun a job, need to stray from the direct route or just have a general roadblock throughout your day, tell your boss. A twenty second call can save all of us hours of meetings to explain your deviation.

The arbitration for the "forced 200" has been rescheduled for September 21 and 22, 2011.

Safety! Safety! Safety! Think safe, work safe, plan your day safely and go home healthy.

By Jim McLaughlan,
Business Representative



• • • Here we go again. **AT&T** decided that they need to move techs around again. Understandably, after the SIPP and movement to Premise Tech there may need to be some readjusting of areas here and there. Do they really know the exact numbers or is it just another guess? It seems like we go through this more often than ever before. The sad part is so many of our member's lives get disrupted because of it.

Watch out for MSOC. We are seeing more threats of discipline for not meeting numbers. But you don't get the discipline for not meeting the number, instead there's some other reason such as the 53000 form or not using B-sealant.

The OP78 policy is still a problem. Be sure to keep every door and bin on the truck locked unless you are in it. Also remember that a running engine or even just the ignition key on, shows up on the GPS report. If your IFD needs a charge, call your manager and ask permission to run the truck to charge the battery. A lot of this stuff seems silly but let's face it, procedure seems more important to the company sometimes than actually doing telephone work.

Remember, be where you're supposed to be, doing what you're supposed to be doing, and give the company eight for eight. Every day.

Lastly, I would like to welcome Mike Grindle to the area. I look forward to working with Mike and appreciate his experience as a Chief Steward.

By Steve Unterfranz,
Business Representative



• • • **On the Southside**, MSOC continues to be an issue. In the last few months, four techs were taken to dismissal hearings for various performance-related issues. As we've reported before, AT&T can't discipline for numbers alone. So for people who have low numbers, management looks at behaviors surrounding performance and disciplines for any infractions. So far, no one has lost their job. Two of the four members are already back to work and we expect the other two to be back soon. The fight isn't over.

The new fight is **OP78** it's a company policy covering building and vehicle safety. We've had many members disciplined for having unlocked vehicle doors, storage bins and even leaving windows cracked. Most of the vehicles were not parked on the street. They were in AT&T's locked facilities. Until we get this resolved, be sure to lock your vehicles and storage bins every time you get out.

The newest issue is **the idling of company vehicles**. In years past, especially in the cold winter months, sometimes techs would leave their company vehicles running while they worked outside so they could quickly get warm when they got cold. The GPS system tracks when and how long the vehicle runs. Company policy prohibits allowing the vehicle to run if you are not in the driver's seat. The company's position is, if the vehicle is running, you are not working. Some vehicles have been shown running for 6.5 hours in an 8 hour workday. That's a little hard to explain. The concern is that summer is coming and the situation will reverse. In the hot summer months, people will want to run the air conditioning so they can cool off. Remember, if you exit the vehicle, you must turn it off. There has already been discipline issued for that.

Management is planning a **Construction preference** very soon. We met with management to discuss balancing the headcount after the SIPPs and the movement to U-Verse and First Mile. The preference forms should have gone out in May and the moves should happen at the end of June. As more information comes to us, we will get the information out to you.

Work Safe

*By CJ-Cleveland Johnson,
Business Representative*



• • • **Altura** announced it was bought out by Silver Oaks Partners, based in Evanston, Illinois. I've been told we will continue to deal with the same officers and management team we dealt with when Altura was owned by Platinum Equities. Just the owners have changed.

Early in May we received the arbitration decision for the Logistic Coordinators. The grievance was denied by the arbitrator! Basically Altura proved to the arbitrator that this work was performed by CSRs and managers along with our techs in field! This was a tough lost for us and shows it's important to **challenge management any time you feel a non-union person performs our work. Grieve it!**

The company announced a layoff in Pittsburgh affecting two Local 21 members. At this point, it's in the early stages of the announcement. I will report more as information develops.

AT&T created a new management team in **C&E** called the COMPLIANCE TEAM. Their responsibility is to go to garages to check security, safety, and quality. A rash of suspensions were handed out due to this compliance team going into garages after hours when the garage is secure and finding unlocked truck doors and bins.

