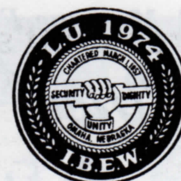




International Brotherhood of Electrical Workers

LOCAL UNION NO. 1974



13306 STEVENS STREET

OMAHA, NEBRASKA 68137

TELEPHONE 895-4080

OFFICERS

Tom Connor *President*
 Frank Nagel *Vice-President*
 Marie Cook *Recording Secretary*
 Mary Ellen Maxwell ... *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



August 21, 1987

Editor's Note: President Connor said he should be back to work in a couple of weeks.

"Everything is right on schedule and I'll be glad to get back to work. See you all soon and thanks for your cards and well wishes."

President's Message



Tom Connor

Following is an outline of the Benefit Seminar and Presidents Meeting which took place on Aug. 4 and 5, 1987:

Savings Plan

Performance objective of Company's SSP is to make withdrawal and distribution payments 30 to 45 days after the end of the month in which requests were made.

20,000 out of the 175,000 eligible to participate signed up for the 401(K) plan. There are presently 118,000 enrolled in the Savings and Security Plan.

Less than 300 mistakes are left to be resolved by American Transtech as of the end of July.

Union plans this far have not been approved for 401(K). If an employee switches from company plan to the Union plan, they have to go to the 401(a), or after-tax plan.

To enroll in plan or change allotments, or allotment direction, all that has to be done is to call the Transaction Processing Center (TPC). The TPC will then send a confirmation notice which has to be signed for verification and returned. DO NOT send this notice back via company mail. Notice comes with an envelope that is sent to a special Post Office Box. USE THE ENVELOPE!

One of the first questions asked and expanded on by many delegates was: "Why can't employees put additional monies into the 401(K)?" The maximum allowed by the government is \$7,000. "Why are we locked into the mere basic allotment?"

The Company is taking a close look at this. The possibility for change does exist; however, we didn't get any firm promises.

When employees retire or leave the company for any reason, the money from the Savings and Security Plan can be paid out immediately (they used to have to wait a full year before distribution was made).

Employee Stock Ownership Plan (ESOP)

AT&T has not yet made a decision as to what they will do with ESOP.

All shares in ESOP account will be distributed whenever anyone leaves the company for any reason, such as quit, retirement, layoff, etc.

Leaves of Absence

There's been a change in child care leaves.

From now on, employees will be guaranteed reinstatement for six months from date of receipt of a child. If adopted, age is no longer a factor.

Medical Expense Plan (MEP)

There were many questions asked by a number of delegates as to why Travelers has been paying less than what doctors have been charging for various types of surgeries and/or procedures. The initial response by the Company was that in these types of cases, the doctor's fees were above the usual and customary for the region. The Company was unable to define a region.

Our IBEW E.M.-3 Council is presently negotiating with the Company to set in place a method whereby employees would be informed by HealthCheck to find out the code number for a particular surgery or procedure from their doctor. Employees would be given a special phone number to call if they're interested in knowing what Travelers considers to be the reasonable and customary charge for a particular procedure.

Dental Plan

AT&T is going to offer an option to employees regarding our dental plan. It is a prepaid option or a Dental Maintenance Organization (DMO). AT&T thus far has received bids from five different insurance companies.

Pension Plan

In the past, the method of figuring pensions has all been done from paper records. This has caused mistakes, inconsistencies, was very cumbersome and caused delays in getting pension quotes.

The Company, on July 1, 1987, went to a mechanized system. This will be enhanced when the Company is able to meet its objective of a single payroll system.

Employees who transferred on a Facility Closing Pro-

(Continued on Page 8)

Union Meeting Tonight

The monthly membership meeting will be held Friday August 21, 1987, at the Union Hall, 13306 Stevens Street.

Second shift meeting: 12:30 a.m. First and third shift: meeting: 8:00 p.m. \$100 drawing.

