

IBEW Local 21 FRONTLINE



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We're Getting Younger *President/Business Managers Report*

By Ron Kastner



rent economic environment. Allowing SBC/Ameritech to offer extended SIPP packages to our membership was one way to save jobs, but it's almost certain that some of our members will have to relocate in order to save their jobs.

Most of this pertains to Ameritech but problems are similar in other companies where Local 21 represents the workers: AGCS furloughs and layoffs, SBC Datacomm threatened layoffs, constant cuts in Avaya, Lucent, and AT&T. The City of Chicago layoffs narrowly missed our 911 Center membership. And who knows what is just around the corner at Gallatin River Communications, where the contract is up next month?

Based on what I have read and heard in my travels, I can't say that things look very promising in the future either—especially for our members in the telecommunications field.

Now back to my point on the demographics of the Local, we need to come together as one local Union. We need to understand and promote the Union agenda that benefits all members and forget about the "I've got mine" attitude that still hovers out there with our more veteran members, and build solidarity with each other. New members and old need to come together and share each other's concerns, and I offer the place to do it. I challenge all of our members to attend the Local 21 Unit meetings. Once, I was the new guy, and the veterans told me we were all going to the Union meeting. That spirit isn't dead, so I remind all our senior members to bring a fellow union member with him or her. Let's share experiences and have some open discussions.

In closing, I want to remind all of our members how important it is for our Local to educate everyone on politics. We'll be informing you about worker issues, and

how your local politicians vote on these labor issues. Hopefully, this will help you choose the right candidate in November. As we have said, this will be a very important year—especially in Illinois—for our —the working persons —agenda to finally matter.

In Solidarity,
Ron



"I see by your resume that you have a life outside your work. I'm afraid that won't do."

While attending Unit meetings the last couple of months I was glad to see a lot of new faces. I hesitate to say that they are all new members, but based on some recent data obtained on the demographics of our Union, they probably are members with relatively recent seniority dates. If you haven't caught this interesting statistic before, I think it's worth repeating—the average seniority in our Local is 12 years and 50% of the membership has 5 years or less. And let me tell you, based on what I've seen first hand in job visits lately, I can confirm those statistics.

This fact has stimulated a lot of discussion in the local lately on where our Union should be heading and what the priorities should be. With the economic strife these days I'm sure the issue of job security has to be on top of most members' minds, from the member with less than 5 years to the veteran with 15 to 25 years. I base this on the issues the Union has been dealing with lately. We have been feverishly working on ways to avoid job losses in the cur-

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FRONTLINE

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Local 21, AFL-CIO/CLC

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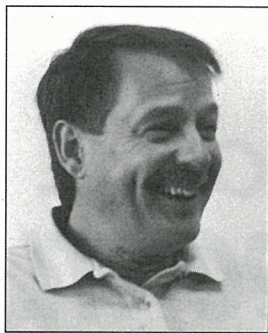
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International Labor Communications
Association, AFL-CIO/CLC



Real Work Creates Real Profits

By Rick Gessler,
Vice President/Assistant Business
Manager

“**L**ucent posts 9th straight quarter loss” – “SBC posts lower 2nd quarter profits” – “Telecoms suffer 2nd quarter losses” – “Telecoms stumble on less demand”

The above is just a sampling of the headlines over the last several months. The AFL-CIO fought a losing battle to raise public and political awareness on the issue of exorbitant corporate officer compensation (i.e. stock options) for over six years, but few were actually listening. Now that creative corporate accounting and excessive CEO compensation packages are dragging the entire market down, it's become big news.

Despite the gross inequality of executive salaries compared to workers' wages, there wasn't enough public pressure to put the issue on the media radar screen because the market was going up, and everything was doing just fine. The media had more important things to report.

Politics controls everything!

The economic mess we are witnessing is plain simple conservative philosophy advancing the strategies of big business. Less government intervention will free business to greater profits, and of course that will benefit everyone. Yup, that's certainly what's happening, isn't it? Conservative legislation, whether it was the disproportionate tax cut of last year, or conservative enforcement of existing business regulations is undeniably responsible for the "market correction" we are currently living.

We need our legislators to address the separation of corporation and state to restore both investor confidence, and voter confidence in democracy.

Things have not been good in our industry as of late. At SBC/Ameritech, Local 21 has gone through some surpluses and backfills and we have seen the work flat or decreasing for several months now. A vivid example is the lack of summer

help in the outside crafts. In the thirty plus years I've been around I can't recall a summer without them. If you read the paper or listen to the news you've heard that the communication industry is in trouble and not expected to turn around for some time. Companies are posting lower or no profits quarter after quarter. What does all this mean for us the workers? Thankfully we have a Union contract that addresses surpluses and layoffs and we are pretty well protected. I don't want to say never, but, I don't expect to see layoffs in the near future. What we may have to live with are surpluses, details and reassignments. We DON'T like these, but the alternative is far worse. We will negotiate with the company and make things as painless as we can. We realize that it's difficult for our members to change work locations or job titles and we will work as hard as we can to keep it to an absolute minimum.

As of this writing the logjam in the grievance and arbitration back log has not improved but the Company is finally getting the trial moving for the "neutral evaluation" process that we have been trying to get off the ground for over a year now. Hopefully it should start to break the log jam.

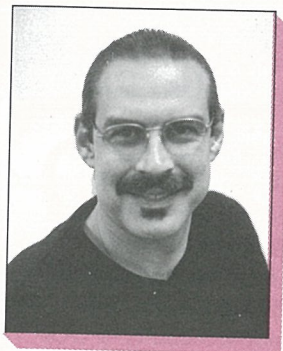
Security has been renamed "asset protection" but don't let your guard down, because they have not changed any of their Gestapo-type tactics, such as all day interrogations with no breaks. No matter how friendly they seem to be, they are there to fire you! You are paying Union dues, USE THEM! Don't talk to these low-life's without Union representation, period!

Don't forget we need to organize our employer's competition to keep the wages and benefits at the level that we enjoy today. We need your help to do this. When you talk to someone who is non-union and working in the industry let them know the wages and benefits that we have and encourage them to become organized.

I hope everyone had an enjoyable summer and I hope to see you at the Union meetings posted elsewhere in this issue.

What's The Difference ?

By Michael Sacco, Business Representative



A few weeks ago I got a call from a producer for one of the big three television networks who wanted to talk to some workers, particularly at Lucent, who were "nervous"

about their pensions. He was polite, eager and persistent. I asked him if he was referring to the 401(k) plans we have bargained in our contracts? "Yes, their pensions" he replied. I said "we have both" and "yes people at Lucent are nervous and angry about what has happened to their 401(k)'s value, but their pensions are guaranteed amounts derived from diversified investments called for by our contract and the law."

We discussed the differences between "real" pensions and retirement accounts like the 401(k). He did seem to know the difference, but he also seemed to think that no one has "real" pensions anymore. In my experience, that producer is a little bit ahead in the knowledge game than the average young (or even old) worker. He at least knew there was some difference.

Not so with many workers, especially those without a pension plan. I've worked on organizing campaigns contacting non-union workers. Invariably, when I say "I've got a 401(k) and a pension," they say, "I do too." They are usually wrong. Companies like the union-busting AT&T Broadband and its predecessor TCI, have buffaloeed thousands of their employees into thinking that they have a "pension," when all they really have is a 401(k), or similar retirement account that requires the employee to contribute their own money up front with a fractional match from the employer. Frequently they are limited to use that money to buy shares in the employer's company. This is how so many Enron workers lost their life-savings.

What's the (union) difference? The pension bargained in most of our contracts forces the employer to put their money in our

name into a trust account. This money is invested in a wide variety of instruments, mostly lower-risk, in order to generate enough money to pay off the promises made in our contract. I know exactly what I'll get from that pension each and every month of my retirement. Furthermore, the actions of the trustees is closely scrutinized and regulated by the federal Employee Retirement Income Security Act (ERISA). ERISA also regulates 401(k)'s, but because of their design, there is no guarantee for them. Our contract and ERISA guarantee the pension amounts we can expect at retirement. Another union difference is that most of our 401(k)s don't require us to invest in the employer's stock if we don't want to. By the way, as much gloom and doom as we heard from Enron employees, there was one small group of Enron workers who came out unharmed—the few who were in unions and union-administered pension funds. There is a difference...

Elsewhere in this issue you'll find other stories that define what the union difference was for Sister Eboni Miller (page 17) a worker at Ameritech whose home burned, or Sister Jewell Wright (page 10) a Police

Communicator for the City of Chicago who is thankful she still has her job after innocently get-

ting caught up in the tragic events surrounding a recent high profile homicide, or Brother Ray Santiago (page 7) who made a difference by saving his partner's life through quick action on the street after an accident. Or to the left of this column where Vice President Gessler talks about the various contractual efforts to avoid any layoffs at Ameritech in a drooping economy. All of these are stories that illustrate how our union makes a difference in so many lives on a grand scale.

