

# IBEW Local 21 FRONTLINE



Volume 2, Number 3

May 1999

## The Center That Works

The United Center — the name brings us a mental image of the Chicago Bulls and Michael Jordan's fantastic career as the world's best basketball player. What you may not know is that a few blocks east of the United Center on Madison Street is another center, where the finest in the world serve the public seven days a week, 24 hours a day, 365 days a year.

The Chicago Emergency Communications Center, better known as the **911 Center**, is the workplace of 385 IBEW Local 21 members. The 161,000 square foot communications hub has a state-of-the-art CAD system, which incorporates the latest technology to process emergency and non-emergency telephone calls from the residents of Chicago.

A mapping screen displays each incoming call and the caller's geographic location. It also displays the surrounding addresses, giving the operator and dispatcher an exact "location history." This graphic data helps when a caller is reporting an incident that he or she is witnessing, for example in the alley or across the street. In addition, each console is equipped with enhanced Caller ID, a sophisticated system showing the caller's name, address and phone number.

"The system is designed to handle a call volume of up to 3,000 calls per hour and more than 6.5 million calls a year," according to an official 911 brochure. An average 911 call in Chicago is answered in less than ten seconds, an amazing statistic considering that over one million calls are

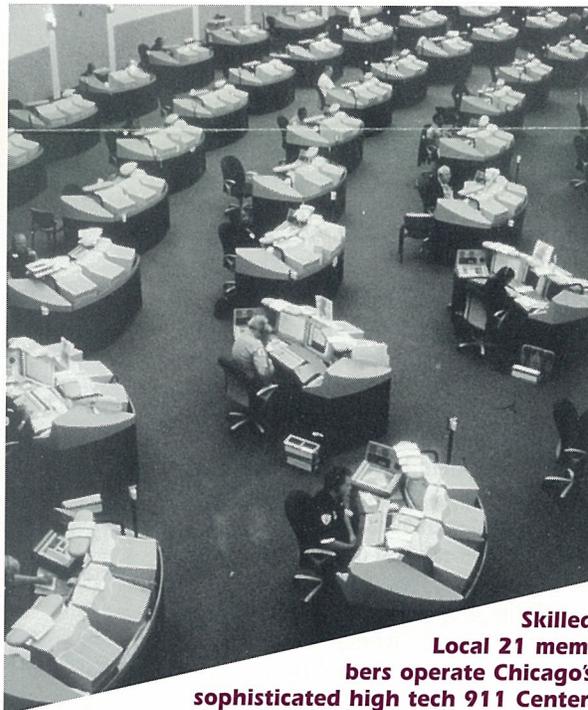
answered in every three-month period. Chicago's 97% call answering efficiency rating is the best in the U.S. for a large city. The statistics are impressive, and the dedication, hard work and skill of the Police Communications Operator-Is make them happen.

While PCO-Is answer the calls, when phone calls are processed, PCO-IIs dis-

tributed to the dedicated people who are doing the job. PCO-IIs are the most efficient public safety dispatchers in the nation. Most calls for police are dispatched within a minute or two from the time the call is processed.

Public safety officials from around the world visit the Chicago Emergency Communications Center (CECC) and are immediately awed with the serious sense of duty displayed by the PCOs. Our CECC members do their best to help city residents every day — saving lives, aiding in the apprehension of criminals and answering questions about non-emergency situations.

With each call and each dispatch of a police unit, the person operating the sophisticated technology is the most important factor. State-of-the-art equipment can't make critical decisions — the people handling the equipment do that. In Chicago, the people operating the system are the best there are. We're proud they are members of Local 21. ■



patch the calls as quickly as possible, no easy task due to the overwhelming volume of calls for the police.

Nationwide the stress level for public safety dispatchers is very high, and especially for our PCO-II members. They maintain the integrity of the prioritization of calls for police service, despite police manpower resources being stretched to the limit. Again the statistics are impressive and can be

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## INSIDE



# Message from your President

**Donald L. Moseley**

President-Business Manager/Financial Secretary

**A**s you read this column, Local 21 elections will be in progress. I am issuing this report to focus on where the local union will go from here. It will not only be the responsibility of the people you elect, but more importantly how you will support the one organization whose sole purpose is to provide the protection and hope for the future that every working man and woman in this country desperately needs.

