

June 2000



President's Message

Again, I'd like to welcome the new employees. We are very proud to say that all but two people have signed up for union membership. This is a remarkable feat and it continues to send a message to the company that we are united.

There will be a shutdown for the week of July 4th. For those employees with less than 6 months service, you will be paid for three of those days, the holiday, floating holiday and

the Company designated EWD. The two vacation days during that week will be coded as VO (Vacation with no pay). These will not be chargeable absences. (In order to be eligible for **EWD's not designated by the Company**, an employee must have six months service as of January 1 of the current year).

The bargained wage increase was effective May 28, 2000. The members that are not at the top of their pay grade, will get another wage increase effective the first fiscal week of September and then again the first fiscal week of March. An employee must be on roll with the Company for 60 days prior to the progression rate. All the employees on roll now will be eligible for these progression raises.

The unions, IBEW & CWA, along with their financial advisors are continuing to meet with the Company and the four largest contract manufacturers who are interested in bidding on some of the businesses. The facilities affected in discussions are Denver, Shreveport, Little Rock and a portion of Columbus and Oklahoma City. Some of Columbus and Oklahoma City will stay with Lucent. **OMAHA IS NOT INCLUDED IN THESE DISCUSSIONS.**

I know everyone would like to know what the future has in store for us whether we are looking at retirement or wish to continue working for the New Company. I believe we have received most of the information on the spin-off. We know what effect the spin-off will have on our Savings Plan, Founder's Grant and any other Lucent Stock we are holding.

We know the current collective bargaining agreement will continue until May, 2003. We know you have to retire before October 1, 2000 if you want your pension to come from Lucent (remember, you must have all your vacation used by that date to be off the active roll by that date.)

We know our pension is protected by ERISA. Healthcare and benefits for active and retirees are re-bargained at the end of the contract no matter which company you're with.

I know we would all like someone to tell each of us what we should do. There is no one that can make that decision for you. That answer is different for each of us. There are no guarantees the decision any of us make is the perfect one. We should probably talk to a financial advisor and discuss our individual circumstances so they can tell us what monthly income we will need to live comfortably after retirement. This is probably the best advice anybody can offer.

Continued on Page 3

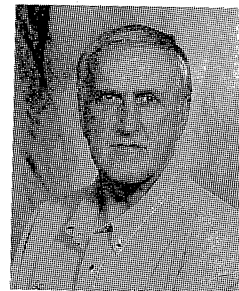
TO: ALL UNION MEMBERS:

The monthly membership meeting will be held **Thursday, June 15, 2000 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



Here are some of the rules concerning fund exchanges of company matching contributions.

Company matching contributions that were contributed for periods after June 30, 1990 are vested in Lucent stock in the Employer Shares Fund. Once you reach age 55, you may elect to make fund exchanges of some or all past balances in the Employer Shares Fund. There is no restriction on the transfer of balances attributable to company matching contributions that were contributed prior to July 1, 1990. Accordingly, you may elect to make fund exchanges of some or all of your balances attributable to company matching contributions prior to July 1, 1990 regardless of your age.

The vesting requirement will be 5 years and your Lucent service will be recognized for purposes of vesting in the New Enterprise Networks Group Savings Plan.

If an employee decides to stay with the new company after the spin-off, your pension increases are as follows.

The following figures are calculated with employees with 30 years service and no other adders.

Pension Band	7/1/00	7/1/2002
105	\$ 975.30 mo.	\$1,103.68 mo.
109	\$1,116.90 mo.	\$1,264.64 mo.
113	\$1,257.90 mo.	\$1,423.68 mo.
118	\$1,433.40 mo.	\$1,622.08 mo.

THE SHORT CIRCUIT

Omaha, Nebraska

June, 2000

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

Bernie Stopak, Rick Madej, Marlene Majeski, Jim Pabian

Newspaper Staff

EditorDeb Gulizia
ArtworkTim Cremeens

Keep in mind the second figures are using 32 years as the multiplier.

Steve Clark did buy a house in Omaha so it must mean he is staying in Omaha. Now, if they would make it official for Jim Andry to be the permanent Plant Manager, he also might become a member of the New Enterprise Company and alleviate some big concerns. It's kind of like if you are on a ship and you don't know if it is sailing or sinking, you want to know where the Captains are.

