

February, 1998



President's Message

We have received word from Frank Possinger, EM3 Council President, that in a recent meeting with Mike Quinlan, (International Rep.), the IBEW-T3 Council, CWA, and Lucent Workforce Relation personnel it was agreed that National Bargaining would take place in Washington, D.C.

The opening for this negotiation process is April 20, 1998. It will end by 11:59 p.m. on May 30, 1998.

Local Bargaining will run through June 6, 1998. This is so the Local Unions can address any issues that need addressing because of the possible effect that a Nationally negotiated item may have on the location.

There are two national tables: Joint National Table and National Manufacturing Table. The IBEW EM-3 Council Representatives at both these Joint National Tables are: Frank Possinger; Mike Quinlan; Steve Lynn, Vice President EM-3 Council; and Jim Walls, Secretary-Treasurer, EM-3 Council.

The Communication Workers of America (CWA) will have an equal number of these tables as well. They will be representing their members who work for Lucent in both manufacturing and operations sides of the business.

The IBEW T-3 Council will also have an equal number of delegates at these Joint National tables. The IBEW T-3 Council represents members who work in the operations side of the house.

We are allowed 5 people at the local bargaining table. They will be: Sam Martin, Marlene Majeski, Jim Filipiak, Jim Pabian and myself.

There will be meetings and input with all officers and committee chairmen. If you have any concerns or issues please present them to any of these people. There has been a lot of speculation about the 50 building going to 7 day coverage. As of right now, that will not happen. They will be adding people in the cable plant to keep the machines running and cut down on overtime. Hopefully, proper staffing will solve the problem.

*Fraternally,
Marlene Wilson
President / Business Manager
L.U. 1974, IBEW*

Please read the following letter from Frank Possinger, President of the EM-3 Council.

TO ALL IBEW EM-3 COUNCIL MEMBERS:

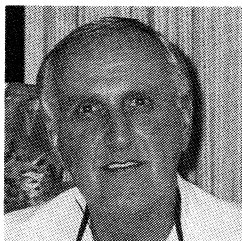
We should all be aware of how well Lucent Technologies Inc. has been doing. This has been a record breaking year for the Company. Revenues for the year ending 9/30/97 were **\$23.360 BILLION**. First quarter results for the company beat analysts expectations by a wide margin, posting a 31 percent profit gain in this quarter. ***"Lucent Technologis left analyst's first quarter earnings expectations choking in the dust," direct quote from Lucent Today.***

Continued Page 11

TO: ALL UNION MEMBERS:

The monthly membership meeting will be held **Thursday, February 19, 1998 in the Small Meeting Room, 13306 Stevens Street, Omaha, Nebraska. Phone: 895-4080 - FAX 895-1828.**

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



Views from the Vice President's Office

By Sam Martin

The time for getting geared up for bargaining is upon us. Put aside all our internal problems, **RUMORS** and join hands for the big ones. National bargaining begins April 20, 1998 and ends 11:59 on May 30, 1998. Local bargaining will end one week after that. Negotiations represent 30,887 CWA/IBEW employees. If you think you have a problem think about part-time help, pay for health care, mandatory overtime, wages, pensions, sub-contracting and I could go on. These things and more will be discussed at the National and Local Level. **UNITED WE MUST BE!**

I read an article that said in 1997 that the 3% raise has become a fixture in union contracts. The median for 3 year contracts was 3% in the private sector. I would hope that we could do better than that with all the profit Lucent is making.

Profit Sharing at the National Level is also being discussed. Now, remember I just said **discussed** where it goes I don't know. Personally, I have reservations about it coming for a local decision. Everybody knows we got Good Guys and Bad Guys here at Omaha. What would happen if that bad guy from the 30 building was put in charge? We, the hourly workers wouldn't get diddily. Think of us as teammates not as drones.

The company informed the Union the following exceptions would **"NOT"** constitute a break in computing a person's Continuous Productivity Contribution award program: Vacations-Holidays-EWD & EPR Days-Jury Duty-Election Service-Union

Business-CC time-Military Duty-Death in Immediate Family-Court Day (not as a plaintiff/defendant). All other breaks will count against you.

The gap between **the rich and the middle class** has increased since the late 1970's in nearly every state, according to a new report from the Center on Budget and Policy Priorities. It has increased since the mid 1980's, demonstrating that recent economic growth has not yet increased reducing effects of the 1990-1991 recession on the **working middle class**.

GDP (3rd qtr.) (Adj. Annual rate) + 3.1%.

CORPORATE PROFITS (aft tax 3Q ann. rate)
1996 447.5 bil. 1997 495.2 bil.

INDUSTRIAL PRODUCTION up 5.6%.

Median Private Sector First Year Wage Changes 1994 2.9% 1995 3.0% 1996 3.0%

UNION vs Nonunion Workers (Average Weekly wage 1996 **\$615-\$462**. This is for you RZ.

