

IBEW Local 21

FRONTLINE



Volume 2, Number 4 ■ August 1999

Members Elect Officers and Exec Board

The first election of Local 21 was completed June 30 when the members' votes for new Officers and Executive Board Members were counted.

The newly-elected Officers and Executive Board Members were installed in office on July 6. Officers and Executive Board Members appointed by the IBEW International governed the Local since it was created in September 1998 and until the election could be held.

Elections offer the members a concrete way to have a say in how the union is run. Thank you to the thousands of Local 21 members who took time to vote and to all the candidates who made the run.

To those who missed voting, we hope you will get involved in your union and in the future you too will take the time to vote.

Now that voting is over, we hope to move on as one union for the good of all the members. Together, we can fight for the very best contracts ever and for ensuring that our rights under those contracts are enforced. We can support each other whenever members need help on the job or off. That's what our union, Local 21, is all about.

Local 21 Election Results

*President/Business Manager
and Financial Secretary*

Ronald E. Kastner	2,518
Donald L. Moseley	1,048
Paula Robinson Blunt	382
John F. Cheeseman Jr.	242
Gerardo Trevino	190

Vice-President

William J. Hunter	2,297
Gloria Sistrunk	1,443
Jim Leamy	509

Recording Secretary

Micki D'Angelo	2,692
David M. Rodriguez	844
Ira Dean Spencer	721

Treasurer

Larry Moeller	3,210
Joe Perez	1,008

Executive Board - Unit 1

James O. O'Malley	574
William J. Lawrence	501

Unit 2

Kevin J. Curran	423
Teodoro Hernandez	178

Unit 3

Roger A. Gola	274
James Noble Jr.	234
Bobbie Fenwick	209
Billy R. Mobley Jr.	167
Michael R. Collett	134

Unit 4

Larry Schuler	280
Susan S. O'Keefe	186
Larry R. Morrison	147
Cheryl D. Waggoner	119
Louella A. Byrnes	44

Unit 5

Mark R. Claver	128
John M. Garrett	60
Russell A. Barnes	50

Unit 6

Gary L. Alvies	116
Rachel Coleman	48
Vicki J. Burroughs	38
Rosetta A. Shinn	29

Unit 7

Bryan L. Spears	75
Ron Wood	48

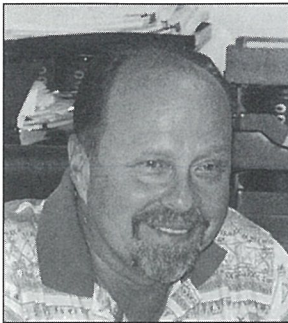
The election results for Delegates to TCC-1 and 2, and to the International Convention are on page 7. ■



Newly-elected Local 21 Officers are (left to right) Ronald E. Kastner, President-Business Manager and Financial Secretary; William J. Hunter, Vice-President; Larry Moeller, Treasurer; and Micki D'Angelo, Recording Secretary.

President's Message	p.2
Grievances/Arbitrations	p.3
SecurityLink Contract	p.3
Health & Safety Focus	p.4
Members in Action	p.5
Bargaining Updates	p.6

INSIDE



Message from your President **Ronald E. Kastner**

President-Business Manager/Financial Secretary

It's your union!

As I write my first article as President-Business Manager of Local 21, I can't help but reflect on the years I spent as a member and an employee of our union.

I remember only too well, back in 1969 as an installer for Illinois Bell, hearing about the union meeting one night. I'm not proud to admit this, but I was somewhat reluctant to attend. My reason? I was too busy, just like so many of us are today. I had other things to do, activities that seemed more important than spending time listening to some speeches about the "state of the union." My lack of enthusiasm was not received well by some of the others in the garage, the "old timers" who already had some years of experience with the company. They simply would not hear my excuses and adamantly insisted that I go to a meeting.

As they say, the rest is history, but this story serves a purpose in what I hope to accomplish as your President. When I reflect on this, I see a vision of what unionism is all about. One employee helped another. We found a way to make time for our union. We networked, shared a sense of camaraderie, and felt connected by our cause, our fight for workers' rights.

