

THE INFO CHANNEL

RADIO AND TELEVISION BROADCAST ENGINEERS NEWSLETTER

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1220

NOVEMBER 2006

BUSINESS MANAGER'S REPORT

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Sisters and Brothers:

EMPLOYEE'S RIGHT TO UNION REPRESENTATION

The right of employees to have union representation at investigatory interviews was announced by the U.S. Supreme Court in a 1975 case (*NLRB vs. Weingarten, Inc.* 420 U.S. 251, 88 LRRM 2689). These rights have become known as the *Weingarten* rights.

Employees have *Weingarten* rights only during investigatory interviews. An investigatory interview occurs when a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his or her conduct.

If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation. Management is not required to inform the employee of his/her *Weingarten* rights; it is the employees responsibility to know and request.

When the employee makes the request for a union representative to be present management has three options:

- (1) it can stop questioning until the representative arrives.
- (2) it can call off the interview or,
- (3) it can tell the employee that it will call off the interview unless the employee voluntarily gives up his/her rights to a union representative (an option the employee should always refuse.)

Employers will often assert that the only role of a union representative in an investigatory interview is to observe the discussion. The Supreme Court, however, clearly acknowledges a representative's right to assist and counsel workers during the interview.

The Supreme Court has also ruled that during an investigatory interview management must inform the union representative of the subject of the interrogation. The representative must also be allowed to speak privately with the employee before the interview. During the questioning, the representative can interrupt to clarify a question or to object to confusing or intimidating tactics.

While the interview is in progress the representative can not tell the employee what to say but he may advise them on how to answer a question. At the end of the interview the union representative can add information to support the employee's case.

WE HAVE EMPLOYERS WHO ARE USING EMAIL INTERVIEWS TO REQUEST DISCIPLINARY INFORMATION. THIS, TOO, IS COVERED BY WEINGARTEN RIGHTS. PLEASE CONTACT YOUR STEWARD OR THE UNION OFFICE IF THIS HAPPENS TO YOU!

In Solidarity

Madeleine Monaco

NEXT MEETING DATE

Thursday, December 7th AT 7PM

AT THE UNION OFFICE

Come in and discuss the business of your Local Union

JOIN US FOR A HOLIDAY MEAL!
OUR SENIORITY AWARDS WILL BE PRESENTED.



INFO CHANNEL

November 2006

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:

Jim Sterne, Editor
 Info Channel
 Radio + TV Broadcast Engineers
 8605 W Bryn Mawr Suite 309
 Chicago, IL 60631
 FAX 773-693-0009
 EMAIL jim@ibew1220.org

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 _____
EMAIL _____

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
 180 N. Stetson
 CHICAGO, IL 60601

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

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

EVENT ENGINEERING
 2334 W NORTH AVE
 CHICAGO, IL 60647

MEDIA PROCESS GROUP
 1327 W WASHINGTON ST #103
 CHICAGO, IL 60607

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 PRODUCTION
 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

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

PRESIDENT'S MESSAGE

The elections of 2006 are finally over. As you know by now the Democratic candidates won an overwhelming number of positions including the Governor of Illinois. I cannot remember an election when there was such an onslaught of ad's from all fronts, TV, Radio, direct mail and phone calls. It certainly got the vote out as well. Precincts all over Chicago were reporting higher than normal turnout. My precinct also was the highest in years with about 52% of the registered voters having voted by 4:30PM. This election period also made the most of the demands on our members. I am proud of each of you and your accomplishments during the very difficult last few months. Congratulations on a job well done.



