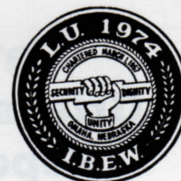


International Brotherhood of Electrical Workers

LOCAL UNION NO. 1974



13306 STEVENS STREET

OMAHA, NEBRASKA 68137

TELEPHONE 895-4080

OFFICERS

Frank P. Possinger *President*
Marlene Wilson *Vice-President*
Sparky Bruning *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

Tom Van Dyke, Chairman
Mike Kelly Dan Lubash
Marlene Majeski Jim W. Perryman

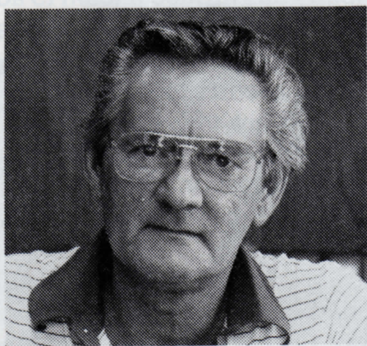
Newspaper Editor

Dennis Fleming



July 21, 1989

President's Message



Local Union 1974 President Frank Possinger

Recently several comments have been raised as to why monies were taken out of your lump sum check for savings, and why the company didn't first ask the employees if they wanted to have monies taken out.

Our International, when bargaining on the lump sum, insisted that it be treated as a wage increase and that certain benefits be applied to this wage increase. At the time, prior to May 27th, the only employees that would have benefited from this lump sum, would have been (Level II's in Omaha) only a fraction of the total work force.

So, it was then proposed that everyone should receive a benefit from it, and they then took a look at what the "Lump" equated out to as a weekly wage. This is where the formula entered, that I handbilled on June 28th.

Lump sum divided by Basic weekly pay equals Allotment Factor.

It was determined that the lump sum equated to 4.17 weeks of pay, which is what they called the Allotment Factor, and this would be the number multiplied by your savings deductions, plus the Company matching portion would be entered into your account.

If they tried to send out a form, which would have given you an option as to whether or not you wanted monies held out for savings, you probably would not have received your check until at least October or November of this year, and I'm sure you wouldn't want to wait that long. It would have been too time consuming to do this. Keep in mind, also, that if you are presently purchasing Group Life Insurance and supplemental Group Life, the lump sum will be included in the calculations for those benefits.

As I stated at the June monthly business meeting, there will be no Union Dues increases taken from the lump sum payments. I also stated at the June meeting that discussions would be welcomed at the August monthly business meeting concerning **any** dues increase and a **possible restructuring** of our present amounts of dues that are paid by a Level I (vs.) any higher levels.

Presently, I have three different proposals, by members, as to how and why they would like to see a "new" formula applied to the dues. They are not formulized or final, but they are good ideas.

I will ask again that if **any members** have thoughts along this line, please let me know prior to that August meeting. The reason I stated August was I expect a number of our members would be out on vacations during July, and I feel that every one has the right to be a part of any decision that might be reached concerning this.

I will be mailing to your homes, an explanation "**Income and Expenses**" of Local 1974, prior to that August meeting so that you, the members, are knowledgeable about what it takes to run a Local Union of this size.

