

FRONTLINE

IBEW LOCAL 21

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A Heavy Year for Contract Negotiations

By Ronald Kastner



After many arduous months of battle, the now ratified agreement with **AT&T** is a bittersweet victory. I know the company clearly understands the strength of our union and our solidarity. The power of your presence at various rallies, your participation in workplace events, and your constant faith in the bargaining team

demonstrated that. The overwhelming ratification of the contract also shows Local 21 members are steadfast in their goals. Although it is hard to deny the wage increases delivered by the Union are very acceptable, we did fall short in our anticipation of getting much more from a very healthy company.

As I participated in the talks, it became obvious that what continues happening to the working families in this country weighed in the company's favor. First of all, corporate greed is epidemic; employers are unwilling to fairly share their profits with those who make the profits possible. Couple this with the unfortunate downturn of union density, and it is easy to see corporate America has the upper hand in any type of contract negotiation.

Hopefully, you had an opportunity to attend an overview meeting and were able to hear how the negotiations unfolded. Quite simply, this was the best contract achievable under the conditions that faced the bargaining team. Many, many thanks go to all of you who fought the good fight over the past several months. It is now time to move on.

In other news, our members at **Altura** also ratified their agreement. My congratulations go out to that hard working bargaining committee. In this case, their employer didn't make record profits, but we walked away with a respectable contract. Local 21 members in our **Comcast West** agreement just ratified their new contract, once again proving solidarity is the key when facing adversity.

We have many other

contracts expiring yet this year. **Frontier Communications** looks to be a contract that will bring many challenges to our Union with the potential **Verizon** purchase playing a large part in these negotiations. The **Vermillion County** contracts are also set to expire. These cover our judicial and nursing home members working in Danville, Illinois. Public sector contracts always center on financial matters, and with all the budget issues receiving media attention, it doesn't bode well for our bargaining team. However, I am confident the team will work hard to bring back the best possible settlement.

Speaking about public sector contracts, Local 21 represents **911 dispatchers and call takers in the City of Chicago and at both City airports**. The City's budget problems created many road blocks in their most recent negotiations. Another problem with this contract is that it contains an agreement made by another union and the City of Chicago, an agreement Local 21 was never given an opportunity to bargain over. Since this adversely affects our members, we intend to file charges and bring this to arbitration if needed. More information on this situation will be available as it progresses.

All this leads to an unfortunate conclusion. **Contract negotiations have always been difficult**. It's the nature of the beast. Recent negotiations have been compounded by the culture of corporate greed and alleged budget problems, making a difficult task even worse. However, we now have the additional problem of other unions impeding our progress. Although it is not Local 21's plan to challenge other unions, it is imperative this situation is rectified. More will be said about this at future unit meetings. Hope to see you there.



IBEW 6th District Vice President Jeff Lohman swore in the newly re-elected officers, and the Local 21 E-Board members. L to R. Jim Sheehan, Rosetta Shinn, Larry Schuler, Eric Slattery, Vice President Kevin Curran, President Ronald Kastner, 6th District Vice President Jeff Lohman, Recording Secretary Lynn Arwood, Treasurer Jacquie Fields, John Wyatt, Jim Noble, and Errick Houston.

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Let's keep on fighting, Brothers & Sisters

By Kevin Curran, Vice President/Assistant Business Manager Marketing



Some may think because our membership voted to ratify the contracts at **AT&T, Comcast, and Altura**, it's

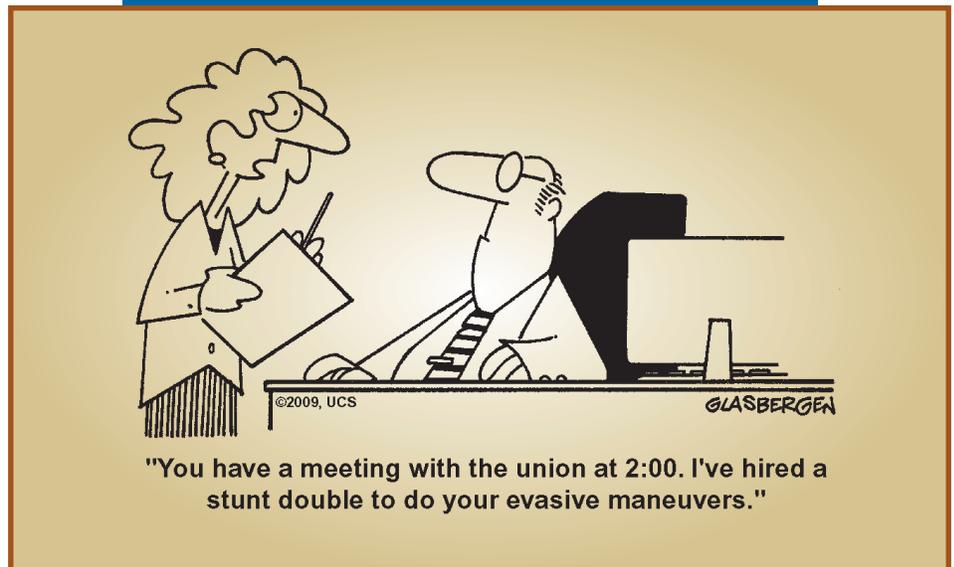
time to get back to our normal routine. However, nothing could be further from the truth. One of the motivations for an employer to reach an agreement on a contract with a labor union is to gain labor peace for the length of the contract. We may now be under contract with these employers but ask yourself, "Do they deserve labor peace?" Clearly, the answer to that is **"HELL NO!"**

We are also naïve if we believe our employers and the rest of Corporate America's attacks on workers will stop just because we are under contract. The forces against us are going to continue their battle against workers, so we must remain vigilant in our fight for dignity and respect

in the workplace. I wasn't around for the 1968 AT&T strike, but in speaking with many of the members who fought that war, I understand that even after they went back to work, they gave the company hell every chance they got in the 3 years following the strike. That attitude made them stronger and even more prepared for the next round of negotiations.

Brothers and Sisters, we should take a page out of our predecessors' playbook and do all we can to make it clear to these sons of bitches that we aren't going anywhere. We cannot allow ourselves the luxury of feeling that the battle is over and everything can just go back to normal until a few months before our next contracts expire.

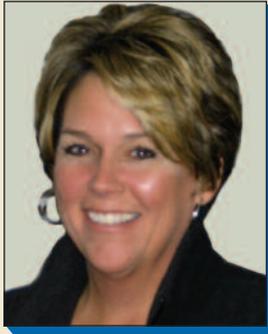
Eugene Debbs said, "It is either agitation or stagnation." We need to continue our battle on the shop floor, at the state house, in the courts, and in any other arena where there's a fight to be had. The forces against us wake up every morning thinking of how they can screw us workers. We should do the same.



Benefit Report

Open Enrollment

By Lynn Arwood, Business Representative, Recording Secretary, Benefits Coordinator



We are all naturally resistant to change especially when it's not one we are looking forward to. Currently AT&T is preparing the information for Annual Enrollment, and *in addition to the many changes in our benefits* they are planning a **paperless enrollment** for active employees. I'm not against saving a few trees; my concern is any change in the process right now will

add unnecessary confusion. We have strongly **objected** to the new process and have **several serious items that remain in dispute**. In a paperless enrollment you will receive a Summary of Material Modifications booklet that describes the benefit changes. After that you will have to enroll online. The AT&T Benefits Center or Hewitt will also be available by phone to answer your questions. **Our enrollment dates are scheduled to begin November 19th through December 3rd.**

The disputes may not be settled by the time you get *Frontline*. Annual enrollment may go forward despite our objections. Since there are new terms to understand and many things to consider before you make your choices, I feel it's best to clarify some of the new terms and answer the questions that we are asked most frequently.

You'll still be choosing between Blue Cross Blue Shield and United Health Care with the same benefit levels and coverage as you do today.

So what is different?

