



**FRANK P. POSSINGER**  
**PRESIDENT**



**Re-Elect**



**MARLENE WILSON**  
**VICE PRESIDENT**

1990

**TO THE MEMBERSHIP OF LOCAL 1974:**

We would like to remind you, the membership, of what we believe to be very positive issues that we were able to bring to the membership out of the last three contracts.

- In-patient hospital stays could no longer trigger an attendance level.
- Serious out-patient surgery will not trigger an attendance level.
- Two additional days for death in the family — no pay and no charge against the attendance program.
- Shift protection for all employees every time they move instead of two wild cards per contract. Your seniority will always take you to the shift of your choice.
- Level I shift realignment is **throughout** the **whole** IBU.
- Special Supplemental Monthly Pension Benefit which addresses extra money on pension according to what grade you were when we went to the three level plan.
- Successful in getting some Level I jobs to Level II, and some Level II jobs to Level III during bargaining and after.
- Former 34 grades retaining their 10¢ per hour.
- Regain some shift movement for trades.
- We were able to convince the Company to offer SIPP to 235 people, instead of laying off 235 new employees.
- Because of the new way the National Committee bargained raises, we were able to bargain more money for employees that took upgrades and brought almost everyone up at least one progression.
- We feel that out of the last two contracts, your local bargaining committee has been able to bring you the **best Movement of Personnel Agreement we have ever had**. You can bid from one overtime pool to another in Level II and III in the same IBU. The supervisor can no longer choose who they want to move.
- Volunteering for excess by seniority so senior employees have more of a choice of jobs.
- We were able to get that the high senior person gets Level II jobs. You do not need qualifications to get to a Level II.
- Jobs are now posted for Level I employees before new hires are brought in. Before the last two contracts, the people off the street could get the best jobs because the Union had no way to force the Company to move Level I's.

(Please read other side)



- After the 1989 bargaining, we have put together a Trades Committee that consists of the President, Vice President and Union representatives who represent almost every trade. This Committee has been very effective. We have done some very good things for all the membership. We put together an Apprenticeship Program in which any qualified member can bid for a trade's position and can be trained in the plant on working hours. We have had **twenty-one** employees out of production graduate from this program and become journeymen.

- We have been able to stop mandatory overtime for trades and resisted the management's proposal to have some trades people carry pagers on week-ends to be called in when needed and to force some employees to work during shutdowns.

- We have put together a very active Safety Committee that works directly with OSHA to help make our jobs and environment safer.

- We know there are a couple of jobs we have not been able to get the Company to agree they should be upgraded, but we continue to study these jobs and continue to meet with the Company to discuss these issues. The Company has been more willing to listen to our arguments, but to date we have not been successful, but we promise you, we won't quit trying.

- We also bargained a room for benefit reps to help you on any medical insurance problems you may have. You can come to this room during working hours and someone will help you make the phone calls and/or help you work on any insurance problems you have.

- The computer room, which was paid for by ETOP monies, was negotiated by your local committee. The local committee has also worked with the Company in providing space for a complete learning center in Omaha. This will, hopefully, be completed in 1994.

- ETOP has also paid for represented employees to attend classes at the Union Hall at their convenience.

- The room in the cafeteria for the Employee Resource Center was also bargained in the last contract.

We have always tried to be there for the membership and to support the union reps. **We realize we have had to sometimes make some unpopular decisions, and have not always made 100% of the members happy**, but believe me, every decision we have had to make was to try to make your work life better for you.

This Administration has had to deal with some very major changes which have not been easy for any of us. Believe me, it has not been easy to change our old ways of thinking and doing things. Some of our direction has come from our International, and some of our decisions we try to make thinking this is what you would want us to do. We try to get your input whenever possible. If we have made mistakes or decisions you don't agree with, we are sorry, but we can only do what we think will help the majority of the membership.

We would like to thank every one for the support you have given us in the past.

And, if you continue to give us your support, we will continue to do our very best for all of you.

Thank you!

**PLEASE TRY TO MAKE THE TIME TO VOTE ON MARCH 9th!**

*Frank P. Rossinger*      *Marlene Wilson*