Vice- President's Desk



Grievance Report

- 85-84 Employees Dept. 442 denied accident benefits. Nagel/ Murray. Pending national level.
- 85-155 Employee Dept. 281 denied 3 days sick pay. Nagel-/Belik. Ans. 5th. (10-10-86). Arbitration scheduled for 9-30-87.
- 86-14 Employee Dept. 226 denied upgrade. MOP. Connor/Pote. Arbitrator picked 7-16-87.
- 86-16 Employee Dept. 225 denied return to former job because Company medical placed hearing restriction on him. Connor/Possinger. Arbitration demand submitted 12-16-86.
- 86-23 Employee denied return to former job in Dept. 284 for alleged medical reasons. Nagel/Majeski. Ans. 5th. Arbitration demand submitted 12-16-86.
- 86-28 Employee Dept. 284 surplused and downgraded because of a hearing restriction. Majeski. Ans. 5th (11-13-86). Arbitration demand submitted 1-8-87.
- 86-35 Employee Dept. 242 denied sick pay and charged under Attendance Control Plan. Nagel/Possinger. Ans. 5th. Arbitration demand submitted 1-8-87.
- 87-03 Employees various Depts. denied lateral moves in Level I. Nagel/Majestki. Ans. 5th. Arbitration demand submitted 7-8-87.
- 87-06 Employee Dept. 269, a L II assigned to a L III job. Connor/Job Grades Committee. Presented 5th.
- 87-08 Employees (Level I's) doing Level II work. Pote-/Maxwell. Ans. 4th. Presented 5th.
- 87-09 Company cancelled L II vacancy after placement list issued (200 Org.). Nagel/Majestki. Ans. 4th, Pres. 5th.
- 87-10 Employee Dept. 265 issued a Level I attendance review for period of absence which included a hospitalization. Possinger/McAcy. Ans. 4th, Pres. 5th.
- 87-11 Level I employees in Dept. 269 doing Level II work. Pote/Job Grades Comm. Ans. 4th, Pres. 5th.
- 87-12 Three Level I employees in Dept. 269 doing Level II work. Pote/Job Grades Comm. Ans. 4th, Pres. 5th.
- 87-13 Employee Dept. 566 suspended one day for violation of Company rules. Majeski. Pres. 4th.

L.U. 1974 Men's Golf Outing

By John Schwenck

Omaha — The Local Union 1974, 1987 Men's Golf Outing will be held October 3 at the Applewood Golf Course.

The 1987 Outing will be limited to 60 golfers, so make your reservations early.

Reservations for this once a year event can be made by calling the union hall and leaving your name or the name of your foursome along with your department, shift, and extension number. We will then contact you with tickets.

Cost for a full day of golf, prizes, food, pop, and beer will be \$17.50. Also carts will be available on a first come first serve basis. Make your reservations early!

Federal Court Strikes Parts of State Picket Law

On Monday, August 31, 1987 U.S. District Judge Lyle Strom declared unconstitutional sections of Nebraska's anti-mass picketing law regulating the number and space between pickets and prohibiting pickets from talking to people crossing the line.

United Food & Commerical Workers International Union and its Local Union 222 and Millwright, Machinery & Erectors Local Union 1463 represented by Attorney Tom Dowd filed the lawsuit on May 12.

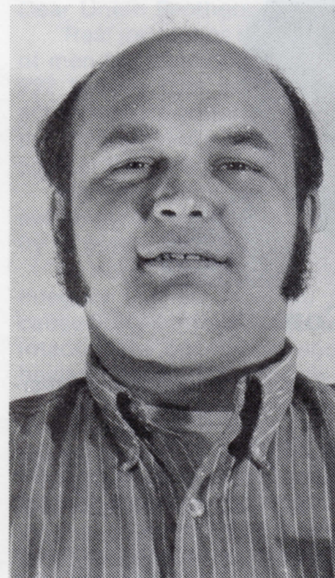
The labor organizations said the provisions of the law were overbroad and violate the First Amendment, right of freedom of speech.

Judge Strom said Nebraska has not shown there is any clear danger of violence caused by the sort of picketing the law prohibits.

His opinion also found unconstitutional a section of the law that prohibits using threatening language for the purpose of attempting to influence a person to quit.

Strom's 19-page opinion did not deal with other sections of the law that prohibit pickets from blocking, entrances or exits of businesses and also forbid following a worker who crosses a picket line to his home or other place.

Former Steward Dies



Omaha — A long time friend of many of the members, shop stewards, and officers of Local Union 1974 died suddenly from heart failure August 6.

Joseph "Joe" Kobielski had just returned to work from two months of convalescing from earlier heart surgery and while having a routine checkup suffered a massive heart attack.

Joe worked for Local Union 1974, first as a shop steward and then later becoming a chief steward, from 1971 until he resigned in 1983.

Joe Kobielski was survived by his daughter Mary Jo and two sisters.

The Record

JOE KOBIELSKI, Dept. 566, MEMBER.
SAM FALCONE, Dept. 566, MEMBER.
Loren Throener, Dept. 286, Mother.
Richard Krambeck, Dept. 282, Brother.
Louella Hendrix, Dept. 266, Brother.
Rich Carmona, Dept. 566, Mother.
Bonnie Nicholson, Dept. 261, Grandmother.
Gary Siebe, Dept. 286, Grandmother.
Keith Fink, Dept. 263, Brother.
Lavonne Meisinger, Dept. 087, Mother.
Dale Meisinger, Dept. 281, Mother.
Don Evans, Dept. 544, Mother.
Jackie Larkin, Dept. 284, Mother.
Jack Davis, Dept. 282, Mother.
May Chollett, Dept. 269, Husband.
D. Folkerts, Dept. 262, Father-in-law.