The plan model is structured differently. We are accustomed to set co-pays. Now we'll be paying a **co-insurance**. A co-insurance is the percentage members will pay of the cost of a covered service, after our annual deductible is met. For any services received In Network or by a PPO provider our responsibility will be 10%. If you go Out of Network or to a Non PPO Provider your responsibility will be 60% of the cost of the service. One of the most important things you can do to limit your financial responsibility is to check to **be sure the provider you are using is In-Network or PPO.**

You will also have a monthly contribution. The contributions will be taken bi-weekly on a pre-tax basis through a flexible spending pre-tax premium option. This is done automatically and requires no sign up.

What is an Annual Deductible? It is the total amount of eligible costs, other than your monthly contribution. You must pay the deductible amount of all covered medical, surgical, mental health, and chemical dependency services before the plan begins to pay 90%. **Any Wellness or Preventative services you**

receive are paid at 100% before the deductible needs to be met.

What would be considered Preventative? In most cases these types of services and procedures are done for routine or precautionary reasons like Annual Exams and immunizations.

What is an Out of Pocket Max? It is the maximum amount of co-insurance or the 10% of the cost of service you are responsible to pay. Your monthly contribution does not count toward the out of pocket max. If you have family coverage, a covered person's out of pocket max is met once his or her eligible expenses satisfy the individual amount. Once your Out of Pocket Max is met the plan pays at 100%.

Careplus is another option you may want to consider adding to your benefits coverage. Careplus is a supplemental medical insurance designed to cover expenses for certain approved medical procedures outside the limits of a regular medical plan, therapies that are used for treatment of Cancer, Multiple Sclerosis, and HIV for example. The monthly contribution is \$2.00.

You will also be making a choice on your **Vision** coverage. Eyemed will still be the vision care provider. Your choice will be between **Vision Care**, which reimburses a portion of your eligible expenses from an in-network provider at a fixed rate, and **Vision Plus** which covers certain services in full as long as they are provided by an Eyemed network provider. The monthly contribution for Vision Plus is no longer company subsidized.

Health Reimbursement Accounts are also a new term. An **HRA** is a tax-free employer paid benefit we can use to help pay for IRS eligible medical expenses such as medical exams, prescription drugs and even over the counter drugs like cough and cold medication. With an HRA there is no "use it or lose it," the monies roll over from year to year and can be taken with you after retirement, termination or layoff. You still have the option of a **Flexible Spending Account** which allows you to use pre-tax dollars to help pay for certain anticipated out of pocket health care expenses. The maximum for a Health Care FSA has increased to \$10,000 per year and the Dependant Care maximum is \$5,000 per year.

One day during the summer I was explaining to my children I didn't look forward to the extended time I was away from home during bargaining; it was one of the responsibilities of my job. It reminded me of a project they had each done for school. They were assigned a raw egg to carry around for the weekend. On Monday they had to bring the egg back in one piece. I can still see the stress on their faces. I told them bargaining felt a lot like that project except I had 9,000 eggs and their families. On August 15th when I called the kids to tell them I was on my way home, my youngest daughter asked if I dropped the egg. I told her no the egg was in one piece but it was shaken pretty good and probably a little scrambled.

The Ink Hasn't Even Dried...

By Jerry Gast, Assistant Business Manager Network



Now that the AT&T contract is settled, it hasn't taken the company long to go back to their old ways of trying to undermine the contract even before the ink dries. Management notified us that in C&E they plan to move 173 splicers and 27 linemen from Exhibit 2 and force them into Exhibit 1 in Chicago without declaring a surplus as required by Article 30. The LightSpeed agreement would kick-in if a surplus

was declared. By initiating a force move AT&T is attempting to bypass Article 29 temporary assignments and avoid paying the daily travel allowance or board and lodging.

We have already filed a 3rd step grievance and are pursuing arbitration. President Ron Kastner has assigned Business

Representatives Paul Wright, Cleveland Johnson, and Jim McLauchlan to work with our attorney on this case.

The I&M Department will see no changes in the scope of work going to the Prem Techs for a long time, since AT&T is just starting to figure out how to transition the work. Training including pole climbing will need to take place and equipment must be purchased before any prem tech begins the work. Weekend and off-hour scheduling will be affected. I&M technicians should see a reduction in the number of members scheduled. Our Union is already setting up meetings with management to work through the problems.

In closing, I want to thank you for your support during bargaining. Without your solidarity, we would have lost a lot of our current contract language. We kept scheduling language and improved Article 17 Benefits; the language protections will last the life of the agreement. Thanks to your support, our contract is still one of the best telecom agreements in the Country.



Meet the Newest Member of the Office Staff

By Jacquie Fields, Treasurer



I just completed my series on the union office staff, when our receptionist Nancy Kopydowski announced her retirement. We advertised for a replacement and a former member of Local 21, Lou Byrnes, was hired for the position. Lou was an AT&T employee for 24 years, working as a service representative her entire career. The last two locations were Oakbrook

Consumer, then Arlington Heights. She became a union steward in 1992, then an Area Steward in 1996. For a time she served as a Chief Steward, covering Oakbrook Consumer, the National Credit Verification Center (NCVC) in Oak Park and the E-911 Center in River Grove.

Lou truly enjoyed being a service rep, but has come to love working at the IBEW Local 21 office more. She had the advantage of knowing most of the staff, so she adjusted quickly to the office routine.

She has been married to Jack for 38 years. They love to spend time with their daughter Michele, their son Brian, and his wife Sara. They are the proud grandparents of Aidan and Danica. They are joined at home with their beloved black lab, Shadow.



IBEW Local 21 Sponsored Supplemental Benefits!

IBEW Local 21 is pleased to announce a **new** supplemental insurance program to its members. These benefits are designed to enhance and compliment your existing benefit package. The local has made available several voluntary benefits to help members protect their financial well-being.

Coming Soon!

Benefit counselors will be on-site shortly at your location to provide information and enroll interested members.

Accident Insurance **Short-Term Disability (Buy-up)**
Critical Illness Insurance **Whole Life Insurance**

If you have any questions regarding the supplemental insurance program or the upcoming enrollment, please contact National Group Protection at (800) 344-9016.

COPE Report

Together We Can, Together We Will!

By Dennis McCaffery, Committee on Political Education



Back in the middle of September, I had the honor of representing Local 21 as well as the Northwest Indiana Federation of Labor at the

26th Constitutional Convention of the AFL-CIO in Pittsburgh, PA. It can only be described as an historic, watershed moment for the future of the Labor movement in our country.

Many Labor issues were discussed and many Labor-friendly political officeholders addressed the delegation. The two major highlights were the speech given by newly appointed Secretary of Labor Hilda Solis and the raise the roof oratory of President Barack Obama. They both pledged their

wholehearted support for Labor's three main objectives: the creation of good-paying, family sustaining jobs, health care reform, and the passage of the Employee Free Choice Act. This is the change we all worked and fought for last November and the time is now to see it through.

On the final day came the business of electing new Executive Officers to the AFL-CIO. Let me start by saying what a debt of gratitude we all owe outgoing President John Sweeney. For the last 14 years, despite facing the most anti-union, anti-working family environment imaginable from the corporate-controlled Executive, Legislative and Judicial branches of our government, his leadership saw us through many a dark day. He enabled us to create an agenda for the future that presents limitless possibilities. Thank you President Sweeney.

Congratulations to new President Richard Trumpka, Executive Vice-President Arlene Holt Baker but most especially to IBEW Sister Liz Shuler on her election as

Secretary/Treasurer. Sister Shuler previously served as Executive Assistant to our International President Edwin Hill (who placed her name in nomination.) She is the youngest person ever to become an officer of the AFL-CIO. She promises to manage the AFL-CIO's resources responsibly and transparently, and to be accountable to members. She plans to make her top priority reaching out to young workers to sustain unions for future generations. We at Local 21 wish the best of luck to all of them and pledge our support for future endeavors.

