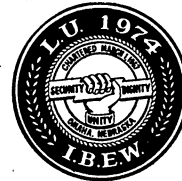




International Brotherhood of Electrical Workers

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 — 8:20 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

February 15, 1996

Union Dues for 1995
\$263.04

TO: ALL UNION MEMBERS

The monthly membership meeting will be held Thursday, February 15, 1996, in the Small Meeting Room, 13306 Stevens Street, Omaha, Nebraska.

Third Shift Meeting: 8:20 a.m. Second Shift Meeting: 2:00 p.m.
Day Shift Meeting: 4:15 p.m.

PRESIDENT'S MESSAGE

As of this writing, Wednesday (2-7-96), there has not been ANY further decisions or answers on the following:

PENSIONS - Who will be the Company responsible for payments and the fund?

HEALTH BENEFITS - Who is responsible (Company) for payment of claims - not the administrator, but the owner, for new and former retirees?

TELEPHONE REIMBURSEMENT - AT&T long distance for active and retirees, - will it continue even though "we" are now **LUCENT TECHNOLOGIES**?

SAVINGS PROGRAM - What happens on the AT&T stock portion on the match?

AT&T Employee Stock Purchase Plan ?????

AT&T TRANSFER SYSTEM - What, if any, options will remain open, between AT&T and **LUCENT TECHNOLOGIES**.

ETOP FUNDING? - Tuition Assistance Program Funding?

Will "parts" of our contracts have to be renegotiated? Which ones and why?

Will there be any "reorganization" here in our factory?

Will any jobs be sent to Mexico?

Will we "lose" any jobs?

Are "we" making or planning any "mergers or buying of other Companies?" (Such as AT&T has over the last several years.)

ARE THERE ANY PLANS TO SELL ANY MORE OF THE FACTORIES, OR ARE ANY UP FOR SALE?

These are just some of the many unanswered questions. It becomes increasingly more and more frustrating to deal with these questions and not having any answers. A lot of what we do have is opinions and "I think(s)" and that is about all. A member wrote a two-page letter to me asking different questions and stating facts, as she knows them to be, and I feel that her comments in that letter were, in fact, a very serious view point of a majority of the members that work here. It also made a very strong point -- and that was an expression of a very real fear of job loss(es) and the uncertainty of our future.

Employees of Companies, today, including banks, because of federal legislation issues, mergers, acquisitions, "trivestitures," "down sizings - right sizings," etc. are dropping people from their rolls in the thousands. This is not about to end soon either, as per all the news articles and media attention given to this issue over the past year, but it makes it much more frustrating when you are the employee of a Company going through this.

Our international is still awaiting answers and there are meetings scheduled for February 12 and February 19.

THERE IS AN ISSUE THAT YOU NEED TO KNOW ABOUT AND THAT IS

"NO SHOWS" ON OVERTIME

Whether working 100% of the pool or only partial shifts, for overtime purposes, there is a GROWING number of people who say they are coming in and don't.

What makes matters worse is that people don't even bother calling in. The Company, as I told you at the Ratification Meeting, is going to come out with a Policy that disciplines people who continue to accept overtime and then do not show up.

I am again reminding you to let your Supervisor or Coach know **AS SOON AS POSSIBLE** if you are not going to make it in. By not showing up, it creates problems with shutting down necessary equipment; rearranging someone else's tour; asking people at the last minute from the previous shift to stay over, and/or calling someone in early.

Call-ins cost additional monies also and that's a "BIGGY." Plus, it also takes away overtime from the person who would have worked it.

PLEASE DO ONE OF THESE TWO THINGS:

**JUST SAY NO IF ASKED AND YOU KNOW YOU WON'T OR CAN'T
MAKE IT**

OR

**CALL IN AS SOON AS POSSIBLE (AS EARLY AS POSSIBLE) WHEN YOU ARE
NOT GOING TO MAKE IT.**

SHARES FOR GROWTH

By: Marlene Wilson, Vice President

Eligibility Criteria

Employees on the active roll as of March 1, 1996 and who have an NCS date of March 1, 1995 or earlier shall be eligible to receive the March 11, 1996 Award.

The March 11, 1996 Award amount less applicable taxes, LTSSP allotment and Union dues amount divided by the lesser of the average of high and low per share price of AT&T stock as listed on the New York Stock Exchange during the five (5) day period beginning February 5, 1996 or the average of the high and low per share price of AT&T stock during the five (5) day period beginning August 28, 1995, will equal the number of shares of stock the employee will receive for the March 11, 1996 Award.

