

IBEW Local 21

FRONTLINE



Volume 2, Number 2 ■ March 1999

Women Workers & Unions: Let's Organize!

Today, the number of women in the American workforce continues to rise. While women's wages still lag behind those of men, union women have closed the gap compared to their nonunion counterparts. Wages are not the only concern for working women. Health insurance, pensions and balancing work while raising a family are major priorities for working women. As the percentage of working women goes up, it becomes an increasingly important challenge for unions to organize nonunion women. How is this done? What is our role?

Since 1900, the number of working women has grown by more than 57 million. In 1900, women made up 18.3% of the labor force. By 1950, that percentage grew to over 29%, and today exceeds 47%. Predictions estimate that by the year 2000 over 50% of those entering the workforce will be women.

The Equal Pay Act enacted in 1963 made it illegal to pay different wages to men and women who perform the same work. Today, 36 years later, women are

still paid less than men — even when they have similar education, skills and experience. In general, women workers earn 75¢ to every dollar earned by men. Over a lifetime of work, an average woman 25 years of age, working full time until retiring at age 65, will earn \$520,000 less than the average man. These figures are even worse for women of color. African-American women earn only 67¢ and Latinas 58¢ for every dollar earned by men.

Union women earn 84¢ to the union men's dollars, still behind, but unions are closing the gap. As a whole, union women earn 40% more than nonunion women. African-American union women earn 44% more than their nonunion counterparts. Latina union members earn 42% more than nonunion Latina workers.

How do benefits compare for women and men? In 1993, for private sector wage and salary workers, employer-sponsored health insurance decreased overall by 4% (from 62% to 58%) compared to 1988, with 63% of males and only 51% of

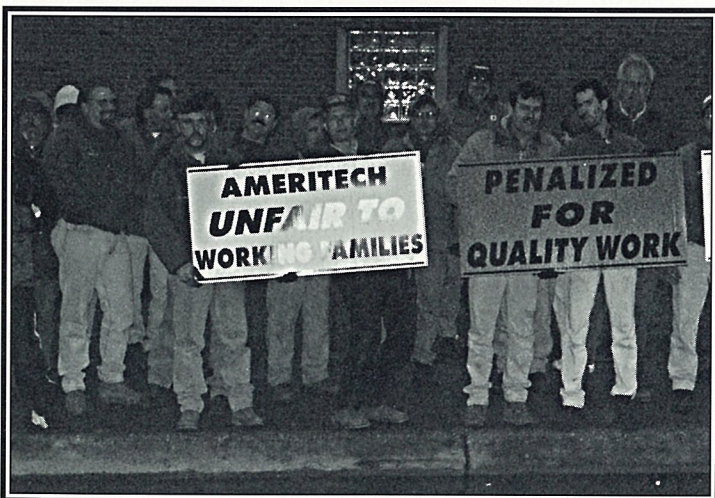
women covered. In 1993, 43% of private sector wage and salary workers were covered under employment-based pensions, 46% of men and only 39% of women. In 1995, the average annual private pension income for men older than 65 was \$7,800, but only \$4,200 for women.

For many women, the juggling of work and family is more difficult today than in previous years. Of the women who maintain families, 62% are employed. In 1997, 12.8 million families were maintained solely by women, representing over 18% of all U.S. families. According to the AFL-CIO's "Ask a Working Woman Survey," 64% of working women said they provided half or more of their family's income. When working women's pay and benefits equal those of men, not only will women benefit, but their families and male counterparts in the workplace will benefit as well.

In the early 1960s, women accounted for 19% of union members. Today, that figure has risen to 40%. With the number

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You Can't Ignore Us!



Rank and file Ameritech union members from throughout the Chicagoland area flocked to a week-long informational picket-line in February. The members acted when management refused to discuss issues of concern. After a few days of "making their voice heard," management came to its senses.

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INSIDE



Message from your President

Donald L. Moseley

President-Business Manager/Financial Secretary

Straight Talk about the Mergers

I need to spend some time with you in this report talking about the status of the mergers affecting Local 21. They include the AT&T/TCI, the Bell Atlantic/GTE and finally the SBC/Ameritech mergers.

