

IBEW Local 21



Volume 4, Number 1 ■ September 2001

President/Business Manager's Report SBC/Ameritech Bargaining Complete

by Ron Kastner, President/Business Mgr.

Solidarity pays off. That's true every day, but at contract time, it's critical. What the company sees on the shop floor shows the strength of our union. During the months of contract negotiations with SBC/Ameritech, IBEW members stood together, making it clear to the company that they supported our union bargaining team in our demands for a fair contract.

The result was a contract with record-breaking wage increases. I was truly heartened when the members voted in unprecedented numbers—two thirds of the 12,000 rank & file members returned ballots. The votes were tallied on Thursday August 2, 2001 at the union hall by a committee of Local 21 members. Our bargaining committee had recommended a "yes" vote, and the members listened. An overwhelming ninety-two percent (92%) agreed.

The solidarity and determination of Local 21 members were the keys to bringing home this highly progressive agreement. IBEW members at Ameritech will enjoy increased wages, pensions, and improved benefits over the next three years. Most important, while IBEW members stand at the cutting edge of the ever-changing high-tech communications industry, we also remain at the leading edge, setting the industry standard for wages, benefits, and working conditions.

Originally negotiations were re-opened only to set the terms for wages, pensions, and other wage-related matters for the final two years (2001, 2002) of a five-year collective bargaining agreement that was set to expire on June 28, 2003. Our progress was slow; finally, on June 23, 2001, the IBEW bargaining team, in a creative twist, reached a tentative agreement with the company on a whole new contract. A major change was adding one year to the current agreement so that our contract returns to the same time frame as

Ameritech's CWA contracts, as well as other telecommunications contracts like AT&T and Verizon, expiring June 26, 2004. This move also opened the door for discussions on benefits.

Our union team did an outstanding job, and I'm proud of everyone. I can't emphasize enough how important workplace solidarity was to our success. I credit this additional year, which by the way is where all the gravy is, to you, the rank and file members of this great Union. Without your solidarity, shown by your sticking together in various ways up to and including the famous Cobra shirt, I'm convinced that we would have had to wait two years for the added benefits. And even then there would be no guarantees. But remember, solidarity is important every day. The company is always watching us, and the support of the members impacts every issue we confront. This support makes us successful in ordinary grievances and lays the foundation for the next contract negotiation in three years.

I'm sure by now you have noticed Union officials in the workplace more and more. The goal of this Union is to be proactive and get involved with issues before they become problems. We also have formed the Local 21 Solidarity Committee. This committee is already working on many ideas that will make us consistently stronger, particularly during the next negotiations.

Additionally, we have reached an agreement with Ameritech/SBC on a new Service Recognition Agreement and a new Success Sharing Agreement. Both of these include improvements. Most significant is in the Success Sharing Agreement where we have secured a minimum payout of \$425.00, an increase of \$125.00. Furthermore, this payout will be made in cash, not stock.

Unfortunately all is not good news with other employers within the Local Union. We continue to be frustrated with the anti-union

tactics displayed by AT&T. Our bargaining committee continues to meet with hopes of reaching an agreement soon. I have been reaching out at Union meetings explaining how this is not just a struggle with one Employer, namely AT&T/Broadband, but it is an industry standard struggle also. This needs to be understood by all members of this Union. Until we are able to reach an agreement that contains competitive wages and job security, AT&T will be able to compete unfairly in the highly competitive telecommunication field. Ultimately this means jobs and the luxury of competitive wages in all our contracts in this local. Brothers and Sisters, if you haven't noticed this is not just a cable company anymore. AT&T/Broadband is a highly competitive telephony employer. Yes that's right. They are in fact installing Dial Tone and high-speed data lines. This local Union is more than willing to deal with different employers competing with one another. But the difference is we want a fair playing field. I don't mean to offend our Union Brothers and Sisters employed by

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INSIDE

Another Day Another Dollar

by Bill Renter, Steward

Brothers and Sisters we all face the same daily struggle. Although we may feel that the weight is only carried upon our shoulders, there is a whole world of union brothers and sisters that share in the same struggle, the struggle for a better way of life.

Union workers are everywhere. Corporations depend on union labor to operate their businesses and yet many strive to destroy those very organizations to fuel their hunger for more power and more money! These businesses are run by a board, a committee, a president, a business operations manager, and a management structure, all of whom are merely ordinary people. Ironically, these very people that try to oppress, decertify, and discredit our unions need union labor to make it through another day and to make another dollar. Corporate profits and everyday life would be impossible without union labor.

Every business needs raw materials to create their product. Most of these materials derive from union labor. The steel created by steelworkers (USWA), the timber cut by lumberjacks (ALF), rubber (URW), textile (UNITE), petrol products (PACE), and grain products (AFG). These raw materials are shipped by railroad that is loaded and driven by engineers (UTU & BLE) or flown in by pilots (ALPA), who are then served beverages by a Flight Attendant (AFA). Those airplanes are repaired by airline mechanics (IAM), and directed by air traffic controllers (NATCA). Products can be delivered by truck (IBT) as well. Although some products may not be created, or assembled by union labor, they are all delivered by it. All business transactions are sent and received by union labor, whether it is sent via mail (APWU), UPS or Airborne

(IBT), or telephone, fax, and e-mail (IBEW & CWA). Any way you look at it, it seems that organized labor makes businesses run, and its their management structure that causes its own company's decay.

As for the managers themselves, organized labor affects their ordinary lives. The homes they live in are built by union contractors: the foundations dug by operating engineers (IUOE), the concrete and brick masonry (OP&CMIA), the plumber (IPPF), and the home was painted by a union painter (IBPAT). Once constructed the home is supplied with electricity (IBEW), gas (IBEW), telephone, internet access, and cable tv (IBEW). Their homes are protected by organized labor, the police officers (IUPA), and the fire department (IAFF). Their children are driven to school by a union bus driver (AFT or IBT), and taught by a union teacher (AFT). The American automobile they drive was built by a UAW member. The meat they buy was cut and packed by a union butcher (UFCW). The produce and groceries they buy at a supermarket were checked out and bagged by a union worker (UFCW).

