

IBEW



Local 336 News & Views



Vol. V, No. 2

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April, 1991

BUSINESS MANAGER'S COLUMN

I have the pleasure of representing what I feel is the best unionized workforce in this country, if not the world. It is my responsibility to work with management to improve the economic performance of their enterprises in ways that serve our members, the consumer and our stockholders. We must accept that in order for us to continue to achieve a higher standard of living, the companies we work for must be profitable. The companies in turn must accept that employment security, the continuity of employment for its workforce should be a major policy objective that figures as importantly in their planning processes as product development, marketing, and financial success. Our companies must recognize the need for our members to be justly compensated for this time and effort, to be emotionally secure (free from the continuing threat of layoff), recognized for their contributions, free to express their fears, opinions and ideas without fear of reprisals and respect as individuals; not merely as numbers or head counts.

Clarence Francis once said "You can buy a man's time; you can buy his physical presence at a given place; you can even buy a measured number of his skilled muscular motions per hour. But you can not buy enthusiasm . . . you can not buy loyalty . . . you can not buy the devotion of hearts, minds, or souls. You must earn these."



Albert J. Franzen
President-Business Manager

I feel some of our companies fail to recognize the importance of our contributions to their success. Our nation's phone system is still recognized as the best in the world. Recently the U.S. Department of Labor (see IBEW Journal March issue) asked the AFL-CIO and the IBEW to assist Poland in the formation of their union; acknowledging the U.S. unions "as the standard by which the world measures quality work."

The public recognizes that their phones work because of the commitment of our members to their jobs. We have shown our commitment to service with the reliability of our phones that is testimony to our dedication to craftsmanship. The company's image is good because we are good and continue to do our jobs better than anyone else. We have

pride in our work and have demonstrated our ability to meet the challenges of change that are now ever present.

We have the "Can do" spirit essential to our mutual economic survival. We have the best phone system in the world because we are the best workforce in the world.

We're proud, we're union.

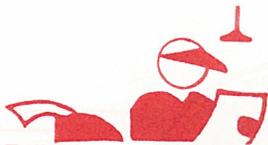
ATTENTION ALL MEMBERS

The Annual Building Corporation Meeting

will be held Tuesday,
April 9, 1991
at 8:00 p.m.
at the Union office;
which is located at:

1319 Butterfield Rd
Suite #504
Downers Grove, IL

All members are
encouraged to attend.



FROM THE EDITOR'S DESK:

Two explanations are due in this column this issue. The first one pertains to a letter to the editor in the last issue; and the other regarding a notification I sent out to the field.

First, the letter that was published last time supporting a woman's right to opt for abortion. I received several calls in my office; in addition to speaking with several people after unit meetings who voiced opposition to that article. Not only did those individuals disagree with the issue but also felt the topic should not have been addressed in an issue of the Union newspaper. One member who felt particularly strong in his opposition stated that his union dues should not be spent on publishing these types of social controversies.

Social issues are indeed the business of your Union. We deal with them on a very regular basis. The one glaring example I can give you is drug-testing. The more important point is this, though. Three years ago when I put this paper together, in my first column I invited you to write letters. I promised you back then that whatever you sent in would be published as long as no profanity was used and that you signed your name to the letter. I have kept that promise

and will continue to keep it. As editor, I have no right to bar any article that may be contrary to my personal beliefs. I have invited those people I spoke to on this matter to send letters of dissenting opinion; again with the promise that their letters will be published.

On the second issue, several weeks ago I had the Business Reps. and Chief Stewards poll their groups to obtain names of members' whose spouse, children, etc. were serving in the Gulf War. My intent was to publish their names in recognition and support. We were informed by legal council that if any terrorist activity resulted on those families as a result of that published information, the Union could be held responsible. As incredible as that seems, I decided not to publish those names. The welfare of our members must take precedence over our desire to display the support we all feel for our troops.

Don Moseley
Editor

LETTERS TO THE EDITOR

Dear Editor:

Over the years within the Union movement, I've seen many of our representatives take jobs in management. I've said and still maintain, that this in and of itself is not bad--the only criterion is integrity. As Polonius told his son, "To thine own self be true . . .", this then makes the difference between the aforementioned and the opportunists. For any Local or Union to maintain that they are void of opportunists would be tantamount to saying there are no crooks or embezzlers in the Banking Business.

