



The Short Circuit



Local Union 1974 - I. B. E. W.

6000 Copies Published Monthly
Copies Sent to 19 States, District of Columbia and Canada

OMAHA, NEBRASKA—MARCH, 1967

Volume I—Number 10

LADIES AUXILIARY BEING FORMED; FIRST MEETING TO BE MARCH 17TH

Rustermier Named to the Executive Board

The five member Executive Board at their weekly meeting on the seventh of February, appointed Robert W. Rustermier to fill the vacancy left by the sudden death of the late Terry E. Short.



He Is Risen!



To Be Held At 8:00 P.M. At Union Office

If You Educate a Woman,
You Educate a Family;
Educate a Family and You
Educate a Nation

A Ladies Auxiliary is being formed to assist our Local Union. The two ladies who are heading this project are Jean Hickman, wife of Thomas Hickman, International Representative of the I.B.E.W. and former employee of Western Electric, and Phyllis Eby, wife of Orville E. (Beanie) Eby, Executive Board Officer and Chairman of the Job Grades Committee.

The first meeting will be held at the Union Office at 8:00 P.M. on Friday, March 17th. The office is located across the street from the Western Bowl in Millard.

Feminine Support

The time has come to give our



R. W. Rustermier

Brother Rustermier has long been active in Union affairs and was a successful candidate in his bid for the Presidency of Local 1974 in 1960. He served in that capacity until his term ended in 1962.

As COPE director for our Local, he has been instrumental in bringing the political news to the membership through the Locals newspaper and verbally at meetings.

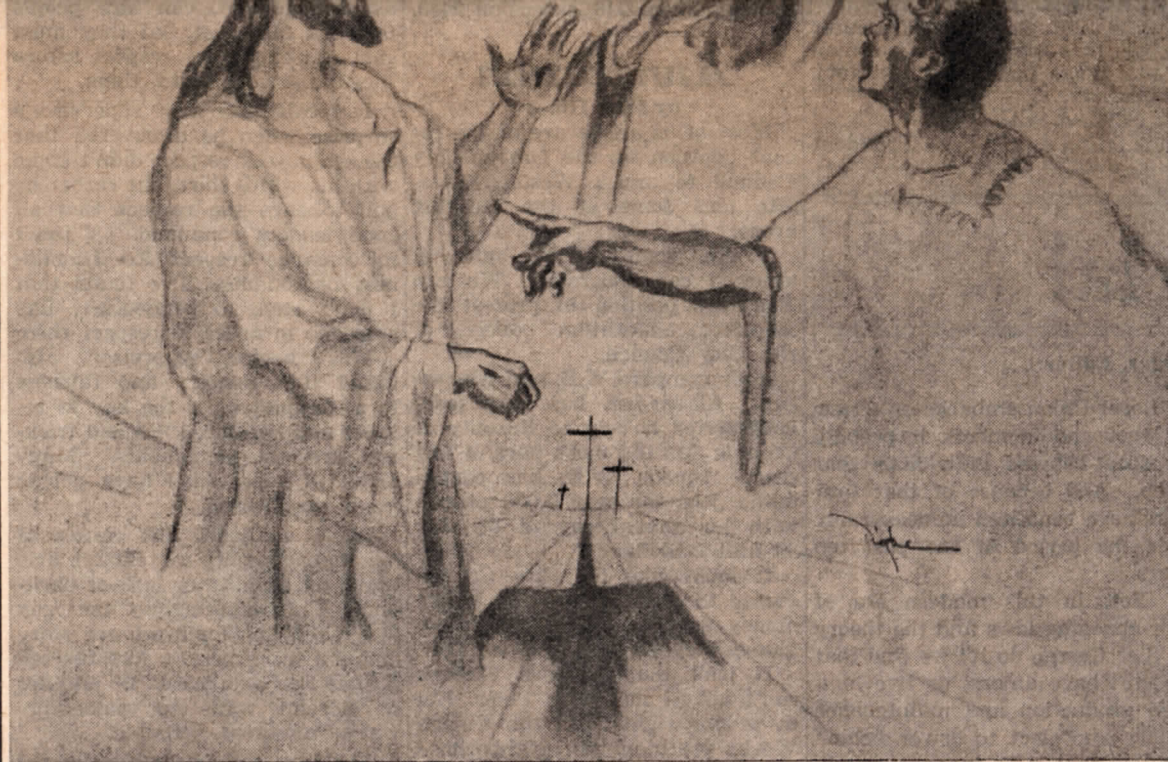
It is the feeling of the staff of this paper that the Executive Board acted wisely in naming Bob Rustermier to the Executive Board of this Local.

Sandie Bredengerd Named Recorder by President Vondra

President Frank Vondra recently appointed Sandie Bredengerd as



Sandra K. Bredengerd
committee and grievance recorder



Drawn for The Short Circuit by member Terry Tighe

**Let the Heaven's Be Glad, and Let
the Earth Rejoice: and Let Men Say
Among the Nations, The Lord Reigneth.**

—I Chronicles 16:31

for our local. The appointment was effective February 20th.

Sandie's job will include taking minutes for the Job Grades Committee meetings and Wage Incentive Committee meetings, as well as for all fourth and fifth step grievances. She will also help with the monthly Short Circuit editions.

Sandie started with W.E. in November of 1964 and has been a Union member since that time. She attended Omaha University on the tuition fund plan and is now attending Nettleton Business College. Sandie's shorthand and typing skills will be an asset to our local.

**UNION MEETING
THIS FRIDAY
12:30 A.M. — 8:00 P.M.**

C. L. Davis Promoted To Assoc. Engineer

Charles L. Davis, formerly a machine operator in department 441, has been promoted to Associate Engineer in the Industrial Engineering branch. Chuck, as he is more widely known, completed two years of college at the University of Omaha and is now in his third year.

He began working at Western Electric in 1958 and joined our Local shortly afterwards. An avid Union member, he attended meetings quite regularly when his schooling didn't interfere. His wife, Sherry, who has done art work for the Short Circuit in the past, is a member of the Communication Workers of America and is employed at the Bell Telephone



Chuck L. Davis

Company.

Local 1974 wishes Chuck the best of luck in his new position and thanks him for his past support as a member of Local 1974.

at the Union Office at 8:00 P.M. on Friday, March 17th. The office is located across the street from the Western Bowl in Millard.

Feminine Support

The time has come to give our Local some feminine support. Any female member in good standing of Local 1974, wife, mother, daughter, step-daughter, or sister of members in good standing may belong.

6 Point Program

The Ladies Auxiliary has a six point program.

1. To be the good, strong right feminine arm of the Local Union.
2. To improve family understanding of the Union movement and its problems and practices.
3. To take up worthwhile local and national issues in support of human dignity and justice.
4. To strengthen family ties with American Unionism and its drive for a better life for all.
5. To teach women why unions raise the standard of living for them and their families.
6. To act as an ally to a Union, and Unions always need all the allies they can muster in the economic, educational, legislative and political fields.

No Union Business

In no way will this be an organization to conduct any Union Business. Any direct contact with Union affairs or business will be done so only at the request of the Local 1974 Executive Board.

Discuss Activities

At the March 17 meeting, plans for forthcoming activities will be discussed and temporary officers will be elected. Mrs. Hickman and Mrs. Eby request all ladies to pass the word about the Ladies auxiliary due to the limited communications in notifying all applicable women.

Anyone desiring further information about the auxiliary can contact Mrs. Hickman by phoning 333-7390 or Mrs. Eby after 4:30 P.M. at 291-0156.

**Deadline for
April Issue is
April 7th, 1967**

The Short Circuit

International Brotherhood
of Electrical Workers

Local Union 1974

Affiliated with AFL-CIO

110-B Cedar Avenue
Millard, Nebraska

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SANDRA K. BREDENGERD

I.B.E.W.—WESTERN ELECTRIC EM-3

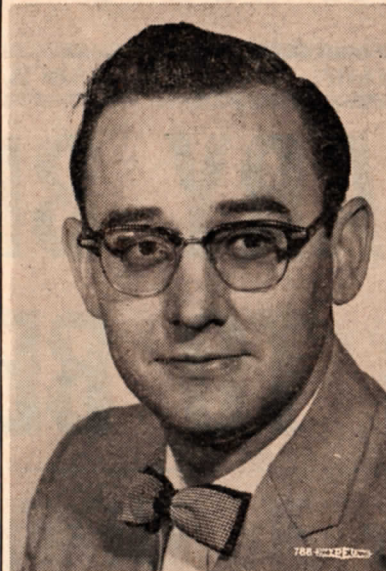
FRANK R. VONDRA Secretary-Treasurer
ORVILLE E. EBY Job Grades Chairman
RONALD G. HALLETT Wage Incentives Secretary

NEBRASKA STATE ELECTRICAL COUNCIL

Know Your Representative

Kenneth L. Parker is the Representative for the month of March. Mr. Parker joined the Western Electric Co., September 10, 1956.

