

The Short Circuit

November, 1977



Vol. 18, No. 15

Underwood Receives Wage Adjustments

OMAHA—Local Union President Michael D. Quinlan announced that in accordance with Nationally Negotiated Letter of Understanding dated August 6, 1977, the wage structure at the Underwood Unit would be increased effective October 31, 1977.

According to Quinlan, it had been strongly argued by the Union in National Negotiations that the Material Management Centers (MMC), wage structures were not comparable to similar warehouse wages paid in their respective communities.

It was further noted (in the Letter of August 6th), that the Company would "agree to review the appropriateness of the wage schedules at the MMC's represented by the International Brotherhood of Electrical Workers by January 1, 1978." The Company further agreed to discuss the results of such review upon their completion with the interested I.B.E.W. representatives.

"As a result of this indepth review and discussion, President Quinlan announced, "that Ware-

house Operators (WO) and Maintenance Repair Operator (MRO) wages will be increased by five cents per hour. Maintenance Mechanics (MM) would be increased by ten cents, and Maintenance Specialists (MS) would be increased by eleven cents per hour."

"Although comparable adjustments were made at other IBEW MMC locations," President Quinlan noted, "the Underwood Unit Warehouse Operators continue to be the highest paid warehouse operators among the MMC locations."

Labor Law Reform Advances in Senate

The momentum of House passage of the labor law reform bill has given a strong push to companion legislation in the Senate.

Senate sponsors are aiming for floor action relatively early in the 1978 session of Congress. To keep to this timetable, a Senate subcommittee is prepared to continue hearings after the close of this year's session. With public hearings

In fact, the bill was debated for

Blizzard Blasts Omaha

Omaha — The first Winter Storm of the season hit the Omaha area on Wednesday, November 9th, disrupting city traffic and consequently the work operation at the Omaha Western Electric Works. Upon resumption of normal work operations on Thursday, the Union and Company met to discuss the absenteeism due to the storm. After a lengthy discussion, the Company agreed to consider absences for the 1st and 2nd shifts on November 9th as personal transportation problem (PT) and not be considered for absence control purposes.

The decision was made after investigations revealed that only 25 to 30% of the plant straggled in at various times throughout the day.

New Union Office Hours

Because of the great demand put on the Union Secretary by the membership, Local Union 1974 has new office hours.

Commencing the first of November, the Local Union's office will be open from 8:30 a.m. until 4:30 p.m.

We recommend that for the

Omaha Working Force Reduced

Company Claims X-Bar And Relay the Cause

OMAHA—"Over the past five weeks, Company officials have announced four separate layoffs at the Omaha Works. In two groups of 50, one of 35, and one of 33, respectively, the Company has laid off a total of 168 employees to date," verified Local Union President Michael D. Quinlan. "The main problem has been and continues to be coinciding the new incoming new work with the outgoing wired equipment shops and G.P. Relays."

"According to Company Officials," President Quinlan reviewed, "they held the last 33 people scheduled for layoff for more than two weeks hoping that the new loading coil job and F.D.I. cabinets would take up the slack. But, this expected additional work didn't materialize in time."

"Part of the surplus and lay-off problem was the result of terminating the manufacture of the G.P. Relays at the Omaha Works," President Quinlan said. "In past years, we have had as many as 800 people involved in the relay manufacturing and because of technology changes, the demand for this product has greatly reduced. The last relay to be shipped from Omaha is scheduled for the week of November 13th."

"Over the next eight to nine months, the outgoing wired equipment shop which still numbers 300 people must be reduced," President Quinlan said. "However, we are extremely hopeful that the new incoming products will absorb these people."

"In fact," President Quinlan went on, "according to the Company officials, there is a good probability that many of the currently laid off employees will be recalled after the first of the year in order to populate these new jobs."

"In addressing other condi-

dents from other Locals have reported an extraordinary number of payroll screwups at their locations," President Quinlan stated, "so quite obviously, the culprit must be the new Corporate Payroll System, inasmuch as we never had this many difficulties prior to converting over to this new supposedly more 'efficient' system."

Conversation between Union and Company officials, both locally and nationally are taking place in an effort to resolve those payroll problems.

On another item of importance, President Quinlan reported, that four Omaha Works wage incentive pay groups were the recipient of the new guaranteed managerial allowance protection.

"This most recently negotiated clause in the Wage Incentive Article 16," President Quinlan reviewed, "would provide an automatic managerial allowance to those pay groups that drop more than 3%."

It was our hope at the time we negotiated this gain, and continue to be that a sense of fair-

Senate sponsors are aiming for floor action relatively early in the 1978 session of Congress. To keep to this timetable, a Senate subcommittee is prepared to continue hearings after the close of this year's session. With public hearings concluded, the panel would be able to start marking up a bill soon after the second session gets under way in January.

Subcommittee hearings have been scheduled for Oct. 31, Nov. 4 and Nov. 7, with the dates subject to change if Congress stays in session later than anticipated. The subcommittee is headed by Sen. Harrison A. Williams, Jr. (D-N.J.), who is also chairman of the parent Human Resources Committee and a chief sponsor of the bill.

The same anti-union coalition that tried unsuccessfully to gut the bill with amendments on the House floor will be shifting its operations to the Senate.

The National Action Committee, made up of the groups that banded together earlier this year to kill the construction site picketing bill, issued a statement denouncing the "startling speed" with which the House approved the labor law reform bill.

In fact, the bill was debated for three days on the House floor and public hearings were held throughout the summer.

But to the employer coalition, the House action marked "the most outrageous demonstration of unchecked union power ever witnessed on Capitol Hill."

But an Indiana congressman had a different explanation. Rep. David Cornwell (D-Ind.) was quoted in a news magazine as impressed with

(Continued on Page 3)

Cavanaugh Speaks In December

Omaha — President Michael D. Quinlan announced in November that he has confirmation from 2nd Congressional District Congressman, John Cavanaugh, that he would be able to speak to the membership in December.

"Congressman Cavanaugh has been very busy since his election," President Quinlan said, "and I feel that his speaking appearance here will be a reminder to all the membership how large a roll labor played in getting him elected."

Dental Supplement Available Soon

Omaha — According to Local Union President, Michael D. Quinlan, an announcement will soon be sent to each Union member's home announcing a new special service in the area of dental care designed to supplement our dental care insurance plan.

"The mailout should take place in the latter part of November," President Quinlan announced, "and should provide significant savings in the area of dental needs."

Commencing the first of November, the Local Union's office will be open from 8:30 a.m. until 4:30 p.m.

We recommend that for the most efficient response to any questions fielded by the membership or other interested parties, please observe these times.

Now Is The Time To Check Pension

Now is the time to begin thinking about retirement—long before your retirement party, says the American Council of Life Insurance.

The Council suggests that you should check out three key questions:

When will you become eligible for a pension? Are the provisions in your company's pension plan for early retirement? And, will other benefits, such as health and life insurance, continue after you retire, for you and your spouse?

Also, as your retirement draws near you will want to consider two more factors: How much income can you expect to receive from all sources after retiring? How much money do you think you will need to live comfortably after retiring?

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Drawing Winners

The two lucky \$25 dollar winners for the November a.m. meeting were Reginal Hill, Dept. 762 and Jim Pabian, Dept. 435. The p.m. winners were Jim McDonald, Dept. 442 and Elmer 'Pete' Peterson, Dept. 727. See you in December where you could be a winner.

probability that many of the currently laid off employees will be recalled after the first of the year in order to populate these new jobs."

"In addressing other conditions of employment, President Quinlan reported numerous complaints from members concerning their proper pay treatment and payroll problems."

"It would seem," President Quinlan stated, "that the problem is not limited to Omaha, but is widespread throughout all Western Electric locations. Presi-

automatic managerial allowance to those pay groups that drop more than 3%."

It was our hope at the time we negotiated this gain, and continues to be that a sense of fairness and stability would result from the application of this new paragraph 7.3 of Article 16, and, hopefully, this would restore in the wage incentive employees, a new sense of trust and belief in the integrity of what has otherwise, in the past, been a very suspect wage incentive program."

Quinlan-Gino Reelected to E.M.-3 5 Incumbents Return

Included in the regular order of business acted upon at the semi-annual E.M.-3 Council meeting held the week of October 17th was the election of E.M.-3 officers for a three-year term. Of the eight E.M.-3 positions, five incumbents were reelected.

The President and Secretary-Treasurer offices were unopposed and the E.M.-3 Council members in attendance voted to cast a unanimous white ballot for the return of President Pasquale Gino and Secretary-Treasurer, Edwin Brobst.

A spirited contest for the office of Vice President took place with incumbent Jim Kent being returned handily to his office.

In the five man Executive Board race, only two incumbents were returned with Michael Quinlan of Local Union 1974 gaining the most votes of the Executive Board incumbents. Also

returning to the Executive Board was Hugh Young of Local Union 1859.

"The new faces on the Executive Board are not necessarily new faces to the E.M.-3 Council," Executive Board Chairman for the E.M.-3 Council Executive Board Michael Quinlan said. "These people should add a great deal of experience and expertise to the position."

The newly elected officers of the E.M.-3 Executive Board were Frank Yount of Local Union 2188, Chester Lasko, Local Union 1986 and Glenn Nunn of Local Union 2021.