After managers think that they have had a hard day's work of numbers crunching and job cutting, they can stop off at a local theater and catch a play (AE), or rush home to enjoy a cold beer (UAW), and watch their favorite union TV actor/actress (SAG), that was provided by a cable worker (IBEW). Soon they will sleep, and arise tomorrow for another day of denial.

We are not alone, there are millions of Brothers and Sisters who share our struggle, the fight for a better way of life, for our families, for our peers! Remember this only represents about 10% of all workers—the 10% that makes things happen!

Safetyfest is Managementfest

Congratulations to the Local 21 members of the New Lenox I & R and Construction garage. They decided to exercise their rights and leaflet management's "Safety Fest". They were upset with an insulting letter from Dennis Harris, President of network services, which boasted of the high number of suspensions and firings. This, at a time when techs all across the midwest were asked to work long hours and weekends in dangerous heat. This adds insult to injury since there are no stewards or members involved in safety programs for their area.

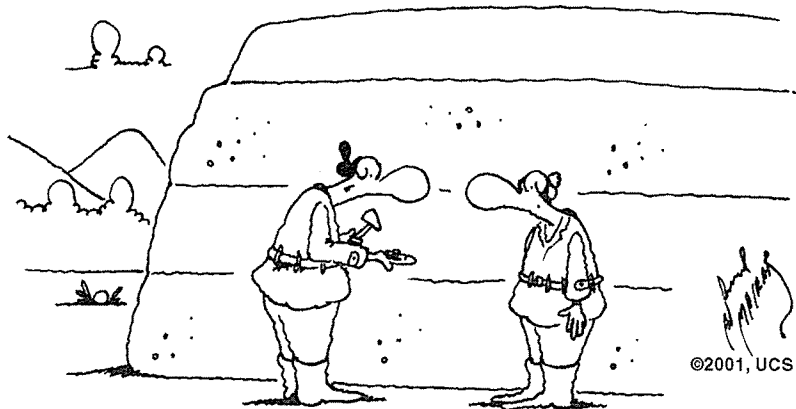
Their message has spread across the Local. The leaflets were passed out to visitors of the Fest by Local 21 members who in an attempt to inform the public about how managers are more interested in punishing employees than providing service to customers. Apparently, the company feels that reading a few questions and paying lip service to safety is good enough. Local 21 members disagree.

"Where's my grievance?!"

It's a common refrain heard at Union meetings, Job site visits, or on your union Rep's voice mail. Some grievances are settled after numerous discussions with management, others languish in the black hole of pending arbitration.

The following is a list of cases waiting on the respective companies to get off their a __ set an arbitration date and choose an arbitrator.

- 197 total arbitrations
- 8 confirmed dates
- 16 held in abeyance or awaiting settlement
- 19 combined with other arbitrations
- 153 in the process of setting up dates or striking arbitrators
- 1 company arbitration



"Apparently it was a dark era for the working man. This sedimentary layer consists entirely of denied grievances."

Highlights of the SBC/Ameritech Contract

This year's SBC/Ameritech wage re-opener achieved record-breaking wage increases and benefit improvements. The existing contract was extended one year, putting us back on the three year cycle.

The cornerstone of this negotiation are the wage increases:

- 4.25% effective June 24, 2001
- 3% effective June 23, 2002
- 5% effective June 22, 2003

These percentages apply to the maximum wage rate. For employees in progression, the increases are exponentialized, that means less than the full 4.25%, down to no change in the start rate.

Several high stress positions like Service Representative/Sales Representative, Customer Account Specialist, Marketing Support Specialist and Customer Advocate job titles will receive a one time increase effective January 27, 2002:

- 4% for Service Representatives/Sales Representatives, Customer Account Specialist and Marketing Support Specialist.
 - 3% for Customer Advocate.
- Again, this applies to the maximum wage rate, which will be exponentialized downward, with no change in the start rate.

This contract's **Ratification Bonus** is something completely new for craft employees—stock options—150 for full time employees, 75 for part-time employees. Options have been a major part of upper management's compensation package for many years. They are not actual shares of stock, and do not require any cash investment by the employees. Eligible employees are those who are continuously on the active payroll or on an approved leave of absences on each of the following three dates: the date of ratification, the grant date, and the vesting date.

A stock option gives an employee the right to buy the 150 shares at a fixed price for a certain number of years—in this case five years. The price at which the option is provided is called the "grant" price and is usually the market price at the time the options are granted. Employees hope that the share price will go up and they will be able to "cash in" by exercising (purchasing) the stock at the lower grant price and selling the stock at the higher market price. In essence this is done at the same instant, so that the employees sim-

ply keep the difference in price, without having to invest their own money.

This is best illustrated by an example, **the grant date price is accurate but the vesting date price is only an example:**

- Grant date 9/4/01
SBC stock price \$42 a share
- Vesting date 9/3/02
SBC stock price \$52 a share

Sell on that date 9/3/02 at a profit of \$1,500 (\$10 profit times 150 shares) which you keep. You can sell your profits at any time during this 5-year period. If the stock goes down you lose nothing.

If you prefer to actually buy the stock in order to own it, keep it, and receive dividends, you may do so in those five years at the grant price. Only then are you investing your own money. There will be no broker fees for exercising your option.

Pension Band Increases

- 4% effective January 1, 2002
- 4% effective January 1, 2003
- 6% effective January 1, 2004

Other Economic Increases—Incidentals
Meal Allowance During Overtime
Daily Travel Allowance
Daily Lodging Expense
Daily Meal Allowance
Incidental Expense

Benefit Improvements were made possible when we negotiated the one year extension of the existing agreement. **The actual date when many of these benefits will become effective was not confirmed at press time.** To stay updated, it's important to check the hotline 630 415-2711 or the toll free number downstate 866-423-9582. In a few cases the changes require caution on the part of employees, for example reducing the time allowed for an employee to make vision claims, or reducing the number of loans against your Saving and Security account from two to one. Medical plans which require employee contribution are now more flexible, allowing for plus one and plus two rates, instead of a flat family rate.