On March 8, 1957 the first meeting of L.U. 1974 was held. At that



Kenneth L. Parker

meeting ballots were counted for the election of officers. Kenneth Parker was elected as Financial Secretary. The following year on June 30, 1958, he was elected to office as Treasurer and has served that position up to the present date. Ken and his wife have four wonderful children, one daughter and three sons, and reside at 2106 South 48th Street in Omaha.

In his leisure time for hobbies, he likes square dancing, golf, camping and also coaches boys baseball teams.

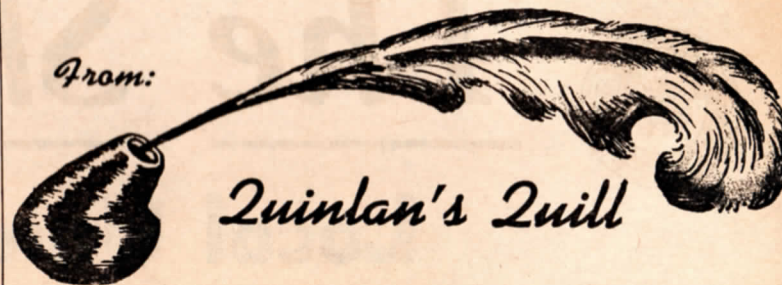
Ken's job title is Journeyman Pipe Fitter in the Cable Plant. He can be contacted between the hours of 7:30 A.M. to 4:00 P.M. in department 246, extension 2449.

Annexation

by Dick Hines

Most of us are aware of the re-

From:



by Mike Quinlan

I say lets not get rid of the terms "management" and "non-management". In article 2 of our contract we are told that the Company has the exclusive right to manage or direct the work forces—a point I might add which is consistently stressed by supervision in our day to day business.

The anonymous author who recently advocated the abolition of these terms in the Company's monthly circular, is himself obviously uninformed and "out of step with the realities of the Company today".

I say lets attempt to get rid of mis-management. Not unlike the aforementioned writer in management's paper, I too will quote from the dictionary (though not out of context). Webster defines mis-manage thusly; "to manage badly or dishonestly".

Now before I proceed, I'd like to make clear to all readers that I'm not anti-management but rather anti-"bad or dishonest" management. I don't believe that any of us have ever deluded ourselves into believing we don't need fair and equitable supervision.

Now what are some of the basic causes of mis-management? Well, obviously the first would be ineptitude. Many elements of supervision are just not qualified to be in their present positions. How then did they get there? Well—your guess is as good as mine.

I'm concerned also that supervisory "charm school" doesn't seem to stress the fact that they, as management, can hire people to work for them, but they must gain the employees respect before they can work with them.

I recall one new supervisor's surprise when he discovered that

Progress Through Cooperation

by Harlan Clark

The Joint Wage Incentive Committee for the Union and the Company have just completed four months of discussion and investigation concerning production levels and blue prints in department 422, Surface Wiring. These were very informative on both sides and some very substantial gains were made in these areas.

The Wage Incentive Organization has revised the maximum production level from 20 to 7. This is true in all cases with the exception of when, for over a two year period, it can be shown that a particular unit will run 20 or more per week. They have also revised what is called the read time factor. In the past the read time was reduced, per increase in production levels, in the basic list and in all optional list combinations. Now it will only be reduced in the basic lists. All optional lists will have 100% read time.

Almost all of the employees that work with Blue prints know that the eligibility and accuracy of the prints leave much to be desired. To rectify all of this will take quite some time and effort but the Company has assured us that they will expend the time and effort needed to get the job done. There has been more accomplished in the last two months

I.B.E.W.—WESTERN ELECTRIC EM-3
FRANK R. VONDRA Secretary-Treasurer
ORVILLE E. EBY Job Grades Chairman
RONALD G. HALLETT Wage Incentives Secretary

NEBRASKA STATE ELECTRICAL COUNCIL
EDWARD J. HAMELL President

Editorial

by Jerome F. Berger, Editor

During the month of March, your Local Union embarks on a new decade of service to the nearly four thousand members it proudly represents. It all began with a few stout-hearted individuals that had the courage to take the first step. And because of that first step the employees of the Omaha Works have benefited immeasurably over the period of the past ten years.



Jerome F. Berger

Yet, in this modern era of ever-changing laws and the theory of "Let George do it" we find that we still have among us five hundred production and maintenance people who elect to cower behind the law that is so inappropriately entitled, "The Right-to-Work".

This law harbours those who look for a way to avoid fulfilling their just obligations, yet reap the fruits of other mens' labors.

State and national laws that we must live by are made by mortal men who are capable of error and by no means infallible. To cite an example, the laws of the State of New York just made it possible for an admitted killer, who stabbed his wife and five children to death, to walk out of

jail a free man. Other laws permit certain people to escape their moral duties and their just punishments.

The members of our Local Union realize the worth of Unionism. These are the laborers who have not forgotten what men like Samuel Gompers have done for the dignity of the **Common Man**. They have not forgotten the ridicule, the beatings, the trials these men went through so that you and I and our children would not have to work in sweat shops, twelve or more hours a day, six and seven days a week for a wage that equaled that of the pauperism of a dole.

In the coming decade which we are on the threshold of, we welcome those five hundred people to join our ranks and become a part of one of the most worth-while causes for the sake of bettering the plight of mankind, seeking a better way of life and securing for the laboring men and women the dignity which our Creator meant for us all.

in department 246, extension 2449.

Annexation

by Dick Hines

Most of us are aware of the recent decision by the Omaha City Council to annex Western Electric and some of the outlying areas.

I say "some" of the outlying areas. I can understand Western Electric's position to protest the leap-frog annexation policies of the City Council.

Let's compare W.E. and Ak-sar-ben. Ak-sar-ben has supposedly contributed largely to the city of Omaha; for the most part, a few rescue squads. W.E. has contributed jobs for over 5,000 people, with an annual payroll of over 30 million dollars.

It looks like the City Council seems to pick and choose whose money they want now and whose money they are willing to wait for.

It isn't that Western Electric can't afford the extra taxes. Not by a long sight, with the Omaha Works profit in the neighborhood of a million dollars a month. Also, I read very recently that A.T.&T. profits were at an all time high for the year of 1966, namely, \$1,979,000,000.

Even though Western Electric's financial status is not detrimental to paying these taxes, the City Council's actions were unfair and unjust in the manner in which they hop and skip around to get the Companies they want, and leave the other ones alone. We wish the Western Electric Company an outcome in their favor.

Now, let's take a look at the individual employee's side of this recent annexation. No one is more concerned than the homeowners in this area who are getting tax increases ranging from \$150 to \$250 per year. To the individual tax payer who makes between \$6,000 and \$7,000 a year, this is quite a blow. What with increased federal income tax, social security tax, and to those of us who were annexed with Western Electric, an increased property tax, we really can't afford the added expense. Our 14c increase in wages is long gone, without even realizing for a short while that we got an increase.

as management, can hire people to work for them, but they must gain the employees respect before they can work with them.

I recall one new supervisor's surprise when he discovered that the employees respect didn't come with his white shirt, but rather he had to earn the respect that all good leaders command. — Don't misconstrue respect for friendliness or fondness. I've found that I don't have to particularly like someone in order to respect them — This novice supervisor also found that honesty and fairness to all employees is the key to respect and two-faced lies and trickery are the detriments. Many areas of supervision have yet to learn that lesson.

While analyzing the causes of mis-management, we should also touch on timidity or lack of backbone. I'm referring to the guy who'll tell his employees one story and tell his superiors just the opposite. For one reason or another he doesn't want to make any waves or create trouble.

