



IBEW LOCAL 21 FRONTLINE



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President/Business Manager's Report

Solidarity Equals Victory

By Ron Kastner



When our union began negotiating with SBC on May 6th of this year, we knew that the key to achieving a contract victory hinged

squarely on maintaining open, honest and regular communications with our membership. The first task our union implemented in this campaign was to find out what our 11,300 members employed at SBC in Illinois and Northwest Indiana considered as their top bargaining concerns.

Through a series of meetings, informal discussions, and results generated from an internal bargaining survey sent to our SBC members, we determined that the top contract issues focused on health care, job security, outsourcing, wages and pensions. Our union's bargaining team went into the contract talks with these core items as its top priorities. Each one of these bargaining concerns not only impacts our members and their families economically, but indirectly affects the SBC business and residential customers who depend on the quality customer service and technical skills that our members provide to them on a daily basis.

Our union's current contract with SBC expires at midnight Saturday, June 26th. On May 25th, CWA members reached a tentative five-year agreement with the company that achieves their major bargaining objectives. However, I cannot

accurately predict the ultimate outcome of our own union contract. I do know however that our union's bargaining team has been working diligently to negotiate a contract that brings dignity and respect to our membership. I also know that Local 21 has strategically built a strong base of our union members, politicians and community allies to support our union's efforts at the bargaining table by utilizing our new "Get Active" electronic database.

This resourceful tool allows us to reach a large amount of people instantaneously with e-mail alerts, and news updates. It also gives us the ability to participate in advocacy campaigns to contact targeted elected officials or business leaders if ever the need arises. If you haven't already signed up to our Get Active system, you can do so by clicking on the "Bargaining for Victory at SBC" link on our website at www.ibew21.org or by going directly to www.unionvoice.org/ibew21/home.tcl.

Please encourage others at your work site and in your community to sign up as well.

The unity demonstrated by Local 21 SBC members during these negotiations—wearing designated colored apparel to work, signing up for e-mail alerts, staging practice picketing actions, and supporting our fellow brothers and sisters in the CWA contract struggle—is felt not just from within our own ranks, but is noticed at the bargaining table.

Our job now is to show all of the "naysayers" in the country, the media and in particular at SBC that we cannot be divided. We are in this for the long haul. We will work together—whether the company likes it or not—to get the best

possible contract for all unionized telecommunications workers employed by SBC.

The message of union solidarity is an important message for all of us. What can each union member do to take a more active role in our union? By using new tools like our GetActive E-mail Center and visiting our new interactive web pages, as well as attending union meetings, talking to your Stewards, and encouraging all members to participate in our mobilization actions, we are building better two-way communication inside and outside Local 21. Better communication lets us inform you rapidly on the status of the negotiations, and it lets you inform our leadership about your issues and concerns.

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FRONTLINE

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Defending Your Rights on the Job

By Rick Gessler, Vice President /Assistant Business Manager



As a member of IBEW Local 21, each one of you has the added value of belonging to a union that is committed to protecting and defending your

rights on the job.

Too often as a labor leader, I hear horror stories of non-union workers being fired "at will" or being forced to work "off the clock" to finish a task meant for two or more people to complete.

Some companies, such as Wal-Mart, take even bolder steps by discriminating against workers based on their age, race or gender. In fact, Wal-Mart is currently facing the largest gender discrimination lawsuit in history with well over one million participants claiming that the company discriminated against its female employees in promotions, compensation and job assignments.

Unfortunately these retail workers do not have union representation or a union contract that protects them on the job. But thankfully you do.

A perfect example of how IBEW Local 21 is working on your behalf occurred in May when our fellow union brothers and sisters of the Communications Workers of America (CWA) staged a four-day walkout at SBC during their contract negotiations.

The 11,300 IBEW Local 21 members

employed at SBC throughout Illinois and Northwest Indiana could not engage in a sympathy strike with the CWA because they were still working under their current contract. However, they were entitled under the law and under language written in the collective bargaining agreement to honor a picket line.

Based on a few reports from the field that SBC management was threatening union members with discipline if they intended to honor a CWA picket line, our union sent out an e-mail alert the day before the strike occurred. It advised our members of their legal and contractual rights in this matter. We also told them to document everything they experienced -- under no circumstances engage in an argument with SBC management over their rights. If they found themselves in any confrontational situation, they could invoke their legal "Weingarten" rights to have their union Steward present as a witness.

Sure enough, the company expanded their threats to our union members with disciplinary actions. To immediately counter this violation of our contract and the law, we filed an unfair labor practice charge seeking an injunction to have the company cease and desist from this activity. We also insisted that SBC stop communicating directly with our members in "captive audience" meetings to review and advance arguments in favor of their proposals, which undermined our collective bargaining process.

I mention this to you because without a union, a company who wields all of the control has virtually no checks and balances to prevent it from abusing its own power. While critics may claim that our government can intercede when problems like this arise, I would argue that our nation's laws, as they are currently written, are weak and outdated, and are also selectively enforced to protect the interests of big business.

It is therefore critical that we continue to remain a strong and active union that negotiates the best possible contracts to protect your workplace rights and help raise the wage and benefit standards of our industry and our communities. By working together and remaining unified, we can achieve that goal.



"The Businessman's Lunch has been outsourced to a chef in India."

Comcast Workers Return with Back Wages

By Jerry Rankins, Business Representative



It took over a year, but the Union was successful in bringing back six members who were laid off at Comcast. They returned with 85% of their

this was an excellent case; the company in typical fashion had violated nearly every article of the contract. Welcome back Brothers!

Settlement for the interim wage increase from 2001 was finalized March 11, 2004. Comcast agreed to 63% in back wages for up to 200 employees at former Jones 134 & 336 properties. The settlement will be distributed to anyone hired or promoted after December 1, 2001. Also the employees subject will be placed on the new pay scale. In as much as these are great victories for the Union and the workers, still there is a war to be fought in the workplace. The company continues to drag its feet in bargaining. They continue to eliminate jobs and erode the bargaining unit through attrition and facility consolidations.

Since Comcast bought out AT&T Broadband, over 600 jobs have been lost in the Chicago market. They are quietly laying off workers, and eliminating positions and titles in the non-represented areas. The people who have lost their jobs don't have the opportunity to return to work at Comcast again, like our six brothers and sisters, because they don't have a Union contract. Don't lose your voice.

back wages and were made whole on benefits which includes vacation, sick time, 401K, and seniority time. Back on February 26, 2003, six Comcast workers were unjustly laid-off. On April 15, 2004, the Union was successful in a settlement with the company on the same day of the arbitration hearing. The company made it no secret that they were attempting to starve these workers and their families out. Management simply thought that these brave workers would not stand in principle and fight.

In July of 2003, the company made a ridiculous offer to bring back the workers with no back pay. This was their position up to the hearing date. The workers stood strong in believing that the Union would bring them through. The Union knew that

CITY OF CHICAGO 911

The city continues to drag out bargaining—even though this is the first time Local 21 will bargain the Unit 2 agreement, we have enough background to believe it will be the toughest negotiation in the nearly 20 year existence of the unit. The city has turned its back on working families.

“Never in the past 20 years have I seen such arrogance and lack of respect towards the unions from the city,” said Dennis Gannon, president of the Chicago Federation of Labor—over 100,000 union members in Chicago, including Local 21.

