

THE INFO CHANNEL

UNION DEVELOPMENTS

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- **WGN TV** is hiring. Please visit our website for details.
- **WYCC TV** is still looking for a full time Maintenance Engineer. Contact Mark Jahnke at 773 487- 1322
- **AFLAC** ... Members are now eligible for Union discounted supplemental insurance through AFLAC. AFLAC offers a wide range of insurance policies: accident, cancer, life, and short-term disability. This is additional insurance coverage and is available on a completely voluntary basis. *"Aflac recognizes your need to protect your families in the case of an accident or illness. These benefits are paid directly to you in addition to all other insurance with no coordination of benefits and at considerable savings."*

For more information, please contact our representative Erin Brzozowski at: (570) 262-2231 or erin_brzozowski@us.aflac.com

- **FREE TRAINING TO UNION MEMBERS!** All members are encouraged to look into and sign up for training in a variety of programs offered by Lynda .com. Lynda has a course for you! Choose from 689 courses. Just a small list include Web Graphics, Video, like: Final Cut, National Lighting Effects, Print Design, Operating Systems, Office, Motion Graphics, DVD Authoring, Digital Video, Photo Shop and Audio just to name a few. Keep your skills sharp, current and in high demand. Online learning convenience so you can learn at your own pace. More effective than classroom training. AND IT'S **FREE** THRU THE UNION! Go to our Union web page @ ibew1220.org to sign up with Lynda.com.
- The Union Office and our members wish to thank WTTW for offering our members a venue for the Utility Training Classes!
- **XCEEDFINANCIAL CREDIT UNION** Did you know you are eligible to join a credit union? Xceedfinancial Credit Union is accepting applications for membership. Some of the services offered are checking and savings accounts, money market and individual retirement accounts, auto, boat and RV loans, Visa credit cards, personal loans and personal lines of credit, mortgages, mortgage refinancing and Housing Partner programs. For more information, contact Jean Sommers at (630) 864-4612 and tell her you are a member of IBEW Local 1220.



Business Manager Report

It has been a very busy month since the last report. Members are becoming more interested now in “what’s going on?” than any time in recent memory. Contracts are open, dialogs with the companies have resumed, and more and more members want to be involved. Forward progress is being made. Members wanting to know more, need to come to the membership meetings! This Union has pledged to be transparent with its funds and open with its information. If you want to know more, start coming to your Local’s membership meetings. Your input is always welcome.

In the last month, I have been through the first half of the IBEW’s Business Manager’s training. The second half is in February and arbitration school is the first week of December. Education is the key to running a leaner and more efficient Union.

As we move forward, I am looking forward to trimming attorney’s fees and streamlining the office. Online dues payments will be in place by January of 2010 and help free up office resources. Newsletters are available on the website and we are delivering them in bulk to the stations to save on postage. We are renegotiating our lease 2 years early to cut our costs. The Local is offering free training at Lynda.com and has received a great response. It’s about thinking outside of the box and it’s what’s going to give us a competitive advantage.

Smarter decisions and hard work! The results are starting to show. We have the momentum and we will be doubling our efforts over the next year. Get involved. Stay involved. I am looking forward to seeing and speaking with you in the months to come.

Have a Happy Thanksgiving.

In Solidarity,

John Rizzo

Presidents Message

A recent Bylaw change proposal was tabled pending a thorough review.

I have appointed a committee of three of our members who are exploring the financial problems that our Local Union has experienced in the past. The dues rates for members and the triggers causing the rates to change are the focus of the committee.

The historical trouble caused by the existing Bylaw stems from the local's funds reaching a high threshold of an arbitrary dollar amount. When that happens, the dues are lowered, sometimes limiting the incoming funds to the extent that the lower dollar threshold is triggered. The lower threshold then triggers a member's dues increase. That increase not only affects the dues rate but the dollar amount subject to dues for which a per-diem or a contract worker would be responsible. Full time staff members are affected by the percentages only. In the meantime, our Local's operations and planning are sometimes impacted in a negative and unpredictable way. As an example, the cost of protecting someone's position with an arbitration is rarely expected. Contract negotiations however are usually planned with by calendar.

