

LOCAL 336 SCOOP

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS—A.F. of L.-C.I.O.

UNION..CO. SEEK CONTRACT CHANGE

COMPANY AND UNION SUBMIT PROPOSED AMENDMENTS

THE JOINT BOARD OF TELEPHONE LOCALS SUBMITTED THEIR LIST OF PROPOSED AMENDMENTS TO THE CONTRACT TO THE ILLINOIS BELL TELEPHONE COMPANY ON FEBRUARY 27, 1959. THE UNION HAS REQUESTED THE FOLLOWING:

- 1) UNION SHOP CLAUSE.
 - 2) A SUBSTANTIAL WAGE INCREASE WHICH WOULD ALSO INCLUDE PROVISIONS TO PUT ALL MEMBERS WHO ARE ON PROGRESSION ON THE PROPER STEP IN THE NEW SCHEDULE, INCREASE THE NIGHT AND EVENING DIFFERENTIAL FROM \$11 TO \$12 A WEEK FOR JOBS RATED AT \$120 OR OVER AND IMPROVE THE SICKNESS ABSENCE BENEFITS SO AS TO PROVIDE PAY AFTER THE FIRST SCHEDULED WORK DAY FOR EMPLOYEES WITH TWO YEARS OF SERVICE BUT LESS THAN FIVE YEARS OF SERVICE.
 - 3) TOWN RECLASSIFICATION PROPOSAL.
 - 4) UPGRADING OF LINEMEN ASSIGNED TO TWO-MEN TRUCKS, PLANT ENGINEERING CLERKS, ADD A TITLE OF MOTOR EQUIPMENT MAINTENANCEMAN TO WAGE GROUP 1 AND ESTABLISH A TITLE OF SENIOR CONDUIT INSPECTOR AND PROVIDE IMPROVED WAGE TREATMENT FOR EMPLOYEES REQUIRED TO WORK ALONE BEFORE REACHING TOP RATE FOR THEIR CRAFT.
 - 5) REWORD ARTICLE XXIII COVERING PROMOTIONS OR TRANSFERS OF UNION OFFICERS.
 - 6) REWORD THE JOB SECURITY CLAUSE SO AS TO PROVIDE PROTECTION AGAINST ARBITRARY DISCIPLINARY LAYOFFS.
 - 7) ADD VETERAN'S DAY AS A HOLIDAY AND PROVIDE FOR PAYMENT AT THE OVERTIME RATE FOR ALL EMPLOYEES WORKING ON A HOLIDAY.
 - 8) IMPROVEMENTS IN THE PENSION PLAN AND A COMPANY PAID HOSPITALIZATION PLAN.
 - 9) IMPROVE VACATIONS TO PROVIDE FOR ONE WEEK VACATION AFTER COMPLETION OF SIX MONTHS OF SERVICE, TWO WEEKS DURING EACH CALENDAR YEAR BEGINNING WITH THE CALENDAR YEAR IN WHICH ONE YEAR OF SERVICE IS COMPLETED, THREE WEEKS DURING EACH CALENDAR YEAR BEGINNING IN THE CALENDAR YEAR IN WHICH FIFTEEN YEARS OF SERVICE, TOTAL VACATION NOT TO EXCEED TWENTY WORKING DAYS. PAYMENT FOR VACATION CREDITS EARNED IN THE PRECEDING AND CURRENT CALENDAR YEARS UPON TERMINATION OF EMPLOYMENT FOR ANY REASON.
- AT THE DATE OF THIS WRITING, ONLY TWO NEGOTIATING MEETINGS HAVE BEEN HELD. AT A MEETING ON MARCH 9, THE COMPANY SUBMITTED THEIR PROPOSAL FOR AMENDMENT TO THE CONTRACT.
- THESE ARE THE FOLLOWING:
- 1) CHANGE THE FREEZE DATE FOR SCHEDULES FROM THE PRECEDING WEDNESDAY TO THE PRECEDING FRIDAY.
 - 2) RECLASSIFY HOUSE SERVICE CLERKS.
 - 3) REWORDING IN SECTION 9 OF EXHIBIT B SO THAT ONLY THE FIRST CHANGED SHIFT WILL BE PAID FOR AT THE OVERTIME RATE AND SUBSEQUENT SHIFTS OF THE SAME TYPE DURING THE WEEKLY TOUR WILL BE PAID AT THE EMPLOYEE'S REGULAR RATE PLUS ANY DIFFERENTIAL WHICH WOULD APPLY.
 - 4) A FREE HAND TO SHIFT PEOPLE FROM 134 FORCES TO STRAIGHT LINE FORCES AND VICE VERSA AS THE WORK

LOAD INCREASES IN EITHER DEPARTMENT.