To all employees. Subject: Process for self-Nomination to A-Level Management Positions. If you really want to leave the real world and join them you have to pick up Form #OH36-205 (2/28/96) from the bin on the west, outside wall of the personnel office in building 20.

Fraternally Yours,
Sam

THE SHORT CIRCUIT

Omaha, Nebraska

February, 1998

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

PresidentMarlene Wilson
Vice PresidentSam Martin
Recording SecretarySparky Bruning
Financial SecretaryEdie Riester
Treasurer Tom Pallas

Executive Board

Jim Filipiak, Chairman

Mike Kelly, Rick Madej, Marlene Majeski, Jim
Pabian

Newspaper Staff

EditorDeb Gulizia
ArtworkTim Cremeens

Bargaining T-Shirts

By Marlene Majeski

We would like to thank Ron (Gonzo) Hodges for coming up with the design we are using for the 1998 bargaining shirts.

The shirts should be ready the first of March. They will cost \$10.00 each regardless of size, and \$11.00 for shirts with pockets.

If you are interested in purchasing a shirt, see your rep or officer.

The shirts must be paid for at the time you receive them.

Marlene

Membership Response – Great!!

Your COPE Committee recently asked for your help on a legislative bill now on General File in the Unicameral. The Fair Share Bill (LB 124) is a bill that requires non-members to pay for a part of collective bargaining. We provided postcards to members and friends of organized labor to send to their respective senators requesting their support for LB 124. I am very proud of the membership for responding the way you did. Nearly 800 postcards were sent from our local alone. That's a pretty high percentage, considering alot of our membership reside in Iowa and could not participate.

I understand that some of you have already heard from State Senators. Some of the responses are positive, some are not telling you where they stand on this particular legislation, and some are returning a letter to their constituents stating that the Fair Share Bill is unconstitutional. State Senator Kate Witek, LD31, has stated that she will oppose the bill for this reason. If Senator Witek really wanted to support this bill, she would have done her homework, and found out LB124 is in fact within the limits of the Constitution. Her reply to your request for her support is a cop-out. She is opposed to the legislation for her own reasons, and is using constitutionality as an excuse. I live in Senator Witek's district, and can confirm for you, that any legislation favoring organized labor will be opposed by her for whatever reason.

I have done some research on this, and this is what I found. Previously, there was a bill proposed in the legislature **similar** to LB124. There was a part of it that was questionable as to the constitutionality. The current Fair Share Bill has been studied by qualified people, and believed to be totally within the limits of the Constitution. The portion of the earlier bill that was questionable has been changed in the new bill.

To Senator Witek, I say, vote the way your constituents have asked you to. Remember, you represent them.

*Most Sincerely,
Sheila Filipiak, Cope Director
IBEW Local 1974*

E.R.C.

Looking for a notary!
Looking for a job on ATS!
Looking for T.A.P. forms!
Looking for work/family information!
Look to the

Employees Resource Center

Larry - 3523, Bob 4970, Marie 3607

UNION – LIKE THE WAY YOU WORK IT

The Next Sound You Hear Might be ...HUH?

By Donald M. Wieczorek

There is not one person in 50 Building that has to be reminded of the value of good hearing protection. Ear-damaging noise in the Cable Shop has always been a prime concern for those who work there. The same people who make it possible for consumers to transmit the sound of their voices over many miles work in an environment that could rob them of their own hearing, if they don't show a healthy respect for the sound of their industry.

But today the noise of industry is not just limited to the Cable Shop. Building 30, at one time a safe haven for tired ears, is getting that low roar of sound in every corner of the building. Aided by a tile floor and low ceiling, sound ricochets around 30 building with eardrum jarring precision.

AMADAS, rivet guns, molding machines and punch presses drown out the once pleasant whirl of wiring guns. Big time noise is everywhere in 30 building and the necessity for keeping hearing protection close at hand is becoming a fact of life!

Exposure to noise or the long term effects of industrial noise, no matter how trivial, is a serious menace to your hearing health. Don't get caught in a noise squeeze because sound damage is a subtle assault to one of your important senses. Your hearing is our concern, so whenever possible, you should wear hearing protection.

Hearing protection should be available from your supervisor just for the asking. In most cases, your supervisor has the following hearing protection at his disposal: Formable plugs (compressible foam), Ear Plugs, Semi-aural device or canal caps, and for workers that want super protection ...Earmuffs.

Don't hesitate to use it; protect your hearing, protect it throughout your hearing life!

Volleyball Tournament

by Deb Gulizia

Our Local Union held a volleyball tournament at our hall, Saturday, January 13th raising close to \$700 to benefit the COPE Fund. The tournaments at our hall are very competitive and has drawn teams from Lincoln, Fremont, Norfolk, Nebraska City, and Genoa, Nebraska.

If you know of a competitive co-ed volleyball team that would like to be notified of future tournaments, contact the union hall at 895-4080.

