

BUSINESS MANAGER'S COLUMN

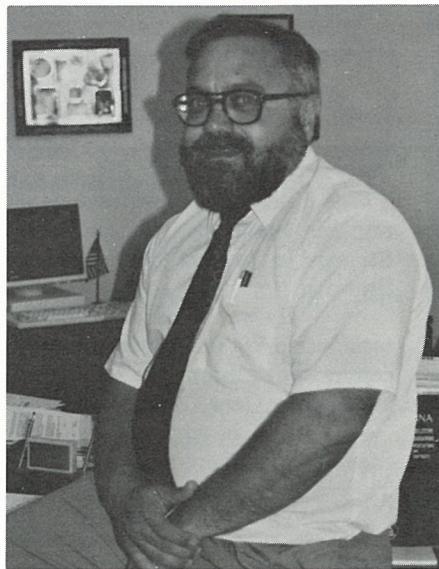
AT&T Chief Steward C. J. Trubiano died Wednesday, November 13th succumbing to cancer only a few short months after he discovered he was sick. C.J. accepted Chief Steward duties during our recent difficult periods with AT&T and assisted in attempting to see that our members were justly treated. He was effective without being abrasive. We certainly will miss him.

Preparations are being made for '92 bargaining with Illinois Bell/Ameritech, whether that bargaining takes place within normal time frames or early similar to NYNEX negotiations. A meeting was held with the Stewards from the respective units involved to distribute surveys and update the Stewards with regard to issues of concern particular to Illinois Bell and Ameritech as well as the impact of outside influence on our local. We also reported on the 34th International Convention held in St. Louis, Missouri October 7-11th.

Business Representatives covered the One-On-One surveys and spoke about the grievance/arbitration process and the Stewards' important role; as well as an attempt to demystify the arbitration process along with an explanation of the extended time parameters involved.

The entire afternoon was devoted to open discussion stimulated by questions from those present. I thank the officers, the staff, everyone involved, and all the Stewards who came and participated.

The International Convention was held in St. Louis. There was much pomp and circumstance considering it was the 100th anniversary of our founding and many issues were addressed by the delegation. Business sessions were proceeded by the usual



**President-Business Manager
Albert J. Franzen**

perfunctory speeches as well as by addresses presented by labor-oriented elected officials.

The delegation voted on 76 International Office resolutions, 48 Constitutional amendments, and considered 11 appeals to the International Convention.

There were 4 International Office resolutions I feel that were of particular interest to Local 336.

1) There was a resolution not to use AT&T telephone service. This resolution was brought by an IBEW Local who represents AT&T manufacturing members whose jobs were moved off-shore. In as much as there are current IBEW-represented employees still employed by AT&T, it was felt that such a resolution would not be beneficial. The motion was defeated by a wide margin.

2) There was a resolution to use

electronic voting for the next International Convention as a move to assure a more accurate balloting procedure. The motion passed.

3) The Delegation voted on a resolution concerning jurisdiction and split jurisdiction. It was decided that in such cases it would be at the direction of the International President. The motion passed.

4) There were many changes in the funding of the IBEW; NECA and EWBA (See Spencer Article - page 4).

As to the constitutional changes, again there were 4 proposals of interest to Local 336. Many of the issues addressed monetary items.

1) As a cost-saving measure, the Delegation voted to change to a 5-year convention which in turn results in a 5-year term of office for Internationally-elected positions. The motion passed.

2) There were several motions to combine funds into the general fund, the convention fund, the journal fund and the defense fund. Again these motions were made as a cost-saving measure and those motions also passed.

3) A motion was made for an increase in allowance for the Delegates to the International Convention. The Local 336 Delegation voted in opposition to this motion. However, the motion carried by a wide margin.

4) The last issue which will effect every member of the International, which was a Per Capita increase proposal. The International's costs have increased and there has been a substantial loss in members. There were several proposals to increase the Per Capita tax. The proposal that

(Cont'd on Page 2)



FROM THE EDITOR'S DESK:

The Christmas season is upon us once again. You know what that means; bright decorations, kids full of anticipation, frantic shopping, family gatherings and yes, AT&T job reductions.