Marvin Molek, Dept. 284, Brother.
Gene Drvol, Dept. 545, Father.
Don Carstens, Dept. 541, Mother.
Rich Miller, Dept. 284, Mother.
Linda Chollett, Dept. 261, Father-in-law.
Pat DeBlot, Dept. 266, Brother.
Bob Shafer, Dept. 541, Father.
John Carter, Dept. 545, Father-in-law.
H. L. Callsen, Jr., Dept. 284, Wife.
Pauline Peacock, Dept. 267, Mother.
Marge Hurd, Dept. 262, Son.
Helen Solomon, Dept. 267, Grandmother.
Gary Blohm, Dept. 281, Mother.
Betty Vanderlinden, Dept. 261, Brother.
Richard Rose, Dept. 261, Father.
Nancy Rose, Dept. 261, Father-in-law.

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Special Dues Notice

Omaha — In accordance with Article IX, Section 7(c) of the Local Union Bylaws, the Local's portion of the monthly dues of \$10.87 shall be increased on the same percentage basis as any negotiated wage increase received by the members.

Effective with the August dues deduction, the average wage increases by three percent of \$10.87, or 3x\$10.87 equals 33 cents.

Therefore, the local's portion of dues shall be \$11.20 per month. The increase, coupled with the IBEW (IO) portion of the dues (\$6) brings the monthly dues up to \$17.20. (Local dues \$11.20 plus IBEW dues \$6 equals \$17.20).

Editor's Note: We goofed. Because of an error in computing the three percent increase, the Union overcharged members 18 cents on the recent dues hike.

The three percent was figured on the entire dues amount of \$16.87 instead of the Local's portion of \$10.87.

The error will be corrected. Dues-paying members should realize an 18-cent correction over the next two months.

Annual Shift Realignment

The annual shift realignment will take place on September 7, 1987.

During 1986 contract negotiations, the Company and Union agreed to an Annual Shift Realignment which would take place in the following manner:

Level I — term of employment, by department.

Level II — term of employment, by department and product line.

Level III — term of employment by normal work assignment.

On or about July 22, 1987, the Union asked the Company for a shift realignment date. They informed us that a meeting was necessary and we finally met on Monday, August 10, 1987.

At that meeting, the Company said they wanted to deviate from the method of moving employees, as stated above, which was agreed to in 1986. After a very long discussion, the only thing we agreed on was the date of the realignment.

If the end result of the realignment doesn't coincide with our 1986 agreement, we have informed the Company that grievances will be filed to move employees to the shift of their choice in order of term of employment.

To assure a smooth transition, movement of personnel will be frozen one week before, the week of, and the week after shift realignment.

COPE Report

By Jim Perryman, COPE Director

The striking workers who are out because of the John Morell of Sioux Falls Company's stubbornness need our help. I hope I can interest our members in going to Sioux Falls, South Dakota either August 29, from noon to 9 p.m. or August 30th from 10 a.m. to 6 p.m. to participate in the Solidarity Coalition Rally.

This is an important rally because it shows another highly profitable meat packer that concerned Americans and concerned union members are fed up with profiteering for people's sake. This rally is for worker's justice. Try to attend.

In the meantime: "Don't Buy John Morrell Products."

**ATTEND UNION
MEETING TONIGHT**

Mary Ann Rutten A Voice on the 'Dark Ages' of Medicine



Editor's Note: Mary Ann has been married for 32 years, the mother of four children (the youngest 25) and the proud grandparent of six grandchildren. She is an 18 year employee and fellow union member in 710 Connector.

She had the misfortune of being stricken with Polio (infantile paralysis) at age 11. At the time she lived in Carroll, Iowa, and was the only person within several miles to have this illness.

Mary Ann was struck with a disease that attacks the nervous system during the not too distant dark ages of medicine. There was little news from outside Carroll about this malady. The doctor who treated her was severely handicapped by lack of information.

Happily Mary Ann is completely cured today and Polio, which plagued America in the late 40's and 50's is now taken care of by a vaccine. But the survivors today are experiencing problems other than polio.

The rest of her story as she tells it:

I am a polio survivor. I had crippling polio in September of 1948 with paralysis in both legs and arms, more the legs than the arms, more on the left side than the right.

For several days, the doctor came to our house not wanting to contaminate his office. Our doctor was finally able to convince a small town hospital to let me have the use of one of their delivery rooms so they could do a spinal tap. After the test, I had to lay on the delivery table and stay in that room for 24 hours after the test before they could move me to a Polio Treatment Center.

When it was confirmed that I had polio, our neighbors tried to burn down the country school I attended. They tried to burn all of my books and personal items I had at school. Our family doctor stopped them.

My family was quarantined for three weeks after it was determined I had polio and had been placed in a treatment center.

The doctor brought my family groceries. We lived out in the country 12½ miles from the little town where our doctor was located.

On one occasion, there was a movie at a local theater my Mother and I wanted to see. I was able to walk with the aide of a pair of Kenney crutches at that time. After my Mother and I entered the theater, the rest of the patrons realized I was a polio victim and they all got up and cleared out of the theater.