I'd like to welcome all the new employees that have joined LU 1974. Due to prior commitments, I was unable to meet al of you at the Orientations. You have big shoes to fill because you are replacing hard working Union employees. I hope you are up to the challenge because quite frankly, if you are not, we will all be looking for a job.

The following are the cumulative returns for our Lucent Savings Plans from January 1, 2000 to May 31, 2000:

Deutsche Int. Equity Inst. #1 Fund	-10.54%
Emp. Shares Fund 1&2	-22.63%
Fidelity Eq.-Inc. Fund	+1.13%
Fidelity Freedom Inc. Fund	+1.50%
Fidelity Freedom 2000 Fund	+5.59%
Fidelity Freedom 2010 Fund	-5.52%
Fidelity Freedom 2020 Fund	-1.50%
Fidelity Freedom 2030 Fund	-2.09%
Fidelity Magellan Fund	-3.04%
Fidelity Ret. Money Market Fund	+2.41%
Lucent Capital Preservation Fund	+2.51%
Lucent Equity Index Fund	-2.50%
Lucent Stock Fund	-22.63%
Merrill Lynch Bond Fund	-5.93%

Fraternally,
Sam

Please Note:
No July Union Meeting
Because of the
July Shutdown,
So Please Attend
Your Union Meeting
June 15!!!

BENEFIT UPDATE



BY EDIE RIESTER

First of all I'd like to mention, that we have lost a long time Committee Member to Retirement Club - Barb Golda has retired, and the Benefit Committee would like to wish her the best of luck, and Barb will be greatly missed here. Barb has been on the Benefit Committee since 1985. Before Barb left, she started training Connie Carlson. Connie will be taking her place here on Wednesday evenings. A lot of you probably already know Connie. She is a Chief Steward in Sheet Metal Shop, on 3:30 to Midnight shift. We are all here to help members with the medical, dental, and vision insurance questions. So feel free to call X4954, if you need help. One of us will be here to help you. Again our schedule is:

Monday: Edie Riester - 7:30 a.m. - 3:30 p.m.

Tuesday: Ray Sempek - 7:30 a.m. to 4:00 p.m.

**Wednesday: Gary Christensen -
7:30 a.m. to 4:00 p.m.**

Connie Carlson - 4:00 p.m. to 8:00 p.m.

Thursday: Cindy Kelly - 8:00 a.m. to 4:00 p.m.

Friday: Edie Riester - 7:30 a.m. to 3:30 p.m.

This month I'd like to talk about our Mental Health and Chemical Dependency (MH/CD) Program; and the Prescription Drug Program.

Mental Health and Chemical Dependency benefits are administered separately from your medical benefits, by a company with particular expertise in that area of health care. The MH/CD program offers the choice to go in-network or out-of-network whenever you need care.

If you are enrolled in the POS option, (or in the Traditional Indemnity option where POS is not available), you are automatically enrolled in this program. If you enroll in an HMO, you will receive your mental health and chemical dependency benefits from the HMO.

Prescription drug benefits are administered separately from your medical benefits, by a company with particular expertise in that area of health care. This program provides you with three ways to fill your prescriptions. You can have them filled at one of the many participating pharmacies for a low copayment, you can have them filled at non-participating pharmacies and file a claim for reimbursement, or you can have them filled through the mail service.

If you enrolled in the POS option, (or the Traditional Indemnity option where POS is not available), you are automatically enrolled in this program. If you enroll in an HMO, you will receive your prescription drug benefits from the HMO.

President's Message

Continued from Page 1

Because of the July shutdown and so many people taking vacation, we will not have a July meeting. I do, however, look forward to seeing you at the June 15th meeting. I hope everyone enjoys the holiday and their time off. If any more information becomes available, we will put out handbills as necessary.

Fraternally,
Marlene Wilson
President/Business Manager
IBEW Local 1974

UNION COMES THROUGH AGAIN!!

If it weren't for the union, the Cool Room in Building 50, would not be getting a new Level III position. It was mentioned to the Union, Bernie Stopak and Rick Palmer about why the cool room did not have a much-needed Level III. They had tried to get one years ago but failed. But this time, Al Cruz agreed to one Level III on days. If it weren't for the Union, this would have never happened. Thanks again Bernie and Rick!

