

THE INFO CHANNEL

RADIO AND TELEVISION BROADCAST ENGINEERS NEWSLETTER

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1220

NOVEMBER 2005

FROM THE UNION OFFICE

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WEINGARTEN RIGHTS

THE UNION'S TWIST ON A MIRANDA WARNING

Ladies and Gentlemen—we all know what a Miranda warning is—but not all of us are aware of the Weingarten Rule! Let's make sure that each and every Union member reads and understands the paragraph below—and know that it is **YOUR RIGHT** to repeat it to your employer, supervisor, manager, or any person in authority over you at your place of work.

If anything happens to you at work that may possibly lead to discipline of any kind (a letter in your personnel file, a verbal or written warning, a suspension or, worst of all, a termination), and you receive a call or are asked to come in and see your boss, you should remember and repeat this sentence to him or her.

"If this discussion could in any way lead to my being disciplined or terminated or cause an effect on my personal working conditions, I respectfully request that my Union Representative be present at this meeting."

This applies to telephone conversations as well as in-person meetings.

MEETING NOTICE

The December meeting will be held on Thursday, December the 8th, at 7:00 pm, at the Union Hall.

Our business will include, but not be limited to, the following items:

- reviewing the progress of the ByLaws revision committee;
- hearing a report on a Sexual Harassment Awareness Workshop attended by one of our Officers;
- discussing the interesting results of the recent Fox Sports/IBEW Semi Annual meeting as they pertain to our Utility workers;
- and sharing a holiday meal.

Please join us ! Make it YOUR Union.



INFO CHANNEL NOVEMBER 2005

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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Info Channel
Radio + TV Broadcast Engineers
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Chicago, IL 60631
FAX 773-693-0009
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A MESSAGE FROM YOUR 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. The Board will review all requests and contact you to schedule the issue at a future meeting. They meet on the 3rd Monday of each month.



