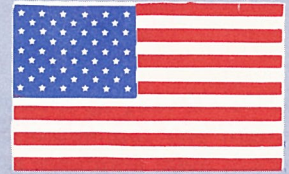




THE LOCAL CONNECTION

OFFICIAL
PUBLICATION



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VOLUME 3, NUMBER 1

LOCAL UNION 383, IBEW

APRIL 1989

PRESIDENT/BUSINESS MANAGER'S REPORT BY LYNDA K. HACKSTAFF

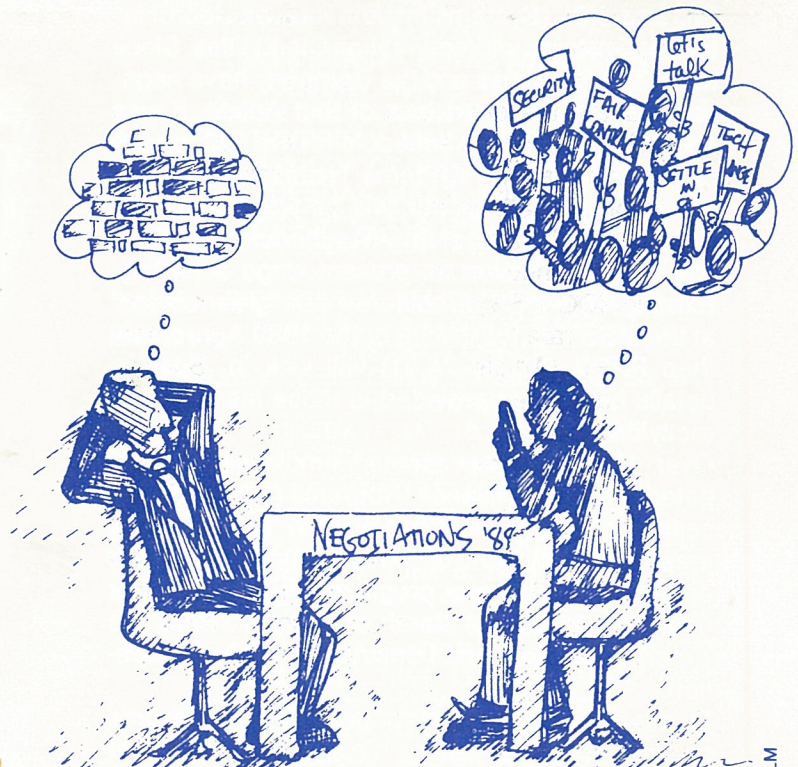
As I look ahead at my calendar for the next few months the days are filled with negotiations with both employers. As most of you know, I have been appointed by International President Barry to the AT&T Bargaining team. Those meetings are being held in New Jersey. I am also part of the System Council T-4 bargaining committee meeting with Illinois Bell as well as the Chairperson for negotiations with Illinois Bell on our Local contract issues. In addition to the Wage, Pension and Benefits issues, there are many controversial issues being discussed which are common to both employers as well as to most industry. A few of these issues include:

***We are working toward programs which provide an acceptable means of dealing with member needs in the area of *DEPENDENT CARE*. This issue goes well beyond child care. It also includes care of adult family members for which employees are responsible. The question being addressed looks at both the actual cost of day care for dependent family members as well as the employee's periodic need for time away from the job without fear of losing their source of income while they care for those dependents.

***The Civil Rights and Constitutional Rights of individuals are going to go head-to-head with corporate financial statements on the question of how to best and most fairly deal with the problem of *SUBSTANCE ABUSE*. Is there a right answer to this problem???

***Observations have long been a part of the tradition of telephone work in this Country. Recent technological "advances" have taken the training tool and turned it into a means of employee harassment. We are looking for controls on the new Automatic Call Distribution Systems which allow *MONITORING OF AUDIO CONVERSATIONS AND COMPUTER KEYSTROKES*.

The next few months are going to put our joint commitment to progress and the future of telephone workers to a test. Bargaining is never an easy process. It requires not only the diligent work of the bargaining committees, it also demands the unified strength and support of the rank and file membership. This is your Union. This will be your Contract. It will govern your wages and working conditions for the future. Let us stand together and show our unified strength to both AT&T and Illinois Bell.



