

APRIL - 74

The Short Circuit

APRIL, 1974



Vol. 16, No. 9

Farah Strike Ends; Union Recognized

After 21 months and with a united labor movement behind them, the Farah workers have won their determined struggle for union recognition.

The announcement was made at the New York Hilton as Willie Farah joined the two top officers of the Amalgamated Clothing Workers—President Murray H. Finley and Secretary-Treasurer Jacob Sheinkman—at a special Sunday morning press conference.

In a joint statement they said that the strike and boycott "had been ended by the company's recognition of the union as the bargaining agent for its employees."

The announcement was made two days after the Clothing Workers had informed Farah that it had in its possession union authorization cards representing 67 percent of more than 8,000 Farah employees, including strikers and laid-off workers.

Farah agreed to recognize the union as soon as the facts could be verified by an acceptable third party. Both the union and the company agreed to designate El Paso Mayor Fred Hervey and he verified the card tabulation.

In their joint statement, the union and Farah declared:

"Pending litigation on both sides will be called off, and an agreement has been reached on the rehiring of strikers. The union has agreed to inform all retailers as well as all groups which have supported the boycott of Farah products has been called off."

"The company and the union have expressed a desire to enter into good faith negotiations as soon as a union negotiating committee can be selected."

Another fact which emerged is that Farah agreed, within two weeks, to begin providing \$30 a week to workers who were drawing union strike benefits February 8. Such payments would continue, it was understood, for up to ten weeks or until the workers are rehired. The company plans to reopen its two closed San Antonio plants as soon as possible.

The effect of the boycott of Farah pants was devastating; it had solid support from the AFL-CIO and its Union Label and



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.

Underwood MMC Now L.U. 1974.1

Our union has been notified that the Material-Management Center (MMC) in Underwood, Iowa would become a unit of L.U. 1974. They will be called L.U. 1974.1.

The difference in the two unions will be in these respects: they will be called a unit. They will be headed by a unit chairman, a unit vice-chairman and a

Bargaining Table—

Negotiations - May 1st

Local negotiations with the Company will begin May 1, President Michael D. Quinlan said when he returned from a meeting with the EM-3 Council during the fourth week of March. The next gathering of the EM-3 will find Quinlan and the rest of the National Bargaining Committee in St. Louis, May 8.

"I don't want to be a doomsday merchant," Quinlan stated, "But any informed and concerned member can see the Company is taking gradual and early steps to give the employee a feeling of economic stalemate."

"A look at the Cable Shop is a prime example," said Quinlan. "Last year a seven day work schedule; this year a five day week and talk of surplus. History has shown this is a typical Company stratagem just prior to negotiations."

Michael D. Quinlan announced the members of the bargaining committee. Assisting Quinlan will be Vice-President Whitey Clark. Making their first appearance in bargaining will be E Board Officers Bob Alberts, Dean Frye, and Treasurer, Jack Philby.

Cable Shop—

Treasurer Jack Philby Appointed Officer-in-Charge of Cable Plant

Jack E. Philby, L.U. 1974's newly re-elected treasurer, was appointed officer in-charge of the cable shop by President Michael D. Quinlan.

The responsibility of Jack will be to work as grievance coordinator for the cable shop. Philby will also be on the Basic Bar-



'A Good Fit!'





soon as possible. The effect of the boycott of Farah pants was devastating; it had solid support from the AFL-CIO and its Union Label and Service Trades Department plus affiliated unions, in addition to all major unaffiliated unions including the United Auto Workers, the Teamsters and the United Mine Workers. Religious, civic and student groups also rallied to the Farah striker's cause.

Special Notice

Nomination for Delegates and Alternates to the I.B.E.W. Convention will be held Sunday, May 5 at 2 p.m. at the Local Union 1974 Union Hall, 13306 Stevens Street, Omaha, Nebraska.

Election of nine (9) Delegates and ten (10) Alternates will be held on May 17, 1974. The polls will be open from 12:01 a.m. to 3 a.m.—7 p.m. until 10 p.m.

April Drawing \$400

Easter Sunday for adults and the guest for proverbial golden egg will happen five (5) days after the fact. The golden egg in this case is \$400 gigantic inflation fighting dollars which lie within reach of every member who attends the April meeting.

Here is an instantaneous chance for the lucky winner to have the fast bucks in hand to fill that shrinking freezer, finish off the basement, or lay some green aside for the racing season. See you at the meeting, where you could be a big winner!

No Winners in March

Name	E. No.	Dept.	Name	E. No.	Dept.
B. S. Mattson		N-M	D. J. Landon	712020	143
M. L. Hoelscher	764511	135	H. Dolezal	843520	251
P. L. Larson	608621	244	J. L. Simmonds	641232	9962
E. J. Dergan	837112	252	L. W. Schlotfeld	896530	862
L. E. Delong		N-M	D. M. Dryden		N-M
C. S. Moody	858011	132	W. L. Mott	612510	245
R. H. Sayers	833230	432	I. E. Simms	843021	241
R. F. Christian	767120	422	U. W. Laubert	807420	246
R. D. Knudtson	717930	422	C. V. Hurley	860631	134
B. S. Church		N-M	G. P. Lewis	649930	432

The difference in the two unions will be in these respects: they will be called a unit. They will be headed by a unit chairman, a unit vice-chairman and a unit recording secretary. L.U. 1974.1 will have an Executive Board of four members and a chairman.

The Officers of L.U. 1974 will be subject to report to our local but they will handle their own internal affairs.

Heading up L.U. 1974.1 is unit chairman, Arvid Gillmore.

In This Issue—

Cope Cross Section

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Vacations

Official word from the Company is that both Cable and Crossbar shops will be closed for vacation at the same time this summer. The vacation period will be the third and fourth weeks of July.

NOTICE

The Monthly Meeting of the Membership will be held Friday, April 19, 1974 at the Union Hall, 13306 Stevens Street, Millard.

Second Shift Meeting: 12:30 A.M.

First and third shift meeting: 8:00 P.M.

\$400 Drawing

NOTICE

Absolute Deadline for Articles is the 1st of Each Month

D. Quinlan.

The responsibility of Jack will be to work as grievance coordinator for the cable shop. Philby will also be on the Basic Bargaining Committee for the Cable Shop.

As grievance coordinator, Philby will keep in close contact with Chief Stewards in charge of shifts for Cable:—First shift Chief Steward will be Tom Van Dyke, Department 253—Second Shift Chief Steward will be Mick McGuire, Department 251—Third shift Chief Steward will be Jerry Williams, Department 253.



Jack Philby

Because of his current extensive duties as Treasurer, President Quinlan has stated that very probably Philby will be put on Union leave sometime in May for the duration of contract negotiations.



Wieczorek brings additional skills to Editor's post.

Newspaper Staff Change—

Wieczorek Named Editor

President Quinlan announced the appointment of Don Wieczorek to Editor of the Short Circuit Union Newspaper effective April 2, 1974.

Wieczorek has served as Assistant Editor and Advertising Manager since October, 1972. Before then, he had written several articles for the Short Circuit and gained a reputation from his flamboyant style.

Having college courses in Creative Writing, English and Journalism, he comes highly qualified

to his new post.

Elmer Johnson, Editor of the Short Circuit has stepped down from his position due to increased duties in other positions he holds in the Union.

Johnson will remain on the newspaper staff as assistant editor and press secretary.

