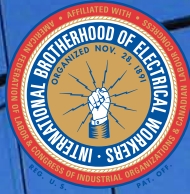
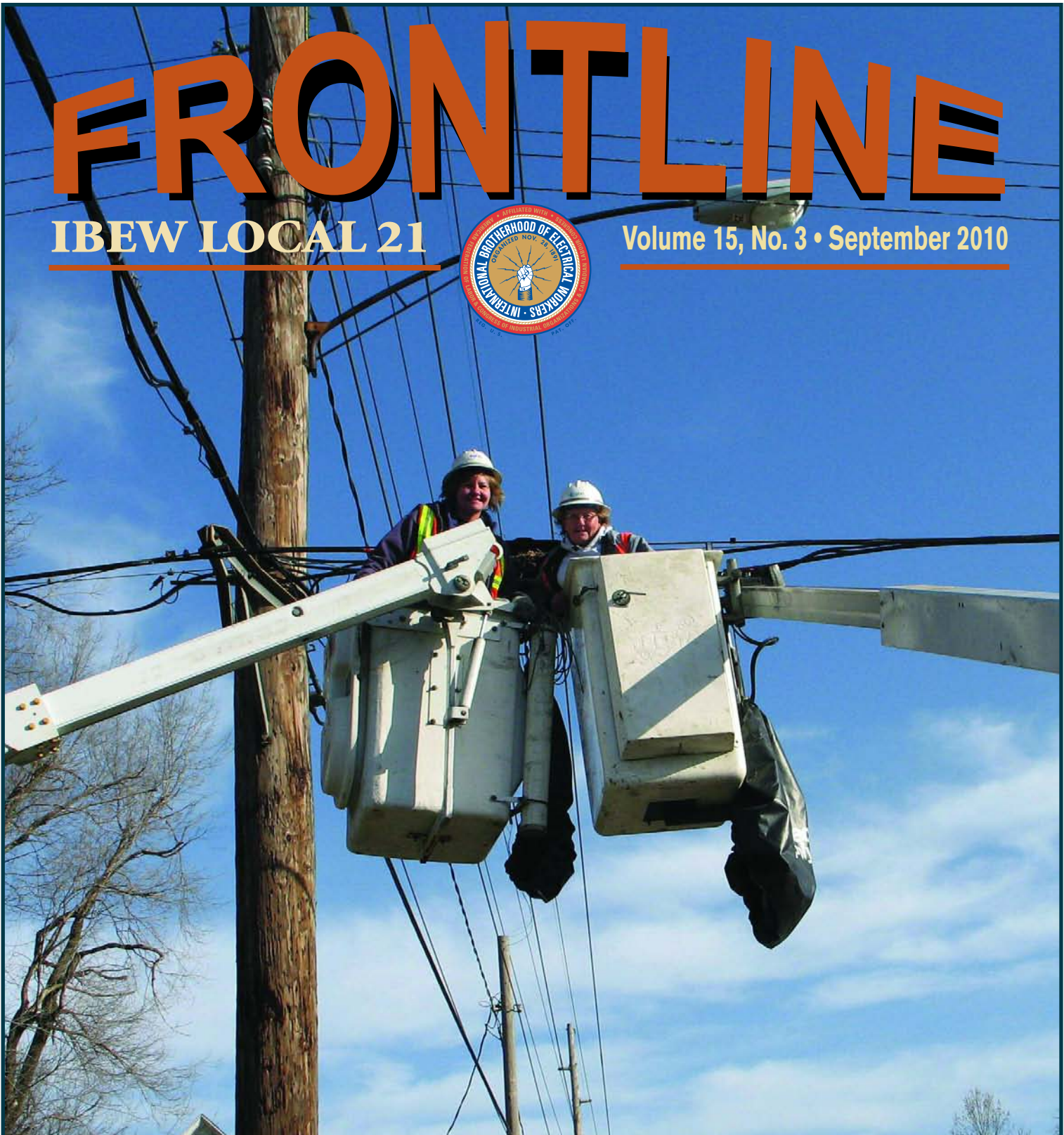


# FRONTLINE

**IBEW LOCAL 21**



**Volume 15, No. 3 • September 2010**



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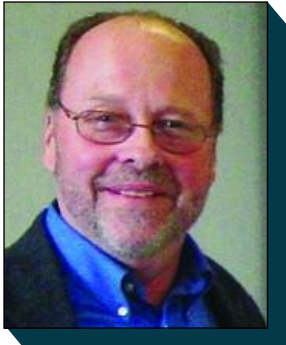
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## Members Give Back

By Ronald Kastner



Local 21 members strive to do an excellent job everyday; this dedication often goes beyond work hours and impacts their community involvement. Brian Mellenthin is one of our best. On June 23rd the Illinois State AFL-CIO presented the Robert L. Gibson Award for Community Service to him in honor of the thousands of hours he has given to charitable projects. I was

fortunate enough to be present at this ceremony, and I learned about many of our brothers and sisters who use their after-work hours to help others.

Brian has been a member of the IBEW for sixteen years and works for AT&T in Chicago. He and his wife Kimberly have been blessed with two special needs children. They inspired him to join the Parents' Alliance for Compliance in Special Education (PACE.) He's voiced concerns in both Springfield and Washington, DC to muster support from legislators for Special Education.

Brian is also chairman of the fundraising committee at the Knights of Columbus where various events have funded good works including purchasing postage for the "Gifts for the Troops" program and equipment for the disabled.

Last year when Local 21 asked for volunteers to install an old donated phone system for ARISE Chicago, Brother Mellenthin researched the equipment and volunteered his time over three weekends to install the system.

The Executive Board passed a resolution that has been made a part of the permanent record of our Local Union. We presented

the resolution to Brian at the August union meeting in Lemont. He deserves to be congratulated by all of us!

The generosity of our members continues to amaze me. The Michael A. Kunas Golf Outing was held on June 26th. Thanks to all of our members and sponsors who helped make this a very successful event. The proceeds of this year's event will go to the Kunas family. Mike was a Business Representative for IBEW Local 21. In January, 2008, he died suddenly of a heart attack, leaving a wife and young daughter. Our annual Golf Outing/Fund Raiser will benefit members and families of Local 21 for years to come. We are in the process of forming a committee who will nominate future recipients.

This will be the last *Frontline* prior to the election in November; our Legislative Department will be educating our membership in the upcoming months. As always, our goal is to inform you as to how legislators feel about working family issues based on how they've voted in the past. Already some very alarming statements have come out of the Brady for Governor camp; one concerns lowering the Illinois minimum wage, another expresses his desire to turn Illinois into a right to work state. Please take time to review the information and understand the importance of voting UNION YES in this upcoming election.

It was with mixed emotions that we all said good bye to Vice President/Assistant Business Manager Kevin Curran last month. Kevin accepted a position in Washington, DC, working in the Telecommunications Department of the IBEW with Director Martha Pultar. We will all miss Kevin, but I know he will be an asset to the telecommunications industry across our country.

The position of Assistant Business Manager-Marketing was filled by Business Representative Kurt Schmidt, and I'm sure all members will join me in supporting Kurt as he takes on this new role.



Kimberly Mellenthin, Brian Mellenthin, Joan Welton, President Ron Kastner at the Illinois AFL-CIO Community Services Conference in Normal, Illinois.



International Brotherhood  
Of Electrical Workers  
Local 21, AFL-CIO/CLC

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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 Press Association, and International Labor Communications Association, AFL-CIO/CLC**

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## PAR Case Settlement

By Kevin Curran, Vice President



In November of last year, our Union began negotiating with AT&T to resolve the pending PAR arbitration cases. In

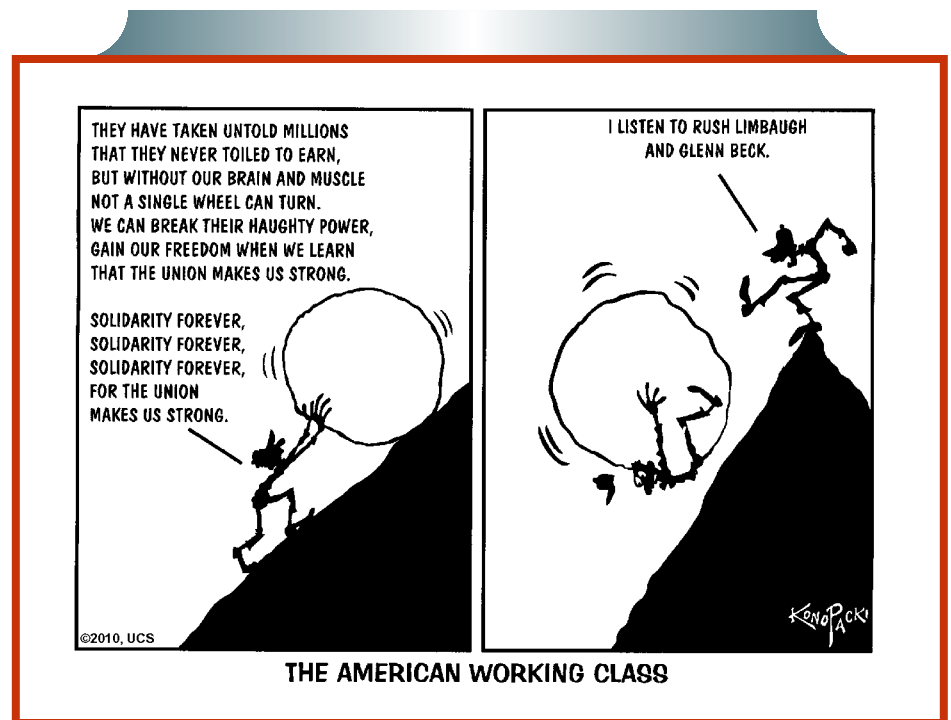
July, we reached an agreement to settle all PAR suspension and discharge cases from January 2006 through May 1, 2009. We negotiated the settlement of **nearly 100 cases**. The settlement calls for members discharged under PAR to preference by seniority for a number of jobs in Chicago and Rock Island. Members returning to work will have their seniority bridged and all discipline for PAR will be removed from their records. Members began returning to work on August 23rd.

