International Brotherhood of Electrical Workers

LOCAL UNION NO. 1974

13306 STEVENS STREET • OMAHA, NEBRASKA 68137 • TELEPHONE (402) 895-4080 • FAX (402) 895-1828

Officers

Frank P. Possinger..... President
Marlene Wilson ..... Vice President
Sparky Bruning..... Recording Secretary
Edie Riester..... Financial Secretary
Sam D. Martin ..... Treasurer

Union Meetings

Third Thursday of Each Month
Third Shift — 8:45 a.m.
Second Shift — 2:00 p.m.
First Shift — 4:15 p.m.

Executive Board

Marlene Majeski, Chairman
Jim Filipiak — Rick Madej
Mike Kelly — Jim Pabian

April 20, 1995

TO: ALL UNION MEMBERS

The monthly membership meeting will be held Thursday, April 20, 1995, in the Union Hall Auditorium, 13306 Stevens Street, Omaha, Nebraska.

Third Shift Meeting: 8:45 a.m. Second Shift Meeting: 2:00 p.m.
Day Shift Meeting: 4:15 p.m.

PRESIDENT'S MESSAGE

At this month's meeting, the membership will be VOTING, by secret ballot, on a bylaw proposal change that was submitted at last month's membership meeting.

(New Proposal) "ARTICLE VI

Salaries

1. 15% raise across the board for present union officers and representatives.

2. Thereafter, a raise at contract time tied to our raise (whatever %).

3. All other provisions of Article VI - Salaries - to remain unchanged.

Submitted by: Robert R. Russell"

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(Current Article VI)

ARTICLE VI

Salaries

Sec. 1. Salaries shall be:

President	$360.00 per month
Vice President	216.00 per month
Financial Secretary	138.00 per month
Recording Secretary	138.00 per month
Treasurer	138.00 per month
Executive Board Members (each)	126.00 per month
Chairman-Job Grades Committee	60.00 per month
Chairman-Wage Incentive Committee	60.00 per month
Chairman-Trades Grievance Committee	60.00 per month
Chairman-Benefit and Health & Welfare Committee	60.00 per month
Chairman-Safety Committee	60.00 per month
Registrar-COPE Director	60.00 per month
Chairman-Newspaper Committee (Editor)	60.00 per month
Co-Chairman - Committees	42.00 per month
Chief Stewards (each)	42.00 per month
Stewards (each)	24.00 per month
Committee members (each)	24.00 per month
Door Foreman	12.00 per month
Unit Chairman	42.00 per month
Unit Executive Committee (each)	12.00 per month

Sec. 2. There shall be no duplication of payment for salary and expenses to any representative who may hold more than one position as covered in Section 1. Such representatives shall be paid the salary and expenses as provided for the highest position he/she may hold.

Sec. 3. All disbursements for authorized expenditures made in behalf of the Local Union shall be supported by receipts, vouchers, or other reasonable proof of claim.

Sec. 4. All salaries will be temporarily discontinued for the duration of any strike action taken by the Local Union.

PRESIDENT'S MESSAGE (Continued)

It has been brought to the Union's attention that more and more production employees have been observed doing traditionally "trades" work. It has been stated that some supervisors have told their employees to do this, or said it was "ok." Well, ---it's not!

I realize that some people don't really know what may be trades work, but some of the work is obvious. If this were allowed to continue or grow, we would never add to our trades crafts. Bottom line, level 1's are not being paid to do trades work.

If you aren't sure --ask! Thanks!

PENSION BENEFITS

Promotions, Demotions and Transfers.

Certain promotions, demotions and transfers can affect the pension benefits you are entitled to receive.

Promotions and Transfers.

If you are promoted or transferred to a job with a higher pension band and later retire with a service or disability pension or terminate your employment after becoming eligible for a deferred vested pension, the following provisions apply:

If you remain in the new position for at least 18 full months, your Basic Monthly Pension Benefit will equal the monthly benefit for the promoted pension band in effect at retirement multiplied by your total Net Credited Service.

Example of Promotion to Higher Pension Band for 18 Months or More

Pension Band 123
18 Months
Pension Band 120
20 Years

Suppose you spent 20 years in Pension Band 120. A full 18 months before you chose to retire, you were promoted to Pension Band 123. Your Basic Monthly Pension Benefit would equal 21 years, 6 months multiplied by the monthly benefit in effect for Pension Band 123 at the time you retire.