Sharon Swingholm

IMPORTANT PHONE NUMBERS

Fire-Medical-Security	X3222
Benefit Room	X4954
ETOP	X3828
ERC	X3523
Tuition Assistance	1-800-785-6586
Legal Services	1-800-821-6400
Pension	1-888-736-7700
Blue Cross/Blue Shield of Nebraska	1-800-821-7422
Dental-Prudential (Traditional)	1-800-220-5470
Dental (DMO)	1-800-220-5479
Vision-Metlife	1-800-636-7231
Mental Health & Chemical Dependency	1-888-314-4017
Savings	1-800-410-4015
Shares for Growth	1-800-348-8288
Founders Grant	1-800-818-8345
Stock Purchase	1-888-587-8625

THE WINNERS

The winners of the 50-50 Drawing were:

At the 8:20 a.m. meeting - Joe Modie - \$13.50.

At the 2:00 p.m. meeting - Dominic Zappia - \$3.00.

At the 4:15 p.m. meeting - Steve Pietanze - \$15.50.

Joe Modie donated \$3.50 back to the Cope Fund. The other two winners donated their entire amounts back to the Cope Fund.

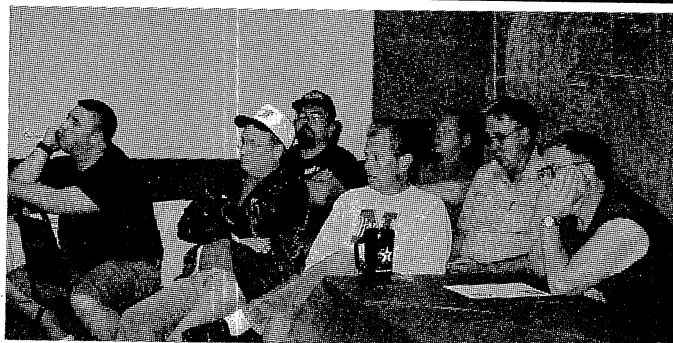
The winners of the \$50 Door Prize were:

At the 8:20 a.m. meeting - Cathy Poledna.

At the 2:00 p.m. meeting - Dale Holling.

At the 4:15 p.m. meeting - Sue Davis.

Interested Members at Last Month's Union Meeting!



COPE COMMITTEE NEWS

BY SHEILA FILIPIAK

This month I would like to say a special thank you to a retiring COPE Committee member. Maxine Lyons has given up her place on the committee. Maxine has been a great asset to the committee. She has also participated on the Central Committee for the Douglas County Democrats. She has worked on legislation affecting her district. Maxine testified on a bill that Senator Preister had introduced involving insurance rates. It has been wonderful working with her and we wish her all the best. Larry Cherry will be replacing Maxine. Tough shoes to fill, Larry.

We welcome the new employees to Lucent and are happy to have them as members of Local 1974. It is great to see so many young faces. Along with this welcome comes an invitation to participate in union activities. Be an active union member.

**A UNION IS ONLY AS STRONG
AS ITS MEMBERS!**

Non-Member List

by Edie Riester

I have some ask me where our dues money goes. So I thought I would print this, this month:

**International Brotherhood of
Electrical Workers - \$8.00 per member**

Building Corporation: \$1.00 per member

EM3 Council: \$1.55 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 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 Y's. I'm happy to say that all of our Z's belong.

**Barbara J. Tangeman
Verdell Temple
Darlene S. Tesnohldek**

**James Tolston
Jan S. Tomes
Annie C. Toney
Gail M. Torson**

Gary J. Updegraff

THE RECORD

Davon Wright, AC-7, Mother-in-Law

Linda Lloyd, AB-6, Father

Barry O'Donnell, F-23, Mother-in-Law

Bill Lepley, F-21, Sister

Sandy Ryder, AD-7, Sister

Mark E. White, AB-48, Grandmother

Harold Dickman, Jr., AD-3, Father

Rick Madej, A-17, Father-in-Law

Darrell Barrett, ABA-1, Mother

Vincent Toledo, AD-3, Sister

Jacci Corbett, AD-36, Mother

Marty Adair, F-26, Mother-in-Law

Shafting the Company or Your Union Brothers and Sisters?