Grievance Report

by
Marlene Wilson
Vice-President



- 88-11 Level II's in Dept. 281 doing Level III work with temporary upgrade. Job should be Level III. Pote/Job Grades Comm. Ans. 5th level. Arbitration demand submitted 10-24-88.
- 88-16 Level I employees in Dept. 269 doing Level II work. Pote/Job Grades Comm. Ans. 5th level. Arbitration demand submitted.
- 88-18 Employees in Dept. 281 denied overtime opportunities. VanDyke/O'Dell. Ans. 5th level. Arbitration demand submitted 10-20-88.
- 88-19 Employee in Dept. 269 suspended for 2 days not warranted. Wilson/Maxwell/Bruning. Ans. 5th level. Arbitration demand submitted 10-20-88.
- 88-32 Empl. Dept. 577 received 2-day disciplinary suspension. Parker/Browns. Ans. 5th level. Arbitration demand submitted 10-20-89.
- 88-33 Empl. Dept. 533 terminated under ACP for clock card irregularities. Possinger/Wilson-Filipiak. Ans. 5th.
- 88-34 Empl. Dept. 237 terminated under ACP for clock card irregularities. Wilson/Pote. Ans. 5th.
- 89-02 Employee in Dept. 084 terminated for sickness. Possinger/Wilson. Pres. 5th. Settled satisfactory.
- 89-261 Employee Dept. 533 charged under ACP for death in family. Majeski/Newell. Pres. 5th. Settled satisfactory.
- 89-262 Employee Dept. 533 not treated in accordance with established year end review procedures. Settled satisfactory.
- 89-265 Empl. Dept. 552 suspended for one day. Lubash/O'Dell. Pres. 5th. Settled satisfactory.
- 89-183 Employee in Dept. 727 denied 3 days pay for death in family. VanDyke/Lubash. Presented at National level.
- 89-263 Employee Dept. 571 not properly paid for death in family. Sims/Schwenck. Presented at National level.
- 89-264 Employee Dept. 571 not properly paid for death in family. Sims/Schwenck. Presented at National level.
- 89-266 Empl. Dept. 583 - one day suspension for violation of Company rules. Majeski/Klaumann. Pres. 5th.

- 89-267 Empl. Dept. 573 denied sick pay. Majeski. Pres. 5th.
- 89-268 Empl. Dept. 552 denied 3 days pay for death in family. Lubash/O'Dell. Pres. 5th.
- 89-269 Empl. Dept. 724 denied 3 days pay for death in family. Lubash/O'Dell. Pres. 5th.
- 89-270 Empl. Dept. 552 - wrong people worked overtime. VanDyke/Latimer. Pres. 5th.

Due to bargaining, we have not yet received an answer to the three grievances that have been presented at the national level.

Meeting on pending 5th step grievances are scheduled to be held Thursday, July 20th.

Suggestion Awards

By Marlene Wilson, Vice-President

The Company has formed a team to address implementing some type of employee suggestion award system that will afford the members of employee involvement teams an avenue to be compensated for cost savings ideas that are implemented due to thoughts and ideas that are discussed in their group meetings.

The present suggestion award system as it is today has no way to accommodate these types of suggestions.

Officers from Local 1614 and Local 1974 have been asked to be part of this group. Hopefully, there can be something worked out that will be **fair** and equal to all employees.



Union Meeting Tonight

The monthly union meeting of the membership will be held, Friday, July 21, 1989, at the Union Hall, 13306 Stevens Street.

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

Benefit News

By Mary Ellen Maxwell, Benefit Officer
and Financial Secretary



*****Please Read This If You Are Eligible
Or Considering Retirement in 1990**

Each month thru the end of the year, I will try to update you on Medical changes that are under the new contract. Some of the changes will begin on January 1, 1990 and others will be at different dates throughout the three years of the contract.

This month I would like to touch on the COMPANY CONTRIBUTION OF POST RETIREMENT MEDICAL BENEFITS. This could possibly affect anyone who retires **on or after March 1, 1990**.

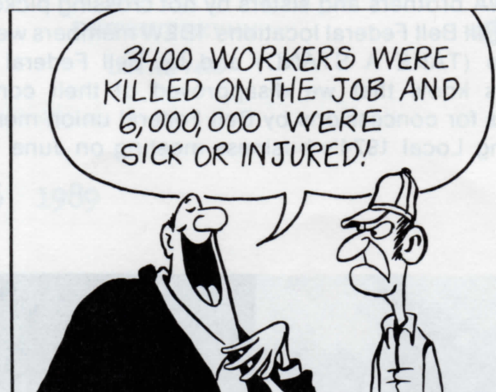
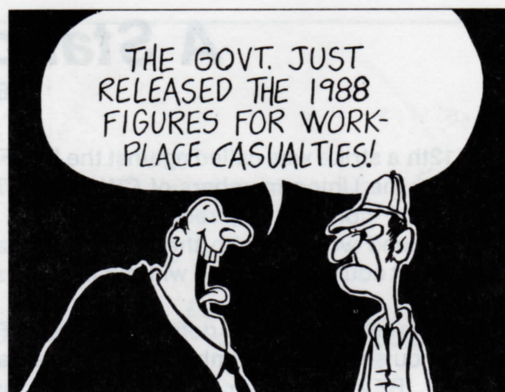
Currently when you retire, you are not required to pay toward your insurance premium. If you retire **on or after March 1, 1990**, and the cost is more than the amounts shown below, you will pay that additional cost out of your pocket. Your coverage will be the same as that for the active employees, but there will be a cost possibly to you. The limits the Company will pay are:

