

# FRONTLINE

**IBEW LOCAL 21**

**Volume 15, No. 4 • December 2010**



*Remembering  
Keith Darnell  
1968-2010*

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## **Push Harder for What is Right**

By Ronald Kastner



**I**n the words of President Barack Obama, the results of the recent midterm elections certainly were a “shellacking” for those of us who supported worker friendly candidates. In Indiana, we now have two Republican senators. In Illinois, Senator Dick Durbin, a true friend of Labor, remains, but I am certain he will be neutralized on any Labor

friendly legislation by Senator Kirk. Fortunately, the U.S. Senate remains in Democratic control. And, as you all know by now, the GOP will control House of Representatives in January. What concerns me most about this scenario is that all committees will now be chaired by a Republican, a person who is seldom in agreement on issues that are important to unions.

After the initial shock, the early dismay of falling short of our goal, it is important that union members realize that this turn is not at all unusual. Historically, it's clear that with very few exceptions, since the end of World War II, midterm elections go against the President's party. For us it means this is not the time to give up, certainly it isn't a sign that our agenda is not important. More than ever we have to carry on with an “in your face policy,” continually and constantly pushing for what we know is right. Our elected officials, from whatever party, need to hear our concerns and our needs. We need to push harder than before for what we know is right.

The election news pales in comparison to the tragic losses of human life in our Local over the past two months. Brother Marcus Kristofec, one of our Premise Technicians, was lost in a tragic car accident in late October. And, two weeks prior to that, Brother Keith Darnell lost his life while he was hanging cable

across the street when he was yanked from his bucket truck. This accident is currently under OSHA investigation. We extend our condolences and sympathies to the families of both of our union brothers.

Brother Darnell's accident reminded me of something I saw on my first day at work 40 plus years ago. Entering the Alsip garage, I read a sign on the wall, the Bell System Safety Creed, “No Job Is So Important and No Service Is So Urgent That We Cannot Take Time to Perform Our Work Safely.” That creed and the slogan, “Safety first, quality second, quantity third,” made a strong impression on me, one that followed me throughout my career with the Bell System. I tried to practice this every day, and I still



do. The fact that I still remember those words speaks for itself. I made a visit to the Bridgeview garage not long after Brother Darnell's death and couldn't help but notice that the plaque stating the Bell System Safety Creed had been removed. After that I visited the Alsip garage, where the plaque was in an obscure location, no longer in the assembly/bum room where we spent a

lot of our time. I don't know why the creed was moved, but that awareness was very important back then. All of our trucks had a decal of those words on the dashboard, and we looked at it all day long. My research indicates this isn't the case in all vehicles.

Of course, it's not true companies no longer care about their employees' safety. But the growing demand for productivity in all departments makes me wonder if we've lost focus on the most important part of our work day, going home to our families. Brother Darnell did not get to go home that evening. Please, Sisters and Brothers, invest in your future. Practice safety every day!

In closing, I want to extend my wishes for a terrific holiday season to you and your family. May you find peace and joy, love and happiness throughout this special time of the year.



2010 Illinois AFL-CIO Convention

## It's a Wonderful Life

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



As 2010 comes to a close, I look back at a year that forever changed my life. This time last year, I was looking at my calendar trying to squeeze in

time to get my annual exams.

You know how it goes, you intend to make that doctor's appointment but you put it off. It seems something more important always comes up. Whether it's your kids, family or your job, we all have the tendency to put ourselves last.

I looked at that yellow sticky note on my computer reminding me to call for over a month. Finally, I made my appointment. After my initial screenings and a biopsy it was confirmed, I had breast cancer. By the first week of January, I met my deductible,

by the last week of that month my out of pocket-max.

The fact is putting myself first and making that appointment saved my life. This year has been full of surgeries and doctor appointments but I consider it to be the luckiest year I've had. I was diagnosed early and because of that, I will be fine. I will be there for my daughters and my family because I made time for myself.

The AT&T medical plan pays 100% toward preventative care and annual physicals. We can help both our families and ourselves stay healthy by taking advantage of benefits in the plan by scheduling annual screenings and immunizations. If you have questions on coverage you can go to the Blue Cross website [www.bcbsil.com/att](http://www.bcbsil.com/att) or call them at 800 621-7336.

We also have money available in our Health Reimbursement Accounts (HRA) to help offset co-insurance, deductibles, and other eligible expenses. If you're in a

company sponsored medical plan, excluding HMO's, and have family coverage the 2011 negotiated deposit is \$600, the amount for individual coverage is \$300.

If you have an HRA balance remaining from 2010, the money will roll over. The deadline for filing claims for reimbursement on eligible expenses incurred during the 2010 plan year is March 31, 2011.

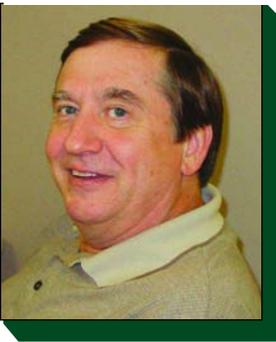
The Success Sharing payout of \$298.50 will be deposited into your HRA account. The deposit will go into every member's account, regardless if you have in an HMO or one of the company sponsored plans. If you have any questions about your HRA account, you can contact SHPS at 877-358-0302 or online at [www.myshps.net](http://www.myshps.net).

I want to thank my friends and co-workers, Mary Jo Hindes and Grace Rivera for holding down the fort during my absence and for always doing such a wonderful job serving our members.

Wishing you and your family a *Healthy* New Year.

## Moving Out, Moving Up

By Kurt Schmidt, Assistant Business Manager-Marketing



Our Union and AT&T met and the contract covering the **Long Distance group in Rosemont** will end on December 31, 2010. The company had been moving work to our members in Consumer and Business accounts and because of the decline, we bargained the end of the agreement.

We negotiated the opportunity for our Long Distance Solution Specialists

to become Engineering Assistants. They have two opportunities to pass the EA test before the end of the year. If they pass the test, they will become an EA as of January 1, 2011; however, their pay will be immediately bumped up. If an individual fails the test twice they will be terminated with pay under the Long Distance agreement. The good news is 17 members have already passed the EA test.

The bargaining over **Mandatory Overtime** continues with AT&T. As expected, we are far apart in these negotiations. The Union offered guidelines on what could be considered "extraordinary circumstances" necessitating mandatory overtime. We also passed a proposal with language on when overtime would apply, how much could be expected of an employee per week, and if notice was too short for that day an employee would be able to say, they couldn't work.

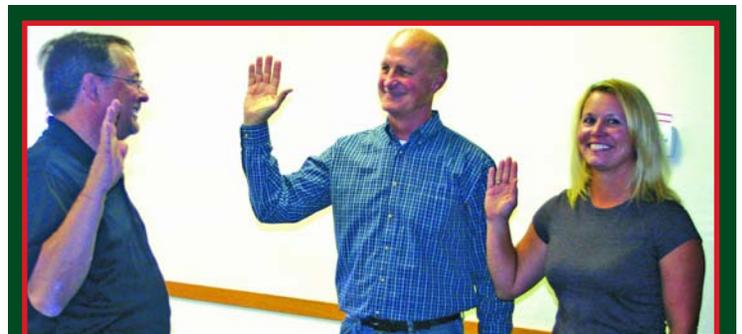
Well, AT&T management came back with a version of the same old thing, "needs of the business." They didn't define any situations that would require mandatory overtime. Management kept it open ended, just as it is today. Maybe they did not

understand the arbitrator's decision that mandatory overtime couldn't be open ended.