As I write this column, the National Safety Council Convention is in progress in San Diego. If you have read this column over the years, you know that I am safety conscious. I can't impress upon you enough the need to be safety aware. All too often I have seen workers press the limits of their own physical capabilities trying to perform some special task. Believe it or not, I have seen camera operators standing on wooden traffic horses to try and get a shot as well as running backwards while following the action in some hot news story. Recently, one of the satellite channels ran a show about some of the accidents caught on tape of operators going to far to get a shot. Luckily there weren't any fatal injuries, but some were serious enough to require a lengthy hospital stay. This week, I participated in a safety course for high school students. It showed how even skilled workers sometimes forget to follow correct procedures when doing mundane tasks. Please watch yourself everyday, don't over extend your camera when on a ladder, or try to get that special shot no one else can get. Watch your step in the studio when cables are laid out and be aware of others when you set down equipment or cables. Next year, the National Safety Council Convention will take place here in Chicago at McCormick Place. Let's make this next year the safest ever.



You may be wondering about the status surrounding the charges filed against our officers. The final session of the hearing took place at the end of October. What remains is for the IO representative who heard the testimony, to review the transcript and evidence. Following that process he will file a report of his findings with the International Vice President. The Vice President will review that report and make a final decision. We have been told that each of the parties involved and the Recording Secretary will receive a letter from the VP with details of his decision. We have also been instructed that no discussion about the hearing and no announcement of the decision may be made by any party prior to the reading of the VP's letter by the Recording Secretary at a regular union meeting. We have also been instructed that under no circumstances shall any evidence be made public, at any time. Due to the length of time needed for each of these steps, I would not expect a decision until at least December or later.

The I.B.E.W. Academic Awards Program is now accepting applications for the 2007/2008 school year. Children of I.B.E.W. members who will be attending qualified schools next year can receive financial help through the International Organization. If your son or daughter is entering college next year, I know you can use all the help you can get. Please check the International website or the International Journal for details on qualifications and an application. See you all next month for the December meeting, Dec. 7, at 7:00 PM.



Fraternally,

Al Skierkiewicz

Notes from the last Union meeting—Business Manager's report

CBS Benefits changes issued, Fox Pro Sports semi annual meeting scheduled
Worked with FMCS Commissioner Ramirez re: ongoing negotiations
Contractors approved proposals – ballots sent to members of work group - 72% accepted
WBBM Grievance meeting scheduled with Carol Fowler – cancelled by management
Attended Membership Development Conference October 17-20 - excellent opportunity for inspiration
Federal Mediation and Conciliation Services assisted with video contractor negotiations
Attended Springfield IL IBEW State Conference – met with IVP Lohman regarding ongoing issues
Negotiations beginning with WCEV and WCIU.
Grievances are open at many stations. Keep watch to be sure that management adheres to the agreement they have signed. Do the best job you can do—and make sure your contract is honored.

FIRST READINGS

Charles Hayes WGN
Robert Schweppe FOX
Deshun Smith WYCC

Chelsea Matter WGN
Lisa Fielding WGN Writer

HONORARY WITHDRAWAL

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

Craig Marlowe return to management only

TRAVEL CARDS ACCEPTED

Trent Windorski FROM 715 WORKS FOR FOX SPORTS

OUR SYMPATHY TO:

DAN WARREN, FREELANCE AND JEREMY WARREN, FREELANCE on the loss of Terry Warren, Dan's father, Jeremy's grandfather.

FAREWELL BROTHER

PETER JANIN WBBM TV RETIRED passed away last month after a long bout with illness. Jumper, as he was known, will be missed by his friends and his family.

WELCOME BENJAMIN ALEXANDER

Weighing in at 8lbs. 4 oz on Oct.7, 2006, Benjamin Alexander Gaeta joins two siblings for parental attention. The proud parents are Alicia (WBBM-perdiem) and Hector, who better add another present under the tree for Big Ben.

BROADCAST FALLS PREY TO BUDGETS

Even with the elections, a time of added political airtime and an opportunity to recognize the public trust media enjoys, many broadcast corporations are crying about decreased profits.

The bottom line means cutbacks of freelance, or per-diem personnel. These sisters and brothers are calling the Union for job leads. If anyone knows about work, please tell the union office so we can pass your information to your fellow members.

BUY UNION FOR THE HOLIDAYS

Make a pledge to purchase union made gifts in this holiday season. Helping other unions helps your union and all other unions as well. To find out where you can shop where there are no slave wages go to:
www.shopunionmade.org.

