



*I.B.E.W. Local #1974*



# The Short Circuit



June 19, 1997



## President's Message

As of this writing, talks are continuing but no decisions have been made on extending the contract. We will share information with our membership as it becomes available.

The Omaha Works has put 100 jobs in the transfer system - 99 Level I production jobs and 1 composit master machinist. After they see how many people are interested in transferring to Omaha, they will hire the remaining through the Nebraska Job Service.

Before placing the newly hired employees, the current employees will be given the opportunity to bid on some of the Level I vacancies. The company and the union will determine the number of jobs to be posted from each IBU. So hopefully, some of our current Level I's will have the chance to get the more desirable jobs.

In order to bid on these jobs, you must have 6 months on your present assignment. **THE BIDS ARE IRREVOCABLE.**

There have been a total of 140 Level II and Level III jobs posted on the bid boards in the last 2 months. With all of the upgrades going on, I have had several calls on when the new rate of pay and your time in grade starts.

It was agreed in last bargaining this would be no longer than 2 weeks. If the organization you are leaving needs to keep you longer in order to backfill your job or for training, they **MUST** start your pay and time in grade.

Another reminder on the shift preference book. With all of this movement, if you did not get the shift of your choice, be sure you put your name in that book. (Most areas keep this in front of the overtime book.) If you change your mind, it is also **your responsibility** to remove your name. If an opening occurs and you have not signed the book, you will **not** be allowed to go. If you have changed your mind and have not removed your name, you will be **forced** to go.

The annual shift realignment will be the first fiscal week of September. Level I's realign by IBU. Level II & III's by overtime pool.

The needs for people in the GPC Building are greater than expected. They have added more permanent Level II's. There has also been an agreement to loan the people who transferred here from the Goddard, Kansas warehouse out there for 60 to 90 days or until all the people that bid the jobs can get out there and get trained.

Management will be reviewing the Company Rules and Standards of Conduct with all employees in June. Be sure you understand that **all traffic violations** will now be included with all other violations of factory rules. They will no longer be handled separately and will remain a permanent record on an ongoing basis. The discipline you receive will depend on the total violations (for **any** reason) on your record.

Again, there is no new information on the pension lawsuit at this time.

Bellevue University hosted a reception honoring all of our ETOP graduates and students. Congratulations!

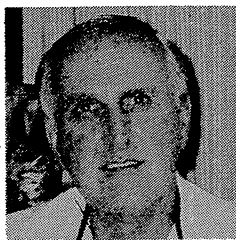
*Fraternally, Marlene Wilson*

*President/Business Manager, Local 1974 IBEW*

TO: ALL UNION MEMBERS:

The monthly membership meeting will be held **Thursday, June 19, 1997 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

Our VVP renewal audit for the Omaha Works is going to happen around August. The Voluntary Protection Program (VPP) combines the Union, OSHA and the Company in a partnership on safety.

It seems our Perfect Attendance program will come to an end on June 27, 1997. There will no longer be any aspects of that program. No blue line parking - no \$100.00 award for a year perfect attendance-silver bullet etc.

In the 307 Surface wiring area there was a big challenge put to them. Their jobs, like a lot of jobs in the D10 IBU was ticketed to be outsourced. To prevent this from happening they have to increase their efficiency from 77% to 100%. August is the proposed deadline. That is a hell of an increase, and I hope not all of the burden will be put on the hourly workers, and that some of the equipment and processes will be improved upon and employee suggestions will be used. **Also, as a added caution, workers in wiring should do the exercises designed to prevent carpal tunnel.**

On July 1, 1997 a new program will be introduced by the company and it is called the 'Continuous Productivity Contribution plan or something like that. If you meet the criteria for this plan and you are here working every day, your proposed awards are:

1 year - \$100.00 — 2-4 years - \$200.00 — 5 years \$500.00  
6+ years \$500.00 and you will be put on No Punch.

The following exceptions will not constitute a

break in computing an employees (Continuous Productivity Contribution): Vacation, Holiday, EWD Days, EPR Days, Jury Duty, Election Service, Other Union Business, Company Convenience, Military Duty, Court Duty (not as a defendant or plaintiff) —Death in Immediate Family. Purpose of the plan is to recognize those employees that have contributed towards customer satisfaction on a continuous basis. For those employees who meet the criteria during the period of July 1, 1997 through December 31, 1997, they will receive 50% of the dollar award as stated above. More information when this plan becomes official.

Business at the Omaha Works is booming. That is great to hear. There are a lot of upgrades on the Posting boards and overtime is prevalent in a lot of areas and I must say times are good.

Turnstiles are being installed in all buildings. This is for security reasons. The Company promised the new entrances will accomodate the traffic flow and get the information they need. What info is that you say?

The following was taken from an article I read recently., The top ten CEO's in America made \$752.2 million last year - enough money to employ more than 25,000 people at \$30,000 a year. Believe it or not, that is the stuff from which revolutionary movements have developed in times past. The Roman emperors didn't have it so good. The Robber Barons were pikers compared to the crew that now lords over us. Zaire's Mobutu Sese Seko is just a different way to spell Lawrence Coss (CEO of Green Tree Financial, who made \$103 million last year). John Gotti was just a plumbing supply salesman compared to the gangsters that are running the American economy today. There has never been a time in our history, or the history of the world, where the ratio of those at the top to the average has been as extreme as it is in America today. Our wages are in our Union contract for everybody to read. I have worked here for 35 years and never have I been able to find out how much a supervisor makes, let alone all their superiors. Why don't they publish theirs?

