

IBEW LOCAL 21 FRONTLINE



Volume 9, Number 3 • June 2005

President Kastner Stays in Touch with the Members



President Ron Kastner visited the Oakbrook Marketing office in April. He spoke with (left to right) Maria Hernandez, Desiree Archie, and Sandy Serafin.

INSIDE

Business Manager . . . pg 3
Gessler's Report pg 2
Scholarship Winners . . pg 4
Benefit Report pg 5

Members In The News . . pg 6
COPE Report pg 7
News Across The State . pg 8

Comcast pg 10
Retirees pg 12
Meetings pg 15

FRONTLINE

IBEW LOCAL 21

Official Bi-Monthly Publication

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

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Comments and articles are welcome and should be sent to the editors. Local 21 reserves the right to edit letters and articles, and to use items as space allows.

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

Corporate Duplicity

By Rick Gessler, Vice President /Assistant Business Manager



As most of you know, SBC laid off over 600 members of IBEW 21 in December of 2002. Our Union felt that the company violated article one of our collective bargaining agreement, so we filed a grievance and proceeded on to arbitration. Two and one half years later we are still battling over the issue and see no quick solution to this disagreement. How can it take so long?

At the time of the layoff the Union filed the grievance at the third step of the grievance procedure. The company denied the grievance and we notified SBC we were going to arbitrate the issue. SBC stalled the process by trying to deny our right to arbitration and to our information requests. The Union filed a subpoena through the Arbitrator and the company filed a motion to quash the subpoena. The Union was successful. Eventually, a hearing was scheduled and it took place on March 3 & 4, 2004. The Arbitrator issued his decision on June 23, 2004 and sustained the grievance in favor of the Union, ordering SBC to supply Local 21 with the contracting out information we had requested to determine if any of that work could be performed by our members.

The company stalled the Union until September and then disagreed with our interpretation. They refused to allow the Arbitrator to clarify his award by saying he no longer had jurisdiction of the matter. The arbitrator agreed he no longer had jurisdiction but wrote that his "award was clear and unambiguous" and required SBC to provide the Union with subcontracting information from all "departments."

On December 7, 2004 based on the limited information the company had already supplied, we filed yet another grievance claiming 155 of our members should be re-employed and made whole for their time on layoff. SBC refused to

respond to the Union until March 25, 2005. They sent a letter stating they would not agree to hear or arbitrate the grievance and confirming they had filed a suit against Local 21 in Federal court to have the arbitration set aside.

Local 21 filed a counter-suit for enforcement of the Arbitrator's award.

On May 5, 2005 the Judge in the case gave his opinion saying that "...it is Ameritech that attempts to twist the law..." He denied SBC's motion for summary judgment and granted Local 21's motion for summary judgment on the counterclaim.

IBEW 21 sent the company a letter on May 12, 2005 stating that since the court had decided in favor of the Union we expect them to immediately comply with the court's ruling.

SBC responded by asking the court for a stay of the award and filed an appeal. The Union filed contempt charges against the company. As of this writing, the court has denied SBC their stay on the award and has given the Union an opportunity to argue its case for contempt against SBC. The company's appeal has yet to be heard.

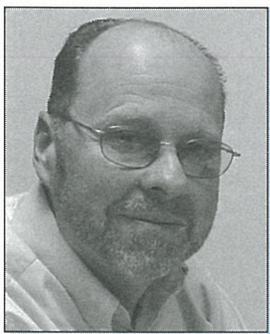
Story over... Not yet, I'm afraid. SBC still has enough money to pay attorneys to delay things.

This is but one example of how your Union officials have to spend their time.



Strengthening Our Power Through Political Involvement

By Ronald Kastner



It's always gratifying to see our members who come out month after month to show their interest in Local 21 by attending the unit meeting in their area. This past month, I was happy to see some new faces, those who don't always attend. ALL members of our Local are encouraged to attend these meetings which feature information sharing, answers to your questions, and time to bond with your Union Sisters and Brothers. For the benefit of those who weren't able to attend recently, I'd like to clarify an issue that will affect all members of Local 21.

Local 21 has become more and more politically involved, especially this year. Quite simply, we consciously make this effort because it is in the best interest of the survival of the union movement. It's no secret that our federal government, particularly the administration and specifically the National Labor Relations Board appointed by Mr. Bush, would like nothing more than to abolish the labor movement as we know it.

The following example concerns the telecommunications members of Local 21. However, political events and victories such as this affect ALL workers, including members who work at the 911 Center in Chicago, the nursing home, and Vermillion County judicial. The political undercurrents of this country are extremely anti-union. You just don't know when a new law might be written that would have adverse consequences on your job. It would be a serious shirk of responsibilities if Local 21 did not become a political force in order to protect our members and our jobs.

Nothing drives this point home better than **the battle over SB 1700 in Illinois and HB 381 in Indiana**. Both of these

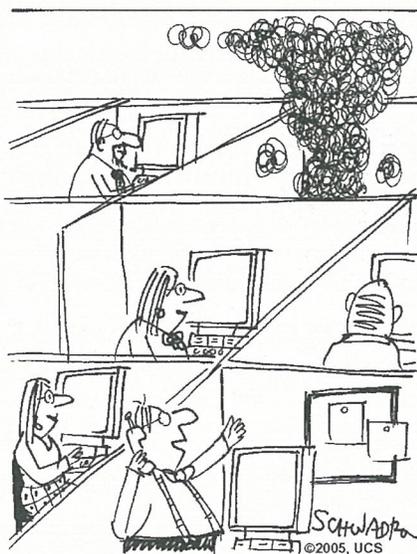
proposed laws were attempts by SBC to eliminate any form of regulation of new technologies by rewriting the telecommunications acts in each state. Our Union was asked to support SBC's vision of the future in each state. In Indiana, the company boldly asked for our blind support, without any explanation what we would be supporting. Consequently, in Indiana we decided to take a wait and see attitude. As events unfolded, we decided to oppose the bill. In the end Indiana HB 381 did not pass.

