



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

January 18, 1996

TO: ALL UNION MEMBERS

The monthly membership meeting will be held Thursday, January 18, 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

This past year has been a busy one for all of us, in one way or another. I am glad to see that this past year, again, was another **outstanding year** for the Omaha Works and the people. "Tons" of overtime in most areas helped increase personal incomes substantially. Hourly rates of pay were increased as of **May 28, 1995**, along with a "better" medical benefit package. Pensions were also increased again this contract by 12%, for **active employees**. That adds up to a **37% increase** over the last three contracts.

These are just a few of the many **BENEFITS** that have been negotiated for **YOU**, the member, during this past year. Also, in September of this past year, the Company announced that it was "splitting" into three separate companies and would have all this worked out by the end of 1996. It has also been stated that the current agreement would remain in effect until May, 1998. As of this writing, there have been no major responses to the many questions that our **UNION NEGOTIATORS** have presented to the Company. We are told that those questions may be answered this month.

Although we fault our leaders at times, **WE CAN BE SURE THAT THEY ARE DOING THE BEST THAT THEY CAN**, in trying to **PROTECT OUR INTERESTS**. Why? Because it's in their best interest also!

YOU, YES, YOU, need to pay attention to what is going on in Washington, D.C. Congress is about to take away all of the above, and make **YOUR** life a lot harder. There are plans to weaken your pension security and let Companies' siphon off the **EXCESS** pension funds to do with, whatever they see fit, and answer to no one. At least, now, in a Union environment, the Company must involve the Union.



**INTERNATIONAL
BROTHERHOOD
OF ELECTRICAL
WORKERS**

1125 Fifteenth Street, N.W.
Washington, DC 20005
(202) 833-7000

J. J. BARRY
International President

JACK F. MOORE
International Secretary

VOTE JANUARY 23, 1996

VOTE JANUARY 23, 1996

TO ALL IBEW LOCAL UNIONS

Dear Sisters and Brothers:

In accordance with our Constitution, Article XXVIII, Section 1(1), and upon petition of the required number of Local Unions, the International Executive Council has requested that a referendum be submitted to our Local Unions for a vote of all members. The referendum provides for an age-65 limit for eligibility to be nominated as a full-time Officer of the IBEW.

BACKGROUND OF REFERENDUM

The Age Discrimination in Employment Act (ADEA) prohibits the mandatory retirement of employees at any age. It provides an exception, however, for "bona fide executives" and those in "high policy making positions." It appears that these exceptions apply to the full-time International Officers, which would make them subject to mandatory retirement if that is the will of our membership.

The subject of placing an age limit on service as an International Officer has been debated at several International Conventions, and remains an issue of considerable interest at this time. One recent proposed amendment, which was submitted to the International Executive Council for approval for submission to referendum vote, was not approved by the IEC because the IEC concluded that the terms of the proposed amendment conflicted with the IBEW Constitution and with the ADEA.

Subsequently, an alternate Age Referendum Petition as presented by more than five Local Unions, has been received and considered by the IEC. Although the IEC DISAGREED with the substance of the proposed amendment, they concluded that the proposal was proper and that the resolution of this issue through a referendum vote is in the best interest of the Brotherhood. Therefore, with the hope of settling this issue prior to the convention, the IEC approved the submission of the proposed amendment for a referendum vote.

REFERENDUM PROPOSAL

The proposal is as follows, to:



**INTERNATIONAL
BROTHERHOOD
OF ELECTRICAL
WORKERS**

Amend Article III, Section 2, to provide for an age-65 limit for eligibility to be nominated as full time Officer of the IBEW.

INFORMATION ON VOTING

An Official Referendum Statement is enclosed. Also enclosed is a ballot form; you should reproduce as many copies of the ballot as you will need for your Local Union membership. Each Local Union is entitled to one vote for every member in good standing.

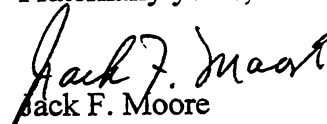
Local Unions may cast the vote of their members if they so decide (see Article XXVIII, Section 1(1), of the IBEW Constitution). Should the Local Union so elect to cast the vote of its members, the International Secretary should be notified of its action by letter, over the seal of the Local Union.

However, when ballots are used and the members vote individually, the Local Union must have a judge and two tellers tabulate the vote, fill out and sign the Official Referendum Statement, see that the Local Union Seal is affixed, and have that form returned to the International Secretary in the enclosed return envelope.

Our Constitution, Article XXVIII, Section 1(1), allows the Local Unions 60 days in which to complete the voting and have their returns in to the International Secretary. The closing date for returns to be back to the International Office is February 14, 1996. However, it would be appreciated if our Local Unions would complete the voting and send in the returns as soon as possible. A full report of the vote on the referendum will appear in the April 1996 Journal.

Many thanks for your cooperation. All good wishes.

Fraternally yours,


Jack F. Moore
International Secretary

**Be Sure To Vote — January 23, 1996
On This Referendum Proposal!**

The voting will take place at our Union Hall, 13306 Stevens Street,
Omaha, Nebraska. Time: 6:00 a.m. to 6:00 p.m.