However, when I see a Business Manager or a President of a Local leave their Union positions and accept a position with the Company as a first line supervisor, I believe that not only are they selling out--but they are selling out on the cheap. This, of course, does not mean that I condone people jumping from important Union jobs into lucrative management position--I don't. I wonder what possessed these people to represent their fellow workers when they can so easily change sides. Certainly their convictions were not so deep that they could not be

regurgitated. Joe Hill, Henry Miller, John L. Lewis, Samuel Gompers, and Harry Bridges would spin like whirling dervishes if they were aware of this type of leap-frogging across the bargaining table.

I know that this type of behavior is not common to the Union movement, but it is of the kind that rankles the membership. It makes them think if they were truly represented or were they the victims of a Judas goat. Again, I am not alluding to those Union representatives in lower echelons, only to those who strive for high office for self serving reasons.

Jack Beal
President-Business Manager
Local 1011, IBEW
Walnut Creek, CA

(The following article was submitted by US Cable TV member Stan Bryniarski, Northwest Indiana.)

ICY LION

What we all hope was the last ice storm this year, rained havoc on U.S. Cable of Lake County, Indiana.

Reports of over fifty separate Outages were repaired by only six Technicians, within 36 hours. Yes! March sure came in like a lion and our Union Brothers tamed it! Way to Go Guys!

Get Well wishes go out to James Riddle, injured in an installation mishap. Hurry back, your disco's are waiting!

ATTENTION

Where is your AT&T Proxy Card?

If you are a shareholder of AT&T stock and still have your proxy card, Local 336 and the System Council T-3 would like to hand deliver your proxy in person at the annual Shareholders meeting on April 17, 1991 at McCormick Place in Chicago. The IBEW would like to address issues concerning lay-offs and the probable purchase of NCR Computer Company.

We are requesting that our members and retirees volunteer their support at this meeting. Please sign your proxy card and forward it to the Union office ASAP or contact John Greenwald at the office.

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

BUSINESS REP'S REPORT



by Ron Kastner

Dues-paying members of Local 336 may often wonder exactly what a Business Rep. does for the 40-plus hours each week. I would like to take this opportunity to share some of my job responsibilities with you.

It has been my pleasure and honor to have represented our membership at the IBEW State Conference in Springfield and the Central Labor Body Conference in Shelbyville recently. Both conferences emphasized political issues. Politics is a necessary tool for all unions, and ours is no exception. At both conferences, the strike-breaker bill and National Health Care were discussed. Union Reps, like myself, will be sharing information about these issues with you as the year progresses.

I also spend much time with the grievance and arbitration procedures, both of which have been very active lately. Overtime issues still continue to cause much concern. Transfer bureau issues and scheduling also cause problems.

An extremely important aspect of my job involves meeting with the members at various garages, central offices, and control centers. In my travels lately, our members tell me we need more money put into the basic rate. With the overtime cut, this becomes even more obvious. A theory that I believe in is when overtime is cut we become hungry for higher wages. Also when overtime is cut, we spend more time with our families, we get more involved in our communities, and even attend our local Union meeting. At these meetings, you get to hear what's going on in the local from your Union Reps; and just as importantly, you hear what's going on in other areas from you union brothers and sisters. This networking opportunity is one you all should be involved in.

We need to begin to start building more strength and unity for 1992 bargaining. So let's see some new faces at the Union meetings. This will show support for all the new union officials and appointed staff. Let's put the "U" back in the Union. We need "u"!

SCHOLARSHIP WINNERS



Vice-President Don Moseley is shown with this year's recipients of the William S. Bartelt scholarship award. Local 336 member Joan Welton (pictured-front/center) was one of the winners. Scholarships are given to encourage union members to increase their knowledge and skills that are needed in the current labor movement. Roosevelt is only one of a handful of universities that offer labor education classes that are taught from the Union's and worker's point of view.

An Investment Seminar; similar to the one presented by Illinois Bell Telephone will be offered to the general membership. The seminar will be open to any interested member and friends. If you are interested, a bulletin board posting will be mailed out in May regarding the date, time, location and phone number to reserve a seat for you.