Certain Lack of Knowledge

by Robert W. Alberts
Executive Board Officer

During the past several weeks, the Union has experienced problems in certain confined areas throughout the plant concerning administration of the contract, Company rules and refusal to deal with the Union in a business-like manner.

It seems that a small number of self-centered supervisors and department chiefs are upset because the Union representatives know more about the contract and company policy than they do.

If these few individuals would force themselves to move out of their easy chairs and check on some of these things for themselves they too could become knowledgeable and be familiar with the things they get paid to know. It seems they do not care to take the time to become as knowledgeable as the Union representatives they deal with. On certain items this makes it virtually impossible to deal with these people. Instead they prefer to sit back and blame everything they don't like on their bosses or the Union.

It would seem that the Company would take the time to train, re-instruct or maybe simply insist that these people do their jobs. If you or I refused to

do our Company assigned duties—WOW—Watch Out!! I bet they would not overlook that for long.

In my daily dealings with the Company I don't have the time to train these few know-it-alls. Maybe we could arrange for the Union stewards in these areas to give these people a Union orientation course. I know that we could do a better job than the Company has been doing lately.

We have tried in all good faith to deal in a fair and honest manner with these people, but they prefer to play their silly games. It is time that these people set aside their personal ambitions long enough to deal intelligently with the Union and with employees they supervise.

I would again like to put down some quotes from your Union contract so that you the membership may be better informed.

The following is from Article 28—SUSPENSION AND TERMINATION OF EMPLOYMENT, RELIEVED, DROPPED OR DISCHARGED. Paragraph 2 of the Interpretive Guide:

In routine discussion between Supervisor and employee concerning any job related matters of conditions of employment the employee has the right to Union Representation upon REQUEST. Similarly, when an employee is called in for a discussion with a Supervisor or Plant Investigator who is simply engaged in the investigation of facts and no decision has been made to discipline the employee the Union's position is that the employee has the right to have the Union Representative present UPON REQUEST. If this request is denied the employee has the right to REMAIN SILENT and the duty to contact his or her Union Representative as soon as possible after the incident occurs.

Historic Boycott.

by Pat McAcy—Dept. 422

Captain Charles Boycott was a land agent for the estate of an absentee landlord in County Mayo, Ireland, in the 1870's. History records that he distinguished himself by gaining the animosity of the whole populace of Ireland. Although, repeated crop failure and potato blight impoverished the native tenant farmers, Captain Boycott insisted that full rent be paid.

He proceeded to evict those who pleaded that rent be lowered when the neighborhood rallied and threw Boycott and his redcoat aids off the property. After that the anger against Boycott and his kin were increased, his servants left him, his food supply was cut off.

The Irish Land League was formed to insure that Captain Boycott's misery was continual. Within a year, Boycott fled to England and the world's first "Boycott" was a success and a means by which everyone could get their two cents in a labor dispute was established.

The grape and lettuce boycott that started in behalf of the California migrant workers is much like the first boycott. The poor are still there, without protection or organized union. They are Mexican-Americans. The harvesters are still there, but they are illegal aliens imported from the south instead of the north. The soldiers are still there now in the form of Teamsters. And the land owners and their agents are there as if the decades of union struggle and labor legislation intended to pass them by. Every time a shopper picks up a head of lettuce or a bunch of grapes somewhere in Joaquin or Coachella Valley, a coin climbs into the pocket of a grower, a

Employees' Gripes

Ted Pollack

EDITOR'S NOTE: This article was submitted by Jim Stuart, Steward in Dept. 137, from the November 26, 1973, issue of *Telephony Magazine*. It is an article on management's ability to handle employees' problems, or inability, whichever fits.

LIKE PEOPLE, employee complaints come in a variety of sizes. They may range from peevish comments about the food in the cafeteria to beefs about decisions reached by top management. In between may be charges of unfairness, insult or confusion. Some complaints are legitimate; others have their origins in something personal—a fight with the spouse, the high cost of living, even an exasperating traffic jam.

It's just possible that the supreme test of a manager's ability is the way he deals with gripes, for few of his responsibilities demand more of a feeling for people and what makes them tick.

WHEN YOU'RE THE 'GRIPPEE'

Handled correctly, an employee grievance can be a healthy safety valve that permits the "gripper" to get things off his chest. Mishandled, even a minor complaint can mushroom into anger, stubbornness, spitefulness, lack of cooperation and, finally, disloyalty. In dealing with other people's dissatisfactions, managers are frequently guilty of sins of omissions, as well as of sins of commission.

Specifically, here are the most common blunders to avoid.

MAKING IT DIFFICULT FOR WORKERS TO COME TO YOU

Admittedly, there are a multitude of demands on your time. You have meetings to attend, paperwork to get through, superiors to report to, work to oversee.

his problem to you—these are only a few of the ways you can tell him that you think his complaint lacks merit or is unimportant. Bear in mind that the overwhelming majority of workers will not come to you unless they are convinced that their case is just. And if one of your people feels strongly enough to articulate a grievance, you owe him or her the courtesy of a serious, attentive hearing.

Look at it from a purely selfish point of view. Pooh-pooh a complaint and the employee will withdraw into himself, nurse his wounds—real or imaginary—and indulge in self-pity. And self-pity has a way of turning quickly into moroseness, uncooperativeness and apathy on the job. And who suffers in the long run from a worker's poor performance? The manager, of course.

EXPRESSING AN OPINION TOO SOON

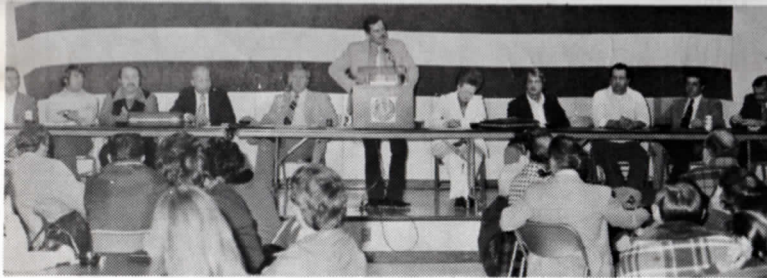
To reach a conclusion before you have all the evidence is not only manifestly unfair; by so doing, you risk appearing ignorant to subordinates. And once workers lose respect for their manager, his ability to manage effectively is irreparably damaged.

As a manager, your primary interest should be to get the truth behind a grievance. Toward that end, be unsparing in your efforts to uncover the facts of the situation. Talk to others when necessary. Look up documentation. If necessary, initiate an investigation of your own. Check with the appropriate experts within your company for precedents, policies, how far your authority to rectify the situation extends.

PROCRASTINATION

Since nothing is more impor-





The newly elected administration with President Michael D. Quinlan conducting their first business meeting in March—left to right, Ken Meyer, Jim Curran, Bob Alberts, Whitey Clark, Michael D. Quinlan, Betty Dannevik, Elmer Johnson, Dean Frye, Mike Kelly and International Representative Tom Hickman.

Record Attendance One of Many Firsts

The March meeting was one of many firsts. There was well over 600 members who attended both the a.m. and p.m. meeting, setting another attendance record. It was the first meeting for the new administration. The new additions and seasoned veterans of this elected administration handled themselves with the same fanfare that won their election; confidence and exuberance. Ending the meeting was one nervous surprise, nobody won the \$300 door prize.



Maybe in April we'll win.



A small portion of the record setting over 600 members.