The **AT&T/TCI merger** received approval from stockholders and government agencies alike. Prior to the sale taking place, however, TCI bought those properties in Illinois formerly owned by Jones Cable. As a result, major disputes between the union and TCI took place regarding the company's position that not all of our Jones members would be offered employment with TCI. Business Representative, John Greenwald, and Chief Steward, Jerry Rankin, pursued that dispute to a successful conclusion, and all of our members who are currently in place will be carried forward into TCI employment. There is an additional plan being put in place by IBEW International to benefit our members going into this AT&T merger. Although I am not at liberty to reveal the details at this time, as soon as I receive the specifics from the International I will announce them to the membership.

The **Bell Atlantic/GTE merger** is still in the process of receiving government approval. The union is still seeking a commitment from Bell Atlantic that our members will be guaranteed employment after the sale. This merger is being worked primarily at the national level and with many IBEW locals involved. In Illinois, we have been working the issue of GTE selling off several properties prior to the merger's effective date. While this action affects only a small number of our members, it remains a major concern for those people affected and for the union. We will continue to fight for those members' interests no matter the number, and will also stay involved at the national level until such time as we find the assurance that the rest of our members at GTE deserve.

Finally, the **SBC/Ameritech merger**, and specifically, the endorsement the local has given the merger seems to be a topic of continuing confusion for our Ameritech members. I have indeed heard the messages from members about this decision, from the polite, "Why are we now offering this endorsement?" to the not so polite, "How much money did you get from them for this endorsement?" I won't dignify that last question with a response, except to say, we work for you, not the company! And while such comments are infuriating, I simply must consider the source from which they came.

To the real question, please remember what I have been reporting to the membership for many months now that the union would withhold endorsement until we found a commitment from someone that our members would not lose jobs as a result of this merger. That assurance was indeed made by SBC CEO, Ed Whitacre, that not only would jobs be maintained, but that Illinois and Northwest Indiana jobs will grow after the merger is complete. We are talking UNION jobs here, folks. Whitacre made this commitment PUBLICLY and on the record.

Why, then, would we not give this merger our blessing? The commitment SBC is giving us for our future is a hell of a lot brighter than what we experience with Ameritech today. The attitude that SBC has and continues to display toward its employees and the union is like night and day compared to Ameritech. For years

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IBEW Local 21

FRONTLINE

Official Bi-Monthly Publication

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

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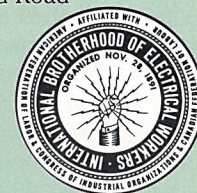
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cles, and to use items as space allows.

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

GRIEVANCES & ARBITRATIONS

■ Cable placing dispute won

A recent settlement awarded \$3,000 in back pay to the Mt. Prospect construction crew. The settlement resulted from a grievance filed in September when Ameritech hired a contractor to move a duct run in downtown Arlington Heights.

The job involved breaking out the old duct, removing the cables and replacing them in a new split duct some 20 feet away. An investigation by Local 21 Stewards showed that the contractor hired by Ameritech was performing work in Local 21's jurisdiction, and the union demanded that the Mt. Prospect crew perform this work.

When management ignored the demand, the union filed a grievance which was denied at the first step of the grievance procedure. At the second step meeting, the union convinced management that whenever the company utilizes a contractor to break open old ducts and install new split ducts, or to rearrange cable or any movement thereof (including tying, supporting, wiping, soaping and placing cable into new split duct), the contract requires that the work be assigned to bargaining unit employees.

■ Annuity pay recovered

Twenty-six Local 21 members at a now-defunct interconnect contractor received over \$37,000 in back annuity payments that were owed to them for more than two years. The contractor had not made the required payments to members' individual accounts. Fortunately, one member notified the union. The union staff investigated and uncovered the fraud, but it took nearly two years to recover the money.

Commenting on the case, one Chief Steward said, "Only one person noticed this on their account statement and called the union. The members almost lost this money! People need to pay attention to their paychecks and benefits. That is the frontline of contract enforcement."

