

IBEW Local 21



Special Election Edition ▪ June 2000

OFFICIAL NOTICE Nominations and Elections Local Union 21 IBEW

The nominations for offices and delegates of Local Union 21 will be held in July 2000, and the election shall be in August 2000. Pertinent nomination and election requirements from the IBEW Constitution and Local Union 21 By-Laws follows:

Nominations for Local Union officers, unit officers, and delegates shall be held at the July meetings of each Unit, except employees of AG Communication Systems, Inc., and Fujitsu Business Communication Systems, Inc., which shall be by mail and postmarked by the close of nominations, no later than July 20th, 2000. The July nomination meetings are:

UNIT	DATE	TIME	LOCATION
1	Thursday, July 13, 2000	7:00 pm	Musicians Hall, 175 W. Washington, Chicago
2	Tuesday, July 11, 2000	7:00 pm	Lansing American Legion, 18255 Grant St, Lansing
3	Monday, July 10, 2000	7:00 pm	American Legion Post 57, 826 N. Liberty St, Elgin
4	Wednesday, July 19, 2000	7:00 pm	Harwood Amer. Legion Post 5, 705 S. Larkin, Joliet
	Thursday, July 20, 2000	7:00 pm	IBEW Local 145, 1700 52nd Ave, Suite A, Rock Island
5	Wednesday, July 12, 2000	7:00 pm	IBEW Local 197 Hall, 1105 W. Front St, Bloomington
6	Tuesday, July 18, 2000	7:00 pm	IBEW Local 193 Hall, 3150 Wide Track Dr., Springfield
7	Monday, July 17, 2000	7:00 pm	Amer. Legion Post 439, 1130 New Trenton Rd, Highland

Members of one Unit may nominate members of another Unit for Local Union office. It is not necessary that such nominees be confined to a particular Unit. A member placing the name of another member in nomination for office when the nominated member is not present, shall at the time the nomination is made, give the Unit Recorder evidence in writing signed

by the nominee, that the nominee agrees to be a candidate for a specific Local Union office. However, any member being nominated in this manner cannot signify his/her intentions to be a candidate for more than one (1) specific Local Union office.

After nominations have closed, the President shall appoint an Election Judge and as many Tellers as are required who shall serve as an Election Board to conduct the election. No candidate for any office shall be eligible to serve on this Board.

No member nominated for the office of President-Business Manager & Financial Secretary may be nominated for the at-large delegate since the position of delegate is considered as an office in the Local Union for the purpose of the election.

In order to be nominated, a member must have a minimum of 2 years of continuous good standing in Local Union 21,

including membership in Local Unions 165, 188, 336, 383, 399 and 1942. Good standing means that the member is current in their payment of dues and has been for the two years preceding the nominations.

Nominations will proceed in the order of offices as listed in the IBEW Constitution whose term of office shall be three years.

1. **President-Business Manager/ Financial Secretary** and Delegate to the IBEW International Convention, IBEW System Councils and Coordinating Councils
2. **Vice President**
3. **Recording Secretary**
4. **Treasurer**
5. **Executive Board Members** (one from each of the 7 units)
6. **Delegates and Alternates to the IBEW International Convention** (12 Delegates At-Large)
7. **Delegates and Alternates to IBEW Coordinating Council TCC-1** (5 Delegates) (Ameritech Council)
8. **Delegates and Alternates to IBEW Coordinating Council TCC-2** (One Delegate) (GTE Council)

The Local Union Officers and Delegates election will be conducted by mail ballot. Ballots will be mailed out on August 10, 2000 and counted on August 31, 2000 beginning at 9:00 a.m. at the Holiday Inn / Glen Ellyn, Illinois. Ballots received at the designated depository after 8:00 a.m. on August 31, 2000 will not be counted. Instructions on the use of the mail ballot will be enclosed with the ballot.

All ballots will be mailed to the member's last known address. Please be sure

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OFFICIAL NOTICE (cont.)

to contact the Local Union office at (630) 960-4466, if you are not sure that your correct address is on file.

Candidates shall be entitled to an observer to observe the election process, mailing and counting of ballots. Observers may not interfere with the orderly procedure of the election.

Write-in votes shall not be permitted. The election shall be decided for the candidate receiving the most votes for a specific office. All officers shall be installed and begin their 3 year term at the Executive Board meeting at the Local Union on September 5, 2000.