For the first time in the city's history all unions representing employees of the city of Chicago have formed an alliance in an attempt to bargain the health care issue separately. The alliance met with the city on May 17, 2004 and has scheduled to meet again on June 16, in an attempt to get Chicago to agree to bargain health care with the alliance. The city's proposal raises health care premiums 400% plus annually, and any cost increase by the health care provider would be passed on to the members.

The city has proposals on the table to do away with the paid holidays, pay overtime only after 40 hours, and other concessionary proposals. Local 21 has made it clear that we are not interested in concessionary bargaining. We want to move forward in wages, benefits, training and overall better working conditions. Remember, the Union is only as successful as we're willing to become involved. Get involved and communicate with your bargaining committee representatives. For more information please call the hotline at 312-409-5314.

Solidarity

Colombian Oil Workers Win, Stop Privatization

By Eric Lee of Labourstart

On 21 May I wrote to all www.labourstart.org participants asking for your support for the striking oil workers in Colombia. Your response was fantastic; within just a few hours, nearly 1,400 of you sent off protest messages to the Colombian government. Five days later, the strike ended.

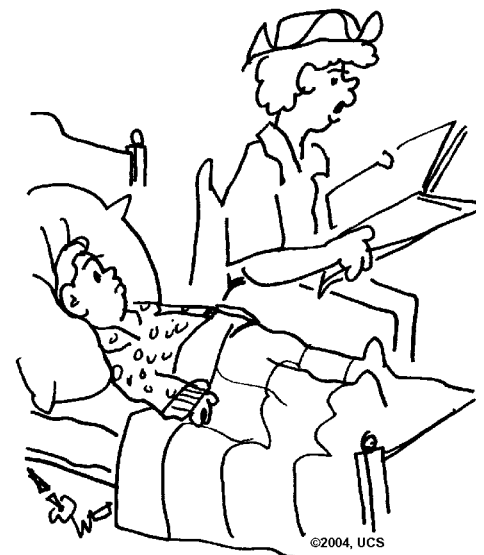
According to a report from the global union federation ICEM, the agreement will keep "oil reserves in the hands of the citizens of Colombia". The ICEM general secretary congratulated the Colombian oil workers union USO for their victory in a "strike to keep in Colombia what rightfully belongs in Colombia."

Around 250 USO members who were sacked after the government declared the strike illegal will retain their full pension rights and have an opportunity to win their jobs back through the arbitration process.

Colombian labour news is usually a litany of kidnappings, murders and other brutal acts of repression against trade unionists. It's good to be able to report on a victory for a change.

Please make sure to participate in all our online campaigns, here:

www.labourstart.org/actnow.shtml



"Then, Patrick Henry said, 'give me unionization or give me death!'"

Utica

By Terry Sheehan, Chief Steward
With contributions from Mike Purkey

A tornado hit the small town of Utica, Illinois on April 20, 2004, devastating 80% of the town. Eight townspeople lost their lives.

The town lost all electrical power and telephone service. IBEW Local 21 members worked long hours to restore all telecommunications service in Utica. Wind tore half the roof off the central office, when the rain started again the switch was damaged and stopped working. As a temporary measure the company placed a trailer outside the building and IBEW technicians spliced all the cable going to the remote CO so traffic could be routed to the host CO.

Congratulations to all the IBEW Local 21 members who worked to restore telecommunications in Utica and aiding a town in need of help.



Photos by Terry Sheehan and Mike Purkey



CWA and IBEW Rally For a Fair Contract

On April 29th and 30th President Ron Kastner lead a busload of Local 21 Volunteers in a show of solidarity with our brothers and sisters in the CWA in Columbus, Ohio. The highlight of the trip was a rally focusing on SBC's intention to charge a Health Care Premium to active and retired members.



*President Ron Kastner and
CWA District 4 Vice President
Jeff Rechenbach*



*Featured Speaker Jerry Springer
with Local 21 Members*



*Local 21 Members
listen to speakers*

*On our way
to the Rally*



Union Structure Explained

Part 7: The Vice-President

By Jacquie Fields, Treasurer



In this series explaining our union structure, I began with the staff positions appointed by the Business Manager. Then I explained the role of the first

of the elected staff positions: the Executive Board members, the Recording Secretary and the Treasurer. Now I'll explain the role of the Vice-President as well as his appointed role as the Assistant Business Manager.

The IBEW Constitution describes the

function of the office of Vice President: The Vice President shall preside at local union meetings and otherwise discharge the duties of the President when the President is absent. Render assistance as directed by the President.

In the case of Local 21, President Kastner appointed the elected Vice-President to the position of Assistant Business Manager, so he has additional duties. As Assistant Business Manager, the duties are expanded to assist the Business Manager in negotiations with the proper levels of authority for the various companies where we represent our members. Examples include the Presidents of each individual department, as well as with the CEO of the companies. The

Assistant Business Manager also works with the Business Manager in deciding which grievances will go to arbitration. He also works closely with the Local's attorneys and Business Reps on future as well as present arbitrations.

In our next issue, as I go over the duties of the Business Manager, please keep in mind that the Assistant Business Manager is as involved, as they are a very cohesive team who work very well together.

Rick Gessler is your elected Vice-President, appointed Assistant Business Manager. I have the privilege to witness his efforts on your behalf daily. He is someone this membership should be very proud of.

Restoring the Right to Organize

Part 1: Why Workers Want Unions

By David Webster, Business Representative



In past issues of the *Frontline* you've heard me talk about difficulties workers face when trying to form a union in their workplaces.

Our society--even the majority of union members--doesn't know what happens to workers when they try to form a union. When workers try to form unions, employers routinely respond with campaigns of intimidation, coercion, misinformation—and even by firing their employees. Federal law protects workers' freedom to form a union—in theory. In reality, when America's workers seek a voice on the job, they struggle to maintain their basic workplace right: the freedom to join a union.

The AFL-CIO is gearing up for a campaign to combat this lack of knowledge through an **educational program called the Voice at Work**. It is a national campaign to restore the freedom to form unions and bargain collectively. These are rights that we supposedly have now, but with laws so weak these rights have effectively been lost in the shuffle. Studies show **the number of workers who want unions is more than three times the number of workers who belong to unions now**.

In this four part series I hope to give you the basics on an educational program that will shine a light on the situation and make our society sit up and take notice of what happens to Americans every day. Part one will discuss why workers want unions. Part two will explore why America needs unions. Part three will show why workers can't get unions and part four is what we're doing about it.

Part one – Why Workers Want Unions

Recent polls indicate that over 42 million workers would join unions if they could. This is true for many reasons. First is the union wage advantage. Union workers earn 26% more per week than those without a union according to the U.S. Department of Labor. The slogan "It pays to be union" is not just rhetoric. Next is the union health insurance advantage. 75% of union workers get health benefits compared with 49% of nonunion workers: 26 percentage points difference. Union workers have an advantage where it comes to pensions. 69% of union workers have guaranteed pensions compared with only 14% of nonunion workers.

All these statistics boil down to a better quality of life: a home, doctor visits for sick children, a college education, vacations, more discretionary income and the time to enjoy it.