This is one of the many things I hope to accomplish in our very large local. Let's go back to the basics: **attend meetings**, remind each other to get involved with the union, and together bring the union back to the people. Can't those of you who have been around for a while bring some of the younger people to a meeting? And, some of the younger people, those who are actively involved, how about helping those with more seniority at your company remember what we are all about? Come to a meeting, let your voice be heard, listen to others, and get involved. Together we all must **ACT UNION** to get the attention of our employers. Let's begin to do this by increasing attendance at union meetings.

I also want to thank those who voted for me, showed your support, and helped to bring together this local. Voting is the first step of involvement. But that's only the beginning. All of us, no matter where we work, must continually show that we are proud to be members of Local 21 and let our employers know the power of our numbers. We must **BE UNION**. It is difficult to express the enormous sense of privilege one feels when elected to this office by his or her co-workers. Please be assured that I will do everything in my power to fairly represent the concerns of the many different people who are part of Local 21.

I would like to take this opportunity to report to you on the appointments I have made since taking office. First, I appointed Micki D'Angelo to the position of Senior Assistant Business Manager; this is in addition to her newly-elected position as Recording Secretary. Second, I appointed Rick Gessler, former Business Representative, to Assistant Business Manager. Third, I appointed Steve Unterfranz, former Chief Steward, to Business Representative.

OUR union is only as strong as the membership. Please get involved and support your union.

Ronald E. Kastner

CREDITS

Contributing writers, photos and graphics

Rick Bell	Chris Mattull
Susan Bringer	Michael Sacco
Jacqueline Cheeseman	Brian Slinkard
Gerry Gast	Don Stapleton
Mary Ann Leuthner	Joseph Tripoli

IBEW Local 21 FRONTLINE

Official Bi-Monthly Publication

International Brotherhood
of Electrical Workers
Local 21, AFL-CIO/CLC

IBEW Local 21

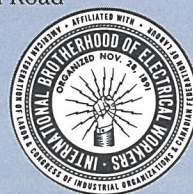
1319 West Butterfield Road
Suite 504
Downers Grove,
IL 60515-5601

phone 630.960.4466
fax 630.960.9607

organizing hotline
630.415.3103

website
www.ibew21.org

newswire hotlines
630.415.2711 • 217.529.0087



OFFICERS

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

William J. Hunter, *Vice-President*

Larry J. Moeller, *Treasurer*

Micki D'Angelo, *Recording Secretary*

EXECUTIVE BOARD MEMBERS

Gary Alvies	Roger Gola
Mark Claver	James O'Malley
Kevin Curran	Larry Schuler
	Bryan Spears

MANAGING EDITOR

Rick J. Bell e-mail: rbell@ibew21.org
phone 630.434.8412 fax 630.434.2368

Edit and design by Kathleen Devine (CWA/TNG
#71); printed by Forest Printing

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

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

GRIEVANCES & ARBITRATIONS

■ Overtime grievance nets \$1,900

At Ameritech in Chicago, the union filed a grievance when management went outside a workgroup to distribute overtime. The problem was that when going outside, only one employee from the group was asked to work. After the union investigated and discovered that the employee had accumulated 56 hours of overtime, management did not distribute the overtime equally in the group. To complicate the issue, the union also found that management had not tracked overtime for over four months. The grievance was settled and the company will pay 56 hours of overtime totaling over \$1,900 to the bypassed employees in the group.

■ Schedule change grievance pays off

At an Oak Park center for Ameritech, 60 members received premium pay. Management changed the tours of the 60 members after the schedule had already been posted. The union grieved the violation, citing Article 19.07 of the Collective Bargaining Agreement, which reads, "Should the company make shift or tour assignment changes after 3:00pm on Wednesday of the proceeding week, the changed shift or tour will be paid at the premium rate without shift differential but otherwise considered as scheduled..." The grievance was settled at the third step. The company will pay the members a total of over \$4,500.

■ Ameritech Power Maintenance Techs win \$9,000

A grievance in the Power Maintenance Department was settled shortly before a scheduled arbitration meeting. The company was assigning technicians one week at a time to a help desk answering calls state and region wide. The union viewed these assignments as a Technical Support function and therefore management's responsibility.

The union filed a grievance under Article 22.17 of the Collective Bargaining Agreement, which requires a 10% differential payment of the employee's basic daily wage when assigned duties of management. The grievance was settled at the third step. The Technicians assigned the said duties at the time of the grievance will receive in total \$9,000 back pay.

