



International Brotherhood of Electrical Workers



LOCAL UNION NO. 1974

13306 STEVENS STREET • OMAHA, NEBRASKA 68137 • TELEPHONE (402) 895-4080 • FAX (402) 895-1828

Officers

Frank P. Possinger..... President
Marlene Wilson Vice President
Sparky Bruning Recording Secretary
Edie Riester Financial Secretary
Sam D. Martin Treasurer

Union Meetings

Third Thursday of Each Month
Third Shift — 8:45 a.m.
Second Shift — 2:00 p.m.
First Shift — 4:15 p.m.

Executive Board

Marlene Majeski, Chairman
Jim Filipiak
Mike Kelly
Rick Madej
Jim Pabian



December 15, 1994



TO: ALL UNION MEMBERS:

The monthly membership meeting will be held Thursday, December 15, 1994 at the Union Hall, 13306 Stevens Street, in the main auditorium.

Third Shift Meeting: 8:45 a.m. Second Shift Meeting: 2:00 p.m.
Day Shift Meeting: 4:15 p.m.

Today's Quote:

"Change is like a steamroller. If you are not on the steamroller, there's a real good chance you might become part of the road."
Marvin Detron (from George Cauldwell, Somerset, N.J.)

PRESIDENT'S MESSAGE

On behalf of all your officers and representatives, I want to wish everyone a very Merry Christmas and a prosperous New Year.

Don't forget, at this month's meetings, in addition to the \$50 door prize drawing, at each meeting we will also be drawing the names of those in attendance for a \$20 Baker's Supermarket gift certificate.

At this time of the year, I would like to reflect back on 1994. It certainly was a good year for business opportunities and work here in Omaha. Market demand of the products we manufacture has gone up and it looks like the demand will increase over the next few years.

Overtime opportunities were more than a lot of people could handle and, to a few, they probably weren't enough, but to the vast majority who have put in the extra hours that were needed to fill the customer demands, I am sure your efforts and commitments are to be applauded. You, as well as others, have made the business what it is today.



A number of "good" things have happened here during '94. Upgrades! There were, through the end of November, a total of 357 opportunities afforded to people, to attain an upgrade. (These are approximate numbers.)

294 - posted level 2's
17 - posted level 3's
46 - trades trainee/journeyman positions

True, for level 3 and trades, you need qualifications, but the opportunities were still there.

There had been two different times, this year, that "new" employees were added to the rolls. A large number of AT&T employees, many in different states, were provided with the opportunity to continue their employment by transferring via ATS to Omaha. In November alone, Omaha posted over 150 job vacancies in that system.

To ALL those who have transferred to Omaha from other states, I would extend to you and your families a sincere wish that you may have a very safe and Happy Holiday!

Recently, a number of you, in 30 building, were asked to partake in filling out a survey. Some felt that the questions on that survey were inappropriate and some were "offended" by some questions. If the latter happened, I would extend to you, my apology. It was not meant to do that. But, I want to set the record straight on matters, such as this. It is true that I did not preview the survey first, because I do not feel that is my place or any other Union Officers' place, to preview or censor material. We are all adults here and as an adult, I definitely do not, and would not allow, anyone to do that for me.

Due to the hiring in November and the need to expedite the processes of getting people (120 - 160) in here all at once, there was an agreement, by me, to post level I openings on a monthly basis, over the next several months. They will be posted by 10-12 per month. We also had a number of Level 2's posted and there was a need to determine where the vacancies were going to be. All things considered, involving these circumstances, it required a different approach. Please continue watching the Bid Board for future postings.

PENSIONS:

There are three kinds of Pensions.

(A) Service Pension -- this is granted if you meet the following minimum age and service:

<u>Any Age</u>	-	30 Years
50	-	25 Years
55	-	20 Years
65	-	10 Years

At this time, you must meet both the age and service requirement. The fact that your age and Net Credited service add up to 75 or more, does not guarantee that you are eligible for a service pension.

(B) The second pension is a Disability Pension. You can retire with a disability pension, if:

- You completed 15 years of Net Credited Service; and
- You are disabled due to an illness or injury that is not job related;
- You remain disabled after receiving 52 weeks of benefits.

(C) Deferred Vested Pension.