The theme of the convention was "Together We Can, Together We Will!" Some very good things are starting to happen for the Labor movement, and not a moment too soon. Let's not miss this opportunity to take our country back from those who would keep us down. **IT IS UP TO US AND THE TIME IS NOW!**

COPE Report

2010 Elections are Just Around the Corner: Are you ready?

By Rosetta Shinn Committee on Political Education



We made impressive gains in Washington in the 2008 elections; however we must still fight to undo the damage from the attacks by the previous administration on working families.

Historically, a sitting President's party does not fair well in midterm elections during his first term in office. All 435 members of the U. S. House of Representatives, 35 Senate seats and 30 governors will be up for

re-election in November 2010. A worker-friendly federal government is needed to promote our causes.

In Illinois, all 118 General Assembly members and Senators from 21 districts and the governor are up for re-election. This is also the year of redistricting; it will create the political boundaries we will live in for the next 10 years. The IBEW has a large presence in Illinois; we must work harder to elect candidates who won't be indifferent to working families and unions.

The IBEW Local 21 COPE department will again be watching all legislation protecting workers right to organize, health and safety rights at work and worker pensions. With the help of worker friendly politicians, we will draft legislation benefiting our members and work on issues such as mandatory overtime.

Important to all of us in Illinois will be the Telecom Rewrite

2010. We will tell our elected officials how AT&T is forcing our members to work out of town on details for extended periods of time. We will continue to raise the issue of mandatory overtime. You have a huge role in all we hope to accomplish.

It's your responsibility to get involved and volunteer. If you have any questions or if you want to volunteer to help please contact us, call us in the union hall at 630-960-4466, Rosetta Shinn at ext 327 or Dennis McCafferty for Indiana issues at ext. 353.



Going away party for IBEW 21 member Victor Amelio III - Cable Splicing Tech Mount Prospect Illinois before he left for Afghanistan.

Great Miss-Steps In Labor History

By Michael Sacco, Business Representative

Throughout the history of organized labor in our country, millions of workers have fought for the right to organize themselves into unions to bargain for fair wages, benefits and working conditions. Most of them are anonymous and long forgotten. Many of these struggles were crushed and defeated by the bosses with their money and friendly bought-off governments.

Sometimes there were great victories. The eight hour work day, the end of child labor, the right to strike, Social Security, health and safety on the job, grievance processes, decent work places, fair wages, etc. These rights were achieved by our collective action organized by strong leaders who made good choices at the right moment in history.

Still, during the last 130 years of organized labor history union leaders have made some astounding missteps that affected millions of workers for years to come.

From the 1880s through the early

1930s, the American Federation of Labor (AFL) refused to assist unskilled workers in mines and mills to organize into unions. Not until the Mineworkers broke off and formed the Committee for Industrial Organization did it happen, forcing a 20 year split in the house of Labor.

After World War II, Walter Reuther of the Autoworkers (UAW) wanted to confront raging inflation by holding out for a 30% wage increase with GM and a freeze on the price of cars, so every worker could own one. He also wanted a national health system run by the government. He led the UAW on a 113 day strike that ended when the Steelworkers (USW) and the United Electrical Workers (UE) settled for 18% and undercut the UAW. The first blow against national health care.

In 1980, the Professional Air Traffic Controllers Association (PATCO) supported Ronald Reagan for President. They were overworked and underpaid. Reagan made them an offer less than their

demands. Without the support of the rest of the labor movement, they overplayed their hand and launched a nationwide strike that was crushed in less than 2 weeks. This defeat opened the door to US companies to launch an all-out war on American unions that continues today.

In 2009 AT&T, the largest unionized private employer left in the United States, went into bargaining with its two unions. Our IBEW with fewer than 9,000 members scattered across the U.S. in a number of local unions at one bargaining table and the CWA with nearly 120,000 members at 6 tables. Why?

The CWA has a wonderful 62 year history of organizing and improving the conditions of telecom workers. Why did they divide themselves up to bargain this contract, weakening their position on important national issues like health care and pensions?

I don't know, but I think it may qualify as one for my list of the great missteps in labor history.

MSUC

By Steve Unterfranz, Business Representative



Do you remember when AT&T came out with MSOC? The new system to measure the work completed, improve productivity, and in general, make an I&M

technician's job easier. Management claimed studies were performed to properly measure how long a job would take, enabling techs to get credit for the work they actually performed. It all sounded good because of the complaints about the then current measurement system. I think management should have named it "MSOC in the groin."

It seems every time the word MSOC is mentioned someone gets the shakes in both craft and management. Techs can't make a simple mistake, if they do they get

called on it and it goes against their numbers. If a tech pre-calls a customer who is not home, they must also do the post-call, knowing no one will answer the phone, or it goes against their numbers. Techs working on a trouble case who call their manager to inform them about a cable problem affecting multiple customers are told to only repair the cable pair associated with the customer they are working on and then move on. The reason is time. It would take longer to complete the job properly and that can hurt their numbers.

If the tech's numbers are bad then the manager's numbers are bad. They could all be put on a performance plan. The examples go on and on. To make matters worse, managers are expected to discipline techs for any number of "infractions." I guess they think techs will be more productive, do better work, and in general be happier if they are constantly in fear of discipline. What the heck is management thinking?

It appears the customer is becoming a smaller and smaller part of the equation. AT&T is more concerned with making numbers rather than taking care of the customers that they profess are so important. I agree customers are important; after all, they ultimately pay the bills. However, upper management needs to realize that the people in the field doing the work are also valuable.

All good technicians want to perform quality work and take care of the customer one at a time and leave each and everyone of them, knowing that he or she did the job right and the customer was satisfied. This is not a system that will enable a good supervisor to help a specific tech correct any job skill issues.

Let's face it, MSOC is a 22 state plan AT&T is committed to using. I just wish they would put the focus back where it belongs, on serving customers and taking care of its employees. We'd all be better off if they did.

Wage Theft

By Nancy North, Area Steward



Some bad things sound even worse when you put a name to it—wage theft. Author Kim Bobo spoke at the IBEW 6th District Women’s

Conference and made it clear that wage theft is a multi-billion dollar problem in America.

One new report documents that 26% of workers are paid less than the minimum wage; others aren’t paid overtime. Some employers go so far as to create a second employee on payroll records only, so that a worker’s overtime is paid at the straight rate on a second paycheck.

Wal-Mart is the worst offender—store managers make employees work through breaks and lunch. Often employees must punch out and then work off the clock to tidy up their departments. But “shaving the hours” is a management practice in other industries too—restaurants, food processing, farm work, and construction.

In residential home construction, companies miss-classify workers as independent contractors, making them exempt from overtime pay. This process also cheats the government of employer payroll taxes. Often there is a problem with the last paycheck. Other workers—particularly day laborers—never get paid at all. Our tax dollars go to pay government contractors whose bid is based on the prevailing wage, but almost 80% of their workers are paid far less. This increases their corporate profits.

In the restaurant industry 12% of the businesses engage in “tip stealing” where

the wait-staff don’t receive the tip money added to credit card bills. Help them by leaving the tip in cash.

Kim said, “Unions are in the wage theft crime fighting business.” They make sure workers get all their wages and legal breaks. Wage theft doesn’t only affect the poor. Despite management pressure on numbers, don’t work through your breaks or lunch.

Wage theft is a result of greed left unchecked by pushback forces. The most effective opposition forces are unions, worker centers, the ethical business community, trial attorneys, and the Federal Department of Labor which remains understaffed with only 1,000 investigators to protect over 130 million workers. Urge your Senators and Congressional Representative to support increased enforcement.

You can read more in Kim Bobo’s new book *Wage Theft in America*.

Not All Editorials are Created Equal

By Mike O’Connor, Chief Steward



A recent newspaper editorial exemplifies the undercutting of union workers that often goes unnoticed. Like de facto discrimination, it is not bold and in your face, but subtle and dangerously effective.

