

# IBEW LOCAL 21 FRONTLINE



Volume 5, Number 5 • October 2002

## First Layoff in Bell History President/Business Managers Report

By Ron Kastner



As you all know, a surplus situation in construction suddenly blew up into the SBC layoff of 11,000 on September 27, 2002, impacting 755 IBEW brothers and sisters in Illinois and northwest Indiana. This is a serious situation.

There has never been a layoff in IBEW/Bell history.

To understand the process, you must remember that our current contract was negotiated back when Local 21 was five separate local unions – those being Locals 165, 188, 336, 383, and 399. So the layoff is by the old geographic districts of 165, 336, and 399 as well as the title groups which include several job titles within them. The exhibits of this situation are numbers 1, 2, and 3 on pages 208-210 of the current contract.

The Title Groups affected are Title Groups 2, 3 and 15. The company wants the flexibility to move people across the exhibit areas before and after the layoff to make things easier for them. We disagree!

Before the layoff announcement, we worked with SBC on the surplus, expanding the SIPP offer from Construction to I&R. When the situation moved into the layoff language of Article 30, Appendix B, we expected the company to work with us on layoff issues. According to Article 30.37, the company MUST deal with the Union to solve these issues. We suggested that the union and the company might consider shortening the work week; they said NO. We also suggested that they offer voluntary leaves of absence; SBC said NO. We asked for incentives like 3+3; SBC REFUSED. We asked for SIPP to be implemented in the entire company; SBC said NO. Most importantly, we demanded that the company immediately remove contractors, referring them to Article 1.03 of the contract. We suggested that Local 21 members can do contracted work better, quicker, and cheaper on jobs like directional boring. Other job functions, such as innerduct, open trenching, and trouble pits, just to name a few, are also jobs we should be doing. Again, SBC REFUSED. According to the company, the layoff is revenue generated by capital budget cuts, not lack of work. They firmly believe that contractors are not causing the layoff.

The Union has demanded to see the data on all contractors doing our work. SBC provided a one day "snapshot," a list of those working on

one particular date. We expect that the company will provide us with a complete list soon.

Finally, the Union has demanded immediate arbitration. We must settle this contractor issue prior to anyone being laid off.

Stay informed! Local 21's hotline message will be updated regularly with any and all breaking news. Call 630-415-2711, or, if you live downstate, 866-423-9582. Be assured that no effort will be spared to defend our members and save as many jobs as possible. Our contract will be honored!

We also believe that the company's financial situation is serious. Network President Dennis Harris invited the Union staff to a meeting in Hoffman Estates with upper level management to persuade the Union to join the fight against line loss caused by competition and a lagging economy. From our perspective, the competition is primarily non-union and poses a threat to the industry standard. Quite simply, to get the work done efficiently, it is necessary to employ union workers, not cheap labor. However, it does seem that SBC/Ameritech has tunnel vision on some of their budget issues. They can't afford pagers and cell phones, but they didn't like our recommendation that they could save big money if they eliminated GPS. Furthermore, this impending layoff includes those in service affecting jobs, but SBC steadfastly claims the layoff won't be service affecting.

At this same meeting, President Harris also presented a letter promising a commitment to follow proper contractual procedures to resolve problems with the expectation that local management and Union representatives will strive to maintain a relationship that allows all to discuss issues and concerns and to work out solutions. "If a grievance is filed, it is our intent to handle it in a timely manner, and our goal will be to resolve it at the earliest possible step in the grievance process." This letter was signed by all Presidents of the company and myself and should be distributed to all managers in the field.

As a reminder, the Security/Asset Protection department is being much more aggressive recently. With that in mind, please exercise your rights and ask for your Union Steward to be present during any investigations. This includes any type of phone interview which we heard may be one of their new tactics. With layoff conditions, let's not make it easy for them to eliminate valued Union members.

There are a few bright spots. The neutral

evaluation mediation program, which should handle two or three cases in one day, gets off the ground in October. This process will enable the Union to reduce the backlog of approximately 200 cases waiting for arbitration.

Arbitrator Robert W. McAllister ruled in the Union's favor on AT&T Broadband's union busting attempt to ban Business Representative Jerry Rankins from all of AT&T's properties. Brother Rankins will be able to continue representing Local 21's membership on all AT&T properties instead of from the street.

We had filed a charge on bad faith bargaining and NCE violations against AT&T, and Arbitrator Benn has agreed to hear the case. Both sides need to submit dates to proceed with that hearing.

As you can see, politics does affect our jobs. SBC insists that unfair ICC regulation on UNE-P pricing is a major component in the layoffs in Illinois. Did you know that the chairman of this group is appointed by the governor? With the Illinois election just around the corner, I remind everyone that the Union's mission on politics is to educate our members. We want you to know exactly how a candidate feels about issues that concern working families' needs. Please check Local 21's endorsements before going to the polls.

We can't afford to be complacent about the election in November. Although a recent poll showed Democrat Rod Blagojevich with a double-digit lead, those numbers aren't actual votes. We have a real chance to elect a pro-labor governor in Illinois, win control of the Senate, and maintain Democratic control of the House of Representatives in Springfield, and we must make sure this happens. In many instances, what we gain at the bargaining table can be wiped away by legislation. That is why it is necessary to watch political activity constantly.

Furthermore, anti-labor politicians make all issues pertaining to working families an uphill effort because the laws are stacked in favor of the corporations. Organizing, especially, has been held back because of bad laws voted in by anti-union politicians. I'm proud to say that Local 21 reinforced the importance of voting with a voter registration blitz at the end of September. I thank all of you that helped in this effort especially those who took time to register. Now use your right and make sure you all vote in this election.

In Solidarity

# FRONTLINE

## IBEW LOCAL 21

### Official Bi-Monthly Publication

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

### IBEW Local 21

1307 W. Butterfield Road  
Suite 422  
Downers Grove,  
Illinois 60515-5606

Phone 630 960-4466

Fax 630 960-9607

Organizing hotline  
630 415-3103

### Website

[www.ibew21.org](http://www.ibew21.org)

### Newswire hotlines

630 415-2711

866 423-9582

### OFFICERS

Ronald E. Kastner, *President-Business  
Manager/ Financial Secretary*

Rick Gessler, *Vice-President-Assistant  
Business Manager*

Jacquie Fields, *Treasurer*

Linda Corcoran, *Recording Secretary*

### EXECUTIVE BOARD MEMBERS

Kevin Curran

Alison Watson

Bill Lawrence

Rosetta Shinn

Jim Noble

Bob McElrath

Larry Schuler

### MANAGING EDITOR

Michael Sacco email: [mjsacco@mindspring.com](mailto:mjsacco@mindspring.com)

Phone 630 960-4466 X224

Fax 630 960-9607

### EDITORS

Larry Moeller e mail: [ljm336@ameritech.net](mailto:ljm336@ameritech.net)

Nancy North e mail: [nnorth@attbi.com](mailto:nnorth@attbi.com)

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



## Layoff Basics

By Rick Gessler, Vice President/Assistant Business Manager



On September 27th SBC Ameritech gave the Union written notification of layoff. As I sit here trying to put together an article for *Frontline*, I find it very difficult because things change so rapidly, that by the time you read this, it most likely will be obsolete news. But I'll give it a try. For those of you in Consumer and BCS, the fact that there is no news is good news. For those of you in Network and the outside crafts, you already know the news is terrible. Hopefully, you have all read and understand Article 30 in the contract (layoff) but let me go over a few items. Since I know management reads our newsletter, let me first make a few things clear.

- The Union recognizes that the company is forced to play on an un-level playing field because of the wholesale UNE-P rates which is unfair and harms all of our futures. **DON'T USE US AS PAWNS IN THIS GAME WITH THE FCC AND THE ICC.**
- The Union's position is to perform all work we have the ability to perform. **GET RID OF THE CONTRACTORS.**
- Over 90% of the members targeted by the company are the very ones who build and maintain Ameritech's infrastructure which was allowed to fall into such disrepair that the company was charged with unprecedented fines just a few years ago. **THE UNION IS NOT CONVINCED A LAYOFF IS THE ANSWER TO THE COMPANY'S SHORTFALLS.**

For the members, the news is that we currently have scheduled meetings with the company, and will do everything within our power to minimize the impact on our Union brothers and sisters. If we do get to a layoff, it will be within title groups, NOT wage groups. These are found on pages 208, 209, and

210, and currently affect title groups 2, 3, and 15. We are asking SBC Ameritech to offer SIPP to all titles involved. We will be demanding that the company remove contractors from the property wherever we have the ability to perform the work.

