




**Volume 6, Number 4 • August 2003**

*President/Business Manager's Report*

**Watching Verizon**

By Ron Kastner

**ELECTION RESULTS INSIDE !!**



**T**hank you, Thank you, and Thank you again. Tuesday after the ballots were counted, I received the news that I will represent you as your President, Business

Manager, and Financial Secretary for another three years. The trust you put in me to lead all of us through the next three years is very humbling. As one person, though, I can't be everywhere, everyday. However, someone on my staff is always close by to service our members. I firmly believe that the staff of Local 21 is one of the hardest working in all of organized labor, and you can rely on them just as you rely on me. Working together, staff members and rank and file members, we must continue to grow in solidarity and number, and not allow any person or any company to distract us from our goals of a decent wage for a day's work, good benefits, and dignity at the work place.

Again, many thanks. And, congratulations are in order for my fellow officers and the newly elected members of the Executive Board and the Unit Officers. I look forward to working with both returning members and those who are new. This group of men and women put forth much effort to make our Union the great one that it is.

One of the hottest issues this summer is the Verizon negotiations on the east coast and in the Mid-Atlantic States. We truly hope that our negotiations with SBC go smoothly next summer; however, it is to our advantage to keep an eye on this situation. We can learn what works when negotiating with a behemoth company, a company very similar in

structure, size, and management to SBC. We can learn how a company of that sort responds to pressure by the union leaders, legislators, and rank and file members and the public. Although knowledge is important, remember that we should support our brothers and sisters as they continue to work without a contract. As of this writing, a federal mediator is involved and the hope for a quick settlement remains. Although a gag order has been placed on all parties, you can follow what is going on by clicking on the Verizon link at our website, [www.ibew21.org](http://www.ibew21.org).

While we must pay close attention to those events outside of our jurisdiction on the east coast, we must also remain politically active in Indiana, Illinois and Washington, DC. Too often, issues that are won at the bargaining table are taken away by the State or Federal government. Currently, the White House plans to implement comp time, which would take away time and one half and double time pay. Actions of that sort are nothing less than criminal. This overtime legislation will affect all members of Local 21, not to mention all workers, whether unionized or not. Even if union contracts stymie the issue, non-union employers will have a field day and drive down our standard of living. Legislation is also heating up over the way lump sum pensions are figured out. If the government and its corporate allies has its way, the lump sum will be calculated using what is called a corporate bond rate. This rate is higher than the treasury bond rate and will reduce the lump sum pension amount that we so much enjoy. Check out our web site and find out how you can help save your pension. We need your help in fighting these battles that rise on an everyday basis. So when we ask you to call, write, or email your

legislator, please do so.

In closing, our Local Union has had some very tough bargaining, and continues to go through some very tough negotiating with employers under contract with us. For instance, in July, Lucent informed us they were taking more than 200 Local 21 members working at AGCS and putting them into the CWA—all with no negotiations. This kind of outrage is typical of corporations today. We had to respond with all guns blazing in Federal Court locked in a struggle for our members' basic rights, just to slow them down. Mike DeWitt tells the whole story on page \_\_\_\_\_. That's the way things are these But thedays. The bargaining coming up in 2004 with our flagship agreement will probably be the toughest bargaining that SBC employees have ever faced. We're preparing, you should be too. So remember "BE READY- BE TOUGH- BE UNION"

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# FRONTLINE

## IBEW LOCAL 21

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Local 21, AFL-CIO/CLC

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



## June 26, 2004

By Rick Gessler, Vice President /Assistant Business Manager



**H**ow many paydays until our contract expires? If this newsletter gets out on time it will be in the neighborhood of 21. It's not

too early to start putting some money away for next year.

As of this writing Verizon, on the east coast, is still working without a contract. Their negotiations could be key to our own contract negotiations next year. There are many items that need to be addressed in our bargaining—better scheduling language, improved layoff language, vacation improvements, pension increases, just to name a few. We've had very limited contract changes since 1995 when we consolidated the marketing and operations agreements. We need to look closely at every article in the contract for improvements. We'll begin that process shortly and we'll ask for membership input.

Since the last strike of the IBEW against Ameritech was in 1983, many of us have never been through a work stoppage, or lockout. And hopefully we will still be able to say that after next June. However, with the greed of Corporate America today, it is a very real possibility that one of these

could happen, and we must be prepared. Those of us who have been through these challenges in the past need to talk about our experiences with those who have not.

One thing is for sure, we must stick together or we could lose everything. Good topics before work or around the lunch table or break room: What happened in last strikes? How do you picket? What are the laws on picketing? Where are you allowed to picket? Is your foreman prepared to do your job? Are you making it easy for him to walk in and take it over?

I remember after the last strike we had more work than we knew what to do with just to straighten out the mess that management made out there in the field. What would happen today if management tried to do our jobs? Good jobs in eight? I don't think so. Quality? Yeah, right. Call flow? Give me a break. 15 minute breaks? Give me another break. A half-hour lunch? Who's watching! GPS? Oh shit!

I can tell you that next year will be a very busy year here in the Union office preparing for negotiations and we need all of your help in order to be successful. Stay tuned as things develop over the next several months. I hope everyone enjoyed their summer and remember, school is starting up and a lot of kids will be crossing streets for the first time. Be careful at home and at work! No job is so important, no service so urgent, that we cannot take time to perform our work safely. See you at the meetings!



# ELECTION RESULTS

## President-Business Manager

**Ronald E. Kastner 75.4%**

Ivan E. Sizemore, Jr. 9.6%

Michael R. Gaspar 7.6%

Anthony J. Dell'Aquila 7.3%

## Vice-President

**Rick Gessler**

## Recording Secretary

**Linda Corcoran-Cox**

## Treasurer

**Jacque Fields**

## Executive Board Member Unit 1

**William J. "Bill" Lawrence 60.1%**

Daniel M. Gonzalez 39.8%

## Chairperson Unit 1

**Joy Watson 51.6%**

Gene M. Rosas 30%

Myron K. Binion 18%

## Recorder Unit 1

**Jacqueline R. Cheeseman-Dorrrough 54.5%**

Jerry Upchurch 45.4%

## Executive Board Member Unit 2

**Kevin Curran 58%**

James M. Sheehan 41.5%

## Chairperson Unit 2

**Rich Carlino**

## Recorder Unit 2

**Jan Pierce**

## Executive Board Member Unit 3

**Jim Noble 67.5%**

Roger A. Gola 32.3%

## Chairperson Unit 3

**Paul Wright**

## Recorder Unit 3

**Joan S. Welton**

## Executive Board Member Unit 4

**William "Larry" Schuler**

## Chairperson Unit 4

**Terrence E. Sheehan**

## Recorder Unit 4

**Lynn Arwood**

## Executive Board Member Unit 5

**Alison Watson**

## Chairperson Unit 5

**Mike Scime**

## Recorder Unit 5

**Alison Watson**

## Executive Board Member Unit 6

**Rosetta A. Shinn**

## Chairperson Unit 6

**Michael Shipman**

## Recorder Unit 6

**Meg Rogers**

## Executive Board Member Unit 7

**Bryan Smith 56.9%**

Michael T. Doyle 23.2%

Ron Wood 19.7%

## Chairperson Unit 7

**Eric Slattery**

## Recorder Unit 7

**David Gentry**



Jacque Fields, Rick Gessler, Ron Kastner, Linda Corcoran-Cox

## Perspective on Union Democracy

*By Reid Kanies, Election Judge*

First, I'd like to thank all of the candidates for having the courage and passion to run for elected office. I'd also like to thank all the members who took the time to vote. All of us on the election committee are pleased to report that this election cost less than one-half the expense of the previous election run by the International union.

