

First Boost Since 1970:

# IBEW Approves Higher Per Capita

Atlantic City, N.J.—A three-step boost in per capita payments was approved by delegates to the International Brotherhood of Electrical Workers' convention to offset increased operating costs and to meet the challenge of well-financed anti-labor groups.

Basic membership payments to the international will rise from \$2 to \$4 per month, beginning with a \$1 increase effective next Jan. 1. Two additional increments of 50 cents each will go into effect at the start of 1980 and 1981. The IBEW has not increased per capita payments since 1970.

Pension fund contributions will remain at \$10 a month for the IBEW's "A" members, meaning their payments will rise from \$12 to \$14 per month. For "BA" members not participating in the pension program, the rate will increase from \$2 to \$4 per month.

**The 3,338 delegates unanimously re-elected President Charles H. Pillard, Sec. Ralph A. Leigon, all 12 vice presidents and seven of the nine executive board members.**

In a two-candidate contest for treasurer, Thomas P. Van Arsdale was elected overwhelmingly over Charles Pancake, president of Local 1466 of Columbus, Ohio. Van Arsdale, business manager of Local 3 in New York, had been serving as interim treasurer since Aug. 25 following the resignation of his father, Harry Van Arsdale, Jr.

In another contested election, Wesley I. Taylor was re-elected chairman of the executive council over three other candidates. And John J. McNulty, business manager of Local 81 in Scranton, Pa., was elected by acclamation for the first

workers' buying power is not only below the 1972 level, but is down 2½ percent from a year ago.

During the same period, after-tax corporate profits more than doubled—climbing twice as fast as wages and even price increases, he noted.

"If wages were increasing twice as fast as profits or more rapidly than prices, wages would be the cause of inflation," Meany said. "But the exact opposite is true."

Yet, he observed, there are officials in Washington who see workers as the villains of inflation, and some economists are calling on President Carter to reduce wages to solve the inflation problem.

Workers have done more than their share of sacrificing when the country has been in trouble, Meany stressed.

"Now we want to see an equivalent sacrifice by business, the bankers and the wealthy. Let them go first. After all, they can afford it. And they've never done it before."

He warned that voluntary guidelines on wages that the Administration is contemplating will not work to combat inflation, but they do mean trouble for workers "because every employer would willingly 'volunteer' to hold down the wages of his employees."

"He wouldn't hold down his prices or trim his profits. He would

## Council Stands Firm on HSM Issue EM-3 Meeting Week of October 30



### Rhoeten Speaks To Membership

Omaha — Speaking to the membership of LU 1974 in October about the reasons not to support Proposition 301 was Kathy Rhoeten of LU 5743 Continental Can.

"Voting yes on Proposition 301 is fighting one mess by creating another in its place," said Ms Rhoeten to the members of Local Union 1974, "A forced deposit law like this one that will be before the voters next month will cause more problems to our local economy than we've ever experienced before."

"First of all it will create a deposit cost on all containers sold in Nebraska," cited Ms Rhoeten, "This in turn will bring about a storage problem because of the great volume of metal containers sold through the stores in Nebraska, and lastly it will have an effect on Continental Can the firm I work for."

"Voting for Proposition 301 would have severe effects upon the economy of Nebraska and the problems arising we could well do without."

*Editor's Note:* The Bottle Bill, Proposition 301 was defeated

October 30—"It would appear that there is no appreciable decrease in the length of time needed to resolve Hospital, Surgical and Meedical (HSM) complaints," Council President P. Gino stated at the regular EM-3 Council meeting the week of October 30th, "It is imperative therefore that we continue our present course of action in opposing the Western Electric Company's unilateral change of insurance carriers which affects the benefits available to the employees we represent."

Unfair labor practice charges against the Western Electric Company by the International Brotherhood of Electrical Workers are continuing and possible court action is being looked into by the I.O.

On a local level, demands for arbitration are being processed charging the Company with reducing and diminishing health insurance benefits.

According to Local Union President Michael D. Quinlan, "The Company's unilateral change of carrier has not only caused serious problems in Omaha but in most other I.B.E.W. locations as well."

"Contrary to company claims of little or no problems," Quinlan went on, "I have learned that other locations are experiencing similar delays or rejection in payment of benefits and this simply must not be tolerated."

#### Mandatory Retirement

A proposed change in the Western Electric mandatory retirement age from 65 to 70 effective January 1, 1979 was also part of the Council agenda.

A company proposal deferring mandatory retirement was considered by the Council. The assembled EM-3 Council presidents voted overwhelmingly to present the Company proposal

for ratification to their respective memberships with a recommendation that it not be approved. This ratification vote is scheduled to take place at the earliest regular business meeting following adjournment of the EM-3 Council meeting.

Details of the Company proposal will be explained prior to the vote taken at the November 17, Local Union 1974 Business Meeting.

#### Rate Protection

Rate Protection grievance on behalf of 20 year service employees at various locations was also a topic of discussion at the November Council meeting.

"Company claims of 'Consolidation of Work' is nothing more than an attempt to squirm out from under contractual obligation to their 20 year employees," observed Local Union President Quinlan.

According to Hugh Young, President Local 1859, representing the Hawthorn Works employees, "The Company is apparently going to force the unions to arbitrate the issue rather than live up to their contractual obligation."

A strategy meeting for the forthcoming arbitration is being planned in the very near future at one of the five affected locals.

**Stewards Meeting for B.S.S.P. Brief**

chairman of the executive council over three other candidates. And John J. McNulty, business manager of Local 81 in Scranton, Pa., was elected by acclamation for the first district seat on the executive council to succeed Ralph Halloran, who retired.

On certain housekeeping matters, the convention called for an actuarial study to determine the cost feasibility of early retirement by reducing the pension age of the union's retirement plan from 65 to 60, and urged the establishment of reciprocal agreements among IBEW locals on fringe benefits, welfare and pension funds.

AFL-CIO President George Meany told the convention that America's workers are being socked hard by inflation that is eroding their paychecks and imports that are wiping out their jobs.

Meany pointed out that while the cost of food, fuel, medical care and home ownership rose from 62 to 95 percent in the past six years,

cause every employer would willingly 'volunteer' to hold down the wages of his employees."

"He wouldn't hold down his prices or trim his profits. He would have done his patriotic duty holding down the wages of his workers."

**Meany also said that so-called orderly marketing agreements on foreign trade with certain countries wouldn't reverse the job losses due to imports. He pointed out that 2,500 jobs have been lost in U.S. color television manufacturing since an agreement with Japan went into effect.**

Other major speakers at the five-day convention included Executive Vice President Shirley Carr of the Canadian Labor Congress, President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept., President Paul J. Burnsky of the Metal Trades Dept., National COPE Director Al Barkan, Sen. Clifford P. Case (R-N.J.) and New Jersey Gov. Brendan T. Byrne.

### One Hundred Dollar Draw—Returns

## No Money Winners in October

Omaha—The one-hundred-dollar drawing returned in October and after its initial return transformed into a two-hundred-dollar billfold-buster for the November business meeting.

