



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
Mary Ellen Newell Financial Secretary
Donnie Trimble Treasurer

Union Meetings

Third Friday of Each Month
Dayshift — 8:00 p.m.
Nightshift — 12:30 a.m.

Executive Board

Marlene Majeski, Chairman
Mike Kelly
Charlie Newell
Dan Lubash
Jim W. Perryman



October 16, 1992

FELLOW UNION MEMBERS:

The monthly membership meeting will be held Friday, October 16, 1992 at the Union Hall, 13306 Stevens Street.

Second Shift Meeting: 12:30 a.m. First and Third Shift Meeting: 8:00 p.m.

"SETTING THE RECORD STRAIGHT."

Recent events have produced some problems and inaccurate information has also contributed to the problems. This all concerns payment of Night Work Bonus (10%), and the offering of overtime and the hours that are offered.

1. The Company -- not the Union -- determines when, where and how much overtime will be offered and how many people will work.

2. The Company -- not the Union -- shall establish the hours of work, be that in-early, over, or Saturday. This Local Union, nor any other Local of which I am aware, has any say in this scheduling; never has, doesn't now and probably never will in spite of what anyone may tell you.

If any body should have input, as to the scheduling of what hours or how many hours are offered, on any given day, it should be YOU, the people, who have that input and not the Union. This is a non-bargainable issue.

How you are paid and the rate of pay are our concern.

10% NIGHT WORK BONUS PAYMENTS

The C.I.'s (Company instructions) have stated, since 1983, how Night Work Bonus is paid and the hours it shall be paid for and the circumstances, or work schedule, that is applicable for payment.

Simply put --

EXAMPLE I If you are scheduled to work your regular scheduled hours, i.e., 7:00 a.m. - 3:30 p.m., but are asked to come in at 5:00 a.m. to 3:30 p.m. (10 hours), you WILL NOT be paid ANY night work bonus for ANY of those hours, because it is deemed an extension of your regular standard daily work schedule.

EXAMPLE II If, on a Saturday, you are asked to work, and your work schedule is 5:00 a.m. to 1:30 p.m. (8 hours), you WILL BE paid 10% Night Work Bonus for the hours from 5:00 a.m. to 8:30 a.m., because they have changed your daily work schedule.

EXAMPLE III If asked to work, on a Saturday, from 3:00 a.m. to 3:30 p.m. (12 hours), because it, (4 hours) is merely an extension of your regular scheduled hours, you WILL NOT be paid any Night Work Bonus.

If any sections or IBU's have paid differently, they shouldn't have and it is not a grievable contractual violation, in spite of what ANYONE may tell you.

Don't forget, this year 1992, you have a contractual right to carry over up to five (5) days of vacation of your '92 vacation into '93, PROVIDED that you use that vacation before April 1, 1993.

Our State AFL-CIO office is sponsoring a pancake breakfast, at their newly remodeled building, at 5418 SOUTH 27th STREET, from 8:00 a.m. to 1:30 p.m., Sunday, October 18, 1992. Tickets are \$3.50 per person OR \$10.00 for an entire family.

If you haven't yet registered to vote, you have until October 23. Remember, if you have moved since the last time you voted, you need to re-register. Check with your nearest Motor Vehicle Bureau; they may have voter registration there.

Remember -- VOTE, IT IS YOUR RIGHT, USE IT!

SHARES FOR GROWTH

The first payment, in stock, for the "buy-out" of our performance awards should come to your home later this month. This first "buy-out" is worth \$1,500 minus all applicable taxes (Federal, State, FICA) and MINUS a deduction for your savings, if you have any. (If you don't, I don't know why you wouldn't). The balance left, will be used to determine how many shares of stock you will receive. The October 15, 1992 payment is divided by the average of the high and low per share price of AT&T stock as listed on the New York Stock Exchange on September 21, 1992.

NO UNION DUES WILL BE DEDUCTED FROM THIS AMOUNT!

There will be information in the packet sent to your home and it will explain to you what to do and who to call if you wish to sell that stock. PLEASE READ IT! There is an "Odd-Lot Stock Sales Program" and an 800 number to call. You can sell any number of your shares, up to 99.

1-800-348-8288

The cost is \$6 per account, PLUS 30¢ per share for selling it.

There has been some discussion in 50 Building about Reelex and Packaging going to 7-Day Coverage.

What was discussed, was the POSSIBILITY of that area only, going to 3/4 12 hour days, similar to that of the Orlando, Florida plant. I contacted the Union in Orlando and received very limited information as of now, but this week, Monday through Thursday, I will be meeting with that President and his local bargaining agent, to obtain more information on this. I will discuss it at Union Meeting this week.

"WHAT DOES THE UNION DO FOR ME?"

Every time I hear this from a person that chooses not to be a member, I find it hard to understand how a seemingly educated person can make such a statement. Every time you cash a paycheck, get a doctor, dentist or eyeglass bill paid, or receive 66 2/3% match on savings, that's what the Union does for you. You are not getting the college education, the classes ETOP offers, phone bills paid, sick time paid, vacations, holidays and EWD days paid, because the Company happens to think you're a good person; these are bargained items.