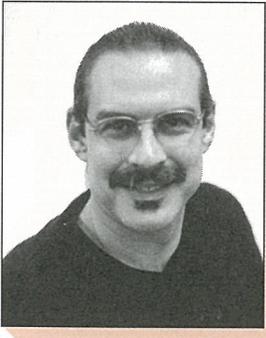
Laid off members will receive termination payments as provided in the contract, and should immediately apply for unemployment benefits. Anyone with at least one year of service will get company paid medical coverage for three months after the month in which they are terminated. They have the option of continuing the coverage at their own expense for an additional fifteen months. Anyone laid off must keep the company informed of their current address so that SBC Ameritech is able to recall them as openings occur.

We have NEVER had a layoff since we became organized with the IBEW in 1947, this is a very difficult time for us all. The potentially laid off members represent a highly skilled and trained workforce. The Union feels these positions are being lost because non-union companies are taking advantage of bad laws and regulations, and are poaching business at the expense of good-paying Union jobs. We feel there are better solutions than laying off these members. If we aren't able to turn this around SBC Ameritech will be right back where they were, paying huge fines while we work with an inadequate outside plant.

**Please call  
the Hotline  
630 415-2711  
or  
downstate  
866 423-9682  
for up-to-date  
information.**

# Personally Political

By Michael Sacco, Business Representative



**O**n the day I turned 18, I had two chores to do before I reported for my evening shift pumping gas and sweeping floors at Illinois Bell. One was to stop at the Post Office and register for the draft,

the other was to stop at the local park field house and register to vote. As a thoughtful young guy, I figured that I certainly wouldn't register for the draft until I had secured my voting franchise to participate in any governmental action that might cause me to have to take up arms. Of course, the park field house was a block from my parents' house and the Post Office was a block from my work. That was convenient, but it didn't control my decision on what to do first.

I look back fondly to that day nearly twenty-five years ago and pat myself on the back for my youthful political savvy. Of course, at 18 I didn't know anything, but like most 18-year-olds, I thought I did.

Since that time, I have never missed voting in any election—even the infamous

run for “dogcatcher.” I've volunteered for political campaigns and stuffed envelopes, walked precincts and phone-banked. Sometimes my candidate would win, but more often we'd lose. But to me, it was important to participate, even if just to vote, like more than half of our nation doesn't do.

Many of my progressive friends smile at me and patronize my “naivete” at feeling that I can make a difference. They chide me that participating in a broken and corrupt system only delays its inevitable collapse. I don't buy it. I never have and I never will.

Yes, our “democracy” is feeble, top heavy and money-driven. It is cynical and often corrupt, with its dirty campaign money and lobbyists. It is unfaithful to the truth with its slick polling and PR-driven “messages” and “spin.” But it's all we got and frankly, there are more of “us” than there are of “them.” This simple math of how many workers there are and how many bosses there aren't, keeps me going.

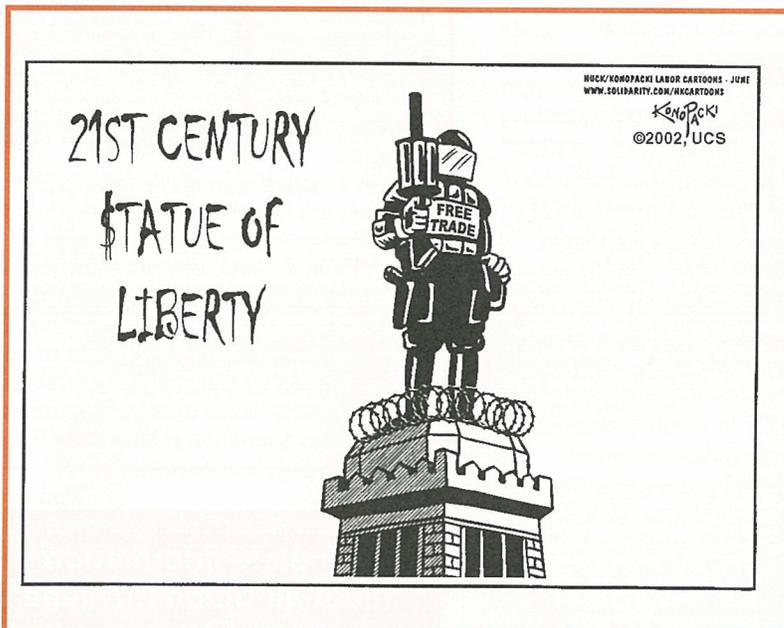
If “us” would get off of our asses and learn a little about what our interests really are: good jobs, good schools and a

solid future for everyone—not just the rich and privileged—and took the time to vote for people that really looked out for us mostly, we could make a real difference by voting on November 5th and every election day thereafter.

This education would include casting off the narrow politics of racism, sexism, homophobia, gun-love, anti-choice, pro-rich, and anti-poor of the pandering right wing and its politics of distraction, and instead thinking about the commonwealth of all, not just the corporations and their lackeys.

There is a bigger picture and working people need to get it. We have been successfully under attack, particularly during the last 30 years, because we have allowed ourselves to be duped by those who do not have an interest in a fair economy, good schools, safe workplaces and jobs for everyone. Let's put that behind us starting November 5th. Look at the lists of candidates our Union and millions of working Americans are endorsing in this issue and vote. We can make a difference. Get out there, like I will, and let's take our country back!

*frankly, there are more of  
“us” than there are of  
“them.”*



## Do you have a News Story?

We need your contributions. We accept them on disk in Word format at the Union office (paper copy backup is a good idea) or simply paper copy. Or you could email an attachment in Word to both addresses as insurance.

**Nancy North** [nnorth@attbi.com](mailto:nnorth@attbi.com)  
**Larry Moeller** e mail:  
[ljm336@ameritech.net](mailto:ljm336@ameritech.net)

# Benefit Report

By Linda Corcoran, Benefits Coordinator & Recording Secretary

**A**n annual Open Enrollment for Ameritech begins October 10 and extends through October 30. The company will begin mailing packages to you home addresses on October 2. After the enrollment period has ended, a confirmation of coverage letter will be mailed to employees. Check it carefully because if any corrections need to be made, the dates for correction will be November 6 through November 19.

Please watch for the Open Enrollment packages. The choices you make during open enrollment become effective 1-1-2003. This is the only time you can make changes so review what you currently have to make sure it is what you want for the upcoming year. Pay close attention to the monthly costs of HMO's and their prescription charges as many of the co-pays have increased. The Class II dependent costs doubled due to high medical and surgical costs. Overall, there was a 30% aggregate increase in health care cost. SBC was able to negotiate lower costs with some of the HMO's. OSF HMO will not be offered this year. OSF wasn't willing to continue service with SBC and declined to submit a bid.

SBC Savings Plan Transactions are in a blackout period through at least October 7. Once the blackout period has expired, you will be able to access the new SBC Pension and Savings Plan Web site. The address is <http://www2.benefitsweb.com/sbc.html>. The web site will allow you to do many of the transactions you now do by phone. Additionally, the same phone number used for the Pension Center, 800-557-3640, will also be used to access your Savings Plan. As of August 1, a new eight digit PIN will be required to access your pension plan information. Once the blackout period is over, the same eight-digit-PIN will be used to access both the pension and savings plan information.

Attention SBC Data Comm members currently enrolled in the Scarborough Savings Plan. No changes have occurred in your plan. Your contributions will continue to go to Scarborough unless you have recently enrolled in the SBC Plan. In fact, we are still working with Ameritech and Scarborough to bring your accounts current. Due to an accounting error, \$12,820.00 from company matched contributions in November 2001, was not deposited in your accounts until last month. The bonus in the late deposit is, had the money been in there

in November, there would have been a loss in earnings. We are still working on an error in April and should have that completed soon. To date, \$23,225.19 has been credited to the accounts of 68 members!

SBC's FMLA department has been restructured and was moved to another location without prior notification to anyone. The phone number and fax number remain the same but the e-mail and mailing address have changed. The e-mail address is [sbchelp@txmail.sbc.com](mailto:sbchelp@txmail.sbc.com) and the mailing address is 105 Auditorium Circle, 9th Floor, San Antonio, TX, 78205. The FMLA forms have all been corrected to reflect the new address.

Part of the restructuring includes the absence of case managers assigned by last names. To improve customer service, an Automatic Call Distributor (ACD) was added. However, due to large volume of calls and overloaded trunks, the ACD was dropping calls or ringing to never-never land. We've been told that has been fixed.

There continues to be a problem with e-mails coming back as undeliverable, again due to the large number of e-mails being received. SBC assures us they are working to resolve this. We'll see.

As a warning, be aware that Asset Management (Security) has been following and video taping members, who they view, as possible FMLA/Benefit fraud users. We have already had members suspended pending termination for "misuse of FMLA time".

SBC's Medical Absence and Accommodation Resource Team (SMAART) handle all absences associated with Short Term Disability (STD) and injuries occurring on the job, with or without an absence. It is the employee's responsibility to call SMAART and report a STD claim when an absence occurs for longer than eight (8) calendar days. It is the manager's responsibility to report an injury on the job requiring medical treatment and/or at least one full day of absence. The number to call is 1-866-276-2278. It's important to call SMAART in a timely manner, as no call means, no pay!