As you recall this paper reported that the purpose of the return of the century dollar drawing was to bring the monthly attendance back up to the levels that existed before the union went to the smaller 25 dollar drawings.

Keep in mind with a two-hundred-dollar door prize on the line the November meeting will find the membership blowing the door off the hinges to get this prize—so come early to eliminate parking woes and waiting in line.

Don't wonder who won by staying home—come out and be a winner. October losers:

- |                               |                               |
|-------------------------------|-------------------------------|
| 1 M. B. Berg, Dept. 446       | 11 J. J. Grego, Dept. 282     |
| 2 I. O. Huebner, Dept. 724    | 12 J. J. Sokolik, Dept. 744   |
| L. C. Curry, Jr., Dept. 439   | 13 N. M. Rzonca, Dept. 287    |
| 4 C. Vacanti, Dept. 744       | 14 M. S. Sivertson, Dept. 438 |
| 5 J. J. Silkmitter, Dept. 745 | 15 F. W. Illiss, Dept. 253    |
| 6 E. M. Baer, Dept. 287       | 16 S. L. Stefanki, Dept. 282  |
| 7 C. N. Haar, Dept. 253       | 17 R. R. Barrett, Dept. 287   |
| 8 M. P. Ardery, Dept. 446     | 18 M. S. Riley, Dept. 435     |
| 9 S. W. Bothwell, Dept. 726   | 19 P. E. Herman, Dept. 746    |
| 10 J. H. Ridenour, Dept. 446  | 20 J. M. Krogman, Dept. 282   |

the economy of Nebraska and the problems arising we could well do without."

*Editor's Note:* The Bottle Bill, Proposition 301 was defeated handily at the polls by a 2 to 1 vote.

## New Owners

—IN CHICAGO, a recent survey found that the number of worker-owned U.S. companies has increased to as many as 500. The study reported "In many cases, it is the employees who purchase the firm from its former owner, not the owner who wishes to hand it over to employees."

## In This Issue

- Buffalo Club . . . Pg. 2**
- Quinlan V.P. . . . Pg. 3**
- Screws . . . . . Pg. 4**
- Union Hall Rates . . Pg. 6**

### NOTICE

The Monthly Meeting of the Membership will be held Friday November 17, 1978 at the Union Hall, 13306 Stevens Street, Millard.

Second Shift Meeting: 12:30 A.M.

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

\$200.00 Drawing

## Stewards Meeting for B.S.S.P. Brief

Omaha—Approximately 70 local union representatives were summoned by Union President Michael D. Quinlan for a one day stewards school on the forthcoming Bell Savings and Security Plan (B.S.S.P.).



Local Union President Michael D. Quinlan (with back to camera) discusses Proposition 301 with bottle bill opponent Kathy Rhoden. At right and looking on with interest is Representative of Local Union's Saving and Security Plan, Dennis Cardone. Cardone presented a filmed presentation to approximately 250 members at both the A.M. and P.M. meeting.

More than three hours of the six hours stewards seminar dealt with discussion on various aspects of the savings plan to take effect January 1, 1979.

"It was our hope through this meeting," President Quinlan stated, "To adequately inform the local union reps so they in turn could answer any future questions that may be posed by the members."

Present and speaking at the meeting was Dennis Cardone, Vice-President, Payroll Equity Plans Inc.; the administrator of the I.B.E.W. Local Union's Sav-

ing and Security Plan Option. Cardone reviewed all five options that will be made available under the new savings plan and their various common features and differences.

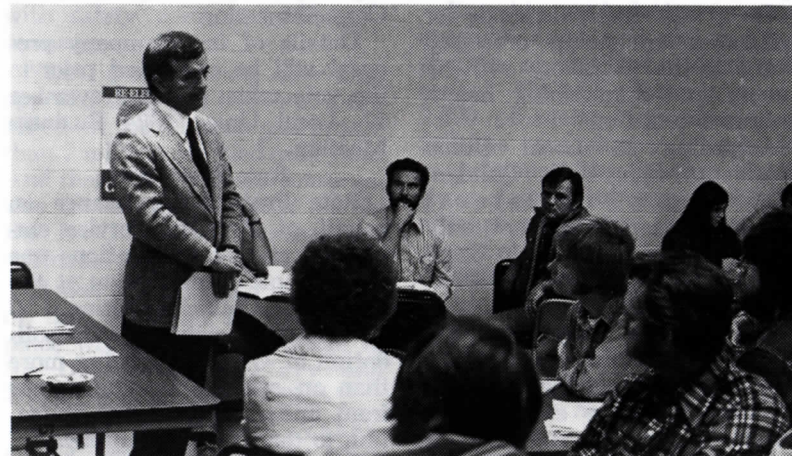
Various B.S.S.P. items such as payroll allotment; company contributions; safety of your money; distribution at retirement; disability or death; withdrawals before retirement; tax consequences; and planned administration were discussed at great length.

It was noted that the company (Continued on Page 2)

# The Short Circuit



Local Union President Michael D. Quinlan: "Unions are involved in politics simply because the union hating elements in our society are involved.—And our political survival depends on unions being politically involved."



Dennis Cardone, Representative of Local Unions Saving and Security Plan fields questions from Benefits Committee Chairman Bruce Qualset Dept. 251



Marlene Majeski Dept. 722 and Terry Latimer Dept. 251 listen attentively to Local Union President Quinlan's comments.



AFL-CIO Secretary-Treasurer Vic Meyers: "If you think that I'm crying wolf on the danger of anti-union, right wing elements in our political structure then sit back and do nothing in this upcoming election . . . then watch the many union gains be wiped out by the 96th Congress."

## Stewards Meet for B.S.S.P. Brief

(Continued from Page 1)  
intends to begin distribution of savings plan information to all employees on week of November 13, with the union to follow shortly with a mailout to all union members containing information on the Local Union's Saving and Security Plan Option.

"Employees authorization for basic weekly allotment of \$5, \$10, \$15, or \$20 per week in accordance with their basic weekly wage must be made no later than the week ending December 10th," Quinlan pointed out to the assembled stewards. "Com-

enrollment forms should be available in November."

President Quinlan also announced that the union's saving plan representative Dennis Cardone would present a filmed presentation to the membership the new saving plan and local union savings option.

Secretary-Treasurer AFL-CIO Vic Meyers was also present at the stewards meeting to kick off the 1978 COPE drive at the request of Local Union President Michael D. Quinlan.

Meyers warned the stewards of Anti-Union Right Wing and

## Buffalo Club Plans Dance

by Frank Nagel

"MERRY CHRISTMAS TO ALL" is the theme of a Dinner Dance sponsored by the club on Saturday, December 9, 1978, at L. U. 1974 Hall, 1330 Stevens St., Millard. ALL ARE INVITED for the Merriest Christmas ever!

Deluxe Buffet Dinner Menu: Roast beef, baked ham, polish sausage, potatoes au gratin, green beans, relish tray, salad bar, roll, butter and coffee.