These are all explained more fully in the "green book," about your Benefits, that was mailed to you last year. Look at pages 438-516. The article is very informative, and covers a multitude of facts.

Don't forget to attend the Monthly Meeting this month. You could win a \$20 gift certificate and/or the \$50 door prize.

Thanks and enjoy the Holidays!

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IN MEMORY

By: Angelina Armendariz

Rick F. Melia passed away November 5, 1994. The Omaha Works and Local 1974 will share a great loss with his family and friends.

His commitment to the principles of unionism, and courage identified him an outstanding representative and leader. Responsibilities he accepted with pride while setting an example that will not be forgotten. His untiring dedication to his co-workers made him more than that. He was our Brother and we will miss him.

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"THANK YOU"

Thanks to all of you for your thoughtfulness which you extended to me and my family when my Mother passed away. It was sincerely appreciated.

Charles Torson, IBU 256

QUESTIONS AND ANSWERS FOR AT&T ACADEMIC AWARDS PROGRAM
FOR THE CHILDREN OF ACTIVE NON-MANAGEMENT AND MANAGEMENT EMPLOYEES

1. How old is the Program?

The first winners were from the senior class of 1993. The program is in the third year.

2. What are Awards based on?

They are based on Academic Achievement, Leadership and Community Service and Work Experience.

3. How much is the award for?

The award can be up to \$10,000 and is renewable for three years, provided the student maintains a 3.25 cumulative grade point average and meets other requirements.

4. What does the award cover?

It covers tuition, fees and housing (if student lives away from home).

5. Are there any other Awards besides scholarships?

Yes. There are 920, \$200 AT&T long distance gift certificates. They also are divided 50% each to Management/non-represented and CWA/IBEW.

6. How many scholarships will be given?

40 management and non-represented occupationals and
40 IBEW/CWA.

7. Who is eligible?

- (a) Children of active, regular full-time employees. Expatriates, but not local country nationals, not GIS or Virgin Island and Puerto Rico.
- (b) High School Seniors
- (c) Cumulative High School Grade Point Average of 3.25 or better and active in community service/work experience.

8. How do I apply?

Request an application beginning October 17 at:

1-800-282-2828.



9. When is the last day I can call for an application?

JANUARY 17, 1995

10. When is the filing deadline?

JANUARY 31, 1995

11. Who is on the Steering Committee?

1 Rep from IBEW
1 Rep from CWA
1 Rep from the Business Units
1 Rep from Labor Relations
1 Program Administrator - Pat Walker

12. Must the money be used at a four year college?

No. A regionally accredited two year school or trade school is also acceptable.

13. Is any of the award money taxable?

Yes, the "housing" portion (room and board).

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SHARES FOR GROWTH PROGRAM

Tax Consequences

Shares for Growth payments, reduced by any pre-tax allotments to the Long Term Savings and Security Plan, are included in the employee's income for federal income tax purposes. The payments will also be subject to income tax and FICA withholding at the time of payment.

In the case of the October 14, 1994 payment, if the number of shares is determined on the basis of the AT&T share price on September 21, 1992, then the appreciation on the shares an employee receives from September 21, 1992 to September 21, 1994 will also be included as income and subject to income tax and FICA withholdings.

The cost basis of the AT&T shares received, for purposes of determining the capital gain or loss on a subsequent sale or disposition, will be the average of the high and the low share price of AT&T common stock on the New York Stock Exchange on the date of the Shares for Growth payment (1) September 21, 1992 or (2) September 21, 1994, as applicable. There will be a short-term capital gain or loss, if the shares are held one year or less. There will be a long term capital gain or loss, if the shares are held more than one year.

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Winter is coming

To gauge wind speed: at 10 mph you can feel wind on your face; at 20 small branches move, and dust or snow is raised; at 30 large branches move and wires whistle; at 40 whole trees bend.