Another example: Many times a problem or difficult situation is beyond the control of the employees, but rather than state as much to his superiors and possibly risk his displeasure, a boss will take the easy way out and start hard-casing his workers for poor application or some other concocted baloney.

In my position as a chief steward, I have had many dealings with the above mentioned types of management and I would say that much of the friction that arises between the Union and Company is caused by inept, two-faced, or craven supervision.

What can I say about the other portion of management who are straight-forward, intelligent, honest men who'll stand up for right and denounce wrong regardless of who is at fault? Though they're a minority I would hope that through their constant good example they would influence their misguided associates. This may seem like a day dream but I'll risk getting corny and quote a well known politician; "keep the faith baby".

—Attend Your Union Meetings—

desired. I recall an old man who take quite some time and effort but the Company has assured us that they will expend the time and effort needed to get the job done. There has been more accomplished in the last two months than in the preceding seven years. The job will not be done over night but at least we now have a start.

Another important thing that was accomplished by these meetings is that there is now a greater understanding on both the Company's part and the part of the Union. Some of the problems and the magnitude of the problems can more readily be rectified by complete understanding and trust by all concerned.

Many long hours were spent in rectifying some of the conditions that existed. There is still much work to be done and many, many more hours to put in but jointly we have made a large step in the right direction.

Your Wage Incentive Committee is now looking into testing rates and the amount of defects covered by the rates. We hope to have more information on this in the near future. There is also some indication the Company is doing some investigating in these areas and will inform us of the progress.

Again I would like to thank all parties involved in these discussions for the work that was accomplished. If this same trust and understanding was given to all our problems we would have a much better place in which to carry on our occupations. As I have said many times, the employees are, in the majority, very conscientious individuals and are very often, not given the consideration for being so.

Stockade Cafe & Lounge

Chicken — Steaks

— Sea Foods —

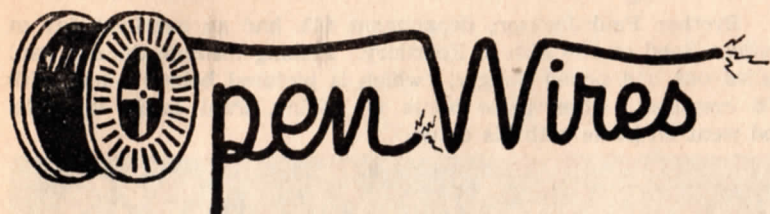
ORDERS TO GO

OPEN SUNDAY

325 "D" St.

334-5627

Millard

The Members Speak:

Anonymous letters are not printed under any circumstances. The Union must know the name and department of all writers. Writers who permit their names to be published are given preference. The Short Circuit is not responsible for matter contained herein. The Union reserves the right to condense letters.

* * * * *

Training Beneficial

On February 24, 1967, department 244 sponsored an eight hour training session on the maintenance of the new Silicon Controlled Rectifier (transistor controlled) for trucks, manufactured by the Raymond Manufacturing Company. Conducting the session were Mr. Dick Sawyer and Mr. Jerry Flanningan, factory representatives from New Jersey.

Among those attending from department 244 were: Harvey Hicks, Robert Johnson, Ken Balkowatz and LaVern Hunt. Also in attendance were Walter Shields, Kansas City, Mo., Les Davis, Cherokee, Iowa, Loren Richards and Jerry Smith, Omaha, Nebr., and Bob Vaughn, Tulsa, Oklahoma.

The mechanics feel they will benefit greatly from this additional training as this advanced type of control system will be virtually the only type normally on the market within two years. They are also hopeful that more training sessions will be held in the near future.

LaVern W. Hunt, 244-2

* * * * *

Food Machines, but no Food!

The only thing lacking in the new canteen cafeteria in 30 building on the midnight shift is food.

Of course today, "Monday", they did have Macaroni and cheese; left over from Friday no doubt.

It would seem that a cafeteria service who wanted to operate efficiently could keep a supply of food in their machines, particularly for the shift that doesn't have the chance to go to the regular cafeteria.

Jack Fay, 245

* * * * *

Man does not live by Green Pea Soup alone!

The Company has finally installed hot food machines for the long forgotten third shift (X-Bar). We hate to be a nuisance in always asking for favors, but would it be asking too much to have food put in them? The choice of food left for the third shift leaves much to be desired. Split Pea Soup is hardly worth the long walk to the cafeteria.

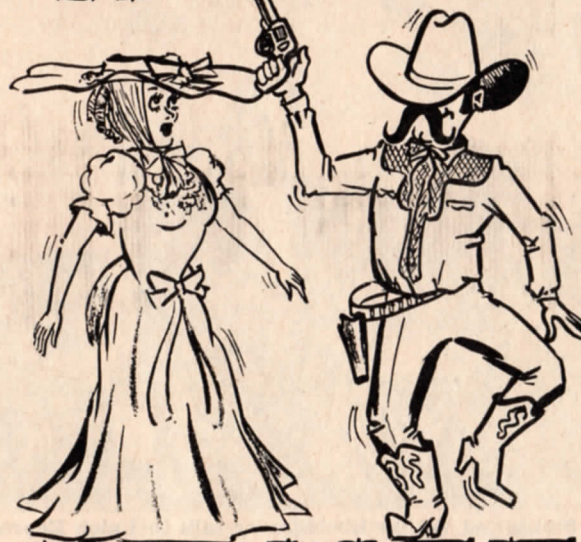
Not the Jolly Green Giant

* * * * *

HELLO-HELLO . . .

It seems as though the modern means of communication has

"PISTOLS 'N PETTICOATS"



DANCE

Gala Centennial and 10th Anniversary Dance

**Wear Your Duds
and Petticoats!**

Bring Your Friends
to the

**Carter Lake
Ballroom**

**Saturday,
April 8, 1967**

9:00 P.M. to 1:00 A.M.

No Admission Charge

Sponsored by L.U. 1974

Member of the Month . . .



For the month of March, our member is Flarance Schade, who was married to our late representative Claude Schade. She joined the Western Electric Company April 11, 1956 in Duluth, Minnesota and has been a

Dear

Management:

by

Sandle Bredengerd



As usual this month the WESTERNER we did receive:

HELLO-HELLO . . .

It seems as though the modern means of communication has somehow past certain sections of department 441 like a black cloud.

The apparent lack of this between management—supervision—and employees is cause for concern.

Even verbal contact between shifts seems to be greatly amiss.

To all concerned, maybe a stone tablet and chisle might be in order.

Lets' shape up—

3rd shift outcast

Too Many Chiefs; Not Enough Indians!

Thanks to our Department Head!

We really appreciate him coming in on Saturdays, to keep us on the straight and narrow, but I think the Company would benefit more if more men were brought in on preventive maintenance instead of wasting money bringing in a Department Head and Section Chief to supervise five or six men. Oh well! thats Psychology.

Impartial Observer, Dept. 245

S. J. R.

I really don't have any complaints this month because you are on the night shift, but I though you would like to see your name in print again.

Signed, You guessed it!!

Why?

I thouht that all employees were members of the Weoma Club, and could taken an active part in all their functions! Then why is it that so many girls are being excluded from this years **Miss Weoma Contest?**

Are they trying to say that us poor old married girls are not qualified to participate in this activity anymore?

An ex-Weoma Club member

Million Dollar Corporation

It is hard for us to understand that such a large corporation such as Western Electric, a department, namely 441-7, cannot afford more than one key for its three power lift trucks. **We need keys!!**

NEBRASKA PEST CONTROL CO.

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Free Delivery

Complete Liquor Dep'ts.
Both Stores



Flarance Schade

tric Company
April 11, 1956
in Duluth,
Minnesota and
has been a
good Union
member ever since. Two and one
half years later she and her husband moved to Omaha.

Flarance works in department 442 as a 34 grade Layout Operator. Her hobbies include sewing and ceramics. She has four lovely daughters and one son. She resides at 5721 Fontenelle Boulevard.

MONTHLY HOT LINES

by William Plymale, 244

The regular business meeting on February 17th was called to order at 8:00 P.M.

After all the regular business was taken care of, Dick Hines re-read the amendment to the constitution, Article III, Section 7. The floor was opened for discussion and just about everyone there had something to say about it. The air finally cleared and it was voted on. I can't tell you the results yet because it has to be re-read at the morning meeting this month.