Those members who didn't return will

receive a cash payout based on the number of years of service they had at the time of their termination; their status with the company was changed from "non-re-hirable" to "re-hirable." We will be meeting shortly with management to resolve the suspensions and discharges that occurred after May 1, 2009.

It's important to note the main case concerning PAR, known as the "Krinsky" case (named after the Arbitrator assigned to the case) is still being arbitrated. I'd like to thank all our members for their support during this dispute.

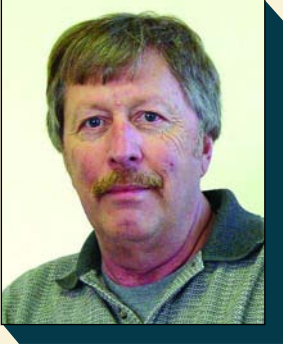
As I reported in the last issue of *Frontline*, our Union won the **Consumer Mandatory Overtime** arbitration. The Arbitrator ordered AT&T to bargain in good faith with us to negotiate a process to determine when mandatory overtime could be permissible and when it would **NOT** be permissible. We have been meeting with management. Hopefully, we will reach an agreement soon and resolve this issue once and for all.



THE AMERICAN WORKING CLASS

## Jobs Saved!

By Jerry Gast, Assistant Business Manager Network



The Union and AT&T signed a **Memorandum** agreement allowing the 70 remaining **Term employees in Construction** who were going to be work completed on July 23rd to preference for open jobs in the Prem Tech title. This agreement was reached on July 22nd, only one day before they were going to be released. They preferred to open locations and reported on Monday July 26th. All these members are in school being trained.

As part of the agreement, before the company hires additional employees off the street, we will meet to discuss allowing incumbent Prem Techs to preference into openings which will allow them to work closer to home. This new

agreement also allows Prem Techs to have an additional weekend off and the right to work only eight hours per day, providing they notify their supervisor the Monday of that week. However they must complete the job they are working on before they can leave for the day. This agreement will stay in place as long as CWA members are working in our jurisdiction.

Core I&M technicians were trained to perform inside U-verse repair work. The goal is for I&M to help U-Verse during peak work loads instead of bringing in CWA Prem Techs. When loaned, I&M technicians are responsible for performing all of the work, inside and out, required to bring U-verse customers back into service. We are aware of problems with the training and the tools I&M received and continue to meet with management to resolve them.

The voluntary preference from I&M to C&E is complete and 85 techs moved into Construction. The 4/10 tours in I&M started August 1st in most areas. Scheduling problems should be relieved in the areas where we have enough volunteers. The arbitration for off hour scheduling of helper tickets took place in August we will let you know more after we receive the arbitrators' decision.

The scheduling trial has been rolled out in **Central Offices** across the state and a committee of Business Reps and Stewards will be addressing any problems that come up.

## Congratulations Vice President Curran

With both pride and tears, we bid farewell to Kevin Curran, Local 21 Vice President and Assistant Business Manager, Marketing. He has accepted a position as an International Representative with the IBEW International in Washington D.C. in the Telecommunications Department effective August 15th.

He started his career with Ameritech in 1987 as a Collection Specialist at 88th and Ashland in Chicago. At IBEW Local 188 Kevin was appointed as a Steward in 1993. He became editor of *The Telephone Flash* and South Division Area Rep in 1995. Kevin Curran and Kurt Schmidt became the Assistant Business Managers of Local 188 in 1997.

When Locals 165, 188, 336, 383 and 399 amalgamated into IBEW Local 21 on September 1, 1998, Kevin began serving as a Business Representative and the E-Board member of Unit 2. He became Vice President in 2005 and has brought his passion for justice to the job of Assistant Business Manager, Marketing.

His lovely wife Theresa and son Nick are excited about the move to Washington D.C.

We will miss his intelligence and insight. His talent of bringing out the best in people, making them feel valued, will surely be appreciated at the International as much as at Local 21. We wish him the best of luck!

## Good new for All Local 21 Retirees!

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



Local 21 is proud to offer **all** our retirees an affordable **Retiree Vision Plan**. One of the many disputes we had coming out of AT&T bargaining was management's agreement to offer vision coverage to all retirees on a self pay basis. After bargaining, it was our position AT&T unfairly limited the offering to only those members who retired during the life of the agreement.

While we were exploring all avenues to fight this issue, we began talks with VSP. We recently reached an agreement on a vision plan that mirrored the active plan with the same or a substantially less premium than the AT&T offering, depending on your dependant status.

Mailings were sent out containing plan information and enrollment forms. We are sending the information to all the retirees in our database. The Retiree Vision Plan won't be limited to AT&T retirees; **all IBEW Local 21 retirees are eligible** for the coverage. We will be enlisting the help of our active retiree groups to spread the word to those retirees who may not have a current address on file or are not in our database.

Vision coverage will begin on September 1, 2010. A retiree can

enroll anytime during the year simply by paying the annual premium. If you know someone who may be interested but didn't receive a mailing please have them call the Union office to request the information.

**AT&T FMLA Operations went green** and stopped mailing paper notifications to your home address regarding your FMLA status. Instead, they send notifications via email.

We've been trying to work through our concerns with AT&T to ensure "fail safes" are in place so our members continue to receive the proper notifications in a timely manner under the provisions of the law.

As *Frontline* goes to press, we haven't been able to reach an agreement. If you've had a situation where you feel you didn't receive proper notification due to FMLA Going Green please call the Local 21 benefits department at 630-960-4466 Ext 445. We need examples to support possible further action.

Soon you'll begin receiving **AT&T Annual Benefit Enrollment** information. We'll meet with AT&T to review the materials you will be sent. We have received a confirmation that you'll have the option to enroll an adult dependant up to the age of 26 as mandated by the *Patient Protection and Affordable Care Act*. If your adult child is qualified for coverage under the act, their coverage will begin on January 1, 2011.

## Washington D.C.

By Jacquie Fields, Treasurer



I represented our Local at the 2010 IBEW International Women's Conference along with Rosetta Shinn. Delegates from the United States and

Canada met in Washington D.C. The delegates were women of all ages and races coming together for this semi-annual event. We took a guided tour of the IBEW International Office and Museum. The museum is impressive, not only with the history narration, but the pictures, equipment, and the many different artifacts that illustrated the IBEW journey.

International President Edwin Hill and Secretary-Treasurer Lindell Lee were gracious hosts at the rooftop reception held the first night of our conference. We also attended a Congressional Lobby Day where we spoke with members of Congress from our home states. The Illinois delegates had the honor of escorting State Representative Lisa Dugan (D-Bradley) to the stage when she spoke at our conference. AFL-CIO Secretary Treasurer Liz Schuler spoke eloquently as usual.

I want to commend President Hill for the changes made within the IBEW, appointing more women to high ranking staff positions. The conference celebrated this achievement and rightly so. What I received most from attending this conference was a sense of confidence, especially in the young women in the IBEW. The delegates, from Local 11 in Los Angeles, energy, ideas and camaraderie resonated throughout the conference. I enjoyed this conference more than any I have attended. I thank President Kastner for the opportunity.

## Local 21's Quest for OEMC Justice

By Jerry Rankins, Business Representative



IBEW Local 21 filed an Unfair Labor Board (ULP) charge against the City of Chicago for unilaterally changing the contractual benefits on paid holidays and paid

overtime. The changes resulted from an agreement between the City and Service Employee International Union Local 73 (SEIU), known as COUPE or the City of Union Public Employees agreement. After three days of hearings at the Illinois Labor Relations Board, we rested our case.

SEIU Local 73 agreed to give up paid holidays and convert earned overtime to compensatory time to save over 500 of their jobs. Then the City saw an opportunity to take advantage of our members. At the hearing, a key SEIU witness initially testified that the COUPE agreement should have never affected Local 21 members, nor does SEIU speak in any way for Local 21. Sad to say, he changed his testimony on rebuttal, saying that he signed the agreement for all of Unit 2.

Frankly, no words can describe my disappointment that SEIU made a back-room deal at the expense of our Brotherhood. It proves that Local 21's petition to sever from Unit 2 was the correct decision. As I explained in previous articles, Local 21 is part of a bizarre bargaining unit with SEIU 73, consisting of 2,300 public employees of whom 500 are Local 21 members. They perform work as 911 dispatchers and call-takers. This unit formed in 1984 when the City established volunteer recognized bargaining units with unions throughout Chicago. We appreciate all Local 21 members who participated in the process, and believe justice will prevail.

## Comcast Simply Can't Help Themselves

I must acknowledge over the past year through much persistence, progress was achieved in bargaining, the grievance procedure, and in meetings with Comcast's Vice-president of Labor Relations who comes in from Philadelphia on a quarterly basis.