Workers' Memorial Day is April 28

In the 1980s, the labor movement began calling for a new kind of Memorial Day — Workers' Memorial Day. Each April, we ask people all over the nation to take the time to recognize the millions of workers maimed and killed by workplace hazards. Please join your union on April 28, both to mourn for those we've lost and to call for strong measures to protect the rest of us.



Local 336 Office Secretary Dorothy "Dot" Wlcyk retired in April after 23 years of service. Dot's dedication and commitment to her position have been greatly appreciated.

Dorothy and her husband of over 40 years, Pete have 3 children and plan to do some traveling and spend a great deal of time with their eight grandchildren.

We all wish Dorothy and Pete the best in the coming years.

UNION JACKETS AVAILABLE

Union Jackets will be available at the Union office shortly. Please contact Larry Moeller at the Union office for further information.

The Styles Available are:

Baseball Jacket:

Water repellent nylon shell with 4 oz. polyester insulation. Contrasting knit collar, cuffs, waist and snaps. 2 slash pockets; 10 1/2 inch logo on back of jacket with the words "Local 336" on front left chest. **SILVER WITH BLACK AND WHITE TRIM**

Adult sizes: S,M,L,XL,XXL,
Price: \$39.00 (+ \$3.00 for XXL)

Work Coat:

100% nylon jacket w/lambs wool type lining. Long length with knit cuffs, snap front, 2 large pockets.

NAVY BLUE w/3 inch WHITE IBEW logo on front left chest.

Adult sizes: S,M,L,XL,XXL
Price: \$26.50 (+ \$3.00 for XXL)

ALL JACKETS ARE UNION MADE & UNION PRINTED

BENEFITS UPDATE



By Bob Kieper
Illinois Bell
Lead Benefit Coordinator
Chief Steward

I would like to take this opportunity to update our Illinois Bell membership on some of my recent activities as Benefits Coordinator. This position has taken me to nightly meetings in Gurnee, Elgin, Elmhurst, Midlothian and Joliet. I plan to make those Unit meetings as often as I can in order to discuss benefits.

A lot of the calls coming into my office about benefits are coming

on days I am not in. The only days that I'm in my office are Monday and Thursday, in most cases. Please try to limit your calls to those days or please tell our receptionist that your call is a benefits call.

The following is what I reported on at the Unit meetings for those of you that were unable to attend.

* Some Drs. and hospitals have pulled off the PPO list; make sure you check first.

* You must call Med-Call for a CAT Scan or MRI.

* The Dependant Care Programs allow members to take a leave of absence in order to provide care for a seriously ill dependent. Dependents are (by IRS standard/live with you and with no income); parents (no in-laws); and spouse. In order to be eligible; the employee must have at least 6 months service. During the first 6 months of the leave; the company provides company paid medical coverage and telephone concession.

* Something that is new with this contract is reimbursement for up to \$2,000 for legal adoption of a child under the age of 18.

The following are a sample of the questions that have been asked recently regarding dependent life

insurance coverage.

QUESTION: I have a child who has a mental handicap that is incapable of self-support, can I get him/her life insurance under dependent group life insurance?

ANSWER: Yes, as little as \$.35 per month for \$5,000 coverage.

QUESTION: I have not legally adopted my step-child who is 15 years, can she be covered?

ANSWER: Yes, same as above.

QUESTION: I have legal guardianship of my brother's son; can I have him covered?

ANSWER: Yes, again as little as \$.35 per month for up to \$5,000 life insurance.

During the past 2 months, I have had some success as to getting bills paid, I may not get everything settled but at least the company will know all the fact about each case.

In closing, as the Union prepares for 1992 bargaining, it is important that you add your comments to the surveys that will be out in 1992 regarding what you feel needs to be improved or if you call me; I will add your comments to my list.

SAFETY SHORTS

Fire chief all wet

The fire chief of Simsboro, LA., almost drowned when the town's only fire truck overturned on the way to a fire, spilling 1,200 gallons of water on top of him.

Where there's smoke . . .

Crusading anti-smoker Cloris Leachman left her restaurant table during dinner to lecture to a cigarette puffer a few tables away.

