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
Mike Kelly
Rick Madej
Jim Pabian

August 18, 1994

TO: ALL UNION MEMBERS:

The monthly membership meeting will be held Thursday, August 18, 1994, in the Small Meeting Room, 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.

NOTICE NOTICE NOTICE NOTICE NOTICE

Anyone taking a Leave of Absence -- for any reason, and not actively employed on September 1, 1994, WILL NOT be eligible to receive the Shares for Growth payment.

Do NOT take any leaves. (Will not affect you, if you are out sick.)

ANNUAL SHIFT REALIGNMENT

Effective August 29, 1994:

Realignment takes places in:

Level I - within entire IBU;
Level II - assigned overtime pool;
Level III - assigned overtime pool.

You should have been given your annual Realignment Sheet on or before August 15th. It is to be returned by August 19, so that people can be notified by Monday, August 22, which is the 7-day notice required for shift changes.

SHIFT SELECTION PREFERENCE SHEETS

At every Supervisor's desk in the work area, is a "binder." Employee's responsibility to fill this out. Employee's responsibility to make any or all changes and initial it. Supervisor's responsibility to have it on their desk or in work area.
Supervisor's responsibility to make sure it is readily available. Supervisor's responsibility to notify employee of shift change.

Any transferees to Omaha --

Your full service is used for shift selection within your IBU.

Anyone who has been newly hired and would prefer to work another shift, please put your name and shift preferred in the book.

PRESIDENT'S MESSAGE

There was a recent meeting held of 50 Building Union Representatives and EWC management personnel to discuss the schedules/orders of EWC, and how to meet those demands. Sixty-five people discussed the issues of Planned Production - Planned Vacations.

There were 613 total employees of EWC as of July 26 with 8,902 hours of VA/EWD time left for the year. The issues are, the number of people needed at work every day to run product, (versus) the number of people who are on vacation, EWD, in training or out sick.

613 people, have 8,902 VA/EWD days left. Only 106 working days remain in this year (as of July 26). Schedules call for 7 days per week
three shifts (on any given day, 115 people are off the job). Schedules for using remaining VA/EWD's = 84 (13.7%), people must be on VA/EWD every day through the end of the year. Trying to cover with overtime is getting to be a problem in some areas and/or shifts. This is not the answer when you're already working seven days per week.

A lot of discussion took place and a number of ideas were discussed, i.e.: meet with people and explain the issue and ask for input or thoughts;
Buy back vacation time;
Recanvass employees to look at remainder of year and see if they could schedule remaining time;
Explain the schedule and/or customer orders;
Educate people about the "dilemma" we face;
New/different work schedules;
Add extra people;
Floaters;
Pool of crossed trained personnel.

These were just a few of the things that were talked about.

Department managers have been meeting with small groups of employees and explaining this to them. They are also talking about the schedules for the remainder of this year, and it looks like they will be asking people to work over the Holiday periods.

There has not been anything new or different as to the sale of Phoenix. The one major hurdle right now is still about "those persons who are pension eligible, can they elect to receive their pensions and work for the new CSI Company?"

"The CSI Company is still negotiating with the CWA Local in Phoenix, as to rates of pay, benefits, etc. etc., as of this writing, there has been nothing decided on those issues.

This week Monday, August 8, 1994, the last of the new hires came in. The Company says that this will satisfy their goal of 200 (+) that they targeted for this year. Although it doesn't look like any more would be needed through the end of '94, this could change though based on business needs.

ETOP ANNOUNCEMENT

Income tax classes through H & R Block will start September 12. Any one interested in learning income tax preparation, please contact the Employee Resource Center.
NEW MEMBERS

We would like to welcome each and every one of you into our Union. We would love to see you at the Union Meeting this month.

