

# FRONTLINE

**IBEW LOCAL 21**



**Volume 9, No. 5 • December 2005**

***Strengthening Our Union for the Future***

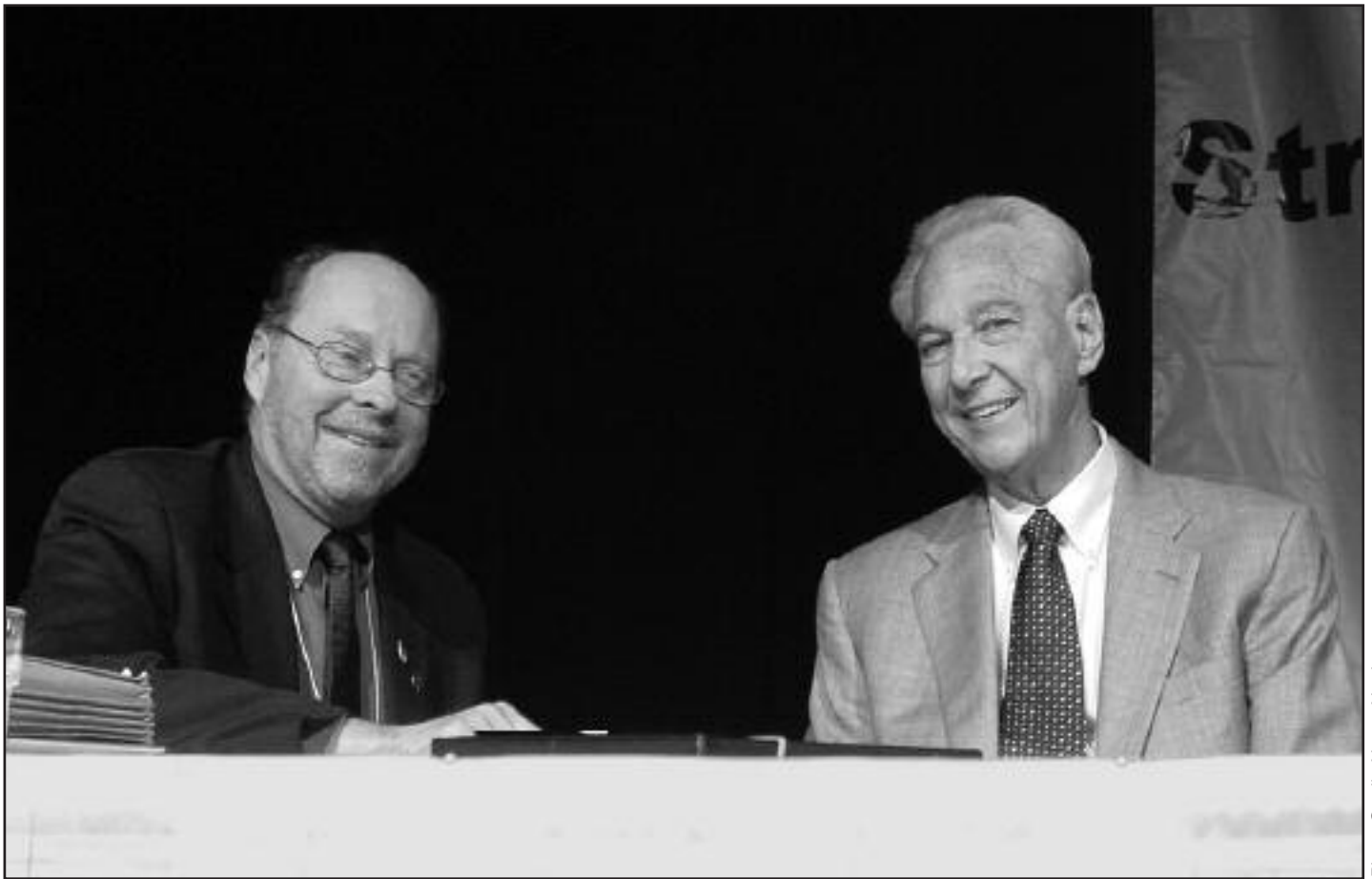


Photo Credit: Nancy North

*International President Ed Hill talks with Local 21 President Ron Kastner.*

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Of Electrical Workers  
Local 21, AFL-CIO/CLC

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**Member:** Illinois State Labor Press Association, Midwest Labor Press Association, and International Labor Communications Association, AFL-CIO/CLC

## Greetings from the New VP

By Kevin Curran, Vice President/Assistant Business Manager Marketing



Let me begin by saying that I am honored and humbled by my appointment as your new Vice President/Assistant

Business Manager responsible for Marketing and Research. Over the years, I've served the Union in many different roles, including Steward, Area Representative, Chief Steward, Business Representative, and Executive Board Member, and I look forward to serving you in my new role.

You may ask, "Why does our Union need a research department?" The answer is because **knowledge is power!** It's power at the bargaining table. It's power in an arbitration hearing. And it's power at the state capitol. As we do battle against multi-billion dollar corporations like Comcast and SBC, they may be able to outspend us, but they will **never** be able to outwork us. Part of that work means doing all we can to prepare for the fight. As Sun Zu said in *The Art of War*: "All battles are won or lost *before* they take place." The intent of our Research Department is arm our Stewards, Chief/Area Stewards, and Business Reps with the information and knowledge they need to fight for our members.

I would also like to report on news in some of our Marketing Centers:

### Global Markets

**The Overtime Arbitration Case was Resolved.** President Ron Kastner, Business Representative Liz Hodges, Chief Steward Cheryl Crooks and I recently negotiated the settlement of a pending arbitration case which concerned unfair overtime distribution in Global Markets. The settlement calls for a total of over \$3,800 in **cash** to be paid to the affected members.

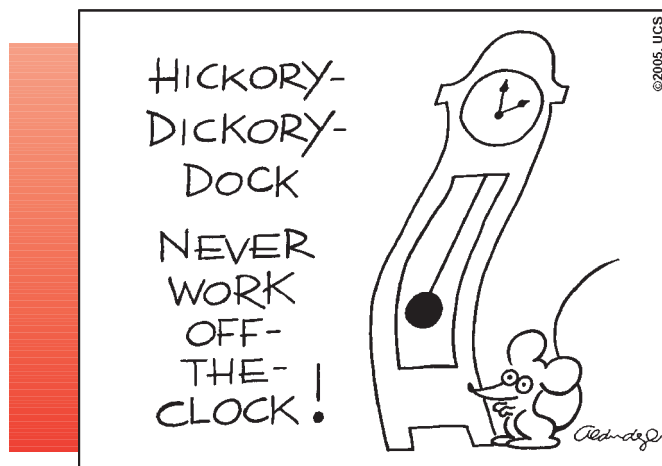
### Consumer

**AHT-Average Handle Time** was introduced as an objective by the company on November 1st. While we have seen some kind of AHT or Talk Time objectives off and on over the years, this one has the potential to put our reps in a Catch-22, since they have a Call Flow Process which must be followed on every call. So, if you cut corners on the Call Flow Process to meet the AHT objective, you'll get in trouble. If you follow the Call Flow Process to the letter, you may not meet the AHT objective. We've put the company on notice that we reserve the right to grieve and arbitrate **any** discipline based on this objective.

### Credit & Collections

We are currently in negotiations for the 2006 Credit and Collections incentive plan. As always, the Union is committed to bargaining a plan that is fair for **all** members.