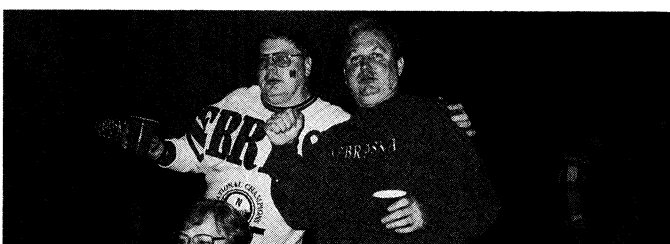
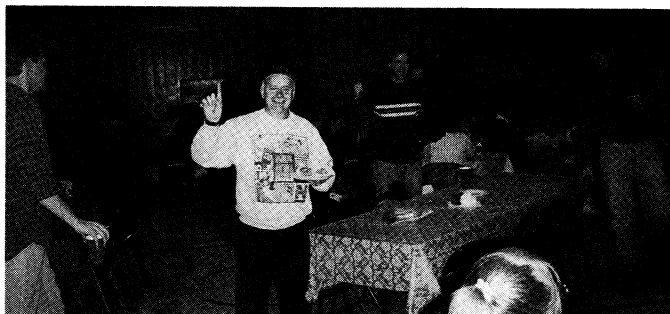
COPE ORANGE BOWL BASH

You all know the outcome of the Orange Bowl, but for those of you who didn't make the Orange Bowl Bash at the Union Hall, you all sure missed one big party. Nearly 150 participants showed up to rally together their support for our beloved Cornhuskers. If anyone didn't have a good time, it certainly wasn't obvious. This event was an absolute success.

The winner of the TV was Jim Johnson (second shift 50 bldg. in jacketing). Also given away were prizes and gift certificates donated by the following: Outback Restaurant, 132nd & Center; Angelos Pizza; Applebee's Restaurant, 144th Street; Omaha Casing. Sheila Filipiak donated a Black Shirt Skull Lamp and Jim Filipiak donated \$25. Thank you all for your generosity.

And thank you to all of you who supported this event by buying tickets. The support and the participation of this event encourages having more events in the future (Spring Dance). In closing, I must mention those who worked very hard to make this event happen: Maxine Lyons, John Gude, Sheila Filipiak, Jim Filipiak (and myself), and for their special efforts, Judy and Jesse Welker. Thank You!!

Ron Hug, Cope Rep.



Safety Contest – Bank on Safety

By Deb Gulizia

It's time to start a new safety contest. During the first phase, we'll draw names and then safety sub-committee members will contact those people. If they are able to give the correct answer when asked a safety question, they will win a fire extinguisher. The prizes will get better as we get into the second and third phases of this contest. Make sure you're prepared! This phase of the contest starts February 23rd and will have 6 winners per week for 12 weeks. Know the questions and answers! Everyone is eligible. These Q&A's may sound familiar ... they were used in last year's contest.

Question: What is the emergency number and what vital information should you give to security?

Answer: Your name, building and column number where the victim or emergency is located and the nature of the emergency.

Question: What is the difference between a fire alarm signal and a tornado signal?

Answer:

A. Fire alarm is 30 seconds continuous sounding. All clear – 10 seconds continuous.

B. Tornado signal is 3 seconds on, 3 seconds off for 3 minute duration. All clear – 10 seconds continuous.

Good luck to you all! Remember!!!! If a sub-committee member sees you in a work area without your safety glasses and side shields on when they come to ask a question, they will not notify you and you will be disqualified for this phase of the contest.

Trade Winds

by Rick Madej

Once again we are confronted with the age old question "How do we keep people from doing other peoples work?" This is a problem that surfaces from time to time but seems to go on forever. Explanations vary for the reasons people do it, but no matter what the reason is, it is wrong. The two most common reasons are the lamest. Number one reason, it takes too long to make a work order or the trades-person never answered the work order. It only takes a few minutes to put in a work order and if it hasn't been answered within an hour, follow it up with a phone call to the trades organization. The second most popular reason is that the person didn't know that it wasn't their job. Everyone seems to know what their job description says when it comes to doing an unpopular task but they don't recall what it says otherwise. I would ask everyone to get out their contract book and read their respective jobs descriptions, then abide by them. Whether the job be in production or trades, the company will not add or advance people unless they see a need to do so and as long as people continue to bail the company out by doing higher graded work then they are paid to do, the company will never see the need.



Volunteer of the Year Award

Submitted by Ron Hug

On Saturday, January 31st, the 18th Annual Harry S Truman Dinner was held for the Douglas County Democratic Party at which our own **Sheila Filipiak** was honored for her hard work, dedication and efforts for the Democratic Party and received "Volunteer of the Year Award."

Since Sheila could not be present to receive the award, Maxine Lyons accepted it on her behalf.

CONGRATULATIONS, SHEILA!

I want to thank each and every one of you for making my retirement from work very special. You are all a great bunch of people. It has been a joy and a pleasure knowing and working with you.

I will miss seeing all of you.

