



IBEW LOCAL UNION 21

FRONTLINE

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BACK TO BASICS

- 1) Work safely
- 2) Wear Union Pins
- 3) Go to Union Meetings
- 4) Get more involved
- 5) Donate to Food Drive



6) SOLIDARITY!!!

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A message from Your Officers...



What a year 2013 has been! It will definitely be known as the year of bargaining. We reached new contracts with Frontier Legacy and MIFA#2, CenturyLink, Comcast West, Peoria Heddington Oaks (a.k.a Bel-wood),

Vermillion County Judicial and Non-Judicial Units, and of course the big one, AT&T. At Johnson Controls a one year extension was agreed to, and our members at the Vermillion County Nursing Home—Gardenview Manor are working to achieve a new contract. The Local 21 clerical staff represented by UFCW Local 881 also bargained a new agreement with our Local. We'd like to thank all of our members who volunteered to be on bargaining committees; without you we wouldn't have been successful.

AT&T members need to be aware there are changes to the sick day and attendance policy in 2014. You'll have 10 sick days and all departments will be working under a uniform attendance policy which is the one currently in place for network employees.

Local 21's finances are strong. We've been in the black all year. Since taking office we've been making financial decisions to strengthen our portfolio. This accomplishment was challenging because of the fluctuations in our membership. We are on a solid path forward.

In organizing, Dave Webster is working with DirectSat employees in Mokena. DirectSat is a subcontractor for DirectTV. The workers filed a petition to join our Union. As usual the company hired a union buster



to thwart their employee's efforts. As the campaign continues, the workers are seeing their employer's true colors.



The scholarship committee is accepting applications for the 2014 IBEW Local 21 Scholarship awards. All applications and essays must be received by Friday, March 14, 2014. This year's essay topic is "How can the National Labor Relations Act be improved to help today's middle class workers?"

The theme of this issue of *Frontline* is "Back to the Basics." In 2014 let's start concentrating on the little things we do as union members, things we may have forgotten over the years, or things we were never taught, which will help make us stronger. Something like wearing a union pin or going to a meeting may seem trivial but if we take the time to do the small stuff we feel when it's time to tackle the big issues we'll be more involved and better prepared.

We're working to engage our young members. They're our future. While older members have a responsibility to teach them the ropes, young members can help our Local become even better with their fresh ideas. Young members Joe Pavlic, Heather Brown, and Amber Shipman attended the IBEW Renew Young Member Conference. We're working to establish a Local 21 Renew Young Members Group. We hope it will be up and running in the first half of 2014. The group will only be successful with your participation. Our young members need to get involved and senior members need to support them as they launch this exciting new project.



Members on detail working outside of the Peoria call center.



A key component of getting “Back to the Basics” is community involvement. Union members are constantly getting hammered in the media. Starting today, we’re going to do something about that perception.

Right now, millions of Americans are struggling with hunger. Often they’re hard-working adults, children and seniors who simply can’t make ends meet and are forced to go without food for several meals, or even days. For 1 in 7 people in the United States, hunger is a reality. It doesn’t matter if you live in an urban, suburban or rural setting - hunger has no boundaries.

IBEW Local 21 is partnering with the food banks of Illinois and Indiana associated with Feeding America. We’ll be holding our first ever Local wide “21 Days of Giving” funds and food drive from December 1st – December 21st. The drives will be held in every location where IBEW 21 members work in Illinois and Northwest Indiana.

In areas where our members work, we identified food banks affiliated with Feeding Illinois and Feeding Indiana’s Hungry, Inc. We’re going to do the best we can to make sure your donations go to the food bank that serves your area. We want you to be able to help people in the communities where you work.

We are asking every member to participate. At minimum we are asking everyone to donate one food item and one dollar. We feel this is a very realistic goal. You can also send donations to our Union Hall. On average, every dollar we collect can provide six meals for those in need.



Steve McCullum - Romeoville DEG tech working on a crossbox in Alsip.