The picture in Illinois was clearer. SBC told us that they could not build Project Lightspeed unless Local 21 supported SB 1700. Major problems with the bill became clear – the diminishment of service quality standards and the lack of any control of new technologies (VOIP). Both of these issues are clearly job security concerns for our members. Although Local 21 supported certain aspects of the bill, SBC clearly took an everything or nothing attitude, and they refused to negotiate over our differences. After watching the bill zip through the Illinois Senate, we asked for your help. **You all did a great job of calling and emailing your State legislators.** Your

involvement, along with the previous political activities by our Local, and our friendship and cooperation with Speaker of the Illinois House Mike Madigan finally paid off. We requested and received a seat at the table when it came time to negotiate the content of the Telecom rewrite, but we never did come to an agreement on a bill. The end result? **The current Illinois Telecommunications act remains in effect for two more years**; no changes were made in the law. SBC lost this one, and the company has no one to blame but themselves.

I find it absurd that company management now blames our Union and says that Project Lightspeed may not come to be. **If SBC fails to go forward and build Project Lightspeed in Illinois and Northwest Indiana it will be for many reasons.** First, after the failure of the bill, there was a breakdown in negotiations over concessions the company requested – allowing 700 plus jobs to be contracted out. We've been unable to reach agreement on this issue primarily because the company isn't willing to offer the Union anything in regard to job security for your future. SBC also fails to mention that they haven't worked out franchise agreements to provide video service with the State of Illinois. To further muddy the water, they have just recently run into technological problems involving server capacities with their partner, Microsoft. Is SBC using the Union as a scapegoat? You be the judge.

Once again, I'd like to thank all of you who participated in this political campaign, the members as well as my staff. Our victory in the telecommunications industry has clearly demonstrated the political power of our union.



"I'd like to report a case of 'cubicle burnout' in workstation #2."

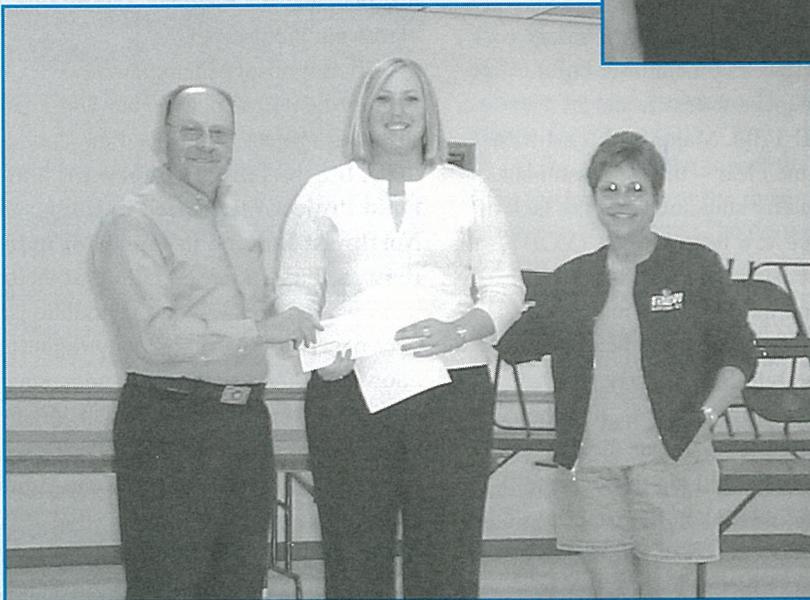
Complete information about all Union Privilege services is available online at www.unionprivilege.org.

Scholarship Winners

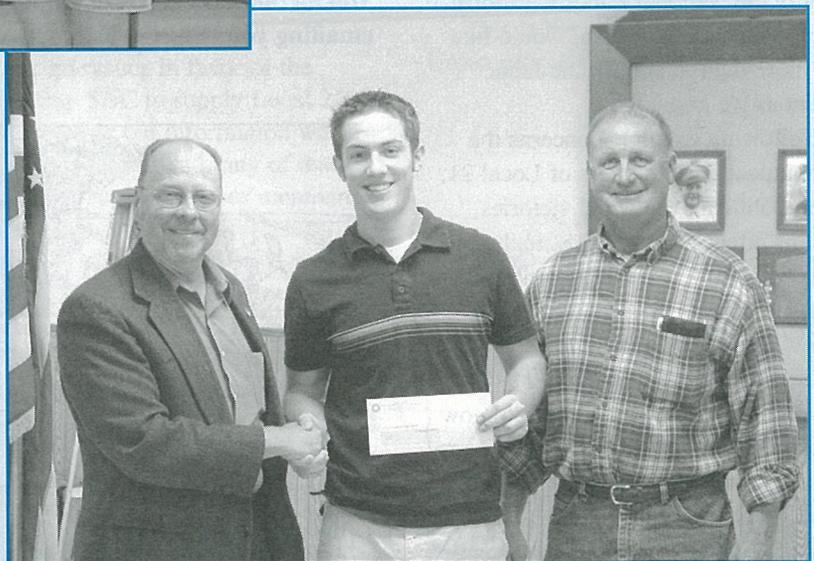
IBEW Local 21 awarded ten \$1,000 scholarships this year. There were several presentations at Unit Meetings. More to come...



President Kastner, winner David Webster, Jr., Dave Webster and Unit 3 E-board Member Jim Noble.



President Kastner, winner Nicolette Chapman and Unit 5 E-board Member Alison Watson.



President Kastner, winner Clayton Schuler and Unit 4 E-board Member Larry Schuler.

Benefit Report

Dependent Certification Phase 2

By Linda Cox, Business Representative & Recording Secretary



For members at SBC June 30th is the official "drop date" for any dependents not certified. Employees will receive a letter advising

coverage for all healthcare and life insurance will end for the dependent.

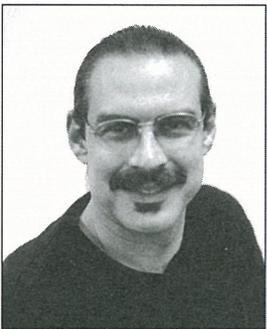
You have 60 calendar days from the cancellation date listed to re-enroll any

dependents dropped in error. Coverage would then be retroactive to the date of cancellation. After 60 days, the coverage will be effective the first of the following month.