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• The 7th Annual Nebraska State AFL-CIO 18-hole two-person Golf Tournament will be held Saturday, August 16 at the Bay Hills Golf course in Plattsmouth (402-298-8191). Call our union office (895-4080) for a registration.

### THE SHORT CIRCUIT

Omaha, Nebraska

June, 1997

Official Publication of Local Union 1974,

International Brotherhood of

Electrical Workers AFL-CIO, Omaha, Nebraska.

President ..... Marlene Wilson

Vice President ..... Sam Martin

Recording Secretary ..... Sparky Bruning

Financial Secretary ..... Edie Riester

Treasurer ..... Tom Pallas

#### Executive Board

Jim Filipiak, Chairman

Mike Kelly, Rick Madej, Marlene Majeski, Jim Pabian

#### Newspaper Staff

Editor ..... Deb Gulizia

Artwork ..... Tim Cremeens

## Your Money's Worth? YOU BET!

by Jim Filipiak

At the start of 1997, we began with one paid holiday and two paid vacation days. Then came March, progression raises given to employees who are not at the top of their grade, Production and Trades, (Article X). Also in March, the employees received shares for growth payments given to us in the form of Lucent Stock. Another bargained benefit explained on page 155/yellow pages/National Agreement. So far — so good, huh! March 28th brought another paid holiday, Good Friday.

Wait!! There's more to come. May 25th is pay raise time. Level I's will receive \$.47 per hour; Level 2's \$.54 per hour; and Level III's \$.60 per hour; Trades Group I's \$.72 per hour; Trades Group II's \$.75 per hour; and Trades Group Trainees as high as \$.75 per hour (Article X, page 74, Local Agreement). Good so far, right? But there's more!! May 26th, nice long weekend if you don't work that day (double time and one-half). Another bargained benefit.

I used the word "employees" because we all receive the benefits the UNION has bargained for us. I just can't understand why anyone would not join the union. Oh, I've heard a lot of reasons. They start out from "*Years ago someone told me something that was wrong*" or how about "*I don't believe in Unions*" or how about "*I do my job, so the Union can't help me.*" Let's not forget the one — "*So-n-so got a job I was supposed to get, I was qualified, he or she wasn't.*" The list of reasons (excuses) goes on and on.

But the bottom line is, stop and look at what you have. New or good car; house you can pay for (or rent) and still have some bucks left over. A savings program, which the company matches 66 2/3%; Employee Stock Purchase Program, 15% less than the market price; Paid Hospitalization; Eye Care (Vision Plan); Prescription Plan; \$10.00 Co-Pay for doctor visits; Dental Plan; Paid holidays, 10 days per year; E.W.D. Days; 4 paid, 1 unpaid per year; paid absences for illness; Employee Assistance Program for us and our family members; Employee Resource Center; ETOP, Free Education; Pension Plan. This list, too, goes on and on!!

All I ask of that non-member is, stop bringing up what happened years ago for an excuse not to belong and consider the reasons you **should** belong today.

For those of you that are members - thank you. I am proud to be a member in something that you and I believe in.

## NEW MEMBERS FOR APRIL

GLENN A. CLAIR  
JERRY L. DOWLING  
JIM R. GOLDAPP

## DROPOUTS IN MAY

SUSAN ESCAMILLA  
SAMUEL FERRAGUIT

## 40th Year Anniversary Celebration

By Sparky Bruning

The newsletter on the 40 year anniversary for Local Union 1974 IBEW was distributed in April. I know it brought back the flash-backs of yesteryear.

There will be a celebration for the entire membership, guests and retirees of our local union.

Chairman of the Committee:

Jerry Pote

Co-Chair:

Connie Carlson

Committee Members:

Larry Cherry,

Barb Golda

Flyers

Sparky Bruning

Alt:

Debbi Gulizia

Sandy Ryder

## We need your ideas!!

What kind of celebration do you think we should have in honor of this momentous occasion?

Please fill this out and return to any Union Rep.