5) IMPROVE VACATIONS TO PROVIDE FOUR WEEKS VACATION AFTER THIRTY YEARS OF SERVICE.

6) PROVISION TO ALLOW LOCAL 134 APPRENTICES TO WORK ALONE ON JOBS AFTER COMPLETING HIS FIRST TWO YEARS OF APPRENTICESHIP.

7) IT IS MUTUALLY AGREED THAT THE UNION HAS NO JURISDICTION OVER PLANT ENGINEERING CLERICAL WORK NOW PERFORMED IN THE GENERAL ENGINEERING DEPARTMENT.

8) ADD THE FOLLOWING TO EXHIBIT B: "IT SHALL BE UNDERSTOOD THAT CLERICAL FUNCTIONS PERFORMED BY ASSIGNMENT, INSTALLATION, CONSTRUCTION AND MAINTENANCE CRAFTSMEN INCIDENTAL TO THE PRINCIPLE DUTIES TO THOSE OCCUPATIONS MAY ALSO BE PERFORMED, WHEN THE COMPANY DEEMS IT EFFICIENT TO DO SO, BY CLERICAL EMPLOYEES WHO ARE PERFORMING CLERICAL WORK OF COMPARABLE NATURE INVOLVING TRANSFERRING, FILING, COUNTING, COMPUTING, STAMPING, SORTING, TYPING AND VERIFYING.

9) EXHIBIT A, WORKING CONDITIONS FOR JOURNEYMEN APPRENTICES - SECTION 1. THIS IS NOTIFICATION TO THE UNION THAT THE COMPANY OPERATING WITHIN THE FRAMEWORK OF THIS SECTION INTENDS TO ASSIGN A WORK DAY OF 8:30 A.M. TO 5 P.M. (ONE-HALF HOUR LUNCH PERIOD) WHEN WARRANTED BY THE NEEDS OF THE BUSINESS.

FROM THE GRIEVANCE FILE

IN PUBLISHING SOME OF THE GRIEVANCES ENCOUNTERED BY LOCAL 336, IT IS HOPED WE CAN BETTER INFORM OUR MEMBERS OF THEIR RIGHTS UNDER THE CONTRACT.

IT IS NOT THE INTENTION OF THIS COLUMN TO SOLVE ALL POSSIBLE PROBLEMS. PERHAPS AFTER READING THE FACTS CONCERNED WITH ONE OF THESE GRIEVANCES, YOU WILL HAVE A QUESTION IN YOUR MIND ABOUT A SIMILAR CASE. IF THIS IS TRUE, CONTACT YOUR STEWARD OR CHIEF STEWARD AND DISCUSS THE MATTER WITH HIM.

THESE GRIEVANCES WHICH WILL BE PUBLISHED IN EACH ISSUE OF THE SCOOP ARE BASED ON ACTUAL GRIEVANCES REFERRED TO THE UNION OFFICE. HOWEVER, NAMES AND LOCATIONS WILL NOT BE INCLUDED. WHEN IT IS NECESSARY TO USE A NAME OR LOCATION, THEY WILL BE FICTITIOUS AND ANY SIMILARITY TO ACTUAL PERSONS OR PLACES IS COINCIDENTAL.

DISTRESS ABSENCE

DISTRESS ABSENCE GRIEVANCES, PERHAPS MORE THAN ANY TYPE, ARE VERY DIFFICULT TO REDUCE TO A FEW SIMPLE RULES. THIS FACT IS RECOGNIZED BY BOTH THE UNION AND THE COMPANY IN SECTION 2 OF THE DISTRESS ABSENCE CLAUSE, WHICH STATES: "WHILE DEFINITE SPECIFICATIONS CANNOT BE LAID DOWN TO COVER EVERY KIND OF A DISTRESS ABSENCE, THE ADMINISTRATION SUCH SUCH PAYMENTS SHOULD BE UNIFORM AND ON A BROAD AND REASONABLE BASE."