As a reminder, if you are injured on the job, you have the right to seek medical attention through a provider of your choice. In Illinois, the company cannot direct you where to go to seek treatment. They can suggest a place of treatment but you are not required to follow that suggestion. In Indiana, the company can choose where your treatment will occur. Workers'

Compensation is statutory and each state law varies in what is and is not permitted.

*To obtain a copy of the Planner for Assembling Important Records, as reported in the benefit report found in the last issue of Frontline, the correct e-mail address is <http://www.ibew.org/importantrecordsplanner.pdf>. The link referred to in the article had been changed since the article was written. Our apologies.*



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

# Cope Report

By Larry Moeller & Rosetta Shinn, Committee on Political Education



The message is simple: Vote on November 5th. Turnout is historically lower in non-presidential election years, but crucial state offices

are at stake. In this issue we list the voting records of the candidates on working-family legislation so you can see for yourself where candidates stand. And this election we have a real chance at electing a pro-worker candidate for governor in Illinois—Rod Blagojevich.

Politicians know that Union members vote—in the last election 26% of the votes came from Union households, even though only 13% of the workforce is unionized. Why? First, Union members are good

citizens. Second, locals get the message out—a message members can trust.

Total numbers matter because there are more working people than rich people, so in late September Local 21 sponsored a voter registration drive among our members and their families. Nearly 200 members became new voters by turning in their registration cards.

Polls are open longer than they were a few years back—7 PM, but workers commute further than they did a few years back too. If you really need it, Article 21.18 of the Ameritech contract provides for excused time without pay for reasonable time to vote. You must ask before election day.

Here's a thumbnail recap from last issue. See page 6 for the complete record, and decide for yourself.

IBEW Local 21 endorses Blagojevich and his running mate, Pat Quinn over the GOP ticket of Jim Ryan and Carl Hawkinson. In the statewide races Local 21 also endorses incumbent Secretary of

State Jesse White over GOP challenger Kris O'Rourke Cohn; Lisa Madigan for Attorney General over GOP candidate Joe Birkett; incumbent Comptroller Daniel Hynes over GOP candidate Thomas Jefferson Ramsdell, and Tom Dart for Treasurer over Judy Baar Topinka. Other endorsements are Democrat Dick Durbin, the incumbent, for U.S. Senate over Republican Jim Durkin; U.S. Rep. David Phelps of Eldorado for the new 19th Congressional District over Republican U.S. Rep. John Shimkus of Collinsville; and Republican Larry Bomke of Springfield, the incumbent, for the 50th State Senate District over Democrat Don Tracy of Springfield.



## Think For Yourself

By Nancy North, Area Steward



I like to believe that I make my own decisions. Nobody likes to feel they've been manipulated. That's why I've always been uncomfortable with "single issue" politics.

At the Midwest Labor Press conference, I found out there was good reason for my unease.

Many good and sincere people feel strongly on issues like pro-life or the right to bear arms. The New Right has a long term plan to support single issue politics in order to maneuver working people to elect candidates who are actually hostile to the economic survival of those voters. The New Right's goal is economic control.

What does the New Right really stand for?

Survival of the fittest. Since this sounds too cruel, the Right uses the term "personal responsibility." Darwin studied physical adaptation to environment. Serious scholars had debunked Social Darwinism, but the Right believes that anyone who doesn't prosper lacks self discipline. The system isn't flawed—people are. The "most fit" achieve wealth and power.

It's easy to play on the idea that "I've worked hard, nobody helped me." But have you saved enough in the bank to live on when you retire, or are you counting on your pension and Social Security? The Right opposes both institutions. The income disparity is worse than it's ever been.

Private enterprise should rule. The New Right believes that the "natural forces" of free enterprise should run the economy—unless regulations will protect corporate interests. Even economists admit the real world is not laboratory perfect for an ideal implementation of the laws of supply and demand.

Property rights supercede human rights. Conservative theorist Russell Kirk took this to the extreme in his position that property ownership is what separates us from other animals, so "the rights of property are more important than the right to life."

Decisions should be made by the elite. The Right takes their logic to the point that those who accumulate the most wealth deserve to make the decision—to their own benefit. They have often referred to democracy as "mob rule." The growth of private power to a point where it is stronger than the democratic state itself is known as Fascism.

This long term agenda doesn't sound very good for working families.

The modern Right developed independently of the Republican Party, though it is more compatible with that party, and views it as the best vehicle to achieve its goals. The Right developed its own infrastructure because the mainstream party was too liberal.

The Right's coalition with the religious right is an uncomfortable one, because the American Right is not really about traditional values or morality or the right to bear arms or the right to life. It is about unlimited corporate power.

Unions are the most powerful worker-based organizations in our society. Union members are informed about issues that will affect their well-being. They can discuss the real agenda. For the Right to succeed in gaining power, it must cripple and eventually destroy the labor movement.

Don't be fooled by the Right's "bait and switch" tactics—the use of single issues and religious faith to distract you from the Right's anti-worker, anti-union, anti-democratic political agenda. Think for yourself this election, look at the voting records, and go to the polls on November 5th.

*The New Right's goal is economic control.*

# Voting Records

## US SENATE

Name (Party)	2001	Lifetime
DURBIN, Dick (D)	100%	96%
FITZGERALD, Peter (R)	56%	39%

## US HOUSE

District	Name (Party)	2001	Lifetime
13	BIGGERT, Judy (R)	21%	15%
5	BLAGOJEVICH, Rod (D)	100%	94%
12	COSTELLO, Jerry (D)	100%	94%
8	CRANE, Phil (R)	0%	0%
7	DAVIS, Danny (D)	100%	100%
17	EVANS, Lane (D)	100%	98%
4	GUTIERREZ, Luis (D)	100%	100%
14	HASTERT, Dennis (R)	0%	5%
6	HYDE, Henry (R)	10%	14%
2	JACKSON, Jesse, Jr. (D)	100%	100%
15	JOHNSON, Tim (R)	30%	30%
10	KIRK, Mark (R)	21%	21%
18	LaHOOD, Ray (R)	42%	23%
3	LIPINSKI, Bill (D)	89%	85%
16	MANZULLO, Don (R)	10%	3%
19	PHELPS, David (D)	100%	94%
1	RUSH, Bobby (D)	100%	95%
9	SCHAKOWSKY, Jan (D)	100%	100%
20	SHIMKUS, John (R)	21%	19%
11	WELLER, Jerry (R)	10%	15%

## ILLINOIS SENATE

District	Name	2001	Lifetime
50	BOMKE, Larry (R)	32%	45%
56	BOWLES, Evelyn (D)	100%	98%
35	BURZYNSKI, Brad (R)	38%	23%
57	CLAYBORNE, James (D) 1	100%	98%
39	CRONIN, Dan (R)	42%	26%
6	CULLERTON, John (D)	94%	91
10	DE LEO, Jim (D)	94%	89%
2	DEL VALLE, Miguel (D)	94%	94%
49	DEMUZIO, Vince (D)	95%	91%
41	DILLARD, Kirk (R)	32%	28%
48	DONAHUE, Laura Kent (R)	16%	18%

## ILLINOIS SENATE (CONTINUED)

7	DUDYCZ, Walter (R)	47%	37%
31	GEO-KARIS, Adeline (R)	37%	34%
40	HALVORSON, Debbie (D)	100%	100%
47	HAWKINSON, Carl (R)	32%	43%
5	HENDON, Rickey (D)	100%	100%
36	JACOBS, Denny (D)	100%	91%
14	JONES, Emil (D)	95%	86%
27	JONES, Wendell (R)	26%	33%
25	KARPIEL, Doris (R)	47%	20%
32	KLEMM, Dick (R)	58%	26%
21	LAUZEN, Chris (R)	32%	14%
4	LIGHTFORD, Kimberly (D)	89%	92%
30	LINK, Terry (D)	94%	91%
58	LUECHTEFELD, Dave (R)	27%	34%
17	MADIGAN, Lisa (D)	89%	86%
19	MAHAR, William (R)	48%	27%
44	MAITLAND, John (R)	*****	19%
12	MOLARO, Bob (D)	94%	92%
1	MUNOZ, Tony (D)	94%	92%
53	MYERS, Judy (R)	32%	32%
51	NOLAND, Duane (R)	32%	30%
13	OBAMA, Barack (D)	89%	91%
54	O'DANIEL, Bill (D)	52%	74%
18	O'MALLEY, Pat (R)	42%	27%
29	PARKER, Kathleen (R)	16%	22%
26	PETERSON, William (R)	48%	28%
42	PETKA, Ed (R)	47%	17%
23	PHILIP, James "Pate" (R) 5	3%	26%
24	RADOGNO, Christine (R)	31%	40%
33	RAUSCHENBERGER, Steve (R)	26%	16%
9	RONEN, Carol (D)	94%	97%
20	ROSKAM, Peter (R)	37%	26%
46	SHADID, George (D)	89%	91%
15	SHAW, Bill (D)	95%	94%
37	SIEBEN, Todd (R)	26%	23%
8	SILVERSTEIN, Ira (D)	94%	c92%
3	SMITH, Margaret (D)	100%	93%
45	STONE, Claude "Bud" (R)	*****	*****
28	SULLIVAN, Dave (R)	62%	51%
34	SYVERSON, Dave (R)	27%	16%
16	TROTTER, Donne (D)	68%	89%
11	VIVERITO, Lou (D)	94%	87%
43	WALSH, Larry (D)	100%	92%
22	WALSH, Tom (R)	31%	24%
55	WATSON, Frank (R)	32%	29%
52	WEAVER, Stanley (R)	31%	27%
38	WELCH, Pat (D)	85%	85%
59	WOOLARD, Larry (D)	89%	93%