So we met again on Monday, November 8th and after explaining the Union's understanding of the two arbitrators' decisions we rejected management's proposal. We then presented a counter proposal which further addressed AT&T's concerns on our first proposal and expanded on the definition of extraordinary circumstances. We'll keep you updated on negotiations.

We are discussing the second group of **PAR** cases with AT&T to achieve a settlement based on the original arbitration award. We met twice with management and agreed on the general framework to reach a settlement. Our goal is to reach an agreement before the end of this year.

Finally, I hope you all have an opportunity to enjoy the holidays with family and friends. Have a blessed Christmas and a Happy New Year.



Sixth District International Rep Rick Gessler swears in Vice-President Larry Schuler and Unit 4 E-Board member Karen McGrady.

# U-Verse Headaches Continue

By Jerry Gast, Assistant Business Manager Network



The General SIPP offered in C&E, I&M and at the NDC is complete. All 96 members who applied for the SIPP were accepted. Their last day on the AT&T payroll was November 11, 2010. It was a voluntary SIPP so no one was forced to backfill behind them.

In I&M, we continue to meet with management to get more U-Verse training for additional I&M techs. Then they can help the Prem Techs when there is a heavy U-Verse work load. This

would result in only one dispatch because the I&M techs could perform all repair work from the TV to the VRAD.

President Kastner, Mike McCormick and I met with Labor and U-Verse management to address the problems with the training itself.

Our other issue concerns the agreement allowing CWA to work in our jurisdiction until the end of the year to help with the Prem Tech work load.

We are still waiting on the arbitrator's decision on the company's right to schedule helper ticket on off hours. We argued it is a violation of Article 17.03 in our contract.

MSOC training on how to represent our members was given to our Stewards from their Business Representatives and the Chief Stewards. This training will help stewards represent a member if they are put on a PIP because of AT&T's MSOC program.

Meetings on the mandatory overtime arbitration ruling from Marketing are ongoing. If we don't reach agreement with AT&T, we will be going back to the arbitrator for a resolution.

I want to wish everybody Happy Holidays enjoy your time with your family and be safe.

## Local 21 Scholarships

By Jacquie Fields, Treasurer



The IBEW Local 21 Scholarship Committee met recently to prepare for 2011. We wanted to get the word out in this issue of *Frontline* so you can encourage your high school seniors and college students to begin the process because transcripts and letters of recommendation take time. You don't want them to miss the opportunity to be awarded one of the ten \$1,000 scholarships. Eligible applicants must be a Local 21 member or an

immediate family member sponsored by a member who is in continuous good standing and has paid dues without an Honorary Withdrawal.

This year's essay theme is **"How Right to Work Laws Impact Union Workers."** To get a copy of the rules and an application go to the IBEW Local 21 website [www.ibew21.org](http://www.ibew21.org) and click on the Scholarship icon. You can also contact me in the office at 630-960-4466, ext. 374. The deadline is March 2, 2011. It's never too early to begin. Good Luck.

## IBEW LOCAL 21 2011 SCHOLARSHIP APPLICATIONS NOW BEING ACCEPTED

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

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

**"How Right to Work Laws Impact Union Workers"**

Detailed information regarding the requirements of the program can be obtained at:

[www.ibew21.org](http://www.ibew21.org) or call

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

All applications must be received in the Union office by Wednesday, March 2, 2011.

## If We All Took a Turn

By Larry Schuler, Vice President



I want to congratulate Kevin Curran on his new appointment to the International. I feel it speaks well of our Local that he was chosen to serve at that level. I'd like to thank Kevin for all he did during his time at Local 21. He has tremendous talents and abilities that will be hard to replace.

There has been something on my mind during these times of increased pressure from our employers. The companies are certainly running things badly. This leads to the

need for us to constantly "clean up their messes."

As the pressure increases it seems as though we are for getting we are members of a brotherhood. We need to return to the days where we look out for one another.

An example that comes to mind is the "forced details" that cause hardships on less senior members. These hardships could be somewhat relieved if we all took a turn. We've all raised young families and understand how valuable that time is. In turn, if our younger members could appreciate the many years of service and experience our senior members hold, we would surely be working toward a stronger brotherhood.

In closing I am humbled by this new appointment. I plan to support the members and staff of this Local.

# What a Day! Now What?

By Rosetta Shinn, Business Representative, COPE Director



Ok, this election cycle is over now what? Bill Brady conceded the governor's race. Pat Quinn was ahead by over 19,000 votes with no chance for Brady to catch up. Even

with the gains Republicans made in the Illinois General Assembly both chambers still have Democratic majorities. It will allow Democrats to control the redistricting process.

Many Americans are upset over the economy. I worked phone banks for six weeks and no matter which party you supported, I heard the same thing call after call. JOBS, JOBS, JOBS where are the JOBS? Now that the Republicans control

the U.S. House and Democrats held onto control of the Senate we will be faced with just two options stalemate or compromise. We all agree that stimulating the economy and creating good paying living wage jobs should be at the top of the list for all elected officials, but how do they accomplish that together? Will they even try to get America back on track?

I have heated discussions with my Republican friends about taxes, health care and fiscal policy. If friends can't find a fix we can agree on, how can our elected officials come up with a solution both sides will accept?

As I get older, I have no tolerance for some of the commercials, from not just one party, but all of them. Recently, my grandson asked me, "Why are all these people mad at each other and saying bad things?" I didn't have a good answer. I wish we could outlaw political commercials. The billions and billions of dollars could have been better spent funding issues our

country is facing. How many men and women returning from fighting for our country could they have helped? As I walked door to door for my candidates, over and over people said they were turned off because of the commercials on both sides. They want to throw out all the bums.

Eight states changed from Democratic to Republican governors, Michigan, Ohio, Wisconsin and Iowa, all states surrounding us will have new a new party in the governors' mansions. In Illinois the loss of Obama's seat was the biggest hit.

Thanks to all the Union members and families who worked hard for your candidates. We need to exercise our freedoms and remember those who fought for us. Local 21 will always educate you on the candidates and hope you have been given all the tools needed to cast the most informed vote. Please feel free to email me at [rshinn@ibew21.org](mailto:rshinn@ibew21.org) or call me at 217 836-4380 with any questions or concerns.



**William A. Lee Memorial Scholarships** are available to graduating high school seniors who belong to, or whose parents belong to, unions affiliated with the CFL.

The CFL awards 10 scholarships of \$2,000 to students in two categories: academic competition and random drawing.

Students may only apply in one category. Applications will be available after January 1, 2011 at [www.chicagolabor.org](http://www.chicagolabor.org).