Have you ever thought that your local union really pulled a boner or that you would have done something differently? I'm sure most of us have. Well, now is the time to do something about it. Why don't you go to your union meetings, stand up, voice your opinions and be heard? You know—your local union is just as good as you make it.

Elgin Jenny of department 443 is ten dollars richer for going to the meeting. One of the young ladies picked his name for the door prize.

The meeting was dismissed at 8:55 P.M. and will convene this month same time, same place.

**The Union Label
Is A Symbol of
"All for One and
One for All"**

Sandle Bredengerd



As usual this month, the WESTERNER, we did receive; But there was one article I honestly couldn't believe. I refer to "Let's Get Rid of Non-Management". If this is true, I'm sure to a few things you will consent.

It seems you think we are a management force, But do you really consider us an educated source? I'll believe we're management, if this is what you say, But you could prove your article with better pay!

Disposing of the term non-management would merit our thanks; And why not get rid of "privilege of the ranks." Now to show us you really consider us part of your bunch, Let's all go to Ross' and you can buy us lunch.

You can think we're all management, if you must, But take away the guards to prove your trust. And if this is what you really believe, There's no need for the buzzers, for when we can leave.

Now that we're equal, you might initiate a new style; Would you go along with carpet in every aisle? Then we'd probably have to walk in our socks, So maybe we could settle for taking out the time clocks.

Since management can take off to visit sick friends, You'll have to grant us equal trends. If for excuses you'll except only one, I'll take off every week to get my hair done.

Now after all the things we are asking from you, I'm sure there are concessions you'll expect from us, too. The most rewarding privilege we could give to the chiefs, Would be membership in our UNION, to settle their beefs.

I agree with your article to a certain extent, But your choice of words could have had better intent. We each should show initiative in a productive way, But is this really management, as you say?

Maybe by now you'll want to relent, And agree that we're not all management. But if you still say that this is true. Why don't you see what you can do!

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Millard 334-5702

W. E. Rheingrover and David Weinberg Speak at Representative School

Since the last issue of the Short Circuit, there have been three sessions of our school for representatives.

In order to bring the membership up to date on the progress of this school, I would like to relate on the last three sessions.

Our second session was very interesting with our Executive Board Officer Burt W. Schwaninger

introducing Western Electric Labor Relations Executive — Mr. Donald Smith. Mr. Smith's first message to the representatives was to communicate with the first line supervision and department chiefs before coming to labor relations on any such grievance. It was also brought out by Mr. Smith to make sure that each representative find out the facts before bringing the grievance up the line to Labor Relations. This message in itself was a very good thought indeed, to all the representatives.

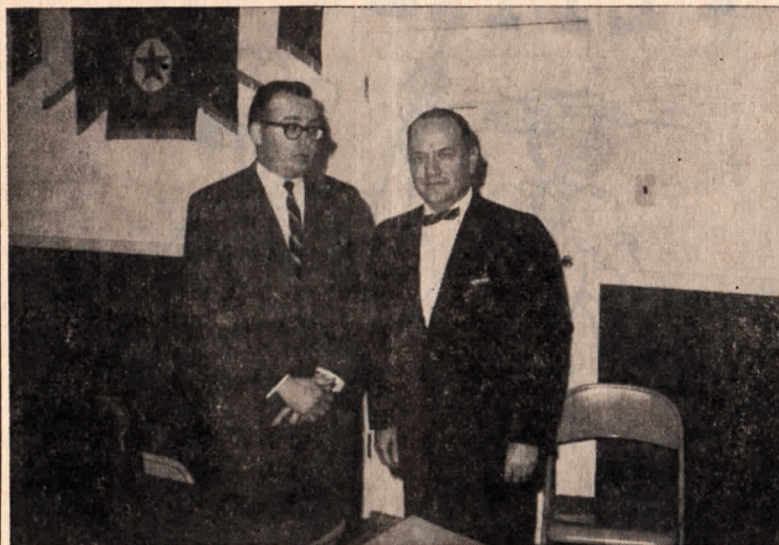
The second speaker on this occasion was Mr. Wyllys Rheingrover, Works Comptroller and Bargaining Agent for the Western Electric Company. Mr. Rheingrover started his talk by commending this Local for the finest Bargaining team he had ever met with during his years of negotiations. Mr. Rheingrover has been bargaining agent for Western Electric, Omaha Works, since June of 1957.

He also related on the total amount of employees who were represented by Unions throughout the system, including salaried employees along with hourly rated personnel.

Attendance and irregularity programs were discussed at some length. Mr. Rheingrover announced the Omaha Works was the poorest on attendance throughout the system.

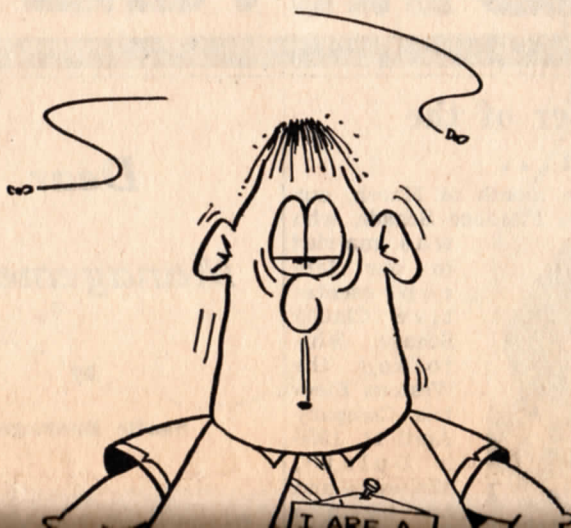
Also hospital visits and parking violations were gone over with the announcement of some one-hundred and sixty violations slips issued and only one case of disciplinary action.

A question and answer session finalized the session.



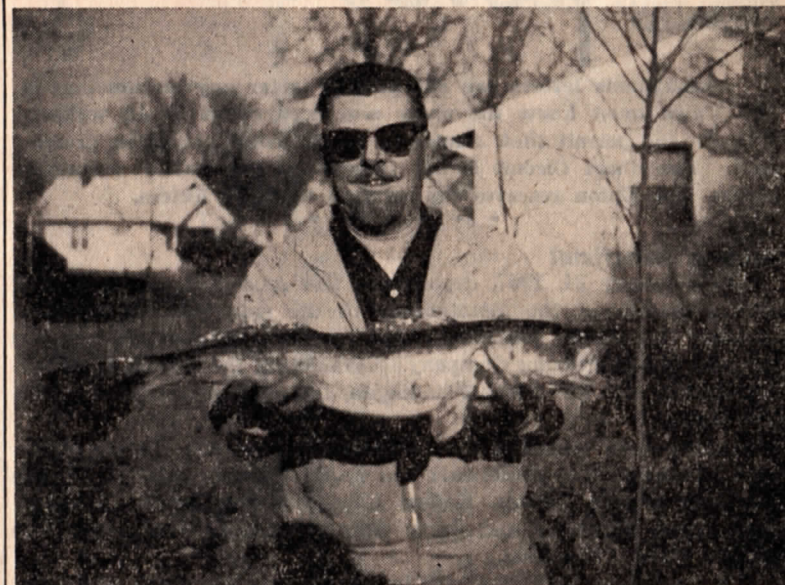
Don Smith and Wyllys Rheingrover talk to Union Representatives at their weekly school session.

Curran—



Big Catch at DeSoto Bend

Brother Paul Jackson, department 441, had an excellent day at DeSoto Bend on the 28th of February. Fishing through the ice, Paul pulled out a 4 pound Sauger, (which is pictured below) along with 108 crappies. After three hours of fishing, Paul called it quits and went on home with his catch.



Paul Jackson shown with his 4 pound Sauger he caught February 28th at DeSoto Bend.

Western Bowl and Ten Pin Lounge

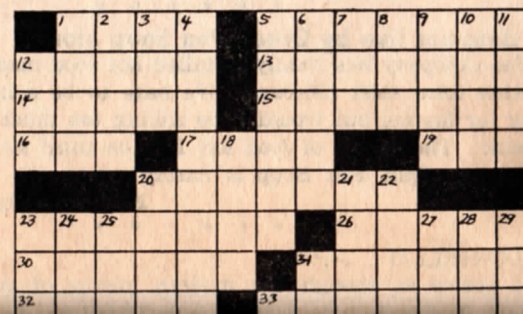
132nd & "L" Sts.
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The PENTHOUSE

Cocktails and Dancing
3 Minutes
from Western Electric
84th and K Sts.
Phone 331-9851

Across

- 1, 5: Americans spend this sum yearly in drugs
12. Healing item
13. Canadian province
14. Not expensive
15. Of songbirds
16. Equal (prefix)
17. Others
19. Religious leader's degree
20. Turns in coupons
23. Presser
26. Rations (Fr.)
30. Under den



issued and sixty violations slips issued and only one case of disciplinary action.