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Every time a shopper picks up a head of lettuce or a bunch of grapes somewhere in Joaquin or Coachella Valley, a coin climbs into the pocket of a grower, a teamster leans a little more comfortable on his swagger stick, and a striker's stomach lightens a little.

It is seldom that the housewife has a chance to score against price overbearing of middle men in the food produce chain. Such an effort only works well with pressure from the laborer and consumer. Rarely is the union given a chance to do more for the principle that has been good for him but to sit in a bar and complain. In the lettuce boycott you can have your say, every day you shop.

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Admittedly, there are a multitude of demands on your time. You have meetings to attend, paperwork to get through, superiors to report to, work to oversee. Under such circumstances, an individual worker's grievance can seem very insignificant, even annoying. But bear in mind that to the employee it is of paramount importance. If he cannot turn to you, to whom can he go? Deny him the one logical outlet in your organization for what is troubling him, and you are setting the stage for massive discontent. So make yourself available.

Some managers follow an "open door" policy—that is, their people know that, barring only the most urgent business, they will put aside whatever they are doing to listen to a complaint. Others prefer to set a certain period of time on a particular day of each week, during which they are at the disposal of employees to discuss anything that is on their minds, including complaints.

Whatever method you use, once you make yourself available, you will have taken a giant step toward nipping complaints in the bud.

NOT GIVING YOUR COMPLETE ATTENTION

While allowing your employee to tell you his story is a good and necessary beginning, it is not enough. You must give him your undivided attention and really listen to him. It's insulting to invite someone to talk to you, then riffle through paper, take telephone calls or walk around while he is unburdening himself. Depending on the type of person he is and the nature of his problem, it may be necessary to ask an occasional question—to extract additional information, to let him know you are listening, to keep things straight in your own mind.

NOT TAKING THE COMPLAINT SERIOUSLY

Shaking your head, clucking your tongue, smiling all-knowingly while an employee is relating

denials, policies, how far your authority to rectify the situation extends.

PROCRASTINATION

Since nothing is more important to a successful organization than its people, you attack the very foundation of your company when you do anything that depresses employee morale and, as a result, performance.

Drag your heels in responding to a complaint and you are tacitly announcing to the complainant that you don't consider his grievance (and, by inference, him) very important. You leave yourself open to the suspicion that things, not people, are what count in your book. How long do you think he'll remain loyal to the company or care to work hard on its behalf?

Procrastination in tackling a solitary gripe is symptomatic of a deeper problem—not caring, or at least of giving the impression that you don't. Any manager who comes across as callous to his people is in for a lot of trouble.

So avoid procrastination. It is not only the thief of time, it can be a murderer of employee morale.

HOPING THE COMPLAINT WILL GO AWAY

Closely allied to procrastination is wishful thinking. The rationale behind this gambit runs something like this: "I've heard him out. I've sympathized with him. Now let's get back to business." But the very fact that he came to you in the first place is pretty valid evidence that he is seeking satisfaction, not sympathy. Problems do not usually go away. So don't rely on time to heal the wound of a grievance. It almost never works.

HIDING BEHIND RED TAPE

"I'll have to check that out with the brass." "As soon as I get the proper forms to fill out, I'll pass your complaint along." "You'll have to go through channels." That's outside my area." The manager who puts an em-

(Continued on Page 8)

Fellow Employee or E-Number?

by Bob Dudley

I'm sure most of you by now have had the Company's Affirmative Action Program. For those of you that haven't read this bit of forced propaganda yet "Don't Worry" they'll try to get to you. The reason I say forced propaganda is that in my own situation, I was told to sit down and read it and when I had finished, I was told to sign a sheet stating that I had indeed read this bunch of malarkey.

About the same time that everyone was reading this malarkey, there was a big kick on a plant-wide spring house cleaning, and I'm sure most of us have nothing against working in a Cleaner Area.

But, nevertheless, it sort of goes against the grain when one day you read how everyone is treated fairly, and how we are all equal and also about their open door policy. And, about the same time, your supervisor tells you that the man from upstairs, who sends us letters every so often—that start with "My Fellow Employees" has been through that particular section recently and though the office area looked terrible with all the empty coffee cups and footprints and what

have you on the desks (and I'm sure it probably did look bad) so then the employees are told by their supervisor there will be no more eating lunch or drinking coffee in the office area.

But who do we find eating lunch in the office area that very same night. None other than the very same supervisor that told the employees not to eat there.

Well, this sort of knocks the fairness, equality, open door policy and my fellow employees theory all to hell.

And, once again, we can only assume that fairness, equality, open door policy and fellow employees must stop at the supervisor level and as always we hourly rated people are thought of as "E" numbers.

Plymale on Underwood Team

At the March Business Meeting, President Michael D. Quinlan announced that Executive Board Officer, Bill Plymale would assist him in negotiations at the Material-Management Center (MMC) Plant in Underwood, Iowa.

Besides working on the first

contract of our related unit local, L.U. 1974.1; Bill will help the people in Underwood to establish a working relationship with the Company.

Plymale will offer his guidance in grievance procedures that have proven effective for our local.

'E' Board Posts to Frye and Johnson

At the first meeting of the newly elected "E" Board, a majority vote picked Dean Frye as the new "E" Board Chairman.

Frye was picked because of his experience, knowledge and long

HAMM'S BEER Watching TV Tonight?



What to Do When Your Freezer Quits

What if your home freezer fails you because of mechanical breakdown or a power shortage?

The U.S. Department of Agriculture recommends some steps you can take to protect frozen foods.

If the freezer stops, first try to estimate how long it will be before it's working again:

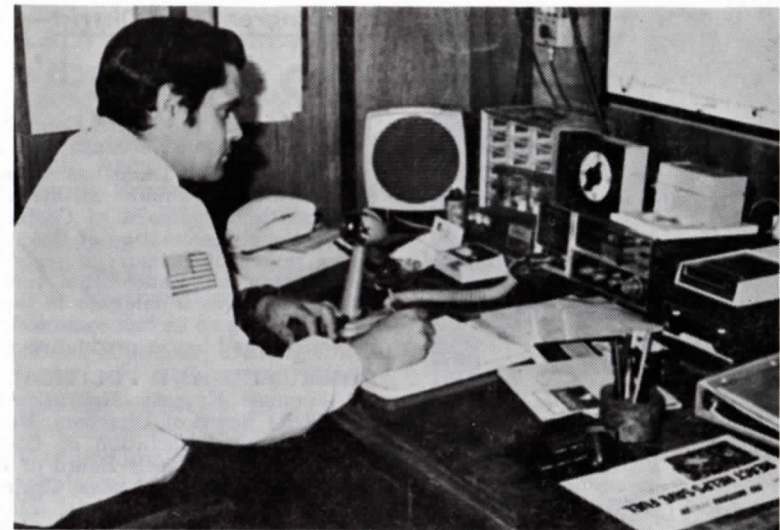
—If there seems to be a mechanical problem, read the instruction book to determine if there is something you can do to put the freezer back into operation, or try to find out how long it will take a serviceman to repair the freezer.

Next, estimate how long your foods will stay frozen. With the freezer closed, food will usually stay frozen in a fully-loaded cabinet for two days; in a cabinet less than half full, not more than a day. How long the food will stay frozen also depends on the kind of food, the temperature of the food, the freezer itself, the size of the freezer.

Keep the freezer closed and if possible, move the food to a locker plant. It is good to make advance arrangements with a local locker plant to take care of food in an emergency.

