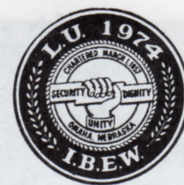




# International Brotherhood of Electrical Workers

## LOCAL UNION NO. 1974



13306 STEVENS STREET

OMAHA, NEBRASKA 68137

TELEPHONE 895-4080

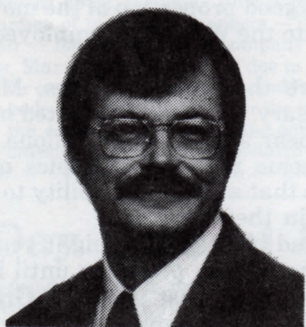
Tom Connor ..... *President*  
Frank Nagel ..... *Vice-President*  
Marie Cook ..... *Recording Secretary*  
Mary Ellen Kobielski ..... *Financial Secretary*  
John Schwenck ..... *Treasurer*

### Union Meetings

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

### Executive Board

Frank P. Possinger, Chairman  
Marlene Majeski Tom Van Dyke  
Kenneth L. Parker Marlene Wilson



Tom Connor

## President's Message

AT&T presented your E.M.-3 Council bargaining committee with its bargaining objectives on May 1 in Washington, D.C. These objectives are:

1. Consolidation of Production Jobs. (Briefly, this refers to a 3 level type grading plan.)
2. Excused Work Days. Prorate eligibility for recalled or rehired employees.
3. Health Care Costs. Revise Medical Expense Plan (MEP) to incorporate the following changes:
  - A. Effective January 1, 1987, employees who have elected MEP coverage for Class II dependents will reimburse the company for the cost of such coverage, excluded that provided under the "other covered charges" coverage.
  - B. Should the company's per covered employee cost of providing MEP coverage to employees covered by this National Memorandum of Understanding increase in any calendar year over the per covered employee cost of such coverage for calendar year 1986, employees will reimburse the company for 50% of any such increase.
4. Night Work and Seven Day Coverage Bonuses. Convert the present percentage bonus to an equivalent cents per hour amount. Such amount shall be based on the wage rates in effect on May 31, 1986, calculated for each step of each wage schedule and shall remain unchanged throughout the term of the new Agreement.
5. Temporary and Part Time Employees. Provide for the use of temporary and part time employees in all job assignments at manufacturing facilities.
6. Trades.
  - A. Introduce a Multicraft concept.
  - B. Modify Paragraph 6 of Article 1 of the Journeyman Trades Plan Agreement to provide for greater job assignment flexibility.
7. Wages and Salaries.
  - A. Lower start rates.
  - B. Lengthen progression intervals.
  - C. Start rate for recalled employees recalled from

layoff to be linked to time off roll.

7. Wage Incentives. Eliminate wage incentives.

On May 8, AT&T again presented bargaining proposals to your E.M.-3 Council in Washington. Specific proposals for developing 3 level grading plans for production unit locations not presently covered by one were presented. AT&T also shares with the union their concepts of buying out wage incentives.

In local bargaining, the company has not responded to proposals concerning the In-Patient Letter, Grandfather Rights for Electricians, Technicians and CST's, the treatment of employees on medical restrictions or subcontracting of trades and production work.

While it is still early in the bargaining process, your negotiators are disappointed in the progress being made in negotiations.

It is becoming increasingly evident that the company feels that the membership is ready to accept an inferior contract filled with concessions cancelled in fancy company words.

Your local bargaining committee has assured the company that this is not the case. We have assured the company that we have the support of the membership behind us and that we will not attempt to sell the membership concessions filled with pretty words and idle promises.

The wealth and profits realized by AT&T are generated in a large part by the dedication, loyalty and hard work of its employees. The employees of AT&T are entitled to share in the profits they help to generate.

