

*Supplies*

# The Short Circuit

Official Monthly Publication of Local  
Union 1974, International Brotherhood of  
Electrical Workers, AFL-CIO, Omaha, NE



*1957 - 1982*

*Silver Anniversary*



# The Short Circuit

February 1982



Vol. 21, No. 2



Clockwise around the Quality of Work Life Council are Vice-President of LU 1974 Whitey Clark; Tom McNulty, Engineering; Executive Board Officer of LU 1974 Marlene Wilson; Executive Board Officer Bob Alberts; President and Business Manager Michael D. Quinlan; Herb Rhoades, SQC Engineer and Inspection Manager; Bob Dunn, Manufacturing Manager; Ed Arnone, Manufacturing Manager.

## Report on Quality Work Life Program

Omaha—"The Quality Work Life (QWL) program is alive and thriving at the Omaha Works — at least in one area of the plant," Local Union President Quinlan reported to the membership. "Since the inception of the QWL program at the Omaha Works, one Quality Circle has been initiated in Department 441 of the merchandising area; and it is apparent that it has had a good deal of success."

A recent attempt by the joint Union-Management Steering Committee to expand the QWL program to include a Quality Circle in the 200 and 700 organizations was rejected by the respective managers of these organizations.

"This is indeed a strange reaction," Quinlan reviewed, "when you consider that the company claims to support QWL pro-

Union 1974 and lower level management.

"It seems that all that is

(continued on page 3)



## Remember When?

### Sautter Elected to Executive Board

The membership elected Eugene Sautter to the Executive Board in his first bid for office. Gene



Gene Sautter

had been active in Union functions since the inception of our Local. He was nominated to be a delegate to the International Convention in Cleveland along with eleven other members. He was instrumental in the social field by advancing the interest in our Local Union through dances and other means of entertainment.

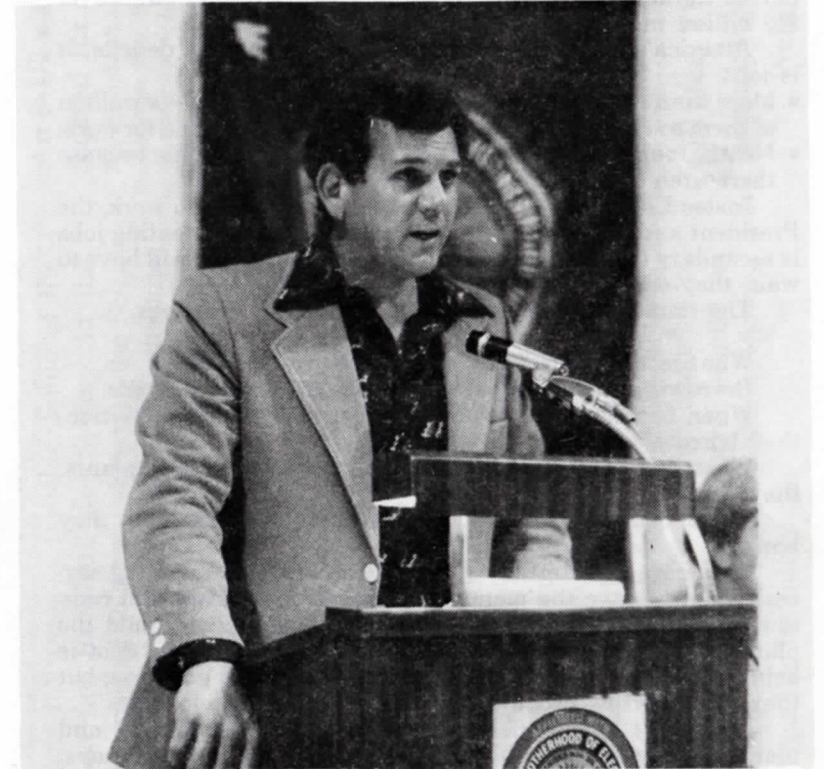
## In This Issue

Poor Management .. page 2

# EM-3/AT&T Discuss Effects of Divestiture

Washington, D. C.—Responding to a request by IBEW International President Charles H. Pollard, the American Telephone and Telegraph Company (AT&T) agreed to hold a joint meeting with the IBEW-EM-3 members to discuss the effects of the Amended Consent Decree and Divestiture of AT&T telephone companies.

In attendance at this historic meeting were all the union presidents of EM-3 Council, as well as Anthony Salamone, Administrative Assistant to I.O. President Pollard, and Tom Hickman, Director of IBEW Manufacturing. Representing AT&T were Rex R. Reed, Vice-President of Labor Relations and Corporate Personnel; James E. Barden, AT&T Attorney; Don F. Jones, Vice-President, Bell System Purchase Products Division, and Roy E. Williams, Western Electric Director of Labor Relations.



Quinlan: "The Western Electric Company is already making negotiation arguments on 'ability to pay' improved wages and benefits in the future!!"

After a several-hour presentation by AT&T representatives, a great deal of discussion took place concerning the effects of the split on AT&T employees, and in particular unionized

products at 55 per cent of the cost of the competition. In 1981 that gap has narrowed to 85 per cent. "We are still ahead," acknowledged company officials, "but the competition is catching up."



pective managers of these organizations.

"This is indeed a strange reaction," Quinlan reviewed, "when you consider that the company claims to support QWL programs from the highest level of Western Electric and AT&T management."

Noting that the union has had requests from concerned union members in both the 200 and 700 organizations to start up QWL Quality Circles, President Quinlan observed that there apparently already is QWL interest among the members of Local



J. J. Dowdall, Manager, Labor Relations, Greensboro, North Carolina, speaks to the representatives of the Omaha Works Quality of Work Life Council.



As Nebraska State Senator Steve Wiitala speaks, the membership listens. From left to right are Financial Secretary Jim Hardick; Treasurer Jack Philby; Executive Board Officer Frank Wisniewski; Senator Steve Wiitala; Recording Secretary Vern Larson; Executive Board Officers Marlene Wilson and Mike Kelly.

## Wiitala Speaks to Members

Omaha—At the December business meeting the members in attendance of Local Union 1974 had the opportunity to hear Nebraska State Senator Steve Wiitala (District 31) speak on the problem of diminishing returns facing the State Legislature at the spring session.

"The State of Nebraska isn't generating enough money from state and sales taxes to run the state," warned a concerned Senator Wiitala to the members of Local Union 1974. "When the federal government cuts your federal income tax, as President Reagan did recently in his well publicized 5 per cent cut-back in federal taxes, it has a 'piggy-back' effect on our state taxes. You, the taxpayer, get a 5 per cent break on your taxes, but the state loses your 5 per cent Mul-

tiply this 5 per cent by many taxpayers, and you can see how the loss of money to the state is compounded."

"We as taxpayers have to realize," Wiitala pointed out to the membership, "that these tax breaks are good for our pocket book and bad for the state treasury. They are especially bad during the current economic recession because people are spending less money, and this keeps the state and city sales taxes from making up the difference."

## In This Issue

Poor Management .. page 2



Silver Anniversary  
Looking at History . page 3

No Punch ..... page 10

Self-Defense ..... page 11

A. Whiz ..... page 11

## Eleanor Roosevelt Was Pro-Union

In Hyde park, New York, and elsewhere across the country, the one hundredth anniversary of the birth of Franklin D. Roosevelt was marked by union leaders who quoted many of FDR's statements expressing his friendliness toward unions and organized labor.

What wasn't as widely remembered was that his wife, Eleanor Roosevelt, was equally partisan toward unions, and was even a dues-paying union member herself. In her syndicated newspaper column, she printed this letter, "President Roosevelt once said, 'If I worked in a factory, the first thing I would do would be to join a union.' If you had to work in a department store, let us say, would you join a union?"

The President's wife replied, "I certainly would. I do belong to a union in my own field, the American Newspaper Guild—CIO, and I would urge every woman who works to join the union of her industry."

### NOTICE

The Monthly Meeting  
of the Membership  
Will Be Held

Friday, February 19, 1982  
at the Union Hall,  
13306 Stevens Street,  
Millard.

Second Shift Meeting:  
12:30 A.M.

First and Third Shift Meeting:  
8:00 P.M.

\$100.00 Drawing

After a several-hour presentation by AT&T representatives, a great deal of discussion took place concerning the effects of the split on AT&T employees, and in particular, unionized Western Electric employees. It was determined, in this discussion, that nothing in the agreement between the United States Department of Justice and AT&T would alter or in any way effect the existing collective bargaining agreements between Western Electric and the IBEW locals until August 1983.

It is commonly known that part of the agreement between the Justice Department and AT&T permits the Western Electric Company to engage in the manufacture and sales of any products they so choose. The Western Electric Company would be permitted to compete with other manufacturing companies in the market place. It is assumed that much of this new competition would be in the area of high technology.

The AT&T representatives gave the union officials a loud and clear message of what future negotiations with Ma Bell would consist of when they enter into the new competitive era.

In the case of the Omaha Works, for example, the AT&T representatives compared the WECO cost of manufacturing telephone cords with outside competition (General Trade).

In another area, that of cable production, company officials stated that 15 years ago WECO manufactured and sold cable

products at 55 per cent of the cost of the competition. In 1981 that gap has narrowed to 85 per cent. "We are still ahead," acknowledged company officials, "but the competition is catching up."

President Quinlan of Local Union 1974 in addressing the membership of Local Union 1974 in January said, "The Western Electric Company is already making negotiation arguments on 'ability to pay' improved wages and benefits in the future competitive environment."

According to the Justice Department's Consent Decree, the 22 operating phone companies will be divested from AT&T by September of 1983, and all standard supply contracts and licensed contracts between AT&T and the phone companies will be voided at that time.

"The phone companies will be free to shop for their equipment wherever they choose," Western Electric President Donald Procton said. "We won't have the family business any more; but it will be extremely important that we continue to make a cost-competitive, quality product to retain the phone companies' business and attract new business."

He continued, "The Western Electric Company of the future will be in direct competition in an open market against companies like Japan's Fujitsu, West Germany's Siemens, Canada's Tel-Com, and the IT&T. It will be a competitive battle."

Noting that the Western Electric Company currently employs

(continued on page 3)

## IRS Taxes Good Attendance, Poor Health

Omaha—Local Union President Michael D. Quinlan reported he is receiving an increasing number of questions from concerned members regarding the company's change from a \$20 gift certificate as a perfect attendance reward to a box of steaks.

While taking note of the fact that the Perfect Attendance Awards (PAA) are outside and beyond the purview of the collective bargaining agreement, President Quinlan did look into the matter and report the following:

Apparently last year the United States Internal Revenue Service made a determination that the \$20 PAA should be taxed as income, and notified the Western Electric Company to initiate withholding

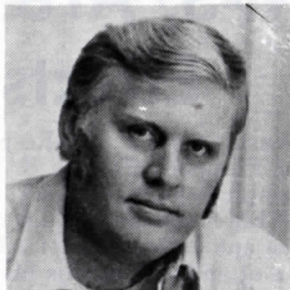
(continued on page 10)



## A Message From the

# Vice- President's Desk

By Harlan "Whitey" Clark



The President and Congressmen are putting dollars ahead of people. Instead of putting America back to work, they want to hold the line on the budget deficit.

They are ignoring the fact that for every 900,000 unemployed workers put back to work, the federal treasury gains over \$16 billion in revenue.

America's economic problem today is not budget deficits. It is jobs.

- More than nine million Americans are unemployed—a million of them so discouraged they have even stopped looking for work.
- Nearly four million more are forced to work part-time because there aren't enough full-time jobs.

Instead of action to put these Americans back to work, the President and some members of the Congress say: Creating jobs is secondary to holding down the budget deficit. Jobs will have to wait, they say.

The immediate problem is not the deficit. It is jobs.

What is the deficit? Simply, it is borrowed money.

Borrowing money is part of the American way of life.

When families need a new car or money for college tuition, they borrow.

When big corporations need millions to build new plants, they borrow.