Also, while in a cost saving frame of mind, please be sure to give the union office your address changes. The company does not share this information and the post office address corrections are costly. Thank you.

## Ron Kastner Re-elected

*By Michael Sacco, Business Representative*

Ron Kastner was re-elected for another three-year term to lead Illinois' largest union of telecommunication workers—the 14,000 member International Brotherhood of Electrical Workers (IBEW) Local 21.

In a 4-way contest, Kastner received 75.4% of the vote. Campaign issues largely focused on the Union's strategy for bargaining a new contract with Local 21's largest employer, SBC in Spring 2004.

Kastner, a member of the IBEW for 35 years, advocates for extensive preparation for both the bargaining team as well as members working for the company. "This bargaining will be a tough one with the current condition of the industry. We will need every member involved to impress the company with how serious we are about job security and taking care of our customers. We're well along with our preparations for SBC bargaining and I'm pleased the members have expressed their confidence in our team's experience."

## Thanks to the election committee



Reid Kanies Judge, Joseph Messner Door Foreman, Bill Mitchell Assistant Judge



Les Bales Teller, Greg Cameron Teller



Bethany Shavin Teller, Robert Taylor Teller

## **Benefits Report August Open Enrollment!**

By Linda Corcoran-Cox, Benefits Coordinator & Recording Secretary



**F**MLA complaints, unsolicited by the IBEW, have flooded the Federal Department of Labor (DOL)! Frustrated with the number of FMLA cases denied for

frivolous reasons, we called the DOL to inquire how many complaints had been received from SBC employees. Lynn Arwood, one of our Union benefit assistants, was able to speak with the FMLA Coordinator for the Chicago District assigned to all SBC Companies. Although the DOL would not, divulge how many complaints had been filed, Lynn learned the government may need to hire three additional people! SBC has continuously refused to participate in conference calls with the DOL to discuss the complaints, basically, thumbing their noses at the federal DOL, just as they have done with the state DOL on payroll issues. While all this is at the very early stages, we are looking forward to working with the DOL on both levels. It was a pure pleasure for us to know they are just as frustrated with SBC as we are. Discussions will continue and we will update you as information becomes available.

**An FMLA Process Midwest Pilot Program** began June 2 with the SBC SMAART Center. This is a three-month trial that will run in all business units, in the Midwest region only. Basically, any employee who requests disability benefits, excluding Workers Compensation, will receive a separate letter requesting the completion of the FMLA Medical Certification Form and an FMLA- 2 form, "Notice of Rights under FMLA" with the disability packet.

If the disability is approved, the FMLA Certification will be filed but won't require review from an FMLA Specialist since FMLA runs concurrent with disability. However, if part of the claim were denied, the SMAART-FMLA Processing Group would review the FMLA

Certification Form, and a SMAART-FMLA Specialist would render a decision. SMAART receives eligibility feeds from the SBC Processing Unit via on-line requests.

If no FMLA-4 Medical Certification was received and the disability claim was denied, or no medical information was received to substantiate the disability, SMAART will contact the employee to notify them that the FMLA-4 should be completed by their medical provider and submitted to SMAART.

During this trial, SMAART has the authority to approve or deny a disability claim, and also the power to approve or deny any FMLA associated with any portion of a denied disability claim. Additionally, the initial and final denials for both the disability and the associated FMLA fall in their authority.

The FMLA-1 is still filled out by the manager locally and the FMLA-5 will still come from the FMLA Processing Unit.

SBC has not shared any results of the trial so far. We have been told, as required by law, that SMAART is using separate (disability and FMLA) specialists and medical advisors to review and contact medical providers for escalations related to claims.

**Medical Flexible Spending Accounts** claim processing became automated on August 1. If you are participating in an SBC medical care flexible spending account and you are enrolled in a health care plan managed by a participating administrator, your eligible medical out-of-pocket expenses, such as co-payments, coinsurance and deductibles are now being filed electronically by the administrator directly to SHIPS, Inc.

The participating administrators are United Health Care, Blue Cross and Blue Shield, Caremark, Value Options, CIGNA and Vision Service Plan. Blue Cross and Blue Shield will file your claims automatically only after you complete and mail the authorization form which can be obtained via their web site at <http://www.bcbsil.com/sbc> or by calling 1 800 621-7336 or through the SHPS web

site at <http://www.shps.net> or by calling SHPS at 1 877 358-0302.

If you do not want to participate in the automatic claims processing, call SHPS at 1 877 358-0302.

**A United Health Care Member Satisfaction Survey** is being conducted through August 19, 2003. Approximately 384 employees across the region are being surveyed by telephone. Our official position on any survey: do not participate.

**Annual Open Benefit Enrollment** will begin in October. This is a reminder to make sure you have an SBC Connect password. You'll need a password whether you enroll through a SBC Connect service associate, the IVR, or Internet. In fact, you need a password just to access your account without enrollment. If you have never registered and do not have a password, you can call SBC Connect at 1 877-722-0020 and follow the prompts or go to their web site

<http://resources.hewitt.com/sbc>. Go to the Log On page and choose "Register as a new user". Follow the instructions and you will receive your new password in the mail within seven to ten business days. If you forgot your password, go to the Log On page and choose "I forgot my password" and it will be mailed to you.

The enrollment information is one of the few items mailed to our homes, so make sure your correct home address is on file. If you have access to eLink, go to <https://ess.sbc.com>. From the main menu, select "Update Address and Phone Numbers." Under address type, select "Permanent Residence." Choose "Change" and make any necessary changes and choose "Save." If you don't have intranet access, see your manager or eLink assistant.

**Attention Recalled laid-off workers!** Your previous Net Credited Service and your benefits are effective on your date of rehire. There is a about a 2 week delay in that occurring but never the less, both are facts. Initially, you may be told you will not have company paid coverage for 3 months. Once the eligibility center (SBC Connect) receives your previous work time from the pension center, they will automatically change the effective date of company paid coverage back to your date of hire. You should also receive a letter from the pension center correcting your Net Credited Service Date from your date of hire to reflect the time

previously worked. If there was less than 6 months between the time you were laid off and rehired, the period of time laid off will also be included in your Net Credited Service Date.