**In closing, I would like to personally wish all members a Happy and Safe Holiday season!**



## **Project Lightspeed & Market Share**

By Ronald Kastner



**F**irst, I wish all Local 21 members a happy, safe and joyful holiday season. As I look back at 2005, I see a year in which our Local dealt with quite a bit of change; however, in telecommunications change seemingly is the normal way of doing business. The biggest change? Telecom companies beginning to provide

television services while cable companies simultaneously began to provide telephone services. Both industries will be competing for the same customer, a customer who expects all services at a low cost. I call it Walmarting the industry by promising low prices while providing poor quality and little to no service. This is called competing for market share. The good news here is that market share means jobs. In reality, if SBC gains market share, our Local will save jobs, and, in fact, the number of union jobs will increase.

Do you know that 90% of the cable companies operating in our country are not unionized? However, the Regional Bell Operating Companies are the most unionized companies throughout the country. The industry standard that we've maintained through negotiations with these same RBOC's is in serious jeopardy. We have attempted to gain relationships in the cable television industry only to meet strong anti-union/anti-worker attitudes. Dealing with these companies is met by union busting theatrics at the bargaining table, making reaching agreements a very lengthy process. One group went seven years without a contract.

Although it's not funny, I must laugh about this. I just received a notice of an increase on my cable television bill at home. That seems to arrive every year, not once every 7 years. We must not allow these standards to be diminished any further.

After a lengthy negotiation with SBC, now called AT&T, we reached an agreement over a competitive build of Project Lightspeed in Illinois and Northwest Indiana. This agreement not only protects and saves many of our current jobs; it allows

us to grow by bringing back approximately 250 more jobs into our Union. But most importantly it allows our Union to compete for the market share that I talk about. I see this as a real turning point in the future of Local 21.

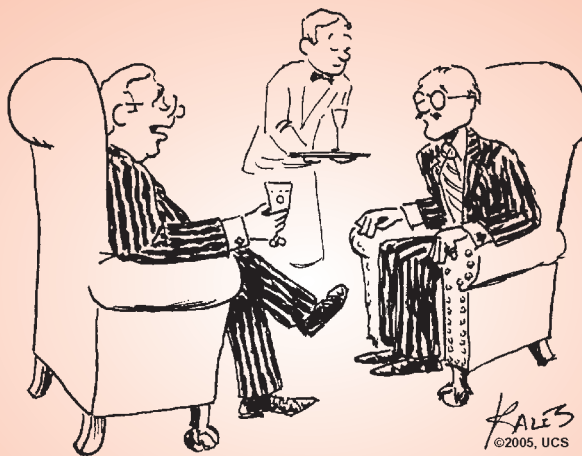
I'd like to thank all of our members holding a Local 21 Union card. You are the people who set the standards for all working families in this country, and although our numbers have shrunk somewhat lately, you have gotten stronger. Congratulations to each of you who, day after day, uphold the union's beliefs. As we continue to work together, many more good things will follow. Also thanks to my staff and fellow officers for all their hard work this past year. Good things are yet to come!

*The Union negotiated an agreement over a competitive build of Project Lightspeed.*

Internal Organizing is something all members will hear more about in 2006. This is known as mobilization. The union staff will reach out to our members, particularly those who weren't involved in their Union in the past. Not being involved is no longer an option. With our ever changing industries, no one can afford this anymore, not the newer, younger member, waiting to see what unionism is all about, nor the older worker awaiting retirement, thinking that she or he has done enough. Our educational and communication efforts will show all members the necessity of involvement. The stronger Union that we will build depends on all of us working together, gaining our market share of Union density in order to compete in our futures.

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I'd like to close by announcing the appointment of Kevin Curran as your new Vice President and Assistant Business Manager. Kevin will primarily be responsible for Marketing membership and our in house Research Department. Also, Jerry Gast has been appointed Assistant Business Manager. Jerry will be primarily assigned to Network issues. Congratulations go out to both of them.



**"Personally, I'd have no objections to unions if they'd just stop demanding improved pay, benefits, working conditions and job security for their members."**

## Network Update

By Jerry Gast, Assistant Business Manager



I want to start out by thanking all the Stewards who worked for me as a Local 21 Business Representative. Those

Stewards represent Illinois Valley, Peoria, and Rock Island at SBC, as well as the Stewards who work under the Verizon, Citizens Frontier, and Gallatin River Communications contracts. I am confident the new Business

Representative, Mike McCormick will enjoy the same support I had.

My new duties as Local 21 Assistant Business Manager for Network offered me little opportunity to ease into the role; the pressing issue of layoffs and surpluses thrust me into bargaining the Project Lightspeed Memo with President Ron Kastner and Assistant Business Manager for Marketing Kevin Curran. Those negotiations have been reported on over the Local 21 information line, at local Union meetings and by Chief Stewards in person. I will be chairing an oversight committee on the move of I&M techs back to I&R and the network preferencing to move Tech's to C&E,

along with the rehiring of laid off workers.

Downstate, Business Representative Vicki Burroughs and I are involved in the Springfield NDIC surplus. At this time a SIPP offer has been made that may create openings for the surplus members.

Local 21 is still in Federal court over the original layoff, and in arbitration over the 155 jobs that should have replaced contractors in C&E right after the layoff. Of course I will continue to shepherd the other numerous grievances and arbitrations in network. The Local is working to improve the time it takes a case to be heard.

## COPE Report

### Adding Another Log to the Fire

By Larry Moeller, Committee on Political Education

Yes, in what has become an end of the year tradition, pension eligible members under the SBC core agreement anxiously await to see what the new 30-year T-Bill rate will be for 2006. By the first week in December we will know the new rate used to calculate the lump sum option, and the company will have that and the contractual 2.5 % pension ban increase available on the SBC pension IVR. Of course that doesn't stop the rumor mill or panicky members trying to decide, "Should I stay or go?"

First, you should decide if this matters to you now. Ask yourself first, "Am I ready to retire?" and then "Can I afford to retire?" Unless the answer is "Oh Yeah!!!" to both of those questions put it out of your mind. The bottom line is, if you are not emotionally and financially ready to stop working, don't allow the 30-year T-Bill rate to cause you to make a potentially bad decision.

As tempting as it may be to take a SIPP offer don't lose sight of the big picture. We

#### "Can I afford to retire?"

get calls at the Union office this time of year that go like this, "A co-worker who heard from this other guy who heard it from a gal who is a secretary for a regional VP that there is going to be an enhanced SIPP in the first quarter of 2006." Whew, try and track that RUMOR down. Then there is the one that goes, "My financial guru sez the T-Bill rate is going up 2 points and I'm gonna lose thousands on my lump sum so I gotta go NOW!!!" If you have heard or talked to one of these members tell them to take a deep breath.

We do know the U.S. Senate passed a bill that among other things changes the 30-year T-Bill rate benchmark for calculating lump-sum pension payment to a corporate index rate. Historically, this would lower the yield on a lump sum payout. The U.S. House of Representatives also has a similar bill. **These acts are not law yet.** Even if they do become law, the new rate will be phased in over 4 years beginning in 2007. The very best protection we have is our CONTRACT. It

says the 30-year T-Bill is used for the purpose of calculating our lump-sum pension.