Bar opens at 7:30 featuring FREE BEER and MIXED DRINKS (whiskey, vodka and gin), with a variety of mixes. Dinner at 8:00, and dancing from 9:00 until 1:00 with music by "Moonshine." (This is the same band that played at the last union dance in October, 1976. They were terrific then and they're better now). There will also be door prizes. Donation is \$8.50 per person. Tickets are available from the following:

Bob Ackley	Jim Kajdasz
Phil Avino	John Marinus
Shirley Barnes	Frank Nagel
Gino Betti	John Okupski
Joe Bonaiuto	Tom Marczynsk
Marilyn Boston	Tom Pluta
Marie Cook	Ron Seaman
Harry Esch	Bob Shafer
John Francavilla	Dick Skrok
Guy Godios	Charlie Trouba
Grace Golbraith	John Ulicky
Ed Jarrett	

Ticket sales close on December 5.

There will be a meeting this Sunday on 11-17-78 at L.U. 1974 Hall, 1330 Stevens St., at 7:00 p.m. New members are welcome.

Agenda: regular order of business.



The October Shop Stewards meeting was a packed house of many stewards and much information.

\$10, \$15, or \$20 per week in accordance with their basic weekly wage must be made no later than the week ending December 10th," Quinlan pointed out to the assembled stewards. "Complete information on the plan and

the stewards meeting to kick off the 1978 COPE drive at the request of Local Union President Michael D. Quinlan.

Meyers warned the stewards of Anti-Union Right Wing and Corporate attempts to crush unions in the 1978 General Election. Meyers concluded his comments by stating "If you think I'm crying wolf on the danger of anti-union, right wing elements in our political structure then sit back and do nothing in this upcoming election . . . then watch the many union gains be wiped out by the 96th Congress."

Hospital, surgical, medical, forthcoming improvements in the dental plan, and movement of personnel were also discussed in great details to conclude the steward's meeting.

Agenda: regular order of business.

## Public Financing Best Answer

It was called "sour grapes" when the labor movement backed the unsuccessful congressional effort this year to provide public funding for U.S. House and Senate campaigns in a fashion similar to presidential campaigns.

Some in the media and in the business community and right wing claimed labor had been outdoing business for years in the matter of political contributions, and now that the shoe was on the other foot the labor movement was calling for a change in the rules of the game.

Baloney. The big individual contributors, who now have their corporate PACs to play with, always gave more in aggregate than the labor movement. Chicago insurance magnate W. Clement Stone alone dished out more from his own pocket in the 1968 and 1972 campaigns to one candidate—Richard Nixon—than National COPE did to hundreds of candidates endorsed for the House and Senate. The Pew family, the Mellons, the Rockefellers—and others of the super-rich—contributed thousands and thousands of dollars at a crack.

The fact is, long before this year the AFL-CIO was on record for public financing, regardless of who was ahead in money-raising and dispensing. In

1956, AFL-CIO President George Meany urged that either federal financing be instituted or individual contributions be limited to \$1.

In 1973, before a congressional hearing, the AFL-CIO said, "We want the Congress to put the AFL-CIO out of the business of making campaign contributions. We would be delighted if the AFL-CIO never had to raise another dime for a candidate."

The federation pointed out that the raising of funds and making of contributions "have been forced upon us" to prevent "monied interests from totally dominating elections."

In its testimony, the AFL-CIO urged the Congress to "provide for federal financing of campaigns—all candidates having the same amount to spend with no advantages to a candidate for federal office because of money . . . The AFL-CIO wholeheartedly supports complete federal campaign financing for all offices and a complete bar on any private contributions to such candidates."

Public financing is still the best alternative to money politics 1978 style. But until it comes, remember the check-off for political contributions by union members.

## Witch-Detectors

—IN SALEM, Mass., maybe the colonial witch-hunts have returned, this time not with spells and incantations but with electronic lie-detectors. Despite numerous high court decisions ruling against them and a Massachusetts state law prohibiting lie detector tests forced on employees by employers, Essex County Superior Court Judge Paul Gerrity ordered six union policemen to take lie detector tests or risk losing their jobs.

# He was with us when we needed him.



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# Tax Bill Rewards Go To Business, Wealthy

The wealthiest taxpayers and the most prosperous corporations are the big winners and middle-income families the losers in the tax bill Congress sent to the President's desk.

Claims that the bill is "a middle-income tax break" are absolutely false, AFL-CIO tax experts stress.

The legislation retreats from the modest reforms of tax changes made in 1969 and 1976. Instead of making the tax structure fairer and simpler as President Carter had urged, Congress widened existing loopholes for businesses and for people whose income comes from investments rather than paychecks.

In the tax cuts, which will apply to 1979 earnings but won't affect this year's tax bills, 60 percent of the savings will go to businesses and to taxpayers with incomes over \$30,000.

The federation's estimate is that taxpayers with incomes below \$30,000 would receive an average tax cut of about \$150, that the \$30,000-to-\$50,000 groups would average a \$500 savings, while the taxpayers with incomes over \$50,000 would save an average of about \$2,000.

A couple earning \$15,000 a year would receive a tax cut amounting to only \$26—the equivalent of 50 cents a week.

Starting with the 1979 tax year, the personal exemption for each taxpayer and dependent would be raised from the present \$750 to \$1,000. But the present \$35-a-person tax credit would be abandoned.

The tax credit concept that is being scrapped allows the same dollar saving to each taxpayer. The higher exemption is worth substantially more to persons in the higher tax brackets.

The Senate did expand tax savings for persons in the under-\$30,000 bracket, as the AFL-CIO had urged. But it also further reduced taxes for corporations, and rejected reform efforts to phase out tax deferral privileges on foreign earnings of U.S. corporations and to end the DISC program—a means of deferring taxes on export profits. Both these reforms had been urged by Carter and long sought by labor.

In the House-Senate conference, the bill was trimmed back to more closely resemble the House pattern in negotiations that continued until 4 a.m. on the final day of the 95th Congress.

Sen. Edward M. Kennedy (D-Mass.) said the final version yields "to the crass and selfish lobbying demands of the business and investment community" and urged President Carter to veto it.

It cuts the maximum corporation profits tax from 48 percent to 46 percent, and drops the maximum

**One of the few so-called "reforms" in the tax bill would breach the principle that unemployment compensation is not taxable income.**

**The bill would tax unemployment benefits received by a single person whose earnings for that year exceeded \$20,000, or by a couple with earnings of \$25,000.**

## Quinlan Appointed to Vice-President

November 1 — "I can think of no other person as qualified to fill the position of EM-3 Council Vice-President; than Local Union 1974 President Michael D. Quinlan," stated EM-3 Council President Pasculle Gino.

"I've worked with Mike for these past many years and learned to respect him for his competence and his ability to get results."

Council President Gino's appointment was the result of former Vice-President Kent (Indianapolis) resignation, thus leaving the post vacant.

While seeking confirmation for his appointment of Quinlan to the Vice-President's office, President Gino stated "that the appointment was in the best interest of the EM-3 Council and the forthcoming National Negotiations with the Western Electric Company."