Report on Coffee Boycott Effect

In New York City, if you've had doubts as to whether consumer boycotts work, you should have heard the battle royal that went on in the annual meeting of the Council of International Coffee Organization. The delegate from coffee-growing Colombia, Arturo Jaramillo, pointed out that coffee prices are now plunging and continuing to plunge. Most of the coffee-growing industry may have cut its

own throat by hiking prices sky-high earlier this year, he declared. And they did that by turning millions of people away from coffee and toward tea and soft drinks. Many of these millions may never come back to coffee, Jaramillo declared, and then he hit the delegates where it hurts. "Only a 10 percent reduction of coffee drinkers on a world scale," he warned, "would probably mean a loss of more than \$1 billion for producers."

NOTICE

The Monthly Meeting of the Membership will be held

Friday
November 18, 1977
at the Union Hall,
13306 Stevens Street,
Millard.

Second Shift Meeting:
12:30 A.M.

First and third shift meeting:
8:00 P.M.

4—\$25 Drawings

NOTICE

Absolute Deadline for Articles is the 1st of Each Month



Congratulations Omaha Works



\$243,555 is an impressive sum by any means. From left to right is United Way Campaign Director, Jerry Hargett, Vice President from Northwestern Bell; United Way Chairmen, Wayne Anderson, Bob Alberts, Jack Philby and Omaha Works Manager, Frank Lefebvre.

United Way United We Stand

After this year's 1977 United Way Campaign, the people at the Omaha Works served notice to the rest of the world that they would be on their way to a quarter of a million plus in pledges in 1978.

This year's pledge fell short of that goal by a few grand, but \$233,810 is one way to put the word out that the people working for Western Electric are the most generous around.

**Of All Monies Collected
\$233,810 Went
To United Way
Of Midlands
\$9,627 United Way
Of Lincoln, Fremont,
And Wahoo**



—United Way Division Chairman of the Year, Graham Seiter congratulates Bob Carlson, member of L.U. 1974 IBEW for being named "Loaned Executive for the United Way for 1977."

Upon receiving this award, Bob Carlson said, "I want to thank the Company for allowing me the ample time and opportunity to aid the United Way. It's an important function of our society and one I'm proud to serve."

Loaned Executive of Year Bob Carlson Wins United Way Award

What makes the 1977 United Way Drive special to the many people who were involved in its success is that this is the first time that any firm in the history of the United Way Campaign ever used loaned executives from the labor force.

Four people were chosen from labor to be used as Loaned Executives in the 1977 Drive. They were Arlene Boyd, Dept. 435, Bob Carlson, Dpt. 744, Vern Larson, Dept. 435 and Willie Mason of Dept. 257. (Since the start of the United Way Campaign, Willie Mason was promoted to supervisor.)

The purpose of the loaned executive (L.E.) is to call upon firms other than Western Electric and establish United Way Goals and aid these firms in reaching these goals. Each loaned Executive had several firms to contact with forty or more people and it was their job to canvass the employees in these firms and explain to them the importance of the United Way.

It was a first year that people in Labor were used as loaned executives and for this first effort, one of Labor's people walked off with the "Loaned Executive of the Year Award."

Northwestern Bell; United Way Chairmen, Wayne Anderson, Bob Alberts, Jack Philby and Omaha Works Manager, Frank Lefebvre.



101.5% over goal is good figures. Surrounding the chart is from left to right, Kathy Fink, Donna Kelly, Emily Prerost and Tim Gillham. Standing behind Kathy Fink is Jerry Hargett, UCS Campaign Director.

**Of Midlands
\$9,627 United Way
Of Lincoln, Fremont,
And Wahoo**

Does the charitable heart comprehend the value of this type of selfless giving? It's mind boggling what kind of help these dollars afford.

It means basketballs and books to all the kids and adults who use the Social Settlement and Woodson Center.

It means Legal Aid to someone who might be in that desperate situation between attorney and breaking the law.

It could mean a hot meal to someone who has nothing but the "Meals on Wheels."

It could mean that little extra support to a reformed alcoholic who otherwise might be at mercy to the streets.

It could mean a visit from a nurse for someone who, long neglected by family and society, may be the only visitors they receive.

Thanks to the generosity of the many people working at the Omaha Works, the Fair Share Pledge for 1977 will be people dollars for people problems. *Congratulations Omaha Works!*

importance of the United Way.

It was a first year that people in Labor were used as loaned executives and for this first effort, one of Labor's people walked off with the "Loaned Executive of the Year Award."

Bob Carlson received the award by going 183% over his goal. Fellow Loaned-Executive co-workers Arlene Boyd was 121% over goal and Vern Larsen's final tally was 116% over goal. All these Loaned-Executives had impressive figures for a first time effort.

It was a job well done and certainly earned people from labor recognition that given the chance, they would certainly do the best job within their means.

This paper applauds Western Electric Company for giving labor a chance to become involved. It allowed our people opportunity to compete with loaned executives from other firms and be successful.

**United Way Co-Chairman — Jack Philby
'We Battled to Our Goal in the Trenches'**

Co-Chairman of the 1977 United Way Campaign, Jack Philby, summed up the feelings of everyone involved in this year's campaign when he said, "I really feel that the credit for this year's United Way Drive goes to the little people who didn't have to be asked to make it work. They just wanted it to happen."

"There are a lot of generous people working at Western Electric who give their fair share voluntarily and without asking why," Jack said. "My heart goes out to those people because their charity is unequalled. But my special praise goes to the solicitor who went out and personally canvassed the people who didn't think their charity was worth it. These people were able to convince the many who didn't believe in the United Way effort that giving is caring."

"This may sound corny," Jack said summing up his feelings. "The solicitor was the person who spent all the time in the trenches convincing people of the United Way effort and the virtues of the fair share pledge. These are the people along with the people that contributed who deserve all the credit for our success."

THE SHORT CIRCUIT

Omaha, Nebr. November, 1977 Vol. 18, No. 15

Affiliated with AFL-CIO; CLC—Nebraska State AFL-CIO; Omaha Central Labor Union; International Labor Press Association; Nebraska Industrial and Service Union Council; Omaha Union Label League; The Omaha Safety Council.

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Thank You Omaha For Caring

THE COSCHKA'S

Gene and Lou "Lane"
invite you to

THE 18th AMENDMENT LOUNGE
2724 So. 82nd Ave.

Game Room — Package Liquor

Workmen's Compensation

By Frank Nagel

Since our last two articles on workmen's compensation, we have had a number of inquiries concerning the amount of compensation due for various types of injuries. As was reported in the first article: compensation for loss, partial loss, loss of use or partial loss of use of a person's body is paid according to a schedule in the Workmen's Compensation Law. The schedule is as follows:

Arm	225 weeks	3rd Finger	20 weeks
Leg	215 weeks	4th Finger	15 weeks
Hand	175 weeks	Great Toe	30 weeks
Foot	150 weeks	Toe other than great toe	10 weeks
Eye	125 weeks	Ear	25 weeks
Thumb	60 weeks	Hearing 1 Ear	50 weeks
1st Finger	35 weeks	Hearing both ears	100 weeks
2nd Finger	30 weeks		
Nose	50 weeks		

When an employee is injured, he would receive temporary total compensation which is two-thirds of his pay up to a maximum of \$140 per week. (The first 13 weeks of disability, the Western Electric Benefit Plan pays full pay so the injured employee would receive this instead of the \$140 required by law. However, half pay after 13 weeks may be less than \$140, if this is the case, the employee should then receive the \$140 as specified in the law). In the event, that the employee was able to work but at a lower paying job, the law says he is entitled to two-thirds of the difference in wages between what he was making at the time of the injury and what he is now able to make.

Once the extent of disability is ascertainable, the employee's weekly compensation payments would stop and he would get a lump sum of money based on the above schedule. The maximum per week in the schedule is also figured as two-thirds of an employee's wages up to a maximum of \$140.

EXAMPLE:

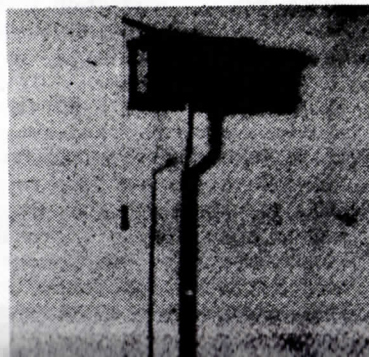
Employee earns \$300 per week. His doctor finds, and so reports, that he has a 10 percent

injury in compliance with the Workmen's Compensation Law, all of the above procedures should be automatic and there should not be any need for a hearing in the Workmen's Compensation Court. If there is any deviation from the above, see your Union Representative.

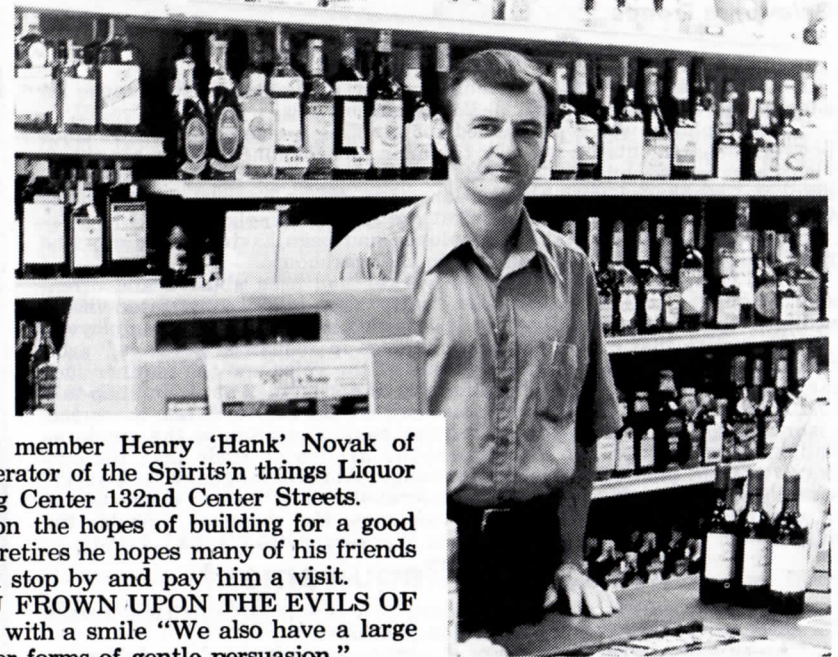
There is no schedule of compensation for internal injuries, back injuries, or occupational diseases. Method and amount of compensation payments required in cases of this nature will be discussed in our next article.