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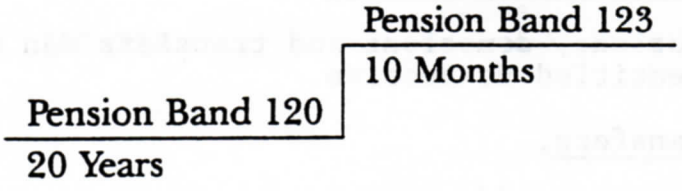
If you retire before "18 FULL MONTHS" in a higher pension band, your Basic Monthly Pension Benefit will equal the sum of: (*There was an error in last month's paper - 18 months in grade level is correct, NOT 36.*)

Your Net Credited Service prior to your promotion multiplied by the monthly benefit (in effect at retirement) of your pension band before the promotion, plus

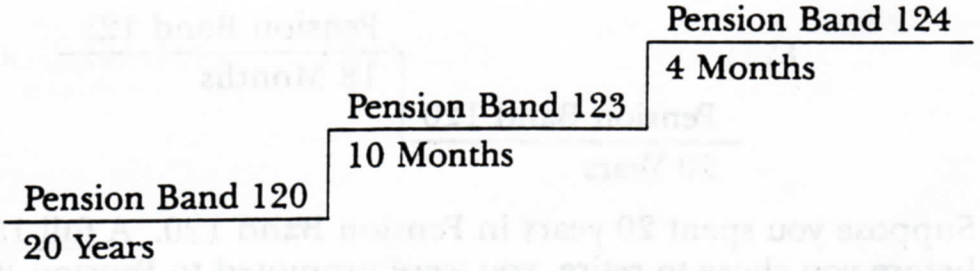
Your Net Credited Service in the promoted pension band multiplied by the monthly benefit (in effect at retirement) of the pension band you held following promotion.

Example of Promotion to Higher Pension Band for Less Than 18 Months



Suppose you were in Pension Band 120 for 20 years, and you were promoted to Pension Band 123, where you remained for ten months before you decided to retire. Your Basic Monthly Pension Benefit would be the monthly benefit (in effect at retirement) of Pension Band 120 multiplied by 20 years, plus the monthly benefit (in effect at retirement) of Pension Band 123 multiplied by ten months.

Example of Multiple Promotions



What if, instead of retiring after ten months in the higher pension band, you had received another promotion to Pension Band 124, and remained there for four additional months before retirement? In this case, your pension calculation would have *also* included the monthly benefit of Pension Band 124 (in effect at retirement) multiplied by four months.

NOTE: A temporary transfer to a job in a higher pension band will not be treated as a promotion for pension purposes until you have been in that temporary position for more than one year.

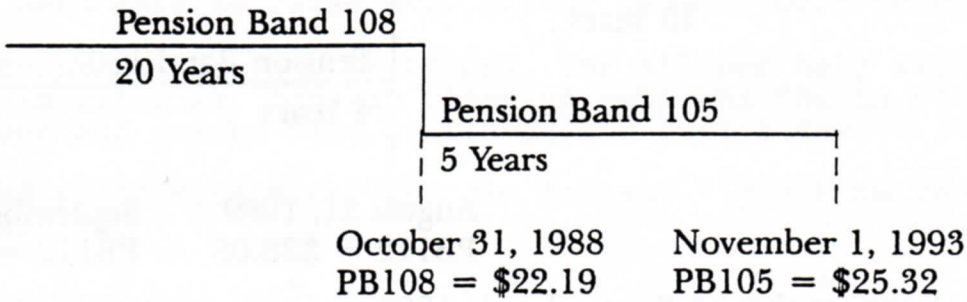
Demotions and Transfers.

If you are demoted or transferred to a job with a lower pension band at any time and later retire, your Basic Monthly Pension Benefit will be calculated, subject to the following provisions:

The monthly benefit amount of your former pension band from which you have been demoted or transferred is "frozen" on the last day that pension band applies.

The frozen monthly benefit of your former pension band will be used to compute your Basic Monthly Pension Benefit at the time you retire--unless, when you retire, the monthly benefit of your current pension band is higher.