## ILLINOIS HOUSE

District	Name	2001	Lifetime
2	ACEVEDO, Ed (D)	91%	94%
54	BASSI, Suzie (R)	31%	27%
52	BEAUBIEN, Mark (R)	40%	31%
81	BELLOCK, Patti (R)	25%	19%
104	BERNS, Tom (R)	29%	29%
78	BIGGINS, Bob (R)	25%	24%
105	BLACK, Bill (R)	27%	32%
71	BOLAND, Mike (D)	100%	93%
115	BOST, Mike (R)	44%	44%
20	BRADLEY, Rich (D)	95%	95%
88	BRADY, Dan (R)	34%	34%
36	BROSNAHAN, Jim (D)	100%	92%
72	BRUNSVOLD, Joel (D)	100%	87%
19	BUGIELSKI, Bob (D)	91%	91%
23	BURKE, Dan (D)	95%	89%
13	CAPPARELLI, Ralph (D)	91%	82%
10	COLLINS, Annazette (D)	91%	91%
31	COLVIN, Marlow (D)	*	*
57	COULSON, Beth (R)	37%	29%
41	COWLISHAW, Mary Lou (R)	17%	21%
84	CROSS, Tom (R)	29%	31%
35	CROTTY, Maggie (D)	96%	90%
25	CURRIE, Barbara Flynn (D)	96%	94%
101	CURRY, Julie (D)	100%	90%
46	DANIELS, Lee (R)	27%	29%
28	DART, Tom (D)	100%	94%
27	DAVIS, Monique (D)	95%	92%
111	DAVIS, Steve (D)	100%	98%
3	DELGADO, Willie (D)	100%	97%
44	DURKIN, Jim (R)	44%	38%
11	ERWIN, Judy (D)	66%	74%
12	FEIGENHOLTZ, Sara (D)	96%	95%
21	FLOWERS, Mary (D)	92%	94%
117	FORBY, Gary (D)	100%	100%
118	FOWLER, Jim (D)	100%	94%
63	FRANKS, Jack (D)	94%	83%
33	FRITCHEY, John (D)	96%	94%
59	GARRETT, Susan (D)	66%	63%
8	GILES, Calvin (D)	93%	97%
109	GRANBERG, Kurt (D)	100%	87%
18	HAMOS, Julie (D)	93%	97%
98	HANNIG, Gary (D)	96%	93%
108	HARTKE, Chuck (D)	96%	84%
83	HASSERT, Brent (R)	46%	29%
66	HOEFT, Doug (R)	19%	22%
112	HOFFMAN, Jay (D)	100%	94%
113	HOLBROOK, Tom (D)	100%	96%
32	HOWARD, Connie (D)	100%	99%
40	HULTGREN, Randy (R)	30%	21%
67	JEFFERSON, Chuck (D)	**	**
50	JOHNSON, Tom (R)	39%	22%
107	JONES, John (R)	38%	33%
5	JONES, Lovanna "Lou" (D)	91%	91%
6	JONES, Shirley (D)	95%	90%
24	KENNER, Howard (D)	95%	99%
100	KLINGLER, Gwenn (R)	0%	41%
38	KOSEL, Renee (R)	30%	36%

## ILLINOIS HOUSE(CONTINUED)

56	KRAUSE, Carolyn (R)	52%	30%
64	KURTZ, Rosemary (R)	15%	15%
16	LANG, Lou (D)	100%	96%
74	LAWFER, Ron (R)	29%	22%
93	LEITCH, David (R)	28%	24%
65	LINDNER, Patricia Reid (R)	20%	25%
47	LYONS, Eileen (R)	20%	23%
15	LYONS, Joe (D)	91%	94%
22	MADIGAN, Michael (D)	96%	90%
51	MATHIAS, Sid (R)	39%	35%
76	MAUTINO, Frank (D)	100%	89%
60	MAY, Karen (D)	95%	95%
14	MC AULIFFE, Mike (R)	62%	67%
37	MC CARTHY, Kevin (D)	100%	86%
86	MC GUIRE, Jack (D)	100%	97%
34	MC KEON, Larry (D)	96%	96%
1	MENDOZA, Susana (D)	91%	91%
82	MEYER, Jim (R)	57%	35%
29	MILLER, David (D)	90%	90%
102	MITCHELL, Bill (R)	70%	72%
73	MITCHELL, Jerry (R)	45%	33%
94	MOFFITT, Don (R)	65%	51%
61	MOORE, Andrea (R)	26%	23%
26	MORROW, Charles (D)	95%	91%
55	MULLIGAN, Rosemary (R)	49%	43%
30	MURPHY, Harold (D)	100%	85%
95	MYERS, Rich (R)	28%	24%
85	NOVAK, Phil (D)	100%	89%
75	O'BRIEN, Mary K. (D)	100%	92%
43	O'CONNOR, Bill (R)	61%	67%
62	OSMOND, Tim (R)	36%	33%
17	OSTERMAN, Harry (D)	93%	93%
49	PANKAU, Carole (R)	35%	24%
53	PARKE, Terry (R)	30%	19%
39	PERSICO, Vince (R)	30%	26%
99	POE, Raymond (R)	44%	31%
116	REITZ, Dan (D)	100%	95%
106	RIGHTER, Dale (R)	21%	27%
87	RUTHERFORD, Dan (R)	45%	29%
79	RYAN, Bob (D)	100%	100%
77	SAVIANO, Angelo "Skip" (R)	66%	50%
42	SCHMITZ, Tim (R)	37%	26%
58	SCHOENBERG, Jeff (D)	89%	88%
80	SCULLY, George (D)	100%	95%
92	SLONE, Ricca (D)	100%	100%
91	SMITH, Mike (D)	100%	98%
89	SOMMER, Keith (R)	24%	17%
4	SOTO, Cynthia (D)	91%	91%
110	STEPHENS, Ron (R)	***	30%
96	TENHOUSE, Art (R)	22%	26%
9	TURNER, Art (D)	96%	93%
68	WAIT, Ron (R)	22%	21%
97	WATSON, Jim (R)	****	****
103	WINKEL, Rick (R)	52%	34%
69	WINTERS, Dave (R)	37%	24%
70	WIRSING, Dave (R)	21%	24%
45	WOJCIK, Kay (R)	21%	19%
90	WRIGHT, Jonathan (R)	*****	*****
7	YARBROUGH, Karen (D)	79%	79%
114	YOUNGE, Wyvetter (D)	95%	91%
48	ZICKUS, Anne (R)	29%	22%

**Learn The Real Facts From Your Union**

**ILLINOIS GOVERNOR'S RACE**

# **ROD BLAGOJEVICH**

## **Supports Illinois' Sportsmen.**

Rod Blagojevich supports the rights of Illinois hunters and fishermen. He has also been a tireless fighter for Illinois working families in the U.S. Congress and in the Illinois General Assembly, scoring 94% on votes tracked by the unions of the Illinois AFL-CIO.



**"I am committed to preserving the hunting rights of Illinois citizens and protecting wetlands, lakes, rivers and other natural resources for hunters and fishermen."  
Rod Blagojevich**

- Blagojevich is opposed to any increase in the FOID card fee. Period. (*Chicago Sun-Times, March 3, 2002*)
- Blagojevich is endorsed by the Illinois Democratic Sportsmen's Alliance.
- The Illinois Rifle Association issued no endorsement in the governor's race. (*Chicago Tribune, Sept. 13, 2002*)
- Blagojevich supports conservation initiatives spearheaded by Ducks Unlimited, Pheasants Forever, the Wild Turkey Federation, Whitetails Unlimited and other local groups to protect and expand wildlife habitat.
- Blagojevich has fought to protect and strengthen prevailing wage laws. (*HR2607, 1997, amendment: HB117 and 798,1993*)
- Blagojevich fought to stop privatization of Illinois prisons and opposes any further privatization of public services. (*HB2653, HA#4, 1993: Illinois AFL-CIO questionnaire*)



How you vote is a personal decision, but after researching the records, the Illinois AFL-CIO believes Rod Blagojevich is the strongest candidate on working family issues.