Medical

- Blue Cross/Blue Shield of Illinois will remain as the PPO/non-PPO plan administrator through the life of the contract and an option to all members.

- A new supplemental medical plan called CarePlus which provides coverage for certain experimental or investigative treatments not covered by the company's medical plan.
- Newly hired employees are eligible for medical coverage the first of the month in which they attain three months of service. This will remain in effect through June 26, 2004.
- Class I dependent survivors of active employees who die will receive company paid medical benefits for 12 months.
- The mammography benefit will be enhanced for PPO/non-PPO to cover 100% of the charges subject to the age frequency limits.
- A hearing aid benefit up to \$1000 every 36 months.

There are also improvements in the Dental Plan. Vision Plan improvements include laser vision correction surgery (Lasik) at reduced costs through VSP network providers. However the vision claims deadline is reduced to 90 days after the plan year.

Effective upon the conversion to E-Link Payroll System (approximately 1-2-2003) the Ameritech Savings and Security Plan will merge with the SBC Savings and Security Plan. Many improvements are in the area of response time—daily valuation, unlimited number of withdrawals; cash payments for loans, withdrawals and distributions issued only two days after the transaction is confirmed. Employees on leave of absence are eligible to take loans. But only one loan at a time is allowed, although existing loans will be honored under the terms of the Ameritech Savings and Security Plan.

Pension improvements include electing the lump sum option 60 days after either the date of termination or date of receipt of election package. Also an employee on disability or a leave of absence can elect a lump sum or annuity.

There are improvements in the Life Insurance, Adoption Assistance, Service Bridging, and Long Term Care.

Eligibility

- Registered Domestic Partners of either sex will be eligible to enroll for benefits. Registration must be with a government body. The State of Illinois does not have a registration pro

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SPOTLIGHT ON BENEFITS

by Linda Corcoran, Benefits Coordinator

Welcome! It's good to be back. You can look forward once again to checking out this corner for the most recent benefit news. Most articles will pertain to SBC/Ameritech benefits with some general information that may be helpful to all our members.

Ameritech Benefit Changes

It's been a year of changes. To preview, the following is a list of some of the new administrators and their phone numbers. Benefit levels have not changed, only who process the claims has changed.

SBC Connect	1-877-722-0020
CIGNA Dental	1-888-722-5505
UnitedHealthcare	1-877-506-7221
Health Care Network (HCN)	
UnitedHealthcare	1-877-921-7222
PPO	
Blue Cross	1-800-621-7336
Blue Shield PPO	
ValueOptions	1-800-554-6701
Mental Health	
Substance Abuse	
PPO/HCN only	
EAP (all)	
SBC Pension Plan	1-800-557-3640
Service Center	
SBC Savings Plan	1-800-226-6598
Center	
Caremark	1-800-378-8851
Vision Service Plan	1-800-877-7195
Vision One/Vision Care	
FMLA/Leaves	1-888-271-5446
Educational Assistance ..	1-800-220-4819

Additional items of interest:

Pensions: Effective January 1, 2001, the pension plan was amended to read, "In the event that the spouse predeceases a service or disability pensioner, his(/her) pension shall be restored to the full amount before the reduction for the survivor annuity effective with the pension payment for the month following the spouse's death." Simply stated, this means if the employee has chosen an annuity with a survivor option, receiving 90% of the monthly pension amount, upon the death of the employee's spouse, the pension amount will be restored to 100% of the monthly amount.

The voice response system was finally updated to reflect the accrued monthly interest for those eligible for the 2000 Special Pension Account.

Anyone with a firm retirement date should contact the SBC Pension Plan Center 45 to 60 days in advance, especially when requesting a lump sum distribution. We've been advised that the SBC Pension Center has experienced some delays in getting pension packages out in a timely manner. Normally, when selecting a lump sum pension, the center must receive your signed, notarized election form thirty days in advance of your last day on the payroll. If you have requested your package in a timely manner and the SBC Pension Center delays sending your package, SBC has agreed, **for now**, to waive the thirty-day limit.

We have been advised that some lump sum pension calculations were calculated incorrectly this year. The two scenarios involved are 2000 SPA pensions calculated with no interest and the use of the 2000 Treasury Rate (6.15%) rather than the 2001 Treasury Rate (5.78). Both created lower lump sum pay-outs. We requested the company recalculate each and every lump sum and provide the supporting documentation. Additionally, we requested the company pay 5.78% interest on any additional payments caused by the incorrect calculations or on distributions that were paid out late. As of a list prepared January 1 through June 6, 2001, checks were issued and resulted in over \$452,000.00 additional monies paid to IBEW members. We still are not convinced everyone has received the correct amount and are still working with the company to assure that happens.

Beneficiaries: Everyone should have current beneficiary information on file for life insurance, pension and savings plan. You can no longer verify this information over the phone. You can request a copy of what's on file and it will be mailed to you. If you would like to update your beneficiary information, call 1-877-824-3690 to request the beneficiary designation forms. We urge you to verify all beneficiaries.

Adding eligible dependents: SBC will allow employees to add dependents outside of open enrollment and qualifying events. The effective date is the first of the month following the notification of the dependent. This is a change for the better as many members failed

to enroll their dependents within thirty-one (31) days of hire, a qualifying event or during student and open enrollment resulting in the inability to add their dependents until January 1 of the following year.

ValueOptions Certification: A pre-certification number will no longer be given when you call for provider certification. Make sure you note with whom you spoke and when in case your claim is processed incorrectly.

Medicare Part B: Ameritech/SBC pays a portion of the cost of Medicare Part B for each member and their eligible dependents. In the past, only employees were automatically allowed the reimbursement at age 65. The dependents, however, had to submit a copy of their Medicare card to activate the reimbursement. The new policy does not allow for automatic enrollment for employees. Therefore, employees and their eligible dependents will receive an enrollment form sixty days (60) prior to their sixty-fifth (65th) birthday. The forms must be completed and returned prior to the birthday in order to receive the full reimbursement. No retroactive reimbursements will be given.