Delegates and alternates to the System Councils and Telephone Coordinating Councils shall be elected from the membership represented by the respective Council.

Candidates for delegates and alternates to the IBEW International Convention, System Councils and Telephone Coordinating Councils receiving the highest number of votes shall serve as delegates and alternates. Positions will be filled in the descending order to fill the required number of delegates and alternates authorized.

A member's Unit designation is determined by the member's work location. Following is a description of each Unit.

UNIT OFFICERS ELECTION

Nominations for **Unit Chairman** and **Unit Recorder** will be held at the regular meeting of each unit in July and the election will take place at each regular Unit meeting in August. Unit Officers shall be members of their respective Units.

No member shall be a candidate for more than one (1) Unit Office. No member shall be nominated for Unit office unless they are present or signify their willingness in writing to be a candidate. A member must have at least six (6) months continuous standing in their Unit immediately prior to nominations to be eligible for office in their Unit.

Only members of each Unit in good standing are eligible to nominate and vote for the Unit's officers. Only members who are present at the August Unit meetings are eligible to vote by secret ballot to elect Unit Officers.

Nominations for Unit Officers will be held at the July meeting of each Unit listed above.

Election of Unit Officers will be held at the August meeting of each Unit as follows:

UNIT	DATE	TIME	LOCATION
1	Thursday, Aug. 10, 2000	7:00 pm	Musicians Hall, 175 W. Washington, Chicago
2	Tuesday, Aug. 8, 2000	7:00 pm	Lansing Amer. Legion, 18255 Grant St, Lansing
3	Monday, Aug. 14, 2000	7:00 pm	Amer. Legion Post 57, 820 N. Liberty St., Elgin
4	Wednesday, Aug. 9, 2000 Thursday, Aug. 17, 2000	7:00 pm 7:00 pm	Harwood Amer. Legion Post 5, 705 S. Larkin, Joliet IBEW Local 145, 1700 52nd Ave, Suite A, Rock Island
5	Wednesday, Aug. 16, 2000	7:00 pm	IBEW Local 197 Hall, 1105 W. Front St., Bloomington
6	Tuesday, Aug. 15, 2000	7:00 pm	IBEW Local 193 Hall, 3250 Wide Track Dr, Springfield
7	Monday, Aug. 21, 2000	7:00 pm	Amer. Legion Post 439, 1130 New Trenton Rd, Highland

Only Unit Officers are elected at the August meeting. The Local Union officers are elected by mail ballot.

The Unit designations will be determined by the member's work location or as stated in the following descriptions:

■ Unit 1 — Chicago North

The north boundary of Unit 1 starts at Lake Michigan on the East and runs west along Devon Avenue to I-294 South to Route 55 north back to Lake Michigan.

■ Unit 2 — Chicago South

The northeast boundary of Unit 2 starts at Lake Michigan and follows I-55 South to I-294 and follows I-294 South to Cicero Avenue to Beecher Road; take Beecher Road east to Route 1 and go south to Route 114. Take Route 114, which becomes Route 10 in Indiana to I-65. The east boundary will run north to Lake Michigan. Lucent and AT&T members with an Indiana reporting location are members of Unit 2.

■ Unit 3 — Northern

The north border of Unit 3 is the Illinois-Wisconsin state line; the east border is Lake Michigan; the west border is the Illinois-Iowa state line. The south border starts at Lake Michigan runs west along Devon Avenue to I-294 south to Roosevelt Road, west to Route 59, south to Route 88, west to Route 39. The south border will continue west to Iowa following the southern border of the Ogle and Carroll county line.

■ Unit 4 — North Central

The northeast border will start at the Indiana state line at Route 114 and run west to Route 1, then north to Beecher Road, west to Cicero (Route 50), north to Route 294, north to Roosevelt Road, west to Route 59 then south to Route 88, west to Route 39. The north border will continue west to Iowa following the southern border of the Ogle and Carroll county line. The west border will be the Iowa-Illinois state line. The eastern border will be the Indiana state line. The southern border will run from the Indiana state line west on Route 24 to Route 39 then north to Route 17, west to the Iowa state line. Members employed by AG Communication Systems and Fujitsu Business Communication Systems are members of Unit 4.