A question and answer session finalized the session.

The third session directed by Officers Bill Peterson, Burt Schwaninger and Larry Hooker started off with the distribution of the newest seniority list and other literature including the General Agreement, announcement of the womens auxiliary, telephone index with representatives home phone and plant extension numbers. Also a list of non-members were given to the representatives. The second half of this session was put to discussion of Article #15, Reduction of Earnings Due to Lack of Work.

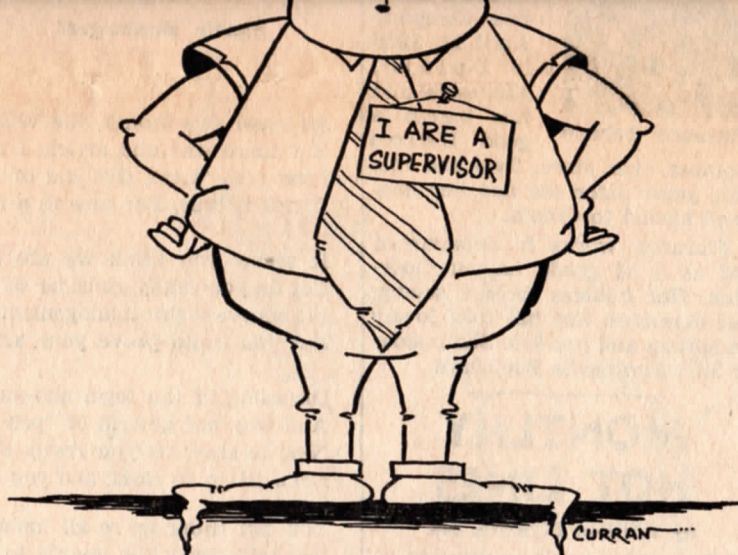
In addition, the surplus condition at the plant was discussed at great length including bumping rights.

Burt Schwaninger introduced our Attorney, Mr. David Weinberg for the fourth session of the school. Mr. Weinberg talked on labor laws and their effect on Western Electric system. He also discussed at some length, the Wagner Act, Taft-Hartley Act and the Landrum-Griffith Act.

State compensation laws also were among some of the topics. Also disabilities such as permanent partial disabilities and temporary total disabilities, were discussed.

The right-to-work law in the State of Nebraska was discussed with Mr. Weinberg and the representatives. Perhaps the representatives did learn that this law may have the wrong title. The remaining part of that session was left to question and answers for Mr. Weinberg.

These classes have been very interesting and hope them to be fruitful to our representatives.



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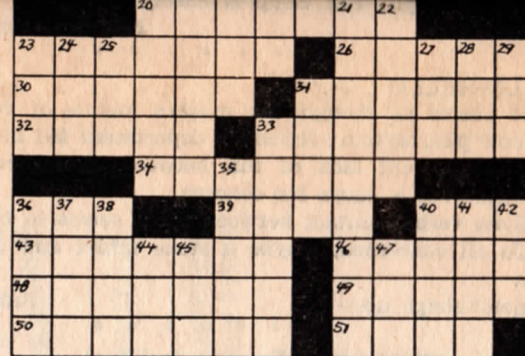
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19. Religious leader's degree
20. Turns in coupons
23. Presser
26. Rations (Fr.)
30. Under den
31. Loved
32. Fabric
33. Victory
34. Lure
36. Hebrew prophet
39. Half (prefix)
40. Public Health Service (init.)
43. Sometimes taken unnecessarily
46. Of an Egyptian river
48. Oxygen, for one
49. Rub out
50. Uncommon
51. New math concept

Down

1. Scale tones
2. Bread spread
3. Pulp fruit, like grape
4. What a Congressman is supposed to do
5. Fuss
6. Not idle
7. Lighter (abbr.)
8. Boy
9. Flower
10. To spread with salve
11. Carol
12. Branch of learning (abbr.)
18. Arabian Sea gulf



- | | |
|----------------------------|------------------------|
| 20. Broadcasts (Sp.) | 31. Ancient Syria |
| 21. Taken to cure | 33. Thirty (in France) |
| 22. Portly | 35. Item |
| 23. Carloads (abbr.) | 36. Nights before |
| 24. River mouth (in Spain) | 37. Swing of tune |
| 25. Pres _____; nase _____ | 38. Roman road |
| 27. Limb | 40. Map |
| 28. Vigor | 41. A Nazi point |
| 29. Anglo-Saxon letter | 44. Medical lobby |
| | 45. Soldiers |
| | 47. Anger |

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After the 15th, those new automatic machines compute the month's generous earnings, ready to be compounded every 3 months.

MARCH COPE REPORT

by Bob Rustermier

Your Cope and Legislative Committee has been quite active during the past month. I have taken several of the Stewards and Representatives to see first hand, the work that is being done in behalf of organized labor in the state legislature.

We intend to continue this practice hoping to expose each Stew-



R. W. Rustermier

ard and Representative more closely to our activities. This is being done with the hope that this investment will pay off in the better understanding of labors legislative problems. To date those Stewards and Representatives that have gone to Lincoln have been impressed with our activities.

Here is a sample of some of the bills we have been working on in behalf of the entire population of our state, not just the laboring class. As we have said before, our interest is to make our state and nation a better place to live.

LB 298 is a bill introduced to make the court of industrial relations more effective and make its decisions final. This will be of great value to our brothers and sisters in the IBEW as well as the rest of labor.

LB 210 provides that wages be paid that prevail in the area to those workers that work in pub-

Aftermath of A Dues Increase

by Burt Schwaninger

Six months ago, the membership of Local 1974 voted to increase the dues of this Local from \$3.50 per month to \$4.50 per month. I think it would be timely to take a good look at what that dues increase has done for this local.

First, I think we have to look at the recent negotiations. While we all feel we should have done better, I think we all also have to admit we have the best contract we have ever had. I personally believe the fact that the negotiating committee had the funds to continue negotiating on a day to day basis, not only gained a more favorable contract but will have a favorable influence on future bargaining.

Secondly, I think our recently started educational program, while still in its infancy, has already shown favorable results as far as administration of our agreement is concerned. A Steward is expected to know many things outside of the contract that can be of great value to the membership of this Local. For example; a steward being able to advise a member of the fact that there is a one year statute of limitation of workmans compensation cases — could result in gaining thousands of dollars for the individual involved.

Third, I think that our increasing association with the Omaha Central Labor body, the State AFL-CIO, the EM-3 Council and the International cannot help but be so great a value to our membership that this alone would be of enough benefit to justify the dues increase.

This Local now has many things working for it we previously could not afford, such as a reg-

Social Security: Priority Proposal; It's Better Than Money In The Bank

Following are the monthly social security cash benefits under present law and under President Johnson's proposal:

Monthly Average Earnings	Retired or Disabled Worker*		Retired or Disabled Worker & Wife*		Widow Age 62 or Over		Young Widow And 1 Child	
	Present	Proposed	Present	Proposed	Present	Proposed	Present	Proposed
Minimum Benefit	\$ 44.00	\$ 70.00	\$ 66.00	\$105.00	\$ 44.00	\$ 70.00	\$ 66.00	\$105.00
\$100	63.20	72.70	94.80	109.10	52.20	70.00	94.80	109.10
150	78.20	90.00	117.30	135.00	64.60	74.30	117.40	135.00
200	89.90	103.40	135.90	155.10	74.20	85.40	135.00	155.20
250	101.70	117.00	152.60	175.50	84.00	96.60	152.60	175.60
300	112.40	129.30	168.60	194.00	92.80	106.70	168.60	194.00
350	124.20	142.90	186.30	214.40	102.50	117.90	186.40	214.40
400	135.90	156.30	203.90	234.50	112.20	129.00	204.00	234.60
450	146.00	167.90	219.00	251.90	120.50	138.60	219.00	252.00
500	157.00	180.60	235.50	270.60	129.60	149.00	235.60	271.00
550**	168.00	193.20	252.00	283.20	138.60	159.40	252.00	289.80
650	168.00	221.00	252.00	311.00	138.60	182.40	252.00	331.60
750	168.00	248.00	252.00	338.00	138.60	204.60	252.00	372.00
J	168.00	288.00	252.00	378.00	138.60	237.60	252.00	432.00

*Assumes that retired worker and wife are 65 or over when benefits start.