Any remaining amount (less than the equivalent of the price of one (1) share) will be paid by check. Imputed income, if any, resulting from the difference in the conversion share price and the market price shall be added to the Award for purposes of computing the Overtime Adjustment amount specified in Paragraph 3(a) for the twelve (12) month period following the March 11, 1996 Award.

* * * * *

The shares for Growth stock will be mailed to the employees around March 21. The stock which has a low price of \$55.75, after taxes and SSP deductions will be divided into the remaining amount to determine how many shares we will receive. We will also have a share appreciation based on the \$55.75 purchase price of the stock and the price of the shares when AT&T purchases them on March 11. The shares are worth \$67.635 as of February 7. This is a share appreciation of \$11.885 per share. The actual share appreciation will be based on the high and low as of March 11.

* * * * *

UNION DUES FOR "BA" MEMBERS - \$263.04

BIDDING FROM THE BID BOARD

By: Marlene Majeski - E-Board Chairperson
Movement of Personnel Coordinator

We seem to have a problem with the Vacancy List No. ____ not being put on the bid sheets. If you are interested in bidding for a job, please take the time to check the Vacancy List No. which appears on the **TOP RIGHT HAND SIDE OF THE BID SHEET**.

If you do not put **THIS NO.** on your bid sheet, you will not be considered for the job. Take the time and double check so you won't be disqualified.

* * * * *

The question that I have been asked more than any other the past few months is, "*are we going to get a buy out?*" At the present time, the only answer that I have for that question is, we still have not seen any indications that one will be offered; however, I can answer your questions about the age and year it takes to receive a **Service Pension**.

Service Pension

You can retire with a service pension any time after you meet the following minimum age and service requirements:

<u>Your Age</u>	<u>and</u>	<u>Your Net Credited Service</u>
Any Age		30 years
50		25 years
55		20 years
65		10 years

You must meet both the age and service requirements for a service pension. 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.

For example, if you're age 51 and have 25 years of service, you *are* eligible for a service pension. If you're age 51 and have 24 years of service, you are *not* eligible for a service pension.

If You Retire Before Age 55

If you, for reasons other than disability, retire with a service pension before age 55 with less than 30 years of Net Credited Service, your pension will be permanently discounted by 1/2% for each full or partial month of retirement before age 55. This discount is equal to no more than 6% a year for each year of retirement before age 55.

I hope this will be helpful to you in figuring out when you will be eligible for a Service Pension.

ATTENTION ALL UNION MEMBERS

By: **Don Wieczorek**

If you are currently enrolled in some school or are preparing to start classroom study this semester, then you must submit an ETOP Application for Funding form when you want to be reimbursed for your instruction.

This ETOP Application for Funding form (like the one located on page 6 of this Union Newsletter) will aid you in the speedy return of education dollars from ETOP. **This form would only apply to those students who are participating in educational programs away from the Omaha Works and ETOP Learning Center.**

Remember, when you submit an ETOP Application for Funding, you must include receipts, designating payment refund to the learning institution or to you. This will help in expediting the refund process.

Stop in at the new ETOP Learning Center and meet the new staff members, **Sharon Buzzell (Local Union 1974) and Anniece Farrall (Local Union 1614).** They are there five days a week to answer your educational and skill learning questions.

* * * * *

TRADES ISSUES

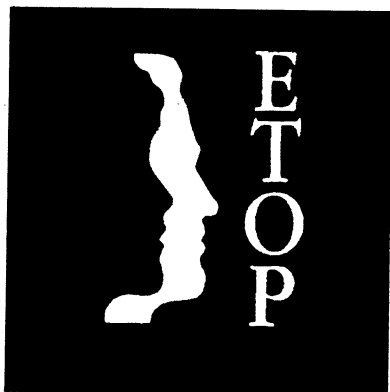
By: **Rick Madej**

Recently, our apprenticeship program was thrown into disarray and had to be revamped. Not only did we lose our three trainers, due to the management buyout, but these three individuals also were management's members on the apprenticeship committee.

The three members representing the Union will continue to be: **Jerry Pote, Jim Black and Cecil Ward.** We are fortunate to have their knowledge and guidance to help us through this transitional period. Added to represent management are: **Dave Gurney, Patrick Tyrance and Dale Kunz.** At the same time, our apprenticeship committee has been expanded, I'm proud to say, to include 42 building. **Maurice Johnson** was added to represent management and I was added to represent the Union.

While we have a lot of work ahead of us, our short term commitment is to make sure that the current apprenticeship classes are completed on schedule. Our long term goals are to keep the apprenticeships available so that our members will have the opportunity to occupy future trades openings.