Example of Demotion to Lower Pension Band



Suppose that on November 1, 1988, your pension band changed from 108 to 105. On October 31, 1988, the monthly benefit of Pension Band 108 was $22.19. When you retire, the frozen monthly benefit of $22.19 would apply to all of your Net Credited Service, including Net Credited Service on or after November 1, 1988, unless your new pension band, 105, produces a higher monthly benefit. So, if you retire on November 1, 1993, with 25 years of Net Credited Service, your benefit would be based on whichever amount is *greater:*

25 years Net Credited Service × the $22.19 frozen monthly benefit of Pension Band 108 in effect on October 31, 1988

or

25 years Net Credited Service × the $25.32 monthly benefit of Pension Band 105 in effect on your retirement date, November 1, 1993.

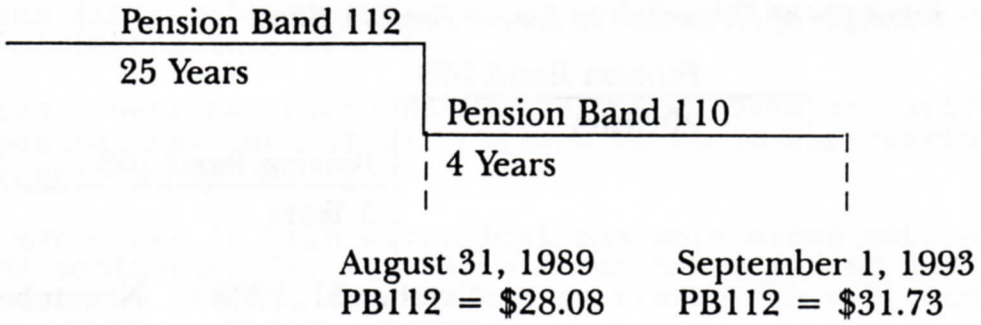
In this example, your pension would be computed using the monthly benefit of Pension Band 105 on November 1, 1993, because it is the greater amount.

Special Demotion Rule.

Pensions are computed in a special way for service pension eligible employees who are demoted or transferred to job titles with lower pension bands on or after October 1, 1980, solely because of a permanent medical work restriction or a force surplus condition:

For years of service up to the fifth anniversary of your transfer to a lower pension band, your pension will be calculated using the current value of the higher pension band you held before your demotion or transfer. For service following the fifth anniversary of your demotion or transfer, your pension will be calculated using the demotion rule described on page 448.

Example of Special Demotion Rule



Suppose that on September 1, 1989 you were service pension eligible with 25 years of Net Credited Service at Pension Band 112. Due to a force surplus condition you were demoted to a job at Pension Band 110 on that date. On August 31, 1989, the monthly benefit of Pension Band 112 was $28.08. Four years later on September 1, 1993, you decide to retire with 29 years of Net Credited Service. On September 1, 1993, the monthly benefit of Pension Band 112 is $31.73. Your Basic Monthly Pension Benefit would be the current monthly benefit of Pension Band 112 multiplied by 29 years.

Supplemental Monthly Pension Benefit.

You may be entitled to a Supplemental Monthly Pension Benefit based on supplemental payments you receive before you retire. To determine how much this benefit will be, add up the supplemental payments shown below (excluding any payments for overtime) that you

receive during the 36 consecutive months before you retire. Divide that total by three to get an annual average. Then multiply the annual average by .001, and multiply the result by your Net Credited Service.

Supplemental payments include:

In-charge allowances;

Extra payments for temporary assignments or temporary promotions of one year or less to higher grades or supervisor positions;

Evening and night differential payments, if your work tour falls completely or partially within the stated differential period.

Job differentials, except those which:

Are considered part of basic pay in assignment of a pension band, as a result of collective bargaining agreements, or

Were paid before you were promoted or transferred to a job with a higher pension band in which you stayed for 18 months or more before retiring.

For employees in work groups transferred from AT&T Technologies, Inc., the following are also included as supplemental payments:

Night work coverage;

Seven-day coverage;

Rate protection allowance, wage supplements, base rate adders, merit increases and other special allowances and similar payments;

Coordinators allowances;

Wage incentive/productivity pay plan (wage incentive replacement factor effective June 1 or June 29, 1985, as applicable.

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UNION MEMBERS

By: Marlene Majeski
Executive Board Chairperson

It's a good feeling to know that you, as a Union member, are going to be able to vote at the Ratification Meeting concerning the contract.