Correction

The January edition of Frontline incorrectly reported AG-Communication Systems as A-J Communications. AG-Communication is represented by Local 21 Business Representative Rick Gessler at 630.960.4466, ext. 231 (e-mail: rgressler@ibew21.org), and Chief Steward Mike Dewitt at 630.960.4466 ext. 227 (e-mail: mdewitt@ibew21.org).

■ City tries to change hours

When the employer planned to change the hours of workers for training purposes, the union filed a grievance citing seniority and bidding rights contained in the contract. At the initial grievance meeting, management claimed the right to change employees' schedules after notification. However, after several more meetings, the employer backed off and the grievance was settled in the employees' benefit.

The change in hours would have disrupted the lives of about 20 employees and their families. The only reason for the change given by the employer was that a training schedule starting at 10:00 p.m. and ending at 6:30 a.m. was necessary because of limited space during normal work hours.

■ Sick leave grievance results in back pay

A member in Ameritech's Consumer Group filed a grievance when local management refused to pay for half-day sick time. The member's doctor had submitted Family and Medical Leave Act (FMLA) documentation to support four-hour workdays. The employee worked the first four hours of a scheduled tour and signed out sick for the remaining four, as prescribed by the doctor. But local management refused to pay for the sick time.

In the grievance, the union argued that although FMLA does not require payment for time off due to illness, the current union contract with Ameritech does. Management disagreed and denied the grievance at the first and second steps. The union appealed and at the third step won over \$1,000 in back pay. ■

Ameritech Redefines Article 4

Ameritech seems to have a new interpretation of Article Four of the Collective Bargaining Agreement. Article Four, Company-Union Relationship, addresses cooperation and respect between the parties.

On February 10, Chief Steward Harold Hess and I made a prearranged visit to the Highland Park Rec/Screen Center, where we were met outside the building by two supervisors and told that we were not allowed on the floor. They were there to escort us to the second floor cafeteria where we could talk to our members as they came on break. We told them that we disagreed, whereupon we were advised that they would have to notify the police and have us removed from the premises if we insisted on entering the building. We told them to start dialing. Needless to say, we had a good visit with our members and never saw the police.

On February 15, I visited the Villa Park garage and joined a meeting between two Union Stewards and two foremen. When it was pointed out to management that their Tier C manager had a different version of the facts than we had, they ended the meeting and demanded that I leave the premises. When I advised them that I was not quite ready to leave, I was threatened with being removed, as the foreman stood

over me. I told him that he should go ahead and remove me. He decided that it was not a good idea. I left the room and went to make phone calls in the "bum" room. Soon thereafter the foremen walked in with two of Villa Park's finest. The foreman said, ".... there he is. I want him removed!" Well, what better way to start a Monday morning! We had a discussion and I told them that I had as much right to be there as the supervisor and was not through with my business and therefore not ready to leave. Furthermore, if I were to leave before I was finished, I would have to be forcibly removed to which the police responded, ".... that's what we're here for." OOPS! Well, eventually, since I wasn't moving and the supervisor wasn't backing off, the police asked him if he would sign a trespassing complaint. He responded yes, he would. At this point, my day was just a little bit worse than my average Monday and I saw that one of the police officers had his cuffs in his hand. The other officer asked where the supervisor gets his direction from and suggested they both call that person. When they returned, the officer advised me that they would not arrest me but would remain there until I finished and left "... to be sure there are no problems." With that I told them that I hoped they were present for "my protection!" — Rick Gessler ■

Social Security: Today and Tomorrow

For over 60 years, Social Security has been America's most effective and efficient social program. It provides lifelong, guaranteed benefits to families when workers retire, become disabled or die. Its benefits have kept millions of older and retired workers out of poverty, and with a small, stable cushion for the later years in life.

Although many union members have good pensions and benefits, Social Security is equally important to them. Most negotiated pensions are built on the foundation of Social Security. Social Security benefits are unmatched by any type of insurance or investment available in the private market.

Many special interest groups, such as Wall Street tycoons, are causing great public concern about Social Security's future. They're trying to convince you, the public, that privatization is the only way to keep the program solvent. In fact, nothing is farther from the truth!