Taking It Back in 2004

By Rosetta Shinn and Larry Moeller, Committee on Political Education

We are preparing for the 2004 election battle that the anti-union, far right forces will be waging against our candidates. The IBEW, and all other unions, have steadily increased the voter turnout of union members for the last several elections. We must absolutely work hard to continue this positive, upward trend.

In the 2004 elections we must take the opportunity to determine the outcome in the targeted races by getting more of our membership involved. Through worker to worker and labor to neighbor programs, we must talk to our members, our families and our friends about the candidates and issues that are so important to all of us. We can begin to win some of the close battles in 2004 if we work harder to educate our union members on the important issues. Unions learned long ago that our hard fought victories at the bargaining table can be lost, in the legislative arena of Washington

DC and the various state capitols, unless we elect our friends to political office.

The people we elect to public office at the local, state and national levels must address **issues** such as **the right to organize, the right to strike, the basic right to collective bargaining, civil rights and fair trade. Protecting workers pensions, health care benefits, Medicare, Medicaid and Social Security** must also be addressed. **Better education in our schools, environmental protections for clean air and clean water and strengthening occupational health and safety regulations,** must also have a priority on our legislative agenda.

Corporate America and this administration have an agenda to weaken and undermine labor laws and reduce the protections and benefits that we currently enjoy. We cannot allow this to happen without a fight.



IBEW members attended Kerry Rally 3/9/04 Chicago's Union Station

It is not really surprising to learn that many of our so-called elected representatives don't know anything about workers' rights or even how a labor union works. They often listen to lobbyists of the company and industry-sponsored political action committees. Many times the only way that elected officials hear our side of the issue is from union members such as **YOU!** This is a very important part of the IBEW 21's political activist's mission and duty. You are the first line of defense in the battle to get our message to other union members, their families and to our elected representatives.

Politics Impacts Our Jobs

By Dennis McCafferty, Committee on Political Education

A little more than two years ago, SBC approached our Union asking for our help. They claimed the future of our industry was in trouble. With the combination of dropping revenues due to line loss, unfair regulatory restrictions on DSL, and subsidized competition from non-union companies, (all of which they claimed were the driving force behind the lay-off of 2002) their predictions of gloom and doom were very alarming to say the least. It was at this time that Local 21 put its legislative lobbying and organizing skills to the test.

Now, lo and behold, less than 1 1/2 years later SBC is now in a position to solidify their market share:

1. Their entry into the long-distance market is exceeding even their own expectations.
2. They are now the nations largest providers of DSL by almost a 2 to 1 margin.
3. The re-evaluation of UNE-P rates is continuing. In January 2004, they received a 30% increase in the State of Indiana, with other states set to rule in the very near future.

4. And their profits in 2003 jumped up 47% to over 8 Billion Dollars.

Local 21 saw that we were rewarded for our efforts with a promise of no further layoffs for the duration of the contract. So you would think SBC's problems were solved, wouldn't you? Well, guess again. Because it's always something with these guys. Now they claim the rising cost of health care jeopardizes their enormous profit margin. We believe that's something that needs to be dealt with on a national level. But the fact remains that they continually want to put the burden of solving their problems squarely on the shoulders of their employees. And that's NFG.

It all boils down to two things, **GREED AND ARROGANCE.** I believe there are right and wrong ways of treating people in this world. And just like those other Texans in Washington, D.C., these people haven't got a clue. But we're going to teach them aren't we? You're damn right we are!

Okay, now that I'm done preaching, **let's get down to politics.** Thank you all for your support of the C.O.P.E. endorsed candidates in the May 4th Indiana primary. Most especially Linda Lawson in the 1st

District. She is truly a friend to labor and we need to keep her in Indianapolis.

Now we need to get to work and prepare for the main event in November. Because if we don't retain Democratic control of the Indiana State House of Representatives, if we don't send Pete Visclosky back to Congress, if we don't elect Joe Kernan as Governor, if we don't send Evan Bayh back to the Senate, and if we don't show Bush the door in 2004--we run the very real risk of this state becoming a "right to work" state.

For those of you who don't know, "right to work" is anything but what it sounds like. "Right to work legislation" actually strips unions of their right to organize workers and was designed to help the big fat-cat corporations get around having to negotiate or honor collective bargaining agreements. And if that should happen, organized labor as we know it will be in deep s*** not only in Indiana but across this country as well. So get involved in the fight to protect our livelihoods and our futures!

ACTION ALERT!!!!

The Bush attack on overtime is set to take effect on August 23rd. It's not too late to act. Contact your congressman now. Visit our website at www.ibew21.org to find out how or contact a C.O.P.E. Director. Thank you for all that you do.

The Country Rat and the City Rat



Maryville Garage
Photos by Jim Foster



Orland Garage
Photos by Al Smuda



University Park Garage
Photos by Terry Sheehan



The Rat!

By Jim Foster, Business Representative

The company found out that IBEW Local 21 is statewide when the **Rat** showed up downstate at the Maryville I&R/Construction garages. Ongoing issues of contractors setting poles, and loans back and forth between garages and title groups, sent the **Rat** packing along with members doing an informational picketing in a show of solidarity. I don't want to say the company was rattled, but the **Rat** was set up at 6:00 a.m. and by 6:15 the Maryville police were at the site, responding to a call from local management. The police and the manager left, but the **Rat** stayed until it was time for the techs to start work. Nice work guys.

Anyone wanting bargaining updates can receive them through email from the union office by going to the website www.ibew21.org and sending your email address to Tom Hopper. Stewards should be getting picket rosters together so they will be ready if needed. Contact Mike Roach or me at 217 433-0070 with any questions.

Vermillion County

The non-judicial contract was ratified on April 28th by a 95% YES vote. Improvements include wage increases of 8.5% over three years, a longevity package starting the 2nd and 3rd years, and one half of any insurance premium increase picked up by the employer in the 2nd and 3rd years. There is also language allowing the Union to sit in on any meetings with insurance agents or to bring in agents to work jointly with the county to try and establish a health care package that all members can afford to join. Another improvement is new employee orientation meetings allowing the Union to meet and sign up new hires.

The judicial vote was taken on May 5th and was rejected by a 55% NO vote. The members voted down a 9% wage increase over three years along with the same changes as the non-judicial contract. Calls have been made to a federal mediator and the county bargaining team to set up new dates to return to the table. Since this is a government contract the SLRB and the International are being contacted to discuss strike legalities, if bargaining with the mediator fails. The Union Hotline will be updated as more information becomes available.

Strikes, Overtime Junkies & Tales of Woe

By Michael Sacco, Business Representative



On May 21st the CWA called a 4-day strike that impacted Local 21 members. Our brothers and sisters had a tough decision of conscience

when they approached work and saw that picket line. What did they think? "Who gives a crap," "Whoopee, a day off!" "Where's that entrance the company promised?" or, in most cases, "That could be me," or "This is my fight too."

I won't second-guess anyone's motives, not any of our brothers and sisters and certainly not the CWA leadership, who I think executed a shrewd tactical action against SBC. I'm proud that so many Local 21 members supported our fellow SBC employees.

The bosses, of course, were shocked and scared. Deer caught in the headlights so to speak. Instead of bolting for safety, many ran toward the onrushing car in "attack". The results were a bloody mess. Bosses violating people's constitutionally protected rights. Bosses violating employment law. Bosses violating the contract. Fortunately, most members knew to contact the union. If they called you at home to see if you would cross the picket line, they owe \$65 for each call.