With bargaining in progress and everyone wanting a good three-year contract, it's the people that belong to the Union that will make the difference in what the contract contains. You are only as strong as the voice of your people.

IT'S NOT THE PEOPLE THAT LET OTHERS PAY THEIR WAY THAT ACCOMPLISH ANYTHING; THEY CAN'T VOTE!!!!

A Union Member is like a proud American; they pay their own way and they can be free to have their say and vote. Once again, brothers and sisters, thanks for being there for us; WITHOUT YOU, THERE WOULDN'T BE A UNION.

If some of you non-members have a guilty feeling, see your Union rep -- they'll be happy to sign you up so you can be a proud Union Member and be able to hold your head high and say "I belong to the UNION and pay my own way."

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BARGAINING T-SHIRTS

Marlene Majeski -- Executive Board Chairperson

We will have bargaining T-shirts for sale.

They will be black with either hot pink or hot green lettering. The cost will be as follows:

Size M - XL	$ 9.00
XXL	10.00
XXXL	11.00

See your Union rep or officer, they will take your orders.

Wear your Union shirts; it shows the Company we are united and stand together!!!

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AT&T EMPLOYEES
2nd Annual
Craft Boutique

Saturday November 25, 1995
IBEW Local 1974-Millard
8:30-4:00
6 ft. Tables $15.00 each
RESERVE EARLY
If any questions call 334-2671

Send Reservations to:

Sheila Filipiak/Crafters
15605 Valley St.
Omaha, NE 68130-1959

Type of Craft(s):_____

Name:_____

Address:_____

Phone:_____

Amount Enclosed:_____

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ANNUAL CRAFT BOUTIQUE

By: Sheila Filipiak

Plans are underway for the 2nd Annual Craft Boutique.

We learned several valuable lessons with our first one, and are going to take advantage of them. Fliers have already been sent out to area crafters.

We will be doing more extensive advertising this year, so if you want a table, send in your request early.

Your suggestions or help will be greatly appreciated.

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The winners of the 50-50 Cope Drawings were as follows:

At the 8:45 a.m. meeting - Frank Possinger.	$ 6.00
At the 2:00 p.m. meeting - Sandy Ryder.	5.00
At the 4:15 p.m. meeting - Linda Lloyd.	10.00

All winners of the above drawings donated their monies to the Cope Fund.

The winners of the $50 door prize were as follows:

At the 8:45 a.m. meeting - Jerry Rue.
At the 2:00 p.m. meeting - Steve Shrader.
At the 4:15 p.m. meeting - Bob Belik.

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VOLLEYBALL TOURNAMENT REPORT

By: Deb Gulizia

The Volleyball Tournament was held at the Union Hall, March 11th. We had 12 teams butting heads from 9:00 a.m. until 7:00 p.m. It was a day filled with fun, good food, great competition and beautiful spring time weather.

Steve Ferguson's 1st place "Untouchables" proved to be just that as they went on to defeat anyone in their way. Scott Brown's "Quantum Leap" finished in 2nd place. This is the second consecutive time these two teams have finished 1st and 2nd, respectively.

Between the tournament, which netted $467 and the one held in December, we have been able to raise over $1,100 for our COPE FUND.

I'd like to thank Margie, our secretary, for all her help with schedules, etc.; Jim Filipiak, for his clean-up help and Sheila Filipiak for making sure food and drinks were available the entire day.

Special thanks go to Rick Madej and Jim Pabian -- you know you were the BIGGEST assets!

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THANK YOU

The family of Alven Thacker wishes to thank everyone for the cards, flowers and memorials they received when their Dad passed away.

Becky Waniska and
Audie Thacker

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SAFETY COMMITTEE

By: Steve O'Dell, Jerry Pote
Sam Martin and Deb Gulizia

As spring is here and we once again enjoy the pleasures of outdoor activities, let's remember safety, too. With the return of yard work and the many outdoor activities, from boating to sports, don't be a victim of an accident and ruin your summer.

A new sub-safety committee was formed in IBU 237, which consists of the following members:

Dwight Lockhart	Terry Moore	Connie Carlson
Rod Petersen	Lou Severin	Nate Jackson
Bob Keller	Everett Peterson	Helen Saltzman

This is the first sub-committee in the 30 building and we hope to have a sub-committee in every IBU.