In August, SBC will be randomly requesting proof of dependency such as college records, tax records, birth certificates, etc. Enrollment of any ineligible dependent will be referred to Asset Protection for further investigation. This could result in legal action, financial consequences, and employment disciplinary action, up to and including dismissal.

Scattered

By Michael Sacco, Business Representative



North and West side Cable Repair techs from the Roscoe garage have been scattered to the I&R garages. As you could probably guess,

management is integrating these techs differently in each garage! We are working out the kinks where we can. SBC management continues to treat us like kids.

In North Lakefront districts, we have reported numerous safety problems at x-boxes and balconies to management. They seem to be responding. All of us are responsible for reporting unsafe plant conditions ASAP!

So long to our Sisters and Brothers at the LDRC at 509 Dearborn and the MLAC at 10 S. Canal as surpluses decimate their Centers. Thanks, especially to Stewards Karen Boyd Greathouse and Cindy Murphy, who lent their big shoulders.

President Kastner has expanded Area Steward Charles Snipes' duties to include helping me out at 10 S. Canal in addition to his duties for Liz Hodges at 311 W. Washington. Thanks for the help Ron and Liz. Welcome to the other "Hellhole" Charles!

Have a fun and safe summer!

Area Steward Elly Augustyn retired after many years of service at the Oak Park Collection Center. She is moving to Las Vegas. Good Luck Elly!



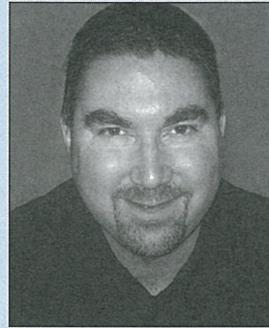
"Should any political party attempt to abolish social security, unemployment insurance, eliminate labor laws and end farm programs, you would not hear from that party again in our political history. There is a tiny splinter group, of course, that believes you can do these things. Among them are a few other Texas oil millionaires, and an occasional politician or businessman from other areas. Their number is negligible and they are stupid"

President Dwight David Eisenhower, 11/8/54

51 years later we could use a President like Eisenhower because that negligible number is in power today led by a Texas oilman bent on destroying everything quoted above.

Total Grace Center—Huge Office-wide Grievance Win

By Kevin Curran, Business Representative



The Union filed an office-wide grievance on behalf of our members at the Total Grace

Center because of discrepancies in the company's attendance records. We demanded that discipline steps based on inaccurate attendance records be rescinded. This grievance has been won and all discipline taken based on attendance records which are inaccurate will be rescinded. This includes warnings and suspensions all the way back to January 1, 2005.

The Union will review the files over the next few weeks to ensure that this is done appropriately and consistently. Preliminary estimates indicate that as many as 150 members may have discipline rescinded based on this grievance victory.

ACI (Rosemont Long Distance) Bargaining

The Union Bargaining Team had several meetings with representatives from SBC in an effort to reach agreement on a fair, and equitable contract for our members in ACI (Rosemont Long Distance). As *Frontline* goes to press, only limited progress has been made on some minor items. The members here have shown strong support for the Union and each other through various solidarity actions. The ACI contract is set to expire at midnight on Saturday, June 25, 2005.

Ask Ms. Fitz!

Advice for the 21st Century!

Dear Ms. Fitz,

I'm having trouble with my current relationship – let's just call him EssBee. When we met, I thought he was THE ONE. He was suave, classy, intelligent and honest. He promised me everything, if only I would be his. I fell hard, and gave him my heart and soul. He promised we'd always be together, and there was nothing we couldn't do, no obstacle we couldn't overcome.

For a long time, everything was great, and we were both so happy. Then, slowly, he started to change. Suddenly, nothing I do is good enough for him. He finds fault with the smallest things. When I try to do what he wants and it doesn't work out, he

becomes enraged, saying it's my fault! Sometimes I know what he tells me to do is wrong, but he says if I don't do it, he'll throw me out!

It gets worse. First, he wanted to know who I was talking to on the phone. Now he demands to listen in on all my calls, and tapes them! He interrogates me if he thinks I've said something he doesn't like. He questions my every move – where am I going, who was I talking to. Now he has put GPS on the car, so he can know where I am at all times. When he did this, he said it was for my safety, but he lied. He is using it to watch me, and the errands I run are never fast enough, never good enough! He goes out of his way to search for mistakes I've made. Then he claims I made him do it, so it's my fault! He controls what I wear, when I eat, when I can go to the bathroom, and what few personal

effects I can have. He attacks me again if I don't manage to perfectly meet his expectations.

I'm hanging on because I still remember the good times. Sometimes, I think I still see a glimmer of my old love, Essbee. Am I foolish to keep holding on? What do you make of all this, Ms. Fitz?

Confused

Dear Confused,

Essbee needs the counseling services provided as a benefit by his employer. You are in a classic abusive relationship with Essbee. As I see it, you have two options. One, Run. Or two, Stand and fight, but don't do it alone!

People Still In Peril

By Nancy North, Area Steward



No, the PIP's, the Performance Improvement Plan, has not gone away. Now with several months of results, the numbers can get

complicated as people meet their monthly metrics, but miss the year-to-date objective.

In the office, the Union has won four grievances, overturning two suspensions and two written warnings. If it seems small, maybe it's because only half of the people issued a written warning for PIP actually file a grievance. Without a grievance, we can't review the documentation, like call ob's. Detailed documentation is the key.

Protect yourself. Ask the manager for a copy of your call or desk observation CQI. On a remote call observation, if you disagree with any "no's" ask your manager to save the call. Otherwise it will age-off Verint in two weeks. If the call is saved, and you file a grievance, the Union can compare the call to the CQI check-off sheet.

Grievances continue to move up to the third step, where they are presented to Labor Relations.

Members In The News

CONGRATULATIONS

Courtney Phipps, daughter of William & Carolyn Phipps, Local 21 Members Active and Retired respectively, graduated May 14, 2005, Magna Cum laude from Howard University in Washington, D.C. She was commissioned 2nd Lt. in the United States Air Force on May 15, 2005.