It attempts to justify allowing Mayor Daley to privatize snow removal so City of Chicago sanitation workers don’t accrue big overtime checks for plowing straight through

two or three shifts or sitting idly on the clock when predicted snow doesn’t fall. Good government types and conservatives who want to shrink government at all costs seize on that kind of logic and say, “But of Course!”

The editorial quotes a Gallup poll, “Nearly two-thirds of Americans think unions benefit their own members.” Gee, isn’t that the point? It fails to mention other studies indicating almost 60% of Americans would join a union if they could.

Now anybody knows polling data can be exploited, by the wording of the question or the bias of the sample pool. Let’s assume this study was of readers in Highland Park, Kenilworth and Winnetka, people of good Republican stock and the ownership class.

The real alarmist tone is reserved for public sector government workers. And this speaks to the conservative economic agenda. The editorial quotes the U.S. Bureau of Labor Statistics, only

12% of American jobs are unionized. Within that, about 8% of private sector jobs are union, and here’s the kicker: 37% of public sector jobs are union. Oh, you can hear them screaming on the big estates fronting Lake Michigan!

The density in the public sector, you see, puts the wealthy and tax-payers on the hook for filthy ideas like pensions, overtime and work rules that make it impossible to just throw someone, say a teacher, out of a job and into the street.

In a tight economy, all governments are scrambling to plug gaps in revenue; this editorial solicits for a tax revolt based on all the perceived perks union workers enjoy. But the editorial says nothing about the eight furlough days hourly workers for the City are forced to take in 2009 nor that those same union worker have lost pay for negotiated holidays and must now take comp-time in place of cash overtime payments. The threat to hire scabs to plow snow is an attack on the Teamster drivers, who refused to take the combined furlough, comp-time, and holiday deal.

No one in the media owned by giants like Viacom, GE, Disney, Time-Warner, or Clear Channel will tell you the density among public employees stands out so much because corporations spent three decades breaking unions in the private sector.

It’s no easy feat to get union density back to one third of the nation because we have very little manufacturing in America anymore. In fact, members of Local 21 work for the single largest unionized company in America—AT&T. To maintain a middle class and stable, viable communities across our nation, we have to work to make sure the best, newest jobs in the economy are unionized.

You all did great...

By Bob Przybylinski, Chief Steward



While reflecting on what happened in bargaining I felt everyone involved including you and I could have done more, but then I thought

about what we did.

The real story of AT&T contract negotiations is about you, the members. We faced off against the world's largest telecommunications company, one that amassed a huge war chest, and had the deck stacked against us this time. In all honesty, we didn't do that bad. It could have been much worse, but it wasn't because we stood in solidarity for what we, as union members believe in. You did a great job!

You did everything our Union asked. More members participated in solidarity actions than ever before, and a large group of you became louder and more radical than ever before.

Prior to bargaining, about 2,500 members were signed up for Local 21 email alerts. We asked you to join and to encourage your co-workers and retirees to join our Get Active email network. You did so in large numbers. We now have over 7,100 members including 800 retirees in our email system.

In the emails, we asked you to send letters to our politicians and the out-of-touch AT&T CEO Randall Stephenson.



You did. Over 83,000 individual letters were sent to them.

We asked you to keep up on the status of negotiations by visiting www.ibew21.org. You did. Our website usage rate skyrocketed.

Since you asked for regular news updates, we purchased a service to send text information messages to you. We didn't know how many of you would use it, but soon over 2,700 members received text message alerts.

We asked you to buy your solidarity gear. You blew it off the shelves. At one point, we ran out of solidarity shirts. Entire work groups placed mass orders. You all looked great.

Then you hit the streets picketing before work, during lunch, after work, in the heat, the rain, while working mandatory overtime. You sent a message that without you AT&T would be nothing. Then you sent your pictures to the Local 21 communications department. We showed the world our unified membership.

Let's not forget the rallies. WOW! I have never seen, heard or been a part of such a powerful show of solidarity anywhere in the labor movement. Your collective actions are indescribable. I honestly believe you would have stayed out there all night and into the next day had we asked. The weather couldn't

even stop you. IBEW Local 21 and its predecessor locals never had that many members take part in any single solidarity action.

Believe it or not, you did make a difference. You sent an unforgettable message. You have voices and you made them heard. Nothing is more powerful than our members standing together fighting the good fight; fighting to protect



your rights, jobs, benefits, and families.

While we all wanted more, don't let anyone tell you that you can't make a difference. What we didn't gain in our contract we gained in solidarity. While we did a lot, we learned there is so much more we must do to let our employer know their actions will never be forgotten. The fight for our next contract starts today. There are only 963 days until our contract expires at AT&T. Solidarity!





A big thank you to everyone who sent us solidarity photos.

● ● ● Both the Judicial and Non-Judicial contracts expire November 30, 2009 for **VERMILION COUNTY** in Danville Illinois. Letters have been sent to open the contracts for negotiations and pre-bargaining surveys were mailed to our members.

The county has offered an Early Retirement Package due to budgetary constraints to members at the **PEORIA COUNTY BELWOOD NURSING HOME**. It appears a good number of employees are interested in the offer.

Management recently decided to change days off for married couples so they have no time to do anything as a family. Unfortunately, nothing in the contract prevents this for employees hired after July 1, 1991. The nursing home administration claims their action is the result of the employees jointly calling off sick. We feel this will only increase absenteeism. Our members now feel they're working in a hostile work environment. We've given the members some suggestions since there is no contract violation.

At **Peoria Credit & Collections** the work load is currently very light. Management is working to get additional work into the center; even though it only will be on a temporary basis. Within a week, the members have collected over \$4,000 to help a co-worker battling cancer. Their fund raisers for United Way brought in over \$1,800.

The **Springfield Wholesale Service Center** held their United Way kickoff on September 15th and is currently working on covering all individuals in smaller group meetings. They've lost a good number of employees this year, but the members are still able to handle the large volume of claims that come in daily.

The **Springfield BCS** office is down to six Customer Advocates and one technical associate who work hard to keep up with all the work. We've had numerous discussions with the manager about replacing head count, but it seems to fall on deaf ears.

At the **Rock Island Consumer Care Center**, AT&T is still dispensing discipline and terminating employees for P.A.R. However, it appears as if the new Vice President is receptive to the idea of replacing P.A.R. with a different form of performance management. We all pray that it will be one we can live with. Let's hope she will also be receptive to the idea of changing the call flow as it is way too subjective.

*By Vicki Burroughs,
Business Representative*



● ● ● In **Downtown Chicago**, we resolved an issue when management in one department came out with a dress code describing what was deemed as appropriate dress attire. We pointed out to HR and the management team AT&T has no dress code.

All over the Local, techs must tally their time in MSOC so the company can measure it. Some managers are posting your personal results out in their cubicle or elsewhere in the office so everyone can see where you rank in productivity. In the past there was protest about this public method of letting folks know where they stood. If you advise your manager that you want your name removed and if they refuse, you can then file a complaint with the Illinois Department of Labor. To download a Personnel Record Review Complaint Form go to <http://www.state.il.us/agency/idol/forms/pdfs/IL452PR01.pdf>

Many members spill their heart and soul out to their managers, only to discover what you told them is eventually used against you. You must come to your union rep first because it gives our Union time to investigate before the company takes action. Management is not your friend.

*By Liz Hodges,
Business Representative*



● ● ● Our thoughts and prayers go out to the family of Stan Jamison, customer system technician Harvey IL. Stan passed away suddenly in late September. Stan was an active IBEW member with 15 years of service.

Chief Steward Byron Bonham and I have had a handful of dismissal panels since the last *Frontline* was published. Unfortunately as a result we have four members out of work. Some of these cases are worthy of arbitration while the others are not.

I feel like a broken record repeating this again and again, but I will. We should never go into meetings with asset protection or any other manager without union representation. These people are not your friends. Numbers drive them--especially their bonuses.