Hearing tests were administered at the Omaha Works in various high noise exposure areas and it was decided to leave the hearing protection requirement at 85DBA.

Thirteen employees in high electrical exposure areas were selected to wear EMF monitoring devices for sixteen hours in one day. Reports are not in as of this date. When available, we will publish them.

The following is a list of some other items that are being worked on at this time:

ITEM NO.	DATE RECEIVED	DESCRIPTION	COMMENTS
34TG	3/3/94	Granulator hopper needs to be covered.	Committee owner, Rich Schmitz, reported that the equipment ordered for the job did not work. Therefore, the problem has been turned over to Phil Baker to determine what must be done to fix the problem.
36KS	3/3/94	Dark room in the print shop needs ventilation.	Testing of the ventilation system is not scheduled until later in 1994. Item will not be discussed until after testing. Rich Schmitz, committee owner.
SM58	7/28/94	Parts tray under the molding machines moves without notice.	The floor will be painted yellow and a sign placed on each machine to provide operator awareness. Jim LaFollette asked Rich Schmitz, Sam Martin and the engineer responsible to talk to the employees about the fix.

ITEM NO.	DATE RECEIVED	DESCRIPTION	COMMENTS
DG69	11/10/94	Employee in 44 store working alone.	Employee will be given a pager when working alone.
DG70	11/10/94	Insulate work aisle being used by Pedestrians.	Signs have been ordered and should be in by next meeting.
DG72	11/10/94	Cigarette butts found close to oil house.	Signs will be installed to advise employees to stay back 50 feet.
S01	1/26/95	Fire stairs need to be added to the mezzanine area on the east Receiving dock.	
S02	1/26/95	Need to modify the spark detectors on the Insulate lines.	
S03	1/26/95	Strob lights shorting out on the Insulating lines.	
LC4	1/26/95	Gate on the R.M. Lab is always open.	
LC5	1/26/95	Need to install signs in our parking lots.	

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WHERE IS YOUR CAR MADE?

By: Edie Riester

I found the following article in "USA Today," and it is helpful when purchasing a new car. It's so difficult to tell where a car is made today, but by looking at the vehicle identification number, you can tell immediately.

How to read a vehicle identification number

You can figure out where your car was made and the model year by looking at its vehicle identification number. The VIN also contains other information about the car. The U.S. government standardized the 17-character format for the 1981 model year for cars sold in the USA.

Sample vehicle identification number (VIN)

1st character: Where the vehicle was built

1 or 4 USA
2 Canada
3 Mexico
6 Australia
9 Brazil
J Japan
K South Korea
L Taiwan
S United Kingdom
V France or Yugoslavia
W Germany
Y Sweden
Z Italy

2nd through 8th characters: Portrait of the vehicle. Identifies brand (Mercury, Dodge, Oldsmobile), body style (sedan, wagon) and engine size and type (liters, cylinders, etc.).

9th character: Security code that identifies the VIN as being authorized by the manufacturer. It alerts law-enforcement officers if the VIN is not authentic.

10th character: Model year of the car.

B 1981	J 1988
D 1983	L 1990
F 1985	N 1992

11th character: Tells which plant assembled the vehicle. Each manufacturer uses different codes to identify its plants.

Last six characters: Serial number of the vehicle. Not all car companies start at 000001; practices vary among manufacturers.

Source: Motor Vehicle Manufacturers Association, National Automobile Theft Bureau, USA TODAY research

VIVIAN HALL, IBU 254
MEMBER
John Ahlborg, IBU 24B
Mother
Cathy Lewis, IBU 252
Mother
Gary Jackson, IBU 23H
Mother
Alice Woods, IBU 226
Brother
Al Buehler, IBU 277
Father
Vic Volkart, IBU 254
Mother-in-law
Judy Janousek, IBU 23H
Grandmother
Betty Abram, IBU 22A
Sister
Kathy Coffman, IBU 22A
Father
Rich Rose, IBU 226
Mother
Nancy Rose, IBU 226
Mother-in-law
Richard Rahde, IBU 241
Mother
Judith G. Meier, IBU 252
Grandmother
Sharon Versch, IBU 23M
Grandmother
Carla Dixon, IBU 254
Grandmother
Becky Waniska, IBU 23H
Father
Bob Waniska, IBU 252
Father-in-law
Audie Thacker, IBU 252
Father
Lisa Brown-Bohaty, IBU 226
Father

Fraternally,

Frank P. Possinger

Frank P. Possinger
President-Business Manager
Local Union 1974, I.B.E.W.