A SINGLE ARROW IS EASILY BROKEN
... BUT NOT TEN IN A BUNDLE ...
JAPANESE PROVERB

AT&T ASSISTANT BUSINESS MANAGER'S REPORT BY SUSAN P. JOHNSON

SUCCESS!!! for those employees who were downgraded to ATTCOM positions during the 1986 GBS layoffs and who were denied RPPP (Reassignment Pay Protection Plan - Article 24). The Arbitrator sustained the grievance. And, as a result, 19 employees will be compensated for earnings lost as a result of the violation.

The Union was recently successful in reversing several dismissals. Welcome back to those employees.

To emphasize the importance of grievances, in a recent dismissal case, the Arbitrator denied the grievance due to the fact that the employee never grieved any of the progressive disciplinary action before the discharge. So, PLEASE, grieve all discipline. (i.e., warnings and suspensions). We are not alone in this, Local 188 (Chicago) had the same situation.

We were given a final ruling on the NOG-MSS arbitration case. The ruling stated that the provisions of Article 11 would apply to the creation of the SIC and SICL (Systems Implementation Coordinator and Systems Implementation Clerk) titles. Since the ruling, the Union and the Company have negotiated under the provisions of that Article. It was agreed that the wage schedule for the SIC job will be the same as the Systems Technician (in most geographic locations this will be wage schedule number 133) instead of the AR schedule. The SICL title will continue on its present wage schedule. Existing NOG-MSS job holders will be "green circled" at the MSS rate for the life of the 1989 Agreement then RPPP (Article 24.01) will kick in. Specific details have been provided to those members directly involved.

Over 400 union represented employees participated in the two Alliance Programs (Career Counselling and Financial Planning) in the suburban area. A second round of Career Counselling is now under way and a new program, Study Skills, has been scheduled for March and April. These are excellent courses and I encourage your participation.

Evidently some of the management have become so accustomed to taking disciplinary action that their mandatory calls to the union office have reached a first name basis. Some even make comments such as "I've been a bad girl again today."

Family Issues Are Top Priority For CLUW Convention Delegates

Family needs were the focus of the Coalition of Labor Union Women's recent three-day convention in Seattle. Some 1,100 delegates to the CLUW convention, and a one-day Bargaining for Our Families conference that preceded it, discussed such goals as child care, family and medical leave, parity in pay, overcoming discrimination, and healthful working conditions.

In her convention keynote, CLUW President Joyce Miller emphasized the need for workplace vigilance against all forms of discrimination and sexual harassment.

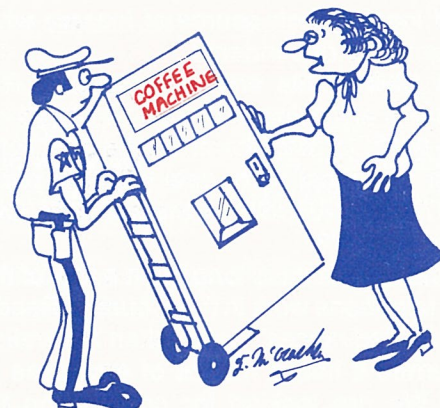
Indicating that CLUW will be monitoring legislation in Congress, Miller said "we expect the Democratic majority to help working families and we'll be right there to make sure they do, taking names."

Miller also addressed the role of women in the labor movement. "We must lead the fight in repelling union busting," she stressed.

In other convention action, Miller, a vice president of the AFL-CIO and of the Clothing and Textile Workers, was re-elected CLUW president.

1989 "Teamwalk" Challenge

Each year the March of Dimes sponsors a Walk-a-thon - WalkAmerica in over 1400 communities throughout the United States. Many volunteers take part in this event to help them in the prevention of birth defects. We have been requested by the International to consider our Local taking part in the 1989 "TeamWalk" Challenge. This year the Walk-a-thon is being held on Sunday, April 30, 1989. Anyone interested in participating should put their Team together and advise the Union Office. We will see that you are put in touch with the March of Dimes Chapter in your area.

