

The Short Circuit

December, 1977



Vol. 18, No. 16



Delegates from the Atlanta based Industrial Union Department Conference march in firm resolution against J. P. Stevens. L.U. 1974 Vice-President Whitey Clark is standing center of picture.

IUD Conference

V.P. Clark 'We Must Boycott J.P. Stevens'

Atlanta, Attending a meeting of the Industrial Union Department AFL-CIO Vice-President Whitey Clark L.U. 1974 who serves as President of the Council of Nebraska Industrial Unions reported that two resolutions of importance were passed at the Atlanta meeting.

"We pushed for support of Labor Law Reform and the boycott of the J. P. Stevens Co," reported Vice-President Clark. "Law-abiding employers and unions have nothing to fear from the Labor Law Reform bill. It would not propose a reshaping of our labor relations policies but remove the obstacles that now stand in the way of achieving our collective bargaining

rights already guaranteed in our labor laws."

In remarking on J. P. Stevens, Clark reviewed, "This firm has perhaps the worst record of anti-unionism in the history of labor. They have closed plants or threatened to close them, harassed its pro-union workers and engaged in a variety of other illegal practices to suppress the workers' rights."

Cavanaugh To Speak At Meeting

Omaha, As reported in November the guest speaker at the December 18 regular monthly business meeting will be 2nd Congressional District Congressman John Cavanaugh.

In addition to expressing his views on current and topical congressional legislation the Honorable John Cavanaugh intends to have a limited question and answer session if time allows.

Plan to attend!

Jockeys Underpaid

Poughkeepsie, N.Y. — The nation's highly - paid racetrack jockeys took a close look at what the nation's highly-paid football and basketball players have won through union organization and decided they want to do the same thing. The jockeys, some of whom earn as high as \$500,000 a year, decided: first, they're looking for economic security (because racing has declined steadily in popularity over the past 20 years); and second, they want to match the 10 percent of the purse they now receive if they win a race with 10 percent also if they finish second or third. Racehorse owners say they can afford increases like these only if the racetrack owners raise the size of the purses. Meanwhile instead of considering affiliation with the Teamsters (which still has the head of a horse as the centerpiece of its emblem), the 1,700 eligible jockeys apparently are choosing the AFL-CIO Inter-

Standard Shutdown Period Out Employees to Schedule Their Own Vacation

Omaha, In a specially called meeting of the officers and representatives of Local Union 1974, Union President Michael D. Quinlan announced, "The end of the Omaha Works' 20-year practice of the standard two weeks shutdown period.

"Attempts in past negotiations to eliminate this outdated long-standing practice and allow people to schedule their own vacations had proven fruitless," Quinlan stated, "so I'm pleased to make this announcement at this time."

"When the company notified the union of their intent to schedule a one week shutdown period in July; in accordance with Article 20: paragraph 2.2 and 2.3, and possibly another week later in the year, the union quickly demanded discussions as to possible alternatives; and as a result of these discussions a comprehensive solution to the problem was arrived at. If left unchallenged," Quinlan went on, "Only a combined total of 50 per cent of the plant would have been allowed to take the week preceeding or the week following the shutdown week and we couldn't live with that."

"As a result of these lengthy discussions the agreement reached was comprehensive in that it dealt with vacations and to some extent holidays, and the Christmas Shutdown period," Quinlan elaborated. "In as much as there were interrelated problems with redesignation of holidays, standard workdays preceding holidays and the former 2-week shutdown practice; we felt we should direct our efforts toward the resolution of the entire problem if possible."

In explaining the agreement Quinlan noted, "That the past practice of 10 days standard shutdown was being eliminated and replaced with three designated vacation days. For 1978 these 3 standardized vacation days shall be Monday, January 2nd, Monday, July 3rd, and Friday,

wishes to take vacation at the same time; then seniority will be a determining factor."

While providing an insight into the lengthy discussions for the union reps and officers at the specially called meeting, Quinlan acknowledged, that based on numerous requests from members the union had proposed that company grant 'CC' time to those employees who wished to take January 2 off without pay. The company refused and additionally insisted a January 2 shutdown had to be part of the total agreement, otherwise they would proceed with their one week shutdown plans. As you know that could have been worse than the current 2-week shutdown we lived with for the last 20 years."

"It was important," Quinlan went on, "That we return the May 29 Memorial Holiday to its proper place and at the same time continue the Christmas shutdown period. Also, according to the company, a July 3rd start-up for one day would impose some serious economic and efficiency problems for the company. And that was one of the prime reasons for the company insisting on a one-week shutdown period."

In reviewing the overall holiday, three day standard vacation, and the Christmas shutdown period in 1978 the following is applicable:

Monday, January 2Vacation

would not propose a resneging of our labor relations policies but remove the obstacles that now stand in the way of achieving our collective bargaining

rassed its pro-union workers and engaged in a variety of other illegal practices to suppress the workers' rights."

NLRB Seeks National Injunction To End J.P. Stevens Lawbreaking

Washington (PAI)—The National Labor Relations Board has authorized its lawyers to seek a nationwide injunction against the J. P. Stevens textile company to stop its illegal anti-union activities.

Such an injunction would be the first ever sought by the Board against an employer in the federal agency's 42-year history. A similar injunction was sought against a union several decades ago.

The NLRB informed Stevens and the union which is trying to organize the company's 44,000 workers, the Clothing and Textile Workers of its action. The Board said it had authorized a court petition against Stevens, its top management, its supervisors and agents, enjoining them against interfering with the rights of workers to form a union.

The injunction would ban interference with workers in their right to organize and would bar the company from coercing or threatening workers, keeping them under surveillance or discriminating against them for union activities.

Stevens, the second-largest textile manufacturer in the United States, has been found guilty of over 1,200 individual violations of federal labor law in its efforts to stay non-union. The company has been cited for contempt of court three times for violating court orders to stop interfering with legal organizing efforts, which have been going on since the early 1960s.