However, once again, Comcast just can't help itself from being mean spirited when it comes to dealing with its employees. In the name of greed, management is refusing to pay incentive bonuses earned by our members working at the Chicago Cortland, and the West shops. To say I'm shocked is like calling George Bush a proponent of organized labor.

The incentive program is merit based, and not allowing our members to participate casts a dark moral cloud of shame over the company. It's an economic injustice. Local 21 filed grievances regarding this injustice and we are prepared to arbitrate it.

Copies of the grievance should be posted on your Union bulletin board. When your boss enquires, "How's it going?" ask about your bonus money! You must voice your displeasure until it reaches Philadelphia.

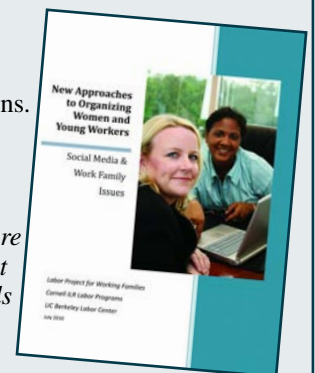
**In Bargaining News** the Cortland agreement expires on February 13, 2011, and already Comcast's token Chicago market vice president is making his way through the shop serving up breakfast and lunch biscuits and claiming "Comcast Cares." His real intent is to find out who's the weak-link so he can drive a wedge between the workers. Stand unified and demand that Comcast stop hurting your family by not including you in the incentive program. Ask the boss whether or not he believes it's fair to discriminate against Union workers and for them to treat you like second class citizens. Brothers and Sisters being Union works best when, we all stand as one. Solidarity!

## NEW Report on Social Media & Work Family Issues

The Labor Project for Working Families, Cornell ILR Programs and the UC Berkeley Labor Center recently published a report about using new social media tools as well as work and family issues in organizing campaigns. An excerpt follows.

*Perhaps the most significant demographic change in the workforce in the past 50 years is the presence of women, who very soon will outnumber men among those who work outside the home. Another significant demographic change in the workforce is the presence of young workers. Over 70 percent of those ages 16-34 are part of the civilian labor force, but only 8.2 percent of them belong to unions. The future of the labor movement depends upon fresh approaches to organizing, and some of the most exciting and innovative strategies and tools are being developed by young organizers using new technology and social media.*

Check it out at <http://www.working-families.org>.



## We Can't Give Up

By Rosetta Shinn, Business Representative, COPE Director



The November elections will be here before we know it. No matter how you vote, just remember to vote. In an off year election, candidates who are not friends of working families often fill many seats. Those of you who won't be in your home districts on Election Day can still vote by requesting an absentee ballot. If you need help, please contact me.

Recently, Jacquie Fields, your Treasurer and I lobbied in Washington at the **IBEW Women's Conference**. We met with both Senator Burris' and Senator Durbin's staffs. We lobbied not only on behalf of Local 21 but all 725,000 members of the IBEW. We urged our legislators to support *The American Jobs, Closing Tax Loopholes, and Preventing Outsourcing Act* (H.R. 4213 - also known as the "tax extenders" bill.)

One provision of this bill repeals an obscure corporate tax break known as the "Reverse Morris Trust" which has been used by corporations like Verizon to sell unwanted assets without paying taxes on those funds. Under this loophole, a parent company can spin-off a subsidiary company and then merge tax free, as long as the shareholders of the parent company control more than 50% of the voting rights of the merged company.

H.R. 4213 also provides financial relief for both multi-employer and single-employer pension plans. The act will give

employers and Taft-Hartley funds time to deal with shortfalls created by a large drop in the stock market. This saves employers from being forced to cut back on investments vital to job creation.

The AFL-CIO announced their endorsements for candidates. A complete list of endorsed candidates can be found at [www.ilafli-cio.org](http://www.ilafli-cio.org). Both Democrats and Republicans are endorsed based on their voting records or their answers on a union friendly survey compiled by the AFL-CIO.

Once again, the Illinois budget, while passed, is nowhere near balanced. The General Revenue Fund operating budget for the fiscal year, beginning July 1st, is \$26 billion. Senate Bill 3660 passed; it borrowed \$1.2 billion against future tobacco settlement proceeds; cut lawmakers daily expenses, mileage rates and eliminated their cost of living increase. Still, the budget deficit stands at \$6.6 billion for the state.

Some notable bills passed. HB 4658 prohibits employers from checking a potential employee's credit history and doesn't allow them to reject an applicant based on their poor credit history. HB 4927 allows for licensing and taxing in businesses that have video gaming machines. This revenue is earmarked for capital projects.

In the upcoming elections, please volunteer your time to assist the candidate of your choice. Every candidate can use help with tasks like phone banking, door to door contacts, or stuffing envelopes. Just putting a couple of signs in your yard will help spread the word. GET INVOLVED.....the people who are elected have a DIRECT impact on how we live and work everyday in Illinois and Indiana.

## The Message of Accomplishment and Expectation

By Dennis McCafferty, Committee on Political Education



I woke up the morning of November 5th 2008 feeling optimistic. I wasn't drunk with power from our electoral conquest nor was I hung over

from the Obama Kool-Aid. We just elected a new President and I was looking forward to turning this country around for working people.

I knew the powers that be would not relinquish their hold, and they came out with both barrels blazing during the health care debate. They continued to bombard us with doomsday scenarios throughout the legislative battle for financial reform and now they are currently pulling out all the stops in regards to a new immigration policy. In spite of their obstructionism, hate, fear mongering and race baiting, we've made monumental legislative progress.

The message of hope and change can now be replaced by one of accomplishment and expectation. (Memo to Obama campaign: you can contact me for the rights to the slogan.) What the haters still can't comprehend is we voted for a movement not a messiah. We busted our asses to bring government back to the people and we are going to hold them to a higher standard of accountability. Have we in the labor movement gotten everything we've wanted from this administration? Nowhere near enough! Trust me we're working on it.

Things are now starting to happen for us. Where we had no voice before, people are now listening. We must continue to work hard to keep what we have and build on our potential.

Due to the technologically advanced age we live in, people expect instant gratification. Everybody wants everything yesterday. People developed very short and selective memories. Have we already forgotten the debacle this administration inherited? Are we willing to let the hypocrites who created the mess off the hook and allow them to shift the blame onto those trying to fix the

problems? I hope not. To continue moving forward, we must maximize our participation in the political process.

The **LABOR 2010 initiative** is in full stride. Sponsored by the National AFL-CIO, its objective is to recreate the passion and energy that surrounded the 2008 campaign to increase our worker friendly majorities in Congress. This will filter down to the Indiana and Illinois State House races. We saw an alarming voter turnout trend in the spring primaries, which if duplicated in November will be devastating to working families in both states. We can't allow this to happen!

We worked much too hard for far too long to let it slip away now. Please consider getting in the fight. We can facilitate whatever skill set you bring. Consider making a voluntary payroll deduction donation to our Committee on Political Education. Please feel free to contact Executive Director Rosetta Shinn (ext. 327) or myself (ext. 353) if you have any questions. It's our future at stake and if we don't do it, no one else will. Take care and GOD Bless!



# U-ve Gotta Be Kidding

By Bob Przybylinski, Chief Steward



I wish I was making this story up. I was one of the I&M technicians who accepted the detail to help in U-verse. I set my expectations and AT&T management surprisingly exceeded them. It was total chaos. They certainly lived up to the new company tag line to “Rethink Possible.”

The detail started great. Members earned premium pay because the company changed their schedules after 3pm on Wednesday. They were sent all

over the Tri-State area to training locations that weren’t prepared for them.

The VOIP class began with an instructor attempting to explain how our contract votes were tabulated. He was wrong and re-educated. A half hour later a member asked a question and the teacher replied, “You should have learned that in the U-verse installation class.” He didn’t know we were only taking the repair classes for the service we didn’t know how to install. Two days were spent jacking around with new VOIP jacks which can be easily eliminated by using a splitter in the NID.

It was off to the repair class where an instructor said, “You’re in the wrong class you should have gone to installation first.” We learned U-verse trouble shooting which was useful but would’ve been better if we learned it on a live system. Due to budgetary constraints, management didn’t think it was necessary to actually have U-verse working in the training facilities. It was Fantasyland.

Members received the list of items needed to perform U-verse work. Techs thought it would be wise if they ordered the necessary items so they’d have the tools when they returned from training. Management was split on that idea. Some orders were approved while upper management who refused to have the expense affect their budget denied others. So much for the “One AT&T” concept.

The best thing to come out the training was learning our Union representatives told management they screwed up the training. Surprisingly they agreed, changed our schedules and enrolled us in Advanced U-verse Repair. More premium pay!

Members were again sent all over the Tri-State area. There were members locked out of facilities, more “Fantasyland” training, denied tool orders, and we were again informed, “You should have taken the installation classes.”

After receiving only half the information needed to work on AT&T’s premier product, it was out to the field. There seemed to be no coordination even though management had our extra training days to prepare. At their home garages, many techs were told they must drive to a U-verse garage to pick up supplies. Rather than driving to the closest garage budgets dictated they travel to more distant U-verse locations. It didn’t make sense but everyone got paid to drive.