SecurityLink Members Ratify First Contract

(Oakbrook, Illinois) On May 13, the IBEW Local 21 Bargaining Committee reached a tentative agreement with Ameritech SecurityLink. On May 26, the union held a meeting to answer members' questions about the tentative agreement and a majority voted to ratify the 30-month agreement — the first IBEW contract with Ameritech SecurityLink in all of North America.

Some of the items won through collective bargaining include:

1. Grievance and arbitration procedure — The process guarantees all members' specific rights to challenge violations of the contract by the company.

2. Holidays and Vacation Days — Holidays will count as days worked in computation of overtime effective June 1, 1999; vacation days will count as days worked in computation of overtime effective June 1, 2001.

3. Layoff and Recall Rights — Layoffs will be by the total unit, which affords more protection for members as a whole.

4. Safety Committee — A safety committee composed of management and employees under the contract will be created to address workplace safety concerns.

5. Group Benefit and Health Plan — The details are listed in the contract.

6. 401k Plan — Effective January 1, 2000, the 401k plan will reflect the Ameritech benefit 401k plan.

7. Training — The union won the right to challenge training and promotions at different wage levels in order to ensure fairness for all members.

8. Wage Increases — A wage increase of 2.5% becomes effective April 1, 2000, and another increase of 2.5% becomes effective April 1, 2001. Also, immediate increases will be implemented to the minimum and maximum wage rates upon ratification of the contract. Example: Members currently under the minimum wage rate will also receive two increases in pay by January 1, 2000.

Know your contract. Details of the negotiated package are incorporated in your contract. Read your contract. Become familiar with it. Use it. File a grievance when management veers off course. That's your right. Your contract and your rights are only as good as your vigilance. ■

■ Local Stewards win 21 grievances

At an Ameritech center in Oak Brook, grievances were filed citing Article 19.07, when management failed to post the work schedule with tour changes on time. The grievances were settled at the first step and 21 employees will receive premium pay totaling over \$8,000. ■

Senate Republicans Kill HMO Reform

U.S. Senate Republicans killed real HMO reform and passed a phony "Patients Bill of Rights." The GOP defeated amendments to allow doctors rather than HMO bureaucrats the final say on medical decisions; to allow patients the right to hold HMOs accountable in court; and to give patients strong appeal rights for HMO care and treatment denials.

Furthermore, the real "Patients Bill of Rights," championed by Senate Democrats, would have covered all 161 million Americans with private health insurance, while the watered-down GOP bills apply to only 48 million people. "If Congress insists on passing such an empty promise to the American people, I will not sign the bill. Passing a strong enforceable Patients' Bill of Rights should not be a partisan issue," President Clinton said.

HEALTH AND SAFETY FOCUS

After Years of Delay, Feds Propose Ergonomic Standard

The U.S. Labor Department is finally moving ahead with a plan to address the nation's single-worst workplace health concern: the range of musculoskeletal disorders and injuries. Each year, an estimated 650,000 workers suffer serious injuries from ergonomic hazards, which cause musculoskeletal disorders and which make them the single biggest job safety problem in the U.S.

In February, the Occupational Safety and Health Administration (OSHA) took the first formal step to require employers to redesign jobs and alter work stations to prevent ergonomic injuries, which range from neck and back problems to crippled arms and hands. The ailments most often are caused by repetition, overexertion or awkward postures dictated by the size and shape of work tools and machines.

Musculoskeletal problems account for one-third of all serious workplace injuries. They cost employers an estimated \$15-20 billion a year in workers' compensation expenses plus tens of billions more in lost productivity. They cause workers great pain, incapacity and stress.

The AFL-CIO welcomed OSHA's draft guidelines. The federation's occupational safety and health director said that the pro-

posed is "much more limited than we would like to see, but it's a step in the right direction."

posal is "much more limited than we would like to see, but it's a step in the right direction."

Proposed guidelines are limited to general industry, such as jobs on assembly lines in baking, sewing, meatpacking and package handling. They wouldn't apply to construction work, agriculture or the maritime industry - exclusions that AFL-CIO President John Sweeney said "deeply concerned" labor. Sweeney also expressed concern that, as drafted, in many workplaces the rule is only triggered after workers are injured. This includes offices where there is intense computer use.