We’re looking for at least one member at each work location, to collect the cash donations and work on getting bins or boxes for the food donations. After the drive we’ll need help getting your donations to your food bank.



We’ll be sending out emails and updating ibew21.org with more information on the drive and providing facts on hunger during the “21Days of Giving.” We want you to be involved. If you have ideas on how to increase donations in your location or among other locations in your area go for it! Have fun and be creative. Do what it takes so we can help more families. We’d like you to send us your pictures and ideas on how your work location is helping to fight hunger. We’ll share them with others during the drive.

If you need help or can volunteer delivering the food to the food banks please contact Bob P. or Dave Webster. Keep in mind the person you help may be a friend, neighbor, child or senior, many of the people we may see every day as we work.

The food drive is only part of our community outreach. We will also be looking into volunteering at soup kitchens, shelters and other community groups like Mercy Home for Boys & Girls in Chicago. For example on December 19th from 6-9pm they are holding their AfterCare program’s annual Christmas party. They are looking for volunteers to help them. Last year more than 400 guests attended the event. Again contact Bob or Dave if you can volunteer.

We feel by taking the time to get “Back to the Basics” we’ll make great gains not only in the IBEW, but also in our communities. Your officers, E-Board, and staff would like to wish all of you a safe and Happy Holiday Season.



IBEW “21 Days of Giving” Will Make a Difference

Nearly 49 million Americans, some 17.6 million households lacked access to adequate food according to a U.S. Agriculture Department 2013 report on food insecurity. At times these households don't have enough money to meet their basic food needs, and they don't necessarily know where their next meal is coming from.

Food insecure households, 1 out of 7 in Illinois and Indiana, include families with working parents trying to support children on low-wage jobs. Many of the hungry people served by food banks are the working poor.

Food banks are the nation's leading hunger-relief charity. Illinois and Indiana food banks are part of a nationwide network engaged in the fight to end hunger. Each year they supply food to more than 3 million people in Illinois and Indiana alone. Yet our mission is only accomplished because of your generosity. We believe in the power of community.

More than 21% of children, almost 1 out of 5, live in food insecure households. Food insecure children don't develop or grow as well as others. They may have more difficulty learning and may not do as well in school. They're more likely to get sick and to be hospitalized. Effects of child food insecurity are severe, possibly lasting a lifetime. Working together, we can change that.

The share of households with seniors who are food insecure appears to be trending upward, rising from 7.5% in 2009 to 8.8% in 2012. A study found some seniors have enough money to purchase food but they don't have the resources, due to transportation, functional limitations or health problems, to access or prepare food. Working together we can help.

Rates of food insecurity among rural households are similar to large cities. Among rural households who are food insecure, employment is more concentrated in low-wage industries and unemployment and underemployment are greater. Working together we can make a difference.

We're pleased IBEW Local 21 and your members are partnering with the food banks of Illinois and Indiana for a "21 Days of Giving" funds and food drive. The number of people who are hungry is staggering. Your help will make a difference to our communities' needs.

Every day, our network of over 2,000 pantries and soup kitchens distributes food to hungry people. Delivering millions of pounds of food to every corner of our states requires coordination and commitment. Feeding hungry people requires funding for every step of the process – from acquiring food, to food storage, to transportation for people in need. With modest budgets, food banks successfully complete the complex process of delivering food to our children, families, and seniors.

Solving hunger is not something one organization can do alone. We are leading a community effort to ensure no one goes hungry. Again we thank you for your help and wish you much success during the "21 Days of Giving."



Remember Your Life Saving Behaviors



At our third quarter construction safety meeting with AT&T they presented us with the new 2013 Life Saving Behaviors, as you can see they added numbers seven and eight. Corporate Safety also advised us of a trial where field technicians

have been using different types of safety devices in emergency situations. Final device selection should be in December followed by field deployment. The new push button safety device will be worn by field technicians, and will allow them to connect with 911 in the event they are in an emergency

Life Saving Behaviors - 2013

1. Wear a hard hat when working aloft.
2. Lash or secure ladders when working on a pole or aerial cable.
3. Use a body belt/safety strap/lanyard when working aloft.
4. Properly test and ventilate utility holes.
5. Wear seat belt when operating or riding in a motor vehicle.
6. Properly shore or slope trenches.
7. Test for electrical hazards with a voltage detector every time.
8. Do not text, use IFD, UPD, cell phone or any other electronic device while driving.