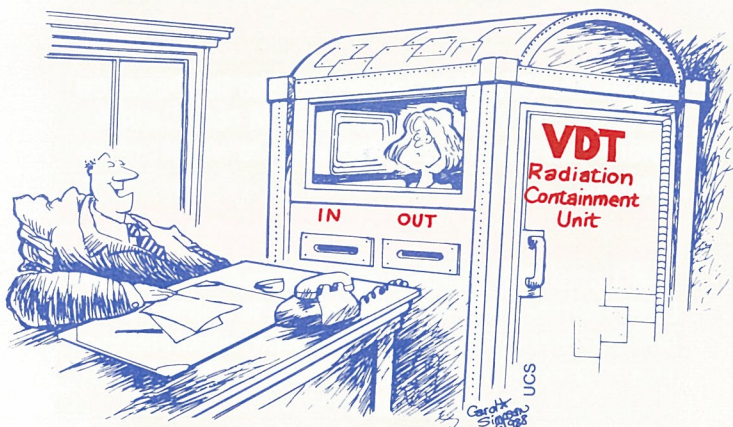


**"Wait a minute...not all drugs can
be removed from the office!"**

WORKING WOMEN BY TERI SCARPELLI

Wednesday, March 8th was International Women's day, a day to recognize women in the labor movement and the common ground shared internationally by all women.

For many of us as we grew up, being a woman has meant being married, having children and staying home to care for our families. We were raised on Donna Reed, the Cleavers and Ozzie and Harriet. Anyway, that's what most of our Mom's did. But, that hasn't always been true. Women have always worked - in the fields, mills, sweatshops and during war. Our prim and proper button-shoed sisters in the early 1900's did more than stroll through the parks. They were part of the work force and part of the labor movement fighting for free public schools and against 14 hour days and 7 day work weeks. For them child care was not an issue. The Children worked in the stockyards and mills beside them. Unsafe working conditions meant locked doors in a factory so no worker could sneak out for a break. When fire broke out on the 8th floor of the Triangle Shirt Factory in New York in 1911, 147 women jumped to their deaths. Many more died in the smoke and the flames. Fire hoses couldn't reach the 8th floor. (Today its poor ventilation, VDT exposure and risk of electrical shock from improperly grounded equipment.)



**"No, dear, it's not designed to protect
YOUR reproductive system."**

Under intense scrutiny of the bosses, women were pressured to work faster or take work home lest they risk being dismissed for low production levels. The term "speed up & stretch out" was coined meaning the worker had more work to do with no more pay. The speed of the machines (like ACD???) could be increased or the worker could be required to tend to more machines (or gates??)

Continued page 7

IBT ASSISTANT BUSINESS MANAGER'S REPORT BY EDWARD B. BAKER

With bargaining fast approaching, your Union is holding office membership meetings. The members who have come to the meetings have made themselves a part of the bargaining team. If your office has yet to hold its meeting, I strongly urge you to also become a part of the team by working on the contract at such meetings. The Union that we all belong to is only as strong as its members, and you are the membership. For your representatives at the bargaining table to be effective they need your total support and commitment behind them. If you expect to "Let George do it," it won't get done. We all must band together like our union brothers and sisters in the past century have done to obtain a fair and just contract. If you do not attend the meetings, then you will not have the direct input to the bargaining table I know you all want. So, don't complain if you have not put forth the effort and time to help your union.

UNIT MEETING SCHEDULE I.B.E.W., LOCAL 383

The following schedule is for MAY and JUNE, 1989 Unit Meetings. If you are unable To attend the Unit Meeting for your area, you are welcome to attend one of the others.

MAY, 1989

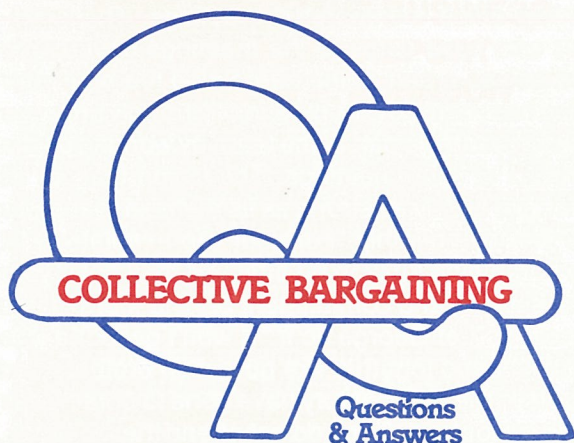
383.6 SUNSET BOWL, WAUKEGAN
TUESDAY, MAY 2, 1989 5:30 PM
383.2 GODFATHER'S PIZZA, PEORIA
THURSDAY, MAY 4, 1989 5:30 PM
383.1 DAY'S INN, SPRINGFIELD
TUESDAY, MAY 9, 1989 5:30 PM
383.5 VFW, ELK GROVE VILLAGE
THURSDAY, MAY 11, 1989 6:30 PM
383.4 OAK BROOK MARRIOTT
WEDNESDAY, MAY 17, 1989 6:00 PM
383.3 NEW LENNOX PARK
DISTRICT OFFICE
(Lion's Comm. Center, Rt. 30 to Vine, So. to
Manor Dr, West)
THURSDAY, MAY 18, 1989 6:30 PM