You need only look at those who work without labor contracts to appreciate what some in our ranks take for granted. What I am talking about goes far beyond a simple wage or benefit. Dignity and respect in the workplace are the essential ingredients that keep employees working for the same employer year after year. Dignity and respect are also the central reason that labor unions were formed in the first place. In the 1930s, when the "movement" really got its start, the disrespect that employers displayed to employees was the catalyst which drove American workers to organize into labor unions. As history teaches us, the road they took was not easy. Years of struggle ensued and many lives were lost in workers' attempts to simply be recognized as human beings and not animals hitched up to a yoke. Right here in Chicago, people were killed while fighting for the eight-hour day.

From time to time I hear people say, "unions were fine back in their day, but we really don't need them in this day and age." **Baloney!** Ever since President Reagan launched an attack on labor in the early 1980s, unions have been fighting for survival. A constant string of legislative attacks continue. They are designed to limit, or to eliminate, labor's strength in today's workplace. As we organize new workers, we witness the true evil and contempt of employers who spin webs of fear and intimidation upon their employees who are trying to exercise their rights under the law.

Those laws, by the way, are not etched in stone. The laws can and do change at the whim of legislative majorities. Even the laws that remain in place are subjected to trial and interpretation by those who sit in power. Look at the recent court ruling that levied a forty million dollar fine against the American Airlines Pilot Association, because the judge didn't believe the union president had made a sincere attempt to end the job actions taken by pilots.

You don't have to stray far from the nest to see examples of assault and abuse. In our own backyard, we see daily examples. The attacks on our members are by design. Employers are taking unreasonable actions against the members, and in unprecedented numbers. Employers tell the union that if we don't like it, then grieve it, and then they grind the process to a halt. The end result is twofold: one, it costs like the dickens to pursue cases to arbitration, and two, union members get frustrated over the length of time it takes the union to resolve problems. The employer wins on both counts. If we want to take drastic action to address these tactics, again we must look at the courts and what they did to American Airlines pilots.

So, back full circle, it will be your responsibility to learn more of what I am trying to share with you in this article. Attend your union meetings. Listen carefully to the reports given there. Most importantly, the next time you feel the urge to dress down that Chief Steward or Business Representative or the Officers of your union, stop for a moment and ask yourself: is there anything I can do to help these people help me? Get involved. Support those in the union who are there working for you. Criticize only when it is deserved. And, by all means, protect each other's asses. Take care of yourselves.

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# IBEW Local 21

## FRONTLINE

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

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# GRIEVANCES & ARBITRATIONS

## ■ Union wins ALDIS upgrades

Following a long battle, the Service Representatives at Ameritech Long Distance Industry Services (ALDIS) in Springfield were upgraded to Marketing Support Specialists. At the close of 1995 contract bargaining, the union filed grievances on behalf of ALDIS Service Rep. A's who were being downgraded. When the issues were argued at the third step of the grievance procedure with no satisfactory result, the union decided to reapproach the issue after 1998 bargaining.

Local 21 President-Business Manager, Don Moseley, and Senior Assistant Business Manager, Dan Klein, emerged from 1998 bargaining with a memorandum offering a "new look" at the ALDIS job situation. Klein appointed a committee to oversee the memorandum, and begin the investigation and evaluation into the job titles. As a result of the committee's intense work and the cooperation of all involved in the ordeal, 150 union members won a weekly salary increase of \$25.50 and a pension band change from 216 to 218.

A huge thank you goes to the committee of union members who made victory possible: Hardi Richie; Brenda Fagan; Area Steward, Vickie Burroughs; and Business Representative, Don Stapleton.

## ■ Suspension is reduced

The Office of Emergency Communications suspended a Police Communications Operator-I member for 30 days for inattention to duty. The union filed an appeal before the City of Chicago Personnel Board on grounds of excessive disciplinary action. The hearing judge agreed and the suspension was reduced to



Union members win upgrades downstate.

ten days. The member received back pay and benefits for 20 days of the 30-day suspension.