If they called to cancel your vacation because you honored a picket line (yes, we do have bosses who can't read that CWA and IBEW are different unions) and you respected their authority and came to work, they owe you premium pay for the whole week. If they threatened and/or intimidated you at anytime before, during or after the strike, call your union rep to offer testimony with the National Labor Relations Board. Our Union has filed serious charges against the company for their "Keystone Kops" behavior. It was genuinely scary to the folks who were victimized by it.

One benefit of the strike is that now thousands of people know their rights and what it feels like to honor a picket line. This is valuable experience, especially since our last strike was more than 20

years ago. Now we know for sure that we can't get fired for respecting a picket line. We know that the company was unprepared for our absence at work because they thought we didn't care about anybody but ourselves. They fell to pieces when faced with our solidarity. Most important, we got that warm feeling of being part of something bigger. A movement. Our movement. **Our Labor Movement.**

We also learned where some of our weak links are. Our Union is only as strong as its weakest link—those who crossed the picket line and the handful who acted irresponsibly while honoring the picket line. Like everything in life, practice makes perfect. If we're in this situation again, do the right thing—all of you! It makes all of us stronger—to a limit. Which brings me to a final word about something that has bothered me for years—our **addiction to overtime at SBC.** People discouraged me from talking about this for fear of p***ing people off. It's time to speak out because of something I heard after the CWA strike. Several people who crossed the picket line made a big show out of high-fiving each other and bragging about how much money they made as scabs taking as much overtime as they could work. About how the bosses bought lunch, etc. They did this to gloat over the sincere people, some of whom lost 4 days of pay. Their behavior failed to make the others feel like chumps, but it drove a wedge between workers at a time when we need to be tight. In other areas, scrapping over crumbs of overtime divides us and makes us weaker.

As an agent for the union, I don't get overtime anymore, so I've learned to live on a steady pay check. Overtime money can't be counted on—it could stop tomorrow. Self-discipline makes us all stronger. What about the 450 or so of our brothers and sisters who are still on layoff? 2080 hours equals one job. How much of somebody's job did you take?

These are days when we are making history with our solidarity—or lack of it. Will you be proud of what you did or ashamed? What will you tell your kids you did to ensure a better future for them? I offer these thoughts with respect for everyone in our Union. Memories are long and sweet for the righteous. Solidarity.

Movie Auditions

By Nancy North, Area Steward



Almost everyone likes the movies—in the theater or on television. Most everyone roots for the hero to win. It's hard to identify with the action hero, who with

guns blazing, destroys the forces of evil in huge explosive fireballs. The heroes we identify with are the people who face trouble with courage—sometimes ordinary difficulties like illness, other times dangers created by greed or evil.

The most believable stories show a hero developing strength of character before he is faced with a crisis. The movie spends time on the complexity of the choice. One of the best moments is in *It's a Wonderful Life* after the death of George Bailey's dad. The board of the building and loan will keep it open, but only if George stays on, otherwise "they'll vote with Potter." Emotion plays across his face—all the character's own dreams of education and adventure fighting with the belief in his dad's values. Values win out—decent housing for everyone at an affordable price and the belief that the rich and powerful should not always get their own way. George turns back into the room, he chooses to be a man of principle.

We aren't often confronted with those dramatic choices, but tension started building when CWA gave SBC their 30day notice of intent to strike. Tension rose with each 24 hour extension. Our office handles orders for business customers in all the Midwest states, and there is the possibility work from other centers could be routed to us.

"What should we do if they picket the building?" people asked me.

"You have the legal right to honor a picket line—protected by law and article 5.03 of our contract." I'd reassure them.

"Where will they be? At the front door? What about the back doors? Will they stand at both driveways? What if they're out on 22nd Street and we can't see them?"

"I don't know. I don't know. I don't know." I kept believing everyone would stand together if they only knew the facts.

"What will happen if I honor the picket? I can't afford to be charged on my attendance record."

"It's not a regular absence. It has a special e-link code MWSX which 'is excluded in absence management tracking for disciplinary action purposes' not like SICK or MUNO."

Finally in a whisper some asked, "What about you?"

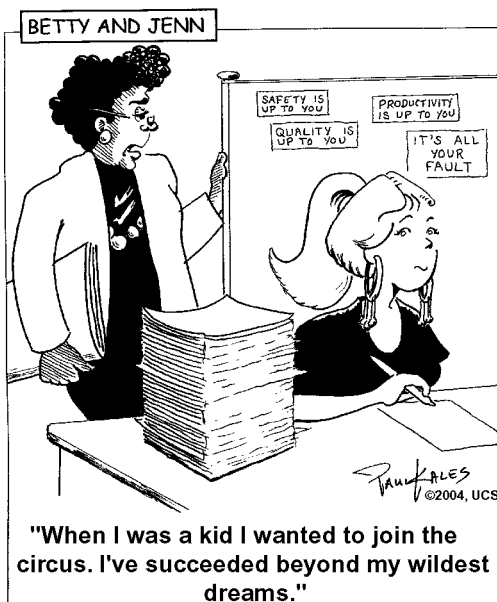
"I can only say that as a person of conscience, I would not cross a picket line."

While some wrestled with the dilemma, others confided quietly that they wouldn't cross the picket line. They were people a director might not cast as a hero—not bold and daring men and women, just individuals of conscience.

"I wouldn't cross, my dad was a steelworker and I remember all the times he was on strike."

"I wouldn't cross, it's not right. We all have to stick together because our contract is next."

The CWA announced the four-day strike. By Thursday afternoon, tension in the office was almost palpable. What if? What if? What if!!! Friday morning dawned with disbelief—there were no CWA members picketing our building. No one had to choose, at least not that day. No picketers on Monday, and Tuesday it was all over. We heard later that several thousand IBEW sisters and brothers made the heroic choice at other buildings. We're proud of them. Our contract is next.



The YO(U) in Union

By Tom Hopper,
Business Representative

In nearly every union organizing drive, management attempts to confuse and brainwash their workers, making them think that the "Union" is a third party. The bosses ask the workers over and over, why bring in a "Union" to fix your problems when we can work out our issues alone? The reason? By painting the "Union" as an outsider, they hope that its employees never come to the full realization that the "union" is made up of the people in it. It's all about power.

This is also true at contract time, when we must mobilize to get a good contract. Member involvement is essential to our growth, our strength, and our success. Successful organizing, problem solving at the worksite, political action, and contract negotiations all rest on our ability to mobilize our membership. Why Mobilize? Because THE STRONGER THE UNION THE BETTER THE CONTRACT!

What is Mobilization? Mobilization is a continuous process of organization, education and collective action.

Organization = Setting in place the internal local network to effectively communicate with each other, electronically, face-to-face, and one-on-one.

Education = Learning about issues that confront us and what we can do about them as a union.

Collective Action = Doing something collectively to win changes.

The SBC contract expires in just a few days. At this critical time, as members of our great union, the International Brotherhood of Electrical Workers, we must all ask ourselves, are we organized, educated and active? If the answer is no, we must do better. Each and every one of us. If the answer is yes, we will win, together. That's what a union is all about.