JUNE 1989

383.2 STARDUST MOTEL, MOLINE
THURSDAY, JUNE 1, 1989 5:30 PM
383.6 ELK'S CLUB, ROCKFORD
TUESDAY, JUNE 6, 1989 5:30 PM
383.5 VFW, ELK GROVE VILLAGE
THURSDAY, JUNE 8, 1989 6:30 PM
383.1 AMBASSADOR INN, DECATUR
TUESDAY, JUNE 13, 1989 7:00 PM
383.3 HARVEY HOLIDAY INN
THURSDAY, JUNE 15, 1989 6:30 PM
383.4 OAK BROOK MARRIOTT
WEDNESDAY, JUNE 21, 1989 6:00 PM

No Unit Meetings are scheduled for August & December.

AT&T



WHEN WILL NEGOTIATIONS BEGIN?

National Bargaining will begin on April 5, 1989.
Local Bargaining will begin on April 10, 1989.

WILL THE SAME GROUP OF UNION REPRESENTATIVES BARGAIN ALL ASPECTS OF THE NEW CONTRACT?

No. The contract issues common to both the IBEW and CWA membership (i.e., wages, pensions, benefits, etc.) will be negotiated at a joint bargaining table. The co-chairpersons at that table will be Art Perry, Director of the Telecommunications Department for the IBEW and Jim Irvine, Vice President of the CWA. This is being referred to as National Bargaining. (There will also be a separate joint IBEW/CWA National Bargaining table to address common Manufacturing issues.)

In addition to The National Bargaining items, working conditions and other issues specifically relating to the IBEW members will be addressed at a separate bargaining table. Tom Beagley, chairman of Telephone Coordinating Council-1 (TCC-1) and International Representative Bill Davis will co-chair this Local Bargaining Committee. Local 383 President/Business Manager Lynda Hackstaff is part of this Committee.

WHEN DOES THE CURRENT CONTRACT EXPIRE?

Both IBEW and CWA contracts expire at 11:59P.M. on Saturday the 27th day of May, 1989.

WILL THERE BE A STRIKE AUTHORIZATION VOTE?

Yes. The Bargaining Committees will determine when a strike authorization vote will be taken prior to the expiration of the Contract. Voting will be in special membership meetings called for that purpose.

**BARGAINING
INFORMATION
LINE
(BI-LINE)
FOR
AT&T
MEMBERS
1-800
227-6408**

SOLIDARITY



SHOW THE BOSS THAT YOU



STAND BEHIND YOU

IF WE VOTE YES FOR A STRIKE, COULD WE BE ON STRIKE ON MAY 28th?

Unless the Company fails to put the final offer on the table (like in 1983), there should not be a strike before you have an opportunity to vote on the contract.

WILL THERE BE A BARGAINING INFORMATION NUMBER FOR ME TO CALL?

The Local 383 Bargaining Information Line (BI-LINE) number for AT&T members to call will be 1-800-227-6408. It can be called from within Illinois. The AT&T BI-Line will be in service Mid-April. You will be advised of the date.



I SEE A LONG LIFE LINE ... BUT I SEE ECONOMIC DIFFICULTIES

RITY!

UCS

MEAN BUSINESS.



NEGOTIATORS.

**BARGAINING
INFORMATION
LINE
(BI-LINE)
FOR
ILLINOIS BELL
MEMBERS
1-800-227-6424**

IF WE VOTE YES FOR A STRIKE, COULD WE BE ON STRIKE ON JULY 2nd?

Unless the Company fails to put the final offer on the table (like in 1983), there should not be a strike before you have an opportunity to vote on the contract.

WILL THERE BE A BARGAINING INFORMATION NUMBER FOR ME TO CALL?

The Local 383 Bargaining Information Line (BI-LINE) number for Illinois Bell members to call will be 1-800-227-6424. It can be called from within Illinois. The IBT BI-LINE will be in service in early May. You will be advised of the date.