Aside from the twenty members in Illinois who are voluntarily retiring, AT&T's target this year are those members employed at the warehouse in Niles, Michigan.

This 95,000 square foot facility that once employed a couple hundred of our members will close its doors on December 20th. Over the past two years we have experienced reductions at this site and have been successful in finding jobs for those people impacted. Some didn't opt to move to new locations in order to follow their work and chose lay-off instead.

We are now down to the last fourteen people at Niles. Our hope is to find each of them who do not chose retirement, jobs around the country as we have done in the past.

The sad reality is that this closing doesn't have to happen. Niles has been a vibrant and productive facility for many years. The action being taken by AT&T is purely economic, as has been most of their job reduction actions since 1984. In order to save the almighty buck, no one employed by AT&T is expendable. Their stock rises as employment is reduced.

To those of you in Niles, we wish you all the best. As for the rest of us, we can only hope that we are never treated in the manner AT&T has seen fit to treat you.

*Don Moseley
Editor*

OFFICIAL PUBLICATION OF LOCAL 336, IBEW

*Albert J. Franzen
President-Business Manager*

*Donald L. Moseley
Vice-President & Editor*

*Larry J. Moeller
Recording Secretary-
Treasurer*

*Ira Dean Spencer
Financial Secretary*

In Memory of C.J. Trubiano



It is with great sadness that we announce the passing of Chief Steward Conrad J. Trubiano.

"C.J.", as he was known to all was initiated in May of 1969 with Local 134, IBEW; when he was hired by Illinois Bell. C.J. transferred to Local 336 in December, 1987 during the divestiture and was employed as a Tech with AT&T.

Because of his previous union affiliation in Local 134 as Job Steward and his knowledge of the industry, C.J. was appointed as a Local 336 Steward in June of 1988. In January, 1991; C.J. was appointed as a Chief Steward.

He was extremely active on behalf of the Union; and most recently testified in Washington regarding the Tech Title Change Arbitration. Other committee assignments that he held included: the Health Care Committee, the Family Care Committee, and Elder Care Committee.

C.J. is survived by his wife, Suzanne; and two sons, Mark and Steven. Donations and/or sympathy cards may be sent to the Union office. They will be forwarded to his family.

The Officers, Members, and Staff all join in expressing their deepest sympathies to his family. We will all miss him very much.

BUSINESS MANAGER'S COLUMN (cont'd from Page 1)

passed was one that increases the Per Capita to \$1.00 per month effective January 1, 1992 and another \$1.00 increase effective January 1, 1994.

This proposal was passed by a large majority of the Delegation and per our By-Laws will become effective at the appropriate dates. If there are further questions regarding this matter, the subject was covered at the recent Stewards' Seminars. Please contact your Steward if you need further clarification.



**Make your New Year's resolution:
Buy American and
Look for the Union Label.**

THE UNION SCREWED ME!



**By Bob Knight
Chief Steward**

This is a statement which I have heard repeated again and again. It has usually taken years of discontentment before our fellow Brothers or Sisters will make this type of remark. And the scary part of their statement is that in some ways it's true!

For example:

- 1) As Union officials, we're not getting the message across. We must all protect each other and adhere to the contract, even when it doesn't benefit just you!
- 2) As Union members we must stop looking out for only me!
- 3) We must quit working other departments' jobs or other people's overtime when we know that it's not our job or we're not low on the overtime list!
- 4) When our own Brothers and Sisters steal work or overtime from us, it ties the Union officials' hands. Because, the arbitrator will then ask: What did the company do wrong? Isn't this a Union problem? Doesn't the Union represent both of these employees?

Since our fellow Brothers and Sisters are the Union, the statement "The Union Screwed Me" has real validity to it!