Changes in law or rates should never be the sole reason to retire. Most importantly get your information from people you trust, get a financial advisor long before you retire. Local 21 has a very good one who is at your service. Scarborough Alliance has many investment options designed to fit your personal needs. Call 1-800-223-7608 or via the Internet at [www.scarboroughalliance.com](http://www.scarboroughalliance.com)



COPE Director Larry Moeller pulled the winning tickets for the raffle.

#### "Am I ready to retire?"

## **A Benefit List, Checking it Twice**

*By Linda Cox, Business Representative & Recording Secretary*



### **Workers' Compensation reminder**

SMAART, SBC's disability vendor, sends a guide to the employee whenever a disability case or Workers' Comp case is opened. The guide refers the worker who was injured on the job to a website that lists physicians under contract with SMAART. The Workers' Comp Act in Illinois specifically states you have the right to select a medical provider of

your choice. In Indiana, the company or its vendors do have the right to send you to one of their medical providers.

The doctors or medical facilities listed with SMAART do not have your best interest in mind. Their job is to get you back to work as fast as they can. If you are injured and require immediate medical attention, go to the nearest emergency room. If your manager directs you to one of the company's medical facilities for minor injuries, go ahead and go. But remember you still have the right to follow up with a medical provider of your choice.

### **Deductions While Receiving Workers' Compensation**

When you receive Workers' Compensation only, the check is issued directly from SMAART. Because eLink doesn't issue the check, none of the deductions, such as contributions for CarePlus, supplemental life or dependent life, or spousal rates, can be deducted. This creates a problem, because when you return to work, all of the missed deductions are taken from that first check.

Beginning in January 2006, If you are receiving Workers' Compensation only, once your deductions accumulate to \$50, you will receive a direct bill from SBC Connect. To keep your benefits current, you'll need to pay the bill by the date shown. Some folks, who were receiving Workers' Comp prior to January 2006, will receive direct bills for much larger amounts. Call SBC Connect to make payment arrangements, if it creates a financial burden.

Upon return to work, please contact SBC Connect to stop the direct billing so that the deductions can once again be taken from your regular check.

### **Career & Personal Development Plan (CPDP)**

The company has taken a new position that it doesn't cover Master Degrees. Our collective bargaining agreement states you are allowed \$3,500 annually for tuition, books, fees, workshops, counseling, etc. Nowhere does it limit the kind of degree. We've provided documents that we feel support our position. Currently, the company is researching years of past bargaining in an attempt to support their position. So for now, we are awaiting their response.

The company has completed an audit in the Midwest region. The results affect approximately 187 IBEW members. It is very serious, as the company has identified by name those who have not provided proof, via school records, grade report, or certificate of completion, or transcript showing the course was withdrawn from, dropped or cancelled. The mailing of notification letters is

being staggered with those owing the most being notified first. If proof is not provided, you will be expected to repay the amounts owed. Additionally, the company will pursue this as theft and refer the matter to Asset Protection for further action.

### **FMLA**

Did you choose to have email notification rather than receiving letters to your home regarding the status of FMLA requests? Remember, this choice means you are held responsible for accessing whatever email account you provided, including after hours, weekends and vacations. A work email can't be accessed if you are suspended or on disability. Any delay in checking your email could cause you to miss a time frame required to clarify what has been submitted. We don't recommend email notification for the reasons mentioned.

### **Open Enrollment**

There was some incorrect information on the Health Plan Comparison Chart in the enrollment packet. Specifically, under the Health Care Network, it states a PCP election is not necessary. What it should state is you must use a physician who is in the United Health Care (UHC) network.

In the supplemental life insurance area, it states you must provide an Evidence of Insurability form in order to increase your basic life insurance to one times annual basic pay. This is not true. SBC Connect is aware of this error, and you will not have to complete this form. If you did not choose to increase your life insurance under the above scenario, call SBC Connect to request your increase.

UHC is still negotiating two contracts. One is St. Joseph's Hospital in Joliet that affects seven other areas and numerous physicians. The second is Private Health Care Systems (PHCS) in the Central Illinois area. PHCS is negotiating with UHC to move the current contracts from a leasing arrangement to direct contracts with UHC. Some of the contracts have been completed. Some are still in the process. Always check with UHC to make sure the physician and or medical facility is in their network before seeking medical care.

### **SBC Global Scarborough Savings Plan**

Ending on a good note, the company's match from February through July was incorrect. It has now been corrected, and an additional \$5,624 has been deposited in the participants' accounts.



"It's the only way I can find my cubicle."

# The Stewards' Seminar

By Jacquie Fields, Treasurer



**O**n November 3rd and 4th we held our Stewards' seminar, the theme, "Strengthening our Union for the Future" was appropriate. My perspective of the seminar is really a blur because as a member of the committee (Kevin Curran, Alison Watson, Bev Goncher, Tom Hopper, and Steve Unterfranz), I was really too busy to listen to the speakers. I can only relate what others said about the seminar, so here are some comments:

I was amazed at the affect Stewart Acuff (the National Organizing Director of AFL-CIO) had on the entire room, it was spiritually charged!!"... "It was impressive how many stewards said they learned something from the speakers."... "We sold a lot of union wear!!"... "It was great to see stewards outside of the main room, interacting, talking about their work locations, learning about each other."

One of our presentations was about generational differences. A member of Generation X, people born from 1965 to 1982 commented, "The information on the Generation Xer was just the opinion of a Baby Boomer (born from 1946 to 1964,) I was insulted!!"... "The seminar made the union look strong and well put together."... "I wish the information on internal organizing was more clear, and explained just how active do I need to be." ... "The internal organizing is a great idea, we need to come together as a union to deal with the goings on in our various companies."... "The COPE raffle was great, but what about our winners in the City of Chicago, the 911 workers?"... "When the Comcast stewards stood and received recognition, I was moved."... "Ron Kastner was quite impressive as our master of ceremonies."... "Let's do this again!!!"

It was a spiritually charged, strong, well-put together seminar. The view that I had was best because I got a chance to talk to a great many of the stewards there. One thing was evident, Local 21 has a great representing force out there at all the companies we have bargained with, and I was proud to see all of them. God Bless the Local 21 Stewards, everyone!

*"It was impressive how many stewards said they learned something from the speakers."*



President Ron Kastner



Dennis Cardone of Scarborough Alliance



6th District Vice President Jeff Loman swears in Kevin Curran as the new Vice President of Local 21 and Bev Goncher as the new E-Board member for Unit 2.

# STEWARDS SEMINAR



*Stewart Acuff,  
the National  
Organizing  
Director of  
AFL-CIO*



*Attorney Gil Cornfield*



*Business Representative Dave Webster*



*Business  
Representative  
Mike  
McCormick*



*Arbitrator Amedeo Greco*



*Illinois Attorney General Lisa Madigan paused for a  
moment with Rosetta Shinn, Chief Steward &  
Lobbyist*

Photo Credit:  
Mike Kunas  
Nancy North  
Tom Hopper

# A Labor Contract Makes A Great Christmas Gift

By Jerry Rankins, Business Representative



For me the greatest celebration in life is the birth of my Lord and Savior Jesus the Christ. In December, most Americans celebrate his birth, with the

nativity scene, lights, tree decorations, and singing carols. It is a time of giving thanks, gift giving, remembering the unfortunate by making the financial sacrifice; enjoying the children's school plays. Spending time with the family, it's the most celebrated time of the year.

