



IBEW LOCAL UNION 21

FRONTLINE

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International Brotherhood of Electrical Workers

Local Union 21

PAUL T. WRIGHT
President-Business Manager &
Financial Secretary

BOB PRZYBYLINSKI
Recording Secretary

BILL HENNE
Vice President &
Assistant Business Manager

JACQUIE FIELDS
Treasurer



Dear Brother/Sister,

Over the years, IBEW brothers and sisters have come together to fight for our rights. We have stood united against countless measures to weaken our union, and because of it, we have won improved wages and working conditions. However, there are politicians who would rather see us divided so that we can't fight for what we have earned, both at the bargaining table and in our state capitol. But this November we have the opportunity to vote for a governor who will fight with us and help us keep our union strong.

Born and raised in Illinois, JB Pritzker has been a lifelong progressive. He has spent his entire political career fighting for issues that working people care about. Because of this, Pritzker has made a real difference in Illinois, from helping to create thousands of new jobs to expanding the state's school breakfast program to supporting the Center for Wrongful Convictions.

As his opponent tries every attempt to break our unions, Pritzker works hard to stand up for the rights of working people, because he believes that working people are the key to building a better Illinois.

Just as importantly, Pritzker will ensure that instead of special tax giveaways for big corporations, Illinois is investing in the creation of local good-paying jobs. To support this job-growth, Pritzker will invest in job-training and apprenticeship programs, helping working Illinoisans gain the skills they need. In addition, Pritzker is committed to protecting the prevailing wage for state construction projects. He will protect the use of project labor agreements, ensuring that Illinois workers are used instead of out-of-state contractors.

You'll be hearing a lot about this race between now and Election Day. IBEW supports JB Pritzker because we firmly believe he is the only candidate who will fight for and defend our rights. He will stand with us when we need it most, and so we need to stand with him. Please vote for JB Pritzker on November 6th.

In solidarity,

Paul T. Wright
President-Business Manager & Financial Secretary
PTW/jp

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VISIT US ON THE WEB: IBEW21.ORG FOLLOW US ON FACEBOOK & TWITTER AT **IBEW TWENTYONE**

It Is Really That Important

As the leader of one of the largest IBEW locals, I have said numerous times the most important factor in determining which candidate we support, regardless of party, comes down to how that person votes on issues that are important to you as UNION workers. As a taxpayer, husband, father, and person of faith I have my own feelings about the wedge issues of guns, God, gays and taxes. However, where politicians stand on jobs, benefits, pensions, safety, and the rights of union members, including issues affecting your industry or governmental employer, determines if we may or may not ask you to support candidates.

In 2014 and 2016 many union workers including IBEW 21 members didn't vote while some others were enamored by candidates who vowed to do great things and shake things up. As a result, all IBEW 21 members are getting screwed. While you might not like the leaders of the Illinois House or Senate they have blocked the Governor, whose goal has been to weaken laws that protect workers in Illinois and destroy the protections union workers have. Thankfully, he doesn't have complete control, however he has the power to make appointments to government agencies. He has stacked those agencies with people who care more about corporate interests rather than the working middle class.

After the 2016 national election, we have seen what those results have produced. As the father of two daughters, don't get me started on the Kavanaugh appointment. Because of Presidential appointments and mandates, labor unions and their members are facing increased scrutiny. The days of pro-worker NLRB rulings appear to be over. Safety standards, overtime regulations, and industrial regulations that favored workers are being decimated. Because of the political shift at the Supreme Court, a decades old ruling favoring union workers was reversed. That case was brought to the court because of the current Illinois governor. Don't let the names fool you, Bruce Rauner is the original person who brought the lawsuit forward.

Union members need to take control by using their collective power. We need to reverse the tide. You need to drag your family and friends to the polls on election day or vote by mail. I would rather talk openly about the issues that impact our members' jobs than continue the madness of trying to match the billionaire's dollars! It is just stupid. We can do better together by simply voting for our middle class jobs. IT'S FREE for God's sake!!! Just do it!!!

We continue to deal with the frustrating delays caused by the protracted bargaining with AT&T and another labor organization. Many of the Company's labor relations representatives are tied up with those negotiations. It is aggravating for several reasons but it also serves as a reminder of how much prolonged bargaining can affect a union member's life. Let's hope for everyone's sake, they get this mess figured out.

We are currently in the middle of our benefits open enrollment period with AT&T. Make sure to read Grace's article regarding open enrollment. Don't wait until the last minute and more importantly don't forget to do it!



Congratulations Steve Bauer and Cedric Wouldfolk our newly elected Executive Board Members.



Let's Grow Together

I'm often asked why I decided to run for Treasurer of Local 21. Back in 2000, Local 21 had gone through some difficult times as a newly merged Local, and an election was ordered by the International. Our officers at the time were all male, and the new officer candidates were also male, except the Recording Secretary. Another commonality of the candidates—they were all white. The membership of Local 21 is very diverse, and I decided to run so the leadership would reflect that diversity. During my first few terms, I learned that necessary changes only happen if our diverse membership gets involved.