When \_\_\_\_\_

Where \_\_\_\_\_

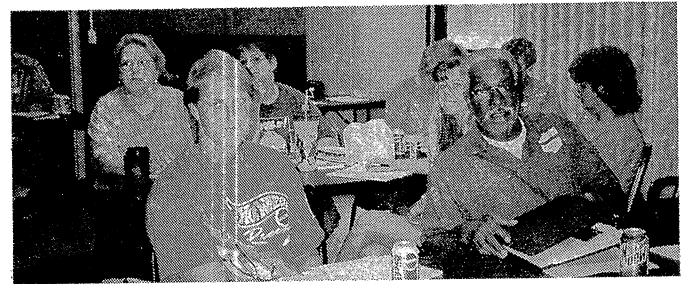
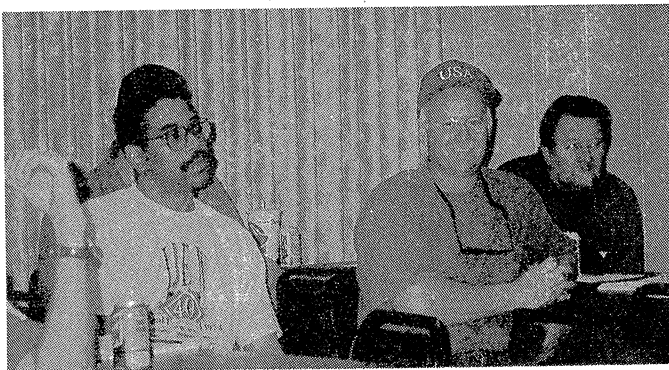
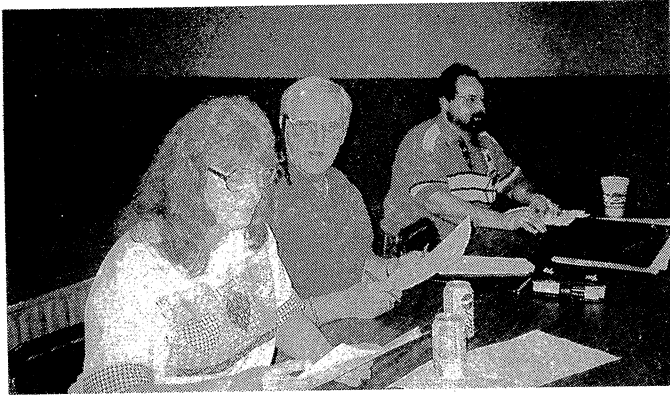
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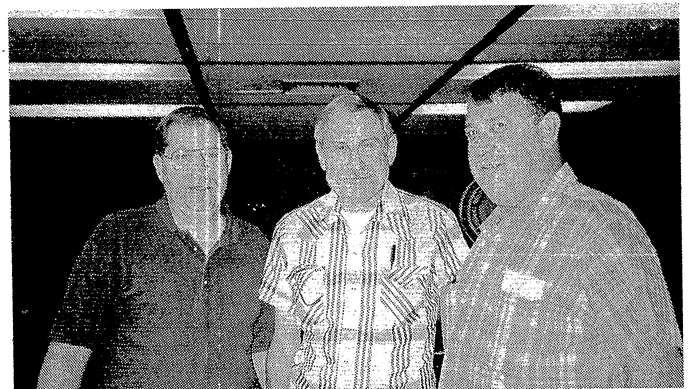
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# REP'S MEETING



A Reps meeting was held June 3rd. Some of the topics:

- Parking & Traffic Violations — The Company will now treat them the same as any other violation of factory rules.
- The Omaha Works put 100 jobs in the transfer system.
- People working out of their grade.
- G.P.C. Building (Warehouse) — Goddard transfers that have been loaned in are really helping out.
- Sharon Buzzell reported on the Electronics Program that will begin this month.
- Sheila Filipiak reported on COPE and the need for volunteers in some upcoming fun activities.
- Jerry Pote reported on Certification from the Department of Labor for all completing the training courses.
- Karen Ostrander reported on some problems our members are having with Blue Cross/Blue Shield.
- Our Local's 40th Anniversary Celebration Committee was formed and will be asking for your ideas.



# Safety Contest

by Deb Gulizia

Phase I of our Safety Contest is now over and Phase II has begun. Hopefully, you know the answers to the four possible questions you could be asked. They were in last month's Short Circuit & The Newsletter, flyers were handbilled and they have been on the monitors. (Great pictures of your co-workers!) Prizes during Phase II are your choice of:

- a plug-in carbon monoxide detector or
- a fire escape ladder.

Both are potential life-savers. Many of us would like to have both of these items but it's just not something you go out and buy.

Carbon monoxide detectors can save entire families from the deadly gas that kills. These are of good quality and resets continually.

The fire escape ladders are also life-savers during a fire for anyone in a split level or multi-level house. Children need not be trapped in an upstairs bedroom if they are shown what to do and how to use this ladder.

Make sure you have your glasses with sideshields on or you will be disqualified for Phase II of this contest.

If you are approached by a Safety Sub-Committee member, you will be asked one of these 4 questions:

- **Where is the closest fire extinguisher in your area?**

Answer: Look in your area.

- **What information do we need to give the emergency response team when we call in an emergency?**

Answer: Please give your name, column # of the person, building #, and nature of the emergency.

- **Name the types of protective equipment that should be used at home as well as at work?**

Answer:

- a. Safety Glasses
- b. Ear plugs
- c. gloves

- **What are some good tips for preventing heat stroke?**

Answer:

- a. Limit time spent in direct sun
- b. Drink plenty of liquids
- c. Limit physical exertion
- d. All of the above

## Phase I Winners

### Week XI

Steven M. Fennel	C14
Carol G. Mason	C14
William A. Vaughn	B14
Cindy L. Walker	C15
Janet F. Smith	C19
Hi Soon P. Miller	C14

### Week XII

Joseph L. Siracuse	A01
Sharon C. Carpenter	D12
John T. Keefe	C12
Harold E. Peterson	B12
Michael E. Vajgert	D17
Janice Tomes	D17

## Phase II Winners

### Week I

Rex Ruth	B1A
William Witte	B13
Ronald Proctor	A01
Willard Brink III	B16
Gilbert Romero	C17
William Garza	A13

## Warm Up Before You Play

Before game time, try these stretching exercises:

- **Shoulder Stretch** — With your head straight and your shoulders down, use your hand to pull your elbow across your chest toward the opposite shoulder. Hold for 10 seconds. Repeat with the other elbow.

- **Hamstring Stretch** — Sit down on the ground with your back straight, and extend your left leg out in front of you. Rest the sole of your right foot on the inside of the left leg. Lean forward slightly, and touch your left foot with your fingers. Hold for 30 seconds. Repeat with right leg.

- **Lower Back Stretch** — While lying on your back, pull your right leg toward your chest. Keep the back of your head on the floor and your lower back flat. Hold for 30 seconds. Release. Repeat with left leg.