Larry Schuler, Dennis McCafferty, Liz Shuler Secretary/Treasurer AFL-CIO, Melanie Probst, Byron Bonham, and Paul Wright at the Northwest Indiana Federation of Labor Awards Reception on October 14.

Union Plus—helping IBEW families get ahead.

## College Edge



Education services for IBEW 21 members

### UNION PLUS SCHOLARSHIP

- \$150,000 in awards ranging from \$500 to \$4,000 are available annually to students attending college, trade or graduate schools.
- To apply, download an application at [UnionPlus.org/Scholarship](http://UnionPlus.org/Scholarship).

### COLLEGE SAVING GRANT

- \$500 grant for union members who start a new 529 college savings plan for children under 12.
- For info and to apply visit [UnionPlus.org/CollegeSavings](http://UnionPlus.org/CollegeSavings)

### COLLEGE PREP DISCOUNTS

- Save 15-60% on college prep courses from **The Princeton Review**.
- Classroom, online and private tutoring for the SAT®, ACT®, GMAT®, LSAT®, GRE®, MCAT®.
- To enroll or learn more call 1-888-243-7737 or visit [UnionPlus.org/CollegePrep](http://UnionPlus.org/CollegePrep)

### NLC SCHOLARSHIPS

- Scholarships for **National Labor College** degree programs.
- NLC offers **unique program** tailor-made for full-time working men and women.
- To learn more about NLC programs call 1-888-427-0300 or visit [NLC.edu](http://NLC.edu).



For details about all the education benefits available to union members, visit

**UnionPlus.org/Education**

## Remembering a Brother

It is with great sadness that President Kastner and the staff of IBEW Local 21 announce the untimely and tragic death of one of our own, Keith Darnell. It is rare when a member of our Local dies while working on the job. Keith's death is even more tragic because he died from injuries sustained while doing his job on October 14, 2010.

He left behind his soul-mate Dawn, his parents Wallace and Caroline, two sisters Linda Kross (husband Michael) and Michele Houlihan (husband Robert), a brother Brian Darnell (wife Diane) and four nieces and nephews Ashley and Lauren Kross, Ryan and Donovan Houlihan. The family had previously lost one brother, Kevin Darnell. Keith also had a huge love for his dog Dryfuss.

Keith was an Outside Plant Technician (OPT), in the Bridgeview garage. He spent most of his 17 years in our Union working for AT&T as a lineman. He also performed work as a fiber optic splicer in the Summit garage. Keith was well respected by his peers and management as an accomplished lineman and fiber splicer. Everyone thought of

him as the go-to guy and if he didn't already know the specification then he would look it up and get right back to you.

Reverend Adron Robinson made these accolades at Keith's Memorial service. He was a friend of Keith's and a former IBEW Local 21 member and co-worker. Keith and he were an unlikely pair as Keith was an agnostic, but the two friends were reunited when Keith's family asked Reverend Robinson officiate at the memorial service.

His sister Linda and co-workers Randy, Dave, and Al as well as his manager John, all explained how Keith beamed with life and was always the guy finding the bright side of any situation. He will be remembered fondly by all of who were fortunate to have known him especially by those who worked close to him in both the Bridgeview and Summit garages.

—Paul Wright

## Education is a Powerful Tool

By David Webster, Business Representative



Comcast continues their anti-union campaign against their employees. At Chicago South they are out of the gate a little earlier than usual.

Typically, management doesn't start their scripted pack of lies and half-truths until after we file a petition for an election. Perhaps they realize they can't withstand the solidarity of their mistreated workers and they are nervous. They don't need to be nervous, they just need to understand they will have to treat their employees with respect and dignity after they act as one and build their union.

What the bosses will know when they read this article is that workers have a secret weapon. Comcast can't stop it. To prepare, workers have mobilized leaders and are educating supporters to fend off management's anti-union campaign.

Since we know from previous experience, what Comcast will do to coerce workers and prevent them from forming a union, the focus has to be on education. Workers volunteered on their days off to receive specially designed training. They learned the mechanics of organizing, campaign strategies and most importantly what Comcast does to prevent workers from organizing a union. They are now teaching their co-workers what their bosses will say and do to make them afraid of unions in general, especially the IBEW.

There is no power like the power of worker to worker communication. Comcast's first tactic to prevent workers from having a voice at work is to stifle their voices before they grow louder. Management is doing everything possible to stop them from talking to each other. Comcast urges technicians to "home garage" (take their company vehicle home) as a result the workers don't see each other before or after work. So, the committee is focused on education and communication.

Typically, workers want to organize as quickly as possible to minimize the amount of time management has to

perform its anti-union show. In these shows, workers are tricked into believing they are members of the boss's family. The same ones who were threatening their jobs before the workers were known to be talking with Local 21 representatives.

This is NOT a typical campaign; this is a beat the union-buster campaign. The Chicago South Organizing Committee is taking the time to educate and motivate workers. The Committee members are agitated by the arrogant actions of local management as well as those back in Philadelphia. They continue to remind their co-workers what they hear from Comcast is scripted, misleading and frankly insulting.

Workers started the 2010 campaign by calling Local 21 to complain about the unfair Performance Improvement Plan and the termination of two co-workers. Since then many other issues have surfaced. Together our Union and these workers will address them through protected, concerted activity and the democratic process of collective bargaining.

Workers at 112th Street are, **"Fed up and not gonna take it anymore!"**

## You Never Know...

IBEW Local 21 has experienced a monumental loss. When most of you were home with your families on the evening of October 14, 2010, one of our members lay in the hospital, critically injured earlier in the day. Later that night, we were unfortunately informed of the passing of Brother Keith Darnell.

Keith was an accomplished lineman with an exemplary 17 year work record at AT&T. Although I did not personally know him, when I received the news, I broke down and cried; to this day, I still find myself deeply saddened by his passing. I had the honor of attending Keith's funeral where I met his father who told me that he lost his best friend. His brother, sister and soul-mate all shared what a happy, caring and giving person Keith was. The longer I listened, the more I

wished I had personally known him.

It saddens me that we lost a co-worker and brother, but it sickens me that it happened on the job. This is just not supposed to happen. We all tend to take our daily tasks for granted as we live day to day. The passing of Keith brings to the forefront that safety needs to be number one! We can not let his death be for nothing.

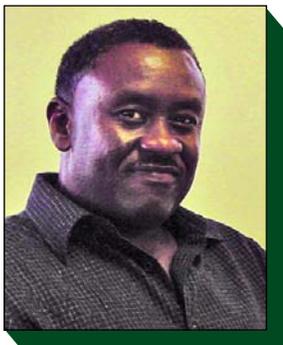
Please remember as you perform routine tasks to always pay attention to what is going on around you. You never know when your time to be called home will come so live your life fully and most of all...BE SAFE!

Keith will be missed.

—Melanie Probst

## Reflecting Back on a Decade

By Jerry Rankins, Business Representative



At Comcast it's hard to believe we're days away from the end of the first decade of the new millennium, and already, bargaining has started for the third time since 2002 at the Cortland, Chicago facility. During this decade, Comcast went from being the number five cable company to number one; they weren't providing phone service in 2000, today they are the nation's number three

telephone provider. In 2011, Comcast expects to be the majority owner of NBC Universal. Indeed, for Comcast this is a real success story and we want them to be successful.

