



International Brotherhood of Electrical Workers



LOCAL UNION NO. 1974

13306 STEVENS STREET • OMAHA, NEBRASKA 68137 • TELEPHONE (402) 895-4080 • FAX (402) 895-1828

Officers

Frank P. Possinger..... President
Marlene Wilson Vice President
Sparky Bruning..... Recording Secretary
Edie Riester..... Financial Secretary
Sam D. Martin..... Treasurer

Union Meetings

Third Thursday of Each Month
Third Shift — 8:45 a.m.
Second Shift — 2:00 p.m.
First Shift — 4:15 p.m.

Executive Board

Marlene Majeski, Chairman
Jim Filipiak
Mike Kelly
Rick Madej
Jim Pabian

May 18, 1995

HOTLINE: 895-1073

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TO: ALL UNION MEMBERS

In order to update you on bargaining issues, we have dispensed with our usual newsletter this month.

The monthly membership meeting will be held Thursday, May 18, 1995, in the Small Meeting Room, 13306 Stevens Street, Omaha, Nebraska.

Third Shift Meeting: 8:45 a.m. Second Shift Meeting: 2:00 p.m.
Day Shift Meeting: 4:15 p.m.

NATIONAL BARGAINING THUS FAR

PENSIONS:

The Company continued to discuss a Cash Balance Plan (CBA) to replace the existing Pension Plan. This proposal would be a 10% increase in Pension Benefit accrued effective July 1, 1995. However, those people retiring before July 1996 would not participate in the CBA as proposed. Features of the CBA include the following optional forms of payment.

- (1) Life only pensions;
- (2) Joint and survivor's options: 50% survivor's payment is the same as the current plan which cost 10% of the pension for people electing the survivors option, or
- (3) A partial lump sum on retirement limited to one times the annual pay at retirement.

The Unions continue to evaluate the CBA. However, our negotiators have raised many serious objections to this proposal including the totally inadequate 10% increase offered. The Unions official position on pensions remains parity with the management plan.

WAGES:

The Company proposed general wage increases at the go down the first and second anniversaries of the contract in 1996 and 1997. In addition, they proposed a lump sum payable in the first quarters of 1996 and 1998. No percent or dollar amounts were proposed with this plan. The Unions remain opposed to lump sum increases.

LOCAL BARGAINING REPORT

Several proposals and letters of understanding have been presented to the Company with much discussion. No agreements have been reached at this time.

The Union and the Company have entered into extended discussion on overtime. The Union expects formal proposals by the Company to be presented this week.

Changes in Movement of Personnel seem to be a major issue with the Company at this point.

I am requested to attend meetings in Washington, D.C., the week of May 29.

The expiration date for National Bargaining is midnight, Saturday, May 27, 1995. This is the first of the three bargaining tables.

Bargaining at the Manufacturing Table is not expected to be concluded until June 3, 1995.

Bargaining at the Local Table will not be concluded until June 10, 1995.

If settlement is not reached at the national level, these dates will be extended.

Several members have requested everyone wear their Union T-Shirts every Thursday until an agreement has been reached.

We will keep you informed as new information is received.

* * * * *

The vote on last month's bylaw proposal to increase salaries was passed. The vote was as follows:

64	- For	57	- Against	2	- Abstentions
*	*	*	*	*	*

As our flyer was all ready to go to press, we received the following "National Bargaining Report #4:"

This is an item of UTMOST concern to all of us -- (whether or not you are ready to retire at this time, or not.) This could be a STRIKE issue.

If this issue is not resolved, and/or lacking a Federally Funded National Health Insurance Program, your retirement check would be spent on premiums for health insurance. WE CANNOT LET THIS HAPPEN.

"PENSIONERS:

The Company has officially notified the union of their initial position in regard to Medical Insurance Caps bargained in 1989 National Negotiations. The data listed herein applies to all members that have retired or will retire after March 1, 1990. If the Company remains stead-

fast in this proposal, all retirees after March 1990 will begin premium payments starting July 1, 1995.

PROJECTED MONTHLY RETIREE CONTRIBUTIONS REVISED CONVERSION FACTORS

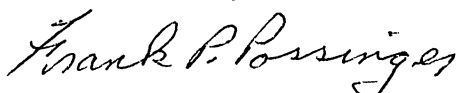
	Under Age 65		Over Age 65	
Year	Single	Family	Single	Family
1995*	68	112	56	95
	<i>7%</i>	<i>11%</i>	<i>8%</i>	<i>13%</i>
1996	96	169	65	117
	<i>10%</i>	<i>17%</i>	<i>9%</i>	<i>16%</i>
1997	125	227	76	140
	<i>13%</i>	<i>23%</i>	<i>10%</i>	<i>19%</i>
1998	153	284	86	164
	<i>16%</i>	<i>29%</i>	<i>12%</i>	<i>22%</i>

NOTE: Italicized numbers represent percentage of average monthly pension.

*No premium sharing until July 1, 1995.

As witnessed by the data supplied herein, this rapid escalation in premium sharing will have a devastating immediate effect on some of our current retirees and all future retirees and will in effect nullify your pensions in a very short time period. Your National Unity Bargainers have rejected this insulting proposal by AT&T. It is important that you notify your membership immediately of the bargaining crisis that, if not corrected, could be a threat to successful negotiations of the 1995 Contract!"

Fraternally,



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

Fraternally,



E.A. Keller, President EM3

KEEP CALLING THE HOTLINE NUMBER FOR UPDATES:

895-1073

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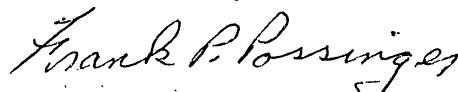
(OVER)

THE RECORD

DEATH OF RETIRED MEMBER,
LOU REINKE
DEATH OF MEMBER,
JAMIE FRAHM, IBU 274
Jerry Murphy, IBU 252
Father-in-law
Weston Grunke, IBU 254
Grandmother
Larry Simonson, IBU 277
Mother
Pat Anderson, IBU 274
Mother
Herman Bergmann, IBU 234
Son
Erv Andrews, IBU 245
Mother-in-law
Doug Sieburg, IBU 241
Grandfather
Mike Zagurski, IBU 274
Mother
Elaine D. Rahde, IBU 237
Mother-in-law
David J. Martin, IBU 256
Mother-in-law
Linda Lawrence, IBU 23H
Grandmother
Johm Limpp, IBU 252
Father

Russ Zagurski, IBU 237
Mother
Larry Eads, IBU 245
Father
Vicki Eads, IBU 23H
Father-in-law
Marvin Nickell, IBU 237
Mother
Troy Eichhorst, IBU 237
Grandfather
Jackie Larkin, IBU 254
Husband
Tom Rosencrans, IBU 252
Father
Jack Rosencrans, IBU 254
Father
Larry Carnicle, IBU 237
Mother-in-law
Randy Martin, IBU 254
Mother
Chris H. Comstick, IBU 22C
Mother
Carolyn Schrader, IBU 23H
Brother
Mary Welch, IBU 23M
Mother

Fraternally,



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

FPP:mw
opeiu #53

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