As I reflect back on 2005, and the many accomplishments that certainly out-weighed the disappointments, I remember the negotiations of three new labor contracts, two at Comcast and the one at the City of Chicago, the return of workers who were wrongfully terminated and the settlement of grievances. These great deeds only happened because we are Union! So, I must give thanks for one thing this Christmas that the majority of the working class does not have, Union recognition.

Bargaining rights are something we as workers either don't understand, or we take for granted. Either way it's a gift that comes with a price, the price of shed blood by people who believed the rights of collective bargaining is a human right! We can no longer take it for granted! We speak about great American leaders like Dr.

Martin Luther King, the pioneer of the civil rights movement of the 60's, but so many workers don't know that his life was lost fighting for striking sanitation workers in Memphis, Tennessee.

It has only been twenty-one years since Illinois state workers got collective bargaining rights. In 1960 one out of three employees or 33 percent of workers belonged to a Union, today it's down to 13 percent combing the private and public sectors.

We must not forget what great leaders like Dr. King died for, and preserve our destiny. The only way we can achieve this is to remain committed, give thanks and become more active with dedication and appreciation of what's been given to the greatest class of people, the working class. So, this Holiday season remember the Brothers and Sisters who fought and gave their lives to bring us the paid Holidays, the 8 hour day, yes even the weekends.

Special thanks to all Stewards, and Area/Chief Stewards who make it happen. To the members, thanks. Let's become stronger in 2006. Happy Holidays and may God continue to bless our families, the Labor movement, and America.

**Bargaining rights are something we as workers either don't understand, or we take for granted.."**

## Still Shopping?

[www.ShopUnionMade.org](http://www.ShopUnionMade.org) offers an array of union-made gifts, including: Clothing, Chocolates, Shoes & Accessories; Books & Magazines; Artwork & Posters; Greeting Cards & Gift Wrap; Computers; Flowers; Food & Beverages; Sports Equipment and Toys & Games.



## In The Field

By Steve Unterfranz, Business Representative

Referencing, this is a word we have heard a lot lately. It seems that every department in Network has done a preference at one time or another. Why do we do them? Why not just let everything go thru JOBS?

Referencing helps both the company and the Union. The company keeps qualified people in certain jobs, and the Union benefits because our members can move around in their department and in some cases opt for different jobs within the department.

By the time you read this the referencing for Project Lightspeed will be well underway. Many of our construction and I&R techs will be going to construction jobs designed to build the project. This will leave openings. Former Local 21 members will be rehired to fill in behind them.

All in all the referencing process, although sometimes difficult and cumbersome, seems to work well and benefits our members.

The apprentice committee urges all apprentices in I&R and Special Services to take the journeyman test. As a result of the agreement, any apprentice who has passed the test as of the first of the year will automatically move to the journeyman title.

Now that another year has ended I would like to wish everyone a Merry Christmas and a safe, happy, and prosperous New Year. TNX

**By the time you read this the referencing for Project Lightspeed will be well underway.**

**Complete information about all Union Privilege services is available online at [www.unionprivilege.org](http://www.unionprivilege.org).**



# Religious Delegation Visits Comcast Philadelphia HQ

By Dave Webster, Business Representative



**A**s part of the AFL-CIO national organizing campaign at Comcast, the IBEW & CWA attended the Comcast shareholders

meeting in Philadelphia, PA on June 1, 2005. We rallied together in front of the meeting location, and then went inside with several shareholder proposals, and some pointed questions for CEO Brian Roberts.

Father Jack O'Malley and Rabbi Rav Soloff, on behalf of the unions, asked CEO Roberts if he would be willing to meet with the religious leaders and discuss the obstacles to reaching agreement in the outstanding contract negotiations with the IBEW in Chicago and with the CWA in Pennsylvania. The hope was a "neutral" could get the parties to lay out the final "must haves" for agreements. At the shareholders' meeting Mr. Roberts denied the request.

Weeks later, Fr. O'Malley received a letter from one of Brian Roberts' lackeys at the corporate headquarters offering to arrange a meeting. You see, Mr. Roberts has been receiving a few awards that spotlight his *humanitarianism*. We're sure that he is aware that we are prepared for discussions with the

folks who have honored him with such awards, revealing the side that he hides so well. The side that supports discriminating against workers for participating in, forming or joining unions.

On October 26, 2005 the much anticipated meeting was finally held. The delegation spoke with the corporate VP of human resources, a Comcast attorney and a Comcast consultant. The delegation's specific purpose was to open a dialogue between Comcast and the Unions to reach agreements on the contracts still being negotiated. The agenda was to touch on the moral issues around Comcast's behavior, at the bargaining table and to its employees.

The delegation, led by Fr. O'Malley pointed out that:

- **Comcast has instituted a pattern of discrimination against represented workers.**
- **Comcast undermines good faith bargaining by instituting specific practices.**
- **Comcast is not a neutral bystander in unionization or decertification elections. Such elections are not really "free" at Comcast.**
- **The combination of these patterns subverts the dignity of Comcast's workers, their basic right to freely associate and the efficacy of collective bargaining.**

The company representatives claimed that they were there to "listen and collect information" and were unaware of any such terrible deeds "happening locally." They asked for specifics of the behavior mentioned which left the door open for further discussion.

Also during the meeting two important facts were brought to light. First, the Comcast VP of Human Resources said, "We don't want to be like Wal-Mart. We work with the unions." Hmmmmm..... maybe you should show that in your actions. Secondly, Fr. O'Malley thinks Brian Roberts is afraid of being embarrassed due to the numerous humanitarian awards he has received lately, some from religious organizations.

The IBEW and the CWA are currently putting together the "specifics" the company representatives requested. The Religious Leaders Delegation will deliver the final letter. We'll see if these are more "Comcastic Games" or if there actually is someone at Comcast with a conscience who will seriously address the issues....I'm not holding my breath, but my hope and prayers are with the delegation's ability to help Comcast Corporate leaders see the immorality in their actions and move quickly to conclude negotiations in a way that is fair to the workers.

## Republicans Kill Hike In Minimum Wage – Again

**F**or the second time this year, Republicans in the U.S. Senate defeated a bill to raise the federal minimum wage. Authored by Massachusetts Senator Ted Kennedy (D), the measure would have boosted the wage from \$5.15 to \$6.25 per hour—a compromise from Kennedy's original bid to raise the wage to \$7.25.

According to the Economic Policy Institute, some 7.3 million workers who earn between \$5.15 and \$7.25 an hour would have benefited directly from Kennedy's proposed increase to \$7.25 an hour, and 8.2 million more workers who earn slightly more than \$7.25 an hour also would benefit from the spillover effect of

the boost.

"After eight years, minimum wage workers deserve a pay raise, plain and simple, no strings attached," said AFL-CIO President John Sweeney. "It is appalling that the same right-wing leaders in Congress who have given themselves seven pay raises since the last minimum wage increase have voted down the modest minimum wage increase proposed in the Kennedy amendment. America needs a raise, now more than ever. Shame on Congress for denying them one," Sweeney said.

Fortunately, Senate Democrats were able to defeat a second proposal by Sen. Michael Enzi (R-Wyo.), which would have raised the minimum wage—but exempted millions of

workers from the minimum, cut overtime pay, and weakened job safety and health protection.

