

July, 1998



President's Message

Welcome to all the new employees and thank you for joining the Union. I urge you to become involved in the many activities we have throughout the year. If you have not been introduced to the rep in your area, ask your supervisor to do so.

Telephone discounts for active employees will end on 9/30/98 and each employee will receive \$500 worth of Lucent Stock. Anyone who retired after 1/1/84 will have it end by 12/31/98. It will be discussed further in January 1999 for retirees.

Signing Bonus and Deposits in the Long Term Savings and Security Plan – Upon ratification, \$1,000 worth of Lucent Stock will be credited to their account. Another \$500 of Lucent Stock will go into their account as of 2/1/99 and again 8/1/99. An employee must be on the active roll when a contribution is made. Any employee on the active roll August 1, 1998 will receive the \$1,000 contribution, but must still be on the active roll 2/1/99 and 8/1/99 to receive those contributions. Any employee hired after 8/1/98 but before 2/1/99 will still be eligible for the other two contributions.

Executive Board Officer, Mike Kelly has retired as of July 1, 1998. Since the inception of Local 1974, Mike has been a member and later served as a Rep and Chief Steward. In March 1974, he was elected to the Executive Board and has been an active officer ever since. Mike has served as a Delegate to the Nebraska Industrial Union, a Delegate to the Nebraska State Electrical Council, attended several 11th District Progress Meetings and EM-3 Council meetings throughout his many terms in office. He has also worked at some of the union's fundraisers such as Las Vegas nights. His last major function was that of Captain of the Picket Lines during our 2-hour strike. Mike, you will be sorely missed! Thank you for helping to lead our union for all those years. We all wish you the best and hope you enjoy your retirement!

With Mike Kelly's retirement, it was the duty of the E-board to appoint a replacement. Tim Gillham, a former long time Chief Steward, now in the G.P.C. Building on 2nd shift, has been named to finish out Mike Kelly's term. He took over his duties July 1, 1998. We all look forward to working with him. Congratulations on your appointment, Tim!



Mike Kelley

*Fraternally,
Marlene Wilson,
President/Business Manager LU 1974, IBEW*

TO: ALL UNION MEMBERS:

THERE WILL BE NO MONTHLY BUSINESS MEETING IN JULY!

Non-Member List

by Edie Riester

First of all, I'd like to welcome all the new members here at the Omaha Works. It is so nice to see so many new faces. Some have asked me where our dues money goes. So I thought I'd print this, this month:

International Brotherhood of Electrical Workers: \$8.00 per member

Building Corporation: \$1.00 per member

EM3 Council: \$1.45 per member

State AFL-CIO: \$.55 per member

Omaha Federation of Labor: \$.50 per member

S.W. Iowa Federation of Labor: \$40.00 per month

For my **NON-MEMBER** List this month, I said that I would be doing the T's and U's. If any of you work with any of these people and you hear that they want to join, just give me a page, my page number is 0706. And I will bring over a sign-up card.

Next month I'll be printing the V's, W's and the Y's. I'm happy to say that all of our Z's belong.

Barbara J. Tangeman

Verdell Temple

Darlene S. Tesnohldek

Charlene V. Tolston

James Tolston

Jan S. Tomes

Annie C. Toney

Gary J. Updegraff

Come Join Us

By Deb Gulizia

Why do some people feel so comfortable taking union bargained benefits that their friends and co-workers pay for? I think we've heard all the excuses why they don't or won't belong to the union. Some excuses go back 20 or more years and some excuses were "the union did this or that to me." It's amazing that people don't blame the Company, just the Union. They wouldn't consider quitting the Company who was so unfair, just dropping out of the union.

I know "the union" isn't perfect and they can't always get you what you want, but most of the time when you get fed up, it's because of a **COMPANY** policy, not something that was bargained. Put the blame where it belongs. If everyone refused to pay their fair share for the benefits they receive because of a bad rap they got from the company, our Local Union would be out of business and we'd all have to get an extra job or two to make ends meet.

Without the Union, do you honestly think we would have what we do today? With all the cuts other companies are making, what makes you think Lucent wouldn't follow? Rest assured, if the Company wasn't forced to go to the bargaining table, we wouldn't be much better off than fast food workers. Remember, the Strategy Forum where they made sure we knew what our competitors were paying their employees? What do you think that was all about?

If you **NON-MEMBERS** think your union friends don't mind you not paying and taking out of their pocket, **YOU'RE WRONG!** There is always that resentment they try to hide. The members (your own friends) get very upset when a **NON-MEMBER** has the nerve to take a **Short Circuit** or any other union flyer. These are paid for with union dues money! I hope this is the last one you'll read as a **NON-MEMBER**. Ask a Rep or call Edie Riester (pager #0706) for a sign-up card. It's time to put those grudges behind you and join the Union!