## ■ Seniority rights gained

A grievance, filed in December 1997 for five Police Communications Operator-I members, involved the denial by management to allow more senior members to bid on and be hired for promotion. Less senior members were permitted to bid and were promoted to higher paid positions. The City initially took the stance that it had the right to deny the more senior employees based on a promissory letter. Local 21 demanded arbitration. After more than a year of legal proceedings, the City finally requested settlement of the grievance before arbitration. The five members received all seniority and all back pay in the settlement.

## ■ Temps win full time

The union filed a grievance after management kept extending the time frames of five temporary employees at Ameritech's Oak Lawn Locate Center. Arguing that the company violated the intent of the contract regarding time frames of the temporary employees, the union demanded the employees' status be changed to regular full time. The company agreed in order to resolve the issue. As a result, the five employees are now regular full time. The union and company agreed to address the issue again if management tries to extend the time frames of temporary employees. "Although this grievance was not precedent setting, it opens the union's eyes to the status of all temporary employees within the local," said Local 21 Business Representative, Ronald Kastner. ■

## There They Go Again!

Five Republican U.S. Senators recently introduced a national **Right-to-Work** bill in Congress aimed at weakening the ability of unions to represent workers and win better wages and benefits. That's why unions call such legislation the "**Right-to-Work-for-Less.**" Contact your U.S. Senators, Dick Durbin and Peter Fitzgerald, and your Congressman. Tell them you oppose right-to-work legislation.

## City of Chicago Bargaining to Begin

The City of Chicago members, covered under what is known as the Unit II bargaining agreement, are gearing up for negotiations. Although the agreement does not expire until June 30, previous contracts with the City have taken up to 18 months to bargain. Local 21 President, Don Moseley, Assistant Business Manager, Ron Siemienas, and the members, want to drastically shorten the bargaining time. The City of Chicago has traditionally been a very tough bargainer and we don't expect these contract negotiations to be any different.

Surveys regarding contract improvements are being prepared and will be sent to the City of Chicago members in the near future. In 1983, when the first contract was negotiated, the total number of employees/members was 127. Our membership is now over 400 and growing. Since 1983, the duties and responsibilities of employees have dramatically changed and increased due to technology. This issue alone demands that the contract be improved for our members in all areas. Local 21 is ready to bargain and fight for improvements. ■

## JULIE Members Live Solidarity, While Bosses Show True Colors

**M**ost union folks get a chance to feel solidarity with their fellow workers sometime in their working lives. Many of us get frequent chances to extend feelings and acts of solidarity to others, but it is rare that we make the “mutual aid” of solidarity take a physical form for our sisters and brothers in need of a hand.

IBEW Local 21 members at the Joint Utilities Locating Information for Excavators (JULIE) are no strangers to helping the less fortunate. The shop is very active in the United Way and other charitable endeavors in the community. JULIE management is not shy about trumpeting the good works of union members to make the company look good to the public, but when a Local 21 member fell on serious hard times, instead of acting like the “family” JULIE bosses always talk about, they got cold, mean and threatening.

“Carol” is a long-time JULIE call center operator with an excellent work record. She has been seriously ill for several months, living on a small disability benefit and caring for her 12-year-old son and her husband, a cardiac patient who is unable to work. The disability program at JULIE requires a co-payment to maintain health insurance. In years past, the company made such payments for workers until they returned to work.

Although the company denies it, after the JULIE workers won a well-deserved improved contract in December, things began to change. The company drew a hard line on issues it has some discretion on outside of the union contract — like covering insurance payments.

The company, claiming that it’s not a “social welfare agency,” began to press Carol for payment. Union Stewards and Reps reminded the company that Carol had accrued paid time off that

would ensure the company would get its money even if she didn’t come back to work. This bought a few days of breathing space. Carol was told by her Union Reps to just pay as much as she could, whenever she could.

A few days later Carol came to the JULIE office to pick up her disability check on the way to taking her husband to his doctor. She gave the manager \$20 toward her insurance. The manager then embarrassed her to the point of tears for not paying more. The rest of the story is too personal to continue....