"Given the employer's past history," the NLRB said, "and given the evidence that its unfair labor practices still continue after all these years, the NLRB fears that, without broad judicial protection, the union's campaign efforts will be met by unlawful conduct that will effectively stifle the statutory rights of the employees involved."

In addition to past violations, the Board cited what it said were continuing violations in six plants and five states. A union spokesman said an additional 11 charges also are under investigation by the Board.

ACTWU President Murray Finley said the decision to seek the injunction was "one more important step on the road to making a law abider out of Stevens."

Finley said he hoped an injunction, together with an ongoing consumer boycott of J. P. Stevens products and ACTWU's own antitrust suit against the firm, would "make the company see that it will be cheaper in the long run to obey the law."

He acknowledged, however, if the company chooses to fight the injunction, it could be "years and years" before the case is resolved.

A company spokesman said Stevens "is cooperating fully with the investigation of this matter," but "any detailed comment by us at this time would be premature."

Notice

Due to the Union Secretary being absent because of health reasons we are asking you to sign your own name to your new Union card when you receive it shortly in the mail.

Thank you very much

—L.U. 1974

while instead of considering affiliation with the Teamsters (which still has the head of a horse as the centerpiece of its emblem), the 1,700 eligible jockeys apparently are choosing the AFL-CIO International Union of Dolls, Toys, Playthings, Novelties & Allied Products Workers.

December Meeting Ham and Business

It's the December meeting again and that time of the year when everyone has the golden opportunity to win a ham or money or both.

What a better way to spend the night. Big Red plays the Tar Heels in the Liberty Bowl. Invite the neighborhood in and chow down on your newly won ham until you're stuffed with delight.

If eating your ham during the Liberty Bowl is a let down from the Orange Bowl expectations we had last month, then save your ham for any bowl festival.

Regardless of what you do with your ham, don't forget this month's meeting has it all plus a little extra. But you must be present to win!

NOTICE

The Monthly Meeting of the Membership will be held

Friday
December 16, 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



IBEW-EM-3, Western Electric National Negotiators from l-r.: J. Kent, E. Brobst, T. Hickman, P. Gino, M. Quinlan, and H. Young

Contract Guidelines

I.B.E.W. EM-3 & WECO Negotiators Meet

Indianapolis, Ind. IBEW EM-3 and Western Electric Company National negotiators met in Indianapolis in October to discuss the implementation of various beginning commitments agreed upon in the recently concluded 1977 negotiations.

Part of the agenda included the formation of the joint Western Electric Co.-IBEW National Labor Management Committee; the guidelines to be used in the forthcoming day work study; problems associated with the new maternity leave benefits; and the application of the guaranteed managerial allowance.

In reporting on the 2-day session, Local Union President Mi-

chael D. Quinlan reminded the membership that, "Getting the company to do certain things in bargaining is only a small part of the fight; forcing them to actually live up to their bargaining commitments can quite often turn out to be a bigger fight than the negotiations themselves. We are hoping this contract term will prove to be the exception to our past experiences."

Monday, January 2	.....	Vacation
Friday, March 24	.....	Holiday
Monday, May 29	.....	Holiday
Monday, July 3	.....	Vacation
Tuesday, July 4	.....	Holiday
Monday, September 4	.....	Holiday
Thursday, November 23	.....	Holiday
Friday, November 24	.....	Holiday
Monday, December 25	.....	Holiday
Tuesday, December 26	.....	Holiday
Wednesday, December 27	.....	Holiday
Thursday, December 28	.....	—

	.....	Paid Excused Work Day
Friday, December 29	.....	Vacation



Newly Elected EM-3 Officers

Included in the regular order of business acted upon at the semi-annual EM-3 Council meeting held the week of October 17 was the election of EM-3 officers for a 3-year term.

Shown above are delegates and newly-elected officers. Pictured in front row from l-r.: International Representative T. Hickman, C. Nunn, Oklahoma City, J. Kent, Indianapolis, M. Quinlan, Omaha, G. Lasko, Chicago, F. Yount, Shreveport, P. Gino, Reading, E. Brobst, Allentown, H. Young, Chicago.



Local Union President Michael D. Quinlan swears in the new L.U. 1974-1 Unit Recorder Donna Shafer. Witnessing the swearing in from l. to r.: Ted McElderry, Donna Shafer, Executive Board Officers Marie Cook, Bill Plymale, and L.U. 1974 Unit Vice Chairman Bret Richie.

Shafer New Underwood Recorder

Omaha, Sworn in as the new Unit Recorder for Local Unit 1974-1 in November was Donna Shafer.

Donna was recommended to the L.U. Executive Board by L.U. 1974-1 Unit Chairman Ted McElderry because of her concerned involvement and active participation in union affairs.

As the new Unit Recorder, Shafer filled the vacancy made by the resignation of Lynn M. Driver former unit co-chairman. Driver resigned from both company and union last October.

Former Unit Recorder Bret Richie became the new Unit Vice-Chairman upon Driver's resignation and Donna Shafer was chosen to fill the vacant unit recorder's post.

Grievance Trends in Today's Labor

ST. PADDY'S DAY FIASCO

Refusing to allow eight employees to return to work when they came back from lunch an hour late was improper, arbitrator William P. Daniel decides.

The employees went to a local tavern to take advantage of a 25-cent special on corned beef and cabbage in honor of St. Patrick's Day. Due to the large crowd and slow service, they returned to work an hour later than permitted. They were confronted by a shop foreman, who, smelling liquor on the breath of one worker, told them all to leave.

The company argued that its action was justified because the employees were unreasonably late and that it was proper to assume that they had been drinking and thus presented a possible hazard if they returned to work. The union contended that the workers had a valid reason for their tardiness and that the company had no basis for assuming that, because one employee smelled of liquor, all the employees had been drinking.