An estimated 25 million workers would be affected by the standard. OSHA said a final regulation would be issued in late 2000 after an extended period for public comment, beginning this fall.

Businesses push more delay. For years, business interests in collusion with most congressional Republicans have blocked

OSHA action on ergonomic standards, claiming there is no scientific proof that work causes musculoskeletal injuries. On June 23, the anti-worker leadership of the U.S. House Education and the Workforce Committee resumed its attack on workers and their families. For the fifth year in a row, Republican members along with the Chamber of Commerce are pushing legislation to block OSHA from issuing ergonomic standards to protect

workers from crippling injuries. They argue that more studies should be done, but their arguments show their aim is simply another delay tactic.

A large body of scientific evidence already confirms that workplace hazards cause musculoskeletal disorders and that proven measures can prevent injuries. Virtually the entire safety and health professional community supports this view, including the American College of Occupational Medicine, American Association of Occupational Health Nurses, American Industrial Hygiene Association, American

Nurses Association and American Public Health Association.

In other action this summer, anti-worker U.S. House members proposed a bill to undermine the Fair Labor Standards Act requirement that employers provide premium compensation when employees work more than 40 hours per week. This is equally "mean-spirited" as delaying OSHA ergonomic standards, President Sweeney said.

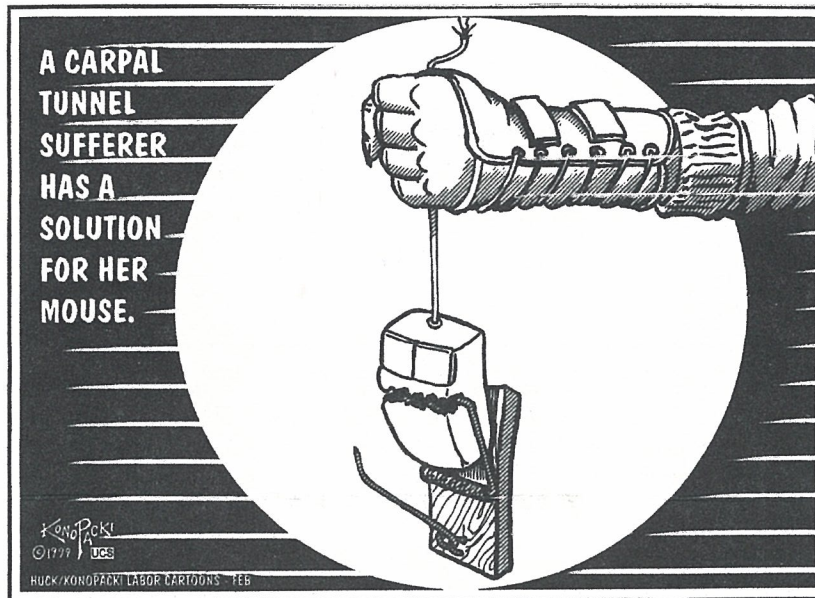
"Americans are already spending more hours at work than in previous years, and the evidence shows this trend is increasing," Sweeney adds. "At a time when working families are struggling to balance their work responsibilities with the needs of their families, Congress should not be promoting a measure that encourages employers to require even more hours of work at even less compensation."

It's our view that:

- Congress should stop setting up roadblocks and allow OSHA to issue ergonomics standards to protect working men and women from crippling injuries.
- Congress should uphold the Fair Labor Standards Act and not allow employers to get away with not paying overtime wages.