We must also change the way we look at things in our daily lives. I am reprinting two articles that I can't take credit for. However, I felt they convey an excellent message. The first article is entitled "Only in America" and is reprinted from Dear Abby. The second article is from a Union Sister who is a Delegate to the Aurora Federation of Labor.

Only in America

"He drove his German car made of Swedish steel and interior of Argentine leather to a gasoline station, where he filled up with Arab oil shipped in a Liberian tanker and bought two French tires, composed of rubber from Sri Lanka.

"At home, he dropped his Moroccan briefcase, hung up his Scottish tweed wool coat, removed his Italian shoes and Egyptian cotton shirt, then donned a Hong Kong robe and matching slippers from Taiwan.

"More comfortable now, he poured a cup of hot Brazilian coffee into an English coffee mug, set a Mexican placemat on an Irish linen tablecloth atop a Danish table varnished with linseed oil from India. Then he filled his Austrian pipe with Turkish tobacco, lit it, and picked up a Japanese ballpoint pen with which he wrote a letter to his congressman demanding to know why the United States has an unfavorable balance of trade."

**By Wendy S. Meadows
Recording Secretary
Aurora Federation of Labor**

Modern men and women are extremely busy people in today's world. We so often barely have time for our children, let alone ourselves. We work to have money and to give our children the best things in life; to have a nice home, drive a decent car, wear fashionable clothes, and to eat the best food.

But what would we have now if the unions of the past didn't care and didn't strive for a better life? What would we have if they didn't attend their union meetings, labor body meetings and care enough to get involved?

I would venture to guess we would all have what the small factory and sweatshop workers have, bare subsistence; No luxuries, beater cars, shacks, food that barely sustains, and hand-me-down clothes.

If people don't begin to change their behavior and work with and for the unions we have a good chance of losing much of what the workers in the past gained for us. Will you decide to be among those who work to preserve our way of life?

Being at meetings and being active participants is one of the best ways of helping all Americans grow and prosper.

Social Responsibility: Union Made

By Michael Sacco

Throughout organized labor's history, one of the movement's cornerstones has been a concern for "the other guy". Much of this stemmed from there being no one else who would help, as our forebears struggled with not only the bosses, but the government and the police.

As things improved, this spirit of social responsibility spread out from unions to the general community. Union people took the lead in everything from the fight for social security and civil rights, all the way down to local food and blood drives.

These days many of us forget our responsibility as the "haves", to help the "have nots". It doesn't take much work, but in these days of depression and government cutbacks it may be the thing that pulls a family back from the edge, makes someone's life a little brighter, or helps our environment.

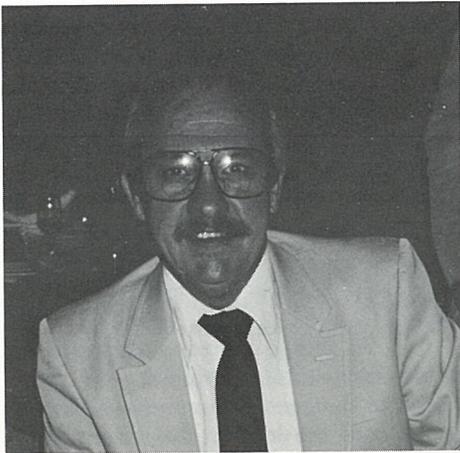
Many of us are involved in positive activities, but many more are not. Local 336 members at the Wheaton Special Service Center are a good example of how the little things mean a lot. Newspapers are saved and brought for recycling, aluminum cans are collected for a children's home that raises money through their resale, and magazines (that are not recyclable) are brought to the DuPage County Jail to help inmates pass the time.

These activities do not require any money, and very little time, but the positive impact on the community is measurable. As we enter the holiday season, take up a collection for a food pantry, invite a person who is alone into your home to share a holiday, put together a group of your brothers and sisters to visit a nursing home, or make repairs to a needy church.

These and many other acts of charity are in the finest tradition of union people. It doesn't take much, and you'll be surprised how good it makes you feel. And when people tell you that they didn't think anyone cared anymore - tell them that you learned all about Brotherhood - "on the job".