YOUR LIFE LINE
JUST JOIN OTHER
LIFE LINES



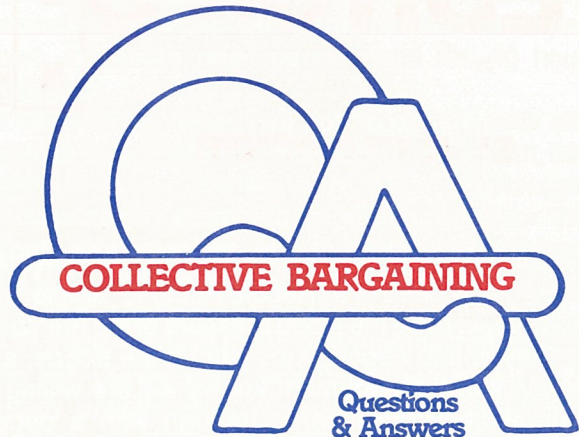
WHAT DOES
THAT MEAN?

PALM READINGS
SEE YOUR FUTURE



COLLECTIVE
BARGAINING !

IBT



WHEN WILL NEGOTIATIONS BEGIN?

System Council T-4 Bargaining and Local 383 Bargaining will begin on April 21, 1989.

WILL THE SAME GROUP OF UNION REPRESENTATIVES BARGAIN ALL ASPECTS OF THE NEW CONTRACT?

No. The issues common to all five IBEW locals representing Illinois Bell employees will be negotiated by the Business Managers who make up the System Council T-4. These issues include such things as wages, pensions and benefits. Tom Beagley, Chairman of the Council will be the chairman of the T-4 Bargaining Committee.

Working conditions and other issues relating specifically to Local 383 will be negotiated by a separate Bargaining Committee. Lynda Hackstaff, President/Business Manager will chair this Local Committee. The other Committee members will be Assistant Business Managers Ed Baker and Adele Sharp.

WHEN DOES THE CURRENT CONTRACT EXPIRE?

All IBEW contracts with Illinois Bell expire at 11:59 P.M. on Saturday the 1st day of July, 1989. (The CWA Contract expires at 11:59 P.M. on Saturday, the 12th day of August, 1989.)

WILL THERE BE A STRIKE AUTHORIZATION VOTE?

Yes. The Bargaining Committees will determine when a strike authorization vote will be taken prior to the expiration of the Contract. As of the time this Article was prepared, no determination has been made if that vote will be in membership meetings or by mail ballot vote.

FROM THE EDITOR'S

D
E
S
K
US

BY JOAN E. SOMER

I was told that this issue of *The Local Connection* was in dire need of a "Rabble Rousing" article; one that would raise the blood pressure of the members as we go into negotiations; stir up the troops; and make sure management knows we are willing to walk if they don't come through with a decent contract.

In attempting to find new and innovative ways to say those things, it became apparent that some of the best reasons for making this kind of statement is not found in the future, but, instead, is found in the life blood of the forerunners of the Labor movement. The reasons are found in not only the history books, they are also found in the green AT&T book and grey IBT book and their corresponding back up documents that spell out your entitlements to benefits and pensions. These documents represent your your past HISTORY and your FUTURE. Employee rights spelled out in these contracts were not GIVEN to workers by the companies, they were wrought by years of struggle and strife and strike. These important documents have not only been fought for by telephone workers, but workers in all industries, the words rose from the blood of the struggles of workers fighting for the right to organize. These workers were telephone workers, factory workers, textile workers, meat packers laundry workers and every other kind of worker who has ever had to work for pay. The blood of those who marched and protested to win and insure equal rights of all individuals regardless of race, sex or creed are in the words of those books.

Neither contract will ever be perfect in the eyes of the union or the members. But the right to collectively bargain gives us a special obligation to the future generations. The progress made in these negotiations by protecting and improving on this base not only will see US into the near future but will reinforce the foundation for future generations of telephone workers and help to maintain the high standards we have been accustomed to.

The strength of a union is in the unity and solidarity of its membership. Please remember this during the next few stressful months. Let us all pray for successful negotiations this summer.