There are managers in your area checking job quality. They pick a day to survey completed jobs and check steps technicians missed. They are also looking at quality issues that should be done other than what's on your job ticket! Some examples are grounding and bonding, terminals that need to be replaced, splices that need to be cleaned up, T-zones, etc. If you find any bad plant issues, you need to fill out a bad plant condition form.

President Kastner announced **assignment changes** in our Local. **Mike Grindle** will take over Tom Moran's old area, and will report to Steve Unterfranz. Mike served as my Chief Steward in the Illinois Valley area and always represented our members in the best of ways. I know he will do the same in his new area. Good Luck, Mike!

President Kastner notified **Paul Waters**, a Chief Steward for the Prem Techs that he will be my new Chief. I'm looking forward to working with Paul.

*By Terry Sheehan,
Business Representative*



• • • We are working on a safety program for the Central Office world, similar to the agreements we have in Construction and I&R. Negotiations are on-going for this.

Committees for the Union are meeting with **AT&T** to negotiate head-count realignments in both Construction and I&R. The company wants to balance high and low locations, some of which were created by the SIPP offer and members who retired. The Union is still examining data provided by management on specific locations.

If any members are on a PIP or Action Plan, remember to make your boss do their job. Managers are supposed to have regular meetings for the duration of the plan and discuss roadblocks and obstacles to your work. If this is not happening, AT&T is not following its own rules and stewards should use that to argue against any discipline.

*Michael Cohns,
Business Representative*



• • •Scheduling is probably the biggest problem out there. We had many meetings with **AT&T** to try and resolve the issue, yet it had fallen on deaf ears. Management is only concerned with how many orders can be completed, so they get their bonuses. President Kastner had conversations with Bill Smith, the head of all AT&T network organizations to reach some sort of resolution.

These conversations resulted in meetings with Derrick Hamilton, Travis Thatford, four Prem Tech stewards, and North Area Chief Steward John Dolsen. They reached solutions on work life issues.

They've agreed to a 48 hour notice for time off. Guaranteed weekends, once again, cannot be changed once posted. Your local stewards were advised of the other changes. These meetings will be ongoing in an effort to resolve **U-Verse problems**.

We talked to management about the **IPDSLAM** work; they say only 8%-14% of the work, in the City of Chicago, pertains to IPDSLAM. We requested the documentation to support their claims. Our members tell us the work is well over 50% per day.

We've tried to get this work moved over to the "CORE" side of the business. Like everything else, it's refused because it would show higher-ups that managers cannot cover the work.

In suburban areas, we tried to get the lines for the **INID** work provisioned by CORE technicians before Prem Techs get the orders. Once again, management claims only a very small percentage of lines aren't provisioned. Our members state the numbers are higher.

There seems to be a power struggle between the different organizations within AT&T. U-Verse managers try to sell everyone above them the idea that everything is fine and they can get all this work completed. To do it the bosses are working ALL the techs to death, six days a week plus incidental overtime everyday. The CORE side doesn't have

enough work for their employees and is very willing to perform the work. However, the U-Verse side refuses to give up their hold on the work.

This all gets me to **the technology aspect of our work**. It doesn't matter what job you perform; we are all at risk because of the decisions being made by management. AT&T is in the process of getting as much work as possible put on the IPDSLAM platform. Just look at what they've already done and you can see what's coming. "Ethernet over copper line platform" is only one of many new technologies coming in the near future. AT&T is trying everything they can to eliminate the CORE functions our members perform.

Take the time to look at the **Illinois Dark Fiber Project** going on in Illinois. This type of work is also being performed in many other states. We all need look at the future and what needs to be done.

President Kastner made **changes to the representation of our U-Verse members**. Paul Wright and Byron Bonham now cover the Gary IN, Chicago Heights, Harvey, Bedford Park and Alsip locations. Steve Unterfranz and Mike Grindle are responsible for the Lisle and Naperville garages. Cleveland Johnson (CJ) and Robert Taylor represent the Stewart location. Terry Sheehan and Paul Waters have Mokena and Rockdale. John Dolsen and Brian Gee's areas will remain intact. I will keep responsibility for the North locations, along with heading the Local 21 Research Department.