But on a smaller scale, one anonymous brother who saw a company vehicle that looked out of place and talked to the driver, a CWA member, discovering that he was in from Missouri to do some "project" work in Illinois. Instead of blowing it off because it wasn't his work that was being stolen, he called it into the Union Hall where this innocuous tip was spun into gold for five workers who had recently been laid off at SBC Datacomm. Chief Steward Ken

Stachon and I were able to get five people back their jobs. What's the difference? A big one for those five workers—who owe a big thanks to one guy who didn't know what it could mean when he picked up the phone...

All of us can make a difference in our union. Some on a big scale, most on a small scale. Our labor movement seems to thrive on a big scale, but in reality, that scale is made up of millions of small acts of solidarity from those who make a difference. Jump in, the water's fine!

On a final note, Labor Day is coming up. The news will be filled with the usual "end of summer" stories and the occasional "dignity of work" piece. But most mainstream media accounts will completely miss what this holiday is officially for: to honor unions and the people in them. That's you and me. That's the official reason passed by Congress a century ago. It's not for "labor," but for ORGANIZED LABOR! Enjoy our day. Solidarity.

I know exactly what I'll get from that pension each and every month of my retirement.



"But if I give you a brain you won't be able to work without a union."

Cope Report

By Larry Moeller & Rosetta Shinn, Committee on Political Education



Gubernatorial candidate Rod Blagojevich and the other Democratic candidates for statewide office on July 9th won the endorsement of the Illinois AFL-CIO. This formal show of support is significant because the union can deploy almost 1 million members for the benefit of its favored political candidates.

Blagojevich, whose main opponent for governor is Republican Jim Ryan, said he was pleased to win the union's endorsement, because the AFL-CIO's support was crucial to his primary election victory last spring. When he was asked whether he had advocated banning guns, Blagojevich said, "Never. I believe law-abiding citizens have a right to own guns." He also reiterated that he has no intention of raising the fee for the firearm owner identification

card. "I believe that the Second Amendment is a constitutional right."

The Illinois AFL-CIO and its 1,500 affiliates will make financial contributions to the candidates worth a minimum of "hundreds of thousands of dollars," according to president Margaret Blackshere. The endorsements are based on candidates' records in office, their responses to questionnaires and interviews conducted by the union.

Most Republicans seeking statewide office rebuffed the union's efforts to get them to return questionnaires or meet with AFL-CIO's executive board, Blackshere said. Incumbent Treasurer Judy Baar Topinka, a Republican, agreed to an interview, but it was "not satisfactory," Blackshere said.

"It's a simple thing. People stay with those who are their friends and who, indeed, give them attention," she said. "We got no attention from the Republican Party at the statewide level in Illinois."

The AFL-CIO made endorsements in all statewide races, most races for the U.S. House and the Illinois General Assembly, and some judicial races. Of the more than 160 endorsements, 11 went to Republicans and one in a Chicago-area state Senate race went to a member of the Honesty and

Integrity Party. The other endorsements went to Democrats.

Besides making financial contributions to candidate's campaigns, the AFL-CIO plans to encourage more of its members to register to vote, Blackshere said. Later, mailings on behalf of the candidates will be sent to union members. The union also plans to supply people to help with political campaigns, especially during the last days before the general election.

IBEW Local 21 endorsed Blagojevich and his running mate, Pat Quinn over the GOP ticket of Jim Ryan and Carl Hawkinson. In the statewide races Local 21 also endorsed incumbent Secretary of State Jesse White over GOP challenger Kris O'Rourke Cohn; Lisa Madigan for Attorney General over GOP candidate Joe Birkett; incumbent Comptroller Daniel Hynes over GOP candidate Thomas Jefferson Ramsdell, and Tom Dart for Treasurer over Judy Baar Topinka. Other endorsements are Democrat Dick Durbin, the incumbent, for U.S. Senate over Republican Jim Durkin; U.S. Rep. David Phelps of Eldorado for the new 19th Congressional District over Republican U.S. Rep. John Shimkus of Collinsville; and Republican Larry Bomke of Springfield, the incumbent, for the 50th State Senate District over Democrat Don Tracy of Springfield.

Benefit Report

By Linda Corcoran, Benefits Coordinator & Recording Secretary

Recently, we had a tragic loss of life to someone in our Union family, one that hit close to home. Because of the additional grief that could have been avoided, this article is devoted to family preparedness.

How do you prepare for a loved one's loss? In the emotional sense, you can't. However, making sure someone has power of attorney, knows where records are kept, and is aware of their last wishes, will help with the decisions that must be made at that terrible time in your life.

Every one has experienced or will experience the death of someone they love. Beyond the emotional loss, those who are left behind must make arrangements, handle the estate, and attend to their loved one's affairs. There is incredible frustration and difficulty when they are left with no idea where to begin, where to locate important documents like wills, beneficiary information, life insurance policies, etc. No one

can understand the hardship and grief that is created when business is left unattended. No one can understand the pain of finding out they have no legal rights to make decisions for their loved one.

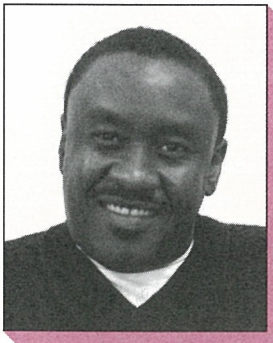
None of us wants to discuss what happens "if". Most of us want to pretend "those" things won't happen to us. But guess what? It does happen to us and pretending it won't isn't going to help when the time comes.

Do you know what arrangements your parents want? Does your spouse know where to find financial records? Do you have the power of attorney to make financial decisions or medical decisions for your "significant other" or your parent? Do your children know what to do if something happens to you? Are your beneficiaries in order? Do you have a will? Is it written who will take care of your children should something happen to you and your spouse?

Please learn from someone else's

pain. Save yourself and your loved ones some grief. After reading this article, instead of filing it away for tomorrow, take action now! Update your beneficiary information on any life insurance policy, savings plan and pension plan. To obtain a planner for assembling important records, go online to our website at <http://www.ibew21.org>. Click on the large IBEW logo on the main page. That will link you to the IBEW site. Click on Links then look for Downloadable Files to print a Planner for Assembling Important Records. The file is 20 pages and requires Acrobat Reader. For advice on Power of Attorney or to make a will, consult a legal expert. Legal Guardianship and Registered Domestic Partners need to seek legal counsel to verify your rights should something happen.

Feel free to share this with your friends and family. Rosetta, Amber, Mike and all of our brothers and sisters in the Union, this is for you.



Wage Battles at AT&T Broadband

By Jerry Rankins,
Business Representative

Contract negotiations have dragged on so long at AT&T Broadband that even the company felt the lack of wage increases was "inherently unfair" to the employees. So back in December 2001 the company proposed an interim wage increase to "maintain its competitive position in the labor market." In January the Union and the company agreed on an interim wage increase retroactive to December 1, 2001 with "no strings attached."

The members of Merrillville, Indiana and the former Jones Intercable Properties have been working with an expired contract. AT&T Broadband agreed to implement the wage progression previously proposed at the one year rates. The members at the Chicago South, and Morris Properties, who are still waiting for their first contract to be negotiated, were granted a 3.25% wage increase.

Although the agreement was reached in January, members did not see the raise on their paychecks until May. Then in June, AT&T Broadband took back

the increase from the majority of Customer Sales & Service Reps (CSSR's) in Merrillville, Indiana. Also the company refused to use the new wage structure that affects workers in progression and recently promoted.

The company reneged on its own proposals, and Local 21 has taken the case to the National Labor Relations Board (NLRB) and is fighting for the wages through the grievance process.

At the former Prime Cable Property at 4500 W. Irving Park in Chicago, the company refuses to meet with the Union on agreed dates, and fails to respond to Local 21's bargaining proposals.

At Chicago South, a ten-year veteran worker was fired without just cause.

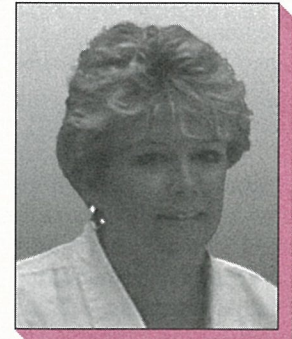
In Kankakee, Union members are still waiting for their annual March increase, while the non-represented employees have received their raise.