THE CIRCUMSTANCES SURROUNDING EACH DISTRESS ABSENCE ARE DIFFERENT. IT IS IMPORTANT TO BEAR THIS IN MIND WHEN CONSIDERING DISTRESS ABSENCE CASES. AM

A RULE, THESE ABSENCES ARE CAUSED BY SUCH THINGS AS SICKNESS OR INJURY IN THE FAMILY, DEATH OF A RELATIVE AND SO FORTH.

THE FOLLOWING IS AN EXAMPLE OF A DISTRESS ABSENCE CASE WHICH WAS REFERRED TO THE UNION.

LATE ON FRIDAY AFTERNOON, A MEMBER WAS CALLED HOME FROM WORK BY HIS WIFE BECAUSE OF THE SUDDEN DEATH OF HER FATHER. FUNERAL ARRANGEMENTS WHICH HAD TO BE MADE AS WELL AS THE FUNERAL ITSELF AND CERTAIN OTHER MATTERS WHICH HAD TO BE CARED FOR MADE IT NECESSARY FOR THE MEMBER TO REMAIN AWAY FROM WORK TILL THE FOLLOWING THURSDAY. THERE WAS NO ONE ELSE IN THE MEMBER'S WIFE'S FAMILY WHO COULD MAKE THESE ARRANGEMENTS OR CARE FOR THESE MATTERS, SO NATURALLY THEY FELL ON THE MEMBER HIMSELF.

THE COMPANY SAID THEY WOULD PAY FOR THE FIRST TWO WORK DAYS LOST (MONDAY AND TUESDAY) BUT NOT FOR THE THIRD DAY. (WEDNESDAY) THE UNION TOOK THE POSITION THAT ALL THE DUTIES PERFORMED BY THE MEMBER WERE OF SUCH A NATURE THAT THEY WERE CERTAINLY BEYOND HIS CONTROL AND MOST CERTAINLY HE WAS MEETING A FAMILY OBLIGATION IN PERFORMING THEM.

THEREFORE THE CIRCUMSTANCES OF THE CASE ARE THOSE THE CLAUSE WAS INTENDED TO COVER AND THE MEMBER SHOULD BE PAID FOR WEDNESDAY AS WELL AS MONDAY AND TUESDAY. THE UNION POINTED OUT THAT UNDER THE CIRCUMSTANCES THIS WAS NOT AN EXCESSIVE AMOUNT OF TIME.

AFTER THIS MATTER WAS DISCUSSED BY THE UNION AND THE DIVISION MANAGER, THE COMPANY AGREED TO PAY THE FULL ABSENCE.

LOCAL 336 FINANCIAL REPORT

GLENN INGRAM AND COMPANY

Certified Public Accountants

231 SOUTH LA SALLE STREET CHICAGO 4, ILLINOIS STATE 2-0185

February 20, 1959

To the Executive Board
Local 336 - International Brotherhood
of Electrical Workers, AFL - CIO
Chicago, Illinois

Gentlemen:

We have made an examination of the balance sheet of LOCAL 336 - INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL - CIO, as at December 31, 1958, and the statement of cash receipts and disbursements for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included all procedures which we considered necessary in the circumstances.

In our opinion, the accompanying balance sheet and the statement of cash receipts and disbursements present fairly the financial position of Local 336 - International Brotherhood of Electrical Workers, AFL - CIO at December 31, 1958, and the results of its operations for the year then ended, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year. The records and these statements are stated on a cash receipts and disbursements basis.

COMMENTS ON CURRENT OPERATIONS

The operations of Local 336 for the year ended December 31, 1958 resulted in an excess of expense disbursements over income receipts of \$1,170.26 as shown in Exhibit 3.

Recorded dues were compared to the amounts shown on transmittal letters received from the telephone companies and were traced to deposits shown on the bank statements. Disbursement vouchers, together with the supporting data, were compared with the entries in the cash records for a major part of the year. Cancelled checks returned by the bank were examined for signatures and endorsements, and were also compared with entries in the disbursement records. All disbursement vouchers were examined for Executive Board approval.