Telephone Concession: Human Resource personnel are still responsible for processing new concessions and changes in types of concession, e.g. Class B to Class A. Those records are sent to the RCST Center for processing and based on the data sent, changes are made as directed by Human Resources. That process takes approximately two billing cycles. Any questions or problems can be referred to the Customer Care Center at 1-800-244-4444.

FMLA: Effective January 1, 2001, the leave year was changed from a rolling calendar year, the twelve-month period following your first day of absence, to an actual calendar year, January 1 through December 31. In order to be eligible FMLA, you must have worked at least twelve months in the previous year (2000) and have worked at least 1250 hours. Out of the four possible leave years, this is the best method possible. Conversely, SBC has changed the re-certification period, for chronic illnesses, from 90 days to 60 days. We advised the company they were in violation of the Act. As of now, they are allegedly looking at re-certification on a case-by-case basis.

IBEW COPE Alert

by Larry Moeller & Rosetta Shinn

Educational Assistance: Pathways to Development, the assessment and counseling process under the bargained Career & Personal Development Plan, moved to the SBC Career Center effective April 16, 2001. The number to call is 1-888-355-2227.

Medical Explanation of Benefits: If you enrolled with UnitedHealthcare in the Health Care Network, you will only receive an explanation of what was paid by your insurance if there is a balance owed. For example, if you owe a co-payment for seeing a physician, you will receive an explanation of what was paid and what you owe. If the entire bill is paid in full, you will not receive one. Whereas this cuts down on paperwork, we are skeptical this will work. Our suggestion is that any bill you receive from a provider that shows a balance should be challenged. You can request a copy of any explanation of benefits from United and should do so, especially if you receive a bill that doesn't look correct. Blue Cross Blue Shield has not changed their policy and will send an explanation for each bill submitted to them.

UnitedHealthcare Hospital Contracts: Recently, it was reported in newspapers and on television that Advocate Health Care was terminating their contracts with UnitedHealthcare as early as October. We were notified by SBC that negotiations had been continuing and effective August 8, 2001, have been resolved. Advocate Health Care and its associated hospitals, physicians, specialists and Urgent Care Centers are remaining in the network for at least one year.

In closing, we know there are a multitude of benefit problems. We are working diligently to correct problems individually and globally. You can reach the benefit extension by calling the Union office at 630-960-4466 extension 228. When attempting to reach one of our benefit specialists, you may reach their voice mail.

Please leave a message and we will return your call as soon as we can. We are unable to escalate your problem without knowing the person's name you spoke with, at what phone number and on what day. We appreciate your patience.

In our labor movement we are subject to the whims of misguided politicians. What the union gains at the bargaining table, it can lose in the legislature. The forty hour work week is under attack by the Bush administration. There is a bill in Congress to substitute "comp" time for overtime. This scam enables supervisors to have you work overtime with the promise that you will get those hours off at a later date when you want the time, but "comp" time is worth less because it's straight time, not time and a half. It's hard to get because there is always too much work to let anyone off early. If this bill passes, IBEW union members stand the chance of losing overtime pay, even though it's guaranteed in our union contract. Without federal protection, our contract is harder to defend in negotiations. HB-1982 is currently in a subcommittee on Workforce Protections.

The second part of this attack is "Fast Track" authority. President Bush and the giant corporations want a special bill that will let them rush trade agreements through Congress with no changes and minimal review. This plan would limit the time Congress can consider trade agreements and prevent our Representatives and Senators from doing anything other than voting "yes" or "no" on any trade deals Bush negotiates.

If Congress gives Bush "Fast Track" authority we'll see:

- More and faster deals like NAFTA,
- More US job losses,
- More communities decimated by job loss and smaller wages,
- More attacks on workers' rights across the globe,
- More devastating pollution of our air and water.

It's important to make our voices heard now because Congress is expected to decide soon whether to hand "Fast Track" authority to Bush and the giant corporations. Our President-Business Manager and the Committee on Political Education urge you to contact your members in Congress and voice your disapproval for HB-1982 and "Fast Track" authority. It's easy and free. The AFL-CIO has a toll-free number. All you need to do is call 1 800 393-1082, touch-tone your zip code, and you will be connected to your member of Congress.

Take just a few minutes to tell them you oppose HB-1982 and "Fast Track" because working families need fair and balanced trade that protects people and the environment. It is government's job to protect us from the greed of giant corporations. Let them know we are watching.

Support your Committee on Political Education (COPE.) If you have any questions please contact Larry Moeller ext. 221 or Rosetta Shinn ext. 327 at 1-630-960-4466.

Ameritech Safety Update

A job which you consider to be unsafe, illegal or immoral can be challenged. Consult with your Steward, Chief Steward or Business Rep. Should you be assigned a job which you consider to be unsafe – you can refuse to do it!

Asset safety training should be covered by the supervisor with the employee, before the employee takes the test.

The new Chevrolet 3500 Trucks shipped from Texas are not equipped with the proper mirrors. Remember, if you cannot see around the box of a truck, the mirrors need to be changed to be in compliance with state and local regulations.

Building Materials & Tools

Brown & Sharpe Mfg. Co.

Measuring, cutting and machine tools and pumps

► *Machinists*

JET Equipment & Tools, Inc.

Auburn, Wash., distributor of "JET" brand metal- and wood-working power and hand tools for home and commercial use

► *Teamsters*

Southwire Co.

Commercial and industrial wire and cable; Do-It-Yourself brand homewire

► *Electrical Workers*

Entertainment & Recreation

Black Entertainment Television

BET Cable Television, Action pay-per-view, Bet on Jazz

► *Electrical Workers*

Troika Entertainment

Troika's touring production of The Sound of Music

► *Actors' Equity Assn.*

Food & Beverages

Mt. Olive Pickle Co.

Pickles and relishes sold under the Mt. Olive and other labels, including the Food Lion and Harris Teeter supermarket "house" labels.

► *Farm Labor Organizing Committee*

Diamond Walnut Co.

