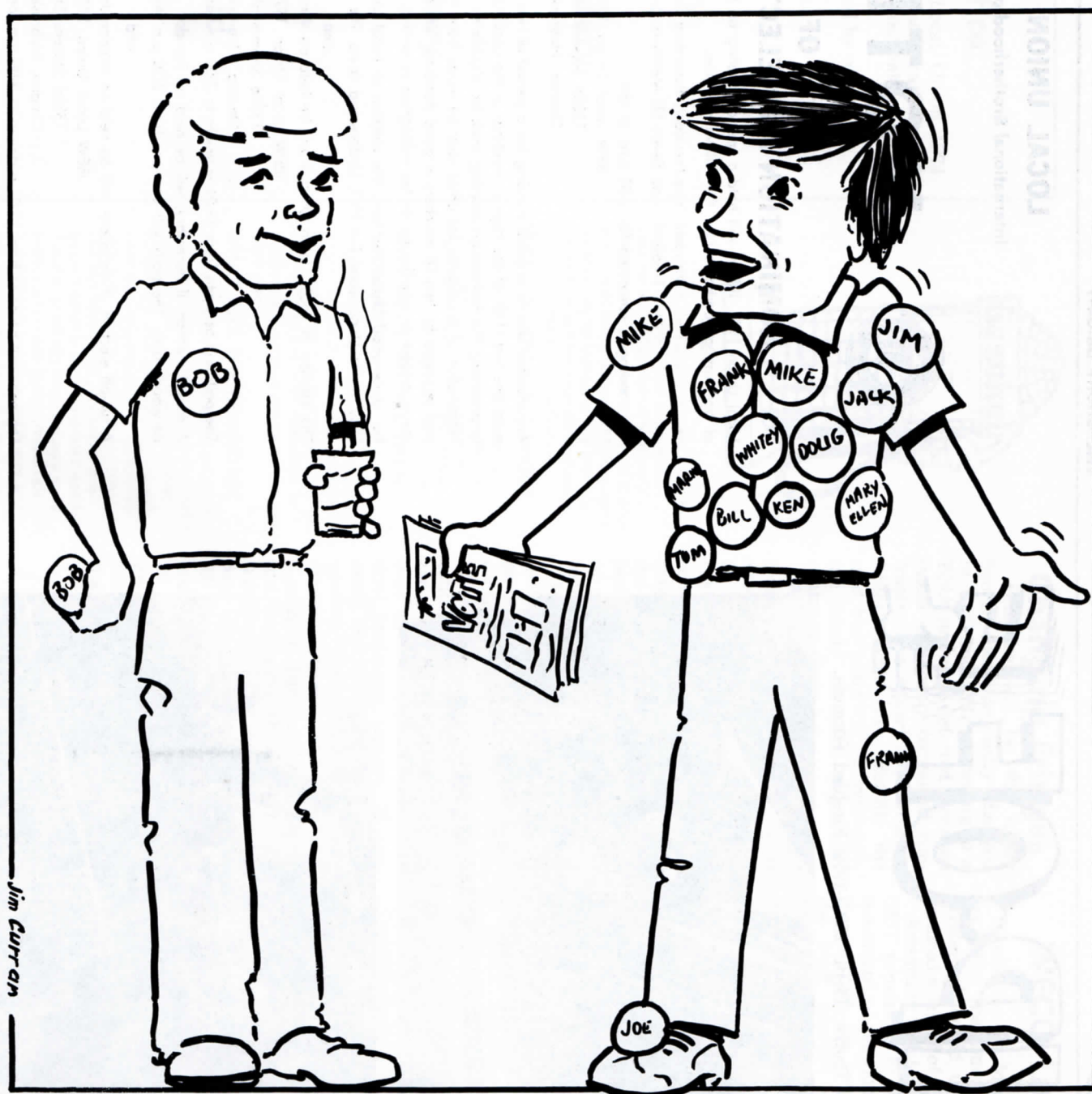


The Short Circuit



Official Monthly Publication of
Local Union 1974, International
Brotherhood of Electrical Workers
AFL-CIO, Omaha, Nebraska



**"I just stopped outside the gate long enough
to buy a morning paper!"**

The Short Circuit

February 1980



Vol. 20, No. 38

Labor Outlook for 1980

Persistently high inflation, threats of growing unemployment, a decline in real wages, and lagging productivity will characterize the U.S. economy in 1980, according to the Conference Board's panel of labor relations specialists. The panelists predict that unions negotiating in the coming year will focus their bargaining demands on enhanced cost-of-living protections for current and retired workers and improved job security measures, and that there will be increased pressure on the government to institute mandatory wage and price controls to help break the inflationary cycle.

The Economy: Double-digit inflation will continue throughout 1980, with the Consumer Price Index increasing about 10 to 12 percent, and will be accompanied by stagnant productivity and a 7 percent unemployment rate, according to the panelists. While none of the panelists favors mandatory government controls to stabilize the economy, all agree that there is "no strong alternative direction."

While some panelists do hold out the possibility that "the 1980s will see more merging of industry and union interests" and other cooperative efforts to solve some of the nation's "major economic and social problems," the group as a whole agrees that there will be few new initiatives in labor legislation, due to Congress' generally conservative bent and the pressures of an election year.

The Bargaining Table: Negotiations in 1980 will be "domi-

nated by unabated inflation" and will feature union attempts to maintain workers' real wages, the panel says. Despite anticipated hikes in unemployment, the panel adds, organized labor is unlikely to moderate or reduce its wage demands.

Through a combination of COLA improvements and a "front-loaded wage package," unions negotiating this year may be able to obtain "some real wage advancement," notes Thomas Kochan of Cornell University's School of Industrial and Labor Relations. Kochan adds, however, that "about the only workers who have a chance of staying even or gaining some ground are those who already have strong COLA clauses in their agreements and are negotiating new contracts."

Unions also will be focusing on job security clauses as a result of recent layoffs.

Travelers Meeting February 13

OMAHA—In responding to a request by Local Union President Michael D. Quinlan, corporate Western Electric officials and high level Travelers Insurance Company representatives will meet in Omaha on Wednesday, February 13th. According to President Quinlan, "the meeting was necessitated by an increase in the number of Travelers problems experienced by our Union members in Omaha. for a while it would appear as though the complaints on Travelers were subsiding," Quinlan reviewed, "but that was short lived and they are again on the rise."

In addition to the Union attending the meeting will be Steve Stafford, Assistant Manager Claims Operation, Greensboro; Al Marron, Assistant Manager Claims, Omaha; Dwight Cole, Manager Denver Benefit Branch; John Malmfelt, Corporate Group Health Insurance, Greensboro; and Brian Carlin, Corporate Labor Relations, Greensboro.