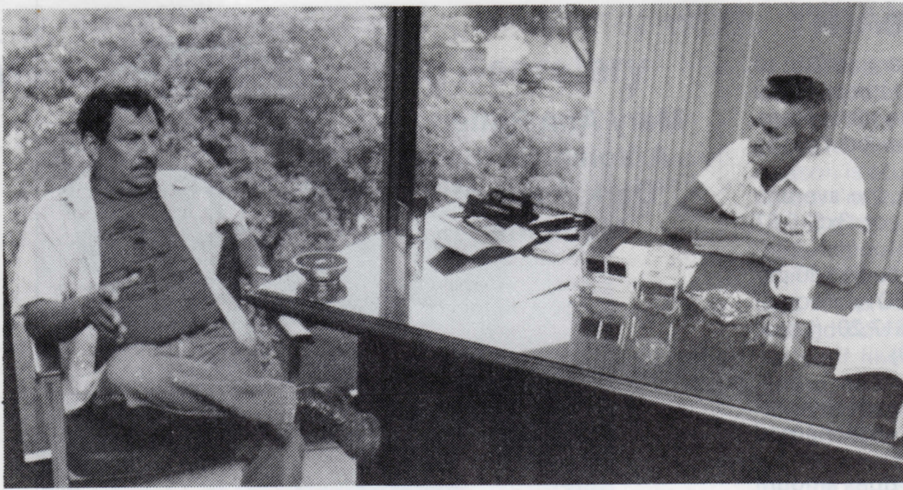
The teacher at the school would drop off my assignments at the end of the lane. Once I finished my assignments, Mother wrapped them in Saran Wrap. The teacher would pick them up from the mail box at the end of the lane, and she would correct and grade them as long as she did not have to touch anything I touched and could guard against contaminating her family and her other students.

For two years, my Father gave me therapy treatments twice a day on the dining room table. I have, for all practical purposes, completely recovered.

Now, 39 years later, I find I have a monkey on my back again. Not a cute cuddly kind, but one that could have a very vicious bite some day down the road. Some of my fellow survivors are suffering fatigue, joint and muscle pains, muscle weakness, breathing difficulties and a severe intolerance to cold and sometimes a renewal of devastating paralysis.

If you are a polio survivor, and have the above symptoms and haven't found relief please contact the:

Nebraska Polio Survivors Association
P.O. Box 37139
Omaha, Nebraska 68137
(402) 895-2475



Executive Board Officer Frank Possinger upon his return from the 11th District Progress meeting held in Fargo, North Dakota talks with Manny Alba about Overtime and Cross Training problems in Dept. 286.

Possinger Attends Progress Meeting

Fargo, N. Dak. — Executive Board Officer Frank Possinger attended the Eleventh District Progress Meeting held in Fargo, North Dakota on July 29, 30 and 31.

The main topics covered on the agenda were Drug and Alcohol Abuse Programs, Skill Development and discussion of the current Worker Adjustment Assistance Bill in Congress that would provide advanced notice of plant closings with provisions for job placement and job training for displaced workers.

Executive Assistant to the President of the IBEW, Thomas Hickman spoke to the delegates about organizing Americans into quit trading bits and pieces of America to the Japanese.

"We must think about the forced reduction of trade imbalances," reviewed Hickman, "Americans don't realize that the television set they bought 10 years ago and just threw away is gone, but the money has been invested in American is still owned by the Japanese and they are buying more of America everyday. The next Pearl Harbor we experience will be fought at the market place."



One of the guest speakers at the 11th District Progress meeting was Executive Ass't to the Int'l President, IBEW Thomas Hickman.



International Secretary, IBEW Jack Moore and Ray Edwards, 11th District Vice-President, IBEW.

IBEW Hats and Jackets

By E. B. Officer Marlene Majeski

Omaha — This is a reminder to all our members who have not ordered their IBEW jackets and hats that it won't be long before it gets cooler. Now is the time to order instead of waiting until you pull your winter coat out and find maybe it's a tad too small or worn a couple holes in it that weren't there last spring.

The price for the jackets cover three price ranges. The nylon jacket is \$19.38, the nylon jacket with varsity trim is \$25.27, and the nylon jacket with acrylic pile lining is \$25.27. All hats are \$3.43 each.

Extra printing such as L.U. 1974 logo on front and back is \$2.70 extra, and any one name is \$2.50 plus regular price.

If you are interested in any of the above contact me, Marlene Majeski either at the union hall 895-4080 or at AT&T Inc. Ex-3768.

Millard North Senior Attends Seminars

Omaha — Kelly Olsson, a senior at Millard North High, and the daughter of Ed Olsson, Dept. 566, Storeroom; is among 100 students attending the 47th Annual Junior Statesman School at Stanford University.

The curriculum includes government, speech communication and leadership during the month-long session.

Olsson is a member of the National Honor Society and Junior Achievement at Millard North. She was chosen to participate in the summer school on the basis of academic achievement, leadership ability and service to school and community.

Earlier this summer, Olsson was among 700 high school students who attended a summer seminar program at the United States Naval Academy.

While at the Naval Academy, Olsson participated in science workshops and was given the opportunity to experience midshipman life.