It was tool time! We couldn’t wait to see our new bags filled with all those shiny new tools. Management wanted us to hurry up because we

counted against U-verse productivity numbers. To our surprise, there were no tools for most of us. We weren’t allowed to stock our trucks with everything we needed. We tried to take component cords and were told we didn’t need them; they were only for installation. I guess managers didn’t know our experience in POTS repair taught us that cords break.

Management wouldn’t let their lack of coordination affect their productivity. We were told to dispatch on our first job and do the best we could. I was one of the lucky ones; I received a tool, a RJ 45 crimper which is used to put plugs on the ends of phone cords. With that one tool, I might be able to fix everything.

We asked if we could partner up with other Premise Technicians; management would have none of that—it was unproductive. But we were told to make sure we charge customers for inside work because it adds time to our productivity. Never mind that we never learned about billing.

A bit confused we all “hit the button” and all received the same message “No jobs available.” Management never entered us in their system. We were paid to wait for management to develop a new plan; after they did, we took lunch. Their fresh idea was for us to partner up with a Prem Tech for the rest of the day.

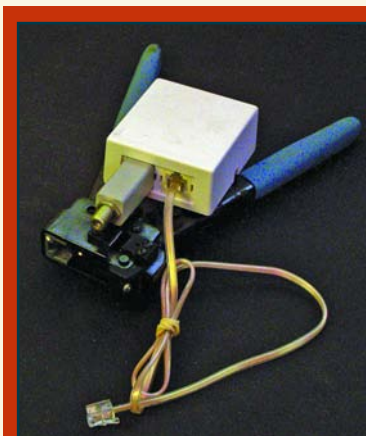
In the days to follow there were more surprises, like when techs used their ingenuity to make their own test cords. Management expected us to look like professionals working on their premier service with few tools and little training. Most importantly, we had to be productive.

Management was quick to criticize us. They couldn’t understand why it took so long for members to return to their garages after closing out their last jobs. The company didn’t bother to look at the relationship between where they assigned Techs to work and where their home and U-Verse restocking garages were located. They preferred to blame us for their mistakes.

Our Union asked us to do what it took to make sure the detail would be successful. They wanted us to prove to management that U-verse work could be performed effectively by I&M members. We were determined to make this trial succeed, but from day one management set us up for failure.

If any of us made the mistakes management made in their bungling of this detail, we would have been PIP’ed and subsequently fired. After being on the detail, there is no doubt in my mind that I&M members should be performing U-verse work. We can do the work effectively. Our members working in U-verse should be rolled into our department to work along side us—like when DSL was combined with I&M.

However, this will never happen until management takes responsibility for their actions and sees the reality of their current operations. Management needs to be PIP’ed. AT&T can save millions of dollars if they promote the premise technicians to customer service technicians and have all AT&T services installed and repaired by I&M technicians. Management won’t do this because it will cost them *their* jobs. We are one Union, we must stand in solidarity!



How could anyone be expected to succeed using just these two tools?



## Busting the Banks

By Nancy North, Editor



Over the last fifty years, many financial protections enacted after the Great Depression were watered down as the financial sector drove the Nation's economic growth. The bulk of financial activity moved into a parallel universe of private investment funds, unregulated lenders and black markets like derivatives trading. In 2008, when that universe exploded into ours, we wanted reform.

On July 15, 2010, Congress passed the *Dodd-Frank Financial Reform Act*. It fixes the problem of derivative trading by forcing them onto transparent exchanges or through clearinghouses and it requires traders to disclose pricing data to encourage competition. Large banks would be forced to spin off their derivative business or lose access to emergency government funds.

We were angry that bailed-out companies were so large that their collapse could cause a wider collapse of the national and world economies. This law also establishes the Financial Services Oversight Council headed by the Secretary of the Treasury to identify companies whose failure would damage the larger financial

system. The law places tight restrictions on the ability of these large firms to trade in financial markets with their own funds. Proprietary trading—when banks place market bets for their own profits, instead of their customers—will be banned.

The law creates a Consumer Financial Protection Bureau within the Federal Reserve to enforce existing consumer-oriented regulations. It will write rules for financial services including mortgages, credit cards, and other loans.

Mortgage reforms include requiring lenders to get proof, such as tax returns or payroll receipts, of a borrower's ability to repay their loan. Firms that bundle mortgages into pooled investment instruments must keep at least 5% on their own books.

We were outraged by the enormous executive bonuses which enticed executives to invest in high-risk choices to generate short-term gains at the expense of long-term stability. Now the SEC will be authorized to give shareholders an easier and cheaper method of nominating their own candidates for the board of directors. Publicly traded companies must ask shareholders if they want an annual non-binding vote on executive compensation.

The legislation is painted in broad strokes giving regulators leeway to shape its impact. We may not be completely happy but these reforms should protect us from another Great Recession.

## Comcast Workers Continue the Fight!

By David Webster, Business Representative



Workers at Comcast's Chicago South Pullman location continue to build their union. Despite the tactics used by Comcast in their vicious Wal-Mart style anti-union campaign, the workers are fired up to form their union this year. One veteran worker said, "This is the year we will get our union because many of the guys that were new during the last election realize that they were misled during the one-sided captive audience

meetings that they had to attend. Now they realize that Comcast was not honest & truthful."

During the last campaign, management told workers the union would harm them in some way and they didn't need a union to speak for them. Since then worker issues have remained the same. Workers are scheduled in such a way that they don't have time to take lunch and get all of their work completed. If they don't finish their route, their job is threatened. Workers are forced to work mandatory overtime night after night and are unable to plan time with their family. One worker put it this way, "Comcast tells everyone that they care about our best interest whenever they know we are talking to union reps, but they call me with another job at five to six when I'm supposed to be quitting at six."

Comcast workers at Chicago South are held accountable for things that are out of their control. The company encourages workers to take their trucks home because it gets them to the customer's home quicker in the morning. If they park the company vehicle at home and it gets broken into, they are put on a final warning. How can they control the actions of criminals?

Workers are accountable for the bad equipment given to them **by the company**. Management conceded the equipment isn't always in working condition, but the technicians still get dinged for a "repeat" which could affect their yearly merit raise.

Tech's now must perform time consuming "Home Certification Testing" and are pushed by supervisors to *make* the test pass. Three technicians were fired when they were accused of cheating to *make* the test pass. The supervisor who told them how to *make the test pass* is still employed. Technicians' productivity is affected because they don't have the correct supplies to do their jobs. Comcast workers are fed up with being held responsible for the company's poor planning.

Dealing with these issues everyday makes the workers feel it is time to try things the "union way." Workers want to work under just cause standards rather than being disciplined "just be-cause." As one technician put it, "I voted 'No' for the union last time because I was new and Comcast promised better interaction between supervisors and technicians, improved workloads, better equipment, basically improving day to day operations. Instead of keeping their promises things got worse! This is the year we will be union because last time we only got information from Comcast management. Last time they scared workers by getting them to believe that if they talked to union organizers, they would be possible targets for write-ups and even termination. So this year we are making a concerted effort to get information from *BOTH* sides and are sharing it with our co-workers so they can know the truth."

Workers recognize management takes them for fools and they are tired of giving Comcast "another chance." They have been fighting for many years to get the protections our Union will offer them. They say "We WILL last one day longer than Comcast." Solidarity!

• • • In **Vermilion County**, the County Clerks office requested their bargaining team bring us a proposal for some changes in job titles, adding duties and improving the wages of the affected employees. This proposal was not brought to the Union during bargaining. One member of the management team advised the employees it had been presented and the Union refused to negotiate. We would never refuse to negotiate something that is in the best interest of our members!

Once we received the proposal, we approved the changes. We are now negotiating the new wages. Hopefully by the time *Frontline* is published, the agreement will be signed and implemented.

We've also sent a letter to the County requesting the wage reopener. Please call the Union hall at 630-960-4466 if you have moved so we have your correct address incase we need to mail anything to you regarding this bargaining.

**Peoria County** officials have looked at few sites but no decision has been made on where the new **Bel-Wood Nursing Home** will be built. The County is also entertaining another VSP (Early Separation Plan, i.e. retirement offer.) It is being considered and must be approved by the County Board if feasible.

The **Springfield BCS** is very busy right now. The State of Illinois finally made the prudent decision to move from leased space back into State owned facilities saving tax payers a little money. This is generating many orders for the group. We love job security!

AT&T rolled out MSOC in the **Springfield Wholesale Service Center**. This is the first Marketing location in Illinois to experience it. Management decided to post daily results with the employees' names despite our objections. We filed a Good of the Union grievance. We feel their actions violate the Illinois Personnel Review Act. Your information should be strictly between you and your manager ... not the rest of the office. The company's response at 1st step was the State hasn't ruled against them. We encourage all members to request via email to have your name removed from the posting. If your manager refuses, file a complaint with the Illinois Department of Labor (IDOL). See your steward if you need a copy of the complaint form. Without your help, we won't be able to win this grievance.

In **Peoria Credit & Collections**, the company wanted to roll out a small monetary reward for anyone with perfect attendance for the first half of the year, but management excluded anyone who used FMLA approved time. We feel this is a violation of the FMLA law even though there have been some minor changes to the law. We've had many discussions about this issue and management does not feel they are violating the law. If there's a reward and you didn't receive anything, ask to see your personal file. Check your attendance if you had an absence that was FMLA protected, please ask your steward for the form so you can file a complaint with the IDOL. Without your help, this battle can not be won. Even if you've never used FMLA in the past, a time may come when you may need it.