Wind Velocity (MPH)	TEMPERATURE (°F)													
	50	41	32	23	14	5	-4	-13	-22	-31	-40	-49	-58	
	EQUIVALENT TEMPERATURE (Equivalent in Cooling Power on Exposed Flesh Under Calm Conditions)													
5	48	39	28	19	10	1	-9	-18	-27	-36	-51	-56	-65	
10	41	30	18	7	-4	-15	-26	-36	-49	-60	-71	-81	-92	
20	32	19	7	-6	-18	-31	-44	-58	-71	-83	-96	-108	-121	
30	28	14	1	-13	-27	-40	-54	-69	-81	-96	-108	-123	-137	
40	27	12	-2	-17	-31	-45	-60	-74	-89	-103	-116	-130	-144	
50	25	10	-4	-18	-33	-47	-62	-76	-90	-105	-119	-134	-148	
	Little Danger				Increasing Danger				Great Danger					
	Danger from Freezing of Exposed Flesh (for Properly Clothed Person)													

"WHAT DOES THE UNION DO FOR ME."

By: Marlene Majeski
Chairperson - Executive Board

Every time I hear this from a person that chooses not to be a member, I find it hard to understand how a seemingly educated person can make such a statement. Every time you cash a paycheck, get a doctor, dentist or eyeglass bill paid, or receive 66 2/3% match on savings, that's what the Union does for you. You are not getting the college education, the classes ETOP offers, phone bills paid, sick time paid, vacations, holidays and EWD days paid, because the Company happens to think you're a good person; these are bargained items.

Many of our Union brothers and sisters throughout the years have bargained the privileges you now accept and take for granted. Without blinking an eye, you, non-members, let your Union brothers and sisters carry the financial load for you.

The old and one of the most worn out remarks is "a rep 10 or 20 years ago, didn't do anything for me." Chances are that rep isn't around any more, if that is a real reason, and not a lame excuse. Maybe, that rep couldn't do what you wanted; besides, I'm sure by not paying Union dues all these years has more than paid for any disagreements.

The Company is giving you nothing that the Union hasn't bargained for you, so to answer the question, "what has the Union done for me," the answer is every benefit that you are using as an employee of AT&T, including the time and a half and double time you are getting paid now for overtime, and the transfer system.

Thank, God, we have a lot of strong Union brothers and sisters in our ranks to carry the load and to know that strength is in numbers.

There are some other statements, that also bother me, such as the following:

"Don't believe in Unions."
"Heard bad things about you-guys."
"Don't need to."
"You can't represent me for six months."
"The Union doesn't get me enough benefits until
I get 20 or 30 years."
"That's all you guys care about is old timers; they
get all the benefits."
"I'm probably not going to be here very long."

What amazes me is, WHY would anyone who doesn't believe in Unions, or feel that we don't do any thing for them, want to work here. Why don't these people seek employment at ONLY non-union jobs? (McDonald's and Burger King are hiring.)

When asked why they are here then, they reply, "because of the money." Where do they think that came from?

One of these days, maybe our "right to work" status will be history, and then there won't be any of the above statements, because at least they will have to pay an amount equal to Union dues in any employment areas where a Union represents the people.

This Union, or any organization, is only going to be as "good" as its involved members.

Thanks, Union members, for making all of our benefits possible. We only enjoy these benefits we have because of your support.

Our Union membership is now at 90%.

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THE UNION LABEL

You're a Union man, I take it
For you pay your Union dues;
But, my friend, is there a label
Of the Union in your shoes?
Do you see the union label
On the tobacco that you buy?
Or upon your daily paper?
You can get one if you try.
Is a label on your pocket
Of the suit upon your back?
A label on your collar
Or a Chinese spider track?
Do you find the Union label
In the sweatband of your hat?
Look and see if you can find it
Did you ever think of that?
How about the union label
On the broom that your wife swings?
How about it on your table
And a thousand other things?
There's a moral in this poem
You can find it if you try
If at first you fail to see it
Ask yourself the reason why.

Courtesy Labor Herald

Prince Rupert, B.C.

-- \$258.03 UNION DUES PAID IN 1994 -- \$258.03

By: Edie Riester -- Financial Secretary

The amount of union dues the "BA" members paid in 1994 was \$258.03. This was arrived at as follows:

January	21.29
February	21.29
March	21.28
April	21.28
May	21.28
June	21.32
July	21.29
August	21.80
September	21.80
October	21.80
November	21.80
December	<u>21.80</u>

\$258.03 -- "BA" members

The amount of union dues the "A" members paid in 1994 was \$393.60. Very few of our members are "A" members. However, the breakdown is as follows:

January	32.59
February	32.59
March	32.60
April	32.60
May	32.60
June	32.56
July	32.56
August	33.10
September	33.10
October	33.10
November	33.10
December	<u>33.10</u>

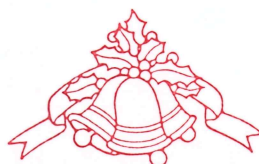
\$393.60 -- "A" members

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UNION MEMBERSHIP CARDS

JUST A REMINDER!!!

