



International Brotherhood of Electrical Workers

LOCAL UNION NO. 1974



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TO: ALL UNION MEMBERS

Recently, a "flyer" from 1898, IBEW, Reading, Pa. was circulated in some areas. In reviewing that flyer, we found it to be informative. For your benefit, we have reproduced this document for your information. Steve Lynn, President of Local 1898, and his officers did a fine job on this.

Local 1898 is a "sister" local in our EM-3 Council as well, and their listings are of the National demands of both IBEW/CWA. We are reproducing this for the benefit of those who might not have seen a copy of this flyer.

SUMMARY OF CWA/IBEW NATIONAL DEMANDS

Wages

1. Substantial Base Rate Increase
2. Profit sharing plan equal to management
3. Progression increases—Reduce the number of Steps.
4. Recall from Layoff—No loss of progression steps when laid off.
5. Temporary Upgrade Allowance—Increase from \$6 to \$12 per day

Pensions

1. 25 Years and Out—No discount
2. Substantial increase in existing bands
3. Survivors Annuity—Eliminate 10% reduction factor
4. Rate Protection—Employee to maintain highest pension benefit attained.
5. Modify the plan to include a lump sum distribution option.
6. Eligibility formula—Change from present qualifier to the "75 Rule" (i.e., age plus service)
7. Death Benefits—To be paid to the individual's estate if no beneficiary.
8. Ad hoc increase for existing retirees plus periodic C.O.L. allowance.

Medical Plan

1. Improve the overall design and administration of the Managed Care Networks.
2. Require that the Managed Care Networks be accredited by the National Committee for Quality Assurance.
3. Establish a Prescription Drug Plan for active employees.
4. Surgical—Increase reimbursement levels from 95% to 100%.
5. Anesthesia—Increase reimbursement levels from 90% to 100%.
6. In-Hospital Dr. Visits—Increase reimbursement levels from 90% to 100%.
7. Provide coverage for hearing tests and hearing aids.
8. Preventive Health Care: Provide coverage for Annual physical - Cancer Screenings - Immunizations - Well Baby Care, etc.
9. Class II Dependents—Cap monthly premiums and increase annual earnings limitation.
10. Increase death benefit coverage for surviving spouse.
11. Eliminate the 1989 post retirement medical caps.

Long Term Disability

1. Establish an option for employees to purchase additional Major Medical Coverage similar to retirees.
2. Removal from LTD benefits to include an offer to return to work at same pay and title if "seniority" permits.

Dependent Group Life Insurance

1. Expand coverage to include retirees and Class II Dependents.

Savings Plan

1. Increase Company contribution to 75%
2. Add a 401-K pretax option under the Union sponsored plan.

Telephone Reimbursement

1. Increase the monthly benefit and add coverage for cellular phones.

Family Care

1. Improve the child care and elderly care programs.
2. Excused Work Days—Increase the number of paid days from 4 to 5.
3. Employees to have the option of taking all five EWD's in 2-hour increments.

Trades Issues

1. More restrictions on subcontracting.
2. "Once qualified — Always qualified"
3. Upgrade all Journeymen to Group II.
4. Company to institute trades training courses (Company time and expense).

Salary Graded Issues

1. More restrictions on the use of agency temps.
2. Interleave Tiers I and II for layoff purposes.
3. Extend the Supplementary Letter of Agreement date March 18, 1991 (Conditional Qualifications).
4. In the event there are no "Fully Qualified" bidders for a job vacancy, seniority shall be the deciding factor

Employment Security

1. Extended recall rights
2. More restrictions on subcontracting and outsourcing
3. Shorter work week in times of surplus with no reduction in pay.

