

THE INFO CHANNEL

RADIO AND TELEVISION BROADCAST ENGINEERS NEWSLETTER

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1220

JANUARY 2008

BUSINESS MANAGER'S REPORT.....1

INSIDE THIS ISSUE

PRESIDENT'S COLUMN.....2

YOU-NION NEWS...3

MEETING NOTICE.....4

Sisters and Brothers:

From the New York Times—December 23, 2007 Labor Board Restricts Union Use of E-Mail By [STEVEN GREENHOUSE](#)

The [National Labor Relations Board](#) has ruled that employers have the right to prohibit workers from using the company's e-mail system to send out union-related messages, a decision that could hamper communications between labor unions and their membership. In a 3-to-2 ruling released on Friday, the board held that it was legal for employers to prohibit union-related e-mail so long as employers had a policy barring employees from sending e-mail for "non-job-related solicitations" for outside organizations.

The ruling is a significant setback to the nation's labor unions, which argued that e-mail systems have become a modern-day gathering place where employees should be able to communicate freely with co-workers to discuss work-related matters of mutual concern.

The ruling involved The Register-Guard, a newspaper in Eugene, Ore., and e-mail messages sent in 2000 by Suzi Prozanski, a newspaper employee who was president of the Newspaper Guild's unit there. She sent three e-mail messages about marching in a town parade and urging employees to wear green to show support for the union in contract negotiations.

During the years that this case was pending, many companies were uncertain whether they could bar union-related e-mail. But the labor board's decision gives companies nationwide the green light to prohibit union-related e-mail as part of an overall nonsolicitation policy.

"An employer has a 'basic property right' to regulate and restrict employee use of company property," the board's majority wrote. "The respondent's communications system, including its e-mail system, is the respondent's property."

Labor leaders attacked the decision, calling it part of board rulings that have favored employers and undercut workers.

"Anyone with e-mail knows that this is how employees communicate with each other in today's workplace," said Jonathan Hiatt, general counsel for the [A.F.L.-C.I.O.](#) "Outrageously in allowing employers to ban such communications for union purposes, the Bush labor board has again struck at the heart of what the nation's labor laws were intended to protect — the right of employees to discuss working conditions and other matters of mutual concern."

The ruling comes as the nation's labor unions continue to struggle to reverse their membership declines. They represent just 12 percent of the nation's work force, down from 35 percent in the 1950s.

The two board members who dissented asserted that the employees' interest in communicating with other employees about union activity and other collective concerns should, with regard to the e-mail system, outweigh the employer's property interest.

They wrote, "The majority erroneously treats the employer's asserted 'property interest' in e-mail — a questionable interest here, in any event — as paramount, and fails to give due consideration to employee rights and the appropriate balancing of the parties' legitimate interests."

The majority's decision was dated last Sunday, the day the board's chairman, Robert J. Battista, stepped down because his term expired. President Bush has not renominated Mr. Battista, with many Democrats threatening not to reconfirm him because he has been part of so many anti-union rulings.

The board overturned several decisions it had made in ruling that an employer does not illegally discriminate against pro-union speech if it lets employees use e-mail for personal communications but bars them from using e-mail for solicitations for outside organizations.

Adopting the reasoning of the United States Court of Appeals for the Seventh Circuit, involving two cases concerning the use of employer bulletin boards, the labor board distinguished between personal non-work-related postings like for-sale notices and wedding announcements, on the one hand, and group or organizational postings like union materials on the other.

In many past cases, the labor board ruled that employers engaged in illegal anti-union discrimination if they barred workers from engaging in union-related speech on bulletin boards or telephones when they allowed workers to communicate on bulletin boards or telephones about other matters.

In its new ruling, the board's majority wrote that employers can allow workers to use e-mail for personal communications while barring them from organizational-related communications. The majority redefined the meaning of discrimination and wrote that the Seventh Circuit's approach "better reflects the principle that discrimination means the unequal treatment of equals."

Adopting another new policy, the board appeared to allow employers to bar e-mail for certain organizational activities, like promoting a union or Avon products, but not organizational activities related to charities.

The dissenters said the majority's decision, in allowing employers to bar solicitation with regard to some activities and not others, "would allow employees to solicit on behalf of virtually anything except a union."

Be sure to help get out the vote

Madeleine Monaco, Business Manager

NEXT MEETING DATE Tuesday, February 5,
7PM AT THE UNION OFFICE



INFO CHANNEL JANUARY 2008

This Newsletter is published monthly by the International Brotherhood of Electrical Workers, Local Union 1220, Radio and Television Broadcast Engineers, of Chicago, Illinois.

Anything you might expect to read in a business letter or see in a telegram that pertains to this Local and your part in it will be communicated to you through this channel of information. Consider this your dues invoice, your by-laws update, your meeting notice, and your call to participate.