The following summary shows a comparison of cash receipts and disbursements for the years ended December 31, 1958 and 1957:

	<u>Year ended December 31,</u>		<u>Increase</u>
	<u>1958</u>	<u>1957</u>	<u>(Decrease)</u>
Income receipts -			
Dues	\$127,656.15	\$122,867.30	\$ 4,788.85
Initiation fees	5,424.50	10,442.00	(5,017.50)
Dividends and interest	1,447.40	1,424.40	23.00

LIABILITIES

CURRENT LIABILITIES:			
Employees' income tax withheld	\$ 448.98	\$ 462.61	\$ (13.63)
Employees' social security tax withheld	<u>176.38</u>	<u>150.91</u>	<u>25.47</u>
Total current liabilities	\$ 625.36	\$ 613.52	\$ 11.84
NET WORTH (Exhibit 2)	<u>75,006.20</u>	<u>76,176.46</u>	<u>(1,170.26)</u>
	<u>\$ 75,631.56</u>	<u>\$76,789.98</u>	<u>\$(1,158.42)</u>

STATEMENT OF NET WORTH

Exhibit 2

FOR THE PERIOD SEPTEMBER 1, 1947 TO DECEMBER 31, 1958

Assets acquired from Illinois Union of Telephone Workers:			
Cash		\$14,228.84	
American Telephone and Telegraph Company -			
15-year convertible debentures		100.00	
5 shares of common stock		792.57	
Illinois Bell Telephone Company -			
7 shares of common stock		1,095.23	
Furniture and fixtures		<u>327.93</u>	\$16,544.57
Less -			
Excess of cost of equipment sold over its carrying value at time of sale			<u>102.30</u>
			\$16,442.27
Add -			
Excess of income receipts over expense disbursements for -			
Period September 1, 1947 to December 31, 1953		\$27,619.07	
Year ended December 31,			
1954		5,455.69	
1955		8,199.40	
1956		13,167.37	
1957		<u>5,292.66</u>	<u>59,734.19</u>
Balance - December 31, 1957			\$76,176.46
Less -			
Deficiency of income receipts over expense disbursements for the year ended December 31, 1958 (Exhibit 3)			<u>(1,170.26)</u>
Balance - December 31, 1958 (Exhibit 1)			<u>\$75,006.20</u>

STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS

Exhibit 3

FOR THE YEAR ENDED DECEMBER 31, 1958

Income receipts:		
Dues	\$127,656.15	
Initiation fees	5,424.50	
Dividends and interest (Schedule 1)	1,447.40	
Miscellaneous income	<u>8.25</u>	
Total income receipts		\$134,536.30
Expense disbursements:		
Per capita taxes -		
International Brotherhood of Electrical Workers	\$ 47,837.20	
Illinois State Federation of Labor	400.00	
Joint Board of Telephone Workers	4,062.25	
Initiation fees to International Brotherhood of Electrical Workers	3,872.25	
Officers' salaries	14,253.15	
Salary reimbursements	19,176.72	
Office salaries	6,450.32	
Disability payments	525.00	
Stewards' training program	9,408.94	
Meals	3,168.23	
Lodging	560.76	
Transportation	9,231.35	
Rent - office	2,820.00	
Rent - outside meeting space	705.75	
Insurance	2,178.45	
Telephone and telegraph	2,764.46	
Printing and stationery	2,403.81	
Postage	1,841.80	
Outside services	1,230.18	
Union Cooperative Optical Center, Inc.	96.00	

Miscellaneous	8.25		8.25
Total income receipts	\$134,536.30	\$134,733.70	\$ (197.40)
Expense disbursements -			
Per capita tax and initiation fees	\$ 56,171.70	\$ 50,830.41	\$ 5,341.29
Operating expenses	<u>79,534.86</u>	<u>78,610.63</u>	<u>924.23</u>
Total expense disbursements	\$135,706.56	\$129,441.04	\$ 6,265.52
Excess or (deficiency) of income receipts over expense disbursements	\$ (1,170.26)	\$ 5,292.66	\$ (6,462.92)
Other disbursements	<u>3,264.64</u>	<u>1,829.96</u>	<u>1,434.68</u>
Excess or (deficiency) of receipts over disbursements	\$ (4,434.90)	\$ 3,462.70	\$ (7,897.60)
Cash in bank and on hand - beginning of period	<u>26,879.28</u>	<u>23,416.58</u>	<u>3,462.70</u>
Cash in bank and on hand - end of period	\$ <u>22,444.38</u>	\$ <u>26,879.28</u>	\$ <u>(4,434.90)</u>

COMMENTS ON BALANCE SHEET

Cash on deposit, \$22,244.38, was reconciled to the amount confirmed directly to us by the bank. Petty cash was counted at the time of our examination and was reconciled to the amount of \$200.00 at December 31, 1958.