Winners In July

Split-a-COPE

A.M. — Pat Downing — \$13.00

P.M. — Jim Filipiak — \$25.00

Door Prize

Chris Comstock — \$100.00

Answers to Quiz

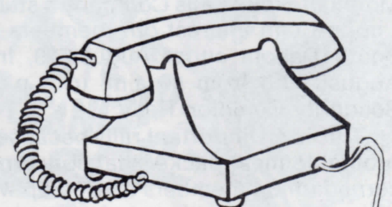
1-C, 2-C, 3-A, 4-B, 5-C, 6-B, 7-B, 8-A, 9-A, 10-B

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JOBS DEPEND ON IT

Shirley McCollister Retires

Omaha — It wasn't a large testimonial dinner filled with a lot of speeches; it was just the way Shirley wanted it, a small banquet for her many friends after her last day at work.

Shirley McCollister has been the number one labor secretary for the Labor movement in Nebraska for the past 28 years. During this span of years that started in 1960, Shirley has worked for the largest governing labor body in the state of Nebraska; The Nebraska State AFL-CIO.

For Shirley, it was time to retire from the work force quietly after the many changes she's seen in labor. During her tenure she worked for three different presidents of the AFL-CIO and witnessed from Labor's point of view six different American presidential administrations.

We in labor wish you the best of luck in your retirement and we hope you have enough hours in the day to accomplish all the little things you want to do now that you have the time.



The bosses of the Nebraska State AFL-CIO, Secretary-Treasurer Ken Mass (former President L.U. 1974) and President Gordon McDonald joke with Shirley about some work they have for her in her spare time. "Can you come by the office Monday?"



Retiree Shirley McCollister gets an affectionate, but professional hug from her good friend Marie Cook, Recording Secretary, Local Union 1974.

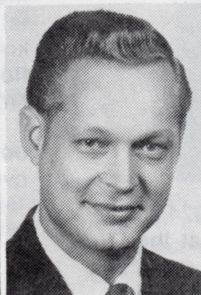
IBEW 1974 Nostalgia — Aug.-Sept. 1967

A Strike Has Two Faces

by Elmer R. Johnson, Dept. 241-7

Strikes are the open warfare of industrial relations. In simplest terms, a strike is a work stoppage on the part of employees to enforce their demands against an employer, or to resist demands and rules made by the employer. The strike developed out of the Industrial Revolution as the single weapon

employees could wield effectively for their own defense or aggression.



From an isolated demonstration by a few workers in a single locality, it grew to become the highly organized affair of today, which can paralyze an industry, a city, or a nation as

readily as the operation of a barber shop.

It is urged against the policy of strikes that they cause heavy losses to both the labor and capital lying idle; that with their modern magnitude they seriously affect the whole industrial life and inflict an injury upon the general public; that the points gained by labor are not commensurate with the cost of the strike. As in all warfare, the evils of battle attend the strike; and like all wars, it is defended on grounds of economic necessity, self-defense and justice.

The first strike on record is that of New York bakers in 1741. The bakers were their own masters, however, and not properly a wing of labor. The first strike of employees against private employers occurred in 1786 when 26 journeyman printers struck in Philadelphia for a minimum wage of \$6.00 a week. Four times between 1792 and 1800 the shoemakers of Philadelphia struck successfully for wage increases. But a strike in 1805 was lost and the strikers convicted in court of "conspiracy to raise their wages."

In 1877 a great railroad strike, over a wage reduction, involved

much violence and bloodshed. A strike at the McCormick plant in Chicago in 1886 precipitated the Haymarket Riot which resulted in the bomb killing of several policemen, numerous civilian deaths and injuries, and the execution for the bombing of four "anarchists" without proof of guilt.

More or less open warfare between the state of Colorado and the Federation of Miners between 1902 and 1904 with 42 men killed, 112 injured, 1,345 arrested, and 773 deported from the state. At Homestead, Pa., a steel plant strike in 1892, an armed battle between strikers and 300 Pinkerton agents resulted in ten deaths, and broke the back of unionism in the steel industry. Steel remained unorganized until 1937.

Other great strikes such as The Pullman of 1894; The International Typographical Unions 1906-1909; The Railway strike of 1916; the Coal Miners of 1919; the auto, rubber, and steel of the 30's resulted with Congress stepping in and passing legislation like: The Adamson Eight Hour Act of 1917; The Norris-La Guardia Act of 1932; The National Labor Relations Act of 1935; The National War Labor Board of 1942; and The Taft-Hartley Act of 1947.

In modern times a young union is more apt to enter upon strikes as a means of testing its strength and enforcing its demands. The older and stronger a labor union becomes, the more it can achieve its aims through negotiations. Whether a strike succeeds or fails, it attracts public attention to the question at issue, and may lead to some satisfactory solution by the pressure of public opinion.



Friends of Shirley attending banquet, l-r: Eileen Curran, Secy-Treas. OPEIU; Eileen's husband Jim, former Local 1974 officer; Local 1974 member Terry Moore, and OPEIU 25 President Connie Mummy.