	per year
Retired employees under age 65-single coverage	\$2,650.00
Retired employees under age 65-joint coverage	\$5,650.00
Retired employees over age 65-single coverage	\$500.00
Retired employees over age 65-joint coverage	\$1,800.00

To show what could possibly happen, if you use the 1989 costs provided by the Company, retired employees over 65, both single and joint coverage, would have had an excess cost to them of \$190.24 and \$340.56 for the year to pay. This is just an example since the way the Company will figure the amounts in the future will be somewhat different, **but it is definitely something for you to consider if you are close to retiring**. The payments of the excess amounts will not start until July 1, 1995, but they will be due from then on.

Another thing that may hurt you if you retire on or after March 1, 1990, is the reimbursement of Medicare Part B premiums. Currently the Company will reimburse to you what ever the cost of Medicare Part B premium is without a limit. If you retire **on or after March 1, 1990**, they will only reimburse up to \$33 per month to you. If the premium from Medicare goes above \$33 you will not receive any more than \$33 back. The actual payment limit of \$33 will not take effect until July 1, 1995, but it will from then on.

Please give these some thought if you are considering retirement next year. It may be to your benefit to retire **BEFORE March 1, 1990**. If you have any questions on this please contact a Benefit Committee member. Call the Union Hall at 895-4080 or Mary Ellen Maxwell ex. 3218, Tom Murray ex. 3046, Barb Golda ex. 3835 (second shift) or Edie Riester ex. 3407.



**Attend Your Local
Union Meetings**

A Stand Worth Taking

By Dennis Fleming

On June 12th a strike was called against the Bell Federal Credit Union by the Union members of CWA Local 7400.

Although their contract expired on May 31st, union members continued working with the hope that a fair and equitable contract could be reached without the necessity of a strike action.

On June 12th after repeated demands by Bell Federal negotiators for cuts in Union members basic wages, a strike was authorized. IBEW union members were asked to support their CWA brothers and sisters by not crossing picket lines set up at all Bell Federal locations. IBEW members were also asked to (TAKE A STAND) and let Bell Federal Board Members know that we disapproved of their continued demands for concessions by Bell Federal union members.

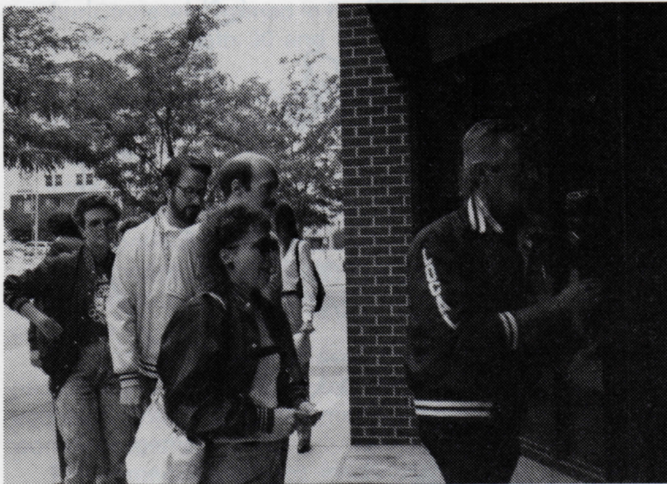
During Local 1974's business meeting on June 16th, it

was strongly suggested that our Local Union members withdraw their funds as a show of support for the striking Bell Federal employees.