Congrats to Gary Tousignant (CST-Dundee Garage) and his wife Aimee on the birth of a baby boy – Mason Gary Tousignant – 6 lbs. 10 oz. On 4/11/05.

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

Illinois Telecom Rewrite

By Rosrta Shinn, Committee on Political Education



The Illinois Telecom communications Act was scheduled to expire in July 2005. In the end, the General Assembly extended the

state's current Telecommunication law through July 1, 2007. Many other concerned groups joined us during weeks and weeks of lobbying at the Capitol to stop SBC's attempt to deregulate the industry. Our union fought for service quality standards to remain as they are today. Why not have all companies provide the same high quality service that SBC employees provide to consumers?

A week after the session ended at the capitol the *State Journal Register* ran an article I must share with you. It really says it all about VOIP and why we need quality service standards on all companies that provide telephone service, no matter how they get it to you.

Let's hope problems like this won't happen to you or a loved one if you need 911 services.

Internet telephone calls problem for 911 dispatchers Test call in Sangamon County routed to non-emergency line

By John Reynolds, Staff Writer *State Journal Register*.

A new technology that allows people to make phone calls over the Internet is causing problems at the Sangamon County 911 dispatch center.

Called "Voice over Internet Protocol," or VoIP, the technology allows people who have broadband Internet service to place telephone calls over the Internet. When the technology is used to place 911 calls, however, problems could occur that might delay rescuers.

A Sangamon County resident who recently began VoIP service called 911 to test her new phone system. The call ended up coming into the 911 center on a non-emergency line, which meant that had it been a real emergency, the dispatcher would not have been able to tell who was calling or where the call was coming from.

"We have had several people call us to find that when they dialed 911, we don't receive any additional information from the carrier," said Mallorie Teubner, executive director of the Sangamon County Central Dispatch System. "So, the (caller) believes that we know where they are and are able to call them back, but that is not the case."

Teubner said it is important for dispatchers to have the call information.

Someone calling in with a medical problem could pass out or not be able to tell dispatchers who and where they are. In other cases, dispatchers are able to get a call history of an address and warn police officers of past problems.

A few weeks ago, dispatchers ran into another problem when someone in Sangamon County called 911 on a VoIP system for a medical emergency. The call was routed to a private call center in Boulder, CO, and it was several minutes before the call was transferred to Sangamon County's 911 dispatch center. The medical call ended up being non-life threatening.

Last month, the FCC ordered Internet phone providers to begin supplying reliable 911 service. The FCC gave companies 120 days to certify that their customers will be able to reach an emergency dispatcher when they call 911. The order also stated that dispatchers must be able to tell where callers are located and the number from which they are calling.

During the FCC hearing, officials heard from a Florida woman who said she was unable to summon help through her VoIP system when her infant daughter stopped breathing last March. By the time she was able to get help by using a neighbor's phone, her child was dead.

The Illinois Attorney General's Office is also looking into 911 problems associated with VoIP.

Pension Reform

By Larry Moeller, Committee on Political Education



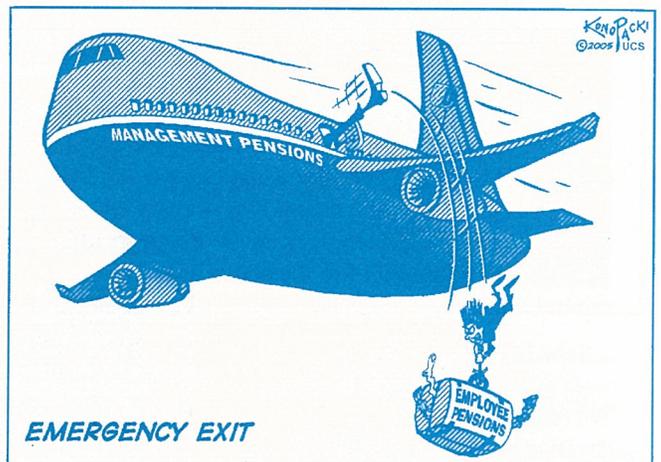
The Local 21 COPE department has had a merry month of May. Most of our attention has been focused on the Telecom rewrite in Illinois and Indiana.

Additionally, we have also taken the time to keep track of pension reform at the Federal Government level and **at this time it appears the way our lump sum pension option is calculated is safe.** The Federal Government is concentrating its attention on shoring up the way corporations fund their defined pension plans.

Local 21 members who intend to retire

at year's end are locked in at 4.19 %. Members wrestling with the question, "Should I stay or should I go?" need to be concerned about the fluctuations of the 30 year T-Bill rate. In the first half of 2005 the 30 year T-Bill rate gradually rose, however recently it has been dropping, baffling the financial pro's. They expected it to continue to climb due to the actions of the Federal Reserve –raising the prime rate– and a rumor the government is considering re-issuing a 30 year note.

Of course for those members, November will set the rate used to calculate lump sums in 2006. For now the best advice the Local can give is to know what your pension is worth, use the company benefit line (800-557-3640) to



project your value past December 31, 2005. As a general rule of thumb a 1/4 percent rise in the 30 year T-Bill rate reduces your lump sum amount \$20,000. Most importantly to make an informed decision, schedule an appointment with a financial planner. Don't get caught napping.

• • • At **Peoria County Bel-Wood Nursing Home** a third step grievance meeting is scheduled for June 30th.

...At **Gallatin River Communications LLC** the Pekin contract expires September 30th. We will be sending out a survey soon.

...At **SBC** attendance is still a big issue. The company is progressing people quickly when a chargeable absence is not covered by FMLA. Springfield Inside, Peoria Inside and Rock Island are preparing for United Way in the fall.



By *Vickie Burroughs, Business Representative*

• • • At **Verizon** Local 21 will be taking the mandatory overtime issue to arbitration.

... **Gallatin River** installers in Dixon have been trained in placing the Direct TV dish work recently won in bargaining.

... Three new members have been added to the bargaining unit at Citizens Frontier. They replaced contractors due to a grievance settlement.