Jim B. Beach
Scott A. Budoff
Delores Castillo
Richard T. Caveye
Valerie K. Breech
Sam A. Culotta
Jerry F. Desanti
Rose M. Dumas
Charles E. Essex
Valerie D. Eure
David Getzschman
James C. Graffe
Ellery L. Hogan
John H. Holck
Dale R. Holling
Diane M. Karstens
John J. Knipple
Gwenn A. Kunz
Sharon R. McDonald
Kathy J. Miller
Margaret R. Montgomery
Annie L. Nelson
Kevin C. Sisley
Kurt T. Stratton
John C. Stroy
Kelli L. Swanson
Frances Kay Warford

Alise L. Wilson
Raymond D. Yates
David A. Anzalone
Bryce J. Bolen
Allen G. Callahan
Samuel Ferraguti
Jeff S. Geissinger
Rebecca L. Godfrey
Cindy L. Hiemer
Phillip M. Kimmach
Norma J. Konwinski
Mark T. Novak
Joseph R. Romaine
Larry J. Sheldahl
Lori K. Saunders
Charles M. Swait
Sherrie M. Drebout
Susan E. Estes
Ann F. Gieselman
Angie L. Gordon
Frank B. Hussman
Conchita M. Johnson
Stephen M. Johnson
Thomas W. Johnson
Linda K. Lewis
James M. Mayer
John M. McNulty
Terry P. Pollard

The winners of the 50-50 Cope Drawings were:

At the 8:45 a.m. meeting - Cindy Kelly. $ 6.00
At the 2:00 p.m. meeting - Jeanette Crouch. $ 4.00
At the 4:15 p.m. meeting - Rick Madej. $ 10.00

Rick Madej donated his winnings to the Cope Fund.

The winners of the $50 door prizes were:

At the 8:45 a.m. meeting - Joe Sposich.
At the 2:00 p.m. meeting - Jim Garza.
At the 4:15 p.m. meeting - John Gude.
*** REGULATION EDITORIAL -- The Baby Bells have a problem. To move into the fast lane of the Information Superhighway, they want to get into such high-growth businesses as cable television, interactive multimedia, wireless networks and long distance service. But the price for these unregulated prizes is high: Washington isn't about to give the Bells free run unless they forgo their local service monopolies and accept true competition. The RBOC's are leaving no legal or political stone unturned to press for a hospitable legislative environment. In their strangest move yet, four of the seven RBOCs filed a motion on July 6 asking U.S. District Judge Harold Greene to end his overseer's role. Maybe the companies should be glad Greene has been overseeing their case. True, he is sitting on a lot of their requests for waivers to enter certain unregulated businesses, but that sword cuts both ways: He is also sitting on AT&T's request to buy McCaw Cellular, which will put the former parent in direct competition with the Baby Bells in local cellular service. Instead of griping, the Bells should have been trying to become more competitive. Perhaps the Bells should stop worrying about winning in Washington and figure out how to win in the real world. (editorial, Bus. Week, 7/18)

THE RECORD

Shirley Dwyer, IBU 23H  
Sister
Doug Study, IBU 23B  
Mother
Pat DeBolt, IBU 223  
Step Father
Stan Puchalski, IBU 252  
Mother
Ray Krupa, IBU 252  
Brother

Virginia Barker, IBU 228  
Father-in-law
Casia Perry, IBU 252  
Grandfather
Jacquelyn Gilreath, IBU 23H  
Grandfather
Ross Callihan, IBU 228  
Father-in-law
Dennis Ramsey, IBU 277  
Son

FPP: mw
opeiu #53

Fraternally,

Frank P. Possinger
President-Business Manager
Local Union 1974, I.B.E.W.
The Ultimate "Free Rider"

There once was a worker who would never join a union. All his life he excepted the benefits the union won for him, but he refused to join and pay dues.

He grew old, living comfortably on what the union had been able to achieve at his work place. Finally, death approached and he made a request of his wife. "Please arrange for union members to be my Pall Bearers."

His startled wife responded, "You never belonged to the union. Why do you want union members to be your Pall Bearers?"

He responded, "I figured they've carried me this far, they might as well carry me the rest of the way."