You will receive a new benefit enrollment kit and must enroll yourself and your dependents within 31 days of receipt of hire or receiving the enrollment package. The enrollment includes medical, dental, vision, supplemental and dependent life insurance, savings and security and flexible spending accounts.

If you paid for medical, dental or vision under COBRA while you were laid off, company paid coverage is effective the first day of the month following your date of hire. COBRA is paid one month in advance so you may have a refund coming. Additionally, if COBRA payments are electronically taken from your checking or savings account, you must call SBC Connect to cancel future payments in addition to receiving any refunds you might be entitled to.

Any member who has contact with a recalled worker should share this information. Additionally, anyone who has contact with those still laid off can share these two phone numbers: 1-888-370-6513 to correct your home address or telephone number.

As of August 7, **twenty-one laid**

**off workers have been recalled** to permanent positions with DSL, and twelve have accepted regular limited term Service Representative positions. The company is in the process of hiring 275 Service Representatives in anticipation of long distance approval. As a result, anyone recalled to a Service Rep position prior to and up through August 4 will be offered an option to be a regular limited term

employee and remain on the recall list, or become a regular full time permanent employee. If the worker accepts the permanent position, they will be removed from the recall list. Any of the 275 Service Rep positions currently being offered will be regular full time positions. As such, **if accepted**, the laid off worker will be removed from the recall list. Those still remaining on the recall list will be

receiving a letter from the company advising them of the permanent job openings and a phone number they can call if interested.



## White House Presses Delete Key on E-mails

President Bush has plenty of well-deserved headaches, but workers and unions must have been giving him a migraine this summer as they flooded the White House e-mail system with protests over administration policies — primarily the proposal to gut overtime protections for millions.

But rather than take an aspirin and lie down — or better yet, change his ways — Bush responded by effectively killing the messenger. To stem the flow of anti-Bush emails, the White House changed the whitehouse.gov system to make it much harder to get in touch with the President.

The New York Times reported in July that in response to the anti-Bush messages, the e-mail system was re-engineered to become “much more cumbersome.” E-mailers were required to navigate nine Web pages and fill out a detailed form that starts by asking whether the sender supports or opposes White House policy.

After the Times article appeared, the White House changed the system again to acknowledge receipt of e-mails and to make its privacy policy more prominent.

To learn more about the e-mail flap, visit [www.aflcio.org](http://www.aflcio.org). Better yet, visit [www.whitehouse.gov](http://www.whitehouse.gov), and try to send a message to Bush. Just try it.

## Good-bye Mickey Mouse

Many members still call the Union office asking for the Disney Club package, so we are sorry to inform you that Disney stopped processing renewal and new memberships in December 2002. For those who are members, the Disney Club will close completely on December 31, 2003.



# Is change good or should we leave well enough alone?

By Mike McCormick, Business Representative 7



I chose that title because of all the things I have seen since last November... First, the **layoff** issue, where so many

technicians were let go, from a company that continually posts multi-billion dollar profits. Then the technical associate **layoff** in Chicago, where two more union members were laid off. Then the talk of 500 more possibly being laid off, until the legislature passed SB 885 in Springfield, largely because many IBEW members, wrote, called, or e-mailed their senators and representatives. Right now the talk is that SBC is over headcount by 170 technicians in Illinois. As of press time, the **building servicer layoff**, was just averted, or rather put on hold until next year. Nine building servicers and attendants who are surplus will have until August 27, 2004 to find other jobs.

The next issue was **Drivers' Licenses**. SBC, in its infinite wisdom, waited 2 years, to decide to look at the employment records of "new hires." If a person had two or more moving violations, or their license was suspended, or if a person had a felony conviction, whether they wrote it on the application or not, **YOU WERE FIRED**. In this area we had nine fellow union members let go. Yes, the Local is going to arbitration, but is it really fair for each one of these members to be without pay after working for two years? The company did a required background check on each one of these employees prior to hiring them, but did anyone review the files?

Then came the **GPS** issues—not being where you are supposed to be, or excessive cell phone usage. We dealt with the suspensions, but also held meetings to alert Business Reps, Chief Stewards, and stewards about the problems. It gave them the opportunity to talk with fellow members before discipline occurred. What a novel idea for certain third level managers to involve the Union! I applaud

these managers. As a matter of fact, a certain General Manager also applauded them for talking to the Union.

One of the biggest local issues is **NO TRACKING OF INCIDENTAL OR CALLOUT OVERTIME**. When I questioned this, I was told it wasn't necessary because everyone can work as much overtime as they want to. A month later I get calls that certain employees are able to work late, while the rest of the employees are being told to return to the garage on time. We have been fighting this issue since January and finally resolved it in June. Per Cordell Williams and Jim Gerber the incidental overtime lists will be kept and utilized by management, but so far only two garages are posted correctly. During the correction process, the company continually claimed that the employees don't want this. Labor Brief, 87-001 addresses this specific issue. It also is a signed memorandum. There is no way to fight this, yet, managers procrastinate. Why? Because they cannot give the overtime to their favorites. They have to distribute overtime by the list.

The issue of **DRUG TESTING** came up a few weeks back on the Soldier Field project with a new twist. Three major companies formed a corporation to get the contract. In order to get a lower insurance rate, this corporation signed an agreement with an insurance vendor, that this job would be drug and alcohol free. They agreed to do a blood test and a urine test on every person going to work at the site. They promised to continue random testing long after the first day on the job. What was surprising is how many labor Locals agreed to this process. At the time, only the Iron Workers Local did not agree. After making phone calls, I found out that they were given a waiver by the insurance company. SBC stated that they wouldn't force members to submit to this, but would seek volunteers to go. However, this group stuck together, and after a few days, the SBC called the insurance vendor and also received a waiver.

**SCHEDULING** is a never-ending battle. If you look at different areas you'll see a great difference in the number of techs being scheduled. After getting involved, with the process, for the south

side of Chicago, it is very apparent that the numbers do prove in. The problem is that the plant is in disarray. SBC shouldn't lie to the commerce commission. SBC didn't tell the commission that in reality, all they have done is taken employees from construction and repair and moved them into the IMO group. They are doing the same exact job, but by creating a new budget, it appears SBC is investing more into the plant. In reality, nothing new is being done, just Band-Aids. Until SBC addresses the conditions of the plant, on the south side of the city, this fight will go on. We have filed a grievance on **disparate treatment**, regarding scheduling, in order to get this in front of an arbitrator.

Solving these issues is easier with the members' support. Some of our members believe that every benefit that they receive is because they do a good job and that they are entitled to it. False. Each and every benefit you receive is negotiated for, through the collective bargaining agreement. **YOU DO NOT JUST RECEIVE THESE BENEFITS FROM THE COMPANY OUT OF THEIR GENEROSITY!**

It's no secret that SBC checks on how many members attend unit meetings. They see **COMPLACENCY AND THE "ME" SYNDROME**. Some people's favorite line, "Well if they were doing their jobs, it wouldn't be like this." is a cop out. Now is the time **TO GET INVOLVED**. Come to the next unit meeting, don't wait until May 2004.