■ Unit 5 — South Central

The north border will start at the Indiana state line and Route 24; west on Route 39; north on Route 17; west to the Iowa state line. The west border will be the Iowa state line. The east border will be the Indiana state line. The southern border will start at the Indiana state line; west on Route 70 to Route 185; west to Route 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 will start at the Indiana state line at Route 70 and run west to Route 185; then west to Route 16; west to the Iowa

state line. It will include all the area south of this line in the State of Illinois.

TRUSTEES REPORT OF THE LU 21 TRUSTEESHIP

The purpose of this report is to more fully inform LU 21 members about significant findings and corrective actions taken by the International during the LU 21 trusteeship and the reasons for the Internationals' directive to rerun the 1999 LU 21 officers election.

LU 21 was placed under International trusteeship by IBEW International President J.J. Barry on Sept 1, 1999, almost 9 1/2 months ago. The trusteeship was imposed to correct widespread financial malpractice committed by certain LU 21 officers and staff who had violated their duties and responsibilities under the IBEW Constitution and Policies, LU 21 Bylaws, and Federal Law.

In order to implement the objectives of the trusteeship in as short a time as possible, all LU officers duties are suspended during a trusteeship. On September 1, 1999 International Vice President Jerry O'Connor assigned four International Representatives to assume the duties of all LU officers and to exercise complete administrative control of LU 21.

U.S. federal law LMRDA 29 U.S.C Sec.501(a) reads in part as follows:

Sec. 501(a) Fiduciary Responsibility of Officers of Labor Organizations

"The officers, agents, shop stewards, and other representatives of a labor organization occupy positions of trust in relation to such organization and its members as a group. It is, therefore, the duty of each such person, taking into account the special problems and functions of a labor organization, to hold its money and property solely for the benefit of the organization and its members and to manage, invest, and expend the same in accordance with its constitution and bylaws and any resolutions of the governing bodies adopted thereunder"

The key officers with specific fiduciary duties and responsibilities are the LU President, Treasurer, Recording Secretary, and Executive Board. A brief summary of fiduciary and record keeping duties covered in the IBEW Constitution and Policies, and LU bylaws are as follows:

President - Reviews and signs authorized and approvable vouchers, signs checks for standing bill vouchers, signs checks for bills subject to approval only after

approved by a vote of the membership, and is charged with seeing that all other LU officers perform their duties.

Recording Secretary - Reviews and signs authorized and approvable vouchers, and as the official custodian of LU records is responsible for all membership meeting minutes

Treasurer - Upon receiving authorized and approvable vouchers signed by the President and Rec Sec, and those approved by a vote of the membership, together with the President, reviews and signs the checks.

Executive Board - Examines all bills for which the LU is liable and refers all non standing bills (bills subject to approval by a vote of the membership) to the membership meetings, and reviews the LU monthly financial reports.

The following is a list of violations and items found to be in noncompliance:

1. During a two month period when LU 21's monthly expenses exceeded \$600,000 per month, payroll and expense vouchers were not reviewed and signed by the LU President and Recording Secretary. Many of these vouchers as noted below were unapprovable and unauthorized by the IBEW Constitution and LU bylaws.
2. Vouchers were paid with missing receipts, and vouchers were paid that were not signed by the individuals submitting the voucher.
3. Expenses subject to approval were not submitted to the LU membership for a vote
4. Unauthorized daily commuting mileage (daily mileage between home and the office) regularly paid to certain staff representatives
5. Unauthorized daily meals payments with no union purpose (daily lunch) regularly paid to certain staff representatives
6. Unauthorized payment of wages paid to staff for weekend conferences (specifically prohibited by the LU 21 bylaws)
8. Overpayment or double payment of bylaw salaries amounting to \$4,454.96 paid in July 1999 to a newly elected Officer and certain appointed staff representatives.
9. Unauthorized pension payments on

behalf of certain officers and staff representatives amounting to \$7,069.