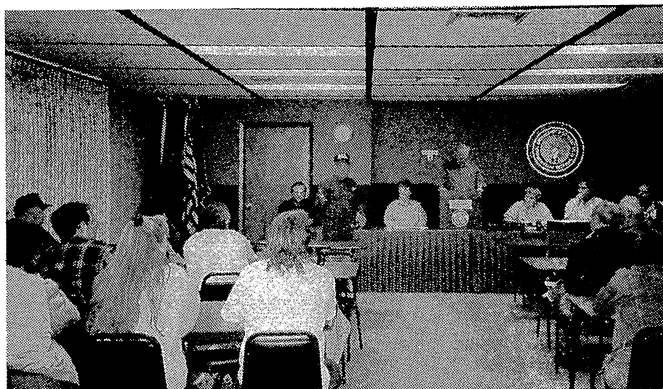
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## RICE to the Rescue

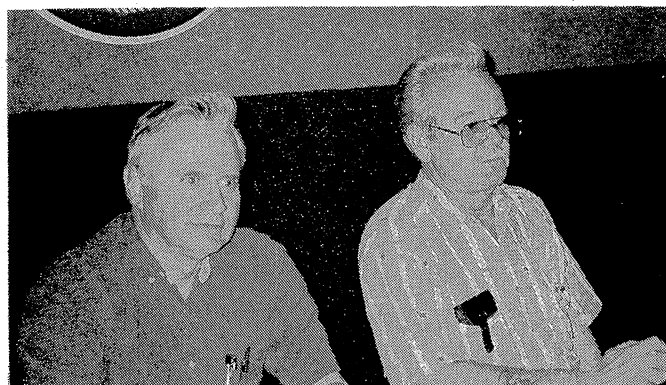
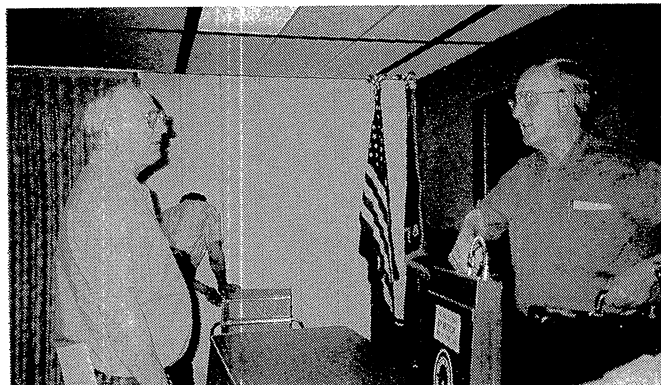
If you suffer from sore joints or aching muscles, a basic "RICE" treatment can help. (For serious injuries, see a doctor.)

- **REST** — Avoid putting stress on the sore muscle, bone or joint. Basically, don't do anything that makes the area hurt.
- **ICE** — Apply ice or freezer gel packs wrapped in a towel or plastic bag to the injured area to reduce swelling. Apply the ice pack for 20 to 30 minutes every 2 to 3 hours during the first 48 hours. Don't put the ice directly on the skin.
- **COMPRESSION** — Wrap the area in an elastic bandage.
- **ELEVATION** — Raise the injured area above heart level to limit internal bleeding and swelling.

— Spring 1997, Family Safety and Health



## Interested Members at May's Monthly Meeting



## Thank You

Brothers and Sisters of Local Union 1974,

I want to thank everyone for their thoughtfulness and kindness at the death of my father.

*Sincerely,  
Ellie Ferraguti*

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Thank you all for your prayers, support and kindness during Marian's illness and death.

*The family of Marian Willmer*

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I would like to thank each and everyone of you for your prayers, calls, cards and money in the passing of my mother.

*May God Bless!  
Lee J. Mitchell*

## Retired April 1997

Glenn P. Anderson  
Mary B. Anderson  
Clarence M. Bogenrief  
William H. Burk  
Donald H. Christensen  
Richard L. Ciecko  
Clement L. Denker  
Frank Holecek, Jr.  
Charles E. Holt  
Virgil D. Janeczek  
Robert L. Jansen  
Carl E. Kinney  
Harvey E. Kriz  
Richard J. Matiassek