Do you have a question? See your Benefit Committeeman, Bryce Qualset, Tom Murray, Frank Nagel or call the Union office, 895-4080.

Royal Flush



Henry Novak: Man of Good Spirits



In September fellow union member Henry 'Hank' Novak of Dept. 253 became the owner/operator of the Spirits'n things Liquor Store in the Montclair Shopping Center 132nd Center Streets.

Henry started his business on the hopes of building for a good retirement income. But until he retires he hopes many of his friends working at Western Electric will stop by and pay him a visit.

"STOP BY EVEN IF YOU FROWN UPON THE EVILS OF 'HARD SPIRITS'" Henry says with a smile "We also have a large inventory of soft drinks and other forms of gentle persuasion."

Labor Law Reform Advances in Senate

(Continued from Page 1)

the back-home mail he had received in support of labor law reform.

"For once," he said, "I heard more from individual union members than from their leaders."

Furthermore business interests haven't said why they are opposed to the bill, "only that it is lousy." But "labor is telling me exactly why they want it," Cornwell said.

In other congressional developments:

- Congress put aside a dispute over curbs on federal welfare payments for abortions long enough to pass temporary legislation that would allow 150,000 federal workers to get full paychecks.

Paycheck authority and funds to operate the Labor Dept., the Dept. of Health, Education & Welfare, the District of Columbia govern-

ment and several other agencies expired with the end of the fiscal year on Oct. 1.

Government Employees President Kenneth T. Blaylock urged members of the deadlocked House-Senate conference committee not to hold paychecks due federal workers as "hostage" in the dispute.

In time to avoid payless paydays—but just barely—the House and Senate rushed through a stopgap funding resolution for the balance of October.

- A move is under way to get Congress to extend for two more years the time limit for ratification of the Equal Rights Amendment to the Constitution. Thus far, 35 states have ratified the amendment which would bar any legal discrimination because of sex. But that's three short of the required three-fourths approval.

Under the seven-year time limit set by Congress, the present deadline is Mar. 22, 1979.

Rep. Don Edwards (D-Calif.), chairman of the House Judiciary Subcommittee on Civil & Constitutional Rights, announced plans for hearings on an extension.

Steel In People Out

In Chicago, midwestern and eastern newspapers have carried hundreds of news stories about the layoffs of tens of thousands of steelworkers by Bethlehem, U.S. Steel, Armco, Jones & Laughlin. Bethlehem, for example, in a single announcement, threw 15,000 workers out on the street. So far, there hasn't been a single announcement, not one, of any steel executive being laid off.

maximum of \$140.

EXAMPLE:

Employee earns \$300 per week. His doctor finds, and so reports, that he has a 10 percent loss of the use of an arm.

225 weeks from schedule for complete loss of arm.

10 percent loss found by his doctor.

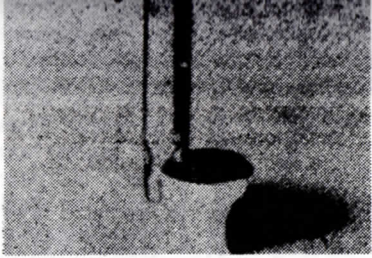
22.5 weeks of compensation due at \$140 per week.

\$3,150 lump sum due to injured employee.

The loss of the first phalange (joint) of the thumb, any finger, or toe shall be considered to be equal to the loss of one-half of the member. The loss of more than one phalange shall be considered as the loss of the entire member and shall be treated in accordance with the schedule.

In addition, as stated previously, all medical treatment and drugs shall be paid for by the employer or insurance carrier.

If a self-insured employer (Western Electric is in this category), or an insurance carrier



Our Shield Research Staff flushed out this amazing historical fact recently. The water closet was invented in 1880 by Thomas Crapper. We thought it interesting how our language is effected by modern technology.

For those of you contemplating building a home with an early american decor, and want exact realism, the WC is now being remanufactured by Heads Up, Inc.

This new model should be available at plumbing wholesale houses soon.

Clip and Save

Is there a wedding, anniversary, dance or party being planned by your family or group in the near future?

Are you tired of looking for a hall to rent but overlooked your own Union Hall?

Give us a thought, our rates are reasonable and our facilities are adequate for any occasion and we are conveniently located in the heart of Millard.

Rates for Union Hall AUDITORIUM:

Members—
Weekdays \$70 plus \$50 deposit
Weekends \$110 plus \$50 deposit
Non-Members—
Weekdays \$125 plus \$50 deposit
Weekends \$150 plus \$50 deposit

SMALL PARTY ROOM:

Members—
Weekdays \$25 plus \$50 deposit
Weekends \$35 plus \$50 deposit
Non-Members—
Weekdays \$50 plus \$50 deposit
Weekends \$60 plus \$50 deposit

DEPARTMENT PARTY:

All Union Members
Small Party Room:
\$25 plus \$25 deposit
Auditorium:
\$35 plus \$50 deposit

Paycheck authority and funds to operate the Labor Dept., the Dept. of Health, Education & Welfare, the District of Columbia govern-

which would bar the required three-fourths approval.

street. So far, there hasn't been a single announcement, not one, of any steel executive being laid off.

Barf

It's enough to make you barf.

The National Action Committee, which raised \$2 million in the blink of an eye to fight labor law reform, called the outcome in the House "the most outrageous demonstration of unchecked union power ever witnessed on Capitol Hill."

Its outrage is laughable. The NAC is an umbrella group that only represents the most powerful corporations, employer organizations and right wing groups in the country—most of which have always swung a heavy bat in legislative struggles and with a very heavy hand.

Six Pack... Too Much at Any Price



DAN'S DX

DAN McCOY

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1101 N. SADDLE CREEK RD. - OMAHA - 556-2611

J. P. Stevens Products You Should Boycott

The J. P. Stevens textile company again has been found in contempt of court for its anti-union practices and again has been ordered to obey federal labor laws.

A U.S. Court of Appeals said it was considering a proposed fine of \$120,000 for any future violation and an additional \$5,000 fine for each day that a violation continued. The company was given ten days in which to file objections to the proposed penalties.

The court declared that "Stevens has acted in contempt of our decrees not once but twice, involving over 30 different violations."

The Amalgamated Clothing and Textile Workers Union is urging a boycott of all J. P. Stevens products in an attempt to force the company to sign union contracts. Please don't buy the following products:

- Sheets & Pillowcases**—Beauti-Blend, Beauticale, Fine Arts, Peanuts, Tastemaker, Utica, Utica & Mohawk.
- Blankets**—Baby Stevens, Forstmann, Utica.
- Carpets**—Contender, Gulistan, Merryweather, Tastemaker.
- Slippers**—Always in Step. **Draperies**—J. P. Stevens.
- Hosiery**—Big Mama, Finesse, Fruit of the Loom, Hip-Lets, Spirit.
- Towels**—Fine Arts, Tastemaker, Utica. **Table Linen**—Simtex.
- Woolen Fabrics**—Boldeena, Forstmann, Hockanum, Worumbo.
- Cotton Fabrics**—Academy, Lady Twist Twill, Twist Twill.
- Synthetic Fabrics**—Blen Tempo, Coachman, Consort, Carousel, Gesture, Stevetex, 20 Below, Lady Consort, Windsheer, Linebacker, Weftamatic.

Attend Your Union Meeting



The Clipper Barber Shop Is Proud to Announce For Your Convenience Three Barbers Are Working Daily. Come in for Men's and Ladies' Cuts and Styling

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895-3444 • Member F.D.I.C. where banking's a personal thing

Grievance Trends

Cost of Cursing

Cursing a supervisor in front of other employees is just cause for suspension, arbitrator Mario F. Bognanno decides.

An employee was reprimanded for hitching a ride on a forklift truck between departments on his way to punch out for lunch. When his supervisor approached him to explain the hazards of riding the truck, the employee responded with abusive language. When he was suspended for two-and-a-half days for the outburst, he filed a complaint.

The union argued that the employee had been having a bad day and that "salty" language was common in the warehouse.

The company claimed that the worker had used abusive and offensive language, which, rather than "salty shop-talk," constituted insubordinate behavior, especially since it occurred in front of other employees.

"I realize that cursing is commonplace in industrial settings," arbitrator Bognanno explains, but "the tone of the voice and the manner such language is used" are clues enabling one to distinguish between shop-talk and insubordinate utterances. Because neither the employee nor the supervisor engaged in profanity on a regular basis and because the employee had later apologized for his actions, the arbitrator finds that the outburst was not part of a friendly exchange. Abusive language to a supervisor is a serious offense, which, if tolerated, would lead to a breakdown of discipline in industry, the arbitrator says. He, therefore, upholds the suspension. (Gillette Co. and Chemical Workers (OCAW), 69 LA 124).