10. Unauthorized bonus payments to officers and staff amounting to \$19,294.
11. Misappropriation of retiree gift certificates by a former Assistant Business Manager
12. Double payment of reimbursed wages to certain staff representatives for the same hours paid by both the company and the union.
13. Non compliance with the IBEW LU investment policy which requires IBEW LU's to invest their treasury fund reserves into government insured investments. LU 21 incurred a loss of -\$118,838 in 1999 due to the violation of this policy resulting from losses in market value of LU 21's investments in the stock market.
14. Unauthorized payments of LU funds to further the candidacy of certain candidates for LU office prior to the 1999 LU officers election. The candidates were either officers or staff representatives who had access to LU funds through their use of American Express Credit cards issued to them by the local union.
15. Holding a pre-election meeting on April 29, 1999 which was paid for by LU funds for the entire staff (120 participants) of incumbent officers and representatives.
16. LU Unit membership meeting minutes were missing and incomplete. LU expenses subject to a vote of the membership were not presented to the members for approval.

On 6-30-99 LU 21 was in deficit spending amounting to -\$602,101 which had worsened to -\$708,071 by September 1999. Furthermore, LU 21 had done very little towards implementing the amalgamation of the five former LU offices and T-4 office. Completing the amalgamation was an essential part of erasing the deficit and restoring financial health to LU 21. The closing down of these former offices, correcting the operating procedures and violations covered above, and more efficient administrative restructuring of staff assignments, resulted in a new budget enabling the reduction of membership union dues on 2-1-00 from 1% of top pay to 3/4% of actual pay.

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TRUSTEES REPORT (cont.)

The following is a list of the trusteeships completed objectives:

1. Implemented the amalgamation of the five former offices and T-4 office into a single LU office which included selling the former LU 399 building and terminating the leases of the former offices.
2. Reduced the staff from 98 to 49 - restructured and reassigned the staff to more efficiently service the membership and required weekly written activity reports from each staff representative.
3. Implemented a new written expense policy with signed vouchers, canceled union issued credit cards, daily meal and commuting mileage payments, and canceled hotel or travel expense without approval.
4. Implemented a new union auto / travel policy and sold 11 union owned autos that were not required for union business.
5. Implemented a new administrative budget plan which reduced expenses by 44% (thereby enabling a decrease of membership dues to 3/4% of actual pay).
6. Reinvested approximately \$4,000,000 of investment reserves into government insured securities in conformance with IBEW policy.
7. Replaced the CPA accounting firm that had billed the local \$135,000 for accounting services and routine bookkeeping performed January through October of 1999. The same firm handled the 1999 LU officers election which cost the local \$102,000.
8. Sent repayment demand letters to individuals who received unauthorized payments of LU funds.
9. Filed a bond claim amounting to approximately \$400,000 in claims with the Insurance bonding company for recovery of unauthorized payments of LU funds caused by the violations covered above and as follows:
 - a) Unauthorized bonus payments
 - b) Unauthorized pension payments
 - c) Double bylaw salary payments
 - d) Misappropriation of retiree gift certificates
 - e) Meals and mileage payments
 - f) Unauthorized weekend wage reimbursements to staff attending weekend conferences
 - g) Unauthorized payments, expenses, and legal fees arising from a lawsuit filed by a consultant hired without

proper authorization and terminated in 1997 by a former Business Manager

- h) Expenses incurred for the re-run of the 1999 LU officers election caused by unauthorized pay to union officers and staff employees who were also candidates for the election.
 - l) Double payments of U/M reimbursed wages (employer and union pay for the same hours).
10. Provided over 300 stewards with stewards training classes
 11. Provided LU 21's Business Representatives with intensive arbitration training classes and assigned certain arbitration cases to Business Representatives as is the practice in other IBEW LU's, thereby reducing the LU's overuse of attorneys for all arbitrations and other routine matters.
 12. Redirected the LU 21 strategic organizing plan to focus on the AT&T organizing which resulted in the recent organizing success of a 150 member bargaining unit on 6-7-00.
 13. Began implementation of improvements in the grievance / arbitration system and a computerized codified grievance tracking and filing system.

In addition to the above, the trusteeship corrected numerous LU 21 operating procedures that served little or no union purpose, were extraordinarily wasteful, or not cost effective, and not in the best interest of the membership. A LU policies and procedures book will be prepared for LU 21 at the completion of the trusteeship.

As Trustee, acting on the authority of the International President, various LU officers and representatives were removed from their elected and appointed positions. Three of those individuals appealed their removal and formal hearings were held on their appeals. President Barry's decisions from those hearings follow:

Micki D'Angelo, Recording Secretary / Senior Assistant Business Manager- Prohibited from holding any elected or appointed union office for a period of five years.