... **SBC** central office management is refusing to work with our Local on night shift orbits so it's on to the 3rd step in the grievance procedure. Additionally CO overtime lists are a problem. Linemen are awaiting settlement checks due to another grievance win involving SBC's violating the parity agreement on sole trenching.

...**Downstate** we are in a dispute over the placement of mule tape in inner duct. This is an issue the Local has won over and over.

...In **Safety**, we are warning all Local 21 members with CDL's that the Federal Government is set to implement new regulations on 9/30/05. Retroactive back three years, three moving violations will result in the suspension of your license. What's new is that it includes tickets received in your personal car.

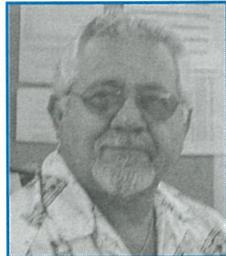


By *Jerry Gast, Business Representative*

• • • At **Vermillion County** the Local will be striking arbitrators over the funeral leave contract language and termination cases.

...Business Reps met with **SBC** on scheduling and off hour shifts. The Union has requested more documentation, however stonewalling the Union is an SBC specialty these days.

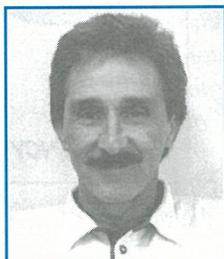
...Keep your eyes open for the bulletin board posting announcing the annual downstate golf outing in Auburn on September 10th, or turn to page 14.



By *Jim Foster, Business Representative*

• • • This is a follow up to an on-going arbitration involving GPS. As you know **SBC** used vendors to install the original GPS system and if you can believe it, vendors will install the new GPS conversion. We strongly encourage network stewards to keep track of the hours spent by the vendors so we can add it to the active arbitration.

...Scheduling problems are Local-wide and my area is no exception. We eagerly await the arbitrator's decision.



By *Dan Gruenich, Business Representative*

• • • In downtown Chicago, **SBC** is taking a hard line when they suspect fraud regarding FMLA and disability. Asset Protection is following people.

...In one office the company claims they are changing the "call for vacation on the same day policy."

...There is an increase in customer mistreats on the network side. No, customers aren't complaining. Managers overhear part of a call and don't like the tone, so they call the customer and ask leading questions that convince the customer they were not served well.

...**SBC** is not replacing Project Coordinators when they retire, or pass away. Instead, the company is replacing them with SSM's a management title.



By *Liz Hodges, Business Representative*

• • • The order of the day on the south side of Chicago is suspensions and dismissals. One construction tech, who had the misfortune of getting his truck stuck on railroad tracks while trying to do his job, is facing dismissal. First, his manager blamed the tech for not following instructions, but now he admits giving none – after two co-workers reminded him. The tech is still in jeopardy in the witch hunting atmosphere at **SBC**.

... After numerous phone calls and emails, the Union has rejected a confidentiality agreement proposed by **Altura**. It would prohibit Local 21 members from using their training to work for another employer. Non-bargained for employees have signed it already. I wonder why?

... The Local is in the process of filing labor board charges against **SBC** management in the Special Services Department and CO' s. Management renege on an agreement over scheduling in CO's and an agreement to return senior tech's back to where they came from in Special Services.

... The holiday scheduling arbitration is completed, and we expect a decision by the end of August.

... SBC wants to move 100 I&R techs on a voluntary basis to Construction. Watch for more on this in the future.

By Mike McCormick, Business Representative



• • • In the south suburbs there is a problem using P.T.Ferro for soft digs, and the Union is working on the problem. I&R techs are urged to call our linemen before using outside contractors.

... Off hour scheduling is still a problem in Switching because after the Union thought we had a solution the company backed out of the deal. Violating previous agreements seems to be the norm at **SBC** today.

By Steve Tengblad, Business Representative



• • • In **Consumer** the Flex Memo was re-rolled out in Oak Brook after a short period of being removed. The Union was present during two days of huddles with members that explained the memo, how it works, and how management will handle it going forward.

...The Union has also been successful in turning over several grievances at the third step in Oak Brook Consumer for log-in tardies. The company was charging employees with a tardy when the person was at work on time, but it took them more than three minutes to get logged in to all of Consumer's systems, in order to answer calls.

By Kurt Schmidt, Business Representative



• • • The Lakewood Network Dispatch Center is experiencing delays answering calls due to the additional work picked up from Indiana, and Wisconsin will be added soon. There aren't enough MA's to handle the workload, so if you call the Lakewood Center give them a break, and be patient.

...**SBC** is exploring ways to reduce the work performed by the MA's by using a IVR system to close out repair tickets and requiring Installers to call customers in the morning prior to leaving the garage.

...FYI everyone does know all conversations are recorded when you call the Lakewood Center?

...Maybe its just a coincidence, but SBC management at the Lakewood Repair Center is disciplining members for any and all infractions of the rules. The common thread behind this sewing bee is they all used their FMLA rights. Nah it couldn't be that, I'm just paranoid.

Melanie Probst, Business Representative



• • • The Union reviewed the data in the apprentice program, resulting in one promotion in Hejl's area. All other areas are in compliance.

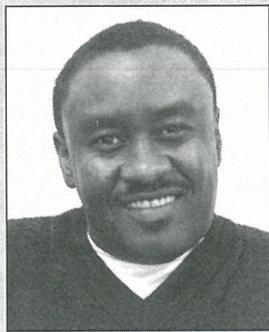
...We are in negotiations with **SBC** on moves into and within C & E. The ongoing story in I & R is scheduling, more meetings, more meetings, more meetings.