DON'T THROW AWAY YOUR UNION CARD AT THE END OF THIS YEAR. YOUR CURRENT CARD IS GOOD THROUGH 1995.



WANT TO BE A

UNION OFFICER?

WELL, LISTEN!

So, you would like to be a Union Officer? Well, here's the way one officer, with tongue in cheek, describes it.

If he talks on a subject, he is trying to run things. If he is silent, he has lost interest in the organization.

If he is seen at the office, why doesn't he get out. If he can't be found, why doesn't he come around more often.

If he does not agree that the boss is a skunk, he is a company man. If he calls the boss a skunk, he is ignorant.

If he is not at home at night, he must be out drinking. If he is at home, he must be ducking.

If he doesn't beat his chest and yell strike, he is a conservative. If he does, he is a radical.

If he doesn't stop to talk, his job has gone to his head. If he does, that's all he has to do anyway.

If he can't put a member to work who got into trouble, he is a poor agent. If he does, that's what he is paid to do anyway.

If he should give someone a short answer, we'll get him in the next election.

If he tries to explain something, he is playing politics.

If he gets a good contract, why doesn't he ask for more.

If his suit is pressed, he thinks he's a big shot.

If he takes a vacation, he's had one all year long.

If he is on the job a short time, he is inexperienced. If he has been a long time on the job, there should be a change.

Taken from Indianapolis Telephone
Worker -- 1958

"BENEFIT UPDATE"

By: Edie Riester

Recently, the National Grievance Committee reviewed two cases for our Local, and we won. If Blue Cross/Blue Shield were paying the drugs of Neupogen or Zofran at 80%, they should have been paid at 100%. If not, please call HELPLINE AT -----1-800-821-7422.

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TIRED OF ARTHRITIC PAIN -- TRY THIS RECIPE!

By: Mary Ann Malone (wife of Lonnie Malone -- IBU 245).

Take 1-15 oz. box Golden Raisins (must be Golden);
1/5 Bottle Gin (Cheap gin is fine).

Pour entire box of Golden Raisins in a 8 x 8 in. square Pyrex Glass Dish. Pour entire 1/5 of gin over Raisins. Cover with a plate (cattywampus). Do not put in a Tupperware or air tight container. Air needs to get to the mixture.

Stir it once a day with a fork for 10 days. Then, eat 10 to 15 raisins a day. Mary Ann swears by this natural concoction!

Let us know if it works for you!

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The winners of the 50-50 Cope Drawings were as follows:

At the 8:45 a.m. meeting - Warren Hall	\$ 8.50
At the 2:00 p.m. meeting - John Gude	5.50
At the 4:15 p.m. meeting - Sandy Barnes	15.00

The winners of the IBEW jackets were:

At the 8:45 a.m. meeting - Steve Reandeanu.
At the 2:00 p.m. meeting - Walt Williams.
At the 4:15 p.m. meeting - Rick Palmer.

The winners of the \$50 door prize were as follows:

At the 8:45 a.m. meeting - Joe Sopcich.
At the 2:00 p.m. meeting - Marvin McAhren.
At the 4:15 p.m. meeting - Ramiro Delgado.

THE RECORD

GARY SCOTT, IBU 223
MEMBER

Mick McGuire, IBU 23H
Mother

Henry Maass, Jr., IBU 254
Father

Linda McGuire, IBU 23H
Mother-in-law

Delores Hansen, IBU 23H
Son

Brenda Richard, IBU 237
Father

Larry Grimit, IBU 241
Step Father

Jan Sharples, IBU 23H
Mother-in-law

Steve Reandeau, IBU 23H
Grandfather

Chuck Stanley, IBU 226
Mother

Mary Ann Vondra, IBU 226
Mother

HOPE TO SEE YOU AT THE MEETING!!!

Fraternally,

Frank P. Possinger

Frank P. Possinger
President-Business Manager
Local Union 1974, I.B.E.W.

FPP:mw

opeiu #53