The Social Security system, as it is, will be able to pay 100% of benefits through 2032. After that, even without changes, it will be able to pay 70% of benefits. With modest fixes, Social Security can continue to provide full benefits for retirees, the disabled and survivors long into the next century.

What's wrong with privatizing Social Security? Privatization will cost working families. First of all, **conversion to a private system will cost a bundle**, and the burden will be devastating. Initially, at least, the government would have to fund two systems at the same time: today's program for current beneficiaries and the new system. The added costs would require:

- Raising the retirement age to 70 or older, which would be especially hard on workers in physically demanding jobs and on workers of color. (Many African-American men, for example, would not live long enough to collect benefits because their life expectancy is only 66.1 years.)

- Deep cuts in guaranteed benefits.
- Cutting or eliminating cost-of-living adjustment.
- Raising payroll taxes.
- Some mix of these bad choices.

Secondly, **the Social Security Administration spends just 1% of income on administrative costs**. No other public or private program even begins to match its efficiency. Administrative costs for private insurance range from 12 to 14%, according to the American Council of Life Insurance, and private investment firms typically collect 3-9% in administrative fees.

Furthermore, **privatization would replace guaranteed benefits with benefits dependent on the luck of investors and the ups and downs of the stock market**. While the market has performed well in recent years, stocks do fall. Since 1956, nine major downturns in the stock market have occurred. Prices have tumbled by 20% or more for months and years at a time. If Social Security is privatized, pray you don't retire at a time when the stock market is down.

Who supports privatization? Behind this campaign are the

AFL-CIO President John J. Sweeney said of Social Security: "We know — and our members instantly realize — that this isn't a debate over how to reform Social Security — it is a face-off over whether Social Security should exist, or should not exist."

Wall Street investment, banking and insurance companies who would reap billions of dollars from converting and running a private system, and the same forces who support such anti-worker proposals as so-called "paycheck protection" and "right to work." Every working family has a stake in Social Security; we cannot afford to let greed replace guaranteed benefits!

Social Security can continue to provide full benefits well into the next century with modest fixes, such as:

(1) Taking advantage of the nation's economic upturn and tapping into the current federal budget surplus to set aside money to protect the future of working families.

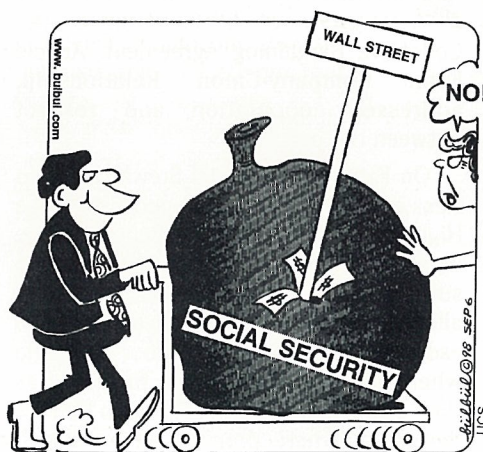
(2) Raising the tax earnings cap above the current \$72,600. Because any income earned over \$72,600 is exempt from Social Security tax, high-income people pay a much smaller percentage of earnings into Social Security. In other words, the average Fortune 500 CEO earns \$7.8 million and pays the same amount of Social Security tax as someone who earns \$72,600.

(3) Changing the fund's investment mix by moving a portion of the money into stocks that generate a higher rate of return, without adding much risk.

There are ways to secure Social Security without putting the money in the pockets of corporate America and its cronies! Don't they have enough? Do they need the massive investment commissions that they'd get from handling America's Social Security funds?

"America doesn't need to kill Social Security to save it. It just has to grow fast enough to save the boomers," according to *Business Week*. "It — meaning privatization — has great ideological appeal to those who would reduce the role of government in political life. But a successful bedrock program central to the well-being and otherwise vulnerable share of the population is the wrong place to conduct an ideological trophy hunt," wrote the *Washington Post*.