By Vicki Burroughs,  
Business Representative

• • • **Verizon** announced they will merge the union employee's pension fund with the management fund. We requested to bargain over this to insure our members will not be negatively impacted.

On July 1st, **Frontier's** acquisition of **Verizon** territories was completed. The affected IBEW locals successfully bargained the effects the merger would have on our members. Within the agreement, the company states they will honor our collective bargaining agreement. The expiration date has changed to May 5, 2012, at that time we will bargain a regional contract consisting of the Illinois and Indiana locals. Frontier guaranteed the employment of the former Verizon employees in Illinois for 24 months after the close of the sale. A VEBA fund for retiree benefits will also be established.

Contract negotiations will begin in September for our members working at **CenturyLink**. The bargaining team will consist of Chief Stewart Bill Henne, Mike Christianson, Kevin Heiser, and Renate Frederking. Please show them your support; they are going to need it.

At **AT&T** we were able to negotiate a 4/10 work week in **I&M** to help relieve some of the off hour and weekend scheduling issues. Up to 25% of the members at each location may volunteer to work four 10 hour days. These techs will cover all the weekend shifts or at least a majority of them. Any other off hour shifts will only be filled by volunteers. At this time we are still negotiating an agreement permitting detailed I&M techs to volunteer to work 4/10's giving them the opportunity to be home an extra day each week.



By Michael Roach,  
Business Representative

• • • On the **Southside** performance, productivity and the numbers are still big issues. MSOC is up and running and managers are putting pressure on everyone to make the numbers. In all departments, bosses are disciplining members for what used to be minor infractions. What used to be a repeat is now considered a customer mistreat. There is very little leniency.

It goes back to something Kirk Brannock said awhile back. He stated the company would consider it a failure on their part if they have to layoff a young, productive employee and keep an uncooperative, non-productive employee simply because they have seniority. And they meant it. In the last couple of months, there have been more dismissals than all of last year, and not for productivity. Substance abuse, misuse of gas cards, and various violations of technician expectations are reasons for the surge in dismissals. There has also been another round of invalid driver's licenses.

I used to mention driver's licenses in every issue of *Frontline* and at every unit meeting. I thought the message was out there, but I was wrong. There is no forgiveness at AT&T.

It's time to get back to the basics. Come to work everyday, on time. Do your job to the best of your ability. Whether you like the rules or not, follow them. Be Safe, and go home. Oh...and check your driver's license. The number to the Illinois Secretary of State is (217) 782-2720.



By CJ-Cleveland Johnson,  
Business Representative

# S T H E L O C A L

• • • The **Chicago North Side Central Office** preference for our members working for Jim Wilson is complete. Steward Mariam Calderone preferred to a new location and George Caran has been appointed to replace her.

The Network preference of **I&M members into C&E** is also complete. Kurt Krone will take over as the steward in the Harwood Heights- Ronald Street Garage.

Eighteen new services representatives have been hired to work at the Chicago North **Total Grace Consumer Center**.

*Michael Cohns,  
Business Representative*



• • • There has been a recent arbitration award everyone should be aware of. Although it's frustrating that we had to take this case all the way through arbitration, the victory is ours. The case surrounds a member who properly applied for and was granted unpaid FMLA leave to care for his gravely ill wife. During the leave period, two contractually recognized holidays past, and **AT&T** refused to pay the member. The company's position was that since they granted the member's request for unpaid leave, they shouldn't have to pay him for these holidays.

The answer is very clear both in our contract language and from the arbitrator. We are guaranteed pay for all recognized holidays. The company attempted to argue that the member didn't work the last day before or the first day after the holiday, therefore no pay was owed. Wrong again. The arbitrator agreed with us again and further clarified that language. Since the member was on an approved unpaid leave, his last scheduled work day was the day before he went out on leave--before the holidays--and his first scheduled day after the leave ended was also his first scheduled day after the holiday.

This case was emotionally charged by the obvious untimely death of his wife and mother of their young children. He had to endure all these stirred up emotions again when his case went in front of the arbitrator. Believe me when I say, my heart broke for him when I had to tell him that the company was still refusing to settle this case just prior to arbitration. Yes, I absolutely gave him the choice to proceed or walk away. Congratulations, but I am so sorry it had to go this far. This case is another example of how Ma Bell no longer exists.

We continue to address off hour scheduling problems in the **Central Offices**. In July, we moved into a statewide trial with a model that is similar to the one we currently use in I&R. This model allows for a checks and balances approach to determining the number of bodies needed on off hour shifts. The local stewards and managers are being covered on how this trial will proceed.

*By Paul Wright,  
Business Representative*



• • • **Prem Techs** with **AT&T** are still having a problem with guaranteed weekends off. We've met once again with Labor Relations to address our concerns. Please send an e-mail or contact your Chief Steward if you are having a problem getting your two guaranteed weekends off per month.

Work schedules are also a concern in certain areas. During bargaining there were specific conversations with Labor Relations regarding the intent of the language, yet no one is living up to their word. We are waiting for their response since our last meeting.

There are 128 additional Prem Techs being hired with the possibility of adding another 60 to that number. This does not include the 69 Term Employees who were also offered Prem Tech positions.

Scheduling outside our jurisdiction seems to be a concern also. We've requested information from the company on how it is done outside of our area.

We've requested the overtime worked, by each individual CWA tech detailed into the area. We have also requested how many times the CWA Techs have been contacted, at the end of the day, to relieve our techs. This is per the Memo.

Two techs from CWA had their trucks broken into, both in the same area that we've had trucks broken into, on the West side of the City. The Safety Plan that was put in place is a complete failure. We made many calls since these incidents occurred.

Intent of language from the memorandum seems to have a different meaning for management. We also brought these concerns to Labor Relations. The issue of greatest concern is 'what is your manager supposed to do if you want to be released on your last job?' They don't even know how to contact the CWA techs. Have they been told not to? What good is a memo if AT&T doesn't live up to it?

*By Mike McCormick,  
Business Representative*



• • • AT&T began installing epoxy floor coverings in the Central Offices. In the **Roselle Central Office**, employees were forced to leave the building because of the fumes. After a member called me, I spoke with Business Representative Melanie Probst who chairs the Local 21 Safety Committee. She called corporate safety using the new **1-800-KNOW-EHS** number. The contractor failed to ventilate the building properly. Our member's swift action forced AT&T to shut the contractor down. They are now required to perform the job safely.

Lately, management has been disciplining members for "failure to secure company equipment." Please make sure your trucks are locked.

*By Dan Grueneich,  
Business Representative*



• • • Business Representative Liz Hodges retired in June. I've been temporarily assigned to cover her network responsibilities at **225 W. Randolph and 311 W. Washington**. I worked with Liz on many projects and learned a great deal from her 42 years of experience. I'm going to miss her straight talk and ability to cut through management BS. She deserves a rest after serving our Union for many years. Good luck Liz!

At 225 Randolph, I actually have good news. The Hi-Cap Provisioning Center on the 20th floor, after two recent surpluses and heading for a certain closing by year's end has been given new life. On August 1st, its remaining work was sent to Detroit, and then the center picked up all of Detroit's C&E Hi-Cap cable throw work including their 4,000 ticket backlog. Hi-Cap Provisioning now has a 22 state footprint with the potential of jobs being added back into the center. By the way, management acknowledged this deal was in the works for awhile, but it only happened after the Illinois Telecom Rewrite passed.

We've had some attendance terminations and near-misses recently. In all cases, members either failed to file for FMLA, follow up with doctors who didn't send in paperwork, or they lost track of their own eligibility and had their absences go unexcused. This is a recipe for disaster!

AT&T will fire you for attendance. In these times of tight staffing there's barely enough workers to get the job done. If several people are out sick, the workload is almost impossible for your union brothers and sisters to cover.

Please make sure your driver's license is valid. We've had several members disciplined for license related issues lately. Call the Illinois Secretary of State at 217-782-2720 and check it's validity before your boss does. In another driving related matter, if you think you can't pass a sobriety test if you are pulled over please take a cab or get a ride. With the tougher DUI laws and the company crackdown, I'm fearful we'll be losing more good people because they can't drive a company vehicle. Remember, with our no-layoff agreement, AT&T is looking for ways to dump head count.

Finally, we've had some bosses making up stories claiming the "Snake" shirt is inappropriate to wear on the job. NOT TRUE! The law protects you and allows you to wear union pins, insignia, and clothing proudly! Work safe!

*Michael Sacco,  
Business Representative*



• • • All members can learn a lesson from the recent arbitration filed on behalf of our members working at **Altura**. We completed the arbitration on the elimination of the **Logistic Coordinators** position. I'm not going to guess how the arbitrator will rule but I do want to touch on how the company uses past practices to prove shared work.

Management in their case stated that nonunion CSRs, Project Managers etc, order parts, perform shipping, receiving and inventory work. We never grieved this! This shows how the company can twist things when you don't challenge work we know is ours. In 2008, when President Kastner appointed me as Business Rep for Altura there were no grievances. Now I'm on grievance number two, just to show you how many times we grieve things.

Another area where we have a problem is the TAC group working on installs without involving our members. If you know where this type of work is being done please call your steward, and they will call me.

The members out in the field are the Union's eyes and ears. I count on members to police their work. If you see anyone doing your work, we need to challenge it by filing a grievance. The company will try to label you a trouble maker! So what? This is your work, protect it!