**Maximum taxable under present law.

Most Americans don't grow old rich. Many grow old poor. One this is certain: Short of a personal or global catastrophe, we will all grow old.



FDR; He shaped it

When we do, it'll be good to have a cushion. Few of us in our working years can pad one out enough for comfort. We're not coupon clippers. Savings are lean.

In America, the one sure cushion is social security. Thirty



We're Way Behind

Even if the President's proposed program passes, the U.S. still would be behind many other nations in terms of percentage of national income devoted to general social security services.

According to the Brookings Institution, the U.S. is now third from the bottom among 22 nations studied. The Brookings study includes in social security services public relief, public health and several other programs, but the bulk is old age insurance, the heart of our own social security program.

Following is the percentage of national income devoted to overall social security services in the 22 nations studied: Germany, 20.8; France, 18.9; Austria, 17.6; Belgium, 16.3; Italy, 15.2; New Zealand, 13; Sweden, 12.9; Netherlands, 12.3; United Kingdom, 12.1; Denmark, 12; Finland, 12; Republic of Ireland, 11.5; Norway, 10.1; Chile, 9.7; Australia, 9.1; Canada, 8.7; Switzerland, 8.7; Iceland, 7.9; Portugal, 6.5; United States, 6; Japan, 5.8; South Africa, 4.5.

Fortune Magazine Report

(taken from February issue of Fortune Magazine)

The company is now entering with Western Electric Co., now one of the most critical periods in its eighty-one-year history. The Federal Communications Commission has been investigating A.T. & T. subsidiary; and its participation in the new and revolutionary modes of communication.

great value to our brothers and sisters in the IBEW as well as the rest of labor.

LB 210 provides that wages be paid that prevail in the area to those workers that work in public works programs.

LB 216 would make it unlawful not to list service charges or interest when computing installments in the purchase of any goods on credit.

LB 230 is authorizing the building of additional Trade Schools.

LB 269 — Would increase the wages paid to a worker on compensation.

LB 270 provides for additional death benefits paid in the event of accidental death.

LB 285 Would repeal a law providing old age assistance — to broaden its coverage.

LB 286 — would extend workmans compensation coverage to additional public employees.

This is not a complete list of the bills your committee is interested in, but a list of bills that are currently active either in committee or on the floor of the legislature. There are several others that are in the hopper and coming up for committee consideration. We will take a look at these bills at this time.

If there are any bills you are personally interested in, let us know and we will do what we can to advise you on its content and what our opinion is.

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Louis J. Pribyl

bership that this alone would be of enough benefit to justify the dues increase.

This Local now has many things working for it we previously could not afford, such as a registered lobbyist at the state house, more time for research work and therefore more successful results in grievance procedure, and many other things the representatives are now able to do that we have previously had the ability to do but lacked the funds.

Probably the most important thing that has resulted from the dues increase is the increase in pride in the Local. I feel this Local is moving forward in giant steps. If the increase in awareness of what this Local can and is accomplishing since this dues increase can continue to grow in the future, we will have one of the finest organizations in organized labor.

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They enlarged it

years after enactment, it's still a thin one.

Franklin Roosevelt shaped it. Harry Truman and John F. Kennedy enlarged it. Now, Lyndon Johnson — following up his medicare program of two years ago — seeks the biggest single increase in social security benefits since the program has been on the books. He wants to give new scope to a program that lags badly behind need.

The boost LBJ put before Congress recently would up benefits 15 percent for most retirees, 59 percent for those receiving minimum benefits.

Buy Union Made Clothes for Easter



LBJ Gives it new scope

The company is now entering one of the most critical periods in its eighty-one-year history. The Federal Communications Commission has been investigating A.T. & T's interstate and foreign rate structure for more than a year, and the gigantic quasi-monopoly, the U.S.'s largest company in assets (\$35 billion) and its employees (800,000), seems unlikely to emerge unscathed. The company has been seeking permission to earn a steady 8 percent on its invested capital — the range in the past five years has been 7.4 to 7.9 percent. But its ability to maintain that level of return is more in doubt now than it has ever been.

Other traditional aspects of A.T. & T's way of life are also in jeopardy. Among them are the company's right to choose its own financing methods; its relationship

with Western Electric Co., now a wholly owned manufacturing subsidiary; and its participation in the new and revolutionary modes of communication.

As Romnes observes, the company is highly susceptible to a profit squeeze during periods of inflation, since its rates are regulated. To raise interstate rates, A.T. & T. must negotiate separately with forty-seven state governments, and with several hundred municipal governments in the state of Texas. Romnes stakes his hopes on a continuing quest for new cost-saving technologies, and on "new management methods to get more production per hour." But he warns that the company will find it increasingly difficult to maintain the reliable 5 to 6 percent annual growth in earnings per share that has attracted three million stockholders.

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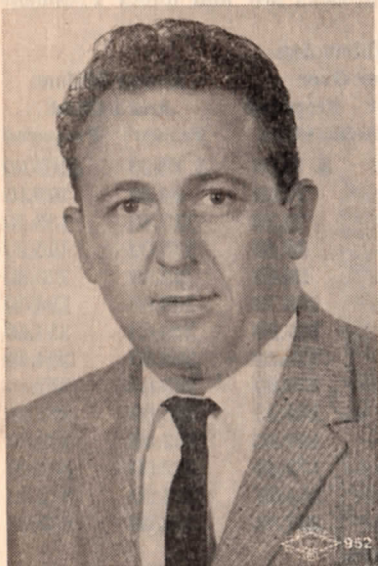


Jim Waddle

A Reminiscence

by Bill Peterson

Having been here for the entire ten year existence of this local, I have seen many changes



Bill Peterson

come about. I'm very happy to say that almost all of them have been for the better.

Back in 1956, when I started with Western Electric, I made \$1.40 an hour and weighed about 165 pounds. I now make somewhat more money and weigh quite a bit more. As far as the wages go, I guess that's called progress. I'm not so sure about the other. I guess I'm just the type who thrives on prosperity.

Before we became unionized we didn't make much money, we didn't have many holidays, nor was there much job security. Wage Incentives and working within a job grade were things we only heard about, and the only place they happened was at Hawthorne. As a matter of fact the only place anything happened was at Hawthorne.

After we voted to become a part of the I.B.E.W. we started seeing quite a few changes. Wages went up, we got more holidays, people weren't indiscriminately fired, we received longer vaca-

Ten Good Years Or A Lifetime

by Kenneth Parker

To some people, ten years seems like a lifetime. To others, it can be ten good years.

I like to look back over the past ten years. It makes me wonder where all the friends I have made these past ten years would be today if Western Electric had not come to Omaha. In this day and age, we all kind of take things for granted. Oh, one could say, if W.E. had not come to Omaha I would have been here or there, or I would have done this or that. But, it still makes me wonder just what I would be doing or where I would be today.

Many of us here in the plant are married and have families. Your family, like mine, has grown in age, as well as in number, over these ten years. Some of you have children who have married and have children of their own. You can look back over these past ten years with fond memories of becoming a grandparent.

As we all stop and look back over these years, some of us remember how a few people, aided by the International Office, together with a lot of time and hard work, started Local Union 1974. Like any organization, each year we have to work harder, spend more time and engage the help of many more people. I believe after only ten years we can all hold our heads high and be proud of the fact that we are the largest manufacturing Local Union between Chicago and West Coast.

No organization can get this big without a lot of work and time, here is where we must all stop and take another look at ourselves. I hope you wonder the same as your officers do. How far will we go, and how big will be get in the next ten years? The officers of your Local believe with your continued help and support, we can progress greatly in these coming years.

It is my feeling that these have been ten good years!



Kenny Parker

Decade Ago Our Union Organized

by Jerome F. Berger

Ten years ago this month a few dedicated people gathered at the Rome Hotel in downtown Omaha to organize themselves a Union, Local 1974 of the International Brotherhood of Electrical Workers, the largest Local Union in the State of Nebraska.