The company's decision was based on automatic assumptions, the arbitrator notes. Evidence failed to establish that all the employees had been drinking and, even if they had, that they were incapable of doing their work. In addition, because the term "unreasonably late" was not defined in the shop rules and because discipline had not been consistently administered, the arbitrator orders that the workers be made whole for their lost wages. However, because the workers' failure to notify the company of their anticipated delay was "totally unjustified," Daniel decides, their records should reflect an oral reprimand. (*Automotive Pattern Co. and Pattern Makers*, 69 LA 424)

PARKING PENALTY

An employer had the right to issue a written warning to an employee who parked in a no-parking zone on a residential street adjacent to the plant, arbitrator John F. Sembower decides.

As a result of residents' complaints about a lack of parking around their homes, the city instituted a no-parking, tow-away zone on the streets surrounding the plant. Contrary to company rules and posted notices, however, an employee continued to park his car on the street, despite ample parking provided by the employer. Although he did not receive a ticket, the company issued him a written warning.

The union argued that the company had usurped the authority vested in the city and the police by disciplining the worker for conduct that occurred outside the employment relationship. The company, however, argued that its action was justified because the worker's conduct threatened the good relations existing between the company and its neighbors.

Although whether or not the illegal parking results in a ticket is the employee's own business, Sembower concludes, the employer has an interest in his conduct insofar as it might incur the wrath of the company's neighbors. Therefore, the arbitrator finds, the "relatively modest discipline" of the written warning was justified. (*Electronic Memories & Magnetic Corp. and Steelworkers Local 2280*, 69 LA 507)

Editorial

Union Christmas

Christmas shopping can be hard on the old Christmas spirit. It takes a lot of joy out of your world when you have to fight your way through the Santa Claus line at the local mall to spend half the day looking for a gift for Uncle George who already has everything, doesn't have any hobbies, and never likes anything anybody gives him anyway.

But somehow, most of us find ourselves caught up in the holiday rush every year, and the cheerful grumbling is really part of the fun after all. And somehow, when Christmas Eve rolls around, we find ourselves touched by the pleasure of giving to those we love.

We can put a little "something extra" in every Christmas package we give, even Uncle George's. That something extra is the knowledge that you are



Pat Smith Owner/Operator of Custom, Inc.
Sez:

by the resignation of Lynn M. Driver former unit co-chairman. Driver resigned from both company and union last October.

Vice-Chairman upon Driver's resignation and Donna Shafer was chosen to fill the vacant unit recorder's post.

1977 Union Dues

For income tax purposes and to aid you in filing your 1977 income tax returns, the amount of union dues paid by each member of Local Union 1974 in 1977 was \$99.39.

The low sum was arrived at by each member paying \$8.16 for 9 months, January through September, and \$8.65 for the 3 months of October through December.

Seen on a jogger:
Running is a natural high.

Rates for Union Hall AUDITORIUM:

Members—
Weekdays \$70 plus \$50 deposit
Weekends \$150 plus \$50 deposit

Non-Members—
Weekdays \$125 plus \$50 deposit
Weekends \$200 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

somehow, when Christmas Eve rolls around, we find ourselves touched by the pleasure of giving to those we love.

We can put a little "something extra" in every Christmas package we give, even Uncle George's. That something extra is the knowledge that you are giving a gift that was made by your union brother or sister, and was sold to you in a union store.

Putting a little "Union Label" in your Christmas shopping is the way union families give each other a gift that lasts all year long—the gift of a good job with decent wages and conditions that help to put a merry Christmas in the home of every worker's family.

1977 Union Dues
\$99.39



Pat Smith Owner/Operator of Custom, Inc. Sez:

I want to wish everyone working at
WESTERN ELECTRIC
A Merry Christmas
And Happy New Year

"I was just kidding when I said in my last ad that I'd be trying to get my old job back at Western Electric," Pat said in his jolly way, "I couldn't stand it."

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A Message From the Vice- President's Desk



By Harlan "Whitey" Clark, Vice-President

Now is the time of year that all of us should reflect on things that have taken place during the year 1977.

Even though there have been some rough times we can still count our blessings that we don't work for an outfit like J. P. Stevens.

The ruthless coercion with wich J. P. Stevens has crushed its employees' rights to organize and the arrogance and contempt with which that company continues to defy the law has become a disgrace to our nation. Hundreds of pro-union workers have been unlawfully discharged and the illegal acts of coercion and intimidation reach into the thousands. Never has an employer so persistently flouted the orders of the Court.

Since 1965, the J. P. Stevens Company has been found guilty of massive violations in 15 separate cases. Repeatedly after reviewing the evidence, these decisions of the N.L.R.B. have been upheld by the highest courts of our land. In Aug. or Sept. of this year, the company was found in contempt of court for the third time for ignoring the Court's earlier orders. In handing down its decision the U.S. Second Court issued a scathing denunciation of the company's continuing violations and referred to J. P. Stevens as the "most notorious recidivist" in the field of labor law.

Despite this incredible and unprecedented record, the company contemptuously thumbs its nose at the law and the number of violations continue to mount almost on a daily basis. In Roanoke Rapids, N. C. where the union won an N.L.R.B. election covering 3,600 workers in 7 plants in 1974, the company has refused to bargain in good faith or agree to even minimum conditions of a contract. In Statesboro, Ga. where the union won bargaining rights in 1969, the company closed the plant to circumvent a pending contempt of court decision for bad faith bargaining. In Montgomery, Alabama hearings have just been concluded in regard to the recent discharge of 19 additional pro-union employees. NLRB complaints are currently pending against J. P. Stevens in eight separate plant locations.

For the past 14 years, the Textile Workers Union of America and now the Amalgamated Clothing; Textile Workers Union and the Industrial Union Dept. of the AFL-CIO have carried on a joint struggle to help the Stevens' workers organize and build their union. Last year the newly merged organization encouraged by offers of support by both the Industrial Union Dept. and the AFL-CIO announced the beginning of a world-wide boycott of the products of this giant textile corporation employing 44,000 workers in 89 plants concentrated about exclusively in the Southeastern states.