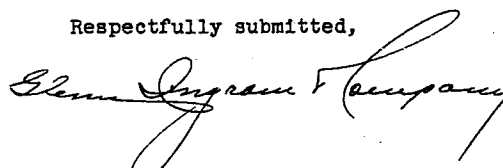
Certificates and a note representing investments carried at a cost of \$45,003.82 were presented for our examination. Details of the investments are shown in Schedule 1. We examined vouchers in support of the expenditures for securities during the year.

The cost of additions to furniture and fixtures during the year under review amounted to \$2,282.86. We examined suppliers invoices in support of these expenditures. In accordance with the practice consistently followed in the past, no depreciation of furniture and fixtures is recorded in the books for assets owned at December 31, 1958.

The liabilities for employees' income tax withheld and for social security tax withheld amounting to \$448.98 and \$176.38 respectively, were verified by reference to the payroll records.

The net worth of Local 336, representing the excess of assets over liabilities, amounted to \$75,006.20 at December 31, 1958. The changes in net worth during the year are shown in Exhibit 2.

Respectfully submitted,



LOCAL 336 - INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

AFL - CIO

BALANCE SHEETS - DECEMBER 31, 1958 AND 1957

	December 31, <u>1958</u>	<u>1957</u>	Increase (Decrease)
<u>ASSETS</u>			
CURRENT ASSETS:			
Cash on deposit and on hand (Exhibit 3)	\$ 22,444.38	\$26,879.28	\$(4,434.90)
Investments at cost (Schedule 1)	<u>45,003.82</u>	<u>44,010.20</u>	<u>993.62</u>
Total current assets	\$ 67,448.20	\$70,889.48	\$(3,441.28)
FURNITURE AND FIXTURES	<u>8,183.36</u>	<u>5,900.50</u>	<u>2,282.86</u>
	\$ <u>75,631.56</u>	\$ <u>76,789.98</u>	\$ <u>(1,158.42)</u>

Office supplies	1,478.91	
Light	135.34	
Donations	160.85	
Social security tax	784.53	
Unemployment insurance tax	160.31	
Total expense disbursements		135,706.56
Deficiency of income receipts over expense disbursements		\$ (1,170.26)
Other disbursements:		
Social security taxes paid for employees	\$ 797.44	
Less - amount deducted from salaries	822.91	\$ (25.47)
Employees' income tax paid	\$6,362.36	
Less - amounts deducted from salaries	6,348.73	13.63
Purchase of securities		993.62
Purchase of furniture and fixtures	2,282.86	3,264.64
Deficiency of receipts over disbursements		\$ (4,434.90)
Cash on deposit and on hand December 31, 1957		26,879.28
Cash on deposit and on hand December 31, 1958		\$ 22,444.38

SCHEDULE OF INVESTMENTS
FOR THE YEAR ENDED DECEMBER 31, 1958

Schedule 1

Description	Balance	Transactions in 1958		Balance	Income	Market value
	December 31, 1957	Purchases	Disposals	December 31, 1958	received in 1958	or redemption value December 31, 1958
American Telephone and Telegraph Company - Common stock, par \$100.00 Convertible debentures	\$ 2,192.97	\$ 293.62	\$ 293.62	\$ 2,486.59	\$ 144.00	\$ 3,825.00
Illinois Bell Telephone Company - Common stock, par \$100.00	4,687.23	700.00		5,387.23	350.00	9,065.00
Middle States Telephone Company - Common stock, par \$10.00	480.00			480.00	27.00	645.00
United States Government - Series "G" Bonds	20,000.00			20,000.00	500.00	19,505.00
Series "K" Bonds	14,000.00			14,000.00	386.40	13,654.00
Union Cooperative Optical Center Inc., par \$50.00	650.00			650.00		650.00
International Brotherhood of Electrical Workers Pension Fund - note receivable, 2%, dated March 29, 1954, payable on demand	2,000.00			2,000.00	40.00	2,000.00
	<u>\$44,010.20</u>	<u>\$1,287.24</u>	<u>\$293.62</u>	<u>\$45,003.82</u>	<u>\$1,447.40</u>	<u>\$49,344.00</u>