Card of Thanks

Thank you to all our friends and co-workers, who expressed concern and care over the recent death of our dearly loved sister and sister-in-law, Patricia Todd Fischer.

Your donations in her name were sent to the Tacoma, Washington Humane Society, where a memorial plaque is planned for their new building.

Thank you!
Dennis and Cheryl Todd

THE SHORT CIRCUIT

Omaha, Nebraska

July, 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
TreasurerTom Pallas

Executive Board

Jim Filipiak, Chairman

Tim Gillham, Rick Madej, Marlene Majeski, Jim Pabian

Newspaper Staff

EditorDeb Gulizia
ArtworkTim Cremeens

The Record

Loren Shupe, AD-3, Father
 Lynn Shearer, AB-4, Grandmother
 Lill Circo, F-26, Mother-in-Law
 Ellen Stonerook, C-14, Mother
 Merlie (Lee) Miller, B-16, Father
 Rosemary Jans, C-14, Father
 Bob Pohlmeier, A-17, Father
 Dennis Todd, A-13, Sister
 Judy White, AB-2, Grandmother
 Joella Pacas, C-17, Mother
 Edith Huff, AC-2, Mother-in-law, Brother
 & Grandmother
 Eugene Hutchinson, D-76, Mother
 Dave Martin, F-22, Sister
 Tim Gillham, F-26, Brother
 Carolyn Jackson, F-26, Brother
 Ron Yeck, B-16, Brother
 Miyeko Kotszewa, D-17, Grandchild
 Mike Evans, B-1A, Father-in-Law
 John Maxwell, D-19, Grandmother
 Linda Smith, B-6, Grandmother
 Bryan Holecek, AB-AC, Grandmother
 Bonnie Zeleny, F-26, Mother
 Carolyn McCrea, AB-4, Grandson
 Jim Adler, AC-2, Brother

Summer of Service Program

This summer your 6th to 9th grade teen can make a positive difference in the community by participating in an innovative summer program that's challenging, rewarding and fun. It's an eight week, community service program for early teens, sponsored by the Lucent Family Care Development Fund.

The program instills in youth an appreciation for their own communities as they develop valuable skills interacting with diverse groups. By contributing to the community, teens share the spirit of teamwork and develop the special sense of personal accomplishment that comes with volunteering.

Because Lucent Technologies is a sponsor, your teenager will receive first priority to enroll, for more information call Anita Diamond or Kathy Aultz, University of Nebraska Coop Ext. (402) 444-7830 or call the ERC Larry 3523, Marie 3607.

Employee Resource Center

The E.R.C. awareness fair held in the company auditorium was a huge success. Over 500 employees attended the fair this year.

A total of 15 various agencies including Lucent's own work/family development fund.

And also our SAFETY.ETOP.EAP organizations had their displays at the fair. Remember all of these agencies are here for you ... CALL. The ERC would like to thank all employees for making this year's fair one of the best ever. We look forward to seeing you again next year. Remember, the fair is sponsored by ERC. The ERC is sponsored by your UNION. The UNION is sponsored by YOU. Make use of your benefits. And support your ... UNION!

Larry Cherry

New Reps

We have two new reps, both in the 30 building on days. They are:

Brett Bisaillon
 and
 Tim Connor

Thank you for taking on this responsibility and for giving up your quiet breaks and lunches for the membership.

Golf Outing

by Deb Gulizia

The Nebraska State AFL-CIO is having their 8th Annual, 18-hole Two-Person Best Ball Golf Tournament on Saturday, August 1, 1998. It will be held at Tregaron Golf Course starting at 9:00 a.m. The entry fee is \$49.00 per person and it includes green fees, cart, dinner, door and flag prizes, refreshments at the golf course and prize money.

If you are interested, call 734-1300 for more information. I know we have a lot of good golfers out here, so show them what Local 1974 can do!

To Whom It May Concern

by Jim Filipiak
Your Cable Plant Co-ordinator



As of July 7, 1998, we see all of the turnstyle gates are in operation. No one has gotten stuck in them, coming in or going out, which is a surprise to most of us. The parking lot lighting is being worked on. Thanks for that, because there have been some concern that someone might get hit coming in on third shift or leaving on second shift. You put a lot of time and money into the cable plant parking lot; lighting, resurfacing the blacktop, turnstyle gates, and even some new concrete work. But one thing was overlooked, appearance. Why can't we sod and plant some trees on the mud we look at.

We just came back from our last long weekend before going to 7-day coverage work schedule. We will be spending a lot of time in here working 7-day coverage. There are pros and cons to this work schedule, so we won't get into that. Everyone has to make up their own mind about it, however, coming into a cheerful looking workplace might help some of our attitudes. Even when we are on break, it's not too refreshing, looking at the sunset, working second shift, through a chainlink fence that's mounted in a pool of mud and weeks. **WALK IN OUR SHOES IF YOU THINK TREES AND GRASS MAKE A DIFFERENCE!**

I would like to take this time to welcome all our new members to the Building 50 Cable Plant, also the members coming from Building 30 and the GPC.