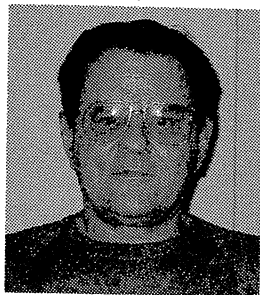
by Deb Gulizia

There are a lot of people out there that are thinking of retiring before the spin-off. I understand your concern. However, I have been hearing quite a few comments about "shafting the Company and not telling them until my last day." I guess I don't get it. I know you're not happy that we're once again being spun-off and some are worried about the place being sold. I don't think they're doing it to you personally, but you're decision not to let anybody know you're retiring is being taken personally by those you'll be leaving behind. Your fellow union members will be left without the expertise, training and experience you should be passing on to those that follow you. You will be leaving areas without enough trained people to get the orders out. **WE CARE** if this place makes it or not! **WE NEED** our jobs and paychecks.

Think of the families and communities you could affect by wanting revenge. Remember that over the years you were able to work your 40 or more hours, received a paycheck each week and had good benefits for you and your families. I don't think this is such a bad place overall and I hope that you all think of the union brothers and sisters that would like to have the same opportunity you all have had.

Without enough notice to train someone to take over when you leave will not only hurt the Company. Look around ...the people you work with, eat with, talk with and spend more time with than your own families will be hurt by your decision to "shaft the company." I hope you enjoy your retirement and don't spend it on hoping the place goes belly-up.

HAPPY ANNIVERSARY & THANK YOU



BY JIM FILIPIAK
50 BUILDING COORDINATOR & E-BOARD OFFICER

At last month's union meeting, it was brought to the attention of the membership by Joe Modie, that June is the anniversary for the Emergency Response Team. This is either the seventeenth or eighteenth (not sure). This was bargained sometime in the mid 1980's.

I am writing this as I have some free time at Harlan County Reservoir. Fish aren't biting or else I forgot how to fish, but it beats working.

The Emergency Response Team is made up of members that have some emergency response background. Most of them belong to volunteer fire departments, both in Nebraska and Iowa. The key word is *volunteering*, and that is what they do for us. They volunteer their knowledge to make the Works a safer place. Share this with your families. It's important to them.

Some of the training courses they take to help us are: Fire fighting courses, Disposition of Hazardous Waste and Material; and Emergency First Aid. If I knew more of what I'm talking about, I'm sure the list would be much longer. I was told that there are refresher courses every year. One thing that really surprised me was that some of these people have even had training on the use of an automatic defibrillator (heart shock treatment),

I for one, have seen these guys and gals in action. One time in the insulate aisle, a supervisor got hit with a truck of full reels. They treated him for shock and put a neck brace on him. This team can also transport victims to the local hospitals which they have done many times.

The Emergency Response Team can be reached by calling X-3222. It is important to give the Building number, Column number and area.

Example: Bldg. 50, Col. 7L, Fine Wire.

They may ask how serious the emergency is: Be precise. Speed is important. We have a lot going for us at Omaha works. Much of it is taken for granted. The Emergency Response Team began with a National letter of understanding that was given to each location that was under AT&T, then Lucent, and hopefully our new company.

Some of us don't pick things like these up at the ratification meetings because it's not a pay raise or extra vacation days. It is a bargained benefit and it's not even taxable.

TO THE MEN AND WOMEN OF THE ERT
HAPPY ANNIVERSARY AND THANK YOU!

P.S. If you would like to volunteer for this team or need more information, contact someone on the team or call the Safety Organization.

The weather is better for fishing now, but no walleye. I still have four days left.

WHAT'S HAPPENING



BY MARLENE MAJESKI
E-BOARD OFFICER & 30 BUILDING COORDINATOR

We are still welcoming the new hires and the job posting boards are still being filled with new jobs. The one thing I would like to remind the membership about is that when you bid on a job, it's up to you to know where the job is and what the job is. When you are called for the job, you should be able to give an acceptance or refusal. The purpose of leaving the jobs on the board from Monday through Thursday and Thursday through Monday is to give you a chance to check the jobs out so you can give an answer when you are called.

On the bottom of the bid sheet, there is an opportunity to select the shift you will take, this shift preference is only if you are on VACATION and you will not be here to accept a shift. If you are at work, you will be called.