* * * * *



ETOP APPLICATION FOR FUNDING

(PLEASE PRINT)

DATE OF APPLICATION: _____ (Circle One) UNION: 1974 OR 1614 Work ext: _____

EMPLOYEE NAME: _____ DEPT: _____ SHIFT: _____
(LAST) (FIRST) (MIDDLE)

SOCIAL SECURITY NO: _____

ADDRESS: _____

City State Zip

NAME OF INSTITUTION: _____

COURSE NAME: _____

COURSE START DATE: _____ END DATE: _____

AMOUNT OF FUNDING:

BOOKS (Inc. tax) \$ _____

TUITION \$ _____

EQUIP. & MATERIAL \$ _____
(Charged as Personal)

TOTAL FUNDING \$ _____

MAKE PAYABLE TO: _____ INSTITUTION _____ EMPLOYEE

NAME OF ETOP STAFF MEMBER

COPE COMMITTEE UPDATE

By: Sheila Filipiak, Cope Director

As you all know, we are heading into an **extremely active year for COPE**. Your Committee will be asking you to help in any way you can.

Funding for Political Candidates is always important! As a fundraiser, we are going to put together a Cookbook from recipes submitted by our members. Please take a few minutes to share a favorite recipe. For your convenience, there is a form in this edition of the newsletter. If you would like to contribute more than one recipe, we will sure be happy to use them.

Your Union needs you to volunteer to help in many different ways. Don't feel like you don't know how to help or don't have the time to help. There are many people ready and willing to teach us what we need to know. For those of you who feel you don't have time, perhaps you would allow a sign in your yard.

Labor needs your voice and your participation in the **1996 Political Arena**. Attend your convention or caucus. If you need information regarding when and where it is to be held, or how to become a delegate, contact one of your Cope Committee Members. If we are not familiar with your area, we will do our best to obtain the information for you.

Labor needs the support of each and every member and his or her family! **Remind your family that Union wages clothed and fed them and now needs their help.** When endorsements are made, share them with your friends and family. Be sure eligible voters are registered.

Later this year, there will be a survey in the newsletter asking for your assistance. Please take a minute to complete it. We need to know, in what way **YOU** can help with campaigns of endorsed candidates.

Your Cope Committee is a newly formed Committee, that is learning what we can do. We need all the help we can get. Any suggestions you may have are welcome! If you have a suggestion or would like to help, please contact one of your Cope Committee Members.

Sheila Filipiak, Cope Director,
John Gude, 2nd Shift
Tim Johnson, 3rd Shift
Maxine Lyons, 2nd Shift
Steve Sitzman, 3rd Shift

X-3838
X-3158
X-3158
X-3499
X-3239

Home phone: 334-2671

RECIPE COLLECTION FORM

(Please Type or Print only one recipe per page)

RECIPE TITLE: _____

INGREDIENTS

Recommended Abbreviations: c, tsp, Tbsp, pkg, qt, pt.

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

DIRECTIONS

SUBMITTED BY: _____



410 Hwy. 72 W • Collierville, TN. 38027



MEET A MEMBER

By: Deb Gulizia

If you ever walked along the east aisle of the Cable Plant on day shift, you've probably seen **Cindy Claborn** at Reelex Machine #17. Before Cindy came to the Omaha Works, she was an AT&T long distance operator for 15 years. It took a while to adjust to standing all day and doing physical work, but she says she *"really likes it here."* Cindy told me she works with, and has met, a number of nice people.

Cindy lived in Omaha all her life and has been married to her husband, **Bill**, for 15 years. They are very proud parents of: **Chad, 15; Shanna, 14; Shane, 11 and Kyle, 10.** Having four children keep them busy with baseball; football; cheerleading; golf; bowling and whatever else might arise. If all that isn't enough to keep them busy, they also have 4 turtles; a puppy; a guinea pig and an iguana. The Claborn family enjoy boating, swimming and riding the Harley. Last summer, they took their Harley to Sturgis and had a great time.

Cindy's dream is to be a singer some day. If you stop by her machine and listen to her sing along with the radio, you'll know **IT'S ONLY A DREAM!** Bill's surprised no one has hidden the radio from her yet. In 1992, she sang the *"Solidarity Song"* for the T.V. News Crew, but they didn't use it!

From day one, Cindy's been a Union member. Her Grandpa was the President of the Printer's Union; her Uncle, Mike Kelly, is on our E-Board; and her Mom, Linda Kelly IBU 257, is a former Union Rep. Her children are also being raised as avid Union supporters. They've marched in rallies when C.W.A. was on strike in '83 and '86 and they were ready again in '92. I knew she was a **STRONG** Union member when she came to IBU 256. She wanted everybody to wear Union T-shirts every Thursday because that's when we get our Union bargained wages! She also asked about rallies during negotiations and was always trying to get people more involved with attending Union Meetings.