With all the increase in the workforce, I hope our parking lot will accommodate all of us without us having to park in unauthorized areas. Parking tickets are becoming a big issue and hopefully we can get someone to sit down and give this problem some honest consideration. The only advice I can give the membership is:

1. Park where your sticker says you belong (shift).

2. When you change shifts, you must get a sticker for that shift. Walk down to security and get one. This YOU must do yourself.

**SEE YOU AT THE NEXT
UNION MEETING**

MOVEMENT OF PERSONNEL

BY MARLENE MAJESKI



Once again, we welcome the new hires. We're glad to see all the new faces and meet all of you.

There are still a large number of Level II jobs on the bid boards and without sounding like a broken record, I encourage all of you to bid. The jobs are going to low service and it's an opportunity to make more money immediately. That's why we're here, right?

If some of the new Level II's have not received your raise as of yet, the company is going to a new computer program and in the transition, there may be errors, however, Jo Ann Alback has assured me that everyone will end up with the right pay.

If you have any questions about your moves, feel free to call me on extension 3650.

40th Year Anniversary Celebration

The Company's 40 year anniversary celebration will be August 16, 1998. There will be something for everyone. Plan to attend. Bring your family and show them what's going on inside the walls of the big building on 120th & "T" Streets. The kids can see what mom and dad do when they're not at home. Hoping to see all of you there.

T-Shirts

by Marlene Majeski

We are now selling Union T-Shirts in a variety of colors. Contact your Union Rep. They cost:

Medium thru X-Large	\$8.00
XXL	\$9.00
XXXL	\$10.00
Long Sleeve T-shirts	\$13.00
Sweatshirts	\$14.65

They have to be ordered and there is a short wait to get them.

THE WINNERS

The winners of the **50-50 Cope Drawing** for June were:

At the 8:20 a.m. meeting – **George Porter** – \$9.00

At the 2:00 p.m. meeting – **Tim Gillham** – \$2.50

At the 4:15 p.m. meeting – **Edie Riester** – \$3.50

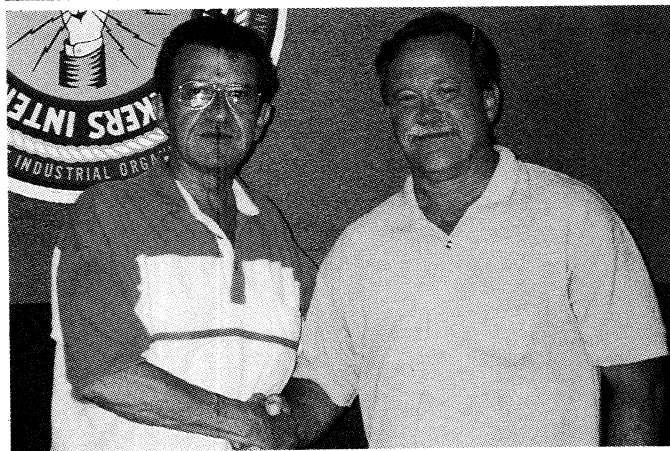
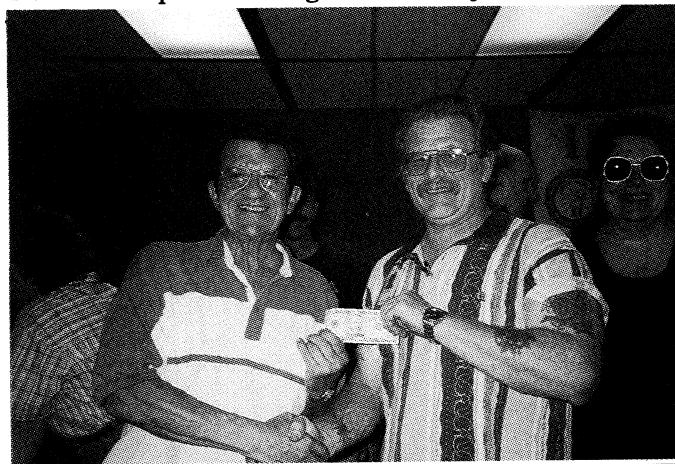
Donated back to COPE Fund.

The winners of the **\$50 Door Prize** were:

At the 8:20 a.m. meeting, **Lisa Jackson** and **Jerry Rue** each received \$50 as an anonymous union member donated \$50 to the 3rd shift door prize.

At the 2:00 p.m. meeting – **Maxine Lyons**.

At the 4:15 p.m. meeting – **Ken Kelly**.