What can you do to strengthen Social Security? Write or call your U.S. Representative and Senators. Tell them you and your family want to preserve Social Security's guaranteed retirement, disability and survivor benefits. Tell them you oppose swapping the current system for a stock market scheme that is highly risky, and that could raise the costs and cut the benefits to America's elderly. **You have a voice. Make it heard!** ■



Safety at Work and in the Home

From Local 21's Safety Department — We hope you will make safety a priority at work and at home. We have reported on some safety-related issues at Unit meetings. The Safety Department is creating a database on occupational injuries and illnesses. We have drafted a form to record incidents for the new database. Compiled data will help track trends and reporting procedures of the various employers for whom our members work, and will offer data to assist IBEW International to deal with occupational hazards. Questions and concerns about safety should be directed to Local 21's Director of Safety, **Dale Carpenter**, at 630.960.4466, ext. 244.

LADDER SAFETY

With springtime around the corner, spring cleaning will soon be in full swing. You will probably use a ladder or step stool to get to those hard to reach areas. Using a

ladder is a fairly simple task, but do you know how to use one safely? Here are some facts and tips to help you work safely.

Different ladders are designed for different tasks. Be sure to choose the right one. If using a straight ladder to get to a higher level, such as a roof, the ladder should extend at least three feet higher than that level. If a three-foot extension is not possible, a handle should be installed so you can grab it as you step off.

When using a stepladder, **never** stand on the top. When using a straight ladder, **never** step higher than the third rung from the top unless you're climbing off the ladder to reach a fixed surface, such as a rooftop. **Never** use a metal ladder when working around electricity. Electrocution can result not necessarily because a metal ladder is placed directly on an electric wire, but more often because of a slip and making contact with the wire. If you are working anywhere near wires, use a fiberglass or wood ladder. When working outdoors, remember that any type of ladder will conduct electricity if it is wet.

Before climbing a ladder, take a few minutes to inspect the ladder for safety.

- ☐ Does your stepladder lock securely when opened?
- ☐ Do both locks on a straight extension ladder work properly?
- ☐ Is a straight ladder set at a safe angle? (Check the side of ladder for guide markers.)
- ☐ Check the ladder's non-slip feet. Are they worn or defective?

☐ If using a fiberglass ladder, does it show signs of deterioration?

☐ Are the rungs all there and clear of any mud or grease?

If you suspect an unsafe ladder while on the job, notify your supervisor and request a new or safe ladder. While at home, if your ladder is unsafe, replace it.

Ladders are meant for climbing up and down, not sideways. A rule of thumb: Your belt buckle should **never** go outside the ladder rails. Keep ladder free of mud, grease and other slippery substances. If you get a slippery substance on the ladder going up, remember you'll have to use that same step coming down. **Never** use a stepladder as a straight ladder. The feet will not sit squarely on the ground and may slip out from under you. Check the weight limits on the ladder, and remember to figure in any tools you might be carrying.

Finally, climb down a ladder while facing it; it is not a staircase. Go up and down one step at a time. If you think you need someone to hold the ladder, take the time to get someone.

Using these few safety tips will add little time to your task at hand and will help ensure the job gets done safely.

SAFETY FIRST!

QUALITY SECOND!

QUANTITY THIRD!

Source: *Safety & Health* magazine, National Safety Council, January 1999

Current Social Security Benefits

If born before 1938, you are eligible to receive full benefits at age 65. However, the age at which full benefits are payable will increase in gradual steps from age 65 to age 67, by the year 2027.

No matter what your full retirement age is, you may start receiving benefits as early as age 62. Such benefits, however, will be reduced five-ninths of one percent for each month before your full retirement age.

The amount of benefits paid out depends on various factors. Here are some examples.

If you are *under age 65*, you can earn up to \$9,120 (based on 1998 figures) and still collect full Social Security benefits. For every \$2 you earn over \$9,120, \$1 will be withheld from benefits.

At *ages 65-69*, you can earn up to \$14,500 (based on 1998 figures) and collect all Social Security benefits. For every \$3 you earn over \$14,500, \$1 will be withheld from benefits.

At *age 70*, any earnings in or after you reach age 70 have no effect on your Social Security benefits.