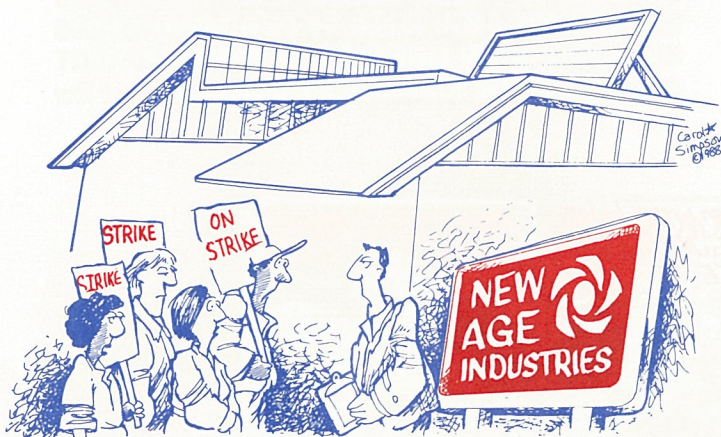
Commission Predicts Bleak Future For Today's Young Working People

Today's young workers face an economic standard of living far below that of a generation ago. Many will remain there, trapped in poverty-level wages, part-time jobs with little or no benefits and high jobless rates, the Commission on Youth & America's Future is warning.

The commission conducted a two-year study of 16-24-year-olds. Its report focuses on the 20 million young people who begin their careers with a high school diploma or less, and face severely limited prospects for a job with a future.

Given current trends, young people will earn about 25 percent less throughout their lifetimes than the generation born 10 years earlier, the report said. Some of the report's findings:

- With current overall unemployment slightly above 5 percent, joblessness among 20-24-year-olds was 6.8 percent for whites, 11 percent for Hispanics and 20.3 percent for blacks.
- The percentage of males aged 20-24 with earnings above the poverty level for a family of three dropped from 58.3 percent in 1973 to 43.8 percent in 1986. Blacks fell farthest behind - dropping from 53.4 percent to 24 percent.
- Low incomes have made it more difficult for young people to purchase homes. For couples under age 25 with children, home ownership fell from 38.9 percent in 1973 to 29.1 percent in 1986. Rents, meanwhile, are at their highest levels in two decades and have risen 14 percent higher than the general pace of inflation since 1981.
- In 1986, nearly a third of the families headed by a person under 25 lived in poverty - a rate double that of 1967. The number of young white families in poverty jumped from 10 percent in 1973 to 24 percent in 1986, while the rate for black families jumped from 44 percent to 62 percent over the same period.



"They claim that the planetary convergences aren't favorable to a wage increase."

Quote of the Month

"It is to the real advantage of every producer, every manufacturer and every merchant to cooperate in the improvement in working conditions, because the best customer of American industry is the well-paid worker."

Franklin D. Roosevelt



© 1989, UCS

Equal Pay For Comparable Work

NOT JUST BLOWING SMOKE BY SUSAN P. JOHNSON.

A grievance and an Unfair Labor Practice Charge was filed by the Union against the Company in one of our offices. The Company arbitrarily instituted a policy without bargaining with the Union. The Policy affected all workers. The National Labor Relations Board (a Branch of the US Government), found a violation and scheduled a hearing. The Union and the Company then sat down and bargained the Policy along with an Agreement. The original situation still remains in effect at the location but the point has been made. The Company cannot institute a policy affecting working conditions and possible disciplinary action against its employees without bargaining with the Union. Isn't this the purpose of a Union???

Working Women, continued

In times of strikes, women and children were often met with Pinkerton Guards, fire hoses and clubs. But they still marched on for equal wages (they earned 15 cents per hour to the men's 35 cents per hour), adequate relief periods and the 40 hour workweek.

In 1936 FDR's New Deal put 16 and 18 year old minimum age limits on employment of children, the minimum wage followed. (NOTE: The Reagan Administration attempted to repeal this under the "Youth Opportunities Act" reducing the minimum age to 14 and the minimum wage \$2.35 for 14 - 21 year olds. Lucky for us he failed.)

FDR made many of the improvements that took us into the Donna Reed era but progress is not a steady upward rise. When we reach a level of comfort, we often coast with what we have. Until there is a backslide - we cease to struggle.

Let's look at today - - -

- Today 9 out of 10 women will work outside the home in their lifetimes.
- 47% of all working women are single, divorced or widowed.
- Women still earn less than men.
- Many women workers are still intimidated and humiliated by their employers.

I can't help but wonder why we have accepted extended hours, 10 hour work days, 1/2 hour lunches and the like when others fought so hard to provide better for us. Each year the company increases our objectives and we work harder and faster to achieve them. Attacking our integrity and pride has become a corporate past time.