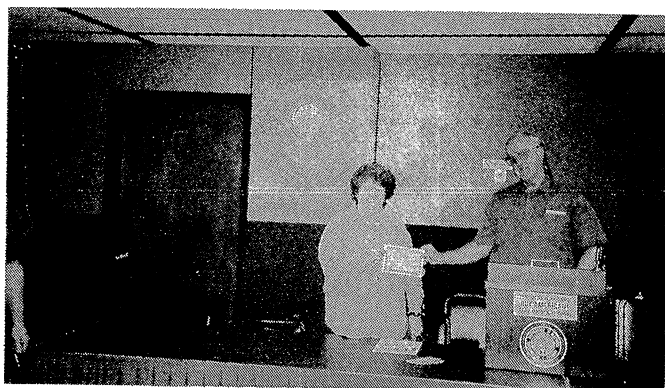
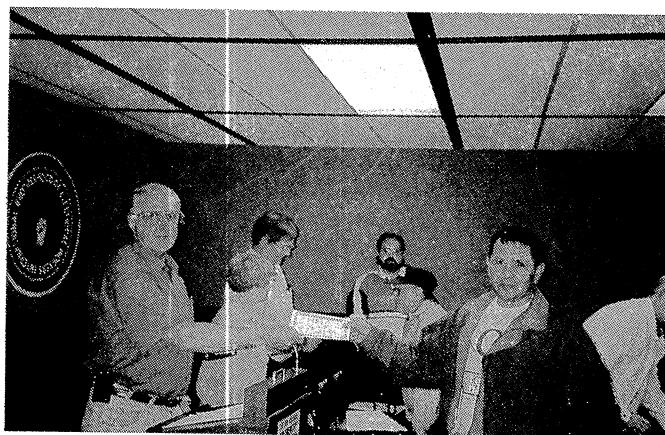
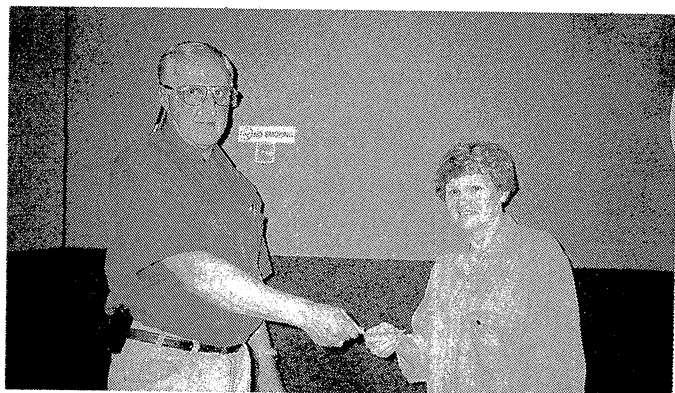
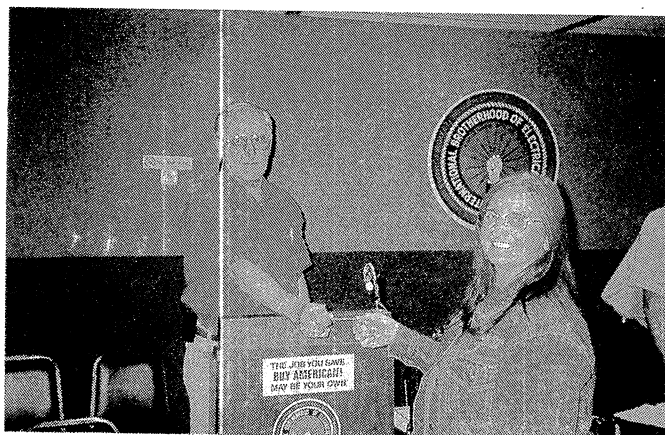
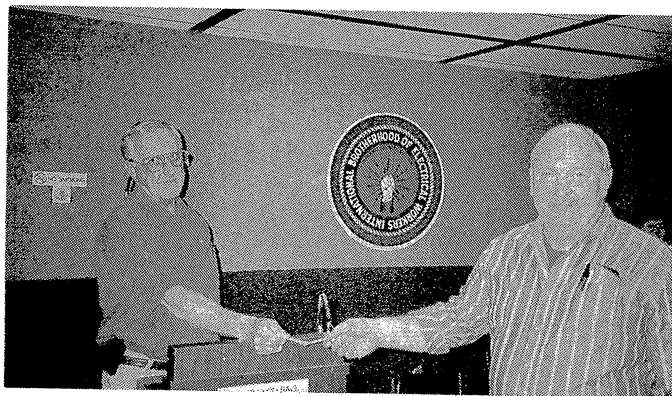
Frank D. Merrick  
Arlo D. Olsen  
Bennie L. Richardson  
Thomas E. Rickard  
Alce M. Schiefelbein  
Kenneth H. Schmidt  
Norman R. Schuttler  
Jozef Skubisz  
Gary L. Todd  
Robert L. Vandeman  
Victor Volkart  
Chester A. Wagner  
Joan E. Wells

## WE'RE FISHING FOR NEWS



**DROP US A LINE**

# Drawing Winners



## \$50 Door Prize

The winners of the \$50 door prize were:

At the 8:20 a.m. meeting — **Judith Pollard.**

At the 2:00 p.m. meeting — **Everett Peterson.**

At the 4:15 p.m. meeting — **Sparky Bruning.**

## 50-50 COPE Drawing

The winners of the 50-50 Cope Drawings were:

At the 8:20 a.m. meeting — **Cindy Schaecher** \$2.50

At the 2:00 p.m. meeting — **Ron Dye** \$2.50

At the 4:15 p.m. meeting — **Tom Pallas** \$4.00

All winners donated their winnings back to the Cope Fund.

There was a Special Cope Drawing for a \$30 Gift Certificate from Fantastic Lettering. The winners were as follows:

At the 8:20 a.m. meeting — **Vic Palma.**

At the 2:00 p.m. meeting — **Marlene Majeski.**

At the 4:15 p.m. meeting — **Kathy Poledna.**

## Skill Trade Winds

By Jerry Pote

40 Year Anniversary for our Local Union 1974—that's quite an event to celebrate. The things that change in 40 years is enormous. THINK!!! ... that is 1957. Most of us were still in school or were not even born. The starting wage for a journeyman was \$2.01, an apprentice \$1.41 an hour and when they graduated, they had three different levels to go through—"C" Grade, "B" Grade and finally "A" Grade—and that could take a few years. Back in the good old days, as us old timers refer to it, the apprentice program started and stopped many times. It was unusual if you would make it through the apprenticeship program without it being stopped—and then back to production you would go. Then in 1967, the trades went to Group I and Group II, which we still have in place. Presently, we only have one trade that is Group I. We are presently working to get this trade to Group II and then all trades will be Group II.