The Call In Requirement

Failure to call in sick for two days in a row is not sufficient reason for discharge, arbitrator Emily Maloney decides.

An employee with eight years of service was out sick for a full week. She called in each of the first three days, but failed to do so on the fourth and fifth days. As a result, she was discharged.

The company argued that the discharge was justified because the contract provided for the termination of employees who missed work for two days without notification. Contending that the rule was reasonable, the Company said that no exceptions should be made for long-term employees. The union argues that termination was too severe a penalty under the circumstances.

The purpose of the reporting rule was to notify the employer of an absence in order to allow for rescheduling of work and for determining whether the absence should be excused, Maloney says, adding that the rule did not require absent employees to telephone the employer each day. Although the employee was not excused from the requirement of calling in, the arbitrator decides, the Company had been notified of her absence and thus did not have sufficient cause for the discharge action. Noting, however, that the employee was not without fault, the arbitrator orders her reinstated with full seniority but without back pay. (Peterson Baby Products Co. and Allied Industrial Workers, 69 LA. 193).

Editorial

Trust Me, I'm Union — Sez Who?

Like any organized group, labor unions are useful to companies in the field of group sales and marketing. Groups, whether it's a local union, a church group, a club, or anyone else with a common interest, are easy to find, and easy to prepare a sales campaign for. And, as we all notice from the mail, easy to reach through mailing lists.

Many good products and services are sold through legitimate group marketing programs, and these can be truly beneficial to the consumer. Some are available to us at money-saving rates only because they are offered through our unions.

But there are a few "bad apples" in the business too. These operations are not always as loyal to the letter of the truth as they could be. Some claim they are "union" and sell "union-made" products, but that is only because they stretch the definition of "union-made" to cover a lot of questionable territory.

For instance the printing company that says its books are

Special Report

Right to Work:

According to the right wing zealots, most Americans support "right to work" laws and since these laws are designed to hurt labor unions, that makes the American people anti-labor.

Nothing could be further from the truth, according to Public Opinion Research's (PIOR) recent national survey. While the public does support "right to work" laws by 56% to 16%, that's because only 13% of Americans know the laws are anti-labor, 45% think they refer to constitutional freedoms like the First Amendment and 23% believe they are aimed at full employment.

"Given the pro-labor attitudes we have discovered in earlier polls," explains PIOR's Vic Fingerhut, "it's clear that much public support for right to work laws results from the public misunderstanding of them, and not from anti-labor sentiments. "Other PIOR's surveys have found that most Americans believe union members are better off as results of being a union member. And that by 59% to 84% they agree "most working people need labor unions to protect their rights.

In contrast to what most Americans think (and what the right wing wants them to believe) so-called "right-to-work" laws have nothing to do with creating jobs or protecting basic freedoms. All they do is stop companies from negotiating contracts requiring that, if a majority of its workers vote to join a union, all the firm's workers must pay their fair share of the cost of the union representation. Since unions must represent all the workers in a workplace, union-members and non-members alike, they should all share the cost of representation. "Right-to-work" laws simply allow some workers to get the benefits of union membership (from higher wages to family health insurance) without sharing the cost of winning those benefits. That's not fair. And most Americans know it's not fair.

Americans Oppose "Free Ride"

74 percent of all Americans don't "think it's fair for people to receive benefits from an organization such as a labor union without paying any of the costs of getting those benefits," according to PIOR's survey. Only 15 percent back such "free riders."

While heavy majorities in every region, age and income group, and political party oppose the "free ride" concept, the strongest opposition is

It's a Popular Slogan For an Unpopular Law

found among retired people (82 percent), strong Democrats (84 percent), families with incomes between \$5,000 and \$10,000 (82 percent), and people who have some high school education (80 percent).

But even college graduates call "free riding" unfair by 61-25 percent. High income Americans oppose it by 63-22 percent. And nonunion families by 73-15 percent. "If most people knew that 'right to work' mean a 'free ride' for some workers benefiting from union representation," says PIOR's Fingerhut, "they would be less likely to support them."

Southerners Support the "Right to Work" But They Oppose the "Free Ride"

With only 11 percent of Southerners aware that "right to work" means anti-union, they are only somewhat more likely to support such laws that most Americans (63 percent in the South compared to 56 percent nationwide), according to the PIOR poll.

More importantly, by an overwhelming 74-17 percent, Southerners reject the concept behind these laws. Like most Americans, they say it's unfair "for people to receive benefits from an organization such as a labor union without paying any of the costs. . . ."

People in the South are somewhat more likely to think "right to work" means "more jobs" (30 percent in the South compared with 23 percent nationwide). Letting people know that these laws mean "free rides," not "more jobs," should increase opposition to them.

Even Union Families Don't Understand "Right to Work"

About 30 percent of all American families include a union member. And while union families are almost twice as likely to oppose "right to work" laws as nonunion families (24 percent

Looking at the American mind:
What people THINK "right to work" means--



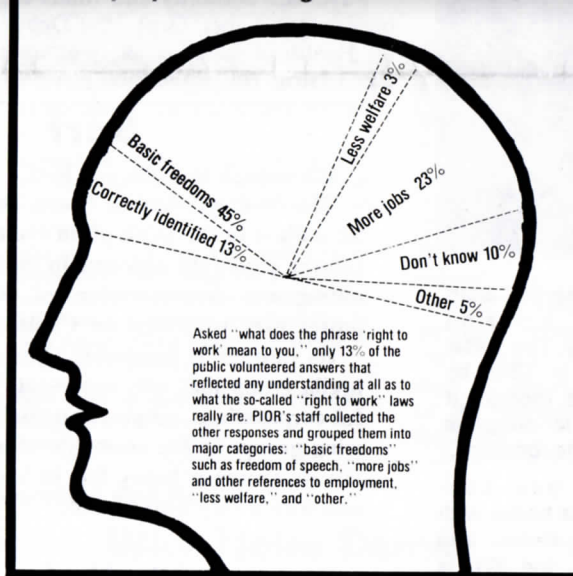
But there are a few "bad apples" in the business too. These operations are not always as loyal to the letter of the truth as they could be. Some claim they are "union" and sell "union-made" products, but that is only because they stretch the definition of "union-made" to cover a lot of questionable territory.

For instance the printing company that says its books are "union-printed," when, in fact, only a small part of the work is sometimes done in union shops, while the majority is done non-union. And many a company has been known to tell potential customers, "Oh! The strike is over!"—when it isn't. Or even, "Oh! there's no boycott anymore!"—when there most certainly is.

Well-meaning labor groups have been approached by firms who ask the organization to mail a solicitation (or even turn over their membership lists) in return for a small percentage of any resulting sales. Some of these groups have found out too late that they were dealing with non-union products and with imports.

The union consumer, individual or group, need not get the proverbial wool pulled over the eyes, but, as usual, prevention requires a little extra effort.

If you are not sure about an offer, check it out. Find out whether or not the product carries a bona fide union label, whether the service is provided under bona fide union contracts and with what unions. Check it out locally, and if you are still wondering, check it out with the AFL-CIO's Union Label and Service Trades Department whose job it is to help you look for the union label before you, and your organization, leap.



"Right to Work"

About 30 percent of all American families include a union member. And while union families are almost twice as likely to oppose "right to work" laws as nonunion families (24 percent in union households, 13 percent in nonunion ones), 50 percent of union families favor state "right to work" laws and 26 percent aren't sure what they think of them. Does this mean members of union families are against their unions? "Not at all," responds PIOR's Vic Fingerhut. Only 14 percent of union families have any idea of what "right to work" laws really are—or that these laws are anti-labor. Like most other Americans, union members and their families think "right to work" refers to basic freedoms (43 percent), more jobs (22 percent), or less welfare (3 percent). And like other Americans, they strongly reject the "free ride." 76 percent say it's unfair "for people to receive benefits from an organization such as a labor union without paying any of the costs. . . ."



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FREE RIDE? NO!

Question: Do you think it's fair for people to receive benefits from an organization such as a labor union without paying any of the costs of getting those benefits?

		Yes	No	Don't know
	Total	15	74	11
Section of U.S.	Northeast	14	74	12
	North Central	14	75	12
	South	17	74	9
	West	16	73	12
Age	18-25	22	74	5
	26-35	15	74	10
	36-45	15	73	12
	46-55	19	69	13
	56-65	9	78	12
	Over 65	8	78	14
Job	Professional/Executive	20	63	18
	White collar	18	68	14
	Skilled blue collar	15	78	7
	Unskilled blue collar	23	71	7
	Housewife	13	79	8
	Retired	5	82	13
Union	Union	15	76	9
	Non-union	15	73	12
Party	Strong Democrat	8	84	8
	Weak Democrat	11	78	11
	Independent Democrat	17	75	8
	Independent	23	64	13
	Independent Republican	13	78	9
	Weak Republican	22	63	15
	Strong Republican	17	75	8
Income	Under \$5,000	17	77	6
	\$5K-\$10K	13	82	6
	\$10K-\$15K	16	74	9
	\$15K-\$20K	13	73	14
	\$20K-\$25K	19	71	10
	Over \$25,000	22	63	16
Home	City	17	72	11
	Suburb	14	75	11
	Rural	14	76	10
Education	Grade school	16	77	7
	Some high school	8	80	12
	Completed high school	13	79	9
	Some college	17	75	8
	Completed college	25	61	15
	Graduate school	15	67	18
	Vocational/technical	16	68	16

COPE Column

A Parable

When the news came, a great flood of happiness swept the land. The people's longings and desires were realized. The years of hardship were past. The days of fruitless toil were over, they would have a fair share in the products of their labor. The seizure of their crops was abolished.