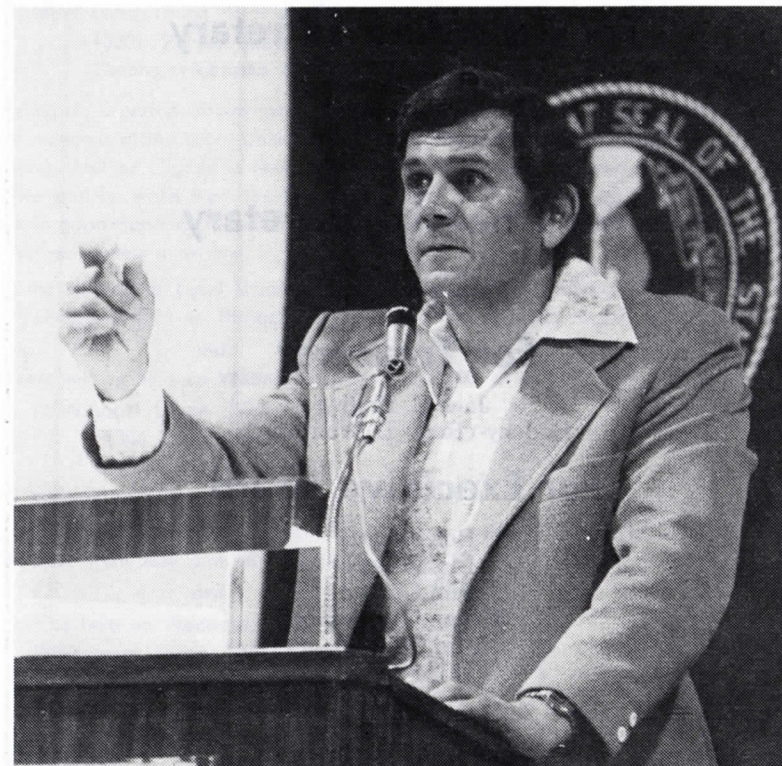
Problems such as reasonable and customary charges, coordination of benefits, complexity of forms and volumes of information compiled by Travelers, difficulties with major medical claims and sudden and serious claims (i.e., sudden and serious will be discussed at length).

Bargaining Preparation Nearing Completion

Final Meeting: Early March in D.C.

OMAHA—Responding to the priorities laid out in a survey taken by the E.M.-3 Council and its affiliated unions, the E.M.-3 Council bargaining committee has spent the last several months preparing for the upcoming 1980 negotiations using the results of the survey as a guide.

"Not so surprisingly," cited Local Union President Michael D. Quinlan, "Pensions was the most stressed item in the E.M.-3 survey. We have recently learned that the Bell System Pension buying power has been cut in half in five years at the present rate of inflation. A \$600 per month pension could be cut in half by 1985 without some cost of living allowance protection and our members must be equally aware of this."



Quinlan: "A \$600 per month pension could be cut in half by 1985 without some type of cost-of-living allowance protection."

Western Electric Offers SIPP

The combined priorities of all 19 E.M.-3 Council locations were (one) quarter wage COLA (two)

the new year and elimination of the company right to designate one day; changes in the Bell Sys-

tiations in 1980 will be "domi- sult of recent layoffs.

Western Electric Offers SIPP

OMAHA—In responding to a Local Union request, the Company has officially notified Local Union 1974 of their intent to offer the Supplemental Income Protection Program (SIPP) provided for in article 42 to selected eligible employees in Dept. 722, M. C. Relay Assembly and Adjust, Coil Winding, Finishing, Weld and Form, all Phenolic Molding, M.W.S.R. Grinding and Heat Treating; and Department 723, Large and Small Switch and Piece Part Manufacture, Coil Winding and Finishing.

Although the Union has requested that the provisions of the SIPP article be extended to all pension eligible employees in the plant, the Company limited their compliance with the Union's request to those departments where "technological change" has or is expected to take place.

The demand to manufacture Central Office Equipment has shifted significantly in the last five years from Crossbar to ESS systems. The increased capacity, smaller size, and additional features of ESS have attracted the market demand previously held by Crossbar systems. Furthermore, ESS is electronic and more technologically advanced than the electro-mechanical crossbar

system. As a result, the phase-out of the M.C. Relay and Standard Crossbar Switch operations is considered to be the result of technological change and meet the requirements set forth in Article 42.

The total number of employees who were offered and subsequently accepted the SIPP is unknown at this printing. But the union takes a position that for each eligible employee who voluntarily accepts SIPP, there will be a proportionate reduction in the number of surplus, displacements, downgrading and layoffs of junior employees and lessened the disruption of operations in the two affected departments and the Omaha Works in general.

complicated by Travelers, difficulties with major medical claims and sudden and serious claims (i.e., sudden and serious will be discussed at length).

"It is my hope that these meeting will provide some temporary relief of some Travelers problems," Quinlan reviewed, but regardless Travelers health insurance coverage will become a major part of the contract talks at the National Negotiation table."

Representing the Union February 13th will be Local Union 1974 President, Michael D. Quinlan, Vice President Clark and several members of the benefits committee.

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NOTICE

The Monthly Meeting
of the Membership
will be held

Friday
February 15, 1980
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

NOTICE

Absolute Deadline for
Articles is the
1st of Each Month

Quinlan: A \$500 per month pension could be cut entirely by 1980 without some type of cost-of-living allowance protection."

The combined priorities of all 19 E.M.-3 Council locations were (one) quarter wage COLA (two) Increased Pension Formula (3) additional COLA to pension, (4) eliminate early retirement penalty, (5) change from Travelers to Blue Shield, (6) change vacation formula of eligibility 1-2-3-4 or 5 weeks of vacation (7) additional days off with pay. Other items listed in national survey (not necessarily in order of preference) change COLA formula, shorter work week, telephone product or service discount, guaranteed holidays, improved long term disability, 100% payment of Hospital-Surgical-Medical expenses, Drug Program, Eye Care Program, Maternity Leaves and Disability Payments.

The overall council survey compares favorably to the Local Union 1974 survey taken earlier, Quinlan reported. "The priorities in the Local Union 1974 survey were as follows: (1) Quarterly COLA, (2) Change back to Blue Shield, (3) No reductions before age 55 in the pension formula, (4) increased number of holidays to add election and birthday, (5) improve vacation eligibility formula, (6) COLA formula for pensions, (7) increase pension formula, (8) more excused work days, (9) increase vacation to extend beyond 5 weeks, (10) eye care benefits, (11) 100% Hospital-Surgical-Medical payments.