By Steve Unterfranz, Business Representative



Local 21 Lands its First Contract at Comcast

By Jerry Rankins, Business Representative

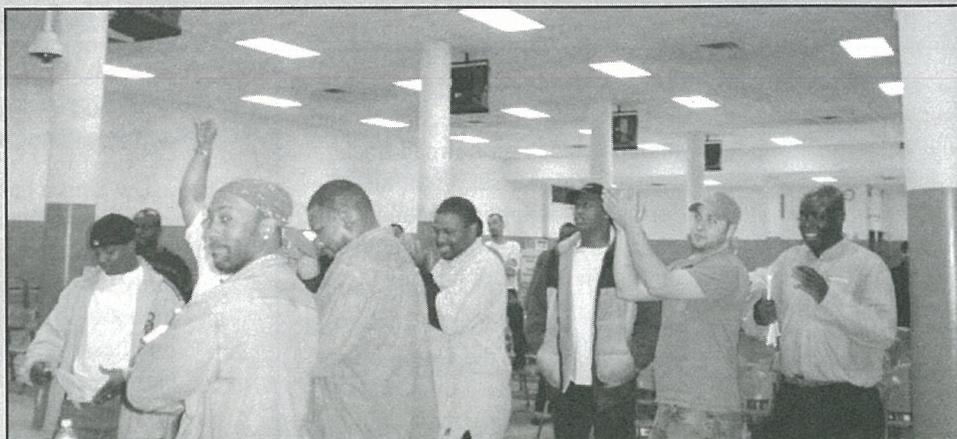


There has been no contract at the former Chicago Irving Park location since May 31, 1999. The 1996-1999 agreement with the predecessor

company Prime Cable expired in May 1999. The IBEW was unable to reach an agreement with Prime Cable who imposed an agreement with a 10% wage increase across the progression scale. This means some workers have not received a wage increase in over five years. After Prime Cable, came AT&T Broadband, then the last three years were with Comcast.

An imposed agreement is not a signed contract and creates potential problems for the Union and workers and the Union's right to arbitrate a grievance. No bar, meaning a decertification petition could be filed at any time, which is perfectly legal under the National Labor Relations act.

This **new agreement** provides strong job security with bonafide grievance and arbitration procedures, stronger contracting out language, a successor clause and discipline language. In wages, the majority



Comcast workers celebrate contract victory.

of workers in the unit will receive nearly a 17% increase to their wages for the first year. The highest rate of pay will be over \$23 per hour. Workers scheduled to work a Sunday shift premium get an additional 7% pay for the entire week. And workers who work an evening shift get an additional 10% to their base wages. These workers can never be forced to work or bid on another shift and lose their differentials. In addition, this bargaining unit has recuperation time pay for employees on stand-by. **This new 2-year agreement is the first in Illinois with Comcast and is a huge victory for Local 21.**

However, the fight is not over, two more bargaining units need agreements.

The former Jones 336 contract expired in 1999 and the Merrillville Indiana contract expired in 2000. We will succeed in getting good contracts.

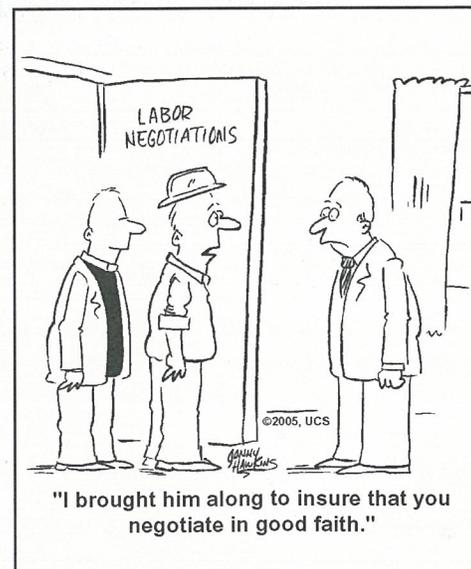
At the Comcast annual shareholders' meeting, Local 21, the AFL-CIO, the CWA, and several clergymen once again expressed displeasure at the company's injustice and union busting ways. We made it clear to CEO Brian Roberts that we would not go away as long as they continue to deny the workers their right to organize. We demanded they bargain in good faith with the Unions. **"WHERE THERE'S NO JUSTICE THERE'S NO PEACE."**

City of Chicago 911

Ron Huberman is not the answer to the mayor's problems. Recently, Mayor Daley appointed this former Executive Director of the Office Emergency Management Communication Center 911 to the Chief of Staff. The Unions are concerned. Huberman took over the 911 center in the winter of 2004. Total chaos came. Suspensions, intimidation, changes in work procedures, and procedural changes that impacted the safety of both police officers and Public Safety. These changes at the 911 center were familiar as the tactics of a union buster who comes in quickly and rules with harshness.

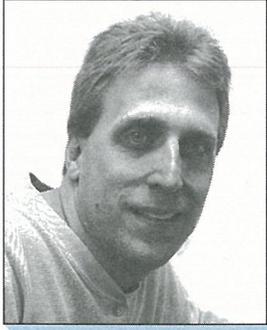
The mayor's intention is very clear with

his new "golden boy." Huberman has gone on record recommending the city hire more from the private sector, where union busting is very common. The standard tactic of a union buster is to drag out contract negotiations. June 2005 makes two years since the contract has expired. Still over 20,000 employees are without a new contract. Fair wages and retroactivity are still the main issues at the table. Other items are over-time after eight hours, grade increases, and reducing the wage progression scale. There's no excuse why workers don't have a new contract. Solidarity



Truth Squad Haunts Comcast

By Bob Przybylinski, Area Steward



The two year Comcast contract offers first year wage increases ranging from 2.5% to 16% depending on the member's job title. It

includes a real grievance and arbitration procedure, job security, contracting out language, a work jurisdiction article which covers all broadband services, and a successor clause which binds any new employer to the terms of the CBA.

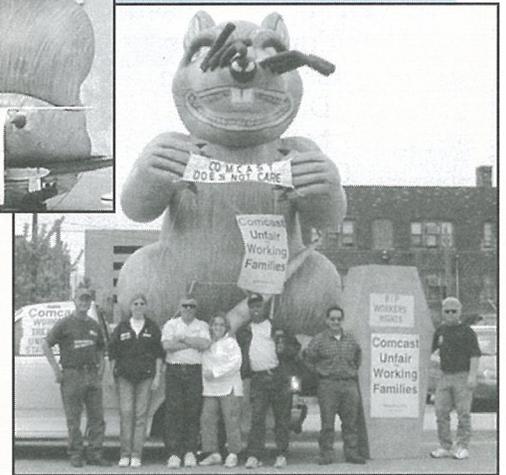
While the members of the Local celebrated their victory, the activists on the Local's "Truth Squad" didn't rest for long. The Truth Squad isn't backing down on its efforts to inform the public that **Comcast in not an honorable corporate citizen.** Local 21 still has members working for Comcast in Chicago's Western Suburbs and Merrillville Indiana who have been working under contracts that expired nearly six years ago. The activists took to the streets and spun the corporate message of "Comcast Cares" to "Comcast Really Does Not Care" about the community or its employees.