With these changes, I would like to personally thank Paul Waters for all the tremendously hard work he did with me while fighting for the Prem Techs and their rights. I will miss him, yet I know he will do a great job working with Terry Sheehan.

*By Mike McCormick,
Business Representative*



• • •When **Frontier** acquired Verizon last year, management agreed to bargain regionally with the IBEW. The first region started in January. We are watching it closely; our bargaining will begin next year. The company is seeking major changes in retiree, disability, medical and dental benefits, job titles, and assignment of work. It appears it will be quite a battle, be prepared.

At **Centurylink**, I must bid farewell to General Manager Ty Lemaster. I can't say he will be missed. Chief Steward Bill Henne and I are looking to forge a better working relationship with his replacement.

Mother Nature did a good job to bring the majority of our detailed I&M techs home at **AT&T**, although it took some prodding on our part. Thank you to everyone who provided me with information regarding backfilling at home locations and lack of work at the detail locations. Keep the information coming. The recent flooding is taking its toll in the Cairo area, requiring sandbagging of central offices.

In recent months, OSHA has been keeping a closer eye on AT&T jobsites. Inspectors are keying in on **work area protection**. Once the company gets a citation, management will be looking for a technician to blame. Make sure your work area is set up correctly. If you are not sure about something, ask your manager.

The Safety Committee is currently working with I&M and Construction to insure the joint safety program is being implemented correctly in the field. We believe "hands on" training is essential to the program. We are also working with the Central Office department to set up a similar program. As always: Safety first, quality second, quantity third.

*By Michael Roach,
Business Representative*



What's really happening in Wisconsin?

By Jim McLaughlan, Business Representative

I really enjoyed marching in the rally at the Wisconsin Capitol to support all the Union workers on March 5th. As I walked with the crowd, I asked myself, what's really going on in Wisconsin or better yet, in America? Governor Walker is just a pawn in the Republican agenda today.

Here's a political party that now controls the Capitol and instead of really figuring out the "state of State," they decide to flex their political muscle and go after the "big bad Unions" who did not support them during the election. The Republicans figure the way to defeat the opposition is to take away their backers by legislating the issue. Go pass a law that reduces your opponents' power, then, I believe, they think they can control the State forever. That's ultimate POWER!!

Driving home from the rally, I started thinking about the Republican Party's plan. Wisconsin isn't the only state in the process of passing legislation to "outlaw" collective bargaining.

Some countries have been under emergency law for fifty years, banning all demonstrations. In North Korea they throw you in jail for disagreeing with the Ruler. Is that what we want to turn the United States into?

Every person should be concerned about what our elected officials are looking to outlaw. Today it's collective bargaining and the "big bad unions." What's the next issue your opposition wants to outlaw? Maybe blue jeans, or the ability to travel to other states, so we can't show our support. I know it sounds crazy, but if you have the power, you can do everything to crush your opposition forever.

The Unions and collective bargaining didn't get this country in the mess we are in today. The political decisions, by both parties and corporate greed have created this mess. Now, how do you go after the corporations, who donate big money to you? You don't, you go after the opposition and

make them the "enemy of the people, the country and the recovery." I've listened to a lot of talk radio on the issue and can't believe how they have twisted the issues. I never realized how bad of a person I became when I joined a Union, just kidding, but that is the spin I keep hearing. Really?

We all need to stand up and tell all the politicians we don't agree with the current games being played. We need to show Corporate America, we won't take it any more; it's time for them to wake up and share their piece of the American pie and if they won't, it's time for change.

It's time, as Union members, to **get involved**. It's easy to get what we want when the economy is rolling and everyone's happy. When times get tough, we need everyone involved to show your support toward our cause. You can't and shouldn't sit back and let someone else do "it" for you.

GET INVOLVED. SOLIDARITY!