The workers of J. P. Stevens look to you and the entire labor movement for help. They have demonstrated great courage but they cannot win their struggle alone. We must all be partners in this struggle. Union members throughout the country have a tremendous stake in the final outcome.

Please support and get all your friends to support the consumer boycott of the products produced by J. P. Stevens.

You can also take 5 minutes and write your Senators and ask

Travelers Aid For Holidays

Whether you're traveling for a couple of weeks by car, bus, train or plane, you'll have a more enjoyable and perhaps less costly trip if your health travels first class. Here's information from experts that's worth taking along.

If you'll be sitting for long periods, it's important to promote adequate circulation. It's especially important if you're older, overweight or suffer from heart trouble, atherosclerosis, arteriosclerosis, varicose veins or other venous insufficiency.

Wear loose, comfortable travel clothing and avoid tight undergarments, garters, girdles, ties or belts. As travel conditions permit, stimulate circulation at frequent intervals by getting up and taking a brief walk or flexing or jiggling "... the wole foot back and forth at ankle level, exercising the large muscles in the leg."

One of the most uncomfortable things to have on a trip is a pair of aching feet. Wear comfortable, fitting shoes which have been broken in. Change shoes and socks or stockings at least once a day.

If you're driving, be sure to carry a first aid kit and the proper emergency-alert equipment. Check with your Red Cross about first-aid procedures to handle common emergencies.

Avoid night driving unless you are crossing a desert in hot weather. Are you prone to motion sickness? Card playing and reading, which demand close eye a ttention, can make motion sickness worse or bring on an attack. If you feel sick, fresh air may help. Roll down the window or stop the car and get out. If you're taking a plane, choose a seat in the section between the wings, were motion is minimized.

Here are some thoughts about your body's "inner clock." If you'll be flying across time zones, start as rested as you can. When you take a long flight over several zones, take at least a one day "breather" before plunging into your itinerary. Try to arrive before nightfall so your first activity is a full night's rest. Indulgence in food or alcohol may place addi-

Vacation and Benefits Reminder

By Frank Nagel

This is the time of year that many of us will be taking vacations that we've saved especially for the Christmas holidays. In view of this we thought that it would be a good idea to remind everyone of the contract provisions concerning illness and the rescheduling of vacation as provided for in Article 20.

... "When an employee becomes disabled due to illness or injury while on a scheduled vacation and the disability lasts eight (8) consecutive days or more, the vacation will be terminated as of the end of the day immediately preceding the first (1st) day of such disability and the remaining portion of the terminated vacation shall be rescheduled during the current calendar year. Any portion of a vacation rescheduled as provided herein which cannot be completed in the current calendar year shall be rescheduled in the following calendar year, provided that the vacation so resched-

uled shall be completed prior to April 1 and prior to the employee's taking any of the vacation to which eligible in that year."

Rescheduling as provided above "shall be subject to the employee's having furnished within a reasonable time a physician's certificate acceptable to the company showing evidence of such disability."

Naturally we hope that there won't be any need to use this important contract provision and the benefit committee wishes everyone safe and healthful holidays, a very Merry Christmas and a Happy New Year.

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for their support of the Labor Law Reform Act. That Act if passed will insure that workers no matter where they are employed will have their rights protected.

I want to take this time to wish all of you and yours a safe and Happy Holidays and a very prosperous New Year.

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PARTICIPATING OFFICES

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635 So. Washington—Phone 339-8715

Dr. T. H. Luedtke, Dentist

635 So. Washington—Phone 339-8715

Omaha — Dr. Gerald M. Verley, Dentist

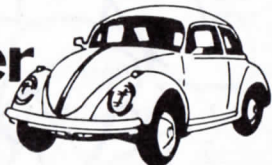
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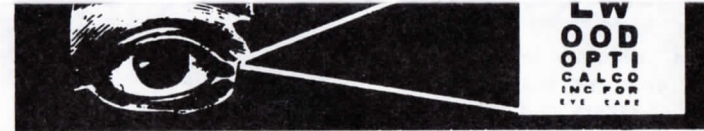
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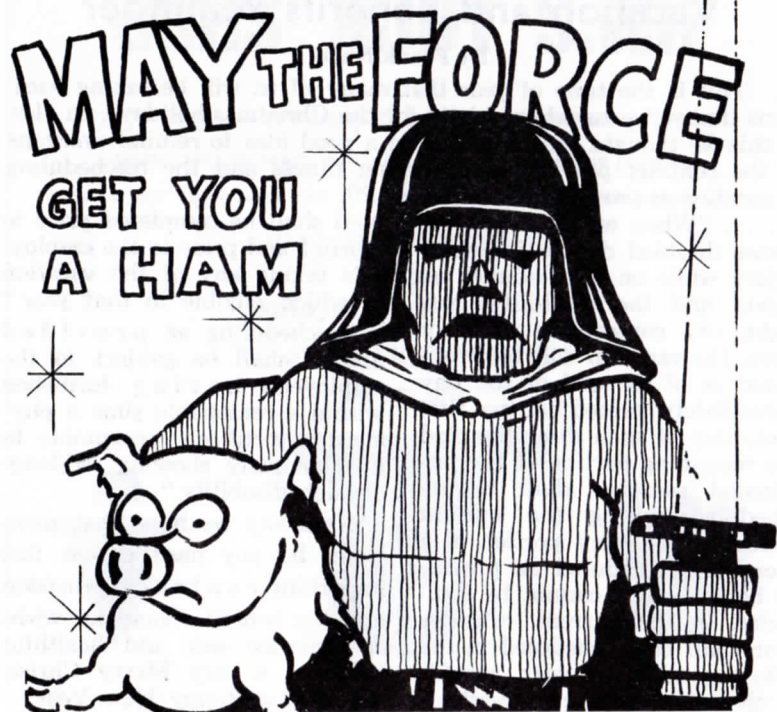
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Holding up jersey No. 7 before it is retired to the Bell System Jock Hall of Fame is the famous wearer of this garment—Terry Moore.