Seeing her union sister humiliated and in tears, Shop Steward Shelly Miller called the union hall and said “I’ve had it! We’ll pay Carol’s bill by passing the hat.” The message was relayed to the other JULIE Steward, Janet McDaniel, who was in Steward training. After ten other Stewards from different employers throughout the local union heard the story, these “strangers” who had just met the day before took up a collection and contributed generously right then and there.

Back in the JULIE shop the same thing was happening. Local 21 members collected cash and food for Carol’s family. Days later the collection totaled nearly \$700 (enough to cover the insurance co-pay) and hundreds of pounds of food, which were promptly given to an emotional and thankful Carol.

Although this act of solidarity doesn’t make Carol or her husband regain their health, it does take some of the enormous pressure off this one union family and let’s them know they’re not alone. Meanwhile, some Local 21 members at JULIE seem 10 feet tall these days — and some very small managers shouldn’t get in their way. ■

**Members and their families marched in the Chicago St. Patrick’s Day Parade under the banner of Local 21.**



# At Peoria SecurityLink, Labor Board Issues Order to Bargain

Despite the wrongful tactics of Ameritech and its union-busting law firm Duvin, Cahn and Hutton, the National Labor Relations Board (NLRB) certified Local 21 as the exclusive collective-bargaining representative of Ameritech SecurityLink workers in Peoria. In the hard fought battle, management repeatedly interfered as workers exercised their right to join a union.

The battle began on October 2, 1998, when Local 21 filed the petition for a representation election. Ameritech's first attempt to divide the workers and delay an election was its claim that the Service Dispatcher and Installation Scheduler were *either* Office Clerical or Supervisors. Either way — simply raising the argument caused delay. A legal hearing had to be held. The NLRB decided in favor of the workers and both job titles were ruled eligible to vote in the bargaining unit.

Additionally, since the workers cover the whole southern half of Illinois and do not all report to the same work location daily, an infrequent mail-ballot election was ordered. Companies challenge mail ballots, because they find them harder to coerce workers during the vote. Ameritech's tactics backfired.

On November 12, SecurityLink requested the NLRB to review the appeal and reverse the Board's prior decision to include the Installation Scheduler and Service Dispatcher. The NLRB again denied the request. The company didn't need to raise material issues, as the request itself delayed the election during appeal. Ameritech delayed the election for as long as possible, so managers could go to work, trying to divide and confuse the workers.

"That's what *union busters* do," said Local 21 Business Rep, Tom Hopper. "Behind the scenes, they advise corporate officers and managers on what to say and when to say it, in their attempts to get the workers to vote against union representation. It's a dirty business."

Union busters and corporations that hire them have one goal: to stop unionization efforts. They connive, manipulate and break promises. They trample on workers' rights and pull every trick in the book to frustrate workers and get them to give up on an organizing drive.

Over the last 18 months, Ameritech showed no concern for the workers' prob-

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## Workers saw through management's smoke screen. Even before the vote, they became a Union.

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lems and violated their legal rights to organize and be represented, free from management interference. Workers offset the anti-union campaign by holding their own meetings on their own time, planning strategy to stay solid, while the bosses continued telling them they didn't "need" a union. The company's anti-union campaign was a complete failure.

Workers understood that management's non-stop efforts were designed to stop unionization, so workers would be unable to exercise their rights or improve conditions. According to Local 21 Area Steward, Dave Webster, "The workers saw right through management's smoke screen and knew that in order to win, they had to stick together, communicate and act like a union. Even before the vote, they became a Union."

During one mandatory meeting, managers told workers the problems would have been fixed if they had only asked. Workers responded with a resounding "Bull

...!" Workers knew they had approached the company with problems in the past, and managers never moved, saying "...it's not in the budget" or "we'll see." The company never seemed interested until the union petition was filed. If just asking to be represented got management's attention, imagine what a contract might bring!

On November 25, Local 21 announced the Peoria mail-ballot election and that votes would be tallied December 7. All 20 employees in the Peoria bargaining unit cast votes, showing that the mail-ballot election was a good thing to do. It allowed all to have a say in the democratic process. Fifteen of the 20 workers voted yes to IBEW representation. The three to one vote sent a strong message, but the company still didn't get it.