The Economy Takes Off



PHOTO: JOSH JURCZYK

Elgin 1st Mile Techs stand up and say, "We Are One."

ESCAPE

When it's time to chill out, we heat up your SAVINGS!

Make the most of your fun time off the job! Your union benefits help stretch your hard-earned paycheck with exciting offers and discounts, available only to union members and their families.

Whether you're planning a dream vacation, a weekend getaway, or a relaxing day at home, *here are some of the ways your union membership helps you SAVE...*

<p>Travel Savings</p> <ul style="list-style-type: none"> Receive a 5% union member discount when you cruise Hawaii on NCL America, which operates Pride Of America. Save up to 25% on resort condo rentals worldwide. Book the best flights through the largest airfare search engine on the Internet. Reserve the best rates at hotels. Enjoy discounted travel adventures through Worldwide Vacation Tours. 	<p>Vehicle Rental Deals</p> <ul style="list-style-type: none"> Get discount car rental rate quotes and make rental car reservations online. Save up to 25% on car rental with Avis, Budget and Hertz. <p>Entertainment Discounts</p> <ul style="list-style-type: none"> Save up to 40% on movie tickets. Get discount DVD rentals at Blockbuster. Find bargain prices and great selections at Powell's Book Store, the largest unionized Internet bookseller. 	<p>Family Fun for Less</p> <ul style="list-style-type: none"> Save up to \$15 per ticket at theme parks across the country. Get discount admissions to museums, aquariums, and zoos. Save on Broadway shows and sporting events in selected cities.
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Union Plus

Check out the **Union Plus Travel Center** and **start planning your fun today!**

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Don't Whine Organize!

By Michael Sacco, Business Representative

I was raised in a family where nobody kept their mouth shut. We didn't get pushed around without fighting back. For me it was completely natural to get involved in our Union when I started at Illinois Bell in the late '70s. This coincided with the beginning of the war on unions and the middle class.

Beginning with the election of Ronald Reagan, there has been a subtle, concerted attack on the working and middle classes. Wealth has been redistributed upward through tax cuts and the dismantling of social benefit systems. It's harder for people to rise up to the "American Dream," of owning a home, having your kids do better, then retiring comfortably, and enjoying your grandkids. Today the gap between rich and poor is larger than it's ever been in our history.

During the past 30 years, corporate power has taken over our government. The dream has been dismantled through tax cuts that gave companies an incentive to close domestic factories and chase low wages overseas. Employers feel free to attack the unions representing their employees, by wringing concession after concession from what is left of the skilled domestic workforce.

Our corporate-controlled government has encouraged uncontrolled military spending to the point that our military is larger than the rest of the armies of the world put together. The corporations make the weapons and supplies. It has also stopped a sensible energy policy from developing alternative forms of fuel to take us off the choking and deadly reliance on oil and coal.

Meanwhile, productivity and corporate profits have been rising for 30 years but wages have been flat. We are in a Union, we've gotten raises, but they barely keep up with inflation. In terms of purchasing power, most workers today make less than they did 10 years ago.

How did this happen without you noticing? In 1996 The Telecom

Act radically changed how we get news and who would give it to us. Today, five mega-corporations control 90% of what we hear as "news" in this country. **"If it bleeds it leads,"** is the mantra. We rarely hear serious discussions about politics or the economy. Twenty years ago an outfit like Fox "news" would have had its broadcast license yanked for selling entertainment as news.

Now corporate influenced right-wingers are attacking public sector unions, claiming government must address our looming deficit on the workers' backs. The deficit argument is a red herring designed to distract us from the continuing corporate giveaway, paid for with corporate money in politics.

Which brings me to my point; what are you doing about it? I for one am sick of hearing from some of you about how "The Union screwed me." We are fighting in this anti-worker, anti-union climate for jobs and a way of life, while some of you sit back, watch Fox, vote Republican, make xenophobic comments, and rationalize that you are with "them," the people who have never been your friends. The upper class "job creators" who get the tax cuts and don't create jobs, these "friends" have divided you away from your own interests.