Truck Rodeo

by Debbi Gulizia

Again this year the Trucker's Safety Sub-Committee is putting together their Truck Rodeo. The purpose of this "Rodeo" is twofold: 1. to allow non-truckers to drive a forklift to better understand the difficulties a trucker goes through day-to-day, and 2. to test the skills and safety techniques of the skilled truckers.

In the past, the committee has received many good comments from those participating. The non-truckers see that pedestrians are not easily seen through the truck's mast and it's much more difficult to stop a forklift, especially with a load, than it is your car. The skilled truckers are usually unaware of the bad habits they have such as sticking their head, arms or legs outside the cage. It only takes a split second to lose a limb or have a serious head injury when you don't stay within the cage.

It only takes about 15 minutes and it's a fun way to check your skills, accuracy and safety habits and it's a chance for non-truckers to get a trucker's eye view. You do not need to have a license, but you must be pre-registered by July 17th to participate. Be sure to turn in your registration sheets to any union rep or safety sub-committee member. If you can't find one, page me on #0984. After the schedules are made out, you and your supervisor will be notified of your scheduled time. PLEASE BE ON TIME! See you the week of August 10th!

Like Father, Like Son?

A rich man had a piece of land on which a poor mule was grazing.

"I shall harness you," he said to the mule, "and make you plow this land to grow melons on, of which I am very fond, while the stalks will supply you with food."

To which the mule replied, "If I consent to toil on your melons, I shall be worse off than I am now, inasmuch as I shall have to eat dry stalks instead of fresh green grass. I'll not to it, sir."

"How unreasonable you are," remonstrated the landowner. "Your father never had anything but thistles, and yet he worked sixteen hours a day without grumbling."

"Alas, that is true," retorted the mule. "But then, you must know, my father was an ass."

—Reprint Steward Update Newsletter

**No Monthly Business Meeting
in July**

Safety Contest

by Debbi Gulizia

The 2nd Phase of the Safety Contest got underway July 6, 1998. Phase II is geared toward ergonomics. Hopefully, it will help raise the awareness of the many ergonomic problems we knowingly or unknowingly face each day. If you have an ergonomic problem in your work area, contact any safety sub-committee member and they will turn it over to the ergonomic safety sub-committee.

If you are lucky enough to have your name drawn, you will be approached by a safety sub-committee member. Providing you are wearing your safety glasses with sideshields in all work areas and know the answer to the safety question you are asked, you will win a carbon monoxide detector. Last year a family benefited from this same prize. A few weeks after winning, the alarm sounded and they found out their furnace was giving out harmful levels of carbon monoxide. The entire family could have been overcome without the warning.

Check the monitors at work for a list of the weekly winners. Here are the questions and answers you need to know if you are asked:

Q. What are the three risk factors involved in potential Cumulative Trauma disease?

A. Force, Awkward Postures, Repetition.

Q. A good ergonomics program will help improve quality and increase productivity. In addition, it should provide two other advantages.

A. Reduce injuries and workers compensation cases.

Q. If you have an ergonomics problem in your area, who do you contact?

A. Any sub-committee member can contact the ergonomics committee.

Attention: New Hires

Any new hire interested in purchasing stock under our new contract may now do so before having worked for a period of six months; however, since CWA has until August 31, 1998 in which to ratify their contract, you will NOT be able to participate in this Stock Purchase Plan until both unions have ratified.

Retirees In May 1998

**Gary J. Blohm
Deanna D. Feder
Dennis L. Klebe
Lyle R. Nicholson**

The B.A.'s Dream

A man knocked at the heavenly gate,
his face was scarred and old;
He stood before the man of fate,
for admission to the fold.

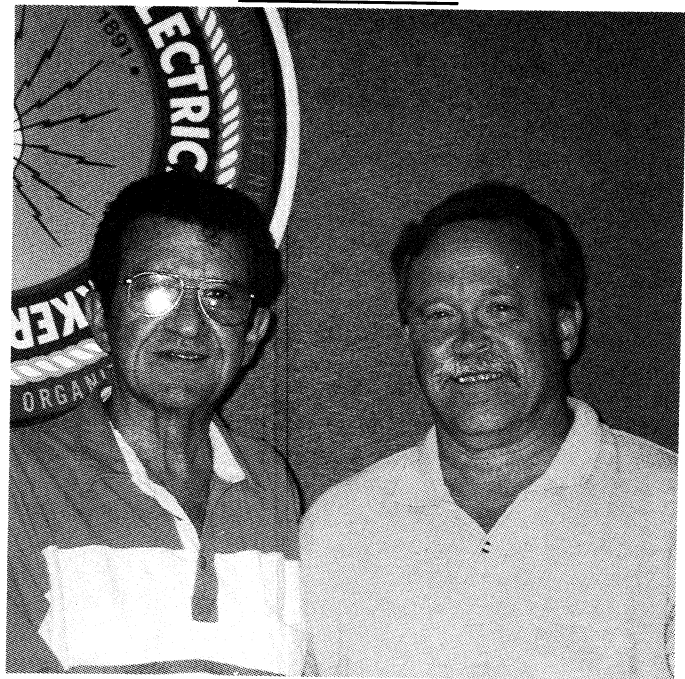
"What have you done," St. Peter asked,
"to gain admission here?"