The current high and low thresholds may not prove satisfactory with today's financial environment. The Bylaw change as it is presently, seeks to eliminate the highest and lowest dues rate currently used. The proposal seeks a more consistent and fair "middle ground".

The committee's objective is to find a reasonable dues percentage that will not be oppressive to our members while giving union management the ability to follow through with union member approved plans. The proposal would attempt to reduce the "see-saw" effect of changing rates and help with member's personal budgets as well. I expect an initial report from the committee prior to the next membership meeting.

Concerning your possible insurance protection needs:

Please take a look at : **chooseaflac.com/ibew**

You may find exactly the coverage for which you have been searching!

Happy Thanksgiving!

In solidarity,

Glenn Hannigan

Glenn Hannigan

you - NION NEWS

MEETING INFORMATION AVAILABLE

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

SYMPATHY

Our deepest sympathy to Kevin Corcoran on the passing of his mother, Patricia. Our thoughts and prayers go out to Kevin and his family.

MARRIAGE

Congratulations to Greg Vlahos (freelance) and Suzanne Setar on their recent marriage.

VACANCIES / OPEN POSITIONS

WYCC is looking for a full time Maintenance Engineer. For more information call Mark Jahnke (773) 487-1322

WGN is in the process of hiring, please call the Union Office for information.

We are still looking for 2 members to fill vacancies on the Executive Board. If you are interested please call us!

HONORARY WITHDRAWAL

Richard Leigh - retired from WGN
Chuck Hodes - unemployed
Kevin Dalton -WGN per diem going to NABET
Chris Cangilla- Supervisor at WCIU
Hal Bernstein - WTTW retired.

FIRST READINGS

Ryan Magee - Program Productions
Derrick Metcalf - Program Productions
Joseph Campanella - WGN Engineer Per Diem
Kevin Rogers- Fox Sports

NEW MEMBERS

Jamaal Garner - WGN
Kent Strauss - WGN

GO GREEN, SAVE GREEN!

Visit

UnionPlus.org/Green to apply for green rebates and incentives.

GREEN YOUR HOME AND SAVE

Special Rebates for Union Plus Credit Card Holders

\$250 / Get a Professional Home Energy Audit. Up to \$250 rebate on home improvement purchases based on recommendations of a professional home energy auditor and purchased with your Union Plus Credit Card. \$400 minimum purchase.

\$50 / Hire a Union Contractor. Receive an additional \$50 rebate when a union contractor performs the home improvement recommended by the home energy audit.

\$50 / Buy a union Service Contract. Receive a one-time \$50 rebate when you purchase an annual HVAC service contract from a union contractor with your Union Plus Credit Card.

MORE WAYS TO GET GREEN

\$200 / Buy a New Green Union Car. \$200 rebates for union members who purchase a union-made, EPA-approved Green Vehicle through the Union Plus Auto Buying Program.

Get a Guarantee. The SuperGuarantee program is a new way for you to find businesses you can count on to do the job right. If there are any problems SuperGuarantee will step in and help to make it right or reimburse you up to \$750 of the service portion of the bill.

Visit UnionPlus.org/SuperGuarantee to sign up and learn more. It's free!

Blue Green Alliance Donations. Union Plus will automatically donate up to \$250 to the Blue Green Alliance for each Home Energy Audit rebate provided to a union member. Visit BlueGreenAlliance.org to learn more about the Alliance.

The Hazards of Doing Nothing

To grieve or not to grieve: that is the question that union representatives are faced with almost daily.

Sometimes the answer is simple. A member's rights have clearly been violated, and he or she is enthusiastic about grieving. In other cases, though, the situation is more complicated. Some workers are reluctant to file grievances out of worry that the employer will be angry, or they may not be used to standing up for themselves. Then there are cases where no worker has actually been affected, even though a clause in the collective bargaining agreement has been violated.

So what's the problem? You might think that *not* filing a grievance is one of the safer things to do. After all, most union representatives are busy people, and no one is interested in creating unnecessary work or disputes.

Sometimes it's a matter of use the grievance Process or lose it.

Consequences of Inaction

Unfortunately, arbitrators have found in a number of cases that not filing grievances where a contract has been violated can have serious consequences. Sometimes, it's a matter of use it or lose it.