On May 11th Joe Stackhouse, Comcast's Senior VP was under the glare of the IBEW Rat. As Stackhouse traveled around Chicagoland and Northwest Indiana, the Truth Squad has been exposing his hypocrisy. Joe was the guest speaker at a recent Chicago City Club



The Rat tries to crash the Chicago City Club Luncheon.

The coffin and the Rat visit Gary Railcat Stadium.



luncheon where he gave a speech on Comcast's Public Policy and how "Comcast Cares" about the community. Joe didn't expect to talk about "Why does the IBEW Truth Squad have a Rat with his name on it outside?" The Truth Squad also purchased tickets to get inside the event where they hammered the appearance of responsibility Stackhouse tried to portray. When Joe was pressed to answer their questions he choked on his lunch and gave sloppy answers exposing his insincerity.

The Truth Squad then scored a double the following week. On May 18th. Joe Stackhouse took a trip to the minors and appeared at US Steel Stadium, home of the Gary Rail Cats, for an all-employee southern region meeting. Stackhouse couldn't hide from the truth in Union strong Gary, Indiana. The Union members from Merrillville who were forced to attend the meeting were joined by busloads of non-union workers from Comcast's southern region. All were able to view the message that "Comcast and Joe Stackhouse are Unfair to Working Families." **The non-union employees could be seen laughing and applauding the message of support being offered by the Truth Squad.** Many non-union employees also left with keepsakes of the event by taking pictures of the Rat and its message.

On May 26th Comcast wanted to focus on the community in Northwest

Indiana but it proved to be the same old song and dance when Comcast rolled its Semi into the Merrillville shop. The company had hoped to showcase its technological advances to the public while a local station broadcasted live from the event. The message was sent but not the one Comcast wanted to be sung. The event proved to be another embarrassing moment for Comcast's upper management.

The Truth Squad set up shop with an appearance by the Rat and the accompanying Workers Rights Coffin. The display drew widespread support from public as they honked and stopped to inquire about what Comcast did wrong now. Comcast has increased its rates at three times the rate of inflation over the past five years but the employee's wages are below the industry standard in yet another sign of run-away corporate greed.

There is now hope for all Comcast members that agreements can be reached with the management thugs at Comcast. The new agreement and the actions of the Truth Squad prove that perseverance and solidarity pays off.



Young protestors picket at the Merrillville shop.

CONGRATULATIONS LOCAL 21 RETIREES

February 2005

Barbara Jackson
Maxine Eckert
Deloris Kyser
Mike Kaczor
Kenneth Dagenais
Shirley Haynes

March 2005

Leslie Sunnen
Theola Junigan

April 2005

Judy Mackay
Pat Harrison
Lalita Edmondson
Edna Porties
Elly Augustyn
Diane Floyd
Mary Austin
Cynthia Bogan
Don Mathews
Gwendolyn Chambers
Diane Neal-Fields
Linda Johnson
Dorothy Augusta
Jaqueline Toler
Linda Rodriguez
Maria Martin
Deborah Crowley
Jaqueline Terrel
Ron Kuhn
Felix Sanchez

May 2005

Joanne Gialelis
Richard Malnati
Rose Mary Umbarger
Ricky Jackson
Pam Thomas
Marguerite Smith
Geraldine Crume
Yasuo Hirayama
Nancy Vendegna

June 2005

Linda McNutt
Carl Sharp
Nerida Maisonet
Jennifer Castile
Carolyn Fitzpatrick
Alex Locashio jr
Martha Williams
Cora Bush
Harold Edwards
Stuart Byers
Cinda Welch
Robert Kerfin

July 2005

Nina M Smith
Joseph Bussman

*Correction: The April edition of the Frontline misspelled **Marlane Spizzirri's** name. Please accept our apology and congratulations again on your retirement in March*

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.

Another View:

Corporate Free Speech

by Jim Hightower

One of the silliest claims made by those who run Corporate America is that the paper entity called "a corporation" must be treated as human beings, entitled to the same constitutional rights that we living, breathing U.S. citizens have-including the human right to freedom of speech.

Of course, a corporation is a thing, not a person, and to see how absurd it is for corporate executives to claim that their entities should have democratic rights, just sneak a peek at how they treat the free-speech rights of shareholders, the actual people who own the corporations. In theory, shareholders are the ultimate boss of any corporation, supreme over the executives who're the hired hands doing day-to-day management. In practice, however, the

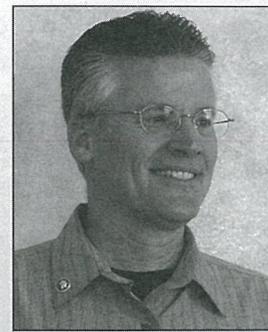
relationship is turned on its head, with the executives bossing the owners.

The annual shareholder meeting is when owners supposedly get to grill their hirelings and set corporate policy. But these meetings have become a sad farce. For example, at this year's gathering of the shareholders of Weyerhaeuser, the executives imperiously decreed that the owners would no longer be able to go to an open microphone on the floor and ask whatever they wanted. Instead of free speech, questions for the Weyerhaeuser CEO had to be submitted in writing, and only 15 minutes were devoted to answering the owners' questions.

Of the 30 questions submitted, management deigned to respond only to 12 of them. And even then Weyerhaeuser's autocratic executives cut short the 15-minute Q & A period. One rebellious shareholder had the temerity to rise and ask why. He was

Retiree Club Update

By Jim McLauchlan, Chief Steward



We have finalized our bi-laws for the Retiree's Club, and will have them available if anyone would like a copy.