But while the actress was doing her missionary work, smoke began to rise back at her own table. She had accidentally set down her cloth napkin over a candle.

A quick-thinking restaurateur put out the fire with a glass of water.

Hot tip fizzles

There was a tense moment at the New York Stock Exchange during the holiday season when a suspicious-looking letter was delivered. As it passed through the exchange's sophisticated security system, a buzzer went off. Experts said wires in the envelope had set off the alarm. The New York Police Department's bomb

squad was called in to defuse the threat.

But all the fears were for naught. There was no bomb at all. The envelope contained an old-fashioned (or new-fashioned) Christmas card.

Zipper made his day

In New York City, Angel Santana was shot with a .357 caliber Magnum pistol during a struggle with one of three men holding up the store where he worked.

The robbers were so shocked when Santana failed to fall that all three of them fled.

Santana was no Superman. The bullet had become lodged in the zipper of his trousers.

Incredible, edible eggs

While a tornado can be one of nature's most destructive forces, it can also leave behind some of the freakiest squeaks.

Nancy Ropp was helping salvage what little was left of her mother-in-law's home in Hesston after a twister hit that central Kansas town.

She found two cartons of unbroken eggs in the debris—not one egg had been cracked.

New leash on life

Motorcycle officer Kerry Filbert was on

patrol in Tacoma, Wash., when he noticed a car that seemed to be dragging something. As Filbert passed the car, he discovered that the car was dragging a dog on a leash.

The dog, a basset hound, went for an unplanned run when his owner shut one end of his leash in a car door and took off for a drive.

Amazingly, the dog was not injured. but the pup probably won't be chasing cars for a long time.

Beware his trigger paw

"Man's best friend" almost did in his master in Lyngdal, Norway. A man was hunting rabbits in this southern Norwegian town when he decided to take a break. He laid down his shotgun right next to his dog. The frisky pup accidentally hit the trigger. Pellets ricocheted off a rock and hit the hunter in the face and arm.

Deputy Sheriff Steinar Mydland, who investigated the shooting, said the victim was treated at a hospital and released. However, Mydland refused to name the hunter. "It wouldn't be right," he said. "It's embarrassing for a hunter to get shot by his dog."

LETTERS TO THE EDITOR (cont'd)

Editors Note: *The following is an article submitted by one of our members, Mike Sacco. Originally we had thought of making this a 2-part series due to the length of the article; but in order to maintain the impact of its contents, it is being published in its entirety in this issue.*

UNIONS-A Perspective From The Inside

There are many benefits that today's workers and their families enjoy without a second thought. Whether child or adult, union or non-union, working, unemployed, or retired, most Americans enjoy rights and benefits that were fought for by the Local movement over the last century.

The decades before World War II found unions fighting not only business, but the government and police for the right to even exist. The demands were basic up until the 1920s: the right to collective bargaining, free public education for all, public school vocational training, minimum wages, an eight hour workday, the abolition of child labor, and old age pension. These fundamental rights (by today's standards) were violently opposed by the "establishment" of the day.

Many of these gains were lost during the 1920s, a period for unions not unlike the 1980s, when a pro-business, anti-worker President occupied the White House. The labor movement was to have a resurgence under President Roosevelt in the 1930s.

In 1932, the passage of the Norris-LaGuardia Act recognized the rights of workers to form unions. The subsequent National Labor Relations Act solidified the unions existence and outlawed various union-bashing practices. Their right to exist secure, organized labor set out on an ambitious social agenda to improve the lives of the working class.

During the 1930s, Federal legislation was enacted making the forty-hour work week, a minimum wage, and prohibition against child labor the law of the land. New regulations also established minimum standards of workplace safety and health.

With a mind towards helping the less fortunate, organized labor was the driving force behind the formation of the Social Security system, the Worker's Compensation Act protecting injured workers, and the Unemployment Insurance system to protect workers who are fired or laid off.

Organized labor was also an early proponent of equality among races and ethnic groups. When Civil Rights laws were reformed during the 1960s, Labor was there to help promote the change. Labor supported the failed Equal Rights Amendment for women and has led the fight for wage parity among the sexes. Labor was also instrumental in securing rights for returning GIs, that our Desert Storm troops will enjoy, as did their fellow soldiers from the United States' last four wars.