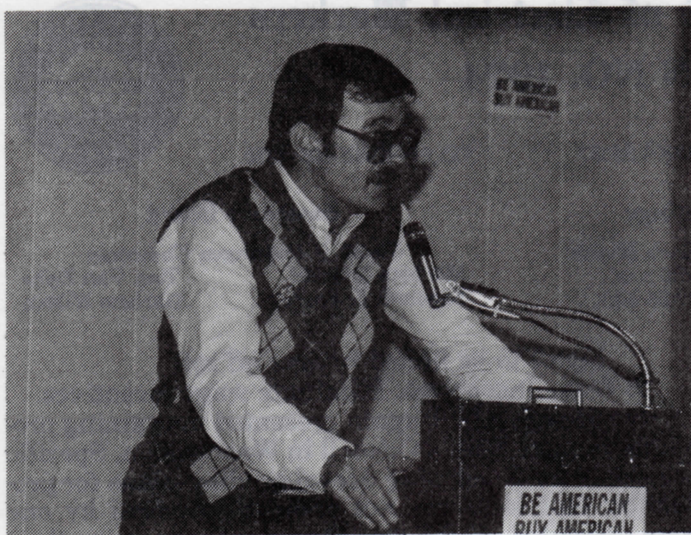
I will be attending a specially called President's meeting May 15 in Washington, D.C. The purpose of this meeting is to update all local presidents on national bargaining progress. Due to this Presidents meeting, I will be unable to attend the 12:30 a.m. monthly meeting, but I will be arriving in time for the 8:00 p.m. meeting. Vice-President Nagel will chair the 12:30 a.m. meeting in my absence.

## Union Meeting Tonight

The monthly meeting of the membership will be held Friday, May 16, 1986, at the Union Hall, 13306 Stevens Street, Millard.

Second shift meeting: 12:30 a.m. First and third shift meeting: 8 p.m. \$100.00 drawing.





## Connor Lauds Trouba in April

Omaha — The April business meeting was important to the interested members in attendance because it was the first meeting held since negotiations had started.

President Connor briefly reviewed for the membership the list of national demands that were being proposed by the E.M.-3 Council to the AT&T Company and took time to introduce the local union's bargaining committee consisting of Executive Board Officers Tom Van Dyke, Frank Possinger, Marlene Wilson, Vice-President Frank Nagel and himself to the membership.

During the meeting, President Connor congratulated Charlie Trouba of Department 221. Charlie was retiring, after working 40 years for the company.

"I vividly remember during our month-long strike in 1977 that every day that we were out of work Charlie would drive up from Lincoln to either help on the picket line or help out around the union hall," President Connor reviewed. "I was impressed with Charlie's attitude when the union needed his help and I have never forgotten that. We are going to miss his dedication when he retires."

Summing up the meeting, President Connor made an appeal for volunteers from the membership to help the Nebraska Federation of Labor picket the Crossroads Shopping Center Saturday, April 19. "It seems the building trades of Nebraska have a dispute with the management of the Crossroads Corporation on their hiring of non-union contractors and they need labor's support," said President Connor. "This protest is important to labor in Nebraska, so if you can be there Saturday, your help would be appreciated."

The Split-A-COPE money for April was won by Tom Van Dyke at the a.m. meeting, \$27, and Lara Williams at the p.m. meeting, \$47.

R. L. Belter was the first name drawn from the gold barrel and was the \$100 monthly drawing winner.

## Baseball Tickets in June

The May business meeting promises to be informative to the membership. Plan to attend and hear the latest word on contract negotiations.

May could not only be informative but profitable. You could win the \$100 door prize, or split-a-COPE drawing.

For all the Omaha Royals baseball fans, Local Union 1974 will also be giving away baseball tickets to union members who attend the May monthly membership meeting. The tickets are good for any Omaha Royals home game during the 1986 season.

## MEDICAL MOVES

By Vice-President Frank Nagel

During these contract negotiations, one of the most important changes the company is seeking is to cut down on movement of personnel. In the words of the company: "This is a high expense item."

Let's look at some of the things which have increased the number of moves necessary for operating the Omaha Works in these past three or more years.

A lot of moves were made as a result of surplus and are dictated by the needs of the business.

There were also a good proportion of the moves caused by new work coming into the Works and employees bidding for those jobs.

Then, there were the medical moves. Many of these moves were unnecessary. They were initiated by the medical department and appear absolutely ridiculous.