L.U. 1974 Officers — Marie Cook, Recording Secretary



Marie Cook has been a member of Local Union 1974 as long as she has been a member of the work-force at the Omaha Works.

"Twenty-eight years at any location is a long time," says Marie, "I, like a lot of my fellow workers, have seen a lot of changes take place here in Omaha; add to change the rumors we have heard over the years and it reflects the old adage, 'The more things change, the more they remain the same!'"

Marie has not changed her attitude toward labor's goals over the last 28 years. She has combined her union activities with politics so as to get more labor mileage out of the candidate. Support the people who support the working men and women is her goal and credo.

Marie was on the Local Union 1974 COPE Committee where through this association she was able to serve as Associate Chairman for the Democratic Party in Nebraska.

Marie also served as officer of the L.U. 1974 Executive Board for six years. Presently she serves the local as Recording Secretary.

After the last of her three children had left home, Marie found time to attain her real estate license. Working in real estate has offered her a professional goal when some day she eventually retires from AT&T.

Marie says her hobbies are strange bedfellows. She loves dancing and politics. "Dancing keeps me light on my feet," says Marie with a clever grin, "And politics keeps my feet on the ground."

Test Your Union Knowledge

Each question below has three answers to choose from. Your job is to pick the right one. Rate yourself: 10 Correct — Excellent; 9 Correct — Good; 8 Correct — Fair; 7 Correct — Poor; 6 or less Correct — Better attend union meetings.

1. Who is Financial Secretary of L.U. 1974? (A) Marlene Majeski (B) Marlene Wilson (C) Mary Ellen Maxwell
2. Jerry Pote is head of what committee? (A) COPE (B) Benefits (C) Job Grades
3. Who was elected the first president of our local union? (A) Lowell Iske (B) Frank Vondra (C) Gene Saub
4. On what Friday of the month are the union meetings? (A) First (B) Third (C) Second
5. Who ran unsuccessfully for president of our Local in 1966? (A) Jim Curran (B) Ken Parker (C) Dick Hines
6. Our local has how many union reps? (A) 75 (B) 68 (C) 60
7. The headquarters for the IBEW is in: (A) St. Louis (B) Washington, D.C. (C) San Francisco
8. How many officers are on the executive board? (A) 5 (B) 7 (C) 6
9. In what year was L.U. 1974 chartered? (A) 1957 (B) 1960 (C) 1956
10. Who successfully held the office of president for 12 years? (A) Bob Rustermeier (B) Mike Quinlan (C) Frank Vondra

Answers on page 4.

TRIAKAIDEKAPHOBIA FEVER

"After a 0-5 pro exhibition start, I just knew it wouldn't be easy" said our astute pigskin prognosticator Arnie Whiznuts as he stopped by the Short Circuit newsroom to leave his top picks for September. "As I said last month, the pro exhibition season is a tune-up for the real thing and with the kind of start I had, I'm in need of an overhaul for the long haul."

"Looking ahead to the start of the pro season, the excited bettor should not suffer from TRIAKAIDEKAPHOBIA, or the fear of the number 13, because on Sunday, September 13 the NFL kicks off their season," said Whiz as his sweating fingers moved slowly over the 1987 schedule. "Studying the incidental stuff like dates, weather, and uniform colors has been known to break your bankroll if you happen to be superstitious, so leave your worry up to me and consider these picks I'm giving you as winners before kick-off."

"Remember this old gamblers axiom: You have to crawl before you walk. And with my 0-5 start my crawling days are over and I'll be running nothing but winners by you."