The drive for social change in America did not distract Labor's attention from its primary mission of improving the lot of the working man. The 1970s saw new legislation passed to improve occupational safety and health, as well as to protect the funding of worker's pensions.

The 1980s saw sweeping political change that undermined the power of unions, the labor movement continued to attack wrongs even while being attacked itself. Unions have been instrumental in the passage of laws protecting workers from hazardous substances and mandatory polygraph tests. Unions have also been responsible for restraining unfair drug-testing and electronic monitoring of workers.

In the 1990s, labor continues its battle to gain ground lost in the 1980s and sooth the miseries of the underprivileged, all of this while increasing its membership through aggressive organizing. Keeping in touch with the times, labor has pushed for the rights of working parents by fighting for pregnancy leaves and support for day-care programs for children. A compromise plant closing law helps protect workers victimized by our crumbling industrial base. Active involvement in trade legislation seeks to protect both workers and businesses affected by unfair foreign competition. Unions have also joined the struggle to house the homeless.

Analyzing the few activities that have been touched on, it is evident that organized labor is concerned not just with its own members, but with the common good of society. Many of its

fight, minimum wage for instance, have little direct effect on its members. However, as it was in its early days, unions are often the lone voice calling for justice for the common man. And that's something all members can be proud of.

Michael Sacco
Wheaton Special Service

SPIKE TENNERMAN RETIRES



Picture from left are Albert J. Franzen and retired Business Representative Spike Tennerman.

On February 9, 1991, over 200 friends, family and co-workers joined to honor and pay tribute to Earl "Spike" Tennerman on his retirement.

Spike retired from Illinois Bell after almost 44 years of service. Spike served Local 336 for a period covering 6 decades as Steward, Executive Board Member, Chief Steward; and numerous other assignments.

President-Business Manager Albert J. Franzen presented Spike with an engraved plaque on behalf of Local 336 honoring him for his years of service and acknowledging the many accomplishments which have been attained through his efforts.

Brother Donald Weakley (retired) emceed the program. Presentations to Brother Tennerman were made by Arthur Perry, Director-Telecommunications Department, IBEW, Bob Lipkowski, Area Manager-Illinois Bell, Charlene O'Neill, on behalf of the office staff of Local 336, Jim Demgard, Local 827, IBEW and Loree Krause and Mark Tennerman, Spike's daughter and son. Other speakers included Dan Butler, Director-Illinois Bell and Gilbert Cornfield, Senior Partner-Cornfield & Feldman.

We want to wish Spike and his wife Pat all the best in the coming years.

NEW APPOINTMENTS MADE

SUE GILBERT APPOINTED AREA STEWARD FOR JONES INTERCABLE



Pictured above is Sue Gilbert. Sue is the recently appointed Area Steward for our Jones, Intercable members. She has been with Jones for over 4 years and has been a Union Steward for 2 1/2 years. Sue served on the Union bargaining committee that negotiated a new contract with Jones last year.

One of the most recent announcements that has come from Jones, Intercable is the decentralization of the Aurora center. Because of the move; approximately 10 of our members will be laid off. Although this was an unfortunate occurrence; Sue feels that the Company should be given some recognition regarding this situation.

All the members that left the company were provided one month's salary as severance pay. The company was not obligated in any way to provide this money to our members. In addition, there were a few members that very generously took the lay-off in order to spare the jobs of members of lower seniority that are single working parents or financially strapped. Sue would like to thank those persons responsible for this demonstration of compassion. It was really appreciated.

DON CHERWIN'S RETIREMENT PARTY SCHEDULED

A pizza party honoring retired Chief Steward Don Cherwin has been scheduled for Friday, April 12, 1991. The party will be held at Ach'N'Lou's Pizza pub located at 1592 N. Farnsworth in Aurora and will begin after work. The price of the party is \$10.00 at the door. Watch your Union Bulletin Board for further details.

CHIEF STEWARD'S REPORT



by Linda Corcoran

I am currently a COT for a Special Service Center and served as a Steward in that capacity. Before becoming a COT, I was a CSA in a Maintenance Center. Prior to this, I was a Service Representative; and also served as a Steward and an Area Rep covering an area from Oak Brook to Watseka.