However, real success is when employers share their profits fairly with their workers. While profits soar, the pay raises for Comcast workers dramatically decreased and health-care premiums went up over 60 percent. Comcast even decreased their contributions to employees' 401k's, and workers have no pension plan.

Reducing costs and driving up stock price pleases Wall Street, causing management to forget about their employees who make them successful. Like most big companies, at Comcast greed made them insensitive to their workers' well-being.

With just 2% of Comcast organized, the other 98% don't understand there is only one way to achieve worker justice, by organizing with the IBEW. Unions build the middle class. As Dr. Martin Luther King stated, **"Injustice anywhere is an injustice everywhere."**



### OEMC BREAKING NEWS...

I just received word **the Illinois Labor Relations Board's (ILRB) ruled in favor of our members working at the OEMC** on our unfair labor practice charge against the City of Chicago over the COUPE agreement. The theft of the holidays and vacation was the greatest injustice we could fathom. Justice has prevailed.

The ILRB disagreed with Local 21's position to establish our own single unit and dismissed our appeal to sever from Unit 2. We've now appealed to the Illinois Appellate Court. The City is very upset we are fighting back. We refuse to be a ping pong ball for Chicago and SEIU.

Our contract expires on December 31, 2010. In the past, I've appealed for all members to be involved in our contract campaigns. We again need your support. To be successful we need everyone's involvement. No excuses will do! The fact is at the 911 Center you are the first line of defense that keeps us all safe. You do a great job, oftentimes under great stress. Over the years, we fought hard at the bar gaining table to achieve our wages and benefits. In order to sustain the contract you have today, while the City cries broke, it will take commitment, and preparation to fight like "Hell."

As we close another year a special thanks goes out to my Area Stewards, Shop Stewards, along with our members who make the collective bargaining process work. Merry Christmas and Happy New Year, may God's blessings continually be with your family.

**Editors Note:** IBEW Local 21 just received this ruling as we were about to hit the presses. More information on this great win for our members at the OEMC can be found on the IBEW 21 union hotline 630-415-2711 or on our website [ibew21.org](http://ibew21.org).



# NEWS ACROSS

● ● ● The census is low at the **Peoria County Bel-Wood Nursing Home** so the administration reduced the number of CNA's and temp's assigned to each wing to avoid a lay-off. We're in negotiations with the County on a memo that would allow employees to work full time while studying to obtain a certificate or degree in the nursing field.

The Judicial and Non-Judicial contracts at **Vermilion County** have finally been proofed just in time to start the wage reopener for the second and third year. I hope these negotiations will go easier than the ones that took place this summer. I won't hold my breath.

J.R. Masey is the new Assistant Director in the **Animal Control** department. He was promoted from a represented position. It appears that Mr. Masey is the manager dispensing the discipline but he's not the person running the department. It would be nice to know who the actual decision maker is. Many grievances have been filed over the last two months.

New work has come into the **AT&T Springfield WSC** with no additional headcount and training continues. Fortunately there've been no objectives tied to MSOC yet. We are in the process of developing a plan of attack for the AT&T Marketing side of the house.

The two hour WU is still a trial, but hopefully by the time you read this we'll have been successful in getting it implemented for 2011.

On October 27th four employees were notified their jobs were "at risk" because of the surplus in Chicago Heights. We're hopeful their jobs will remain secure with the implementation of the VSIPP that was bargained in 2009.

Management in the **Peoria Credit & Collections Center** continues to punish everyone for the actions of a few by making the "Local Office Policies" more rigid. Coffee, water, and ice were removed from each floor and moved to the large lounge between the two floors. Additionally absolutely, no food, candy, etc. is allowed on the floors unless it is in some sort of sealed container.

Members are struggling with the systems, M&P, etc. for the temporary "Legacy T" work they are now performing. We will take any work we can get to keep this of fice busy.

We have been working on the **vacation schedules** with management in many centers. They've been developed for **Springfield BCS**, and WSC. At Peoria Credit and Collections, the scheduling should be complete. Unbeknown to us the BCS manager had been limiting the number of employees allowed to take the MLK or Good Friday holiday. We pointed out Article 23.02 (c) (d) of our contract and the practice was stopped.

By Vicki Burroughs,  
Business Representative

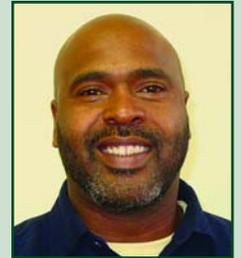


● ● ● On the **Southside**...in **C&E**, as usual, MSOC is the big issue. As much as people think no one cares and no one is watching what's going on, we spent a great deal of time and effort learning and researching MSOC and how it is being implemented in C&E. We found out that in C&E, everyone in Joe Demilis' s area was put in one bucket. Three states (Illinois, Michigan, and Wisconsin) were being looked at and evaluated together as one entity. It's not a fair way to be judged. After many discussions, we got it changed. Employees will now be judged by the director's area. It's a much fairer way to evaluate people and will balance things out a bit. Chicago went from over 220 people in the bottom 20% to only 87 people in the bottom quintal. That's a huge difference. More work is needed to straighten out MSOC. We will continue to fight. We can't make it go away but we will strive to make it as fair as possible.

We have begun trialing **4/10 scheduling** in Chicago. It's our first opportunity to have a say in how we are scheduled to work. The first schedules went up a couple weeks ago and so far, the responses have been positive.

**Vacation selection** began in all areas. This has been struggle especially in the **Central Offices**. There were battles all year in Ken Harn's area over last year's vacation selection. We are doing everything possible this year to make sure we don't have the same problems.

By CJ-Cleveland Johnson,  
Business Representative



● ● ● In **I&M and Construction** details continue. AT&T management believes they aren't violating our contract by detailing members to work in one workgroup and then moving them daily all over the area and into the City of Chicago. We will continue to fight this battle.

MSOC continues to be an issue in many areas. Chief Steward Mark Fulcer finalized the MSOC review and will be covering stewards on our Union's process to help fight the unjust treatment of several members. You should always have your steward involved in discussions with your manager. Upper level management agrees with us and wants your Local steward involved from the beginning.

In many garages, the 4/10 schedules are up and running and seem to be working well. Many of the members Mark and I have talked to love them. If you want to be part of the 4/10 schedule talk to your steward and they can answer your questions and get you on the schedule.

The case involving the 200 technicians forced to the City of Chicago will be presented to the arbitrator in March 2011.

The Holiday season is upon us, Mark and I would like to wish everyone a safe and happy Holiday season and a great New Year.

By Jim McLaughlan,  
Business Representative



● ● ● **Verizon** merged the management and hourly pension funds. We reached an agreement stating there will be no adverse affect on our members, and the company must fund the pension in a way that will not affect lump sum payouts.