RESPECTIVELY SUBMITTED,

Wallace C. Eckel
WALLACE C. ECKEL
SECRETARY-TREASURER
LOCAL 336, I.B.E.W.

THE DIFFERENCE

ELSEWHERE IN THIS ISSUE YOU WILL FIND THE LIST OF DEMANDS PRESENTED BY THE UNION AND THE COMPANY FOR THE CURRENT NEGOTIATIONS. THIS ARTICLE MERELY LISTS WITHOUT COMMENT THE PROPOSALS SUBMITTED BY BOTH SIDES. HOWEVER, WE WOULD BE REMISS IN OUR DUTIES IF WE DID NOT DRAW SOME COMPARISON BETWEEN THE TWO PROPOSALS WHICH HAVE BEEN SUBMITTED.

THE COMPANY'S PROPOSAL DOES NOT PROVIDE ANY REAL PROGRESS. AS A MATTER OF FACT, THE AMBIGUOUS WORDING OF SEVERAL OF THEIR PROPOSALS REFLECTS A DESIRE FOR RETROGRESSION. ALL THAT CAN BE SAID FOR THEIR VACATION PROPOSAL IS THAT IT IS OBSOLETE AT THE TIME OF ITS INTRODUCTION. IT IS DIFFICULT TO UNDERSTAND WHY THE BELL SYSTEM, PARTICULARLY ILLINOIS BELL, COULD NOT COME UP WITH A MORE REALISTIC IMPROVED VACATION.

THE UNION'S PROPOSAL HAS SOUND MERIT AND IS COGNIZANT OF CURRENT TRENDS IN THE AREA OF IMPROVED VACATIONS.

IN ITS PROPOSAL CONCERNING THE RATIO OF APPRENTICES TO JOURNEYMEN, THE COMPANY INDICATED THEIR DESIRE TO GET JOURNEYMEN PERFORMANCE WHILE PAYING APPRENTICE WAGES. IT IS INTERESTING TO NOTE HERE THE RECENT ACTION BY THE COMPANY IN THE CHICAGO AREA OF "STARRING" RATES OF CERTAIN CRAFTSMEN BECAUSE THEY ARE NOT, THE COMPANY CONTENDS, PERFORMING THE JOB THEIR TITLE AND WAGE RATE CALLS FOR. BY MANAGEMENT'S OWN ADMISSION, THERE ARE RELATIVELY FEW OF THESE CASES. YET MANAGEMENT FEELS THEY HAVE THE RIGHT TO DEPRIVE THESE PEOPLE OF WAGE INCREASES UNTIL SUCH TIME AS THEIR NEW TITLE REACHES THEIR PRESENT WAGE RATE. YET THE COMPANY APPARENTLY FEELS THEY ARE ENTITLED TO TOP RATE JOB PERFORMANCE FROM THEIR YOUNGER EMPLOYEES, EVEN THOUGH THEY ARE STILL ON PROGRESSION.

THE UNION'S PROPOSAL THAT EMPLOYEES ASSIGNED TO WORK ALONE BE GIVEN ACCELERATED WAGE PROGRESSION TREATMENT IS OBVIOUSLY THE FAIRER WAY TO APPROACH THIS SITUATION.

NOT ONLY DOES THE COMPANY PROPOSE TO CHANGE THE FREEZE DATE TO FRIDAY (WHICH IS ACTUALLY ONLY TWO DAYS BEFORE THE NEW WORK WEEK FOR MANY PEOPLE) THEY ALSO

WANT TO WATER DOWN THE TIME-AND-A-HALF PROVISION NOW ATTACHED TO A SCHEDULE CHANGE.