We as good union members do not RAT out each other to our managers. Take your issue to the member. If you're not comfortable doing this, then ask your steward to help you address the issue peacefully. Be where you are supposed to be, doing what you are supposed to be doing. So often we get ourselves in trouble over basic human nature conduct issues. If you are reading this, share the information with the person sitting next to you.

In the **Central Office** world, we are awaiting new dates in the ongoing off hours scheduling arbitration.

*By Paul Wright,
Business Representative*



••• At **CENTURYLINK**, we have two upcoming arbitrations. One deals with forcing techs to report in while on vacation, and the other pertains to article 8 transfers by seniority. The grievance load continues to be heavy due to CenturyLink's corporate style of management.

At **FRONTIER COMMUNICATIONS**, contract talks will begin in November. Please take the time to complete your bargaining surveys and return them to your Steward. We are continuing the intervention of their acquisition of the **VERIZON** territories in Illinois. Direct testimony on the merger began in October at the Illinois Commerce Commission (ICC.)

At **AT&T**, detailing continues to be a major issue. The project LightSpeed build Downstate has almost come to a complete halt. Most of the build is being performed in the City of Chicago. Construction garages are literally being cut to the bone or emptied altogether. I&M work has improved in areas where U-Verse was deployed, but scheduling issues are sure to be coming.



By *Michael Roach*,
Business Representative

••• On the **Southside of Chicago**, safety has been the focus. With the economy in bad shape and unemployment rising, some areas in Chicago have become hazardous places to work. Some neighborhoods have historically been rough, but now some that were relatively safe, are not. There was always an occasional robbery or vehicle break-in, but in the past year, they have increased dramatically.

The AT&T garage at **89th and State Street** has been the worst for break-ins. Parking in the company lot has been restricted to company vehicles ever since the term technicians worked in the garage. The restriction has forced our members to park their personal vehicles out on the street.

After months of negotiations, management agreed to hire a security person to patrol the area around the garage in an attempt to keep our members vehicles secure. That appears to have solved the parking problem.

Technicians being robbed are a different matter. We are working with the company to identify the worst work areas. Once we do, we will attempt to restrict those areas to early visits and hopefully two person teams to perform the work. In some areas, armed security guards will be present on jobs where techs will be working for long periods of time.

As we work to get these ideas implemented, you must watch out for yourself. If an unsafe condition develops or if you are approached or threatened, get out of the area and call your manager. You are your first line of defense.



By *CJ-Cleveland Johnson*,
Business Representative

••• The **Premise techs** have specific concerns about the new contract including how it went down. Please understand, during negotiations we kept pushing to get Prem Techs into the Core contract. We presented many proposals, not only showing cost savings to AT&T, but also proposals creating two-tier wage groups, apprentice job titles, and work-up rates.

Then early Saturday morning August 15th, the CWA District 4 proposal was forced into the final package by AT&T management. However, we were able to make some changes from the CWA package.

The changes include a **structured a pay scale** which includes yearly increases and a Cost of Living Adjustment (COLA) in the 3rd year. This structure is the same as the Core side of the contract. This will be very beneficial later. There will be no bumping. A Core technician will not be allowed to bump a Premise Technician out of their job.

Overtime Distribution guidelines are now in place, and new **detail language** must be utilized before sending techs on details. The **scheduling procedure** now has a notification process that must be utilized. These are five improvements CWA members didn't get.

While I was in negotiations, many other issues have reared their ugly heads. There has been a push for **productivity**. You must remember to be where you are supposed to be doing what you are supposed to be doing. All trucks have GPS on them. It's very easy for management to check if you are out of route. Make sure you perform the AMT and BBT testing on each job. AT&T managers check this all the time and will build a case against you.

AT&T management is also checking for **cell phone and texting abuse**. They are looking at the time and length of calls made by the techs. **Illinois passed a law** banning texting while driving.

We hear the next big push will be **Safety**. Bosses will be looking to see how many cones are placed when your vehicle is parked. Remember no job is so important and no service is so urgent that it cannot be done safely.

We have finalized the settlement on the **travel pay grievance** that went to arbitration.

Approximately 72 Prem Techs will be sharing just over **\$296,000**. We thank everyone who got involved in this case with information and testimony to help the Prem techs get what they were entitled to.



By *Mike McCormick*,
Business Representative

••• The new **AT&T** contract includes an improvement in the **JOBS** staffing process. Currently members have retreat rights for 90 days after starting a new position; however, some training lasts almost that long. Now, if the training lasts 10 weeks or longer, the 90 day clock starts when you complete the training, giving you more time on the job to decide if you like the new work.

The move of the **WLACC** office from 61st and Kedzie to 225 W Randolph in downtown Chicago at has been delayed. The move originally scheduled for 2009, has been pushed back to the first quarter of 2010.

Chief Steward Karen Battisfore and I were involved in AT&T bargaining all summer. However, this did not stop grievances from being settled in **Arlington Heights Consumer**. During our absence, the stewards successfully won many disciplinary grievances. They were able to recover over \$15,000 in both incentive money and lost pay from suspension days. In addition, the stewards won numerous attendance grievances, many were overturned and the steps reduced. Kudos to the entire steward staff at Arlington Heights on their great success.

Soon the selection process will begin for the **2010 vacation schedules**. In Marketing, this usually starts in October by scheduling your unscheduled 2009 days. After the numbers are worked out the 2010 selection should begin in November, and be completed by years end. When you are choosing, remember both Christmas Day and New Year's Day fall on a Saturday, resulting in a Day in lieu of which can be used in 2010.

Finally, with the days getting shorter and darkness coming earlier be careful and watch out for all the children. Drive safely!

*By Kurt Schmidt,
Business Representative*



••• An old issue that has suddenly gotten bigger in our area, particularly in **AT&T Construction**, is technicians getting disciplined for unlocked doors and open bins on trucks, or no safety cones. Management is vigorously riding around and checking on this. Let's play by the rules.

Congratulations to Brother Ron Schmaltz, a high-cap tech who ran in the Chicago Marathon for the second time. Way to go!

*By Dan Gruenich,
Business Representative*



••• Our members at **ALTURA** ratified their contract on September 30, 2009. I would like to thank the bargaining team and all the Altura members who supported us. These negotiations were not easy. The bargaining team included stewards Bob Kniefel out of California, Jeff Stewart from Virginia and Local 21 AT&T Chief Steward Bill Henne. Bill Henne and I will be reviewing and proofing the changes in the contract, when completed the new contract will be printed and sent to you.

During the bargaining talks, Bill and I had a few conference calls with the stewards and all our members. I think these conference calls went well and I intend to schedule more. I think this will be a great way of communicating with each other. I am also building an Altura email list to get information out, on a real time basis. So if you aren't getting emails from me, please send your address to me ASAP! I look forward to continue working with all our members at Altura.

In **AT&T Construction**, despite repeated discussions with management many of the problems we've had with details continue to be issues. At the beginning of every detail, at every detail location a proper overtime list must be posted by management. This is still not being done. If you are on detail and don't have a current O.T. list available, contact a steward.

In both C&E and I&M, the company is pushing productivity, and in some cases attempting to discipline technicians solely based on their failure to meet a productivity objective. We are addressing this through the grievance process.

*By Terry Sheehan,
Business Representative*



••• In **I&R**, both **U-Verse** scheduling and overtime for the work kicked back to from U-Verse are becoming big issues. Chief Steward Mark Fulcer has been working for months to establish a better way that is fair for everyone. We have a grievance at the third step for the scheduling off-hours U-Verse tickets; it's been referred to our scheduling committee, who will discuss the grievance with the company. Mark will continue to work with the local area managers on the overtime issues.

Construction details continue with no end in sight. As everyone already knows, the build is in Chicago and we will continue to see the details, details, details.

In the **Central Offices** we have been working with AT&T to replace some off-hours scheduling with on-call techs. More to come on this issue.

October is the start of the 2010 vacation composition. This year we all need to do a better job of following the guidelines in the contract and have everyone schedule all their vacation time during the selection process.