FPP:mw

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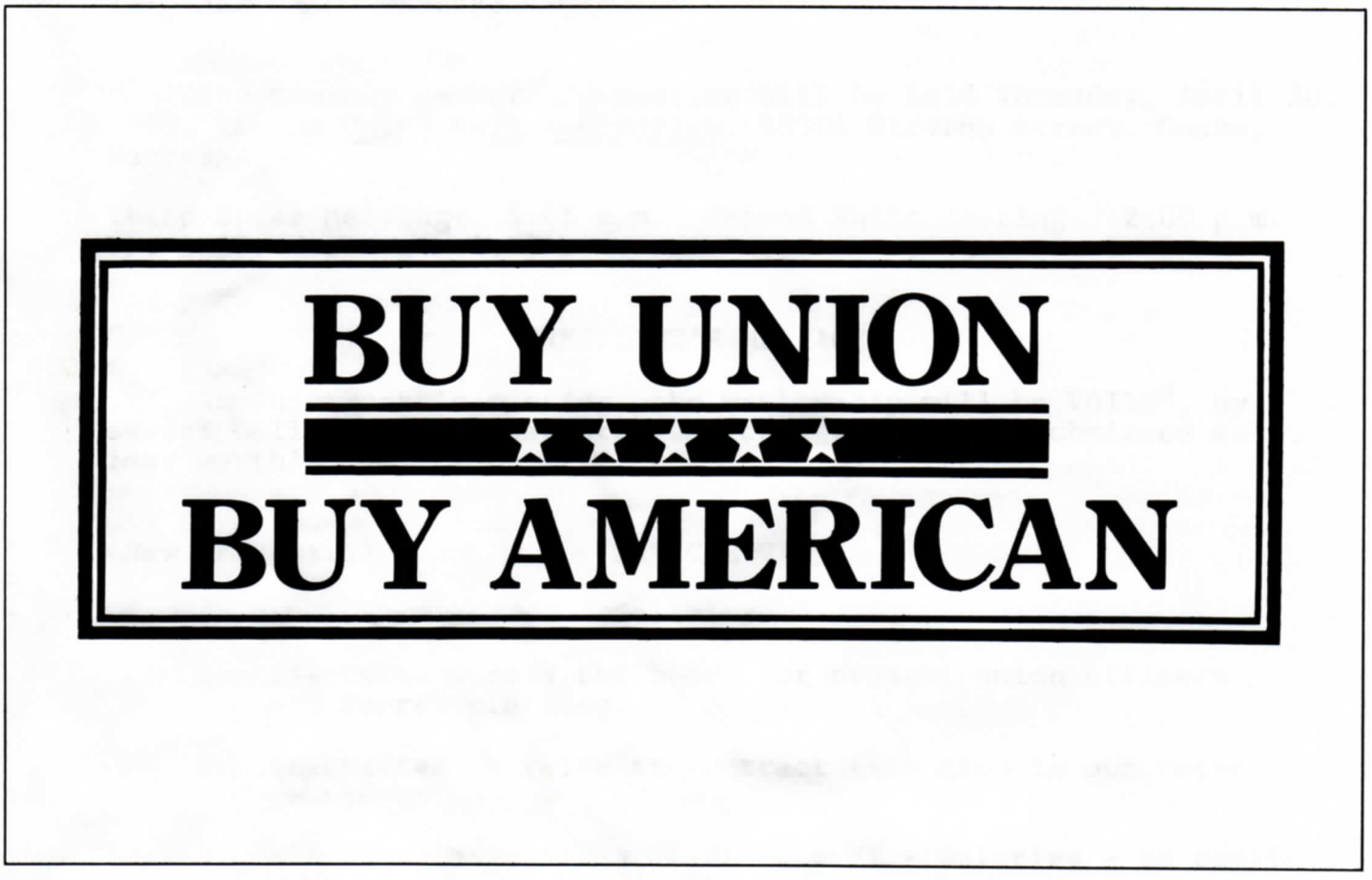
BUY UNION
BUY AMERICAN

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