In addition to preparing demands which respond to the priorities laid out by members in the E.M.-3 Council survey, the council negotiators are also drawing up movement of personnel proposals such as day-to-day bumping and job posting at each location, EWD carry over into

the new year and elimination of the company right to designate one day; changes in the Bell System savings plan; changes in the COLA formula; changes in the rate protection allowance; improved dental benefits; wage incentive managerial allowances; and improved benefits to those who work to age 70.

Speaking on a need for an improved cost of living allowance, President Quinlan observed, "that the new COLA formula to go into effect August of 1980 and the frequency of its application should result in a true wage adjustment of the inflationary erosion of our buying power during the life of the new contract."

After the most recent meeting of the E.M.-3 negotiators held during the week of January 28th, President Quinlan reports, "the contract negotiation preparation is over 80% completed and should be wrapped up in the second week of March at International Headquarters in Washington, D.C.

Local bargaining preparations are continuing with the emphasis on Article 10 arbitration, Article 11, Work Schedules, Article 13, Overtime Distribution, Article 14, Job Grades, Article 16, Wage Incentives, Article 21, Holidays, Article 22, Pay treatment for absences, Article 26, Excused Work Days, Article 27, Movement of Personnel, Article 28, Suspensions and Terminations of employment relieved, dropped or discharged, Article 30, payroll deduction of union dues, Article 33, supervisors performing work normally assigned to hourly rated employees and their local application.

\$200 Give-Away

Sweetheart Pot for February

February promises to be the biggest drawing of the new year. \$200 dollars is being offered to the lucky member who is present at the February meeting when his or her name is drawn.

Don't be sorry for not attending and missing out on the Union's free inflation fighter give away.

\$200 greenbacks will pay a lot of heating bills or help pad the increased taxes on your home.

Now, let's thank the people that made the \$200 drawing possible: January losers:

- | | |
|-------------------|-----------------------|
| 1. F. M. Wolski | 11. J. Z. Schmidt |
| 2. E. D. Baker | 12. J. D. Rogers |
| 3. E. S. Licata | 13. P. H. Metoyer |
| 4. J. S. Rickard | 14. V. M. Dschaak |
| 5. S. S. Sleyster | 15. M. B. Kilgore |
| 6. C. G. Spreier | 16. R. E. Kobjerowski |
| 7. G. C. Allen | 17. L. M. Stroh |
| 8. M. S. Hartman | 18. L. J. Novak |
| 9. P.W. Challgren | 19. J. W. Musco |
| 10. G. L. Hall | 20. R. W. Hanson |

Union Dues in
1979 - \$122.16

Candidates for Office

OMAHA—On Sunday, February 10, Local Union 1974 President Michael D. Quinlan gaveled the specially called meeting to order at 2:00 p.m. for the purpose of nominating candidates for election of officers.

Below is a list of those candidates nominated by office:

For President

Frank Nagel
Michael D. Quinlan

For Vice-President

Harlan 'Whitey' Clark
Orville 'Beanie' Eby

For Recording Secretary

Phylliss Hemingson
Vern Larson
Joyce M. Ossler
Stan Svoboda

For Financial Secretary

Doug W. Brown
Jim L. Hardick

For Treasurer

Jack E. Philby
Rodney (Rod) L. Wentworth

For Executive Board

Bob Alberts
Marie Cook
Jim Curran
William J. Deegan
Jim Filipiak
Mike Kelly
Ken Mass
Ron Ohme
Frank P. Possinger
Jerry W. Pote
Tom Van Dyke
Marlene Wilson
Frank Wisniski

The election of officers will be held March 5, 1980. The polls will be open at the following times:



WHAT IS GASOHOL?

Gasohol is the registered trade name for a fuel mixture composed of unleaded gasoline and ethyl alcohol (ethanol). These two components are mixed in proportions of 90% gasoline and 10% alcohol. Gasohol can be burned in any internal combustion engine, regardless of age, without carburetor modification.

WHAT IS ETHYL ALCOHOL?

The ethyl alcohol used in Gasohol, generally referred to as ethanol, is distilled from renewable resources such as grains, sugar beets, potatoes, cheese whey, and other agricultural commodities.

WHY MIX ETHANOL WITH GASOLINE?

When these two components are combined they produce benefits not possible with gasoline alone. In addition, because ethanol is derived from renewable resources, new supplies can be grown year after year.

WHAT ARE THE BENEFITS?

Vehicles fueled with Gasohol generally achieve increased mileage. Gasohol has a higher octane rating than its no-lead component. The increased octane will cause the car's engine to run smoother with less "knock," less engine "ping" and less "dieseling" - for better overall performance in hot and cold weather. Gasohol produces fewer exhaust emissions, particularly carbon monoxide. Gasohol also acts as an antifreeze and will help prevent gas line freeze ups. The chemical properties of Gasohol act as a solvent, helping to cut through dirt and deposits and keep the engine running cleaner.

ARE THERE OTHER BENEFITS?

Yes, Gasohol can also benefit the econ-

Changing Fringes

Pensions will be the fringe benefit most frequently changed in 1980 and 1981, according to a BNA survey of deferred increases under previously bargained contracts. The second most volatile fringe-benefit area during the next two years will be insurance, the study of 1,712 negotiated contracts finds.

A breakdown of fringe benefit revisions scheduled for 1980 shows that pensions are the benefit most frequently slated for change, with 20 percent of the contracts calling for revisions in this area. Pensions also will be the most frequently changed benefit in 1981, with 19 percent of the agreements scheduled for revisions.

Insurance changes rank second in both 1980 and 1981, with 18 percent and 15 percent of the contracts, respectively, set for revisions. Of the 337 contracts calling for revised or new insurance benefits in 1980, 37 percent involve sickness and accident insurance changes; 28 percent, life insurance changes; 10 percent, accidental death and dismemberment insurance; and 6 percent, dental and major medical insurance. Of the 111 contracts providing for revised or new insurance benefits in 1981, 32 percent will make sickness and accident insurance changes, 20 percent have scheduled dental insurance revisions, and 14 percent contain provisions mandating life and disability insurance changes.

Lawyers Overpaid

— IN CHICAGO, who are the most overpaid Americans? Probably lawyers — and that's even the opinion of other lawyers. Take the recent case of the four Chicago lawyers who won a state tax case for their corporation clients. When they submitted their bill, charging

WECO Layoff

Omaha — On Monday, January 28th, the Omaha Works of Western Electric Company announced a layoff of 50 employees.