I recently asked some of my members to get off their butts, get to a rally, and get involved in defending the way of life our parents built for us. I was pleased to see a few showed up. The vast majority were somewhere else. I hope wherever they were, it was more important than defending our jobs and taking our country back.

What do we do? We must get private-corporate money out of our election system and make our government accountable to all the people. We must be on the street to demand the birthright of our democracy. Sisters and Brothers, we must stop whining about what is wrong and get organized to fight back. I'll be there, will you?



Team Local 21 participated in the MS walk along the lakefront on May 1st.

IBEW Local 21 Discounted Six Flags Tickets Available



Six Flags Great America- \$28.50
Valid on 7/16, 7/17, 8/13 or 8/14

Six Flags St Louis -\$29.99
Valid from 7/1- 7-29

For more information go to: www.sixflags.com
Pick Six Flags Great America or Six Flags St. Louis as your park
In the Upper Right Corner enter promo code: **IBEW11**

For more information, contact Barb Kossak
in the Local 21 Union Hall at 630-960-4466 x 237

The Special Ticket Pricing should be available online in June

Five Behaviors that Can Reveal Investment Scammers

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



Investment scammers often target the emotions of unsuspecting individuals who unknowingly fall into their traps. They frequently prey on the elderly and those who aren't savvy to their deceptive tactics. There are several warning signs you should watch for to avoid being swindled by an investment scammer.

1. The overly aggressive salesperson-

If a salesperson is telling you that "you'll miss out if you don't act now," or that "a deal like this doesn't last," think twice. If you feel rushed or pressured to make a decision, take the time to do your own research, or better yet, look for another advisor. Even if there is no scam taking place, an ethical investment professional should never pressure you.

2. The overly complex strategy- If you don't understand the strategy that a salesperson is touting or you can't get a straight answer, then walk away. Confusing jargon, unintelligible answers, or a general lack of understanding about how an investment works are all warning signs that the salesman doesn't want you to know what's being done with your money.

3. Guarantees or unrealistic promises- All investments, even relatively stable ones, have periods of price volatility. If a salesperson guarantees some type of performance, do more research before investing. Promises of high returns should raise a red flag, especially in times of volatile market conditions.

4. Disciplinary actions- Investors should verify that any prospective financial advisor is appropriately licensed with the Financial Industry Regulatory Authority (FINRA) and/or the Securities and Exchange Commission (SEC), and that he or she has not been subject to disciplinary actions. Check out FINRA's BrokerCheck system at www.finra.org or go to

www.sec.gov to find out if an advisor has any client complaints and/or disciplinary actions against them.

5. Lack of registration- Except in rare instances, investments must be registered with state regulators or the SEC. If your investment professional can't furnish prospectuses or other proof of registration, be aware that this investment could be a scam and an unregistered security.

For more information on how to protect your investments and avoid scams, visit the Office of Investor Education and Advocacy at www.sec.gov/investor. We at Scarborough urge you to be cautious when investing. Please call us at 800-223-7608 if you would like more information.

Common Investor Scams

Phishing is an electronic scam where scammers try and obtain personal information from unsuspecting users including usernames and passwords, credit card numbers, Social Security numbers and PIN numbers. Phishing is common in email messages appearing to come from legitimate financial institutions. Beware of any emails prompting you to click a link to reset any account access or personal information.

Ponzi or Pyramid Schemes – By touting large profits and investment success, Ponzi schemers continually attract new investors to pay off old investors. The investments are phony, the pyramid ultimately collapses, and most are left with nothing.

Before investing, carefully read the prospectus (es), which contain information about investment objectives, risks, charges, expenses and other information – all of which should be carefully considered before investing. Julie Permutt, Scarborough Alliance Group, is registered with and offers securities only through PlanMember Securities Corporation, a registered Broker/Dealer, investment advisor and member FINRA/SIPC. 6187 Carpinteria Avenue, Carpinteria, CA 93013. 800-874-6910.

"I've been planning for that day, but that date may be changing..."

