



International Brotherhood of Electrical Workers

LOCAL UNION NO. 1974



13306 STEVENS STREET

OMAHA, NEBRASKA 68137

TELEPHONE 895-4080

OFFICERS

Ken E. Mass *President*
Tom Connor *Vice President*
Vernon L. Larson *Recording Secretary*
James Hardick *Financial Secretary*
Jackson Philby *Treasurer*

Union Meetings

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

Executive Board

Robert W. Alberts
Jim Curran
Frank Nagel
Michael T. Kelly
Marlene Wilson



August 31, 1983

FELLOW UNION MEMBERS:

On Sunday, August 28, 1983, at the ratification meeting held at the Millard High School Football Stadium, the membership of Local Union 1974 voted to approve a new three-year national agreement. The vote on the national issues on local level was 669 to 21 for a 97% acceptance. System Council wide, 91% voted for acceptance. On local issues at Omaha, 95% voted for acceptance. At Underwood, 55% voted for acceptance.

At the ratification meeting, I stated the start rate at the 32 job grade would increase from \$6.98 to \$7.78 per hour -- I stand corrected. The current start rate at the 32 job grade will remain FROZEN for the life of this agreement at \$6.98 PER HOUR. The data I was presented was incorrect.

WAGES -- EFFECTIVE AUGUST 7, 1980, THE FOLLOWING WAGES WILL BE INCREASED ACCORDINGLY:

<u>Omaha</u>	<u>Increase</u>	<u>Start Rate</u>	<u>Job Rate</u>
Gr. 32	.43	\$6.98	\$8.21
Gr. 33	.45	8.36	8.67
Gr. 34	.47	8.82	9.09
Gr. 35	.50	9.24	9.57
Gr. 36	.52	9.72	10.03
Gr. 37	.55	10.18	10.56
Gr. 38	.58	10.71	11.11
Group I	.71	12.98	13.68
Group II	.74	12.98	14.28
<u>Underwood</u>			
WO/MRO	.47	\$7.68	\$8.95
MM	.59	10.82	11.30
MS	.64	11.67	12.21

August 5, 1984 -- 1.5% Wage Increase and uncapped C.O.L.A.

August 4, 1985 -- 1.5% Wage Increase and uncapped C.O.L.A.

PROGRESSION INCREASE EFFECTIVE AUGUST 7, 1983:

32 Grade; Warehouse Operator; Maintenance Repair Operator.
Six (6) progression increases.

33-38 Grade
Four (4) progression increases.

PENSIONS -- Effective 10/1/83 and 10/1/85, there will be a 3 1/2% increase in the pension band.

<u>GRADE</u>	<u>PENSION BAND</u>	<u>10/1/83</u>	<u>10/1/85</u>
32	102	\$15.94	\$16.50
33	103	16.59	17.17
34	105	17.87	18.50
35	106	18.53	19.17
36	108	19.83	20.52
37	109	20.47	21.19
38	111	21.76	22.52
Group I	119	26.92	27.86
Group II	120	27.56	28.53

VACATIONS, HOLIDAYS AND EWD'S:

These will remain the same as in existence in the past agreement.

Effective with this agreement, employees will be permitted to take EWD's in increments of one-half (1/2) or full days, except for the one (1) paid EWD designated by the Company.

SCHEDULING TIME OFF:

Employees will be permitted to reschedule holidays, vacations or EWD's originally scheduled during December if the reason for not utilizing such scheduled days is beyond the control of the employee, except the holidays of Christmas and Christmas Eve. However, the rescheduling of these days must be no later than March 31st of the following year.

SAVINGS AND SECURITY PLAN:

One (1) additional weekly allotment for employees earning over \$600 per week.

MEDICAL, DENTAL AND VISION EXPENSE PLAN:

These plans will continue to have the same coverage as in existence in the past agreement.

Effective, January 1, 1984, the following modifications or amendments will be made in the medical expense plan:

1. Provide for establishment of agreements with preferred provider organizations.
2. Saturday and Sunday hospital room and board charges for non-emergency Friday and Saturday admissions will not be reimbursed.
3. Reimbursement at 100% of reasonable and customary charges for the surgeon's fee for selected surgical procedures.
4. Reimbursement at 100% of reasonable and customary charges for selected surgical procedures performed on an ambulatory out-patient basis.

TRAINING AND RETRAINING:

Implementation of a training/retraining program which would be developed by a "Training Advisory Board," and would consist of three (3) representatives of labor and management. Its purpose would be to develop voluntary training programs which would be taken into account when an employee is being considered for an upgrade or transfer.