According to LAST IN-FIRST OUT provisions of Article 27 of movement of personnel article in the contract, the employees with the least amount of seniority (the last 50 employees hired) were given layoff notices.

The employees to be laid off effective February 4th had service dates back to July 2, 1979.

At the present time, best company estimated projections the currently laid off employees will probably be rehired in the 2nd quarter of 1980.

According to Western Electric officials, plant wide rumors of additional layoffs numbering upwards to 100 or more employees is totally without foundation.



Union Hall's New Look For The 80's

Tom Van Dyke
Marlene Wilson
Frank Wisniski

The election of officers will be held March 5, 1980.
The polls will be open at the following times:

12:01 midnight to 3:00 a.m.
6:00 a.m. to 9:00 p.m.

A runoff election, if necessary, will be held on March 12, 1980.



5025 GROVER
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THURS 9:30 - 12 NOON
SAT 9 AM - 1 PM

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15% Discount To
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2469 So. 132 St.
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Is Offering All Union Members
of Local Union 1974
A 15% Discount on
All Tires and Service
Purchased till the End of
March, 1980

(Excluding All Sale Items)

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At Jensen Tire Co.

Phone: 334-5062

as a solvent, helping to cut through
dirt and deposits and keep the engine
running cleaner.

ARE THERE OTHER BENEFITS?

Yes, Gasohol can also benefit the economy. By distilling alcohol from agricultural products, we provide a new and reliable market for these products. Also, by running our vehicles on a fuel containing 10% less gasoline, we decrease our dependence on foreign oil.

CAN GASOHOL BE USED IN VEHICLES THAT NORMALLY REQUIRE "UNLEADED FUEL ONLY?"

Yes, Gasohol is an unleaded fuel and can be used in vehicles of any age. It is particularly beneficial, however, in engines which require higher octane fuel for greater performance. Even vehicles which don't require unleaded fuel may use Gasohol.

WILL GASOHOL HARM MY VEHICLE'S CATALYTIC CONVERTER?

No. Gasohol is an unleaded fuel - the kind of fuel vehicles with catalytic converters are designed to use. Gasohol will not harm the catalytic converters.

WHAT CONTRIBUTIONS CAN GASOHOL MAKE?

As explained earlier, Gasohol can benefit you, the motorist, the agricultural economy and the nation's economy.

Minimum Wage

—IN WASHINGTON and everywhere across the U.S. on January 1, the federal minimum wage was raised to \$3.10 an hour. You can probably win that free beer at your friendly neighborhood tavern on the way home from work by betting your barmates they can't remember the amount of the first minimum wage. The year was 1938 . . . and the wage was 25 cents an hour.

Old Age Smarts

— IN SAN DIEGO, Calif. If you're a manual worker, there's a large likelihood you'll enjoy at least one big benefit over your sedentary office colleagues; you'll probably be smarter in your old age. A San Diego State University study indicates that if you have to use your muscles regularly — at work, for example — not only your physical deterioration but your brain deterioration may be less as you grow older.

— and that's even the opinion of other lawyers. Take the recent case of the four Chicago lawyers who won a state tax case for their corporation clients. When they submitted their bill, charging \$1,500-an-hour, 100 fellow lawyers branded the rate as outrageous, so exorbitant that they filed objections with the court.

Protect Working Gal

—IN NEW YORK, not only did "heaven protect the working girl" a century ago, but so did some quirkish sections of the American medical profession. The newly-published "People's Almanac #2" recalls that in 1867 the New Orleans Medical Society Journal published a landmark article on "The Influence of the Sewing Machine on Female Health." The article recommended the use of bromides "to prevent seamstresses from becoming too sexually excited by the erotic rhythms of the foot treadle."

Editor's Note: Same figures below could be applied to tax deferred savings plan presently enjoyed by all union members and employees of Western Electric.

IRA vs. ordinary savings

The figures in color show how much would be accumulated at the end of a year by a person depositing \$1500 into an IRA at the beginning of each year. The color figures also show how much that accumulation would yield from an "annuity certain" taken at retirement. We've assumed that the money was put into an 8 percent account compounded quarterly with an effective yield of 8.24 percent. The same

rate has been applied to the annuity during the payout period. The figures shown in black are the results of putting the same amount into an ordinary savings-certificate account earning the same rate of interest. Note that no tax is levied on the IRA deposits, but that in the case of the ordinary savings certificate, income taxes are levied on both the deposit and the interest earned by the deposit

■ Ordinary savings		■ IRA		Value of account after taxes	Annual annuity received ²	Income taxes on annuity ³	Annual net income after taxes ⁴
End of year	Amount paid in	Interest earned	Income taxes ¹				
1	\$ 1500	\$ 124	\$ 472	\$ 1152	\$ 122	0	\$ 122
1	1500	124	0	1624	172	0	172
5	7500	1622	2679	6443	683	0	683
5	7500	2072	0	9572	1015	0	1015
10	15,000	6216	6309	14,907	1580	0	1580
10	15,000	8794	0	23,794	2522	0	2522
20	30,000	28,331	17,706	40,625	4306	0	4306
20	30,000	46,334	0	76,334	8092	134	7958
30	45,000	77,773	38,354	84,419	8949	0	8949
30	45,000	147,342	0	192,342	20,389	2627	17,762
40	60,000	173,109	76,107	157,002	16,642	0	16,642
40	60,000	388,494	0	448,494	47,541	12,604	34,937

1. Assumes \$25,000 annual family income. Person is married, filing jointly with two personal exemptions and takes standard deduction. Income remains constant. All income taxes based on 1978 tax law.
2. Annual annuity received based on a life expectancy of 16 years. Annuity paid at beginning of the year.

3. At retirement, person is married, filing jointly, both 65 or older. Person takes two personal exemptions, two "65 or over" exemptions, and the general tax credit. Taxes based on 1978 tax law.
4. Income taxes on retirement assume no other sources of taxable income.

Union Hall's New Look For The 80's

Omaha — The monthly business meeting for all the members of Local Union 1974 took on a new look for the 80's. Gone is the huge wall to wall flag that hung behind the podium while the officers conducted the monthly meeting.

In place of the grand old flag was a smaller American flag, flanked on each side by the flag of the IBEW and the Nebraska state flag. The reason for the replacements is because the old flag wore out.

It's a new look for the Union hall—one most Union members will agree is a pleasant one.