*By Jim McLauchlan,
Business Representative*



• • • **The AT&T Code of Business Conduct** is changing again! I know people have a tendency to not take the time the company is supposed to give you to read this whole document. But here's a big heads up. If you get arrested for anything--including a DUI-- you now need to give your boss a note in writing as soon as you return to work from your arrest.

Nothing fancy, just something that says you were arrested and the date of your arrest. I suggest you give it to the boss in the presence of your steward or another witness and give your steward a copy. For good measure I would ask the boss for a receipt or for them to initial a copy of the note and return it to you. We've had some cases disputing when and where a boss was notified of an arrest.

I want to say that **I was proud and honored** to represent all of our AT&T sisters and brothers as a member of our union bargaining team. I want to thank my Chief Stewards Mike O'Connor, Charles Snipes and Ken Stachon for picking up the slack during my long months away. Mostly, I want to thank all of you for your support and solidarity at all times, but especially during negotiations. The few times I was able to get to the field during bargaining, it always raised my spirits.



*By Michael Sacco,
Business Representative*

• • • Outside techs, remember to be where you are supposed to be and stop at the customer first. **Don't cut corners** because your manager is focused on their numbers. Take time to do the job right the first time. Don't work through lunches and breaks because you won't get the time back. If there is any pushback, contact your steward, chief steward or Business Representative.

Techs have gotten themselves into trouble for not following these guidelines: prepare before you leave the garage, make sure you have the needed equipment, do a safety check, use cones and flags. It is important work safely; this should be done everyday.

One tech was almost **electrocuted** on a pole. The company claims he did not perform his safety checks properly. When climbing poles be aware and do your safety check correctly.

At the **Total Grace Consumer Center**, we won a number of grievances. The second level manager proposed a non-precedent setting adjustment to reduce the number of people on PIPs. Members who have two consecutive months of good performance would be removed. May was the first month management did not use the three month rolling results. There are 50 new members in training, including both customer consultants and Bi-lingual service reps.

The **apprentice ratio** remained the same with no changes being made. We meet on a continual basis to make sure the percentages are within ratio.



*Michael Cohns,
Business Representative*

• • • It's that time of year, **JULIE** announced their annual layoff. This always brings uncertainty among our members. I recently met with them to answer their questions and help alleviate their anxiety. They had a lot of good questions, and I enjoyed my conversations with them. Since I wasn't able to answer all their questions, I'll be responding in a memo to the members within the next couple of weeks.

In May, our Union presented the first arbitration for the use/misuse of the AUX 4 (restroom/water breaks) code. We won the arbitration and our member at the **NCS (Repair Center)** in Hoffmann Estates was returned to work. I will move all of the related grievances to arbitration for a good of the union grievance on the rule itself. I will keep you posted.

The **Safety Committee** recently met with AT&T management. **Two serious accidents** occurred over the past few months.

A technician suffered a serious head injury when the ladder he was climbing shifted and he fell ten feet to the ground. The company conducted an accident investigation, and discovered the ladder was not secured with a ladder mate strap.

A member received a severe electrical burn and broken bones by coming into contact with a multi neutral ground. Before climbing, the technician tested the pole for voltage with his 188A, it showed none, so he climbed the ladder. After ascending the pole he proceeded to strap on his climbing belt when he reached around the back of the pole with the strap his hand touched a multi neutral ground wire that was cut on the back side of the pole. Power entered his hand and exited through his stomach. The tech was rushed to the hospital and is receiving treatment.

The fire department and ComEd were sent to the scene and the ground wire was repaired. OSHA is investigating this incident. In some areas ground wires are being stolen off poles and the thieves are selling them to scrap yards for a profit.

The reason I'm bringing these accidents to your attention is to remind you that you can never be too safe. Always use the safety equipment supplied to you and always keep your eyes open, you can never assume everything is just as it should be.

We wish both techs speedy recoveries and are keeping them in our prayers.



*By Melanie Probst,
Business Representative*

Are You Ready For Retirement?

By Denis Cardone, President Scarborough Alliance



Many people answer this question by saying, "Of course I'm ready, I've gotta get out of here." However, we learned this year at contract time many people wanted to retire but hadn't done any real planning to learn if they had the financial resources to achieve a **successful retirement**.

Retirement is one of the most important financial decisions an individual will ever have to make. Yet we've observed many people spend more time planning their annual vacation than planning for retirement. They wait until the last minute to plan, causing a lot of anxiety due to uncertainty about their finances. Putting a plan in place early will give you peace of mind knowing you are on the right path.

For those of you who intend to retire at the end of this year, it's critical to plan now. For those of you, who intend to retire in the next five years, begin the process today.

Scarborough Alliance conducts retirement planning workshops which give you a road map to reach a successful retirement. The information you learn will help take away the mystery many people have with matters of finance. IBEW members who attended workshops tell us they learned even more from the

questions asked by fellow members. It's been our experience that members feel more comfortable with the education we provide, rather than being told by a broker, "Give us your money and we'll take care of it."

The retirement planning process starts with learning how much retirement income you will need and then matching that up with all of the retirement resources you have -- your pension, 401(k), IRAs, Social Security, etc. It asks you to budget what you are spending now versus what you anticipate spending in retirement. It evaluates the amount of risk you want to take with your investments. It helps answer the question, "Should I take the early Social Security benefit or not?"

The workshops provide a comparison of the expenses of the various options available from firms who are looking to manage your money. It has been Scarborough's experience that many organizations do not fully disclose all expenses associated with their products. Some of the products in the market place, especially those from insurance companies, can cost you an additional \$4,000 to \$6,000 per year in expenses.

Our retirement planning workshops cover all of these areas, and you will walk away with a workbook that becomes your roadmap. If you would like to attend a workshop, contact your chief or area steward or call our office at 800-223-7608 or email us at info@scarboroughalliance.com For more information about us, visit our website www.scarboroughalliance.com.



Labor Studies Online Courses

The University of Illinois Labor Education Program is offering a new online labor studies program, enrolling nearly 2,500 students in 11 courses since spring 2008.

- Transfer credit to National Labor College
- Practical classes such as Grievance Representation and Union Organizing

For more information or to register, contact us:

illinoislabored@illinois.edu
www.illinoislabored.org
312-996-2624



IBEW LOCAL 21 2010 SCHOLARSHIP APPLICATIONS NOW BEING ACCEPTED

Ten \$1,000 scholarships will be awarded to Local 21 members and their immediate family.

Applicants must submit the application and a 250-500 word essay describing

"How can a pro-labor President help the working class?"

Detailed information regarding the requirements of the program can be obtained on the Local 21 website: www.ibew21.org or call

Jacque Fields at 630-960-4466 ext. 374.

All applications must be received in the Union office by Wednesday, March 3, 2010.

City of Chicago 911 Center Members, Victims of Dirty Politics

By Jerry Rankins, Business Representative



The City of Chicago and Illinois Labor Relations Board have declared war against IBEW Local 21 and our members who work as 911 Call Takers and Dispatchers in the Office of Emergency Management Communications (OEMC) by playing dirty politics.

Our members are part of a strange bargaining unit which consists of two unions whose members perform different work functions. Service Employees

International (SEIU) Local 73 represents 1,700 members (crossing guards, animal control, aviation security officers, parking control aides, and traffic control aides) and IBEW Local 21 represents 500 workers in Unit II. It formed in 1984 when the City of Chicago agreed to voluntary union recognition.

In 1985, Illinois legislators voted to give all public employees collective bargaining rights. The City was fully aware bargaining rights for public employees were imminent. Rather than dealing with multiple single bargaining units once the Illinois Labor Relation Act (ILRA) was enacted, they preempted the State Act by creating bargaining units with employees who perform different work in various unions with disproportionate membership sizes.

Their actions gave the City enormous power to control one union over the other when ratifying contracts. For years this has been the case with the OEMC workers, their vote counted for nothing when it came time to ratifying a contract.