Let's take an example where an employer fails to post several jobs. According to the collective bargaining agreement these jobs should have been posted so that workers could apply for them. The first jobs are low level and no current workers want them, so no grievances are filed. But then along comes a job that everyone wants, one that has fascinating work, good hours and intelligent supervision. The Employer decides not to post this job either, and this time the union responds by filing a grievance. The case ends up going to arbitration.

At the arbitration, the employer may argue two things. First, that the collective agreement is unclear, and that the arbitrator should look at *past practice* to figure out what the contract means. "Past practice" is essentially what it sounds like: what the union and the employer have done in the past in similar situations. The union's failure to grieve when the previous jobs were not posted might be used to interpret the collective bargaining agreement against the union.

Second, the employer may argue that even if the job should have been posted according to the agreement, the union is *estopped* from relying on its legal rights. "*Estopped*" is the kind of archaic legal word that lawyers adore, but what it really means is that the union cannot rely or insist on its strict legal rights.

Establishing a Pattern

Why not? Because by doing nothing when the first jobs weren't posted, the union led the employer to believe that postings for other jobs wouldn't be required either. As a result, the argument goes, the union shouldn't be able to turn around and insist on the particular job being posted.

Of course, there are a number of limitations on when these arguments can be used successfully. But, they illustrate some of the dangers of not grieving.

What can the union do? Depending on the contract, you may be able to file a grievance on behalf of the union as a whole, even if a particular worker does not want to grieve. If it's not possible to file a grievance, it may be wise to at least notify the employer in writing that the union objects to its conduct, and that you are reserving your right to take action in the future. Similarly, it may be a good idea in some cases to notify the employer that not filing a grievance is "non-precedental"

Or "without prejudice" to the union's rights. These are handy phrases which in plain English mean "you can't hold it against us later." This is definitely not foolproof, but it may be better than doing nothing. The problem is that if you let sleeping dogs lie, they can something wake up down the road and bite you.

STEWARD UPDATE...Judith McCormack, The writer is the former Chair of the Ontario Labor Relations Board. At the time this was written, she was a labor lawyer with the Toronto firm of Sack Goldblatt Mitchell.

UIC Flames want to recognize Local 1220!

UIC Flames Men's Basketball is inviting Local 1220 members, families and friends to come out for games on selected dates for a discounted \$8 ticket (normally \$15). If a group of you come out they will also recognize our union on the jumbo tron at halftime! For more information contact: Jon Butler, UIC Flames Ticket Sales Manager @ 312 355-0283 or email uicflamestickets@gmail.com.

Exclusive offer from AT&T for qualified union members!

AT&T is offering qualified union members a 10% discount on services. For more information contact your nearest AT&T office or call 1 800 897-7046 and mention that the Union Plus AT&T Wireless Discount FAN number is:00113662. You may be asked to fax proof of union membership if you call AT&T customer service to purchase or change your existing service.

SHOP STEWARDS

WBBM TV

John Trautschold, Mark Losiniecki, Morris Jones, Howard Florence

WGN TV

Mary Bohentin, Jim Guthrie, Glenn Hannigan, Charles Hayes, Mike Clay, Jerry Howard, Richard (Ike) Isaac, Jordan Guzzardo

WTTW TV

Tom Siegel, Dan Rozkuszka, Peter Adrianopoli

WYCC TV

Andrew Freund

WCIU TV

Will Watkins

WTVO TV

Dave Seaton

WGN RADIO

Ed Wilk

WBBM RADIO

Steve Wright

WCEV RADIO

Jeff Frizzle

FREELANCE

Mike Sullivan, Scott Jones, Sean Mahan

**INFO CHANNEL
NOVEMBER 2009**

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 an email 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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Radio + TV Broadcast Engineers
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Chicago, IL 60631

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EMAIL info@ibew1220.org or Theo@ibew1220.org



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ANY CHANGES IN ADDRESS, PHONE OR
E MAIL**

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

WOULD YOU LIKE TO REACH US BY EMAIL???
INFO@IBEW1220.ORG
Take a look at our website @
www.ibew1220.org

**THE NEXT REGULAR UNION MEETING WILL BE HELD ON
THURSDAY— DECEMBER 3, AT 7:00PM
AT THE UNION OFFICE
8605 W. BRYN MAWR AVE #309 CHICAGO**



HAPPY THANKSGIVING!

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