Fortunately, the IBEW leadership of President Lonnie Stephenson and Secretary Treasurer Ken Cooper has stepped up to the plate to bring the diversity of the IBEW membership into the make-up of the upper officers of the International. Now Locals are encouraging their members

to participate in many committees. President Paul Wright is supporting our Local 21 effort to form those committees now, and we want you to get on board.

These committees are:

The EWMC is the Electrical Workers Minority Caucus. This committee has a rich history, it began so the voices of IBEW Minority workers, would strengthen our Union.

The IWC is the IBEW International Women's Committee. President Stephenson established the IWC to encourage IBEW Sisters to form Women's Committees in their Locals.

Local 21 is gathering information from members interested in being a part of these committees, they are open to EVERYONE, and are not exclusive to women and minorities. Please contact me with your email address. I will send you information giving you more details about forming committees with Local 21 members. You can reach me at jfields@ibew21.org or call me 630-960-4466 ext. 374. I look forward to hearing from you. We are only as strong as our participation makes us.

By Bob Przybylinski, Recording Secretary- Director of Communications



Know Your Rights

I'm often amazed when I hear about members who received discipline and never asked for union representation. After things snowball and they are on the verge of losing their job, it is then discovered the member never asked for representation when their trouble first began.

It seems as if members don't understand their Weingarten Rights. Here's a very brief explanation. If you are called into a meeting with a boss and you think you could receive discipline or it may affect your personal working conditions tell the boss you want a union representative to be in the meeting with you. Asking for union representation is your Weingarten Rights which were affirmed by the Supreme Court in 1975.

If you enter into a meeting that is an investigatory interview into possible wrong doing and if you have a reasonable belief that disciplinary action of any severity may result, you have the right to ask for a union steward to be present. In these situations if your boss, corporate security or interviewer refuses your request your rights are being violated.

Personally, if I think I could be getting in trouble, I'm asking for a steward. It is always better to ask and not need one, rather than finding out later that you should have asked. Don't wait until your job is in jeopardy to ask. If you are a steward make sure your members understand their rights. Much of the information I've mentioned can be found in the books *The Unions Steward's Complete Guide*, and *The Legal Rights of Union Steward's* you received in steward's training.

Utter Disdain

I can no longer hold in my utter disdain. Despite all the warning signs our President exhibited during the campaign two years ago, despite him not even being remotely qualified or fit to hold the office, he continues to parade around like HE is the best thing that has happened to this Country. It wasn't like he had any respect for the office so he'd keep his dangerously narcissistic ego in check in order to do the job of governing our Nation. He wants us all to believe his election was a mandate of the people. But, didn't this guy finish second in terms of getting the most votes?

The new name of the game in politics now is to ridicule those who disagree with you, impose your will no matter how misguided and double down on the insanity whenever the outcome is in doubt. I think this guy missed his calling in life. He should be a TV reality show blowhard, oh wait... he was! Well then, I guess he did take the next natural step career wise.

Ironically, this proves that America truly is the land of opportunity, anyone can be anything they want, all you have to do is find that raw, exposed nerve within people and beat it into submission. Issues? Qualifications? Who needs those? All you need is an angry electorate and tons of shallow, nauseating, empty promises that you have no intention of keeping. Everyday his poorly produced \$hitshow gets worse.

What really has set me off is the recent Supreme Court nominations. Can anyone say HYPOCRITES? The Republican Senate denied President Obama his constitutional right to appoint a Justice because well, you know, there was an election coming up and things might change. HELLO? Isn't that exactly what's happening now? It's bad enough they got away with the last appointment (who by the way we can thank for the anti-union Janus ruling.) Now I'm supposed to believe that the most qualified guy in the land to fill that vacancy is at best a belligerent, elitist, scumbag, fraternity bully who apparently can't handle his liquor and has shown a history of bad judgement when it comes to interacting with women at parties? And that's the best case scenario, I cringe when I think about what else Kavanaugh could be. What does that say for the President's judgement? Oh wait, he already said how he thinks he is allowed to grab women.

Now let's get to the Illinois Governor, another constitutionally challenged individual. He'd have us believe that holding the State's budget hostage for nearly three years was best for the State? Holding back on the State's ability to make Medicare payments, failing to look after the elderly, children in need and veterans, while reducing Illinois' credit rating to junk bond status was somehow a good thing? By the way, he managed to profit from it all while he was at it.

His attack on Unions was despicable to say the least, especially when he was forced to go out and find a front man to put a face to the Janus ruling. Make no mistake, the case was originally filed with the Governor's name on it, like a Union had ever done him any harm. Well guess what Governor, we're about to kick your ass all up and down this state, and it's sure going to feel good doing it.

Does the man think all he has to do is throw on a Carhartt jacket, spin around on a Harley, and instantly become the kind of guy you want to have a beer with, like somehow he's even remotely interested in what matters to those of us who are everyday middle class workers?

WAKE UP SISTERS AND BROTHERS! But more importantly, we need to GET OFF OUR ASSES AND VOTE and get our family and friends to vote with us!!!