For additional information on Social Security benefits, call the Social Security Administration at 800.772.1213.

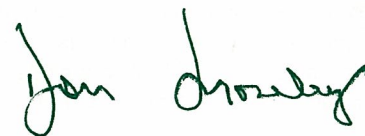
President's Column (continued from page 2)

now the union and Ameritech have had a relationship whereby we stand toe to toe and urinate on each other's shoes. We have had to fight for everything. As a result, the only thing we can see clearly as a result of the relationship is that we both have wet feet, and a lot of people have been hurt along the way.

I can't make an iron clad guarantee that paradise will be found with SBC. As in all relationships between unions and employers, disputes will arise and be dealt with. But given what we know

today, I think that the atmosphere will indeed be different with SBC. Let's face it — we know what Ameritech's attitude is. And with respect to our members, it ain't good!

In solidarity,



UNIT DESIGNATIONS

Your Unit designation is determined by your work location. The boundaries are described below.

UNIT 1-CHICAGO NORTH — The north boundary starts at Lake Michigan on the east and runs west along Devon Ave. to I-294, south to Rt. 55, north back to Lake Michigan.

UNIT 2-CHICAGO SOUTH — The northeast boundary starts at Lake Michigan and follows I-55 south to I-294, south to Cicero Ave., to Beecher Rd., east to Rt. 1, south to Rt. 114 (which becomes Rt. 10 in Indiana), to I-65. The east boundary runs north to Lake Michigan. Lucent and AT&T members with an Indiana reporting location are in Unit 2.

UNIT 3-NORTHERN — The north border is the Illinois-Wisconsin state line, the east border is Lake Michigan, the west border is the Illinois-Iowa state line. The south border starting at Lake Michigan runs west along Devon Ave. to I-294, south to Roosevelt Rd., west to Rt. 59, south to Rt. 88, west to Rt. 39. The south border continues west to Iowa following the south border of the Ogle and Carroll county line.

UNIT 4-NORTH CENTRAL — The northeast border starts at the Indiana state line at Rt. 114 and runs west to Rt. 1, then north to Beecher Rd., west to Cicero (Rt. 50), north to Rt. 294,

north to Roosevelt Rd., west to Rt. 59, south to Rt. 88, west to Rt. 39. The north border continues west to Iowa following the south border of the Ogle and Carroll county line. The west border is the Iowa-Illinois state line. The east border is the Indiana state line. The south border runs from the Indiana state line, west on Rt. 24, to Rt. 39, north to Rt. 17, west to the Iowa state line. Members employed by AG-Communication Systems and Fujitsu Business Communication Systems are in Unit 4.

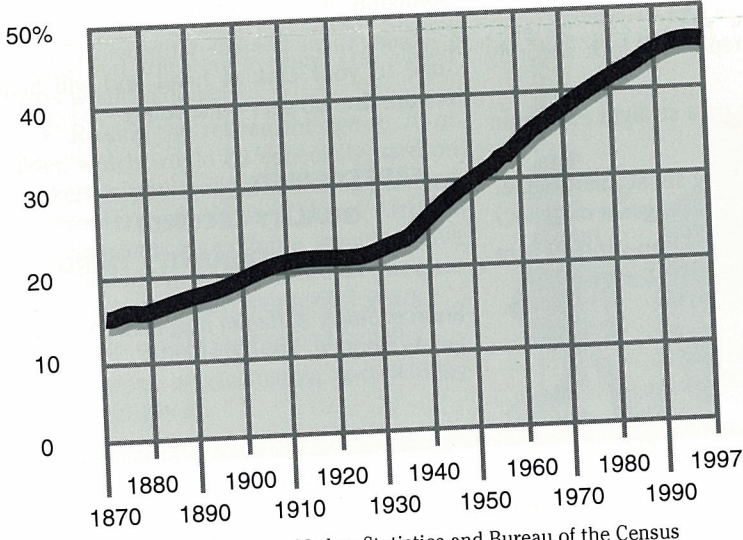
UNIT 5-SOUTH CENTRAL — The north border starts at the Indiana state line and Rt. 24, west to Rt. 39, north to Rt. 17, west to the Iowa state line. The west border is the Iowa state line. The east border is the Indiana state line. The south border starts at the Indiana state line, west on Rt. 70 to Rt. 185, west to Rt. 16, west to the Iowa state line. Sangamon County is excluded from Unit 5.