THE ONLY REAL GOOD IN THE COMPANY'S PROPOSAL IS THE FACT THAT IT IS PROBABLY THE BEST ARGUMENT ANYONE COULD EVER DEVISE TO THE SKEPTICS QUESTION, "WHY DO WE NEED A UNION?" IT POINTS OUT GRAPHICALLY THE PELL-MELL BACKWARD RUSH MANAGEMENT WOULD IMPOSE UPON ITS EMPLOYEES IF IT WERE NOT FOR THE UNION.

IN EXHIBIT B, WHICH STATES A DIFFERENTIAL OF \$7 PER WEEK SHALL BE DEDUCTED FROM WAGE PAYMENTS OF UNLOCATED WEEKLY RATE EMPLOYEES WHEN BOARD AND LODGING IS PAID BY THE COMPANY.

EXCEPT FOR THE PROVISIONS NOTED ABOVE, THE OTHER PARAGRAPHS OF ARTICLE X ARE QUITE CLEAR IN THEMSELVES.

PURPOSE AND INTENT OF "THE AGREEMENT" BETWEEN THE ILLINOIS BELL TELEPHONE COMPANY AND THE JOINT BOARD OF TELEPHONE LOCALS, I.B.E.W.

ARTICLE X

BOARD AND LODGING FOR UNLOCATED EMPLOYEES

SECTION 1. THE COMPANY WILL PAY BOARD AND LODGING EXPENSES FOR UNLOCATED EMPLOYEES:

(A) SHOULD AN UNLOCATED EMPLOYEE ELECT TO PROVIDE HIS OWN BOARD AND LODGING, HE SHALL BE PAID \$17.50 A WEEK AS BOARD AND LODGING ALLOWANCE. IF SUCH EMPLOYEE WISHES TO EAT LUNCH WITH THE GANG WHILE WORKING, THE COMPANY WILL PAY FOR SUCH LUNCHES AND ON THOSE DAYS WILL DEDUCT 63 CENTS FROM THE BOARD AND LODGING ALLOWANCE.

(B) IF AN UNLOCATED EMPLOYEE IS CONFINED BY ILLNESS OR ACCIDENT (NOT INCURRED ON DUTY) AT A LOCATION WHERE EMPLOYEE'S LODGING IS BEING PAID BY THE COMPANY, THE COMPANY WILL CONTINUE TO PAY FOR EMPLOYEE'S BOARD AND LODGING FOR NOT TO EXCEED SEVEN CALENDAR DAYS DURING WHICH THE EMPLOYEE DOES NOT WORK.

(C) EXCEPT FOR THE SPECIAL PROVISIONS FOR UNLOCATED EMPLOYEES IN PARAGRAPH (A), EMPLOYEES SHALL BE REIMBURSED FOR MEAL AND LODGING EXPENSES WHILE THEY ARE ABSENT FROM THE JOB AT THE RATE OF 63 CENTS PER UNIT (\$2.50 PER DAY) FOR THE WEEK END OR HOLIDAY ABSENCE. WEEK END ALLOWANCE SHALL BE ONLY FOR SATURDAY OR SUNDAY OR BOTH.

UNLOCATED CREWS SERVE IN AREAS WHERE THERE IS NOT ENOUGH WORK TO WARRANT A FULL TIME LOCATED CREW IN THE DISTRICT. THE NUMBER OF UNLOCATED CREWS WORKING WITHIN THE JURISDICTION OF LOCAL 336 HAS BEEN DECLINING STEADILY OVER THE PAST FEW YEARS. IF THE COMPANY'S GROWTH CONTINUES, WE MAY ONE DAY SEE THE END OF UNLOCATED CREWS.

IT SHOULD BE UNDERSTOOD FOR THE PURPOSE OF THIS ARTICLE UNLOCATED EMPLOYEES ARE THOSE WHICH DO NOT HAVE AN ESTABLISHED OR PERMANENT REPORTING LOCATION IN A GIVEN TOWN. THEY ARE NOT TO BE CONFUSED WITH LOCATED EMPLOYEES WHO ARE TEMPORARILY DETAILED TO ANOTHER AREA.

THE WAGE RATES TO BE PAID TO UNLOCATED EMPLOYEES ARE SPECIFIED IN EXHIBIT B, WAGE GROUP 12. YOU WILL NOTE THAT THEIR BASIC WEEKLY WAGES ARE DETERMINED BY THE TOWN CLASSIFICATION OF THE DISTRICT HEADQUARTERS IN WHICH THEY WORK.