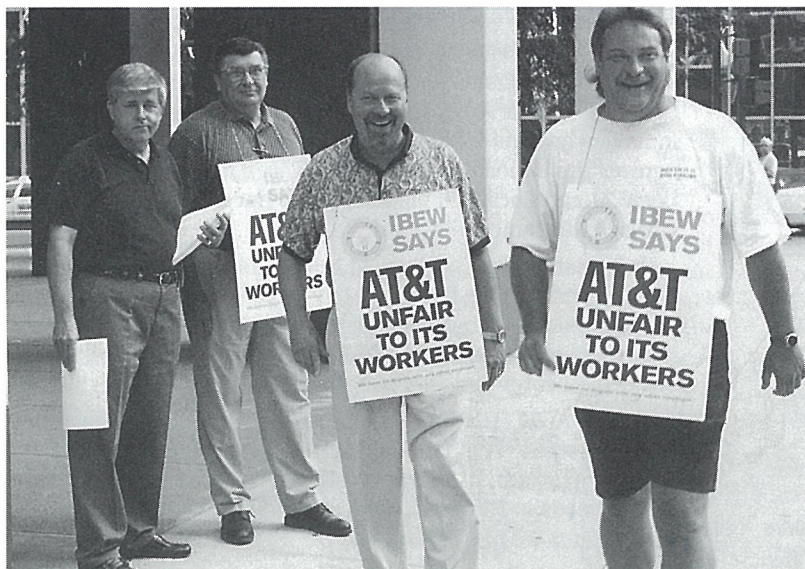
Let your U.S. Senators and Representative know what you think! Let's fight for worker protections from OSHA and for the Fair Labor Standards Act. ■

Sources: UCS News Service, and the AFL-CIO.

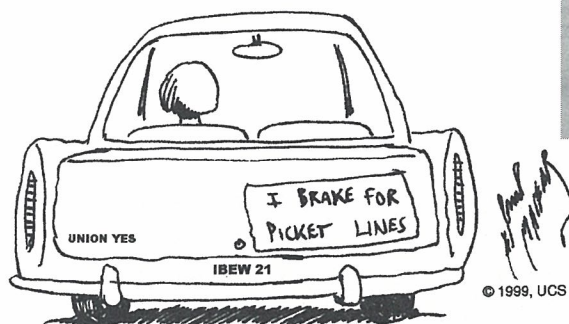
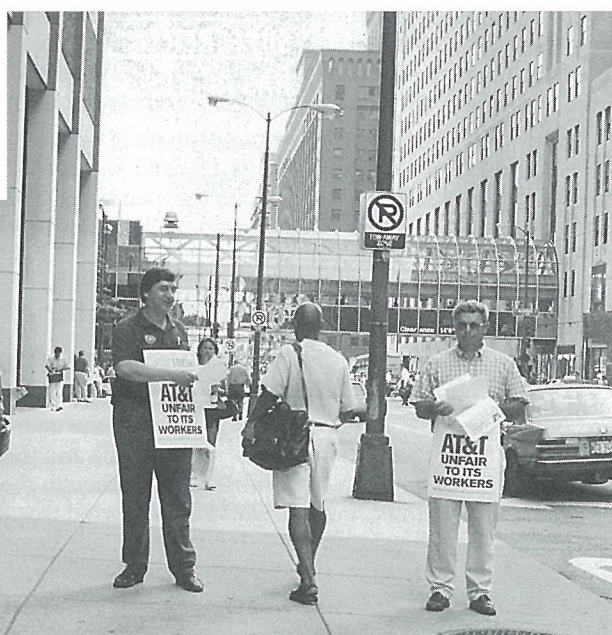


**Report all injuries and accidents to the Local 21 Safety Department
630.960.4466 x-244**

MEMBERS IN ACTION



On July 28 informational picket lines at hundreds of AT&T sites across the U.S. and Canada began to spread the message of the union's fight for the AT&T/TCI/Jones cable workers to other trade unionists and to the public.



Workers at Ameritech's Customer Repair Center in Chicago form an informational picket line after management forces ridiculous work schedules. "Standing up for what is right — this is what unions are all about," said Local 21 Steward Jacqueline Cheeseman (in center, photo above).



CONTRACT BARGAINING

■ City of Chicago Negotiations Begin

Negotiations with the City of Chicago officially began June 11, when Unit II representatives submitted the union's proposals to the City's bargaining team. Several negotiating sessions subsequently took place. As *Frontline* goes to press, the City has neither rejected nor accepted any of the union's proposal.

The City negotiators gave the union their proposals, which are pitiful. Several would take away benefits we already have, such as comp time. Takeaways are totally unacceptable to Unit II members.

The union ratified its first contract with the City in 1986, 13 years ago. Since then, members have experienced enormous technological changes that impacted our duties and responsibilities. With changes in technology came an increased work load and an increase in the skills needed to keep up with the demands the City makes on its employees. IBEW members met the demands for increased productivity and responsibility.