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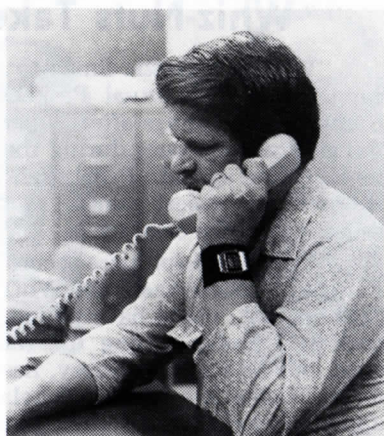


Know Your Rep

Tom Murray

"Benefits
Barnstormer"

By: D. M. Wieczorek



Tom Murray is one of those quiet hard working union representatives who when he takes time to speak his mind, he makes good sense and his narrative vibrates the very core of the Company's benefits committee. Sounds like a big roar for such an easy going person but that's the kind of effective force Tom Murray has been since he has been on the Union benefits committee.

Tom Murray of Dept. 361 got interested in the Union Benefits Committee when a Company connected injury forced him to take a downgrade with not only a loss of pay from the loss of grade, but also a loss of monies from his night bonus and a substantial loss of incentive pay. He felt there was more lost than money when he injured himself. Tom felt that his loyalty to the Company had penalized him for being so loyal.

"The Company teed me off," says Benefit Committeeman Tom Murray between puffs on one of his 30 to 40 cigarettes in a day. "I went from Twisting to the work restriction task force room and from temporary restriction (allowing the employee to receive incentive from the Department from which he is absent) to a permanent restriction and a downgrade.

That's when Tom contacted

sation court, I discovered the plaintiff didn't need the services of an attorney in the State of Nebraska," Tom acknowledged. By eliminating the attorney that is an additional saving of anywhere from 25 to 33% of the Court award if our client wins. So now, when the Union member has a court case, I inform that Union member of the steps necessary to get his/or her case into Court."

Other ways Benefits Committeeman Tom Murray has discovered to save money for the Union members is with the old Blue Cross and Blue Shield Insurance Plan.

"Under the old plan when our members would travel on vacation and get sick, if they needed medical help in other states, the Nebraska Blue Cross and Blue Shield wouldn't pay it when they returned home and put in their claim," Murray continued as he lit up another cigarette. "The reason why Blue Cross or Blue Shield wouldn't pay is because the bill wasn't turned in to the area of the provider. The Company knew this but they were content to let the Union member lose money and they saved on their benefit coverage. To the Union members' good fortune, we were able to eliminate this oversight.

hours a week without lost time compensation. He also calls them like he sees them. His feelings about Travelers are an example.

"Our biggest conflict with Travelers Insurance Group is they are not computerized," Murray says with a very serious frown. They do every ounce of paper work by hand and they created a manual stranglehold of red tape that scares the worker into staying well and worry themselves sick when medical expenses do arise."

"Basically what the Travelers Insurance Group did was hire people off the street to handle the increase in business that the Western Electric channeled their way. These people didn't have any experience in insurance processing. Instead of hiring experienced processors that might have cost more in wages, they hired people with no experience cold off the street and trained them at our Union members' expense. That's the big reason why our Travelers Insurance benefits are screwed up—Travelers is screwed up!"

"Another area that the Western Electric Company could improve on is their relations between the Western Electric Company and their Benefits organization. They could start treating employees like people instead of numbers."

That fellow members is Benefits Committeeman Tom Murray in a nutshell. He's hard working, opinionated and a man the Company doesn't particularly care to deal with, because he won't stop until he wins.

Pin-Ups A No-No

—IN ROCHESTER, N.Y., sooner or later it's going to happen here and elsewhere—collective bargaining clauses clarifying the rights of workers to post-pin-up pictures at

Non-Smoking Break

By: John Maun

In the last couple of years, the Western Electric Company spent a lot of money remodeling the break area around Dept. 251. In the summer time, it's great. People on work and lunch breaks can go there or outside to enjoy a break filled with plenty of fresh air.

But, in the winter time, when it's too cold to go outside the remodeled break area does not adequately serve the needs of all the 251 workers. The reason is because all the non-smokers are forced to take their breaks with the smokers.

I don't think it's fair to the non-smoking employees of Dept. 251 that when they take their break, they have to use the same facilities that the smoking employees do. Just because these people smoke doesn't mean the rest of us want to breathe their polluting fumes.

I think it's time for Western Electric to wake up and put a ban on smoking in the eating areas of the plant. With all the warnings about the danger of cigarette smoking, there are less

people smoking, but they continue to foul the air for the rest of us.

Wake up Ma Bell—the rest of your work force would be a lot healthier because of it.

Editor's Note: Local President Quinlan has received a petition from Dept. 251 non-smokers requesting that the present partition in the 251 break area be left up to use as a non-smoking area for breaks and lunches. This request has been discussed with the Company and we are awaiting their reply.

Letter to Editor

Message to an Individual Concerned

I have been made aware that a statement was made by you, a very important member of the Union, to the effect, "there is not a woman working at Western Electric that is qualified to be a union stewardess, or to hold any other important position as they haven't the brains or ability to represent anyone in the plant."

I cannot speak in behalf of all the women employees in the plant, but I feel I have the right to voice my opinion in my own defense. First, because I am a woman, second, I am an employee of Western Electric, third, I am a Union member, and finally I am a human being not to be treated with arrogance and indifference. You must be made to realize that this Union belongs to us, the employees, and not only a chosen few.

You may not be aware that women employees of Western Electric, although a minority, are very influential in Union affairs and their support is essential in any candidate's quest for office.

Over the past few years, the women employees (myself included) of Western Electric Local 1974 have stood by and allowed male chauvinistic men, like you, to control our union affairs. Times have changed, and the results will be seen in the future.

So, in closing, Dear Sir, may I say . . .

"We've come a long way baby and this is only the beginning!"

Yvonne Russell

EDITOR'S NOTE:

Repeated attempts by Local Union President Michael D. Quinlan to find out the name of the "Very Important Person of the

incentive from the Department from which he is absent) to a permanent restriction and a downgrade.

That's when Tom contacted Local Union President Quinlan for a position on the benefits committee.

Upon his appointment to the committee, Tom then took crash courses in Benefit and Workmen's Compensation Laws. His first case paid off with a \$1,500 settlement by Western Electric Company.

Since that first case, many members have been the recipients of additional insurance (or compensation) monies as a result of Tom's efforts.

Conservative estimates place the figure between \$75,000 and \$100,000 over the past two years.

Since his first experience in Workmen's Compensation Court, a lot of Union members have also received court awards from Western Electric. There have also been changes that resulted in increasing the reward to any employee who has acquired the burden of proof to prove the Company wrong through legal channels.