UNIT 6-SPRINGFIELD — Sangamon County

UNIT 7-SOUTHERN — The northeast corner starts at the Indiana state line at Rt. 70 and runs west to Rt. 185, then west to Rt. 16, west to the Iowa state line. It includes all the area south of this line in the state of Illinois. ■

(continued from page 1)

Women's Share of the Labor Force, 1870-1997



Sources: Bureau of Labor Statistics and Bureau of the Census

Some Other Facts You Should Know

- Women are a growing percentage of union membership. In 1962, women accounted for 19% of union membership. By 1997, 39% of all union members were women.
- Nonunion women are consistently more supportive of unionizing the workplace than nonunion men. Among non-union workers, 49% of women say they would vote for a union, while only 40% of men say they would vote for a union.

of women workers entering the workforce today, and the fact that their wages and benefits are behind those of men, it's a wonder why more are not joining the ranks of labor and becoming union. (Perhaps they're not joining up for many of the same reasons nonunion men don't join up.) They're unaware of how much unions can benefit them.

What that means is that the ball is in our court. As union members, we need to organize and educate nonunion women workers, and teach them the benefits of being union.

With 5.5 million women members, the AFL-CIO and its affiliate unions are a powerful voice for all working women.

Women have long known the benefits of speaking with a collective voice. They've been perfecting that for over a century. Now union men and women need to learn to talk to nonunion women, with a collective voice! ■

Sources: AFL-CIO, U.S. Department of Labor, Bureau of the Census and Bureau of Labor Statistics

MEMBER SPOTLIGHT

On January 22, Don Rooney and his daughter travelled to Decatur, Illinois to visit his father-in-law who has terminal cancer and had just been released from the hospital that morning after surgery. Don's wife had been with the father-in-law for several days and was also helping her own mother who was recovering from brain surgery. Don's wife had her hands full.

Don's daughter tried to call his inlaws for over an hour on an Ameritech cell phone and kept getting a busy signal. She then called another family member in Decatur who informed her that the inlaw's phone was dead. Don immediately called repair and relayed to an Ameritech representative his father-in-law's need to be in contact with the hospital and the doctors. A priority was assigned to the case, as it was tested open out. The best the company could do was from noon Saturday, Jan. 23 to Tuesday, Jan. 26, due to the volume of trouble caused by inclement weather.

Knowing his family could not wait, Don pulled into a parking lot and tried to contact several local office numbers. He finally reached Decatur Central Office and spoke to Richard Sharpe, a Data Repairman for Ameritech. He told Richard that he worked out of the Elgin Central Office and explained his situation. Without hesitation Richard took the POTS case and tested the trouble out on the cable pair. It was late afternoon, foggy and raining. Don arrived at his inlaws just minutes before Richard. A rabbit was the possible cause for a chewed line at the terminal. Richard fixed the line and made sure it worked both ways. Don's father-in-law and the rest of the family settled down when they realized that phone service was restored.

Don Rooney commended Richard Sharpe for taking the case, not in the course of normal job duties but upon understanding the situation the family was in. Richard proved that there are people who care enough to help others. There's no measurable way to thank Richard for what he did.

Local 21 thanks Richard Sharpe for his thoughtfulness and concern, and for showing again that union people do make the difference. We also thank Don Rooney, Union Steward, Elgin Toll. Our prayers are with you and your family. ■

Today's War on Workers - Join Up!

In years past, the choice of being drafted or volunteering for the military was a hot topic for debate. Local 21 hopes that you will volunteer for the war on workers.

Wherever you work, today you're required to work faster, produce more and cut costs. The years of common decency, respect and straightforward collective bargaining are over. Corporate America has pulled together and called off its "truce" with workers and organized labor.