In the land of Erica, Yovelt who presided over the country had proclaimed a division of the great land estates. After an adjustment with the owners of the land, the people who tilled the soil would become owners of their plot of ground. There was gladness in the people for they had toiled the earth for years, but could never own the ground.

In the villages of Loma, the leader of the elders called the people together, he proposed a plan.

"Let us set asidel and, where an orchard and vineyard will be planted. We will share in the work and when the fruit is harvested, we will all share in the crops." It was agreed to. The people labored and planted fruit trees and grape vines. In time, the orchard yielded fruit that they shared.

The years rolled by. The planters of the orchard became old and some passed away. Their young became the dominate group of people. They also shared in the fruits of the orchard.

year of the total failure of the orchard to bear fruit. A great crowd was in the village square protesting that they had not got their allotment of fruit. The leader of the elders began to explain why there wasn't any fruit.

A man rushed to the front of the crowd and in anger he shouted. "What have you done to the orchard! There's no fruit!"

The elder waved his hands for silence. In a stern voice, he directed his answer to the man.

"Sir, it isn't what we've done. It's what you haven't done. The orchard needs work, the trees are dying. There are many to share in the fruit, but too few to work in maintaining the orchard. Have you put an honest effort in caring for the orchard?" There was no response from the man. The crowd grew silent, some shuffled their feet, others looked at the ground or away from the elder. The realization of why the orchard wasn't bearing fruit had made their protests worthless. They began to look at the leader with remorseful eyes. He remained silent for a few moments. Then, he raised his hands and asked a question.

"What do you suggest we do?"

A man elbowed his way to the front of the crowd. His eyes gleamed with enthusiasm when he yelled. "Let's go into the or-

Is it not a shame listening to the rich talking about the money spent on the welfare by using this as a cover-up for themselves, but yet who gets the most of the welfare in this country is the rich.

The most disturbing thing is that the rich abroad receive millions of dollars of welfare from America and do absolutely nothing for their land. Yet, they want to be advocates in the law of this land. Should we let this go unchallenged?

Completed college 25
 Graduate school 15
 Vocational/technical 16

61 15
 67 18
 68 16



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Coming up on the Pioneer's Calendar is a Westroads Dinner-Show-Dance scheduled for Saturday night, December 17, 1977.

The show is a world premier, live Broadway musical comedy production called "Merton of the Movies."

Planned for the 7:30 p.m. dinner menu is prime rib, roast beef, barbecued ribs, salad bar, vegetable and rolls and beverage.

Social hour is at 6:30 p.m.

Music for the evening will be provided by the Mellowtones.

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The most disturbing thing is that the rich abroad receive millions of dollars of welfare from America and do absolutely nothing for their land. Yet, they want to be advocates in the law of this land. Should we let this go unchallenged?

But the work of maintaining the orchard was neglected by the new generation.

The elders of the village became concerned. They met, the leader said, "There is work to be done in the orchard and laborers are few. We must get help to take care of the orchard. There are trees to be sprayed and trimmed, planting to be done and ground to be cultivated. There's not enough of us elders to properly care for the ground. It must be worked into produce.

One of the elders suggested, "Let us ask the young to help us, for it will soon be their orchard.

"Yes, with their help, we can keep the orchard in good producing state," agreed the leader.

The elders went out and began to ask for help. Their efforts were in vain. One said, "I'm going to the festival, I haven't got time." Another answered, "I'm going to visit my kin, perhaps some other time."

The elders attempts to get help fell flat. None wanted to labor in the orchard. With the passing years, the elders became fewer in number, they could not properly take care of the orchard. The trees became infested with bugs and worms, dead wood untrimmed and the ground was uncultivated. Each passing year, there was less fruit harvested, for the trees in the orchard were dying from neglect. It was the

chard tomorrow and restore it!" Another waving his arms for attention protested, "No! No! Why tomorrow? Let's go today!"

The leader beckoned for quite awhile, a smile was on his face when he said, "Here's what we'll do. Half of the group go to the orchard. The others will go to those not here and explain why there's no fruit. When there's no work being done in the orchard, it becomes neglected and falls victim to disease, bugs and worms. With our work and care, we can bring it back to a productive orchard. We have been negligent in our duties. It's time we shape up and do our share of work. Now let's go!"

The determined group left in a hurry to fulfill their respective assignments.

Have we all become so busy with our own lives and chores that we also are guilty of neglecting and are willing to stand by and watch our country fall apart and all that we are willing to do is "bitch?" Isn't it true that the harvest of America belongs to all Americans, but we won't get our share unless we are willing to participate.

Isn't it true that our Union is as good as we make it. If we don't participate, it will deteriorate? If you have a bitch, come to our Union meetings. It is only once a month. Be a good Union member—voice your opinion. Let's all get involved!

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Photo by D. M. Wiczorek

From the Sun

Football Lingo: What's It All Mean

Short Circuit FOR THE LADIES: EDITOR'S NOTE: With the popularity of the much heralded fall festival sport football growing more and more each year, (I can remember when Western Electric used to schedule Saturday overtime when Nebraska was on National Television—now it's difficult to get the guards to work). It still seems that there are some football viewers who are confused to what all those

Forearm shiver: Description of any player's arm during a December game in Minnesota.

Goal-line stand: The term for the concession areas at either end of the field.

Good picture: For a coach, a play properly executed in practice; for the players, an R-rated film on a coast-to-coast charter flight.

Hang time: For a coach with the Atlanta Falcons or New York Giants, usually

showers just a bit too quickly after games

Stunts: Usually last-minute movement by defensive linemen as the quarterback calls signals; among Baltimore Colt alumni, however, this word conjures up the sight of Alex Hawkins doing a human-fly routine down the wall of a San Francisco hotel, anything to elude head coach Weeb Ewbank, who thought he was enforcing the curfew by sitting in the lobby.

Suicide squad: The Tampa Bay Buccaneers

Whiz A-Rolling

City Raiders Fleece Whiz's Winnings

"It's one of the truly rottenest shames of this decade," cried our gutsy, resident grid handicapper Arnie 'near miss' Whiznuts the last week of October "I put the farm on Notre Dame against Southern California (a Whiz 5-star special last month) and spread a few more dollars around on some very key college games and what happens? My bookie gets raided. There's no justice. I have 12 winners out of 16 games and no one to collect my money from."

"What really upset me is I picked every Pro game on the sheet the next day and I was quietly informed before the Monday Nite Football Game that I had called all my bets in to some vice-squad officer."

"This betting football is a dirty business," Whiz bawled aloud to anyone who would listen, "It was the first week of the season I was starting to get my money back and the books get raided and are forced to go undercover. Sounds to me like the old City Hall Fix."

But there's good news for the serious bettor who has a bookie that keeps one step ahead of the law. "I only do business with legitimate people," Whiz says, "The kind of bookmaker whose office in a phone booth and keeps all his betting records on the back of a matchbook."

Holiday Bookie Busters

November's right side selections including Whiz's Bookie Bird Busters for Thanksgiving weekend:

NOV. 19—STANFORD OVER CALIFORNIA by 1
OKLAHOMA STATE OVER IOWA STATE by 6
OHIO STATE OVER MICHIGAN by 12

NOV. 20—PITTSBURG OVER DALLAS by 9
KANSAS CITY OVER DENVER by 3
CHICAGO OVER MINNESOTA by 4

NOV. 21—WASHINGTON OVER GREEN BAY in overtime

NOV. 24—DETROIT OVER CHICAGO by 11
ST. LOUIS OVER MIAMI by 1

NOV. 25—NEBRASKA OVER OKLAHOMA by 5

NOV. 26—PENN STATE AND PITTSBURGH in a tie
ALABAMA OVER AUBURN by 13

ARMY OVER NAVY by 4

TEXAS TECH OVER ARKANSAS by 9

NOV. 27—DENVER OVER BALTIMORE by 1

NEW YORK OVER CINCINNATI by 7

LOS ANGELES OVER CLEVELAND by 2

WASHINGTON OVER DALLAS by 9

NOV. 28—BUFFALO OVER OAKLAND in overtime

Energy Waste

In Memphis, Robert Price, who has plans to build a huge convention hotel for this city, didn't say so but the implication was clear that his hotel

Jesuit Officials

Earlier this month when Creighton Prep beat Ralston High in High School football playoff action, one of the Omaha Works leading Creighton Prep

ber when Western Electric used to schedule Saturday overtime when Nebraska was on National Television—now it's difficult to get the guards to work). It still seems that there are some football viewers who are confused to what all those terms really mean while the game is being played.

For the ladies or just the confused football fans in the audience, we've enclosed this handy reference glossary to aid you in your utmost enjoyment of the sport and to add to your confusion.

Against the grain: The grain is like the Holy Grail, undiscovered, but this is an expression on Monday Night Football that is likely to be heard at the Top of the Show.

Audible: See Automatic.

Automatic: See Checkoff.

Belly Series: Any sequence of plays run by the Washington Redskins when Sonny Jurgensen was their quarterback.

Bomb squad: Any Minnesota Viking team that plays in the Super Bowl.