"Those who profess to favor freedom and yet depreciate agitation, are people who want crops without ploughing the ground; they want rain without thunder and lightning; they want the ocean without the roar of its many waters. The struggle may be a moral one, or it may be a physical one, or it may be both. But it must be a struggle. Power concedes nothing without a demand; it never has and it never will."

Activist Frederick Douglas, well over one hundred years ago.



IBEW Local 21 Solidarity Day Golf Outing & Dinner

WHEN: Sunday Aug. 8th, 1st Shotgun Start at 1:30

WHERE: Golf Club of Illinois
1575 Edgewood Drive, Algonquin, IL
847-658-4400

COST FOR GOLF: \$80.00 per person Includes 18 Holes of Golf & Cart along with a Homestyle Buffet Dinner. If you chose not to golf you can join us for dinner. Dinner only will be \$22.00 per person.

Monies must be paid to reserve your Tee Time. There are only tee times available for 120 Golfers, and will be on a first come basis.
RSVP by July 16th, 2004

Cut here and return with money to:

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

Foursome Golf Club of Illinois Outing **RSVP by July 16th, 2004**

- 1) _____
- 2) _____
- 3) _____
- 4) _____

Cut here and return

Dinner Only \$22.00 per person

Please fill out the form below and return it to: IBEW Local 21, 1307 Butterfield Rd., Suite 422, Attn. Rita Petersen, Downers Grove, IL. 60515-5606 Dinner will be served approximately at 6:30pm.

I _____ will be attending the Dinner only
and will need _____ meals. I've included \$ _____

Hope to see you there!!!!!!!!!!!!

Downstate Outing!



**IBEW Local 21
Solidarity Day
Golf Outing & Dinner**

WHEN: Sunday Aug. 22nd, Shotgun Start at 12:00 noon

WHERE: Oak Terrace Resort
100 Beyers Lake Rd. Pana IL
217-539-4477

COST FOR GOLF: \$55.00 per person Includes 18 Holes of Golf & Cart along with a Sandwich Buffet Dinner.

Monies must be paid to reserve your Tee Time. There are only tee times available for 72 Golfers, and will be on a first come basis.

RSVP by Aug 1st

Hotel accommodations available adjacent to course call for reservations

Cut here and return with money to:

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

Foursome

Oak Terrace Resort Outing

RSVP by August 1, 2004

Downstate Outing

- 1) _____
- 2) _____
- 3) _____
- 4) _____

Cut here and return

Hope to see you there!!!!!!!!!!!!

Lifesaving Award

Brother Thomas Rutecki was on his way to work, waiting for the Metra train at the Downers Grove station on the afternoon of March 2nd, when he spotted Rosetta Wiedemann crossing the tracks on her motorized scooter. He realized one of the scooter wheels became lodged between the track and the wooden platform, trapping the 65 year-old legally blind woman.

"I did a fast walk down there," said Rutecki, who planned to set the woman free by pushing her scooter out of the rut. Before he could reach her, Brother Rutecki spotted a steady light coming around the bend.

"Oh Lord, we've got a train coming," he told himself.

There wasn't much time. As the crossing gates came down around them, he tugged on the scooter's handlebar, but it came off in his hand. When he pulled at the seat, another part came off.

By then, "the train was getting awfully big," said Rutecki, who decided to "forget" the scooter and just save Wiedemann.

Seconds later, as he carried the woman around the gate, the Amtrack train struck the scooter, scattering pieces up to 100 feet away.

The hero went on to work, first calling his boss at SBC to tell him he would be a little late because there had been some "trouble" with his train.

The IBEW acknowledges individuals who perform the highest service, saving another person's life with its highest award--the IBEW Life Saving Award. President Kastner presented Thomas Rutecki with the IBEW Lifesaving award on May 12th at the Unit 4 meeting in Joliet.

The award includes a letter from International President Edwin D. Hill, a lifesaver lapel pin, and a bronze plaque which states, "The greatest service to



mankind is the saving of a human life. The above named member of the local union, with presence of mind, prompt action, and genuine concern for a fellow man did perform this service on the date specified."

Congratulations Brother, from the officers, staff, and members of our Union.

Photo by Dave Webster

SBC BARGAINING MEETINGS

These meetings have been scheduled to discuss, explain and conduct the taking of a strike authorization vote. Be sure to bring your IBEW Local 21 membership card with you to the meeting. A card check will be conducted at the door and you will need your card to enter and participate in the meetings.

Monday, June 14, 7:00

IBEW Local #309
2000A Mall St. (RT. 157), Collinsville, IL. 618-345-5112

Monday, June 14, 7:00

Tinley Park Holiday Inn Select Convention Center
18501 S. Harlem Ave., Tinley Park, IL. 708-444-1100

Tuesday, June 15, 7:00

IBEW Local #193
3150 Wide Track Dr., Springfield, IL. 217-544-3479

Tuesday, June 15, 7:00

Holiday Inn Hillside
4400 Frontage Rd., Hillside, IL. 708-544-9300

Wednesday, June 16, 7:00

Danville Inn
388 Eastgate Dr., Danville, IL. 217-446-2400

Wednesday, June 16, 7:00

IBEW Local #145
1700 52nd Ave., Suite A, Moline, IL. 309-736-4239

Thursday, June 17, 7:00

American Legion Post #979
4501 S. Airport Rd., Bartonville, IL. 309-697-2432

Thursday, June 17, 7:00

Best Western Elgin Plaza
345 West River Rd., Elgin, IL. 847-695-5000

BE SURE TO BRING YOUR UNION CARD

Corporate Slight of Hand

By Michael O'Connor, Chief Steward



If you watch TV at all, you've noticed that Wal-Mart commercials of late don't say a damn thing about what they sell. The ads all say how the biggest

company on the NYSE gives a piddling percent of its profit to some community organization, or how benevolent the company is because it gives some old-timer dignity by making him stand all day in the front of the store without a bathroom break. You get the point—the message is anything but the reality of what Wal-Mart really represents.

Get ready for the same thing from SBC. We all know the drill from the East Coast a couple of years ago. Some of us have even had the Texan's corporate pabulum shoved down our throats in manager's meetings or tailgates recently. Well, here's the latest. In filings last month, SBC announced that it would give all its directors and retired directors \$10,000 worth of telecom services per year, including: local and long distance, high-speed internet and Dish Network. My concession credit for last month was \$11.67. If any directors or retired directors live outside SBC territory, the company will provide cash equivalents to obtain the services. When this was revealed in a California newspaper article, the company was sitting in front of a federal mediator

bargaining with the CWA. This is tantamount to a husband in a divorce proceeding, announcing in open court that he intends to buy his girlfriend a mink coat while putting his wife and child in the poorhouse!

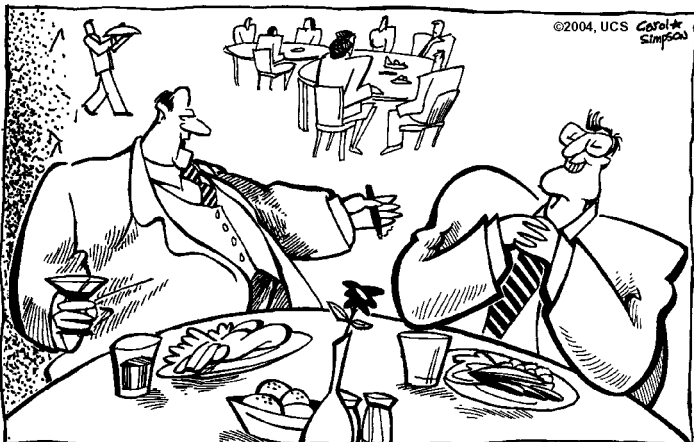
There's a word to describe that kind of display: its avarice! The word means a particular blend of greed and venality, sort of audacity with evil intent. I can only imagine what went through the federal mediator's mind when that announcement hit the negotiating table.