The City of Chicago must now fulfill its obligation and make sure employees receive the best benefits and pay at a rate second to none. Local 21 aims to see that happen during these contract negotiations. Progress reports are mailed to every member in good standing.

■ A Train's Coming Down the Track for AT&T

Bargaining for members at AT&T/TCI/Jones Intercable, better known as AT&T Broadband, is taking place.

Contract negotiations reopened July 27 with the union putting forth the last of its progressive proposals and the company starting the counter-proposal process. Although the company agreed to nothing, union negotiators reported that it appears the company is starting to see a few minor items our way, but they warned this shouldn't be viewed too positively. The union expects the situation to change when it comes time

to discuss the more substantial issues. The union negotiating is carefully reviewing the company's latest proposals.

Meanwhile, reinforcements arrived. IBEW International President J.J. Barry declared July 28 as beginning national days of action against AT&T for its unfair treatment of cable workers in its newly-acquired Broadband Division. President Barry recognizes the importance of the AT&T/TCI/Jones struggle, and the Local 21 and Local 134 members who have been demonstrating and agitating since mid-June.

Informational picket lines at hundreds of AT&T sites across the U.S. and Canada began on July 28 to spread the message of our fight to other trade unionists and to the public. In Chicago a rally was held August 4 at AT&T's enormous 10 S. Canal Street switching center in downtown Chicago.

To the AT&T/TCI/Jones members, remember you're not in this fight alone. The national train of justice left the station. As it picks up steam, the whistle call to AT&T may wake up the sleepy heads in New York and New Jersey and they'll realize how serious we are. Solidarity!

■ ACI members ratify new 3-year deal

On June 29, Local 21 members at Ameritech Communications Industry (ACI) ratified the tentative agreement. Some of the highlights of this agreement include:

- Basic wage increases of 11.2% over the life of the agreement, including 3.5% increase in June 1999, 3.7% in June 2000 and 3.6% in June 2001. Each member will also receive a \$500 ratification bonus.
- The Employee Savings and Security Plan was improved. Effective January 1, 2000, the company match for every dollar contributed by an employee will increase from 60% to 80%.
- Effective January 1, 2000 pension band amounts will increase 12%. ■

Workers Hold More, and Win More, Union Elections

Government statistics show that workers are holding and winning more union elections than in previous years. And, the elections are for increasing numbers of workers. Nearly half a million employees became new union members in 1998.

The statistics were compiled in part by the Bureau of National Affairs from National Labor Relations Board (NLRB) data. The "statistics are good news for American workers, because growing unions mean better jobs and stronger communities," said AFL-CIO President John Sweeney. "Unions are on the right track, and are reaching out more than we have in years. We should celebrate this news by redoubling our efforts."

Despite the growth of multinational corporations, the burgeoning combination and merger of corporate power, and the hardball tactics of multinationals against workers who organize, despite these — for the first time since the statisticians began counting, workers won half of the elections in which they participated for units of 500 or more.

"These larger, concentrated wins are key to building a real voice for workers in this country," said AFL-CIO Organizing Director Kirk Adams. "The lesson here is that unions have been making a real effort to reach out to larger workplaces, and it's working — we are gaining valuable experience and that translates into wins for workers."

Workers won 1,653 elections, or 51.2% of elections held in 1998, compared to 1,591 elections, or 50.3% of elections held in 1997. The number of elections in 1998 increased to 3,229 from 3,160 in 1997. An increased number of elections reflects more worker interest, because for an election to take place, workers must first submit a petition or signed union cards to the NLRB.

The highest win rate was in the finance, insurance and real estate industries, where workers won nearly 84% of 31 elections. Workers won more than 50% of the elections in health care services, general services, transportation, communications and utilities, retail, and construction.