The assembled Local Union Presidents unanimously approved Quinlan's appointment.

Martha Preston, President Local Union 2300, Denver; was named to succeed Quinlan on the Executive Board and Hugh Young, Local Union 1859, Hawthorne; was selected to fill Quinlan's vacated post as Chairman of the Executive Board.

This action was part of the regular order of business of the Council meeting held the week of October 30.

## About CLUW

Coalition of Labor Union Women has begun its meetings for the year.

The Coalition offers many opportunities of learning about Unions.

Beginning in February, a Union leadership training session to be held at Creighton University on each Tuesday, two 6 week sessions to be held on Tuesdays from 7 p.m.

The first session begins in January, the second in April. So plan now and mark your calendar — I'll have more information for you in the December issue.

CLUW is open to men and women. The membership dues are \$15 per year. Besides being a great informative and educational organization, we have a great leadership. Our President, Florine Koole, is Assistant to the District Vice President of CWA and chaired the negotiating of the Union Contract for over 350,000 people. She has the experience and the ability to share with us and to help us to become more knowledgeable in the union and union leadership.

I hope you will all become at least a member, if you can't become an active participant.

Please see me or Jackie McColley in Dept. 466 for membership cards or any other information. There will be cards at the Union Office, too.

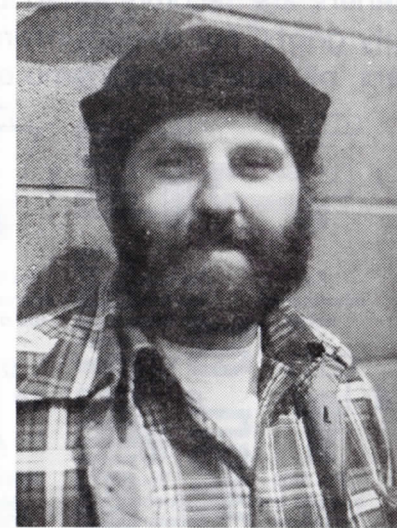
Come join us! It's great to really know what we are all about and the benefit we are to each other. The enthusiasm it builds inside of me can only be expressed through talking with each of you personally.

## Editorial

### 'Two Cents Worth'

On November 7, we and other Americans had a chance to

## Know Your Rep . . .



### George Porter

This month's Know Your Rep features George Porter, Machine Set up man in Dept. 441.

George has been an active steward for the last eight years and a chief steward for three years.

George Porter is married. He and his wife have one boy.

George says his hobbies are outdoor activities such as boating, hunting, family outing and occasionally likes to try his skill at card playing.

### Common Sense

WASHINGTON (PAI) — What federal enforcement of job health and safety standards needed for so long was "a healthy dose of good common sense," Labor Secretary Ray Marshall said here recently. Then he gave his definition:

"Some people say that common sense is as rare as genius, but I've always said that common sense is really just genius dressed up in its work clothes."

dollar saving to each taxpayer. The higher exemption is worth substantially more to persons in the higher tax brackets.

Just the opposite course was urged by the AFL-CIO after the House had passed what the federation termed a "grossly inequitable" tax bill. At Senate hearings, the AFL-CIO proposed to scrap the complexities of the House bill and raise the individual tax credit to \$150. In addition, the federation proposed a 5 percent income tax credit for the social security payroll tax that could be claimed by both workers and their employers.

**Instead the Senate sought to placate all groups by raising the total of tax reductions, opening up new loopholes and adopting a conservative Democratic version of the Republican Kemp-Roth tax cut proposal.**

After defeating the Kemp-Roth proposal for a 30 percent tax cut over three years, the Senate voted 65-20 for an amendment by Sen. Sam Nunn (D-Ga.) for future tax cuts of 5 percent a year for four years providing various fiscal goals were met. These would have included reduction in federal spending as a portion of the gross national product and a balanced budget. Its effect would have been to bar enactment of national health insurance and other needed programs. The Nunn amendment was dropped in conference.

...for people whose earnings for that year exceeded \$20,000, or by a couple with earnings of \$25,000.

tax on capital gains from 49 percent to 28 percent. Homeowners aged 55 or over would be allowed a one-time exemption from capital gains tax on the sale of their home on up to \$100,000 of profits, retroactive to July 26.

In addition to the lowering of the capital gains tax, other retreats from reforms of earlier years included an easing of the minimum tax requirement and further postponement of a 1976 law increasing capital gains taxes on sales of inherited assets.

**The business investment tax credit, which was due to drop from 10 percent to 7 percent in 1980, will stay at the higher figure and can be used to offset up to 90 percent of a company's profits instead of the present 50 percent.**

But taxpayers who itemize their deductions will no longer be able to deduct state gasoline taxes.

In the face of a presidential veto threat, the conferees deleted a tuition tax credit provision.

The Senate approved the final version, 72-3, after defeating a Republican attempt to put the Nunn tax cut back into the bill. The House then cleared the measure for the President by a 337-38 vote as its last major business before adjournment.

## PUBLIC NOTICE

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## Editorial

### 'Two Cents Worth'

On November 7, we and other Americans had a chance to speak out on the policies of local, state, and national governments. The voter turnout was rather dismal and disappointing but— It was a chance for us to put in our "two cents worth" by voting for the candidates of our choice at the polling place. It was an opportunity that no worker, no union member, could afford to pass up.

We as workers, especially, know that government policies and the office-holders who shape them have a direct impact on our well being. Whether we have a job or not these people control how much of our paychecks are eaten up by inflation, how much we pay in taxes to support government services, and how much mileage we get out of our tax dollars.

Anytime we have a chance to put in our "2 cents worth" at the polls is no time for apathy. But many union members who talk about COPE and voting say "What's the use, my vote or my contribution won't make any difference."

These members are wrong. The history of American politics is full of examples that supporting politics and one vote does count.

Whenever we get a chance to put in our "2 cents worth" it is

not the time to yield the political scene to the enemies of Labor.

The radical right wing and its coprate allies have generated up to 50 million dollars in political funding for this last election. Most of the money was used for words and talk—propaganda for candidates who oppose labor. It won't stop with the last election because they never cease to work against our goals.

We as workers can't hope to match the millions that corporations and wealthy families contribute to defeat labor. But in our "two cents worth" and combine that with our COPE contribution that the voice of one worker, added to another, and another—can make us sound like a roar.

When we have a chance to put our two cents worth in our voices can be heard. And it must be at the ballot box. D.M.W.



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Some people say that common sense is as rare as genius, but I've always said that common sense is really just genius dressed up in its work clothes."

## Political Operation

WASHINGTON (PAI) — With hospital costs running out of control, administrators of the nation's 6,400 major hospitals are panicking over the prospect of federal cost controls or national health insurance.

Hospital costs have soared by 19 percent in 1976 and 16 percent last year. Instead of cracking down on the waste and corruption of unnecessary surgery and tests and prestige equipment, the hospitals blame minimum wages, government policies and third-party insurers.