When you fill out your phone number on the bid sheet, include the floor phone closest to you along with your supervisor's number. This makes it a little quicker. If your supervisor's phone is on AUDIX, it sometimes delays the jobs being filled.

I would like to encourage the new members to keep bidding on the job postings. Please remember to make sure you put the right vacancy # such as C-4. The vacancy # has to be correct, exactly as it is written.

Call me if you have a job movement problem on pager number 0675.

Summer is approaching rather quickly. I would like to take a minute to wish you all a safe and happy summer.

Hug your children!

HAPPY BIRTHDAY
America

Have a Safe July 4th!

CWA/IBEW/LUCENT ERC CONFERENCE 2000

This year's conference held in New Orleans was one of the best conferences that I have had the pleasure of attending, surrounded by a cloud of uncertainties regarding Lucent/New Company the conference somehow was still able to provide very informative training for the ERC staff personnel. New Orleans is a very historical city, full of a cultural diversity that is refreshing yet sometimes overwhelming. The sights, sounds and smells of New Orleans can either captivate you and hold you under a love potion #9 or have you turning away from its Voo Doo mystic. The Hilton Riverside Hotel was the site of Conference 2000 on the banks of the beautiful Mississippi River which can almost reach out and make you feel its importance in history. The conference is the only training the ERC staff personnel receives, so for one week a year we pack everything, I mean everything into those three days, very intense, very motivating, very rewarding sessions.

The conference covered:

- Financial Planning
- Health Care
- TAP
- LCTOP
- LTP
- Work & Family
- Testing
- Pensions
- FCP

The future is uncertain for the ERC with the current downsizing and selling of our brothers and sisters at other locations, both CWA and IBEW need to recognize that solidarity through this turmoil is a must. As our numbers shrink, let not the size of our commitment to our members. Remember if there is no struggle, there is no progress. Power concedes nothing without a demand. It never did and it never will.

Larry E. Cherry



**Daniel Pinkerton, AB-6, Son,
Daniel G. Pinkerton, III**

**Barbara Aldrich, AB-29, Grandson,
Daniel G. Pinkerton, III**

Retirees In April 2000

Joy F. Benning
Edward J. Casey
Delores H. Coffman
Patricia D. Dunning
Patricia G. Harting
Deanna H. Hendren
Julian S. Keller
Jerald A. Mallory
Linda S. Meyer
Jack E. Perfect
Michael H. Roehr
Cathy R. Williamsen
Alice H. Woods

NEW MEMBERS

Rosa M. Hill
James C. Nodskov

2546 Members
2 Quit • 13 Retired
2 Transferred
1 Child Care Leave

Thank You

I would like to take this opportunity to thank the union and my union brothers and sisters for the kindness and thoughtfulness shown to me and my family during the loss of my dad. I was going through an especially difficult time due to the fact that my mother was seriously ill in the hospital at the same time.

The cards and flowers were greatly appreciated and the collection that was taken at work will be given to the cemetery to help with improvements and upkeep.

A special "thank you" goes to Jean Pechar, Bernie Stopak, Deb Gulizia, Sue Davis, Joan Knudtson, Tom and Edie Riester. Also, special thanks to Tom Pallas and Jir Rush for attending the funeral.

During my time of grief, I must say I was proud to be a union member and it meant more than I could have imagined. Thank you all!

*Linda Lloy
50 Buildir*

ETOP NEWS!

ETOP NEWS!

by Sharon Buzzell

Welcome to all new hires.

Here are some tips for ETOP for new members and reminders for the rest of the membership.

Eligibility

1. Employees who are members of the IBEW EM-3 Council represented bargaining units that are active full-time employees or former full-time employees that have been laid off.

Guidelines

1. Active employees are funded with a maximum of \$2000 per year, \$500 per quarter, \$1000 per semester.

2. Funding covers the costs of tuition, books, and certain other fees for educational courses or programs.

Courses/Programs

1. Training courses/programs covering a wide variety of skill producing subjects and occupations are eligible for ETOP funds.

2. Requests for funding will be approved based on the relevance of the request to provide skills or knowledge that have the potential to successfully secure employment in a viable field.

3. Home study courses, short-term seminars or workshops will not normally be approved.

4. Hobby and other recreational courses are NOT available for ETOP funding.

5. ETOP will NOT fund expenses or costs associated with conventions, conferences, or other meetings of employee associations, professional associations, or other membership organizations.