*Season's
Greetings*

CONVENTION NEWS - "A" Membership Update



by Ira Dean Spencer
Financial Secretary
EWBA Delegate

The 34th IBEW International Convention was held in St. Louis, Missouri the week of October 7-11, 1991; and the 17th Electrical Workers Benefit Association Convention was held in St. Louis, Missouri on Oct. 8, 1991.

Resolutions adopted at the Conventions represent a substantial improvement in the pension benefits and will more than double the death benefits covering all "A" members.

Under the previous structure, pension and/or death benefits to "A" members were provided through three separate funds;

1. "Electrical Workers Benefit Association (EWBA)"
2. "IBEW Death Benefit Fund (DBF)"
3. "IBEW Pension Benefit Fund (PBF)"

In addition "A" members in the military service were handled through the "Military Service Fund". Both conventions resolved to combine all of the above into the "IBEW Pension Benefit Fund" Article XII of the IBEW Constitution.

This consolidation will reduce and minimize administrative costs, avoid dual regulation (i.e., state/provincial and federal), and reduce the tax liabilities, filing fees and similar expenses.

BE IT RESOLVED that it is expressly determined to be in the best interests of the participants of the EWBA, the DBF, and the PBF that the assets and liabilities of the EWBA, the DBF, and the Military Service Fund be transferred to the PBF, that the EWBA, the DBF, and the Military Service Fund be terminated as soon as is feasible, and that the PBF accept such assets and liabilities and continue thereafter, and it is so directed;

BE IT RESOLVED that upon the

latter of the combination of the funds or January 1, 1992, "A" members of the IBEW will be entitled to the following benefits from the continuing PBF:

1. Normal Pension Benefit--For a participant who begins receiving a benefit on or after reaching the age of sixty-five (65), his or her benefit shall be computed based on \$2.00 per month for each year of continuous "A" membership earned prior to 1992 and \$3.50 per month for each year of continuous "A" membership earned for and after 1992;

2. Optional Early Retirement Pension--For a participant who begins receiving a benefit between the ages of sixty-two (62) and sixty-five (65), his or her benefit shall be computed based on \$2.00 per month for each year of continuous "A" membership earned prior to 1992 and \$3.50 per month for each year of continuous "A" membership earned for and after 1992 reduced by six and two-thirds percent (6 2/3%) for each year or part thereof of the said "A" member was under the age of sixty-five (65) at the date of his or her retirement;

3. Disability Benefit--A participant's disability benefit shall be computed based on \$2.00 per month for each year of continuous "A" membership earned prior to 1992 and \$3.50 per month for each year of continuous "A" membership earned for and after 1992;

4. "Vested" Benefit--An "A" member who is entitled to a "vested" benefit shall have his or her benefit computed based on \$2.00 per month for each year of continuous "A" membership earned prior to 1992 and \$3.50 per month for each year of continuous "A" membership earned for and after 1992;

5. An "A" member who applies for a normal pension on or after reaching the age of sixty-five (65) shall be entitled to a normal pension if he or she was in continuous good standing with five (5) or more years immediately preceding his or her application;

6. Death Benefit
(a) In the case of the death of a non-retired "A" member, the beneficiary shall be entitled to a \$5,000.00 normal death benefit or a \$10,000.00 accidental death benefit. In the case of the death of a retired "A" member, the beneficiary shall be entitled to a \$5,000.00 benefit less the amount received by the "A" member in pension benefits from the PBF. However, in no event shall a beneficiary of a retired "A" member receive less than \$2,400.00;

(b) Upon the failure of any member to name an original beneficiary, or to name a new beneficiary after the

death or inability to take of one previously named, the death benefit shall be payable to the following individual(s) in the indicated order of priority: 1) members's spouse; 2) member's children; 3) member's parents; and 4) member's estate;

7. All benefits payable from the PBF with respect to Canadian "A" members shall be paid in Canadian currency (and the PBF shall maintain sufficient monies in Canada to cover all Canadian liabilities, including liabilities occasioned by the combination of the funds);

BE IT RESOLVED that 1) all members of the IBEW who are drafted or who enter military service or military training shall have their dues and per capita taxes waived during their initial or recall period(s) of service, 2) all such members shall maintain all membership privileges, 3) all such "A" members shall maintain continuous good standing for purposes of "A" members' benefits, and 4) all assessments previously paid to the Military Service Fund shall henceforth be paid to the PBF.