Wall-of-Famer

The surprise of the 1977 WEOMA Basketball season was the retiring of basketball regular Terry Moore before the season started.

In honoring the retirement of this great, old, and durable court star a special board of Jock-Supporters voted to retire the famous 'Dueces 7' jersey of 'Hondo' Moore and put it in the Wall of Fame.

When contacted of this momentous decision by the Wall of Fame board of governors Moore was surprised and shocked by the honor.

"This is one of the nicest rewards a guy could receive after 20 years of WEOMA competition," Terry said as he handed over his famous jersey to the only man who had a key to the trophy case, "Never in my wildest dreams did I ever think I'd receive this great an honor."

'Hondo' Moore retired after it was reported that his shooting game was suffering from two common hard board ailments called "Old Maid's Knee and

Whiz Plans Football Bowl Binge

"I'm finally rolling in the right direction," said a smiling and jovial Arnie 'Blindside your Bookie' Whiznuts as he tumbled into the Short Circuit office carrying a Hibbsack stuffed with enough football literature to choke a Polish whale, "I've studied this years' bowl matchups for the last week and can stake my reputation as a prognosticator that I'll break the bank in Vegas before New Years day.

"No spread can stop me this year," Whiz shouted hoarsely, "This current edition of bowl matchups will make the oddsmakers cringe with fear and us the bettor dance with mad delight long before the smoke clears."

"If there ever was a year that makes betting look easy, this is gotta be it," Whiz said with a broad ear to ear grin, "It's times like this when the only problem is finding enough money to bet. And what makes it all so nice is I'm hot and got my eye on some big coin."

BOOKIE BOWL BUSTER SPECIAL

Liberty Bowl Dec. 19—What better way to start the bowl season but with a win stake provided by our own; one and only Big Red. So Nebraska was blown out by the Sooners—that's ancient history. It is a new ball game when NU plays the Tarheels. Have you forgotten how easily Kentucky handled them in last year's Peach Classic? Stingy defense fails to stop slam-bang Big Red attack. Nebraska by 9.

Hall of Fame Bowl Dec. 22—Has to be the dullest matchup since losing weight became so popular. Hard-shelled Terrapin power will bury Gopher efforts. Maryland by 12.

Tangerine Bowl Dec. 23—Tech all the way. A healthy Rodney Allison and company will quarter by quarter swamp the Florida State Seminoles' efforts and put them deeper and deeper in the hole. Texas Tech rolls by 2 big points.

Fiesta Bowl Dec. 25—This game ranks as one of the Bowl Locks of the year with Penn State having the key. The only reason Arizona State is in a bowl is by virtue of no real talent in WAC League. The Nittany Lions make this game a "no sweat bet." Remember Penn State could easily be next year's National Champs. Put the mortgage on Penn State they'll win by 20.

Gator Bowl Dec. 30—Clemson has been good to the bettor this year. But let's be realistic. 14 points separate Pittsburg from a perfect season and the National Crown. Matt Cavanaugh will blitz the Clemson Tigers into tame submission. Bowl lock number 2—Pitt by 35.

Sun Bowl Dec. 31—This game is an interesting matchup and a gamble by many aspects. But turning a gamble into a sure thing is why my expertise is so important. LSU is a powerful club but Stanford is the play. Cardinals crap on Tiger holiday by scoring last touchdown in closing minutes—Stanford by 5.

Peach Bowl Dec. 31—The Iowa State Cyclones have played in a lot rougher company but I feel the Wolfpack will rule this contest. What appears to be dull matchup should be good game. North Carolina State wins one bowl invitation for state pride. North Carolina State by 3.

Bluebonnet Bowl Dec. 31—It's times like these when the winner is so obvious that playing the game is only a formality. Don't be fooled by Trojan Horses sneaking into Astrodome. Southern Cal. destroys Texas A&M with the precision of a surgeon. Southern Cal. by 14.

Sugar Bowl Jan. 2—My best advice when in doubt in any bowl matchup is play the coach. So which way to go in this puzzler is take the Bear against Wild Woody Hayes. Balmy New Orleans weather will slow Buckeyes to a crawl while Crimston Tide waltzes to easy victory. Alabama by 16.

Cotton Bowl Jan. 2—Santa Claus comes early in this power struggle for National Title. Texas is devastating and coach Fred Akers blood-



"Christmas? I don't believe in it because it's too expensive, arrives at the wrong time of the year, and I never get anything for it."



"Every year somebody mistakes me for Santa Claus and I get stuck in their chimney proving they are wrong!"



"Every Christmas friends and relatives give me maybe 10 to 15 boxes of cigars and I'm stuck smoking them the rest of the year."

"Santa Claus! Now I know where those sleigh tracks came from."

"Rectum Ricketts."

Anybody who wants to see 'Hondo' Moore's famous jersey can see it on display in the WEOMA Wall-of-Fame. It's on display daily.

Winter Shape-Up

Volleyball Season



It's that time of the year when the cold weather forces us indoors and exercising becomes an almost impossible task. If you feel that urging to get out and mix it up then you should visit the union hall on Thursday evenings.

The mixed spikers league is back in full swing again.

If your adrenalin is getting stale from sitting around the house or if you can't find a baby sitter for the convenient after-work volley ball hours then get off your duff and bring the kids with you.

Mixed volley ball is a riot and a lot of fun for the tiger at heart. Remember the day Thursday; at the Union hall, at 5 p.m.



Conclusion — Part IV

Why Notre Dame

During this football season (which is rapidly drawing to a close) this newspaper has had the good fortune of talking with several people on the subject of Notre Dame Football and what it meant to them. We had a lot of fun with this subject and published some of the feelings of the people we talked with.

The initial intent of this survey was to discover what motivated these people toward South Bend and not Lincoln. Our discovery was that Notre Dame knows no geographic boundaries. Notre Dame is universal.

Sure there are many people in Nebraska who shout their allegiance to Big Red—but when Big Red is idle they themselves wonder aloud almost apologetically how Notre Dame's fortunes are doing.