By Jacquie Fields, Treasurer

Scholarship Update

The IBEW 21 Scholarship Committee met in October to discuss next year's scholarship program and essay topic. The scholarship topic is to give a brief summary of the National Labor Relations Act and how it could be improved to help today's middle class. Essays and complete application packages must be received by March 14, 2014.

I encourage members who are in college or have or will have a child entering college to please submit a scholarship application. College education is quite expensive; a scholarship award from IBEW Local 21 could help quite a bit. Check out ibew21.org for more scholarship details. I would love to see us break a record for the most applications and essays received.

Our Scholarship winners accept their awards at recent union meetings. Pictured winners are Left: Tierra Pickett: Top: Molly Messner, Bottom: Christopher Stancato.





The Power of Solidarity

In the last edition of *Frontline* I wrote about the importance of workers sticking together, the power of worker solidarity and the need to “get back to the basics.” Recently, we’ve had the pleasure of helping a group of workers build solidarity in their workplace as they form a union. These technicians work for DirectSat, a contractor for DIRECTV, which has four locations in Illinois and one in NW Indiana. This story is about the group in Mokena who are showing they have the power of solidarity!

In July, we were contacted by the technicians and were told DirectSat was treating them poorly and that they wanted to form a union to gain dignity, respect, and a voice on the job. The workers moved quickly and decisively. They organized a meeting and we met them within a week of their initial contact. They brought a list of techs who indicated they wanted to form a union and they had begun talking to the rest. They provided us with contact information so workers could begin receiving info from Local 21. We discussed their issues, their legal rights and DirectSat’s anti-union campaign.

Within two weeks of the meeting the bosses began implementing their union busting tactics. First, they fired one of the popular union supporters. The Mokena general manager then began illegally interrogating workers to discover who was attending union meetings, and who supported the union. I’m sure management thought this unlawful action would scare their employees from even talking union, but they were wrong. Coworkers of their terminated leader didn’t get scared, they got **MAD!**

A week after terminating a man for exercising his legal rights, the DirectSat CEO flew in to talk to his employees. Local 21 staff, DirectSat workers, along with their terminated leader welcomed million dollar man Dan Yannantuono to Chicago. We rallied around the rat and passed out fliers highlighting the fact that

their CEO was getting paid over \$4,100 a day to tell them they didn’t need to form a union to help them as they struggle to make ends meet. The technicians used management’s “captive audience” meeting to advertise the union meeting they were having the next night.

In response to the company’s union busting, the techs banned together. After working a 10-12 hour day two-thirds of them attended the union meeting. That night they began signing authorization forms to be represented by the IBEW. It normally takes months to get this far in an organizing drive.

Since then we filed Unfair Labor Practice (ULP) charges with the National Labor Relations Board (NLRB) against DirectSat for their illegal activities. We also filled a petition with the NLRB requesting an election to allow them to join our union.. Many workers are overcoming their fears and are stepping up to provide affidavits about the boss’s illegal behavior.

These workers are showing what it means to act union so they can BE union. This is the beginning of their long road full of management half-truths, intimidation, and threats before workers even get to vote, but these guys have come out of the box swinging. Their actions are needed so they can be successful. DirectSat workers are taking charge of their own destiny by sticking together to fight for their rights.

These courageous workers are taking action, now **we need your help.** If you see a white DirectSat van, strike up a conversation with the worker and help them feel like they already are an IBEW member; tell them if they stick together they will be Local 21 members. Ask them for their phone number and give them my number 630-222-9121 so we can continue the conversation. Assure them that you support their efforts. You can also follow their campaign on the **IBEW 21 at Direct Sat** Facebook page we created for them. Help us to help them and increase our power through Solidarity!