"I've been a business agent, sir," he said.
"For many and many a year."

The pearly gates swung open wide,
St. Peter touched the bell.

"Come in and choose your harp," he said.
"You've had your share of hell!"

-Reprint from Steward Update Newsletter



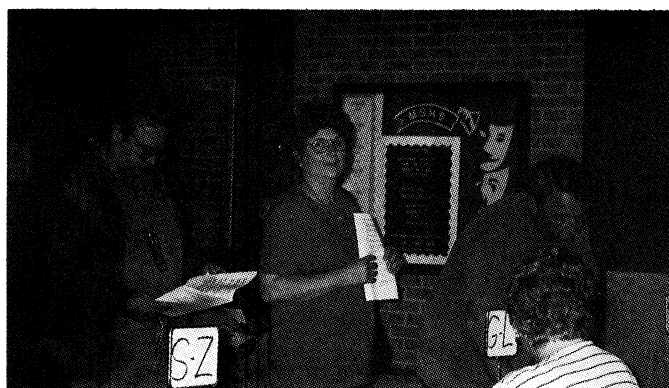
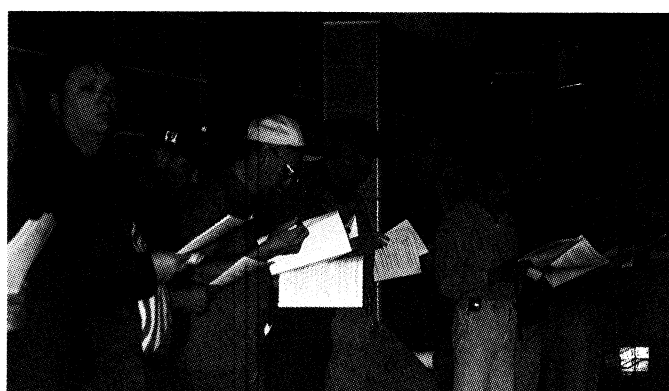
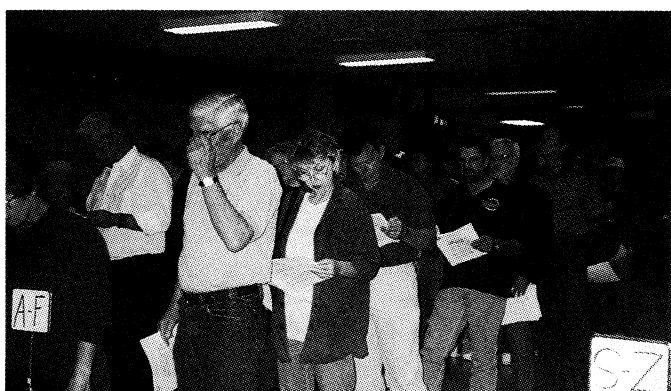
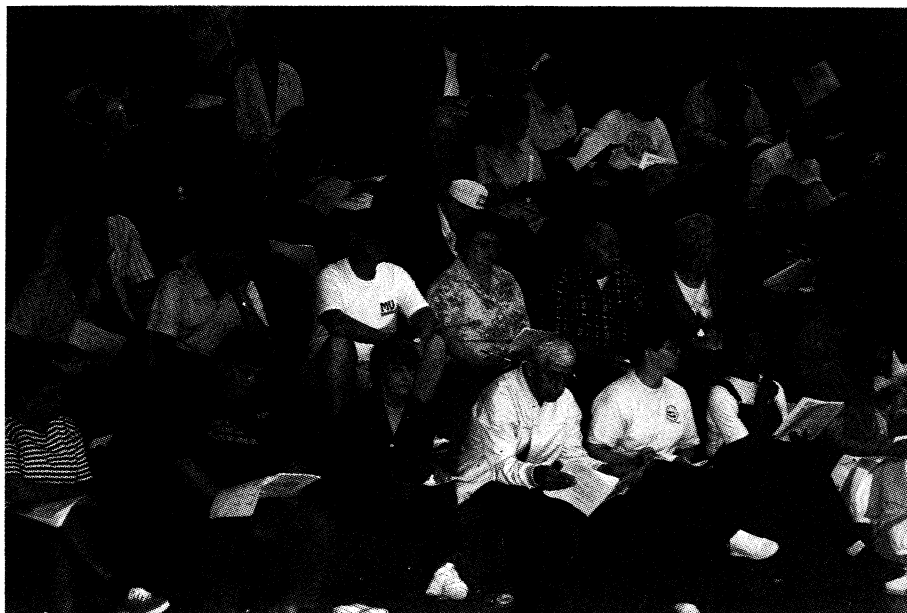
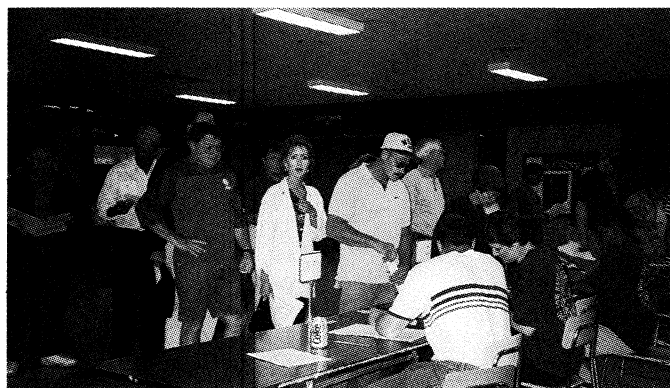
**Mike Kelley passes the baton to
successor Tim Gillham.**