It is difficult for people in Nebraska to shout for an Alabama or Ohio State Team when they play. But people from Big Red Country do support their own team and the second leading popular favorite is the Irish from Notre Dame.

That is the mystique that makes Notre Dame what it is. It can be said Notre Dame is for everyone and its popularity has no limits.

thirsty but team lacks depth to compete on Notre Dame's level. The Irish give it one more time for the gipper and all that other shmaltz. Deep, deep Irish crush Texas, Akers, Cambell, and company by at least 21 points.

Rose Bowl Jan. 2—By all aspects the Big Ten should win this game every year against second rate opposition. But every year the Big 10 loses and nothing says it won't happen again this year. Michigan will come a heavy favorite and look to little Huskies to narrow spread gap but lose. Michigan over Washington by 6.

Orange Bowl Jan. 2—This game is the ultimate Bowl Lock of the year. I view Arkansas as a (lucky at times) sluggish, offensively weak Colorado with a veer. Too bad. Sure they have a kicker and they'll need him to save face if they get past the 50 yard line. Don't let the spread spread bother you Oklahoma will win this game by at least 40 points.

SUPER BOWL SPECIAL

Looking beyond the collegiate matchups I think the best two bets bets in the pros to reach the Super Bowl and win it all has to be the Denver Broncos and the Los Angeles Rams.

Guessing almost a month before the final two teams reach the Super Bowl is a rare feat indeed. But if I'm right the ultimate winner will be the Los Angeles Rams by 4 points.



To Work at Any Cost

The 1977 "Through Thick or Thin" Award goes to Bill Cole of Dept. 411. Bill, whose reputation for perfect attendance is unmatched in the history of Western Electric; won this award

day of work for 4,380 days. That's the equivalent of 12 years of not missing even one hour of time.

Congratulations Bill — you're really dedicated.

by trying everything within the limits of human ability to get to work in the November 9th snow-storm.

Bill Cole's attendance record, which almost seems legendary by Bell System standards, has gone unblemished almost since the time he was hired

In one perfect attendance stretch company records show that Bill Cole did not miss a

November Winners

The four big \$25 winners in November were Ralph Armendariz of Dept. 253 and Judy Harris at the a.m. business meeting and Chuck Baily of Dept. 439 and Betty Wilson of Dept. 761 for the p.m. meeting.

See you in December where you could be a double winner.

From U.S. News
& World Report

About Crackdown On Bill Collectors

Consumers who fall behind in paying their debts will be shielded from the most blatant forms of harassment by a new law signed by President Carter. Just what is this new law?

The Fair Debt Collection Practices Act, which will take effect next March 20, is intended to protect consumers from such things as abusive language, threats of violence, harassing phone calls and publication of "shame lists" that name debtors who are in default. In addition, the legislation bans all forms of misleading or false representation. Someone from a collector's office will not be permitted to pretend he is a lawyer, policeman or government official in order to intimidate the debtor or his friends. And the collector will be prohibited from making false statements to the effect that if the debt is not paid, the debtor will be arrested, hauled into court, lose his property or have his wages docked.

Do these rules apply to all businesses that grant credit?

No. Stores, hospitals and other establishments that handle their own collections are not covered under the Act, nor are banks, credit unions and other businesses whose principal purpose is not the collection of debts. The new law is aimed at professional services that specialize in collecting money for others. There are about 5,000 of these collection agencies, and last year they were called on to go after more than 5 billion dollars in unpaid debts. Collectors normally retrieve about a third of the money sought and receive fees running as high as 50 per cent of the amount collected.

What does the new law allow for collecting on overdue debts?

After making the first contact with the consumer, the collection agency has five working days to send a written notice that spells out the amount of the debt and the name of the

instance, harassment causes him to lose his job. In class-action suits, maximum damages allowed are \$500,000 or 1 per cent of the collector's net worth, whichever is less. The Federal Trade Commission is responsible for enforcement.

What happens to similar State laws that are already in effect?

State laws will be pre-empted where inconsistent with the federal statute. Currently, 37 States and the District of Columbia have such laws, but only a small number are comprehensive enough to provide civil remedies for consumers. The federal legislation is supposed to fill the gaps in the State safeguards.

How widespread are abuses?

John Johnson, executive vice president of the American Collectors Association, which represents more than half the collection agencies, claims that only about 2 per cent use abusive methods. And although his organization supports the new law, Johnson criticizes it for not including credit grantors as well. Staff members of the House Subcommittee on Consumer Affairs insist that Johnson's estimate is "unrealistically low."

Are consumers falling behind on a lot more debt nowadays?

Johnson estimates that the amount of money his industry is asked to collect has increased 10 per cent a year for the last several years. He says that there are a growing number of dead beats—people who won't pay if they can get away with it—and he believes the new law may trigger a rash of suits by consumers seeking to dodge their debts. Others disagree. Sociologist David Caplovitz of the City University of New York contends that only about 4 per cent of debtors fit the dead-beat description. Most of those who default on payments do so because of joblessness, illness or marital problems, he says.

But will dead beats find it easy to escape having to pay?

Representative Frank Annunzio (Dem.), of Illinois, chairman of the Subcommittee on Consumer Affairs, insists that there is nothing in the law to help anyone avoid a just debt and that reputable firms have collected without harmful tactics.

Capitol Punishment:

Testimony on a Matter of Certain Import

The following column appeared Nov. 15 in newspapers carrying Art Buchwald's column and is reprinted with his permission.

By Art Buchwald

RANDOLPH HABERMEYER, chief lobbyist for the American Hot and Cold Steel Company, was awakened by his Swiss-made computer alarm clock. He got up and turned on his Sony television set to hear the news. He showered and shaved with the new electric razor his wife bought which said Made in Germany.

He then started dressing. Since he was going to testify in front of a congressional committee he selected his suit carefully, deciding on an imported Pierre Cardin pinstripe. He also chose a conservative silk tie that came from Thailand. Finally he put on his Italian-made Gucci shoes. He filled his Paris-made Hermes briefcase with all the papers he would need for his testimony.

