

# International Brotherhood of Electrical Workers



## LOCAL UNION NO. 1974

13306 STEVENS STREET

OMAHA, NEBRASKA 68137

TELEPHONE 895-4080

### OFFICERS

Frank P. Possinger ..... *President*  
 Marlene Wilson ..... *Vice-President*  
 Sparky Bruning ..... *Recording Secretary*  
 Mary Ellen Maxwell ..... *Financial Secretary*  
 John Schwenck ..... *Treasurer*

### Union Meetings

Third Friday of Each Month  
 Dayshift — 8:00 p.m.  
 Nightshift — 12:30 a.m.

### Executive Board

Tom Van Dyke, Chairman  
 Mike Kelly Dan Lubash  
 Marlene Majeski Jim W. Perryman

**Newspaper Editor**  
 Dennis Fleming

**February 15, 1991**

## President's Message

by

**Frank Possinger**  
**Local 1974 President**

Over the past several months (or years), the members have complained, and maybe justifiably so, about Overtime and how it is scheduled and/or worked. There also have been complaints for and against "Zeroing" out hours at the end of every year or whenever there was a problem. These are the same things that your Union officers and representatives discuss when we meet.

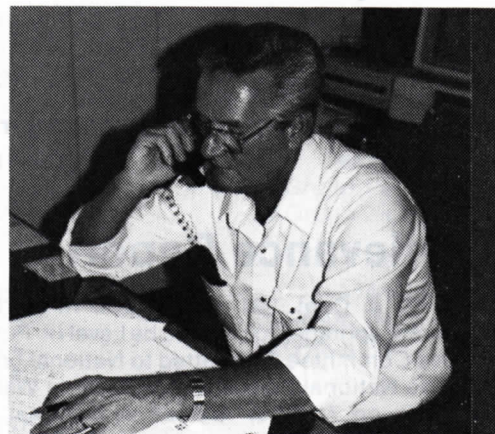
It seems like we are "searching" for the "perfect plan," and I don't know if there is such a thing, but "We Welcome" anybody's ideas or suggestions as to how we can improve what we have.

Recently, in the cable shop, I sat down with actual overtime hours and a schedule and tried to come up with new ideas or other ways of doing it, and the minute I resolved one problem by scheduling it differently, a whole number of different problems were created.

I am not saying that it can't be done, but I am **asking** for your **help** in this, but keep in mind that you can't just look at your own shift; you also **have** to look at the effect it would have on other shifts in your area - **especially** when you work only a **partial** crew on each shift. The biggest thing that comes up when scheduling partial crews is the shift someone gets slotted into. It would make it a lot easier if everybody on the 1st, 2nd, and 3rd were all in the same room when overtime was scheduled, but that isn't possible. By the time you canvass those on 2nd, your 1st and 3rd shift people have already gone home, and this makes it harder to slot people on different shifts for that overtime. It would be different if canvassing for Saturday could be done on Monday or Tuesday, but that isn't possible.

Again, if the way we do it now **isn't right, then I need to know what is**, while not creating a bunch of new problems.

Currently, as of this writing, 50 Level I openings are on the Bid Boards for Level I's to lateral transfer, **by service**, to what IBU they would like to work in. **This is a first**, and we hope not the last time that we can do this. Based on the comments this past week, there are a number of people who feel that it is a good idea.



At last month's meeting, we voted on a proposed bylaw change that involved Union dues. That bylaw change was voted down by the membership. This means we will retain our current language in our bylaws.

The vote was:

67 Against the proposed change  
 37 For  
 1 Abstention  
 1 Voided Ballot

Last month, a member asked if we could run a breakdown of our per capita expenses. The following is a list of those various amounts we pay to the different councils.