The same old problem of production and engineers doing trades work is again becoming a problem. The more trades work done by Level 1, 2, and 3, the more the company will expect from you with no extra pay. And if you mess up the machine or whatever trades work that you do, you can bet your boss won't have any sympathy for you and probably will say "I told them not to do that." The tradesmen want to fix your machine or any other problem you have that involves trades work. We need your help in fixing the problem but **we do not want you to try to fix the problem.** Let's work together on this. We won't make product and you won't fix the machine and together we will respect each other's skills.

The Department of Labor did an audit of our three Department of Labor approved Apprenticeship Programs, Machinist, Toolmaker and Control Systems Technician. We are awaiting the results of his written report. The auditor told us he did not see anything wrong and would likely be approved. We also talked to him about our other three apprenticeship programs we have: pipefitter, facility maintenance specialist and electrician, to see what we could do about getting them D.O.I. approved. He gave us what was required and we are now in the process of putting the paperwork together to comply with the Department of Labor for approval.

I.B.E.W. 1974 Local and Lucent are members of an organization called Nebraska/Southwestern Iowa Apprenticeship Advisory Committee that honors outstanding apprentices in apprenticeship programs. Every two years, they have an outstanding apprentice award banquet. Our apprenticeship committee is in the process of picking an apprentice in each of our Department of Labor Apprenticeship Programs.

The Skill Trades Union reps are Jerry Pote, Jim Black, Cecil Ward, Ray Sempek, John Huladek, Rick Madej, Robert Agee and we welcome our newest member, Larry Strazdas. If you have any trades problems, please contact one of us and we will do our best to solve the problem or get you the answer.

## Ergonomic Concerns: Right Tool for Tooling the Job

By D.M. Wieczorek

Because they use different muscle groups and have much larger leverage; wrenches can provide much greater torque than a screwdriver. A bolt can replace a screw. Socket wrenches can give far more leverage than a spanner wrench or a vice grip. Robertson screw heads are superior to Phillips screw heads which are superior to slotted heads.

Don't forget tool selection is part of the job of getting the job done. Sometimes you might have to inform your "coach" or fellow employee that better tools for the job are available and haven't been purchased yet. The proper tool to get the job done might be deemed "expensive" by those people who don't do the actual physical labor. Where does the expense lie in the employee's damaged wrists or back, or in the money spent to find the proper tool?

One tool manufacturer has stopped using the word "ergonomics" in their tool promotion literature. Although many of its products are well designed and deserving of the "ergonomic" adjective. Their marketing people felt the term had been devalued and people in the industry were not taking it seriously.

Ergonomics in the hand tool industry is new. Just because a company manufactures a sound, ergonomically designed tool, does not mean all their tools are healthy. It takes a fair bit of money to develop "ergonomically" sound tools.

So if you need tools to do the job properly and ergonomically safely, don't be fooled by extravagant claims. The best judge of any tool is you, the person who uses them. It is your task to evaluate the best tool for the job.

Make the tools you use work for you, not against you. In doing so, your work career will not only provide money, food and shelter, but it will provide a healthy, injury-free journey toward retirement.

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# Buy Union

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## For Your Information

By Edie Riester

Well, here it is another anniversary date of our contract. By the time this comes out we will have all gotten our raise. In accordance with Article X, Section 2, 3, 4, & 6 and Article XIX of the IBEW Constitution, and Article IX of the Bylaws of Local Union 1974, the amount of monthly Union membership dues commencing with payroll deductions from the earnings of the first fiscal week of June, 1997 will be:

1. "BA" membership dues will be \$23.52
2. "A" membership dues will be \$35.24

With weekly deductions the amount will be \$5.88 per week for "BA" members. This is only an increase of \$.19 per week. The new amount for "A" members is \$8.81 per week. This is only an increase of \$.29 per week.

We only had two people drop out of the Union this year.

The part I don't understand is, knowing some Section Chiefs, or Coaches, that we have to work for around here, why in the world would they choose to drop out? Guess they trust a little more than I do!!!

I have some numbers here that I would like to share with you: I'm going back from May '96 thru April '97. We had 10 new members this last year and 11 return from honorary withdrawal, ones that at one time did belong, and either dropped out or just never joined again when they came back from either layoff or whatever. We had 59 transfer to either another location or to Management, 103 members retired, 11 members quit, and 3 have deceased. That's a pretty good year I would say. I was just curious and looked this up and I thought this was rather interesting. Looks like the company will be adding 100 people, there have been lots of jobs on the bid boards. There has been Overtime for people. Overall, things are going good.

So Union Members let's do something fun. If you want to know who doesn't belong to the Union in your IBU, give me a call. Maybe you can sign someone up. Let's show the company that we all stand together. A non-member list will be run in the Short Circuit in the near future.

## Address Update

Recently I received a nice letter from Chere A. Hunt. It was such a nice note. And for any of you that would like her address it is:

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

I'm sure she would love hearing from you. She asked about all of us that were on the benefit committee together.

*Edie Riester*

## TRUST

by Jim Filipiak

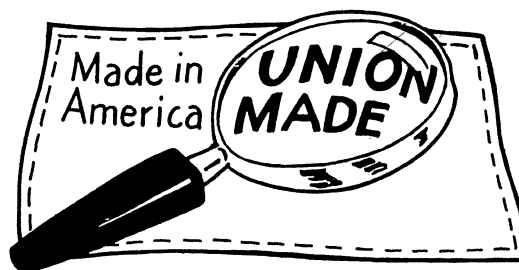
You started by sending me to an all day class off-site on my own shift to explain the Company's strategy. The presenters told me how important I was and that the Company has to start respecting my decisions. That employees are the Company's greatest assets. Thank you for that class and your time. Thank you for breaking up your day and coming to meet us on third shift.