*For more information, contact the Illinois AFL-CIO at (217) 544-4014.*

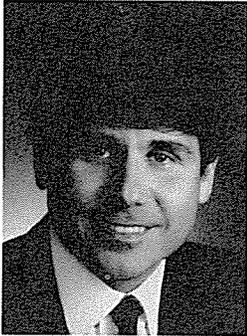
**It's your choice. Vote November 5th.**



A message from your union

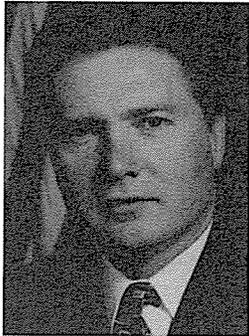
# Where is Illinois headed? Who should lead the way?

*Who's on your side?*



**Rod Blagojevich**

## Jobs and the Economy



**Jim Ryan**

Blagojevich has consistently voted to protect Illinois jobs – including voting against Fast Track and voting to support the steel industry from predatory foreign corporations. *(HR 3009, 2002; HR 975, 1999)*

Blagojevich proposed extending unemployment benefits to stimulate the economy in the current recession. He supports a boost in the state's minimum wage. *(www.rodforus.com)*

Blagojevich opposes privatization and state facility closures. As a state representative, he opposed efforts to privatize prisons. *(HB 2653, H.A. 4, 1993)*

Blagojevich supports the Scaffolding Act and has consistently voted to protect and expand coverage of the Prevailing Wage for construction workers. *(HR 2607, amend., 1997)*

**Jobs**

Ryan advocates a “pro-business” approach to creating jobs and stimulating the economy, including “policies that address business needs and do not interfere with free markets...” *(www.jimryan2002.com)*

**Workers' Rights**

Ryan blamed pro-worker changes to the state's unemployment insurance and workers' compensation laws for the loss of Illinois jobs. Ryan opposes a minimum wage increase for Illinois workers. *(State Journal-Register, 8/11/02)*

**Public Sector**

Ryan's economic plan calls for job cuts in the public sector “during difficult economic times.” *(www.jimryan2002.com)*

**Building Trades**

Ryan said the Scaffolding Act – a construction worker safety law repealed in 1995 – drove businesses from the state. He opposes reinstating this law that protects workers on the jobsite. *(State Journal-Register, 7/28/02)*

# It's your choice. Vote November 5.

Candidate comparison provided by the Illinois AFL-CIO.



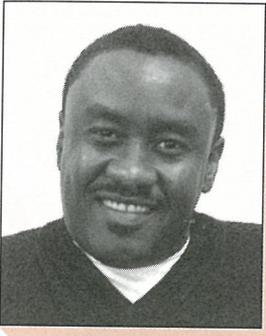
# LOCAL 21 RETIREES

MARCH	APRIL	MAY	JUNE	JUNE CONTINUED
Dave Schweickert Cathy Benestad Rose Marino Lucille Young Christina Kirchgerner Maxine Henry Walter Janusz	Christine Sullivan Edward Petkewicz Robert Matiasovsky Jerry Jelinek Thomas Gjersoe Lee Rondenet John Ploense Ed Abell Kenneth Krause John Zownorega Louis Gagliano Marilee Andreasen Kent Lang Deborah Titwell Robert Brooksmidt William Morales Diane McCormick Marilyn Curless Larry Garrett	Daniel Gillespie Robert Przepierski Roy Palmer Candice Collins Mary Lou Jones Christine Modrak Paul Arnold Tom Schuster Gloria White	Bernie Villicana Kathy Bierbaum John Meyer Donna Graves James Strischek Barbara Williams Mary Ann Craycraft Patricia Pickett Denise Mathews Rick Wisser Joa McCauley Ray Meisner Ken Brockelmann Larry Hormuth George Jeschke Jock Young Jeff Swan Keith Duncan James Loar Deborah Guch Henry Potts Brendolyn Boswell Dennis Linn James Choplipski Victor Camp Cheryl Huhn Larry Harlan William Wilson Mike Donegan Diane Kirkham DeWitt Minyard Kenneth Boehme Jessie Williams	Robert Schneider George Butler Ted Dyja Donald Barbour Rose Marie Stefanski Christine Johnson Maggie Cherky Billy Bragg Robert Stalnaker Ruby Carson Rita Cervantes Marcia Schmitz Sam Kincaid Rhoda Bryers Sue Gilvey James Hovinen Gerald Stryker Yvette Saunders Mike Pedersen James Wiedow Mike Compton Walt Stacy William Clark Jeff Pearson Gerald Goggins Bruce Smith William Miller Pedro Brooks Betty Lewis Linda Harmon Norma Jones Era Bell Brenda Reynolds

JULY	JULY CONTINUED	AUGUST	SEPTEMBER	OCTOBER
Vernon Jorgensen Karen Schomer Susan Lycko JoAn Dale Susan Freeman Richard Tolowski Susan Wogaski William Panek Jr Ruth Miedema Robert Narlock Delores Nelson George Kessler Lester Cednich Lynette Ross William Schaefer Terry Winter John Millen James Gehringer Richard Retrum	Jonh Gambrill Robert Labicki Timothy Anderson Judy Eggenberger Gloria Barajas Burettia Evans Virginia Fugiel Nannie Humphries Sheila Kintop Elba Krantz Merlean Myers Bonnie McGuire Melvi Pedke Helen Rockaitis Robert Mossey Ivy Wilkinson Nina Sassano Emma Smith Josefa Torres	Roger Falk Sr Rebecca Johnson James Sheehan Thomas Samoki Richard Lach John Luczak Sr Richard Baylie Reynold Santellano Jessi Szwarc Eddie Haynes Daniel Felton Ed Lehnerer Chris Mattull Robeena Brown Charles Hnatek 	Charles Hnatek Retired Steward with over 30 Years of service	Enoch Jackson Len Trentz Fran LeBeau Louis Repsold Tim Owens Bob Knight Willie Buckley Robert Stageman William Medlar Sherman Workman Ben Calderon Charles Jones Jr Roberta Goodwin

## Workers' Patience for Justice

By Jerry Rankins, Business Representative



The fact that it seems forever before getting justice doesn't mean it will not come.

Throughout generations of the working class, the real struggle has been about dignity, respect and economic justice, good versus evil, wealth versus the working class.

Once again, AT&T Broadband had the Union back in court September 20th, this time it was at the US Court of Appeals 7th Circuit. On what is very apparently a losing case for the company on bargaining in bad faith. Earlier this year the company lost its quest for an injunction to stop the Union from proceeding to ask an arbitrator to decide on whether or not the arbitrator has jurisdiction under the AT&T/IBEW Neutrality Consent Election dispute process in a bad faith bargaining charge against the company. Earlier this month the arbitrator ruled for the good guys, the Union, that he indeed does have jurisdiction to hear the Union's argument on whether or not the company is engaging in bad faith bargaining.

It was exciting to observe a panel of three judges of the second most powerful court in the US listen to both sides in oral arguments that lasted a total of 20 minutes. AT&T's hot shot lawyers from the notorious, anti-union law firm Seyfarth Shaw appeared to be not very convincing to the court despite the company's boasts at the bargaining table that they have tons of money to fight the Union. The company's lawyers argued aggressively quoting case laws, but were no match for the well-prepared judges with their laptop computers, capable of reading each case quoted. The company's lawyers were unprepared for that as the judges responded with confidence and authority. The judges sometimes seemed humored, seeing right through the company's motivation, leaving the corporate attorneys speechless at times and despondent. Gilbert Cornfield of Cornfield and Feldman and two lawyers from the IBEW

International represented Local 21. Once again the Union left the courtroom confident that we will win again.

### *It's so nice to be Union*

Just ask the city 911 workers. For weeks the city of Chicago has been cutting jobs amongst the non-represented personnel with no warning at all, escorting them out of the building. It's hard to see anyone lose their job but it's real tough when you have no say in the matter, when seniority time doesn't count for anything. Every worker needs to be represented under a Collective Bargaining Agreement. The contract expires June 30, 2003 for 911 workers at all three locations, Midway Communication Center, O'Hare Communication Center and Office of Emergency Communications. Bargaining is expected to be tough. Employers are crying broke since the 9/11 tragedy.

In September solidarity meetings started back at the OEC at all work locations. It's very important that we show strength and unity. It will be the key in getting a good contract. Solidarity.

## British Public Workers Win Hearts, Minds – and Contract

By concentrating on improving wages for the lowest-paid, and cultivating widespread public support, Britain's 1.3 million local government workers won a new one-year contract settlement in August that will raise wages far higher than the 3 percent that employers had claimed was their best offer. The settlement includes a general raise of 7.8 percent, and a 10.9 percent increase in the wages of the lowest paid among the ranks.