On June 22nd in a show of support for striking members of Local 7400 the leadership of Local 1974 joined with many other local Union presidents and Business Managers in removing all union funds from the Bell Federal Credit Union until a fair contract was negotiated with striking employees.

In all over \$500,000 was removed from Bell Federal accounts on that day as a show of support for the striking employees.

On June 23rd, due in part to the large amount of negative publicity generated for Bell Federal by the large withdraws made by local unions and supporting union members a contract was reached with striking union employees.



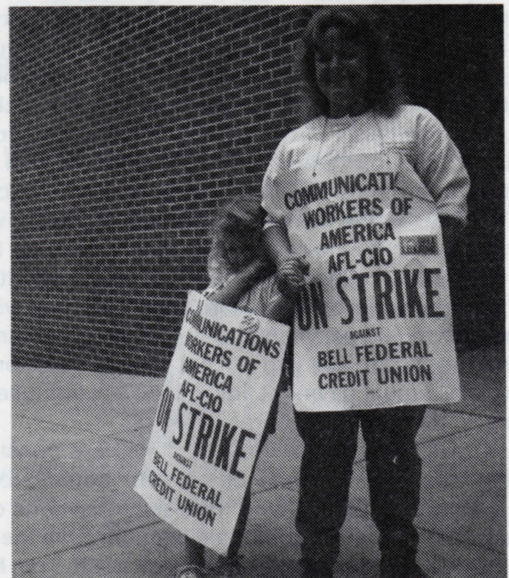
IBEW President Frank Possinger waits with CWA Local 7400 members Kathy Christianson, Loyd Neve, and Michele Janney, (far left) for an open teller in packed Bell Federal lobby.



Dan Dolan, President of CWA Local 7400, leads the way as union members withdraw over \$500,000 in deposits in support of striking Bell Federal employees.



Lines like this of supportive union members withdrawing deposits helped bring a quick settlement to a 2 week old strike.



This mother/daughter team withdrew their deposits then volunteered to help out on the picket line.

Communications

AFFILIATED WITH AFL-CIO

1920 SO. 44th STREET
OMAHA, NEBRASKA 68105



Workers of America

DISTRICT SEVEN

LOCAL 7400



June 26, 1989

Frank Possinger, President
IBEW 1974
13306 Stevens Street
Omaha, Nebr. 68137

Dear Frank;

Now that the employees of Bell Federal Credit Union are back to work, we would like to take this opportunity to THANK YOU for ALL the support and concern you and your members showed us during our recent strike.

Without everyone's continuous backing, we would not have been as successful in resolving our recent contract dispute with Bell Federal Credit Union.

Again, many thanks for ALL your help and support.

In unity,

Marian Moffitt
CWA Rep.

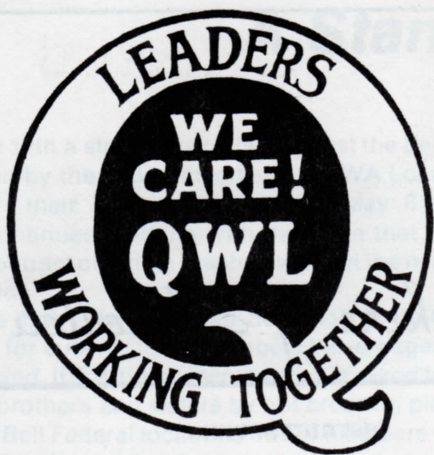
Dan Dolan
Pres. CWA 7400

Kathy Christianson
Chief Steward - 7400

Loyd Neve
Steward 7400

AND THE BELL FEDERAL CREDIT UNION EMPLOYEES.

EDD:ww
opeiu #53



Circle #3, OHM's *** Lawyers

By Gene "Stoney" Stoltenberg

The Ohm's *** Lawyers Circle represents the Electrical Trades in 30 and 50 buildings involved with the maintenance of production equipment and test set equipment.

Our Circle was formed in February 1986 and we have four members from both 30 and 50 buildings representing our trade.

We are currently involved in a lengthy project which when completed will be for the betterment of all the departments at the Omaha Works.