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

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

I.B.E.W 1220 CONTRACTS

WLS RADIO
190 N STATE ST
CHICAGO, IL 60601

WCEV RADIO
5356 W BELMONT
CHICAGO, IL 60641

WCIU TV
26 N HALSTED ST
CHICAGO, IL 60661

WBBM TV /RADIO
630 N MCCLURG CT
CHICAGO, IL 60611

WTVO-TV *
NORTH MERIDIAN RD
ROCKFORD, IL 61105

WGN RADIO
435 N MICHIGAN
CHICAGO, IL 60611

WGN TV
2501 W BRADLEY PL
CHICAGO, IL 60618

WYCC TV
7500 S PULASKI RD
CHICAGO, IL 60652

WMVP RADIO
190 N STATE ST
CHICAGO, IL 60601

WTTW TV
5400 N ST LOUIS AVE
CHICAGO, IL 60625

FOX SPORTS – FOOTBALL
HOCKEY, BASEBALL, NASCAR
NATIONAL AGREEMENT

AESTHETIC ABSTRACTIONS
P.O. BOX 802
CHICAGO, IL 60616

AUDIO VISUAL ONE
4625 N 25TH AVE
SCHILLER PARK, IL 60176

CAMERA ORIGINALS
125 WINDSOR DR #107
OAKBROOK, IL 60523

CHICAGO MEDIA CONVERSIONS
3353 S PRIARIE
CHICAGO, IL 60616

DIGITAL BLUE, INC.
22 WEST 344 HILCREST TR.
MEDINAH, IL 60157

EVENT ENGINEERING
2334 W NORTH AVE
CHICAGO, IL 60647

MEDIA PROCESS GROUP
770 N HALSTED #507
CHICAGO, IL 60622

MIRROR IMAGE VIDEO
28 WOODLAND TRAIL
PORTAGE, IN 46368

O.S.A. PRODUCTIONS
537 N EDGEWOOD AVE
WOODDALE, IL 60191

PRODUCT PRODUCTIONS
1806 W GRAND AVE
CHICAGO, IL 60622

PROGRAM PRODUCTIONS
870 OAK CREEK DR
LOMBARD, IL 60148

SHORELINE PRODUCTIONS
28 ASPEN RD BOX 1233
OGDEN DUNES, IN 46368

THEATRICAL LIGHTING CONNECTION
411 HEATHROW COURT
BURR RIDGE, IL 60521

THREE PHASE MEDIA
1658 N MILWAUKEE # 144
CHICAGO, IL 60647

VISIONS UNLIMITED
2065 E EXCHANGE
CRETE, IL 60417

NOTE THE AGREEMENTS FOR GOLAN PRODUCTIONS & HOOF AND MOUTH HAVE BEEN CANCELLED FOR NON-COMPLIANCE

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

PRESIDENT'S MESSAGE

There has been some rather disturbing events that have taken place in a few of the shops in past months. Forgive me if this column is repetitive but the events of late could have come to much different conclusions if a few simple steps could have been taken early on. You have read in this column that your steward is your friend. He or she is the first line of defense and has been trained in the situations that normally arise in our shops today. Some of the events in which they have been trained are disciplinary meetings, jurisdiction encroachment and dismissals. Stewards are trained to investigate issues that might arise with any of these events. They will go with you to any meeting with your employer to advise you on your rights and conduct, to represent the local and to report (take notes, gather data and demand copies of documents) on those meetings to our Business Manager. In jurisdictional issues, a steward will investigate the problem, research the contract, start the first step in the grievance process when needed and report to the Business Manager. (In many of our contracts, the first step in the grievance procedure starts a clock ticking that requires further steps be taken in a timely manner.) Our stewards for all their training still cannot be everywhere at once and they must rely on the members of the shop to keep them informed as to changes in working conditions and possible contract violations when they arise. A delay in informing your steward or ignoring the violations is a detriment to not only your shop but all the shops we represent and may make it impossible to defend the violation due to the limitations in some contracts. Above all, any member who witnesses a violation and chooses not to report it to a steward is violating the I.B.E.W. Constitution and may be charged under the terms of that document and our local by-laws.

Stewards are also trained in the defense of Weingarten Rights. These federally guaranteed rights provide the ability for you to request a union representative be present during any meeting with your employer that may result in discipline. Should you find yourself in such a meeting, demand your right to have a representative present. If they refuse, your rights allow you to refuse to participate until a representative is present. Your employer may make light of the meeting to mislead you, so ask the question "will the outcome of this meeting lead to discipline?" If it does, make the demand immediately. A meeting of this kind does not need to be face to face but can be over the phone. In general, any meeting where two or more members of the management team are present is a good indication that your meeting is a disciplinary hearing. A steward will defend you and your rights during these meetings and must take notes that could be essential in an arbitration hearing in the future. Call your stewards!

Lastly, it has come to my attention that rumors are passing around in your shops that Madeleine may not be the Business Manager or is stepping down. These rumors are not only false but are a detriment to the local and our ability to defend your contract with your employer. I find this report to be particularly offensive. I administered the oath of office during this month's general membership meeting. I can assure you, she is not taking the job lightly and has impressed me with her abilities on several occasions since taking over. Madeleine has made a commitment to this local to perform to the best of her ability, and with her many years of service to Local 1220 is the best person for the job. Should any of you wish to debate this issue, contact me. Anyone who perpetrates such rumors are not good union members and are definitely not working in your best interests. Protect your job and your jurisdiction by working with the Business Manager and stewards to insure your rights and the working conditions of your contract.

Fraternally,

Alan J. Skierkiewicz

YOU UNION NEWS

FIRST READINGS:

GERARD EVANS – EVENT
MICHAEL SULLIVAN – FOX SPORTS
FRANK ANNANG – WCIU
JAMES SCOLA – PROGRAM PROD

NEW MEMBERS: none this month

DE PAUL LABOR EDUCATION PROGRAM

Sexual Harassment Awareness Workshop
SATURDAY, DECEMBER 3 9:30—12:00 NOON

The Union will fund your attendance at this valuable workshop explaining the types of harassment, management's responsibility to provide a work environment free of sexual harassment and your rights to file charges against your employer.



Please advise the Union off ice of your interest in attending. A registration form will be provided, and your tuition will be paid.

For more info call 312-362-5823.

IN SYMPATHY:

To JANUSZ DOLINSKI (WBBM) and his family, on the loss of his father in May.