NEW MEMBERS

Brenda L. Anderson
 Mauricio C. Barraza
 Rodney D. Belter
 David T. Bentley
 Joanne E. Berg
 Michael E. Bielenberg
 Brian C. Bogue
 Carmen I. Boston
 Misuk Brown
 Craig A. Bryant
 Sandra J. Callahan
 David P. Clapham
 Roger W. Clark
 Kathy L. Clements
 Russell D. Clevenger
 Jacci R. Corbett
 Barbara A. Coufal
 Jeffrey A. Creamer
 Dawn D. Cushman
 Gordon L. Dean
 Tina M. Dorman
 Lori L. Dowling
 Kenneth E. Duncan
 Melissa S. Dyke
 Daniel J. Dziurawiec
 Pat Elliott
 Gene L. Embrey
 Stacy L. Erickson
 Monica J. Evans
 Steven C. Evans
 Jon R. Farrell II
 Jayne C. Felthausen
 Richard L. Fenton
 Felepe Franco II
 Daniel L. Gauchat
 Tim M. Gillham
 Richard E. Gipe, Jr.
 Crystal A. Graber
 Judith L. Gray
 Chris D. Griffith
 Tricia L. Groves
 Jeanette E. Haas
 Jeff D. Hamilton
 Linda D. Hammond
 Mario J. Hatcher
 Tina L. Henzel
 Julina V. Hernandez
 Darryl C. Hill
 Kellie B. Hrdy
 Colleen A. Hussman
 Raymond A. Hutzell
 Amy L. Hynek

Jennie I. Johnson
 Brian B. Lee
 Catherine A. Lemek
 Kyle J. Lohrman
 Larry D. Marlar
 Bryan T. S. McKenzie
 Joyce M. Miller
 Louis J. Molcyk, III
 Mary Jane Montalvo
 Michael J. Montgomery
 Jason Neighbors
 Roy E. Nelson
 Karen S. Nielsen
 Debra E. O'Brien
 Renee A. Parlato
 Dick A. Pearson
 Andre L. Perkins
 Peggy L. Pinkerton
 Leslie J. Powell
 Cory W. Pribyl
 Daniel C. Pritchett, Jr.
 Robert K. Petersen
 Shannon P. Ramos
 Michael J. Rangel
 JeNean D. Rankins
 Robert J. Ratner
 Jason C. Redfern
 Robert A. Rhode
 Marcus A. Robinson
 William C. Rodenbough
 Faye E. Roth
 Lenny J. Rubek
 Lavern E. Rue
 Jeff S. Saltzman
 Joseph N. Schiro
 Kelli A. Schneider
 John S. Slachetka
 Steve R. Smolinski
 Kyle S. Smithson
 Linda I. Sneddon
 Michael L. South
 Joseph A. Strazdas
 Donald E. Sullivan
 Bruce A. Suntych
 Jeffrey A. Utterback
 Robert J. Vacek
 Joseph M. Weaver
 Angela R. Wilborn
 Richard C. Will, Jr.
 Terri L. Witter
 Myron B. Worobec
 Marilyn K. Womack
 Staci L. Yowell
 John M. Zagurski

Interested Members at Last Month's Ratification Meeting



APPENDIX __ - WAGE SCHEDULES

Production Level 1

(OH) PL1		Effective	Effective	Effective	Effective	Effective
		08/30/1998	05/30/1999	05/28/2000	05/27/2001	05/26/2002
Minimum	Step 1	\$ 8.52	\$ 8.81	\$ 9.12	\$ 9.45	\$ 9.76
	2	\$ 9.12	\$ 9.43	\$ 9.76	\$ 10.12	\$ 10.45
	3	\$ 9.77	\$ 10.10	\$ 10.45	\$ 10.83	\$ 11.19
	4	\$ 10.46	\$ 10.81	\$ 11.19	\$ 11.60	\$ 11.98
	5	\$ 11.20	\$ 11.58	\$ 11.99	\$ 12.42	\$ 12.82
	6	\$ 12.00	\$ 12.40	\$ 12.83	\$ 13.30	\$ 13.73
	7	\$ 12.85	\$ 13.28	\$ 13.74	\$ 14.24	\$ 14.70
	8	\$ 13.76	\$ 14.21	\$ 14.71	\$ 15.24	\$ 15.74
Maximum	9	\$ 14.73	\$ 15.22	\$ 15.75	\$ 16.32	\$ 16.85
Pension Band		105	105	105	105	105