It is a three phase project. The portion that we are working on now, involves the proving in of equipment after installation or modification of existing equipment.

This involved the redesign of an existing company form, also the rewriting of a Company C.I. This portion is almost complete.

A lot of this has been accomplished through the new philosophy of cooperation by using a small group of Management, Engineering and members from our QWL Circle, working together.

The remaining phases involve the actual purchase of equipment and training on the equipment.

The scope of this project has given all of us a better understanding of how the system works and the cooperation that is possible among people working together.

That is what QWL is all about "Cooperation and Working Together."

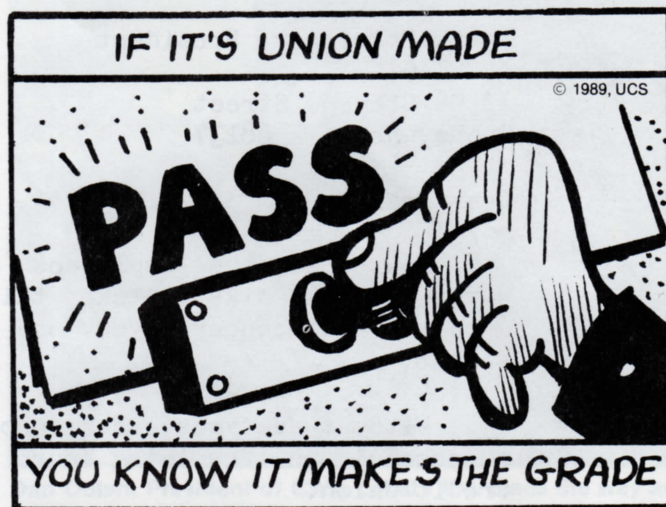


"I can't give you a raise, but I can break your leg so you can use handicapped parking."

It's Your Money!!!

By Rick Madej

These days, many people are planning ahead for their retirement with IRA's and other savings accounts such as the SSP here at AT&T, so they will have some financial security down the road. What would you think of a person who opens a savings account, arranges for pay-roll deduction and then never checks to see if their money is going into the correct account or how much money is being accumulated? This person could be you if you have never checked your Social Security account. With the government handling over two hundred and forty million accounts, it is possible that your account could be incorrect, and wouldn't it be nice to get it corrected before you retire and need the money? The service is free and it only takes a few minutes to answer about six questions on the form. To receive the form just call the Social Security Administration in your area and ask them to send you a Form #7004 "Request for Earnings and Benefit Estimate Statement." The government even asks that you check your account once every six years, so don't hesitate, do it today for the sake of a happy future.



Apathy - To - Empathy

Well, here we are, good people of Omaha Works, back on the job and involved in DISCORD;

I sure am sorry that the ratification did not go with EMPATHY;

We are now wondering what is REALLY in that contract.

My MOTION would have AFFORDED us that opportunity;

But, that was turned into a FIASCO.

I was appalled at the DISPOSITION of some members and a former FARCICAL candidate and more toward the NO-SHOWS.

Those who live by Apathy will certainly face DISCORD.

We should now hope for a better future; and come next contract, we must eliminate APATHY and embrace EMPATHY.

Concerned,

Richard F. Melia, Representative Dept. 584



Bob "Rusty" Rustermier 1922-1989

By Mike Kelly

Our union lost a good friend, a loyal soldier and a former President of Local Union 1974 last week.

Bob "Rusty" Rustermier died July 9, 1989. He died of cancer and was 67 years old.

A lot of old timers in our ranks will remember Rusty for his warm personality and his dynamic energy. He was always proud of his work for the union.

He served our Union as Steward, Cope Director, was an officer on the Executive Board (1968-1970) and was elected the fourth President of our Local Union, serving a two year term from 1962-1964.

Rusty moved from the Union to work for the Western Electric Company in the capacity of supervisor until he retired from the work force at age 55, with 30 years of service.

It should be noted that Rusty was never idle in retirement. Rusty was a registered lobbyist, ran for public office and was called upon by former President Quinlan to speak to the Local Union 1974 representatives and officers on the importance of COPE.