2018 GENERAL ELECTION ENDORSEMENTS



Illinois AFL-CIO 2018 General Election Endorsements Statewide Executive Offices

Governor

JB Pritzker

Lt. Governor

Juliana Stratton

Secretary of State

Jesse White

Attorney General

Kwame Raoul

Comptroller

Susana Mendoza

Treasurer

Michael Frerichs

United States Congress

CD 1 Bobby Rush
CD 2 Robin Kelly
CD 3 Dan Lipinski
CD 4 Chuy Garcia
CD 5 Mike Quigley
CD 6 Sean Casten
CD 7 Danny Davis
CD 8 Raja Krishnamoorthi
CD 9 Jan Schakowsky
CD 10 Brad Schneider
CD 11 Bill Foster
CD 12 Brendan Kelly
CD 13 Betsy Dirksen Londergan
CD 14 Lauren Underwood
CD 15 Kevin Gaither
CD 16 Sara Dady
CD 17 Cheri Bustos



Illinois Senate

SD 2 Omar Aquino
SD 3 Mattie Hunter
SD 5 Patricia Van Pelt
SD 6 John J. Cullerton
SD 8 Ram Villivalam
SD 9 Laura Fine
SD 11 Martin Sandoval
SD 12 Steve Landek
SD 14 Emil Jones III
SD 15 Napoleon Harris
SD 17 Elgie Sims
SD 18 Bill Cunningham
SD 20 Iris Martinez
SD 21 Laura Ellman
SD 23 Tom Cullerton
SD 24 Suzy Glowiak
SD 26 Tom Georges
SD 27 Ann Gillespie
SD 29 Julie Morrison
SD 30 Terry Link
SD 32 Mary Mahady
SD 33 Nancy Zettler
SD 36 Gregg Johnson
SD 39 Don Harmon
SD 41 Bridget Fitzgerald
SD 42 Linda Holmes
SD 45 David Simpson
SD 48 Andy Manar
SD 54 Brian Stout
SD 56 Rachelle Aud Crowe
SD 57 Christopher Belt
SD 59 Steve Webb

Illinois House

HD 1 Aaron Ortiz
HD 2 Theresa Mah
HD 3 Luis Arroyo
HD 4 Delia Ramirez
HD 5 Lamont Robinson, Jr.
HD 6 Sonya Harper
HD 7 Chris Welch
HD 8 LaShawn Ford
HD 9 Art Turner
HD 10 Melissa Conyears-Ervin
HD 11 Ann Williams
HD 12 Sara Feigenholtz
HD 13 Greg Harris
HD 14 Kelly Cassidy
HD 15 John D'Amico
HD 16 Lou Lang
HD 17 Jennifer Gong-Gershowitz

HD 18 Robyn Gabel
HD 19 Rob Martwick
HD 21 Celina Villanueva
HD 22 Michael J. Madigan
HD 23 Mike Zalewski
HD 24 Lisa Hernandez
HD 25 Curtis Tarver II
HD 26 Christian Mitchell
HD 27 Justin Slaughter
HD 28 Robert Rita
HD 29 Thaddeus Jones
HD 30 Will Davis
HD 31 Mary Flowers
HD 32 Andre Thapedi
HD 33 Marcus Evans
HD 34 Nicholas Smith
HD 35 Fran Hurley
HD 36 Kelly Burke
HD 37 Matt Hunt
HD 38 Debbie Meyers-Martin
HD 39 Will Guzzardi
HD 40 Jaime Andrade
HD 42 Kathleen Carrier
HD 43 Anna Moeller
HD 44 Fred Crespo
HD 45 Diane Pappas
HD 46 Deb Conroy
HD 48 Terra Costa Howard
HD 49 Karina Villa
HD 50 James Leslie
HD 51 Mary Edly-Allen
HD 53 Mark Walker
HD 54 Maggie Trevor
HD 55 Marty Moylan
HD 56 Michelle Mussman
HD 57 Jonathan Carroll
HD 58 Bob Morgan
HD 59 Daniel Didech
HD 60 Rita Mayfield
HD 61 Joyce Mason
HD 62 Sam Yingling
HD 64 Trisha Zubert
HD 65 Richard Johnson
HD 67 Maurice West II
HD 68 Jake Castanza
HD 69 Angie Bodine
HD 70 Paul Stoddard
HD 71 Joan Padilla
HD 72 Mike Halpin
HD 76 Lance Yednock
HD 77 Kathleen Willis
HD 78 Camille Lilly
HD 79 Lisa Dugan
HD 80 Anthony DeLuca
HD 83 Linda Chapa LaVia
HD 84 Stephanie Kifowitz
HD 85 John Connor
HD 86 Larry Walsh
HD 88 Jill Blair
HD 89 Nicholas Hyde

IL House (continued)

HD 90 Amy Davis
HD 91 Carolyn Blodgett
HD 92 Jehan Gordon-Booth
HD 93 John Curtis
HD 95 Dillon Clark
HD 96 Sue Scherer
HD 97 Mica Freeman
HD 98 Natalie Manley
HD 101 Jennifer McMillin
HD 103 Carol Ammons
HD 104 Cynthia Cunningham
HD 105 Benjamin Webb
HD 107 David Seiler
HD 110 Shirley Bell
HD 111 Monica Bristow
HD 112 Katie Stuart
HD 113 Jay Hoffman
HD 114 LaToya Greenwood
HD 115 Marsha Griffin
HD 116 Jerry Costello
HD 117 Jason Woolard
HD 118 Natalie Phelps Finnie