Morris workers are uniting, seeing where their strength lies—these workers are getting stronger and more educated daily.

We will win this battle against corporate greed!

Political Success in AT&T Broadband Struggle

By Lynn Arwood,
Organizer & Recording
Secretary Unit 4



Political pressure works. In a bold move, Local 21 took the organizing fight for AT&T Broadband workers to the political arena of local city government. Cable franchise agreements give individual municipalities the right to approve or deny the merger between AT&T Broadband and Comcast. The Local is concerned about the impact of combining the nation's largest and third largest cable companies. The combined company would service 40% of cable subscribers nationally. Cable companies are not just about television, they are in the telecommunications business.

President Kastner expressed concern with the loss of jobs, the basic right to organize, bargain in good faith, and the industry standard. Working in solidarity with the Chicago Federation of Labor, the IBEW Sixth District, IBEW Local 134, and the Chicago City Council, we made history by conditioning Chicago's transfer approval to incorporate language which protects the rights of organized labor, and adopts a code of conduct governing labor and management relations. This language also allows for the Local to bring any disputes to the Cable Administrator for resolution.

Local 21 succeeded in other cities including Joliet, Orland Park, and Morton Grove, because staff, Broadband employees, and our members came out in force to many village and city council meetings to make their voices heard.



"I need a break. What can I download that'll take an hour?"

PUSH Labor Awards Breakfast

By Nancy North, Area Steward

“The right to organize is a civil right. The right to a living wage is a civil right,” Rev. Jesse Jackson made the connection between labor unions and civil rights organizations at the Rainbow/PUSH Labor Breakfast. Both share the one goal of making the lives of working people better.

Awards were presented to the Charleston 5 and a group of former Enron workers. Rev. Jackson had engaged Enron in direct action by transporting three busses of workers to Washington D.C. resulting in a better severance package for the mostly non-union workforce. The laid off workers were given preferred creditor status in the bankruptcy case—which means they are paid before the bankers.

Keynote speaker John Wilhelm, the president of HERE (Hotel Employees and Restaurant Employees) spoke about the struggle in the hospitality industry. This industry has always been made up of a rainbow of people from all over the world.

HERE lost forty-three members from the Window to the World Restaurant at the top of the World Trade Center on September 11th. Yet, the hotel industry is trying to create a third wave of victims at the bargaining table. First in Boston, then Las Vegas, management claimed workers could not have wage and benefit increases because of 9/11. It's a lie, but management didn't back down until Rev. Jackson visited those cities in solidarity. In both cases, negotiations resulted in the best contracts in their history.

Chicago lags woefully behind in wages and benefits in the hospitality industry, for example: a hotel laundry worker in New York earns \$17.09 an hour, in San Francisco \$13.59 and in Washington D.C. \$12.20, but in Chicago only \$9.56 an hour. Also, workers in those other cities don't have to pay extra for their health care. But things are hopefully going to change—HERE is negotiating Chicago contracts this summer.

Never before in the history of our Labor Movement, has it been more necessary to build coalitions with other groups that have the goal of “justice for all” in mind. Local 21 supports Rainbow/PUSH and many other social justice groups inside and outside of the union movement and they support us. These types of coalition may be the keys to the future of a better world—for everyone.



Local 21 members attended the PUSH Labor Awards Breakfast—seated l to r: Nancy North, Lynn Arwood, Cheryl Crooks, and Frank McGuire. Standing l to r: Bill Lawrence, Bob Przybylinski, Jim Kassing, Charles Snipes, and Jerry Rankins.

Rev. Jesse Jackson emphasized the importance of coalition building between labor unions and civil rights organizations.



Chicago Member Earns Life Saving Award

By Jim Kassing, Business Representative

We call each other "Brother," and never did it mean more than when Ray Santiago saved the life of his co-worker Don Martinelli.

February 22, 2002 started like any ordinary day. Ray and Don were locating cables for the City of Chicago Water Department. The pair had a manhole open at Milwaukee Avenue and Leavitt, and they had taken all necessary worksite protections: cones were placed, the trucks were parked with lights on and flashing, and the techs wore their hard hats. Don Martinelli entered the manhole and placed tone on the cable while Ray Santiago located the cable and painted the street. When the job was completed, the techs began tearing down the worksite.

At about 12:30 Brother Santiago was standing on the driver's side of the truck when he saw a vehicle approaching the worksite. He noticed that the driver of the car was distracted and leaning down toward the floor of his vehicle. Ray Santiago saw the vehicle coming towards him and was able to jump out of the way, avoiding injury. But Brother Martinelli was loading equipment on the back of the truck, and the vehicle continued through the work area and over the manhole—pinning Don Martinelli against the bumper of his truck. His left leg was severed above the knee by the impact; but his right leg was in the indentation of the bumper and escaped serious injury. Brother Santiago saw the driver

trying to escape, and he reached in the vehicle and removed the keys. Although Ray Santiago was shaken and hardly able to dial 911, Don Martinelli was calling out to hurry because he was losing blood fast. Brother Santiago made the call and removed his belt to fashion a tourniquet to slow the bleeding. He held the belt tight and waited for the ambulance to arrive. Don Martinelli and his doctors have no doubt that Ray Santiago's actions that day saved Don's life because most all injuries of this type result in death due to a loss of blood.

The IBEW acknowledges individuals who perform the highest service, saving another person's life with its highest award—the IBEW Life Saving Award. On June 13th, President Ron Kastner presented this award to Ray Santiago at the Unit 1 meeting. Ray's wife witnessed the ceremony and shared in the celebration. 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."

We regret that this tragedy occurred, but we are thankful that Don Martinelli is with us today and we are grateful to Brother Ray Santiago for his heroic actions on that day. Congratulations Brother, from



Johnson Controls Update

By Jim Kassing and Harold Hess

On July 10th Local 21 and Johnson Controls held their monthly Joint Advisory Committee meeting. Business Representatives Jim Kassing and Harold Hess, along with stewards Dennis Schwichow and John Dembowski, met with company management to study and make recommendations on issues relating to the collective bargaining agreement.

The purchase program is on track for the new vehicles. A detailed proposal was made and the purchase will be completed in three phases.

Key Performance Indicators (KPI) shows 20 of 44 areas are reporting 100% of P.M.'s completed. Techs must complete back logged jobs in Maximo.

A new operations manager was hired in Lockport area and a new Local 21 member was hired in Rockford.

WE will continue to monitor and dispatch on CEV alarms, sump pumps, fire alarms, environmental alarms and respond to access problems because of broken locks on the CEV's.

A state-wide meeting is scheduled to take place this fall in the fourth quarter.



President Ron Kastner presents Brother Ray Santiago with the life saving award



"Dad, we think of you as management and we've formed a union."

VOTE

Endorsements AFL-CIO, IBEW 21

UNITED STATES SENATE

U.S. Sen. Dick Durbin (D)

GOVERNOR

Congressman Rod Blagojevich (D)

LT. GOVERNOR

Pat Quinn (D)

SECRETARY OF STATE

Jesse White (D)

ATTORNEY GENERAL

State Sen. Lisa Madigan (D)

COMPTROLLER

Comptroller Dan Hynes (D)

TREASURER

State Rep. Tom Dart (D)

VOTE

U.S. CONGRESS

1st District Rep. Bobby Rush (D)

2nd District Rep. Jesse Jackson, Jr. (D)

3rd District Rep. William Lipinski (D)

4th District Rep. Luis Gutierrez (D)

5th District Rahm Emanuel (D)

6th District Tom Berry (D)

7th District Rep. Danny Davis (D)

8th District Melissa L. Bean (D)

9th District Rep. Jan Schakowsky (D)

10th District Henry H. Perritt Jr. (D)

11th District Keith S. Van Duyne (D)

12th District Rep. Jerry Costello (D)

13th District Thomas Mason (D)

15th District Joshua Hartke (D)

16th District John Kutsch (D)

17th District Rep. Lane Evans (D)

19th District Rep. David Phelps (D)

JUDICIAL

Supreme Court 4th Sue Myerscough (D)

Appellate Court 1st Denise Margaret O'Malley (D)

1st James Fitzgerald Smith (D)

2nd Barbara Gilleran Johnson (R)

2nd Thomas E. Callum (R)

4th Bill Trapp (D)

5th Melissa Chapman (D)

ILLINOIS SENATE

1st District Tony Munoz (D)

2nd District Miguel del Valle (D)

3rd District Margaret Smith (D)

4th District Kimberly Lightford (D)

5th District Rickey Hendon (D)

6th District John Cullerton (D)

7th District Carol Ronen (D)

8th District Ira Silverstein (D)

9th District Jeffrey M. Schoenberg (D)