He will be remembered by those of us who knew him and he will be missed by both labor and management alike.

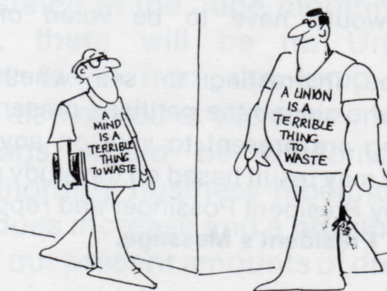
The Record

W.T. JOYCE, Dept. 552, MEMBER.
Linda Chollett, Dept. 572, Father.
Joe Blessner, Dept. 572, Mother.
Karen Israelson, Dept. 572, Husband.
Steve Griffith, Dept. 251, Father.
Mike Matthews, Dept. 583, Father.
Marilyn Plowman, Dept. 581, Grandmother.
Charlie Newell, Dept. 581, Father.
Esther Wegner, Dept. 571, Husband.
Shirley DiMauro, Dept. 573, Son.
Charles Syslo, Dept. 577, Father-in-law.
John Proksel, Dept. 581, Father.
Linda Meyer, Dept. 572, Brother.
Barbara Wischmann, Dept. 571, Brother.

Your Help Is Needed

By Frank Possinger

Recently Barney Witulski of Department 556 was informed that his twenty-one year old son is in need of a heart transplant. He was also informed that before anything would start, he would have to come up with \$100,000 plus up front. The Gretna State Bank has started a fund raising effort and we would like to solicit your help in trying to assist this fund in any way you possibly can. When contacted please be generous with your support. Thank you.





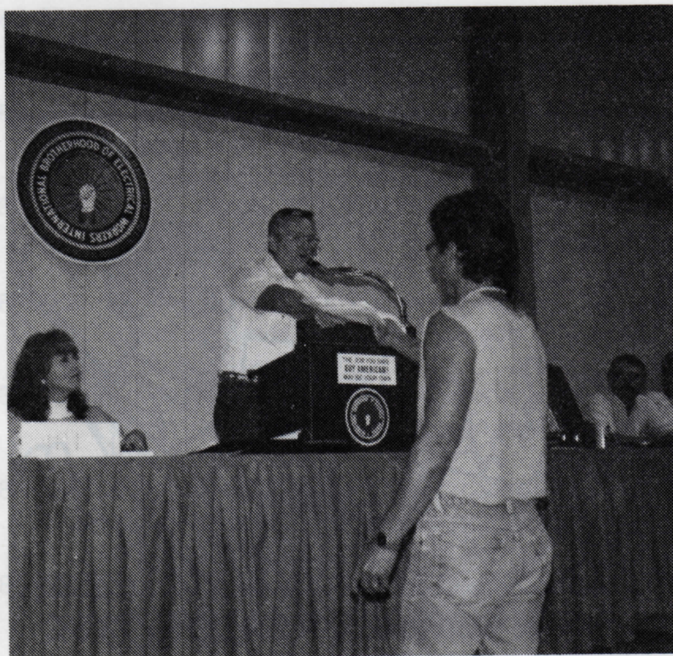
Editorial

By Dennis Fleming

At the June Business meeting Mike Huerta of Dept. 581 presented to President Possinger several pages of petitions containing the names of employees not wishing to have union dues increased based on the 8% lump sum payment received under our recently ratified contract.

Under current Union By-Laws a dues increase is called for based on the 8% lump sum payment. Any change in By-Laws requires a amendment to the By-Laws that would have to be voted on by the membership.

It will be interesting to see whether those employees who signed the petitions presented at the June meeting are present to vote on any By-Laws changes that may result based on the study now being conducted by President Possinger and reported on in this month's **President's Message**.



Nostalgia Corner

OK nostalgia fans, after two months of hearing that my picks for the "Guess Who This Is", or "was" pictures were to easy, I think I have found a STUMPER.

Your clues, (should you need them) are: 1. He started in 62 and 2. He still works here.

We'll see next month if you're right or not.

A special thanks to the employee who guided me to this picture.



"All they think about is money..."

Union Meeting Tonight

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