One thing grandma's generation had was UNITY. When strikes were called, they all walked. When tens of thousands marched, Washington listened. When someone lost a finger in a machine, everyone shut down until the company made the machine safe. Unfortunately, we appear to lack their spirit. We have felt the backlash of a hostile Administration in Washington for the past 8 years and unless we join together to make our voices heard, we will continue to lose wages, benefits and more. We can't go anywhere unless we go together. "The guys" from the other Locals can't do it for us. Neither can your Steward.

YOU HAVE THE STRENGTH

YOU HAVE THE POWER

YOU HAVE THE CONTROL

KNOW IT - USE IT

LET'S MAKE OUR SISTERS PROUD!!

Proud To Be Union

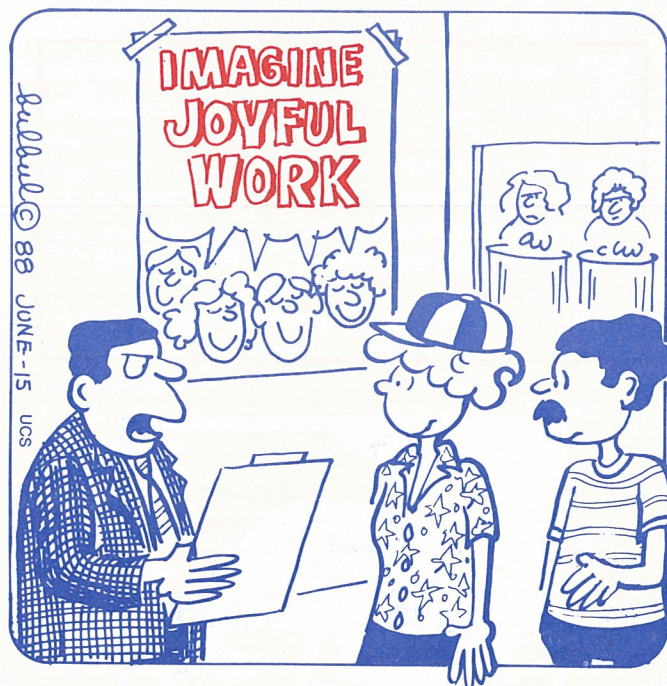
I dreamed I died the other night
and woke up down below,
It was a cock-eyed crazy place
That demon den of woe.
'Twas like an old time sweatshop,
That smoky room was hot.
So dimly lit and stinking
'Twould make the senses rot.
The men were set and stained with sweat,
Their faces pale and drawn,
Red-eyed they toiled, Nor dared to stop
From dawn to murky dawn.
The only sound was of the clock,
No lip was moved in speech.
And by the clock, The hour of rest
Was ever out of reach.
The devil came to meet me then,
He took me by the hand.
I looked about me wildly,
And faced the hopeless band.
"Who is the steward here?" I cried.
But no one paid me heed.
These were not men, but broken beasts.
Mere slaves to Satan's greed.
And then I hear a whisper,
"There is no Union here."
Old Satan laughed and shouted,
"That's why it's hell down here."

SOMETHING FOR NOTHING BY TERI SCARPELLI

Many of us think of Maritz Award Credits as a freebie, a prize or a reward. Our management thinks of them as a gold mine and a means by which they can get us to do just about anything from selling more to showing up at work when we are sick. Consider the district manager now driving a \$35,000 Lincoln Continental, his pot of gold from Maritz. Guess how many of his craft people made that much from all their productivity? Do you imagine there's even a group of craft people who made that much from their combined efforts? We all know that cash would go much further than the inflated point values in the catalogue and we've let the Company know it too, so why not give us cash instead?

I wonder how many of our top performers would jump at, say, a commission plan instead of a wage? We've convinced the company that the incentive/reward program pays off and of course they love receiving a percentage of all our blood, sweat and tears. Could it be that the gift horse was really just a trial for a pay-for-production future? Naw-----.

The Company gives gifts as bonuses because, what the heck, they're nice guys and they don't think we get paid enough. But just in case, I'm prepared to tell them to keep the award credits, spare me the commissions and go negotiate with my union about putting a Lincoln in my wages.



*THE COMPANY DOES NOT ALLOW
DISRUPTIVE POSTERS ON THE JOB!*

LOCAL 383, IBEW
449 TAFT AVE., STE. 200
GLEN ELLYN, IL 60137
312-790-1565

800-942-6782

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Nadine Wallace

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Sue Johnson