HONORARY WITHDRAWAL GRANTED:

The following members have met the requirements for the granting of this status:

Adrian Demus – no longer in broadcasting
Joseph Talbot – no longer in broadcasting
Keith Altavilla – NABET only

UNION MEMBERS IN POLITICAL OFFICE

The International Office has requested that we identify any Union members serving in or running for a political office on any level of government. We have on file at the Union office candidate profile forms for you to fill out.

Please contact us to advise. Currently, the IBEW has more members elected to public office than any other union. Lets let the IO know about ours!

REMEMBER—WHEN DOING YOUR HOLIDAY SHOPPING—BE CAREFUL WHERE YOU SHOP



BUSINESS MANAGER'S REPORT

Contrary to some interesting rumors being spread –
I am still, after six weeks, your Business Manager. :-)

Our office staff— all extremely important to me, but Marie at the top of that list—are as follows:

Marie Kowalski—Administrative Assistant extraordinaire
Jim Sterne - Business Rep assigned to video production contracts and possible organizing

Terry Roos Part Time Business Representative has agreed he would continue policing work in the field.

Jennifer Kastigar - Office Assistant—re-learning what she might have forgotten since she worked here last.

All of them are IBEW 1220 members in good standing, except for Marie who is in a class by herself.

We attended the IBEW Membership Development Conference October 1-5

We negotiated an extension of our office lease for one year at same rental rates.

We put into effect the Union Labor Leader Liability policy

We met with Organizing/Negotiating committee for WLS new unit – Oct 13

We met with attorneys to get update on open cases Oct 13

We met with WGN TV for a grievance meeting – Oct 14
I attended MANDATORY New Business Manager school UW Madison Oct 15-20

We met with stewards/negotiating committee at WTVO in RFD Oct 24

We met with IVP Lohman, President Al Skierkiewicz and Vice President John Trautschold here Oct 24 to request compensation for loss of Court Reporters – several possibilities were discussed and offered.

We met with WBBM's management for a disciplinary matter Oct 25

We drove to Springfield for the Illinois State IBEW Conference Oct 25-27

We re-disseminated WNOL approval letter – hurricane relief from LU 1220

We opened 15 contracts for renegotiation Oct 28—filing legal forms with each company, Federal Mediation & Conciliation Service and Illinois Department of Labor

We filed for Expedited Arbitration with American Arbitration Association for a terminated member at WBBM.

We filed for a regular Arbitration with AAA for another terminated member at WBBM.

We met with the General Manager WYCC-TV Oct 31

We met with our accountants to discuss all services and needs for legal compliance: Quarterly audits, Annual audit, Payroll reports, Conflict of Interest policy changes, Document destruction policy

We filed an OSHA complaint re: CO₂ emissions at WBBM

We met with management at WBBM re: editing by non-bargaining unit personnel. The contractually designated Company/Union committee will meet to identify the times when this can, by contract, happen.

We met with WTTW management to discuss some upcoming work in their schedule. Further information was requested in order to make any decisions.

We met with a payroll service—by contracting out our payroll, we can save time and save fees from our Accountants at tax time.

We went to the IBEW/Fox Sports Semi Annual meeting.

We met with WGN management in a step 2 grievance meeting.

We have been working with some of the members at WGN to establish why certain members do not get email communications from the company on important items of business.

We have been working with some of the Stewards to establish a means of communicating with those members who do not read their IBEW web mail.

We have been rewriting proposals for our WLS AM New Unit and our WTVO old unit—long without a contract..

We are extremely proud of our members participation in the recent White Sox World Series games. With our help, the broadcasts were seen around the world!

We wish you all -
each and every one of you -
A Happy Thanksgiving,
full of family, food, football
and fellowship.

In Solidarity,

Madeleine Monaco
Business Manager



WOULD YOU LIKE TO REACH US BY EMAIL???

INFO@IBEW1220.ORG

THE NEXT REGULAR UNION MEETING WILL BE HELD ON
WEDNESDAY, DECEMBER 8TH AT 7:00 PM
BE SURE TO BRING YOUR UNION CARD

PHONE (773) 714-1220

FAX (773) 693-0009

www.ibew1220.org

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