On July 3rd, after two years of contract negotiations, the City of Chicago passed its best and final offer to Unit II. The new 18 month agreement contains a 6.25% wage increase effective August 1, 2009, and 3.0% effective January 1, 2010. Binding arbitration on

terminations will replace the City's Personnel Review Board. Only three other unions in Chicago have this beneficial contractual process. The final offer didn't include retroactive pay. In the past, our members always received retro pay. We found this to be totally unacceptable.

Through out negotiations the City blamed the economy. The major problem for our members is their existence in Unit II. They don't have enough voting numbers to control their own destiny. It was evident when our members by voted 98% to reject the contract and SEIU members voted to ratify the agreement.

Then on September 24th before the ink even dried, Chicago amended the Unit II agreement. SEIU Local 73 and the City agreed to give up all paid holidays until June 2011. All overtime was converted to compensatory time. In exchange, SEIU was able to save 500 jobs for their members. This new agreement was not part of the pervious final offer and SEIU members and more importantly, our Local 21 members did not vote on these concessions. IBEW Local 21 has filed an Unfair Labor Practice Charge (ULP) and grievances against Chicago demanding an immediate cease and desist.

We filed a petition with Illinois Labor Relations Board to sever from Unit II. The City of Chicago 911 Call Takers and Dispatchers voted by 97% to breakaway from Unit II. If successful, our members would vote on their own contract. The Illinois labor board disregarded their desires by dismissing our Union's petition filed on behalf of our Unit II members. The board failed to even hold a hearing prior to making its decision. The attorney working on the case for our Local 21 members called the board's decision "the worst hack-job he's ever seen." We are appealing the board's decision.

The fight is on against the City, State and the SEIU who opposed our petition and have taken to cutting deals behind our back. Our Union, its leaders and our members are ready to fight. We will keep you posted. Solidarity!

Comcast West Ratifies New Contract

On October 4th, our Comcast West Members overwhelmingly ratified their new agreement. This unit covering portions of Dupage, Kane, Kendall, and Will Counties had been working under a contract that expired on April 30, 2009.

The new thirty month agreement significantly closes the wage gap between union and non-union workers. Most notably the Head-End, and Maintenance Technician classifications received 2.75% plus \$3.25, and \$2.25 upfront increases respectively. Service Repair technicians obtained gains and will get to the top of their wage scale quicker. Customer Service Sales Representative (CSSR) wages are now up to the average pay of the non-union CSSR's. Standby pay increases to \$280 a week up from \$210 that equals the non-union differential. Our Union achieved complete parity on all benefits including the work boot allowance, and education assistance which rose from \$2,100 to \$5,400.

Success could not have been achieved

without our member's commitment to fight, and their passion for equality, and justice in the work-place. Lead by Brother Kevin Beallis, whose relentless passion for justice, along with the Shop Stewards, and the rank n file members refused to tire and never stop believing in justice. Without this passion, a fair contract could not have been achieved.

Thank-you to all, who sacrificed precious time away from their families, and drove long distances to the union hall, and who took part in sub-committees. We live to fight another day, and that day is today because unrepresented Comcast workers are waiting to become a part of the greatest brotherhood, the IBEW.

In arbitration news both Cortland and West area termination arbitrations cases have been scheduled through January 2010. Our members must be extremely careful to be where they are suppose to be and doing what they are suppose to be doing and perform safe quality work. Don't give



Comcast an excuse to bring their sword of discipline down on you.

In Cortland a member returned to work on October 6th; he was made whole on benefits and maintained his seniority, and also received a cash settlement after he was wrongfully terminated in May. Welcome back Brother!

Remember brothers and sisters our strength is in our unity.
Solidarity!

UNIT MEETINGS 2009

NOVEMBER

Unit 1

Thursday, Nov 12, 7 PM
Irish-American Heritage Center
4626 N. Knox Ave.
Chicago IL
773 282-7035

Unit 2

Tuesday Nov 10, 7 PM
Gaelic Park
6119 W. 147TH
Oak Forest IL
708 687-9323

Unit 3

Thursday, Nov 19, 7 PM
Holiday Inn Hotel & Suites
495 Airport Rd.
Elgin IL
847 488-9000

Unit 4

Wednesday, Nov 11, 7 PM
American Legion Harwood #5
705 S. Larkin
Joliet IL
815 725-4333

Unit 5

Wednesday, Nov 18, 7 PM
VFW Post #630
1303 E. Main St.
Urbana IL
217 367-4197

Unit 6

Tuesday, Nov 17, 5:30 PM
IBEW Local # 193
3150 Wide Track Dr.
Springfield IL
217 544-3479

Unit 7

Monday, Nov 16, 7 PM
IBEW Local # 309
2000A Mall St. (Rte 157)
Collinsville IL
618 345-5112

A Local 21 Promise Kept

By Larry Moeller, Retiree Liaison



I find it hard to believe I began meeting Local 21 retirees in February, alerting them of AT&T's plans to drastically alter the health care benefits we earned over our

many years of service.

I had a lot of help along the way and it's appropriate to thank everyone at this time. First and foremost, President Ron Kastner for committing Local 21 resources to defend retiree health care, championing retiree rights at Union meetings and authorizing the many hours and miles I needed to get the word out. Lynn Arwood and Kevin Curran who bargained the new retiree health care agreement. The active members of Local 21 who, when asked if they were willing to defend retiree health care, overwhelmingly responded, "Yes!"

Retirees deserve a pat on the back; we did not sit around wringing our hands waiting for bird droppings from our former employer. We wrote letters and phoned CEO Randall Stephenson, contacted state and federal representatives across the country, attended rallies and took our cause public on informational picket lines.

Perhaps the most important thing to come out of all this is as far as retirees are concerned is a written agreement, guaranteeing our health care benefits through 2012. That fact is no small achievement. I wish I could say we will never have to worry about our health care benefits again. I can't do that, Ma Bell doesn't exist anymore and in 2012 we will have to go through this again. It's important we maintain contact with each other.

Many retirees meet regularly with old friends for breakfast or lunch. These groups can easily form retiree clubs or join existing ones loosely affiliated with Local 21. For information on how to do this please call me at (630) 432-3836. The retiree E-Mail group list will remain active; we will use it to address future retiree issues.

I suppose there are some people out there who are wondering if we really had an affect on AT&T regarding our health care benefits. There is no smoking gun to prove it one way or the other, but I do know the 800 number we provided for retirees to call CEO Randall Stephenson was disconnected within 2 weeks. I wonder why. I also know many of the state and federal politicians contacted by retirees wrote letters on our behalf to Mr. Stephenson. It is also true the company bargaining team was aware retirees participated at the rallies and on the informational picket lines. You be the judge.



Information Alert

Members must be in good standing for 10 consecutive years with IBEW Local 21 immediately preceding their retirement in order to receive a retirement gift. These members must be severing their employment with the employer. Stewards can request applications by calling Lou Byrnes at the union office 630 960-4466 X234.

Information on attending your closest Local 21 Union meeting can be obtained by contacting the Union office at 630-960-4466 or ask your Steward.