I believe that this is just the start. I believe that this upcoming contract is going to be a tremendous battle. I believe that we as union members are not ready yet.

**I WISH THAT EVERYONE WOULD COME TOGETHER AS ONE. REMEMBER EACH ONE OF YOU ARE THE "U" IN UNION. WE CAN ONLY GET WHAT WE HAVE WORKED FOR, IF WE UNITE AS ONE.**

**PLEASE START TALKING AT YOUR WORK LOCATIONS ABOUT THE UPCOMING CONTRACT. BRING PEOPLE TO OUR NEXT UNION MEETING!!!**

# SOLIDARITY

## ELGIN



As the July temperatures began to heat up, so did the solidarity of the I&R techs at three west suburban garages; Elgin, St. Charles, and Wheaton. These technicians said, "ENOUGH IS ENOUGH," and took their issues to the street, in the form of informational picketing. SBC has displayed no regard for the employees or their families. SBC has decided to ignore any bargained agreements pertaining to overtime, cross-overs, weekend scheduling, and distribution of non-scheduled days. Brothers and Sisters, it is time we start showing **our solidarity**, June 2004 is staring us in the face.

## WHEATON



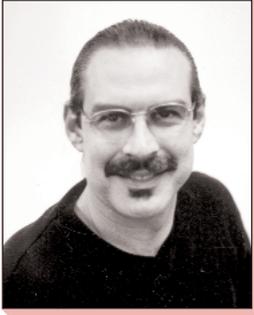
## ST. CHARLES



Photos by Bob Kacprowicz, Business Representative

# A Call To Resist

By Michael Sacco, Business Representative



**I**t's Labor Day. A national holiday, the end of summer, blah, blah, blah...A day to honor work and workers? No, a day to honor organized workers—

UNION workers. You'll never hear that on the news, but the holiday, as passed by Congress in 1894, is to memorialize the progress that organized labor has brought to our country, in the workplace, schools and our greater society. It's our day—be proud.

What did organized workers do to get the honor of a holiday? They sweated, died and stood up to resist the tyrannical control of their workplaces. They beat back their bosses to gain a tiny slice of justice in the workplace. They resisted—not alone but as a group. They made things better collectively. Were they 100% together? Were there any rat brown nosers or traitors? Of course they weren't 100%. And, of course there were boot lickers, brownies, suckholes and traitors. Those

types have been around ever since there have been bosses and slaves. But our success comes when a majority refuses to be beaten down by unreasonable and stupid bosses.

“Resist: to take a stand; to exert force in opposition; to exert oneself so as to counteract or defeat,” according to Webster's. Does this mean violence? Is it illegal, unethical or immoral? NO on all counts. We all have the right under the law to “take concerted action for mutual aid and protection.” We also have a moral right to be treated with dignity and respect by our bosses. We have the right to voice our opinions in the workplace.

I have 24 years of working for SBC and its predecessors. I've worked in three very different departments. I know a few things. I've seen more. We have a lot of younger members and I'm gonna give it to you straight: if you let yourself be run over, brow-beaten, scared, or pushed around it will only get worse in the future. I once saw a brow-beaten worker throw a three pound hammer at a boss. The boss walked away and we didn't see him for a week. I am not telling you to throw anything! I am saying that when they push—you push back! Don't do this alone.

Speak up and tell them what you think when they do something stupid. Support other workers when they're brave enough to say something. This scares the boss.

What about our customers? Who's on their side? We are. Resist when bosses try to screw our customers. Defend them. What about our co-workers? What should we do when bosses ridicule and embarrass them publicly? Should we skulk away, glad it isn't us? Should we pile on? No, we should demand that ignorant bosses shut up, apologize and get the hell out of our faces.

What about harassment? When the boss is riding us for more work, should we cut corners and do the job faster and less safe? Of course not. No rate of speed will ever satisfy this machine with the voracious appetite for more and more work. They will never stop pushing. Follow their rulebooks and work at a safe pace.

In the coming months we will continue to talk about resistance to stupid bosses. I'd also like you to share your ideas and stories. If you have a question of general interest on resistance, I'll try to answer those in future issues. You can also e-mail me for individual answers. They will all be legal, moral and ethical. Work safely all the time! Happy Labor Day!

## Another View

### The Centralization of Local News

By Jim Hightower

**T**he television anchor for WSMH, the Fox TV affiliate in Flint, Mich., recently gave listeners the local weather forecast, saying it's going to be a high “of 57 for us here in Flint.”

Us? This anchor was actually hundreds of miles away in the Baltimore area, working out of the centralized television studio of the Sinclair Broadcast Group, which owns 62 television stations in cities like Flint, Tampa, Pittsburgh, Raleigh, Rochester, Birmingham, and Oklahoma City.

Weather is not the only news item removed from local control by the Sinclair chain. For example, Flint's local news team gets seven minutes on the 10 o'clock news, then the station switches

to yet another anchor who's also in faraway Baltimore, but pretending to be in Flint as part of the “local” broadcast. Sinclair refers to this deception as “central casting.”

Welcome to your “news” future under the magic of the recent un-regulation of our public airwaves by the FCC, allowing more profiteering conglomerates to seize control of our independent, local sources of news and information. Under the monopoly-friendly rules rammed through by industry lobbyists and Bush appointees to the FCC, we're headed for an orgy of media mergers, giving even greater control to a handful of giants over what we see, hear, and read.

As one of the industry's leading investment analysts so starkly puts it: “The biggest implications of the rule changes is that everyone has to decide whether they want to be a buyer or a seller

in the next five years. The map will change within that time period. The big are going to get bigger.”

Swell. As they get bigger, our news gets more consolidated and centralized, reduced to remote, cookie-cutter, corporate homogeneity, and our democracy shrinks.

To fight this monopolized monocasting and theft of our public airwaves, call the Media Access Project: 202-232-4300.

Jim Hightower is a speaker and writer from Texas

**Complete information about all Union Privilege services is available online at [www.unionprivilege.org](http://www.unionprivilege.org).**

## It's Not Just What You Say, It's How You Say It.

by Nancy North, Area Steward



Now that my son is in college, part of his journey includes a CTA L-train which occasionally provides the live entertainment of a shell game

hustler. Arthur said he watched the guy from the side, and saw how the trick was worked, but he also knew that if he actually risked money and stood in front of the con-artist, the trick would not be so easy to detect, and he's lose his lunch money. So often the truth becomes clear when you stand a little to the side of an issue, instead of staring straight ahead.

President Bush's speeches make me uncomfortable. It's more than the Texas accent.

Whether or not you agree with the president's policies, step just a bit to the side and really look at how he presents those policies in his speeches. I read an article by Renana Brooks in *The Nation*, and discovered that Bush uses well-known linguistic techniques to

make citizens feel dependent.