Again Thank You Very Much!
Shirley Dwyer

"Thank You" to everyone that thought of me during my absence due to back surgery.

Your cards and calls were very much appreciated.

Larry Cherry

On behalf of my Family and me, I would like to thank you for the generous gift in memory of my brother, L.G. Noakes.

Your thoughtfulness is greatly appreciated.

Mrs. Barbara Aldrich

December Gift Certificate Winners

Day Shift Winners

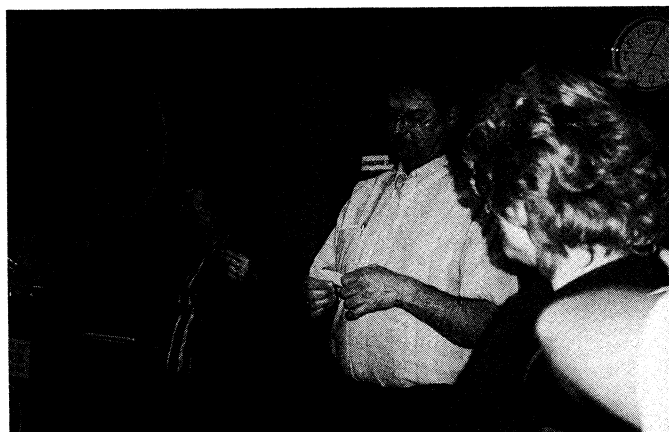
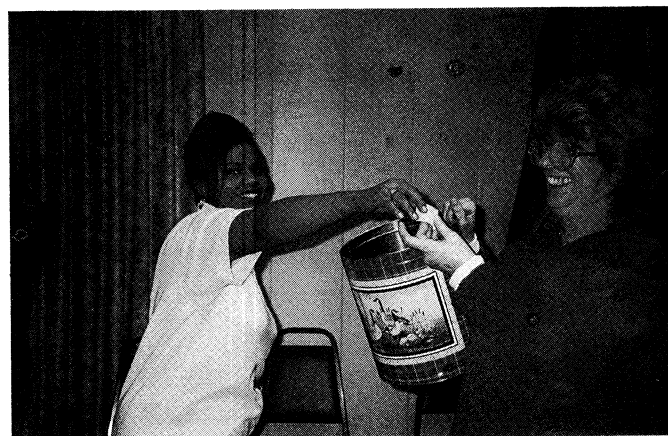
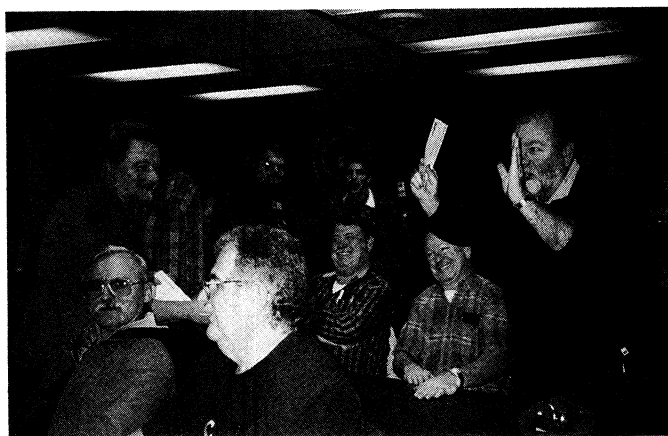
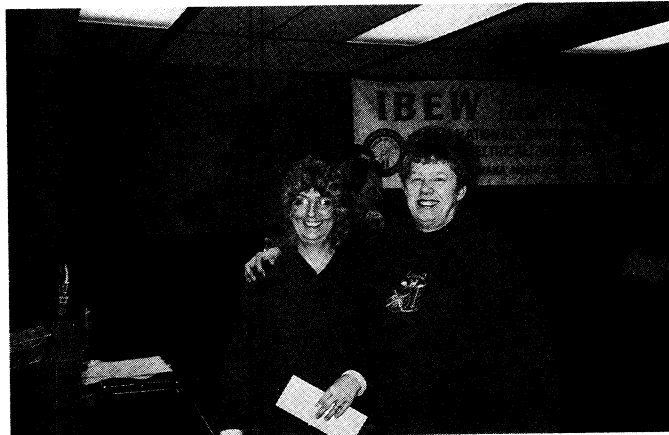
Ronnette Littleton - Drawer	Steve O'Dell
Ann Drebot	Dale Wickman
Don Wiczorek	Rick Palmer
Gerald Becker	Tom Reister
Don Carlos Trapp	Joe Syracuse
Ray Sempek	Gary Babel
Lyle Kahnk	Jerry Peterson
Christy Capshaw	Sparky Bruning
Jim Chambers	Deb Gulizia
Ernie Belik	Bob Belik
Bob Volkmer	Ken McDonald
Romero Delgado	Tom Blasing
Larry Schultz	Elmer Peterson
Virginia Hyslop	Rita Kahnk
Bernie Stopak	Al Wilson