"In my study of the legal processes connected with workmen's benefits and workmen's compen-

lose money and they saved on their benefit coverage. To the Union members' good fortune, we were able to eliminate this oversight.

Speaking on behalf of Tom, Local Union President Quinlan said, "Tom is an extremely valuable asset as a benefit committee specialist. You might call him a doctor's doctor. When I have a question involving a complex benefits issue, quite often I go to Tom for assistance."

Tom's experience in Local Union 1974 is limited to the benefit committee. "If you're doing the job properly, you haven't got time for anything else," Tom believes.

Today, he still puts in over 30

—IN ROCHESTER, N.Y., sooner or later it's going to happen here and elsewhere—collective bargaining clauses clarifying the rights of workers to post-pin-up pictures at their workplaces. The pin-up issue raised its ugly—or pretty, depending on your point of view—head at the Rochester Telephone Co. The district manager ordered a poster of glamor-puss Farrah Fawcett pulled down because (he claimed) such posters are, among other things, "unbusinesslike." The local union has filed a grievance to keep Farrah and is thinking about taking it to arbitration. The workers contend that Farrah's appearance is more of a morale-builder than a district manager.

We've come a long way baby and this is only the beginning!

Yvonne Russell

EDITOR'S NOTE:

Repeated attempts by Local Union President Michael D. Quinlan to find out the name of the "Very Important Person of the Local Union" who allegedly made the above statement have been met with a wall of silence.

Without the name of the accused, President Quinlan is unable to take the necessary corrective action.

"If this derogatory statement was in fact made, it certainly does not reflect the attitude or position of the elected officers of the Union.

Our women Union members have and will continue to be an integral part of the leadership and affairs of our Local Union."

THE SHORT CIRCUIT

Omaha, Nebr. February 1980 Vol. 20 No. 38

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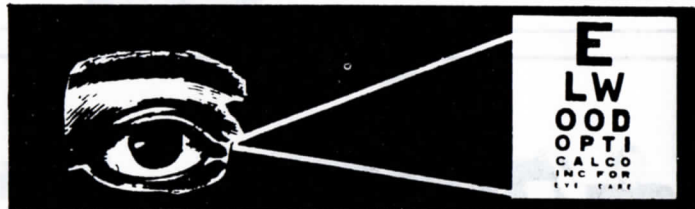
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Buffalo Club of Omaha News

By: Chris Pluta

The threat of a winter storm did not dampen anyone's spirits when our Installation Dinner took place at Mr. Kelley's on Saturday, January 19th. Following a very delicious steak dinner, the following new officers were installed: Chris Pluta, President; Bob Bloodsworth, Vice President; Mary Ann Kajdasz, Secretary and Linda Sloma, Treasurer.

Our first activity of the year will be a Scotch Doubles Bowling Party. It will be held on Saturday, February 16th at Western Bowl at 8:15 p.m. There will be four games of bowling—and you better get out and practice because there will be prizes. After bowling, there will be all the pizza you can eat along with beer and pop at Casa Bella Pizzeria, 96th and "L" Streets, at approximately 11:15 p.m. The cost per couple is \$12 and reservations are necessary. Jim and Mary Ann Kajdasz are the chairmen for this event. I am sure a good time will be had by all who attend.

The next meeting of the Buffalo Club of Omaha will be held on February 17th at 7:00 p.m. at the Union Hall. This meeting will feature an emblem contest. All members and their families are invited to submit a drawing that can be adapted into a club emblem. The judging will take place at that meeting and the producers of the winning entry will receive a \$10 prize. Good luck to one and all. See you at the meeting.

grievance guide

MERINGUE MISCHIEF

An employee who threw a pie in the face of a management consultant was improperly discharged, arbitrator Steven A. Carter holds.

According to the employee, after he had been "out all night drinking," he got a "wild idea" and proceeded to obtain a pie pan, spray it full of meringue, and drive to the plant. There, he accosted a management consultant and threw the pie in his face. Subsequently, the employer discharged the worker for violating a company rule prohibiting "horseplay, scuffling, wrestling, throwing of objects, or unnecessary shouting or running in the plant." Protesting the discharge, the union claimed that through the years management had tolerated many "pranks" among workers in the plant. Noting that the consultant had participated in some of these pranks, the union pointed out that the consultant "did not file any legal charges nor request" the discharge of his assailant.

The arbitrator points out that on the basis of conversations with other workers, including the union president, the employee "mistakenly" believed that the consultant "was generally willing to participate in practical jokes and would be a fit subject to be the butt of a joke." Although the young employee "apparently did not understand the important distinction between good clean fun among friends on the one hand and the mindless throwing of a pie upon an unknown person on the other," the arbitrator says, "he does now." The arbitrator concludes that the employee should be rehired on a probationary basis. (Clay Equipment Co. and Machinists, 73 LA 817)

REGRETTABLE REMARK

An employee was properly discharged for using abusive and vulgar language toward the company's president, arbitrator Clifford E. Smith rules.

The president of a company saw an employee and a co-worker apparently engaged in "horseplay" and reported it to the workers' supervisor. When the employee learned of the report, he requested a meeting with the president to "clarify the situation." After several more requests by the employee, the meeting was finally arranged. During the meeting, the employee accused the president of trying to make him "look bad" and demanded that the president apologize. When the president refused, the employee said the president was "behaving like an asshole." Immediately following the remark, the employee was discharged for insubordination. Protesting the discharge, the union argued that management had "enticed" the employee "into making a very serious mistake" by allowing him to complain to the president without having a union steward present during the meeting. According to the union, "the employee should not have been allowed to speak to the president," but should have been told to file a grievance.

Pointing out that when the employee first requested the meeting, he gave "no indication" that he had a problem to discuss, the arbitrator says that management was under no obligation to suggest that the worker "follow the grievance procedures." The arbitrator holds that the employee was neither "enticed" nor "coerced" into speaking with the president. Instead, the arbitrator notes, the employee "decided of his own free will" to meet with the president, and had more than an hour before the meeting was scheduled to "consider his action and what he was going to say." (Marshalltown Trowel Co. and U.A.W. 73 LA 764)

Whiz-Nuts Takes a Hoop Break

"What a fantastic finish to a great season," Our resident handicapper and Pari-mutual Prognosticator Arnie Whiznuts said as he counted his winnings after Super Bowl 14, "I called Pittsburgh from the gate and not once during the game did I feel that I wasn't going to cover the spread. Pittsburgh giving 11 points to a hopeless L.A. is one of the easiest games I won all year. I actually felt guilty because it was like stealing."