Diamond brand canned and bagged walnuts and walnut pieces

► *Teamsters*

Pictsweet Mushroom Farm

Fresh mushrooms and frozen vegetables with the Pictsweet label

► *United Farm Workers*

Farmland Dairy

Milk sold under the Farmland Dairy label in stores in Connecticut, New Jersey and New York.

► *Teamsters*

Basic Vegetable Products/Basic American Foods

Dehydrated garlic, onion, and other vegetable products, chiefly for institutions such as colleges, hospitals and hotels, and for other food processors. Labels include: Show White garlic, Mello Toasted onion,

Dial-A-Heat garlic and chilis, High-Flavor onion and garlic, Dehydro/frozen Vegetables, Potato Pearls, Golden Grill hashbrowns and potato pancakes, Santiago Refried Beans, Quick-Start Chili Mix

► *Teamsters*

Furniture

Straits Furniture Co.

Jackson, Miss., manufacturer of entertainment centers, dining room and bedroom furniture. Brands include: Canbrough Oak Collection, Downing Street Collection, Cherry Creek Collection, Hood, Straits

► *IUE-CWA Industrial Division*
(Formerly *Electronic Workers*)

Transportation & Travel

Best Western Grosvenor Resort

Hotel in Lake Buena Vista, Fla.; located at Disney World, but separately owned and operated

► *Hotel Employees & Restaurant Employees*

Four Points

By Sheraton

Hotel in Waterbury, Conn.

► *Hotel Employees & Restaurant Employees*

Holiday Inn Sunspree Hotel

Hotel in Kapaa, Hawaii

► *Longshore & Warehouse Union*

New Otani Hotel & Garden

Hotel in downtown Los Angeles

► *Hotel Employees & Restaurant Employees*

Others

CF&I Steel and Oregon Steel Mills, Inc.

Steel, including rod, bar, rail, pipe and steel plate

► *Steelworkers*

R.J. Reynolds Tobacco Co.

Cigarettes: Best Value, Camel, Century, Doral, Eclipse, Magna, Monarch, More, Now, Salem, Sterling, Vantage, and Winston; plus all Moonlight Tobacco products.

► *Bakery, Confectionery, Tobacco Workers & Grain Millers*

United Farm Workers Ends Grapes Boycott

Pointing out that many of its goals have been met, the United Farm Workers (UFW) union has called off the 16-year boycott of non-union California table grapes.

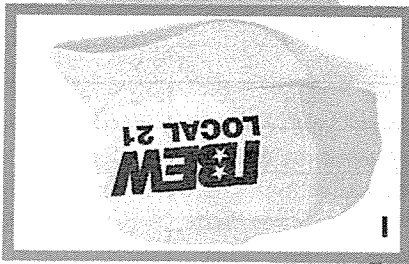
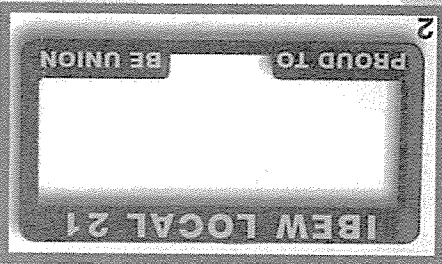
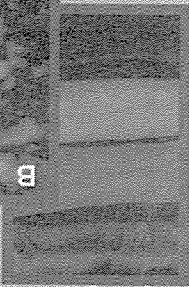
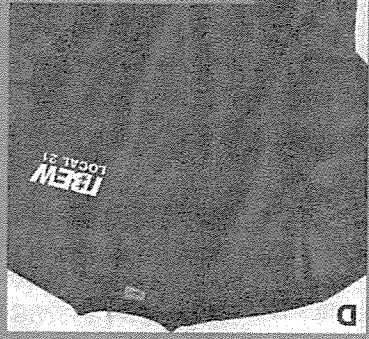
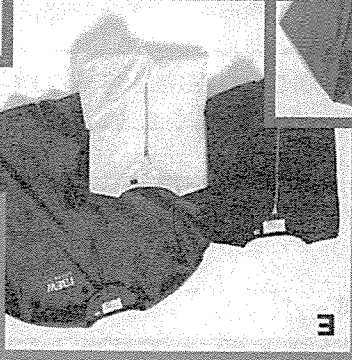
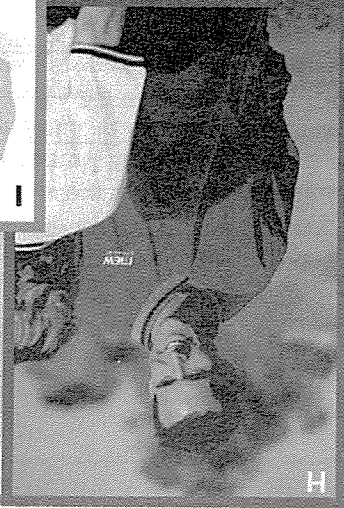
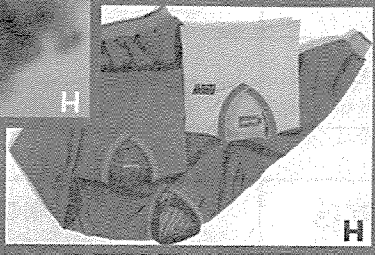
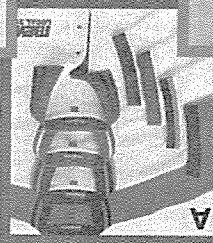
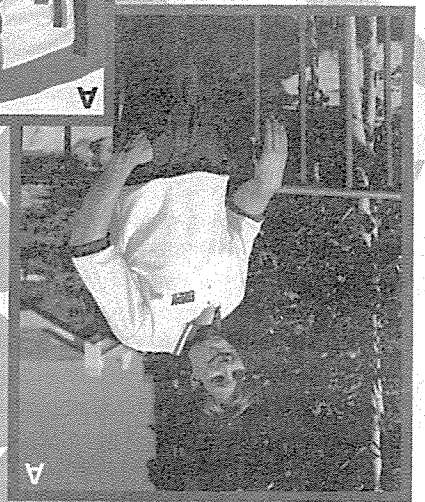
"Cesar Chavez's crusade to eliminate use of five of the most toxic chemicals plaguing farm workers and their families has been largely successful," said UFW President Arturo Rodriguez in announcing the boycott's end.