When communities need new schools or firehouses, they borrow.

These are investments in the future. Instead of waiting several years to save the money — families, businesses and communities borrow the money now. They buy the car, build the plant, educate the children. In other words, while the debt is being paid off, the money they borrowed is put to good use, but they can't borrow because the interest rates are too high.

Our plant has been hit hard just as other industry and plants have been due to the bad economy and high interest rates.

If people and companies can't borrow at reasonable rates, there is no building going on. If there is no building, there is no need for additional phone equipment. That means a downturn in our business, lumber and building material, construction, utilities, federal jobs, and many, many more.

It makes sense to make people America's first priority. Put them back to work, so they can take care of their families and pay taxes.

American workers want to work. They don't want a dole.

## Short-Range Vision

# High Profits, Poor Management Blamed for U.S. Auto Decline

By Gus Tyler

**THE EXPERIENCE** of Sony in its San Diego, Calif., plant murders many myths about the indolence and the irresponsibility of the American worker ever since his alleged fall from the Protestant work ethic that, according to some sources, is now the very special preserve of the very non-Protestant Japanese.

The Sony plant, built in 1972, "now holds Sony's worldwide record for quality of 200 days of production without a major defect," according to testimony submitted to the Joint Economic Committee of the U.S. Congress by H. William Tanaka, a lawyer who, because of his expertise in international trade, was asked to prepare a study for the congressional committee.

**TANAKA ADDS** that "studies of defects and their causes have shown that over 80 percent are correctable only by management—design changes, for example—and not by workers."

American workers broke the record for quality because they were operating under "management methods that the Japanese have been perfecting for many years." At a time when American auto manufacturers, for instance, were planning poor quality as part of their policy of planned obsolescence, Japan decided to concentrate on quality, using "concepts of quality control that came from the United States."

American car makers were not interested. They preferred to turn out vehicles that would break down on schedule so that the company could sell new parts and new cars.

American makers were smart—in the short run: high profits for the company from "planned obsolescence" and from the mania for big cars.

Japanese makers were smart—in the long run: working at quality control, selling at low profits, and focusing on the small car.

**THERE IS** another, perhaps more basic difference. "The Japanese emphasis on quality," notes Tanaka, "has been an integral part of Japan's national strategy to build an export economy, not just a company-by-company decision."

In other words, the Japanese have had a plan to be Number One auto maker while we leave it to the "market forces"—forces that are motivated by the short-run profits of a company rather than the long-range strength of the country.

**DETROIT ALSO** opted for big cars. That was their passion because, says Tanaka, "large cars are far more profitable to build than small cars."

As to labor costs, adds Tanaka, "contrary to popular myth, the U.S. automotive industry's failure to compete with imports has little to do with the hourly wages paid American workers."

But our failure has a lot to do with the once high profits of the auto makers. "General Motors' profit on each vehicle it produces is about three times that of its foreign competitors." Foreign manufacturers "accept smaller profits than American corporations."

The contrasting policies of Japanese and American auto makers are a striking example of the difference between short-range and long-range policies.

## grievance guide

### COERCED QUIT

An employee was improperly discharged for sleeping with her supervisor, arbiter Walter N. Kaufman decides.

### DANGEROUS DRUNK

An employee was properly discharged after he was stopped by a security guard for a traffic violation and found to be intoxicated, arbiter Edward E. Halen decides.



ties, federal jobs, and many, many more. It makes sense to make people America's first priority. Put them back to work, so they can take care of their families and pay taxes.

American workers want to work. They don't want a dole. There is only one solution to unemployment, and that is jobs. When today's unemployed get jobs, they will pay taxes and the budget deficit will come down. It is as simple as that.

America today is fighting for its way of life — for the economic survival of millions of Americans.

President Reagan and a majority of the Congress are fighting the wrong battle. They are fighting to hold down the dollar deficit.

They should be fighting to put Americans back to work. They should be fighting the human deficit, unemployment.

Instead of being idle, unemployed workers could be building homes, libraries, highways, recreation facilities, mass transit systems, sewage treatment plants and repairing the railroads.

All across America, cities need firefighters, police officers, sanitation workers, librarians — but they are having to lay off these workers because the cities don't have money to pay them.

Workers want productive jobs that add to the value of America.

If jobs aren't there, for millions of Americans, there is no income. No income means no taxes and government must operate with less money, hence a larger deficit. It seems like a vicious circle, but lowering the interest rates would create millions of jobs.

Put every unemployed worker back to work and America will have a budget surplus.

Jobs are the only solution. The only real solution to unemployment. The only real solution to budget deficits. We need those jobs now, not three, four or five years from now.



Listening intently to the Quality of Work Life presentation are (from left to right) Executive Board Officer of LU 1974 Bob Alberts; President and Business Manager of LU 1974 Michael D. Quinlan; Jim Bosworthy, Manager, Human Resources and Labor Relations. To their rear from left to right are Bill Beecher, Department Chief, and L. Timmerman, Human Resources and Labor Relations Assistant Manager.

An employee was improperly discharged for sleeping with her supervisor, arbiter Walter N. Kaufman decides.

Following a party at a co-worker's home, the employee and her supervisor spent the night together at the home of another employee. Following this incident, several co-workers complained about the favoritism shown the worker by the supervisor. Following an investigation, during which the supervisor admitted his relationship with the employee, the supervisor resigned. Management then met privately with the worker, who subsequently signed a "voluntary quit" form. The union protested the action, claiming that the worker did not voluntarily quit, but was discharged. Management had told the worker, the union contended, that she could either quit or be fired. The employer, on the other hand, maintained that the purpose of the private meeting was to let the worker know that the supervisor had "implicated her" in the investigation.

The employee's relationship with her supervisor was "not a secret," the arbiter says, noting that her co-workers' "awareness of it was not a source of embarrassment" to her. Rejecting the employer's contention that the worker "quit because of 'embarrassment and fear' attributable to 'her own actions,'" the arbiter decides that the union's argument that she "quit because of 'coercion and intimidation'" was more persuasive. The worker did not quit voluntarily, the arbiter concludes, but was "constructively discharged." (*Ralph's Grocery Co. and Retail Clerks Union*, 77 LA 867)

## Carla Cronin — State Page

Dick Cronin of Dept. 746 had more than casual conversation with Nebraska State Senator Steve Wiitala (District 31) when he spoke before the membership of Local Union 1974 in December.

Steve Wiitala put in a recommendation for Dick's daughter, Carla, to be a page at the State Legislature.

Carla Cronin says she loves the work. Carla is a sophomore at the University of Nebraska in Lincoln. She is seeking a degree in business.

Dick says the hours are perfect for his daughter. "She works from 1 p.m. until 5 p.m. It has been an interesting work experience. She's a smart girl, and it wouldn't surprise me if she got into politics."

**UNION DUES 1981**  
**\$145.72**

**DANGEROUS DRUNK**  
An employee was properly discharged after he was stopped by a security guard for a traffic violation and found to be intoxicated, arbiter Edward E. Hales decides.

While performing traffic control duties, a security guard saw a vehicle driven by the worker speed past. According to the guard, the employee's vehicle "reached speeds of 60 to 70 miles per hour" and "forced several vehicles off the roadway." When the worker finally stopped his vehicle and was confronted by the guard, he became verbally abusive. When the guard ordered the worker to get into the patrol vehicle, the worker refused. It was later learned that the employee was drunk. Management subsequently discharged the employee for insubordination. The union contested the worker's dismissal, claiming that management did not have proper cause to discharge him because it knew of his problem with alcoholism. The employer, however, pointed out that it had twice referred the worker to alcoholism treatment programs, but that the worker had continued drinking.

The union's position, the arbiter says, "appears to suggest" that the employee's alcoholism would "somehow" require the employer "to judge his conduct by a different standard." However, the arbiter points out, the worker had enrolled, with management's "knowledge and consent," in two alcoholism treatment programs, but without success. Because of the worker's "repeated dangerous conduct," the discharge was proper, the arbiter concludes. (*United States Steel Corp. and Steelworkers*, 77 LA 854)



Dick Cronin, Dept. 746, shares a moment of private conversation with State Senator Steve Wiitala.



**EM-3/ATT Discuss****Effects of Divestiture**

(continued from page 1)

156,000 people, down from a high of over 200,000 ten years ago, President Quinlan observed, "This new competitive future could be a blessing or a bust. It depends to a large degree on capable, knowledgeable management; a continued effort of our industrious employees; and the treatment of those employees in an extremely cost-competitive, fast-moving technology.

"Employees of Western Electric have always risen to the challenges of new tasks assigned, provided they are treated with fairness, equity, and proper training."

**Editor's Note:** At press time it was learned that WECO President Procnow will be in Omaha on February 25, touring the plant in the A.M., and speaking to selected groups of hourly and salaried employees on the health and well-being of WECO, and the Omaha Works in particular.

**Quality of Work**

(continued from page 1)

needed," President Quinlan said, "is for upper management of those organizations to understand that their employees, not unlike those in the 400 organization, are responsible, trustworthy, and capable of making contributions when equipped with the necessary information and training; and that it is imperative for the same managers to seek to better acknowledge, employ, and develop the potential of all their employees; and finally, to provide necessary information and training to encourage maximum contributions to the success of the QWL."

Consequently, the formation of new QWL Quality Circles will be limited to the departments in the 400 organization. Steps are now

MR. M. D. QUINLAN, Business Manager  
International Brotherhood of Electrical  
Workers, AFL-CIO, Local 1974  
13306 Stevens Street  
Omaha, Nebraska 68137

**Western Electric**

To The Members of Local Union 1974, I.B.E.W.:

Congratulations on the anniversary of 25 years as the Bargaining Representative for hourly rated employees of the Omaha Works.

While I have not had an opportunity as yet to become personally acquainted with many of you, I am well aware of the fine labor management relationship which we enjoy at the Omaha Works with Local Union 1974.

It is through such harmonious and cooperative efforts on the part of management and labor that we will be able to maintain our reputation and stature as one of the finest manufacturing plants in the Western Electric Company.

I am looking forward to becoming better acquainted with all of you as we pursue our daily tasks in operating the business.

Yours truly,

W. J. Warwick  
General Manager - Omaha Works

To The Members of Local Union 1974, I.B.E.W.:

Congratulations to you, the officers and the membership of Local Union 1974 on the occasion of your 25th Anniversary as the Bargaining Representative for hourly rated personnel at the Omaha Works.

The past 25 years has been a period of adjustment to new concepts in the labor management relationship and while our basic philosophies and objectives may not always coincide, our basic goals in working for the success of the business have always been foremost in the minds of management and the union officials.

This business-like approach on the part of both parties will always serve well as we work in a spirit of cooperation to solve our mutual problems and to further improve the reputation and competitive edge of the Omaha Works in the Western Electric family. We look forward to a continuation of our fine relationship with Local Union 1974 as we approach the challenges of the future.

Yours truly,

Manager, Industrial and Labor  
Relations

**International Brotherhood of Electrical Workers**

Mr. Michael D. Quinlan, Pres.  
IBEW Local Union 1974  
13306 Stevens Street  
Omaha, Nebraska 68137

**IBEW**

International Brotherhood  
of Electrical Workers

Dear Brother Quinlan:

Congratulations for having reached an important milestone in the history of your Local Union.

Not only has Local Union 1974 served its membership well, but it has also played an important part in the representation of Western Electric employees nationwide.

The future holds many challenges and I am certain based upon the example shown by Local 1974 in the past 25 years, that you are well equipped to meet those challenges and continue your fine service to the IBEW and to the members of the Local Union.

Best wishes.

Fraternally,

Charles H. Pillard,  
International President

Mr. Michael D. Quinlan, Pres.  
IBEW Local Union 1974  
13306 Stevens Street  
Omaha, Nebraska 68137

**IBEW**

International Brotherhood  
of Electrical Workers

Dear Mike:

My sincere best wishes to Local 1974 on the occasion of your 25th Anniversary. As a member, steward, officer and latest as an International Representative, I have been privileged to work closely with the Local Union for all of these 25 years.