Checkoff: See Audible.

Chucking: A tactic used by defensive back George Atkinson of the Oakland Raiders, either with a forearm to prevent a receiver from running a pattern, or in court against a Pittsburgh coach named Noll.

Clubhouse lawyer: It could be Nick Buoniconti, late of the Miami Dolphins and more recently of the bar. But ask ex-coach John Ralston of Denver and he might name several members of the mutinous Broncos.

Coffin corner: A secret smoking area where players retreat during a break in practice.

Counter plays: Amorous attempts with waitresses by players at the hotel coffee shop.

Crap-roll spike: This one's no joke. After catching a touchdown pass, Harold Carmichael of the Philadelphia Eagles has been known to bend one knee, take the ball in one hand as though it were a pair of dice and pretend he's shooting craps. Only a player the size of Carmichael (6-8, 225 pounds) could get away with it.

Dive series: If Jacques Cousteau ever took up football, this would be an important part of his game plan.

Establishing the running game: Likely to be the season-long play of the New York Giants. When your quarterbacks are a couple of guys named Golsteyn and Pisarcik, do you really have much choice?

53 Defense: Originally, a four-linebacker defense used by the Miami Dolphins, so named because Bob Matheson, No. 53, served as the extra linebacker. Last year, the Atlanta Falcons improved on this defense in a game against Los Angeles. The final score was Rams 59, Falcons 0.

Good picture: For a coach, a play properly executed in practice; for the players, an R-rated film on a coast-to-coast charter flight.

Hang time: For a coach with the Atlanta Falcons or New York Giants, usually about five games after the season has started.

Head fake: On most pro rosters, there are several players who are still in the league only because of expansion. This is the expression applied to the leader of these players.

Huddle: A gathering of offensive players prior to a play. More popularly, a French Quarter bar in New Orleans owned by former pro Lou Cordileone.

I-formation: A conversation with the Oakland Raiders' Al Davis.

I.P.F.: Individual Player Form—a scouting analysis of a player, with grades ranging from 0 to 3.1, 0 being the best.

J.O.P.: Literally, jump on the pile—a player who joins a tackle after the action is practically stopped.

Late trap: A draw play with trap blocking. Do you suppose a late draw is a trap play with draw blocking?

Money player: Paul Hornung, suspended for a year for gambling on games, returned to the Green Bay Packers and enjoyed a big game in Baltimore. Asked afterwards if he considered Hornung to be one of the best money players in the game. Vince Lombardi said: "Would you mind if we referred to Paul as something besides a money player?"

Monster defense: During an interview, Tom Brookshier once referred to Ray Nitschke as the "monster man." The Green Bay linebacker didn't appreciate being compared with Lon Chaney Jr.

Nickel defense: Another name for the defense the Atlanta Falcons used last year in their 59-0 loss to the Rams. Falcon fans say that even at a nickel, those guys were over-priced.

Poocher punt: Only one man in football knows the definition of this term. For the answer, send a self-addressed, stamped envelope to George Allen, Washington Redskins, Washington, D.C. If your name is Tom Landry, don't expect a fast reply.

Q.U.A.B.: Scouting lingo for quickness, agility and balance.

Quick opener: The bartender who dispenses beer to the players after practice.

Run to daylight: Vince Lombardi's advice to his ball-carriers at Green Bay. More recently, what players shout to one another when a coach walks into a bar after curfew.

Shine block: A coaching term for a block at the shoetops, right near a player's shoeshine. A missed shine block is called a scuff.

Strong safety: A defensive back who

down the wall of a San Francisco hotel, anything to elude head coach Weeb Ewbank, who thought he was enforcing the curfew by sitting in the lobby.

Suicide squad: The Tampa Bay Buccaneers.

Tarzan-Jane: A Jekyll-Hyde of the gridiron; scouting lingo for a player who was originally impressive, but later turned into a pussycat.

Tight end: For some, a suggestive term. Jackie Smith, who plays the position for the Cardinals, wanted to call his bar The Tight End, but righteous members of a St. Louis suburb ruled that this violated all standards of decency.

Weak side: A quarterback's ribs after being sacked by the Rams' Jack Youngblood.

Football Poll Part III

Why Notre Dame?

This month's search for the ultimate Notre Dame fan and why they maintain their resistance to Big Red fervor puts the Short Circuit in contact with Don Trimble of Dept. 253.

Don is one of those rabid Notre Dame followers who feels that the sun rises and sets in South Bend, Indiana and after an hour of listening to him, he almost convinces you, he's right.

"I've been a Notre Dame fan for as long as I can remember," says Don Trimble. "Since I can remember breathing, I've liked Notre Dame."

"I think that's more than I can say for a lot of Johnny-come-lately Big Red fans," Trimble says laughing: "Before the Devaney era, a big majority of the modern Nebraska fans around here didn't even know where Memorial Stadium was."

"What I like about Notre Dame is they are not a football factory. The school's philosophy is education and morals first and football third."

"Take a look at the scholastic standards set by the NCAA for football players," Don says with a wink, "and you'll see that Notre Dame sets their scholastic ratings above that of the NCAA."

"Notre Dame also has the highest percentage of football players with a degree. You have a lot of red-shirted players at Nebraska that spend five years playing football and leave the school without a degree."

"That's some of the reasons why I've been a Notre Dame fan for all these years. They have the moral fiber, always draw a crowd and with their new home uniforms are dressed fit to kill."

In Memphis, Robert Price, who has plans to build a huge convention hotel for this city, didn't say so but the implication was clear that his hotel would be highly attractive to a convention of union sanitation workers. Price's plans would "use the Mississippi River, the sun, the wind and the guests themselves" for energy. "Human wastes," explained Price, "would produce enough methane gas to run steam turbine generators and produce about 80 percent of the electricity needed for the building."

Earlier this month when Creighton Prep beat Ralston High in High School football playoff action, one of the Omaha Works leading Creighton Prep Alumni Gilbert 'Tom' Blasing reported he overheard a couple of Ralston rooters complaining about the poor officiating.

"I heard it before," says Tom. "The guys complaining both agreed that Ralston was homered by a couple of Jesuit Priests posing as football referees. To top it off, Prep got all the breaks in the 32 to 0 lopsided victory."

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The IBEW Founders' Scholarships honor a small group of skilled and dedicated wiremen and linemen who, in November, 1891, organized the International Brotherhood of Electrical Workers.

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- Occupational safety and health
- Political science
- Vocational education

by writing the College Entrance Examination Board at either Box 592, Princeton, New Jersey 08540 or Box 1025, Berkeley, California 94701.

On all registration forms for the SAT, prospective candidates must use the IBEW code number "0485" in Item 14. This will insure that the candidates' test results will be reported to the IBEW Scholarship Selection Committee for consideration.

Along with their applications and other forms, applicants must submit records of academic achievement—high school and college-level work (if any)—to assist the Selection Committee in its evaluations. All high school records and college transcripts must be accompanied by an explanation of the marking system in use at the school, unless such explanatory notes are clearly printed on the face of the records. If the candidate has completed a formal apprenticeship training program as a member, records of his personal class achievements and recommendations from his instructors would be helpful.

Applicants are required to submit a complete personal résumé of their notable activities to date.

Applicants are required to submit an essay of between 250 and 500 words explaining, "How the Founders' Scholarships Will Benefit the Brotherhood and the Electrical Industry." Essay must be double spaced and typewritten.

Each applicant must be recommended by the business manager of his local union (or acting business manager in the absence of such officer) before his application will be considered. In addition to recommendation from the business manager, an applicant must submit letters of recommendation from at least two other reference sources (not members of his family) who are familiar with his abilities and performance records. Preferably, these references should be from persons of recognized standing and reliability with whom the candidate has associated, such as employers, supervisors, instructors, professionals, etc.

Application forms, transcripts, recommendations, records, and other supporting statements or papers must be received by the Selection Committee before Jan. 31, 1978.* It is the responsibility of each candidate to see that all recommendations and letters of reference plus other required materials are received by the committee before the closing date.

Selection of Winners

An independent Scholarship Selection Committee, composed of recognized academic, professional, and community

amount so advanced will be deducted from funds for the fourth and final year of the award. The student is limited to \$2,500 for any three quarters of study in a school operating on a quarter system. An advance of funds for study in a fourth quarter of that year must be requested well in advance.

Responsibilities of Winners

Winners are expected to attend college on a full-time basis, with a full academic load of classes appropriate for their chosen curriculum and to begin study by the second (or winter) semester of the 1978-79 school year at the latest. Scholarship holders are required to send a copy of their official grade reports to the IBEW scholarship administrator as soon as they are available. They are also required to submit an annual paper of not less than 1,000 words on a labor-related topic. The topic may be on the American labor movement, labor history, or a subject of current concern to labor. The paper must be submitted no later than August 1st of each respective year. The first paper would be due by August 1, 1979.

Scholarship winners are required to maintain membership in their local unions.

Scholarships are not transferable and are forfeited if the student withdraws or fails to meet the standards of scholarship, character, health, morality, and personality deemed necessary for graduation.

Continuity of Scholarship

Once a scholarship winner is admitted to college, his scholarship will be renewed annually, subject to all the rules set forth in this brochure.

If serious or chronic illness intervenes after a winner has entered higher education, the scholarship will be held in abeyance for one academic year.

If higher education is interrupted by military service, the scholarship will be held for not more than two academic years, unless the time of service is extended by the Selective Service Board. Those leaving the military service must apply for reinstatement of scholarship status within 90 days after severance.