2nd Shift Winners

Joyce Stark - Drawer	Ron Dye
Rich Griffin	John Gude
Joe Olenik	Mike Roehr
Duane Dolezal	Ed Betzer
Dale Holling	Everett Peterson
Chuck Stanley	Betsy Church
Gary Rezek	Marv McAhren
Connie Carlson	Joe Sharpnack
Steve Shrader	Dominic Zappia
Jessie Knutson	Maxine Lyons

3rd Shift Winners

Linda Smith - Drawer	Don Kramer
Jerry Maas	Bob Bloodsworth
Mike Lee	Wes Lyons
Frank Velasquez	Kathy Poledna
Leland Boettcher	John Spencer
Glenn Maxwell	Dale Wineinger
Terry Pinneke	Terry Pollard
Bob Russell	Ron Hug
Donna Johnson	Ervin Rueschhoff
Cindy Schaecher	Lela Stewart



Retirees in November 1997

Julia A. Larry
Vernon L. Milius

Retirees in December 1997

Lucas Larry

New Members

NOVEMBER

Linda L. Ackland
Ann M. Alukonis
Clifford E. Anderson
Scott A. Anderson
Thomas V. Backmann
Joseph W. Baker
Casey J. Barrett
Ronald L. Bartlett
Jimmy E. Berry
David B. Bettger
Daniel J. Buelt
Joseph E. Buelt
Dennis M. Carper
Scott J. Christensen
Lance L. Collins
Bill M. Cunningham
Robert J. Davidson
Tamera S. Engquist
Rose M. Evenson
Daniel R. Fairfield
Brett A. Farabee
Roberta Fennel
Richard J. Garza
Wayne D. Griffith
Torrey S. Gully
Thomas L. Haase
Steven R. Harris
Thomas W. Harris
Jennifer A. Hawkins
Brian D. Holecek
Shawn D. Horvath
Vince D. Hoschar
Mark C. Ingham

Continued Next Column

New Members

NOVEMBER-CONTINUED

Ricardo Irizarry-Lugo
Chauntelle R. Jurgenson
Leonard F. Kraniewski
Bryan D. Kush
Brian D. Leonard
Patrick E. Luben
Ronald V. Machacek
Kathleen A. McAcy
Matt S. McAllister
John M. Mehok
Kenneth L. Merritt
Ray L. Morehead
John F. Mulligan
Joni E. Murphy
Sean P. Murphy
Timothy G. Nelson
Quentina M. Norman
Jeffrey S. O'Connor
Chad P. Ohme
Anita M. Patten
Jonathan L. Perez
Pam A. Pigman
Roger J. Rech, Sr.
Lonnie J. Redden
Robert A. Renken
Jack W. Reuting
Robert J. Sanchez
Michelle R. Semrau
Constance J. Sequenzia
Michael J. Siedlik
Joseph A. Sliva
Scott J. Stanek
Floyd M. Stidhem
Debra A. Sutej
Robert J. Tague
Terry L. Valverde
Todd P. Verschelde
Diane R. Voss
David C. Watkins
Sandra K. Weberg
Gary A. Wilczewski
Terry D. Wilson
Jeremy M. Wright

DECEMBER 1997

Steven R. Chaffin

THE WINNERS

The winners of the **50-50 Drawing** at the **December Meeting** were:

At the 8:20 a.m. meeting - **Marv Abramson** . \$11.00

At the 2:00 p.m. meeting - **Anna Fitzgerald** . \$8.50

At the 4:15 p.m. meeting - **Bob Belik** \$12.50

All the above winners donated their winnings back to the COPE FUND.

The winners of the **50-50 Drawing** at the **January Meeting** were:

At the 8:20 a.m. meeting - **Marv Abramson** . \$9.00

At the 2:00 p.m. meeting - **Tim Gillham** . . . \$3.50

At the 4:15 p.m. meeting - **Jesse Welker** . . . \$5.50

All the above winners donated their winnings back to the COPE FUND.

The winners of the **\$50 door prize** at the **December Meeting** were:

At the 8:20 a.m. meeting - **Glenn Maxwell.**

At the 2:00 p.m. meeting - **Joe Olenik.**

At the 4:15 p.m. meeting - **Ann Drebot.**

The winners of the **\$50 door prize** at the **January Meeting** were:

At the 8:20 a.m. meeting - **Bruce Reitan.**

At the 2:00 p.m. meeting - **Chuck Stanley.**

At the 4:15 p.m. meeting - **Doug Johnson.**

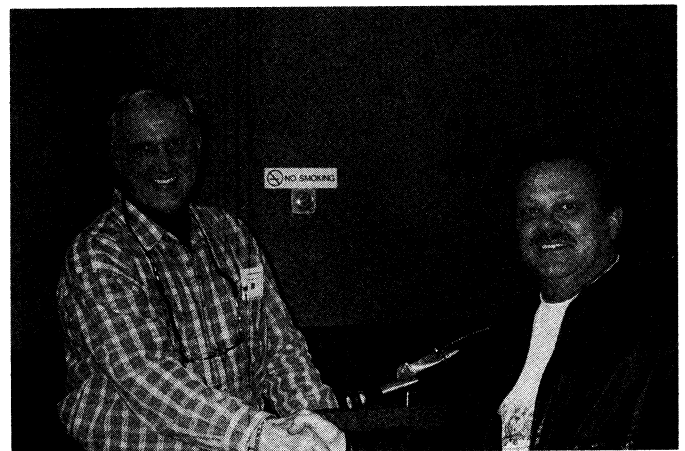
Violence In the Workplace

by Rick Madej

What does violence in the workplace mean to you? What workplace are we talking about? Why should we care? These questions and more will be answered in the near future as the company, using a safety meeting format, will try to make all employees aware of the problems which we could face in our everyday lives. As you go to these meetings please keep an open mind about the information presented there. This is not a witch-hunt or a who-dun-it, but rather a program to heighten your awareness of the problems which exists across the nation. Violence can happen anywhere two or more people interact with each other, and unfortunately, you spend the most time around other people at work. It could give your workplace a bad reputation, just ask any letter carrier you happen to see.

Let's face reality, today we live in a violent society and whether the cause is from anger, futility, greed, desperation, or a hundred other reasons, violence is serious, especially when it involves you or a loved one.

Door Prize Winners



THE RECORD

JAY RIDENOUR, C-14, MEMBER VIRGINIA MCDERMOTT, RETIREE

John Bowen, B-16, Father
Barbara Aldrich, C-15, Brother
Shirley Martin, D-12, Mother
Jesse Welker, A-13, Mother-in-Law
Myra Krahmer, D-17, Mother-in-law & Sister
Allen Miner, A-11, Father
Bob Synder, B-12, Mother
Merlena Hartmann, B-16, Sister
Sandy Ostrand, D-17, Father
Barney Rempe, C-14, Father
Mark Scott, B-12, Son
Dick Knudtson, A-13, Mother
Larry Gritmit, A-11, Mother
Dennis Lett, D-17, Mother
Jolene Marfisi, F-23, Brother
Chuck Garrean, D-13, Step Mother
Ron L. Aldrich, B-16, Brother-in-Law
Marie Hunter, D-17, Mother
Larry Fast, A-17, Stepson
Sally Lee, D-15, Mother
Bob Sundell, A-01, Father
Pamela Johnson, D-17, Mother
Kay Krueger, B1AB, Mother-in-Law
Ethel Mickel, F-26, Father-in-Law
Ron Brock, B-14, Father-in-Law
Tom Musil, B-14, Mother-in-Law
Allen (Pete) Gosda, D-17, Mother-in-Law
Geri Rewolinski, C-14, Father
Mike Hrdy, A-13, Mother-in-Law

ETOP NEWS! ETOP NEWS!

BY SHARON BUZZELL

An Open House was held on Friday, January 16, 1998 and Saturday, January 17, 1998, for the Machine Tool Training and the Electronics Training Programs.

All employees of Lucent Technologies were invited to attend on Friday for a tour of the Training Labs and Training classrooms. Cake, coffee and punch were served. Also invited on Friday were guests from Southeast Community College and Metropolitan Community College. Each college was represented at some point during the day.

The families of the employees attending these programs were invited for Saturday, from 3 p.m. to 6 p.m. They were also able to tour the Training Labs and Classrooms. This gave the families an opportunity to see some of what is involved in the commitment that their loved ones have made to these programs over the next few years. Some of the employees and their families met at Cougar Lanes Saturday evening for a catered dinner and music. We hope that everyone who took part in the tours, or the get together at Cougar Lanes enjoyed themselves.

The ETOP Board of Directors will hold it's meeting in Omaha, February 9, 10, and 11. They will be meeting in the ETOP Enhanced Learning Center Conference Room. Representing IBEW on this board are: Jack Barry, IBEW International President; Bob Stander, IBEW Director of Manufacturing; Mike Quinlan, IBEW International Representative; and Frank Possinger, IBEW System Council EM-3 President. The local ETOP Committee will make a presentation. Millard Cranes, Instructor for the Machine Tool Training Program, and Steve Hall, Instructor for the Electronics Training Program, will also be a part of this presentation.

Sparky Bruning, Local 1974 Union Officer and ETOP Committee Member, and myself attended the opening of the new ETOP Enhanced Learning Center in Orlando, Florida on December 4, 1997. It's a great facility.