How to Apply for ETOP Tuition Funds

1. Pre-approval for courses is required. Requests must be submitted to the ETOP Staff Office on the ETOP Funding Application 14 days prior to start of class. (Available in ETOP Center.)

2. All ETOP funding must be approved by the ETOP National Office prior to the start of training.

3. ETOP eligible employees may apply to ETOP for tuition expense funding above the \$7,000 for undergraduate and \$9,000 for graduate courses provided by TAP. Application requests will be individually reviewed for ETOP funding. Application for ETOP tuition must be submitted prior to the course start and reimbursement is subject to the \$2000 per person limit for annual ETOP funding. Effective January 1, 1999.

4. ETOP eligible employees may apply to ETOP for required course textbook fees that exceed TAP's \$100 per course, per semester limit. Reimbursement for textbook costs must be submitted within the quarter or semester during which the TAP course is taken. These costs are subject to the \$2000 per person annual limit for ETOP Funding.

Payment Procedure

1. It is the responsibility of the employee to submit to the ETOP staff necessary bills and invoices (tuition, books, equipment, materials, application fees) to ensure payment to the school or vendor.

2. Payment for approved ETOP education will be made directly to the school or vendor. If the employee has already made payment to the school or vendor, reimbursement will go to the employee.

Questions??? Call Sharon X3828, page #2156.

Retirement Scrooge

by Don Wieczorek

There are a lot of new faces in our ranks since Lucent (orNewCo) started hiring. It's a pleasure to see all these new people also signed up for union membership.

What most of these new folks will realize down the road is the longer you work here the more it's like being with family. That's why a lot of people work so long in a place like this, because the working conditions are good and the people here in Omaha care about each other. It's a midwestern type of attitude.

A lot of us "old-timers" still call this place the Omaha Works because it was called that back in the old Western Electric/AT&T and until recently, the Lucent days.

Even today, a lot of the old union members point to this place as "the hill" because you have to go up the hill from Millard to get here. It amazes me how these old names seem to stick and seem appropriate even when new people start saying them.

So taking into consideration the closeness of all of us in the rank and file, you can see how some things upset us when one of our own gets dumped on. In this case, our own being four retiring tradesmen, Gary Callahan, Gene "Stoney" Stoltenberg, John Okupski and John Anderson, all averaging at least 35 years of service with the company. It adds up to over 146 years of experience, expertise and caring they have given this company.

You'll be amazed when I tell you when it comes time for their coffee, their "boss", Mr. George Schabloske, says you can have your coffee, but the four of you will have to get by on a total of two cakes for all your family and friends to attend.

Each sheet cake has about 70-80 pieces; so multiply that by two and you now have a maximum of 160 pieces of cake stretched between 1,000 people who know these four people. These guys aren't giving a sermon, they are retiring, so I see no miracles appearing at their coffee. A lot of folks will be by for conversation only, because the loaves will be gone early.

Why the cutback on the cakes for these four retiring people? George says the department budget can't afford it. The trades has the highest operating budget at the Omaha Works. If they don't, it must be because their managers and supervisors are paid above average and there is no money left; or did the surplus in the budget go to build the expensive birdhouse that the trades organization built last year? A lot of economic questions go unanswered.

I ask why is George being so cheap and petty about cakes for his retiring workers? George Schabloske, a former schoolteacher, is also a second-generation manager around here. His folks were part of our family before he came to work here. A lot of us knew his parents and they were nice, friendly people.

George, being a Scrooge is not your style ... and it's not being family.

(Update: The four retirees will now be allowed a total of four cakes as long as only one is decorated and none of them can be anything other than the standard sheet cake.)

Safety Contest

by Deb Gulizia

By now this phase of the contest is about half over. We are concentrating on VPP. Hopefully you are all aware that we will be up for re-certification later this year. It is very important that everyone know what VPP stands for and what it is.

I know it seems like there are a lot of injuries out on the floor, but we are well below the industry average. In order to keep this trend, we must all keep our minds on what we are doing so we don't make mistakes that could cause us personal injury. A split-second is all it takes to put your hand in a machine and get a laceration or worse yet, lose a finger. Most of us, at one time or another, have taken a shortcut or bypassed a safety guard. Most of us will continue to get away with it, too, but ask yourself if you really need to take that unnecessary risk. You will never be given that split-second back to change your decision.