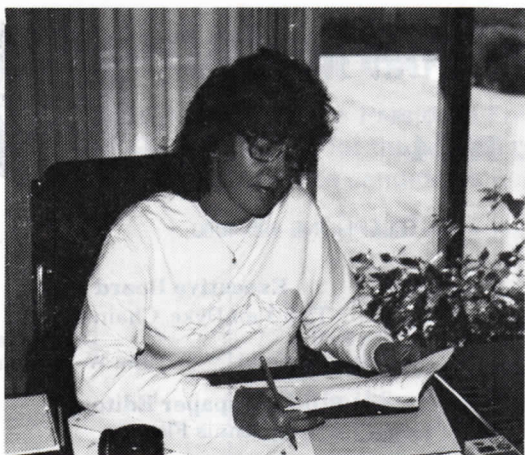
\$ 6.00 per member	International
\$ 1.12 per member	EM-3 Council
\$ .50 per member	Nebraska State AFL-CIO
\$ .50 per member	Local 1974 Building Corporation
\$ .15 per member yearly	Nebraska I.U.D.
\$760.00 monthly	Omaha Central Labor Union
\$125.00 quarterly	NE Council of Electrical Workers
\$ 40.00 monthly	Southwest Central Labor Union

On Sunday, February 3, at the Union Hall, we held nominations for officers of the Local Union. Elections of Officers will take place on **Wednesday, March 6, 1991**, at the hall. I know some members are saying that because of so few running for office that they probably won't bother voting. I would hope that this is not the case. These are three offices where there is no opposition, but there are also three offices that have more than one person seeking that office, and your vote is extremely important to all of the people who count on your vote.

Please don't talk yourself into not voting.

**PLEASE VOTE WEDNESDAY, MARCH 6, 1991!!!!**





## Report Of The Vice-President

By Marlene Wilson  
Vice-President and Grievance Coordinator

## Grievance Report

- 88-11 Level II's in Dept. 281 doing Level III work with temporary upgrade. Job should be Level III. Pote/Job Grades Committee. Submitted to National on 5-15-90. (The National Grievance was held in Washington, D.C. on 7-18-90). Denied at National Level. Arbitration demand submitted.
- 88-16 Level I employees in Dept. 269 doing Level II work. Pote/Job Grades Committee. Arbitration demand submitted. Waiting arbitrator's decision.
- 90-15 Employees in Depts. 581 and 583 forced to use vacation while on 1/2 benefits during Fourth of July shutdown. Sent to 5th step. Wilson/Possinger. Denied. Submitted to National. Waiting answer from National. Arbitration demand submitted.
- 90-18 Employee Dept. 581 - unreasonable attendance review. Newell. Sent to 5th step. Denied at 5th.
- 90-19 Employee Dept. 597 - refused benefit payment. Pote/Pallas. Sent to 5th step. Denied.
- 90-21 Employee - Dept. 592 - wrongfully found fit for work. Majeski/Pallas. Sent to 5th step. Denied.
- 90-22 Employee Dept. 582 - suspension. Kelly/Pabian. Sent to 5th step. Settled satisfactory.
- 90-23 Employee - Dept. 581 - denied payment of medical coverage. Maxwell/Possinger. Sent to 5th step.
- 90-24 Employee - Dept. 581 - denied sick absence. Sent to 5th step. Denied at 5th.
- 91-01 Employee - Dept. 582- suspension. Kelly/Pabian. Sent to 5th step. Settled satisfactory.
- 91-02 Employee Dept. 582 - suspension. Kelly/Pabian. Sent to 5th step. Settled satisfactory.

The following grievances were settled before reaching 5th step.

Employee - Dept. 551 - Level I's denied overtime. O'Dell. Settled satisfactory.

Employee - Dept. 596 - denied overtime. Majeski/-Sims. Settled satisfactory.

Employee - Dept. 584 - denied temporary upgrade. Majeski. Settled satisfactory.

Arbitration Case No. 88-11 is scheduled to be heard February 13, 1991.

## Contract Highlights

### Miscellaneous Service Bridge

For purposes of vacation and sickness and accident disability benefit eligibility for calendar year 1990 and thereafter, all employees on the active roll on or after January 1, 1990, and who have been rehired by the Company in a classification eligible for vacation and/or sickness and accident disability benefits, all prior net credited service will be recognized by the Company for such two purposes (but not for pension or any other purpose) after two consecutive years of reemployment service.