"I did feel a lot more secure taking Pitt against L.A. with Vince Faragamo quarterbacking," Whiz said as he read over the sports page, "I think L.A. might have pulled an upset with their regular quarterback Pat Haden calling the shots. Don't get me wrong, Vince is good, but he's not the classy, heads up quarterback Haden is. Don't forget Haden is a Rhodes Scholar and that puts him in that special upper schelon of smart field generals."

"It's amazing," Whiz said as he unfolded a new Hibbsack and filled it with fresh basketball data and a list of throughbred histories and hot horse tips from back East, "Last year I was plagued by fluke bounces of the ball and blind officiating, but this year it has been completely different. Everything seems to be going in my favor, I've been on the right side of the lucky side all year."

"Speaking about Luck," Whiz continued as he sorted through a couple issues of Basketball Weekly and N.B.A. stats, "It has been my feelings for some time that all this 50 dollar information doesn't mean a thing. The guys with the hot info and the inside dope are the people looking for a winner. It only takes luck to win. When your lucky, you walk on water."

"The NCAA College Basketball Playoffs is just around the corner," Whiz smiled, "There is a field of 48 teams in this year's playoffs; so it should be a great show working down to the final four. One thing that can be said about basketball is that it's the most exciting game in all American sports. And really one of the heartstoppers to bet. Never over to the last second or shot, whatever comes first."

"Another exciting way to make some easy money and eliminate Lady Luck was brought to my attention the other day," Whiz said pausing long enough to take some literature out of his combination Hibbsack, medicine chest, and lunch bucket, "The old chain letter is making the scene again. For a hundred bucks I can pick up a quick 200 grand if I want to wait patiently for at least 10 years. With my name at the bottom of the list I figure if I can sell the next 5,000 people I meet on the idea I'll start picking up that easy green."

"Do you realize if I could get a chain letter started in China, I could be yenned out by the year 2000! How do you spell Whiznuts in Chinese?"

CHIROPRACTIC

C.L.C.

LIFE

Jim's
Galley

MANDARIN ORANGE CAKE



will receive a \$10 prize. Good luck to one and all. See you at the meeting.

Midlands Dental Association



"Three 'ah-hah's' - is that good or bad?"

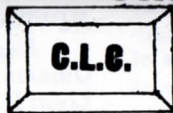
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MANDARIN ORANGE CAKE

1 Duncan Hines Butter Cake Mix or Yellow Cake Mix
3 Eggs
¾ cup oil. Beat all together with Mandarin Orange Juice.
Fold in 1 can of mandarin oranges (I cut mine up a little).
Bake at 350° about 30 minutes (test for doneness).

Icing

9 oz. Cool Whip
1 pkg. Vanilla instant pudding
1 small can drained crushed pineapple
Stir cool whip and pudding well. Fold in pineapple. Frost cool cake.
This definitely is not for dieters. But it sure is good.



From our nothing is sacred any more department is the above photo of Tom Blasing of Dept. 251 unable to get out of the December meeting with his newly won gift certificate because fellow coworker Darrel Lieber, Dept. 251, wanted to cash it in at the local pub for fried chicken livers and free beer. Lieber won the certificate and Blasing got plowed.

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RIP-OFF

Judy Radke, Dept. 253—1979 Firebird Formula.



Judy Radke of Dept. 253 had to be the last Local Union 1974 rip off victim of 1979. Judy's new firebird had all its windows broken out while she worked on the night of December 11, 1979.

LOCAL UNION NO. 1974

International Brotherhood of Electrical Workers



NOTICE!



OF NOMINATION AND ELECTION OF OFFICERS

Local Union 1974, IBEW, will hold a special meeting on Sunday, February 10, 1980, for the sole purpose of nominating candidates for the following offices:

President, Vice-President, Recording Secretary, Financial Secretary,
Treasurer, and Seven (7) Members for the Executive Board

This meeting is scheduled for 2:00 p.m. at the

IBEW Local Union 1974 Auditorium
13306 Stevens Street
Omaha, Nebraska 68137

Any member who is in good standing for a period of two years prior to nominations and has attended at least one-half (1/2) of the regular meetings of the Local Union in the twelve (12) month period immediately preceding the nomination meeting, shall be eligible to hold office, except those persons barred by law. Nomination of candidates for office must be made from the floor at the time of the nomination meeting and seconded by two (2) members in good standing. No member shall be nominated for office unless he or she is present or signifies his or her willingness in writing.

For Underwood Union members, the election of Local Union Officers will be held on Tuesday, March 4, 1980, at the Underwood Fire Hall, Underwood, Iowa. The polls will be open from 2:30 p.m. to 5:30 p.m.

and

The election of Local Union Officers will be held on Wednesday, March 5, 1980, at the

IBEW Local Union 1974 Auditorium
13306 Stevens Street
Omaha, Nebraska 68137

The polls will be open from 12:01 midnight to 3:00 a.m. and 6:00 a.m. to 9:00 p.m.

A run-off election, if necessary, will be held on Tuesday, March 11, 1980, at Underwood Fire Hall, Underwood, Iowa. The polls will be open from 2:30 p.m. to 5:30 p.m.

and

A run-off election, if necessary, will be held on Wednesday, March 12, 1980, at

IBEW Local Union 1974 Auditorium
13306 Stevens Street
Omaha, Nebraska 68137

The polls will be open from 12:01 midnight to 3:00 a.m. and 6:00 a.m. to 9:00 p.m.

All members in good standing are eligible to vote. All voting shall be by secret ballot. The election shall be decided for the candidates running the most votes for a specific office.

The election will be conducted in accordance with the provisions of Article III of the Local Union Bylaws.

LOCAL UNION 1974, IBEW

Judy Radke of Dept. 253 had to be the last Local Union 1974 rip off victim of 1979. Judy's new firebird had all its windows broken out while she worked on the night of December 11, 1979.

The above photos show the extent of the malicious destruction on Judy's auto. Both door windows were broken out and the glass was left all over the floor of the car.—Insurance estimated the damage at around \$1,000.

This extensive damage could only have happened if the Western Electric Company security on December 11th was not sufficient.

The AT&T Company is advertising on television all the time that "We hear you." Well, Ma Bell, if you hear us, then add more guards because there are not enough.

If only as a matter of courtesy, it would be nicer to feel our autos are as important as violations for parking in the wrong spot.

In Tribute



George Meany (August 16, 1894 – January 10, 1980)

The International Brotherhood of Electrical Workers offers its tribute to a great union leader who has passed on from us—AFL-CIO President Emeritus George Meany. This outstanding citizen was a true champion of all the workers throughout the world. His memory will be cherished by the American trade labor movement forever.