Throughout that time the Local Union has enjoyed a staff of officers and stewards dedicated to providing first class service to our members. Throughout the difficult process of building the EM-3 Council and working to achieve national coordinated bargaining, Local Union 1974 has always played a key role, and continues to do so today.

Congratulations on a very successful 25 years and best wishes for a future of continuing positive leadership on behalf of those IBEW members it is your privilege to serve.

Best wishes.

Fraternally,



encourage maximum contributions to the success of the QWL."

Consequently, the formation of new QWL Quality Circles will be limited to the departments in the 400 organization. Steps are now being taken to expand the number of quality circles from the present one to a total of three or four.

## Reagan Caught Again in Facts

Washington (PAI)—For a long time, Western observers refused to take seriously the claims by the Soviet Union that production rose 500 percent or 1,000 percent or whatever, because the Soviets never gave out the base on which the increase was calculated.

Now President Reagan, without giving any examples, in his State of the Union message, criticized the food stamp program which helps some 20 million Americans stave off hunger, a program constantly reviewed by Congress.

This is what Reagan said: "Virtually every American who shops in a local supermarket is aware of the daily abuses that take place in the food stamp program — which has grown by 16,000 percent in the last 15 years."

The National Farmers Union, an organization of family farmers, chastized Reagan for his remark.

"What he did not mention," the NFU pointed out, "was that the permanent food stamp act was adopted in 1964 and began operations in 1965 — 16 years ago."

## Reaganomics Loses Support

In New York City, support for Reaganomics is falling to pieces on all sides, even among right-wingers. A recent headline in the Wall Street Journal told most of the story: "Reagan Economic Plan Is Losing Support at Grass Roots, GOP Congressmen Report." But you know he's in real trouble when even the Wall Street fatcats start jumping ship. Philip Roth, widely known economic analyst for the E. F. Hutton firm, almost sounded a death knell when he announced, "It seems the President is the only one left believing Reaganomics."

## UNION SOLIDARITY

LOCAL 2122



MEANS JOB SECURITY

## International Brotherhood of Electrical Workers

JACK F. MOORE, International Vice-President  
Eleventh District—Missouri, Iowa  
Nebraska, North Dakota, South Dakota



300 S. Jefferson  
Suite 300  
Springfield, Missouri 65806  
Phone (417) 831-1507

I wish to extend to the officers and members of IBEW Local

Union 1974 my congratulations on their 25th Anniversary.

IBEW Local 1974 has done a splendid job of representing their membership. The gains that have been accomplished in wages and fringe benefits are second to none in the Industry.

I wish to personally thank the Local Union members for electing officers that have been a credit to Labor. The International has recognized this by taking from the Local Union and making International Representatives from these officers. Local Union 1974 can be proud that one of their former officers, Tom Hickman, is Director of Manufacturing for the IBEW and two other Representatives, Bob Stander and Frank Vondra, are International Representatives. We are also proud of the job that Mike Quinlan has done as President and Business Manager of your Local Union and the whole Industry is indebted to the job accomplished in serving on the board of the EM-3 Council.

I personally wish to express my sincere appreciation to this Local Union for the support they have given me while serving as International Executive Council Member of the Fifth District and as Vice President of the Eleventh District. I have never called on this Local Union that they were not more than willing to give of their all. A good example was the help that was given by the officers and members in helping organize the clerical local at Western Electric and without their help, I am sure, we would not have been successful in winning the election and getting a contract for these members that we all could be proud of.

I also would like to commend the officers and members for their concern and dedication to the working people in the Omaha area. Their active participation in the Central Bodies and State Federation does not go unnoticed.

Again, congratulations on your 25th Anniversary and we look forward to working with you in the future.

Fraternally,

*Jack F. Moore*  
Jack F. Moore  
International Vice President  
Eleventh District, IBEW

privilege to serve.

Best wishes.

Fraternally,

*Tom Hickman*

Tom Hickman, Director  
Manufacturing Department  
Member, IBEW Local 1974



## NEBRASKA STATE AFL-CIO

4660 South 60th Avenue • Omaha, Nebraska 68117  
Phone (402) 734-1300

Dear Mike:

The officers and members of the Nebraska State AFL-CIO extend their congratulations to Local Union 1974, International Brotherhood of Electrical Workers, on its 25th birthday.

A quarter century of existence of Local Union 1974 for the purposes of collectively bargaining and improving the wages, working conditions and the lives of your members and their families has not gone unnoticed in the State of Nebraska.

As our largest affiliated local union in the state, we are very proud of your organization's accomplishments and of our relationship with your officers and members for the past 25 years.

Please convey to your officers and members our congratulations and best wishes.

In solidarity, we remain

Sincerely & fraternally,

*Gordon L. McDonald*  
Gordon L. McDonald, President

*Victor G. Meyers*  
Victor G. Meyers, Secy. Treas.

On the following pages are the presidents of Local Union 1974, and when they were in office:

|                 |                            |
|-----------------|----------------------------|
| Lowell R. Iske  | March 1957 — March 1958    |
| Ed Hamell       | March 1958 — March 1960    |
| Gene Saab       | March 1960 — March 1962    |
| Bob Rustermier  | March 1962 — March 1964    |
| Frank Vondra    | March 1964 — November 1970 |
| Orville Eby     | November 1970 — March 1971 |
| Michael Quinlan | March 1971 — Present       |



Next month, the first of March to be exact, Local Union 1974, IBEW, embarks on another quarter century of service to the nearly 2,800 members it represents. It all began 25 years ago when a handful of farsighted people said, "We need a union," and a dream became reality.

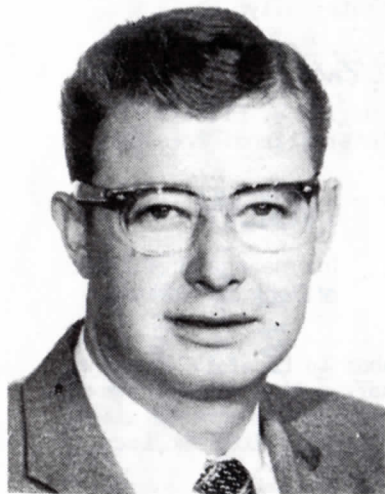
Because of that first step taken on shaky ground 25 years ago, and because of the union's ability to keep it together and to keep it working, the original founders and you, the present members (which includes most of the employees working at the Omaha Works), have benefitted immeasurably.

On these pages we hope to say "thanks" to the original founders, and the leaders who carried the torch of union solidarity into the present. Happy Silver Anniversary, Local Union 1974.

## Lowell Iske First President of Local

At the first membership meeting called on March 8, 1957, with Robert Garrity, International Representative presiding, the members cast their ballots to elect the first president of Local 1974.

After the ballots were counted, Lowell Iske was found to be the winner and our Union had its first leader. During his first year of office the first contract committee was formed and consisted of Iske, Gene Sautter, Larry Hooker, Frank Vondra, Paul Elvers and the International Representatives, J. E. Boki and Robert Garrity.



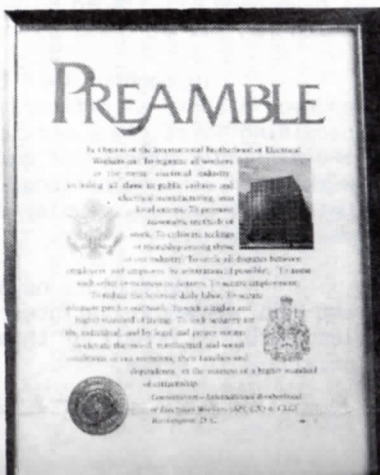
Lowell R. Iske

## Union Newspaper Gets a Name

On June 30 a name was selected for our Local's newspaper. Out of the many entries that the members submitted, the name "The Short Circuit" was selected.

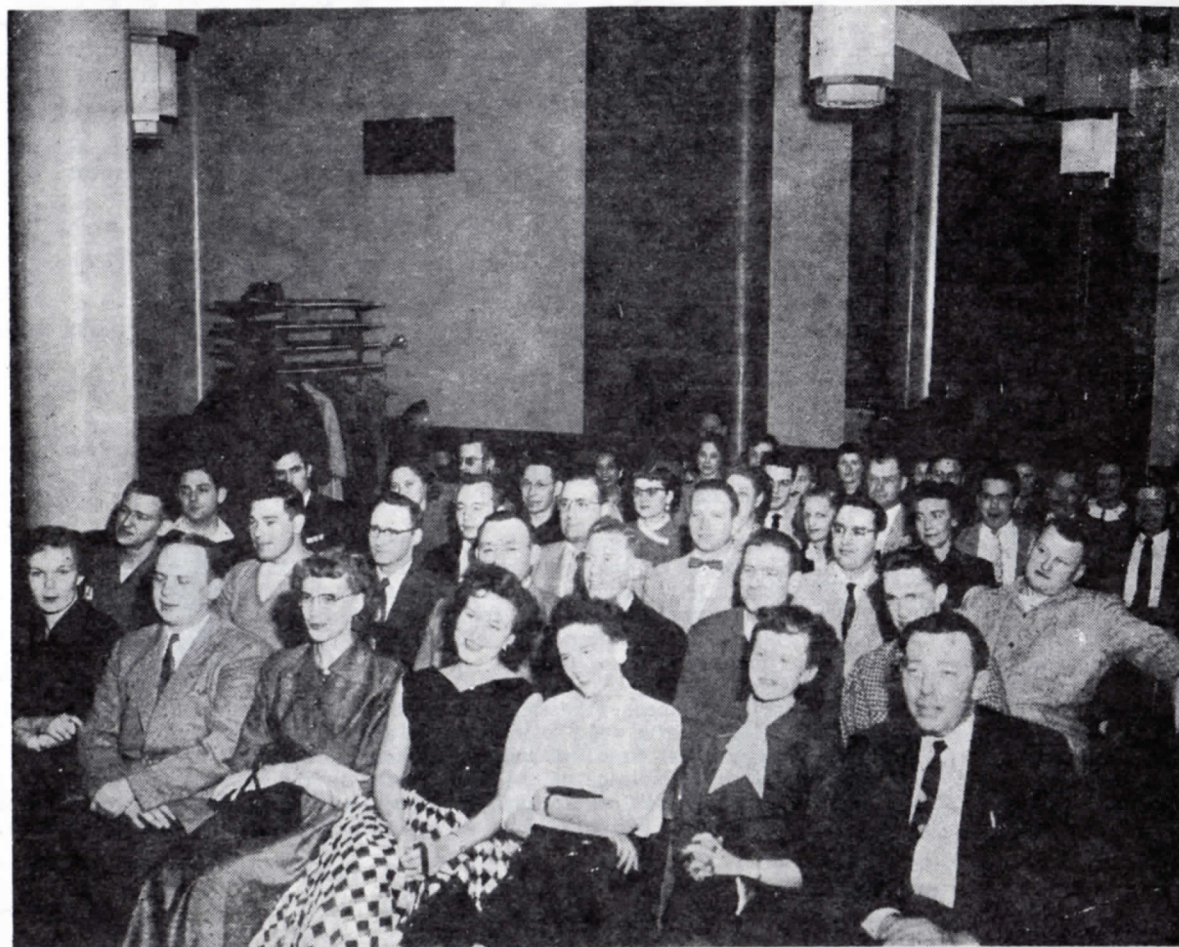
The person who submitted the winning entry was Edward J. Hamell, who is presently on the Executive Board. For his prize-winning entry, Ed won a \$25.00

## PREAMBLE of LU 1974



# BIRTH OF A UNION

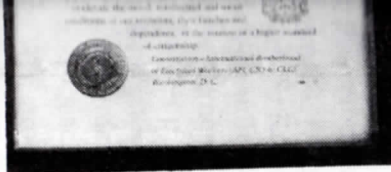
## Rome Hotel Site of 1st Regular Union Meeting Held March 8, '57