So, let's get down to brass tacks. The CWA went on strike in May for four days to hold what they have. Do you need to hear again how SBC made **\$8.5 Billion** last year in corporate profit? Can you hear enough that its **\$41-Billion** offer for AT&T wireless is the largest all cash merger in U.S. history?

IBEW members have the contract right to honor a legal picket line. It's in Article 5.03 of the Collective Bargaining Agreement. You cannot be disciplined for doing so and you cannot be charged with an absence if you are respecting a picket line by not entering the workplace. So, in short, the CWA's fight is our fight. Many of us, I'm proud to say, did just that and supported CWA. If you lost two days pay because your workplace was blocked by a picket line, well, that's the price of a fair contract. Nobody wants a strike. Strikes are divisive and can cause great damage. It was unbelievable that the Whitacre's of the world think they can service customers in 12 states with a bunch of strike-breaking humps and white-collar managers. Pay attention if you own stock in this company,

because I think they actually believed they could do it.

If a picket appears at your workplace what you do becomes a matter of conscience. All I can tell you is that union workers don't cross pickets. Ever.



"Our management strategy is unrelenting psychological abuse without resorting to cheap racial or sexual harrasment."

In closing, just short of a century ago, the author **Jack London** was more passionate and direct about it. His speech, *The Scab*, is reprinted here for your consideration.

"After God had finished the rattlesnake, the toad, and the vampire, He had some awful substance left with which He made a SCAB. A SCAB is a two-legged animal with a corkscrew soul, a water brain, a combination backbone of jelly and glue.

"Where others have hearts, he carries a tumor of rotten principles. When a SCAB comes down the street, men turn their backs and Angels weep in Heaven, and the Devil shuts the gates of hell to keep him out.

"No man (or woman) has a right to SCAB so long as there is a pool of water to drown his carcass in, or rope long enough to hang his body with. Judas was a gentleman compared with a SCAB. For betraying his Master, he had character enough to hang himself. A SCAB has not.

"Esau sold his birthright for a mess of pottage. Judas sold his Savior for thirty pieces of silver, Benedict Arnold sold his country for a promise of a commission in the British Army. The SCAB sells his birthright, country, his wife, his children and his fellowmen for an unfulfilled promise from his employer.

"Esau was a traitor to himself. Judas was a traitor to his God. Benedict Arnold was a traitor to his country. A SCAB is a traitor to his God, his country, his family and his class. NO SCABS"

Do you have a News Story?

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

Nancy North
nancy.north@comcast.net
Larry Moeller
ljm336@ameritech.net

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

Make\$ \$en\$e

By Bob Borucke, member

“...you can be young and have no money, but you can't be old without it.”
—Maggie the Cat in Cat on a Hot Tin Roof by Tennessee Williams.

“I never fear for my personal wealth so much as when Congress is in session”
—Will Rogers.

Q-Conventional wisdom mandates retirement stock investing, despite volatility. Why?

A-Inflation (the cruelest tax of all)! Other investment vehicles can't keep pace with it, plus we're taxed on those returns.

Q-What causes inflation?

A-Cheap money and taxes. Fiat money does not maintain its purchasing power over time and taxes cause producers to inflate product price. (Milton Friedman says unions do NOT cause inflation!) Federal, FICA SS (+employer match), FICA HI, state, sales, property, inheritance, death, hidden (liquor, tobacco, gasoline, tires, autos, beer, milk, etc.), license plates, city stickers, driver license, luxury, utility (telephone--we're still paying for The Spanish American War-- water, gas, electricity, cable TV, and satellite dish), are taxes I hold most dear (ha!). Home improvement (resulting in more property tax), airline tickets, baseball game tickets, parking--private & government, meters, tollway fares, etc. are a few more.

Q-How does one save enough for retirement safely?

A-Well, after those elected lawyers in DC have stolen our income at gunpoint (try not paying if you doubt this), they have REGULATED what we can save, and how! They 'allow' us vehicles by which we can save tax deferred. 401k's, IRA's (Roth & traditional), and SEPP's are examples. I've opted for Total Stock & Bond Market Mutual Funds in my 401k, while the company still matches with its stock. Given one's age, tolerance for risk and other factors, using these

provides lower volatility (AKA-'beta' coefficient), than individual stocks and managed mutual funds. If you don't trust SBC, find a 'reputable' mutual fund family which has no loading, minimal 12-b1 and management fees. You can replicate with their parallel funds and diversify. Now you are putting your 'eggs' in more than 1 basket—avoiding a giant omelet if SBC pulls an Enron on us! Paying minimal fees gives you better results when you retire--yet you will then pay taxes.

Q-What are 'Index Funds'?

A-Funds which invests ONLY in Telecom stocks, Government bonds, Health Care or S&P 500 members are 'Index' examples. The S&P 500 is the benchmark against which all stock mutual funds are compared and over time (years) beats them all.

Q-Why else do I like them?

A-Total stock market has less volatility than the S&P 500, hence it is less likely to be down once I need the \$\$\$\$. I suggest one formulates the plan which is best for oneself by making use of a reputable retirement planner doing one's homework. I've chosen one which advertises around our garages, CO's and business offices.

You are less likely to err, making Maggie the Cat wise beyond her proclivities. If you have questions, email me my2boys5267@yahoo.com.

Recommended reading: The Creature from Jekyll Island by Griffin and Common Sense on Mutual Fund Investing by Bogle.

Editor's note: Bob Borucke is a working member of IBEW Local 21 at SBC. His opinions are solely his own and do not necessarily represent the views of this newspaper or IBEW Local 21.

A Thud of a "Boom"

By Jim Hightower

Despite George W's recent cheerleading effort to convince us that, 'sis-boom-bah, the economy is surging and The Boom Is Back,' most Americans are shaking their heads and saying, a boom for whom?

With the mass offshoring of both blue-collar and white-collar jobs, and with the Wal-Martization of wages and benefits here at home, it's no longer just the unskilled, down-and-out, abject poor who are left out by our "boom boom" economy, but also skilled, formerly-middle-class workers.

There's a quiet crisis spreading in the America that Washington and Wall Street either never visit or ignore. I'm not talking about the inner cities, but the middle-class suburbs, where even hunger is a growing problem.

"Food insecurity," as the jargonists label it, is up by 15 percent in the last four years. That's one-and-a-half million new people now struggling to put food on their tables. One soup kitchen serving 11 Connecticut suburbs says 80 percent of its clients have jobs—mostly low-wage, no-benefit, Wal-Martized jobs.