CONGRATULATIONS LOCAL 21 RETIREES

2007

William Carle
Catherine Reich

2008

David Dornweerd
Corinne Eby
Willard D. Gerken
Robert J. Model
Louella Byrnes
Luis Rosado
Mark Evans
Raymond Li
Velma Pough

January 2009

Dennis Margevich
Dennis McMahon
Patrick M. Murphy
Mannie Russell
John Rickard
Thomas Tansley
Robbie L. Wheatley

February 2009

Jim Bauer
Vicki Beifus
Alexander Brongel
Angela Cisneros
Elaine Echeverria
Lynn Fletcher
Domingo Garza
Pamela Hahn
Otto Hettmann
Jeanette L. Hinton
Karen A. Keller
John Koslowski
Chuck Levine
Edwina McHugh
Thomas A. Paul
Dorothy Rennergrodek
Michael P. Ryan
Tom Ryan
Wayne U. Yim

March 2009

Anna Glaser
Susan Irick
Lee Kristyn
John Merritt
Robert J. Miller Jr.
Joseph Perminas
Elaine Rczek
Verness Streeter
Anna W. Williams
Lester D. Wondrow

April 2009

Phyllis Blakemore
Ken Boyk
Donald Buchanan
Denise Carson
Kenneth Dummer
Gregory Foster
Susan Galley
Gwen Hawkins
Jim Homan
Charles Kropke
Bruce Manns
Kenny A. Maxwell
Ken Mickles
John Nash
Ray A. Nelson
Ronald Parkinson
Robert Peterson
Alan Petite
Michael Purkey
Dennis R. Ramer

Gloriastine Wade
Fred D. Wheat Jr.
Tommy L. Wyrick

May 2009

Robert L. Alexander
Charles Barlev
Pat Basile
George P. Beck
Debra Benefield
Willie Bennett
Solomon Benford
Willie G. Bennett
Jerry Bigham
Phyllis Blakemore
Cynthia Bogs
Mildred C. Braun
Mary Brittingham
Maria E. Brogan
Terry Brown
Denise M. Buschman
Gary E. Cramer
Kathy Cregan
James P. Davis
David E. DeWall
Tom Dittrich
May Ann Duda
Donna Dunkins
George Engelthaler
Francisco Espinosa
Lisa M. Faro
Robert W. Flores
David B. Foster
Vera Gaines
Pamela A. Gharnota
Marie A. Gorski
David L. Graham
Helen Guadagno
Joanne Harwell
Sue Hawkins
Daniel L. Hitpas
Teresita V. Holcomb
Mary Hudson
Kendra Hurley
Charles P. Jedlicka
Keith R. Kalinski
Ken Kallas
Steven Kirkwood
Michael W. Knight
Karen L. Korosa
Regina L. Kpandeyenge
Paul Kunert
Daniel Lee
Richard J. Lewandowski
Curtis A. Lochmann
Tim Loughney
Robert Lundstrom
Kevin Madison
David J. Masino
Thomas P. McConnell
Betty McNeil Pedroza
Marian S. Moore
William Morris
Michael P. Morrison
Leonard J. Mulcahy
Gary Nelson
Annie Payton
Christine L. Petras
Michael Reaves
Dan Reddy
Janet L. Roulard
Nancy Ryan
Brian T. Ryan
Marc A. Schonwise
Anita Scott
Jane A. Selvaggio
Cheryl Seminara

Jan Shackelton
Rosemary Smith
Len Srednick
Larry E. Stanger
Ronald F. Strukely
John Russell Travnicek
Whynette Tooley
Daniel W. Treasure
Richard V. Trevino
Nancy Vance
Gerritt Vanderbent
Peggy Velemir
Nicholas G. Vulgaris
Deborah Wagner
Jon Walrack
Debbie Washko
James White
Ted Wild
Norman Willis

June 2009

John Acevedo Jr.
Roberta M. Anderson
Cassandra Allmon
Robert G. Armstrong
Dwayne L. Austin
Sheila Avery
Karen Bakkum
Anreas Bancsy
Rafael Barajas
Norbert E. Barkowski
Lucille Barnett
Paulette Bass
Mitchell Battles
Peter G. Beagles
John E. Beyer Sr.
Shirley Bieber
Michael D. Bonnett
Jerry Braun
Mary Braun
Gordon B. Brouillette
Katherine L. Bruce
Richard Caldwell
Sherry Cannon
Ronald E. Carlson
Carmen Cassells
Daretha A. Cherry
Ron Christoff
Linda Clesi
Michael W. Clutter
Charles E. Cook
Dr. Alcus Cromartie
Elizabeth A. Crothers
Gary E. Crowder
Donna C. Cummings
Maureen Curtin
Kim Curtis
Joseph Cyze
Richard L. Deneal
Debbie Denk
Kenneth J. Dillaims
Walter Dinkelman
Dawn Doerr
William Doyle Jr.
Robert E. Dublin
Mike Egan
John M. Ehardt
Donna Ehle
Roger P. Ehret
Lisa M. Erickson
Byron L. Etapa
Gregory F. Ewert
Kenneth Farver
Fred Fath
Kathleen J. Fredin
Constance L. Frost
Kevin Furlong

Cathy Gabriel
Ralph K. Gabrielson
Karen Glester
Christine E. Gowdy
Tamara Butcher Graham
Larry R. Green
Jill Greenberg
Judy Gutierrez
Mark Gurgone
Kay L. Hacker
Sue Harms
Terrence J. Harold
Tommy Hartzfeld
Marlene A. Henderson
Arnold Hernandez
David A. Herr
Thomas Hertz
Desmonia G. Hopkins
Carolyn A. Hoover
Luis Horcasitas
Derrick M. Horne Sr.
Frank Horvath
Dan Hunsberger
Jay M. Hutchinson
Spero G. Hyos
Adolfo Izgverra
William R. Jackomis
Denise Jackson
Mario Jauregui
John J. Jezioro
Dennis Jones
Emmett Jones
James D. Johnson
Jeffery Kerber Sr.
Joseph Kocvara
Audrey Kowalczyk
Julietta Ladores
Cynthia A. Lachel
Mary O. Larry
Susan Loy
Raymond O. Luke
Jay Madalon
Tolice Davis Madison
Sherry Maloney
Denise L. Martin
Don Martinelli
Wayne Matuszak
Edward F. McNamara Jr.
Gregory A. Meyer
Anita Swift Meyers
Kimberly S. Meyers
Stephen Mielczarek
Raymond Miller
Ray Milton
Patricia A. Mitchell
Patrick Mitchell
Frederick (Fritz) Mitrenga
John A. Moersch
Vince Montelpasse Jr.
Orlanda 'Moon' Morales
Foraker C. Morris
Jacqueline Morris
John K. Muday
Perry Musaraca
Cathi Myre
Gary L. Nagra
Spencer Nale
John P. Nardone
Franklin T. Nelson
Leonard P. Nogaj
Stephen R. O'Donnell
Gary L. Oelke
Brenda Painter
John Palkovitz
Lucia Papo
John Petitto
Carlton Phillips

Kurt Piepenburg
Tim J. Pierce
Pamela Pitner
Daniel Pool
Michael E. Porter
John Quigley
George D. Racz
Elizabeth S. Radzun
Jorge Rangel
Patti L. Ray
Julie Reynolds
Andre J. Rodriguez
Robert M. Russell
Thomas F. Rutecki
Bruce Saidat
Hector Santiago
Michael E. Sargent
Duane Schustek
Roberta Schwandner
Jessie Shu
Antionette Slowden
James M. Smith
Karen S. Smith
Donald R. "Rob" Spearie Jr.
Harry Spence
Roman E. Stelmachowski
Ted Strugcinski
William G. Sulfridge
Ella L. Thompson
John V. Tokarczyk
James H. Tokarski
Dale C. Tracey
Lawrence Urbaniak
Ronald Vollbrecht
Susan M. Voss
Carol L. Wacaser
Kathleen Warfield
Nancy J. Waters
Dennis Weichel
Ron White
Yolanda White
John E. Whiteley III
Danny Williams
JoAnn Lancaster Williams
Michael J. Wilson
Stepahie K. Wood
Bonnie J. Woodard
Cheryl A. Wubker
Ron Zielinski
Wesley Zoerink
Mark J. Zyrkowski

July 2009

Debbie Cooling
William I. Grundy
James Harper
Patricia Johnson
Michael E. Lamb
Diane S. Larson
Sarah Morales
Gloria J. Owen
Linda Peltier
James J. Ramian
Jogie P. Spann
Peggy A. Spino
Tony Tellez
Gloria J. Vance

August 2009

Diane Castillo
David E. DeWall
Frank Duffy
Curtis Fruit
Lee Kratochvil
Arleen Martinson
Robert W. Modrow Sr.
Steve Sours

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