10th District Jim DeLeo (D)

11th District Lou Viverito (D)

12th District Martin Sandoval (D)

13th District Barack Obama (D)

14th District Emil Jones (D)

15th District James T. Meeks (H&I)

16th District Jacqueline Collins (D)

17th District Donne Trotter (D)

18th District Edward D. Maloney (D)

19th District Maggie Crotty (D)

20th District Iris Y. Martinez (D)

22nd District Robert J. Steffen (D)

29th District Susan Garrett (D)

30th District Terry Link (D)

33rd District Dave Sullivan (R)

36th District Denny Jacobs (D)

37th District Paul Mangieri (D)

38th District Pat Welch (D)

39th District Don Harmon (D)

40th District Debbie Halvorson (D)

41st District Christine Radogno (R)*

42nd District Ruth Kennedy (D)

43rd District Larry Walsh (D)

44th District Gerald Bradley (D)

46th District George Shadid (D)

47th District John Sullivan (D)

49th District Vince Demuzio (D)

50th District Larry Bomke (R)

51st District John F. Dunn (D)

54th District Bill O'Daniel (D)

56th District William R. Haine (D)

57th District James Clayborne (D)

58th District Charles Wayne
Goforth (D)

59th District Larry Woolard (D)

ILLINOIS HOUSE

1st District Susana Mendoza (D)
 2nd District Edward Acevedo (D)
 3rd District Willie Delgado (D)
 4th District Cynthia Soto (D)
 7th District Karen Yarbrough (D)
 8th District Calvin Giles (D)
 9th District Art Turner (D)
 10th District Annazette Collins (D)
 11th District John Fritchey (D)
 12th District Sara Feigenholtz (D)
 13th District Larry McKeon (D)
 14th District Harry Osterman (D)
 15th District Ralph Capparelli (D)
 16th District Lou Lang (D)
 17th District Pat Hughes (D)
 18th District Julie Hamos (D)
 19th District Joe Lyons (D)
 20th District Bob Bugielski (D)
 21st District Bob Molaro (D)
 22nd District Michael Madigan (D)
 23rd District Dan Burke (D)
 25th District Barbara Flynn Currie (D)
 26th District Lovana "Lou" Jones (D)
 27th District Monique Davis (D)
 28th District Bob Rita (D)
 29th District David Miller (D)
 30th District William Davis (D)
 31st District Mary Flowers (D)
 32nd District Charles Morrow III (D)
 33rd District Marlow Colvin (D)
 34th District Connie Howard (D)
 35th District Kevin Carey Joyce (D)
 36th District Jim Brosnahan (D)
 37th District Kevin McCarthy (D)
 38th District Robin Kelly (D)
 39th District Maria Antonia Berrios (D)
 40th District Rich Bradley (D)
 41st District Shawn Aranha (D)
 42nd District Terri Brzezinski (D)
 43rd District Michael J. Noland (D)
 44th District Jesse Macro (D)
 45th District Charles Matson (D)
 48th District Jim Meyer (R)*
 51st District Nancy Shepherdson (D)
 52nd District Steven M. Skinner (D)
 55th District Stephen Bruesewitz (D)
 57th District Elaine Nekritz (D)
 58th District Karen May (D)
 59th District Kathleen Ryg (D)
 60th District Eddie Washington (D)
 61st District Jason Linn (D)

62nd District Judy Armstrong (D)
 63rd District Jack Franks (D)
 64th District Gloria Urch (D)
 65th District Barbara Jones (D)
 66th District Carolyn Krause (R)*
 67th District Chuck Jefferson (D)
 71st District Mike Boland (D)
 72nd District Joel Brunsvold (D)
 74th District Don Moffitt (R)
 75th District Mary K. O'Brien (D)
 76th District Frank Mautino (D)
 77th District Angelo "Skip" Saviano (R)
 79th District Phil Novak (D)
 80th District George Scully (D)
 82nd District Kim Savage (D)
 83rd District Linda Chapa LaVia (D)
 86th District Jack McGuire (D)
 87th District Bill Mitchell (R)
 88th District Dan Brady (R)*
 89th District Warwick Stevenson (D)
 90th District Susan L. Coers (D)
 91st District Mike Smith (D)
 92nd District Ricca Slone (D)
 94th District Jon Mummert (D)
 97th District Steve Pohlman (D)
 98th District Gary Hannig (D)
 101st District Julie Curry (D)
 102nd District Jeffrey A. Hurst (D)
 103rd District Naomi Jakobsson (D)
 107th District Kurt Granberg (D)
 108th District Chuck Hartke (D)
 111th District Steve Davis (D)
 112th District Jay Hoffman (D)
 113th District Thomas Holbrook (D)
 115th District Gerald Deering (D)
 114th District Wyvetter Younge (D)
 116th District Dan Reitz (D)
 117th District Gary Forby (D)
 118th District Brandon Phelps (D)

IMPORTANT 2002 ELECTION DATES

General Election

September 26 2002	First day to make application for an absentee ballot
October 8 2002	Last day to register to vote
October 9 2002	Last day for deputy registrars to return used and unused voter Registration cards to the election office
October 29 2002	Last day to file as an write in candidate
October 31 2002	Last day to apply for an absentee ballot by mail
November 4 2002	General Election Day
November 7 2002	Voter registration re opens



Back To School

By Nancy North, Area Steward

“Your education is the one thing no one can take away from you,” was my grandfather’s steady bit of wisdom.

I always believed this to be true, but when SBC changed Ameritech’s Educational Assistance Program (EAP), reducing the dollar amount and limiting it to business related degrees, I felt the company was taking away our chance at an education.

But these changes don’t stop IBEW members because article 30.05 of our contract provides for a Career and Personal Development Plan (CPDP). The maximum annual dollar amount is \$3,500, the same as the reduced EAP. It includes 50% reimbursement of textbooks, and software based texts. CPDP covers all courses taken through an accredited institution. Courses do not have to be in an approved area of study.

Details and forms can be found on the SBC intranet site.

This September, don’t just send the children back to school, take a class too. It’s easier to convince them to study when mom and dad hit the books.

DePaul University offers a Labor Study Program through their School of New Learning. This fall the classes are Labor in Society, and Introduction to Labor Leadership. Information is available on their website www.snل.depaul.edu/lep/ or by calling 312 362-5823.

Buy Union without leaving home, www.powellsunion.com links to the Powells unionized online bookshop, and benefits the profit sharing plan of ILWU Local 5 workers.



"Can I have a copy of my performance review? My mom still gives me \$5 for a good report card."

Complete information about all Union Privilege services is available online at www.unionprivilege.org.

Do you have a news story?

We need your contributions. We accept them on disk in Word format at the Union office (paper copy backup is a good idea) or simply paper copy. Or you could email an attachment in Word to both addresses as insurance.

Nancy North nnorth@attbi.com
Larry Moeller soxr1@earthlink.net

Thank You

Back in June the City of Chicago investigated the tragic death of a caller to 911. There was a delay in the arrival of the officers and the high profile case hit the media. The Police Communicator I, who received the call, is a member of IBEW Local 21, and was completely exonerated. The union was quick to support her and she sent a thank you to President Ron Kastner.

"I would like to take this time to thank the President of Local Union 21, Mr. Ronald Kastner, for allowing Business Representative Mr. Jerry Rankins to represent me in this unusual situation.

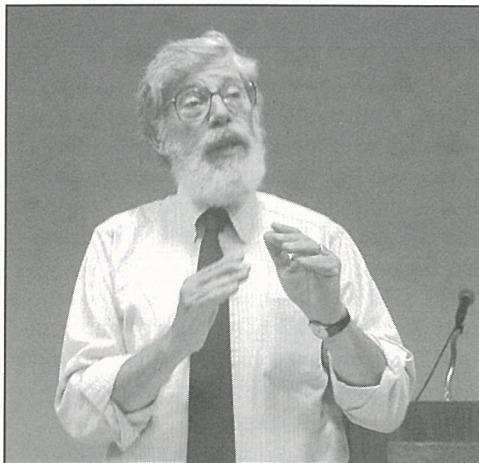
Mere words cannot express my gratitude and appreciation for the concern and total support of the union. Had it not been for the union’s immediate response, I can only imagine what could have happened. Because of the Union, I am still here today.

Special thanks to union steward Vera Edmerson for her genuine concern, and interceding with the union. Mr. Jerry Rankins for his unmeasured support, unlimited patience and for being available whenever I needed him. Mr. Steven Platt (attorney) appointed in my behalf, for his expertise. Truly all of you were God-sent. This has been an unforgettable experience and I am forever grateful."