Worse than taking those risks yourself, is the fact that others may be learning bad habits from you and your actions will be putting them in danger also. The new employees are looking toward experienced employees to guide them in the right direction. They don't understand the machines or tools the way you do and the consequences they might have to face if they don't operate them in a safe manner.

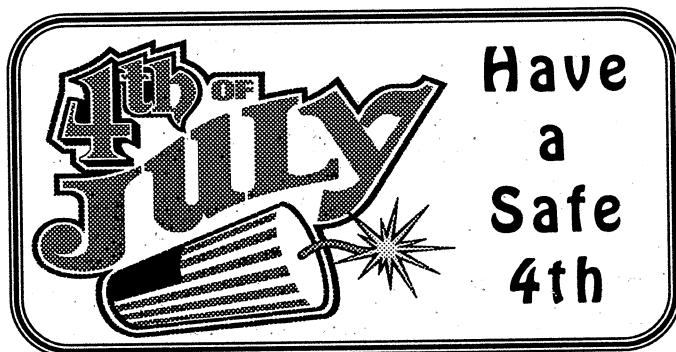
In the beginning, I mentioned VPP and what it means. VPP stands for Voluntary Protection Program and it is Union, Management and OSHA working together for safety. We, at the Omaha Works, have been a **STAR Site**, the best of the best, since 1994. Keep up the safe work everybody!

All represented employees are eligible to win, just make sure you are wearing your safety glasses with side shields and any other safety equipment required on your specific job and know the answers to the safety questions. New employees' names will be added for the drawing. Be ready and be careful.

Here is a list of the latest \$50 winners. Congratulations!

Week 4	Week 5
Kyle Platt	Edward Snawerdt
Theodore Hoffman	Corinne Piper
Pete Knowles	Cheryl Lutzen
Pamela Amos	Timothy Cremeens
Donald Leitner	Laurie Zoucha

Week 6
Raymond Myers
Edward Betzer
Bonnie Meisinger
Frank Bogatz
David Rife



For Your Information

by Edie Riester, Financial Secretary

Well, here it is the anniversary date of our contract. By the time this comes out, we will have all gotten our raise. In accordance with Article X, Sections 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 the payroll deductions from the earnings of the first fiscal week of June, 2000 will be:

1. "BA" membership dues will be \$25.48.
2. "A" membership dues will be \$37.72.

With weekly deductions, the amount will be \$6.37 per week for "BA" members. This is only an increase of \$.14 per week. The new amount for "A" members is \$9.43 per week. This is an increase of only \$.15 per week.

We only had 1 person drop out of the Union this year: Gail M. Torson. The part I don't understand is, knowing some of the Section Chiefs, or Coaches, that we have to work for around here, why in the world would anybody choose to drop out? Guess they trust a little more than I do!!

I personally would like to welcome all the new people here. It was so nice meeting you at Orientation. Because of my Jury Duty, I did miss one Orientation, but hopefully I'll meet you at maybe one of our Union Meetings, if not before. So far, all but two have joined our Union. That is pretty good. So again, welcome! And please become active in Your Union. Remember our Union is only as strong as its members. So let's all be united.

Retiring???

by Jim Filipiak, 50 Bldg. Executive Officer

Union member, Joan Eyestone gave me the following information to share with the membership who are thinking of retiring. She has spent many hours of her time trying to get her papers in order so she could receive her first pension check on time. With the help of her manager, Al Cruz, she finally succeeded. Here is how they got it done. You receive a lot of forms in your packet. There are two important forms you must have in on time.

1. Required Payroll Processing Form. Bottom left corner (PSC-003B-10/1/96).

2. Employee Change Request Form - EZ. If you didn't receive this form, refer back to the first form I mentioned. On the bottom with an asterisk it says to see Section 17A of the Lucent Technologies Personnel Guide. This form is the sole responsibility of the Company. You do nothing with it; you don't even see it to sign it.

Now the hard part. The Company (Omaha Works) has this form. Ask your Supervisor to tell your Department Secretary to get and fill it out. It must be signed by your Supervisor and Department Head. This is explained on the bottom of the form.