Another approach is to use dry ice to keep food frozen. Twenty-five pounds of dry ice should hold the temperature of a half-full ten-cubic-foot cabinet below freezing for two or three days. Food in a fully loaded cabinet will stay frozen three or four days if you put dry ice in soon after the freezer goes off. Put heavy cardboard directly on the packages of frozen food and then put the dry ice on top of the cardboard.

Occasionally, frozen foods are



Lyle communicates with REACT team.

Short Circuit Profile—

Lyle Nicholson REACT-ions Unlimited

by Chuck Newell

L.U. 1974's man from REACT is Lyle Nicholson. Helping Lyle is his wife Melva.

REACT is a nationwide system of communications involving all 50 states.

Besides Lyle and Melva, our Union is proud to note that three other members participate actively in the REACT program. They are: Art Claussen, Dick Hanner and Tim Demont, longtime members of our Union.

Among the many related duties of REACT, perhaps the most significant is the monitoring of Channel 9 on the Citizen Band Communications System. This is an emergency radio channel.

Last year's efforts of monitoring yielded the following help for 65 human injuries, motor vehicles being stalled, directional

watching weather changes during severe conditions.

A pyramid system is utilized during alerts in which a maximum of 15 minutes is spent notifying all 50 REACT people in the Douglas and Sarpy County area.

During the blizzard in October of 1972, Lyle monitored from noon until 6 p.m. After his six hour shift, volunteered himself and his four wheel drive truck for two service. He pulled everything from passenger cars to semi trucks from trouble. Lyle was finished at 4 a.m. the next morning, after working 16 straight hours.

The REACT Organization and Civil Defense authorities are currently involved in gridding off Nebraska into six areas as recognized by the National Weather Service.

REACT's area on their map is number six and is comprised of Douglas, Sarpy, Dodge and Saunders Counties.

REACT services many other local organizations by contributing safety checks, communica-

newly elected "E" Board, a majority vote picked Dean Frye as the new "E" Board Chairman.

Frye was picked because of his experience, knowledge, and longevity with the "E" Board. The Executive Board Chairman's responsibility is board moderator.

As Chairman, Frye loses his voting privileges and regains that privilege only in the event of a voting tie. Alternate duties call for the channeling of communications and censoring of appointments for the Executive Board.

Elmer Johnson was chosen to continue as Executive Board Secretary.



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packages of frozen food and then put the dry ice on top of the cardboard.

Occasionally, frozen foods are partially or completely thawed before you discover that the freezer is not operating. Partial thawing and re-freezing does reduce the quality of foods, particularly fruits, vegetables, and prepared foods. Red meats are affected less than many other foods.

You may safely refreeze foods that have thawed if they still contain ice crystals or if they are cold—no more than 40° F.—and have been held at this temperature no longer than one or two days after thawing.

Meats and poultry become unsafe to eat when they start to spoil. Examine each package before you decide what to do with it. If the color or odor of the thawed food is poor or unquestionable, get rid of it. It may have been contaminated by bacteria which can cause illness.

What To Do When Your Freezer Stops is one of more than 200 Federal publications available through the Consumer Product Information Center of the General Services Administration.

Last year's efforts of monitoring yielded the following help for 65 human injuries, motor vehicles being stalled, directional guidance given to lost travelers, help during adverse road conditions, moving road obstructions, weather advisory information, break ins, aircraft in distress, theft and vandalism and many case examples of helping those who need help.

In recent months REACT has had eleven different tornado watches in which nineteen people monitored Channel 9 for extended lengths of time ranging from 1½ hours to 4⅓ hours. During these periods of time a REACT team is in coordination with the weather bureau.

Normally, the REACT system monitors from early a.m. until midnight. Lyle's specific time is from 7 a.m. to 2:30 p.m.

Lyle has recently been appointed to the position of Weather Watch Officer for Douglas and Sarpy Counties. It is now his obligation to receive authorization from Jack Griffey, the Douglas and Sarpy County Operations Officer. Lyle must place 18 other persons on duty

Saunders Counties.

REACT services many other local organizations by contributing safety checks, communications systems and traffic coordination for activities such as Road Rallies, Pony Express functions for Easter Seals, Omaha Pedalers Bike Club, Cerebral Palsy Walkathon, Florence Pioneer Days, Jerry Lewis Telethon, Midwest C.B. Jamboree and Cerebral Palsy Bikathons.

On Halloween, the REACT team volunteers its services to the Douglas County Sheriff's Department increasing its vehicular force by 50 percent.

The success of this organization may well be measured by the increase in its activity. The miles driven in 1973 by team members was 19,000. This is up 90 percent over 1972. Lyle drove 3,000 in services connected with REACT.

Congratulations on your worthwhile enterprise Lyle. L.U. 1974 thanks you for keeping an ear and an eye on community problems. You personify helping those in distress with your unselfish actions.

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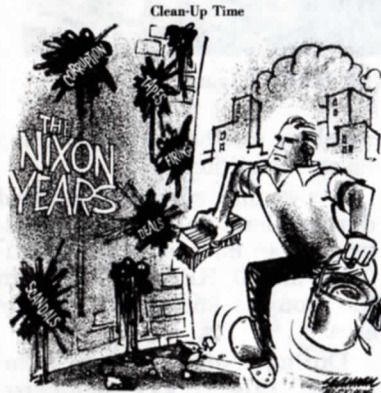
Lyle Nicholson: Ready for any emergency.

U.S. population of voting age in 1972\$139,600,000
Labor Union Membership 19,400,000

THUS: Organized labor makes up one of the Nation's largest voting groups—one out of seven people of voting age.

Big Question in the minds of many: How closely will union members follow the official AFL-CIO drive to elect a vetoproof Congress in 1974?

Basic Data:
U.S. Census Bureau
U.S. Department of Labor



COPE Cross-Section—

On these two pages there is presented several good reasons to support COPE-backed candidates.

Support who COPE supports. Together we can remove corruption from our Government.

Honest in democracy has quietly disappeared in the last 6 years. Help COPE make it reappear.

2nd Congressional District—

Dan Lynch's Qualifications

Dan Lynch the COPE Committee's choice for candidate for Democratic nomination, Nebraska, 2nd District House of Representatives.

Dan is married and has three children. He is a native Nebraskan and has lived in Omaha all his life. He currently is Chairman of the Douglas County Board of Commissioners and 3rd Vice President of the National Association of Counties (NACO). As an officer of NASO he represented their interests by testifying before the President's Commission on Retardation and the Committee on Governmental Affairs. He was a delegate to the Democratic National Convention in 1968. In doing so he has come to know many congressmen and senators personally and has a productive working relationship with them.

COMMUNITY AND POLITICAL ACTIVITIES

Member Eastern Nebraska Community Office of Retardation (ENCOR) Board of Directors, Member UCS Board of Directors, Member National Association of Counties Welfare Steering Committee, President New Cassels Board of Directors, Chairman Douglas County Hospital Board of Trustees, Chairman for Membership National Association of County Officials (NACO), Member Speakers Bureau of NACO, Member of Directors of Metropolitan Area Planning Association (MAPA), Vice President of MAPA Council of Officials, Co-Chairman Notre Dame/Rummel High Board of Education, Member Legislative Committee Nebraska Association of County Officials.

CURRENT ASSOCIATIONS AND CLUB MEMBERSHIPS

Q Street Merchants, American Legion Post #1, Platte Valley Association, Greater Omaha Association of Retarded Children, Serra Club of Omaha, Ancient Order of Hibernians.