Under the Enzi amendment, Fair Labor Standards Act protections for all workers at businesses with annual revenues below \$1 million would have been eliminated. The amendment would have abolished the 40-hour workweek and replaced it with an 80-hour, two-week work period. Today, those who work 50 hours in one week and 30 the next receive 10 hours of time-and-a-half overtime pay. Under the amendment, such workers would no longer get overtime pay, making mandatory overtime cheaper for employers.

• • • At SBC we have found several instances where employees who have intermittent FMLA or are out on disability, are being followed by Security. Asset Protection agents sit outside their homes, follow their activities, and take photos. All this is used against the employee whenever possible. Watch what you are doing. Don't make extra stops, even if it is enroute to your home from work.

...The **Peoria County–Bel Wood Nursing Home** wants to implement a Post Employee Health Plan (PEHP.) The County considers this an employee benefit designed to allow the employer to invest money for the payment of qualified medical expenses once the employee reaches retirement age.

The Union is waiting for more answers from the County-such as, what type of expenses can PEHP pay for, how will the plan be funded, what are the administrative fees, etc. before making a final decision if this is good for our members at Bel-Wood.

...The **Gallatin River Communications–Pekin District** contract expired September 30th of this year. The bargaining team of Stewards Renate Frederking, Kevin Heiser and Mike Christianson worked hard. Bargaining went down to the wire, but we came away with successorship language, a trial on the attendance policy that the first five incidental absences would not be held against the employees for disciplinary action in 2006, a five year contract, a dismissal panel review similar to SBC's. These are just a few of the enhancements to the contract. Local 21 wants to thank the entire bargaining team along with the strong Union membership who backed them 150%.



By Vickie Burroughs, Business Representative

• • • Right now the hot skillet on the stove **Downstate** is the memorandum on Project Lightspeed. Linemen study it as carefully as cable locators because it includes line work.

...As part of exhibit 3, a lot of Lightspeed associated work may be done as business as usual Downstate. The issue of Locators preferencing for the new technologies will be discussed in meetings scheduled for the coming weeks.

...The budget situation in **Vermillion County** got pretty hot. The county finally passed a budget on November 30th. Individual office holders will be given the opportunity to go to committee for budget modifications.



By Jim Foster, Business Representative

• • • The departure of Mike McCormick to the south suburbs has led to my promotion to Business Representative for the south side of Chicago. It is a wonderful opportunity and challenge. Mike worked hard to make the south side a better place to work and I pledge to continue the work he started.... Help from the members and staff will be greatly appreciated.

...Most of the problems on the south side are in Special Services or DOG group...SBC has declared war on the Special Services tech's in the south suburbs. The Chicago tech's are caught in the middle because management is sending them to the south suburbs to cover the work, placing them in an embarrassing position with their brothers and sisters in the suburbs. Be assured the city and suburban special services tech's are united.

...Most of the 2006 vacation schedules are up and running except the central offices and Special Services. I expect those to be resolved by the end of November.



By CJ-Cleveland Johnson, Business Representative

• • • I'm happy to report that fewer people "fired themselves" with code of conduct violations in 2005. Even one is too many, but about a dozen members lost their jobs. Hopefully we can reduce that number next year as we continue to educate our Brothers and Sisters on how to stay out of trouble.

...Area Steward Charles Snipes came on board to help out at 10 S. Canal this past year. His presence caused an improvement in the way members view the Union at that location.

...At **SBC Datacomm** Local 21 achieved victory in the layoff arbitration. It's one of the highlights of my career, and I'm proud of the role rank and file members played in the victory.

...As always the primary concern is going home safely to our families at the end of the day. Please don't take chances with your safety. From my house to yours, I wish everyone a safe holiday season. Peace on Earth.



By Michael Sacco, Business Representative

• • • We are in the process of negotiating an ERIC amnesty program; some Local 21 members mistakenly accepted referrals for all upgrades. I & R members are urged to notify their supervisor if they notice supplemental income from referrals they did not expect. Prior to the amnesty several members have been terminated for mistakes made using the ERIC program Don't be one of them! The Amnesty program should be in effect after Thanksgiving.



*By Dan Gruenich, Business Representative*

• • • In a hard decision I have opted to leave Chicago and take responsibility for the Unit 4 area and portions of downstate. I need to thank the Stewards who stepped up to the plate and helped us make changes for the better regarding working conditions for Local 21 members.

...I urge stewards and members to give CJ the same support I enjoyed in order to further improve life at SBC, within the south side of the city. I still have outstanding cases pending arbitration and will stay involved until they are completed.

...I look forward to the challenges in my new area and the chance to work closely with Bill Henne and Terry Sheehan. I have already visited a few garages and expect to stop by all of them ASAP. Please be patient as I am wrapping up outstanding issues on the south side of the city, and dealing with company/union meetings on the recent memorandum of understanding involving "Project Lightspeed."

...I will retain my responsibilities at Altura and pick up Verizon, Citizens Utility/ Frontier, and Gallatin River Communications.

...As of November 17th Local 21 is pleased to announce a tentative contract with **Gallatin River/Dixon**. The new contract will be explained to the members and placed before them for ratification on November 30th at 6:30 PM.

...At the recent Steward Seminar it was helpful to meet the majority of Altura stewards for the first time. A positive plan came out of this as we have agreed to hold an **Altura** Stewards' conference call every six weeks. I have some of the Altura Stewards' contact telephone numbers; those of you who haven't provided them please leave me a message at the union Hall at 630-960-4466 X 401. Outstanding issues at Altura include contracting out, stand-by, and out of state details. As of press time, all three issues have conference call dates planned.

...Finally, to all members, please have a happy and safe holiday season. Enjoy this time with your family and friends.

*By Mike McCormick, Business Representative*



• • • In **Consumer** thirty Service Representatives across the state have accepted the voluntary SIPP offered by **SBC**. In the Total Grace office fourteen members are leaving, including two from Bi-lingual.

...Working safe is a daily lesson for the members of the **Highland Park** garage. On November 9, 2005 installer Laura Tashke was out at a crossbox, after getting off the ladder when she suffered an aneurysm. Luckily fellow technician Randy Merritt was at the same crossbox. He called 911, and the paramedics arrived. Laura is recovering at Evanston Hospital.



*By Michael Cohns, Business Representative*

• • • November saw the completion of the preferencing to loop electronics and air pressure.

...Bargaining for the Itasca Warehouse group is ongoing, sessions are scheduled for early December, but progress is moving at a snail's pace.

...Local 21 members are still being disciplined up to termination for driving on a suspended driver's license. Failure to comply with the State of Illinois emission control notification is one reason a license can be suspended. If you're not sure you have valid license call 217-782-2720 for Illinois, in Indiana call 317-233-6000.

...The Construction Road-eo was held at the Hastings garage. It was a great success, and the winners are pictured on page 13.



*By Steve Unterfranz, Business Representative*

• • • One surplus TA in Finance was placed in a job on November 7th by backfilling a position of a member who accepted the SIPP offer.

...There has been no incentive plan in Global Markets for the last ten months due to a grievance waiting to go to arbitration. Finally Mark Paige the executive director of global flew to Chicago from California to meet with President Ron Kastner, Vice-President Kevin Curran, Area Steward Cheryl Crooks, and me. We were joined by local Labor Relations managers. We achieved a settlement and averted an arbitration. Global now has an incentive plan for November and December.

...In the CPC Lac at 311 W. Washington, nine provisioning specialists are still at risk after the company declared thirteen were surplus. The company is going to keep four. We are hoping they all find positions before the FDD date of 12-15-05.