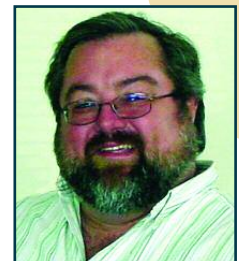
In June, **AT&T** notified us they wanted to move 110 techs from **I&M** into **C&E**. We informed management they could not force these moves, and they changed it to a voluntary preference. Some of the C&E openings were in the DEG group. We told the company that they should have offered these positions to the Cable Splicing Technicians first, since it was within their job title. Management only agreed to offer half of the openings to existing splicers, and a preference was sent out to Construction. All technicians who received a preference to move are in their new locations/jobs.

The Union and AT&T reached agreement on offering 4/10 tours in I&M. After holding meetings with the Area Managers we are looking to move forward with implementing the 4/10 schedule in locations where technicians have volunteered.

In the **Central Office** world, we reached an agreement on a new methodology for scheduling. While not perfect, the Union believes this is an important first step in codifying which types of work should be counted towards an off-hours shift. It gives us a more direct avenue for challenging off-hours scheduling, which we don't agree with, rather than tying such questions up in the grievance procedure. The local stewards will be provided with 10 weeks of data to review for the next 6-week schedule. This agreement was rolled out in meetings at every Area Manager's level, which were attended by local stewards, chief stewards and Business Representatives.

At the 11th hour, our Union reached an agreement with the company to offer permanent Premises Technician jobs to the **Term employees** who were to be work completed and off the payroll. These Term employees preferenced to 12 different locations, and are now in their new jobs.

In our area, we've had a rash of trouble involving driver's licenses. Let me stress that for most of us at AT&T, having proof of a valid driver's license is of fundamental importance. Basically there is "zero tolerance" for any lapse, especially if management is not notified



*By Terry Sheehan,  
Business Representative*

• • • We finally have a department-wide off hour scheduling trial in place in the **Central Offices**. All managers and stewards have been given the overview and hopefully the data will flow effortlessly. We realize that some additional scheduling problems will emerge and hope to deal with them when the committee reconvenes. Otherwise, all locations should be on the same page with what work should be done on the off hours.

The **preference in Construction** to DEG and from I&M to Construction is complete. All techs should be in their new, preferred to, locations. This was one of the more difficult preferences we have done and I don't think the company really knows what they have out there. What's next?

I recently went to the wake of an old friend, **Alex McGlynn**. For anyone who remembers Alex, he was the Union Rep for the old Local 336 in the western suburbs. He had white hair even back then and always wore a trench coat. When he walked in the room, most managers would cringe because they knew that if they did something wrong the solution was only a couple of cuss words and a phone call away. Alex was my first Union Rep and all of us Stewards and the members in the area had a lot of respect for him. If you brought a problem to Alex he would always care for it. That was a time when the Union and the company had a good working relationship and problems were resolved by reasonable people rather than always by Arbitrators. Compromise was common and both the Union Rep and the Labor Relations Rep could go back to their respective side and either defend what had been done or tell them they were wrong and just make it right. There was no "I'll have to get back to you" by Labor, they knew the contract and had the authority to make decisions. Alex was a good man and will be missed.



By Steve Unterfranz,  
Business Representative

• • • **JULIE** management recently advised us they will open the contract this fall to negotiate the medical plan since the current plan is expected to increase by 20% or more. We will be looking to keep the same plan while management will be offering other plans that might be less expensive.

At the **AT&T NCS-Repair Center**, we are having problems with a 2nd level manager who prefers to harass her employees rather than manage them, as you would expect a manager to do. She's causing the MA's in her group a lot of unneeded stress in an effort to get her target numbers up and be tops in the enterprise. I am hoping she exceeds so well that the company transfers her out of state!

At the **NDC-Dispatch Center**, we filed a good of the union grievance for FORCE, the new computer system for dispatch. Since it has been installed we have evidence management is doing a lot of the work our MA's performed.

In July, **AT&T Construction** rolled out their **Safety Program** which is the same as the I&M program. We are hoping the program will reduce occupational and vehicle accidents.



By Melanie Probst,  
Business Representative

• • • Business Rep Michael Cohns, and Chief Stewards Mark Fulcer and Rick Mobley completed the **Central Office** preference in July. Approximately ten members were able to move to new locations. AT&T just finished the "scheduling trial" they met with our committee and then management implemented it in August.

On the **I&M** side of the house, FORCE started in some areas. We are hearing nothing but horror stories because of the poor implementation of the new dispatching system.

On the **Construction** side, details continued throughout the summer. The biggest push continues to be to the City of Chicago and downstate. The company just completed an I&M to C&E preference to fill approximately 110 positions. Most of them were in the City.

MSOC continues to rear its ugly head everywhere in I&M and Construction. Mark and the Stewards continue to fight for each and every member. They have had some good success when defending members against management's numbers. Remember get your local Steward involved from the earliest stages when your manager first approaches you about "your numbers." We all recognize the faults and flaws with the MSOC system and continue to battle the company at every level.

I hope everyone had a little time to enjoy some R&R this summer. Enjoy what is left and I'll see you at the next Unit meeting.

By Jim McLauchlan,  
Business Representative



• • • **The Rosemont Long Distance (LD)** bargaining is over. AT&T wanted to end the contract so negotiations changed to bargaining the actual end of the contract, protecting the employees from the impact of closing Long Distance. The Union and the company came to an agreement which continues the contract through the end of the year. All of the employees will have an opportunity to become Engineering Assistants (EA). By October 1st of this year all the members at LD will be put into EA positions. Should the call volumes fall and the need for members at LD drop, they may be moved earlier. People will have two chances to pass the test for EA before the end of the year. When they pass, each member will be placed into an opening for which they've already preferred. Should a member fail to pass after two attempts at the test, they will be terminated under the collective bargaining language of the LD contract and shall receive termination pay.

As a result of the **Consumer** Arbitration decision, the bargaining over **Mandatory Overtime** language in the contract has begun. This affects **both Marketing and Network**. At the first meeting the Union gave examples of extraordinary circumstances that would qualify for mandatory overtime and others which would not. We also proposed some general steps that should be taken before going to mandatory overtime. More to follow.

By Kurt Schmidt,  
Business Representative



# Scholarship Winners



*Ed Benegas,  
winner Michelle Benegas,  
President Kastner*

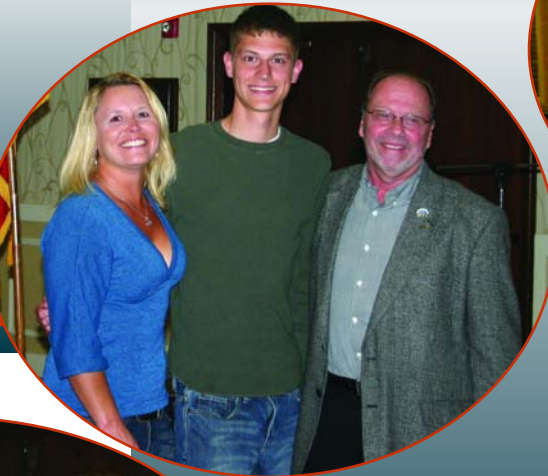


*Winner Joseph Stancato, dad Joe Stancato,  
winner Christopher Stancato, President Kastner*



*Melissa Bagnara and Aimee Jalley  
also won Local 21 Scholarships.*

*Letteria Lino, Anna  
Maria Schoenike, Robert  
Schoenike, winner Julia  
Lino, President Kastner*



*Mom Karen Scherer,  
winner Jason  
McGrady-Szromba,  
President Kastner*



*Steve Yatsushiro,  
winner Kevin Yatsushiro,  
President Kastner*



*Bill Sullivan,  
winner Caitlin Sullivan,  
President Kastner*



*Business Rep  
Mike Roach,  
winner Eric Mullins,  
President Kastner*

# Things to Remember about Nominating for an Opening in JOBS

By Kurt Schmidt, Assistant Business Manager, Marketing

Members are able to nominate for openings in JOBS through the HR One Stop IVR at (888)-722-1787 and then say "JOBS". You will then be directed to the menu. You can also access JOBS through the AT&T intranet by going to HROnestop, select HR Quick Reference, go to "J" of the alphabet, select Job Opportunity Broadcast System (JOBS), next select JOBS login page and you are at the site.

There are several important things to remember when nominating for an open position.

- 1) **Update your skills and qualifications in JOBS.** Every employee gains skills each year either on the job or through formal classes or education. You should make this an end of the year check-list item if you're interested in changing your craft position or work location.
- 2) Make sure to update those skills and qualifications **prior to nominating for the job requisition.** If you nominate for a job and then update your skills and qualifications, those changes **will not** be considered for that opening. Instead, they will apply for the next nomination you make for a job.
- 3) **Time on assignment (TOA)** may keep you from being selected for an opening. Each craft position has a (TOA) associated with it. You can go to "view job briefs" in JOBS and it is listed on the form. As an example, if you are hired as a Technical Associate in Marketing and go to Network as a Technical Associate or apply for an upgrade you will have to service TOA before being able to move again through JOBS.
- 4) Another item that may keep your from consideration for a job opening is an **unsatisfactory rating for job performance.**
- 5) Lastly attendance may keep you from an opening if it is unsatisfactory. However, **JOBS has a different attendance policy for candidates.** You could be satisfactory under your business units attendance policy but not under JOBS policy. The opposite may also be true. Because of so many different policies throughout the business units of the company, JOBS needed to establish one standard for job openings. Here is the current attendance policy for JOBS:
  - If an employee has incidental absences of more than four occurrences or 4 days in the last 12 month period which are not covered under FMLA.
  - Two disabilities occurrences in two years, or three occurrences in five years, or if disabilities equal 10% of the employee's scheduled work days in the last five years which are not covered under FMLA.
  - More than six tardies of five minutes or more in the last 12 month period.
- 6) **You may not be contacted to test for the job** because of the high number of candidates for the job opening. If a requisition has three openings and 70 candidates, AT&T won't test all 70 nominees. It will start with the senior most qualified candidate and if a test is needed you will be called to take the test until the three openings are filled.