A good number of the original charter members are still numbered among our ranks. They have seen our Union through the difficult days of a decade ago and are still devoting their time and ef-

LABOR

"Labor", is a series of Articles published monthly for the benefit of the membership so that you may get a better understanding of Organized Labor.

LABOR means work. It is the way people make a living and provide food, clothing, and shelter for their families. Labor also means the men and women who work for wages. In this sense, labor includes pilots guiding their airplanes through the skies, coal miners working deep in the earth, steelworkers pouring out great streams of molten metal, and department store clerks waiting on their customers. Labor also means labor unions, when, for example, newspaper headlines announce that "Labor Strikes For Higher Pay."

Labor—workers and their unions—has become one of the most important economic forces in the world. At one time, most men farmed their own land, and labor consisted of small groups of blacksmith, shoemakers, and other craftsmen. During the Industrial Revolution, factories and mines needed large numbers of workers, and laborers came from the farms. The early factory and mine owners often ignored the welfare of their employees. So the workers of the 1800's organized unions and sought to better their wages and working conditions.

Labor had a different development in the United States than it did in other countries. In most countries, labor unions founded political parties. These parties usually aimed at gaining control of the factories and mines. In the United States, only a few groups of workers have founded political parties. In general, labor in the United States expresses its political aims through the great national political parties. Similarly, the labor movement in the United States seeks to achieve economic reforms within the existing free-enterprise system. Because of this development, labor unions in the United States stand out as markedly different from the labor movement in most other countries.

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After we voted to become a part of the I.B.E.W. we started seeing quite a few changes. Wages went up, we got more holidays, people weren't indiscriminately fired, we received longer vacations and many other things too numerous to mention in this article.

Now when I hear people ask, "What has the Union done for me?" I only wish they could have been here ten years ago. I often become a little frustrated when I hear this sort of thing, but I'm glad most people are smart enough to look at things overall rather than just one little personal problem.

I just hope that the next ten years bring as much prosperity as we've seen in the last ten. If so I think we have a very bright future to look forward to.

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officers of our Local believe with your continued help and support, we can progress greatly in these coming years.

It is my feeling that these have been ten good years!

The Record

In Memoriam

Vernie D. Klaumann, Sr., 441 — Father-in-law

Beatrice Klaumann, 262 — Father
Donald E. Moore, 251 — Father

Betty Blunt, 452 — Father
Ray F. Kemler, 244 — Mother-in-law

Douglas W. McFarland, 434 — Mother

Ronald Portrey, 251 — Mother
Robert R. Russell, 241 — Step-Father

John T. Doan, 437 — Mother
Charles F. Maly, 452 — Father-in-law

Carl R. Campbell, 245 — Mother
Grace W. Thompson, 257 — Brother

Vlasta Land, 257 — Mother
Lucille Otte, 257 — Father

Ruth Belmudez, 424 — Mother
Pat McAcy, 422 — Mother

Joyce M. Fountain, 454 — Mother
Vera Villwok, 437 — Mother

Eugene J. Ludwick, 433 — Father-in-law

Flarance Schade, 422 — Father

—Attend Your Union Meetings—

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A good number of the original charter members are still numbered among our ranks. They have seen our Union through the difficult days of a decade ago and are still devoting their time and efforts to secure for the members a better way of life.

We have had many trying moments in the past, and, I believe, an equal amount of fruition. In this souvenir anniversary issue we have attempted to bring to mind some of the important events in the life of Local 1974, and the people who played a major role in those events from that first meeting on March 8, 1957 up to the present time.

The past ten years have seen five different men leading us, and all of them with one thing uppermost in their minds, "For the good of the people".

Through collective bargaining procedures, grievances, education of our representatives, financial and physical aid in times of calamity, social entertainment and the betterment of our society, this aspect has been the principal guideline of our officers, chief stewards and stewards since the inception of our Union.

We, as a Union, have not gained all that we have wished to gain for our members in our first ten years and maybe won't be gained in the next ten or even twenty years, but by the same token, Rome was not built in a single day. Time, and only time, will be the true judge of our resolve.

Let us begin the second decade with the same determination and the same unity of purpose which guided the founders of our Local Union ten years ago.

F	O	U	R	B	I	L	L	I	O	N
S	A	L	V	E	O	N	T	A	R	I
C	H	E	A	P	T	U	R	D	I	N
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S	T	R	A	N	G	E	S	E	T	S

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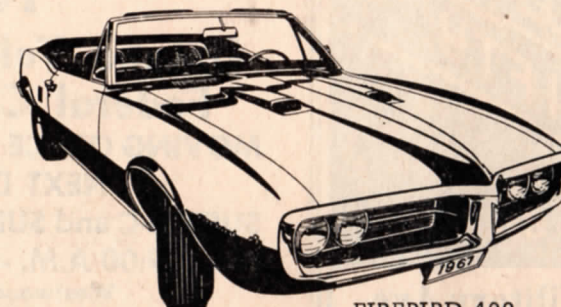
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FOR YOUR INFORMATION

by President Frank R. Vondra

There have been several amendments of Article III of the Local Union By-Laws which have been approved by the membership at recent Union monthly meetings that every member should be thoroughly informed of. Therefore, the Article, as amended, is printed in its entirety.

ARTICLE III

Officers - Elections - Duties

Sec. 1. The officers shall perform such duties as are stated in Article XIX of the IBEW Constitution. In addition, they shall perform such duties as are outlined in these by-laws — also such duties as may be assigned to them

same in the ballot box with the other ballots.

(e) No member receiving an absentee ballot shall be permitted to vote in person at the election, unless he has first returned the absentee ballot, unmarked, to the election judge.

(f) The Financial Secretary shall furnish to the election judge not less than ten days before the election, and alphabetical list of all members eligible to vote. All members in good standing and shall be entitled to vote.

(g) When the polls have closed and voting has ceased, the Election Board shall immediately count and tabulate the ballots. Any candidate may be present or have an IBEW member as an observer present during the voting and at the counting of the ballots. A report of the election results shall be made immediately. All ballots, applications for absentee ballots and other papers shall be preserved for one year from the date of the election, after which same shall be destroyed unless a question has arisen in connection therewith.

(h) The elections shall be decided for the candidate receiving the most votes for a specific office.

Sec. 5. Voting machines if available may be substituted for printed ballots when voting at the polls if the Local Union so decides. However, when used, all of the applicable requirements of the above Section shall apply in the same manner as though a printed ballot were used.

Sec. 6. (a) The officers shall be those provided for in Article XVIII of the IBEW Constitution.

(b) The President, when acting in the capacity of Business

credit for meetings he is unable to attend, provided he files an acceptable excuse with the Executive Board within thirty days after the date of the meeting he fails to attend. The Executive Board shall advise the member in writing whether his excuse has been accepted.

(f) Nominations and the conduct of the election and related questions shall be in accordance with the regular order of business as set forth in the IBEW Constitution and these bylaws. Complete minutes shall be kept of the meeting. Nominations of candidates for office must be made from the floor at the time of the nomination meeting and seconded by two members in good standing. The question as to the eligibility of candidates nominated shall be decided by the Financial Secretary or his designee not less than five (5) days prior to the elections. Nominations shall not be closed until at least three calls for any further nominations have been made.

(g) No member shall be a candidate for more than one (1) office, except as provided in these bylaws and with International approval. If nominated for more than one (1) office, he shall immediately declare which office he will be a candidate for. However, this shall not apply to offices which have been combined with approval of the International Office.

NOTICE

**Regular Monthly
Business Meetings
12:30 a.m. & 8 p.m.**

**This Friday
March 17, 1967**

**American Legion Hall
Millard, Nebr.
\$10.00 Door Prize**

E.M. - 3 Council to Convene

by President Frank R. Vondra

The I.B.E.W.—Western Electric Council E.M. 3 Semi-Annual meeting will be held April 5th to 8th in Baltimore, Maryland. Negotiations will have been completed by April in all thirteen (13) manufacturing locations affiliated with the Council.

Being the Secretary-Treasurer of the Council, it is my obligation, to receive and answer all of the correspondence pertaining to each location, the Council and the International. The correspondence varies, pertaining to grievance settlements, arbitration cases, Job Grades and Wages Incentive problems, administration of the General Agreement in each location and very important information has been received and sent out regarding the Collective Bargaining difficulties that each location has encountered during recent, as well as present negotiations.