Sincerely,
PCOI Jewell Wright

Futurist Arthur Shostak Addresses Union Communicators

By Nancy North, Area Steward



“The Enron debacle has provided Unions with an opportunity to go forward that has never been greater since the end of WW II. They are seen as the advocate, defender, protector, and friend of labor,” asserted Arthur Shostak, futurist, author, and professor of sociology at Drexel University. He was the keynote speaker at the Labor Trends Conference sponsored by the Illinois State Labor Press Association on July 19th at the University of Illinois, Chicago campus.

He believes Unions have a strong future, but they must overcome their greatest internal problems: a preference for the safe and familiar, a fear of innovation and risk, and a resistance to modernization.

He reminded the audience that Unions are the oldest, and largest social movement in the United States. Preceding the War of Independence, Printers' Unions organized in the 1740's.

He is optimistic that the future is ROBUST with positive effort. **Review** and improve existing programs. Employ fresh ways to **Organize**. **Bargain** to promote new gains. **Unify** and boost better than ever solidarity. Expand and improve **Services**. **Teach** and help members get the message.

Although he focused on the role of Union communicators in moving labor into the 21st century—the new, rapid exchange of information impacts all members. He provided a few key websites:

www.cyberunions.net, www.cybersolidarity.net, www.labourstart.org, www.laborradio.org, and www.llnews@igc.topica.com.

Technology—computers, the internet, email, even faxes—is the key to taking the historic benefits of Union membership to an increasingly sophisticated and diverse workforce. We must not fail.

Selling Out Workaday Families

By Jim Hightower

Never have so few sold out so many for so little. Sixty-six U.S. senators, including 25 Democrats, caved in to big corporate lobbyists in May to sell out hundreds of thousands of American workers and their families.

The vote was on the issue of “Fast Track,” a pernicious legislative process that hands the president autocratic authority to negotiate one-sided trade deals giving huge new powers to global corporations, then forbids Congress from amending these deals to correct flaws.

As we have learned the hard way from NAFTA and the WTO, these trade deals are fraught with flaws, resulting in massive job losses here and abroad, gross environmental abuses, and even a loss of our people's right to make our own laws.

But instead of standing with We the People, a majority of senators have cashed us in to the global corporate powers, even though their vote meant that the senators were meekly surrendering their own legislative authority (and responsibility) to the executive branch.

The saddest players were the senate's Democratic leaders, for they pretended to be protecting us regular Janes and Joes, even while selling us out. They offered several amendments to put a little balm on the gaping wound of job losses that they admit will come from future trade deals, even while they allowed the fast-track railroad process itself to be approved.

The Democrats won only one of these amendments, a provision to extend some temporary and partial health insurance to U.S. workers who'll now be fired by their globe-hopping employers as a result of fast-tracked trade deals.

Tom Daschle, the Democratic leader of the Senate, lamely shrugged and said, “I'm disappointed that we couldn't do more, but . . . we've got to move on.” Yeah, Tom, but unlike the families you gave up on, you'll move on with a high-paying job, plus lifetime pension and Cadillac health coverage. If the meek ever inherit the earth, the Daschle Democrats are going to be land barons.

— Jim Hightower is a speaker and author from Texas.

In The Name of Homeland Security

by Larry Moeller, Area Steward

Paying the price of freedom is not an unfamiliar phrase to citizens of the United States. Today, in the wake of 9/11, defending our borders includes internal defense. In the rush of patriotism after the despicable attacks on the World Trade Center and Pentagon, the President and Congress created the Department of Homeland Security. This new government department is charged with focusing our internal security agencies on the terrorist threat in our backyard.

Fighting terrorism could be compared to stepping on ants; our military big foot has crushed the al-Qaeda in Afghanistan but the survivors have scattered to other safe havens. The FBI, CIA, NSA, etc. have been given expanded power to protect us, but that protection comes at a price. Our Constitutional protections, guaranteed by the “Bill of Rights” has been diluted in order to allow these agencies to conduct domestic spying. What should worry us is that these same agencies, newly empowered to conduct domestic surveillance are the same ones who dropped the ball pre 9/11. This is not the first time these agencies have conducted domestic spying; the Freedom of Information Act web site has revealed these same agencies spied and kept files on many labor leaders as well as numerous honest U.S. citizens. Another web site—Smoking Gun Archive specializes in releasing FBI informant files composed of deliberately misleading and false information.

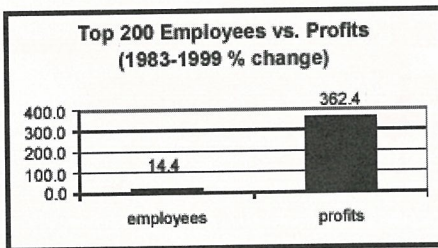
The point is that ordinary U.S. citizens may now find themselves on the front line of the war on terrorism. Let's pray these agencies are as vigilant protecting our asses post 9/11 as they were protecting their own prior to 9/11. It's a small step from freedom to totalitarianism.

Fear Factor Number One Big Corporations Threaten Democracy

By Thomas Hopper, Business Representative

Have you noticed the anger prevalent in the air as the former decision makers from Enron and WorldCom have squirmed on television screens and in newspaper photos across America? These are the same fat-cat executives that used inside information to get filthy rich as they ruined the lives and dreams of tens of thousands of working families in the United States and beyond. Can we find pleasure and relief that some of our past speeches about corporate greed and corporate power have now come true? Will the public distrust of corporations soon quiet down and the focus of big business shift to one that furthers the moral balance between the haves and the have-nots? Should we stop our rants and raves about corporate power and move on to the next fight for working families? The answer should positively be NO! Corporations should continue be our number one fear.

Top 200 Firms - Employees vs. Profits (1983-1999 % change)



Between 1983 and 1999, the number of people employed by Top 200 firms grew 14.4%,

an increase that is dwarfed by the firms' 362.4% profit growth over this period.

During September 2000, Business Week magazine released a Business Week/Harris Poll that showed between 72 and 82 percent of Americans believed that "business had gained too much power over too many aspects of American life" and 74 to 82 percent believed that big companies had too much influence over "government policy, politicians, and policy-makers in Washington." After reading more on this topic, I came upon rather shocking statistics in a more recent study; a report called the Top 200: The Rise of Corporate Global Power, by Sarah Anderson and John

Cavanaugh, and published by the Institute for Policy Studies. The key findings included the following:

Of the 100 largest economies in the world, 51 are corporations; only 49 are countries (based on a comparison of corporate sales and country Gross Domestic Products).

The Top 200 corporations' sales are growing at a faster rate than overall global economic activity. Between 1983 and 1999, their combined sales grew from the equivalent of 25.0 percent to 27.5 percent of World GDP.

The Top 200 corporations' combined sales are bigger than the combined economies of all countries minus the biggest 10.

The Top 200s' combined sales are 18 times the size of the combined annual income of the 1.2 billion people (24 percent of the total world population) living in "severe" poverty.

While the sales of the Top 200 are the equivalent of 27.5 percent of world economic activity, they employ only 0.78 percent of the world's workforce.

Between 1983 and 1999, the profits of the Top 200 firms grew 362.4 percent, while the number of people they employ grew by only 14.4 percent.

A full 5 percent of the Top 200s' combined workforce is employed by Wal-Mart, a company notorious for union-busting and widespread use of part-time workers to avoid paying benefits. The discount retail giant is the top private employer in the world, with 1,140,000 workers—more than twice as many as No. 2, DaimlerChrysler, which employs 466,938.

U.S. corporations dominate the Top 200, with 82 slots (41 percent of the total). Japanese firms are second, with only 41 slots.

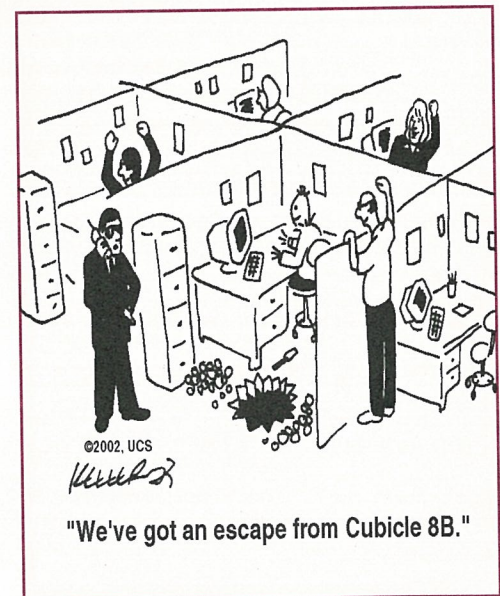
Of the U.S. corporations on the list, 44 did not pay the full standard 35 percent federal corporate tax rate during the period 1996-1998. Seven of the firms actually paid less than zero in federal income taxes in 1998 (because of rebates). These include: Texaco, Chevron, PepsiCo, Enron, Worldcom, McKesson and the world's biggest corporation—General Motors.