Three of the pesticides—Dinoseb, Parathion and Phosdrin—"are gone," Rodriguez wrote, adding that a fourth, methyl bromide is scheduled to be banned by the year 2005 and severe restrictions have been placed on use of the fifth, Captan.

Rodriguez made the announcement in a letter to the St. Louis-based National Farm Worker Ministry, an arm of the National Council of Churches.

In addition, he wrote, "It is not fair to ask our supporters to honor a boycott when the union must devote all of its present resources" to organizing and bargaining. In the past six years alone, Rodriguez pointed out, the UFW has won 20 union-representation elections and bargained 24 new or first-time contracts with growers.

IBEW LOCAL 21



ORDER FORM

- | | | |
|------------|--|----------------------------------|
| (A) | SPORT SHIRT , 100% COTTON, pique knit, white body w/navy & white or navy & green trim or yellow body with navy & yellow trim, embroidered on the left chest in navy. UNION MADE/UNION DECORATED. | \$32.00 |
| (B) | SATIN JACKET , nylon, solid color, quilt lined, full snap front, winter weight, raglan sleeve with rib knit cuff, embroidered on the left chest in white. UNION MADE/UNION DECORATED. COLORS: Red, Navy, Royal Blue & Black. | \$50.00 |
| (C) | DENIM SHIRT , 100% COTTON, GARMENT DYED, button down collar, long or short sleeves, left chest button pocket, shirttail hem, embroidered on the left chest in navy. UNION MADE/UNION DECORATED. | \$38.00 |
| (D) | SWEATSHIRT , 80/20 poly cotton, CREW NECK, SET IN SLEEVES, EXTRA full cut, rib knit cuffs & waist band, SCREENED ON THE left chest in white. UNION MADE/UNION DECORATED. COLORS: Charcoal & Ash Navy & Black | \$22.00
\$24.50 |
| (E) | ZIP UP JACKET , 100% COTTON, CREW style collar with banded trim, SET IN SLEEVE with rib knit cuff, full front zip, embroidered on the left chest in one color. UNION MADE/UNION DECORATED. COLORS: White, Navy & Black. | \$42.00 |
| (F) | SUN VISOR , cotton twill, white with navy blue trim, elastic back, navy blue embroidery on the front. UNION MADE/UNION DECORATED. | \$12.75 |
| (G) | GOLF SHIRT , 50/50 poly cotton, houndstoothbody in navy with solid rib knit trim, jacquard stripe on collar, embroidered on the left chest in navy. UNION MADE/UNION DECORATED. | \$24.00 |
| (H) | WINDSHIRT , 100% SANDED micro fibre, nylon lining, V-neck, SET IN SLEEVE with contrasting striped cuff, solid knit waist band, two side entry pockets with self pocket bag, embroidered on the left chest in contrasting color. UNION MADE & DECORATED. | \$45.50 |
| (I) | CAPS , cotton twill, 5 panel, SCREENED ON THE front in white, green undervisor, plastic snap strap. UNION MADE/UNION DECORATED. COLORS: Navy & Black CAPS , SAME AS ABOVE BUT Embroidered ON THE front panel. | \$10.00
\$13.00 |
| (1) | TRAVEL MUG , 14oz. Insulated, slide top lid, white logo on one side. UNION MADE & DECORATED. | \$ 3.50 |
| (2) | LICENSE PLATE FRAME , black plastic with metallic gold raised lettering, Illinois plate design. UNION MADE/UNION DECORATED. k | \$ 2.00 |

SIZES: Small thru 3XL available in all shirts & jackets. Additional charge for 2XL & 3XL

SHIRTS 2XL Add: \$2.00 EACH 3XL Add: \$4.00 EACH

JACKETS 2XL Add: \$3.00 EACH 3XL Add: \$7.00 EACH

Shipping to Residence Add: \$6.00 (Jackets add \$1.00 Each to Shipping Charge)

CONTACT NAME: _____ PHONE #: _____

ADDRESS: _____ **PAGER #:** _____

CITY, STATE & ZIP: _____ UNION REP: _____

[illegible]

September Orientation Builds Union

of the SBC/Ameritech central Union representative up with the newly hired what does that mean? What language? More than just up card, more than a but-the contract. It's a great how members excited about

"Union Orientation" is of an entire trainee class's orientation run by the HR folks. Many, also works for one. hired a single new clerk. ntown to address a whole was tell her boss that we f an hour union orientation." We sat in the cafeteria through the same package 15. This package is made e local as well as items 3. Area Steward Louella a lot of information, in-ers, and I reorganized it il.

important? Wages—what the progression of wages. 6% more than non-union men 38% more. Next ward be present at any lead to discipline by ei- security (Security—or they like to call them- friend. They are frus- out guns). This is called I pass out cards descri- ybody smiles when they ve to sign anything. One tic that we xeroxed blank ture sheets, and they all n." They became people id it felt good.

e charged up is a good that they don't have to ticipate in the union— l now by attending unit nt or vice president will EO of Ameritech show ncerns? No. The union r ways too: The IBEW newsletter, the bulletin nd the newswire.

nt item is the grievance grievance fact sheet. I

always emphasize that no one ever expects to have trouble, but in cases of contract violation, discipline, or injustice the problem resolution process is the grievance. Don't be afraid of it. Your supervisor can't ever hold it against you. It's in the contract.

This is a good moment to tell them about the paid holidays coming up soon, vacations, and training allowances. Parents are grateful to learn about School Visitation Rights; this is especially important if they have a school conference before they have any vacation time.

The company doesn't talk as much about benefits as you might expect, so when you cover them in orientation, it becomes pretty clear that the union negotiated those benefits—they were not a gift: medical plans including useful phone numbers, JobLink, pathways to development, tuition aid, the employee assistance program, and lifecare. FMLA is a federal benefit lobbied for by organized labor. Forewarned is forearmed, so it's a good idea to cover the attendance guidelines for their own protection.