EDITOR'S NOTE: *The following article was submitted by James C. Erbstoesser - Unit #5 IBEW Convention Delegate.*

My name is Jim Erbstoesser and I was elected from Unit 5 to attend the 34th International Convention, which took place on October 4th through the 11th in St. Louis, Missouri. This being my first convention I was curious as to how the convention was operated and to what kind of topics we would be discussing. I am very proud to report back to the local that what I experienced during that convention week went way beyond my expectations.

To begin the weekend on Saturday, October 5th all the locals from the U.S. and Canada paraded through downtown St. Louis to the Gateway Arch and along the Mississippi River. At the Gateway Arch were speakers and all sorts of dignitaries.

On Sunday the celebration of the centennial was concluded with a laser light show and a special performance by Kenny Rogers. Some 14,000 delegates and guests attended this event, which took place at the St. Louis Arena. This concluded the celebration part of the convention and then we focused on business matters.

The 34th Convention was called to order on Monday, October 7th and the business of the International began. Attending the meeting were 2,706 delegates. The first day was mostly

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34th IBEW Convention Held October 4-11th



In honor of the 100th anniversary of the IBEW, a parade was held on Saturday, October 5th that proceeded through downtown St. Louis, Missouri. Pictured are the IBEW banners along the parade route with the Arch in the background. (Photo by Bob Kieper)

Pictured from left to right are IBEW Delegates Don Moseley, Mike DeWitt, D. R. Schkade, Ron Kastner, Jim Erbsotesser, John Greenwald, President Al Franzen, Director IBEW Telecommunication Department Art Perry, Delegates Spike Tennerman, Don Moran, Tom Berger and John Skurka.

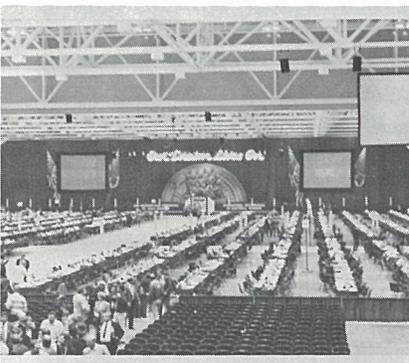
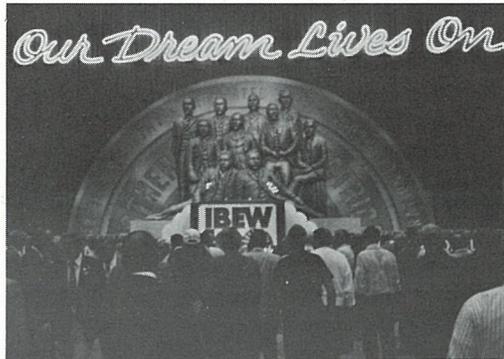


President-Business Manager Al Franzen (left) with IBEW Rep. Art Perry.



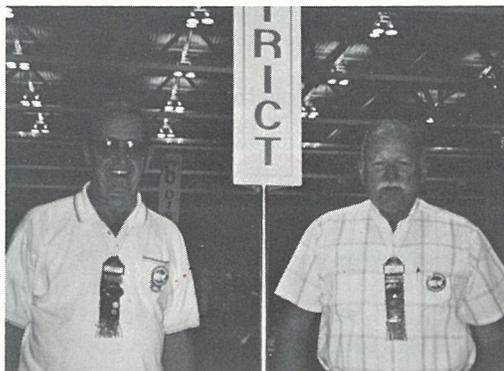
Local 336 Delegates pictured on convention floor.