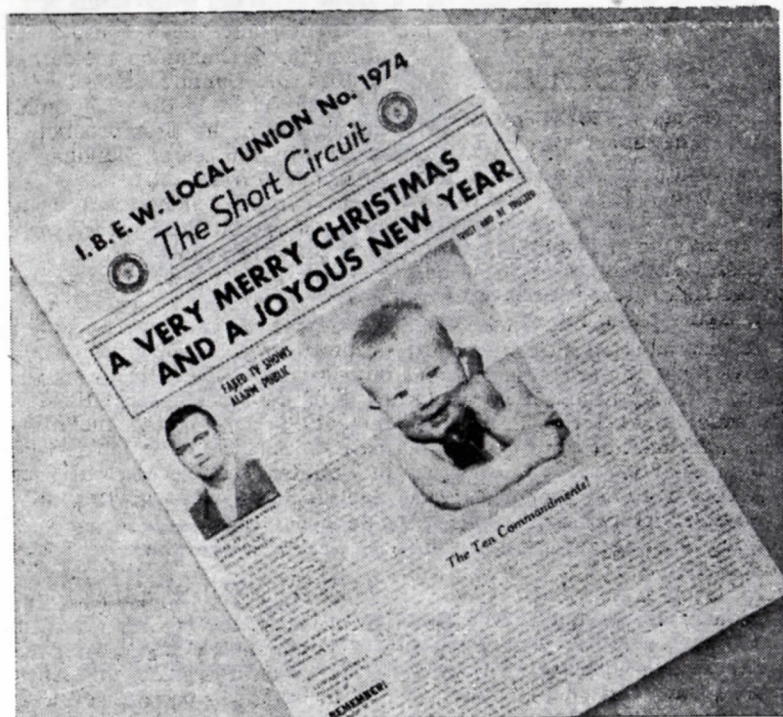
Members attending first meeting of L. U. 1974 crowd into room at Rome Hotel. Robert Garrity, seated extreme right, front row was the International Representative who began organization efforts. President F. R. Vondra is seated in second row, fourth from left. Our present Financial Secretary, Larry Hooker is seated extreme left, fourth row. Former Local President Gene Saab, second from right, third row.



"The Short Circuit" was selected. The person who submitted the winning entry was Edward J. Hamell, who is presently on the Executive Board. For his prize-winning entry, Ed won a \$25.00 bond for his efforts.



## EARLY NEWSPAPER OF LOCAL



Above is a picture of one of the first newspapers printed by our Local back in 1958. It bears the name "The Short Circuit" and was circulated just before Christmas.

## MEETING NOTICE

Local 1974, I.B.E.W.

GENERAL BUSINESS MEETINGS TO BE HELD  
DECEMBER 18, 1959

AFTERNOON MEETING: MELROSE BALLROOM  
135th and "Q" Streets  
1:30 P. M.

EVENING MEETING: ROME HOTEL, DOWNTOWN  
8:00 P. M.

Members attending this meeting of the International Representative who began organization efforts. President F. R. Vondra is seated in second row, fourth from left. Our present Financial Secretary, Larry Hooker is seated extreme left, fourth row. Former Local President Gene Saab, second from right, third row.

## Members Attend Organization Meeting in Downtown Hotel



Workers meet to organize new Union at Pilot Plant in Omaha. Front Row—Kenneth L. Parker, second from left and seated next to him is Larry Hooker. Extreme right, front row is Tom Hickman, presently the International Representative for this area. Second row, left: Robert Garrity, now Vice-President of the I.B.E.W. Third Row—Extreme right, Bill Peterson, 'E-Board' member.

## V. Cash Swears in 1st Officers



Virgil Cash swears in the first elected officers under the watchful eyes of Robert Garrity, to serve until the elections in June of the same year. They are; left to right: Paul Elvers, Rolland Cooper, Don Henggeler, Larry Smith, President Iske, Eugene Saab and Mike Grudenic. Not shown, Jerry Proctor,

## Charter Members

Following are the names on the original Union Charter, signed March 1, 1957, and where they are now:

Joyce D. Wermuth—  
Omaha Works  
Nancy E. Ives—  
Resigned from Company  
Charles Stanfield—  
Resigned from Company  
Ansel F. Andersen—  
Retired  
Paul W. Elvers—  
Omaha Works  
Rolland F. Cooper—  
Phoenix Works  
Erma T. Shrader—  
Resigned from Company  
Ramona Johnson—  
Resigned from Company  
Mary Ann Richards—  
Omaha Works  
Douglas Vilhaur—  
Left Company  
Marcine Boganowski—  
Resigned from Company  
Lawrence E. Hooker—  
Dallas Works  
William A. Peterson—  
Omaha Works  
Henrietta Polivka—  
Retired  
Kenneth L. Parker—  
Omaha Works  
Elloine Schutt—  
Retired  
Ada F. Pohle—  
Left Company  
Ann V. Lind—  
Retired  
Mildred Sudyka—  
Resigned from Company  
Leroy Wiegert—  
Omaha Works  
Eva Mae Dooley—  
Left Company  
Lowell R. Iske—  
Omaha Works  
Larry D. Smith—  
Resigned from Company  
Rian J. Murphy—  
Omaha Works  
Frances Frakes—  
Left Company  
Mike Grudenic—  
Retired  
Virginia Davis—  
Left Company



## Local Union 1974 Election Of Officers Held

A record number of voters turned out March 16, 1962, to elect their candidates for Officers of our Local Union. The new Officers are pictured below:



Left to right, sitting: Kenneth L. Parker, Treasurer, Dept. 273; Frank R. Vondra, Vice-President, Dept. 242; Robert W. Rustermier, President, Dept. 423; Eugene T. Saab, Recording Secretary, Dept. 264; Lawrence E. Hooker, Financial Secretary, Dept. 423. In the back row is the Executive Board: Paul W. Elvers, Dept. 422; Ronald L. Osburn, Dept. 251; Max L. Zimmerman, Dept. 423; Thomas J. Hickman, Dept. 423; Claude C. Schade, Dept. 245; Anthony C. Vacanti, Dept. 245.

Donald G. Olson was elected as an Executive Board Member but had to resign because of personal reasons. According to the International Constitution, the Executive Board then elected the new member, who was Claude C. Schade.



Bob Garrity swears in winners of the 1964 election. From



The newly elected officers of Local Union 1974, IBEW, took the oath of office at the regular monthly meeting March 19 at 8:00 p.m. The oath was administered by Thomas J. Hickman, International Representative. Before the ceremonies, Hickman gave a brief talk.

Those being sworn into office were: Michael D. Quinlan, President; Harlan H. "Whitey" Clark, Vice-President; Jerome E. Berger, Recording Secretary; Robert E. Stander, Financial Secretary; Victor F. Roth, Treasurer. The following are the Executive Board members: Walter Bolton, Dean E. Frye, Jr., Bryce E. Qualset, Viola "Vi" Rogers, W. Jack Thraen, Anthony C. Vacanti and William R. Wofford.

## Former Presidents



Ed Hamell



Eugene T. Saab



The newly elected administration being sworn in by International Representative, Tom Hickman, from left to right—Ken Myers, Financial Secretary; Jack Philby, Treasurer; James Curren, "E" Board; Bob Alberts, "E" Board; Whitey Clark, Vice President, Michael D. Quinlan, President; Betty Dannevik, Recording Secretary; Elmer Johnson, "E" Board; Dean Frye, "E" Board and Mike Kelley, "E" Board. Not present because of illness were "E" Board Officers, Walter Bolton and Bill Plymale. Bolton and Plymale were sworn in at the April 2nd "E" Board meeting.





Bob Garrity swears in winners of the 1964 election. From left to right are Anthony C. Vacanti, E-B; Kenneth Parker, Treasurer; Thomas Hickman, Vice-President; Richard D. Hines, E-B; Terry E. Short, E-B; Frank R. Vondra, President; Guy F. Trotter, E-B; Viola Rogers, Recording Secretary; Lawrence E. Hooper, Financial Secretary; Lowell R. Iske, E-B, and Paul W. Elvers, E-B.



Officers elected by the membership in the March election pose for a photographer at the Union Office. Pictured are, front row, left to right: Viola Rogers, Recording Secretary; Anthony Vacanti, Vice-President; Frank Vondra, President; Lawrence Hooker, Financial Secretary, and Kenneth Parker, Treasurer. In the back row, left to right are the Executive Board members: Guy Trotter, Jack Bacon, Orville Eby, Terry Short, Burt Schaninger and Ed Hamell.

In the elections of 1966 the members went to the polls to elect the seventh Executive Board in the Local's history along with a President, Vice-President, Treasurer, Financial Secretary and Recording Secretary.



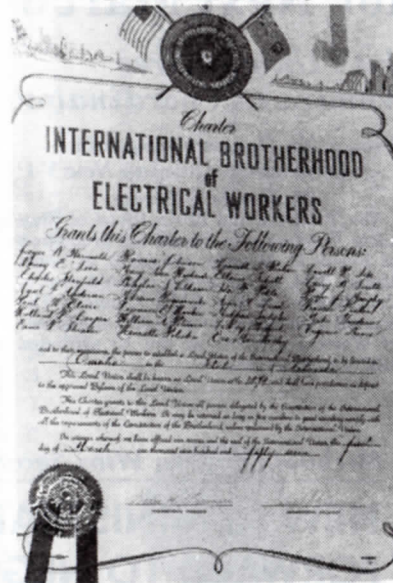
Front row (left to right) are Orville Eby, Vice-President; Phyllis Hemmingsen, Recording Secretary; Frank R. Vondra, President; Joe Dolezal, Financial Secretary; Kenneth Parker, Treasurer. The Executive Board members in the back row are (left to right) Vi Rogers, Robert Rustermier, Harlan Clark, Bryce Qualset, Burt Schwaninger, Michael Quinlan and Edward Hamell.

Eugene T. Saab



R. W. Rustermeier

## CHARTER



## New Administration Sworn In

The newly elected administration being sworn in by former Executive Board officer, Elmer Johnson, from left to right, James Curran, E-Board Officer, Ken Meyer, Financial Secretary, Mike Kelly, E-Board Officer, Jack Philby, Treasurer, Ken Mass, E-Board Officer, Bob Alberts, Executive Board Chairman, Whitey Clark, Vice President, Michael D. Quinlan, President, Frank Wisniski, Recording Secretary, (hidden behind Johnson), Bill Plymale, E-Board Officer, Jim Perryman, E-Board Officer and Marie Cook, E-Board Officer.



Omaha—The newly elected administration being sworn in by former Financial Secretary, Ken Meyer, from left to right: Executive Board Officers Bob Alberts, Frank Wisniski, Mike Kelly, Treasurer Jack E. Philby, Financial Secretary Jim Hardick, President Michael D. Quinlin, Executive Board Officers Ken Mass, Marlene Wilson, Marie Cook, Jim Curran, Vice-President Harlan Clark, and Recording Secretary Vern Larson.

## First Executive Board Elected to Serve Local

In the first election of officers to serve our Local, the following men were elected to office: Paul Elvers, Rolland Cooper, Don Heng-geler, Larry Smith, Lowell Iske, Eugene Saab, Mike Grudenic and Jerry Proctor.

These men held office until June when a second election was held in which those elected would serve one full year. From 1958 on, elections were to be held every two years.

Those elected in the June contest were Eugene Sautter, Frank Vondra, Paul Elvers, Rolland Cooper, Mike Grudenic and Don Henggeler.

These men retained their position on the Executive Board until the 1960 elections.



## Robert K. Garrity Promoted to Int'l Vice President

Robert K. Garrity, IBEW International Representative, was promoted by the International Staff



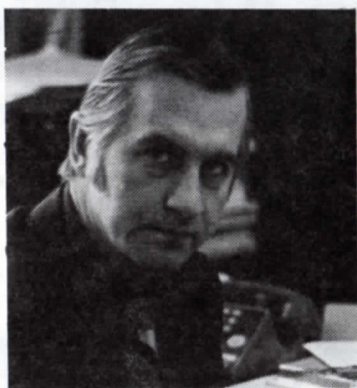
Robert K. Garrity

to the Vice Presidency of the IBEW Eleventh District. The vacancy was created by the retirement of Mr. Frank Jacobs of St. Louis, Missouri.