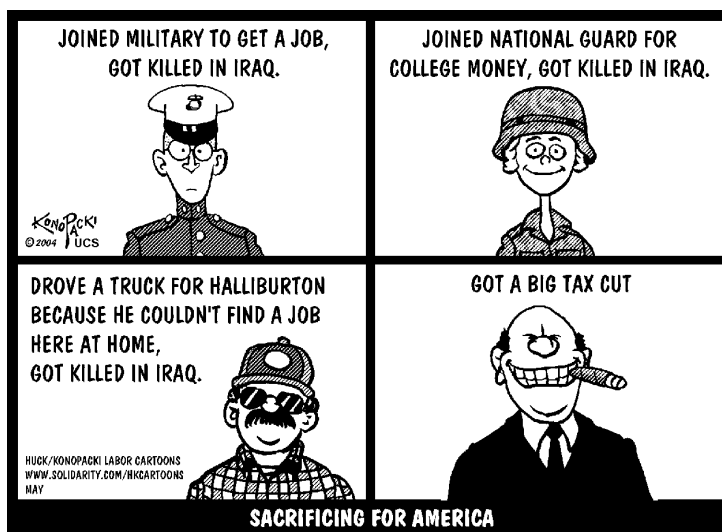
Likewise, affordable housing needs have long been ignored by both government and commercial developers, so 94 million of our people now have "significant" housing problems. That's one-third of the population of the richest country on earth.

Worse, 40 million of us now have housing problems ranked as "severe," meaning their housing is either severely substandard, severely unaffordable, or both. Housing prices go up, while most people's incomes stay flat or go down... and the affordable housing crisis mushrooms.

Meanwhile, the richest among us get the bulk of federal housing subsidies. Not only do multimillionaires enjoy full mortgage deductibility on their main mansions, but also on their Park Avenue condo, their Aspen getaway home, and their summer place at the beach.

If the elites continue to ignore the hard realities faced by a growing majority of us, they'll need to build mighty high fences around their own compounds.

—Jim Hightower is a best-selling author and speaker from Texas



Opening Day

By Kevin Curran, Business Representative

The Service Reps at **Total Grace** on Chicago's north side went a step beyond red shirts for the first day of contract bargaining. On May 6th they participated in informational picketing in the afternoon. It caused a minor traffic jam as drivers—including Cubs fans leaving the game—slowed down to read the signs.

Management attempted to intimidate the members who were picketing by having seven managers stand on Western Avenue and take the names of all the picketing members. The members here did not back down. In fact, even newly hired members still in training picketed. Some members even taunted the managers telling them to make sure they spell their name right.

The next thing you know, the police showed up. To keep a long story short, the Sergeant asked Chief Steward Deb Maples, "What's going on?"

Deb explained, "It's the 1st day of bargaining, and we are showing support for the bargaining team."

The Sergeant said, "Okay, just keep the line moving, don't block the entrances." Then he asked her, "Who are the seven people just standing on Western?"

She told him, "They are all managers."

The policeman then got out of his car and told the managers they can't just stand there and loiter. They either need to start moving with the rest of the group of picketers, or they need to get off of public property.



Photos by Deb Maples. Bethany Shavins and Joy Watson



Safety Road-eo Winner

By Tom Moran, Chief Steward



L to R:
Chris Olson,
Mike Sterricker,
Roger Aguilera,
and
Steve Yandell.

Photos by
Jim McLaughlan



In an effort to increase awareness of driving safety, Local 21 and SBC agreed to sponsor an I&R Safety Road-eo. The four district winners met for the final round of competition at the largest garage in SBC, the Hastings garage in Chicago on April 15, 2004: Roger Aguilera of south suburban, Chris Olson of Chicago, Mike Sterricker of north suburban and Steve Yandell of outstate. After the five events, Roger Aguilera of the Villa Park garage was declared the state-wide winner.

The five events in the Road-eo are:

1. Drive the vehicle's front right tire through a row of 6 tennis balls (3 on one side, 3 on the other, each 6 inches apart.) without hitting any of them, 10 points deducted for each ball hit.
2. Pull in parking, which requires the

driver to position and stop the vehicle as close as possible to a barricade without making contact with the front barricade or the two side barricades.

3. Back in parking, which has the same objective as the pull in parking, except the measurement is taken from the rear bumper instead of the front.

4. Parallel parking, which requires the driver to position and stop the vehicle as close as possible to the curb, without hitting any barricades in front or behind.

5. The final event is stopping the vehicle at a stop line without letting the front bumper go over the line.

Not everyone can be the state safety winner, but we can all work safe every day. Remember, the company will still suspend you for having motor vehicle accidents.

Illinois Exempts Itself from New Overtime Rules

Illinois has become the first state to release itself from new federal overtime pay rules. Gov. Rod Blagojevich signed Senate Bill 1645 in April after it was passed by both houses of the Illinois legislature, but before the Department of Labor issued final federal rules on April 20. The state law exempts Illinois from portions of the proposed rule that will redefine overtime coverage for many workers under the Fair Labor Standards Act.

Without the state's action, Blagojevich said, some 375,000 Illinois workers could have been classified as executive, administrative or professional and become ineligible for overtime pay under clauses in Bush's original proposed rules.

Applauding the action, Illinois AFL-CIO President Margaret Blackshere said, "The importance of this legislation should resonate all the way to the White House and the federal Department of Labor. We have sent a powerful message to George Bush and Secretary of Labor Elaine Chao that in Illinois we will not allow working families to be penalized in order to unduly protect corporate profits."

The overtime issue became a major topic early in the 2004 election season. Despite a massive labor-led public outcry and a bipartisan effort in Congress to retain or expand existing coverage, President Bush pushed ahead to apply new rules that will exclude many workers from overtime coverage.



Chief Steward Mike Roach with Fred Washausen, who is retiring after 45 years of service.

Letters to the Editor



I am writing to respond to one of the "Letters to the Editor" in the April 2004 *Frontline*.

The letter is from Charlie Warfield, Jr. And while I agree with some of his points, I would have to differ on his recommended consideration areas, at least in part. While a college degree is nominally supposed to be achieved by learning, that is both not necessarily true, nor is a college degree necessarily relevant to the job.

As an example, you can get a college degree for English Literature, but that would have little relevance for anyone with a position in any of the field operations forces, so it shouldn't really get weighed in for a person's pay.

Equally, as a college drop-out, I have to say that my knowledge gained in other fashions is of great value to my supervisor, who has made me one of his "Go To" people for the areas where my knowledge applies. Also, while I would like to return to college for my degree, it is currently out of the question, due to the changes in the corporate educational aid program, and my work schedule. Since I am one of the "late shift" techs for my organization, a workday of 11 am until 8 pm pretty much kills normal day and evening class hours.

Sure, I could give up my weekends, but I would really like to have some time to have a life, thank you.

So, I think that while seniority has its uses, there should, indeed, be some sort of merit-based system available, too. Merit-based meaning that there are rewards for those who demonstrate more than basic competency at the required skills for their position, not just a blanket award for passing enough Fine Arts credits to get a degree in Drama or some such.

Please note: I am not trying to insult

actors, just pointing out that "college degree" does not always mean relevant training for the occupation held.

Marty Weil
Customer Systems Tech – DSL
Arlington Hts, IL

Editors' note: *Marty Weil is a working member of IBEW Local 21 at SBC. His opinions are his own, and do not necessarily represent the views of this newspaper or IBEW Local 21.*

To The Editor:

In a recent issue of *Frontline*, I published a letter with the good-faith intent of suggesting positive change and fresh ideas as we approach a new contract.