Progress Made, Progress Delayed

Five years ago this November, I sat and watched with wonder and amazement at the possibilities of the future. We elected not just a new President but what we believed was a movement, and with it hopefully a new way of doing things; a progressive minded agenda that was supposed to rise above the bulls-t narrow-minded partisan politics of the past and lead us into the new millennium with a renewed spirit that anything could be within our grasp if we just work together. It actually did work for a little while. There were some very significant accomplishments made in health care and financial reform. I still contend the Employee Free Choice Act should've had a much higher priority. We probably were all guilty of believing that we'd have more time. Then came the 2010 mid-term elections.

Unfortunately since then, a much too large segment of our government has become a bunch of do-nothing, back-stabbing, hypocritical obstructionists who's only

real goal in life is to see who can be the furthest off the reservation when it comes to any semblance of decency or compassion toward anyone less fortunate than themselves.

Never in the history of our great nation has there been such a blatant disregard toward the public good than what exists in Congress today.

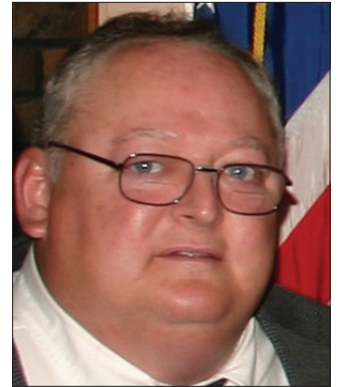
The good news is it doesn't have to be this way, but only if we learn from the lessons of the past. You've been hearing in *Frontline* time and again that elections matter. We should have been saying that **ALL** elections matter—not just the presidential ones.

So if you'd like to see our country get back to the business of moving forward, re-engaging in the fight to further political, social and economic justice for **ALL** working people, making meaningful investments in education, and rebuilding our crumbling infrastructure—all the things necessary to ensure the next generation of middle-class, working-class prosperity—we need to elect the kind of people to Congress who will do the heavy lifting to make this kind of progress a reality.

The President can't do it by himself. He has willingly carried the fight pretty much by himself for the last five years. We owe it to him to give him the kind of House of Representatives and Senate he needs and deserves in order to take **OUR** agenda forward.

The 2014 election cycle is quickly approaching. Along with all the Congressional seats and one Illinois U.S. Senate seat, all the statewide offices are up for election in Illinois next year, as well as all State House and some State Senate seats. It will definitely be entertaining. As always, we will be asking for your help in implementing our Get Out The Vote (GOTV) initiative. It's a proven fact that when working people vote, we all win. Please get involved.

I can be reached on ext. 353 at the Union office or by e-mail: dmac@ibew21.org. Thank you, take care and GOD Bless!



Justice For Bravo – Members welcome Direct Sat CEO Dan Yannantuono to Chicago, reminding him an injury to one is an injury to all.

WHAT'S NEW ACROSS THE LOCAL?

AT&T★Altura★Avaya★CenturyLink★City of Chicago-911 OEMC★Comcast★Frontier★Johnson Control



Karen Battisfore,
Business Representative



Take Control

★ Every day only some aspects of our job are within our control. We all have to get back to basics when performing our work functions.

In the call centers we can't choose the calls we get. We can control how we handle those calls because we decide how we interact with our customers. Basic courtesy goes a long way with someone, even when they're upset. We can control calls by taking the time to follow call flow and asking our customers to purchase our products because they are the best.

We can take control of our huddles by writing notes and asking questions when we don't fully understand something; don't allow management to rush us out. We must make sure we have the most up to date promotions and confirm the information with the bosses. Doing this will ensure we have the tools to perform our jobs and our customers receive the correct package. We can control our evaluations by tracking our sales and asking our managers to follow up on them when they aren't posting. This gives us control over our performance. When we feel we our

evaluations are wrong and we are being treated unfairly we can disagree by writing up and filing grievances. If you don't grieve something, it means you agree with how you are being controlled.