In May, the Oak Forest Charter re-elected its

current board for another year. Thank you for helping us again this year. Oak Forest has a big year planned with several outings. To begin with, after the June 14th meeting, they will host a bowling party at a cost of \$2.00 per game and \$2.00 for shoe rental.

On July 15th they'll enjoy their second baseball game outing to Hawkenson Field in Crestwood, IL. The Crestwood Thunderbolts are playing the Rockford Riverhawks. The fee is \$21.00 for food and a lower deck seat. The food includes Italian beef, chicken and brats, plus salad and soda. Payment is due at the June 14th meeting. Last year was a lot of fun, please come join us this year.

We have tentative plans through the rest of the year. In August we plan a luncheon cruise on Lake Michigan. In September, we hope to have an ID seminar. October will have a card playing party and in November, we are checking into a theatre night.

Don't forget the Local 21 golf outing is in August. We'd like to invite our retirees to join us for a fun day. Put a foursome together, or sign up yourself and we'll team you up with some other players.

If any current members have any questions about the club or would like more information, please feel free to contact us. For information on the Oak Forest Charter, please contact, President Len Trentz. Len can be reached at 708-687-2199, ltrentz@ameritech.net. For information on the Gurnee Charter please contact, President Sue Davern at davern@ameritech.net. I am available at the Union Office, 630-960-4466 ext 354.

Thanks and enjoy your summer.

summarily ejected from the meeting by a burly security guard (hired by management and paid with the shareholders' own money.) It was a crude and rude move that New York Times business columnist Gretchen Morgenson termed "Kremlinesque."

Why would we extend free-speech rights to totalitarian entities that deny the most basic rights to their own owners?

—Jim Hightower is a syndicated radio commentator and the author.



IBEW Local 21 Solidarity Day Golf Outing & BBQ



WHEN: Sunday Aug. 7th, Shotgun Start at 1:30

WHERE: Highland Woods Golf Course
2775 N. Ela Rd., Hoffman Estates, IL.
847-395-5850

COST: \$65.00 per person Includes 18 Holes of Golf & Cart along with a Buffet Dinner.

Monies must be paid to reserve your Tee Time and will be on a first come basis. Again this year there will be prizes and a raffle.

This year we will be doing a 4 man scramble format. For example, all four golfers will hit from the tee. As a group, you will select the tee shot you like best, pick up the other 3 balls, and all hit from the same spot. You will continue this process until your ball is in the cup. (No Gimmies) Your team will have one score at the end of the round.

RSVP no later than July 16th

Sponsored by: IBEW Local 21

Cut here and return with money to:

IBEW Local 21, 1307 Butterfield Rd., Suite 422, Attn. Rita Peterson, Downers Grove, IL.
60515-5606

Foursome

Golf Club of Illinois Outing
Hoffman Estates

RSVP by July 16th

1) _____

2) _____

3) _____

4) _____

IBEW LOCAL 21 2ND ANNUAL DOWNSTATE GOLF OUTING



September 10, 2005 Shotgun start at 2:00PM
Lunch and Registration at 12:30PM

Edgewood Golf Club
16407 Kennedy Road., Auburn, Illinois

**\$40.00 per person. Package Includes: Lunch, Dinner,
18 Holes of Golf and Cart**

Sponsored by: IBEW Local 21

Cut here and return with money to:

IBEW Local 21, 1307 Butterfield Rd., Suite 422, Attn. Rita Peterson, Downers Grove, IL.
60515-5606

Foursome

Edgewood Golf Club
Auburn, Illinois

RSVP by August 26th

- 1) _____
- 2) _____
- 3) _____
- 4) _____

UNIT MEETINGS 2005

JULY

Unit 1

Thursday, July 14, 7 PM
Holiday Inn Hillside
4400 Frontage Rd
Hillside IL
708 544-9300

Unit 2

Tuesday, July 12, 7 PM
Slovak Club
6920 Broadway
Merrillville IN
219 756-5101

Unit 3

Thursday, July 21, 7 PM
Holiday Inn Hotel & Suites
495 Airport Rd
Elgin IL
847 488-9000

Unit 4

Wednesday, July 13, 7 PM
American Legion Harwood Post #5
705 S. Larkin
Joliet IL
815 725-4333

Unit 5

Wednesday, July 20, 7 PM
IBEW Local #146
3390 N. Woodford Street
Decatur, IL
217-877-4604

Unit 6

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

Unit 7

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

AUGUST

Unit 1

Thursday, August 11, 7 PM
IBEW Local #134
600 W. Washington Blvd
Chicago IL
312 474-4186

Unit 2

Tuesday August 9, 7 PM
Lansing American Legion
18255 Grant St
Lansing IL
708 474-5906

Unit 3

Thursday, August 18, 7 PM
IBEW Local # 364
6820 Mill Rd
Rockford IL
815 398-6282

Unit 4

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

Unit 5

Wednesday, August 17, 7 PM
American Legion Post #979
4501 S Airport Rd
Bartonville IL
309 697-2432

Unit 6

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

Unit 7

Monday, August 15, 7 PM
Alton Sports Tap
3812 College Ave
Alton IL
618 465-2539

SEPTEMBER

Unit 1

Thursday, September 8, 7 PM
Days Inn & Suites
2175 E Touhy
DesPlaines IL
847 635-1300

Unit 2

Tuesday, September 13, 7 PM
Gaelic Park Banquet Hall
6119 W 147th St
Oak Forest IL
708 687-9323

Unit 3

Thursday, September 15, 7 PM
Gurnee American Legion
749 Milwaukee Ave
Gurnee IL
847 244-9282

Unit 4

Wednesday, September 14, 7 PM
Holiday Inn
6902 27th St
Moline IL
309 762-8811

Unit 5

Wednesday, September 21, 7 PM
VFW Post #630
1303 E. Main St
Urbana IL
217 367-4197

Unit 6

Tuesday, September 20, 5:30 PM
IBEW Local #193
3150 Wide Track Dr
Springfield IL
217 544-3479

Unit 7

Monday, September 19, 7 PM
American Legion Post #141
916 Main St
Mt Vernon IL
618 242-4561

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.
Suite 422
Downers Grove, IL 60515-5601

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