Appellate Court

5th Kevin Hoerner

Cook County Assessor

Frederick Kaegi

Cook County Board President

Toni Preckwinkle

Cook County Clerk

Karen A. Yarbrough

Cook County Sheriff

Thomas J. Dart

Cook County Treasurer

Neutral

Cook County Board of Commissioners

Brandon Johnson
Dennis Deer
Bill Lowry
Stanley Moore
Deborah Sims
Donna Miller
Alma Anaya
Luis Arroyo Jr.
Peter Silvestri
Bridget Gainer
John P. Daley
Bridget Degnen
Larry Suffredin
Scott Britton
Kevin Morrison
Jeffrey R. Tobolski
Abdelnasser Rashid

Cook County Board of Review

Michael Cabonargi
Larry Rogers Jr.

Six Year Term

Debra Shore
Kari K. Steele

Two Year Term

Kimberly Neely Dubuclet
Bradford Vacancy
Cameron "Cam" Davis

Circuit Court

Kathryn Maloney Vahey
Kathleen Theresa Lanahan
Tom Sam Sianis
Thomas F. McGuire
Rosa Maria Silva
Preston Jones Jr.
Cecilia Anne Horan
Clare Joyce Quish
Peter Michael Gonzales
Jack Hagerty

Subcircuit Court

Erika Orr
Tiana Ellis Blakely
Adrienne Elaine Davis
Toya T. Harvey
Ieshia Gray
Debra A. Seaton
Kevin Patrick Cunningham
David R. Navarro
Elizabeth Ciaccia-Lezza
H. Yvonne Coleman
Marian Emily Perkins
Robert Harris
Kent Delgado
Andrea Webber
Linda Perez
Jamie Shapiro
Lindsay Huge
Jeanne Marie Wrenn
Stephanie Saltouros
Colleen Reardon Daly
Joanne F. Rosado
Joel Chupack
Ketki "Kay" Steffen
Samuel J. Betar III
Beatriz A. Frausto-Sandoval
Michael Barrett
Scott McKenna

Indiana State AFL-CIO/
Northern Indiana
Area Labor Federation
2018 Election



United States Senate

Joe Donnelly

Statewide Offices Secretary of State

Jim Harper

State Treasurer

John Aguilera

State Auditor

Joselyn Whitticker(D)

U.S. House of Representatives

District 1: Pete Visclosky (D) (I)

State Senator

District 1: Frank Mrvan (D) (I)

District 4: Karen Tallan (D) (I)

State House of Representatives

District 1: Carolyn Jackson (D)

District 2: Earl Harris, Jr. (D) (I)

District 3: Ragen Hatcher (D)

District 4: Frank Szczepanski (D)

District 10: Chuck Moseley (D) (I)

District 11: Delano Scaife(D)

District 12: Mara Candelaria Reardon(D)

District 14: Vernon Smith (D) (I)

District 15: Chris Chyung (D)

District 19: Lisa Beck (D)

D - DEMOCRAT

I- INCUMBENT

EARLY VOTING IS NOW TAKING PLACE.

To find out where you can Early Vote visit
the State of Illinois Board of Elections
website:

www.elections.il.gov/InfoForVoters.aspx
or your local County website page.

EARLY VOTING IN ILLINOIS: Traditional
early voting takes place at various
County, Township and Municipal offices
across the state.

IN INDIANA, in person early absentee
voting can be found here:

www.in.gov/sos/elections/2402.htm

WHAT'S NEW ACROSS THE LOCAL?

Altura ★ AT&T ★ Avaya ★ CenturyLink ★ City of Chicago OEMC- 911 Center
Heddington Oaks Nursing Home ★ CBRE ★ JULIE ★ Lak

Bill Henne,
Vice-President, Assistant Business Manager



Technology Affects All of Us

★ We recently negotiated a new 4 year contract with **CBRE**. The contract was ratified overwhelmingly; it has been signed and sent to the International for approval. Once approved it will be printed and distributed.

I want to thank Mike Grindle, Mike O'Connor, Paul Waters and Alex Vail for their help during the negotiations.

We continue to negotiate with **AT&T** to secure new technologies work in the field, while bringing new work to our centers in Illinois to avoid surpluses. This has helped our Local avoid many of the surpluses that CWA has faced this year. In September CWA faced multiple surplus announcements in many departments in all their regions while there was no Local 21 surplus. This is result of the professional approach we have taken with AT&T,

Mike Grindle,
Business Representative



ALTURA, CBRE and AT&T

★ Very recently we filed another Unfair Practice Charge against **Altura** with the National Labor Relations Board. The charge challenges the company's hiring of non-union employees to perform our bargained-for work. We will

give you updates as the charge moves through the process. A little over a year ago we received the win on our first charge from an Administrative Law judge. Management continues to take every opportunity they can to challenge that ruling, and use every delaying tactic they can in an attempt to break our solidarity. Stay strong Brothers!