Many of our Union brothers and sisters throughout the years have bargained the privileges you now accept and take for granted. Without blinking an eye, you non-members let your Union brothers and sisters carry the financial load for you.

The old and one of the most worn out remarks is "a rep 10 or 20 years ago, didn't do anything for me." Chances are that rep isn't around any more, if that is a real reason, and not a lame excuse. Maybe, that rep couldn't do what you wanted; besides, I'm sure by not paying Union dues all these years has more than paid for any disagreements.

The Company is giving you nothing that the Union hasn't bargained for you, so to answer the question, "what has the Union done for me," the answer is every benefit that you are using as an employee of AT&T, including the time and a half and double time you are getting paid now for overtime.

Thank, God, we have a lot of strong Union brothers and sisters in our ranks to carry the load and to know that strength is in numbers.

There are some other statements, that also bother me, such as the following:

"Don't believe in Unions."
"Heard bad things about you-guys."
"Don't need to."
"You can't represent me for six months."
"The Union doesn't get me enough benefits until I get 20 or 30 years."
"That's all you guys care about is old timers; they get all the benefits."
"I'm probably not going to be here very long."

What amazes me is, WHY would anyone who doesn't believe in Unions, or feel that we don't do any thing for them, want to work here. Why don't these people seek employment at ONLY non-union jobs? (McDonald's and Burger King are hiring.)

When asked why they are here then, they reply, "because of the money. Where do they think that came from?"

One of these days, maybe our "right to work" status will be history, and then there won't be any of the above statements, because at least they will have to pay an amount equal to Union dues in any employment areas where a Union represents the people.

This Union, or any organization, is only going to be as "good" as its involved members.

Thanks, Union members, for making all of our benefits possible. We only enjoy these benefits we have because of your support.

Marlene Majeski
Chairperson - Executive Board

We would like to thank every one who volunteered his/her time in making our recent Las Vegas Night a success. Thanks, also, to every-one who attended and encouraged their friends to attend.

The winners of the Cope 50-50 drawings are as follows:

At the a.m. meeting - Mike Kelly	- \$ 3.50
At the p.m. meeting - Scott Bowman	- 15.00

The winners of the \$75 door prizes were:

At the a.m. meeting - Gene Eckert.
At the p.m. meeting - Debbi Gulizia.

The E.T.O.P Computer Classroom

Winter 1992 Courses

Classes start the week of November 9, 1992

Monday - All Shifts

****1**** Mavis Beacon Teaches Typing - - An excellent keyboarding program that starts you from the basics or builds on your current skills. (This course is a Beginner's equivalent).

Tuesday - All Shifts

****2**** Software Variety - - This course takes you through several home use computer programs. Such as; Typing Tutor, The NEW Printshop, Paintbrush, Certificate Maker, and Calendar Creator.

Wednesday - All Shifts

****3**** PFS: First Choice - - First Choice is an integrated package that includes a word processor, database, spreadsheet and telecommunications. This is a powerful and inexpensive program!

Thursday - All Shifts

****4**** MS-DOS 5.0 - - MS-DOS is the operating system for most PC's. If you are using a computer on a daily basis, this course is a must! This version of MS-DOS uses the DOS Shell - activating DOS commands with a click of a mouse button!

All of these courses will run for 5 weeks. Each class is approximately 2 1/2 hours long. A Beginner's Awareness course or equivalent is required for the PFS: First Choice and MS-DOS 5.0 course.

Detach and Place in E.T.O.P Box in Main Cafeteria

FORM MUST BE FILLED OUT COMPLETELY

Circle the day: Monday Tuesday Wednesday Thursday

Circle the time: 8:45-11:15 AM 12:45-3:15 PM 4:15-6:45 PM

Name: _____ SSN: _____

Address: _____ City: _____ State: _____ Zip: _____

Home Phone: _____ Work Ext.: _____ Dept#: _____

1st 2nd 3rd
(circle shift)

Eff. Service Date _____

Salary/Hourly
(circle)

NOTICE: Persons who are accepted and do not attend class will be penalized. You must notify the ETOP Computer Classroom @3584 or the ERC @3523 before the first class or you will be ineligible for ETOP participation for 6 months to 1 year.

THE RECORD

PAT KLIPPERT,
RETIREE
GRACE HIKE,
RETIREE
Alice Gilbert, IBU 214
Father
Jimmie Mack, IBU 252
Father-in-law
Ralph Victoria, IBU 245
Brother
Miyeko Kotszewa, IBU 214
Mother

Jerry Uryasz, IBU 214
Mother
Alice Woods, IBU 226
Sister
Keevan Dean, IBU 232
Father-in-law
Kim Vachal, IBU 223
Mother
Marlene Wilson, IBU 212
Father
Al Wilson, IBU 254
Father-in-law

Fraternally,



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

FPP:mw

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