It was raining out so he grabbed his trench coat. It was his favorite coat, and he was amazed that the Spanish, of all people, could manufacture trench coats at a third the price of the American ones.

Habermeyer kissed his wife goodbye and got into his Mercedes-Benz to drive from Potomac to the Capitol. In the Mercedes, he had a phone, which had been made in Taiwan, and he called his office to dictate several messages to his secretary on a German-made Grundig machine. He also had a pocket-size Dutch-made Philips recorder in the car to remind him of things he wanted to do the next day.

Suddenly he looked at his gas gauge and realized he was short of gas. He stopped at a BP (British Petroleum) station and filled the tank.

Habermeyer was listening to his radio as he drove along. They were advertising a new "Star Wars" rocketship from Hong Kong. He made a note to buy one for his son for Christmas.

THE NEXT COMMERCIAL was for a French Cuisinart blender. Habermeyer decided to get one for his wife because she had said they were still the best on the market.

As he went driving along he realized he had

still not on the market, he favored the ones made in the Canary Islands.

The clerk was pushing a new cigar that had been manufactured in the Philippines, but Habermeyer said he'd stick with his Flamencos. He also bought a throwaway lighter made in South Korea. Then he got back into his Mercedes and drove up to the Hill.

Before going to the committee room to testify he dropped off to see a congressman friend and gave him a box of Swiss chocolates that one of the people from the company had brought back on a recent trip. The lobbyist knew the congressman had a sweet tooth, and he couldn't think of a better gift to give him.

FINALLY HABERMEYER went to the committee room to testify. He was the second witness. He sat at the table, took out his prepared statement and began to read:

"On behalf of the American Hot and Cold Steel Company, as well as all American steel companies, I am raising my voice in angry protest over the flagrant dumping of foreign steel in this country. Mr. Chairman, this committee must decide whether we will permit the importation of foreign steel at the price of sacrificing American jobs and doing mortal damage to the American economy.

"The time has come for us to say, 'Enough is enough.' We cannot survive when we have to compete with the labor costs of other nations. It is your patriotic duty to see that the United States is protected from the flooding of foreign imports which I as an American citizen, find despicable. . . ."

Habermeyer took 30 minutes to read his statement and then looked at his Japanese Seiko watch and realized his time was up.

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Holiday Greetings

from the
Officers and Representatives

collecting on overdue debts?

After making the first contact with the consumer, the collection agency has five working days to send a written notice that spells out the amount of the debt and the name of the creditor. The notice must also carry a statement that the debt will be assumed as valid by the collector, unless the debtor contests it in writing within 30 days of receiving the notice. If the debt is disputed, a collector must go back to the creditor for a certification that the amount is owed and mail that to the consumer.

What is that rule for?

It's to prevent collectors from dunning the wrong person or attempting to collect twice on the same debt. Any consumer may also block a collector from communicating with him by writing a letter stating that all contacts are to stop, which would force a collector to go to court. Suits to force payment must be filed either where the consumer resides or where the underlying contract was signed. In the past, some collectors have filed suit in far-off locations hoping that the consumer would fail to appear in court and lose by default.

Does the law set any limits on where a collection agency can go to get information on a debtor?

An individual's friends or employer can be contacted only to locate a consumer, and the collector may not reveal that the person he is seeking owes a debt. What's more, an employer may not be asked by an agency to assist in collecting a debt without the debtor's consent or the permission of a court. A collector is also forbidden to phone an individual at work if the employer prohibits such calls.

What penalties are provided?

A debt collector who violates the Act is liable for the debtor's legal fees, and the court can award damages of up to \$1,000 in individual actions, plus any loss a person suffers if, for

(Dem.), of Illinois, chairman of the Subcommittee on Consumer Affairs, insists that there is nothing in the law to help anyone avoid a just debt and that reputable firms have collected without harmful tactics.

Buffalo Club

By Frank Nagel

The Buffalo Club would like to wish everyone a Merry Christmas and a Happy New Year.

There will be a meeting Sunday, December 18, 1977 at 7:00 p.m. at the Union Hall. New members are welcome.

Agenda:

1. Voting by-laws change
2. Club directories will be available for those that have not yet received theirs.
3. Discussion of "Installation of Officers" dinner.

4-Letter Word

Los Angeles (PAI) — There has been considerable controversy in recent years about four letter words, But President Robert Georgine told the Building and Construction Trades Department convention that he's going to shout one four-letter word to the housetops.

He spelled out the word as "J-O-B-S."

Hams Away

110 hams will be given away at both of this month's business meetings.

60 will be given away at the P.M. meeting, and 50 will be given away at the A.M. meeting.

Plan on attending — plan on winning a ham.

The number of hams to be given at Underwood is 6.

THE NEXT COMMERCIAL was for a French Cuisinart blender. Habermeyer decided to get one for his wife because she had said they were still the best on the market.

As he went driving along he realized he had time to buy some cigars. Since Cuban ones were

from the
Officers and Representatives
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Editor's Note: Due to my proofreading haste last month, I hurriedly dashed through copy and omitted the names of the shop stewards responsible for second and third shifts in the Cable Shop. My mistake.

BUILDING 50 — 250's, 224, 263 & Die Lab:
CABLE PLANT COORDINATOR: JACK E. PHILBY

Responsibility of: Jack Philby X3165
CABLE PLANT — Day Shift

Depts. 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

Depts. 250's, 224, 263 & Die Lab and 280:
CHIEF STEWARD: Jim Hardick X3166, X3227
STEWARDS:
Ron Ohme Dept. 251 X3151
Mick McGuire Dept. 253 X3166, A3227
Duane Dolezal Dept. 282 X3157
CABLE PLANT — 3rd Shift

Depts. 250's, 224, 263, 280 & Die Lab:
CHIEF STEWARD: Stan Svoboda X3165
STEWARDS:
Ed Reed Dept. 282 X3157
Ralph Armendariz Dept. 253 X3165

Letter To The Editor

At a meeting conducted by the company to familiarize employees with the attendance program, a statement was made in response to a question about severe weather conditions that "the company never closes." The implication was that regardless of the severity of the weather an employee is expected to be at his or her job.