It doesn't matter when you started working for the company; two things remain constant. First, the company will always change things and if we take control we will be successful. Second, remember Knowledge is Power. Engage your coach and tell them your concerns. When in doubt contact your union steward.

Assistant Business Manager Bill Henne, Chief Steward Mike Scime, Area Steward Pez Whatley, and I met with Labor Relations. We discussed the many concerns we have regarding TACR and the impact it has on our members. It's our position that the company's current dispute process is unacceptable. Labor Relations was open to hearing what we had to say. We still encourage members to file TACR grievances.

I believe the best way to control how TACR scores affect you is by filing grievances. I look forward to challenging your TACR scores if you take control and fill out a grievance form.



Members working in the Peoria Call Center.

VISIT US ON THE WEB: IBEW21.ORG LIKE US ON FACEBOOK!

Byron Bonham,
Business Representative



★ Chief Stewards Dennis McCafferty, Mike Grindle, and I have seen a rash of severe discipline cases. Unfortunately, many of these punishments have not been grieved. Some have little paperwork, and some we find out about well after the

discipline was handed down. With that being said, I agree it's time we all get "back to the basics."

We need to be sure that the investigation or fact finding meeting doesn't turn into the discipline meeting. The discipline meeting should not turn into the grievance meeting. The worst case is where all three discussions are grouped into the same meeting and union representation is missing.

If grievance fact sheets aren't filled out, the grievances get backlogged due to a lack of details. The rush to group the meetings together results in information being unavailable or not included in the grievance file. The lack of facts leads to inaccurate perceptions and conclusions. The entire process snowballs into arguments over old issues with missing information and changing reasons for the initial discussion.

On a positive note, there has been an increase in the number of conversations concerning safety in all departments. As a result there have been fewer accidents in most areas and departments. As more information becomes available in safety investigations and discussions, fewer members are disciplined, and most importantly there are fewer injuries.

The IBEW was founded on principles of safety and the creation of a safer workplace. I would like to thank all those who volunteered as safety coordinators, partners, or helped with grievances regarding safety.

Safety First!



Mike Roach,
Business Representative



★ **Vermilion County**

bargaining was very difficult. Things moved quite slowly because of the changes in the County Board, the sale of the Vermilion Manor Nursing Home, and the impacts of the Affordable Care Act.

Economic items, wages, personal days, and longevity were the biggest issues.

A tentative agreement was reached. After we held a contract overview meeting our members voted to reject the terms of the agreement. We went back to the table to discuss issues that concerned our members and we reached an agreement our members in the **Judicial and Non-Judicial** bargaining units voted to accept.

Vermilion Manor Nursing Home was sold to FNR Healthcare Group. The home is now named **Gardenview Manor**. I am happy to report Gardenview management recognized IBEW Local 21 as the bargaining agent for the employees in the classifications we represented at Vermilion Manor.

Our members will continue to work under the "terms of employment" they were given when Gardenview took ownership. Once a new agreement is reached between Local 21 and management, the employees will be covered by a new collective bargaining agreement. Bargaining has just begun and we will keep you updated as it progresses.

In more bargaining news, negotiations for our members working at the **Peoria Bel-Wood Nursing Home** began in September. Since then our members voted to accept a new agreement and also moved into a new facility. The new modern nursing home now known as **Heddington Oaks** is over twice the size of the old facility!



Jerry Rankins,
Business Representative



★ It took more than a year to negotiate a new **Comcast West** agreement but in the end our members and the bargaining committee achieved their goal. They didn't let Comcast's rhetoric prevail, the lie that workers are better off standing alone

than acting collectively.

We believe the new agreement is fair. On average there were double digit hourly wage increases in the first year of the agreement and overall improvements in contract and job security language.

The **Chicago Comcast Cortland** agreement will expire February 28, 2014. The company has already started its union-busting tactics, but that's not news; frankly, they've never stopped.