The gains won in the past are either greatly eroded or in deep jeopardy. Working families are paying heavily for labor's loss of power. We must rebuild union power, overcome workplace discrimination, reverse the trend of longer work hours for less pay, and allow more time for our families and communities. The corporate agenda of "profits over all" must be defeated. That can only happen with a strong working class organized into vital trade unions. When unions are strong, working families benefit!

Each and every one of us can help to rebuild our unions and the labor movement. The IBEW Local 21 Organizing Department has joined in a member mobi-

lization program with the Chicago Federation of Labor, other central and state labor bodies, and the national AFL-CIO. Our goals are to get our numbers up, our strength back and rebuild the entire labor movement.

A growing number of IBEW Local 21 members are willing to take action on short notice. We hope you will volunteer for one of the toughest jobs in the labor movement: helping workers organize into strong unions. This requires committed members who are ready to act, and we pledge to you that we'll have a great time in the process!

If you have any questions, call Tom Hopper or Melanie Probst at the union Organizing Department. Tom's phone number is 630.241.IBEW (4239), and Melanie's number is 630.724.1721. It doesn't matter if you are always busy; everyone is. If you have one free evening or a few extra hours over the weeks and months ahead, get involved. Solidarity is an investment in everyone's future! A war can't be won without troops! Unions can't win without our members! ■

Labor Mobilization Pledge For Workplace Justice

Yes! Count on me to volunteer for the following:

- ☐ Assist on organizing drives
- ☐ Home visits during organizing campaigns
- ☐ Mass rallies in the community
- ☐ Rapid response teams
- ☐ Informational picketing
- ☐ Grassroots political action
- ☐ Write letters
- ☐ Work on phone banks
- ☐ Office work, copying and mailings

Name _____ Home phone _____

Address _____ Work phone _____

City, state and zip _____

Unit # _____ Business Rep/Chief Steward _____

Employer _____ Job title _____

Pager _____ E-mail (if available) _____

IBEW Local 21

Organizing Dept: 630.241.IBEW

Newswire: 630.415.3103

Web Site: www.ibew21.org

Fax: 630.434.2368.

Thursday, April 8

6:30 pm

Unit 1 MeetingGolden Flame
6417 West Higgins, Chicago**Tuesday, April 13**

6:30 pm

Unit 2 MeetingOak Lawn Holiday Inn
4140 West 95th Street, Oak Lawn**Wednesday, April 14**

6:30 pm

Unit 4 MeetingFountains of Minooka Banquet Hall
502 Twin Rail Drive, Minooka**Thursday, April 15**

6:30 pm

Unit 3 MeetingGurnee American Legion
749 Milwaukee, Gurnee**Monday, April 19**

7:00 pm

Unit 7 MeetingAmerican Legion Post 446
227 North Poplar, Centralia**Tuesday, April 20**

6:30 pm

Unit 6 MeetingIBEW Local Union 21
Springfield Office
2720 South 13th Street, Springfield**Wednesday, April 21**

6:30 pm

Unit 5 MeetingVFW Post 630
1303 Main Street, Urbana

CALENDAR

New Contract Won at JULIE

By a four-to-one margin, Local 21 members at the Joint Utilities Locating in Excavating (JULIE) shop recently ratified a new three-year agreement.

Highlights of the new contract include: four percent across-the-board wage increases each year; a \$500 signing bonus; major gains in medical benefits, retirement, work scheduling, service and seniority; and language giving workers a voice in implementing technological changes. Long-time JULIE members note that the new contract contains more improvements than at any time they can remember.

Credit for the impressive gains goes to an active membership that spent eight months preparing for negotiations. Out of 60 workers in the group, 26 were involved in preparing for bargaining and 15 actually took a turn at the negotiating table. ■

Your Attention, Please

Please verify the name, mailing address and Unit number on the address label. Your Unit is the 2-digit number on the top line. It is the number on the right. Unit designations are determined by work locations. The boundaries are described on page 6. If you have questions about your Unit, contact Local 21 at 630.960.4466. ■

IBEW Local 21

1319 West Butterfield Road
Suite 504
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