*By Liz Hodges, Business Representative*

• • • On behalf of all the MA's out of the Lakewood Center a big thank you to President Kastner, the Local 21 staff and members for their support and encouragement while dealing with the proposed layoff.

...While we are relieved the question of layoffs is behind us, the company and Union quickly returned to business, with the 2006 vacation schedule first on the agenda, the composition was agreed on and the Lakewood NCSC vacation schedule is circulating.

...A piece of good news is the company is adding to the responsibilities of MA's. Soon they will be able to answer simple billing questions for customers in order to cut down on redirected calls.

...The Lakewood NDC is also relieved over the end of the layoff threat. The Union and the company sat down and restructured the composition of the Vacation schedule, and agreed to complete the re-preferencing of work functions before the Vacation schedule is distributed.

...In **Safety News** the committee met with the company on November 15th. The result--a new ladder safety video will be available in the 1st quarter of 2006.

...New guidelines go into effect immediately regarding accident investigation, the local steward will be notified from 24 to 48 hours ahead of time of an accident investigation, and depending on the severity of the accident the local steward will notify the Chief Steward.

...The committee also brought to the company's attention a possible unsafe condition on the use of lag bolts vs. thru bolts in Chicago. The company will get back to us after checking on the guidelines.

...Last there is a growing concern by both parties of the risk posed to our members having to enter a customer's home that turns out to be an illegal meth lab. An awareness training program is being put together.

...At **JULIE**, the company rolled out their 2006 objectives and changes in office procedure during the recent annual Labor/Management meeting. The only fly in the ointment is management's plan to change the FMLA process. The Union is investigating if the new policy violates the law.

*By Melanie Probst, Business Representative*



• • • Another year has gone by. It seems they pass faster and faster now-a-days. It has been a busy time in all of the Business Units that I represent.

...In **Consumer** the company changed the way it does business. It created another layer of upper management to try and get a better hold on competition in the Midwest consumer market. The theory is that the ability to make decisions here in our area enables SBC to better position itself against cable, cellular and high speed internet. It remains to be seen if this works as good as it should. All too often, the Texans cannot keep out of the mix for very long. Also with the announced merger being complete and our name once again AT&T, changes will not doubt occur in the next few years.

...In **Business**, the push is on for even higher numbers in Job Performance and lower numbers in attendance. The Union is meeting with the company on an overview of its plans for 2006. It includes higher numbers to be at "meets expectations" in order to not be on a performance plan. They want to raise the bar 8% in both the unacceptable level and meets some expectations. The company feels it needs to change the behavior of the bottom 20% of the employees. In the attendance plan, they are looking at eliminating the two partial days of absence as one case and the three tardies as one case. The new attendance policy would have a "threshold" of three cases of tardies, two cases of incidental absence / 16 hours and one chargeable disability in five years. The discipline steps after the threshold have been reduced from five to four. So next year will be a challenge for all of our members to meet their objectives for performance and to stay healthy. Just remember that FMLA protects your attendance from being chargeable.

...The **DIG E911** group in River Grove will be moving its location to downtown Chicago in the 1st quarter of 2006. The location for the group will be at 311 W Washington. There is no change in their work or number of members just an address change.

...Finally, I have some additional groups this year. I now am responsible for the WLACC, SBC Long Distance, NCVC and the SAG. I look forward to meeting the members at each of these locations in the coming months.

...I wish all of the members of IBEW LU 21 a very safe and happy holiday season. Please take some time to enjoy these days with family and friends. Because as I stated at the beginning, time moves way too fast.

*By Kurt Schmidt, Business Representative*



## Are You Watching TV too?

By Nancy North, Area Steward



I'm still searching for mentions of unions in entertainment television programs and movies. Over the

Thanksgiving

holiday, I watched the original *Miracle on 34th Street*. It's full of wonderful moments. In one of them the District Attorney wants Judge Harper to rule on, "Is there or is there not a Santa Claus?"

The judge is up for re-election and his campaign manager wants to see him in chambers before Harper rules on that question. The politician explains, "If you rule there is no Santy Claus, it will be all over the papers. The kids will read it and don't hang up their stockings...nobody buys the toys, and the toy manufacturer have to lay off a lot of their employees, union employees. Now you've got the CIO and the AF of L against you, and they are going to

say it with votes."

Yes, the 1940's were a time when every gift kept giving. Most gifts meant union wages for someone else. It was a cycle that built the American economy into the most powerful economic engine in the world, with benefits reaching all spectrums of society.

Fast forward. What would I find in the 1994 remake of *Miracle on 34th Street*? The department store isn't Macy's, but the fictional Cole's. The sub-plot is not a rivalry between retail equals, but a dark plan by the discount chain mogul to drive Cole's out of business.

There is no campaign manager for the judge at all, no speech about union jobs. Mrs. Walker, the doubtful mom, does convince her boss, the president of Cole's to stand behind their Santa with an "I believe" campaign. There is a series of images that include a banner draped from a girder "Ironworkers Local 524 Believes" and one truck pulls away to reveal another with the message, "Teamsters Local 23 Believes." No, it's not much, but at least we were not forgotten.



## To the Editor:

On November 8, 2005 there was a bi-partisan forum held in Leadville, CO for a "Resolution Concerning the Iraq War." The Resolution proposed that the Pentagon find 3 exit strategies for this undeclared war in Iraq. The Resolution passed by 98 % with one abstention and one no vote.

There are those that think that it is not patriotic to oppose this unconstitutional war; to them I ask:

Is it patriotic to violate the Constitution of the United States which "needs two-thirds of the congress to declare war" as Thomas Jefferson had said?

Is it patriotic to have brave soldiers killed in a foreign country based on the false information of weapons of mass destruction?

Is it patriotic to put the American people under the economic burden of this undeclared war; which will add to the national debt and cause the increase of consumer goods?

Is it patriotic to keep condoning these unconstitutional acts so that in future we will be conditioned to believe that whatever unlawful acts our officials have done in the past will be OK in the future, until there is not one shred of our constitution left?

Is it even Christian to believe that an unconstitutional war; a war that violates the (government) which is the Constitution of the United States is OK; and ignore the fact that there is enough evidence now to confirm that "The 9/11 Commission Report" is definitely a cover up?

Thomas Jefferson said: "Never was so much false arithmetic employed on any subject as that which has been employed to persuade nations that it is [in] their interest to go to war. Where the money which it has cost at the close of a long war; ... could have been expended on improving internal projects for the felicities of the American people. This I hope will be our wisdom."

All public officials take an oath to support and defend the Constitution of the United States; one would wonder if any elected official who did not understand these things is fit for public office.

Maybe they have a warped sense of what's patriotic or no sense at all!

**Lou Gamboa**

*Editors Note:* The opinions are the writers own and do not necessarily represent the views of this newspaper or IBEW Local 21.

## Construction Safety Road-eo

October 20, 2005

Hastings Garage in Chiago



Participants Tony Smits, Jeff Kodat, Manuel Cardenas (winner), and Mike Arnold

## Local 21 Members Are 'Going to College' ... On the Train, In the Truck, At the Kitchen Table

SBC and the IBEW are part of NACTEL (National Coalition for Telecommunications Education and Learning) along with the CWA, Verizon, Qwest and Frontier. NACTEL partners with Pace University and other education providers, to offer online education programs designed by and for the telecommunications industry and geared to adult learners. All the programs are offered completely online, are fully accredited, and taught by experienced instructors.