The three unions involved worked hard to win public support that had been lacking in previous negotiations. They achieved it by focusing on the plight of bottom-rung public workers and the discrepancies between male and female pay, and by carefully targeting their work stoppages to cause the minimum disruption of services to the public and the maximum of headaches for local governments.

The unions insisted that vital services continue during their "day of action" on July 17. Government officials were forced to admit that no member of the public was placed in any danger by the day of protest and polls showed that public support for the strikers remained high.

These tactics were largely responsible for the raises and for the establishment of a commission that is likely to implement further raises for the lowest paid female employees of local governments.



**"If he promises the employees one more thing so they don't vote for the union, I'm going to have him drug tested."**

# SOLIDARITY DAY

*By Jacquie Fields, Treasurer*

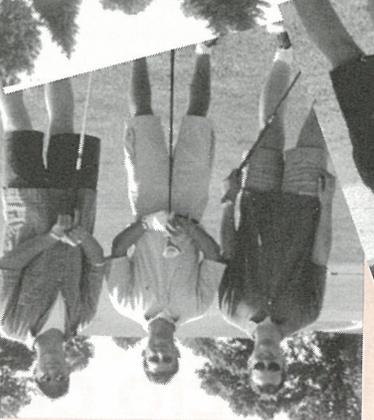
Heightened awareness leads to greater solidarity. That's the job of the area stewards and chief stewards on the Solidarity Committee. Business Rep. Bob Kacprowicz, facilitates it. This committee has promoted different ways for the members to demonstrate solidarity. First came the union logo shirts, hats, visors and coffee mugs that are still available for purchase. Then there were golf outings held on 8/17/02 in Chicago Heights, and 8/31/02 in West Dundee.

However, I feel the most successful demonstration so far was Solidarity Day on August 30<sup>th</sup>, where at many of our offices and garages, the employees dressed in union wear, or the color red. The stewards provided refreshments ranging from donuts and coffee to grilled hot dogs, chips and beverages. The event was a coming together that was sorely needed at this time, and everyone was up to the task.



## **ORLAND HILLS SOLIDARITY DAY RAFFLE WINNERS**

*The members of the Orland Hills garage decided to show their solidarity by holding a raffle where members were given a chance to win IBEW Local 21 T-shirts. The winners pictured from left to right are: Tom Seffner, Tom Berger, Bob Hancock, Bob Smith, Doug Cotter, Lance Eggermann, and Brian Urzedowski, not pictured Mark Evans.*

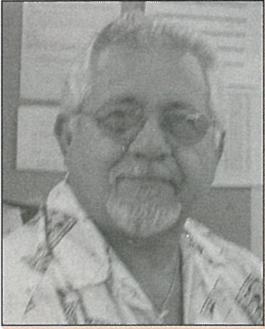


PICNIC

GOLF OUTING

## Safety In Numbers

By Jim Foster, Business Representative



For safety reasons, the Union believes that the equipment used on buried drops and jointed equipment continues to require a two man crew. We restated that position at a

meeting with SBC/Ameritech's corporate safety representative. Unfortunately, the corporate rep from Safety insists that both OSHA and the manufacturer of the equipment say that one man can handle the machine.

From a practical standpoint, one man needs to control the machine, and one man needs to watch, and direct its course over the length of the job. Business representative Jerry Gast and I requested that the two man crews continue until the vendor can give proper training to all the technicians who use the machines. The company will get back to us. I also met with labor relations on conduit work.

There are two grievances from Maryville getting ready for the third step. Overtime and scheduling are still the major issues everywhere.

Stewards need to prepare for vacation scheduling meetings with management. This needs to be cared for in October.

### Charter Communications

As of press time, I'm still waiting for dates to return to the contract bargaining table. The members rejected the first offer from the company by 99%. The Union has called Bill Norvell from the International for his help at the next meeting. President Business Manager Ron Kastner and Tom Hopper of Organizing are involved on this issue.

### Vermilion County

Local 21 has filed an Unfair Labor

Practice against the Non-Judicial Department for making modifications to the contract without discussing them with the Union. The

Judicial contract has been proofed, and after they've been printed we'll get copies to the members as soon as possible. As soon as the Non-Judicial issue is resolved, we'll get those contract copies out.

In closing, I'd like to say thanks to Brian Foree who resigned as my Chief Steward. Brian was a great asset the Union. I'm going to miss his help, his dedication, and his sense of humor, as will the Union staff. Thanks Brian, and I wish you the best.

## ACI Members Ratify Contract

By Kevin Curran, Business Representative



Over 70% of the members at Ameritech Communications Incorporated (also known as SBC Long Distance) voted on the contract.

When the ballots were counted on Friday August, 23, 2002, the tentative agreement reached between the Union and the company was overwhelmingly ratified. This agreement increases the top wage rate by more than 20% over the life of the contract and also includes a \$500 ratification bonus.

About 100 members work at ACI in Rosemont, and perform marketing functions such as customer service, collections, trouble tickets, etc. (just to name of few) for customers who have SBC long distance service. Currently SBC has approval to provide long distance in Texas, Kansas, Oklahoma, Arkansas, Missouri and Connecticut.

Thanks to all our members for their strong show of support for the Union and each other. Solidarity!

### A GOOD UNION MEMBER IS EXTREMELY CAREFUL WHEN CONFRONTED BY A PICKET LINE

WHEN A PICKET LINE IS ESTABLISHED on a job where he is working:

1. He **LEAVES**. He **DOES NOT TALK—JUST LEAVES**.
2. He **READS** the **PICKET SIGN** as he leaves.
3. He **DOES NOT** hang around near the job.
4. He knows that **ONCE A PICKET LINE IS ESTABLISHED**, his Business Agents and other Union officials are legally gagged and handcuffed from giving advice pertaining to **THAT JOB**. They can only tell him if the Picket Line is **AUTHORIZED**.
5. He does **NOT ALLOW HIMSELF** to be drawn into conversation with **ANYONE** at the job site.

#### A GOOD UNION MEMBER KNOWS HIS RIGHTS

- A. He has the right not to work behind **ANY** picket line.
- B. He has the right to decide for himself whether to walk off a job being picketed.
- C. He understands that his trade may be under attack next.
- D. He knows that a two gate system means a **PICKET LINE** and he has the right **NOT TO WORK**, no matter how many gates the employer sets up.

Be prepared ahead of time how to react to picket lines.

# Illinois AFL-CIO Convention

By Louella Byrnes, Area Steward

I wasn't sure what to expect because this was the first time I had the privilege of attending a convention. It was held at the Hyatt Oak Brook, only a stone's throw from my job location. The 35th Biennial Convention of the Illinois AFL-CIO convened promptly at 9 AM on September 5th with a very impressive posting of colors by the Associated Fire Fighters of Illinois. Then it was down to business. President Margaret Blackshere advised us of our purpose—to give direction to the Labor Federation on how we want them to represent us in Springfield for the next 2 years, as well give our best effort to mobilize and make sure our 1 million members are registered to vote, educated on the issues, and go to the polls on November 5.

A remembrance ceremony included a roll call of each Union and how many members they lost in the tragedy of 9-11 which took nearly 900 unionists, almost one third of all the dead. The back wall of the convention hall was covered by a memorial, listed by Local, with the names of the Union heroes who were killed.

Vibrant speakers addressed the delegates. Steve Rosenthal, AFL-CIO political director, advised us "to win we need to do it with people." His slide presentation compared how Union vs. non-union people voted on various issues. "The most important issues of this election are economic." He also gave the delegates direction on how to ensure that our members are up to date on their voter registrations and understand why it is so important to vote in a non-presidential election. The state of Illinois has 7

top offices being decided in the next election and the decisions being made will affect us for years to come.

On Thursday afternoon House Speaker Michael Madigan explained the things workers lost during the two years that the Republicans controlled the House, when he was not the Speaker. One example was a measure that was in place for a couple of months in '95 that would allow eavesdropping in the workplace. All of your personal conversations could be recorded.

Dan Hynes told the delegates that the Comptrollers office is pushing to make sure that companies are paying the prevailing wage by refusing to award state contracts, if they don't comply.

On Friday morning, David Wilhelm, the campaign manager for Rod Blagojevich, described proposals they have in place: prescription cards for senior citizens, an increase in the minimum wage in Illinois, a stop on tuition increases for state funded schools, and an equal pay act for women.

Lisa Madigan presented her proposals to us for the Attorney General's office if she is elected. They included a Labor Council advisory board in her office so Unions and members will not have to search for labor friendly lawyers on their own. Her personality, speaking ability and plans for the Attorney General's office are really impressive.

Tom Dart, who's running for Treasurer, is a real down to earth kind of guy.

He advised us that if Union advocates went away from Springfield, no one would be there to take care of the real people and working issues. He has an uphill battle running against an 8-year incumbent.