The negative attitude the Company has displayed in negotiations at each location has demonstrated to all Officers and Representatives that as long as we bargain as individual locations, the Western Electric Company just plays a game with us. Thus a solution must be found whereby the Company will be brought to "bay". This must be done through **Central System - Wide Bargaining** on the Basic Issues of our Contract and this can only come about through our Council.

The Council was very instrumental and successful in bringing about the first Hospital-Surgical-Medical Insurance plan and the recently negotiated Journeyman Trades Plan.

Certainly, I will be the first to admit that the H.M.S. Insurance Plan isn't "cracked up" to what it should be, but it was the first plan, which was contributed to by the Company, to have been negotiated. — It was a beginning.

As for the Journeyman Trades Plan, it is working rather well at the Omaha location, however this is not saying it will continue as such, for several other locations have encountered problems which will be on the agenda for discussion at the April meeting.

duction with tidy sums of back pay, upgrades, downward revision of rates, and re-evaluation of Jobs.

If you will recall at the November 20th, General Agreement Ratification meeting held at the Civic Auditorium with approximately 2,200 members attending, a member implied that he felt that the Council was ineffective and that the production people were second class citizens. This was far from the truth, and at the time of the meeting I chose not to speak in rebuttal as it would have not added one single thing to the business at hand. I do choose to bring to your attention at this time that the member who spoke at the meeting was not basing his remarks on founded facts, and what really is so ironic about his remarks is the fact that he serves on a committee and has personally participated in the classes which were arranged by the Council at the University of Wisconsin; The classes on Wage Incentives pertained 100% to production people and 90% to production people on the Job Grades. This certainly does not add up to production people being "second class citizens" and the Council being ineffective.

The Council is becoming more effective each day, the results are more apparent, and the Western Electric Company is beginning to take notice with concern. Through these Educational Programs, we have been able to compete with Management personnel and resolve the many problems confronting the production people.

Presently arrangements are being made through the Council for advanced schools to be set-up at Rutgers University for the Wage Incentive and Job Grades committees, and again Local Union 1974 will participate. Orville Eby, Ron-



President Vondra

by the Local Union and which are not in conflict with the IBEW Constitution and these bylaws.

Sec. 2. Failure of officers to perform their duties — and the suspension or removal of any office — and the filling of any vacancies, shall be dealt with as stated in Article XVIII of the IBEW Constitution.

Sec. 3. All officers and representatives and all employees shall be bonded to the extent required by the International Office, or any applicable Federal or State law whichever is greater, but in no

Sec. 3. All officers and representatives and all employees shall be bonded to the extent required by the International Office, or any applicable Federal or State law whichever is greater, but in no case for less than \$2500.00. The bond shall be secured through the International Office and the premium shall be paid by the Local Union.

Sec. 4. (a) At the meeting of the Local Union when nominations are made, after nominations have closed, the President shall appoint an election judge and two tellers, who shall serve as an Election Board to conduct the election. No candidate for any office shall be eligible to serve on this Board.

(b) After nominations have been made and those nominated are found to be qualified, the Election Board shall have ballots prepared, listing in alphabetical order the names of all candidates for each respective office, beginning with President and continuing in the order named in the IBEW Constitution. Such ballots shall not contain any identifying numbers or marks.

(c) Members in good standing and qualified to vote who expect to be unable to visit the polls on election day, may, at any time after nominations but not less than three days prior to the date of election, make application in writing to the election judge for an absentee ballot. Any such qualified applicant shall be furnished an official ballot and two envelopes. One envelope shall be smaller than the other and shall be marked only with the words: "OFFICIAL BALLOT". The larger envelope shall be preaddressed to the Election Board and shall contain a space in the upper left hand corner where the member shall write his name and address.

(d) Upon a member receiving an absentee ballot, he shall mark same and enclose it in the smaller envelope marked: "OFFICIAL BALLOT". This envelope shall then be placed in the larger envelope and mailed to the Election Board in time to be received before the polls are closed on election day. The Election Board shall open the envelopes, remove the smaller envelopes marked: "OFFICIAL BALLOT" and deposit

Sec. 6. (a) The officers shall be those provided for in Article XVIII of the IBEW Constitution.

(b) The President, when acting in the capacity of Business Manager, shall have such authority as provided for the Business Manager in these bylaws and the Constitution of the Brotherhood.

Sec. 7. The Executive Board shall consist of the Vice-President, who shall be its Chairman and six (6) elective members.

Sec. 8. (a) Nominations for officers shall be held in February 1968, and election of officers shall be held in March 1968, and every three (3) years hereafter as stated in Article XVIII of the IBEW Constitution. Notices shall be mailed to all members at least 20 days prior to the first regular meeting in February of election years with all information regarding nominations, list of officers to be filled date of election, date, time, and place of run-off election if required.

(b) At least 20 days prior to the date of the nomination meeting, specific notice of the nomination and election meetings, time and place of the nomination and election meetings shall be mailed to each member at his last-known home address. Every member whose dues are paid up through the month in which the nomination and election is held, shall have the right to nominate, vote for or otherwise support the candidate of his choice. The date of nomination and election shall be at least fourteen (14) days apart.

(c) Every member in accordance with the International Constitution, who has been in continuous good standing for a period of two (2) years in this Local Union prior to nomination, shall be eligible to hold office, except those persons barred by Law.

(d) He must also attend at least one-half of the regular meetings of the Local Union for the year immediately preceding the 1968 nomination of Local Union Officers, and one-half of the regular meetings of the Local Union for two (2) years immediately preceding the nomination of Local Union Officers thereafter.

(e) A member may receive

one (1) office, he shall immediately declare which office he will be a candidate for. However, this shall not apply to offices which have been combined with approval of the International Office.

(h) Every candidate shall have the right once within 30 days prior to the election, to inspect a list containing the names and last known addresses of all the members of the Local Union who are subject to a Collective Bargaining Agreement requiring membership therein as a condition of employment. Such list of members shall be maintained and kept by the Local Union.

Sec. 9. Members who are laid off by the Western Electric Company for lack of work may continue to be active members in this Local Union by paying dues in cash to the Local Union office. Any laid off member who elects to continue his or her membership, may do so, except that he or she shall not be a candidate for office or stewardship while working for Western Electric Company.

Sec. 10. (a) Delegates to IBEW Conventions shall be elected by secret ballot at a regular meeting following receipt of the official convention call from the International Secretary. The notice of such regular meeting shall state that election of such delegates will be held.

(b) The number of such delegates shall be limited to ten (10).

(c) The elected President or Business Agent shall by virtue of his office, be a delegate to the International Convention

(d) Delegates may be sent to other conventions or conferences or IBEW Progress Meetings, as decided by the Local Union. When delegates are to be sent in these cases, the Executive Board shall select them. Such selections shall not conflict with Article VIII of the IBEW Constitution.

Sec. 11. When any officer or chief steward ceases to work for Western Electric Company — unless he or she is on a bona fide leave of absence, or a leave of absence on Union business, his or her office or position shall automatically become vacant and the Executive Board shall fill the vacancy until the next regular election.

the Omaha location, however this is not saying it will continue as such, for several other locations have encountered problems which will be on the agenda for discussion at the April meeting.

I desire to bring to your attention, that the Council has in the past few years arranged Educational Programs which were held at the University of Wisconsin. Classes were held on Wage Incentives, Job Grades and Collective Bargaining, which members of the various committees attended. All of the Facilities, Schedules, Materials and Instructors (which are college professors) were furnished through arrangements made possible by the Council.

The education received by the committee members through these classes was very instrumental in resolving many Wage Incentive and Job Grades problems in pro-

ing made through the Council for advanced schools to be set-up at Rutgers University for the Wage Incentive and Job Grades committees, and again Local Union 1974 will participate. Orville Eby, Ronald Hallett, both committee chairmen of our local as well as Council Representatives and myself, are playing a very important part in setting up these schools.

As in the past, our Local Union has always been an important and aggressive segment of the Council and will be more so in the future. Progress is here and we intend to climb aboard.

As a cohesive group we're going to attack our problems for one and all, no one is a select group, and we have no second class citizens.

A report of the April meeting will follow in one of our publications.

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