### Service Bridge After Layoff

Effective May 28, 1989, for employees recalled from layoff on or after June 1, 1986, all net credited service recognized under the AT&T Pension Plan as of the date of the employee's layoff shall be recognized on May 28, 1989, or on the employee's recall date if such recall date is subsequent to May 28, 1989, provided the recall of the employee as a regular employee occurs or occurred within three years from the date of layoff.

### Medical Expense Plan

Effective January 1, 1990, the application of the deductible will be expanded to include Hospital Care, Hospital Emergency Room, Clinics and Hospital outpatient departments. The deductible will remain at \$150 for each employee and \$150 for each eligible dependent (maximum of \$450 for family of three or more).

Expanded coverage: Benefits will be payable for mammography screening tests on an annual basis for women age fifty and older. Coverage of nurse-midwives will be expanded to include independent providers. Private duty nursing will be covered, subject to approval.

Subluxation (joint manipulation), will be covered, limited to the sixty visits per year. Benefits will be payable under "Other Covered Charges" 80/20.

Mandatory Second Surgical Opinion will be eliminated.

## The Record

Jim Conrad, Dept. 581, Father.

Larry Hawkins, Dept. 597, Father.

Pam Ross, Dept. 553, Sister.

\*Mary Ardery, Dept. 593, Mother.

Richard Carmona, Dept. 584, Mother-in-law.

Terry Comstock, Dept. 597, Mother.

Carol Fuksa, Dept. 597, Mother-in-law.

Mike D. Nelsen, Dept. 596, Father.

T. R. Risinger, Dept. 581, Father.

Robert Ferraguti, Dept. 584, Father.

Ellie Ferraguti, Dept. 592, Father-in-law.

Linda Ferraguti, Dept. 596, Father.

Joy Jones, Dept. 081, Mother.

Marilyn Bernardini, Dept. 597, Father-in-law.

\*Denotes correction - reported as "Mike Ardery" last month.

## Union Meeting Notice

The monthly membership meeting will be held Friday, February 15, 1990 at the Union Hall, 13306 Stevens Street.

Second Shift Meeting: 12:30 a.m. First and Third Shift Meeting 8:00 p.m. \$100 Drawing.



# Benefit News

By Mary Ellen Maxwell  
Financial Secretary & Benefits Officer

A couple of weeks ago we had a pink sheet as part of the Weoma paper that asked you to list the names of the doctors that your family goes to, if you haven't yet filled out one of the pink sheets please do it as soon as possible. We are currently recording all the doctors listed and are going to give Blue Cross/Blue Shield the list of doctors we would like to see added to the Health Options Network. The more information we have the better the possibility of getting additional doctors included.

There still seems to be some confusion as to who is now the carrier for the doctor charges. Any non-management active employee, since 1/1/91, now has Blue Shield as their carrier. There are Blue Shield claim forms with the secretaries in the departments and we have copies in the Benefit Room. You just fill out the top part with your information and enclose your bill or prescriptions with the claim form. Be sure to put your social security number on each bill or prescription, if you are currently receiving a pension you still have Travelers for your doctor bills.

A couple of members of the Benefit Committee have seen bills come in for Assistant Surgeon charges for Laparoscopic Cholecystectomy that were rejected. We have just had the insurance company agree to pay on these bills. If you have had this type of surgery and didn't get the Assistant Surgeon bill paid, please be sure to contact one of the Committee members to help you get this resolved.

## Union Dues for 1990

Union dues paid for 1990:

BA Members \$212.88  
A Members \$348.48

## VOTE — MARCH 6

By Mary Ellen Maxwell  
Financial Secretary

Election of officers for Local 1974 will be held on March 6, 1991. 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 able and encouraged to vote.

If you have recently joined the Union and Atlanta hasn't started taking dues from your check by February, you will have to pay your dues in cash to be able to vote. We will reimburse you that amount back if Atlanta takes double dues in March.