The **Frontier** the merger is complete. We now have two entities: Legacy Frontier and "The Frontier 13." Right of f the bat, there were some pension issues. Members were receiving incorrect calculations from Hewitt. The company is working on this, but if you receive a calculation you believe is incorrect file an appeal with Hewitt and they will perform a manual calculation. Locals 51, 702 and I met with Frontier management to discuss the use of contractors. They claim they don't want to use any customer-facing contractors, and will continue to hire across the State.

Members at **CenturyLink** overwhelmingly rejected management's "last, best, and final" offer. It would essentially cripple our Union's ability to represent our members. We have an agreement with management to extend the contract day by day while we meet in an attempt to come to an agreement.

Details and MSOC continue to be issues at **AT&T**. We've negotiated 4/10's and two week rotations to make it more lucrative for senior techs to volunteer to replace members who have constantly been away working on details. Thank-you to those who stepped up it's much appreciated. To those who have not, I implore you to try to find a way to help your younger brothers and sisters out.

According to management, MSOC is a coaching and development tool, yeah...right sure it is. It seems to me, we're spending more time doing paperwork and covering our butts than actually taking care of customers. As one member said to me as he threw his scorecard on the table, "That is my job now, not actually fixing anything." I've seen members disciplined for very minor things, such as not enough B-sealant in the NID. Make sure you are doing every job by the book, no shortcuts, that's where bosses will get you.

Many members are keeping a notebook of anything that happens out of the ordinary. This is a good idea. Jot down why you were unable to get out of the garage, or "I was on hold for 45 minutes," etc. No one should be on their IFD, logged into their work station, sorting prints, or pulling orders off the printer before start time. Make sure you take your lunch and all of your breaks.



By Michael Roach,  
Business Representative

● ● ● In the **Dundee** garage, we welcome two new Stewards, Tom Hines and Jeff Morgan.

There were issues in **I&M** in Al Johnson's area with off hour scheduling, but we were able to resolve them. We were also able to work out off hours shift issues in a different second level's area. Management tried to pull shifts in three garages.

The 4/10 schedule has become very popular and many garages want to exceed the 25% cap.

Happy Holidays

By Dan Grueneich,  
Business Representative



● ● ● We are in the process of taking cases to arbitration that will impact everyone, including the **Premise Technicians**. Arbitrations include every department and cover performance, scheduling and many cases where unfair discipline was imposed on members. The arbitration case on scheduling for I&M members will affect the scheduling workload for the Prem Techs.

The ongoing problems with AT&T's new centralized scheduling system FORCE had a tremendous impact on all Prem Techs. We've been in numerous meetings trying to resolve the problems.

Chief Stewards John Dolsen, Paul Waters, Brian Gee and I wish you and your families a very happy holiday season.



By Mike McCormick,  
Business Representative

● ● ● It's been an eventful year in our Local and our country. At **AT&T**, the HiCap Center on the 20th floor of 225 W. Randolph is now the EWO cable throw center. It covers 22 states and three positions have been added.

We are developing a totally revamped training program for new Stewards.

A joyful and blessed holiday season to all.

Michael Sacco,  
Business Representative



● ● ● The **central office** organization has come up with a new way to monitor vacation scheduling called **E-schedule**. It's a computer based program that tracks your picks and plots them on your vacation schedule. Don't be fooled; it has the capability of doing a whole lot more. The department has again taken the human element out of the work place. They've dumbed down the manager's ability to make a decision. We are exploring the possible loss of work caused by having a scheduling manager perform the function of data input.

**MSOC** continues to be mismanaged by AT&T. Instead of identifying a behavior and training need, bosses classify each work error as a tech expectation violation and then administer severe discipline on our members. We are identifying this problem in all network departments. Make sure to have your union steward with you in all meetings and demand all documents to support your defense.

With the holiday season upon us, keep in mind the arbitration award we won earlier this year. If you are on an approved unpaid leave of absence, you still should get paid for the recognized holiday. The company's E-link system was blocking payment of these holidays in the past.



By Paul Wright,  
Business Representative

• • • Canvassing for the vacation schedules should have started in November. During the month of October, Stewards and supervisors developed the composition of the vacation schedules on a basis satisfactory to both parties. Vacation schedules shall be posted at all times.

The **Central Offices** are in the process of reorganizing all areas. This includes moving some of the managers around to new orbits or other duty.

At the **Total Grace** office we are losing the U-Verse work from the Bi-lingual Department. It is going somewhere in the southwestern states. The Bi-lingual group is just a value center now.

*Michael Cohns,  
Business Representative*



• • • It's been fairly quiet at **Altura!** We took a couple of grievances to arbitration in July and August. One arbitration was management's elimination of the Logistic Coordinators. The other concerned the layoff of a member who was bypassed by a junior technician. We are waiting for the decisions from the arbitrators. We should have them by the end of the year.

**AT&T** has never really seemed to have an honest concern about safety, except in order to discipline someone if an accident happens. Our union has pushed training and education consistently never more so than this year. **Safety should always be our number one concern**, and not simply paying lip-service to safety, but actually learning it and utilizing safe procedures for everything we do on the job.

There are initiatives in both C&E and I&M to appoint safety coordinators, and to actually structure safety training during daily, weekly, and monthly meetings with these coordinators and local management. If this is not happening in your location, **let your Business Representative or Chief Steward know!**

Along with the responsibility to follow safety procedures, you have the right to refuse to perform work which is unsafe. If you are unsure, err on the side of safety. If management seems to be taking your safety concern lightly, escalate it immediately. Call your Chief Steward or Business Rep.

During the past few months problems at AT&T have begun to sound like a broken record: headcount issues, details, and **MSOC**. While the frequency and duration of the details is wearing on many of you, please remember that company management initiates them!

There have been several cases of discipline surrounding performance management issues because of MSOC. In Core Contract organizations, it is important to note our Union has been very successful in getting discipline from "numbers" overturned. When bosses attach discipline to a failure to follow Tech Expectations or manager directives, it has been much more problematic.

*By Terry Sheehan,  
Business Representative*



• • • Once again the holidays are quickly approaching and we've had another unusual year. It seems like whenever you expect things to settle down they just keep on changing in ways you never anticipated.

The **Central Office** world went through another reorganization. It seems like it happens every 6 months. In network, I&M and C&E were offered a general SIPP while AT&T says there is still plenty of work to do on Project LightSpeed. The details into Chicago keep on happening.

What is going on? Does management know what they're doing or is it all muddled up in budgets? Your guess is as good as mine.

As I said before it would be nice if we could just do our job without worrying about things like **MSOC** or any other program management comes up with to measure everything. Why does there even have to be a bottom *quintile*, the fancy word for the bottom 20 percent? What if the bosses measured performance without the threat of discipline? Maybe some day they will realize a good tech does their job, the right way, with true concern for the customer. That's true responsibility and every good employee would love to do it that way without always thinking about making a number.

The apprentice committee will meet to see if the ratio numbers have changed. The scheduling committee met several times. We are currently discussing off hours, both in I&M and in the CO's. We do feel we made progress.

As always work safe, it's not easy out there. Be where you're supposed to be doing what you're supposed to be doing. Give the company 8 for 8. That's all anyone can ask.