Kick-Off Classic — Aug. 30

Iowa over Tennessee by 5

September 5

Michigan State over Southern Cal by 2

Pittsburgh over BYU by 3

Florida over Miami by 10

September 12

Notre Dame over Michigan by 7

Nebraska over UCLA by 5

Alabama over Penn State by 1

September 13

Indianapolis over Cincinnati

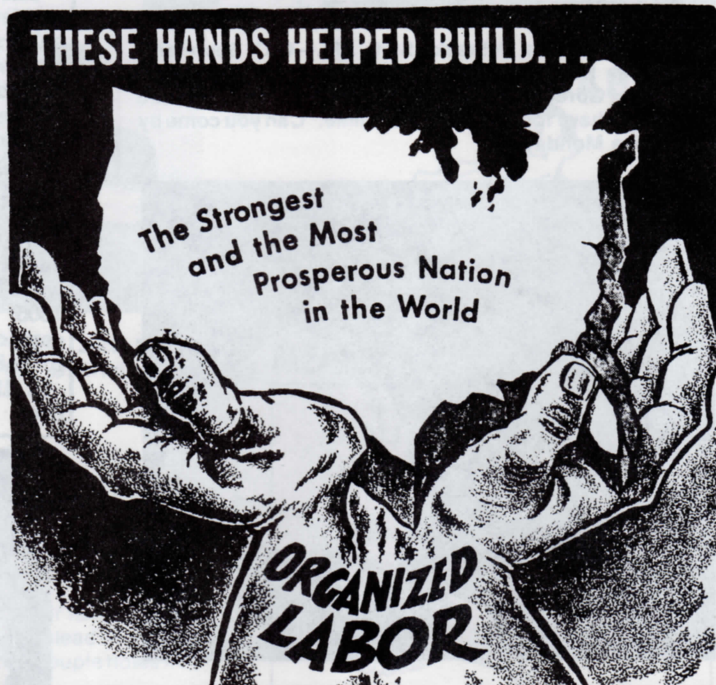
Green Bay over Los Angeles Raiders

Buffalo over N.Y. Jets

Seattle over Denver

Monday, September 14

N. Y. Giants over Chicago Bears



Labor Day - 1987

SeptemberFest — Labor's Celebration
September 3rd thru 7th

Millard Girls Softball: A Breath of Fresh Aire

By D. M. Wiczorek

Take 15 rough and tumble competitive 13 to 15 year old girls and put them on a team coached by Ron Schaaf of Dept. 269 and it doesn't take long to mold them into winners.

"I can't take all the credit for my girls being winners," says Ron. "We have a lot of determination on this team. These girls have a motto, 'Go For It', and that's just the way they played all year. They wanted to win."

"To show what kind of dedication the girls have, over half the team enrolled in the Mary Higgins Softball Clinic at Creighton University this winter," Ron said smiling. "They learned good fundamentals and in doing so it gave them confidence. This is basically the same team I had last year, but the difference is these girls play loose, they listen, they are close, and they are winners."

The Millard Fresh Aire team (named after the American Gramophone recording studio, the same people who made Mannheim Steamroller a popular favorite) went for it all year and the final tally was 45 and 10. This record includes winning the Metro Tourney, The Lincoln Invitational, and the six state Gladiator Tourney.

The Metro Tourney qualified the Fresh Aire girls for competition in the regional tournament in St. Louis, Missouri, the weekend of August 1 and 2.

The St. Louis regional tournament included teams from all over the mid plains region. There were six teams from Nebraska, three from Iowa, three from Kansas, and seven from Missouri.

The St. Louis tourney was misfortune for the girls, who were out after two early losses. Played in unbearable heat, the weather took an agonizing toll.

"It just wasn't any fun for anybody," says Coach Schaaf. "It drained not only the girls' strength, but it burned out their desire to win. It was so hot, you were a winner if you lost because you were able to get out of the heat."

"I'm really proud of what my girls accomplished this year," confessed Ron. "These girls were a super tourney team. We won the heavyweight of tournaments when we won the Gladiator Tournament and we finished 21-9 in tournament play."

"I'm glad I was able to coach these girls at this level. We have a lot of college prospects on this team and if I have done something to inspire that winning attitude in these girls it'll pay off in their future and it won't be just another winning season for me."

"All these girls have the confidence and maturity which goes beyond the softball diamond. We didn't have one girl on the team who was a quitter. They would not give up, even when they lost their last game."

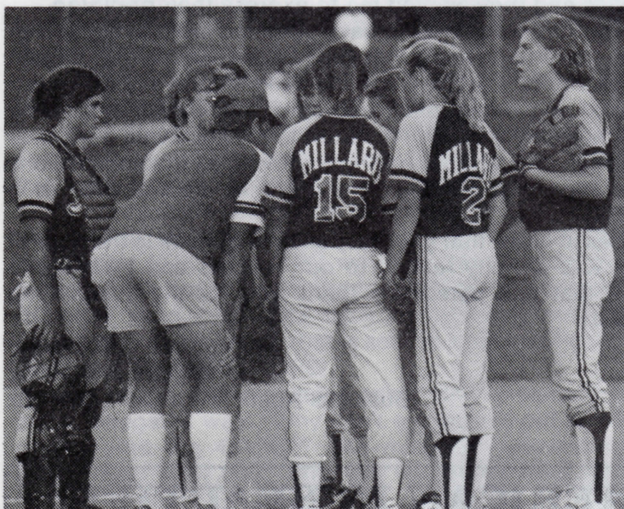
"These young ladies were all winners!"



Front row l-r: Kristen Meridith, Amy Erlenbusch, Beth Schaaf (Ron's daughter), Korrie Mass (Ken's daughter), Carrie Eberly, Rebecca Lewis, Melinda McGranahan. Back row l-r: Former President and current AFL-CIO Secretary-Treasurer Ken Mass, Kim Mongar (daughter of Lonnie Mongar, Dept. 085), Kim Westergard, Stacy Brown, Katie Vaske, Kevin Campbell, Jenny Hendricks, Ron Schaaf (not pictured Michelle Peterson).



Beth Schaaf hurls the ball a modest 50 to 55 mph over the 40 feet separating her from the batter.



Head Coach of Fresh Aire Ron Schaaf gives some strategic advice to the infield during a change of pitchers.



The Fresh Aire Battery: l-r Pitcher Kim Mongar, Catcher Amy Erlenbusch, Pitcher Beth Schaaf. "We don't chew tobacco, we are into sunflower seeds."