By Sandy Wilson, VP & CLO The Sage Group

Bob Przybylinski's thoughts about his job and his planned retirement date summed up what many of us are facing in this tough economy. In the last *Frontline*, Bob said, "People have lost their jobs, seen their jobs change, or are sitting and waiting to see what will happen." Change can be an emotion-filled word. For most of us it produces stress, panic, or at the least unrest. But it is a part of our lives whether we fight it or plan for it.

So what can we do in the face of the changes? We can sit and wait, we can fight, or we can adapt. Each person can choose his or her own response. As William Bridges in his book, *Transitions* states, "To be in the process of change is endurable if it means

something – if it is part of a movement toward a desired end."

Each person can choose that desired end. Perhaps it is preparing for a new job role. Perhaps it is preparing for a move to a different city. Perhaps it is preparing for a totally new career. Whatever the desired end, preparation and resources are keys to getting started. As Bob Przybylinski stated, "We have access to several resources to provide us with the skills needed in this new job market."

The Sage Group is honored to be allowed to serve as one of these resources. We've served the membership in working towards new roles with customized programs such as the CTKT Skills

program. We've helped others prepare for new careers with the Medical Billing and Coding Series. We've also helped members achieve the skills and knowledge to qualify for marketable certifications such as A+ and Network+. In addition, we've also created a path to an associate's degree in General Technology for those whose desired end is a college degree.

Change is inevitable. Change is happening. Preparation for change is, as Bob summed up, "not always something we want to do, but is something we must do."

For more information on educational resources available through The Sage Group, contact your union representative or Herb Harlen at 615-364-4738.

Is It Really Worth It?

By Mike O'Connor, Chief Steward



AT&T wants your job. They are not interested in customer service. They are laser focused in their pursuit of profit. The suits dream of a network that is self-diagnostic

and self-healing. Until that day comes, they resent every one of us who cashes a check with a beating heart.

We just went through a difficult and painful force reduction. A much easier way to shave the payroll is through strict enforcement of discipline. Smart people call it a Secondary Layoff. It's not an "in your face job loss" but a sneakier process, subject to arbitrary execution. It's just as deadly when it comes to a payday Friday if you are the victim.

The enemy is ASSET PROTECTION, a.k.a. company "Security." Recently I've had a number of serious interactions with Asset, allegations of theft by our members. In one instance, it's possible the investigator was

observing our members for months at a time.

Understand this, if the company can prove that any of us is guilty of theft, no arbitrator in the world will return a thief to work. Our job, our career is toast. El Fin! A proven thief won't be trusted to go into people's homes, keep company records or care for company property.

The goons may consider the most minor offenses stealing. For them stealing includes time by not working a full shift or taking a long or extra break, taking discarded scrap wire for a few extra bucks at the junk yard, using the company gas card for personal use, and theft of service for not billing a customer for work done.

We provide our labor in this job. That's a function of being in a union. Our employers provide everything else. Many contractors must buy their own tools and supplies. We don't. The tools, vehicle, laptops are all provided by the company. It's a catch 22. We are in their vehicle 45-50 weeks every year. We use our tools every day. We use the term, 'my truck' or 'my tools'. Nevertheless, in fact they aren't, the tools are the company's property.

Be smart! Don't take your tools home, for any reason even if it is to clean them up

or change the batteries. Take the time and put it on your boss. If your basement floods and you need to borrow a pump, ask your boss. If the GM happens to be next to you in traffic and sees company property, there may not be an excuse but at least you have an explanation. That difference could save your career.

Remember **do not speak to anyone from Security alone**. This seems like one of the five things we should have learned in kindergarten. There used to be a poster on every union bulletin board that said TALKING TO COMPANY SECURITY CAN COST YOU YOUR JOB. Demand to have a steward present BEFORE you begin a conversation with asset protection. Be honest with your steward. They cannot defend you to the best of their ability if they don't know everything about the situation. It can difficult for members who are prideful or ashamed, but it is critical. Your steward is your advocate; one who can help stop you from making a fatal admission if they know the true facts

Lots of us have others who depend on us: spouses, children, parents. This is no time in a period of jobless recovery to commit what I have come to call "Career Suicide."