BUSINESS AFFILIATIONS

President Phil C. Lynch, Plumbing and Heating, Inc., Past President Nebraska Plumbing, Heating & Cooling Contractors Association, Past Member Board of Directors of United Plumbing and Heating Supply Company, Member Board of Directors of Blue Cross Insurance Company, Member American Society of Sanitary Engineers, Journeyman and Master Plumbers, Journeyman and Master Steamfitter.

COPE Profile—

The New Breed: Terry Moore

by Donald Wieczorek

At 31, he's young, dynamic, and a hard-working member of the new breed working for the betterment of Labor in Nebraska.

South Omaha born and 1961 graduate of South High, Terry Moore was named as Labor Coordinator for Dan Lynch, Democratic Candidate for Congressman, Second Congressional District.

Moore has been active in labor since he was 18, at which time he worked for Swift and Company. When Swift closed their plant in 1969, he transferred to the Kellogg Company. While at Kellogs. Terry served two years on the negotiating board.

Terry is presently Trustee and COPE Director of Local 50, The American Federation of Grain Millers. Moore is also an active lobbyist for his Union.

Being politically active for labor finds Terry Moore very active with the Democratic Party. He sits on the Democratic Legislative Search Committee and is a member of the Sarpy County Democratic Central Committee.



Moore: Vibrant

Moore's vitality finds him also working as Sarpy Democratic Youth Coordinator.

Moore's primary function in Lynch's campaign will be to utilize labor's efforts in Dan's behalf. He will also act as coordinator for Sarpy and Cass County.

COPE Editorial

by John Sutej

As COPE Director of I.B.E.W., I have been following Dan Lynch as a County Commissioner over the years and I must say that his endeavors for the working man and his projects for the retarded children have been outstanding. When I think that we have an opportunity to elect Dan Lynch to Congress, I can assure you that the working people of the Second Congressional District will be represented for a change.

We have sat by too long and let Big Business hand-pick people like John Y. McCollister, and then, we, the working men and women, must suffer as we have the last four years under McCollister, I hope all of you will read the achievements and hard work that Dan Lynch has put together over the years as a public servant for the people. Remember a vote for Lynch is a vote for you.

President Quinlan: Our Union Must Believe in Lynch

"Our Union must do everything possible to see that Dan Lynch gets elected to the Second Congressional District," President Michael D. Quinlan said at the March Business Meeting.

"One trait that Lynch has that impresses me," Quinlan went on, "Is that he votes and acts the way he talks, and this is one quality that has been missing in a lot of Nebraska politicians that we have supported in the past."

"Dan Lynch supports the working man and in doing so, he realizes he will not have the support of the corporate interests," Quinlan paused momentarily, and added, "But he





Planning political strategy from left to right around the table—Carl Hibbler, Democratic candidate for Register of Deeds in Sarpy County, Dan Lynch, Democratic candidate for Second Congressional District, John Sutej, COPE Chairman, Frank Lewis, Democratic candidate for Lt. Governor, Duane McIntosh, Democratic candidate for Sheriff of Sarpy County and Len Lamberty, Democratic candidate for Douglas County Surveyor

Primary Election Notice

Never in history has it been so important for the people to speak out and the way to speak is at the upcoming elections when you get a chance to vote. But, remember, you can't vote unless you're registered. Check right now and see that you are registered.

Nebraska:

Date of Primary Election..... May 14th
Deadline for Registration May 3rd, 6 p.m.
Date of General Election..... Nov. 5th
Deadline for Registration Oct. 25th, 6 p.m.

Iowa:

Date of Primary Election..... June 4th
Deadline for Registration May 25th, 5 p.m.
Date of General Election..... Nov. 5th
Deadline for Registration Oct. 26th, 5 p.m.



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Collister, I hope all of you will read the achieve-
ments and hard work that Dan Lynch has put
together over the years as a public servant for
the people. Remember a vote for Lynch is a vote
for you.

Who Said It?

"This administration has proved that it is utterly incapable of cleaning out the corruption which has completely eroded it and reestablishing the confidence and faith of the people. . . . The investigations which have been conducted to date have only scratched the surface. For every case which is exposed, there are 10 which are successfully covered up. . . .

"The great tragedy is not that corruption exists but that it is defended and condoned by the President and other high administration officials. . . . If they won't recognize that corruption exists, how can we expect them to clean it up?"

—Sen. Richard Nixon,
denouncing Truman Administration,
Boston, Mass., Nov. 15, 1951

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CONTOUR LANDSCAPING

...tics that we have supported in the past."
"Dan Lynch supports the working man and in doing so, he realizes he will not have the support of the corporate interests," Quinlan paused momentarily, and added, "But he doesn't want their support."

"I trust a man who will refuse to become bedfellows with the big corporations. A look at the present administration for the last 6 years will show the corruption politics and big business breeds."

"It's appalling," Quinlan continued, "The blatant criminal actions of our higher elected officials has almost thrown our country into a state of chaos."

"We need honesty in our government," Quinlan concluded, "And Dan Lynch's record as a public servant shows he is honest."

Union Meeting Is Friday
April 19

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L. to r. John Sutej, COPE Director, L.U. 1974; Al Barken, National COPE Chairman; Terry Moore, COPE Director Local 50 (see Terry Moore's article, page 3).

COPE Conference

Al Barkan, National Cope Chairman, speaking to five State Cope Conference held the 17th of March at Hilton Hotel in Omaha. Representatives from Colorado, Iowa, Kansas, Nebraska and South Dakota were updated on current political directions of labor in the United States.

"Our aim is a veto-proof Congress," Barkan said, "We hope to secure that goal this November."

Barkan also mentioned "Where it was once a Democratic Party view to impeach Nixon, now people from both parties, conservatives not excluded, feel the way

we do."

The general outline and outlook of Barkan's speech and the Cope Convention was for a greater involvement of labor in political action.

The meeting was a one day assembly.

La Vista—

Menard Seeks City Council

After having talked to Richard Menard of Department 244 I am proud to give him the endorsement of the Cope Committee. Rich, a former Union Steward, has been in the Union and worked for the Company for the last 15 years.

Richard Menard is a candidate for the LaVista City Council. The election will be held on May 14, 1974.

I hope the people that work for Western Electric and live in LaVista will please support Richard Menard.

It usually isn't Cope policy for

case City Government) and the taxpayer".



Fred Spethman, candidate for Sheriff of Sarpy County, introducing himself to the membership.

Fred Spethman Is Sheriff Candidate

Fred Spethman addressed the union members at the March meeting emphasizing his credentials for Sheriff of Sarpy County. Fred is the husband of union sister, Dorothy Spethmen of Dept. 423.

Fred is a life-time resident of Sarpy County. For two years Fred served as Mayor of Papillion, was short time Chief of Police, belonged to the Volunteer Fire Department and worked two years with the Deputy Sheriff.

Besides Spethman's native experience, Fred has attended several schools and seminars covering the field of Law Enforcement.

Sound Advice—

Practical Politics

by Del Pelton

Although one could probably get as many definitions of what politics consists of as there are politicians, basically politics is that activity by which persons are selected, nominated and elected as representatives of the citizens. Government, contrasted to politics, is the actual management of public affairs. Stated another way it is the process by which we obtain government.

Looked at from this perspective, politics is not "dirty" or something to regard distainfully but an activity to be participated in by each of us if, we care for how we are governed.