President's Message

(Continued from Page 1)

gram (FCP), and came from an area where they had high adders for their pensions, such as wages and wage incentives, would be treated in accordance with the following:

(a) A snapshot would be taken as to the amount of pension to which they're entitled. Their pensions would never be less than it would have been if they retired at the previous location.

Q. What happens to a pension band on demotion?

(a) Employee is frozen at higher pension band until lower band, of job level to which assigned, meets or exceeds higher band.

(b) If pension eligible at time of demotion, the individual will be protected in higher band for five years, including increases and will then be frozen at higher band.

A new pension booklet is coming out in January 1988, and will include the following changes:

(a) In addition to normal pension eligibility, employees 65 years old with 10 years of service will qualify for a pension.

(b) Effective August 1, 1986, employees entitled to a vested pension have to elect coverage at 50% for their spouses and relinquish 10% of their own pension unless they have the spouse sign a waiver.

(c) A vested employee can elect a pension at 55 years of age, but the pension amount would be actuarially reduced.

(d) If individual's spouse dies while on pension or before, the 10% reduction will be added to pensioner's monthly payment.

In addition to the pension booklet, each employee will receive a Personal Benefit Statement in the first quarter of 1988.

Enhanced Training Opportunity Program (ETOP)

Thus far, \$554,000 in funds have been approved for ETOP's. A Total of 46 applications were submitted. Thirty-seven were approved and nine were disapproved.

The nine rejected programs generally were high-cost and/or were available to a small percentage of participants.

In addition to ETOP, a new tuition refund program will be instituted. High school equivalency courses would not be covered. Also, there no longer will be a cap on the number of credit hours employees are allowed to take each year. The cap now is no more than nine credit hours.

Presidents Meeting

The E.M.-3 Council Bargaining Committee had initiated a lawsuit against AT&T for changing the payroll cycle for clerical workers.

This cycle change had an adverse effect on SSP and ESOP for employees affected.

The Union and Company have agreed to settle this lawsuit out of court. The end result will be about \$39,000 divided among 2,600 employees.

Weekly Union dues were discussed at some length, and the council decided not to take any action as a body at this time. However, this does not preclude any individual Local Union from seeking its own agreement on weekly dues.

IBEW and CWA are conducting on-going talks for the purpose of coordinated bargaining in 1989. So far, there have been six meetings and coordinated bargaining is no longer a possibility but rather a strong probability. An invitation was extended to AT&T to attend one of these joint meetings. AT&T sent three representatives who were told that coordinated bargaining will take place.

CWA has invited our representatives to attend a meeting which is the equivalent of our E.M.-3 Council meeting. We, in turn, intend to reciprocate by having them at our council meeting in October.

National Grievances

Local Union 1974 presented three grievances All dealt with the SSP.

1. There were six individuals at Omaha who had their basic allotment reduced as a result of losing wage incentives in 1986. We're asking that they be given an opportunity to make up the amount of loss and have Company match these funds at 50%.

2. Employees who signed up for an automatic increase in their basic allotment when receiving a wage increase should have had that allotment increased on 6-1-87 instead of 7-1-87. We want the Company to allow make-up payments.

3. Level II employees, after the general wage increase in June 1987, now qualify for a \$30 basic allotment. In December, feathering down payments will be reduced, resulting in a decrease in their basic allotment. We're attempting to avoid that decrease.

In March 1987, Local Union 1974 presented a grievance on the denial of accident benefits to one of our former employees. The Company bargaining agent informed me that the AT&T Benefit Committee met August 5, 1987, and upheld the denial. The former employee now has 60 days to appeal the decision.

Frank Nagel
Acting President

Letter to L.U. 1974

Dear Union Brothers and Sisters,

"Real joy comes not from ease or riches or from the praise of men but from doing something worthwhile." We in Local 222 believe that something worthwhile indeed has been achieved by our stand for dignity, justice and respect during the lockout/strike from December 14, 1986 to July 26, 1987 against IBP, Inc.

We also think that your generosity was special and extremely invaluable to our people and reinforced their ability to conduct a meaningful campaign over the long haul.

As noted in Amos 5:24 "Let justice flow like water, and integrity like an unfailing stream;" we are confident our cause flowed through the company and our honesty remains intact in the community and our members will be stronger having passed this ultimate test.

Our members are indebted to you because your response to our plea was answered with enthusiasm and in the spirit of solidarity during our time of crisis.

Mark Twain said that "kindness is a language which the deaf can hear and the blind can read." Your contribution of kindness was deeply appreciated by our members and their families and they wanted me to express their gratitude.

While we would like to have obtained more in our settlement, you should know that your assistance did help us gain a prescription card, a wage increase, improvements in our medical and dental plan, upgrading our health and safety language and the ability to return to the plant with our heads held high and without having to bow to all the concessions the company demanded or for less than the final offer as in the past.

Please know that your response to our call in the hour of need was directly related to our success and I wanted to share that and personally thank you for the outstanding support.

Sincerely
William J. Schmitz
Business Agent — UFCW Local 222

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