In return I explained to my fellow employees work place of the future. I told them how important AQT teams were and to share this knowledge with each other and the Company Managers, Coaches, and Engineers to make a quality product for our customers and to make the Omaha Works a class act manufacturing plant. I believe in AQT teams, work place of the future, and I believe the Omaha Works is a class act facility of Lucent Technologies.

As time went by, we worked together to set up classes for the associates (employees) to attend. Classes which explained quality, the company's goal to reduce inventory, customer wants and needs, shipping performance, and even cell concept. I again believe in all this and the Omaha Works. We've had some interesting times working together. We got a lot done — broke down many barriers together and we'll keep it up until we reach our goal.

Now to make a long story short, this week I was informed that I would have to turn in my old safety shoes to get a new pair. To say this politely, you really embarrassed me. I add a little more money to get a pair of boots that fit me well. When I get a new pair, I use the old pair around the house, even get them re-heeled. Is this safety shoe issue worth all the B.S. that's happening out here? You would think we could put that time to something useful. You think of these ideas to start this class on the work floor. Maybe they want my white Lucent hat back because it's dirty, or the cup you gave me at the strategy forum, or my Lucent polo shirt, it's faded. Do you want that back too? The people who came up with these ideas better grow up. There's more important problems to be solved than B.S. like this.

I know this will be resolved because we (Dept. Managers and Union) have always worked together. Just another wall someone built for us to take down.



# WALKING TALL

by Jim Filipiak

Thursday, May 15, 1997 at 11:00 a.m., Deb Gulizia, Tom Pallas and myself met Department Manager Rhett Zeplin upstairs in his office with the assignment — to walk with and explain to our visitors the process of E.W. & C. Building 50 Cable plant.

We met our visitors in the lobby entrance to the 50 building. Rhett explained the process to our visitors with the introduction of the pictures that are hanging on the wall. He started with the Compound room and went to the next process, the #1 draws, then insulate, fine wire, twist, cable standing, and jacketing. He mentioned 700 Series (Braidings) and Wire Spooling. He explained that we ship cable both at reel and final end.

I brought to the visitors attention that about five weeks ago we almost had to shut down the Cable Plant because of a supplier problem with our compound. They asked me how long it took to solve this and I was proud to tell them "less than eight hours." We sent ZERO people home without pay. I was also proud to inform them that we had a joint Union/-Management meeting on the day shift in which we brought with us, all the Level III's to explain what we needed and what we had in inventory to keep us in operation. They were surprised that jointly we worked together to solve the problem that fast. I also told them that our Department Managers — Merle Dinslage, Charles Gibbs, Rhett Zeplin and Terry Kottwitz and manager Jim Himes, ordered wire from CSI to help us out.

We started our tour on the floor with the reel area. We were proud to show and explain the AQT display case which employees use to show off their crafts as well as AQT displays. Rhett showed them our Quality Control Room and explained the quality sample process they do.

We explained the plenum cable cell concept which begins at insulate and moves by truck to twist, mini-strand and jacketing and the last process, coil and package. We bragged how we can fill and ship a customer order in this cell in less than 30 hours. This really surprised them. We took the tour by Central Office Cable, Strand and twist. If you notice, we started at the end process and worked our way back.

We next walked to the plater, where wire is tinned and explained low tin and high tin stems and what they are used for.

They saw the tin bars on the floor, so I explained to them the best I could how we put the bars in an acid tank to tin the wire. We also showed them how we melt down and re-use the small used tin bars, and that we have our own molds to do this. One guy brought to my attention, could we make fishing sinkers. Good question for a red neck, so I sort of

grinned at him. They were really impressed going into fine wire — how they draw wire that fine. they also were shown the new multi-draw machine. So far, there was a lot to brag about and it made me feel good. One visitor mentioned, I must really be proud of the Omaha Cable Plant. My response was "darn right, and the people that work here too." They are the back bone of the Omaha Works.

We then continued our tour into 700 Series (Coaxial Cable). The Business Manager (President) of the Merrimack Valley Works Local Union was really impressed, because they are our biggest customer. In fact, we sent some of our associates along with Department Manager, Rhett Zeplin to their location to discuss their needs and/or problems with our products.

They saw the big empty space where the store-room was, and asked what's going to fill that space? I told them Sam Martin's Health Spa! One guy said, "Really, that's fantastic! How did you pull that off?"

*Continued on Next Page*

## 40th Anniversary T-Shirts

By Deb Gulizia

We will be ordering shirts with the 40 year anniversary design. If you are interested, please fill out the order form below and give it to your Union Rep or officer. These t-shirts will be available for a limited time only.

Colors	Sizes and Cost	
White	M-XL	\$10.00
Grey	XXL	\$11.00
	XXXL	\$13.00

PLEASE PRINT:

Name \_\_\_\_\_

IBU \_\_\_\_\_ Ext. \_\_\_\_\_ Shift \_\_\_\_\_

Quantity	Color	Size	Price
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Union Rep \_\_\_\_\_ Total \$ \_\_\_\_\_

*Shirts must be paid for at delivery!*

**Make checks payable to: Fantastic Lettering**

My answer to that is too complex to put in print, but he said "really!"

We then showed them the #1 wire draw — what it takes to draw wire down to 12 gauge so the Omaha Works Cable Shop can start the days work.

Questions were asked about our scrap. I told them it is better to scrap it here than in the field. "Quality at the source makes for Quality at the end." Good answer, huh? I can't believe I thought of that, that fast! They were impressed and so was I.