Have a safe Christmas and a prosperous New Year.

*By Steve Unterfranz,  
Business Representative*



• • • At **JULIE**, the annual layoff is in place. The members who volunteered are anxiously awaiting their time of f. Benefits bargaining will begin soon. Management is looking to settle quickly because the time frame between choosing the medical plan and open enrollment is very close together.

A voluntary SIPP was offered at the **AT&T NDC Dispatch Center in Hoffman Estates**. I don't understand why it was offered because our members are already overworked. Congratulations to the eleven Maintenance Administrators who took advantage of the SIPP. FORCE is at the third step of the grievance process and will be going to arbitration.

The arbitration for the vacation allotments at the **NCSI** was heard in September. We will let you know the outcome when we get the decision from the arbitrator. We are also working with management regarding call verbatim.

Twenty-six members are impacted by the surplus in the **Chicago Heights Marketing Center**. Three took the SIPP offer and the rest are testing, testing, testing, and still waiting for job offers.

I want to wish everyone a SAFE Holiday.

*By Melanie Probst,  
Business Representative*



# Comply or Die

By Mike O'Connor, Chief Steward



**W**e live in a world of compliance in the present day at AT&T. It's what management values more than technical or even customer

service skills. I first saw this as a new Chief Steward almost 10 years ago. An area manager told a member working in a downtown Central Office that she was required to have a driver's license. She didn't own a car, and never obtained a license. She didn't need one at work. When roving, downtown techs walked or took a cab to nearby offices. But no, the manager said, "It's a requirement of the position," so at 56 years of age, this member had to go to driving school.

A decade later, the information technology explosion has made the compliance game a nightmare for employees. From the call center system E-Talk, that captures a

screen shot of your terminal and compares it to the recording of the customer call, (You better be talking about DSL if DSL is on your screen) to GPS, cell phone use, gas card and cell-phone pre-call records. All these compliance documents are on every I&M manager's computer.

In a climate where we have contract job security protections via the U-Verse agreement, AT&T is using non-compliance and a ramped up discipline process to either paint members as bad technicians on paper or worse, advance them along the discipline track toward termination.

Since I was appointed steward, I have had members fired for gas card abuse, cell phone abuse, repeatedly being out of route, not using the company phone to pre-call customers (which makes it difficult to prove you did); not leaving collateral with the customer, etc.

Even something as simple as payroll has become a compliance issue. One particular manager disciplines techs who forget to submit a timesheet for an NS day. It's common now for some managers to receive notice of a time reporting error in E-link, but they never inform the tech

there's a mistake, causing a payroll error and many headaches to correct it. This goes back to the expectation of compliance.

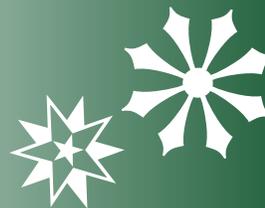
We are all doing more with less. Our workplaces which used to be filled with the hum of activity are now echo chambers, as the core business goes through a significant change. We don't work on an assembly line, but the pressure to speed up is there just the same. The bosses just presented us with reorganization for the CO realm. The orbits have no recognition of geography or history, and toll techs will be sent roving all over the Chicago region. The biggest entry on their timesheet will be for windshield time rather than taking care of customers. Ludicrous!

Be compliant to survive. If there isn't time to perform a task, or multiple tasks demand your attention, put that problem in your boss's lap. Ask them what they want you to do, "Get the work done or do every job by the book? In essence, tell me Mr. or Ms. Manager what you want me to deviate from in the company's expectations to get this job done?"

## Welcome New Prem Techs



PHOTOS: ROSETTA SHINN



## Economic Inequality and Union Density

By Nancy North, Editor



Unions built the middle class; this is clear when you look at the distribution of wealth in America and the level of union density. In 1928, the

richest one percent of Americans received 23.9% of the nation's total income. Starting with the New Deal reforms, WWII, and the post-war rise in union density the top one percent took in only nine percent by the late 1970's.

Then with Ronald Reagan's "trickle down economics" and an emboldened corporate anti-union agenda, income began to

reconcentrate at the top. By 2007 the richest one percent were back to their position in 1928 with 23.5% of the total. Today union density is at only 11% of the workforce.

America's two biggest economic crashes hit after these peaks in 1929 and 2008. When most of the gains from economic growth go to a tiny sliver of Americans at the top, the rest don't have enough purchasing power to buy what the economy is capable of producing. There is a loss of real wages.

There's another link between 1929 and 2008. When earnings accumulate at the top, the rich invest their wealth in whatever assets seem most likely to attract other big investors. This causes speculative bubbles, not the creation of new jobs across the economy.

The crash of 2008 didn't turn into

another Great Depression because the government learned the lessons of the 1930's and flooded the market with cash, temporarily rescuing some stranded consumers and most big bankers. But it didn't change the economy's underlying structure. The middle class is still at risk, without enough purchasing power to reboot the economy.

Rising inequality is at the center of the current economic crisis. Since it was not a natural process, but the result of conscious policy, it can be reversed. Remedies include restoring some discipline to CEO pay and a small tax on financial speculation.

Most importantly, unions have long been a major force in reducing inequality. Whatever can be done to protect the right to organize and allow workers the option of joining unions will help reduce inequality, while protecting our rights

## It's OK to play dumb.

By Bob Przybylinski, Chief Steward



I have a college degree but I'm proud to say I can be dumb and that's a good thing. We all should be, it keeps us working.

How many times have you faced a roadblock, broken rules or made decisions your boss should have made just to help your customer? Other times you may have performed work that is contractually paid at a higher rate but you did it or were told by a boss to do it at the lower rate to get the job

done. How often are jumpers thrown in central of fices without calling for a rover? Did you file a grievance or did you just continue working so you could get your boss off your back and make their numbers look good?

Brothers and sisters we need to smarten up by being dumb. Do only your job even if you know or were trained how to perform work that is paid at a higher wage scale. The pay for your job title will never increase if you don't raise the issue that you're working above your scale. If you're a member who is aware someone else is performing your work, you're cutting your own throat by not filing a grievance.

Let's look at how much money you could be gaining or losing depending on your perspective. If a prem-tech decides or was told by their foreman to put tone on a line to find their pair they are performing wage group one work. Let's say it takes an hour, that's a difference of \$10.97 in wage rates. It may not seem like a lot because you got the job done and your boss is off your back.

If it happens ten times a day seven days a week you just lost \$767, over a year the company will have saved \$39,930 and 3,640 man hours equaling the loss of two wage group one jobs. In this economy, we can no longer afford to give our work away by not filing grievances when another member does our job. Members working up can improve their situations by filing grievances for the pay they should be receiving. This isn't pitting brother against brother it's correcting a wrong.

Far too many of us are taking on decision making responsibilities to overcome roadblocks or performing trivial management work and not getting paid for it. In many contracts you should be paid a work up rate; if not, don't do the work, you're not a manager.

It's time for us to check our brains at the door. Remember you only know how to perform the job functions you were trained for in your job title. Do them to the best of your ability. If you haven't received proper company training don't do the work.