He assumed the responsibility of his new office on July 1, 1965. At that time no one had been selected to fill the International Representative position.

## Vice-Pres. Hickman Resigns; Takes Job As Int'l Rep.

Thomas Hickman, the Vice President of our Local Union and Chairman of the Wage Incentive



Thomas Hickman

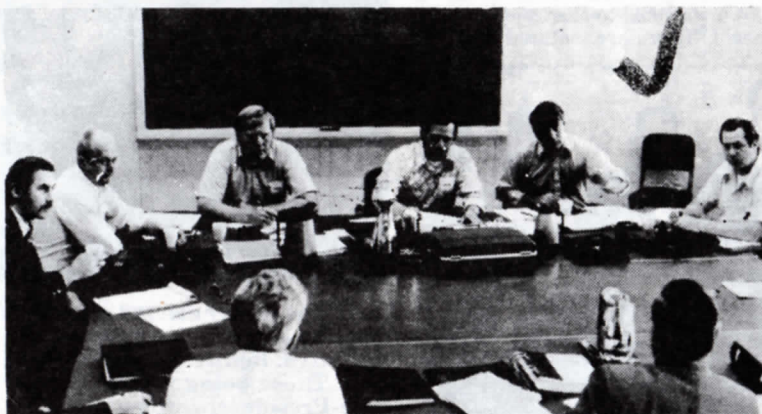
Committee, turned in his resignation in August to take a job offered him as International Representative of the IBEW.

Besides serving as Vice President and Chairman of the Wage Incentive Committee, Tom was a member of the Executive Board and Chairman of the Wage Incentive Committee of the Western Electric EM-3 Council.



## AFL-CIO State Convention—

## QUINLAN ELECTED TO STATE SEAT



## NEGOTIATION

## EM-3 Executive Board Seat Won by Quinlan

San Francisco, Calif. — The semi-annual EM-3 Council meeting met here, and among a host of items on the agenda, the delegates elected officers for a new term.

Michael D. Quinlan, President of Local Union 1974, IBEW, was elected to the council's executive board. He is the first officer since Frank R. Vondra to be elected to a council position from this local union.



## Lyle Kahnk = \$100

During the March meeting the \$100.00 drawing made its debut. As reported in the March issue of *The Short Circuit*, 20 names would be drawn, and in the event of NO WINNERS, the cash prize would be carried over and the prize doubled at the next month's meeting. Luckily for Lyle Kahnk, this was not necessary. To him and his fellow members' surprise, Lyle's name was the fourth name drawn.

Those names drawn before Lyle's, but who were not present at the meeting, were: First - K. T. Cotten, Jr.; Second - R. E. Dunlap, and Third - R. Johnson. If these people had gone to the March Business Meeting, they would have been \$100 richer. Our congratulations to Lyle Kahnk.

## 100-Dollar Draw

## 57 Winners in 94 Months

On the twenty-fifth anniversary of Local Union 1974, it should be noted that the \$100 drawing has been in effect for the last eight years. In those 94 months, 57 different winners have walked off with the big prize, but the luckiest of all winners, D. A. Gordon, walked off with a \$400 prize back in April, 1974.

It should also be noted that since





The newly elected officers of the EM-3 Council are shown being sworn in by Harold Becker, International Rep., IBEW, at the council's semi-annual meeting in September at San Francisco, Calif. From left to right: Bill Trout, president; Pasquale Gino, vice-president; Ed Brobst, treasurer; Mike Quinlan, Vern Janisch and James Beardon, executive board members.

## Frank Vondra Elected President of IBEW Western Electric Council EM-3

## Eby To Serve Out Vondra's Term As President; Elections for Local Are Set for Next March



Orville E. Eby, President



Michael Quinlan, Vice-President

## Election Fever Subsides as Union Enters into Negotiations with W.E.

## Quinlan To Take Over Leadership Role at Outset of Contract Talks

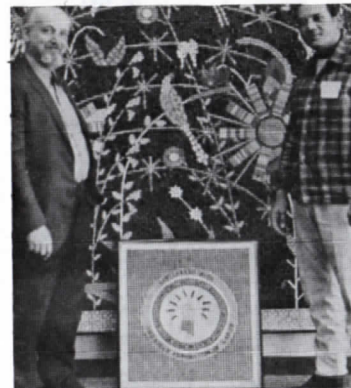
## EM-3 Council Lists 4 Major Demands At National Level

MILLARD, NEBR.—Michael D. Quinlan, the newly elected president of Local Union 1974, IBEW, is preparing to take his negotiating committee to the bargaining tables to work out a new agreement for the union. The present contract expires on May 11.

## Int'l Union Hires Vondra as Coordinator

### Promotion Causes Changes in Leadership: Quinlan New V-P

by Jerome F. Berger  
The International Brotherhood of Electrical Workers announced the promotion of Frank R. Vondra, president of Local Union 1974, to the newly created post of Coordinator of the EM-3 Council. The council represents over 90,000 employees of Western Electric in the 15 affiliated IBEW local unions.



Artist Egon Viola presents his latest of several mosaics to local union. President Michael D. Quinlan accepts in behalf of the membership.

## Michael Quinlan Wins Second Term

## NEW ADMINISTRATION IS LOOKING FORWARD TO NEGOTIATIONS Membership Votes Yea For Shift Realignment

## Seniority Reigns Supreme

Omaha—The membership of L.U. 1974 voted overwhelmingly to accept another shift realignment in the interests of seniority. However, prior to voting the issue was hotly contested by a small group of disapproving members in the ranks.

"This is one reason I agreed to a vote on the shift realignment issue," President Quinlan stated. "I said at the contract ratification meeting that the exercising of the realignment option would be optional midway in the contract. So after talking with several union members, I felt a second vote would be necessary. This vote will insure an end to the shift realignment question in Omaha."

94 months, 57 different winners have walked off with the big prize, but the luckiest of all winners, D. A. Gordon, walked off with a \$400 prize back in April, 1974.

It should also be noted that since the inception of the \$100 drawing, the attendance at the Union meetings has increased well over 200%:

|                           |       |
|---------------------------|-------|
| 1. Lyle Kahnk.....        | \$100 |
| 2. Jim Morris.....        | 200   |
| 3. Gary Lemonds.....      | 300   |
| 4. J. D. Wilcoxon.....    | 100   |
| 5. G. H. Chonis.....      | 100   |
| 6. D. A. Gordon.....      | 400   |
| 7. J. J. Schweigart.....  | 100   |
| 8. Gary Minkin.....       | 100   |
| 9. P. S. Smith.....       | 100   |
| 10. C. D. Jurden.....     | 100   |
| 11. J. R. Carl.....       | 100   |
| 12. F. Wisniski.....      | 100   |
| 13. R. H. Heesch.....     | 100   |
| 14. B. C. Rasmussen.....  | 300   |
| 15. R. L. Wentworth.....  | 100   |
| 16. N. Beasley.....       | 100   |
| 17. M. Gustafson.....     | 100   |
| 18. J. E. Barrett.....    | 100   |
| 19. D. Kelly.....         | 100   |
| 20. C. C. Gould.....      | 100   |
| 21. J. D. Rosno.....      | 100   |
| 22. T. F. Musil.....      | 200   |
| 23. E. J. Wesolowski..... | 200   |
| 24. G. Davis.....         | 100   |
| 25. E. H. Peterson.....   | 100   |
| 26. J. P. Willy.....      | 100   |
| 27. D. Morris.....        | 100   |
| 28. R. F. Oglevie.....    | 200   |
| 29. C. H. Frike.....      | 200   |
| 30. S. Schultz.....       | 100   |
| 31. S. Allen.....         | 100   |
| 32. L. Nelsen.....        | 200   |
| 33. M. Lewis.....         | 300   |
| 34. D. Johnson.....       | 50    |
| 35. B. Heavican.....      | 50    |
| 36. M. Harris.....        | 100   |
| 37. K. Micek.....         | 200   |
| 38. T. Risinger.....      | 100   |
| 39. M. Weaver.....        | 200   |
| 40. E. J. Wesolowski..... | 100   |
| 41. G. Sims.....          | 200   |
| 42. D. Oglevie.....       | 100   |
| 43. M. Casper.....        | 300   |
| 44. S. Lindblad.....      | 200   |
| 45. M. Wilson.....        | 200   |
| 46. S. Barnes.....        | 100   |
| 47. J. Fay.....           | 100   |
| 48. F. Possinger.....     | 100   |
| 49. W. Beasley.....       | 100   |
| 50. G. Pote.....          | 100   |
| 51. E. Belik, Jr.....     | 100   |
| 52. G. Osborne.....       | 100   |
| 53. D. Hamlet.....        | 200   |
| 54. A. Colanino.....      | 300   |
| 55. W. Psota.....         | 100   |
| 56. J. Filipiak.....      | 100   |
| 57. D. Streeter.....      | 100   |

Editor's Note: There were no \$100 drawings from September 1977 until November 1978. One big winner went to four \$25 winners; but this was short-lived.

Also: Winners 34 and 35 split \$100 because bad winter weather canceled the A.M. meeting January, 1979.



**1977 Election****Quinlan-Clark Win by Wide margin**

Victorious Incumbent President Michael D. Quinlan after 10 hours of campaigning in the rain.

**Nine Incumbents Re-Elected**

Incumbent President Michael D. Quinlan won by a wide margin over his opponent, Kenny Parker, in the recent election of officers for Local Union 1974. The voter showing at the polls was the third largest in the Union's history, considering that the Union was starting to rebuild itself from the severest economic decline since the depression. Over 1,600 members voted.

In the same race for Vice President, incumbent Vice President "Whitey" Harlan Clark also won easily over second-time Vice President challenger Orville "Beanie" Eby.

**Standard Shutdown Period Out; Employees to Schedule own Vacation**

Omaha—In a specially called meeting of the officers and representatives of Local Union 1974, Union President Michael D. Quinlan announced "the end of the Omaha Works' 20-year practice of the standard two-week shutdown period."

"Attempts in past negotiations to eliminate this outdated long-standing practice and to allow people to schedule their own vacations had proven fruitless," Quinlan stated, "so I'm pleased to make this announcement at this time."

**Quinlan Hits FCC Ruling  
'Way Now Cleared for Cheap Imports'**

Omaha—"I.B.E.W. EM-3 jobs must not go the way of the television manufacturing industry," Quinlan warned the membership at the January monthly meeting. While speaking on the recent Supreme Court decision reaffirming the Federal Communications Commission (F.C.C.) registration program for interconnect telephone equipment; Quinlan revealed that the International Telephone and Telegraph (I.T.T.) Corporation announced that its consumer electronic division would soon market telephone equipment manufactured in foreign countries throughout the United States.

**Garrity Retirement**

A testimonial banquet for retiring 11th District Vice-President Robert K. Garrity will be held in Kansas City on January 24.

Garrity's retirement will become official April 1, 1976.

All the friends and associates of Vice-President Garrity are urged to attend.

**Hickman Promoted**

International Representative and long time associate of Local Union 1974, Thomas Hickman has been named the new Director of Manufacturing Operations for the IBEW it was announced in March.





Attempts in past negotiations to eliminate this outdated ring standing practice and to allow people to schedule their own vacations had proven fruitless," Quinlan stated, "so I'm pleased to make this announcement at this time."

## Buffalo Works to Close

### Bell Reduces Plant Capacity; Rumor More May Follow

Omaha . . . President Quinlan announced in January, "What had been considered speculation by many over the last few months had become a reality, and that the Company had formally announced plans to close the Buffalo and Greensboro Shops because of excess plant capacity."

"On January 8," President Quinlan continued, "The Company notified the employees of the Buffalo Works and Greensboro Shops that they planned to phase out manufacturing operations at their locations."