**The first technique is empty language**—broad statements so abstract that they are virtually impossible to oppose. Empty language conceals faulty generalizations, ridicules viable alternatives, and attributes negative motivation to others. Bush's 2003 State of the Union speech contained 39 examples of empty language. He used it to reduce complex problems to images that left the listener relieved that George W. Bush was in charge. Rather than explain the relationship between malpractice insurance and skyrocketing healthcare costs, Bush only said, "No one has ever been healed by a frivolous lawsuit."

But our lives are so busy, isn't it easier to have someone else solve those big

issues? Wait, think about when you have a messy problem on the job—will a one-line statement from your boss really solve the problem, or do you need to work out all the details?

**The second linguistic technique is personalization**, which focuses the listener on the speaker's personality. Bush projects himself as the only person capable of producing results. When he presented his case against Iraq, he said, "I've made up my mind that Saddam needs to go." Repeated often enough, "I've made up my mind," becomes its own reason. The word "you" rarely appears in Bush's speeches. Even when he uses "we" it's done in a way that focuses attention on himself.

**The third and most frequent technique is negative framework**—a pessimistic image of the world. Bush builds this framework using techniques borrowed from advertising to instill the

image of a dark and evil world around us. Catastrophic words and phrases are repeatedly drilled until they produce a high level of anxiety, and it's pointless to do anything but cower, preferably with a large bowl of chocolate ice cream. Bush is a

master at inducing learned helplessness in the electorate. He uses pessimistic language that creates fear and makes people feel they cannot solve their problems. I'm not easily persuaded by television commercials, but as a good citizen I've watched a fair number of Bush's speeches, and I get depressed about halfway through. It explains the five pounds I've gained from all that ice cream.

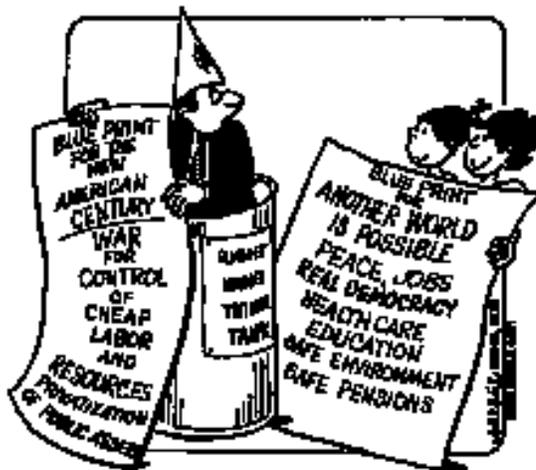
Sometimes you have to laugh or you'd cry. I know political leaders need to explain complex problems to the citizens who elected them, but Bush has a higher ratio of negative to optimistic statements than any other president. He identifies strongly with Ronald Reagan so let's compare two "crisis" speeches. On

October 27, 1983 after the US Marine barracks were bombed in Beirut, Reagan's address used nineteen images of crisis and twenty-one images of optimism. His problem evaluations used the past and present tense. In contrast, on October 7, 2002 in a policy speech on Iraq, Bush began with forty-four consecutive images of crisis, no images of optimism. The vast majority of his statements were set in the future, implying no end. The absence of a plan of action is typical of a negative framework, and leaves the listener without hope that the crisis will ever end. Reagan, on the other hand, only a third of the way into his speech turned to solutions, "What can we do now to help...we can take three steps now that will make a difference."

America has faced dark times before. **We did not face those crises in fear, and we cannot act out of fear now.**

On the day after the Japanese attack on Pearl Harbor, President Franklin D. Roosevelt focussed on an optimistic resolution, not a daily threat to survival, "No matter how long it may take us to overcome this premeditated invasion, the American people in their righteous might will win through to absolute victory....There is no blinking at the fact that our people, our territory, and our interests are in grave danger. With confidence in our armed forces—with the unbounded determination of our people—we will gain the inevitable triumph—so help us God."

We cannot afford a dependency dynamic; dependency won't solve our country's problems. So, next time you listen to one of George W. Bush's speeches, step a little to one side and listen to how he addresses you. It's more than our lunch money at stake.



### 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**  
[nancy.north@comcast.net](mailto:nancy.north@comcast.net)  
**Larry Moeller**  
[ljm336@ameritech.net](mailto:ljm336@ameritech.net)

# Pension "Reform" Could Cost You Thousands

By Larry Moeller & Rosetta Shinn, Committee on Political Education



The Local 21 COPE department has been monitoring the government's plans on pension reform. Recently HR

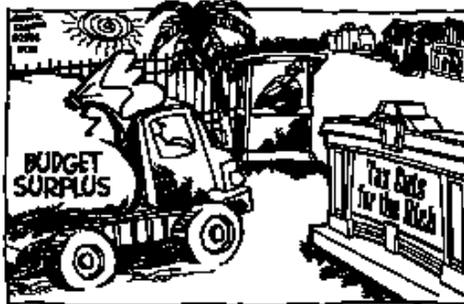
1776, the Portman/Cardin Bill, passed out of the House Ways and Means Committee. The bill includes a provision that would make a change in the maximum lump sum rate in 2006. In that year the maximum lump sum rate would be the 30-year Treasury rate PLUS 20 % of the difference between a corporate bond rate and the 30-year T Bill rate. The corporate bond rate is higher than the T Bill rate, and the higher the percentage rate, the smaller the lump sum pension amount. HR 1776 will now go to the floor of the House of Representatives for consideration. If it passes, the bill will then move to the Senate.

This is where you—the Local 21 member—comes in. Local 21 urges our members to contact their U.S. Representative and ask them to OPPOSE HR 1776. It's simple. Access our web site [www.ibew21.org](http://www.ibew21.org), click the COPE tab in the directory, then if you live in Illinois use

contact them. It works the same way for Indiana members—just click on the Indiana AFL -CIO link—once there click on "Legislative Information."

Members who don't have access to a computer can phone their Representative in Washington at 202-224-3121. Tell the operator your Representative's name or your home zip code and the operator will connect you.

Any member needing assistance can call Larry Moeller ( X221) or Rosetta Shinn ( X327) at 630-960-4466



Privatizing the budget surplus.

the Illinois AFL-CIO link. Once you are there, click on "Who is my Legislator" and by entering your address and zip code your Representative's name will come up, complete with information on how to



## Union Structure Explained

### Part 3: Business Representatives

By Jacquie Fields, Treasurer



Brothers and Sisters, I have enjoyed your feedback on this series explaining the structure of our Local. I remember being a new

steward, and I would hear about the Business Rep, or area steward or chief steward and wonder, exactly what does this person do? The response has been positive, and it is my pleasure to continue... This month we'll describe the Business Representative position. This is a position appointed by the President-Business Manager.