That was really hard, wasn't it? Now, this has to be faxed right away - not your last day on the roll. After they have faxed it, call the Pension Service Center to be sure they received it. If not, check with your Department manager.

I hope this helps some of you. If so, thanks Joan and Al.

Pension Service Center

FAX 847-806-2413 • Phone 888-736-7700

Any problems or questions, you may always call your Union Hall. Ask the secretary, Margie, to have someone contact you.

Make copies of everything you send back to the Pension Service Center. That's your proof that you sent them and what you signed for (taxes, etc.)

Should I pursue Workers' Compensation Benefits, if I am receiving Sickness & Accident Disability or Long Term Disability Benefits?

The answer to the above question is an unequivocal **"YES"!!** Workers' Compensation weekly benefits are based on 2/3rds of your average weekly wage which consists of averaging your earnings during the six (6) month period immediately preceding the date of your accident. There is a maximum amount of weekly benefit which is currently \$468.00 per week which will increase effective January 1, 2000 to \$487.00 per week.

If you have received an injury to the torso of your body, which generally means the neck or back, or if you receive an injury to two (2) members such as both of your hands as a result of carpal tunnel and you are totally disabled from performing any gainful employment, the workers' compensation weekly benefit will continue for the **rest of your life**, not simply your working life.

In so many cases at Lucent we see our clients who sustained job related injuries placed on sickness benefits instead of accidental disability benefits. The sickness benefits provide full pay and/or half pay for specified periods depending on the employee's length of service. For example, a employee of 25 or more years of service is entitled to 52 weeks of full pay. This is the maximum amount of sickness benefits provided. After the expiration of the 52 week period, if the employee remains totally disabled, then the employee would be placed on long term disability benefits which only amount to fifty percent (50%) of the employee's base pay and would terminate upon the employee reaching age 65 if the disability began when he was 61 years or younger. If he were 65 years of age at the time the disability began, he would only receive 1 year of half pay for long-term disability benefits. Since the workers' compensation benefits amount to 2/3rds of your average weekly wage and are payable for the rest of your life if you are totally disabled, not simply until you reach age 65 or shortly thereafter, it only makes good economic sense to pursue your workers' compensation benefits and not rely on the sick leave and long term disability benefits provided by Lucent. Further, when you qualify for regular pension and take the same, you would be entitled to your workers' compensation benefits in addition to your pension and such benefits would not be deducted from your pension.

You must remember that workers' compensation claims must be pursued within two (2) years from the date of your injury or within two (2) years of the last date on which you were paid workers' compensation benefits. If you fail to comply with these time periods, you lose all rights and entitlement to workers' compensation benefits. That is why that when you are injured and unsure of what to do, please feel free to contact this office for free advice and consultation. This consultation is provided as a benefit to your union membership.

DOWD & DOWD LAW OFFICES
1905 Harney Street • Omaha, NE 68102
402-1020

*Free consultation/benefit to Union Membership.

From a Woman's Point of View

For those of you who ever had a male living in their house, you will understand!!!

Q: How many women with PMS does it take to screw in a light bulb?

A. One. ONE!! And do you know WHY it only takes ONE? Because no one else in this house knows HOW to change a light bulb. They don't even know the bulb is BURNED OUT. They would sit in this house in the dark for THREE DAYS before they figured it OUT. And once they figured it out they wouldn't be able to find the light bulbs despite the fact that they've been in the SAME CUPBOARD for the past SEVENTEEN YEARS. But if they did, by some miracle, actually find the light bulbs, TWO DAYS LATER the chair that they dragged from two rooms over to stand on to change the STUPID light bulb would STILL BE IN THE SAME SPOT!! AND UNDERNEATH IT IT WOULD BE THE CRUMPLED WRAPPER THE STUPID @!#\$% LIGHT BULBS CAME IN! WHY? BECAUSE? NO ONE IN THIS HOUSE EVER CARRIES OUT THE GARBAGE!! IT'S A WONDER WE HAVEN'T ALL SUFFOCATED FROM THE PILES OF GARBAGE THAT ARE 12 FEET DEEP THROUGHOUT THE ENTIRE HOUSE!!!! IT WOULD TAKE AN ARMY TO CLEAN THIS ...*

I'm sorry ... what did you ask me?



READ THE UNION NEWSLETTER!