The message from "Watergate" seems to indicate that what is needed is a politics with a larger measure of morals. Politics will always be with us. Perhaps now is the time each of us should seek to improve its quality.

Lamberty Seeks Surveyor Office

Lou Lamberty is the Democratic candidate for Douglas County Surveyor. Lou, 34, has a B.S. in Engineering from the University of Nebraska at Lincoln and an M.S. in Engineering from Northwestern University in Chicago. He is a licensed, Professional Engineer. During his ten years of engineering practice, Lou has worked for E. I. DuPont in Delaware, Northern Natural Gas in Omaha and is presently employed by the Nebraska State Department of Roads.

The major issue in the Surveyor's race this year, according to Lou, is whether the \$25,000 a year position is a fulltime or parttime job. "The incumbent, George Ehrhart, has publicly stated that he regards the Surveyor's position as a parttime job. He spends much of his time on business for his private consulting firm. I believe that County Surveyor is a fulltime job and that Mr. Ehrhart is shortchanging the Douglas County taxpayers," Lou said.



Katherine Dahlquist, candidate for Secretary of State with COPE Chairman, John M. Sutej.

STAY AHEAD!



READ YOUR UNION PAPER!

Free Baseball Tickets in April

AFL-CIO Booklet

The AFL-CIO has published an updated and revised edition of the booklet "Watergate: An Unfinished Story of Money and Politics," which was first distributed at the federation's convention last October.

The booklet presents an accurate and documented report of the Watergate scandals based on all information available through the end of 1973.

Copies of the booklet are available at \$1 each from the AFL-CIO Pamphlet Division, 815 Sixteenth Street N.W., Washington, D.C. 20006.

Looking Back—

Who Controls Pay

I hope the people that work for Western Electric and live in LaVista will please support Richard Menard.

It usually isn't Cope policy for us to support every election but after meeting and talking with Rich, I found he would be an asset to the people of LaVista.

His reasons for running for City Council in LaVista is symbolic for what Cope stands for: "To build a better relationship between Government (in this



Rich Menard, L.U. 1974's City Council candidate in LaVista.

The Ex-Vice President No One Understood—

Agnew's Rhetorical Pearls

Ultraliberalism today translates into a whimpering isolationism in foreign policy, a mulish obstruction in domestic policy, and a pusillanimous pussyfooting on the critical issue of law and order.

—Sept. 10, 1970

* * * *

Abetting the merchants of hate are the parasites of passion. These are the men who value a cause purely for its political mileage . . . Their interest is personal, not moral. They are ideological eunuchs whose most comfortable position is straddling the philosophical fence.

—Oct. 30, 1969

* * * *

The student now goes to college to proclaim rather than to learn. The lessons of the past are ignored and obliterated in a contemporary antagonism know as the generation gap. A spirit of national masochism prevails, encouraged by an effete corps of impudent snobs who characterize themselves as intellectuals.

—October 19, 1969

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in by each of us if, we care for how we are governed.

The message from "Watergate" seems to indicate that what is needed is a politics with a larger measure of morals. Politics will always be with us. Perhaps now is the time each of us should seek to improve its quality.

WHAT IS A POLITICAL "MACHINE"?

A political machine is a term often used disparagingly to indicate a group with intents contrary to what would be the public good. However to me a political machine is nothing more (or less) than a group of interested citizens working together to nominate, or elect, a particular individual to public office, or to back a particular issue.

In a democratic form of government the individual has an opportunity to participate or not participate in his government. To be part of a political group or machine is a desire to be one of the governing group rather than one of the governed. It is a decision each of us will make by our action or non-action.

It is only fitting, it seem to me, that the persons who organize and work together for a goal of electing a particular candidate or for the passage of a particular issue should enjoy the fruits of that labor. The fruits of that labor are often as simple as the feeling of well-being in doing public service, or can be more tangible such as exists from having a friendship with the elected official.

The growth and use by one special interest group of political achieve power, for it is their right to try. I would think the fault is rather on the part of those of us who, by our inactivity and silence, allowed it to happen.

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Looking Back—

Who Controls Pay Of Business Men?

While most unions kept well within the 5.5 percent wage increase guidelines last year, corporate executives were whooping it up not only in profits but in salaries.

Take the case of President William S. Anderson of National Cash Register, whose salary was up \$132,155 to \$275,000. Then there's Frank T. Carey of International Business Machines who was paid a salary of \$200,000 in 1973, plus \$246,000 in supplemental awards or fringes. William Rockwell, Jr., who gave up the post of chief executive officer of Rockwell International Corporation, didn't do bad last year. He collected \$423,333.

THE SHORT CIRCUIT

Omaha, Nebr.

APRIL, 1974

Vol. 16, No. 9

Published by

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COPE

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-------------------------------	---------------

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Reflections of Judy

Judy no longer works at Western Electric. She quit in March to become a beautician.

Judy like horseback riding and music.

Photo Essay
by Chuck Newell

Official Notice

NUMBER OF DELEGATES

Each eligible L.U. shall be entitled to the following number of delegates, based on its members in continuous good standing for the month of May, 1974:

- 1 delegate for 10 to 250 members. 1 delegate for each additional 250 members or majority fraction thereof:
- 1 more delegate for each additional 500 members:
- 1 more delegate for each additional 3,000 members
- maximum 15 delegates:

Membership	No. of Delegates
3,101 to 6,000	10 (L.U. 1974)*
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.

The election of delegates and alternates shall be decided for those receiving the most votes and the ballots and records of the election shall be retained for one (1) year.

ELECTION

Constitution, Article II, Section 10, requires that delegates and alternates *shall be elected by secret ballot*.

*L.U. 1974 Bylaws state that Business Manager is delegate to I.C.

The Controversy On Alcohol Use

An exceedingly durable story is once again going the rounds concerning attitudes on alcohol use. The story is over a hundred years old. It was first recorded during the term of President Buchanan and attributed to "the Senator from Pennsylvania" not otherwise identified, but possibly Thaddeus Stevens. It was repeated in debate in the Senate in 1886 when Senator Henry William Blair, author of "The Temperance Movement or the Conflict Between Man and Alcohol" made one of his dry speeches in the Senate, and challenged a colleague to state his position.

The story once again current, follows: "I had not intended to discuss this controversial issue at this particular time. However, I want you to know what I do not shun a controversy. On the contrary, I'll take a stand on any issue at any time, regardless of how

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Between Man and Alcohol" made one of his dry speeches in the Senate, and challenged a colleague to state his position.

The story once again current, follows: "I had not intended to discuss this controversial issue at this particular time. However, I want you to know what I do not shun a controversy. On the contrary I'll take a stand on any issue at any time, regardless of how radical a controversy it may be. You have asked me how I feel about whiskey. Well, here's how I stand on the question. If, when you say whiskey, you mean that devil's brew, the poison spirit, the bloody monster that defiles innocence, dethrones reason, destroys the home and creates misery, poverty, yes, literally takes the bread from the mouths of little children, if you mean the evil drink that topples the Christian man from the pinnacle of righteous, gracious living and causes him to descent to the pit of degradation, despair, shame and helplessness, then I am certainly against it with all my heart.