I showed some local union presidents our self-canvassing sheets for overtime and explained to them how they work. They told me Omaha is really ahead of most if not all manufacturing locations.

We then went to where I work, PVC Insulate (wish you were there, Merle). I explained to them the **computer** lines and what they do and don't do. I told them we don't make wire to specifications, but to tolerance (Bell Curve). Some V.P.'s were really impressed with that statement as well as the whole cable plant thus far.

Next they saw our Stranding Operation and first shook their hands with astonishment. They said Omaha is a class act Cable Plant.

They were mostly impressed with the people on the floor and all their smiles while they worked. That surprised me, too! Overtime canvassing must have been right this week.

Rhett showed the group our Cool Room and explained how and why we check cable before we ship it (mostly what they check for before the load is cleared to ship).

The end is near. We showed them the vaults where we radiate wire and told them we are making new wire that doesn't need to be radiated. The Omaha Works is working on all types of new cable and wire before our competitor's get the market.

There was a lot to brag about for an hour and a half and I am lost for words to finish this article. But not lost for my final two words **THANK YOU!**

*Jim Filipiak*

## THE RECORD

BETTY C. URBACH, D17, MEMBER  
 ROLAND HAMPTON, RETIREE  
 JOHN WOLFE, RETIREE  
 EUGENE SAUTTER, RETIREE  
 WAYNE HOSFORD, RETIREE  
 BOB SHUTT, RETIREE  
 Eva M. Bouelle, D13, Mother  
 Marty Carlson, A28, Father  
 Ed Golda, C17, Father  
 Carol Fuksa, D19, Sister  
 Judy Durand, A24, Sister  
 Judy Stone, C15, Father  
 Elaine Wolfe, D17, Husband  
 Dan Pimbert, B1A, Mother-in-law  
 Ella (Smith) Simpson, B16, Mother  
 Joyce Davis, D17, Mother-in-law  
 Rich Edgeman, A2C2, Brother  
 Pete Knowles, B16, Father & Grandfather  
 Helen Alexander, D17, Grandmother  
 Golda W. Hanson, Mother  
 Vickie Prather, D17, Grandmother  
 Ellie Ferraguti, C14, Father  
 Barb Golda, D13, Father-in-law  
 John Konfrst, C17, Father-in-law  
 Eddie Adams, D12, Sister  
 John P. Stodolka, D12, Mother-in-law  
 Ken B. Meyer, A2C2, Father  
 Lee Mitchell, B1A, Mother  
 Charlie Masilko, B12, Mother  
 Doug McGuire, A13, Mother  
 Pat Hamilton, C17, Father  
 Phil Alexander, D17, Grandmother  
 Scott Wehrmann, B16, Grandfather  
 Jim Nixon, C1A, Mother

# INGREDIENTS:

**AMERICAN  
AND UNION  
MADE**



## Cope Committee Report

With the elections behind us, we will now have more time to devote to education of our members. Your Cope Committee will try to keep you informed of legislation that affects you and your family. We are still trying to work out problems with payroll in Atlanta regarding Cope check-off. When we get these problems resolved, we will be contacting you for your support. Please try to participate, it really does make a difference. There are going to be several fun things happening in the upcoming months. We need to begin planning now for Septemberfest. This is a Labor Celebration, and our 40th Anniversary should certainly be recognized. This year we are going to try to bring back some of the good times of the past. Mark your calendars for November 1, 1997. Our very own Jay Ridenour has agreed to provide the music for a dance. Further details will be available soon. Some people have asked about the possibility of another cookbook. If you would be interested in making another cookbook, please let one of the committee members know.

Your Cope Committee is always open to suggestions. Contact us with your ideas. Committee members are: Maxine Lyons, Tim Johnson, John Gude and Sheila Filipiak.

**Sheila Filipiak**  
Cope Director

## ETOP News!!! ETOp News!!!

Sharon Buzzell

Plans for the Electronics Technology Training Program are progressing.

**Just a reminder!!** In order to be qualified to enter this program, there are **3 classes** that have been designated as pre-requisites. They are:

**MCT 103 Microcomputer Fundamentals**  
**MCT 231 Disk Operation Systems (DOS)**  
**MAT 122 Intermediate Alegbra.**

The MCT 103 and MCT 231 were offered by the Lucent Learning and Performance Center located in Building 20, Lower Level.

The MAT 122 class was offered by ETOP to all represented employees.

If you have transcripts from these classes because you took them at another time, or perhaps at a college other than Metropolitan Community College, you must have these transcripts to Metropolitan Community College **no later than August 1, 1997.**

If you need information on how to do this contact Mary Liska, Education Counselor in ETOP X3330 or Janet Dean, Basic Skills Instructor, also in ETOP X3177.

**Sharon/Anniece**  
**ETOP Staff Office, X3828 or X3894**

## Ten Ways to Hurt Your Local

1. Don't come to the meetings. Let someone else explain what they think they heard.
2. Find fault with the work of your elected officers.
3. Never volunteer for a committee, for it is easier to criticize than to do things.
4. If asked your opinion on an important issue, say you have nothing to say. Afterwards, tell everyone how things ought to be done.
5. Do nothing more than necessary, but when others roll up their sleeves to do things, talk about how the Local is run by a clique.
6. If you don't like the rules, ignore them and tell your friends to do the same.
7. If you don't get your way, threaten to quit.
8. Always keep your eyes open for something wrong, and never give anyone credit.
9. Agree with everything said in the meetings, then disagree with it outside.
10. Take all the Local will give you, but give nothing in return.