Letter To The Editor



The Time Is NOW!

As you're aware, Wisconsin passed a bill limiting collective bargaining rights of public sector Unions. Before it passed, people protested! They poured into the streets of Madison in support of the Unions. I decided to take a trip to Madison and support the Brothers and Sisters being threatened.

After arriving in Madison, it was immediately clear that I wasn't the only one standing up against the bill proposed by Governor Walker. Union members and supporters flooded the capital demanding one thing and one thing only, the right to bargain collectively.

The Statehouse looked like a battlefield filled with Union members and supporters preparing for a tough fight against Governor

Walker and his goons. As I listened to all of the chanting, I couldn't help wondering about something I'd heard from some members of our Local, "What is the Union doing for me?"

You are the Union! Our Union negotiates on your behalf for better working conditions, health insurance, benefits like paid vacation, holidays, and better pay. It also bargains for a good pension plan and the fact that most don't have to work more than 5 days a week or be constantly harassed by your boss just to name a few.

It's simple to sit back and complain about things we would like to change. However, the reality is that if you're not involved in our Union, how do you expect things to change? Our strength comes in numbers and if you're not contributing, then how are we as a Union supposed to win these battles? When was the last time you attended a unit meeting? They are held monthly and usually last about 2 hours. Many important topics are discussed and now is the time to attend. Get involved, your rights are under attack!

With the AT&T contract expiring in 2012 and our current economic situation, what do you think the company will want to take away? It's crucial we prepare and come

together as one. Let them see our solidarity is stronger than theirs and we will do whatever it takes to keep what we all worked so hard to obtain.

There may be some who are thinking, "Isn't that what I pay Union dues for?" They only help facilitate the operation of our Union and all the expenses that go with it; dues don't buy our contract. We bargain it and member support is crucial or the outcome of the next contract may not be as good as you would expect.

It all boils down to one thing, if we don't step it up now, we may lose big in the future. Big corporations in this country are after Unions. They have enough money to lobby for bills which will strip workers of their rights. **If there is no Union, there is no democracy!**

It's our right to negotiate good pay and good working conditions. I know I will continue to support my Union because I believe in the work our Union does. Attacks on collective bargaining will not be tolerated in Illinois or anywhere else for that matter. We need to come together as one to protect our rights. We are the Union. Don't just stand by--get involved because Union starts with U!

—Ed Bass, IBEW Local 21 Steward

CONGRATULATIONS LOCAL 21 RETIREES

Century Tel

Jody Weibring
JoAnn Benway
Mylon Rice
Heather Quinlan

City of Chicago

Renee Hunter

AT&T 2009

Major Bester

February 2011

Kathleen Lucente
Donald Lehman
Reinhardt Fischler
Erik Pulk
Anthony Jadrnak
Vicky Larson
Ron Zelinsky
Gary Corcoran
Friedrich Szlajak
Carmen Valentin

Maria Lemon
Patricia Davis
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Meriko Noguchi
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Janelle Black
Tyrone Wallace
Beverly Hudson
Marilyn Pritchett
Lucille Pierson
Joseph Lucente

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Robert Broz
Gary Denny
Michael Czachorski
Sally Rudins
Simon Thrower
Kenneth Mitchell
Hermilo Portillo Jr
Thomas Sempek
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Carole Holloway
Baldemar Reyes
Stephen Koepf
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Karen Perisse-Woods
Andrea Davis
Michael Coughlin
Robert Schilling
James Barrett
John McCauley
Lawrence Blake
Dennis Dixon
Glen Schlechter
Martin Cook
Tom Hribik
Minerva Quijano
Jacqualin Brower
Betty Rodts
Leszek Worosz

Geraldine Johnson
Julie Olsen

March 2011

Sharon Harris
Dawn Parrilli
Paula Blunt
David Groth
Dorothy Philip

April 2011

Harry Martin Jr.
Jean Shannon
Vicki Skelton
Imelda Miedema
Diane Wright

May 2011

May 2011
Susan Mahrt
Julie Hess

Information Alert- This recognition list is based on returned retiree gift applications. Stewards can request forms by calling Lou Byrnes at 630-960-4466 ext 234.
Local 21 Retiree Clubs- For information about the Oak Forest Club contact President Brenda Howington at bhowington@att.net, and for the Gurnee Club contact Judy Cashmore at cashew77@netscape.com.