The Business Representative is appointed to serve an area as the primary agent of the Union. For instance, the Business Rep has the responsibility of taking over a grievance at the third step, if it was denied by the second level manager. At this step the Business Rep will meet with a representative from the company's Labor Relations Department, not the third level manager. Business Reps work with the Business Manager and the Assistant Business Manager on arbitrations when the grievance is denied at third step. This team also works together on contract negotiations for the companies Local 21 represents.

The membership area that each Business Rep represents is much larger than that of an area steward or chief steward. In the course of a day, they could cover several hundred miles in travel. A few of our Business Reps have members

working for different companies. Local 21 has Business Reps heading other departments, for example, Linda Corcoran-Cox, head of Benefits, and Michael Sacco, head of our Communications Department. Other Business Reps are members of the various committees that make our Local the strong entity it is. One example is the Union Steward Training Committee. Since Business Reps cover members in a large geographic area, they attend one or more unit meetings per month, like many area stewards or chief stewards.

To conclude, Business Reps are your liaison to ensure that our Local works in solidarity. I am very blessed, as I have learned a great deal from this staff. Next issue: the executive board.

## Labor Day 2003; Resolve to Stand Together

By Margaret Blackshere, President Illinois AFL-CIO



**L**abor Day is a time for reflection. What is the outlook for workers and their families?

Over the past two years, our national

economy has been in a downward spiral. Nearly three million jobs have been lost since President Bush took office, 40,000 in Illinois alone. Manufacturing plants are closing at an alarming rate, eliminating good-paying jobs with health benefits that will be difficult to replace.

The federal government is allowing foreign companies to flood our markets with products made in unsafe plants, by near-slave labor, with little or no environmental restrictions. U.S. companies can not compete with these unfair economic and environmental advantages. As predicted, so-called “free-trade” policies have turned out to be anything but that for working families across this country.

In response to the economic crisis, President Bush recently implemented a third tax cut in as many years, which benefits the wealthiest Americans, has no real hope of revitalizing the economy and is sending the federal deficit deeper into a sea of red ink. This return to huge deficit spending represents a sharp break from the recent past. During President Clinton’s second term, the federal government actually ran on-budget surpluses and began paying down the national debt.

To make matters worse, the Bush administration continues its assault on working families by attempting to eliminate overtime pay; pay that thousands of working families depend on to make ends meet.

And, under the guise of Homeland Security, thousands of government workers, including postal employees and baggage handlers have been stripped of their collective bargaining rights. Incredibly, these are the same workers the government calls on to help win the war on terrorism.

Additionally, the Medicare reform bills that are currently being deliberated essentially pave the way for privatizing

Medicare and destroying employer-sponsored group insurance. It is an insult to America’s seniors and working families who need help reeling in out-of-control prescription drug costs. The only real winners under these plans are the private insurers and drug companies. This assault on working families must stop.

In 2002, working men and women in Illinois stood together and elected a majority of state government officials who are sympathetic to the needs of the working class. Since then, new state policies and laws have been enacted that help workers everyday on the job. Laws that enable workers to join unions, raise the minimum wage, enact equal pay, create a prescription drug plan, improve prevailing wage enforcement and hold corporations financially accountable.

This Labor Day, we must resolve to come together again to work for change at the federal level. In 2004 we must elect officials who can implement real economic change and who will restore workers’ rights. We must elect a President who supports working families.

I urge each of you to stand up for change at the federal level in 2004. We made our votes count in 2002 and we can do it again – as long as we stand together - united!



## Local 21 Tells Cintas to Respect Workers

By David Webster, Business Representative

**C**intas is the largest uniform supplier in North America, with more than 500,000 clients.

More than five million people wear Cintas clothing each day. The company operates 365 facilities in the U.S. and Canada, including 14 manufacturing plants and seven distribution centers that employ more than 27,000 people. In addition Cintas provides rental services for doormats that are used by many companies, including the IBEW Local 21 office until our E-board made a recent decision.

U.N.I.T.E. (Union of Needle Trades, Industrial and Textile Employees) began a major national organizing campaign early this year, which includes six plants in the Chicago area. The theme for the campaign is “uniform justice.” UNITE is working to raise the standard of living in the laundry industry and has

targeted the behemoth launderer, much like Local 21 has targeted the cable television industry.

The drive escalated when the International Brotherhood of Teamsters (IBT) and UNITE announced a “landmark partnership” aimed at organizing the employees of Cintas at a rally in Chicago in late June. They hoped to persuade Cintas management to grant union recognition through card check, where if a majority of workers sign cards saying they want the union, management will yield to the workers’ wishes.

In a boost to the campaign, a July 9th letter from 91 members of the House of Representatives called on Cintas to agree to the card-check procedure. A Cintas spokesman responded negatively, however, indicating the company would demand a full-scale — and often expensive and time-consuming — National Labor Relations Board election, complete with pre- and post-election hearings and appeal processes.

Cintas workers in Chicago say the company systematically discriminates

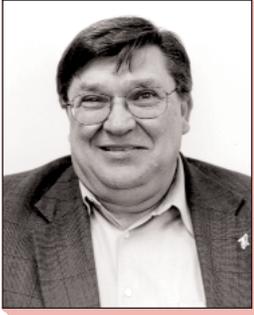
against women and minorities. Workers at Cintas are fighting for affordable health care, a living wage and safe working conditions. One worker employed at Cintas since 1992 makes \$8 per hour. UNITE’s President Bruce Raynor said that in some cases Cintas is willing to spend \$3,400 per worker to break the Union and deny workers the right to form a Union. At the same time Cintas refuses to pay above poverty wages or provide decent benefits.

Over 100 unfair labor practice complaints have been filed against Cintas. Workers are recording safety and environmental violations committed by the company that uses fear and intimidation to keep employees from exercising their legal rights.

I am proud to say that IBEW Local 21, due to the attitude of our progressive Executive Board and officers, returned the doormats, and told Cintas that they will not get any more union dollars from our Local as long as they fight workers’ efforts to form a Union. Solidarity.

## Stress is No Joke

By Jim Kassing, Business Representative



It was my pleasure to represent Local 21 at the spring meeting of the National Safety Council, Labor

Division, held this year in San Francisco. The meetings were filled with helpful information and safety training. I would like to share some of that information with you now.

### Asbestos Poisoning

In the past, settlements for asbestos poisoning were paid from a fund that manufacturers, by agreement with the government, had set aside. This fund has been depleted. The IBEW, AFL-CIO, the federal government, and the manufacturers' association have been working to rebuild this fund. It is expected that the new fund will last 20 to 30 years. However, the manufacturing association insists that benefits from the fund only be paid to claimants who are non-smokers. The awards are to be based on different degrees of disability or lung function. The manufacturers fear that smokers will have an even greater loss of lung function above the loss that is attributed to asbestos poisoning. The IBEW International Safety Office will notify us when the negotiations are completed and we will inform you of the result.