Larry Moeller, Treasurer / Business Representative - Prohibited from holding any elected or appointed union office for a period of five years.

William Hunter, former Vice President / Assistant Business Manager - Prohibited from holding any elected or appointed

union office and expelled from membership in the IBEW.

Under the IBEW Constitution, President Barry's decisions on these three former officers / representatives may be appealed to the International Executive Council.

Additionally, a formal hearing was held on charges filed against a former Assistant Business manager for misappropriation of union funds. At this date, LU 21 has not received notification of a decision on that hearing.

IBEW Local 21
Organizing Hotline
630/415-3103

Charter Communications Bargaining Update

Negotiations were set for June 5, 2000 to review the Progression Scale the Company presented at the previous meeting. Once again, however, the Company cancelled because Human Resources was unable to attend. Talks are rescheduled for June 16, June 28 and June 29, 2000. All language has been covered and agreed upon by both Union and Company. The proposed Progression Scale looks like it could have short and long term benefits. Any news on a tentative contract offer will be covered with all Charter Communications members in a meeting. Charter members will receive notification by mail in regards to this meeting.

SPOTLIGHT ON CONTRACTS

Local Union 21 AT&T Organizing Victory Organizing for Our Standard of Living

Our strength in collective bargaining flows directly from our ability to represent all workers in a given industry. As an organization, our union's fundamental mission remains today what it has always been—to raise the standard of living and improve the working conditions of our members. While these are goals from which we will never deviate, we must recognize that achieving this goal today presents us with extraordinary challenges.

The only way to achieve our objectives is through organizing—reaching out and organizing our existing members, as well as organizing those who work in our industry without the protection of a union. If we ever permitted ourselves to believe that we could accomplish our goals at the bargaining table without the strength that can only come from an involved and organized membership, those illusions have been cruelly shattered by the union-busters who every day challenge our very existence. It is simply not possible to successfully confront the immensity of corporate power without an informed and mobilized membership.

Most employers have always resisted our drive first for basic recognition and then to create a decent level of wages and benefits. But the last 15 years have witnessed an employer offensive against workers and their unions unseen since the days of our Union's founding. In today's environment workers and their unions must make dramatic changes in the way we pursue our goals. Ironically, one of the IBEW targets to organizing is the global corporation AT&T. At divestiture, 64% of AT&T employees were unionized. Now unions represent only 24% of the AT&T workforce.

Over the past few years, AT&T has spent more than one hundred billion dollars buying up TCI and other cable television companies. AT&T's long term plan includes using the former TCI's CATV lines to offer local phone service across the country, bypassing the regional "Bell Operating Companies". In addition, AT&T plans to perform the work with a non-union workforce. Because of this, the IBEW is coordinating a National Organizing Campaign at AT&T Broadband, the cable subsidiary of AT&T.

Leading the National Campaign is Local Union 21. We are committed to organizing the 1600 unorganized cable television employees of the former TCI in the State and Illinois and NW Indiana. Currently, Local 21 has several active campaigns at AT&T Broadband properties throughout the jurisdiction. On June 7, 2000 the first representation election was held for almost 150 employees at AT&T's South Chicago facility. A majority of workers voted IBEW-YES, are now represented and soon will begin bargaining their first contract. A historic victory! More information on the AT&T Broadband Organizing Campaign is available on the Local 21 Organizing Hotline at 630-415-3103, ext. 3.

If we ever thought that we could immunize ourselves from the threat of low-wage, non-union competitors, that myth too has evaporated like the morning mist. Workers who work without the protection of a union contract are both hurting themselves as well as directly threatening our hard-won gains. All workers—union and non-union alike—suffer when there is non-union com-

petition. Organizing the unorganized will benefit us all.

Congratulations to the Organizing Staff and LU 21 volunteer organizers on a great victory!

AT&T Broadband Bargaining Update

IBEW Local 21 members at AT&T Broadband work under two different collective bargaining agreements; one covers workers at the former U.S. Cable of Northern Indiana (Merrillville) and the other covers workers at the former Jones Intercable properties in Northern Illinois.

Bargaining the new AT&T Broadband contracts presents a unique challenge to the IBEW in 2000 because of new technologies the company is either using, or intending to use. This complicates matters, but the union bargaining teams, supported by rank and file members, are up to the challenge.