On December 14, the union busters went at it again. They filed objections to the NLRB original ruling that ordered the mail-

(continued on page 6)

## Father and Daughter, What a Team!



**Kim Mangano and her father Mike Mangano, a Customer Systems Technician at the Ameritech Northbrook garage, display a hands-on exhibit of the path a dial tone travels through the network interface to your telephone. Kim and Mike displayed the exhibit on April 6 at the Prairieview Elementary School Science Fair in Bartlett, Illinois. Kim received a medal for excellence. Congratulations to Kim!**

# Charter Communications, One Battle at a Time

One man trying to climb the ladder of success, one greedy company trying to thimble-rig every half-cent that can be found, and one company supervisor looking for someone to infiltrate and do the dirty work. Although these are part of every booming corporation, they are not out in the open for all to witness. The supervisor finds the perfect spy and the internal company puzzle is complete. The diary is unlocked and placed in the middle of the floor for everyone to find, for everyone to open and for everyone to read.

The chronicle in question has perfect instructions on how to prepare and carry out a decertification petition, an explosive device to oust the union. The story is true. The company is Charter Communications Entertainment I, LLC, which was recently acquired by Paul G. Allen, co-founder of Microsoft. Allen

**Local 21, IBEW, stands behind every union member.**

appointed a new general manager of the Illinois Division who has been chosen to do the company's dirty work. Let's call him "The Mole." The Mole casts his fishing line and starts reeling in the catch. The fight begins.

A big part of the case and reel method contains a lot of fibbing, shall we say, filling the head of the catch full of stories. "We will make more money without the union," or "What has the union done for us?" Tall tales float in like sweet nectar, and happen during contract deliberations, which consequently are three months behind — now that's good stink bait. Finally, it is time to way in the catch. And we have a winner, enough signatures to bring a

## SecurityLink Ordered to Bargain

(continued from page 5)

ballot election. Ameritech lawyers argued that the company had offered to schedule all workers to come into the office on the day of election, and therefore an on-site manual election, not a mail ballot, should have been held.

SecurityLink workers knew this was yet another delay tactic, specifically intended to avoid collective bargaining. Throughout early 1999, SecurityLink continued interfering with the workers' right to organize and join the union, and workers banded together even tighter. They continued wearing union hats and buttons, even though the company ordered them not to. Local 21 chose to not file a complaint for unfair labor practices as union certification would be delayed even more, just what Ameritech wanted. Management threats and intimidation did not dampen the workers' solidarity.

On January 20, the NLRB denied company objections to the mail-ballot election. Ameritech then appealed to the full five-member NLRB in Washington, DC, again arguing that the mail ballot was unfair. Supporting the regional decision, the DC Board strongly denied Ameritech's appeal, scolding the company for not presenting evidence in support of its appeal. The NLRB ruled that company objections were not filed during the proper time frame, and then chastised the company for filing objections out of order and with no substantial basis.

On April 7, NLRB Region 33 certified Local 21 as the exclusive

"Union-No" vote to life.

This story sounds far-fetched, but it is not. It is the reality that faces IBEW Local 21 brothers and sisters at Charter Communications, "running head on with the fact that the jobs that support our livelihood could be pulled out from under our feet," according to one Charter union member. "Nobody will admit to the fear and worry, but it's there, every day."

What can a union do for me? When will I see the effects of the union at my company? You hear these questions asked all the time, yet often the answers are not uncovered until contract time. The truth is the union does something for you every day. Maybe you don't see it, but the union watches out for you. The union hovers over your company to prevent it from stepping out of line. The union is always backing a member in a grievance or dispute, working on the next contract, or educating other workers on how to become union members. All the work makes the family stronger.

And for the members at Charter? By emphasizing worker solidarity, one-to-one communications and legal strategies, the union stopped the decertification vote until further notice. Now ask yourself again, what can the union do for me?