New members don't have to wait 6 months for specifically union benefits: Magic Kingdom Club, United Buying Service, Union Mastercard, union legal service, scholarships, and the mortgage program. Lots of people are glad to get a list of the credit unions too.

Always, I emphasize that they are the union—one of the nearly 1 million members of the IBEW. It means more than wages, more than benefits. It means human dignity and respect on the job. It is a struggle through time—the 40 hour work week, the 2 day week-end, and pensions are all the result of work by organized working people. I usually end with "2 hands, 8 hours" to remind everyone to work safe and as stress-free as possible.

When the HR person returns to the group to give the Benefits overview after my part of the orientation I say, "She is going to tell you more about the wonderful benefits at Ameritech—but who negotiated those benefits?"

The class always shouts, "THE UNION!"

Just a quick reminder about your rights as a member...

by Jim Noble, Executive Board Unit 3

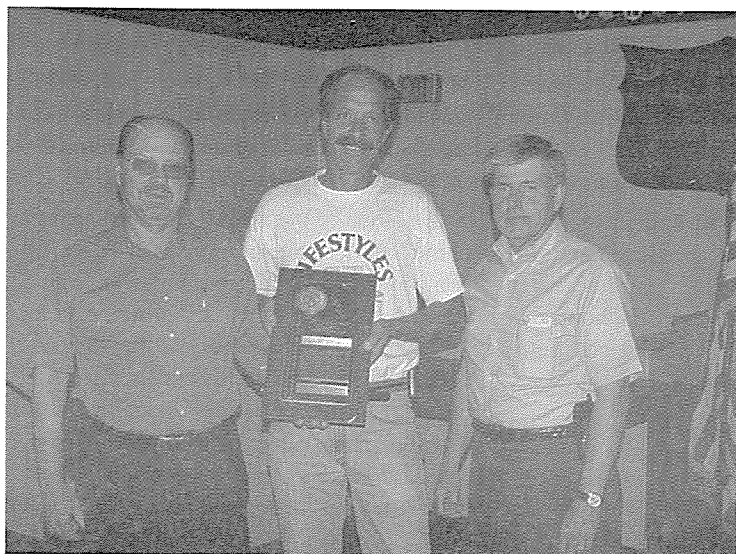
In today's environment, with all the new managers, the procedures we had in the past have changed. Some of today's managers don't involve the Union until they are ready for a **Final Warning** or **Suspension**. I'd just like to remind every member that when you are approached by a manager, invoke your Weingarten Rights. It's your right to ask for union representation. Please use it.

Too often a manager says: "Hey buddy, can I talk to you for a minute?" What seems to be an informal meeting suddenly becomes part of their progressive discipline process and becomes part of your work file. The next thing you know, you're on **Final Warning**, wondering what happened!

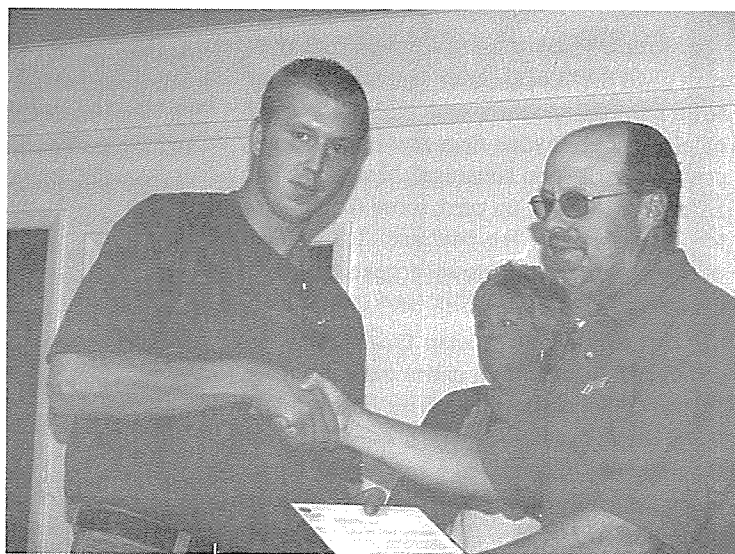
By now, you should have received your new union card, along with a pocket calendar. For your convenience, Weingarten Rights are printed on the back of both items. If you have any questions, please ask your steward or call the Union hall at 630 960-4466.

The newsletter is back and we're looking for articles for the next issue. Please remit these in word format on a 3-1/2" floppy disk, paper copy optional, to Michael Sacco or Larry Moeller or Nancy North at the Union Office 1307 W. Butterfield Rd., Suite 422, Downers Grove, IL 60515 or talk to your Business Representative.

HEROIC LOCAL MEMBERS RECOGNIZED



John Hayes proudly displays his award with President/Business Manager Ron Kastner (right) and Bus. Rep. Bob Kacprowicz (left).



President/Business Manager Kastner reads Lifesaving Award as he presents it to Jason Seeman.

by Nancy North

Heroes happen in real life, but most remain forever anonymous. Many people will take the time to call 911, but few take real action, and perform the greatest service, saving another person's life. The IBEW acknowledges these individuals with its highest award—the IBEW Life Saving Award.

This year Thomas G. Hayes and Jason A. Seeman, two members of Local 21, became heroes. President Ron Kastner presented IBEW Life Saving Awards at their respective Unit meetings in August. The award includes a letter from International President Edwin D. Hill, a lifesaver lapel pin, and a bronze plaque which states: "The greatest service to mankind is the saving of a human life. The above named member of the local union, with presence of mind, prompt action and genuine concern for a fellow man did perform this service on the date specified. All members of the IBEW join in expressing sincere gratitude."

How these brothers became heroes is as mundane as life itself—except for simple twists of fate. On October 8, 2000 Brother Hayes was picking up his daughter from daycare when he saw a man holding a small boy who was shaking violently, unconscious, and frothing at the mouth. Brother Hayes offered to help, and immediately placed the boy on the ground with a blanket under his head, removed his clothing and began to wipe him down with cool, wet towels. As he began to

vomit, Brother Hayes turned him on his side so he wouldn't choke, then stayed until the paramedics arrived.