She said she's proud to be a member of **IBEW Local 1974**, and wants to see **YOU** at the next meeting!

VOLLEYBALL TOURNAMENT

By: Deb Gulizia

We had our 2nd Volleyball Tournament of the season on January 13th. It was a huge success and our Union Hall was filled with people having fun and at the same time, we were making money for C.O.P.E.

Steve Ferguson's "Untouchables" regained #1 status after being knocked out at the November 11th Tournament by Leland Dohse's team from Lincoln. We are happy to report that these two tournaments added \$804 to the Building Fund and \$832 to the Cope Fund. This year will be a crucial one for Unions politically, and I'm glad we have the support for these fund raising tournaments from some of our officers and our Secretary, Margie White.

Thank you also to the COPE COMMITTEE members that spent part of their day manning the concession stand. Andy Lewis, as always, helped keep the gym and Small Meeting Room clean before, during and after the tournament.

A special thank you to Amy Seaton. Without her help, we wouldn't have tournaments!

* * * * *

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

At the 8:20 a.m. meeting - Ervin Rueschhoff	\$6.00
At the 2:00 p.m. meeting - Barb Golda	\$1.00
At the 4:15 p.m. meeting - John Gude	\$7.00

All of the above winners donated their winnings back to the Cope Fund.

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

At the 8:20 a.m. meeting - Ervin Rueschhoff.
At the 2:00 p.m. meeting - Warren Hall.
At the 4:15 p.m. meeting - Richard Nightser.

UNIONIST PRINTING MARKS

50TH YEAR

The beginning of 1996 is special for Unionist Printing; it marks the Company's 50th Anniversary. For 50 years, Unionist Printing has been working with organized labor and printing with the Union Label.

In 1945, three employees of the Omaha World-Herald and members of the Omaha Typographical Union, **Richard Maupin, Harry Friedman and John Leddy** purchased the already existing "Unionist Publishing Company."

Unionist Publishing, located at 2203 Farnam Street, derived most of its income from the writing, editing, printing and distribution of "**The Unionist**," the official newspaper of the Nebraska State AFL-CIO.

The Nebraska Furniture Mart bought the building and forced a move in 1962 to 16th and IZard Streets. Another move followed in 1976 to their current location at 1309 Northwest Radial Highway.

In 1977, the Company name was changed to "**Unionist Printing**." Although "**The Unionist**" is no longer in publication, **Unionist Printing** derives its income from the support of local labor unions and local businesses.

"We owe a great debt of gratitude to our customers who have been loyal to us through this first 50 years," said **Larry Maupin**, current owner and member of the Communications Workers of America, Local 7400.

CONGRATULATIONS UNIONIST PRINTING ON YOUR 50TH ANNIVERSARY!

It has been delightful in working with such a superb group of people.

LOCAL UNION 1974, I.B.E.W.

THE RECORD

**ALLEN ELLEFSON,
RETIRED MEMBER**

Ernie Janousek, IBU 222

Mother-in-law

Jerry Mabbitt, IBU 23H

Father-in-law

Sharon Allas, IBU 22A

Mother

W. P. Simon, IBU 222

Grandfather

Bob Sokolik, IBU 24B

Granddaughter

John Rosno, IBU 274

Mother

Jim Andersen, IBU 245

Step Daughter

Jan Brown, IBU 226

Grandmother

Glenn Sievers, IBU 22C

Father

Linda Lawrence, IBU 23H

Grandmother

Brad Spidle, IBU 24B

Mother

Connie Carlson, IBU 237

Grandmother

Bonnie Anderson, IBU 226

Mother-in-law

Judy Janousek, IBU 237

Mother

Richard Wheeler, IBU 234

Father-in-law

Don Palmer, IBU 226

Mother

Bob Dinslage, IBU 241

Mother-in-law

Chris L. Simon, IBU 22A

Grandfather

Tom Welles, IBU 22A

Grandmother

Jessie W. Davis, IBU 22A

Brother

Olivia Ayala, IBU 237

Brother

JAMES DOSTAL, IBU 23H

MEMBER

Ruth Thrasher, IBU 23H

Brother

Sherlyn Hayes, IBU 222

Father

Bev Opfer, IBU 234

Grandmother

Robert Wall, Jr., IBU 254

Mother-in-law

Linda Johnson, IBU 226

Mother

Fraternally,



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

FPP:mw

opeiu #53