I was appointed Chief Steward to handle the various Center locations as a result of my background in the Center environment; as well as my experience as a Steward and Area Rep. Currently, I am responsible for Arlington Heights, Wheaton and Joliet. I also work with the other Chief Stewards whose areas include Center locations.

During the first few weeks of my assignment, I have attempted to get an idea of what the problems and concerns are in my areas; while also trying to determine if they are local or company wide. The significant issue that I have initially discovered is that many members are giving their jobs away. Some people do it knowingly and others don't question new policies or "trials." I strongly urge all members to notify their Stewards when "trials" or new policies are being initiated.

The Union can only help when we are advised.

C.J. TRUBIANO SELECTED AS CHIEF STEWARD FOR AT&T



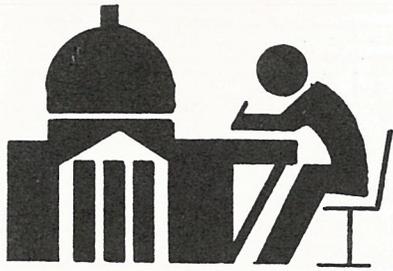
C.J. Trubiano was appointed Chief Steward for AT&T on January 1, 1991. C.J., a member of the IBEW since 1968 was hired as a PBX Installer for Illinois Bell and transferred to AT&T with the divestiture as a System Technician. He was initiated in Local 134 of Chicago and came to Local 336 in 1987 as a Customer Engineer. C.J. was appointed as a Steward in June, 1988. He has been in very active in the grievance procedure and most recently has been involved with the layoffs. In addition, C.J. has been engaged in joint meetings with IBEW Representatives, AT&T and Prudential Insurance Administrators regarding the new Health Option Plan.

TOM HOPPER DESIGNATED AS UNIT #1 CHIEF STEWARD



Picture is Chief Steward Tom Hopper. Tom, a member of Local 336 since June, 1979 was appointed as a Steward in 1985. Tom is currently a Customer Service Technician out of the Alsip Garage. Tom has been active as a Delegate to the 3rd Congressional Cope District, and has just been appointed a Delegate to the Chicago Federation of Labor. Tom also holds the position of Unit #1 Recorder.

POLITICAL EDUCATION



LABOR'S CASE FOR H.R. 5 AND S. 55

H.R. 5 and S. 55, now pending in Congress, would prohibit the use of "permanent replacement" workers in a labor dispute and would bar employers from offering preferential benefits to strikebreakers who cross the picket line to return to work.

In the past 10 years, employers increasingly have sought to evade their collective bargaining obligations by exploiting a loophole in our nation's labor laws that permits employer discrimination against strikers.

Under the judicial Mackay doctrine, while it is unlawful for employers to discharge employees for engaging in a lawful economic strike, it is lawful for the employer to "permanently replace" these employees.

Because the distinction between "discharge" and "permanent replacement" is meaningless from the standpoint of the strikers who have lost their jobs, the Mackay doctrine makes a mockery of the law's promise to workers that they have a right to engage in a lawful economic strike free from employer retaliation.

Nonetheless, in the recent decision of TWA vs. Independent Federation of Flight Attendants, the Supreme Court further eroded workers' rights by ruling that employers such as Eastern and Continental Airlines, Greyhound and the New York Daily News have come to see collective bargaining not as a means of negotiating current wages and working conditions, but as a means of

ridding themselves of their unionized workforces through the recruitment of a new workforce of "permanent" replacements.

Congress never intended that our labor laws would give employers the ability to undermine our system of collective bargaining.

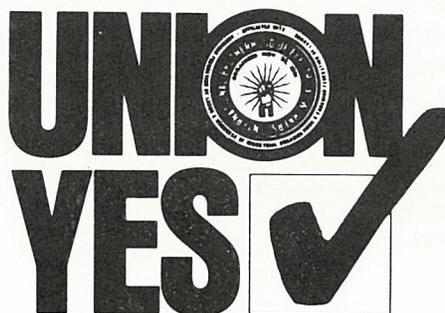
THE DAVIS-BACON ACT: WHY IT EXISTS

The Davis-Bacon Act of 1931 insures that workers on federally financed construction projects will be paid at wage rates that prevail in the area of the country. For almost 60 years, the Act has guaranteed that contractors win awards for federally funded construction projects based on good management, worker efficiency and quality craftsmanship -- rather than how little the contractors can pay their workers.