"This program is good for Local 21 members. It gives them the opportunity to further their education, and hopefully advance," said President Ron Kastner, who has been appointed to serve on the NACTEL board by International President Hill.

During business hours Mark Bellville works on high capacity lines as a Telecom Specialist for SBC. When he's not at work,



Mark Bellville

Mark can be found bike-riding, roller-blading, or accessing college courses from his laptop. Mark is one of thirty-eight IBEW Local 21 members who are earning a college degree from Pace University in the NACTEL program in telecommunications technologies—**completely online.**

"The online format is very convenient. I can do my assignments when it fits my schedule and I have the time, even when I'm commuting home on the train," says Mark. When Mark first heard about the program from SBC, he thought it was a 'perfect opportunity.' "I was a little wary of the online courses at first - that they weren't the same quality as traditional courses - but I've found my Pace courses

are as challenging, if not more so, than a regular college class. And you have to do a lot more on your own."

This sentiment is echoed by Todd Huxtable, an SBC Customer Systems Technician. "I'm trying to better myself so I like that the courses are challenging ... they keep me thinking." Though Todd typically does his coursework from home, he can also get through some short assignments during lunch, working from his truck. "I'm learning the technical aspects of the job - DSL and Fiber to the Premises - which helps me do a better job today but will also help me down the road, since that's the future."

Nikcole Nunn, a Directory Representative at SBC, is just beginning the NACTEL program and is not sure about her career goals. "I want a change. I'm not exactly sure what I want to do but I want to grow within this company." Nikcole enrolled in NACTEL because it was a convenient way to earn a B.S. degree - online - and learn more about SBC's business. "Though I'm just starting, I can already see I will be better prepared for the internal tests we have to take to qualify for a new position."

Todd, Mark and Nikcole came to the conclusion that because the tuition in the NACTEL program is 100% covered under SBC's tuition aid plan, and the curriculum was co-developed by SBC and the IBEW, in a flexible, convenient format, it was a 'great opportunity' for anyone interested in career advancement and keeping themselves 'employable.' For more information on NACTEL, visit:

[www.nactel.org/ibew](http://www.nactel.org/ibew).



Todd Huxtable

## Union Scholarships & Education Services

By Tom Hopper, Business Representative

### IBEW Local Union 21 Scholarships

Our union is proud to announce the IBEW Local Union 21 Scholarship Program, available to all Local Union 21 members and immediate family members. There will be a total of 10 winners of \$1,000 each. Turn to pages 15-16 for the complete Scholarship Program rules and Application. All applications must be received by March 1, 2006.

### Union Plus Scholarships

For more than 10 years, the Union Plus Scholarship program has supported working families pursuing post-secondary education. This program is offered through the Union Plus Education Foundation, and is available to all union members, spouses, and dependent children (as defined under IRS regulations). Since 1992, Union Plus has awarded more than \$1.8 million to students of working families. The Union Plus Education Services Program delivers free, practical online resources to help you and your family achieve your post-secondary education goals. Applications can be downloaded from their website and must be postmarked by January 31, 2006.

### Union Privilege

Founded by the AFL-CIO in 1986, it develops and manages the Union Plus consumer benefit programs. Additional Union Plus programs include free and discounted legal services, credit cards, discounted health services, a home buying program, travel and recreation discounts, and much more. For more information visit [www.unionplus.org](http://www.unionplus.org) and [www.unionplus.org/scholarships](http://www.unionplus.org/scholarships).

## In Memoriam

Patrick Davidson, an I&R tech out of the Elgin garage suddenly passed away. The members of Local 21 lost a good friend. A co-worker who always had a smile on his face, he will be missed but not forgotten.

# International Brotherhood of Electrical Workers

**RONALD E. KASTNER**  
President-Business Manager &  
Financial Secy

**KEVIN CURRAN**  
Vice President  
Assistant Business Manager



**LINDA COX**  
Recording Secretary

**JACQUIE FIELDS**  
Treasurer

## **IBEW Local Union 21 Scholarship Program**

### **APPLICATION PROCESS & ELIGIBILITY:**

All completed applications must be sent to:

IBEW LU 21  
Scholarship Committee  
1307 Butterfield Road, Suite 422  
Downers Grove, IL. 60515

All applications must be received by March 1, 2006.

1. Eligible applicants must be a member in continuous good standing and have paid dues without an Honorary Withdrawal. A member meeting the above requirements may sponsor an immediate family member.
2. All applicants must be attending, or accepted to an accredited college. Copies of all academic transcripts from high school, college, apprenticeship, or other educational and developmental programs must be submitted with application.
3. All applications must include an essay of not less than 250 or more than 500 words on "The importance of the labor movement in today's world." A complete personal resume is required. The resume should outline education and work history, military service, plus involvement in the union, local, civic, community and religious affairs. At least two additional letters of recommendation must be sent by individuals testifying to the attributes of the applicant.
4. There will be a total of 10 winners of \$1000.00 each.

### **SELECTION OF WINNERS:**

The IBEW LU 21 Scholarship Committee will examine the complete record of each scholarship applicant to choose the winners. All applicants will be notified. All submissions become the property of IBEW LU 21. Essays may be featured in the Frontline or on the IBEW LU 21 website.

FREE ACT OF THE IBEW LU 21:

The creation of this scholarship program is a free act of the IBEW LU 21. In addition, IBEW LU 21 retains the right to alter, suspend, cancel or halt the IBEW Scholarship Program at any time and without giving any reason.

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APPLICATION FORM:

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City/State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Social Security Number: \_\_\_\_\_

Telephone Number: \_\_\_\_\_

Birth Date: \_\_\_\_\_

I wish to study for an initial bachelor's degree in: \_\_\_\_\_

---

Did you complete high school or the GED? Yes\_\_\_ No\_\_\_

If you are not an IBEW LU 21 member, please list the full name of the IBEW LU 21 member that is sponsoring you: \_\_\_\_\_

My signature below is evidence that I understand and agree to all rules governing the IBEW Local Union 21 Scholarship Program as listed on the eligibility sheet.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_



The Illinois Legislative Latino Caucus met with SBC at Total Grace on November 8th.

Seated L to R State Representative Maria Antonia Berrios, State Senate Assistant Majority Leader Miguel del Valle, Carrie Heightman, & IBEW Local 21 President Ron Kastner.



State Representative Cynthia Soto walked through the office and met with the Local 21 Stewards.

## Members In The News

Prentess Ridgeway, an MA at the Lakewood office—formerly of the Dorchester center—welcomed her new granddaughter Akyrah Marshae' Poston on June 12th. Mom (Shaunte!) and baby girl are doing great! Dad (Marcus) is serving in the US Navy!

## Welcome Home

Kim Sak, a cable splicing technician in the Dundee garage, has returned safely from her tour of duty in Iraq.

Ceola Harmon and her husband celebrated the birth of their son James Edward D'Wayne Harmon Jr. on October 5th. Ceola is a CA in Oakbrook BCS.



To have your news posted please send a short email to the editors [nancy.north@comcast.net](mailto:nancy.north@comcast.net) and [ljm336@ameritech.net](mailto:ljm336@ameritech.net) with "Frontline Members in the News" as the subject line.

