



# 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.

### N O T I C E

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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.

[illegible]

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;
- Floater;
- 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	Alise L. Wilson
Scott A. Budoff	Raymond D. Yates
Delores Castillo	David A. Anzalone
Richard T. Caveye	Bryce J. Bolen
Valerie K. Breech	Allen G. Callahan
Sam A. Culotta	Samuel Ferraguti
Jerry F. DeSanti	Jeff S. Geissinger
Rose M. Dumas	Rebecca L. Godfrey
Charles E. Essex	Cindy L. Hiemer
Valerie D. Eure	Phillip M. Kimmach
David Getzschman	Norma J. Konwinski
James C. Graffeo	Mark T. Novak
Ellery L. Hogan	Joseph R. Romaine
John H. Holck	Larry J. Sheldahl
Dale R. Holling	Lori K. Saunders
Diane M. Karstens	Charles M. Swait
John J. Knipple	Sherrie M. Drebot
Gwenn A. Kunz	Susan E. Estes
Sharon R. McDonald	Ann F. Gieselman
Kathy J. Miller	Angie L. Gordon
Margaret R. Mongtomery	Frank B. Hussman
Annie L. Nelson	Conchita M. Johnson
Bart M. Schramm	Stephen M. Johnson
Kevin C. Sisley	Thomas W. Johnson
Kurt T. Stratton	Linda K. Lewis
John C. Stroy	James M. Mayer
Kelli L. Swanson	John M. McNulty
Frances Kay Warford	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.



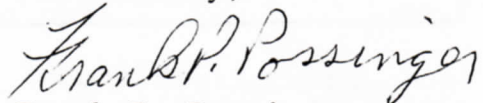
\*\*\* REGULATION EDITORIAL -- The Baby Bells have a problem. To move into the fast lane of the Information Superhighway, they want to get into such high-growth businesses as cable television, interactive multimedia, wireless networks and long distance service. But the price for these unregulated prizes 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

Fraternally,



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

FPP:mw  
opeiu #53



## **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."