On April 28, 2001 Brother Seeman saved the life of a sixty-nine year old woman who was trying to commit suicide by jumping from a bridge. When he drove by her, he looked in his mirror and saw her jump over. He immediately turned around, drove down the service road, then jumped in the water, swam to her

and got her to shore. He continued to hold her and talk to her until emergency personnel arrived.

It's not easy to reach out and help another person, even in ordinary circumstances. It takes true courage to help another in extraordinary, life threatening circumstances. Thomas Hayes and Jason Seeman have demonstrated this courage. Congratulations brothers from the officers, staff and members of our union!



"You're on flex time. Come in and call technical support at 4 a.m. when their line is not always busy."

Your old cellular phone can aid an abuse victim

Have you recently upgraded to a newer, smaller cell phone with a better calling package, unable to sleep at night worrying about finding a good home for your old one?

Don't trash it. Instead of being environmentally unkind—the batteries are especially hazardous—your unneeded phone can become a guard against domestic violence.

Donate a Phone, a national campaign sponsored by the Wireless Foundation, the National Coalition Against Domestic Violence and Motorola, collects and refurbishes old phones and distributes them to domestic violence assistance organizations and police departments as part of its Call to Protect program.

The phones are reprogrammed to dial 911 and usually one or two non-emergency numbers, such as a local shelter. Free emergency air time is donated by members of the Cellular Telecommunications Industry Association.

Call to Protect also provides phones and air time to domestic violence professionals who assist victims in moving from abusive situations to safety.

"Abused women will be able to use these donated phones to call for help with the push of a button, which can often make the difference between continued abuse and peace-of-mind security," notes Rita Smith, executive director of the National Coalition Against Domestic Violence.

"Unfortunately, there are an estimated 4 million domestic violence victims each year. The Call to Protect program has made a tremendous difference in the lives of thousands of victims."

The program accepts all types of cellular phones, working or not, regardless of age. Unwanted phones, along with batteries and chargers may be mailed to Call to Protect, c/o Motorola, 1580 E. Ellsworth Rd., Ann Arbor, MI 48108. A donation receipt may be downloaded from www.donateaphone.com.

Also available on the Web site are locations of area drop-off points, which include police departments, churches and other houses of worship, and the offices of many state senators and representatives.

For more information of the Donate a Phone program, call 1-888-901-SAFE.

Pain for Workers, Gain for Rich

With lightening speed the Bush administration laid their campaign claims of compassionate conservatism and bipartisan spirit to rest. Congress, with the full backing of President George W. Bush and his Big Business campaign contributors, voted to kill the Occupational Safety and Health Administration's workplace ergonomics standard. The House then approved a tax cut for the rich that ignores the real needs of working families and risks the nation's economic future.

Such corporate cabals as the U.S. Chamber of Commerce and the National Association of Manufacturers made killing the ergonomics rule, which could have prevented some 1.6 million painful and sometimes crippling workplace injuries a year, their No. 1 legislative priority. On March 6, the Senate voted 56-44 with six Democrats abandoning workers, to kill the ergonomics standard under a never-before-used procedure that prevents OSHA from issuing a similar rule unless Congress approves. One day later, the House wrapped up the gift to Big Business with a 223-206 vote, with the support of 16 Democrats. Thirteen Republicans opposed the bill. The next day the House passed the centerpiece of Bush's multitrillion-dollar tax cut for the rich by approving a change in tax rates that would save the top 1 percent of taxpayers about \$54,480 a year versus an average \$47 for a family in the bottom 20 percent of earners, according to Citizens for Tax Justice. To see how your members of Congress voted on the ergo standard and the tax rate—and to send "thanks" or "no thanks" messages on the ergo vote—visit www.aflcio.org.

Page 1 continued

AT&T who are reading this, but I feel obligated to tell this story. Too many of our members have this "I've got mine" attitude. So if you are asked to help your fellow Union members in this struggle, now you know, "It's your struggle too."

Finally, Fujitsu Business Communications just notified the Union of its intentions to close the service and installation parts of their business. At this time, we don't have any additional information. We have contacted the company and requested a meeting to talk about the company's plans. Also the Union's legal council has been asked to get involved from the legal end. Even though the company documents indicate that you should go to the Union for answers, I assure you that we were in fact "blindsided" with this terrible news. As soon as we have any concrete information, we will contact those of you involved in this situation.

In closing, I'm pleased to announce that Local 21 office employees have ratified their first contract with Local 21 and now all our dealings are 100% UNION.

Page 3 continued

gram, but other states, like California, accept out-of-state registration. Information can be found on the internet, soon on our own website at www.ibew21.org.

- Unmarried Class I dependents who are full-time students will be eligible for coverage until the end of the month they reach age 25, rather than 23.

Leaves of Absence

- A Transitional Leave of Absence will be added for surplus employees who are less than 24 months from pension eligibility. The leave will include company-paid benefit

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MEETING NOTICE - LOCAL 21

UNIT 1	Thurs. September 13	7:00	COMFORT INN 2175 E Touhy, Des Plaines, IL. 847-635-1300
UNIT 2	Tues. September 11	7:00	SLOVAK CLUB 6920 Broadway, Merrillville, IN. 219-756-5101
UNIT 3	Thurs. September 20	7:00	IBEW LOCAL #364 6820 Mill Rd., Rockford, IL. 815-398-6282
UNIT 4	Wed. September 12	7:00	IBEW LOCAL #145 1700 52nd Ave., Suite A, Moline, IL. 309-736-4239
UNIT 5	Wed. September 19	7:00	VFW POST # 630 1303 E. Main St., Urbana, IL. 217-367-4197
UNIT 6	Tues. September 18	5:30	IBEW LOCAL #193 3150 Wide Track Dr., Springfield, IL. 217-544-3479
UNIT 7	Mon. September 17	7:00	IBEW LOCAL #649 4051 Humbert Rd., Alton, IL. 618-462-1627