Between 1983 and 1999, the share of total sales of the Top 200 made up by service sector corporations increased from 33.8 percent to 46.7 percent. Gains were particularly evident in financial services and

telecommunications sectors, in which most countries have pursued deregulation.

Sarah Anderson, co-author of the report, while comparing the most recent statistics with those from a similar study in 1996, said one disturbing change evident is that found in the largest employers on the top 200 list. In 1995, General Motors was the biggest, with 709,000 workers. By 1999, GM's employment had dropped to only 388,000, largely because of outsourcing. The firm that took GM's place as the No. 1 employer is Wal-Mart, with a staggering 1,140,000 employees, up from 648,500 in 1995. Whereas a good share of GM's jobs were unionized and decently paid, Wal-Mart is a notorious union-buster that employs armies of workers on a part-time basis to avoid paying benefits. These changes reflect the overall trend towards fewer and fewer union manufacturing jobs and the rise in poorly paid, non-union service-sector work.

If you are interested in learning more about the findings in this educational seventeen-page report, send me an e-mail at thopper@ibew21.org and request the report. I'll be happy to provide it. It's easy to read and easy to understand. It serves as a reminder that corporations and the power they breed should continue to be both our number one enemy and our number one fear. But let's not be afraid. Let's tell each other to never let down our guard. More importantly - let's always remind each other to never give up the fight. Solidarity.



2002 UNIT MEETINGS

SEPT.

OCT.

NOV.

Unit 1

Thursday, September 12 7 PM
Habetler Bowl
5250 N Northwest Highway
Chicago IL

Unit 2

Tuesday, September 10 7 PM
Slovak Club
6920 Broadway
Merrilville IN

Unit 3

Thursday, September 19 7 PM
Gurnee American Legion
749 Milwaukee
Gurnee IL

Unit 4

Wednesday, September 11 7 PM
Lemont VFW
15780 New Av
Lemont IL

Unit 5

Wednesday, September 18 7 PM
American Legion Post 979
4501 S Airport Rd
Bartonville IL

Unit 6

Tuesday, September 17 5:30 PM
IBEW Local # 193
3150 Wide Track Dr
Springfield IL

Unit 7

Monday, September 16 7 PM
916 Main St
Mt Vernon IL

Unit 1

Thursday, October 10 7 PM
Musicians Hall
175 W Washington
Chicago IL

Unit 2

Tuesday, October 8 7 PM
Lansing American Legion
18255 Grant St
Lansing IL

Unit 3

Thursday, October 17 7 PM
IBEW Local 364
6820 Mill Rd.
Rockford IL

Unit 4

Wednesday, October 9 7 PM
IBEW Local 145
1700 52nd Av. Suite A
Moline IL

Unit 5

Wednesday, October 16 7 PM
Days Inn
77 N Gilbert
Danville IL

Unit 6

Tuesday, October 15 5:30 PM
IBEW Local 193
3150 Wide Track Dr
Springfield IL

Unit 7

Monday, October 21 7 PM
Alton Sports Tap
3812 College Av.
Alton IL

Unit 1

Thursday, November 14 7 PM
Comfort Inn
2175 E Touhy
Des Plaines IL

Unit 2

Tuesday, November 12 7 PM
Gaelic Park
6119 W 147th St.
Oak Forest IL

Unit 3

Thursday, November 21 7 PM
American Legion
820 N Liberty St.
Elgin IL

Unit 4

Wednesday, November 13 7 PM
American Legion Harwood Post 5
705 Larkin
Joliet IL

Unit 5

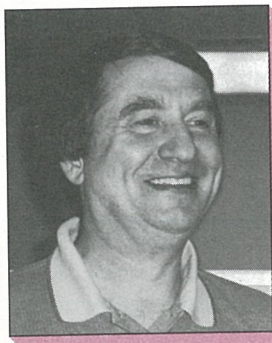
Wednesday, November 20 7 PM
VFW Post 630
1303 E Main
Urbana IL

Unit 6

Tuesday, November 19 7 PM
IBEW Local 193
3150 Wide Track Dr.
Springfield IL

Unit 7

Monday November 18 7 PM
IBEW Local 309
2000A Mall St. (Rt 157)
Collinsville IL



Surplus in BCS Satisfied No Customer Advocate Forced Off the Payroll

By Kurt Schmidt, Business Representative

IBEW Local 21 and SBC/Ameritech began negotiations several months ago on the process to handle the surplus of Customer Advocates in the Business Communication Services business unit. All the members received an explanation of the surplus and the Supplemental Income Protection Plan (SIPP) processes during several days of meetings in Oak Brook.

The Union negotiated important issues—that members would have priority placement for downgrade and lateral job openings, that attendance and performance would not stop a job offer, and that all members accepting downgrades would not have to serve time in title. In addition, SIPP was offered to all Customer Advocates in the BCS organization within a 35-mile radius of Oak Brook to include Chicago Heights and downtown Chicago offices. Originally, 129 Customer Advocates were at risk, but by the time discussions with the Union were completed, only 66 Customer Advocates were at risk.

Initially, the company anticipated it had enough jobs for all of our members. These jobs were in Network as Maintenance Administrators, in Consumer as Service Representatives, and in Internal Accounts as Marketing Support Specialists. But there were some bumps during the preferencing process. In particular, there was great concern about the company's

ability to place all of the members at risk when Network withdrew most of its openings for Maintenance Administrators. However, Consumer increased its number of openings to help offset this problem. When twelve members in the BCS organization accepted SIPP, the number of CA's at risk was again lowered. By the end of June, SBC/Ameritech advised the Union that the surplus was satisfied, but official notification was received on July 2, 2002. For the most part, members transferred to Chicago North and Arlington Heights Consumer offices. A few went to Lakewood in Network and some to Chicago in Internal Accounts.

The Union and the company are meeting to discuss how movement and back filling of the positions between the Support and Sales groups in Oak Brook will take place. The Union is maintaining a strong position on seniority as the driving element.

Finally, the company has informed the Union that as of the end of July, the sales call queue, also known as the quality gate, has ended and those Customer Advocates have been reassigned to Customer Loyalty Teams (CLT) or Support teams. I would like to thank all of the Stewards and Area Steward Nancy North for all their hard work and assistance during this difficult process.



"We need somebody with imagination!
Somebody to make up a good lie for contract negotiations!"

Wal-Mart violates Workers rights

Las Vegas Nevada- The National Labor Relations Board charged Wal-Mart with violating federal law by coercing, intimidating and retaliating against its employees who were seeking a voice on the job with the United Food and Commercial Workers International Union (UFCW) Local 711. The Board complaint charges that Wal-Mart's illegal actions interfere with the employees' right to hold a free and fair election at the Sam's Club store on Spring Mountain Road in Las Vegas.

The Board blocked the union election that was scheduled for November 29 and 30, 2001, due to the company's relentless, illegal activity to silence its workers voices. After investigating the charges, the Board found ample evidence to prosecute Wal-Mart for denying workers their federal right to organize for union representation free from intimidation,

The Board complaint combined a year's worth of violations into a consolidated complaint. Wal-Mart is on trial in Las Vegas before an Administrative Law Judge of the NLRB for massive labor law violations in both Wal-Mart stores, including illegal termination of pro-union employees.

The Board cites Wal-Mart for:

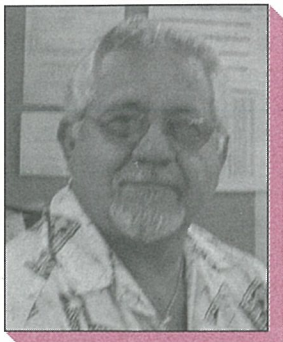
- Illegally threatening workers with termination if they support the union.
- Illegally encouraging its employees to retaliate against co-workers who supported the union.
- Illegally interrogating workers about their union sympathies.
- Illegally threatening not to hire applicants and to fire employees based on their support for the union.
- Illegal surveillance of workers activities to discover their union activities.
- Illegally attempting to silence workers voices to discuss the union on Wal-Mart property.
- Illegally denying workers representation.

"All we want is a fair and free election," said Sam's Club worker Alan Peto. "but the company refuses to take their chances on fair and free. They prefer to subvert the basic principles of American Democracy, everyone's right to make up their own minds without threats, promises, or intimidation,"

The UFCW is the largest organization c retail workers in North America, with 1.4 million members. Workers at retail food industry leaders such as Kroger and Safeway are members of the UFCW.