This was a busy summer for us at **CBRE**. Congratulations again to all members for ratifying their new 4-year agreement. The retroactive pay from the time of the

both in our negotiations and our public approach with the Company. Your representatives will continue to work diligently to keep all our members working.

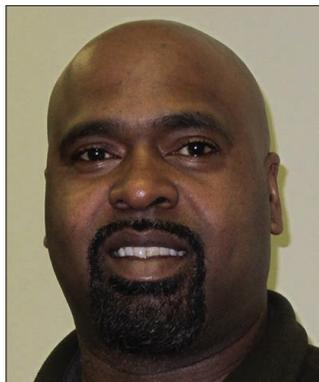
Some **Frontier** members are still having growing pains with the modern technology management is using to track their location and performance during their work day. All members need to understand that this technology is becoming more advanced every day and will continue to be utilized to track you throughout your day both at Frontier and the other companies that utilize GPS devices to track you.

At **CenturyLink** recent weather has caused an increase in workload causing the Company to detail other employees and contractors into our work jurisdiction. This continues to be a point of contention between our Local and CenturyLink. While CenturyLink continues to have employees retire, management won't replace that headcount. This is a direct result of the Company's lack of interest in bringing new technology work to Illinois.

ratification back to August 1, 2018 should be paid out. The new rates for the On Call should be in effect. Thank you to everyone who took the time to fill out bargaining surveys, participated in the contract overview calls, and voiced your support for the bargaining team's efforts. A special thank you to steward Alex Vail for his help..

It unfortunately seems to be the case that we are living on the edge every quarter, filled with anxiety that **AT&T** will be announcing yet another surplus. While we cannot control these management decisions, we can and do expend every effort at negotiating to minimize the impact of the company's actions. This is the struggle of our time, and in this era, our solidarity with one another is more important than ever. Please keep in mind that the brother or sister at your side on the job, in your center, or at your garage is not the person responsible for what the corporation decides to do. Let's continue to work together in the fight for fairness in the workplace.

Cleveland Johnson,
Business Representative



One Business Rep's Opinion

★ Let me begin by offering my congratulations to President/ Business Manager Paul Wright and all the other people who were elected or reelected to office. And as the cool fall winds invade our area, I hope everyone had an enjoyable summer.

I don't want that to be taken negatively because I realize that our premise technicians have been forced to work OT during most or all of the summer. But I hope that they, and everyone else found some enjoyment this summer.

Some things haven't changed since the last issue of *Frontline*. People are still getting themselves in trouble for not reporting arrests and tickets and such. I discussed it before so I won't this time. I'll only say, you MUST report them.

Next, I feel good that our members escaped the possibility of surplus in this last quarter. I think it's nauseating that we have to look at this possibility every quarter, but that is the new reality. The rumor mill was all a

buzz about a possible surplus and honestly, the union was concerned about it as well. CWA got hit but we didn't. Too bad for CWA (I don't want to see any union member lose their job.) Hopefully we will have the same fortune the next quarter and beyond but unfortunately that gets addressed quarter by quarter.

There has been some movement of work as well, mostly from the premise techs. The TFS group has been doing bonded pair installs for some time now. Recently it's been discussed to give them IPDSL work again as well. Business Services is now being assigned BVOIP installation work (VOIP with 3 or more lines.) And due to that increase in workload, Business Services has a trial going where they are giving DS1 repair work to TFS. We met with the Director from Business Services and were told the trial would be limited to a couple areas and that they wanted to do it because of high report to close times. We'll see how that goes. Hopefully, this movement of work will help to balance things out and help keep our members from surplus going forward.

I wish everyone a happy holiday season. Solidarity!

Mike Roach,
Business Representative



Shame on you, States Attorney Lacy!

★ In June, Vermillion County States Attorney Jacqueline Lacy, declared war on our Local by terminating Area Steward Doris Halls. Ms. Halls is not only a member of Local 21's staff, but is also a 23 year

Vermillion County employee. This is not only morally wrong, but ethically as well. Local 21 filed grievances that are pending arbitration, and also filed charges with the Illinois State Labor Board.

States Attorney Lacy, who is an attorney, has hired outside legal counsel to represent her office. Is this a good use of Vermillion County taxpayers' resources? The County has its own legal counsel for matters like these, but Lacy has instead chosen to unnecessarily spend taxpayer dollars. This only solidifies her blatant attack on our Local and our members.

In the post-Janus world we live in, this should show our members how important being a member really is. Our Local will continue to battle States Attorney Lacy and Vermillion County in this matter and any others that arise. Unfortunately, the war has begun. We all must stand in solidarity!

Mike Scime,
Business Representative



We are Resilient

★ In my May *Frontline* article, I alerted everyone that we would be facing more elections and now here we are. It's time for our federal, state and municipal elections. I sincerely hope all of you as union

members are giving your selections some very serious thought. Hundreds of millions of dollars have been spent by politicians in hopes of swaying your vote. One suggestion: reward yourself by being informed. Who will help your family with continued employment, insurance, job security and staying ahead of "the cost of living?"