"Our Dream Lives On" was the theme of the convention as illustrated in neon sign that accented the convention floor.



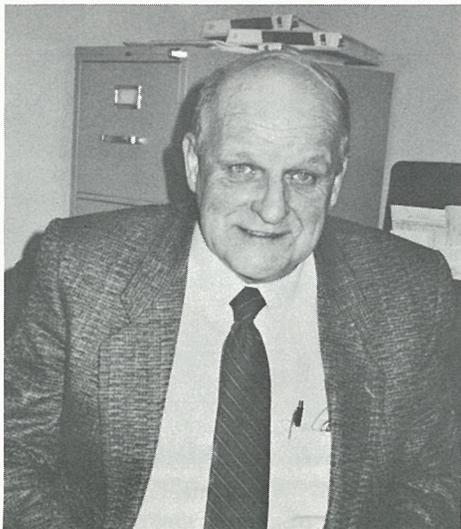
The convention floor as seen from the gallery.

Delegates Earl "Spike" Tennerman and Don Moran are shown. Both Local 336 representatives recently retired from Illinois Bell Telephone Company. (Photo by Mike DeWitt)



Delegates shown at Local 336 table.

BUSINESS REP'S REPORT



**By Robert F. Geidner
Business Representative**

I would like to take this time and wish our Brothers and Sisters and their families a Merry Christmas and a prosperous New Year.

Nineteen ninety-two will be a year of change and challenge. It will be a year of contract negotiations that will be hard and demanding on both sides; Company and Union.

We have two more Union meetings in each unit before the start of contract negotiations. They will be held in February and May and are listed on the back page of this newsletter.

It is every member's duty to attend these meetings and present their views. You are entitled to ask questions about contracting out, benefits, up-grades, vacation, job security and wage increases. This is your forum. You should not relinquish your right to be heard.

We have already sent out surveys through your Union Steward for your input on the 1992 negotiations. We did not receive the 100% return that we desired. Unfortunately, some members feel it is not important to fill out the surveys. They feel they can let the other members participate in the surveys. However, they believe they can complain if the bargaining is not as successful as they would have liked.

Our Brothers and Sisters who have been here through the years have fought long and hard long for the benefits that all of us are receiving today. The company didn't just give us everything we have. They have always diligently tried to keep us from obtaining what we

have.

Now is the time for our newer Brothers and Sisters who have only a few years of service with the company, and our Brothers and Sisters who have fought hard in the past for the benefits we enjoy; to join together and to fight together for our jobs as a united front.

Today, more than ever, the Company is contracting out our work. They're giving our jobs away because they believe the work can be done cheaper. But the one thing they didn't care about was Quality. For example, the drop or underground cable is not being buried at the proper depth. New poles were set and old ones removed, and the contractors hung the cable on a drive hook and left. In the past our construction forces did this work and we did it the right way. That's how the company got to where it was. This was before they tried to save money by contracting out.

Our younger members do not know how the job was done before. They think it has been this way all the time. That's why the members who have been around awhile must explain how it was done before. If we want our jobs, we have to keep our work; and we have to show the company we can do it better.

Some of you have heard of the new Ameritech Quality. You may have been given an overview at your workplace. If not, you will hear a lot about it. You will hear words like: involvement, competitor, customer expectations, values, satisfied employees, empowered employees and employee-provided quality service, and so on. All of this is wonderful, if the Company really follows through and does the job right and believes in Quality and Integrity. I believe the company and the Union can beat any competitor out there by giving quality service and being there when the customer wants service.

It will take the Company and Union together to beat our competitors. Ameritech, hiring some sub-contractor through another company will not get the job done. That sub-contractor does not give a damn about our customers. The competitor would love it.... Management and the Union will be out of a job.

If we work together we can win and all of us will still have a place to work.



CHIEF STEWARD'S REPORT



**BY JERRY GAST
CHIEF STEWARD - UNIT #2**

Since taking over the Chief Steward's job on September 1st, I have finally had a chance to get out and meet with all the members in my area.