The battle at Charter is far from over, yet slowly the members are climbing the rocky hill. They can and will overcome this malignant plague. Take an interest in your union, and become a dedicated IBEW Local 21 member. Local 21 works for the benefit of the members, not the company. Attend union meetings and find out what the union is doing for YOU. Remember the union is weak, unless the members make it strong. ■

**Editor's Note:** As this edition goes to print, Local 21 Charter Communications members ratified a new collective bargaining agreement by an overwhelming margin.

collective bargaining representative of SecurityLink workers at the Ameritech Peoria Branch. Joining over 150 workers at the Chicago Branch, the goal is now to bargain a first contract with SecurityLink.

Ameritech and its highly-paid union busters failed to break the workers' solidarity. When will employers wake up and realize that it is more profitable to be fair to workers than to fight them? On one hand, corporations say they can't compete and be profitable if they compensate workers better. Yet, on the other they spend massive amounts of money fighting attempts by employees to join a union. When? Probably never.

The "Management Consultant" business is part of a huge growth industry, over 500 million dollars last year alone! Unions are organizing again, more now than in the last 20 years. Companies are fighting back harder. Even though corporate executives and consultants are driven by greed, today's war against workers is about more than profits. It is about power and control. It is about a coordinated effort by corporations throughout our country and the rest of the industrialized world to keep control and to squash workers' rights.

As workers, we need to increase our efforts, communicate and educate, mobilize and organize, care for and stick up for each other. SecurityLink workers have now become Union. Local 21 congratulates them for showing how to act like a Union to become a Union! ■

# Safety: Employer and Employee Responsibilities

**H**ard hats, safety glasses, respirators, gloves, boots — these are forms of personal protective equipment, or PPE. If your employer requires you to wear PPE while you're working, it means your job involves a hazard your employer can't eliminate or control by other means. For example, a welder works with a tool that shoots an open flame. Eliminate the flame, and you won't be doing any welding. So welders wear special gloves, masks and goggles to get their work done without injuring themselves.

OSHA requires your employer to:

- Evaluate the need for PPE in your workplace and then select appropriate equipment to protect you and your co-workers from injury.
- Train you when and how to wear, fit and care for the PPE you are required to use on the job.

In turn, your employer requires you to:

- Wear your PPE properly so it provides the best possible protection.
- Take care of your PPE and replace defective or damaged equipment promptly.

Now let's say you're not wearing your required hard hat today and an OSHA compliance officer shows up to inspect your workplace, is OSHA going to cite you?

No, but the compliance officer is going to come over and talk to you to find out why you're not wearing protective equipment. Then — no matter what reason you give — the officer will talk with your employers and cite them, unless they can prove that:

- They've trained you on when, why and how to use, fit and care for PPE.
- They have a written, published policy in place for disciplining employees who don't wear their required PPE.

- They've put that policy into practice in the past.

It's that important. What's more, if your employer is not providing adequate equipment or PPE training, you have the right to file a complaint with OSHA.

Who pays for your PPE?

Your employer is required by OSHA to pay for PPE in some situations, but this currently is the exception rather than the rule. Until OSHA rules on who pays for what — which could take as long as two years — you may be required to pay for some or all of your PPE.

OSHA offers one clear cut guideline on who pays: You can't be required to pay for your PPE if the cost of the equipment would reduce your wage to below minimum wage.

If you have questions concerning safety or equipment, call Dale Carpenter at the Local 21 Safety Department, 630.960.4466, ext. 244. ■

Source: *Health and Safety* magazine, April 1999

## Notes from Labor's History....

### May 1 — 1830

Mary Harris "Mother" Jones was born; she lived to be 100. The renowned labor organizer said, "My address is wherever there is a fight against oppression. My address is like my shoes; it travels with me." Mother Jones organized miners and other workers, going from town to town.

### May 1 — 1886

May Day or International Workers' Day, celebrated in most industrial countries, commemorates the historic struggles of working people around the world.

### May 1 — 1888

At the East Tennessee, Virginia, and Georgia Railroad, 19 workers assembled in a locomotive pit to decide what to do about a wage cut. They formed a union, which became the International Association of Machinists.