Injection Molding Apprenticeship Trainee

(OH) TRIM		Effective	Effective	Effective	Effective	Effective
		08/30/1998	05/30/1999	05/28/2000	05/27/2001	05/26/2002
Minimum	Gate ST 1	\$ 15.30	\$ 15.81	\$ 16.36	\$ 16.95	\$ 17.50
	2	\$ 15.50	\$ 16.02	\$ 16.57	\$ 17.17	\$ 17.73
	3	\$ 15.70	\$ 16.22	\$ 16.79	\$ 17.39	\$ 17.96
	4	\$ 15.90	\$ 16.44	\$ 17.01	\$ 17.62	\$ 18.19
Maximum	4	\$ 16.11	\$ 16.65	\$ 17.23	\$ 17.85	\$ 18.43
Pension Band		109	109	109	109	109

Production Level 2

(OH) PL2		Effective	Effective	Effective	Effective	Effective
		08/30/1998	05/30/1999	05/28/2000	05/27/2001	05/26/2002
Minimum	Step 1	\$ 11.60	\$ 11.99	\$ 12.41	\$ 12.86	\$ 13.28
	2	\$ 12.17	\$ 12.58	\$ 13.02	\$ 13.49	\$ 13.93
	3	\$ 12.77	\$ 13.20	\$ 13.66	\$ 14.16	\$ 14.62
	4	\$ 13.40	\$ 13.85	\$ 14.33	\$ 14.85	\$ 15.33
	5	\$ 14.06	\$ 14.53	\$ 15.04	\$ 15.58	\$ 16.09
	6	\$ 14.75	\$ 15.24	\$ 15.78	\$ 16.35	\$ 16.88
	7	\$ 15.47	\$ 15.99	\$ 16.55	\$ 17.15	\$ 17.71
	8	\$ 16.23	\$ 16.78	\$ 17.37	\$ 18.00	\$ 18.58
Maximum	9	\$ 17.03	\$ 17.60	\$ 18.22	\$ 18.88	\$ 19.49
Pension Band		109	109	109	109	109

Production Level 3

(OH) PL3		Effective	Effective	Effective	Effective	Effective
		08/30/1998	05/30/1999	05/28/2000	05/27/2001	05/26/2002
Minimum	Step 1	\$ 13.08	\$ 13.52	\$ 13.99	\$ 14.49	\$ 14.96
	2	\$ 13.69	\$ 14.15	\$ 14.64	\$ 15.17	\$ 15.66
	3	\$ 14.33	\$ 14.81	\$ 15.33	\$ 15.88	\$ 16.39
	4	\$ 15.00	\$ 15.51	\$ 16.05	\$ 16.62	\$ 17.16
	5	\$ 15.71	\$ 16.23	\$ 16.80	\$ 17.40	\$ 17.97
	6	\$ 16.44	\$ 16.99	\$ 17.58	\$ 18.22	\$ 18.81
	7	\$ 17.21	\$ 17.79	\$ 18.41	\$ 19.07	\$ 19.69
	8	\$ 18.02	\$ 18.62	\$ 19.27	\$ 19.96	\$ 20.61
Maximum	9	\$ 18.86	\$ 19.49	\$ 20.17	\$ 20.90	\$ 21.58
Pension Band		113	113	113	113	113

Master Molding Technician

(OH) MMT		Effective	Effective	Effective	Effective	Effective
		08/30/1998	05/30/1999	05/28/2000	05/27/2001	05/26/2002
Minimum	Step 1	\$ 16.11	\$ 16.65	\$ 17.23	\$ 17.85	\$ 18.43
	2	\$ 16.58	\$ 17.13	\$ 17.73	\$ 18.37	\$ 18.96
	3	\$ 17.05	\$ 17.63	\$ 18.24	\$ 18.90	\$ 19.51
	4	\$ 17.55	\$ 18.14	\$ 18.77	\$ 19.44	\$ 20.08
	5	\$ 18.06	\$ 18.66	\$ 19.31	\$ 20.01	\$ 20.66
	6	\$ 18.58	\$ 19.20	\$ 19.87	\$ 20.58	\$ 21.25
	7	\$ 19.11	\$ 19.76	\$ 20.44	\$ 21.18	\$ 21.87
	8	\$ 19.67	\$ 20.33	\$ 21.04	\$ 21.79	\$ 22.50
	9	\$ 20.24	\$ 20.92	\$ 21.64	\$ 22.42	\$ 23.15
Maximum	10	\$ 20.82	\$ 21.52	\$ 22.27	\$ 23.07	\$ 23.82
Pension Band		118	118	118	118	118