SIPP -- SUPPLEMENTAL INCOME PROTECTION PROGRAM:

1. Expanded to include all active employees up to age 65.
2. Monthly payment enriched from \$375 to \$400 per month.
3. Additional lump sum payment:
 - (a) Less than twenty-five (25) years.....\$2,000
 - (b) Twenty-five (25) years to thirty (30) years.....\$2,500
 - (c) Thirty (30) years or more.....\$3,000

VIPP -- VOLUNTARY INCOME PROTECTION PROGRAM:

Employees not SIPP eligible have an opportunity to leave the Company on a voluntary basis payment as follows:

- (a) One week of pay for each year up to ten years.
- (b) Two weeks of pay for each year between eleven and twenty years.
- (c) Three weeks of pay for each year between twenty-one and thirty years.

In addition, the Company would also reimburse employees up to a maximum of \$2,500 for expenses for tuition or training.

VIPP and SIPP only will be afforded when there is a surplus or a facility closing situation.

EXTENDED MEDICAL COVERAGE:

Employees who are on layoff, or elect to leave the Company on SIPP or VIPP, are eligible for coverage up to twelve (12) months under the Company Medical Expense Plan, as follows:

- (a) Five years or more -- the Company pays the first six months premium; next six months at employee's expense.
- (b) One year but less than five years -- the Company pays first three months; next nine months at employee's expense.
- (c) Less than one year -- twelve months at employee's expense.

REDUCTION IN RATE DUE TO LACK OF WORK:

Downgraded employees would be cushioned against loss of pay between the job or base rates of the old and new grades. The protection would fall within a range from twelve (12) weeks to one hundred sixty-eight (168) weeks. The following schedule would be paid:

- (a) Less than ten years -- 4 weeks full; 4 weeks 2/3; 4 weeks 1/3.
- (b) Ten years but less than fifteen -- 30 weeks full; 4 weeks 2/3; 4 weeks 1/3.
- (c) Fifteen or more years -- 160 weeks full; 4 weeks 2/3; 4 weeks 1/3.

WAGE INCENTIVES:

Effective August 7, 1983, employees will be cushioned on wage incentives for twelve weeks only; 4 weeks full; 4 weeks 2/3; 4 weeks 1/3.

WAGE INCENTIVE PAYMENTS:

Effective August 7, 1983, the wage incentive payments will be for every 1% of wage incentive balance paid; the employee will receive one (1) wage incentive payment factor for each hour worked within the employee's wage incentive group. The wage incentive payment factor schedule effective August 7, 1983 is as follows:

Grade			
32	\$.0821	35	.0957
33	.0867	36	.1003
34	.0909	37	.1056
		38	.1111

EXAMPLE -- The wage incentive balance paid is 18% the employee will be paid 18 wage incentive factors for each hour for employees in the 32 job grade. The payment would be $18 \times .0821 \times \text{hours worked}$.

SICK PAY:

Effective the second year, August 5, 1984, Wage Incentive payment will NOT BE PAID ON THE FIRST SEVEN (7) DAYS OF SICK ABSENCES.

MOVEMENT OF PERSONNEL:

Effective August 7, 1983, the following guidelines are established for filling vacancies:

- (1) Surplus;
- (2) Return to former job;
- (3) Return to former grade and job bidding and posting. The employee with term of employment will be placed in opening.

Effective August 7, 1983, for surplusd employees, day-to-day bumping rights are in effect.

SHIFT REALIGNMENT:

A yearly shift realignment will be in effect throughout the contract. The realignment for this year is as follows:

- (1) Week of September 12th -- canvass.
- (2) Week of September 19th -- notify.
- (3) Monday, September 26th -- move to new shift.

Effective October 1, 1983, employees will less than fifteen (15) years will have one (1) wild card and employees with fifteen (15) years or more will have two (2) wild cards to use for life of contract when moved because of lack of work.

Effective August 7, 1983, employees working the 32 job grade and surplusd will have return rights to their former job.

These items and other issues will again be addressed in the September Monthly newsletter. If you have any questions, contact your Union Representative or contact the Union Hall.

Fraternally,

Ken E. Mass

Ken E. Mass
President-Business Manager
Local Union 1974, I.B.E.W.

KEM:mw
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SPECIAL NOTICE

The 4th Annual Local Union 1974 Men's Golf Outing will be held Saturday, October 8, 1983 at the Ashland Country Club. It will be a 8:00 a.m. shot gun start. The green fees and dinner will be \$17. Golf carts will be \$16 each, on a first come basis. There will be flag prizes, door prizes and trophies for each flight. To sign up for the outing and carts, contact the following, commencing Wed., Sept. 7th.

		Shift			
Ken Mass	895-4080	1st	Dick Cronin	X-3141-X-3142	1st
Jim Hardick	X-3202	1st	Ed Betzer	X-3768	1st
Jack Philby	X-3149	1st	Tom VanDyke	X-3164	3rd
Jim Curran	X-3126	1st	Greg Kleve	X-3768	2nd