Any article submitted for publication should be sent by mail, Fax or email to:

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A MESSAGE FROM THE EXECUTIVE BOARD

Any member wishing to bring an issue of concern to the attention of the Executive Board of this Local Union may submit a request in writing to the Board at any time, **stating the reason for the request.**



**REMEMBER TO NOTIFY
YOUR UNION OF ANY
CHANGE OF ADDRESS,
PHONE OR EMAIL**

NAME _____
STREET _____
CITY, ST, ZIP _____
PHONE _____
EMAIL _____

COPIES OF ANY IBEW 1220 AGREEMENT MAY BE OBTAINED UPON REQUEST AT THE UNION OFFICE

Our contractors are listed on the web site—www.ibew1220.org

PRESIDENT'S MESSAGE

Happy New Year 2008. I spent the first weekend in New Hampshire (for something not related to the elections). However, in a small state where mountains abound, it was not hard to see the effect the media had on the local inhabitants preceding the primary. Traffic jams existed almost everywhere as crew vans and satellite trucks appeared out of the fog and snow. Manchester was a madhouse as candidates moved from location to location trying to meet all the voters and impress the public via all the media. This year will prove to be the most media oriented election ever. I know many of you will be taking assignments locally and remotely for election coverage. Please be careful out there.

While in New Hampshire, I had the opportunity to meet some fellow IBEW members from Local 1212. It was very special to meet with strangers that had the common bond of union membership. Our union spirit will prove to be another strong force in this election. The current administration has proven for the last seven years that it cares little about the workers. Time after time, legislation has been suggested and passed that hurts working families. Recent administration directives have changed significantly the operations of the Dept. of Labor and especially their interaction with local unions. See... http://www.ibew.org/articles/07daily/0711/071115_ActivistsProtest.htm for a report on union led protests against the DOL in November. As a direct added cost to this local, the filing of the LM-2 form, brings a need to register for electronic signatures, increased work for our auditors and office staff. We need you to vote union in this election. Please be sure you are registered to vote and get out and do it. Be sure to check on the IBEW website for information about nominees as the election time approaches.

If you have been watching the newsletter or coming to meetings recently, you already know that many members are late in paying their dues. This issue has become significant and the Executive Board and officers are struggling to find a solution. Many of us use dues check-off to insure the union has the funds it needs to carry on daily operations. Those of us who pay our dues on time are carrying those that don't pay on our backs. Your ability to work under union agreements and your ability to vote in union matters is directly related to your "good standing" with the local. It is time to get your dues up to date and pay on time. You may not be aware that the local must forward a per capita payment to the International whether you have paid your dues or not. We simply can't afford to act as a lending institution, the financial health of this local depends on your on time dues.

See you all next month, Tuesday, February 5, at 7:00 PM.

Fraternally Yours, *Al Skierkiewicz, President*

YOU UNION NEWS

FIRST READINGS

FELIX MENDEZ—PROGRAM
JEREMY FREEMAN—PROGRAM
DARRELL FITZGERALD—PROGRAM
BRUCE BUCKLEY—WCEV
EDMUND CURLEY—PROGRAM

HONORARY WITHDRAWAL

The following members have met the requirements to receive this status upon proper payment of dues:

NONE THIS MONTH

OPEN HOUSE PLANNED FOR NEXT YEAR:

Next year, in place of our regular May meeting, we will be hosting an Open House at the Union Hall. Mark your calendar for Saturday, May 3rd, from 3-7 pm, with the official Union meeting to take place at 4:00 pm.

MEETING INFORMATION AVAILABLE

Members can view meeting agenda, bills and correspondence 30 minutes prior to the meeting by appointment.

SYMPATHY TO:

JOHN OPAT (WGN TV) on the loss in January of his mother Josephine.

The friends and family of HOWARD DENNEWITZ (WBBM Ret) Howard passed away in November. He was 84.

CONGRATULATIONS:

BRIAN READ (WGN Freelance) on his new position as Director of Broadcast Operations for the University of California, Irvine.

SCHOLARSHIPS AVAILABLE

Chicago Federation of Labor WM A LEE SCHOLARSHIP applications are now available. Contact the Union office for more info.

SHIRTS AVAILABLE:

IBEW 1220 SHIRTS—Henley style, in either white or navy, are available at the Union office for \$20.00. Contact the office to order—we take credit cards—call 773-714-1220 or email info@ibew1220.org.



CHICAGO TRANSIT WORKERS NEED YOUR SUPPORT

At the January meeting the members present voted to have you share in the support of the Chicago transit workers. Please read and participate in this activity. <http://sustainablechicago2016.org/index.htm>

Declaration of Support for Public Transit and the Workers

We sign this letter of support for the workers of the public transit system of Chicago.