Some of the major concerns I have heard about are the overtime problems and the company's budget crunch and contracting out of work as a result.

The overtime is being closely monitored by everyone to make sure it is distributed evenly. However, this is not always accomplished.

We have grievances going on in Switching & I&M. The company seems to think that it will balance out by the end of the year and that they are honest mistakes. Their response has been that these mistakes are due to their budget cuts; and they will not pay for any mistakes. We disagree in those instances and have filed grievances.

Contracting out work is a major issue and should be. **That is your job.** Craft is starting to let the company know they are not happy with losing their work to outside contractors. With the contract expiring next year, all Union members need to let the company know that we are not happy with outside contractors taking our work away from us. The more work we lose to outside vendors; the smaller the workforce the company will need to keep employed. Right now, the majority of the contracting out is in construction and buried drop.

Don't think that someday the company won't come to your department and try to give your work away too.

President Al Franzen held a meeting with the Unit #2 Stewards on November 12, 1991 regarding the upcoming negotiations. The Stewards will be passing out surveys to the membership to find out what items the members list as most important in the contract. Please fill the surveys out and get them back to your Stewards. It's important!

ERBSTOESSER - CONVENTION

(cont'd from Page 4)

speakers; which included J.J. Barry, IBEW President, US House Representative Richard Gephardt, William Clay, Marcy Kaptar, Senator Tom Harkin, Mayor of St. Louis Vincent Schenelli, and former IBEW President Charles Pillard. The on-going theme in their speeches was the poor performance of the U.S. economy and how we as citizens and union members need to make our government aware of the fact that they have turned their backs on our people and our problems.

Some other topics that were discussed were union busting tactics and the replacement of striking workers. It was emphasized that these types of ploys should not be allowed. Another topic was the trade agreement with Mexico, and that it is not a good policy for U.S. workers and the U.S. economy. In fact business in Mexico exploits their workers with low wages, poor working conditions, and they pollute Mexico's environment by doing things there that would be illegal in the U.S. Lastly, the fact that the Bush administration doesn't seem to care about how many U.S. jobs are being lost because of businesses moving to Mexico.

After the speeches came the business for which the delegates had to take part in. We had to decide how the International would be run for the next 5 years. The delegates decided on the IBEW working for the passage in Congress of universal health care, employee privacy, restricting electronic monitoring at the workplace, helping to pass legislation on international trade to stop the destruction of American business, to pass laws against strike-breaking and permanent replacement of people on strike, and to revoke China's most favorite trade status for the inhumane treatment of their own people. Another issue that was brought up was the banning of financial aid to Congressmen who support legislation that hurts union people. We also spoke of the National Council of Senior Citizens and how locals should encourage 55 to 65 year-olds to join and participate. The last resolution was that the organizing of union members should be a priority of the International as well as the Locals.

Next came the discussion of changes in the IBEW Constitution. One change was that the convention be held every 5 years instead of every 4 years. Another was the per capita would be increased \$1.00 in 1992 and 1994. All delegates from Local 336 voted against the per capita increase because we felt the 4 - 5 year change in the convention

would make up enough money, but we were out-voted on the convention floor.

The appeals and grievances were the next order of business. We voted on officers and members of locals that were found guilty of misconduct. They had been removed from their office by the International and were appealing for a reversal. All of the appeals heard were voted down except for one case.

At the end, the delegates voted on officers of the International. President J.J. Barry, International Secretary Jack Moore, International Treasurer Thomas Van Arsdale, all won re-election. Along with these elections were separate District caucuses that decided the Vice-Presidents of the 12 different districts. The Sixth District; ours, was won by James P. Conway. Also offices of the International Executive Council were decided. The convention adjourned October 11, 1991.

Search For the Truth . . .



**By Sandi Copeland
AT&T Chief Steward**

During a recent meeting with management, something became very apparent to me. I was forced to recognize the difference between fact and perception. Management was presenting a case which was supposed to be based on fact. During the investigation, it was determined that most of the charges were based perception. This is a situation that I experience quite often.