The delegates were then asked to vote on 46 resolutions that had been reviewed and amended by 13 committees in the evening hours on Thursday. Not all of the resolutions were strictly for the benefit of union members. We directed the Labor Federation to work against President Bush's proposal to extend NAFTA to more countries under the new heading of FTAA (Free Trade Area of the Americas), to go on record against child labor, to support legislation that increases Illinois' minimum wage to a level commensurate with federal poverty guidelines for a family of four, to work for the passage of legislation that will end pay and employment discrimination in both the public and private sector, prescription drug coverage for Medicare enrollees, as well as all working families, and urge the United States Congress to establish a new legalization program to allow undocumented immigrants to obtain residency in the United States.

With the conclusion of the voting, the convention ended. It was a great opportunity to be able to see how decisions are made at a higher level than just our own workplace or Local Union. I also want to thank the North Central Illinois Labor Council for allowing me the opportunity to attend the convention on their behalf and all of my fellow members of IBEW Local 21 for letting me sit at their table.



*Local 21 Delegation at the conference.*

## Pulling Together Makes A Difference

By Dennis McCafferty & Wally Pearson,  
Stewards of Lake County Indiana

The 7th annual SBC/Ameritech benefit golf outing took place on August 24th at Pheasant Valley Country Club in Crown Point, Indiana. The skies were a little threatening early in the day, but then mother nature saw her way fit to provide us with one of the most gorgeous days in memory to raise a record amount to benefit a young lady by the name of Krissy Whiteley, who is the daughter of our own John Whiteley, a FWG Tech out of Hammond Construction garage. We'd like to take this opportunity to thank all who were involved: Local 21 among others for hole sponsorships, prize and gift donations from the Pioneers, who ran a first class event, and everyone who attended to help the Whitely family offset the mounting medical expenses they have incurred in the last year. We are pleased to report at this time that Krissy's condition is on the upswing, and our continued thoughts and prayers are with the Whiteley family.

But after that good news, we have to ask the question, "Isn't it time we all woke up and smelled the manure?" We should, because SBC is sure spreading it on thick. "Fiscal responsibility" by layoffs. First no overtime, now it's the layoffs, when in fact, more craft people are needed to serve our customers.

SBC has been fined a total of \$34.3 million in Illinois for missing the performance standards for wholesale service. Their answer is to cut jobs, even though the line-

men, splicers, and IMO splicers they're trying to dump are the shock troops in the war to make those service commitments. Without cable being placed and spliced into service, SBC will lose this war. Yet SBC is stabbing its own "troops" in the back. It's a shame to see the company's attitude toward us.

The one constant in these chaotic times is our local Union. Our Union is not just the officers and staff, but all of us— young and old—we need each other. Together we can get through these tough times, like we have before. Our younger brothers and sisters are beginning to realize this, but not in big enough numbers. Those of us who are older, need to reach out to our younger members and support and encourage them to get involved in defending their own futures. Younger members also need to reach out to us older guys. If we can't reach you tell us how. Start coming to meetings, raise your voice, and don't get taken for granted.

If we don't help one another, it's possible that none of us will be here. We could be replaced by contractors, or worse, we might be forced to become one ourselves— like many cable workers. Would anyone want SBC bosses on their backs with no one with you or behind you? I know I sure wouldn't.

**Here are the some questions for President Ron Kastner from Indiana members:**

*What type of solidarity did union officials show when they sent letters to new employees threatening to fire them for not paying union dues when it was the union's responsibility to handle the paperwork for this?* This was a tough call. The Local Union officers felt based on our fidu-

ciary responsibility we needed to collect the dues owed regardless of whose fault it was.

*Is it just our imagination, or do construction grievances and arbitration cases get dragged out long enough until we lose interest?* The Local Union knows that delay in the grievance procedure is our worst enemy and we have been working hard to fix this problem. Most recently we have implemented the Neutral Evaluation Process, which will help eliminate our backlog of 200 plus Arbitrations. Remember, don't let the employer win the mind game battle on this issue of delay, which they have been known to do intentionally.

*Can senior employees bump those with less time in other departments due to layoffs?* Layoff language starts with Article 30.37 of the collective bargaining agreement. Seniority bumping is done within a Title Group as defined in Exhibits 1-5, starting on page 208 of the agreement.

*Will all contractors be laid off before regular employees are?* Yes, in accordance with Article 1.03 of the Collective Bargaining Agreement.

*Does Ron Kastner, the man who told us he wouldn't be a stranger, really exist? We haven't seen him since we voted for him.* When I ran for election I said that I would be accessible and accountable to the membership. I have been attending on average 5 or 6 Union meetings per month across the State of Illinois and Northwest Indiana, in a lot of cases making a work location visit associated with those meetings. My intent has always been, and still is, to return phone calls and emails. I am available in the Union office at 630 960-4466 extension 225. From the best of my knowledge this question came from a work location in Indiana. I'm sorry that I may have missed some people on my visits to Hammond and Griffith.



## Gallatin River Contract

After only a short month of bargaining, Local 21 reached a tentative three year agreement for the sixty Local 21 members working at Gallatin River Telecommunications in the Pekin, IL. District.

Highlights of the new deal include improvements in contract language, wages and working conditions, as well as a new category of business service representative that promises greater rewards for this growing category of marketing work.

Integral to the successful negotiation were bargaining team members Mike Christianson, Kevin Hieser and Judy Pokorny. They will gather with their co-workers on October 16, 2002 to vote on the tentative package. If approved, retroactive pay will go back to October 1, 2002.

Gallatin is a small nationwide independent local exchange carrier operating in rural and small city markets in the east, south and midwest.

# We're Not Going To Take It !!!

Back in September, *Sun-Times* columnist Richard Roeper chronicled his call to a customer service representative at the telephone company. He complimented her attitude, but complained about "The Big Pitch" a recipe card offering of multiple phone services delivered without taking a breath. He finally warned her he was hanging up. Afterward, he was "steamed." Roeper admitted the representative was "overworked" but he wanted to tell her "Don't do it!" Don't pursue a long sales pitch, just say thanks for adding a service.

Ameritech customer service representatives work hard, balancing customers with the company's perception of what constitutes good service. So President Kastner sent a rebuttal letter to the *Sun-Times*. Since they haven't printed it yet, we are publishing it here.

Richard Roeper  
Chicago Sun-Times  
401 N. Wabash  
Chicago, IL 60611

Dear Mr. Roeper:

I'm writing to respond to your column dated Thursday, September 19, 2002, titled "For all those who would annoy, simply Don't" concerning a conversation you had with a Customer Service Representative who worked for the telephone company. I'm pretty certain the representative that you spoke with is one of our members. Our local represents over 15,000 telecommunications workers mainly in the state of Illinois, but we also have members throughout the United States. We have about 1,100 members who work as Customer Service Representatives, most of whom are employed by SBC/Ameritech.

First, I'm glad to hear you describe the representative that you spoke with as "helpful and chipper." As union members, our Customer Service Representatives believe in providing top quality service to the public. What you may not be aware of is that you were probably one of *literally* one hundred customers this representative spoke with that day. It is the Customer Service Representative's job to resolve each customer's issue, complaint, problem, request, etc, and do so with a smile. And, yes, it is also the representative's job to offer products and services the phone company has available. I will also say that your analogy of the workers being regimented is right on the money. It is an extremely high-stress position and a thankless job.

So next time you speak with one of our members, don't get "steamed." Realize that this is a hardworking human being on the other end of the line trying to do their job.

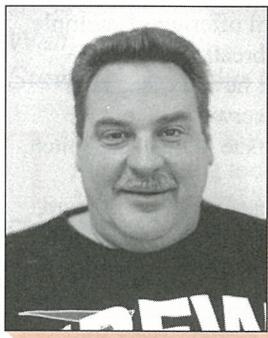
Sincerely,

**RON KASTNER**

Ron Kastner  
President/Business Manager/Financial Secretary  
IBEW Local 21

# The Solution is YOU

By Dave Webster, Organizer



When I think about where Local 21 is going in the future, I also look back to where we have been. Prior to becoming an organizer I

worked for the Union as a Steward and then an Area Steward. Some of the time I worked as a service rep in AT&T Long Distance, in Itasca (now closed) and then at Ameritech, doing the same work.

When I worked with already organized members, I filed grievances to persuade the company to consider the circumstances that caused people to be late, absent, or not perfect on every call they took. I remember some people became angry when I informed them that they didn't have a grievance—even when something seemed wrong, but the injustice could not be changed with the contract language in place at the time. Call centers are unique places. Workers are literally tied to a desk by a headset and pounded by management to do better/faster until they break in one way or another. I agree with the widely held opinion that call centers are nothing more than electronic sweatshops.

Now I help non-union workers who want a union—a voice in their workplace. Even though it is their legal right, it's an uphill battle to exercise that right. Companies threaten workers that if they form a Union they will lose their benefits, and working conditions could get worse. Managers imply that the company will close, or move the shop, or that workers will be fired if they stand up for their rights. The laws designed to protect workers are broken, and the current White House administration isn't interested in fixing them or helping working families.