## CONGRATULATIONS LOCAL 21 RETIREES

### March 2005

Chuck Richter

### April 2005

Carole Monson  
Dianna Hoffman  
Ray Hoffman

### August 2005

Tom Piddington  
Debra Sanchez

### September 2005

Phyllis Infusino  
John Schraffenberger  
Eddie McKenzie  
Steven Kiernicki  
Martha Crudup  
Hermelinda Ochoa  
Shermane Judkins  
Sandra Lyman  
Dorothy Battle  
Steven Henning  
Ronald Ratkovich  
Antoinette Harlson

### October 2005

Pamela Williams  
Linda Bohde  
Kent Erickson

### November 2005

Richard Caliendo  
Luetta Nuckolis  
Rebecca Hoover  
Phyllis Pittman  
Arlene Ponczek  
Susan Kay Hamma

### December 2005

Robert Geho

#### Information Alert

Members must be in good standing for 10 consecutive years with IBEW Local 21 (or former Locals 165, 188, 336, 383, or 399) immediately preceding their retirement in order to receive a retirement from the Local Union. These members must be severing their employment with the employer. Stewards, Area Stewards, Chief Stewards, and Business Reps can request applications by calling Nancy Kopydlowski at the union office  
630 960-4466 X234.

## A Positive Column

By Michael Sacco, Business Representative

I'm writing this column the week of Thanksgiving and wanted to offer a few thank you's...Chief/Area Stewards Mike O'Connor, Charles Snipes and Ken Stachon for doing the heavy lifting and the hard running. You guys make me look smart...The officers, field staff and office staff for supporting the work I do by providing the counsel and resources it takes to be an effective business rep. My 42 stewards—too many to name. But the sisters and brothers at SBC, SBC Datacomm and Johnson Controls who are the eyes, ears and muscle of my area—you're the best and I'm proud to work with you all. Finally, I want to thank all of the members I work for around the state, but particularly on the North and West sides of Chicago. I'm honored and privileged to be your Rep.

I want to point out that the Project Lightspeed Memorandum allows 81 apprentice techs on wage freeze to be promoted on 1-1-06. HOWEVER, you

must be test-qualified! If you aren't, talk to your boss and schedule that test ASAP! Pay yourself! If you have questions, contact your Chief Steward.

I have been in fewer dismissal panels this year than last. I don't have the final count, but it's less than 2004's nineteen. Sadly, or thankfully, all of them were cases where someone got what was

**You must be  
test-qualified!**

coming based on the facts. I have no 2005 terminations going to arbitration as of this writing. That's sad, because it means people are breaking the rules in ways that are sacrificing their livelihood. On the other hand it shows that management is getting smarter on how to legally fire someone.

It's been a pretty good year. My family is healthy and thriving. My work is gratifying. I pray that all of us have a happy, safe and successful holiday season and coming year. Joy and peace.

#### Another View:

## Protect Your Kids From the Pentagon

By Jim Hightower

If some predator was sneaking into your kids' high school and grabbing personal information about them, then contacting your kids without you being told about it - how loudly would you scream at this dirty sneak?

Well, it's happening in schools all across America, and the predatory sneak is the Pentagon. In passing Bush's infamous No Child Left Behind law, our Congress critters added a little-known provision that makes this law even more infamous. It requires high schools to release private information about minors as young as 16 to military recruiters - without parents giving permission or even being informed.

The information includes such sensitive data as grades, ethnicity, Social Security numbers, e-mail addresses, and cell phone numbers. Already, the Pentagon has built secret profiles on 30 million youngsters. This database allows recruiters for the four military branches to target, talk with, and hustle your kids into a war - again, without your consent or knowledge.

Ready to scream? Hold it - you can do

more than scream. The Pentagon doesn't promote it, but the same law allowing this military intrusion into the privacy of minors includes an "opt out" provision that lets you keep your kids' names out of the hands of recruiters.

Three groups - Working Assets, Mainstreet Moms, and ACORN - have created an easy-to-use web site for opting out. It's LeaveMyChildAlone.org, and it helps you produce and send letters to both the Pentagon and your local high school. The letter to the Pentagon requires it to put any data it has about your kids into a "suppression" file, meaning the data cannot be used and cannot go to recruiters. The letter to your school requires it to remove your kids' data from any list being released to recruiters.

This empowers you - or your kids themselves - to protect your privacy, and stop predatory recruiting. Just go to LeaveMyChildAlone.org.

—Jim Hightower is the best-selling author of *Thieves In High Places: They've Stolen Our Country And It's Time To Take It Back*

# UNIT MEETINGS 2006

## JANUARY

### **Unit 1**

Thursday, January 12, 7 PM  
IBEW Local #21 Conference Center  
1307 W. Butterfield Rd. Suite 424  
Downers Grove IL  
630 960-4466

### **Unit 2**

Tuesday January 10, 7 PM  
Slovak Club  
6920 Broadway.  
Merrillville IN  
219 756-5101

### **Unit 3**

Thursday, January 19, 7 PM  
Gurnee American Legion  
749 Milwaukee Ave.  
Gurnee IL  
847 244-9282

### **Unit 4**

Wednesday, January 11, 7 PM  
IBEW Local #145  
1700 52nd Ave. Suite A  
Moline IL  
309 736-4239

### **Unit 5**

Wednesday, January 18, 7 PM  
IBEW Local #146  
3390 N. Woodford St.  
Decatur IL  
217 877-4604

### **Unit 6**

Tuesday, January 17, 5:30 PM  
IBEW Local # 193  
3150 Wide Track Dr.  
Springfield IL  
217 544-3479

### **Unit 7**

Monday, January 16, 7 PM  
American Legion Post #141  
916 Main St.  
Mt Vernon IL  
618 242-4561

## FEBRUARY

### **Unit 1**

Thursday, February 9, 7 PM  
IBEW Local 21 Conference Center  
1307 W. Butterfield Rd. Suite 424  
Downers Grove IL  
630 960-4466

### **Unit 2**

Tuesday, February 14, 7 PM  
Gaelic Park Banquet Hall  
6119 W. 147th St.  
Oak Forest IL  
708 687-9323

### **Unit 3**

Thursday, February 16, 7 PM  
Holiday Inn Hotel & Suites  
495 Airport Rd.  
Elgin IL  
847 488-9000

### **Unit 4**

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

### **Unit 5**

Wednesday, February 15, 7 PM  
VFW Post #630  
1303 E Main St.  
Urbana IL  
217 367-4197

### **Unit 6**

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

### **Unit 7**

Monday, February 20, 7 PM  
IBEW Local # 309  
2000A Mall St. (Rte 157)  
Collinsville IL  
618 345-5112

## MARCH

### **Unit 1**

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

### **Unit 2**

Tuesday, March 14, 7 PM  
Lansing American Legion  
18255 Grant St.  
Lansing IL  
708 474-5906

### **Unit 3**

Thursday, March 16, 7 PM  
IBEW Local # 364  
6820 Mill Rd.  
Rockford IL  
815 398-6282

### **Unit 4**

Wednesday, March 8, 7 PM  
Lemont VFW  
15780 New Ave.  
Lemont IL  
630 257-9859

### **Unit 5**

Wednesday, March 15, 7 PM  
American Legion Post #979  
4501 S Airport Rd.  
Bartonville IL  
309 697-2432

### **Unit 6**

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

### **Unit 7**

Monday, March 20, 7 PM  
Alton Sports Tap  
3812 College Ave.  
Alton IL  
618 465-2539

Information on 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.  
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