If you currently are not a member and would like to join and vote in the March election, just fill out a membership application between now and March 6 and pay your monthly dues. You can get an application from any Union Representative or from the Union Hall. On Election Day the Election Judge and Tellers will have the applications so you can do it at that time.

The strength of this Union is its membership. Make an effort to VOTE on MARCH 6th. If you are currently not a member, this would be a good time to start.

## From the Editor

By Dennis Fleming

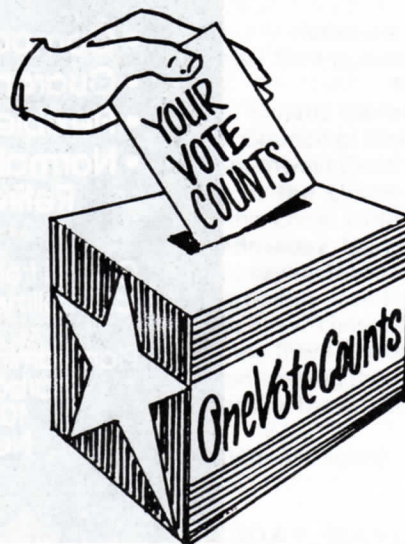


In last month's newsletter I inadvertently left out the current employment status of those employees hired from 1980 to the present. The entire list is included below.

The current employment status is 2,391 hourly employees. By years of service, in the hourly production and maintenance occupations, we have the following:

### Year Started

1947-1959	430 hourly employees
24 level 1's	26 Group 1's
187 level 2's	85 Group 2's
108 level 3's	
1960-1965	601 hourly
203 level 1's	9 Group 1's
298 level 2's	53 Group 2's
38 level 3's	
1966-1969	667 hourly
474 level 1's	8 Group 1's
147 level 2's	30 Group 2's
8 level 3's	
1970-1975	314 hourly
272 level 1's	3 Group 1's
21 level 2's	18 Group 2's
0 level 3's	
1976-1979	94 hourly
77 level 1's	7 Group 1's
2 level 2's	8 Group 2's
0 level 3's	
1980-1983	184 hourly
151 level 1's	3 Group 1's
1 level 2	10 Group 2's
19 level 3's	
1984-1986	101 hourly
89 level 1's	7 Group 1's
0 level 2's	5 Group 2's
0 level 3's	



# Candidates for Office for Local Union 1974

Omaha — Local Union President Frank Possinger gaveled the specially called meeting to order Sunday, February 3, 1991, at 1:00 p.m. for the special purpose of nominating candidates for the election of officers.

Below is a list of those candidates nominated, by office:

<b>President</b> Frank Possinger	<b>Vice President</b> Marlene Wilson
<b>Recording Secretary</b> Shirley "Sparky" Bruning Joyce Ossler Don Wiczorek	<b>Financial Secretary</b> Mary Ellen Maxwell
<b>Treasurer</b> Gerald Pote Donnie Trimble	<b>Executive Board</b> Mike Kelly Dan Lubash Marlene Majeski Chuck Newell Jim Perryman Tom VanDyke

The election of local union officers will be held on Wednesday, March 6, 1991, at the IBEW Local Union 1974 Auditorium, 13306 Stevens Street, 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 Wednesday, March 13, 1991, at IBEW Local Union 1974 Auditorium, 13306 Stevens Street, Omaha, Nebraska 68137.

## LOCAL UNIONS



**BUILDING  
YOUR  
FUTURE**

# 8.85%

Guaranteed Tax-Deferred  
Interest for 1991

## SAVINGS AND SECURITY PLAN

The Local Union Sponsored Plan for the IBEW represented employees  
participating in the Company Savings and Security Plan

- **Company Matching**
- **Guaranteed Tax-Deferred Interest**
- **Flexible Withdrawal Provisions**
- **Normal and Early Retirement Options**

Call toll free 800-223-7608 or (212) 779-2000  
for Enrollment Forms or Information

Plan Administrator:  
Scarborough Alliance Corporation  
101 Park Avenue  
New York, New York 10178