Trades Group 1

(OH) 001

	Step	Effective 08/30/1998	Effective 05/30/1999	Effective 05/28/2000	Effective 05/27/2001	Effective 05/26/2002
Minimum	1	\$ 17.58	\$ 18.17	\$ 18.81	\$ 19.49	\$ 20.12
	2	\$ 18.76	\$ 19.39	\$ 20.07	\$ 20.79	\$ 21.46
	3	\$ 20.01	\$ 20.68	\$ 21.41	\$ 22.18	\$ 22.90
	4	\$ 21.35	\$ 22.06	\$ 22.84	\$ 23.66	\$ 24.43
Maximum	5	\$ 22.78	\$ 23.54	\$ 24.36	\$ 25.24	\$ 26.06
Pension Band		120	120	120	120	120

Trades Group 2

(OH) 002

	Step	Effective 08/30/1998	Effective 05/30/1999	Effective 05/28/2000	Effective 05/27/2001	Effective 05/26/2002
Minimum	1	\$ 17.58	\$ 18.17	\$ 18.81	\$ 19.49	\$ 20.12
	2	\$ 18.48	\$ 19.10	\$ 19.78	\$ 20.49	\$ 21.15
	3	\$ 19.43	\$ 20.08	\$ 20.79	\$ 21.54	\$ 22.24
	4	\$ 20.43	\$ 21.12	\$ 21.86	\$ 22.64	\$ 23.38
	5	\$ 21.48	\$ 22.20	\$ 22.98	\$ 23.81	\$ 24.58
	6	\$ 22.58	\$ 23.34	\$ 24.16	\$ 25.03	\$ 25.84
Maximum	7	\$ 23.74	\$ 24.54	\$ 25.40	\$ 26.31	\$ 27.17
Pension Band		122	122	122	122	122

Trades Trainee

(OH) TR1G

	Step	Effective 08/30/1998	Effective 05/30/1999	Effective 05/28/2000	Effective 05/27/2001	Effective 05/26/2002
Minimum	1	\$ 11.45	\$ 11.83	\$ 12.24	\$ 12.68	\$ 13.09
	2	\$ 12.33	\$ 12.74	\$ 13.19	\$ 13.66	\$ 14.10
	3	\$ 13.29	\$ 13.73	\$ 14.21	\$ 14.72	\$ 15.19
	4	\$ 14.31	\$ 14.79	\$ 15.30	\$ 15.85	\$ 16.37
	5	\$ 15.42	\$ 15.93	\$ 16.49	\$ 17.08	\$ 17.63
	6	\$ 16.61	\$ 17.16	\$ 17.76	\$ 18.40	\$ 19.00
	7	\$ 17.89	\$ 18.49	\$ 19.13	\$ 19.82	\$ 20.47
	8	\$ 19.27	\$ 19.91	\$ 20.61	\$ 21.35	\$ 22.05
	9	\$ 20.76	\$ 21.45	\$ 22.20	\$ 23.00	\$ 23.75
Maximum	10	\$ 22.36	\$ 23.11	\$ 23.92	\$ 24.78	\$ 25.59
Pension Band		120	120	120	120	120

Trades Trainee 2

(OH) TR2G

	Step	Effective 08/30/1998	Effective 05/30/1999	Effective 05/28/2000	Effective 05/27/2001	Effective 05/26/2002
Minimum	1	\$ 11.45	\$ 11.83	\$ 12.24	\$ 12.68	\$ 13.09
	2	\$ 12.33	\$ 12.74	\$ 13.19	\$ 13.66	\$ 14.10
	3	\$ 13.29	\$ 13.73	\$ 14.21	\$ 14.72	\$ 15.19
	4	\$ 14.31	\$ 14.79	\$ 15.30	\$ 15.85	\$ 16.37
	5	\$ 15.42	\$ 15.93	\$ 16.49	\$ 17.08	\$ 17.63
	6	\$ 16.61	\$ 17.16	\$ 17.76	\$ 18.40	\$ 19.00
	7	\$ 17.89	\$ 18.49	\$ 19.13	\$ 19.82	\$ 20.47
	8	\$ 19.27	\$ 19.91	\$ 20.61	\$ 21.35	\$ 22.05
	9	\$ 20.76	\$ 21.45	\$ 22.20	\$ 23.00	\$ 23.75
Maximum	10	\$ 22.36	\$ 23.11	\$ 23.92	\$ 24.78	\$ 25.59
Pension Band		122	122	122	122	122