For example, AT&T has the perception that contract workers can and should be used to perform any bargaining unit work and, in certain cases, receive preferential treatment. The fact is that according to the contract agreement between AT&T and IBEW, contract workers may be used; but not at the expense and sacrifice of Union members.

Another perception is that all rumors are true. The fact is that most rumors contain some validity. It is our job as Union members to dissect these

rumors and separate fact from perception. In doing so, we can then address the real issues at hand.

With the constant threat of layoff in every entity of AT&T, it is important that we approach these situations with facts in hand. We should not be influenced by non-factual gossip when making decisions.

Between now and bargaining many decisions will have to be made. Some of these decisions will be personal in nature, and others will affect the Union as a whole. It is important to remember that all decisions should be based on **fact** and not **perception**.

BENEFITS UPDATE

**By Bob Kieper
Benefits Coordinator**

By the time you read this article, all the Illinois Bell Stewards' meetings will be completed. At each meeting, a benefit report was given; along with a question and answer period.

Since January, 1991 I have had meetings with nine hospitals/clinics to encourage them to get into our new Managed Care Network. As of this report, only one has a contract with Blue Cross, two have rejected the plan and the other six are presently negotiating.

As of the last meeting with the company, about 28% of Union members are in the New Network Plan. About 35 - 40% of the Union members have no permanent doctor. On or about August 10, 1991 a new list showing 169 Doctors was added to the network plan.

The company sent out a letter to all of the members in any HMO. This letter was mailed to your home. The purpose of this letter was to show you that by getting into the Network Plan you could save the monthly premium.

We have had a lot of problems because members are not calling Med-Call before they have a test (x-ray, MRI, and CAT). We have had little success in getting these 50% bills paid. We have told the company many times that we need to get this out. To date a card from Med-Call with this sentence added: "You are not currently certified for any specific medical procedure" may help. In addition to this, the company is going to send out another letter regarding Med-Calls. When you see your Doctor and before he sends you anywhere for anything - Call Med-Call.

If any of you are interested in attending a pre-retirement conference, please call for forms and locations.

Have a safe Holiday!

UNIT MEETINGS

UNIT	DATE	TIME	LOCATION
1	Tuesday, February 25, 1992 Tuesday, May 26, 1992	7:30 PM	The Edge Restaurant 147th & Cicero Mid-Oak Plaza Midlothian, IL
2	Thursday, February 20, 1992 Thursday, May 21, 1992	8:00 PM	American Legion Hall 705 S. Larkin Intersection I-80 & Larkin Joliet, IL
3	Tuesday, February 11, 1992 Tuesday, May 12, 1992	7:30 PM	Gurnee American Legion Routes 132 & 21 Gurnee, IL
4	Thursday, February 13, 1992 Thursday, May 14, 1992	7:30 PM	Elmhurst American Legion Hall Butterfield & Spring Rds Elmhurst, IL
5	Wednesday, February 12, 1992 Wednesday, May 13, 1992 (MAY LOCATION TO BE ANNOUNCED)	7:30 PM	Ramada Inn-Elgin (NEW LOCATION-FEB ONLY) 500 W. River Rd (I-90 & 31 South) Elgin, IL
7	Thursday, February 27, 1992 Thursday, May 28, 1992	7:30 PM	Slovak Club 6920 Broadway Merrillville, IN
9	Tuesday, February 18, 1992 Tuesday, May 19, 1992	7:00 PM (new time-Feb only) 6:00 PM	Comfort Inn 2175 E. Touhy Des Plaines, IL

DUE TO THE GEOGRAPHIC LOCATIONS - - UNIT #6 MEMBERS
ARE COMMUNICATED WITH VIA WRITTEN CORRESPONDENCE

**Unit Meetings are held Quarterly
During the months of:
February, May, September, and November.**

LOCAL 336 I.B.E.W.

1319 Butterfield Rd.
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