Alton Family Days have an Impact

By Jim Foster, Business Representative



The Family Days in Alton greatly contributed to an agreement we reached on May 24th with Ameritech manager Al Black on the Not scheduled/overtime

(NS/OT) issue, and bringing techs in from other towns, or overtime lists. Black agreed to bring in the NS people at their locations before bringing in I&R techs from other towns, Infrastructure

Maintenance Organization (IMO), or Construction techs. This information should have been covered with all Tier D managers. If a situation comes up where NS people are not called in, and other techs are moved in, contact your Steward. This agreement covers all of Al Black's area, and there is a similar agreement in the Northern area, thanks to the Godfrey members who offered great support and dedication.

Speaking of Alton, Dick Butler, an I&R technician, just retired. Dick was very active in the Union, first as a Local 399 member, then at Local 21. The members presented him with a plaque, thanking him for all his years of dedication. I wish him my personal best wishes.

Charter Communications

As Frontline goes to press, a tentative agreement has been reached with Charter. As soon as the proofing is complete on the tentative contract, a meeting will be held with the employees to discuss and to vote on the Agreement. We hope this will be done early in August.

DO BUY

Get Ready for Spring With a Union-Made Wardrobe

The best dressed union families can find a wide range of choices in classy union-made clothes—from dressy to casual, business wear to specialty needs—for their spring wardrobe. The following list of union-made-in-the-USA brands and manufacturers is gleaned from union data bases. In some cases, the manufacturer may have facilities both in the U.S. and overseas; others may have both union and non-union factories. So, the best rule of thumb is to check the label when you shop.

LADIES WEAR/ FASHIONS

Virgo II
Taurus II
Gemini II
Glatter & Sims
Fashions Inc.
Suzette
Joffed
Double Z
Nikki Jr.
Zum Zum Fashions
Cindy Collins Inc.
Joe Ben Basset Inc.
Cattiva Inc.
Geoffrey Beene
Maggie Sweet
Smart Lady
Diana Fay
Tummy Toner
Daisy Group
Easy Pieces
Simon Ellis
ER Gerard
Lloyd Sportswear
Reed

Ladies Shoes
Hush Puppies

Town & Country
Arch Rest
Arch Trainer
Cantilever
Dr. Hiss

HATS (MEN'S AND WOMEN'S)

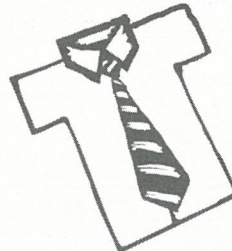
Trio
W&M
Hat Brands (Imperial Headwear)
New Jersey
Kraft
Silver
Watman
Reliable Knitting
Textfelt
Textstran
Cap-a-Rama
Playboy
Playmate
L.L. Bean
Classic Quality Hts



Derby
Reistol
Dobbs
Churchill
Stetson
West Penn Hat & Cap Corp.



Artex Knitting Mills Inc.
Rossmor Industries Inc.
Paris
Lehigh
Herald
Sylvia
Marshall
M. Grossman & Son Inc.
Georgi
Joe Bill Miller
Miss Biernier
Michael Ho
Adolfo II
Mr. John Jr. Classic



Jack McConnell
Frank Olive
Frank's Girls
F.O.
Private Collect
H&L
S&S
Headwear
Creations Inc.
Loveline

MENS & BOYS WEAR

Falconi
After Midnight
Dark Pony
Berkley Square
Jane Barnes
Terzo Uomo
Louis Roth
Le Baron

No
Hathaway Brand
Perry Ellis
Chaps Ralph Lauren
Carhartt
Siegel
Calvin Klein
J.A.
J.A. II
Riverside
H. Oritsky

WEDDING DRESSES

Erica Mitchell
Jordan Fashions Inc.



Winners and Losers, Kids and 'Old Guys'

By Dennis McCafferty &
Wally Pearson,
Stewards of Lake County Indiana

Over twenty Local 21 members and their families marched in the Highland Indiana 4th of July parade. Everyone had a great time. There were two decorated vehicles and we gave out over two 5-gallon buckets of candy. It's one of the major parades of Northwest Indiana with over 150 entries and thousands in the crowd. It was nice to see a few members in the crowd; think about joining us next year.

A main goal of this column is to hear from you—your voice and opinions. With this in mind, **President Ron Kastner has agreed to participate in a Q & A article. You ask the questions, and he'll answer them.** Anyone can ask a question, get them to us through any means available, the easiest way is contacting your steward. We'll get them to Ron.

You Win some, You Lose Some:

Business Representative Steve Tengblad, and Chief Steward Mike Kunas forged an agreement with SBC/ Ameritech to call in all not scheduled (N/S) I & R technicians before loaning Infrastructure Maintenance Organization (IMO) techs to repair. This only makes sense, it's their work, let them do it. The company also agreed to increase the Lake County DAVAR Positions from one tech to two. The Union saw this as a safety issue. While it won't always be a two-man crew,

at least in some of the more precarious places in the county, techs will not have to be alone. The techs also received a one-year retreat clause.

Now for the bad news. Back in June the I & R techs of Lake County declared a "Family Day" to protest the treatment they were receiving at the hands of a group of supervisors who don't rate the ink it would take to print their names. It was initially successful, but at the first opportunity to make money on overtime, several techs decided to work on a couple of hit cables over a three-day period. They did this while I.M.O. (infrastructure maintenance organization) techs refused countless overtime opportunities, including a Saturday.

We as a Union can't tell you when to work and when not to, we can only offer suggestions. In the future we suggest solidarity. Would you cross a picket line to make money? We hope not. We believe the customer should be first and foremost—they're the reason we're all here. If the only way to get the company's attention is to work safely (not slower,) don't let them dangle a few measly dollars in front of you to make you forget who you are. Companies have been doing this since the beginning of time because they figure that managers will find individuals to do their bidding. They tempt the workers who usually say, "What's the union doing for me? They just want my dues." But they are the first ones to stand up and scream for the Union when the boss cuts off the overtime money lifeline. The irony is thick enough to choke on. Don't let this be you!

Numbers and Money:

These two words in a nutshell will determine the future of business. More bang for the buck is the most commonly

used phrase to explain the logic behind job prioritization. While we agree the company should get the most for their capital budget dollar, we continually see jobs in the field that don't go far enough to improve the integrity of the plant. Where is the sense in replacing 2,500 feet of aerial cable if you leave the 50 feet of dilapidated lead cable to feed it? Far be it for us to tell you how to spend your money, SBC/Ameritech.

Speaking of money, we wonder how much the company is spending on those commercials telling the public what we already knew "Extraordinary people doing an extraordinary job." But it's a pleasant change of pace to be shown in a positive light. It's about time the company realized that we are their most valuable asset. We hope the company feels the same way about us at contract time.

On the issue of numbers, we want to give a heads-up to the newer techs, those with less than five years of service. We don't see you at the Union meetings. We know there are other ways of staying informed: the web page, the hotline, this newspaper, but nothing else shows your commitment. Your predecessors fought long for our contract and our benefits. It was a long hard battle, and it seems like you're taking them for granted. Maybe you understand how fortunate we are, but you need to get involved to make sure we don't lose those benefits.

In closing, everybody work safe, and look out for each other. Old timers, take the new guys under your wing, they need our help.

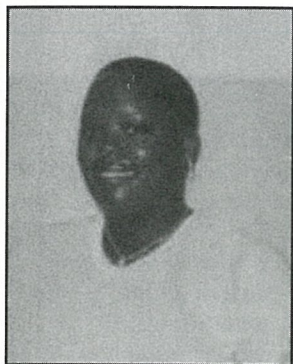
Once again, we need your help, this is OUR Union, and OUR paper, and it needs YOUR input



Union Members, and their families, represented Local 21 on the 4th of July.

Members Rally to Sister in Need

By Winnie Brown, Area Steward



Eboni Miller is grateful for the overwhelming support of her co-workers.

Friday, July 19, 2002 was declared Eboni Miller Day in the West Live accounts Collections Center (WLACC) located at 3206 W. 61st St in Chicago.

Eboni, along with her mother, sister, and one-year-old son Collin, tragically lost everything, due to an electrical fire in her home on July 12th. Thankfully, all escaped unharmed, and for that we are grateful.

When they heard about Eboni's misfortune, her co-workers, along with the management team, immediately jumped into action. A group composed of Carmella Winfield, Tammy Carter, Angelica Pate, Jacquelyn McGill, Mary Tolliver, Tamara Ryals, Angelina Walton, Sharon Lee, and Lashelle Eichelberger started work. Lollipops bearing Eboni's likeness were distributed throughout the entire office, announcing the fund raising drive. Six Great America tickets donated by the management team were part of an office raffle, which raised over \$1,600. The Calvary Baptist Church in Glenwood, IL. donated \$500 to Eboni and her family, after manager Dorothy Dodd contacted her pastor, Reverend David Bigsby.