Regrettably, my remarks had the exact opposite effect and served only to create ill will and divisiveness at a time when more than ever we should be pulling together.

I don't recall if I was having a bad day, or perhaps suffering from "cabin fever" over the long winter, or whatever. I can say that my previous statements do not reflect my true feelings and I certainly wasn't purposely seeking to offend or upset anyone.

There are many paths to the same goal; I took it for granted that no one path is any better or more worthy than another. I also overlooked the maxim that from experience comes wisdom. These are mistakes that I do not intend on repeating.

I was flat-out wrong. I am sorry for my hurtful statements and ask the Local 21 membership to accept my sincere apologies.

Charlie Warfield, Jr.

Editors' note: *Charlie Warfield, Jr. is a working member of IBEW Local 21 at SBC. His opinions are his own, and do not necessarily represent the views of this newspaper or IBEW Local 21.*

Dear IBEW 21 staff,

As the contract deadline nears closer many members like myself are becoming more informed on the important issues that will affect our future. Job security,

healthcare, and wages seem to be the most significant. Although dignity and pride cannot be bargained for, it is what all members deserve.

There are many reasons the members of the IBEW 21 deserve a substantial pay increase. Shortly after layoffs work loads increased along with time commitments, scheduled weekends, and holidays. With increased workloads techs were pressed hard to meet commitments while being encouraged to become salesmen. As commitments increased so did the number of people scheduled on weekends and holidays. Which in turn saved the company from paying overtime, and basically took more precious days from our families, for less money.

As if this wasn't degrading enough SBC decided to pull the reins tighter by monitoring once trusted employees with GPS. A so-called safety and dispatching tool turned into a disciplinary tool used by bosses to intimidate and badger employees. Union members were harassed and questioned about lunches, breaks, bathroom stops, material pick ups, arrivals, departures, etc, etc. Overall transforming good employees into bitter, stressful, dissatisfied, and underpaid workers. It seems the money it took to install and monitor thousands of us would have been better spent investing in our wages, benefits, and morale!

As SBC was busy belittling its employees our country continued to witness white-collar crime on the news. Many Americans watched their dreams of retirement vanish through corporate greed. Lifetime investments became worthless apologies from CEO's. Making it hard to presume our investments will be secure in our future.

So with lack of job security, dignity, stable healthcare, and trustworthy savings plans our members deserve a considerable wage increase. Everything else is just empty promises of future prosperity. The proof of our labor is shown through the revenue SBC makes. It is unacceptable to tolerate that revenue as part of an equation to determine corporate bonuses. We earned it and we deserve it!

In Solidarity,
Tim Stacy

Editors' note: *Tim Stacy is a working member of IBEW Local 21 at SBC. His opinions are his own, and do not necessarily represent the views of this newspaper or IBEW Local 21.*

CONGRATULATIONS LOCAL 21 RETIREES

DECEMBER 2003

Mike Cwichon
Elise Tiffany
Stanley Slachetka
John Shea Jr
Sharon Brockington
Tomothy Mathews
Cindy Marino
Marsha Tibbs
Chonte McClain
Bridgitte Doty
Marcus Johnson
Cathy Haywood
Leonard Wolst
Joseph Addante

FEBRUARY 2004

Michele Steht
Phyllis Friend
Laura Rowand
Sandra Perez Vaghan

APRIL 2004

Forrest Stennis
Randall Slaton
Robert Walters
Elizabeth Lee
Patricia Murphy

MAY 2004

John Marella
Shirley Graham
William Novak
Sharon Sheldon
Portia Tucker
John Van Bergen

JUNE 2004

John Rastovski
Christine Smith
Bessie Carpenter
Gary Smith
Marihelen Lynch
Leo Forman
Jennifer Ramerez
Anthony Folinazzo Jr
James Kurzawinski
Gerald Styx
Paula Tonellato
Deborah Anderson
Barbara Gilboy
Ottie Murry
Sally White

City of Chicago 911 center retirees

Kim Adams
Adeline Barrons
Vanetta Beason
Cheryl Cephas
William Condon
Reginald Crosby
Shirley Frieri
Louise Gray
Jessie Hampton
Valerie Jackson
Cassie Johnson
Cecelia Johnson
Veronica Lake
Annetta Montgomere
Melva Nash
Lydia Pulido
Florence Rose
Patrick Savage
Rosemarie Schlessler
Norma Torres
Alex Zelchenko

Correction: The editors want to apologize for misspelling retiree Sue Dembinski's name in the April issue.

Information Alert

Members must be in good standing for 10 consecutive years with IBEW Local 21 (or former Locals 165, 188, 336, 383, or 399) immediately preceding their retirement in order to receive a retirement from the Local Union. These members must be severing their employment with the employer. Stewards, Area Stewards, Chief Stewards, and Business Reps can request applications by calling Nancy Kopydlowski at the union office 630 960-4466 X234.

IBEW Local 21 Retiree's Club Update

We've had another busy two months developing our Retiree Club. We now have our first charter organized for the Unit 2 area, the Oak Forest Charter. They are moving along and are in the process of electing a board who will be ready to assist us in any way they can. If you live around that area please contact us to join as a member of the Charter.

Around the state we will be having a Retiree Club meeting prior to every Unit meeting from now until further notice. Please come out when the meeting is in or around where you live and keep up with all the information. We hope to see you there.

If you didn't see the flyers, we are having two solidarity golf outings this year. This is the first year we are able to have a shotgun start and all finish at the same time. A dinner for all members, retirees, and their significant others will be served immediately after the golfers are done. Come join us for golf or if you don't golf, just come out for dinner and some fun. Please feel free to contact the office for information or visit the website for

information. See the flyers on pages 11 & 12 of *Frontline*, or go the website www.ibew21.org Come out and join in the solidarity.

Several retirees joined us on the bus trip to the shareholders' meeting in Columbus, Ohio. They saw first hand how we could all work together and fight against SBC's greed. They walked with us to the rally and heard the news as we did—the company backed down on making the CWA retirees pay a premium for their benefits. We plan on fighting together to get an agreement for all IBEW retirees on this issue.

If you have Internet access please go online and follow the links to add your name to get the bargaining updates. It's the easiest way to keep up with what is happening.

See you at the meetings!

Thank you,
IBEW Local 21 Retiree Club Committee
Jim McLaughlan
Cheryl Crooks
Michael Roach

Oak Forest & Gurnee Retiree Clubs Have Arrived

The Oak Forest Retiree Club (Charter #15), elected a President, Leonard Trentz, a Vice-President, Richard Ratzel and a Secretary/Treasurer, Brenda Howington, on Tuesday, May 18, 2004.

The club next meeting will be June 14, 2004 at 6:00 pm in the Tinley Park Holiday Inn Select Convention Center. The address is 18501 South Harlem Ave, Tinley Park, IL.

The Gurnee Retiree Club (Charter #5), elected a President, Sue Davern, a Vice President, Donna Lill, and a Secretary/Treasurer, Tree Szwed on Thursday May 21, 2004.

Congratulations to all of you and this is only the beginning of many Charters to follow. Come out and join a club near you and help plan events and discuss issues related to retirees.

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