Following are some real life examples of restrictions placed on employees that affect their ability to move and, in many cases, to retain their jobs:

One employee had back surgery eight years ago. After returning to work, he had no problems until he went for a truck driver's physical this past year. Dr. Grant noticed a notation in his medical record while reviewing it, stating he had surgery. So, a back restriction was placed on this employee. With the restriction, he would no longer be able to perform his present job, so he had to go back to the doctor who performed the surgery for a clean bill of health. Even with that, Dr. Grant still gave him a restriction that was a little less severe but would still prevent this individual from returning to his present job, if he were ever surplus.

This is not an isolated case.

There are an awful lot of employees with hearing restrictions. If there is a hearing impairment wherein an employee has a problem with high or low tones, but is able to function normally otherwise, why should they be taken off of, or prevented from going to a job, unless the job specifically requires perfect hearing to get the job done? A hearing restriction doesn't prevent further hearing loss. **Ear protection does** (ear plugs and muffs).

The latest craze in the medical department is to fail some employees who take eye tests on depth perception. These employees function very well on a day-to-day basis in the real world and enjoy the privilege of a driver's license to get to and from work. But according to the medical department, they can't function in the industrial world and drive a forklift.

In conclusion, the union believes many moves can be eliminated and much money saved (about \$2,000 per move according to company estimates), if Dr. Grant would do what most other doctors do. Listen to the patient! Nobody better knows their limitations than the individuals themselves. If an employee has a back problem, they're not going to try to lift more than they know they can handle. All we're asking for from the medical department is a common sense approach for the good of the employees and the company.

## Read Any Good Books Lately?

Try the "Expendable Americans" by Paul Brodeur.

This book centers mainly on occupational exposure to asbestos. A good part of the book makes reference to an asbestos plant in Tyler, Texas, owned by Pittsburgh Corning. It deals with the frustrations that are encountered in dealing with a company doctor, a retired colonel, who had been Chief of Aerospace Medicine for the United States Air Force Logistics Command, and who had become medical director of one of Pittsburgh Corning's parent corporations, The Pittsburgh Plate Glass Co., in 1965.

The name of the company doctor in the book is **Lee B. Grant**.



## Personally Speaking

An employer improperly discharged a worker for making personal long-distance calls on company telephones, rules arbiter Eugenia B. Maxwell.

An employer's rules prohibiting workers from charging personal long-distance calls to company telephones also specified that workers who violated the ban could be discharged for a first offense. After a supervisor observed an employee accepting a collect call, management initiated an investigation. Subsequently, it was discovered that the worker had made numerous long-distance calls and had received about 20 collect calls from her son. Confronted with these facts, the employee claimed that her supervisors had told her that workers could make long-distance calls as long as the numbers called were within the company's area code. Although the worker offered to pay for all of the long-distance calls, the employer discharged her.

A "pivotal" point in this case, arbitrator Maxwell notes, is the employer's acknowledgment that at about the same time it terminated the worker, it asked for the resignation of two of its managers — including the employee's immediate supervisor — for making use of company telephones for personal calls. This indicates, Maxwell stresses, that "due to lax supervision," it was "common practice" for employees to make personal long-distance calls within the company's area code. The responsibility for the rule violations, therefore, "must be borne by the company because of the actions" of its supervisors, reasons the arbiter, ordering the employee reinstated with back pay. (*General Telephone Company of California and CWA*, 86 LA 138)

## Rainy-Day Refusal Protected

Workers who refused to work to protest an uncomfortable employment condition are protected by the Taft Act regardless of the reasonableness of their decision to engage in the concerted activity, NLRB decides.

Two cable television linemen were dismissed after they refused to continue working because they were still wet from an earlier rainstorm. They charged that they were fired for refusing to perform physically dangerous work. An administrative law judge dismissed the complaint, however, ruling that their refusal to work was not based on safety concerns but on what they considered their supervisor's lack of concern over their comfort.