Thus Davis-Bacon protects community wage and living standards from unscrupulous contractors who seek to win bids on federal projects by undercutting workers' wages. But with the Act, contractors must pay whatever wage rate that prevails in the community -- whether it be union, non-union, or a mix of the two.

More importantly, Davis-Bacon also works to protect America's national security. Federal construction projects often involve the building of harbors, dams, superhighways, and military projects -- important facilities that require the most skilled and experienced craft workers. By helping to maintain wage rates that attract the most skilled workers, the Davis-Bacon Act ensures that these projects are built by reliable contractors rather than those who cut corners on quality or on employee wages and fringe benefits in order to save money.

Davis-Bacon works -- for employees, contractors, communities and the nation. Write your congressmen and ask them to fight to preserve it in the 102nd Session of Congress.



Another complaint about racial harassment on the job.



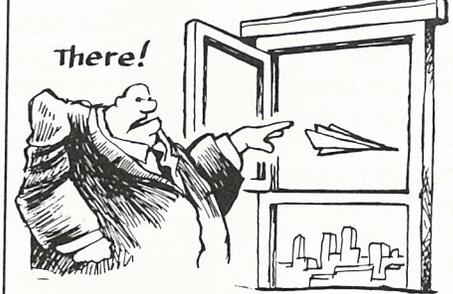
This is the type of problem we can't ignore.



The only solution is to air it publicly



There!



SPECIAL ANNOUNCEMENT

TO: ALL ILLINOIS BELL EMPLOYEES

On January 1, 1991, the GATEWAY TO LEARNING guidelines were substantially expanded.

Virtually all programs of study, at institutions accredited by the North Central Association, are now available for you to choose from with limited restrictions. Many personal interest courses are also approvable.

To find out more about the expanded guidelines and what opportunities they present for you, sign up for one of the spring "Returning to Learning" workshops by call the Council for Adult and Experiential Learning directly at 1/800-327-2235.

UNIT MEETINGS

Unit	Date	Time	Location
1	Tuesday, May 28, 1991 Tuesday, Sept. 24, 1991 Tuesday, Nov. 26, 1991	<u>NEW TIME</u> 7:30 P.M.	The Edge Restaurant (Lower Level) 147th & Cicero Mid-Oak Plaza Midlothian, IL
2	Thursday, May 16, 1991 Thursday, Sept. 19, 1991 Thursday, Nov. 21, 1991	8:00 P.M.	<u>NEW LOCATION</u> American Legion Hall 705 S. Larkin Intersection I-80 & Larkin Joliet, IL
3	Tuesday, May 14, 1991 Tuesday, Sept. 10, 1991 Tuesday, Nov. 12, 1991	7:30 P.M.	Gurnee American Legion Routes 132 & 21 Gurnee, IL
4	Thursday, May 9, 1991 Thursday, Sept. 12, 1991 Thursday, Nov. 14, 1991	7:30 P.M.	Elmhurst American Legion Hall Butterfield & Spring Rds. Elmhurst, IL
5	Wednesday, May 8, 1991 Wednesday, Sept. 18, 1991 Wednesday, Nov. 13, 1991	7:30 P.M.	Elgin Elks 18 Villa Ct. Elgin, IL
7	Thursday, May 30, 1991 Thursday, Sept. 26, 1991 <u>NEW DATE</u> Wednesday, Nov. 20, 1991	8:00 P.M.	Slovak Club 6920 Broadway Merrillville, IN
9	Tuesday, May 7, 1991 Tuesday, Sept. 17, 1991 Tuesday, Nov. 19, 1991	<u>NEW TIME</u> 6:00 P.M.	Comfort Inn 2175 E. Touhy Ave. Des Plaines, IL

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

LOCAL 336 I.B.E.W.

1319 Butterfield Rd.
Downers Grove, IL 60515
Ste. 504 (708) 960-4466



FIRST CLASS
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