Congress is also talking about elimination of the "**time and a half**" law and its possible demise. And, don't forget, there is **NO LAW** that says "*you get double time for Sundays or after 48 hours.*"

Congress is also trying to **WEAKEN OSHA**, and laws that provide a worker with safe working environments. They are trying to cut that organization's budget.

They will most certainly then come after **UNIONS**. Let's face it, folks, without the **UNION, YOU** will not continue to reap the benefits that you have enjoyed thus far.

This year, 1996, is a very important **ELECTION YEAR**. Not only in the federal elections, but also in **OUR STATE AND COUNTY AND CITY**. Our Local COPE Committee is going to be seeking **YOUR** help in **HELPING YOURSELVES**. They are going to be seeking **YOUR** help in being **DELEGATES** to the caucuses, and party conventions that will be held in the first part of this year. Candidates seeking office that are supported by **LABOR** also need volunteers to run phone banks, make up signs, stuff mail outs, put up signs, and most importantly be in touch with people that will talk to them, and tell them what the real issues are and what they feel need to be changed. As working men and women of our country, we **ALL** need to convey **OUR CONCERNS** to these individuals, meaning those that are affecting our families and friends, whether they be Democrat, Republican or Independents. **"IF YOU DON'T SPEAK UP FOR YOUR RIGHTS AND FUTURE, THEN WHO WILL."**

Just before the Holidays, all Officers of both Unions attended the O.B.U.F. Meeting that is held monthly. These meetings are scheduled on a monthly basis. The attendees are the Managers of the various S.B.U.'S and support organizations within this facility. We discuss all issues of importance at these meetings. The Company has been trying to keep the Unions apprised of what is happening in this business, and explaining what decisions are made and why they were made, as to the particular products that are or will be manufactured here at the plant. These are informational meetings and not negotiating meetings.

This recent meeting, we were shown results for the year-to-date, and the shipping performances in regard to "**on time deliveries.**" The results looked pretty good. On time deliveries, there are some problems in this area and a lot of it has to do with material shortages. On the whole, Omaha is doing well and should continue to do so throughout this year.

There was a lot of dialogue as to the continuance of the WorkPlace of Our Future initiatives and the Strategy Forum. It has been decided that **BOTH** of these programs should continue, but with moderate changes in the presentations.

Union contracts will be handed out this month by your Officer or Rep.

This month, there is a very important issue that **NEEDS YOUR VOTE**. It concerns a referendum to amend Article III, Section 2 of our International Constitution.

Shall the following proposal, presented in accordance with Article XXVIII, Section 1 (1), of the IBEW Constitution be adopted:

PROPOSAL

Amend Article III, Section 2, to provide for an age 65 limit for eligibility to be nominated as a full time Officer of the IBEW.

This will be explained more fully at **YOUR** Union Meeting. **PLEASE ATTEND!** We will not be voting that day, it will be on **January 23, 1996** and the "polls" will be open from **6:00 a.m. to 6:00 p.m.**

The winners of the Union T-Shirts at last month's meeting were:

At the 8:20 a.m. meeting - Mike Kelly.
At the 2:00 p.m. meeting - James J. Peroutka.
At the 4:15 p.m. meeting - Rick Palmer.

The winners of the \$50 door prize were:

At the 8:20 a. m. meeting - Sheila Filipiak.
At the 2:00 p.m. meeting - Joe Olenik.
At the 4:15 p.m. meeting - Dale Wichman.

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THE AMOUNT OF UNION DUES PAID IN 1995 WAS: \$263.04

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PERFECT ATTENDANCE AWARDS UPDATE

By: Sam Martin

In May of this year, the Omaha Works enhanced the "thank you" for perfect attendance by raising the amount of the "thank you" from \$25 to \$100 as well as where the certificates could be redeemed. Judy Nebe's team did a great job of helping the Omaha Works implement the new plan in May of this year. Since the implementation of the new plan, the Omaha Works has experienced a significant increase in the number of individuals who have achieved perfect attendance compared to the base period prior to the new plan. The committee involved in establishing the guidelines for the plan used the most current data which was the period of March 6, 1994 through March 5, 1995.

During this period, a total of 813 perfect attendance awards were given. As you can see from the data below, we are far ahead of the run rate in our base period. The committee projected the break even point to be approximately 1,000 perfect attendance awards. It was at this point that the benefits realized from the increase in perfect attendance would equal the increased cost of the award. The monthly update of perfect attendance awards issued as provided to me is as follows:

		Cum
May'95	94	94
June	74	168
July	107	275
August	133	408
September	125	533
October	113	646
November	187	833
December	125	958
January'96		
February		
March		
April		

Annualizing our eight-month cum would project to approximately 1,437 perfect attendees during the above period.

Remember, a drawing will be held sometime in May; the value of it will depend on the final analysis. You must have one year perfect attendance at the time and your chances will be greater the more consecutive years of perfect attendance you have attained.