What's also not new news is the fact that Chicago has the best labor community in the nation. I'm proud to say Local 21 is one of three hundred locals standing with the Chicago Federation Labor (CFL) to promote a strong labor community. We are also part of Chicago Jobs with Justice and faith based coalitions that build partnerships between faith communities and workers to fight workplace injustice.

Politically, we are modifying our 2007 City of Chicago Resolution which addresses discrimination at Comcast. We want a new resolution passed as it relates to discrimination practices against Union employees compensation. We also want to protect Comcast workers who would like to join a union by including language that their employer will remain neutral and not force employees to attend captive audience meetings that discourage union representation. I'm confident through God's grace and strong membership unity we'll receive the best contract yet.

Some might remember, back in 1994, there was a right to work legislation bill floating around the state capital to turn Illinois from a blue to red state. Fortunately, the votes weren't there. In just the last three years, who would have thought Michigan, and Indiana would become right to work states and public workers' bargaining rights would be stripped away in Wisconsin. Laws like those could negate the gains our hardworking members working at the **City of Chicago OEMC 911 Centers** have achieved over the past 30 years.

Who's pushing these attacks? Groups like the Chamber of Commerce and the American Legislative Executive Council (ALEC). They are sponsored by "Big Business." They have huge staffs of lobbyists and they make campaign contributions to convince politicians to support legislation designed to crush the middle class. They stand opposed to a living wage and benefits for public workers. Companies like AT&T and Comcast are members of these organizations. These groups are attempting to pit us against our brothers and sisters who serve us in the public sector. They are distorting the truth when they say that public worker's salaries, benefits and pensions are the direct cause of governmental deficits.

The truth is while public workers continued contributing to their pensions their government employers failed to properly budget and pay their negotiated share of the costs. Multi-billion dollar private employers, the Koch Brothers, and ALEC's real agendas are to erode the middle-class by silencing the workers' voices.

Let's get back to the basics and hit the streets like we did when the ALEC convention was in Chicago. We must educate, organize, and mobilize our family and friends to get involved. Remember our strength is in our unity.





Mike McCormick
Business Representative



Speak Up Early

★ The GWC law firm alerted us that many changes have been made to Illinois Workman Comp laws. Now more than ever if you are hurt on the job you should contact a lawyer as soon as possible

because of the new time frames.

Performance issues are popping up everywhere and members are calling their Chief Stewards and Business Representatives to help them with individual problems. However sometimes it's too late because they didn't call us earlier about the issues that later affected their performance.

We need grievances early on with specific information in order to move issues forward and protect our members. For example, a manager tells an outside tech to run a Central Office jumper. Run the jumper so that you are not being insubordinate, but let a CO tech and your steward know what you did so a grievance can be filed on behalf of the Central Office techs.

Another concern is when one tech is told that they need to call the help desk before closing out a ticket,

yet other techs don't have to call. Are they being told this because it's a performance plan requirement? These calls affect a technician's numbers. When closing out jobs it should be noted in the narrative that these calls were made and what was said.

When we are in dismissal panels with management, we request information about jobs the member has performed. Many times there are no notes about these calls or problems on the job in the narrative. If the notes were there, the data could have helped us fight the discipline facing our member.

Management is doing a very good job at pitting department against department, and tech against tech all because of MSOC. There are too many instances to share. Bottom-line is, we all need to get back to the basics and CYA. It's better to have too much information than not enough.

Concerns about details have been popping up recently. When a detail is announced you need to ask questions. First, where are you going on the detail, for how long, and will there be overtime? You need these answers so you can make an informed decision. Once you volunteer it is very hard to fight problems later because you didn't ask the right questions before you accepted the detail.



Union members getting back to the basics hit the streets to protest ALEC's union busting agenda.



Back to the Basics

Without realizing it we forgot who we are and how we got here. Many charge up the mountain only to get knocked back down, until our next charge with the same result, then we stop trying. By refocusing and getting back to the basics we can regain our strength.