Quinlan: The Buffalo Demise is the end result of bad management in the Bell System.

## Membership Affirms 2-1 Accept Buffalo Proposal

A short time after the March Monthly Meeting, Local Union 1974 President Quinlan announced that the membership had voted by a 2 to 1 margin to accept the Buffalo work proposal.

Prior to the secret ballot vote an in-depth explanation of the negotiations and subsequent tentative agreement was given at great length.

"Knowing that this issue would be understandably controversial, it was our intent to explain this proposal as objectively and impartially as possible and then leave the decision to the membership," President Quinlan stated.

"The controversial aspects of allowing employees to transfer between Plants was affirmed by the vote count," Quinlan went on, "when 182 members out of 547 present voted to reject the tentative agreement."



Harlan "Whitey" Clark, Vice-President and Grievance Co-Ordinator of Local 1974, I.B.E.W., has been named State Labor Chairman of the Muscular Dystrophy Association of America for the fourth consecutive year. Here he is pictured with last year's poster children.



Michael D. Quinlan and Charlie Bigrigg complimenting three members of L.U. 1974.

for the IBEW it was announced in March.



Local Union President Quinlan: "The Carter Administration can go to hell! The only guidelines we're responding to are those guidelines toward satisfying the needs of our members."



## The National Bargaining Committee

L-r EM-3 Council President, P. Gino, Reading; I.B.E.W. Director of Manufacturing, Tom Hickman; EM-3 Council Secretary Treasurer, Ed Probst, Allentown; I.O. Representative Manufacturing, Bob Stander; Vice-President EM-3 Council Michael D. Quinlan, Omaha; EM-3 Executive Board Chairman Hugh Young, Hawthorne; Thomas Mountain, Manager — Personnel, Public and Labor Relations, Hawthorne; Harold Baker, Manager—Personnel, Labor Relations and Wage Practices, Reading; Andrew Davis, Manager—Industrial and Labor Relations, Kearney; James Dowdall, Manager—Labor Relations/Manufacturing, Greensboro; and Peter Klisares General Manager—Administration/Manufacturing, Greensboro.

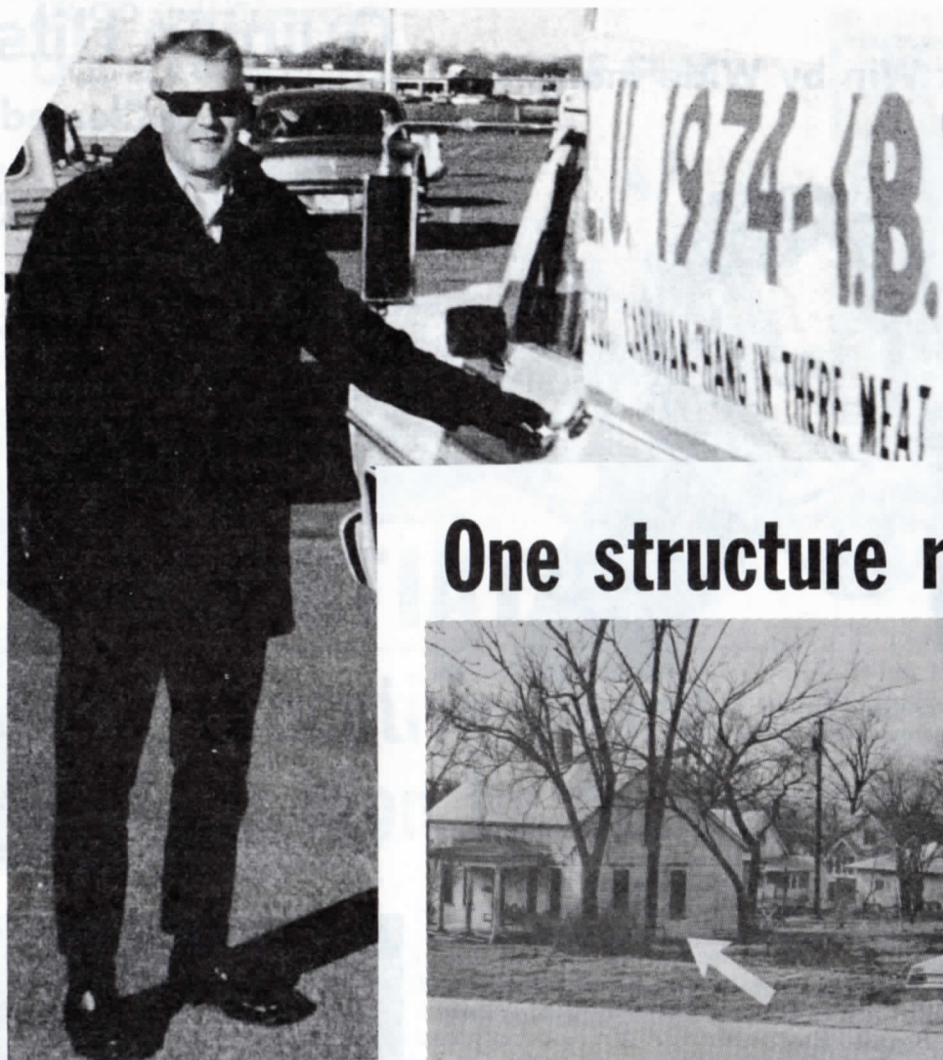


## Silver Anniversary Pot-Pourri Faces and Names, Present and Past



—SHORT CIRCUIT PHOTO BY ELDON WHALE  
Democratic gubernatorial candidate J. J. Exon (at right) talks to Kenneth Parker, Treasurer of Local 1974, after a meeting with the union's Executive Board and COPE Committee.

The candidate was seeking support in his campaign for Governor of Nebraska.



Brazeel

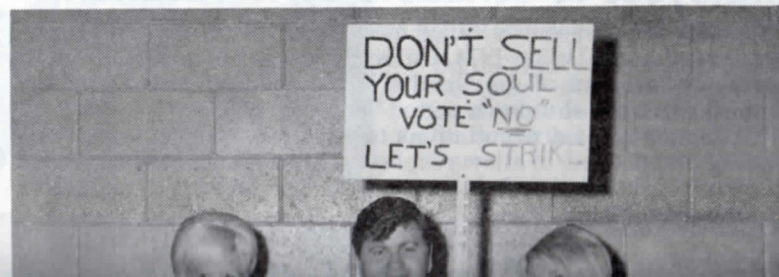
## One structure remains



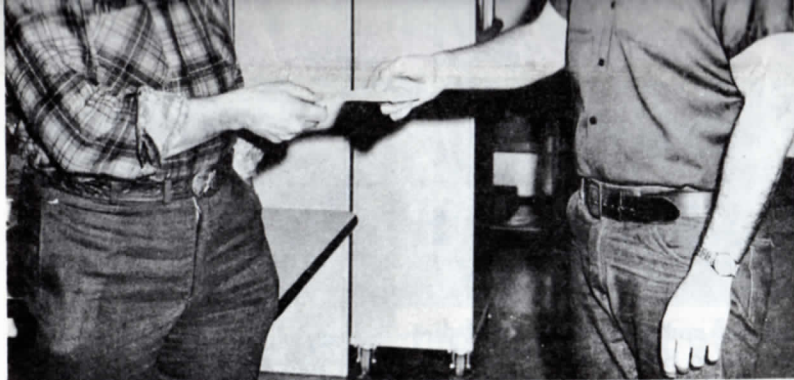
L.U. 1974's Joe Dolezal,  
Financial Secretary



The house (arrow) is all that is left to be removed from the site of the new union headquarters of Local 1974, IBEW. Barns and garages have been razed earlier. The automobile is parked where the hall entrance will be when completed.







—Short Circuit Photo by Eldon Whale

The largest single contributor in the union's 1970 COPE Dollar Drive was Enrique (Henry) Rodriguez of Dept. 258. Henry, as he prefers to be called, supported the drive by donating \$20, far exceeding the amount solicited.



W. Jack Thraen, Chairman  
Executive Board



Short Circuit Photo by E. Whale

It's all smiles as COPE Registrar Jerome Berger shows check for \$1,023 to Vic Meyers, State COPE Director and Delmar "Bud" Wilson (l.) chief steward. Meyers played an important part in this year's drive

by educating the stewards on the importance of COPE and the important function it plays in politics.

Wilson, who collected \$152.00 led all representatives in ticket sales.

## OPEN HOUSE HUGE SUCCESS



Approximately one thousand members, friends and their families attended Open House of the new Union Office and auditorium building Sunday, December 17 at 13306 Stevens Street in Millard.

Souvenir gifts, refreshments and guided tours were available from one to five in the afternoon for those in attendance.

Santa Claus took time out from his busy schedule to stop by and hear what the little people wanted for Christmas. Over 640 sacks of mixed candies, nuts and trinkets were bestowed on the kiddies by Santa.

The candies and other refreshments that were left over were donated to the County Home for Mentally Retarded Children; the St. James Orphanage and Meyers Children Rehabilitation Center.

A special thanks is in order for the Officers, Representatives and volunteers that helped make this such a huge success. Among those volunteering their time were: Darlen Stevens; Joyce Osler; Jinx Graham; Lucy Napierkowski; JoAnn Vidlak; Betty McGraw; Grace Johnston; Sandra Thraen, and Beverly Herdman.





**August 1974 — Vice-President Clark is elected president of the Nebraska Council of Industrial Unions.**

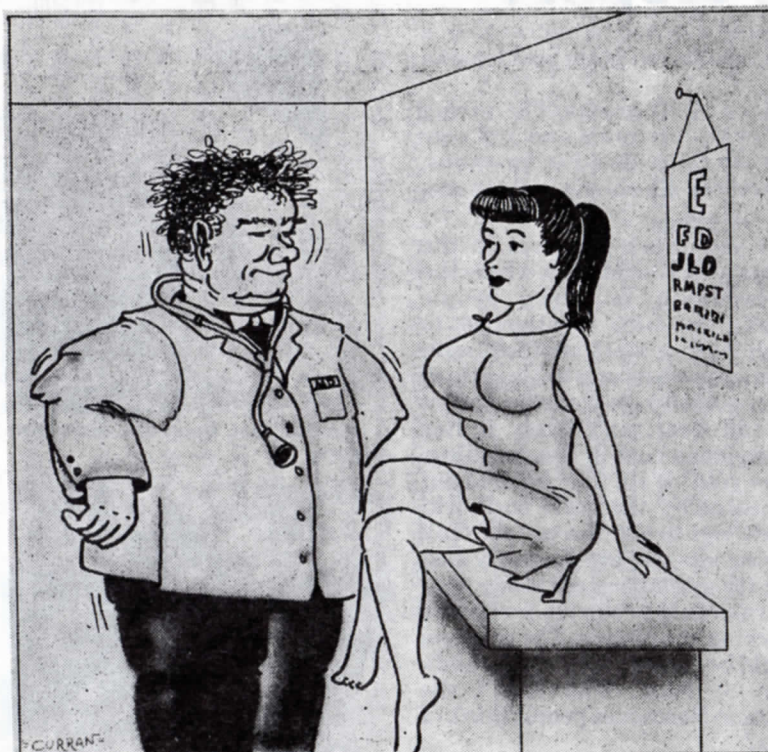


**From L-R Director of Manufacturing, I.B.E.W. Tom Hickman, Union Organizer Bill Eads, Vice-President LU 1614 Tom Welchert, President LU 1614 Lee Allen, Vice-President 11th District Jack Moore, Recording Secretary LU 1614 Dean Trudeau, and I.O. Rep. Craig Hoepner.**

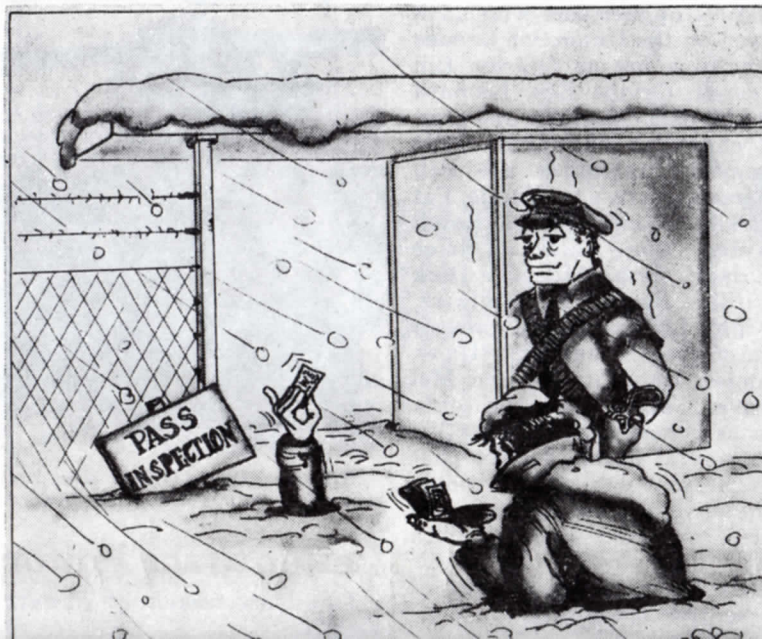
## New Local 1614 Elects Leaders



## Curran's Classics—



"Sorry Miss . . . We can't hire you, you're 4½ lbs. overweight."