The attack on unions has been full blown for the last 12 years and as a result we have had the Janus decision and Right to Work For Less legislation pushed on unions. It is bad for members, families, the economy, and our country. Be honest with yourself and vote for a better future. A future that doesn't leave families behind, that curtails the greed of politicians and their agenda to destroy the middle class. **See You at the Polls!**

Our Union Sisters and Brothers at the **Heddington Oaks Care Facility** will soon to be involved in an election. Peoria County owns the building and spacious grounds. We have negotiated contracts with Peoria County since the early 1980's. Mike Roach and I will be meeting with them very soon. We have approximately 150 union employees in this beautiful facility. I am impressed by our many members there with 10 to 39 years of employment.

In Central and Western Illinois Construction employees are currently forced on details to other areas for large fiber builds. In some cases **AT&T** has detailed all linemen and splicers from their home garages.... yes all of them. In Moline, all of the Construction employees are detailed to the Springfield build. Do you suppose the past surpluses were a bit too aggressive? Our members still plow through, every day, and do all they can to keep our customers satisfied.

The Customer System Technicians in **Peoria, Rock Island, and Rock Falls/Sterling** have likewise been called upon to cover many areas including details. Long hours in nasty environments, and the possibility of surpluses never seem to wane. Our garages are staffed with displaced employees from around the State. Transplanted union employees are commonplace. Yet our members stay resilient.

The **Peoria Collection Center** is a beacon to all centers. They are highly rated each quarter for their productivity and professionalism. It is another example of a melting pot of qualified and stellar employees. Many of them had to relocate from various Chicago area centers. They keep on going... traveling each weekend for family and hope. I'm proud of all of our IBEW 21 members.

The **Rock Island Consumer Center** is consistently rated in the top three for their goals and results. The employees are winners because they meet their monthly goals and do it in a professional manner. Many of our service representatives have worked there for decades. I don't need to tell you how rare that is for a call center. They are a dedicated group of employees who have seen their center change from sales to retention, and to many other categories of calls. We're fortunate to have so many successful representatives in our Union.

VOTE FOR ALL OF US! VOTE FOR THE FUTURE!



Members having fun at the Sox game.

Byron Bonham,
Business Representative



Fighting Apathy

★ It feels as if a huge dark cloud of divisive attitudes exists everywhere. "If you aren't with us, you're against us." "Why bother, it won't make a difference." Declining morale is contagious, and is not unique to just one group.

We all experience burnout and that draining feeling following required overtime, unjust discipline, work life imbalance, disrespectful comments etc. How can we tell if anyone is listening?

At a recent **AT&T** union-management review board, a case manager cited *Frontline* and articles were referenced over many different issues-proving that management reads and listens to what we say. In my last article, we printed that Union Pride and our reputation are used to leverage job security and working condition improvements. In meetings many Directors discussed an improved

relationship with the IBEW, also working towards avoiding surpluses and increasing job security. Managers commented about IBEW 21's reputation, our community service focus, and goals to bring in new opportunities.

At the **Lake County 911** Emergency Center many new Dispatchers were hired, bringing some long overdue help. An additional five full-time Dispatchers should be approved following countless talks about this understaffed group. We hope this is the start of more improvements as we begin preparing for bargaining.

We still have disagreements and are focused on improving working conditions. We have their attention. We said often while becoming Lake County union members that we can't promise what bargaining will bring but we will have a voice and united they will hear us. United we Bargain, Divided we Beg!

John Dolsen,
Business Representative



Think Safety

★ You are receiving this edition of the *Frontline* right before an election. Please take the time to look at the endorsed candidates and use that list to help guide you when making your decision

at the ballot box. These are candidates who have a proven record of voting for issues that affect us, middle class union workers. Please vote, it is our right and it is our responsibility.

Please take the time to be safe every minute on every job. Sometimes in the rush to get a job done or sometimes just a brain fart makes us err in our thinking and those are the times we get hurt. Recently there were three ladder accidents in the north and northwest suburbs.

The first resulted in a visit to the emergency room, the second resulted in a few days stay at the hospital. The most recent involved a very serious injury resulting in major surgery. We can argue all day about whether they were preventable or if every policy was followed. Regardless of the outcomes of the investigations, members got hurt.

We have to take the time in everything we do to make sure we are thinking and doing the job safely all the time. One injury is one too many. The goal has always been to go home at the end of the day in the same physical shape you were in when you got to work, and with a little more money in your pocket. Please, Please, Please be safe out there.



Jerry Rankins,
Business Representative

★ The **City of Chicago OEMC** Office Emergency Management Communication Unit 2 is the bargaining unit that is comprised of IBEW 21 members and workers represented by

Service Employees International Union, Local 73 (SEIU.) Both unions have been engaged in contract negotiations or the lack thereof with the City of Chicago, since December 2017. In September, fed-up with the lack of progress, disgusted members from both unions took to the streets around City Hall. Loud workers then marched into City Hall chanting, "No justice-no peace!" The chants echoed throughout the building. We left with a clear message, if progress isn't made then we will be back. But next time we'll need to turn up the volume and return with all of the workers who could have been there but choose not to come to stand with their sisters and brothers. Thanks to all who made the sacrifice to come out in Solidarity!