Some members don't know what the basics are because they are new to our union while others forgot. New younger members may appreciate our history and look to us for mentoring but they want to be heard and have their ideas put to work. "Seasoned members" like me have to do a better job reaching out to our newer members and show them the "ropes of unionism," but we also have to listen to them, their ideas, and thoughts on how to deal with issues. I'll steal a phrase from a young members seminar I recently attended where a young leader stated, "We're young, we're not stupid." We can't be afraid of new ideas, otherwise we will never move forward.

Briefly what are some of the basics? Wear your union pin, display your union sticker. They show others we are united as one unstoppable force, and we will do the heavy lifting to raise the standards for all working people.

Go to union meetings. You can talk with other members, and be in the loop on what's going on. If you miss a meeting now and then, that's ok as long as you sign up to get IBEW 21 updates, call the union hotline 630-415-2711, visit ibew21.org, like us on Facebook **IBEW TwentyOne**, and follow us on Twitter @ **IBEW TwentyOne**. We provide updates as necessary so you have the latest important news.

The IBEW was founded on safety. In today's "give me more with less" corporate environment, no matter what anyone says about production, safety should never be sacrificed. If you have safety concerns, or you think management is not following your contract, contact your steward and file a grievance. Don't be afraid to "rock the boat," don't let anyone take your rights away.

We all are busy but if we want to gain strength, we have to reenergize ourselves and become more involved in our Union. We may ask you to come to a rally, file a grievance, make a call, send an email, donate your time or hard earned money to a cause, or help on an organizing drive. We ask because a worker somewhere needs your help. These events not only build Local 21 solidarity but the entire Labor Community. We live in our communities, we must help build our communities. You may be helping someone else today, but you could be the person they help tomorrow.

Finally, let's all work together. We don't have to like each other, but we must protect each other. Seasoned members, let's go out of our way to engage our new members. Younger members, don't be afraid to talk to us old guys because your opinions, involvement and solidarity do make a difference. You are our future, your ideas may redefine the basics.



New stewards attend training class conducted by International Representative C.J. King.



The Pullman Struggles Continue

On Labor Day, I hope everyone did something to honor workers. I'm sure many folks took the three-day weekend off and gave little thought to its meaning. I spent my day in the historic Pullman neighborhood.

Labor Day was a bone thrown to American Workers in 1884 by President Grover Cleveland. It was just months after a strike by Pullman workers grew to a nationwide shutdown of the rail system. George Pullman made luxurious railcars in his factory near 111th & Cottage Grove in Chicago. He built a company town and controlled every aspect of his workers' lives from what kind of house they could live in, the church they attended, where they sent their kids to school and where they shopped.

When the economy collapsed in 1883, Pullman's railcar sales declined. In response Pullman slashed work hours and wages by 25-50% and still demanded a 6% profit. He didn't slash the rent he charged for his worker's cottages.

Soon the workers could not pay rent, heat their homes, or buy food. They struck the plant on June 16, 1894. Within four days 125,000 workers on 29 railroads walked off the job rather than handle Pullman Cars.

In sympathy, the American Railway Union (ARU), led by Eugene Debs decided they would not carry Pullman Cars on any train they operated. Rail service was brought to a grinding halt. It was a National Strike!

Many Pullman workers joined the ARU. The General Manager's Association of the Railroads plotted to stop the strike. They convinced President Grover Cleveland to attach mail cars to the Pullman trains, the strikers were now accused of interrupting mail service. Cleveland then dispatched thousands of Federal Troops to crush the strikers. Violence broke out and 30 workers were killed. The ARU collapsed and its leaders were jailed.

Workers worldwide celebrate May 1st as the holiday of Labor, in honor of the fight for the eight hour day, born in Chicago in 1886. Grover Cleveland

wasn't going to give American workers the credit they deserved. Four days after the Pullman strike ended Cleveland pushed legislation to create Labor Day.



The Illinois Labor History Society, the Historic Pullman Association and other organizations want to make the Pullman Historic District, Chicago's First National Park. There is only one other National Park in Illinois. **They need your help!**

The organizations are asking us to contact Congress. Legislators need to know Pullman preserves our history and honors uniquely American stories, including the role of railroads in America's industrial past, development of the country's first model industrial town and the formation of the first African-American labor union lead by labor leader and Civil Rights activist A. Phillip Randolph. The neighborhood's undisputed historic significance makes Pullman worthy of becoming a national park. For more information visit npca.org.