**Ron Hallett**  
**Wage Incentive Chairman**



Bryce E. Qualset







## Underwood Contract Ratified

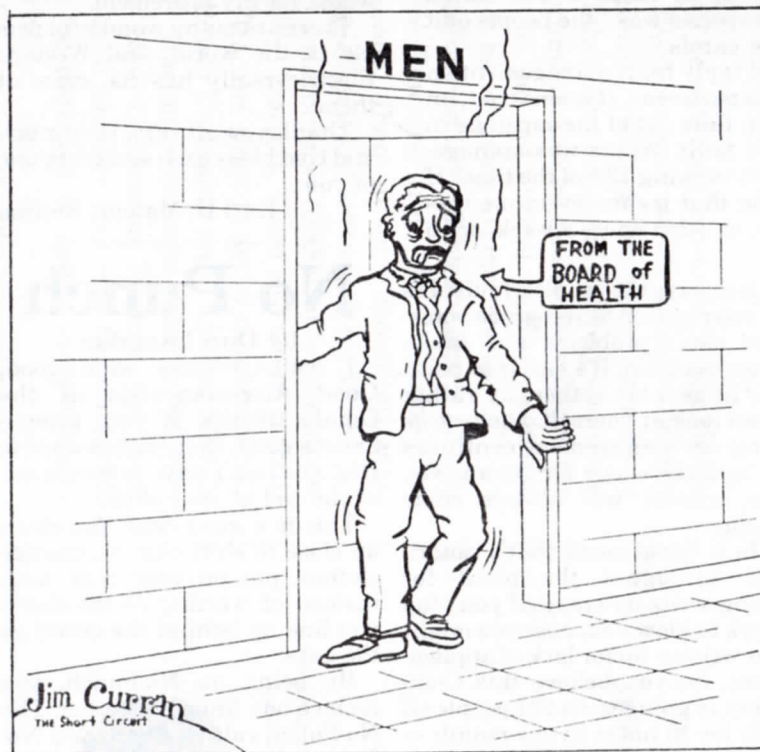
The signing of the first contract agreement between L.U. 1974.1 Underwood and Western Electric. From left to right: L.U. 1974 Executive Board Officer and Underwood Coordinator Bill Plymale; L.U. 1974.1 Chairman Larry Birkby; L.U. 1974 President Michael D. Quinlan; and L.U. 1974.1 Vice-Chairman Ken Bettin. Standing behind from left to right: International Rep. Tom Hickman and International Coordinator Frank Vondra.



Newly appointed Unit Chairman of L.U. 1974.1 Ken Bettin (far left) and Vice Chairman Ted McElderry (second from left) are sworn in by President of Local Union 1974, IBEW Michael D. Quinlan (far right). Looking on are (third from left to right) outgoing chairman Larry Birkby; Executive Board Officers Jim Curran, Mike Kelly, Dean Frye, Treasurer Jack Philby, Executive Board Officer Wally Bolton, and Vice-President Whitey Clark.



WHY . . . ?



There's Room For Improvement



Glaseman... Executive Board



Bill Petersen



Dean E. Frye, Jr.



Elmer R. Johnson

\* \* \*

*Happy  
Twenty-fifth  
Anniversary*

**L.U. 1974**



## Job Grades Report

An investigation of a union member's question concerning a job in the FDI Cabinet, Dept. 439, has resulted in other problems in the department.

The wiring in the department is done by 32 grades. The wiring of RAI (switchable) is a combination of 76 terminals and 108 connectors plus other type apparatus. The job contains other functions, and, with the addition of all these, we feel the job should be 33 grade.

On the screw bench, as it is called on second shift in the same department, there is no 33 grade

higher grade.

If you think it is cold in the plant, you should work where the reclamation or scrap people work. The area is attached to high bay, a steel addition with insulated walls and ceiling. However, somewhere someone forgot to add heat, and lately it has really been cold in this building. How cold? Well, they have to put a heater by the scale so it will work right, but the people only have coats. We are presently asking for a temperature study, and extra points to the job for severe working conditions. The problem could be eliminated with the addition of heat. Why didn't the Human Resources people think of this?



utility operator on the job. The supervisor has had a 33 grade do the duties of a 33 grade description.

In the assembly area, same department, 32 grades again assemble the FDI cabinets. The assembly of a large cabinet consists of wiring blocks plus cables attached to the cabinet. This large-size cabinet plus the cable that goes into assembling takes two people working together. We feel this job should be upgraded.

The 34 grade binding post machine operator has been instructing another new machine operator. The 34 job description does not have instructor in it, so the union is asking for 35 grade pay.

An extruding equipment operator in Dept. 725 has had some additional duties added to his job. The dual insulating machine used to be a one-line assignment, but it went to a two-line assignment. The addition will add some points but not enough for a

Our local has been in existence for 25 years. Some of the names in the files of members who have served on the Union Job Grades Committee are as follows: Bill Kadereit, Orville Eby, Leonard Steniki, past chairmen, and present chairman Jerry Pote. Past committee members are Bill Petersen, Jerry Van Winkle, Pat Skinkus, Lonnie Sick, Ralph Haines, Joe Dolezal, Brice Qualset, Bob Alberts, Dick Foutch, Ralph Armendairz, Dwight Lockhart, and present committee members Dave Hamlet, Don Trimble and Mel Weaver. These are the only names I could find.

A special thanks for the past and present job grades people who have worked through the union to protect your job from being lowered. Through their efforts we try to keep a watchful eye on the company.

## December Meeting



Gladies Hurt, Dept. 443, drew the Christmas drawing honors.



Executive Board Officer Mike Kelly presents Christmas gift to happy union member.

## Letter to the Editor

To all my friends at Western Electric:



Executive Board Officer Bob Alberts presents gift certificate to lucky member.





The dual insulating machine used to be a one-line assignment, but it went to a two-line assignment. The addition will add some points but not enough for a

who have worked through the union to protect your job from being lowered. Through their efforts we try to keep a watchful eye on the company.

## WHY 439?

by Joe Knutson  
Wage Incentive Committee

The December earnings in Dept. 439, FDI Cabinet Assembly and Wiring, dropped to 8.72%, a drop of **12.18%**. The Union asked "why" and the Company's response was "the people quit working" or "they sang Christmas carols."

The first answer is the standard reply from management on the average of twice a year in this department. It seems that, on the average, twice a year the bottom falls out of the earnings in Dept. 439. It's never management's fault. Where was management when everyone supposedly quit working 12% of the time? If we are to believe management, then that means everyone was idle 48 minutes each and every day, or 2-2/3 hours a week, or 16 hours in the four weeks.



Another point made by the Company was that there was too much Christmas spirit — partying. Why was this Christmas spirit only found in the two bays occupied by the employees of Dept. 439? Why didn't any other group in the plant drop as drastically as this one did? The next largest drop was around 3% — this might be Christmas spirit.

The end of the month rate for November was 1,586 hours; December was 274 hours, January 1,314 hours.

Why was the end of the month rate for December 429% less than either November or January? Management said these conditions did not exist.

Why is it only this department that seems to have earnings problems on a continuing basis? Why

is it always the people's fault? It's always easier to recognize someone else's problems and faults than our own; it's easier to point the finger at the other guy, rather than look at yourself. I believe as long as management continues to look elsewhere for the answer, the answer will always elude them.

In a department that's notorious throughout the plant for being write-up crazy (if you stop work to blow your nose you might get written up for lack of application), do you believe this Company is going to let 221 people sit idle for 16 hours in one month — that's 3,536 hours of no work.

Maybe it's time for management to take a good hard look at what it's doing to alleviate the problem. As long as management lives in the problem, the problems get worse. It's time to get into the solution. The solution is what can the Company do to alleviate the problem — not what the employees can do.



SUPPORT YOUR UNION!

## Letter to the Editor

To all my friends at Western Electric:

For the first time in my life I am at a loss for words to express my feelings.

I would like to say "thank you so much" for the money, cards, gifts, surprise party and kind words for my retirement.

There are many wonderful people in the world, and Western Electric really has its share of them.

Thank you all very, very much and God bless each and every one of you.

Earl D. Malone, Retired

## No Punch

by Don Langdon

I really wonder what good, Good Attendance is at the Omaha Works. If your attendance is good, then your reward is that you don't have to punch out at the end of your shift.

This is a good deal. You clean up close to shift change, change clothes, put on your coat, and, instead of waiting at the clock, you line up behind the crowd at the gate.

By being on No-Punch, you replace one line for another. The No-Punch rule has become a No-Trust rule that now involves not only the employee and the time clock, but the employee and the supervisor who has to wait at the gate to make sure no one leaves early.

I just wonder why the company doesn't install a clock at the gate so the employees who are on No-Punch in their area can punch out at the gate. This way the company can eliminate any reward that might exist for those persons who have earned the right, attendance-wise, to be on No-Punch.

The company has added insult to our good attendance reward by telling us that with good attendance we have no reward.



Naw, I wasn't sleeping. I was just resting my eyes.



Which one of you guys said he didn't like cigars?

## IRS Taxes Good Health

(continued from page 1)

tax on the \$20 dinner certificate, effective January 1, 1982.

Listed below are some examples of the effect of income tax withholding on the \$20 perfect attendance dinner certificate:

| Grade                  | <u>32</u> | <u>34</u> | <u>Gr. II</u> |
|------------------------|-----------|-----------|---------------|
| Gross .....            | \$20.00   | \$20.00   | \$20.00       |
| *Federal Tax .....     | 4.64      | 5.00      | 6.20          |
| *Social Security ..... | 1.34      | 1.34      | 1.34          |
| *State Tax .....       | .69       | .75       | .93           |
| Net .....              | \$13.33   | \$12.91   | \$11.53       |

\*Taxes for all grades computed for married with zero exemptions.

Because of the reduced real value of the \$20 dinner certificate, the company looked for alternatives. Noting that non-cash awards of low value (\$25 or less) are non-taxable, the company changed the award to a box of steaks valued between \$20 and \$25.