Safety is Your Call, Not the Boss's

When it comes to safety, you are the one who determines if the job is unsafe and not the boss. Recently at the **Comcast Cortland** garage our Union Steward was faced with an environment where men were shooting up drugs on a jobsite. I was immediately notified after the boss refused to recognize that our Steward was in immediate danger. In the same week, I was informed a supervisor insisted that a job be completed after our member found that the drop was wrapped around Com-Ed's line and believed that it was energized. The boss insisted that the technician complete the job.

Management's threat of insubordination is "fluff" when it involves your safety. Bosses like to take advantage of workers who don't understand their rights. Insubordination potentially can exist when a direct work order is given that doesn't risk your health or safety. If management's order doesn't pose a safety risk, do the job and then file a grievance later. Workers need to understand their rights. Get involved by attending union meetings, and reading

union literature so you have the tools to fight back when bosses make rules that may violate your rights.

The Cortland contract expires on April 30, 2019. We hope to have a new agreement by then, but much of that depends on you, our members. Good contracts are a result of the unity amongst the Brotherhood and can be achieved when your union bargaining committee has the support of all Cortland members. My personal commitment is, we will achieve a good contract if we don't break Solidarity!

In grievances at Cortland, we are pursuing binding arbitration for terminations like when management fails to show just-cause for termination because of incompetence during investigations and because it appears as if Mr. T. just didn't like the men.

In the **Comcast West** unit we were able to resolve many work-place issues, one of which involved a pay-out of thousands of dollars. At the same time the Union also made changes to preserve our integrity and to promote lasting solidarity. With your support we will always fight to strengthen worker rights and guard our contract. We won't roll on a good solid grievance, but we won't condone improper behavior in the workplace.



Code of Conduct?

This year a major change in the AT&T call centers is creating heartburn for Local 21 members and the union reps who support them. Things that used to be human error or at the very worst "work rule" violations have now become Code of Business Conduct (COBC) violations, according to the company. We are seeing the greatest number of these so-called COBC violations in the retention centers.

If a Service Rep or Sales Consultant takes a call from a customer requesting to disconnect services and any error happens in the process, the rep is accused of intentionally ignoring the customer request and is charged with a COBC/Sales Integrity violation. Management then proceeds with the "COBC Violation" discipline by going right to suspension, and skipping the established standard progressive disciplinary step process.

It's hard to understand the motivation behind the company's action. Disciplinary action is bad enough, but to escalate human error to a COBC violation is simply ridiculous. Discipline is supposed to be corrective in nature rather than punitive.

Additionally, while telling the Sales/Service Representative that we are all one big happy family, managers encourage them to snitch on each other with the "Service Promise Feedback Tool" (SPFT) so they can tell management about the mistakes of others. Management then uses the information collected from that "tool" for discipline, even though the Methods and Procedures (M&P) clearly states that the tool is NOT to be used to report COBC violations.

When challenged, the company claims that Sales/Service Representatives should be doing more on each call to make sure that they have not made a mistake. Yet they drive the reps to take more calls faster. Even employees with many years of service and NO DISCIPLINE in their file are being treated as people with no integrity. We have pushed management to understand that reps are still human and on occasion will make a mistake. Mistakes these days equate to COBC violations.

I've always lived under the impression that the COBC violation is used for serious violations, not human error or work rule violations. With the volume of things our members working in call centers deal with on each call it is sad that this is the path the company chooses. Management apparently believes that reps are intentionally ignoring the customers' requests or cheating in order to achieve management's constantly changing numbers. If so what does that say about the way the management is setting goals?

I have an idea, how about the bosses determine who the one or two bad apples may be rather than treating everyone as if they are guilty without proof of intent. Most IBEW 21 members are providing an honest day's work for a fair day's pay. If we are all "one big happy family" management needs to start acting like it!



IBEW 21 union families had fun at the Sox game



Labor History Lessons

If you know anything about Labor history, you know the fight for the 8-hour day is associated with the Haymarket Affair in Chicago. President Obama made Pullman Chicago's first National Park, primarily because of its importance to Labor history. In the 1894 Pullman Strike the American Railway Workers, led by Eugene V. Debs joined the strike but federal troops brutally crushed it. Debs was imprisoned, and the Labor Movement was nearly wiped out as an effective check against Capital until the New Deal and the passage of the National Labor Relations Act.

The NLRA brought reasonable labor peace to various industries and the larger economy. There were still strikes, but nothing like the years before passage, when 300 strikes a year weren't uncommon. Union density exploded with the legalization of union rights. Imagine the courage of workers who joined together in unions before the Act protected them!

Labor in the 20th Century took its first hit with the passage of the Taft Harley Act, in 1947. It introduced the concept of right to work and outlawed a very successful union tactic, the secondary strike. If warehouse workers wanted to unionize and were met with resistance by their anti-union owners they would set up a picket, as a result unionized truckers would refuse to pick up or make deliveries. It became a battle of endurance until the warehouse owner agreed to a union contract to save his business.