### CDL's and Commercial Drivers

Many accidents each year are attributed directly to sleep deprivation, caused by excessive hours of work. When drive time and work time are combined on a continuing basis day after day, the result is sleep deprivation. The IBEW is on record with the Federal Motor Carrier Commission that utilities should be exempt from new drive time rules or that they should not apply during a stated emergency, such as a storm or flood. Some states already have drive time, work time legislation. Maine, for example, enforces a 17 hour on duty, 7 hour off paid plan. The railroad industry has a 12 hour on duty, 8 hour off duty non-paid plan. We expect the decision of the commission by midyear.

### Stress

Stress is a very real thing and can have an adverse effect on the mental as well as the physical health of workers. The body responds to meet stressful situations by modifying the response of virtually all the internal organs: the heart and blood vessels, the immune system, the lungs, the digestive system, the sensory organs and the brain. Stress is caused by stressors that can be either internal or external. External stressors include adverse physical conditions such as pain or cold temperatures, or stressful psychological environments, such as poor working conditions, or abusive relationships.

Internal stressors can also be physical— infections, inflammations—or psychological. An example of an internal psychological stressor is intense worry about a harmful event that may or may not occur.

Acute stress is a reaction to an immediate threat, commonly known as the flight response. The threat can be any situation that is experienced, even subconsciously or falsely, as a danger.

The negative effects of stress can be physical or psychological. Incidents of acute stress have been associated with a higher risk of cardiac events, such as heart rhythm abnormalities and heart attack, and even death from such events in people with heart disease. Other negative effects can be stroke and high blood pressure.

People trying to deal with stress often resort to unhealthy habits including high-fat diets, tobacco use, alcohol abuse, and a sedentary lifestyle.

The Union is committed to informing our members, and their employers, about the areas of high stress, and to work with them to eliminate the danger.

For more complete information on stress and stress reduction factors, write or call me at the Local 21 union hall.

### Johnson Controls

A joint advisory committee meeting was held on April 10, 2003 at 225 W. Randolph, Chicago. In attendance for the IBEW were Jim Kassing, Harold Hess, John Dembrowski and Dennis Schwikow. The company reported that all performance reviews were completely satisfactory.

The outsourcing of CEV work to JCI Branch has not yet been signed. The contract is for all AC work, PMs, annuals and response to repairs as network engages them. This issue is under grievance at this time by Local 21.

There were eight lost time injury incidents so far this year. One injury report is being challenged because it did not happen on the job.

There were 14 Building Custodians affected by the layoff on April 1st. This layoff was mandated by SBC as a cost saving measure. The work these local 21 members were doing is being contracted out to vendors whose employees work for lower wages and no benefits. This matter is also the subject of a Local 21 grievance.

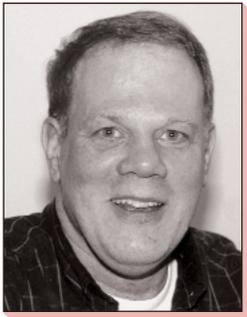
### "Do you know this manager?"



This same manager is known to suspend our members for sleeping on the job.

## Lucent Power Play Against Local 21/AGCS Contract

By Mike DeWitt, Business Representative



**A** Earlier this year, Lucent took over the last 10% stake in AG Communication Systems (AGCS). AG is the former Automatic Electric, GTE's manufacturing arm and the

company that held the patent on the original Strowger automatic telephone switch. AGCS was formed by AT&T and GTE in 1989 and the Lucent takeover was the last gasp of that old deal. AG and its predecessors have had contracts with our Local and its predecessors since the mid 1940s, even before the Bells.

In mid-July, Lucent management informed the union that on August 1, 2003, about 250 remaining AG technical employees, 80% of whom are Local 21 members would be transitioned into Lucent and its nationwide contract with the Communication Workers of America (CWA).

Since the company didn't bargain this with us or the CWA, we had to take action quickly. Business Manager Ron Kastner quickly assembled a team of legal and staff resources and we launched a resistance plan that began in the Seventh Circuit of the Federal courts in Chicago, where we appeared in three days time.

The judge ordered the parties to appear in front of a third-party neutral arbitrator and get a decision within 14 days on whether the company was obligated to bargain over these changes. Needless to say, that didn't happen, especially with the usual company stalling. The judge allowed Lucent to proceed with the transition on August 1st and made them post a bond.

Our members had their reporting locations changed. Some received cuts in pay, some received small raises. All members lost the progressive per diem and travel time and allowances that took us years of hard bargaining to gain. We can't tell our families where in the country we'll be working next week. We don't know what our seniority dates are. We don't know what will happen with our pensions. We haven't bargained for any of this.

For the CWA's part, they haven't bargained any of this either. They have 7,500 on layoff lists and 2,500 still employed. They've been friendly and fraternal, but we're coming into their worksites while they have thousands unemployed.

How can this happen? Easy, we have labor law for bosses only. We think this is unfair and illegal. Believe it or not, we have to bring the question to the courts for an answer.

On August 14, 2003, Local 21's lawyers reached a temporary agreement with the company to hold an arbitration hearing before October 9, 2003. The agreement also gives us until November 15, 2003 to resolve all grievances between our Union and AGCS. This deal also allows for some limited union time off for myself, Chief Steward Larry Morrison and our stewards to make this all happen.

Finally, I sent AG Human Resources a lengthy e-mail detailing all the Articles and areas of our current Contract that they are violating or could be violating. These will be addressed in the upcoming Arbitration hearing. We don't know how any of it will turn out, but we're all working for justice. Stick together and watch the website at [www.ibew21.org](http://www.ibew21.org) for news.

At **Avaya**, we finished bargaining on a new three-year contract with significant wage and pension improvements. This deal was bargained nationally with the System Council T-3 and was overwhelmingly ratified by both IBEW and CWA members.

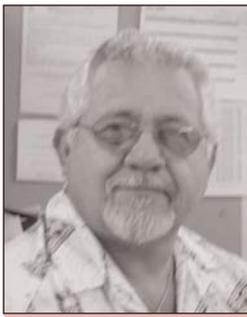
With the T-3 Council, we also bargained a two year extension of the **AT&T** contract, also with decent money. What is significant about these negotiations, and the Lucent Manufacturing contract earlier this year is that none of them have a health-care premium attached. All of the whining by our employers is mostly a smokescreen. We need to strongly resist the draconian cuts all of these companies are bringing to bargaining. It's been successful so far. As we watch our sisters and brothers at Verizon in their contract fight, I guess we'll see how successful this fight back has been at the big properties.

This just in—a tentative agreement reached with Altura (the former Fujitsu Business Systems property) for a new three year contract was ratified by Local 21 members. It is a good deal during tough times. Details are at [www.ibew21.org](http://www.ibew21.org). Happy Labor Day!

### Outstate News

## Contract Talks Begin in Vermilion County

By Jim Foster, Business Representative



**I**'m devoting this column to the Vermilion County members as we have started bargaining for both the Judicial and Non-Judicial Contracts. The

Union bargaining teams presented a package of proposals to the Judicial management on August 6th, and the Non-Judicial management on August 13th. The proposals covered wages, health insurance, benefits, and some language changes. Some of the issues in the proposals were a result of the meeting Local 21 held on the evening of July 23rd with the brothers and sisters who work for Vermilion County.