2011 CHICAGO RUSH FOOTBALL

CHICAGOLAND UNION MEMBER DAYS

Sunday, June 26- 3:00 PM
Saturday, July 23 - 7:00 PM

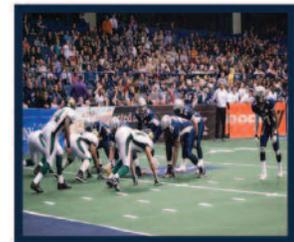
Allstate arena

Don't miss out on arena football action as the Rush host the Iowa Barnstormers June 26th!

Bring a stuff animal to toss on the field after the Rush's first touchdown. Teddy bears collected will be donated to children in need in the Chicagoland Area.

Be there July 23 for the last home game against the Milwaukee Mustangs and arrive early for Adrenaline Rush Dancers' poster giveaway night!

Mail flyer to: **2340 S. River Rd Suite 400 Des Plaines, IL 60018** or call Mark Serrao at **855-787-4946** to take advantage of this special union offer. **All orders must be received 2 weeks prior to each game date.** Email mserrao@arenarush.com for more information.



Name _____
Union _____
Phone _____
Address _____
City, State, Zip _____
E-Mail _____

Sunday, June 26th vs. Iowa Barnstormers 3:00 PM
 ___ Purple Upper Level End Zone Tickets @ \$8 each (regularly \$10)
 ___ Orange Upper Level Corner Tickets @ \$14 each (regularly \$20)
 ___ Blue Upper Level Sideline Tickets @ \$19 each (regularly \$28)
 ___ Yellow Lower Level Sideline Tickets @ \$25 each (regularly \$35)

Saturday, July 23 vs. Milwaukee Mustangs 7:00 PM
 ___ Purple Upper Level End Zone Tickets @ \$8 each (regularly \$10)
 ___ Orange Upper Level Corner Tickets @ \$14 each (regularly \$20)
 ___ Blue Upper Level Sideline Tickets @ \$19 each (regularly \$28)
 ___ Yellow Lower Level Sideline Tickets @ \$25 each (regularly \$35)

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855-RUSH-WIN
 OR FAX ORDER FORM TO
224.567.8952



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 Chicago Rush Football
 2340 S. River Rd Suite 400
 Des Plaines, IL 60018

FRONTLINE

IBEW LOCAL 21 Official Publication



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

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UNIT MEETINGS 2011

JULY

Unit 1

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

Unit 2

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

Unit 3

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

Unit 4

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

Unit 5

Wednesday, July 20, 7 PM
IBEW Local #146
3390 N. Woodford St.
Decatur IL
217 877-4604

Unit 6

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

Unit 7

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

AUGUST

Unit 1

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

Unit 2

Tuesday August 9, 7 PM
Gaelic Park
6119 W. 147TH
Oak Forest IL
708 687-9323

Unit 3

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

Unit 4

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

Unit 5

Wednesday, August 17, 7 PM
Machinist Hall
2929 N. Fifth St.
Quincy IL
217 222-0394

Unit 6

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

Unit 7

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

SEPTEMBER

Unit 1

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

Unit 2

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

Unit 3

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

Unit 4

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

Unit 5

Wednesday, September 21, 7 PM
Peoria Labor Temple, Room 207
400 N E Jefferson
Peoria IL
309-676-7635

Unit 6

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

Unit 7

Monday, September 19, 7 PM
IBEW Local #649
4051 Humbert Rd.
Alton IL
618 462-1627

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

IBEW LOCAL 21

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



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PHOTOS: NANCY NORTH

IBEW 21 members participate in the We Are One Rally April 9th in Daley Plaza, Downtown Chicago