Union members donated furniture items, household goods, and clothing to help this wonderful family start anew. If you would like to donate any clothing, household items, or furnishings please contact Winifred Brown, via the Union office at 630 960-4466 ext 325.

If you would like to make a cash donation to Eboni and her family, please mail your contribution to:

Eboni Miller
P.O. Box 21178
Chicago, IL 60621

**HATS OFF TO YOU WLACC
TOGETHER WE CAN
AND TOGETHER WE DID**

Health Care, Canada vs. U.S.

In Canada, the health care system costs less today than it did 10 years ago. Today, health care spending accounts for 9.4 per cent of Gross Domestic Product versus 10.1 per cent in 1992.

The U.S. has the most commercial and most expensive medical system in the world. They spend 14 per cent of GDP on health care.

In 1998, Canada spent \$1,828 U.S. per person on health care, while the U.S. spent \$4,178 per person. Every Canadian has health care coverage while 43 million Americans are not covered and millions more are under-covered. Study after study shows that Canada's universal health care system is more fair, more cost-efficient, and more effective than any private health care system.

From the Canadian Association
of Labour Media

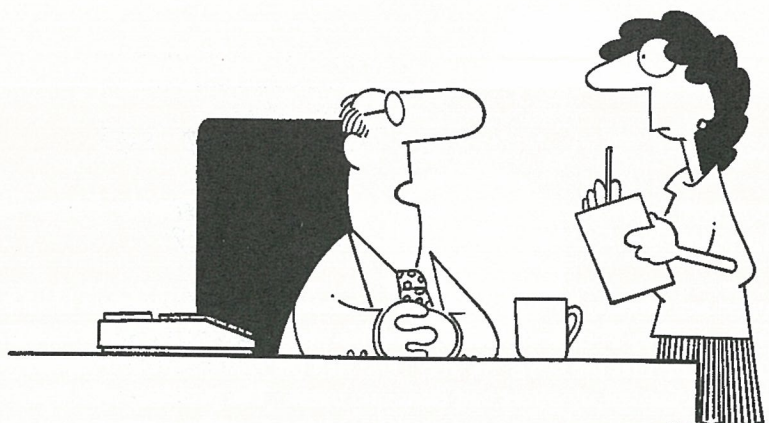
Non-union Workers Have Weingarten Rights, Supreme Court Says

The Supreme Court has let stand an appeals court decision that non-union workers, like union-represented workers, have the right to request that a co-worker accompany them to investigatory interviews that may result in discipline.

Known as Weingarten rights, the term stems from a 1975 Supreme Court decision regarding union members' rights to bring stewards to such interviews.

The most recent case began with the discharge of two employees of the Epilepsy Foundation of Northeast Ohio. The employees were asked individually to attend disciplinary meetings after they each criticized their boss. Both refused to attend alone, and both were later fired.

The NLRB extended the Weingarten law to the two employees and found the firings were a violation. Last November the U.S. Court of Appeals upheld the NLRB's ruling, and found that its interpretation of Weingarten was reasonable. In denying the Epilepsy Foundation's petition for review, the Supreme Court let stand that interpretation.



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"I laid off 12,000 workers to pay for my bonus. Make sure the public knows that no dolphins or rain forests were harmed in the process."

Unexpected Guests

By Mike Christianson, Steward

The stewards and bargaining unit employees at Gallatin River Communications in Pekin, IL. often meet at Steward Willie Walker's home a bit before unit meetings to socialize, talk about local issues and car pool to the unit meeting.

The group received an unexpected surprise recently. They were assembled in a group at Steward Walker's home, prior to leaving for the June 19th Unit 5 meeting in Bartonville. The usual routine was being observed when President Ron Kastner, Business Representatives Vickie Burroughs and Mike Sacco, and Chief Steward Rosetta Shinn arrived to kick off an impromptu Solidarity meeting. Our ongoing labor difficulties with Gallatin River management and our upcoming contract negotiations were the focus of lively discussion.

President Kastner went to great lengths to assure us that the brothers and sisters working for Gallatin River

had the Local's full support in our efforts to receive fair treatment from the company and negotiate a good contract. President Kastner pointed out the recent arbitration of several important grievances was an indication of our collective resolve to ensure fair settlement of grievances. He let us know that we would get



arbitration when we needed it, and that the Local leadership knew how Gallatin River managers were behaving.

Much like other companies represented by Local 21, our "grievance procedure is broken." There's more—bad faith bargaining, unfair treatment, unfair labor practices, along with ongoing violations

of the contract and other hard fought agreements seem to be the order of the day. But Gallatin River's tactics may have backfired. The membership has a renewed interest in unionism—in solidarity—largely due to Gallatin River management. We are becoming energized and feel fully confident

that we will put an end to the labor problems we are struggling with, with the support of our Local.

We are also confident that our upcoming contract will be much improved. Our first meeting with Mike Sacco, who will co-chair our bargaining committee, was

impressive. Mike's obvious energy, knowledge and enthusiasm will no doubt be a powerful force for us at bargaining. The bargaining team also includes Business Representative Vickie Burroughs (co-chair), Chief Steward Rosetta Shinn and Steward Mike Christianson. We can hardly

The Steel Crisis is Not Over Yet

*Importers Continue Their Campaign to Undermine Steel Tariffs.
Submitted by Robert McElrath, E-Board unit 7*

Aided and abetted by their allies in the media, the steel importers have been waging a relentless campaign to undermine the steel tariffs imposed by President Bush earlier this year. Relying on some recent modest increases in the spot prices of certain steel products, they claim that the crisis "is over" and that the Administration should grant the blanket exclusions from the steel tariffs that are being filed by foreign suppliers and domestic users. The problem with this so-called "solution" is that even with the recent price increases, many domestic steel companies still continue to suffer extensive losses.

All steelworkers, their families, and their friends need to contact the White House, and urge President Bush to prevent the Department of Commerce from undermining his Section 201 tariffs by granting the exclusions being requested by the dumpers. Also, urge the White House to support legacy relief for steel retirees and dependents.

The White House telephone comment line is 202 456-1111, 9 a.m. to 5 p.m. Alternate comment lines are 202 456-1414 or 202 395-3000.

White House message fax lines are 202 456-2461 or 202 395-1232.

Finally, you can email President Bush at president@whitehouse.gov.

Together we can win this fight! Together we will!

Thank you for your support



1st Annual IBEW Local 21 Solidarity Day Bowling Tournament



WHEN: Saturday, October 5th, 1pm

WHERE: Laketown Lanes
3220 Stanton Ave.
Springfield, IL

COST FOR BOWLING: Mixed doubles \$15 per couple

RSVP and money due by September 23rd.

Any questions, please call Scott Roesch 217 744-5757 (work) or 217 585-0752 (home)
Or Rosetta Shinn 217 836-4380.

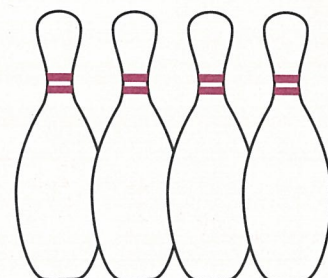
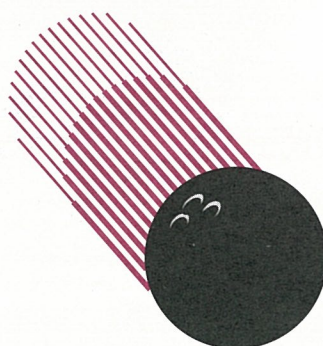
Cut here and return with money to:

IBEW Local 21, 1307 Butterfield Rd, Suite 422, Attn. Rita Peterson,
Downers Grove, IL 60515-5606

Laketown Lanes Bowling
RSVP by September 23rd

Doubles

- 1) _____
- 2) _____



Hope to see you there!!!!

IBEW LOCAL 21

1307 W. Butterfield Rd.
Suite 422
Downers Grove, IL 60515-5601

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Your VACATION:

- BROUGHT TO YOU THROUGH
UNION NEGOTIATIONS -
- PAST -
- PRESENT -
- &
- FUTURE



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With school starting, parents need time for registration and teacher conferences.

Illinois law provides that an employer must grant up to 8 hours unpaid time during any school, with a maximum of 4 hours in one day if a worker has no vacation time left. Ask for "school time".

ON LABOR DAY...



Celebrate with the Union Family!

Have A Great Labor Day !!!