Let management keep making decisions on how we should perform our work. Do as you are told even if it doesn't make sense. If management's errors result in work having to be redone go out and get paid for their screw up. Maybe someday someone will wake up and see all the money being wasted by mismanagement.

Let us all remember the production quotas we are given by management are not our numbers they are the bosses' numbers We only need to worry about two numbers: making the customer we are serving feel like they are number one and then the number that appears on our paychecks. We should never do anything that shorts us on the second.

You can call me dumb but I'll take that compliment to the bank. Rethink the possible on how dumb you can really be...

## How Dollar Cost Averaging Can Smooth Your Returns

By Julie Permutt, Scarborough Alliance Corporation VP - Investments & Retirement Planning, CFP, CMFC



The stock market seems to be finishing out 2010 on a positive note. However, some investors look back to 2008 and nervously question whether it still makes sense to invest in stocks for retirement.

We feel with a disciplined approach, you can still reach your goals.

One way to achieve peace of mind is through **Dollar Cost Averaging**, a simple time-tested method for controlling risk over time. The basic idea behind Dollar Cost Averaging is investing money in equal amounts at regular intervals.

One way to do this is with a lump sum that you would prefer to invest gradually. For example, if you have \$10,000, you could invest \$1,000 per month for 10 months. Another way you can Dollar Cost Average is on an open-ended basis, say \$50 of your paycheck every week. This is the most common method; if you have a

401(k) plan, you've probably already been Dollar Cost Averaging.

One reason Dollar Cost Averaging is so effective is that it forces you to invest no matter what the market is doing, thus helping to avoid the poor decisions many people make when trying to time the market. When the stock market is going down, many people become reluctant to put money into stocks. But when markets start going back up, they lose out on the gains. On the other hand, those who invest a fixed dollar amount every paycheck will benefit when the market bounces back, and meanwhile they'll often be buying stocks at bargain prices.

In a bull market, the opposite is true: Dollar Cost Averaging prevents you from getting carried away and putting too much money in stocks that may be too expensive and poised for a fall. Although investors who Dollar Cost Averaged into a stock portfolio may have missed out on some of the upside at the height of the bull market in the late 90's, they were generally in much better shape when the market went down.

Numerous studies have shown that Dollar Cost Averaging results in better returns than strategies that involve moving in and out of the market. It's possible in retrospect to identify times over the past few years when you would've been better off moving temporarily to cash. However, such times are only obvious in hindsight.

### How to Do It

- Establish how much to contribute—generally those within 10 years of retirement should save as much as possible, around 12% to 15% of income. Younger workers should aim in the range of 5% to 10%.
- Select an investment mix appropriate for your age and risk tolerance.
- Stick with your contribution amount and mix. The advantages of Dollar Cost Averaging will be diluted or lost if you make changes in response to market conditions.

If you have any questions, please call Scarborough at 800-223-7608.

## Employers Value Certifications and Degrees

By Sandy Wilson, The SAGE Group, Vice President & CLO

Most people would agree the information technology and electrical fields are ever changing and very competitive. According to Randall Olson of Mobile Technical Institute, "Having an entry level certification can help IT workers get a "foot in the door." To keep it there or use it to "climb up the ladder," they really need to pursue advanced certifications that will help them qualify for higher level positions, or ones that branch into other aspects of the field."

The Sage Group has a long history of offering its clients the knowledge, skills, and credentials necessary for effective careers in the information technology arena. The Sage Group understands the education and training needs as well as the various funding mechanisms to help clients achieve their desired goals. We specialize in assisting clients through the entire process and offer guidance through the overwhelming maze of information and requirements for obtaining certifications and degrees.

With the Sage Group, you can earn college credit while gaining job-specific skills or working towards an industry recognized certification. If your goal is to expand those goals and move towards a college degree, we offer a path that leads to an associate's degree in General Technology from our educational affiliate, Nashville State Community College. In addition to the certifications and degree options in the Information Technology field, the Sage Group also offers certification and training in the medical billing and coding field.

If you decided the pursuit of a certification or a degree is your path for becoming the best in your field, The Sage Group welcomes the opportunity to assist you in your endeavors. Please contact Herb Harlen at 615 364-4738, and take the next step in achieving your goal. Classes start in the first quarter of 2011 at locations near you.



IBEW members at the Mother Jones Monument in Mt. Olive, IL with IBEW 6th Dist VP Lonnie Stephenson, President Ed Hill, IL AFL-CIO President Michael Carrigan, and Rosetta Shinn.

PHOTO: BETH SPENCER

# CONGRATULATIONS LOCAL 21 RETIREES

## Century Tel

James Keller  
LaVon Steinborn  
Garry Barker  
David Nash

## City of Chicago

Raymond Pac

## AT&T 2009

Linda Corcoran  
Lawrence Behrens  
Debra Petralia  
Gary Basta

## January 2010

Alice Martin

## March 2010

Ellyn Marchfield

## May 2010

Zenaida Alegre

## June 2010

Ralph Harrell  
Rolf Krueger

## July 2010

Margaret Bidinger

## August 2010

Willie Winfield  
Alan Robel  
Angela Haney  
Jose Caro  
Ivan Sizemore Jr  
Letitia Kilijanski

## September 2010

Timothy Holt  
Theresa Teafoe  
Craig Schwenn  
Michael Superson  
Denise Kennedy  
Bridget McWoodson

## October 2010

Dottie Harris  
Paul Woolmer  
Richard Arnold  
Chad Connell

## November 2010

Cheri Holsapple  
Sandy Tupy  
Angel Gonzalez  
Charlie Camarata  
David Johnston  
Donald Duncan  
Don Thatcher  
Fredrick Blackman  
Glenn Storm  
Jack Henderson  
Jeffrey Damm  
John Musto  
Larry Ferguson  
Leland Fairman  
Mariann Gustafson  
Michael Bende  
Michael Frydrych  
Michael Goletz  
Michael Klahn  
Michael Moniak  
Richard Gardzelewski  
Ronda Bach  
Ron Reynolds  
Tina Wiff  
Trevor Butcher  
Voies Phillips  
William Yost  
Daniel Hurst  
Caroline Richberg  
David Healy  
Kimberly Phillips  
Mae Anderson  
Marketta Steele  
Randy Willoughby  
Sharon Scholtes  
Suzanne Magerl

### Information Alert

This recognition list is based on the retiree gift applications submitted by your Steward. Inform your Steward you are retiring to receive an application. In order to receive a gift, you must be a member in good standing for 10 consecutive years with IBEW Local 21 immediately preceding retirement. Stewards can request applications by calling Lou Byrnes at the union office 630 960-4466 X234.



## In Memoriam

We honor our Brothers who have passed.