Think about the contrast in these two situations for a minute. Union workers have a voice, and they use it. Sometimes, Union members aren't happy with everything that their leadership does, but you have the right

to vote, and you elected that leadership. You have a voice at every unit meeting; you can bring issues directly to President Kastner during the "good of the Union" discussion. You have the option to call your Union representative or the Union office. Since 1999, our leadership has worked to get five local unions into one; they've bargained several contracts, including the SBC/Ameritech contract, with great success.

Remember this when you have a need to complain—imagine for just a moment what you'd do in the same situation without our Union. Believe me Brothers and Sisters, I see it first hand every day. You would do nothing. You would be quiet and do as you're told for fear of losing your job, even with its irritants. Next time you're mad at the Union, think about what you can do to improve it.

Our Local has a volunteer list of hundreds of members who have committed to help when needed. They volunteered to do informational picketing, handbilling, housecalling, participate in rallies, help unorganized workers, and political work. If you have something to say you have a right to be heard. It's time to do more than talk—be a part of the solution. To sign up for the Local 21 Volunteer Program see our web site at [www.ibew21.org](http://www.ibew21.org), see your organizer at the next unit meeting or call me at 630-960-4466 ext 449.

**You would do nothing.  
You would be quiet and  
do as you're told for fear  
of losing your job,**



## Another View: Bush's Social Security Fantasies

By Jim Hightower

An investment advisory on the Internet notes that if you had bought \$1,000 worth of Enron stock a year ago, you'd now be down to \$16.50. If you'd bought \$1,000 worth of WorldCom stock, you'd only have \$5 left from your investment. But if you'd bought \$1,000 worth of Budweiser (the beer, not the stock), drank all the beer, and cashed in the cans for the 10-cent deposit, you would have \$214. So, the prudent investment strategy is clear: Drink heavily and recycle.

Yet, George W. Bush continues to put on his "What, me worry?" face and insist that the prudent strategy for us Americans is to privatize our Social Security funds. In July, even as George was in full political howl about the spreading corporate crime wave that has turned highly-touted stocks into trash, he blithely said again that our retirement money should be entrusted to such Wall Street finaglers and to a market that recently has frittered away trillions of dollars of people's investment capital. It's as though reality is a complete stranger in W's head.

Bush's privatization scheme would require that you funnel your Social Security funds into the stock market through a handful of private investment groups owned and managed by such massive outfits as Citigroup, Merrill Lynch, and Goldman Sachs. Hello. These are the very firms now in the headlines and appearing before Congressional investigators for having been in cahoots with Enron, WorldCom and the other ponzi schemes that bilked workers and investors out of billions of dollars.

George might be a fuzzyheaded market ideologist who still believes in laissez-faire fantasies, but these fund managers are cold-eyed opportunists who know that they would reap huge annual fees if only they can get their hands on our Social Security funds.

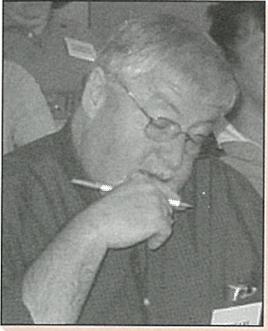
Bush's privatization push is stupid, but stupid is no barrier to this president. To stop his stupidity, call Campaign for America's Future: 202-955-5665.

—Jim Hightower is a speaker and author.

# HI HO, HI HO

## The Contractors Must Go

By Mike McCormick, Chief Steward



**R**emember when we worked for a company that was “family oriented?” Remember when we worked for a company that would “take care of their own?” Remember when

you were growing up and your family members, a parent or relative who either worked here, or knew someone who worked here, told you that if you did your job you would “have a job for life?” Well, we’re here to tell you that **those days are gone.**

**SBC** is a company that is driven **by the rich, for the rich.** Let’s ask a few questions. How much is Mr. Whitacre making as **CEO**? How many stock options are at risk for Mr. Harris? What do others have to gain from this **unfounded layoff**? You know who we’re talking about: **the Board of Directors, the Vice Presidents, and the General Managers.** Everyone else is a **PAWN.** They don’t care if you are a manager (first, second, or third level). **They definitely don’t care if you are a craft person,** pardon me, did I say person? I meant a number, a digit, a piece of dirt. This once again is the same **“Union Friendly Company”** that would rather keep **outside contractors,** be it union or non-union on their payroll, than any one of us.

This company is now getting into **politics,** and the expense of each and every one of us. Do you believe that there is a budgetary crisis? **WE** think that before the announced layoff, we could have believed the company. But now their **True Colors**

are showing. **TEXAS** doesn’t like to answer to regulations. **TEXAS** doesn’t like to be told to honor a contract. Where was **ENRON** headquartered?

This company, not our company, met with a few Union employees who showed Mr. Harris, and some of the inner circle, how all of us could do many of the jobs that are contracted out quicker and more cost effectively. Mr. Harris gave the impression that possibly he was being duped by the inner circle. Yet, in the next meeting, the **SBC** response was “No.” Who’s really being duped? There are grievance settlements out there, that prove that our members can and do perform the jobs better than contactors. Why is there such a long list of contractors vying for a contract? **IT MUST BE VERY LUCRATIVE FOR EVERYONE INVOLVED.**

We now know how this corporation feels about each and every one of us. We realize that each and every one of us is a **pawn in their chess game.** We understand that everyone in the construction department is on a **sinking ship.** **SBC** would rather contract out our work. It’s more lucrative to the inner circle and Texas. We see that the customer systems technician job is strictly a numbers game to them. A number that can be placed anywhere during the day or night, so the inner circle can have their bonuses. We realize that whether as a craft professional or a low level manager, you no longer will work as a family. Please realize that **SBC** does not fashion itself as a corporation that believes in its employees, and their families, but rather a company that believes in their outside contractors and their families.

**BOTTOM LINE TO EACH AND EVERY ONE OF US, LET’S GET OUR HEADS ON STRAIGHT AND REALIZE WHAT IS GOING ON AROUND US. SOMETIMES THE GAME IS NOT PLAYED ON A LEVEL FIELD, BUT SOMETIMES THE UNDERDOG CAN PREVAIL.**

## Heroes, or Greedy Public Employees?

**L**ast year they were heroes, the fire fighters and police officers of New York City: New York’s Bravest and New York’s Finest. Now, in the view of city officials, they’re just another bunch of public employees who aren’t worth giving much of a raise.

Many New Yorkers were scratching their heads this summer as they watched some 10,000 to 15,000 members of their police and fire departments forced to take to the streets in a Times Square rally to protest paltry raise offers from Mayor Michael Bloomberg.

The mayor was offering police increases of just five percent and four percent over two years. The police union, the Patrolmen’s Benevolent Association, was asking for a 23 percent increase in an effort to achieve parity with surrounding areas. The starting pay for police in New York is just \$31,305.

The police have been without a contract since 2000 and without a raise for a year.

The officers, who lost 23 co-workers in the World Trade Center attack, were worried that a binding arbitration panel to which it has submitted its contract negotiations for the first time would be won over by the mayor’s fiscal crisis arguments. The city is facing a \$5 billion deficit.

New York City fire fighters, meanwhile, make only \$425 a week as rookies and have been working without a contract for 27 months. Their union had decided not to accept a tentative agreement on a five percent raise after 343 of their brothers died in the rescue efforts at the World Trade Center.

The fire fighters have not received a raise for more than three years.

“I’m tired of politicians coming to our funerals and telling the widows how sorry they are,” said Stephen J. Cassidy, president of Fire Fighters Local 94. “I’m tired of hearing that there is no more money. Pay us a living wage.”

**IBEW LOCAL 21**

1307 W. Butterfield Rd.  
Suite 422  
Downers Grove, IL 60515-5601

© GOU 278

Non-Profit  
Organization  
U.S. Postage

**PAID**

Downers Grove, IL  
Permit No. 424



## NOVEMBER MEETINGS

### Unit 1

Thursday, November 14 7 Pm  
Comfort Inn  
2175 E Touhy  
Des Plaines IL

### Unit 2

Tuesday, November 12 7 PM  
Gaelic Park  
6119 W 147th St.  
Oak Forest IL

### Unit 3

Thursday, November 21 7 PM  
American Legion  
820 N Liberty St.  
Elgin IL

**NO**

**MEETINGS**

**IN**

**DECEMBER**

### Unit 4

Wednesday, November 13 7 PM  
American Legion Harwood Post 5  
705 Larkin  
Joliet IL

### Unit 5

Wednesday, November 20 7 PM  
VFW Post 630  
1303 E Main  
Urbana IL

### Unit 6

Tuesday, November 19 7 PM  
IBEW Local 193  
3150 Wide Track Dr.  
Springfield IL

### Unit 7

Monday November 18 7 PM  
IBEW Local 309  
2000A Mall St. ( Rt 157 )  
Collinsville IL