During the recent snowstorm many employees arose at an earlier time than usual to allow themselves enough time to reach the plant, only to find that no provisions had been made to clear any of the snow from the parking lot entrances. A small plow on the front of a four-wheel drive vehicle used several times during the night could have kept the entrance cleared enough to allow workers to get their autos inside the parking lot. We, the employe, try to comply with some of the ridiculous rules imposed by the company, but at times we need a little HELP! Concerned Union Member

The Record

DEATHS:

Patrick Wier, Dept. 761MEMBER
Mel Dawson, Dept. 746Father
Lucille Noble, Dept. 443Sister
Darletta Willie, Dept. 437Father
Al Hubenka, Dept. 735Father
Bernard Kraska, Dept. 761Mother
Edith J. Walters, Dept. 438Husband
R. Rhoades, Dept. 745Brother
Betty Coffman, Dept. 725Mother
Mildred Johnson, Dept. 438, Mother-in-law
Verble Callahan, Dept. 282Mother
Zelma Brazeel, Dept. 431Sister
Pat Rockford, Dept. 721Father
Margaret Kennedy, Dept. 435Father
Shirley Murphy, Dept. 725Father-in-law
Tom Murray, Dept. 361Father-in-law
NEW REPS:
Bud ClarkDept. 745

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National Council of Churches Votes Support for J. P. Stevens Boycott

New York—The National Council of Churches of Christ in the U.S.A., representing 30 Protestant denominations with a following of some 40 million church members, threw its full support behind labor's boycott of J. P. Stevens products.

Citing the giant textile firm's 14-year history of illegally thwarting lawful union organizing efforts through "exploitation, discrimination or other anti-social behavior," the council's governing board adopted a resolution calling for support of the boycott as "the only remaining means to force the company to behave legally and morally within any reasonable length of time."

The resolution, passed at the final session of the board's three-day semiannual meeting, noted that the Clothing & Textile Workers union had pursued all legal avenues of recourse in safeguarding the rights of Stevens workers, yet the company continued to harass, intimidate, and discriminate against its workers.

Therefore, the resolution declared, the council "and its several units will refrain from purchasing any goods produced by J. P. Stevens until the boycott is lifted." ACTWU mounted its national boycott of Stevens goods in June 1976, urging all union members and the general public to refrain from purchasing the company's products.

Stevens, which manufactures fabric, towels, bedsheets among other consumer goods, has been found guilty of massive violations of the National Labor Relations

Act in 13 cases. The decisions were upheld in eight instances by a federal appeals court and three times by the U.S. Supreme Court.

The National Council of Churches resolution also pledged "to work diligently for the passage of national legislation which will expedite the administration of the NLRA and greatly strengthen" its provisions. The resolution was concurred in by an overwhelming majority of the board's 130 voting members.

The council's decision was based on two areas of intensive inquiry into Stevens's relations with its workers. One was a forum conducted on the eve of the governing board's vote at which representatives of both Stevens and ACTWU were given full opportunity to air their cases and to answer questions from the floor. The other was a far-reaching 21-page report issued by a special NCCC committee following months of independent research and interviews with company and union spokesmen.

The council's own non-partisan study, reflected in the resolution,

said in part:

"The remedies of the judicial system (under the NLRA) are ineffective. . . . J. P. Stevens has escalated this dispute into a major question of social justice for American society because it has refused to follow the normal legal procedures our nation has developed to produce approximate justice between workers and management.

"This has now become a test of whether J. P. Stevens can continue to violate with impunity the American system of labor-management relations. The remedies of the judicial system are ineffective (and) with the record clear that J. P. Stevens will go to almost any length to defeat the union, what can be done to force the company to obey the laws of this country? Only the boycott is left."

Ad Note

One of the advertisers is under new management starting this month. Jim's Dump in the near future will be called Bill's Corner.

New owner Bill Wachtler hopes that everyone who frequented Jim's Dump will stop in and bring a friend.

SAPP

SOMETHING'S BREWIN'
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posed by the company, but at times we need a little HELP! Concerned Union Member

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- Gloves—inside upper edge
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- Coats—lining of inside pocket
- Pajamas—front hem of coat
- Rainwear, Sportswear, Heavy Outerwear—lower pocket
- Shirts—bottom of front tail
- Snow Wear, Boys' Wear—inside pocket
- Suits—inside right breast pocket
- Trousers—inside right hip pocket
- Bathing Suits—with size on bra
- Blouses—neckline or side seam
- Children's Wear—neckline
- Dresses—above hem in side seam or in waistband or neckline
- Skirts—waistband or below zipper of inside seam
- Slips, Sleepwear and Robes—neckline or side seam
- Sweaters and Knitwear—seam in shoulder
- Suits—waistband of skirt or right inside seam below sleeve or jacket
- Coats and Jackets—below right arm hole in lining
- Shoes—inside the shoe

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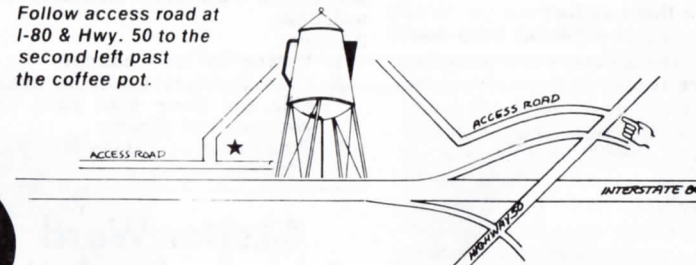
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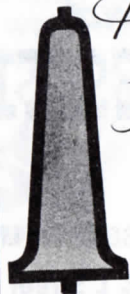
Follow access road at I-80 & Hwy. 50 to the second left past the coffee pot.



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