"But, if when you say whiskey, you mean the oil of conversation, the philosophic wine, the ale consumed when good fellows get together, that puts a song in their hearts and laughter on their lips, the warm glow of contentment in their eyes; if you mean Christmas cheer, if you mean the stimulating drink that puts the spring in an old man's footsteps on a frosty morning, if you mean the drink whose sale puts untold millions of dollars into our treasury which are used to provide tender care for our little crippled children, our blind, our deaf, our dumb, our pitiful aged and infirm, to build highways and hospitals and schools, then certainly I am in favor of it. This is my stand and I will not compromise."

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Sports Corner Focus



RIGHT ON'S — THE BEST

Left to right, front row: Bill King, Ron Osby, Larry Helm, Willy Roach, Art Scott. Left to right, standing: Lenny Osby, Glenn Faunt, Roscoe Secret, Jerry Milliner, Capt. Nate Jackson.

'Right On's' Snare Tournament Title

by Don Wiczorek

With NBA basketball playoff fever in the air, it is good to know that our Union can pride themselves knowing the 10 Union members did it again in the WEOMA men's basketball tournament competition.

Coach Nate Jackson's team "Right On's" got beat in 1972 and 1973, so this set the stage for them to tackle this year's tourney with a vengeance.

Over the last three years the "Right On" team compiled a 30 win, no loss Sunday League record. But for two year in tourney play they had the feeling they would be only a bridesmaid

double elimination tournament, "Right On's" squeaked by the Short Circuits, 63 to 59. In their second game the "Right On's" raced by a highly touted ACES team, 73 to 60. Then disaster in the third game.

"We lost our poise in the first game against the Silkies," Nate Jackson said, "We were cold from the field and couldn't get a break; and the Silkies are one team you don't give a break to."

The "Right On's" jelled like they did all year in the final game of the tourney. Beating the Silkies 73-71, the team regained their composure.

Balanced scoring, a double post offense, jamming for rebounds and a zone defense pulled them out of the fire to grab the big prize. "Ending the year with a 13-1 won, lost record

and everybody worked as a team."

"Right On" is a word created by black people and worked into the American language. It means literally, "yes, you are right." A black team bearing the same name, last month, won the big prize in the WEOMA basketball Tourney. These Union members proved they were right.

Before the season ended, Nate Jackson Capt. of the "Right On's" organized a team to play in the AAU tournament. On his roster he had such roundball natables as Bill King, Sam Singleton, Les Craig, Larry Woolridge, Tom Anderson, Terry More, Bob Keller, Art Scott, and himself.

They lost first time out 118 to 99. They proved they had the horses to face stronger and fast-

Union Keglers Steal State Titles



Dave Burrell

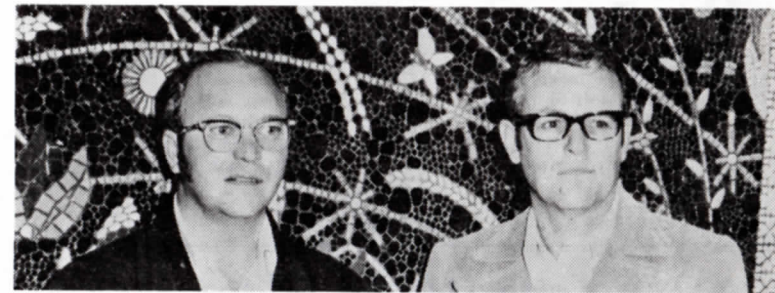
It is an exceedingly rare occasion to have three State Bowling Champs working for the same company, and two of them belonging to our Union. But, it happened right here in River City.

The ABC sanctioned State Tournament took place over a five week-end period in March at the Skylanes Bowling Alley.

The Doubles Championship was won by the team of Dick Cronin, Department 245 and Dewey Ehrenberg, Department 312. These two very good friends had a three-game total score of 1,362 pins. Dick had a high game of 257 and Dewey's high game was 225.

The Singles Championship was won by Dave Burrell of Department 421. Dave's score for three games was 668 scratch and with an additional 81 pin handicap, his total score was 749.

There was a lot of stiff competition in the Tourney and these fellows had to do it all in a one time roll-off. Good bowling fellows and best of luck in the future.



Dick Cronin and Dewey Ehrenberg



Over the last three years the "Right On" team compiled a 30 win, no loss Sunday League record. But for two year in tourney play they had the feeling they would be only a bridesmaid and never a bride. The big prize did not escape them this year.

In regular season play, defense was their forte, allowing only 389 points to be scored against them. Offensively, the "Right On's" scored a devastating 823 points against league foes.

Leading scorer for regular season play was Nat Jackson, Dept. 133 with a 17.0 point production every game. Behind him and a big surprise in the tournament was Bill King, Dept. 257 with a regular season average of 15 points per game.

In the first two games of the

Balanced scoring, a double post offense, jamming for rebounds and a zone defense pulled them out of the fire to grab the big prize. "Ending the year with a 13-1 won, lost record would not have been satisfying without the tournament championship," Capt. Nate Jackson reflected, "We have been too close too many times."

Leading scorer for tournament play was guard Bill King. He burned the nets against the best of the best with a 26-point per game production. "Bill's hot hand was there when we needed it," Nate Jackson noted, "He was a big surprise and the talk of the tournament."

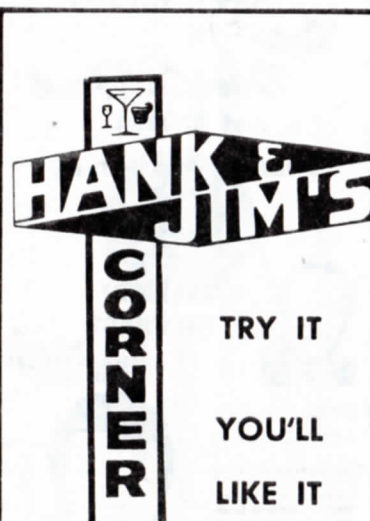
Nate Jackson had high praise for the whole team. "Jerry Milliner did a good job off the boards

ridge, Tom Anderson, Terry More, Bob Keller, Art Scott, and himself.

They lost first time out 118 to 99. They proved they had the horses to face stronger and faster competition that existed in the Amateur Athletic Union (AAU) ranks. They plan to form another team and play next year.

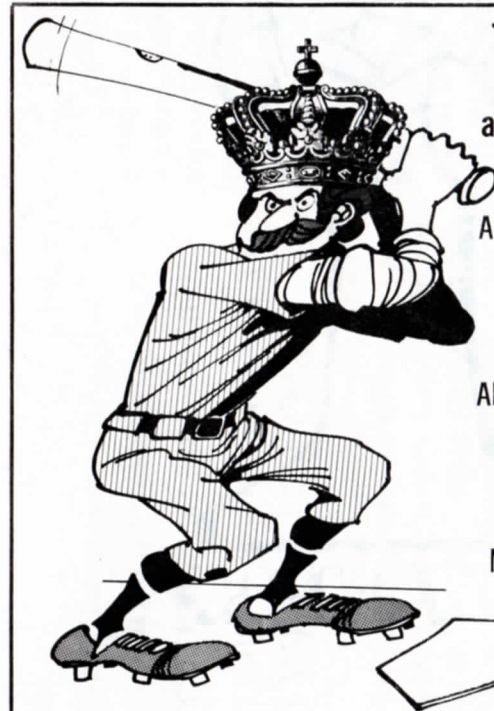


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Tulsa Oilers

MAY 15, 16, 17, 18*, 19*
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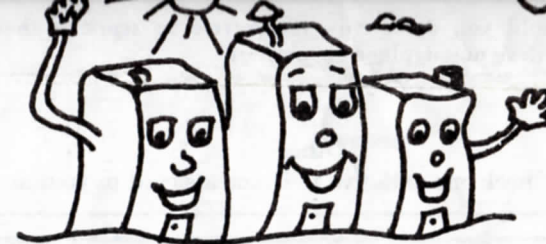
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RIP-OFF