Taking no chances, the American Hospital Association disclosed at its mid-year meeting in Anaheim, Calif., that it is creating a political action committee to fight federal legislation. "We have had too many 21-20 votes" on cost control, said AHA President John McMahon, referring to the narrow victory scored by the American Medical Association and the hospitals in a recent House committee vote.



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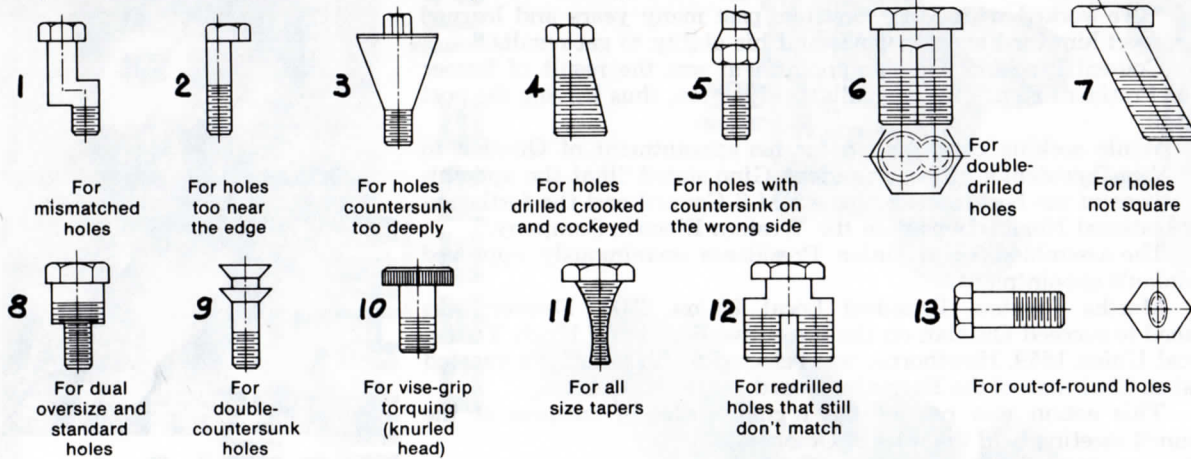
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13336 Millard Ave.**

**MEMO to all Engineering, Machine Shop, and FDI Cabinet Sections:** Because of increase in excess scrap involving your departments, the following list of special fasteners are recommended by this department as a cure to most common assembly goofs. For design information on the more orthodox types of standard fasteners, be sure to use memo of July 16 as a guide.



"This is going to put a crimp on your sick leave, Baxter!"

## Coors Brews \$\$\$

A prime example of how corporate leaders contribute their own money and their business PAC funds to the same candidates is the Coors family of union-busting brewers.

In the case of Ed Scott, running for the U.S. House in Colorado, three members of the Coors clan kicked in \$1,000 each. The Coors PAC put in \$2,000. This was as of early September. Probably much more will have been contributed by the family and the PAC before November 7.

The PAC gave \$3,000 to right-winger Jeff Bell, GOP Senate candidate in New Jersey, and a family member gave \$1,000. Similar situations arose with about 15 other candidates.

Meanwhile, the Coors family was pumping private money into right-wing political organizations; for example \$27,000 to the Committee for the Survival of a Free Congress, which the family helped set up; \$3,500 to the National Conservative Political Action Committee, and slightly smaller sums to four other ultra-conservative groups.

The 1979 IBEW Founders' Scholarship Program.

The International Brotherhood of Electrical

## Arnie Whiznuts

### 'Win A Bookie for Thanksgiving'

"It has been my usual good year," sighed our resident pigskin prognosticator and sometimes right Arnie Whiznuts as he surveyed his shop-worn bank book, "I've reached the halfway point without going broke and with only a couple more weeks of college play left it looks like I'll have a little money left to wager on the bowl games."

"The pros are another story," said Whiz with the look of a man who just solved the riddle of the Sphinx, "This year the professional football season looks like it will last forever and no team is immune from being upset. What a goofy season."

"Last month I praised the extra long season as allowing me ample opportunity to recoup any large losses I may suffer," Whiz said despairingly, "But I noticed it's only given me a chance to lose more than I have in my bank book."

"But I have good news for Turkey Day bettors and those few people in our reading audience who believe that I'm going to take off on my yearly hot streak and blitz the book. Believe me bettors of the world—Good times are coming!"

#### November 18

Michigan over Purdue by 13 UCLA over Southern Cal. by 7  
Colorado over Iowa State by 20 Maryland over Clemson by 2

#### November 19

N. Y. Giants over Phil. by 4 Pittsburgh over Cincinnati by 6  
Kansas C. over Seattle by 3 Houston over Miami by 2

#### November 25

Penn State over Pitt. by 14 Baylor over Texas by 3  
Notre Dame over USC by 1 Ohio State over Michigan by 4

#### November 26

Buffalo over Giants by 10 Oakland over Seattle by 1  
Green Bay over Vikings by 2 Atlanta over New Orleans by 6

#### December 2

Texas over Texas A&M by 15 Vanderbilt over Tenn. by 2  
Navy over Army by 9 Alabama over Auburn by 11

#### December 3

Oakland over Denver by 12 Kansas City over Buffalo by 10  
Dallas over Patriots by 3 Houston over Pittsburgh by 7

#### Thanksgiving Turkey-Buster Special

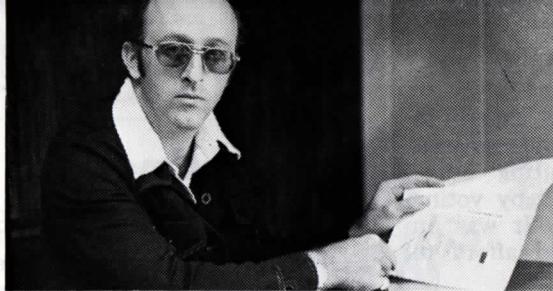
—Look for Motor City Slugfest between Detroit and Denver turn into Lions eating Bronco steaks while Orange Crush looks ahead to AFC West showdown with Oakland. Detroit should be favored in this Silverdome treat against Denver but winners don't set the line—Detroit by 7

Dallas and Washington squaring off for the leadership of the NFC East finds both teams battling like there is no tomorrow. Dallas has been struggling all year and should win easily from play-off paydirt smelling Skins—A toss up battle with Dallas winning, but not covering spread. Dallas by 2.

**Oklahoma**—I like them in every game they play except against Iowa State, Colorado and Nebraska. Yes, you read it here first. I predict Nebraska will beat the Sooners by 10 points. **You can bet on it.**

Editor's Note:





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groups.

The 1979 IBEW Founders' Scholarship Program.

The International Brotherhood of Electrical Workers offers to its members a maximum of 12 Founders' Scholarships annually for university study leading to bachelor's degrees in specified fields. The number of scholarships awarded each year is determined by the number of qualified applicants. One scholarship is awarded for each 25 qualified applicants or major faction thereof. They will be granted each year on a competitive basis to qualified candidates from all branches of the IBEW.