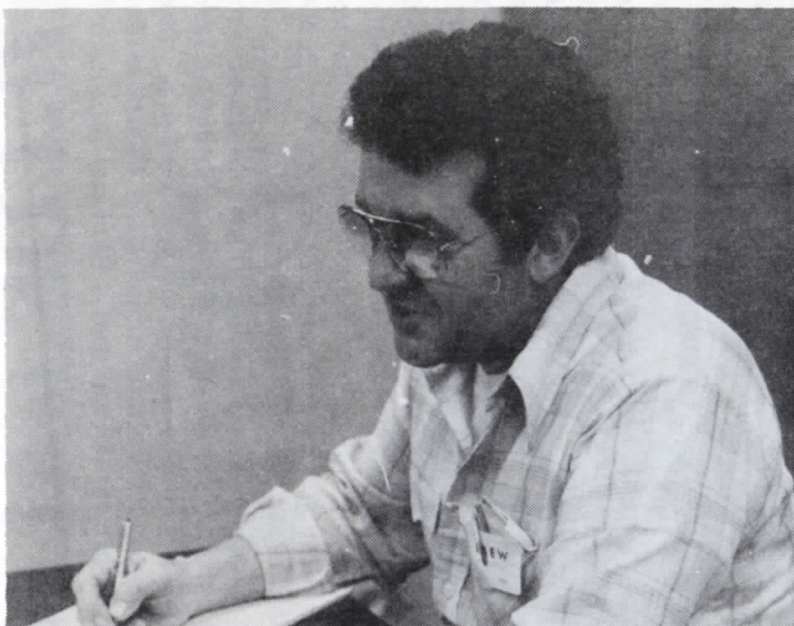
On another tax matter, the IRS recently informed IBEW, L.U. 1974, and WECO, that retroactive to January 1, 1982, all sickness and accident disability payments are subject to FICA (Federal Insurance Contributions Act) but not FUTA (Federal Unemployment Tax Act) or SUTA (State Unemployment Tax Acts).

The period during which the sickness or accident disability payments will be subject to FICA tax begins when the employee first receives the payments and continues for six (6) full calendar months following the last month in which the employee worked. Thereafter, such payments will be exempt from FICA.

For example, if an employee leaves work on account of sickness or accident disability on November 15, 1981, and begins receiving sick pay, payments for the period November 15, 1981, through December 31, 1981, would not be subject to FICA. Payments made January 1, 1982, through May 31, 1982, would be subject to FICA. Payments thereafter would not be subject to FICA.

Local Union President Michael D. Quinlan commented on the recent IRS changes affecting many of the members of Local Union 1974. He said, "I hope the IRS and federal government go after the millionaires and corporations who pay no taxes with the same zeal that they applied to uncovering the tax loopholes in the \$20 gift certificate and the sickness and accident disability pay."





## Mike Kelly 25-Year Employee

Executive Board Officer Mike Kelly has the unusual distinction of having worked 25 years with the Western Electric Company. In that span of time he has served 21 years as a representative of Local Union 1974. Mike has been an Executive Board officer for Local Union 1974 for 12 years.

In Kelly's long tenure with the company and union, he has seen many changes in the products Western Electric produces at the Omaha Works, and an increase in the quality of the contracts negotiated by Local Union 1974.

"I used to be a layout operator in frame assembly, said Kelly. "Everything produced in Building 30 was all geared to crossbar frame and PBX products. Now that's all changed. We have become a cable operation. Because of that, I'm now a layout operator in stub cable. If you had told me 10 years ago that the crossbar building would become

a cable operation, I would have bet you a thousand dollars that you were wrong."

"Our union contracts have become more sophisticated, and our union has more clout today," Kelly reviewed. "Our older contracts used to get shot down by the company before the ink was dry. Now our contract negotiations are national, and the company has backed off misconstruing the rules; trying to say the rules apply differently at every location. This has been a major change for the good, and a compliment to our union leaders."

## The Mismanagement in America

by Roy White

The American worker is being made the scapegoat in regards to the economic problems of this country. Management claims poor craftsmanship, too many benefits, and that wages are too high. They compare Japanese products against American; it is a fact that Japanese quality is superior

In our constant effort to bring you up to date on attitudes and efforts that have occurred in the union's 25-year history, we bring your attention to the following article. It is the attitude that prevailed in February of 1967 — 15 short years ago.

## Cable Plant News

by Dick Hines, 266

The Observing Mr. Dunn

Have you noticed how smoothly the Cable Plant has been running lately? That is, until a certain Assistant Superintendent by the name of Mr. Dunn makes his morning rounds.

Always Watching

Mr. Dunn seems to enjoy watching office help come in late, and production people doing anything out of their line of work, such as talking to their fellow employees or catching a quick smoke.

Maybe Mr. Dunn could use a few lessons from the gentleman who preceded him in his position.

Needed?

I have noticed how often the office next to Mr. Dunn has been vacated by other Assistant Superintendents being promoted. Of course, these people did allow their department chiefs to handle their own jobs. Maybe the reason Mr. Dunn doesn't leave is that the Cable Plant would have to shut down without him?

We would think that right now, with production at an all-time high and incentive at an all-time low, Mr. Dunn would put away his whip and enjoy his profits.

It seems Bob Dunn has passed his whip to Dick. And as history reveals: Dick Whipped It.

## Whiz Bemoans Shabby Bowl Season

"I'm almost too embarrassed to discuss my shabby bowl season," said a beleaguered Arnie "SNAFU" Whiznuts upon his return to the Short Circuit office after hiding out from his fellow handicappers and the irate members of Local Union 1974 for the entire month of January. "Never in the history of the Whiz's Bowl Blaster have I had so many losers."

"But before anybody out there starts cussing me," Whiz grimaced as he paused and took off his Army surplus steel helmet, "let me explain that the end results of my bowl selections just proves what I've always said about sport betting. Picking the winners in college sports is strictly for amateurs. The people who gamble on college sports are looking for something for nothing. Give me the pros, where earnest handicapping and a little research eliminates the element of LUCK, which usually is a big factor in deciding the final outcome of many non-professional contests."

Reaching down into his well-traveled handicappers brown paper bag (filled with gambling paraphernalia and sport data dating back to when Dr. James Naismith hung up the first peach basket in Springfield, Massachusetts), Whiz pulled out a wrinkled copy of the Nebraska University basketball schedule. "You know," continued Whiz, pausing long enough to light one of his traditional black cigars, "in these modern times you have got to believe that N.U. Basketball Coach Moe Iba is sheer genius. I gotta believe that Coach Iba is the best parts of Henry Iba, Adolph Rupp, Red Auerbach, and John Wooden all rolled into one dynamic basketball personality. His record speaks for itself — not one player on the team is over 6 foot 6 inches, and he plays the tough schools close to the vest (look at the Missouri upset and Arkansas near miss). Give Iba the talent and Big Red will rule the roundball world."

"I'm looking for Big Red to make some noise in the NIT this year," smiled Whiz. "If they get an invite, they'll win a couple of games. And if they win those games, the Big Red roundball program will surely wake people up to the fact that with Moe Iba at the helm, Big Red is a one-man gang on its way to a dynasty."

# SELF DEFENSE

## It could get you 20 years.





# SPECIAL NOTICE

Nominations of delegates and alternates to the Thirty-second IBEW Convention to convene on September 13, 1982, in Los Angeles, California, will be held Sunday, May 2, 1982, at 2 p.m. at the Local Union 1974 Union Hall, 13306 Stevens Street, Omaha, Nebraska.

Election of eight delegates and nine alternates will be held on May 21, 1982, at the Local Union 1974 Union Hall, 13306 Stevens Street, Omaha, Nebraska. The polls will be open from 12 midnight to 2 a.m., 8 a.m. to 10 a.m., 3:30 p.m. to 9:00 a.m.

It is mandatory for our Local Unions to elect delegates and alternates to the International Convention (I.C.). It is of the most importance that nomination and election of delegates and alternates to the I.C. be conducted in accordance with the requirements as set forth in Article II of the IBEW Constitution and the provisions of the L.U. Bylaws (if applicable).

Article II, Sec. 8. The basis of representation at the I.C. shall be as follows:

Each L.U. shall be entitled to a per capita tax vote on "A" and "BA" members; that is, one (1) vote for each member in good standing three (3) calendar months prior to the first of the month in which the I.C. is held.

Each L.U. shall be entitled to the following:

(a) One (1) delegate for the first 250 members, 1 delegate for each additional 250 members or majority fraction thereof:

| Membership     | Number of Delegates |
|----------------|---------------------|
| UP to 375      | 1                   |
| 376 to 625     | 2                   |
| 626 to 875     | 3                   |
| 876 to 1,125   | 4                   |
| 1,126 to 1,375 | 5                   |
| 1,376 to 1,625 | 6                   |

(b) 1 more delegate for each additional 500 members:

| Membership     | Number of Delegates |
|----------------|---------------------|
| 1,626 to 2,125 | 7                   |
| 2,126 to 2,625 | 8                   |
| 2,626 to 3,100 | 9                   |

(c) 1 more delegate for each additional 3,000 members — maximum 15 delegates:

| Membership       | Number of Delegates |
|------------------|---------------------|
| 3,101 to 6,000   | 10                  |
| 6,001 to 9,000   | 11                  |
| 9,001 to 12,000  | 12                  |
| 12,001 to 15,000 | 13                  |
| 15,001 to 18,000 | 14                  |
| 18,001 and over  | 15                  |

## Eligibility As Set Forth in Article II, Section 10 of the Constitution CONTINUOUS GOOD STANDING

A member to be elected as a delegate or alternate must have at least 24 months continuous good standing in his L.U. immediately prior to the I.C., provided his L.U. has been in existence that long.

## ELECTION

Constitution, Article II, Section 10, requires that delegates and alternates shall be elected by secret ballot. L.U. 1974 Bylaws state that the Business Manager is a delegate to the I.C.

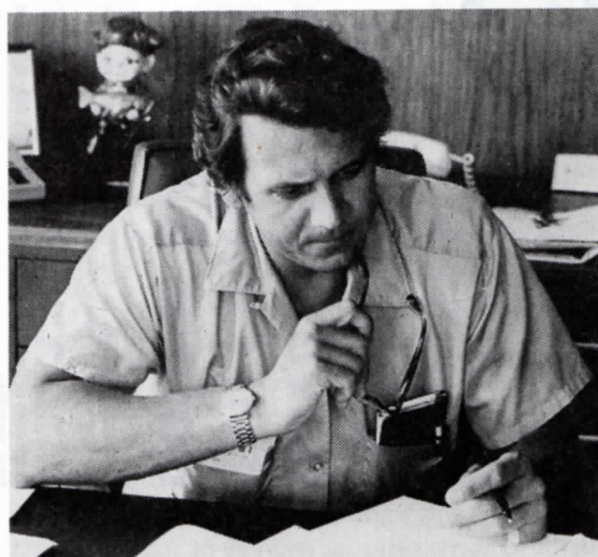
# The Report Of The President

I'd personally like to congratulate all past and present members of Local Union 1974 on the Twenty-fifth Anniversary of our Local Union.

Like most of you, I was not around in early 1957 when our Local was formed. In fact, it would be two years before I'd be discharged from the Marine Corps and seek employment in civilian life.

As is the case now, Western Electric Company back in the late '50s was an industrial community leader in wages, benefits and conditions of employment. Like you, I was attracted to Western because of these attributes.

The standard of living that I experienced when I first was employed by Western in 1959 was due primarily to those people who formed and nurtured this Local Union through its first few sensitive years of existence.



Michael D. Quinlan

During the past 14 years that I've served as an elected official of this Local Union, I increasingly appreciate that contribution made by my predecessors.

Hopefully, while recalling the local history and memorabilia of the past 25 years, your appreciation of the efforts of past administrations will also be enhanced.

Finally, while acknowledging the contribution of past administrations, and difficulties over the past 25 years, it should be pointed out, as the Vaudeville Show Biz routine used to go — "you ain't seen nothin' yet!"

With the recent divestiture of the AT&T and the freedom that Western Electric now has to openly compete in the free market place on any product they choose; the fast-moving high technology of the '80s, and the mass union hysteria pervading the country resulting in giving back hard-fought bargaining gains supposedly to help employers through a crippling recession brought on by incompetent politicians in Washington — the next few years, and particularly next year's 1983 negotiations, will be extremely critical and complex.

Hopefully, we'll draw from our past experiences to help us successfully meet these new challenges.

In closing, let me again congratulate and thank all Local 1974 members, both past and present, for their contribution to 15 years of success!