Free Act of the IBEW

The creation of the scholarship program is a free act of the International Brotherhood of Electrical Workers. The IBEW retains its right to alter, suspend, cancel, or halt the IBEW Founders' Scholarship Program at any time and without giving any reason, provided, however, that scholarship winners already in college under the program will continue to re-



Jim Stuart

PATIO DOOR LOCKS

When securing your home for winter don't forget the most vulnerable entrance, your sliding patio door. It needs a dependable lock also. I have several prices and styles from which to choose — everything from cylinder locks to Katy-Bars — for doors with inside or outside screens.

Remember: It wasn't raining when Noah built the Ark.

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1. Police Tested, High Security Kwikset Door Locks (No Service Charge — With Installation of Two or More)
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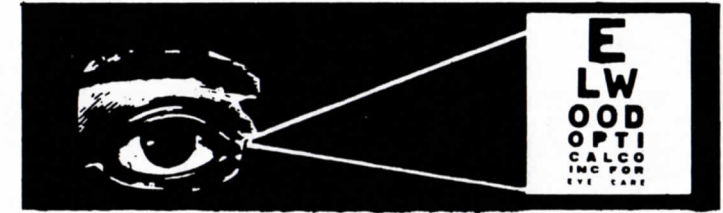
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Eligibility

The IBEW Founders' Scholarships are open to IBEW members who have been in continuous good standing for at least four (4) years by the time they begin college study or original members of a local union chartered less than four (4) years. It is further required, where applicable, that apprentices shall have completed a full, formal apprenticeship as established in their trade and area.

Qualifications

Applications must be submitted to the IBEW Founders' Scholarship Selection Committee at 1125 - 15th Street, N.W., Washington, D.C. 20005 on official application forms available from local unions or on request from the International Office. To be considered as qualified candidates in the scholarship competition, candidates must have taken the Scholastic Aptitude Test (SAT) administered by the College Entrance Examination Board and are responsible for registering to take the SAT and for paying all fees for the test. The test dates for 1977-78 are as follows:

November 5, 1977
 January 28, 1978 *

Candidates must register to take the SAT four to six weeks in advance of the examination dates. Further information about the SAT and registration forms are available at leading high schools and at many colleges. If unobtainable in your area, registration forms may be obtained

Selection of Winners

An independent Scholarship Selection Committee, composed of recognized academic, professional, and community representatives, will examine the complete record of each scholarship applicant. Consideration will be given to the Scholastic Aptitude Test, transcripts of records for any college-level work already completed, the essay, résumé, and any other evidence of maturity, initiative, ability, and demonstrated leadership potential. On the basis of these factors, the Selection Committee will choose the winners of the IBEW Founders' Scholarships, will name a panel of alternate winners, and will report the names to the IBEW scholarship administrator. All winners will be notified, and the list of scholarship winners will be published in the IBEW Journal.

* Applicants who are taking the SAT on January 28, 1978, must have all other required papers in the hands of the Selection Committee no later than January 31, 1978.

ers' Scholarships, will name a panel of alternate winners, and will report the names to the IBEW scholarship administrator. All winners will be notified, and the list of scholarship winners will be published in the IBEW Journal.

Awards

The \$2,500 are to be used for all legitimate educational expenses. These would include tuition, room and board (or an equivalent allowance if not living on campus), books, laboratory fees, instruments, library fees, student activities, and other standard campus charges. The student is expected to budget his grant in a manner that will assure completion of all his degree requirements.

If an IBEW scholarship winner desires to accelerate his education by attending school during the summer, he will inform the IBEW, which will then arrange to transfer an appropriate portion of his scholarship fund for that period. The



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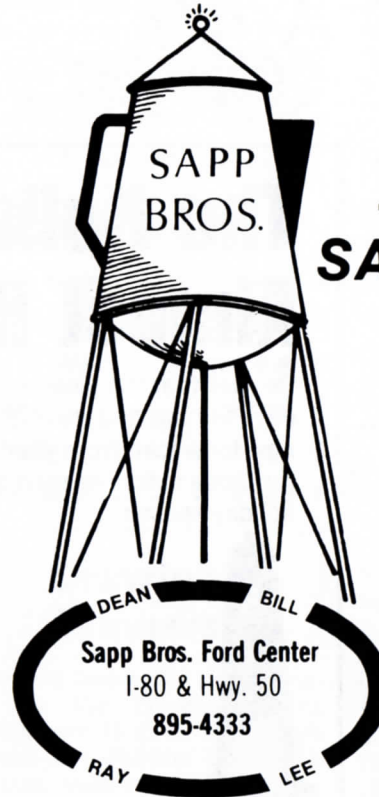


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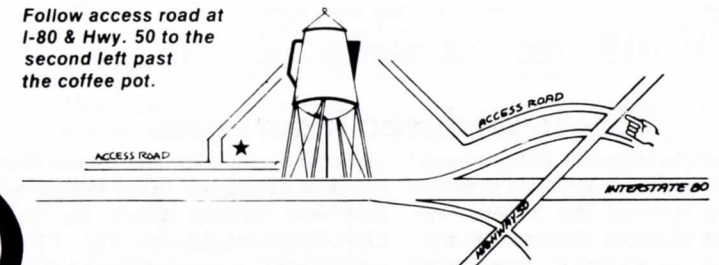
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Please send me the necessary application forms for the 1978 IBEW Founders' Scholarships. I will have been an IBEW member in continuous good standing for at least four (4) years before I would start using this scholarship.

NAME _____
(print or type)

ADDRESS _____
(street)

(city) (state) (zip)

IBEW Local Union No. _____ **Card No.** _____

Note: All information must be supplied.

Clip and mail

Updated Steward's List

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Recording Secretary	Frank G. Wisniski	Dept. 745 — X3128, X3129
Treasurer	Jack E. Philby	Dept. 253 — X3165
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Ken E. Mass	Dept. 744	X3118
Jim W. Perryman	Dept. 287	X3204
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Charles Newel (Co-Chairman)	Dept. 745	X4141, X3121
Tom VanDyke	Dept. 253	X3164
Frank Wisniski	Dept. 745	X3128, X3129
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James E. Curran	Dept. 744	X3118
Ken E. Mass	Dept. 744	X3118
Don Teague	Dept. 746	X3141
Frank Wisniski	Dept. 745	X3128, X3129
Jim Meek	Dept. 745	X3128
Bob Gaddie	Dept. 741	X3077
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Bryce E. Qualset (Chairman)	Dept. 251	X3149
Frank Nagel	Dept. 745	X3128
Tom Murray	Dept. 446	X4273
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James Curran	Dept. 744	X3118
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Jim Perryman	Dept. 287	X3204
Paul Fitzgerald	Dept. 251	X3151
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Mary Raff	Dept. 361	X3211
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Responsibility of:	Jack Philby	X3165
CABLE PLANT — Day Shift		
Dept. 250's, 224, 263, 280 & Die Lab:		
OFFICER:	Jim Perryman	X3204
CHIEF STEWARD:	Robert Belik	X3032
STEWARDS:		
Gerald Pote	Dept. 251	X3149
Ron Swift	Dept. 282	X3157
Terry Latimer	Dept. 253	X3166, X3227
Debbie Gulizia	Dept. 287	X3204
Rick Melia	Dept. 253	X3165
Al Wilson	Reel Yard	X3191
CABLE PLANT — 2nd Shift		
Dept. 250's, 224, 26 & Die Lab and 280:		
CHIEF STEWARD	Stan Svoboda	X3165 X3165
STEWARDS:		
Ed Reed	Dept. 282	X3157
Ralph Armendariz	Dept. 253	X3165
BUILDING 30		
CROSS BAR — Day Shift		
Depts. 437, 438 factory cable, 439 Sheet metal FDI — Mtg. plates, 115 & 116 apparatus box), 745 Reclamation and Receiving Docks):		
CHIEF STEWARD:	Tom Connor	X3453
STEWARDS:		
Roger Lamb	Dept. 437	X3499
Mei Weaver	Dept. 439	X3453
Bud Clark	Dept. 745	X3099
Depts. 441 and 442:		
CHIEF STEWARD:	George Porter	X3517
STEWARDS:		

Health and Safety

Tips for Winter 'Weekend Athletes'

It's now the season when many a person who normally gets in the car to go three blocks for a carton of milk looks forward to leaving the sedentary life behind to engage in his favorite wintertime sport. However, unless anticipation is accompanied by the proper preparation, the "weekend athlete" may have painful as well as pleasant memories.

Why risk being a "weekend casualty" when taking a few precautions may save you uncomfortable aches and pains or even an expensive hospital bill?

Authorities advise a gradually accelerating, continuing exercise program to build up endurance and flexibility over an extended span of time.

If you're a weekend sports enthusiast who can't practice during the week, include appropriate, professionally recommended activities which keep your muscles familiar with the type of motion your sport requires. Experts say that by maintaining this "muscle familiarity," you may help lessen fatigue, increase skill and lower your chances of developing a recurring or chronic sports-related ailment. Incidentally, if you make it a habit to exercise at the same time each day, your body will learn to expect and get ready for the workout.

Even when you're in good shape, you'll lessen the chance of injuries and further safeguard your heart by beginning with a warm-up period immediately preceding activity and ending the workout by slowing down gradually rather than stopping suddenly. One easy way to "taper off" is to walk for several minutes, shaking out arms and legs and swinging your arms

Frostbite. When it comes to frostbite, wind, dampness and cold can be a dangerous combination. Lowered resistance, fatigue and inadequate food and fluid intake tend to increase vulnerability. Proper protective, insulative clothing is essential. Favor wool for socks.