Reversing the ALJ's decision, the Board finds that the two linemen's refusal to climb the utility poles when they were wet was a concerted activity protesting an employment condition. "Protest over this employment condition was protected," the Board holds, whether the workers "acted because they were concerned about their safety, their personal comfort, or their supervisor's attitude." Moreover, "the reasonableness of workers' decisions to engage in concerted activity is irrelevant," the Board continues, concluding that "concerted activities by employees for the purpose of trying to protect themselves from uncomfortable working conditions" are protected by the Taft Act. (*Quality C.A.T.V., Inc.*, 278 NLRB No. 156, 1986, 121 LRRM 1297)

## Does One Vote Count?

The 1986 election of officers for Local Union 1974 was very close especially at the presidential level. Voting-wise, the office of president was decided by one vote.

In a recent "Dear Abby" column in the *World-Herald* several examples of historic one-vote decisions were printed. The following is a reprint of those one-vote decisions that changed history:

- In 1645, one vote gave Oliver Cromwell control of England.
- In 1649, one vote caused Charles I of England to be executed.
- In 1839, one vote elected Marcus Morton governor of Massachusetts.
- In 1845, one vote brought Texas into the Union.
- In 1868, one vote saved President Andrew Johnson from impeachment.
- In 1876, one vote changed France from a monarchy to a republic.
- In 1923, one vote gave Adolf Hitler leadership of the Nazi Party.
- In 1960, one vote change in each precinct in Illinois would have defeated John F. Kennedy.

Does your vote count?  
Could the election for delegates to the 33rd IBEW Convention be decided by one vote?  
Make your one vote count.

## Robotic Manufacturing

In Los Angeles, robotic manufacturing will displace four percent of the American workforce in the next 10 years but will create 44,500 jobs throughout industry, according to Dr. Everett M. Rogers of the University of Southern California.

Rogers gives this example of how technology eliminates middle class jobs in supermarkets. "While most of the checkout people at supermarkets were adults in days past, the computerized cash register and scanner "de-skilled" these jobs so that most of these positions are now held by inexperienced workers, often teenagers, who receive about half the pay."

## Chief Steward Promotions

By Staff Writer Donald M. Wieczorek

President Connor announced the promotion of two chief stewards last month.

Shop Steward Mel Weaver of Dept. 221, Precision Machining, 30 Building, Days, was promoted to chief steward, and former Steward Mick McGuire, Dept. 239, 80 Type Cabinets, 30 Building, 2nd Shift, was also promoted.

"Both Mel and Mick have proved their value to this local over the years and I felt it was time they were given the opportunity to use their expertise more freely," said President Connor. "Mel Weaver is very knowledgeable and his work in Job Grades was an asset he used for the good of this union."

"I asked Mick McGuire to be a chief steward after a three-year absence because of his good work for this local union in the past," reviewed Connor. "Mick has been around a long time and his value as a chief steward has been missed."

"We need this type of efficient union-minded stewards at chief steward because they are good at their jobs and have proved it in the past."

## Candidates for 33rd IBEW Convention

Omaha — Local Union President Tom Connor gaveled the specially called Candidate Nomination for the 33rd IBEW Convention to order Sunday, May 4, 1986, at 2 p.m. The convention will be held in Toronto, Ontario, Canada, the week of September 15 to September 19, 1986. Below is a list of the candidates listed in alphabetical order:

Bob Alberts, Phil Alvino, Bob Belik, Shirley "Sparky" Bruning, John Coogle, Marie Cook, Jim Curren, Jim Filipiak, Mike Kelly, Mary Ellen Kobielski, Marlene Majeski, Pat McCacy, Don Morris, Al Myers, Frank Nagel, Steve O'Dell, Barry O'Donnel, Joyce Osler, Kathy Placzek, Jerry Pote, John Schwenck, George Sims, Tom Van Dyke, Donald "Whiz" Wiecek, Marlene Wilson.

The election of eight (8) delegates and nine (9) alternates to the IBEW Convention will be held on May 16, 1986, at the local union auditorium, 1306 Stevens Street, Omaha, Nebraska.

The election polls will be open from 12:01 a.m. to 2:00 a.m.; 8:00 a.m. to 10:00 a.m.; 3:30 p.m. to 9:00 p.m. Election will take place by secret ballot.

