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
Bily 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.
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
President-Business Manager/Financial Secretary
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 3:00 pm 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.

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.

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.
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 proposal 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.
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).
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. “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)

Delegates to the TCC - 2
Jerry Bigham 13

Delegates to the TCC - 1
Joan Waskowski 1,441
William J. Hunter 1,352
Gloria Sistrunk 1,128
Richard J. Gessler 980
Patricia Murphy 909
Susan S. O'Keefe 731
David M. Rodriguez 770
Gerald L. Gast 694
Ronald A. Siemienas 685
Ronald E. Gentry 685
Daniel M. Klein 667
Stephen J. Unterfrantz 661
Gary L. Alvies 587
Diana L. Carille 567
Mark Evans 536
Minnie M. Robinson 513
Christine Mattull 505
Pamela Y. Thomas 496
Teodoro Hernandez 473
Michael R. Collett 344
William P. Haney 265

Delegates to the International Convention
Micki D'Angelo 2,241
Larry Moeller 1,871
Linda M. Cocoran 1,560

William J. Hunter 1,485
Joan Waskaski 1,346
Gloria Sistrunk 1,175
Rick J. Bell 1,057
Patricia Murphy 967
Dale A. Carpenter 957
Susan S. O'Keefe 913
Richard J. Gessler 853
Sally L. Fohrman 850
Jim (Bubba) Greenan 767
Ira Dean Spencer 759
Michael J. Sacco 744
Thomas Hopper 716
Doris V. Halls 713
Ronald E. Gentry 700
Gary L. Alvies 691
Kathryn M. Bierbaum 676
Gerald L. Gast 663
Michael J. McCournick 654
Diana L. Carille 642
John Greenwald 632
Ronald A. Siemienas 632
Larry A. Niemiec 626
Stephen J. Unterfrantz 599
William J. Lawrence 563
Melanie Probst 550
Alan C. Hallstrom 541
Teodoro Hernandez 535
Christine Mattull 521
Terry W. Davis 517
Tamela Q. Christian 511
Yvonne J. Thomas 503
Robert J. Dahlke 474
Michael R. Gaspar 464
Frank T. McGuire 459
Donald L. Stapleton 438
Bob Kacprowicz 435
Kurt A. Schmidt 413
Samuel Couch 407
Jim Leamy 395
Willie J. Winfield 383
Mario R. Silva 381
David E. Webster 372
Michael G. Dewitt 366
Edward J. Morosini Jr. 361
Michael E. Palkiewicz 361
Ely Augustyn 349
Michael R. Collett 343
Rosetta A. Shinn 333
Daniel R. Grueneich 322
Lonie D. Hasty 314
James D. Kassing 309
Michael C. Cielocha 300
Michael L. Ashenleter 274
Maurice W. Hardison 260
Gordon R. Brouillette 255
Michael L. Purkey 238
Timothy D. Dillman 237
Larry R. Morrison 228
Jurlman Market 194
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

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; 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 Apparel in Full Swing

During recent months, Melanie Probst and Rick Bell have developed 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: NAVY, RED, ROYAL, BLACK or WHITE.

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

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.

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.
all who act. Acting is the difference.

Conflicts and unfair practices in the workplace are encountered daily. It is important to remain aware of the rights available to employees under the National Labor Relations Act.

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

1-312-794-6711

CALENDAR

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>Wed, Sep 21</td>
<td>TWC Local 21 Office Unit 6 Meeting</td>
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<tr>
<td>Mon, Sep 20</td>
<td>6:30 pm American Legion Post Hall #46 Unit 7 Meeting</td>
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<tr>
<td>Thurs, Sep 19</td>
<td>TWC Local 21 Office Unit 5 Meeting</td>
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<tr>
<td>Mon, Sep 20</td>
<td>6:30 pm TWC Local 21 Office Unit 2 Meeting</td>
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<tr>
<td>Thurs, Sep 19</td>
<td>TWC Local 21 Office Unit 2 Meeting</td>
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<tr>
<td>Wed, Sep 27</td>
<td>TWC Local 21 Office Unit 1 Meeting</td>
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<tr>
<td>Wed, Sep 27</td>
<td>6:30 pm TWC Local 21 Office Unit 4 Meeting</td>
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<tr>
<td>Wed, Sep 27</td>
<td>7:30 pm TWC Local 21 Office Unit 1 Meeting</td>
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*Note: All meetings are open to members and will be held at the TWC Local 21 Office.*

*Members Defend Solidarity*

*Charter Communications*