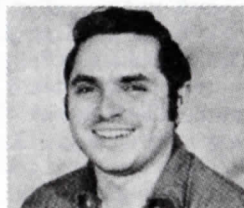


In the continuing interests of those who are victimized by petty thievery in the parking lot, we have more names:

<i>Name—Dept.</i>	<i>Ripped-Off</i>
Tom Schulte—Dept. 241-1	Golf Clubs and carts
Frank Brisbane—Dept. 241-1	Hub caps and windshield motor
Mike Jaeger—Dept. 241-6	Gas tank
Larry Duros—Dept. 143-5	Golf Clubs

"Caruso's Cuisine"

by Frank Caruso



This recipe was given to me just this month. I liked it real well, even warmed up the day after. It works out real good if you add the string beans about an hour before it is finished.

5-HOUR BAKED STEW

3 lbs. stew meat (2" pieces)	1 heaping stp. sugar
1 cup celery (large chunks)	3 tbsp. salt
5 potatoes (cut in 12ths)	3 tbsp. tapioca
6 carrots (1" pieces)	4 shakes tobasco
2 onions (cut in ¼ th)	3 shakes barbeque sauce
1 large can tomatoes	½ lb. fresh string beans
½ can water	

Bake covered at 250° for 5 hours.

Letter to the Editor

I have been at Western Electric for years now. I have been pleasing and displeasing people ever since. I have been cussed and discussed, talked about and lied about. I have been upgraded and downgraded, on and off limits. And, the only reason I am staying at Western Electric is to see what the hell will happen next.

Union Member
Department 132

Readers Poll

Would you drive you motorcycle to work if there was a SAFE, designated place to park it?

Yes ☐

No ☐

Other ☐

The Record

Union Brother Dies on Job

Mr. Hans I. Johnson, a Cable Reel Sprayer in Dept. 253, died at work on Thursday, March 7,



1974, presumably as a result of a heart attack. He had nineteen years and eight months of service with the Company.

Mr. Johnson was married and is survived by four children, and resided at 4818 Bedford Avenue, Omaha, Nebraska.

Mr. Hans Johnson was born in Duluth, Minnesota, May 5, 1920. He died at age 53.

Funeral services were held on Saturday, March 9, 1974, at 11 a.m. at the Roeder Mortuary, 4932 Ames Avenue, Omaha, Nebraska. Interment was at Forest Lawn Memorial Park, 4003 Forest Lawn, Omaha, Nebraska.

DEATHS:

Ralph H. Ellingson, 141	.....Father
Dale Brahatcek, 244	.....Son
Hans Johnson, 253	.....MEMBER
Ed Behm, 422	.....Father-in-law
Roy Yeck, 422	.....Mother
Helen Parker, 422	.....Father-in-law
Lloyd Parker, 434	.....Father-in-law
Mary Ardery, 422	.....Father
Delores Lusero, 137	.....Mother
Danny Grace, 411	.....Mother
Jack Burns, 862	.....Infant
Lona Schulz, 862	.....Brother
Charles H. Bailey, Jr., 422	.....Father
Rachel Alley, 422	.....Mother
Judy Fischer, 133	.....Daughter
Glen Waddell, 422	.....Father
Alaska Land, 257	.....Brother
Wm. Caddy, 241	.....Mother
Elizabeth Williams, 423	.....Father
Garnett Smith, Jr., 142	.....Father
Enis Gills, 137	.....Father
Charles Chilburis, 246	.....Father-in-law

BIRTHS:

Employees' Gripes

(Continued from Page 1)

ployee's gripe off by appealing to bureaucracy may succeed in temporarily stifling the complaint, but at the same time he is laying the foundation for another, larger beef.

Face it. A complaint originating with one of your people falls under YOUR jurisdiction—a fact well known to your people. Try to pass the buck or otherwise dodge the issue and you will almost certainly lose their respect. And without that subtle bond of loyalty between worker and manager, a department soon deteriorates into just a group of people, each going his separate way.

NOT TELLING A WORKER WHAT'S BEING DONE ABOUT HIS COMPLAINT

Because an employee's complaint is just one of the many items on his calendar, a manager may neglect to keep a man informed of its disposition. But just as we can only think about the one tooth that aches, so an employee dwells on the subject of his discontent. "No man's affairs, however small, are unimportant to him," said Lord Acton—a truism every manager might well ponder.

If you are investigating a worker's gripe, tell him. If you are awaiting word from a third party, tell him. If you have encountered an obstacle, tell him. The important thing is that he knows that some action is being taken, for it proves that you are concerned about him and care. If it turns that you cannot give him satisfaction, at least he will have the balm of knowing that you tried. That in itself will then take the sting out of a turndown.

NOT CHECKING ON THE SETTLEMENT OF COMPLAINT

them as soon as possible. A crucial final step, however, is to see that a complaint is resolved—by removing the cause of it, compensating for it in some way or proving, to the employee's satisfaction, that his complaint was unwarranted. Like any other job, in short a grievance should be seen through to the end.

NOT FORGETTING A GRIEVANCE ONCE IT IS RESOLVED

When we bear a grudge, we bear the heaviest, least profitable burden of all, for it consumes valuable energy better spent on other activities, poisons relationships, undermines the very essence of teamwork. Unfortunately, it is all too human to remember complaints, particularly if we figure in them. But dwelling on the past accomplishes little. And, as a manager, one of your main concerns is necessarily with accomplishment.

NOT LEARNING FROM A GRIEVANCE

From one viewpoint, an employee complaint can be of inestimable value to a manager, for it frequently identifies a weakness in the organization. Too many managers still think that if they resolve a gripe, they've done their job, not realizing that by ignoring the basic cause (if it can be determined), they have merely stemmed the tide temporarily. So the final pitfall in handling complaints is failing to learn from them.

The world would be far more pleasant if it were problem-free, to be sure. But for the foreseeable future, it is going to be somewhat less than an ideal place, especially for managers.

The Antiquarium

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Would you drive you motorcycle to work if there was a
SAFE, designated place to park it?

Yes ☐
No ☐
Other . . . ☐

Check one and give to Union steward in your area.

Elizabeth Williams, 423 Father
Garnett Smith, Jr., 142 Father
Enis Gills, 137 Father
Charles Chilburis, 246 Father-in-law

BIRTHS:

Mike Burbee, Dept. 137; Son, Jeremy Lee,
5 lb., 5 oz.; March 6

NEW REPRESENTATIVES:

Chief Steward:

Tom VanDyke, Dept. 253, Day Shift, Ext.
3164

Stewards:

Richard P. Norrgard, Dept. 132, 2nd Shift
William Steinbach, Dept. 862, Day Shift,
Ext. 2486

EDITOR SHORT CIRCUIT:

Donald M. Wiczorek

have the ball of knowing that
you tried. That in itself will then
take the sting out of a turndown.

NOT CHECKING ON THE SETTLEMENT OF COMPLAINT

Grievances are seldom pleas-
ant things. Maybe that is why
some managers are eager to drop

especially for managers.

The Antiquarium

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