Job Requisition Profile  
Requested By: KS1232

Report: 5002-002 4/1/2007 12:42:37PM Page 1 of 2

Job Requisition No: 8427 Mgmt/Non-Mgmt: Non-Management

Job Title (Code): 1) Customer Systems Technician (Journeyman) (998)

Company: SBC Illinois (TI) Department/VP Entity: NETWORK/MIDWEST-SPECIAL SERVICES

Vacancies: 2 Placement Area: IBEW

Advised Begin Date: 2) Advertiser: SBC Midwest & IBEW Local 21 Advertising Extended?: No

Geo Area: Chicago Suburb

Work Address: 300 OGDUN RD New Lenox, IL 60451-1572

Job Sub-Group / Type: Regular, Full-Time

Company: SBC Illinois (TI) Union Local:

Contract: SBC Midwest & IBEW Local 21

Pay Scale Area/Wage Schedule: 1D Pay Scale Grp/Wage Zone:

Work Schedule: Mon-Fri 8 Shift: 1st Start On Or After 6AM And End by 6PM

Work Holidays/Weekends: Yes

Year Select: No Special Days: \* Not hired under special program

Hours Per Week: Minimum Hrs Per Week:

Potential Overtime?: Yes Special Hire Program:

On Call?: Start Date Negotiable?: Yes

Hiring Manager: 3) CRAN, MICHAEL Work Phone: (815) 740-0996

Authorized Name: 4) BRANCHER, SUSANNA Work Phone: (847) 248-4425

Job Family: Technical Outside

Required Skills: Class A CDL (C111) 200  
Driver's License (C031)  
General Personal Computer Usage (S70110)  
Exp in Coal Negotiation and Conflict Res. (S73100)  
Electrical Experience (S80100)  
Electronics Experience II (S80120)  
Cable repair experience (S80130)  
Outside Installation and Maintenance Exp (S80150)  
Central Office Experience (S80170)  
Driving Manual Transmission (S91301)

Essential Functions:

Job Req Notes: C Customer Systems Technician (Journeyman)

Basic Tests: Customer Systems Technician Certification Test(CST) - Customer Systems Technician Certification Test(CST)  
Technical Mechanical Test - Reading Comprehension - Technical Mechanical Test - Reading Comprehension  
Technical Mechanical Test - Problem Solving - Technical Mechanical Test - Problem Solving

Additional Basic Tests: -

PROPRIETARY INFORMATION  
Not for use or disclosure outside the AT&T family of companies, except under written agreement.

- 7) **A hint to help in getting the most points for the job.** Every IBEW Local 21 member who nominates for an IBEW LU 21 job requisition gets 400 points regardless of seniority. The most senior employee that nominates will receive 25 additional points to their total. If that candidate does not take the job or is disqualified then the 25 points go to the next most senior candidate. The first page of the Job Requisition Profile is divided up into four sections. The most important is section 4 which includes the **desired skills**. They add points to your total and separate you from other candidates. Above is a copy of a Job Requisition Profile with the four sections.
  - Section 1 gives the job requisition number, job title and number of vacancies.
  - Section 2 gives the work location, address, pay scale, and hours of operation.
  - Section 3 indicates the hiring managers and phone numbers.
  - Section 4 has the required skills; in this example a class A CDL license, and the **desired skills** which each has a point value and must be in your skills and qualifications inventory prior to nomination (see #1 above). Finally, the basic tests required for the job are listed.

Remember it is the senior most qualified person who gets the job opening. First it is the most points and then the most senior. That is the importance of updating your skills and qualifications while keeping them current each year.

For a full size copy of the form see the April 2007 issue of *Frontline*, which can be seen on our website [www.ibew21.org](http://www.ibew21.org).

## Love On The Job

By Michael Sacco, Business Representative

It's summer and I've been working hard on big problems. Please allow me to turn my column down a notch to some simpler ideas.

I'm turning 50 this year. I'm not freaked out about it. One of the things I like about aging is being less surprised by things. I feel wise more often. Not smarter—after all, I knew everything when I was 18—didn't we all?

One of the things age and wisdom brings is the realization that in a complicated, rapidly changing world, there are relatively simple solutions to most problems. Relatively simple things or a lack of them causes most problems.

Love for example. The older I get, the more frequently I come up with the answer, "We need more love here," or "This is due to you people forgetting how much you love each other," or "I love you so much I can't let you leave without letting you know what I think about how

you're handling..."

I don't think I'm getting soft. I'm just stripping away the BS. It's inappropriate in my job as a Business Representative to say these things, but it doesn't mean I'm not thinking it when I'm dealing with a problem between union members or an angry, unreasonable boss.

The flip side of this is a lack of love. The corporation is a piece of paper, it has no humanity, and we can't expect it to love. Shouldn't we expect our employers and bosses to love us as fellow human beings? Most religions command some variant of "love your neighbor as yourself." In spite of unreasonable or unfair treatment, shouldn't we love them?

Where is the love on the job? I feel it from many of my brothers and sisters when I enter a shop or see it among workers, sometimes even with good bosses. Often, I feel a seething resentment at what work has become for many—a

miserable grind on our lives.

Another love that of unlimited profits drives programs like MSOC it's a management scheme that tries to milk every last ounce out of us. The boss thinks they own our every moment. It's another attempt to control...

They can't control what's in our hearts. They can't break our spirits unless we let them. They don't care if we love them or not. But that shouldn't stop us from loving each other, our families, our customers, even a stranger on the street.

It shouldn't stop us from showering this company and most of their bosses with all of the love they don't deserve, aren't worthy of and would never earn if they tried. Stick together. Take joy in your work, in spite of "them." Add love to your toolbox of problem solving. Try it you might be surprised. Brothers and Sisters, I love you all.

## One Family

By Mike O'Connor, Chief Steward



"What did you ever get for being in a Union?" begs the question, "What have you ever done for the Union!"

The lessons I learned as a child are hardly available to

anyone born after Ronald Reagan became President in 1981. When I was very little my father shoveled coal into the boilers heating Chicago Public Schools. He'd come home so filthy covered in soot and coal dust that he made his own soap using lye. He used so much that he never had to shave because the lye ate his whiskers. Till I was about 5 and went to work with him, I thought he worked on a locomotive shoveling coal into the fire.

My dad was a member of the Brotherhood of Fireman and Oilers, No. 7. At the end of the heating season, he would go the union hall to find work because the schools didn't need firemen in the spring.

After he studied to become a Stationary

Engineer (IUOE #143), his pay improved and he had year round work. He was on strike a few times between 1970 and 1995. I walked the picket line with him, warmed my hands at the fire barrel and saw the benefits when the contract was settled. There were always tickets to the Shrine Circus for as many friends as I wanted to take—courtesy of "The Union."

There's something special about belonging to a family. When you recognize a fellow family member you say hello or shake hands. Union brothers and sisters should do the same. One such moment happened to me when I needed to set up for a Local 21 meeting at the IBEW 134 hall. I needed cash and saw an office building with an ATM in the lobby. It was closing time and public access was cut off. I managed to get in and a security guard approached me. I saw his union button and he saw my IBEW shirt. He acknowledged my union membership and warmly directed me to the ATM in the locked lobby.

In 1992, I was locked in a labor dispute at the Sun-Times. The Newspaper Guild set a strike date for the day before the November election. On the eve of the strike, a co-worker and I deleted every

box score, horse racing result and league standing, from the computer system after the Monday paper was complete. Our goal was to prevent replacement workers from using the content to see how we did our jobs. In retrospect, it was the foolish impulse of a 25 year old, made even more so by the subsequent revelation that management instructed the IT group to copy any deleted work incase of a possible strike. Our efforts were but a hiccup to the company, and when we didn't go on strike; my co-worker and I were terminated the day before Thanksgiving.

I'll never forget how the Guild fought valiantly to save my job! The effort and commitment from the Guild Officers, who were all working journalists, was thrilling. I felt as if they had picked me up off the ground and were doing battle for me. It was a bad case, the grievance was denied and my newspaper career was over I was blacklisted as an 'Industrial Saboteur.'

As a young adult, I suddenly knew for certain, the value and meaning of being in a union and the connection and obligation I had with my fellow union workers. The day I started at Ameritech, I went to find the steward and said, "Where do I sign up?"



## Letters To The Editor



### Respect

Many times over the years and even since I've retired, I speak with members who talk in a negative way about a union steward. Why do you think that is? From my experience, they talk that way because they've never been a steward. A lot of these members think the steward's job is a popularity contest or a good steward is someone that always agrees with them, it's neither.