(continued on next page)

Local 21 Election Results (continued from page 1)

<i>Delegate to the TCC - 2</i>					
Jerry Bigham	13	William J. Hunter	1,485	Tamela Q. Christian	511
		Joan Waskowski	1,346	Yvonne J. Thomas	503
		Gloria Sistrunk	1,175	Robert J. Dahlke	474
<i>Delegate to the TCC - 1</i>		Rick J. Bell	1,057	Michael R. Gaspar	464
Joan Waskowski	1,441	Patricia Murphy	967	Frank T. McGuire	459
William J. Hunter	1,352	Dale A. Carpenter	957	Donald L. Stapleton	438
Gloria Sistrunk	1,128	Susan S. O'Keefe	913	Bob Kacprowicz	435
Richard J. Gessler	980	Richard J. Gessler	853	Kurt A. Schmidt	413
Patricia Murphy	909	Sally L. Fohrman	850	Samuel Couch	407
Susan S. O'Keefe	731	Jim (Bubba) Greenan	767	Jim Leamy	395
David M. Rodriguez	770	Ira Dean Spencer	759	Willie J. Winfield	383
Gerald L. Gast	694	Michael J. Sacco	744	Mario R. Silva	381
Ronald A. Siemienas	685	Thomas Hopper	716	David E. Webster	372
Ronald E. Gentry	685	Doris V. Halls	713	Michael G. Dewitt	366
Daniel M. Klein	667	Ronald E. Gentry	700	Edward J. Morosini Jr.	361
Stephen J. Unterfranz	661	Gary L. Alvies	691	Michael E. Palkiewicz	361
Gary L. Alvies	587	Kathryn M. Bierbaum	676	Elly Augustyn	349
Diana L. Carlile	567	Gerald L. Gast	663	Michael R. Collett	343
Mark Evans	536	Daniel M. Klein	659	Rosetta A. Shinn	333
Minnie M. Robinson	513	Michael J. McCormick	654	Daniel R. Grueneich	322
Christine Mattull	505	Diana L. Carlile	642	Lonie D. Hasty	314
Pamela Y. Thomas	496	John Greenwald	632	James D. Kassing	309
Teodoro Hernandez	473	Ronald A. Siemienas	632	Michael C. Cielocha	300
Michael R. Collett	344	Larry A. Niemiec	626	Michael L. Ashenfelter	274
William P. Haney	265	Stephen J. Unterfranz	599	Maurice W. Hardison	260
		William J. Lawrence	563	Gordon R. Brouillette	255
<i>Delegate to the International Convention</i>		Melanie Probst	550	Michael L. Purkey	238
Micki D'Angelo	2,241	Alan C. Hallstrom	541	Timothy D. Dillman	237
Larry Moeller	1,871	Teodoro Hernandez	535	Larry R. Morrison	228
Linda M. Corcoran	1,560	Christine Mattull	521	Jurlean Market	194
		Terry W. Davis	517	Robert W. Marble	143

Workers Win More (continued)

These NLRB statistics do NOT include some of the labor movement's largest organizing wins in 1998, such as those which occurred under the National Railway Labor Act, or through employer recognition of majority worker support outside an election process.

About 475,000 workers formed new unions at their workplaces in 1998. Some notable organizing wins for workers in 1998 include: 4,336 Bellagio Hotel workers in Las Vegas joined the Hotel Employees and Restaurant Employees; 19,000 United Airlines customer service representatives joined the Machinists Union; 4,600 Thrifty-Rite Aids employees joined the

United Food and Commercial Workers; and 64,100 workers joined the Service Employees International Union, including more hospital workers than in the previous five years combined.

Net union membership rose for the first time in years in 1998 by more than 100,000. The number of union members in the U.S. rose from 16.1 to 16.2 million. At the same time, the share of the workforce belonging to unions declined from 14.1% to 13.9%, reflecting the continuing loss of manufacturing jobs in the U.S. and global economy. ■

Source: AFL-CIO, Washington, DC, June 1999

Local 21 Takes Part in Labor's Growth

The leaders and staff of Local 21, from its inception in September 1998, made the organizing of new workers a high priority. Organizing is a necessity: to increase our union's strength in the telecommunications industry; to fight for the jobs and rights of workers who were already union — you who for years have been union;

and to educate and recruit the new workers, young workers and non-union workers in the industry.

From day one, the leaders, staff and many volunteer members of Local 21 went to work organizing. And, we've had good results, and expect even better results in years ahead. ■

Local 21 Apparel in Full Swing

During recent months, Melanie Probst and Rick Bell have displayed a new line of Local 21 t-shirts, jackets and hats at the unit meetings across the state. The items have been a smash. By year's end, the Local will have a catalog available to order many **union-made/union-decorated** apparel items. Show your union pride and order Local 21 items today!