Much of Labor's early success came from radicals, many were European immigrants who didn't speak English. When the AFL and CIO merged in 1955, the radicals were pushed out and the combined entity deradicalized. The new entity effected a posture of "pure and simple" unionism, with a focus on the narrow economic interests of its members and a disregard for the larger social questions. This came to be called business unionism.

Jump to the 21st Century. Union density is considered on life support in the private sector, less than 6% of all workers. Public sector workers compose the lion's share of the union movement, bringing density up to about 12% of the American workforce. When the middle class was at its largest, union density was closer to 35%.

For decades, people said the use of strikes as a bargaining tactic was over because workers can't afford to strike due to depressed wages, benefits and debt. However, like a prairie fire across the Right to Work for Less states, teachers are leading a Labor Movement renaissance. As usual the ownership class, in this case the state governments, are failing to realize that when they are backed against the wall and have nothing to lose the workers win the battle of endurance.

The cry of workers from an earlier era, was, "ONE DAY LONGER!" Wouldn't it be fantastic if the renewal of Labor in the 21st Century came from the rank and file members like them, who've given us insight into what many seemed to have forgotten, one day longer one day stronger.

NOVEMBER UNION MEETINGS		
UNIT 1	8th - 7 pm	Irish American Heritage Center 4626 N. Knox Ave. Chicago, IL 773-282-7035
UNIT 2	13th - 7 pm	Lansing American Legion #697 18255 Grant St. Lansing, IL 708-474-5906
UNIT 3	15th - 7 pm	Red Roof Inn and Suites 1212 W. Lincoln Hwy. Dekalb, IL 815-758-8661
UNIT 4	14th - 7 pm	Lemont VFW 15780 New Ave. Lemont, IL 630-257-9859
UNIT 5	21st - 5:30 pm	Machinist Hall 2929 N. Fifth St. Quincy, IL 217-222-0394
UNIT 6	20th - 7:00 pm	IBEW Local #193 3150 Wide Track Dr. Springfield, IL 217-544-3479
UNIT 7	19th - 7 pm	Central City Lions Club 140 S Morrison Central City, IL 618-532-9475

AT&T 2019 Benefits

The Annual Enrollment period for AT&T Employees began on **October 1st at 7 a.m. and continues through November 16th at 7 p.m.** Unlike previous years in which the company had “waves” of 2-week enrollment periods for different groups of employees and retirees; this year all employees will have 7 weeks to complete their enrollment, simultaneously.

The company has made changes to the Annual Enrollment online platform. One of these changes is the ability to make an appointment, at a specific date and time, for a benefits representative to call you and answer any questions or address any concerns you may have.

Your benefit options for 2019 will be much like 2018 with a few changes.

The Contribution Holiday for CarePlus will continue through 2019. The company will notify employees when it ends and employees will have the opportunity to continue with CarePlus coverage or opt out.

Medical plans available to you can change based on your zip code, so check and confirm that the plan you are currently enrolled in is still available for 2019.

Remember that the PPO (Preferred Provider Organization), ONA (Out-of-Network Area), and HCN (Health Care Network) bargained plans are available as either Option 1 or Option 2.

Option 1 and Option 2 are the same AT&T Midwest Medical Program with different cost sharing structures. It means that you will get the same services covered but your Monthly Contributions, Deductibles, Out-of-Pocket Maximums, and Coinsurance amounts will be different under each option.

Option 2 is a new high deductible health plan (HDHP) and those who enroll in Option 2 can contribute to a Health Savings Account (HSA). Keep in mind that if you contribute to an HSA and an FSA, your FSA will be limited to Dental and Vision expenses. For more details on HSAs and FSAs review the Annual Enrollment content online. The maximum annual contributions for HSAs and FSAs are increasing for the 2019 plan year.



Monthly contributions, Deductibles, and Annual Out-of-Pocket Maximums are also changing. Deductibles count toward your Out-of-Pocket Maximum. With Option 2 the Deductible and Annual Out-of-Pocket Maximums are integrated with the prescription drug plan.

You can review your available options and Health Plan Comparison Charts online at att.com/benefitscenter.

It is important that you review your current coverage and available options. Don't assume that you will default to your current coverage if you make no changes. Your current plan may not be an available option!

Enrollment can be completed online (att.com/benefitscenter), by phone (1-877-722-0020) or from your mobile device. Keep a copy of your Enrollment Confirmation for your records.

Taking a moment to review your options and confirm your elections now can prevent unnecessary grief later.

FRONTLINE



International Brotherhood of Electrical Workers, Local 21, AFL-CIO

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Comments and articles are welcome and should be sent to the editors. Local 21 reserves the right to edit submissions, and to use items as space allows.

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Every year over 800,000 children go

MISSING

The IBEW has partnered with the National Child Identification Program to help members if their child goes missing by purchasing Child Identification Kits.

Tragedy strikes when we are least prepared. If a child goes missing, the IBEW is determined to help our members.

The ID kit contains a fingerprint medical information DNA card, applicator and storage envelope, which you can give to law enforcement if needed.

Get your Child Identification Kit Today!

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