We are meeting on September 4th and 5th with the Non-Judicial side to review their proposals, and the same with the Judicial on September 9th and 10th. The Union Hotline will be updated as information becomes available and local

meetings are scheduled. These meetings will be informal and only for information on negotiations.

All other issues can be addressed at the regularly scheduled Unit # 5 meetings. The Hotline number is 866-423-9582 and is toll free for Downstate members. Listen to the message and it will tell you which extension to go to for Vermilion County.

UNIONS BUILD A BETTER AMERICA



SEPTEMBER 1-6, 2003

# CONGRATULATIONS LOCAL 21 RETIREES

<b>AUGUST 2003</b>	<b>JULY 2003</b>	<b>JUNE 2003</b>	<b>June (con't) 2003</b>
<b>Charles Steker</b>	<b>Don Galloway Robert Smith Maria Cotts Paul Hahn Mary Lou Friedrich Richard Lister Pehrl Menet Debra Fisher Bob Maier Brenda Howington Cathy Coote</b>	<b>Etoy Jackson Karem Major John Lichty Elaine Bailey Lawrence Rice Margaret Braddock Kathleen Shaver Don Rooney Wayne Perdue Kathleen Urbaniak Marge Kecmar Thomas Todd Nancy Kraus Renee Withers Anthony Wilson Paul Lemke Rosie Allen Ruthie Williams Richard Rowe Diana Graham Marsha Hill Thomas Squires Mitch Cohen Jerry Schuman Pamela King Paula Jones Marlene O'Malley Anthony Smith</b>	<b>Gordon Roth John Easton Marie Buscemi Linda Wallace Jackie Himel Ann Fox Frank Halma Sabrina Johnson Sarah Bjorn Kris Brown Lamoyn Nielson Naomi Hernandez Ann Snider Joe Randle Albert Cappellety George Mangriotis Thomas Kenney Thomas Bergonzini Shirley Wysocki Chester Mikol Larry Lowe Mary Robinson Ricardo Gonzalez Robert Bryda Kathy Graves Sharon Hilst Mario Garza</b>
<b>MAY 2003</b>	<b>APRIL 2003</b>	<b>MARCH 2003</b>	<b>FEBRUARY 2003</b>
<b>Tom Anderson Willetta Jackson Jayne Daly Judy Marion Jim Curls Candy Mason Eary Qualls-Wilson Rose Vasquez Steve Greeling Lucinda Williams Gail FitzSimons</b>	<b>Patricia Williams Betty Chapel</b>	<b>Ligaya Cueto Elaine Ewachiw Karen Hall Cora Knott Olivia Pulido Sandra Cromwell</b>	<b>Mary Reilly Brenda Rule-Brown Marcia Tracy</b>



## *In Memory Of*

In Memory of Mike Palkiewicz, a long time Business Representative for Local 165, then Local 21. He was an IBEW member since December 1, 1965. He retired from SBC on November 20, 1999. He was born July 19, 1946 and is at rest May 28, 2003 after a long illness. We will miss you, Mike.

### *Information Alert*

Local 21 members, who retire are eligible to receive a gift certificate. Providing the retiring member is in good standing and a Local 21 Representative requests the retirement certificate. Stewards, Area Stewards, Chief Stewards, and Business Reps can request applications by calling Nancy Kopydlowski on ext. 234 at the Local 21 office

# 2003 UNIT MEETINGS

## SEPT.

### **Unit 1**

Thursday, September 11, 7 PM  
Days Inn Suites (was Comfort Inn)  
2175 E Touhy  
Des Plaines IL  
773 774-0500

### **Unit 2**

Tuesday September 9, 7 PM  
Slovak Club  
6920 Broadway  
Merrillville IN  
219 756-5101

### **Unit 3**

Thursday, September 18, 7 PM  
Gurnee American Legion  
749 Milwaukee Av  
Gurnee IL  
847 244-9282

### **Unit 4**

Wednesday, September 10, 7 PM  
IBEW Local #145  
1700 52nd Ave Suite A  
Moline IL  
309 736-4239

### **Unit 5**

Wednesday, September 17, 7 PM  
The Rocky Point Club  
3603 Bonansinga Dr. (North  
Bottom Rd)  
Quincy IL  
217 224-1332

### **Unit 6**

Tuesday, September 16, 5:30 PM  
IBEW Local # 193  
3150 Wide Track Dr  
Springfield IL  
217 544-3479

### **Unit 7**

Monday, September 15, 7 PM  
American Legion Post 141  
916 Main St

## OCT.

### **Unit 1**

Thursday, October 9, 7 PM  
Musicians Hall  
175 W Washington  
Chicago IL  
312 782-0063

### **Unit 2**

Tuesday, October 14, 7 PM  
Gaelic Park Banquet Hall  
6119 W 147th St.  
Oak Forest IL  
708 687-9323

### **Unit 3**

Thursday, October 16, 7 PM  
IBEW Local # 364  
6820 Mill Rd  
Rockford IL  
815 398-6282

### **Unit 4**

Wednesday, October 8, 7 PM  
American Legion Harwood Post #5  
705 S Larkin  
Joliet IL  
815 729-2254

### **Unit 5**

Wednesday, October 15, 7 PM  
American Legion Post 979  
4501 S Airport Rd  
Bartonville IL  
309 697-2432

### **Unit 6**

Tuesday, October 21, 5:30 PM  
IBEW Local # 193  
3150 Wide Track Dr  
Springfield IL  
217 544-3479

### **Unit 7**

Monday, October 20, 7 PM  
Alton Sports Tap  
3812 College Ave  
Alton IL  
618 465-2539

## NOV..

### **Unit 1**

Thursday, November 13, 7 PM  
Hillside Holiday Inn  
4400 Frontage Rd  
Hillside IL  
847 647-0490

### **Unit 2**

Tuesday, November 11, 7 PM  
Lansing American Legion  
18255 Grant St  
Lansing IL  
708 474-6413

### **Unit 3**

Thursday, November 20, 7 PM  
Best Western Elgin Plaza  
345 West River Rd  
Elgin IL  
847 695-5000

### **Unit 4**

Wednesday, November 12, 7 PM  
Lemont VFW  
15780 New Ave  
Lemont IL  
630 257-9859

### **Unit 5**

Wednesday, November 19, 7 PM  
Danville Inn  
388 Eastgate  
Danville IL  
217 446-2400

### **Unit 6**

Tuesday, November 18, 5:30 PM  
IBEW Local # 193  
3150 Wide Track Dr  
Springfield IL  
217 544-3479

### **Unit 7**

Monday, November 17, 7 PM  
IBEW Local # 309  
2000A Mall St (Rte 157)  
Collinsville IL  
618 345-5112

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Suite 422  
Downers Grove, IL 60515-5601



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