In life he was a reality of the idealism upon which the American trade union movement was founded. The leadership he expressed over the years was a true spirit of the purposes, aims, and objects of the

American trade unions and unions of the free world.

George Meany was a noble fighter for democracy, for justice and for human progress. He loved his country, and he firmly believed in it and all its principles and traditions of individual freedom and human rights.

He was one of the greatest contributors to improving the wages and working conditions of all workers in labor history. During his entire adult life he labored so workers and their families could enjoy a fuller and better way of life with dignity. He will be missed by all working people.

The election will be conducted in accordance with the provisions of Article III of the Local Union Bylaws.

LOCAL UNION 1974, IBEW

The Record

Esther Wegner, Dept. 435	Father-in-law	Eddie Adams, Dept. 435	Father
Vern Klaumann, Dept. 722	Mother	Don Denning, 1974-1	Daughter
B. Glaumann, Dept. 361	Mother-in-law	John E. Moore, Dept. 361	Brother
D. R. Arnold, Dept. 444	Sister	Dorothy Bayless, Dept. 435	Husband
Larry Williams, Dept. 441	Father-in-law	Ray Krupa, Dept. 282	Father-in-law
Dan Kinsella, Dept. 437	Father	Earl Waldron, Jr., Dept. 746	Mother
Liz Mikesch, Dept. 443	Father	Bob Coufal, Dept. 741	Mother
Nancy Blanchard, Dept. 443	Sister	Ray Olson, Dept. 746	Mother
F. M. Cappellano, Dept. 444	Mother	Lucille Jarecki, Dept. 441	Brother
Darlene Miller, Dept. 253	Father	Joyce Tomizer, Dept. 435	Mother
Gino Betty, Dept. 745	Mother	Carol Winkempeck, Dept. 435	Mother-in-law
E. R. Bowman, Dept. 361	Father		
Ben Garcia, Dept. 437	Mother-in-law	Janice Humpal, Dept. 439	Brother
Wilma Summer, Dept. 723	Brother	Carl Schrum, Dept. 744	Mother-in-law
V. B. Kilburn, Dept. 444	Brother	Betty E. Wilson, Dept. 725	Husband
Dorothy A. Bordon, Dept. 439	Father-in-law	Louisa Armenta, Dept. 723	Father
Gladys L. Hamaker, Dept. 728	Daughter	Mary Daneff, Dept. 441	Father-in-law
LaVonne Croft, Det. 441	Son	M. E. Olson, Dept. 444	Mother-in-law

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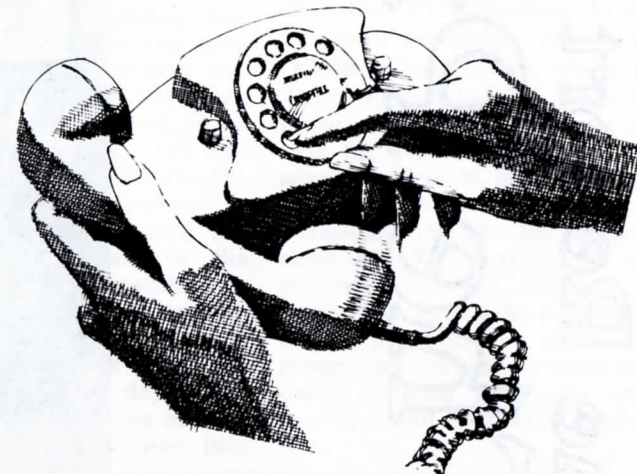
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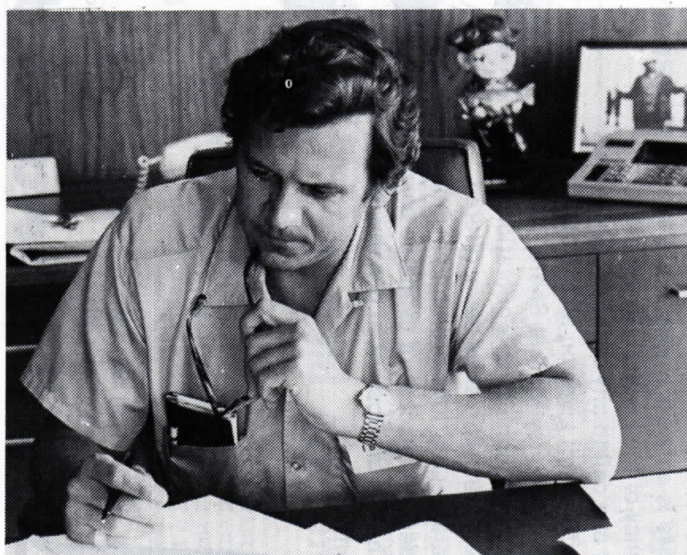


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The Report Of The President



by Michael D. Quinlan

Most of the membership, I'm sure is aware that preparations for the 1980 bargaining has been underway for the past several months.

Many meetings involving the E.M.-3 Council officers and bargaining committees have taken place. Their purpose, of course, is to formulate realistic, attainable goals and demands at the national negotiations.

The last meeting to formalize these bargaining demands is scheduled for early March at International Headquarters in Washington, D. C.

I have also directed Vice President Clark and several of the other local officers who served on the successful 1977 local bargaining teams to begin assisting me in the preparation of our very important local demands.

In just a few months, formal negotiations with the Company will begin.

By that time, both local and national bargaining preparations will be completed with the local and national committees ready to make intelligent argument on behalf of our demands.

If we are to have a successful 1980 negotiation, months of preparation are an absolute necessity.

I'm sure you'll agree that lengthy preparation combined with experienced, knowledgeable negotiators is the key to a successful contract bargaining.

Your local and national negotiators are making sure that they are prepared for the upcoming bargaining.

But you, the individual member, have a very important role to play.

Are YOU ready for the negotiations?

Capable negotiators that have the full unwavering support of the membership are almost always successful.

My experience over the past five negotiations tells me that even the most articulate, competent negotiators must have the support of employees on the shop floor.

If the management thinks that the membership is satisfied or fearful of making waves, they'll propose and fight for an inferior contract that reflects your opinion.

On the other hand, if they're convinced you're solidly behind your negotiators, their proposals will reflect a more realistic equitable company attitude.

Over the past several contract negotiations, significant improvements have been gotten with your full support. Items such as cost of living clause, dental plan, savings plan, maternity payment plan, excused work days, shift preference, year around vacation scheduling by the employees, vacation improvements and additional holiday just to name a few, come about only if the Company is convinced that the members are backing their negotiations.

It is my hope that again this year with your total support we'll be able to bargain to a successful conclusion.