JENN'S TAKE

Greetings Sisters and Brothers,

First and foremost, I would like to thank the freelance members who are displaying a current union card while working. As I go into the field more, I see other unions displaying their credentials, which immediately associates them with their union. It makes my day when I can identify a member of 1220 immediately on entering a venue

I appreciate your input when at the venues, because it allows us to get a better understanding of how to tackle our jurisdiction issues. Remember, we need to protect the switching. Please keep us informed if you see our jurisdiction being stepped on.

The Business Manager of Local 134 has changed. Mike Fitzgerald resigned and their president, Tim Foley has taken over as BM. Rick Gessler, our 6th District Representative has been more involved with our local and is helping us overcome hurdles.

Special thanks to all who voted. Changing Congress is vital in our fight for labor rights. I'm proud to say our Local was very active in this campaign.

As the holiday season approaches, please remember Wal-Mart is viciously attacking worker's rights and does not deserve our dollars. We are not saving enough money to patronize their business, when you add in the costs of health-care, energy assistance, and other public funding that is available (and encouraged by WalMart) to these underpaid workers.

Though the struggle has been lengthy and discouraging, Wake Up WalMart is gaining public awareness that is finally leading to action. Two hundred workers united in Florida. We do have a DVD of The High Cost of Low Prices, if you're up for a good outrage. Or, go to the WakeUpWal-Mart.com web page. Please, don't shop WalMart, until their workers get a fair wage, they quit shipping jobs overseas, and they stop destroying the environment.

Keep in touch!

Jennifer Kastigar

Don't forget to plan for the International Per Capita increase to take effect on 1-1-07.
BA members dues will go up \$1.00 per month/\$3.00 per quarter.
See last month's newsletter for details.

YOUR TIME AND UNION TIME

It wasn't too long ago that a third of the workforce was in a union and in many families only the father worked. A lot changed by the 21st century - both parents have to work to pay the bills, especially health care; families can't eat dinner or do things together like they did. There just isn't time.

In the 60s, technology lessened the workload. Today, technology makes each work hour more productive. The U.S. worker is more productive than any other worker of a developed country yet workers lose time with fewer holidays, fewer vacations, and fewer hours the family spends together.



Spending time together is the essence of family and community life. When a family can not eat together or there is no time for church or community work, there is no time to discuss family issues, or local politics. Children grow up with their opinions formed more by the mass media than their families. When unions were strong and people made a decent wage, discussions of union values, values that put food on the table and quality into life were common. Today, there just isn't time.

Union members must make the time to educate their family, friends, and community. Pat Gulotta, Freelance Video Production, donates time to his alma mater, Purdue Calumet University. He teaches a lighting seminar and tells the students what they can expect when they work union or non-union. Al Skierkiewicz donates time to his local High school, even though his kids graduated years ago. And there are many other members who work quietly against the inequities of our society that put business creeds before human values. They are the people who buy locally and avoid big-box predatory stores such as Wal-Mart.



Abraham Lincoln said, "All that serves labor serves the nation. All that harms is treason...If a man tells you he loves America, yet hates labor, he is a liar...There is no America without labor." To learn more for yourself so you can tell others about how unions make democracy work, take a look at the Illinois History Society Web site at www.kentlaw.edu/ilhs.

Let us know when and where you have volunteered to spread the word.

Jim Sterne



WOULD YOU LIKE TO REACH US BY EMAIL???

INFO@IBEW1220.ORG

THE NEXT REGULAR UNION MEETING WILL BE HELD ON
THURSDAY DECEMBER 7TH AT 7:00 PM
JOIN US FOR A HOLIDAY CELEBRATION

PHONE (773) 714-1220

FAX (773) 693-0009

www.ibew1220.org

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RADIO + TELEVISION BROADCAST ENGINEERS
I.B.E.W. LOCAL 1220
8605 WEST BRYN MAWR #309
CHICAGO, ILLINOIS 60631