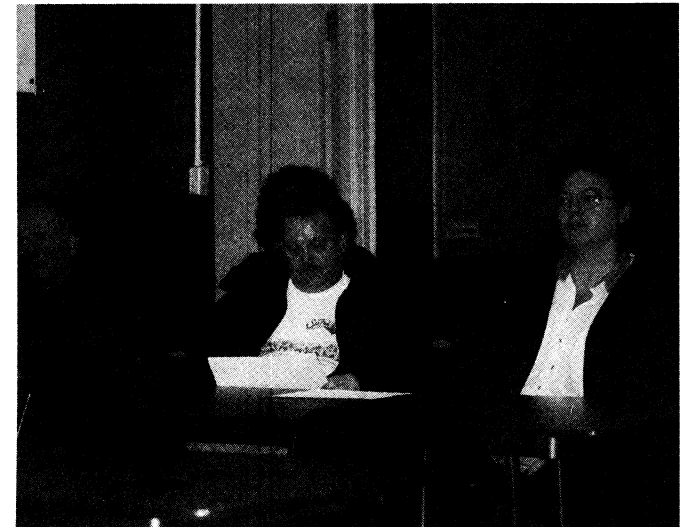
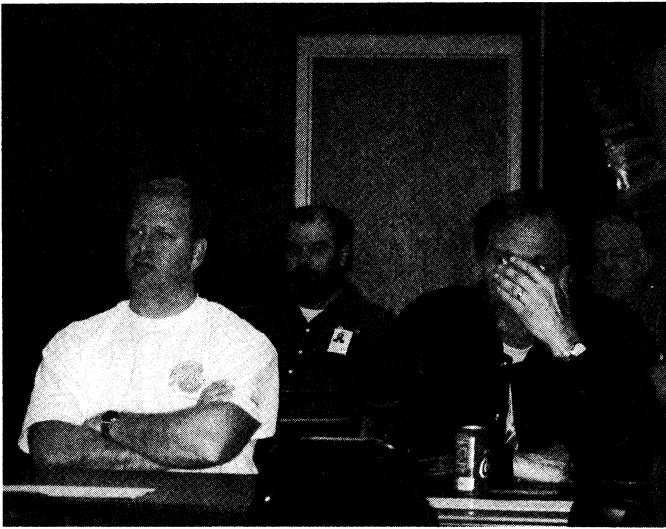
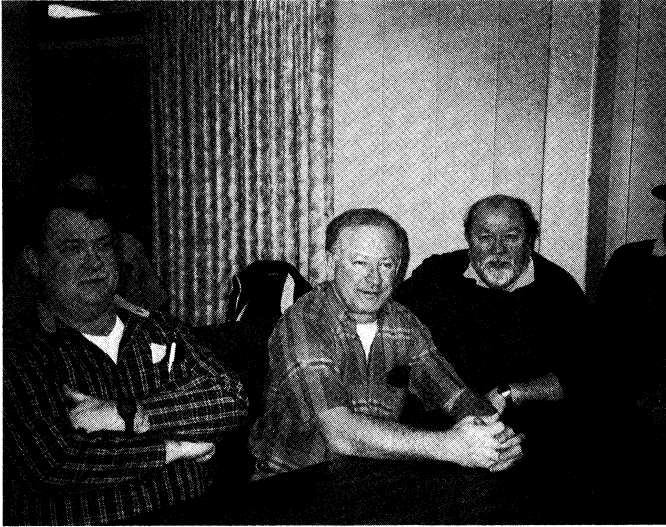
Congratulations to the Union represented employees who graduated from Bellevue University on January 24, 1998. ETOP is here for you.

For more information on ETOP and how to use it, call 691-3828.



**Union Dues for
1997
\$278.44**

Interested Members at Last Month's Meeting



NON-MEMBER LIST

By Edie Riester



HAPPY NEW YEAR! It is really hard to believe that 1998 is here. 1997 was a very good year for us here. There was overtime for people that wanted it, Lucent hired new people, which put each and everyone of us up a little on that seniority list. 1998 hopefully will be just as good. It is contract year, so we will have that to deal with this year. And it would sure be nice to have 100% membership for that. This month I'll be printing the M's and N's for our NON-MEMBER LIST. And next month the O's and P's will be printed. Well, here's my list as promised:

George J. Macrander
 Steve W. Mathis
 Jerome McCreary
 Pealie A. McKeever
 Richard L. McKeever
 James A. McManigal
 Nancy S. Mentzer
 Linda S. Metzler
 Betty B. Miller
 Sandra S. Miller
 Peggy L. Modlin
 David J. Mraz
 Ray S. Muehlhausen

Linda M. Nutting

My offer still goes, if you know any of these people, page me at 0706, and I'll bring you over a sign-up card.

While I was off for the Christmas shutdown, I saw a special person who used to work here with me on the Benefit Committee, Chere Hunt. She was so glad to see me, she just made me so glad that I took the time to run out to see her. Since she has retired, she misses all the people. so if any of you remember her, send her a card, she would love hearing from you. Her address is:

Chere Hunt
 Community Care at Gretna
 700 Highway 6, Room 102
 Gretna, NE 68028

I put her address in the Union paper a few months ago, and she said that she received some cards and was so happy to get them. So, please take the time, those of you that remember her, to send her a card. Thank you!