Change out of wet clothing as quickly as you can, because wet clothes may "... lose virtually all their insulative value and drain off heat away ten times faster than dry."

The American National Red Cross recommends that you avoid smoking, bathing or taking alcoholic drinks right before venturing out into very cold air. Make sure that you are acquainted with proper first aid procedures for handling frostbite should it occur.

A word to winter hikers and cross-country skiers. No matter how short your outing, be sure you take along a nutritious lunch, a canteen filled with water and trail snacks for quick energy. Also, carry the proper emergency survival, signaling and first-aid equipment and make sure a ranger in the area or some responsible friend who's staying behind knows your planned route, how many are in your group and when you plan to get back. People can get lost on the briefest of treks. When you return, call the ranger or friend so a search party isn't sent out unnecessarily.

Finally, the American Medical Association has pointed out that "inexperience and overconfidence, together with fatigue, probably cause most winter accidents." Know and respect your limits and use common sense.

Buffalo Club

By Frank Nagel

On December 10, 1977, we are going to have a Christmas dinner dance at the Mead Community Hall. Tickets are on sale now. This is an open affair and we invite everyone to attend. Admission is \$7.50 per person. The price includes: door prizes, free beer and set-ups (bring your own bottle), and a super deluxe buffet consisting of: salad bar, two meats, potatoes, two vegetables, rolls and butter, coffee and dessert.

Music will be from 9:00 p.m. to 1:00 a.m. by "Variety". Tables will be reserved for parties of ten or more. Ticket sales are limited and I'm sure that those of you who attended our spring dinner dance won't want to miss this one, so get your tickets early.

For tickets see or call:

Frank Nagel	Al Myers
Bob Ackley	Ron Seaman
Lenny Sloma	Dick Skrok
Guy Godios	Marie Cook
Jim Kajdasz	Phil Avino

Gary Reese

Our next meeting will be this Sunday, November 20, 1977 at 7:00 p.m. at I.B.E.W. Local Union Hall. New members are welcome. Agenda: Regular order of business; distribution of new Buffalo Club directories; final plans for children's Christmas party; tickets for Christmas Dinner Dance on sale.

Taxidriv-ers Strike One-Way Canal?

In Venice, Italy, a taxidriv-ers' strike against a one-way street isn't inconceivable, but can you imagine a taxidriv-ers' strike against a one-way canal? Exactly that happened here in this famous city of canals as 162 boat taxidriv-ers (they're called that) voted not

Box) 745 Reclamation and Receiving Docks):
CHIEF STEWARD:Tom Connor X3453
STEWARDS:
 Roger LambDept. 437 X3499
 Mel WeaverDept. 439 X3453
 Bud ClarkDept. 745 X3099
 Depts. 441 and 442:
CHIEF STEWARD:George Porter X3517
STEWARDS:
 Charlie TroubaDept. 441 X3526
 Depts. 438, 223 Mdse., 762 enameling and braiding):
OFFICER:Jim Curran X3118
STEWARDS:
 Don MorrisDepts. 223, 762 wire draws X3065
 Leni ealandDept. 762 enameling X3207, X3209
 Greg KleveDept. 762 enameling X3207, X3209
 Joyce OsslerDept. 438 X3485
 Depts. 432, 434, 443, 446:
OFFICER:Frank Wisniski X3128, X3129
CHIEF STEWARD:Joe Kobielski X4149
 (Dept. 432, 434.)
STEWARDS:
 Dave HamletDept. 432, 434 X3166
 Shirley KoloDept. 446 X4273
 Pat AndersonDept. 443 X3516
 Depts. 722, 723, 724, 725, 435 (88 and 94 connectors & Wrg. Blocks, Molding, 2 type and 16 D2 closures), wire draw 762:
OFFICER:Marie Cook X3207, X3209
STEWARDS:
 Marlene MajeskiDepts. 722, 723 X4116, X3558
 Depts. 262, 721, 727, 761, 435 (B-wire connector, 710 connector), 439, (10A & 11A terminal block, 10 A & B stub cable, FDI — assembly, 762 extruders (88 and 94 connectors & Wrg. Blocks, Molding, 2 type and 16D2 closures):
OFFICER:Mike Kelly X4003
CHIEF STEWARD:Doug Brown X4198
STEWARDS:
 Grace ThompsonDept. 361 X3019
 Robert BelikDept. 710 connector X3032
 Herman JunegDept. 721 X4213
 BUILDING 30 — 2nd Shift
 Depts. 223, 262, 720's, 745 (Reclamation and Receiving Dock), 760's, 430's and 440's:
OFFICER:Robert Alberts X3364, X3456
CHIEF STEWARD:Vern Larson X4198
 Depts. 714, 722, 723, 724, 725, 727, 442, 435 (B-wire and 710 connector), 761, 439 (10 A & 11 A terminal block, 10 A & B Stub Cable):
STEWARDS:
 Joe KnutsonDept. 761 X3042
 Depts. 262, 726, 432, 434, 441, 446, 437 (low bay), 435 (88 and 94 connectors & Wrg. Blocks, molding, 2 type and 16 D2 closures):
CHIEF STEWARD:Jim Stuart X3464
STEWARDS:
 Marvin HarrisDept. 441 X3504, X3629
 George SimsDept. 361 X4198
 Depts. 223, 437 (High Bay), 438, 439 (Sheet metal FDI, Mtg. Plates, 115 & 116 apparatus box, FDI Assembly), 762, 745 (reclamation and receiving docks):
CHIEF STEWARD:Bob Alberts X3464
 CROSS BAR — 3rd Shift
 ALL ACTIVE DEPARTMENTS
OFFICER:William J. Plymale X3141
CHIEF STEWARD:Jimmie Filipiak, Dept. 761 X4013
STEWARDS:
 Gary KushinskyDept. 761 X3042
 TRADES CO-ORDINATOR — ALL BUILDINGS — ALL SHIFTS
 Responsibility of Trades Co-Ordinator W. W. Woodrum X3079
STEWARDS:
 Don TeagueDept. 746, Day Shift X3141
 Jim MeekDept. 744, 745, 746
 2nd Shift X3128
OFFICER:Ken Mass Plant Trades
 Day Shift X3118
STEWARDS:
 Bob GaddieDept. 741 — Day Shift X3077
OFFICER:Jim Curran X3118
OFFICER:William Plymale, Trades &
 Cross Bar — 3rd Shift X3141

Court Ordered Insurance

In Seattle, the old debate over the worth of a housewife's daily labors may yet be settled in court. A Seattle housewife applied for a \$200,000 insurance policy to protect her husband against the loss of her services if she died. She contended that her husband would have to spend at least \$20,000-a-year to find one or more persons to do the

work she does in the home for her husband and three children. She was turned down by the Old Life Insurance Co. "No, you don't," a county court here told the insurance firm, in effect. Old Line was found guilty of sex discrimination and ordered not only to issue the \$200,000 policy but also to pay the housewife's court costs and legal fees.

gradually rather than stopping suddenly. One easy way to "taper off" is to walk for several minutes, shaking out arms and legs and swinging your arms over your head every few steps. Special winter safeguards:

Sunburn. You can get a sunburn in winter as well as summer. The thinner atmosphere at high altitudes and reflection off snow can compound the risk. Protect exposed skin from sunburn and wind burn. Ask for your physician's recommendations if you're not sure what protective lotion to use. Take along appropriate sunglasses or goggles.



strike against a one-way street isn't inconceivable, but can you imagine a taxidriver's strike against a one-way canal? Exactly that happened here in this famous city of canals as 162 boat taxidriver (they're called that) voted not to navigate their gondolas through the stately Grand Canal if the city council goes through with its plan to make it one-way.

The Record

DEATHS:

Dennis Pickett, Dept. 446Mother
 E. H. Casteel, Dept. 435Brother-in-law
 Charles Gallup, Dept. 744Mother-in-law
 Ed Palczynski, Dept. 744Father-in-law
 Mary Smith, Dept. 443Son
 Jessie S. Knutson, Dept. 443Father
 Ed Olsson, Dept. 721Son
 L. R. Wagner, Dept. 761Father-in-law
 Annie M. Lutz, Dept. 439Parents
 J. L. Richardson, Dept. 745Father
 Lucille Vondra, Dept. 262Father
 R. G. Selvig, Dept. 722Father-in-law
 Morrie Baker, Dept. 762Mother-in-law
 R. G. Selvig, Dept. 722Mother-in-law
 Carl Hirtzel, Dept. 441Brother
 Larry Bischoff, Dept. 287Father
 Earl M. Stoakes, Dept. 745Father-in-law
 Josie Willis, Dept. 434Mother and Sister
 Lois C. Wilkins, Dept. 434Son-in-law
 Jane D. Swierczek, Dept. 723 Sister-in-law
 Marie Silvertson, Dept. 723Brother
 Walt Swierczek, Dept. 727Sister
 W. C. King, Dept. 435Stepfather
 Ted Hummel, Dept. 721Father
 C. W. Sharpe, Dept. 251Father-in-law
 L. Ayala, Dept. 446Mother and Sister
 Joan Swenson, Dept. 437Father
 Steve Mehuron, Dept. 722Wife
 Bob Sterba, Dept. 744Father

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