## Hot Line — 895-0296

For your convenience the local union, during and throughout contract negotiations, has installed a hotline to keep you, the membership, up to date on contract bargaining.

The "hotline" went into operation May 2 and the phone number is 895-0296.

For fast, accurate, factual and updated information, dial your union "hotline" 895-0296.

## Buy American for 90 Days

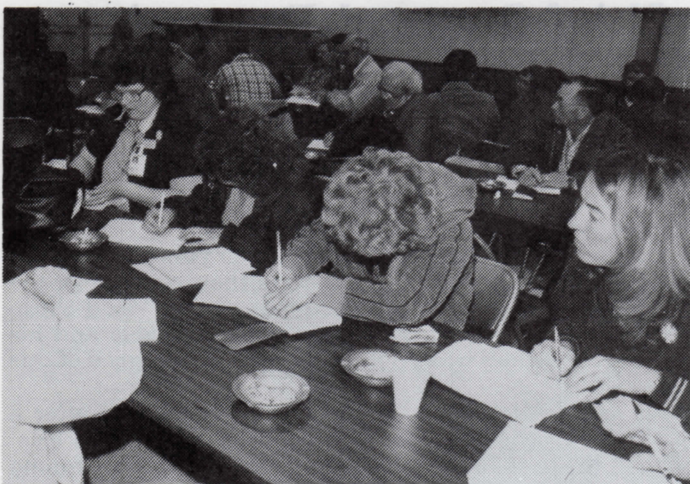
This was an ad in the *Watertown Daily Times* in Watertown, Wisconsin. The Watertown M&I Bank took out the ad in an effort to promote purchase of American products and to let Japan know they won't tolerate their import restrictions any longer.

The advertisement praises the efforts of the people of the United States in their effort to help other countries that are in trouble. "This is right and proper," the ad says. "We are a hard-working, prosperous nation. It is good that we are willing to share with our neighbors. But, let us not lose sight that charity should start at home."

The advertisement suggests that Americans stand up and show respect for our own nation by purchasing only American-made goods and services for 90 days.

## BOYCOTT FOOD CITY





The union stewards of Local Union 1974 take notes while President Connor reviews 1986 contract proposals. From left to right: Jerry Gould, Executive Board Officer Marlene Majeski, Barb Spain, Edie Riester and Debbie Rich.



Chief Steward Mick McGuire asks President Tom Connor if there is going to be a hotline for members to call during negotiations.

## Reps Meeting

Omaha — Newly elected President Tom Connor of Local Union 1974 met with all the union reps of the local union at a specially called stewards meeting held Monday, April 14. It was the first opportunity for President Connor to meet with all his union stewards since his election into office and his return from the E.M.-3 Council National Bargaining Conference held in Florida.

The purpose of the stewards meeting was to present the reps with an overview of the current national bargaining demands presented by the E.M.-3 Council to the AT&T Company and a long discussion on local bargaining issues.

President Connor stressed to the assembled stewards the importance of unity in the current negotiations and acknowledged that he felt the company would test our will. Remember, we are dealing with a corporation that shows large profits, and wage and benefit concessions are out of the question at this time.

In concluding the reps meeting, the shop stewards were presented with a list of updated member listing, a current list of grievances and their progress, and then all stewards were informed of their areas of responsibility.



The assembled union reps of Local Union 1974 listen to President Connor warn that we must be united and be concerned about buying a quality contract versus losing what we have already gained at the bargaining table in past negotiations.

# GOOO FOR THE ACTION

*At Rosenblatt Stadium in 1986*

Nashville Sounds — May 23, 24, 25

Louisville Redbirds — May 26, 27, 28, 29

Iowa Cubs — June 9, 10, 11, 12, 13

Oklahoma City Rangers — June 14, 15, 16, 17

### GAME TIMES

Monday Through Saturday

7:30 P.M.; Doubleheaders 6:30 P.M.

Sundays (April and May) — 1:30 P.M.

Sundays (June to September)

6:00 P.M.; Doubleheaders 6:00 P.M.