V.P.P. Star Status

By Deb Gulizia

The February issue of the *Omaha Labor Chronicle* had a nice article about Local 1974's part in the Omaha Works obtaining V.P.P. recertification. Jeff Orley, Safety Department Manager, praised the Union's involvement in both the V.P.P. and the I.S.O. 14001 certification to the *Chronicle*.

The formal award presentation took place January 23rd with O.S.H.A., State and Local Union Representatives, Upper Management and the Union/Management Safety Committee in attendance.

We all should have attended the Safety meeting the week of January 20th. Hopefully, John Drebing, along with his magic made us all stop and think about our everyday safety. He kept our attention and made this yet another fun January Safety Meeting. I hope the tradition of the company bringing in outside speakers will continue. After last month's meeting, we were all given a piggy bank to celebrate everybody's part in the V.P.P. recertification. We all did a great job but we must keep up the good work so we can leave each day the same way we came in.

President's Report

Continued from Page 1

This is an excellent statement about this Company, and *there are a lot of people within this Company, that played a part in making this happen, and some of those people are you, members of the IBEW EM-3 Council.*

We will soon be negotiating a new contract with a new company, BUT WITH MOST OF THE SAME PEOPLE WHO WERE AROUND IN THE OLD COMPANY. *I want you to remember this last part because it will definitely have a bearing on the final outcome.* Some of those, in Lucent, who will be having input into the bargaining process are some of the same people who were around when we were AT&T. One of the differences may be, that some of those people have a higher ranking today, within the Company, than they did a year ago. **Further, just because the Company has made extraordinary revenues and profit, does not necessarily equate to their being overly generous at the bargaining table.**

Just what the Company's position will be, at bargaining time, as to the Unions various proposals, in regards to our contract, remains to be seen.

I think it is safe to say that the company is as concerned about this up and coming bargaining session as we are. There will be the issues of wages, pensions, and benefits as well as other issues of concern as we move into this process, but I think that one of the most contentious issues we will be facing, is going to be **our** differences of opinion as to what constitutes a **fair and equitable** settlement in those negotiations. This will not be a walk in the park.

Frank Possinger

Looking at 1998

As we begin a new year, several items come to mind that we need to refresh our memories on and also introduce to our new co-workers. First of all, annual attendance reviews will begin soon. Keep the following criteria in mind:

DETERMINING EMPLOYEE'S STATUS ON THE ATTENDANCE CONTROL PROGRAM

At beginning of each year, the attendance record of an employee on any level of the program is to be reviewed with the employee by the immediate supervisor. The following guidelines will be used to determine the employee's status on the program:

Previous fiscal year - Three days absent or less, then reduce one level.

Previous fiscal year - Perfect attendance, then reduce two levels.

Previous three fiscal years - Fifteen days or less, off the program.

SHARES FOR GROWTH

Effective March 10, 1998, all eligible employees will be granted an award of eight hundred dollars (\$800) in the form of a Shares for Growth Payment. Employees on the active roll as of March 1, 1998 who have an NCS date of March 1, 1997 or earlier shall be eligible to receive the award. Such awards shall be used to purchase AT&T stock under the Shares for Growth Program (Lucent Stock) Page 156 National Memorandum.

PROGRESSION INCREASES

Progression increases will be given semi-annually effective on the first of the fiscal week of March and September. Employees must be on the active roll for 60 days prior to the progression date to receive the

increase. Progression increases are covered under Article 10 - Wages in your union contract. (pp79-80).

PAYMENT TREATMENT FOR ABSENCES

Death in Family:

An employee shall be granted reasonable absence because of a death in his or her immediate family with pay for such time lost from assigned COMPANY duty, provided the employee's TERM OF EMPLOYMENT is six (6) months or more at the time such absence begins. For deaths of a husband, wife, son, daughter, mother or father, a reasonable absence shall not exceed three (3) consecutive SCHEDULED DAILY TOURS. For all other immediate family members, a reasonable absence shall not exceed three (3) consecutive SCHEDULED DAILY TOURS. This information can be found in your contract under Article 16 - Pay Treatment for Absences (p. 100). Also an employee, upon his/her request, may be granted two (2) additional days of personal absence (not paid) due to a death in the immediate family. This is covered in your contract book in the red pages, local agreements (p. 125).

TRAINING/RE-TRAINING

When an employee changes his/her shift for training purposes, whether or not they are paid night work bonus, depends on the circumstances. You can find the answer for your particular case in your union contract. You will find it in the red pages, local agreement (p. 127).

These are just a few important items that will affect all of us at some time or another. Anytime you have a question, refer to your UNION CONTRACT, or ask your union representative. If you don't have a contract book, see your Rep.

***E-Board Officer & EW&C Co-ordinator
Jim Filipiak***

It Was Very Thoughtful Of You...

I would like to thank the officers and members of I.B.E.W. Local No. 1974 for the card and flowers you sent to me following my recent surgery. It was very nice of you and will always be remembered.

Larry Maupin
Unionist Printing