YOUR ATTENTION IS ALSO CALLED TO THE PROVISION

ARTICLE XI
WAGE SCHEDULE ADMINISTRATION

SECTION 1. THE COMPANY WILL NOTIFY THE BUSINESS MANAGER OF THE LOCAL UNION INVOLVED WHEN AN INDIVIDUAL IS STARTED AT MORE THAN THE MINIMUM RATE. ANY INADVERTENT FAILURE TO NOTIFY THE UNION WILL NOT BE CONSIDERED A BREACH OF THIS AGREEMENT.

SECTION 2. IN THE EVENT THAT THE COMPANY CONTemplates the DEFERMENT of an EMPLOYEE'S REGULAR SCHEDULED PROGRESSION WAGE INCREASES, THE COMPANY SHALL NOTIFY SUCH EMPLOYEES AND THE LOCAL UNION REPRESENTATIVE INVOLVED AT LEAST FIFTEEN DAYS BEFORE THE BEGINNING OF THE PAYROLL PERIOD IN WHICH THE INCREASE WAS TO BECOME EFFECTIVE.

SECTION 3. IN THE EVENT THAT ANY EMPLOYEE CLAIMS THAT A WAGE PROGRESSION WITHIN THE ESTABLISHED WAGE SCHEDULE HAS BEEN IMPROPERLY WITHHELD FROM HIM, THE MATTER WILL, AT THE REQUEST OF THE UNION, BE REVIEWED IN ACCORDANCE WITH THE FOLLOWING PROCEDURE. A COMMITTEE OF SIX, THREE DESIGNATED BY MANAGEMENT AND THREE BY THE UNION, SHALL REVIEW THE CASE AND SUGGEST DISPOSING OF IT AS FOLLOWS:

(A) SUGGEST THE GRANTING OF THE INCREASE WHICH MAY BE RETROACTIVE.

(B) SUGGEST DROPPING THE EMPLOYEE AS UNFITTED FOR A TELEPHONE CAREER.

(C) CONFIRM THE DEFERMENT OF THE INCREASE. IN THE EVENT THAT SUGGESTION (C) IS MADE BY THE COMMITTEE, THE CASE SHALL BE REVIEWED AT SIX MONTH INTERVALS AND THE COMMITTEE MAY THEN SUGGEST EITHER OF THE OTHER PROVISIONS.

SECTION 1 OF THIS ARTICLE IS RELATIVELY NEW TO THE CONTRACT, HAVING BEEN NEGOTIATED DURING THE 1957 NEGOTIATIONS. THE UNION'S ORIGINAL REQUEST WAS THAT NO ONE BE STARTED AT MORE THAN THE MINIMUM RATE. HOWEVER, SINCE THE COMPANY WOULD NOT AGREE TO THIS, SECTION 1 BECAME THE RESULT OF A COMPROMISE.

THIS PERMITS THE BUSINESS MANAGER TO KEEP HIS FINGER ON THE CURRENT HIRING PRACTICES (AS FAR AS SALARY IS CONCERNED) OF THE COMPANY.

SECTIONS 2 AND 3 OF THIS ARTICLE DEAL WITH THE DEFERMENT OF A REGULARLY SCHEDULED PROGRESSION WAGE INCREASE. BASICALLY, THEY PROVIDE THAT THE UNION MUST BE NOTIFIED OF THE COMPANY'S INTENTION TO WITHHOLD AN INCREASE PRIOR TO THE TIME THAT SUCH INCREASE WAS DUE.

IF AN EMPLOYEE FEELS THAT A PROGRESSION INCREASE DUE HIM WAS WITHHELD IMPROPERLY, THE UNION HAS THE RIGHT TO REQUEST THE COMPANY TO REVIEW THE DEFERMENT. THE CONTRACT PROVIDES THE THREE CHOICES AVAILABLE TO THE COMMITTEE REVIEWING A WAGE DEFERMENT. THESE ARE STATED IN SUBPARAGRAPHS (A), (B), AND (C).

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* FROM: *
* LOCAL 336, I.B.E.W. *
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* *****

THIS IS YOUR COPY OF THE LOCAL 336 SCOOP