"GROUP LEGAL PLAN"

1-800-821-6400

A REMINDER TO ALL UNION MEMBERS:

You **MUST CALL THIS NUMBER first, prior** to contacting an attorney, at which time you will be provided with an authorization number, as well as a name of a participating firm or attorney. **"THERE IS NO COST TO YOU FOR COVERED SERVICES."**

If you have at least six (6) months of service, you are eligible for this.
Covered services include:

**Unlimited Telephone Advice and Office Consultations;
Wills and Codicils (simple);
Living Wills;
Trusts;
Separation, Annulment or Divorce;
Real Estate Sale, Purchase or Refinance;
Document Preparation;
Debt Collection Defense.**

If you are 18 or older, single or married and working here, **YOU** need to have a **WILL.**

If married with children, young or old, you need a Will **AND EFFECTIVE ESTATE PLANNING.** There are far too many cases in which families have been torn apart because this issue was never addressed properly. Without a Will, state laws go into effect that will distribute your estate in a very impersonal way, and may not reflect what you may have wanted. Plus, they will get their share also.

DO EVERY ONE ELSE A FAVOR AND MAKE SURE YOU DO YOUR PART!

1-800-821-6400

IT'S FREE! NO CHARGE

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WHAT ARE THOSE CSI TRUCKS DOING AT THE OMAHA WORKS?

By: Jim Filipiak, Executive Board Officer

As a result of our Wednesday morning **Union Management Meeting**, the reps and officer of the Cable Plant asked **Mr. Himes, Cable Plant Manager**, to write an article educating the members on what is happening in reference to the CSI Trucks. The following is **Mr. Himes'** response to our inquiry:

Some people have been wondering why CSI (formerly AT&T's Phoenix Works) trucks are coming and going from the Omaha Works -- is product coming or going, or what?

The answer: it's cable coming from CSI production facilities in Phoenix to be stored at the Omaha Works Material Distribution Center (MDC or DE, as it's called).

The MDC at Omaha receives material from CSI from time to time because the Omaha Works is a stocking center and distribution point for cable and wire, including 1061 cable, 800 series cable, TIW and DIW products.

The Omaha Works has been an MDC for over a year for NCS products from various locations, including products from CSI's Phoenix operation.

Wayne Andersen is manager of the EW&C Production Control, Material Planning and Procurement Center. "We'll continue to expand the stocking locations in the future," Wayne said. "We'll also continue to see products being shipped from CSI to this location, but only to satisfy stocking requirements."

The officer and representatives of the Cable Plant wish to thank **Mr. Himes** for his prompt response.

* * * * *

TAX-FREE TRANSFER

LUMP SUM PENSION AND COMPANY SAVINGS PLAN

through

THE IBEW SAVINGS AND SECURITY PLAN

• Choose from four investment options:	Average Annual Returns as of 9/30/95*		
	<u>1 Year</u>	<u>3 Years</u>	<u>5 Years</u>
♦ <i>Vanguard PRIMECAP</i>	38.96%	26.06%	24.27%
♦ <i>Vanguard Quantitative Portfolios</i>	29.94%	16.28%	17.67%
♦ <i>Vanguard Asset Allocation</i>	28.57%	13.28%	15.72%
♦ <i>Fixed Income</i>	6.31%	6.94%	7.64%

Compare the IBEW Plan to an IRA

IBEW PLAN	IRA
• No sales charges, commissions, or withdrawal fees. <i>100% of your money is invested.</i>	• Many have charges (up to 7% of your account or you must lock up your money for up to 7 years)
• Investment management and administrative fees among <i>lowest</i> in the industry. (COMPARE)	• Investment management and administrative fees
• Retire at 55 or older, no IRS restrictions on withdrawals (<i>No 10% penalty tax</i>)	• Must be 59½ for no IRS restrictions on withdrawals. (10% penalty on lump sum withdrawals)
• Fixed Income Fund (guarantee of principal and interest)	• Most do not have a fixed income fund

For further information, contact the Plan Administrator:

Scarborough Alliance Corporation
 101 Park Avenue
 New York, New York 10178
 1-800-223-7608

* These are historical returns and do not represent a guarantee.

THE RECORD

HOWARD CURTIS, IBU 254
MEMBER

BILL DINEEN
RETIRED MEMBER

OTTO DVORAK
RETIRED MEMBER

Jerry L. Green, IBU 23H
Grandfather

Janice Rentschler, IBU 22A
Mother-in-law

Bob Vinson, IBU 245
Brother

Jeff Wright, IBU 23H
Grandmother

Ruby Stiers, IBU 252
Father-in-law

Jim A. Erickson, IBU 23M
Father

John Maxwell, IBU 23M
Grandmother

Ed Eichner, IBU 245
Father

Linda Huenniger, IBU 23H
Father

Don Huenniger, IBU 252
Father-in-law

Sharon Bailey, IBU 237
Father

Mary L. Sanford, IBU 22A
Mother-in-law

Georgia Rush, IBU 23H
Granddaughter

Mary Walls, IBU 226
Grandchild

Chris Faust, IBU 237
Father

Fraternally,



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

FPP:mw

opeiu #53