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

The scholarships are each worth \$2,500 per year for up to four years of undergraduate study leading to the attainment of a bachelor's degree. They may be used towards a bachelor's degree in any accredited college or university.

The Founders' Scholarship Program is an adult program for qualified IBEW members. It is not open to sons and daughters of members, unless the sons and daughters themselves are qualified.

Anyone interested can get additional information from the Union office.



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**Oklahoma**—I like them in every game they play except against Iowa State, Colorado and Nebraska. Yes, you read it here first. I predict Nebraska will beat the Sooners by 10 points. **You can bet on it.**

**Editor's Note:**

This short excerpt from Whiz's September '78 'Teams to Watch' column proves that our sometimes far out and uncanny prognosticator had Nebraska pegged to dump Oklahoma before the season started.

*Jim's  
Galley*



For you people with a radar range, here is a Cranberry Sauce that I make quite a bit.

**CRANBERRY SAUCE**

- 1 lb. cranberries (fresh)      1 cup orange juice
- 2 cups sugar
- (1) Wash and place cranberries in a 3 quart casserole.
- (2) Stir in sugar and orange juice. Cook in Radar oven 8 minutes or until mixture has boiled. Allow sauce to cool.

**PUMPKIN COOKIES**

- 1/2 cup shortening      1 tsp. vanilla
  - 1 cup sugar      1 tsp. soda
  - 1 cup canned pumpkin      1 tsp. baking powder
  - 1 cup raisins or dates      1 tsp. cinnamon
  - 1/2 to 1 cup chopped nuts      2 cups flour
- Cream sugar and shortening, add pumpkin, mix well. Add raisins or dates and nuts. Sift together soda, baking powder, cinnamon and flour and vanilla. Add to mixture. Drop small spoonfuls on greased cookie sheet. Bake at 370° oven for 15 to 20 minutes. Ice with powdered sugar icing while still warm. Use powdered sugar and orange juice, or coffee or maple flavoring.

**BON APPETIT AND HAPPY THANKSGIVING**

**Use Clues to Name Pro Teams**

There are 28 pro football teams. Can you pick out the 27 listed below from the clues provided? Also, what's the missing one?

- |                               |                                     |
|-------------------------------|-------------------------------------|
| 1. Army insects .....         | 16. American gauchos .....          |
| 2. Seven squared .....        | 17. Fundamental rulers .....        |
| 3. Streakers are this .....   | 18. Plastic card bunch .....        |
| 4. A 747 .....                | 19. Full headdress .....            |
| 5. Hostile attackers .....    | 20. They're all Leos .....          |
| 6. Various iron workers ..... | 21. Used to be girls .....          |
| 7. Suntanned bodies .....     | 22. Dollar's worth of corn .....    |
| 8. I.O.U. ....                | 23. Ocean-going bird .....          |
| 9. Helpers to relocate .....  | 24. Hot epidermises .....           |
| 10. Toy baby with arms .....  | 25. Louis Armstrong's marching band |
| 11. Trained to kill .....     | 26. The hot seats .....             |
| 12. Lubricants .....          | 27. How the West was won ....       |
| 13. Six rulers .....          | 28. Who's missing? .....            |
| 14. Not ewes .....            | Answer on Page 5                    |
| 15. Class of Boy Scouts ..... |                                     |



## Cancer Haunts Workplace

**C**ANCER HAUNTS the industrial workplace and dooms some workers more than others. That grim fact was revealed in a new study by government scientists reporting that:

—A shoe worker is eight times more likely than the average American to develop cancer of the nasal cavity and sinuses and twice as likely to get leukemia.

—A tire builder is twice as likely to get cancer of the brain or bladder.

—A metal miner is three times as likely to develop lung cancer.

—Printing pressmen on newspapers are more than twice as likely to get cancer of the mouth and pharynx.

—Textile workers are nearly twice as likely to also develop cancer of the mouth and pharynx.

—Coal miners get stomach cancer at a rate 40 percent more than normal.

—Furniture workers have an incidence of nasal cavity and sinus cancer 300 to 400 percent higher than normal.

—Coke by-product workers have a 181 percent excess incidence of cancer of the large intestine and a 312 percent excess incidence of cancer of the pancreas.

In short, a worker's occupation will determine his or her odds of contracting cancer and also the kind of cancer.

**The data on estimates of cancer by occupation were prepared by the National Cancer Institute, the National Institute of Environmental Health Sciences and the National Institute for Occupational Safety & Health.**

The study became available a week after Health, Education & Welfare Sec. Joseph Califano told the AFL-CIO's national conference on job health and safety that government scientists estimated that 21 to 38 percent of all cancers are work-related. This buried the conventional wisdom propagated so long by industry that only 1 to 5 percent of cancers were job-related and, therefore, workers should just go ahead and whistle while they work.

**WHILE SCIENTISTS** can pinpoint the excess incidence of cancer in certain occupational groups, they cannot always identify the specific cause.

The scientists say the excess incidence of cancer in these occupational groups is in addition to the risks involving exposure to known cancer agents.

These known agents include asbestos, arsenic, benzene, chromium, nickel and petroleum products. There are an estimated 13,900 excess cancer deaths per year associated with exposure to asbestos. Exposure to the other substances causes an additional 33,000 excess cancer deaths.

## Pillard Warns Workers Against Radical Right

Miami Beach, Fla. (PAI)—President Charles H. Pillard of the Brotherhood of Electrical Workers has warned employers against joining the "radical right wing" on either the political or economic fronts.

"This group of anti-union worker exploiters would have labor and management at each others' throats very quickly if they were ever successful in taking over the leadership of Congress," Pillard said in an address before the National Electrical Contractors Association meeting here.

"Strikes and labor unrest would be prevalent, labor peace would be impossible. I have never been able to fully understand the acceptance and backing by some of the employers at the local level of the new radical right."

Pillard warned further that "in the camp of the enemies of organized labor, there are no bargains in the long run. Employers who have deserted organized labor have found that out."

He told the electrical contractors that while organized labor has suffered from setbacks on Capitol Hill in the past, "it will not run from a legislative fight with the enemies of labor."

"It is not a myth — it is a fact," he said. "The new radical right wing in this country is out to destroy our very lifeline, the collective bargaining system. You can be assured that if they are successful, the next attack will be on the free enterprise system in this country."

## Grievance Trends

### Man Handled

A female employee who alleged that her supervisor made sexual advances towards her in the company stockroom was improperly discharged for failing to cooperate with management, arbitrator Michael H. Beck rules.

After his sexual advances were spurned by a female sales clerk, a supervisor told the store's president that the worker was "uncooperative and unwilling to do things asked." The president called the employee into his office and, after listening to her account of the supervisor's conduct, he decided to give her a good reference and "let her go." During the meeting, the president responded to the employee's allegations that the supervisor had touched and kissed her without permission by explaining that "men often did these kind of things" and "if she couldn't handle it, it would be better for her to work only around women."