### May 3 — 1886

At the height of the movement for the 8-hour day, police opened fire on a crowd of McCormick Harvester strikers in Chicago. Four were killed. The next day, in Haymarket Square, as a peaceful public protest of the killings came to an end, a bomb was thrown into the police line. Police responded by firing into the crowd. One policeman and one worker were killed and many wounded. The Haymarket incident led to a vicious campaign against labor activists.

### May 16 — 1938

The U.S. Supreme Court issued the *Mackay* decision permitting employers to permanently replace striking workers. Employers used the weapon sparingly until the 1980s, when its use increased under the influence of President Reagan.

### May 18 — 1917

The Amalgamated Meat Cutters and Butcher Workmen began organizing packinghouses across the U.S. and brought membership from 6,500 to 100,000 in two years. The drive to unionize packinghouses in Chicago is portrayed vividly in the film "The Killing Floor."

### May 26 — 1937

Henry Ford's fierce opposition to unions was evident, as company goons attacked United Auto Workers organizers at the "Battle of the Overpass" outside Detroit's River Rouge plant. GM and Chrysler signed collective bargaining agreements in 1937; Ford held out until 1942.

### May 30 — 1937

In the Memorial Day massacre at Chicago's Republic Steel plant, police attacked strikers, killing seven and wounding 100.

**Somebody paid the price for your right to organize and have a union. Don't waste it. Be Union. Act Union.**

## AT&T Title Update

Since September 1998, members of the IBEW System Council T-3 and CWA have been meeting with AT&T to consolidate many titles in the contract to common job families. Some of the titles are carried over from the Bell System Teletype, Western Union and TCEU. Most changes will effect Local 21 members who are in the clerical or supplies positions. The job families fall into seven categories: Administrative, Technical, Customer Care, Graphics, Operators, Sales and Building Maintenance Services.

In addition to these consolidations, committee members are designing a new wage zone structure to replace the current 24 wage zones across the country with a simpler structure. Although progress is slow, the union is making some headway. Future conference calls and face-to-face meetings are pending. AT&T committed to \$10 million during 1998 negotiations to fix this problem that has lingered since 1989.

**Tuesday, June 8**  
6:30 p.m.

**Unit 2 Meeting**  
Polonia Banquet Hall  
4604 South Archer Avenue, Chicago

**Wednesday, June 9**  
6:30 p.m.

**Unit 4 Meeting**  
Holiday Inn-Moline  
6902 - 27th Street, Moline

**Thursday, June 10**  
6:30 p.m.

**Unit 1 Meeting**  
Musicians Hall  
175 West Washington, Chicago

**Tuesday, June 15**  
6:30 p.m.

**Unit 6 Meeting**  
IBEW Local 21 Office  
2720 South 13th Street, Springfield

**Wednesday, June 16**  
6:30 p.m.

**Unit 5 Meeting**  
Hanna City Sportsmans Club  
103 Main St., Hanna City

**Thursday, June 17**  
6:30 p.m.

**Unit 3 Meeting**  
Holiday Inn  
5500 Estate, Rockford

**Monday, June 21**  
7:00 p.m.

**Unit 7 Meeting**  
American Legion Hall  
816 Main Street, Mt. Vernon

# CALENDAR

## Thanks to Robert Diezi, A Committed Union Man

Local 21 Business Representative Robert Diezi retired after serving the members for 26 years.

Bob started his career at Illinois Bell in 1968. After a "brief interruption" in 1969 and 1970 to serve in Vietnam, Bob returned to work in 1971. In 1973, he decided to try his hand at being a Union Steward for Local 165 of IBEW, and it proved to be a good decision for Bob and the union members he has represented.

Local 165 promoted Bob to Chief Steward in 1979 and then to Business Agent in 1990. Bob's negotiating expertise led to the first history-making joint bargaining of IBEW and CWA. Later, he helped win a contract for Johnson Control members.

According to Bob, "The best part of this job as a representative is knowing I was able to help a union brother or sister solve a problem." Over the years, Bob helped hundreds of union brothers and sisters, often with little thanks. He can be proud of his long record of accomplishments.

The years of hard work that a dedicated union representative gives to the members and the union too often go unrecognized. That's why the members, officers and staff of IBEW Local 21 express best wishes and thanks to Brother Robert E. Diezi. ■

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