To this day the Pullman neighborhood still remains a focal point in the battle of labor equality. This historic site sits next to the Comcast shop IBEW 21 has been organizing. Workers there are being suppressed by one of today's corporate barons, Brian Roberts.



Springfield Members at the Labor Day Parade

CONGRATULATIONS LOCAL 21 RETIREES

For your name to appear on this page, a retiree gift application must be submitted. Without it, the *Frontline* editors are unaware of your retirement. You must be a member in good standing for 10 consecutive years preceding your retirement. Stewards can call the union hall to request retiree gift applications.

Edwin Patzlaff
Kim Fosse
Lynette Dancy
Martha Ragsdale
Sharon Simon
Dan Grueneich
Charles Holt

Roland Boutet
Michael Hindes
Fernando Rodriguez
Carter Sanders
Steve Swift
Robert Wilcox
Gerald Neal

Robert Hancock
John Strid
Sheryl Markle
Sharon Tobias
Nancy Price
David Moore
Val Caprio

Penelope Moore-Montgomery
Mary Rapacki
Janis Walsh
Karen Lambert
Michael Higgins
Michael Beauchamp

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UNIT MEETINGS

Get involved—attend an upcoming Union Meeting!

	JANUARY	FEBRUARY	MARCH
UNIT 1	9th - 6 pm IBEW Local #134 600 W. Washington Blvd. Chicago, IL 312-474-4186	13th - 7 pm Park Ridge Veteran's Club 10 W. Higgins Park Ridge, IL 847-825-4588	13th - 7 pm Irish American Heritage Center 4626 N. Knox Ave. Chicago, IL 773-282-7035
UNIT 2	14th - 7 pm Slovak Club 6920 Broadway Merrillville, IN 219-756-5101	11th - 7 pm Gaelic Park Banquet Hall 6119 W. 147th Oak Forest, IL 708-687-9323	11th - 7 pm American Legion Post #697 18255 Grant St. Lansing, IL 708-474-5906
UNIT 3	16th - 7 pm Gurnee American Legion 749 Milwaukee Gurnee, IL 847-244-9282	20th - 7 pm IBEW Local #364 6820 Mill Rd Rockford, IL 815-398-6282	20th - 7 pm Holiday Inn Hotel & Suites 495 Airport Rd. Elgin, IL 847-488-9000
UNIT 4	8th - 7 pm IBEW Local #145 1700 52nd Ave., Suite A Moline, IL 309-736-4239	12th - 7 pm American Legion Harwood Post #5 705 S. Larkin Joliet, IL 815-725-4333	12th - 7 pm Lemont VFW 15780 New Ave. Lemont, IL 630-257-9859
UNIT 5	15th - 6 pm UAW Local 974 3025 Springfield Rd. East Peoria, IL 309-694-3151	19th - 5:30 pm IBEW Local #538 1290 N. Michigan Ave. Danville, IL 217-442-0996	19th - 5:30 pm IBEW Local #146 3390 N. Woodford St. Decatur, IL 217-877-4604
UNIT 6	21st - 5:30 pm IBEW- Local #193 3150 Wide Track Dr. Springfield, IL 217-544-3479	18th - 5:30 pm IBEW Local #193 3150 Wide Track Dr. Springfield, IL 217-544-3479	18th - 5:30 pm IBEW Local #193 3150 Wide Track Dr. Springfield, IL 217-544-3479
UNIT 7	20th - 7 pm Central City Lions Club 140 S. Morrison Central City, IL 618-532-9475	17th - 7 pm IBEW Local #309 2000a Mall St. (Rt. 157), Collinsville, IL 618-345-5112	17th - 7 pm IBEW Local #649 4051 Humbert Rd. Alton, IL 618-462-1627

FRONTLINE



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