T-SHIRT — 100% heavyweight cotton. IBEW Lightning Bolt logo on front, Union Yes logo on back. **COLOR: ASH or BLACK.**

GOLF SHIRT — 100% cotton knit with hemmed sleeves. IBEW 21 logo embroidered on left chest. **COLOR: NAVY, RED, ROYAL, BLACK or WHITE.**

HOODED SWEATSHIRT — 50/50 polyester/cotton fleece, zip-up front, long sleeves. IBEW 21 logo on left chest, IBEW International logo on back. **COLOR: BLACK, MAROON, RED, ROYAL, NAVY, KELLY GREEN or PURPLE.**

WINDBREAKER — Nylon with flannel lining. IBEW 21 logo left chest, International logo on back. **COLOR: ROYAL, BLACK or NAVY.**

GOLF JACKET — 100% cotton, antique brass zipper, relaxed fit. IBEW 21 logo embroidered on left chest. **COLOR: NAVY, RED, BLACK, SPRUCE or KHAKI.**

TWILL CAP — Cotton, structured, adjustable tab. IBEW 21 logo embroidered on front. **COLOR: NAVY, WHITE or WHITE/NAVY.**

BALL CAP — Brushed cotton twill, unstructured. IBEW 21 logo embroidered on front panel. **COLOR: NAVY, BLACK, OLIVE or KHAKI.**

MONTAUK JACKET — Tri-color, with lining, zip front, snap-down storm flap. IBEW 21 logo embroidered on left chest. **COLOR: CRANBERRY/NAVY/PINE, BLACK/ROYAL/RED or NAVY/RED/GOLD.**

CONCORDE JACKET — Tri-color, with lining, zip down. IBEW 21 logo embroidered on left chest. **COLOR: BLACK/WHITE/SCARLET or PINE/WHITE/NAVY.**

SIZES: All shirts and jackets available in sizes small through 3XL.

To order your IBEW Local 21 apparel items, call Melanie Probst at 630.724.1721 or Rick Bell 630.434.8412 or fax to 630.434.2368.

IBEW Local 21

1319 West Butterfield Road
Suite 504
Downers Grove, IL 60515-5601



Bulk Rate
U.S. Postage
PAID
Downers Grove, IL
Permit No. 424



CALENDAR

Wednesday, Sept. 8	7:30 p.m.	Unit 4 Meeting Lemont VFW Post #5819 16780 New Avenue, Lemont
Thursday, Sept. 9	6:30 p.m.	Unit 1 Meeting American Legion 310 West Butterfield Road, Elmhurst
Tuesday, Sept. 14	6:30 p.m.	Unit 2 Meeting Slovak Club 6920 Broadway, Merrillville, Ind.
Wednesday, Sept. 15	6:30 p.m.	Unit 5 Meeting American Legion Post #44 718 Court Street, Pekin
Thursday, Sept. 16	7:30 p.m.	Unit 3 Meeting American Legion Post 21 North Douglas, Arlington Heights
Monday, Sept. 20	7:00 p.m.	Unit 7 Meeting American Legion Hall #446 227 North Poplar, Centralia
Tuesday, Sept. 21	6:30 p.m.	Unit 6 Meeting IBEW Local 21 Office 2720 South 13th Street, Springfield

Charter Communications Members Define Solidarity

As reported in the last edition of *Frontline*, Local 21 members at Charter Communications in Maryville, IL, were facing a company who wants the union out. On July 1, 53 Cable Technicians and Clerical workers made their voices heard by overwhelmingly voting yes to remain represented by IBEW Local 21. Both units at the cable tv giant faced an aggressive anti-union campaign, orchestrated by the company and its high-priced attorneys. A strong employee volunteer organizing committee dedicated to educating and serving all members took it upon themselves to rebuild the solidarity in their shop. Their hard work paid off and the final vote was 29 votes in favor of Local 21 and 3 against in the technical unit. The clerical unit, while closer, 9 votes for Local 21 and 7 votes against, still sent a strong message that union solidarity wins every time.



■ Congratulations to Charter workers for showing us all what acting like a Union is all about.