Arguing that the employer did not have sufficient reasons for dismissing the employee, the union claimed that the discharge was not justified. The supervisor testified, however, that the employee spent long periods of time on the telephone, smoked on the sales floor, and entered areas of the store that were off limits to employees.

Finding that the president failed to make a reasonable investigation of the charges against the employee before invoking disciplinary action, the arbitrator rules that the discharge was improper. Not only did the president fail to warn the employee that her behavior might result in discharge, but he also failed to inquire further into her allegations of sexual harassment, the arbitrator notes. The president's conduct deprived the employee of her basic due process rights, Beck decides, stressing that due process is not merely a technical requirement, but is an integral part of the concept of just cause. (Osborn & Ulland, Inc., and Retail Store Employees, 68 LA 1147)

### Tee Shirt Politicking

A company improperly pressured a group of employees to remove or cover up tee shirts which bore a pro-union political message, arbitrator Samuel J. Nicholas, Jr., finds.

Eight employees arrived for work at the employer's plant wearing printed tee shirts urging repeal of their state's right-to-work law, and bearing a cartoon illustration captioned, "Get the Free Rider Off Your Back." Maintaining that the shirts were offensive to other employees and therefore a workplace disruption, management told the employees to either remove the tee shirts or cover them with other garments. When the workers refused to comply with those instructions, the employer advised them not to return to work until they had done so.

Contending that there was no proof that display of the shirts interfered with management's control of operations, the employees charged the company with violating their established right to wear union insignia at work and to voice their political views.

Saying he is "totally unconvinced" that the voiced objections of a few employees signaled the probability of a significant disruption, the arbitrator points to the evidence that employees have for some time "been allowed to wear practically anything they choose," including political buttons and tee shirts with messages. Upholding the pro-unionists' freedom of expression, the arbiter orders the company to pay the employees for the work time denied them. (R. H. Buhke Co., Inc. and Automobile Workers, 68 LA 1170)

## THE SHORT CIRCUIT

Omaha, Nebr.

November, 1978

Vol. 18, No. 25

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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nickel and petroleum products. There are estimated 13,900 excess cancer deaths per year associated with exposure to asbestos. Exposure to the other substances causes an additional 33,000 excess cancer deaths.

Some 1.5 million workers are exposed to arsenic and they run a threefold to eightfold risk of respiratory tract cancer.

Some 2 million workers are potentially exposed to benzene, with a fivefold risk of excess cancer deaths from leukemia.

Some 1.4 million workers exposed to nickel run a fivefold to tenfold risk of cancer of the respiratory tract.

Some 1.5 million workers exposed to chromium compounds run a ninefold excess risk of respiratory cancer. The 3.9 million workers exposed to petroleum products run a twofold to 33-fold excess risk, based on studies of coke oven and gas workers.

Because cancer usually takes several decades to develop, and new substances are continually introduced, it is to be expected that the incidence of work-related cancer deaths will rise in the years ahead. Indeed, scientists say, job-related cancers now comprise a substantial and increasing fraction of cancer incidence.

At the same time, regulations issued by the Occupational Safety & Health Administration are limiting, though not eliminating, exposure to such substances as benzene and asbestos. But the payoff is in the future.

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## Profit Enterprize

—IN WASHINGTON, D. C., union leaders received in the mail a large envelope of promotional material for a new periodical, "Free Enterprise Magazine." On the envelope beneath "Free Enterprise" was printed in much larger type, "How To Profit From the Coming Crash."

The Answers: 1. Giants (GI  
Ants). 2. 49ers. 3. Bears. 4. Jets  
5. Raiders. 6. Steelers. 7. Browns.  
8. Bills. 9. Packers. 10. Dolphins.  
11. Falcons. 12. Oilers. 13. VI  
Kings. 14. Rams. 15. Eagles. 16.  
Cowboys. 17. Patriots. 18. Chargers.  
19. Chiefs. 20. Lions. 21. Ben-  
gals. 22. Buccaneers. 23. Sea-  
hawks. 24. Redskins. 25. Saints.  
26. Broncos. 27. Colts. 28. Cardi-

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From AFL-CIO News

## The Fight for Healthful Workplaces

The smoke of battle which has hung over the job health and safety scene in recent times has tended to obscure real longterm progress.

Before the turn of the century, when America was industrializing, the managers of the mills and mines and factories aimed at getting the most out of labor as well as the machinery. Efficient continuous production demanded a reduction in absenteeism and some attention to the worker's wellbeing. Out of this grew a specialty called industrial medicine, later to be called occupational health.

However, the enormous toll of workers injured and killed on the job caused safety to become the predominant concern of management, unions and lawmakers, as reflected in workers' compensation laws.

This almost exclusive concern with safety continued for half-century.

The figures remain shocking: approximately 14,000 workers killed on the job each year; more than 2 million disabled each year. And these statistics are conservative. Some experts would double the fatalities and increase the estimated disabilities tenfold.

It was the increased awareness of this slaughter in the workplace which brought passage of the Occupational Safety and Health Act of 1970 (OSHA).

During the Nixon years, OSHA was pretty well hamstrung. Worse, those who ran OSHA offered to trade "non-enforcement" of standards for employer contributions to Nixon's re-election in 1972.

Under the Carter Administration, OSHA has been revitalized and occupational health has been recognized as taking a devastating toll.

As Labor Secretary Ray Marshall told Congress, "an estimated 100,000 American workers die annually from occupational disease, an annual figure larger than the total number of Americans killed in the Korean conflict and

miners die each year from black lung and some \$6 billion in black lung benefits have been paid to some 375,000 victims.

Then Kerr made his point: "Black lung, like all occupational diseases, is man-made and preventable."

Kerr blames industry for past obstructionism and the present shortage of qualified medical personnel. He said that only about 2,600 physicians are employed fulltime by industry, mostly in large companies, leaving about three-fourths of the workforce without preventive health programs.

But Kerr thinks the tide is turning, with occupational health now a "growth industry" and preventive care seen as feasible for the first time. He would like to see job health and safety taught in elementary and secondary schools. He would like to see preventive programs in all local and state health departments to monitor the nation's 5 million workplaces. He favors a long overdue White House Conference on Occupational Health.

OSHA, for its part, has taken concrete actions to develop increased competency in job health and safety. In October, OSHA awarded \$6.4 million in grants to 86 unions, employer groups, universities and other organizations. The best way to improve workplace health and safety, declared OSHA chief Eula Bingham, "is through a well-informed

## The Record

### DEATHS:

Ron Ohme, Dept. 251 .....Father  
 Marie K. Stehno, Dept. 441 .....Sister  
 Ann W. Mumm, Dept. 437 .....Member  
 P. G. Reber, Dept. 437 .....Father-in-law  
 Marvin Abramson, Dept. 287 .....Mother  
 Betty Vanderlinden, Dept. 446 .....Mother  
 Funk, Dept. 723 .....Father-in-law  
 Erma Hester, Dept. 725 .....Step-Father  
 Kenneth Hrbek, Dept. 443 .....Brother  
 Olive Mullens, Dept. 443 .....Brother  
 Frank Wisniski, Dept. 745 .....Father-in-law  
 Vera Brantz, Dept. 441 .....Father  
 Ed Kosmicki, Dept. 437 .....Brother  
 Delma Mares, Dept. 287 .....Sister  
 Percy Olsen, Dept. 723 .....Mother

### NEW REPS.:

Frank Possinger, Wire Draws, Dept. 3207  
 John W. Barnes, X-3456  
 Elmer Johnson, Chief Steward, Dept. 446  
 X-3077  
 George Sims, Dept. 439, X-4194  
 Wayne L. Masek, Dept. 438, X-4003.  
 Phyllis Hemmingsen, Dept. 435-B-Wire  
 X-4198  
 John D. Schwenck, Dept. 439 X-4143.