Marcus Kristofec  
Keith Darnell

## Remembering our Members in the Military This Holiday Season

Timothy O'Brien  
Burton L. Breazeale  
David Murcio  
Darnell Harris  
Gerald Haas  
Allan J. Vandeweghe  
Anthony M. Roberti  
Jerome J. Benton  
Fernando Murillo  
John Lancaster

# FRONTLINE

IBEW LOCAL 21

Official Publication



Frontline is the official publication of the  
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1307 W. Butterfield Road, Suite 422,  
Downers Grove, Illinois 60515-5606  
Phone 630 960-4466 Fax 630 960-9607  
Newswire hotlines 630 415-2711 / 866 423-9582  
Website: www.ibew21.org

**Officers:** Ronald E. Kastner, President-Business Manager/  
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**Executive Board Members:** Errick Houston, Jim Sheehan, Jim  
Noble, Karen McGrady, John Wyatt, Rosetta Shinn, Eric Slattery

**Editors:** Tom Hopper, Nancy North, Bob Przybylinski

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

Member: Illinois State Labor Press Association, Midwest Labor  
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Association, AFL-CIO

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# UNIT MEETINGS 2011

## JANUARY

### Unit 1

Thursday, January 13, 6 PM  
IBEW Local #134  
600 W.Washington Blvd.  
Chicago IL  
312 474-4186

### Unit 2

Tuesday, January 11, 7 PM  
Slovak Club  
6920 Broadway  
Merrillville IN  
219 756-5101

### Unit 3

Thursday, January 20, 7 PM  
Gurnee American Legion  
749 Milwaukee Ave.  
Gurnee IL  
847 244-9282

### Unit 4

Wednesday, January 12, 7 PM  
American Legion Harwood #5  
705 S. Larkin  
Joliet IL  
815 725-4333

### Unit 5

Wednesday, January 19, 7 PM  
Peoria Labor Temple  
400 N E Jefferson, Room 207  
Peoria IL  
309-676-7635

### Unit 6

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

### Unit 7

Monday, January 17, 7 PM  
American Legion Post #141  
916 Main St.  
Mt Vernon IL  
618 242-4561

## FEBRUARY

### Unit 1

Thursday, February 10, 7 PM  
Irish-American Heritage Center  
4626 N. Knox Ave.  
Chicago IL  
773 282-7035

### Unit 2

Tuesday February 8, 7 PM  
Gaelic Park  
6119 W. 147TH  
Oak Forest IL  
708 687-9323

### Unit 3

Thursday, February 17, 7 PM  
IBEW Local #117  
765 Munshaw Lane  
Crystal Lake IL  
847 854-7200

### Unit 4

Wednesday, February 9, 7 PM  
IBEW Local #145  
1700 52nd Ave. Suite A  
Moline IL  
309 736-4239

### Unit 5

Wednesday, February 16, 7 PM  
IBEW Local #146  
3390 N. Woodford St.  
Decatur IL  
217 887-4604

### Unit 6

Tuesday, February 15, 5:30 PM  
IBEW Local # 193  
3150 Wide Track Dr.  
Springfield IL  
217 544-3479

### Unit 7

Monday, February 21, 7 PM  
IBEW Local # 309  
2000A Mall St. (Rte 157)  
Collinsville IL  
618 345-5112

## MARCH

### Unit 1

Thursday, March 10, 7 PM  
IBEW Local #21  
1307 W. Butterfield Rd. Suite 424  
Downers Grove IL  
630 960-4466

### Unit 2

Tuesday, March 8, 7 PM  
Lansing American Legion #697  
18255 Grant St.  
Lansing IL  
708 474-5906

### Unit 3

Thursday, March 24, 7 PM  
Cabana Charlie's Tiki Bar & Grill  
1470 Peace Rd.  
Sycamore IL  
815 899-8454

### Unit 4

Wednesday, March 9, 7 PM  
Lemont VFW  
15780 New Ave.  
Lemont IL  
630 257-9859

### Unit 5

Wednesday, March 16, 7 PM  
IBEW Local #538  
1290 N. Michigan Ave.  
Danville IL  
217 442-0996

### Unit 6

Tuesday, March 15, 5:30 PM  
IBEW Local # 193  
3150 Wide Track Dr.  
Springfield IL  
217 544-3479

### Unit 7

Monday, March 21, 7 PM  
IBEW Local #649  
501 Humbert Rd.  
Alton IL  
618 462-1627

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

**IBEW LOCAL 21**

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



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**Holiday Deals and Discounts**

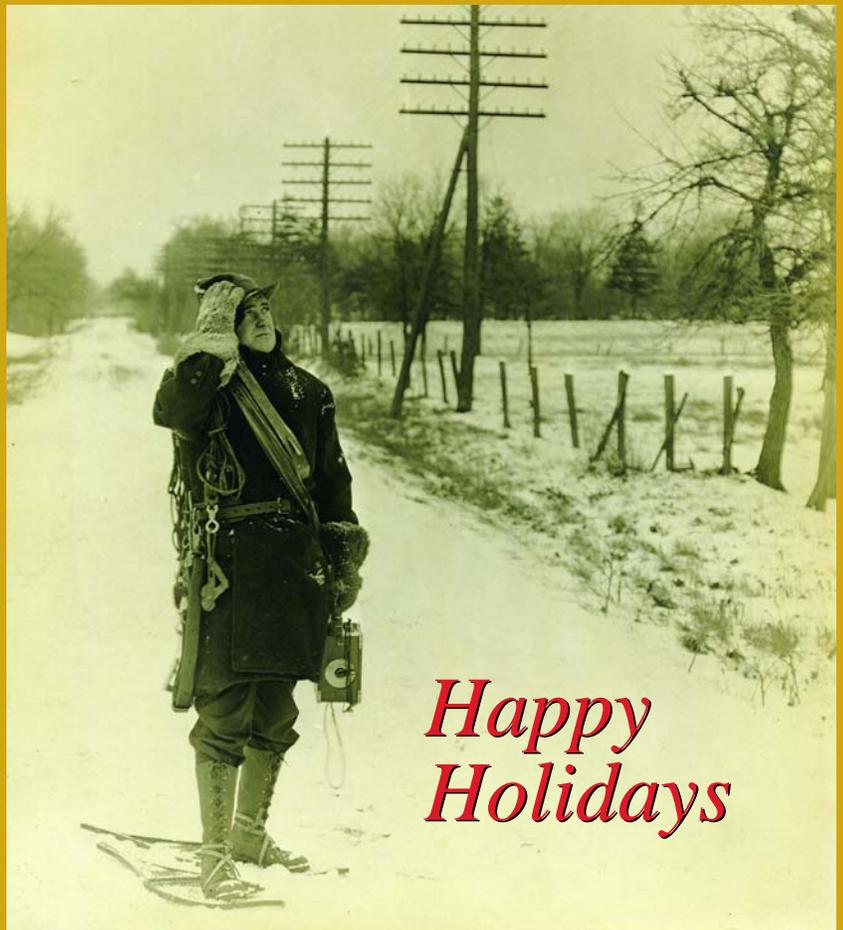
that make your holidays sparkle  
*—exclusively for union members!*



**Find the perfect gifts  
at great prices.**

Get discounts on everything from  
flowers and laptops to wireless  
phones and more.

Shop today at:  
**UnionPlus.org/HolidayDiscounts**



*Happy  
Holidays*

*Photo from the collection of Phil Schelthoff*