So where does a steward really come from? Do we run want ads, do we recruit them from college, are they born a steward, do we anoint them in a secret ceremony? No, it's none of those answers. A steward is a co-worker, usually a volunteer, who cares enough about their brothers and sisters to get involved and work to make things better in their workplace. They are appointed to

represent our Union to local management. They enforce our union contract and ensure rules are enforced fairly and consistently. The steward's job is one of the most important jobs in our union; it's also one of the toughest.

When a member is appointed as a steward, we don't have the luxury of sending them to school for a couple weeks. Most of their training is on the job, trial by fire, and it can get hot. Our Local Union runs two day training classes for new stewards and they periodically hold steward training seminars. Think about it, they volunteer for a part time job; and they're pitted against managers, many of whom have college degrees where they studied how to deal with unions. How long did it take us to become proficient at our company jobs, in many cases years.

It would seem our stewards are at a big disadvantage, and they are, except for their secret weapon. That's where you come in; the rest of the workforce is the steward's secret weapon. Whoever your steward is – to our employer must we must always show a united front out of respect for our steward and the positions they take. If we don't respect our steward – guess what – our bosses won't either. If they don't respect our

steward, it means they don't respect us or our contract, and that attitude carries over to bargaining.

We don't say it enough, but to all our union stewards: past, present, and future; Thank you – you make our Union Go!

—John Cheeseman, Retiree

Dear Editors,

I would like to thank Operating Engineers Local 150 and the Laborers' Union for standing up for all American workers and saying, "No Cuts!"

These workers do not buy into the Republican Teabagger idea that all workers need to take wage cuts in this "global economy."

The global corporations, many flying American flags above their corporate headquarters, have found "corporate heaven" in communist China and want American wages to be that of Chinese workers who toil in "worker hell."

Thank God for the Union!

—Ivan Sizemore Jr., Schaumburg I&R

## Prepare Your Spouse for Financial Independence

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



While working with many couples throughout the years, we've often seen one spouse tends to handle the household finances and takes the lead on financial matters. But what happens when that partner is gone? In addition to the grief of losing a spouse, tremendous anxiety can occur if the survivor hasn't been involved with the financial matters.

In order to prepare your spouse for financial independence, we've outlined information that will be helpful to gather and organize. Even if you aren't married, these can be important steps in getting yourself organized. Take the time now to write out instructions on how to find anything having to do with your finances.

- List all financial accounts including account numbers, passwords, and contact information.
- Note where you have a safe deposit box and where to find the key.
- Assemble life insurance policies including benefit amounts, policy numbers, and contact information.
- Catalog other survivor benefits such as social security, veteran's organizations, pension plans, etc.

- Record where you keep important papers such as wills, deeds, tax returns, stock certificates, annuity contracts, insurance policies, titles for cars, appraisals, birth certificates, marriage license, certificates of occupancy, and mortgage information.
- List any trusts you've established.
- Organize the names and phone numbers of people who should be notified including your attorney, accountant, financial advisor, and banker

Other steps you can take now to ensure a smoother transition include:

- Confirm that all beneficiary information is accurate and up to date.
- Share financial responsibility now by including your spouse when paying the monthly bills and balancing the checkbook.
- Introduce your spouse to your trusted advisors.

We know this isn't a pleasant subject but you may be surprised by the peace of mind you will both receive. If you have any questions on any retirement planning issue, please feel free to call Scarborough at (800) 223-7608 or John Laughlin, our Illinois Regional Manager at (800) 545-9057.

# CONGRATULATIONS LOCAL 21 RETIREES

## 2009

Terry Gebhard  
Dennis Morris  
Susan Zendol  
Debra Rubsam

## March 2010

Holly Jansen  
Henry Murphy

## April 2010

Dale Hassett  
Craig Jahnke  
Renee Walker

## May 2010

Robert Schoenike  
David Howard

## June 2010

Cathy Tompkins  
Jackie King  
Tisha Campbell  
Elizabeth Hodges  
Sheryl White  
James Petrick  
Jeffrey Petersen  
Barbara Roenna

## July 2010

David H. Jones  
Gail Docter

### 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.

## Seeing Our Way Forward

By Larry Moeller, Retiree Coordinator



The start date of the new IBEW Local 21 vision care insurance from VSP is September 1st. All Local 21 retirees who enrolled can begin using this

Union sponsored benefit. It is appropriate to thank Kevin Curran and Lynn Arwood who spent hours dotting the I's and crossing the T's with VSP to get this benefit up and running. Late enrollment is available; the policy would have to be paid in full, backdated to September 1, 2010. A covered claim could then be made upon submission of a receipt for any exam, glasses, contacts etc. that took place starting September 1, 2010.

Federal tax regulations concerning HRA's will change beginning January 1,

2011. The mandated change has to do with over the counter (OTC) drugs and other non prescription items you can currently be reimbursed for from your HRA. The change will not affect the balance of your HRA, the tax free status of the HRA or the amount to be added to your HRA on January 1, 2011. The IRS will put out a new list of eligible items prior to the open enrollment period in November. When we get the list we'll share the information with you.

On a personal note, it's been over a year since our current Health Care Plan with AT&T was negotiated. Now that the lack of vision insurance has been solved, I can spend more time being retired. I'll remain part of the Local's staff as the retiree liaison but put in fewer hours. This in no way changes President Kastner's commitment to defending and servicing the Health Care Benefit for all Local 21 retirees.

## Food and Fun on the Southside

By Brenda Howington - Oak Forest Retiree Club Chapter President

In May, the Oak Forest Chapter held officer elections. Brenda Howington was reelected as President along with Vice President Rich Ratzal. Len Trentz was elected Secretary Treasurer of the chapter.

In April we enjoyed dinner at Robert Morris Culinary College, and in June we met at Papa Joe' Italian Restaurant.

We enjoyed the play *Sugar* at Drury Lane in Oak Brook. On July 26th, we sizzled as we watched the red hot Chicago White Sox defeat the Seattle Mariners.



## Farewell to Business Rep Liz Hodges

Liz Hodges retired in June after 42 years with the telephone company: Illinois Bell, Ameritech, SBC and AT&T. She served as a Steward in Local 188. After the five IBEW Locals were amalgamated into Local 21, Liz was appointed to Business Representative in 2000. She served the members in Downtown Chicago at 225 W. Randolph and 311 W. Washington. We wish her good luck on her retirement.

# UNIT MEETINGS 2010

## SEPTEMBER

### Unit 1

Thursday, September 9, 6 PM  
IBEW Local #134  
600 W. Washington Blvd.  
Chicago IL  
312 474-4186

### Unit 2

Tuesday, September 14, 7 PM  
Slovak Club  
6920 Broadway  
Merrillville IN  
219 756-5101

### Unit 3

Thursday, September 16, 7 PM  
Gurnee American Legion  
749 Milwaukee Ave.  
Gurnee IL  
847 244-9282

### Unit 4

Wednesday, September 8, 7 PM  
American Legion Harwood #5  
705 S. Larkin  
Joliet IL  
815 725-4333

### Unit 5

Wednesday, September 15, 7 PM  
Peoria Labor Temple  
400 N E Jefferson, Room 207  
Peoria IL  
309-676-7635

### Unit 6

Tuesday, September 21, 5:30 PM  
IBEW Local # 193  
3150 Wide Track Dr.  
Springfield IL  
217 544-3479

### Unit 7

Monday, September 20, 7 PM  
American Legion Post #141  
916 Main St.  
Mt Vernon IL  
618 242-4561

## OCTOBER

### Unit 1

Thursday, October 14, 7 PM  
Irish-American Heritage Center  
4626 N. Knox Ave.  
Chicago IL  
773 282-7035

### Unit 2

Tuesday October 12, 7 PM  
Gaelic Park  
6119 W. 147TH  
Oak Forest IL  
708 687-9323

### Unit 3

Thursday, October 21, 7 PM  
IBEW Local #117  
765 Munshaw Lane  
Crystal Lake IL  
847 854-7200

### Unit 4

Wednesday, October 13, 7 PM  
IBEW Local #145  
1700 52nd Ave. Suite A  
Moline IL  
309 736-4239

### Unit 5

Wednesday, October 20, 7 PM  
IBEW Local #538  
1290 N. Michigan Ave.  
Danville IL  
217 442-0996

### Unit 6

Tuesday, October 19, 5:30 PM  
IBEW Local # 193  
3150 Wide Track Dr.  
Springfield IL  
217 544-3479

### Unit 7

Monday, October 18, 7 PM  
IBEW Local # 309  
2000A Mall St. (Rte 157)  
Collinsville IL  
618 345-5112

## NOVEMBER

### Unit 1

Thursday, November 11, 7 PM  
IBEW Local #21  
1307 W. Butterfield Rd. Suite 424  
Downers Grove IL  
630 960-4466

### Unit 2

Tuesday, November 9, 7 PM  
Lansing American Legion #697  
18255 Grant St.  
Lansing IL  
708 474-5906

### Unit 3

Thursday, November 18, 7 PM  
Holiday Inn  
7550 E. State St. (Bus. 20)  
Rockford IL  
815 398-2200

### Unit 4

Wednesday, November 10, 7 PM  
Lemont VFW  
15780 New Ave.  
Lemont IL  
630 257-9859

### Unit 5

Wednesday, November 17, 7 PM  
Machinist Hall  
2929 N Fifth St.  
Quincy IL  
217 222-0394

### Unit 6

Tuesday, November 16, 5:30 PM  
IBEW Local # 193  
3150 Wide Track Dr.  
Springfield IL  
217 544-3479

### Unit 7

Monday, November 15, 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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