## Geese Replace Dogs Who Replaced People

—IN JERSEY CITY, N. J., jobs continue to be lost not just to automation but also to animals... and now to birds. Scores of factories and department stores across the country have fired guards and watchmen and replaced them with police dogs. Now they've discovered geese, which are proving to be better guards than dogs and cheaper as well. A team of eight geese "chosen for their outstanding foul tempers" has been recruited to patrol the grounds of a large New Jersey plant nursery which had been burglarized repeatedly despite trained watchdogs. Said a management spokesman, "Not only do they charge anything in sight, but they also set up an unearthly racket that can be heard in the next county whenever they spot an intruder." So the German shepherds and the Dober-

## Insurance Story Boss Gets

### His Way

CHICAGO (PAI) — A class action suit brought by Martin Heckmann against Blue Cross-Blue Shield may result in refunds of premium payment for thousands of people insured under two or more of the plans. A circuit court recently approved settlement of the suit brought by Heckmann, a member of Service Employees Local 106 here. The suit concerns cases of duplicate coverage — as when a husband and wife both have family policies and are therefore covered under two plans. After 1'70, Blue Cross-Blue Shield had retained duplicated and unearned premiums even though benefits were provided under one certificate.

"If your boss starts throwing his weight around, he can't help it—he has an inferiority complex." Dr. J. L. Rosenstein, industrial psychologist, made the statement at a human relations seminar, he added: "People who have a strong sense of inferiority are always looking for someone to criticize. The Supervisor, Manager, or plant Foreman who bosses people around is really covering up his own inadequacies."

## Job Suggestion Scuttles Job

Philadelphia — (UP) — Mrs. Mary Gentile has received \$100 for recommending elimination of a job at the Air Force Procurement District here. This was her price for a "suggestion" on how to save money at the base.

### It Was Her Job

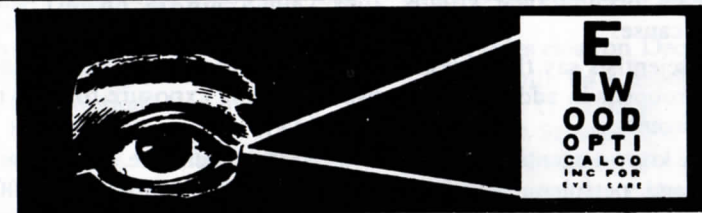
Mrs. Gentile was a supervisor of a shipment control unit. She suggested a rearranging of the work which would permit expeditors doing any supervising necessary, thus eliminating her job.

Moral of this story is, and take heed fellow members, Suggestion Box plans are cost reduction plans and they seldom benefit the worker.

## Labor Didn't Say

—IN WASHINGTON, D. C., labor didn't say it, a top Republican did. According to Senate Minority Leader Howard Baker (R-Tenn.), "We've got a Democratic President who is singing a Republican tune."

## Attend Union Meeting Tonight



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...man told Congress, an estimated 100,000 American workers die annually from occupational disease, an annual figure larger than the total number of Americans killed in the Korean conflict and Vietnam war. And this figure is regarded by many experts as extremely conservative." He went on to note that the Department of Health, Education and Welfare attributed 20 to 38 percent of all cancers to workplace carcinogens.

Dr. Lorin Kerr, a respected veteran of many occupational health battles, related the long history of the suppression of job health problems in an address before the American Public Association in Los Angeles.

Kerr, former head of the APHA and longtime director of the Mine Workers' Department of Occupational Health, believes the nation is on the threshold of recognizing the awful toll of job illness and how to attack it.

"There is just now a dawning realization that the pollution of the workplace is responsible for the degradation and exploitation of workers. In addition, many of the same pollutants also have a deleterious impact on the surrounding community, causing non-worker death and disability," Kerr said, adding:

"The ecologists and others are slowly becoming aware of what has long been known to workers—the eight hours on the job can be the most dangerous daily threat to their health."

For black workers, Kerr went on, it is even worse because they often are found in the dirtiest jobs with the worst exposures. For example, he said, black coke oven workers have seven times more lung cancer than other workers.

As bad as the job health estimates are, Kerr told the APHA, there is no accurate national count for anything but black lung disease. He pointed out that the Coal Mine Health and Safety Act of 1969 for the first time mandated an attack on an occupational disease. He said 4,000

to 86 unions, employer groups, universities and other organizations. The best way to improve workplace health and safety, declared OSHA chief Eula Bingham, "is through a well-informed workforce."

The National Institute for Occupational Safety and Health last year awarded its first grants of about \$600,000 each to nine schools to train students in occupational health. NIOSH expects to raise the grants to \$7 million within four years. Yet the institute estimates the national need at 100 new specialists a year through 1985 and the present output is less than 35.

Organized labor continues its active role. The AFL-CIO recently established a job health and safety department and drew 700 delegates to a national conference. Union experts also keep an eye on OSHA standard-setting and fight the worker's fight against attempts to water down or delay standards.

So, while the immediate battles continue over cancer and cotton dust standards, it also should be appreciated that there is progress in the long struggle for decent and healthful working conditions.

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### 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

only do they charge anything in sight, but they also set up an unearthly racket that can be heard in the next county whenever they spot an intruder." So the German shepherds and the Doberman were all fired. Besides, food for the geese cost only '20-a year.

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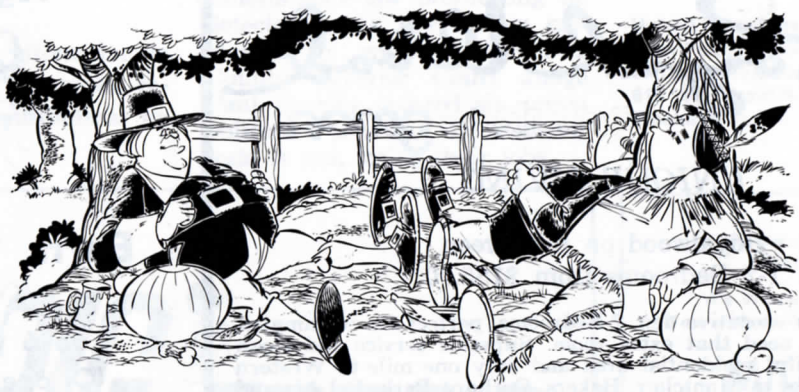
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