Public transit is vital. The crisis of public transit must be resolved.

Should the transit unions go forth with some coordinated effort to pressure the government to address our community's needs, we will publicly stand behind workers.

While we may experience inconveniences from such an action, we will focus our frustration on public decision-makers whose inaction has put us all in this situation. The workers are our allies in the struggle for public transit, and we are their allies in the struggle for good jobs for all.

We come together in our mutual commitment to the following principles:

1. Improved public transit - the current service is not good enough.
2. No attacks on the wages, benefits or jobs of workers
3. Fair, just, and dependable funding of public transit.
4. Public Transit affordable to everyone.

Transit workers are members of our communities. We appreciate the service they provide our city each day. We will do all we can to respond to their needs in this time of crisis and speak out to thank and support them.

In Solidarity,

Log in and give them your support.

**THE EXECUTIVE BOARD OF LOCAL 1220 HAS REQUESTED
THAT WE PUBLISH THE NAMES OF DELINQUENT MEMBERS:**

Those who have been, or are about to be dropped,
for non-payment of dues are:

Matthew Bier
Venita Bonaparte
Esteban Bonilla
Aaron Collard
Brian Comer
Alisha Conway
Darryl Dupell
Nelson Howard
William Kinczewski
Bond Li
Ralph Liggins
Douglas Mara
Jerry Molnar
Phillip Szczowski
Lonnie Thomas
Katyrc Townsend

Those who are delinquent, two quarters past due, and
therefore not members in good standing are:

Paul Alvarez	Karen Kulovitz
Grantlin Banks	Rod Labrana
Terence Barthel	Duane Linscott
Hector Betancourt	Cesar Lopez
Leo Borowski	Matthew Luke
Alonzo Buchanan, Jr	Tyra Martin
David Campbell	Jose Malgarejo
Van Cooper	Thomas Moore
Brian Delaney	Glen Mueller
George Dunmore	Dino PIlizzi
Andrew Freund	Daniel Pullins
Dennis Gates	Michael Rayner
Zadier Harris	Reynaldo Rodriguez
Carlton Hathcoat	David Seaton
Charles Hayes	Stephen Segers
Kevin Hewitt	Thomas Semon
Alexander Jerri	Wayne Simoncelli
Andrew Kalayta	Deshun Smith
Robert Kalbfus	Preston Swigart
James Kimmons	John Truitt
Louis Kleinberg	Andrew Wyatt
William Kubota	Kevin Yokley

Those who have not yet paid for 1st Quarter 2008 have until January 15th to do so before being considered late.

CALLING ALL STEWARDS

**IBEW LOCAL 1220 STEWARD TRAINING
TO TAKE PLACE**

February 21 at the Union office 9:00 am to 5:00 pm

Many of you attended the Steward training held at
UNIVERSITY OF WISCONSIN a few years ago.

Many of you have been appointed since then
or were unable to attend.

This class is for every Steward who has not yet attended Stewards Training
AND ALSO for any Steward who has attended but would like a refresher course.

It will be conducted by our International Representative, Rick Gessler.

We will include new material provided by the International Office of the IBEW.

We will reimburse you for lost wages for the day, and we will notify your employer that you
should be relieved from your schedule for conducting Union business on that date.

Watch your mail for a formal notice, but mark your calendar now.

CAN YOU VOTE EARLY?

Vote Early!

Early voting is starting January 14. Be counted. **Vote early.**

Early voting sites vary by county; contact your [local election officials](#) to find out where you can vote early.

Here's a convenient way to have your say. Illinois offers early voting -- so you can head to the polls **before** Election Day. It's a great option if you're planning to volunteer on Election Day, prefer to bypass long lines, or have a busy schedule and need the flexibility. The best part is, you don't need a special reason to vote early. You can just go vote.

In Illinois, you can vote early, starting January 14.* Early voting sites vary by county, so check with [your local election officials](#) to find out where you can vote early.

Share this with all the people you know in Illinois -- friends, family, and colleagues -- who are interested in exercising their fundamental right to vote before the February 5 election.

Thank you for working to build a better world.

Will Easton
[CREDO Action](#)

** States or counties occasionally change early voting dates. To be sure you can vote early, you should contact your local election official.*



WOULD YOU LIKE TO REACH US BY EMAIL???

INFO@IBEW1220.ORG

THE NEXT REGULAR UNION MEETING WILL BE HELD ON
TUESDAY, FEBRUARY 5 AT 7:00 PM

YOUR 1ST QUARTER DUES WERE DUE ON 1-1-08. PAYMENTS ACCEPTED BY MAIL,
CREDIT CARD PAYMENTS BY TELEPHONE OR EMAIL, OR YOU MAY DROP THEM OFF.

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