For the Merrillville group, bargaining began in May and is moving along as expected. The current contract is on an extension and is subject to a 72 hour notice of cancellation by either party. Key issues for the union team include a substantial wage increase, improved benefits and working conditions.

For the Illinois group, mid-June marks the one year anniversary of also working under an extended contract. Bargaining has been ongoing, but slow due to management's continuing efforts to break the union—just like former owner TCI tried to do. But the former Jones workers have been solid members of the IBEW for more than 20 years and are not easily fooled by the company's divide and conquer scams.

In spite of these distractions, union and company negotiators have reached tentative agreements on many of the major issues, but on big items like wages and retirement benefits the company is digging in its heels and trying to do it on the cheap. The company recognizes that the former Jones workers already make more money and enjoy better working conditions than their non-union divisions.

Unfortunately for the bosses, non-union AT&T workers have already noticed and are organizing into unions at a brisk clip, trying to get their fair share of a big pie. Prominent among these groups is a courageous group of AT&T workers at Broadband's South Chicago Division who voted IBEW Yes! last week. This is one of the largest single groups of iCable workers to organize in one election in many years. These workers didn't buckle under to an insidious intimidation campaign by the bosses and voted affirmatively for their family's future. This victory, among others, represents a brighter future for all telecommunications workers whose bargaining strength is improved as the unionized sector grows by the day.

IBEW telecommunications workers at all of these operations know this is a tough fight and we'll have to stick together to get our fair share. There have been bumps in the road, but nothing that hasn't been overcome by the growing solidarity of workers at AT&T and in the telecommunications industry as a whole.

IBEW Local 21

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LOCAL #21 UNIT MEETINGS NOTICE

Local Union Officer and Delegate Nominations will be conducted at the July Meetings. Unit Officer Elections will be conducted at the August Meetings. Nominations and elections shall be the only union business conducted at these meetings.

Unit	Date	Time	Location
1	Thursday, July 13, 2000	7:00 p.m.	Musicians Hall
	Thursday, Aug. 10, 2000	7:00 p.m.	175 W. Washington
	Thursday, Sept. 14, 2000	7:00 p.m.	Chicago, IL. TEL: 312-782-0063
2	Tuesday, July 11, 2000	7:00 p.m.	Lansing American Legion
	Tuesday, Aug. 8, 2000	7:00 p.m.	18255 Grant St.
	Tuesday, Sept. 12, 2000	7:00 p.m.	Lansing, IL. TEL: 708-474-5906
3	Monday, July 10, 2000	7:00 p.m.	American Legion Post 57
	Monday, Aug. 14, 2000	7:00 p.m.	820 N. Liberty St.
	Monday, Sept. 11, 2000	7:00 p.m.	Eglin, IL. TEL: 847-741-2358
4	Wed., July 19, 2000	7:00 p.m.	Harwood American Legion Post 5
	Wed., Aug. 9, 2000	7:00 p.m.	705 S. Larkin Ave.
	Wed., Sept. 13, 2000	7:00 p.m.	Joliet, IL. TEL: 815-725-4333
4	Thursday, July 20, 2000	7:00 p.m.	IBEW Local 145
	Thursday, Aug. 17, 2000	7:00 p.m.	1700 52nd Ave., Suite A
	Thursday, Sept. 14, 2000	7:00 p.m.	Rock Island, IL. TEL: 309-736-4239
5	Wed., July 12, 2000	7:00 p.m.	IBEW Local #197 Hall
	Wed., Aug. 16, 2000	7:00 p.m.	1105 W. Front St.
	Wed., Sept. 20, 2000	7:00 p.m.	Bloomington, IL. TEL: 309-827-4868
6	Tuesday, July 18, 2000	7:00 p.m.	IBEW Local #193 Hall
	Tuesday, Aug. 15, 2000	7:00 p.m.	3150 Wide Track Dr.
	Tuesday, Sept. 19, 2000	7:00 p.m.	Springfield, IL. TEL: 217-544-3479
7	Monday, July 17, 2000	7:00 p.m.	American Legion Post 439
	Monday, Aug. 21, 2000	7:00 p.m.	1130 New Trenton Rd
	Monday, Sept. 18, 2000	7:00 p.m.	Highland, IL. TEL: 618-654-8597